

## SUMMARY OF CHANGES 2023-2025 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 formatting, and update reference to employee language, without substantive effect on the provisions or their intent.**

**Text entered between angle brackets (<text>) is not intended to appear in the approved Compensation Plan. Where <TBD> 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 General Wage Adjustments and most market pay provisions.**

### **Introductory Notes**

1. The first paragraph is updated for the applicable Fiscal Year dates.
2. General Quartile Pay Schedule X is added to the list of Pay Schedules.

### **Section A**

3. A funding statement is added to the Introduction regarding which pay adjustments are eligible for budget supplement and which are agency-funded.
4. Section A, 2.01 is revised to reflect General Wage Adjustments (GWA) of 4.0% effective <TBD>, and 2.0% effective June 30, 2024, for eligible employees with satisfactory performance, with annualized lump sum payments for employees unable to receive a full GWA due to pay range maximum limitations.
5. Section A, 2.01(A)(2)(c) is modified so that Supervisors who complete required performance evaluations (PE's) within three months of each GWA effective date can receive a Delayed GWA the pay period following completion of the required PE's. This replaces naming calendar dates for the completion of PE's and the Delayed GWA.
6. Section A, 2.01(C) is created to provide a lump sum for the delay in implementation of the Compensation Plan. Any employee eligible to receive the Fiscal Year 2023-24 GWA will receive a payment for the amount of the GWA increase multiplied by the number of hours in pay status since the budgeted GWA date of July 2, 2023. Premium pay received will be adjusted accordingly.
7. Section A, 2.02(2) regarding pay progression for Capitol Police and DNR Wardens is revised to change the law enforcement experience thresholds from 3, 5, 7, 9, and 11 years to 1, 2, 3, 4, 5, 6, and 7 years.
8. Section A, 2.02(6) though (9) are created to place the Capitol Police and DNR Wardens on a new pay progression structure (after the GWA and Section L market adjustment), with a lump sum payment for the amount of the placement increase multiplied by all hours in pay status since July 2, 2023. (This does not include the

- \$5.00/hr market adjustment in Section L of the Plan for which there is no backpay.)
9. Section A, 2.03(d) is created to note that a classification allocated to General Quartile Pay Schedule X is no longer eligible for progression adjustments under A-2.03. Paragraph (2)(a) is modified to exclude from eligibility classifications assigned to Pay Schedule X.
  10. Section A, 2.04 is revised to remove the Criminal Analyst classification series from the pay progression. Criminal Analysts had been grandfathered for hires prior to February 18, 2018, and the progression schedule is no longer being used. In 2.04(3), the word “applicable” is deleted because there will no longer be a separate Criminal Analyst pay progression schedule.
  11. Section A, 2.05 is revised to remove unnecessary funding language because of the general statement on funding in the Introduction to Section A. In the first paragraph, the word “Administration” is deleted as unneeded.
  12. Section A, 2.06 is revised to provide, after the Fiscal Year 2023-24 GWA, two additional pay adjustments for Dept of Corrections and Dept of Health Services Correctional Officers, Sergeants, Youth Counselors, and Psychiatric Care Technicians.
    - a. Provide a \$4.00/hr base pay increase to all employees in the security classifications, replacing the pilot add-on which is discontinued. (There is no back pay for this provision because the employees have already been receiving this additional \$4.00 as an add-on.)
    - b. Place all security staff on the enhanced security pay progression structure, including the addition of a pay point for 25 years of state service. This includes a lump sum payment equal to the amount of the placement increase, multiplied by all hours in pay status in a security classification since July 2, 2023, with adjustment of premium pay paid.
    - c. Statements are added that the security increases are eligible for budget supplementation and that the statutory limit on individual pay increases does not apply.
  13. Section A, 2.09 is revised to provide, after the Fiscal Year 2023-24 GWA, two possible pay adjustments for Nurse Clinician 2 staff.
    - a. All Nurse Clinician 2 staff will receive a base pay increase of \$5.00/hr, replacing the current pilot add-on of \$5.00/hr for work hours only.
    - b. All Nurse Clinician 2 staff are placed on the enhanced pay progression schedule in Section Z. Since the enhanced pay progression schedule accounts for the 4.0% GWA and the \$5 conversion to base pay, few if any employees will receive a pay adjustment under this provision.
    - c. The funding language is revised to state that the A-2.09 adjustments will be eligible for supplement.
  14. Section A, 2.10 is revised to remove unnecessary funding language because of the general statement on funding in the Introduction to Section A.

15. Section A, 2.11 is revised to provide, after the Fiscal Year 2023-24 GWA, two possible pay adjustments for eligible Nursing Assistant and Resident Care Technician staff.
  - a. Staff who are currently receiving a \$5.00/hr add-on for work hours will receive a base pay increase of \$5.00/hr and the add-on is discontinued.
  - b. All eligible staff are placed on the enhanced pay progression schedule in Section Z.
  - c. 2.11(3) is created to indicate that the statutory limit on individual pay increases does not apply.
16. New Section A, 2.13, is created to provide two possible pay adjustments for Licensed Practical Nurses following the Fiscal Year 2023-24 GWA on the same date.
  - a. Licensed Practical Nurses who are currently receiving a \$5.00/hr add-on for work hours will receive a base pay increase of \$5.00/hr and the add-on is discontinued.
  - b. Licensed Practical Nurses will be placed on a newly created pay progression structure in Section Z based on years of LPN licensure.
  - c. A statement is added to indicate that the statutory limit on individual pay increases does not apply.
17. New Section A, 2.14, establishes a pay progression system for Licensed Practical Nurse based on years of LPN licensure, with progression adjustments at 3, 5, 7, 9, and 11 years to match the Nurse Clinician 2 structure for progression eligibility.
18. Section A, 3.01 is revised to add new Section M as a location of pay administration language for position reallocations and reclassification.
19. Section A, 4.03(3) is revised to make the reference to Weekend classifications generic due to proposals in the Plan to increase the number of Weekend classifications.
20. Section A, 4.05(3)(a) is revised to delete obsolete language regarding the Night Differential increase under the current (2021-2023) Compensation Plan.
21. Section A, 4.06(3)(a) is revised to delete obsolete language regarding the Weekend Differential increase under the current (2021-2023) Compensation Plan.
22. Section A, 4.08 is revised to increase Standby Pay from \$2.25 to \$3.00 per hour.
23. Section A, 4.10(5) is created to create additional add-ons for psychologist classifications identified under 4.10. Employees with a Master's degree and interim WI licensure may receive a \$3.00/hr add-on, and employees with a Master's degree and permanent WI licensure may receive a \$5.00/hr add-on. Employees with a Doctorate may receive up to two add-ons, one for their doctorate and one for either interim or permanent licensure.
24. Section A, 4.14(3) is revised to increase the engineering/architect add-on from \$1.00 to \$1.25 per hour.
25. Section A, 4.15 is revised to increase each level of the CPA add-on from \$0.25 to \$0.50/hr, for a maximum of \$1.00/hr.
26. Section A, 4.16 is revised to increase the Certified General Appraiser add-on from \$0.30 to \$1.00/hr.

27. Section A, 4.19 is revised and retitled as Supplemental Pay for Credentials in the Office of the Commissioner of Insurance. The new language list eligible classifications, and the add-on amounts for eligible credentials, along with administrative language for the granting and removal of add-ons.
28. Section A, 4.20 is revised and retitled to Supplemental Pay for Specific Law Enforcement Assignments. The retitling is necessary with the addition of Dept of Administration and Dept of Transportation employees to the list of eligible law enforcement classifications.
  - a. 4.20(3) is revised to clarify that an employee is not eligible at times when the employee is a trainee.
  - b. 4.20(4) is created to add eligibility for Law Enforcement Dispatcher or Law Enforcement Dispatcher Supervisor to receive a \$1.50/hr add-on when performing the duties of a Communications Training Officer.
29. Section A, 4.21 is revised to increase the Dept of Financial Institutions "Skill and Education Level" add-on from \$1.50 to \$2.00/hr for each of the four levels, for a combined maximum add-on of \$8.00. A statement is added that these add-on increases will be eligible for budget supplement.
30. Section A, 4.32 is revised to add the possibility of agencies creating a Weekend Licensed Practical Nurse program.
31. Section A, 4.33 is created to allow agencies to create a Weekend program with a \$5.00/hr add-on for Correctional Officers and Sergeants, Psychiatric Care Technicians, and Youth Counselors.
32. Section A, 4.38 is created to authorize four levels of supplemental pay at \$1.50/hr for each credential level for Universal Building Inspectors at the Dept of Safety and Professional Services, for a combined maximum add-on of \$6.00.
33. New Section A, 4.39 is created to provide a \$3.00 per hour add-on for worked hours only to License Permit Program Associates and Office Operations Associates working in the Dept of Safety and Professional Services. This provision replaces the current identical pilot add-on. These add-ons may be terminated by the DPM Administrator when it is determined a critical need no longer exists.
34. Section A, 4.40 is created to authorize agencies to provide an add-on of up to \$10.00/hr for Advanced Practice Nurse Prescribers with a psychiatry specialty credential, and the credential is necessary to perform the duties of the position.
35. Section A, 4.42 is revised and retitled to Teacher and Youth Counselor Add-on in DOC Juvenile Schools. 4.42(2) is created to put the current \$5.00/hr pilot add-on for worked hours only for Youth Counselors at the juvenile schools into the Compensation Plan. The add-on will end with closure of the schools.
36. Section A, 4.44 regarding the Supplemental Pay for High-Vacancy Adult Correctional Institutions is revised to eliminate the 50% funding restriction in accordance with the 2023-25 state budget.
37. Section A, 4.45 is revised and retitled to DOC Maximum and Medium Security Add-ons. Revisions include:
  - a. The Maximum Security add-on for worked hours only is increased from \$2.00 to \$3.00/hr.

- b. A Medium Security add-on for worked hours only is created at \$1.00/hr.
  - c. Supervising Officers and Supervising Youth Counselors are added to the list of Eligible Classifications.
  - d. A list of eligible Medium Security locations is provided.
  - e. For employees in pay status on the date of implementation <TBD>, a Lump Sum for Delay in Implementation will be provided for worked hours since July 2, 2023, in an eligible classification at an eligible location. The lump sum accounts for the amount of the maximum security add-on already paid, so that no one “double-dips” on the back pay lump sum.
  - f. A statement is added that maximum and medium security add-on costs are eligible for budget supplement.
38. Section A, 4.46 is created to provide “Extra Security Shift Incentive Payments” to qualified Probation and Parole Agents who volunteer to work Correctional Officer/Sergeant shifts for which they are not regularly scheduled. The payment amount is \$75, \$150, or \$225 for shifts of 4, 8, or 12 hours, respectively.
- a. These Incentive Payments are available only at institutions that qualify for the DOC High Vacancy (over 40%) add-on in the Comp Plan.
  - b. An employee may not exceed \$300 in Incentive Payments in any 24-hour period.
39. Section A, 5.01(2) is revised regarding Relocation Incentive Awards so that any classification currently eligible will remain eligible even if the classification is reassigned to the new General Quartile Pay Schedule X.
40. Section A, 5.02 is revised to modify student activity titles that qualify for DPI lump sum payments for school employees that lead various extracurricular activities. In addition, a statement is added that positions may be split between staff members for a split amount.
41. Section A, 5.05 regarding the Sign-on Bonus program is revised in several respects:
- a. Change the terminology in (2) from “recruitment notice” to “job announcement.”
  - b. Revise (4) so that employees that move between positions (e.g., promotions and transfers) remain eligible provided that they are still working in the same “occupational area” within the agency.
  - c. Adds a provision as (6) allowing the Bureau of Merit Recruitment & Selection Director to authorize a sign-on bonus up to 10% of the annualized pay range minimum, not to exceed \$10,000, for certain listed occupational areas.
42. Section A, 5.06(2) is revised to consider a person with no executive branch state service in the previous five years as a “new” employee.
43. Section A, 5.08 is updated for a fiscal year 2023-24 effective date with a statement that the costs will be eligible for budget supplement, and without any payment in fiscal year 2024-25.

## **Section B**

44. Section B, 2.01(2) is revised to apply GWA amounts to Judge and Justice pay rates.

45. Section B, 2.02(2) is revised to increase the Rate for Office for future legislators by the GWA amounts.
46. Section B, 2.03(1) is revised to update the date current Constitutional Officers took office.
47. Section B, 2.03(2) is revised to apply increases to the Constitutional Officer salaries (for future incumbents) and to update the date then next set of constitutional officers will begin their terms of office.
48. Section B, 2.04 is revised to increase the Rates for Office for future District Attorneys by the market increase amounts specified in the 2023-25 state budget of \$8.76 in year one and \$2.27 in year two of the biennium.
49. Section B, 3.05(A) is revised to provide General Wage Adjustments to eligible unclassified employees of 4.0% effective <TBD> and 2.0% effective June 30, 2024.
50. Section B, 3.05(B) is created to provide a lump sum for the delay in implementation of the Compensation Plan. Any employee eligible to receive the Fiscal Year 2023-24 GWA will receive a payment for the amount of the GWA increase multiplied by the number of hours in pay status since the budgeted GWA date of July 2, 2023. Premium pay received will be adjusted accordingly.
51. Section B, 3.07(4) is revised to remove obsolete language for the Weekend and Night Differentials.

### **Section C**

52. Section C, 2.00 is revised to provide General Wage Adjustments (GWA) of 4.0% effective <TBD>, and 2.0% effective June 30, 2024, for eligible employees with satisfactory performance, with annualized lump sum payments for employees unable to receive a full GWA due to pay range maximum limitations.
53. Section C, 2.00(A)(2)(e) is modified so that Supervisors who complete required performance evaluations (PE's) within three months of each GWA effective date can receive a Delayed GWA the pay period following completion of the required PE's. This replaces naming calendar dates for the completion of PE's and the Delayed GWA.
54. Section C, 2.00 (A)(4), is deleted to remove the GWA increase guarantee for merit progression eligible (attorneys).
55. Section C, 2.00(C), is created to provide a lump sum for the delay in implementation of the Compensation Plan. Any employee eligible to receive the Fiscal Year 2023-24 GWA will receive a payment for the amount of the GWA increase multiplied by the number of hours in pay status since the budgeted GWA date of July 2, 2023. Premium pay received will be adjusted accordingly.

### **Section D**

56. Section D, 2.01(2)(b)2.b. is revised to add reference to the new Section M for pay administration.

### **Section E**

57. The title of Section E is revised to add the phrase "Except General Quartile Pay Schedule X" to recognize the addition of the new non-broadband pay schedule.

58. The INTRODUCTION is revised to exclude from coverage employees in classifications assigned to General Quartile Pay Schedule X and provide a cross reference to Section M for pay administration for Schedule X classifications.
59. Section E, 4.00(1) and 4.00(2) are modified to reflect the creation of Section E, 4.00(11) and the superseding provisions of that newly creation provision.
60. Section E, 4.00(10) is revised to remove the example under (10)(d) which is not fully correct and unnecessary.
61. Section E, 4.00(11) is created to provide pay on appointment provisions for employees moving into or between classifications in the Probation and Parole Agents series due to the new seniority-based pay progression structure for the classification series.
62. Section E, 5.00 is created to provide pay administration for employees moving into a non-broadband classification from a security classification in pay ranges 05-31, 05-32, or newly created security supervisor broadband pay ranges 81-33 and 81-34. The purpose of these provisions is to have pay set for these former security employees in the same manner as an original appointment with very limited flexibility to account for GWA and market increases provided under the new Compensation Plan.

#### **Section F**

63. Section F, 4.02(1) is revised to increase in-state maximum meal allowances.
64. Section F, 4.02(2) is revised to increase out-of-state maximum meal allowances.
65. Section F, 4.02(5) is revised to increase the bag meal reimbursement from \$4.00 to \$5.00.
66. Section F, 5.02(1) and (2) are revised to increase the maximum lodging rate for most counties in Wisconsin from \$90 to \$98, and for Dane, Milwaukee, Racine, and Waukesha counties from \$95 to \$103, with Dane County a new addition to the higher-rate county list.

#### **Section G**

67. Section G, 2.02 is revised to increase the reimbursement maximum for damaged personal items from \$100 to \$150.
68. Section G, 4.02 is revised to increase the annual allowance for safety shoes from \$40 to \$60.

#### **Section H**

No change in Section H.

#### **Section I**

69. Section I, 4.04(2) is revised to add a cross reference to new pay administration language for Licensed Practical Nurses.
70. Section I, 4.04(3) is revised to add cross references to new pay administration language for Licensed Practical Nurses and for employees coming from current and new security pay ranges.

71. Section I, 4.06(1) is revised to provide cross reference to special pay administration provisions for Nurse Clinician 2, Licensed Practical Nurse, and employees moving out of a security classification.
72. Section I, 4.17 is created to provide pay administration provisions for Licensed Practical Nurse positions on the new pay progression structure in Section Z.
73. Section I, 4.18 is created to provide pay administration for employees moving into a broadband classification from a security classification in pay ranges 05-31, 05-32, or newly created security supervisor broadband pay ranges 81-33 and 81-34. The purpose of these provisions is to have pay set for these former security employees in the same manner as a broadband original appointment.

### **Section J**

No change in Section J.

### **Section K**

74. Section K, 3.04 is revised to add Weekend Licensed Practical Nurse to the special annual leave provisions.
75. Section K, 3.05 is created to provide special annual leave provisions for Weekend security classifications that may be created. These provisions are identical to K-3.04 except for the longer listing of possible new Weekend classifications.
76. Section K, 4.03 is retitled to the generic "Weekend Classifications Personal Holidays" and revised to add Weekend LPNs and Weekend security classifications to the list of Weekend titles excluded from eligibility for Personal Holidays.
77. Section K, 5.02 is retitled to the generic "Weekend Classifications" and revised to add Weekend LPNs and Weekend security classifications to the list of Weekend titles excluded from earning paid Legal Holidays. The language is also revised to make the provision for employees in Weekend titles to receive premium pay on holidays generic language rather than listing all the possible Weekend classifications.

### **Section L**

78. All market pay provisions in Section L that were effective only for the 2021-23 Compensation Plan are deleted.
79. Section L, 2.01(4) is revised to state that parity for agency-funded market adjustments will not be permitted unless specifically noted and authorized by DPM.
80. Section L, 2.01(5) is revised to list security supervisor classifications eligible for parity based on the enhanced pay progression structure for subordinate security staff, and to add a note that the parity costs will be eligible for budget supplement.
81. Section L, 2.01(6) is updated to authorize parity adjustments for certain State Patrol supervisory staff in the event of reaching a 2023-25 labor agreement with the public safety bargaining unit, and to specifically note that the parity costs are eligible for budget supplement.



82. Section L, 2.01(7) is created to allow agencies to request parity with the FY 2022-23 Wisconsin State Attorneys Association labor agreement for the listed nonrepresented Attorney classifications. Any such parity would be agency-funded.
83. Section L, 2.01(10) is created to authorize the Dept of Corrections to request parity for Corrections Field Supervisors in relation to implementation of the pay progression structure for Probation and Parole Agents.
84. Section L, 2.01(11) is revised to add reference in the Note to newly created Section M for pay administration.
85. Section L, 2.02 is revised to provide a list of funded market adjustments effective <TBD> for the specified classifications.
86. Section L, 2.03 is created to provide a \$2.50/hr market adjustment to Respiratory Therapists, effective <TBD>, to replace the current pilot add-on.
87. Section L, 2.04 is created to provide a \$5.00/hr market adjustment to Nurse Clinician 3 and 4 in the Dept of Corrections to replace the current pilot add-on. The Depts of Health Services and Veterans Affairs may request parity. The market and parity are effective <TBD>.
88. Section L, 2.05 is created to provide a \$1.00/hr market adjustment to Income Maintenance Specialists, effective <TBD>, to replace the current pilot add-on.
89. Section L, 2.06 is created to provide a \$4.00/hr market adjustment to DHS disability determination program staff classifications and \$2.00/hr to supervisory classifications, effective <TBD>, to replace the current pilot add-on.
90. Section L, 2.07 is created to provide a \$3.00/hr market adjustment to Military Affairs Security Officers, effective <TBD>, to replace the current pilot add-on, and to allow parity to be requested for Military Affairs Security Officer Supervisors.
91. Section L, 2.08 is created to provide a \$4.00/hr market adjustment for Corrections Program Supervisors, effective <TBD>, to replace the current pilot add-on.
92. Section L, 2.09 is created to provide a \$4.00/hr market adjustment for the listed security supervisors at DHS and DOC, effective <TBD>, to replace the current pilot add-on.
93. Section L, 2.10 is created to provide a \$5.00/hr market adjustment for the listed Police and Conservation Warden classifications, effective <TBD>. (For the Police this replaces the current pilot add-on.) Parity may be requested for Police Sergeants and Natural Resources Law Enforcement Supervisor.
94. Section L, 2.11 is created to provide a 10.0% market increase to the listed Engineering classifications, effective <TBD>. L-2.11(4) specifies a parity adjustment of 10.0% for the listed engineering-related classifications, effective the same date.
95. Section L, 2.12 is created to authorize market equity adjustments for the listed human resources-related classifications, effective <TBD>. Each employee will generate \$1.00/hr.
96. Section L, 2.13 is created to authorize market equity adjustments for employees in the Income Maintenance Specialist series, effective <TBD>. Each employee will generate \$3.00/hr.

97. Section L, 2.14 is created to authorize market equity adjustments for employees in the listed Psychologist classifications, effective <TBD>. Each employee will generate \$3.00/hr.
98. Section L, 2.15 is created to authorize market equity adjustments for employees in the listed Therapist classifications, effective <TBD>. Employees classified as Occupational Therapist or Physical Therapist will generate \$3.00/hr, while employees in the other Therapist classifications will generate \$2.00/hr.
99. Section L, 2.16 is created to authorize market equity adjustments for employees in the Treatment Specialist classification series, effective <TBD>. Each employee will generate \$2.00/hr.
100. Section L, 2.17 is created to authorize market equity adjustments for employees in Property Assessment classifications, effective <TBD>. Each employee will generate \$2.00/hr.
101. Section L, 2.18 is created to authorize market equity adjustments for employees in Insurance Examiner and Insurance Financial Examiner classifications, effective <TBD>. Each employee will generate \$2.00/hr.
102. Section L, 2.19 is created to authorize market equity adjustments for Law Enforcement Dispatcher staff and supervisor classifications, effective <TBD>. Each employee will generate \$2.00/hr.
103. Section L, 2.20 is created to authorize market equity adjustments for employees in Motor Vehicle Program Specialist classifications, effective <TBD>. Each employee will generate \$2.00/hr. Parity may be requested for the classification of DOT Supervisor.
104. Section L, 2.21 is created to authorize market equity adjustments for employees in the classifications of Nursing Instructor and Nursing Specialist, effective <TBD>. Each employee will generate \$3.00/hr.
105. Section L, 2.22 is created to authorize market equity adjustments for employees in Initial Assessment classifications, effective <TBD>. Each employee will generate \$2.00/hr.
106. Section L, 2.23 is created to authorize market equity adjustments for employees in Advanced Practice Nurse classifications, effective <TBD>. Each employee will generate \$2.00/hr.
107. Section L, 2.24 is created to authorize market equity adjustments for employees in DWD Equal Rights Officer classifications, effective <TBD>. Each employee will generate \$2.00/hr.
108. Section L, 2.25 is created to authorize market equity adjustments for employees in Elections Specialist classifications, effective <TBD>. Each employee will generate \$2.00/hr.
109. Section L, 2.26 is created to authorize market equity adjustments for employees in Public Utility Financial Analyst and Public Utility Rate Analyst classifications, effective <TBD>. Each employee will generate \$2.00/hr.
110. Section L, 2.27 is created to authorize market equity adjustments for the listed Information Systems and related classifications, effective June 30, 2024. Each employee will generate \$0.50, \$1.00, or \$1.50/hr as listed.

**Section M**

111. Section M is created and titled “Pay Administration for General Quartile Pay Schedule X.” Section M will provide comprehensive pay administration provisions for classifications that may be assigned to the newly created Pay Schedule X.

**Section X**

112. Section X is created and titled “General Quartile Pay Schedule X for Certain Classified Employees for the 2023-25 Biennium.” Section X consists of 13 pay ranges titled from X-01 to X-13. Each pay range is divided into four quartiles for pay administration as provided in Section M of the Compensation Plan.

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

113. Unless otherwise specified here, current pay ranges are adjusted by the 4.0% GWA effective <TBD> and the June 30, 2024 2.0% GWA.
114. Effective <TBD>, all non-broadband pay ranges with current Raised Minimum Rates (RMRs) in effect in Pay Schedules 02, 03, 05, and 06 have the pay range minimum increased by 22% from the current unmodified pay range specified in the Compensation Plan. The resulting new pay range minimums are lower than the current RMRs increased by the 4.0% GWA. The pay range maximums are increased by the GWA amount, with the result that the pay ranges have less spread from minimum to maximum than previously.
115. Effective <TBD>, the pay ranges for DHS and DOC security staff, 05-31 and 05-32, have the pay range minimums and maximums reset to match the lowest and highest points, respectively, of the enhanced 05-31 and 05-32 security pay progressions.
116. Effective <TBD>, the appointment maximum for broadband Pay Schedule 05-63 is modified to be increased from the midpoint to 60% of the way through the broadband to accommodate the new top progression pay rate of \$44.00 in the Police and Warden Progression Structure.
117. Effective <TBD>, the pay rates for the Nursing Assistant and Resident Care Technician Pay Structure and Progression in Pay Schedule 06 are increased by the 4.0% GWA and the \$5.00/hr roll-in of the current pilot add-on.
118. Effective <TBD>, the pay range minimum for broadband pay range 06-05 is increased to \$28.00 to match the minimum of the new Licensed Practical Nurse pay progression structure. No other classification is in broadband 06-05.
119. Effective <TBD>, the Licensed Practical Nurse Pay Structure and Progression is created for broadband Pay Schedule 06-05. Employees are placed and progress on the structure based on their practical nurse license granting date.
120. Effective with the Compensation Plan, the Criminal Analyst Pay Progression in pay schedule 07 is deleted.
121. Effective <TBD>, the minimum and maximum for Classified Attorney broadband 09-75 are increased by \$8.76 to match the non-statutory increases provided in the

- 2023-25 state budget for fiscal year 2023-24 for unclassified assistant district attorneys and assistant state public defender attorneys. The intent is to keep all attorney pay ranges aligned on the minimums and maximums.
122. Effective <TBD>, the pay rates for the Nurse Clinician 2 Pay Structure and Progression in Pay Schedule 11-02 are increased by the 4.0% GWA and the \$5.00/hr roll-in of the current pilot add-on.
  123. Effective <TBD>, the appointment maximums for Broadband Pay Schedule 14: Engineering are increased from the midpoint to better accommodate the engineering market and parity 10.0% adjustments in Section L of the Compensation Plan. The appointment max for 14-13 is set at 65% of the way through the broadband, while the appointment maxes for 14-14 and 14-15 are set at 60% of the way through the broadband.
  124. Effective <TBD>, all pay points in Pay Schedule 14: Engineering Entry Progression, are increased by 10.0% after the GWA to match the 10.0% engineering market and parity adjustments in Section L of the Compensation Plan.
  125. Effective <TBD>, the minimum and maximum of pay range 20-75 for Assistant District Attorneys are increased by \$8.76 to match the non-statutory increases provided in the 2023-25 state budget for fiscal year 2023-24. The intent is to keep all attorney pay ranges aligned on the minimums and maximums.
  126. Effective <TBD>, the minimum and maximum of pay range 21-75 for State Public Defender Attorneys are increased by \$8.76 to match the non-statutory increases provided in the 2023-25 state budget for fiscal year 2023-24. The intent is to keep all attorney pay ranges aligned on the minimums and maximums.
  127. Effective <TBD>, the appointment maximum for broadband pay schedule 36-63 is modified to be increased from the midpoint to 60% of the way through the broadband to accommodate the new top progression pay rate of \$44.00 in the Police and Warden Progression Structure.
  128. Effective <TBD>, the minimum and maximum for the professional legal-related broadband 71-01 are increased by \$8.76 to match the non-statutory increases provided in the 2023-25 state budget for fiscal year 2023-24 for unclassified assistant district attorneys and assistant state public defender attorneys. The intent is to keep all attorney pay ranges aligned on the minimums and maximums.
  129. Effective <TBD>, new broadband pay range 81-30 is created to better accommodate engineering supervisor pay rates resulting from the 10.0% engineering market and parity pay adjustments in Section L of the Compensation Plan. The new pay range avoids using the career executive broadband 81-02.
  130. Effective <TBD>, new broadband pay ranges 81-33 and 81-34 are created to accommodate security supervisor pay rates resulting from the enhanced security pay progression structure for subordinate Correctional Officers/Sergeants, Youth Counselors, and Psychiatric Care Technicians. The new pay ranges avoid using the career executive broadband 81-02.
  131. Effective <TBD>, the Police and Warden Progression structure is modified to change the law enforcement experience thresholds from 3, 5, 7, 9, and 11 years to 1, 2, 3, 4, 5, 6, and 7 years, and to provide higher market pay rates.

132. Effective <TBD>, the statutorily required seventeen step rates in the Attorney Step Rates schedule are updated to incorporate the \$8.76/hr non-statutory increases provided in the 2023-25 state budget for fiscal year 2023-24. The intent is to keep all attorney pay ranges aligned on the minimums and maximums. The minimum and maximum rates are increased by the 2.0% GWA for FY 2024-25 and not by the \$2.27 progression funding provided in the non-statutory provisions.