



# STATE OF WISCONSIN DEPARTMENT OF ADMINISTRATION

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

July 31, 2023

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 2023-25 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 also includes general wage adjustment provisions for non-represented employees, and various market pay increases.

Following is a brief overview of the most significant recommendations being submitted for your consideration. 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.

**General Wage Adjustments (GWAs):** There will be two GWAs - one in each fiscal year – 4% effective with the implementation of the Compensation Plan, with a lump sum payment back to July 2, 2023, for the delay of the implementation, and 2% effective June 30, 2024. The GWAs will be provided for covered employees with satisfactory performance.

**Pay Administration Provisions:** Sections A, E, and I are revised to reflect the modified pay administration and pay progression provisions for Correctional Officers/Sergeants, Psychiatric Care Technicians/Advanced, and Youth Counselors/Advanced. Section A is also revised to include: a modified pay progression for Nurse Clinicians 2, Nursing Assistants and Resident Care Technicians; pay progressions created for Licensed Practical Nurses and Probation & Parole Agents; a modified pay progression for Police and Conservation Wardens; and creation of a medium security add-on and an increase to the maximum-security add-on for correctional security staff.

**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 direct care type 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, engineers, human resources, information technology, and nursing and related health care positions at multiple agencies.

**Schedule X:** Sections M and X have been created to consider a new pay schedule and concept. This concept has 13 narrow pay ranges and classifications that do not already have their own specific pay progression would be gradually moved to the new pay schedule. If employees meet performance expectations, they would be granted a modest pay progression on an annual basis up to a specified labor market-based pay rate in the pay range.

**Travel Reimbursement:** The proposal increases the single maximum lodging rate from \$90 to \$98 per night, and from \$95 to \$103 in urban counties. The proposal also includes an increase to the reimbursable meal amounts.

**Miscellaneous:** Pay ranges and progression schedules are adjusted by the GWAs. Pay ranges have been created for security supervisors and engineer supervisors.

It is estimated that the 2023-25 biennial cost of wage increases and other initiatives will be \$661.9 million, all funds, with fringe. The general purpose revenue (GPR) portion of this overall cost is \$445.4 million, with fringe. Attachment C provides detailed costing by item including the breakdown of the compensation reserve and the agency funded provisions.

**Pay Plan for University of Wisconsin System and University of Wisconsin – Madison:** Attachment D is the biennial pay plan request received by DPM from the Board of Regents in May of 2023 as required under s. 230.12(3)(e), Wis. Stats. Their request to JCOER is for a 5.0% GWA in FY2023-24 and a 3% GWA in FY 2024-25 as was proposed in the governor's budget. Please note that the compensation reserve is only budgeted at 4.0% for FY2023-24 and 2% for FY2024-25.

I recommend the Committee approve the attached 2023-25 Comp Plan as proposed. I look forward to responding to any questions the Committee or its staff may have about these recommendations.

Thank you for your attention to this request.

Sincerely, c



Jen Flogel,  
DPM Administrator

Attachments: A. Summary of Changes  
B. 2023-25 Compensation Plan  
C. 2023-25 Compensation Plan Cost Estimate  
D. UW System and UW Madison Pay Plan Request