

SECTION L – MARKET AND PARITY PROVISIONS

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1.00 Coverage

The provisions of this Section (Section L) apply to permanent or project employees in the classified service who are not covered by the public safety collective bargaining agreement:

- (1) A “**permanent employee**” is a person who is an employee as a result of an appointment to a position in which permanent status can be attained, whether or not the employee has attained permanent status.
- (2) A “**project employee**” is a person who is an employee as a result of an appointment to a project position under conditions of employment that do not provide for attainment of permanent status.

2.00 Market and/or Parity Adjustments

2.01 Eligibility

- (1) Except for employees specified in (a) through (c), below, any employee in a position allocated to a classification listed in 2.02 of this Section (Section L) who is in pay status on the effective date indicated for a market and/or parity adjustment is eligible to be considered for that particular adjustment.
 - (a) Any employee whose performance was rated unsatisfactory as a result of a formal performance evaluation conducted in the previous 12-months.
 - (b) Any supervisor who has not completed formal performance evaluations on all subordinate employees, for whom performance evaluations are required, within the 12-month period ending on the date of the market/parity adjustment. If the required performance evaluations are performed by three months after that date, the supervisor may be provided the delayed adjustment effective with the next pay period, with no retroactive pay or lump sum payment for the delay.
 - (c) Any employee paid at or above the pay range maximum.
- (2) All market and/or parity adjustments granted are subject to the applicable pay range maximum.
- (3) The individual increase limit provided in s. 230.12(5)(d), Wis. Stats., does not apply to base pay adjustments granted pursuant to this Section (Section L).
- (4) Permanent and project employees in positions allocated to classifications other than those listed in this Section (Section L), may be included if such positions provide technical supervision, spend a majority of their time in, or are primarily responsible for duties related to those performed by employees listed in this Section. **Such positions will be included only upon an agency recommendation and DPM approval.** Parity adjustments for agency-funded market adjustments will NOT be permitted unless specifically noted and approved by DPM.
- (5) Permanent and project employees in Department of Corrections and Department of Health Services positions that provide direct supervision to employees in pay ranges 05-31 and 05-32 may be considered for parity with the enhanced pay progression tables in Section A, 2.06. Such positions will be included only upon an agency recommendation and DPM approval. Any such parity may only be provided to employees in the following classifications:
 - Psychiatric Care Supervisor
 - Supervising Officer 1
 - Supervising Officer 2
 - Supervising Officer-DHS
 - Supervising Youth Counselor 1
 - Supervising Youth Counselor 2
 - Institution Unit Supervisor (or newly created classification for positions that supervise security in Department of Health Services Institutions)

Costs of parity adjustments will be supplemented under the authority of s. 20.865, Wis. Stats., subject to availability of funds for this purpose as determined by the Secretary of Administration.

- (6) The Department of Transportation may request and DPM may approve parity for 2023-25 labor agreements reached with the public safety bargaining unit. Any such parity may only be provided to employees in the following classifications:
- State Patrol Sergeant
 - State Patrol Sergeant-DPU
 - State Patrol Lieutenant
 - State Patrol Captain

Costs of State Patrol parity adjustments will be supplemented under the authority of s. 20.865, Wis. Stats., subject to availability of funds for this purpose as determined by the Secretary of Administration.

- (7) Agencies may request and DPM may approve parity for the Fiscal Year 2022-23 labor agreement with the Wisconsin State Attorneys Association. Any such parity must be funded by the agency and may only be provided to employees in the following classifications:

- Attorney Confidential
- Attorney Confidential/Supervisor
- Attorney Management
- Attorney Supervisor

- (8) The Department of Corrections, Department of Health Services, Department of Military Affairs, Department of Public Instruction and Department of Veterans Affairs may request and DPM may approve parity for the Nurse Clinician series pay structure and market increases. Any such parity may only be provided to employees in the following classification:

- Nursing Supervisor

- (9) The Department of Corrections, Department of Health Services, and Department of Veterans Affairs may request and DPM may approve parity for the Nursing Assistant and Resident Care Technician Market Placement under Section A-2.11. Any such parity may only be provided to employees in the following classification:

- Resident Care Supervisor

- (10) The Department of Corrections may request and DPM may approve parity for the new pay progression structure for the Probation and Parole Agent classification series implemented in Sections A and Z of this Plan. Any such parity may only be provided to employees in the following classification:

- Corrections Field Supervisor

- (11) Criteria for distribution of these adjustments will be applied in a uniform manner throughout the agency or employing unit.

NOTE: The base pay rate adjustments provided under this Section (Section L) may be considered when determining pay on reinstatement or restoration in accordance with the applicable provisions relating to pay on return to previous level within five years, pay on reinstatement or restoration under Sections E or I of this Plan. Required base pay rate

adjustments provided **shall** be included, at the amount generated, when determining pay on restoration.

2.02 Funded Market and/or Parity Adjustments

- (1) Effective Date. The market adjustments will be effective October 22, 2023.
- (2) Amount. After implementation of the GWA on the same date, each employee in positions allocated to the classifications listed below will receive the base pay increase indicated for the employee's classification.

Code	Classification	Amount
61401	Audiovisual Production Spec	\$1.50
61402	Audiovisual Production Spec-Sen	\$1.50
83102	Automotive/Equipment Tech-Dev	\$1.50
83101	Automotive/Equipment Tech-Entry	\$1.50
83104	Automotive/Equipment Tech-Master	\$1.50
83103	Automotive/Equipment Tech-Sen	\$1.50
87400	Beautician	\$0.75
64101	Breath Alcohol Program Spec	\$1.50
64102	Breath Alcohol Program Spec-Adv	\$1.50
64130	Breath Alcohol Program Spec Supervisor	\$1.50
53601	Cadet Specialist Entry	\$1.50
53603	Cadet Specialist Lead	\$1.50
53602	Cadet Specialist Obj	\$1.50
53420	Cadet Specialist Supervisor	\$1.50
91001	Cemetery Caretaker	\$1.50
91002	Cemetery Caretaker-Sen	\$1.50
53201	Chaplain	\$1.00
53501	Child Care Counselor 1	\$1.50
53502	Child Care Counselor 2	\$1.50
53503	Child Care Counselor 3	\$1.50
54301	Child Care Subsidy Spec	\$1.00
54304	Child Care Subsidy Spec-Adv	\$1.00
54302	Child Care Subsidy Spec-Obj	\$1.00
54303	Child Care Subsidy Spec-Sen	\$1.00
84401	Cook 1	\$1.50
84402	Cook 2	\$1.50
92204	Correctional Enterprise Spec-Adv	\$0.75
92202	Correctional Enterprise Spec-Dev	\$0.75
92201	Correctional Enterprise Spec-Entry	\$0.75
92203	Correctional Enterprise Spec-Sen	\$0.75
66100	Corrections Communication Operator	\$1.50
84202	Corrections Food Service Leader 2	\$0.75
84203	Corrections Food Service Leader 3	\$0.75
84204	Corrections Food Service Leader 4	\$0.75
89162	Custodian Lead	\$0.75
89161	Custodian	\$0.75

39200	Dental Assistant	\$0.75
40200	Dental Hygienist	\$0.75
37302	Dietetic Technician-Administrative	\$1.50
37301	Dietetic Technician-Clinical	\$1.50
19172	DMV Customer Service Representative	\$0.75
19171	DMV Customer Service Representative Entry	\$0.75
19173	DMV Customer Service Representative-Adv	\$0.75
19175	DMV Customer Service Representative-Lead	\$0.75
19174	DMV Customer Service Representative-Spec	\$0.75
19031	Employment Security Assistant 1	\$0.75
19032	Employment Security Assistant 2	\$0.75
19033	Employment Security Assistant 3	\$0.75
19034	Employment Security Assistant 4	\$0.75
23270	Environmental Program Associate	\$0.75
76101	Facilities Maintenance Spec	\$0.75
76102	Facilities Maintenance Spec-Adv	\$0.75
76125	Facilities Repair Worker	\$0.75
76126	Facilities Repair Worker-Adv	\$0.75
00161	Financial Specialist	\$0.75
00163	Financial Specialist-Adv	\$0.75
00162	Financial Specialist-Sen	\$0.75
67004	Fingerprint Technician-Adv	\$0.75
67003	Fingerprint Technician-Sen	\$0.75
67001	Fingerprint Technician-Ent	\$0.75
66601	Fire/Crash Rescue Spec	\$0.75
66602	Fire/Crash Rescue Spec-Crew/Chief	\$0.75
66920	Fire/Crash Rescue Spec Supervisor	\$0.75
84801	Food Service Assistant 1	\$0.75
84802	Food Service Assistant 2	\$0.75
84803	Food Service Assistant 3	\$0.75
84804	Food Service Assistant 4	\$0.75
71400	Grain Sampling Technician	\$0.75
71460	Grain Weighing Technician	\$0.75
90170	Grounds Crew Lead	\$0.75
91050	Groundskeeper	\$0.75
80500	Heavy Equipment Operator	\$0.75
20500	Inventory Control Assistant	\$0.75
20501	Inventory Control Coordinator	\$0.75
20502	Inventory Control Coordinator-Adv	\$0.75
23471	Justice Program Assoc	\$0.75
23473	Justice Program Assoc-Lead	\$0.75
23472	Justice Program Assoc-Sen	\$0.75
34101	Laboratory Technician 1	\$0.75
34102	Laboratory Technician 2	\$0.75
34103	Laboratory Technician 3	\$0.75
18301	Legal Associate	\$0.75
23690	License/Permit Program Associate	\$0.75
23692	License/Permit Program Associate-Lead	\$0.75
23691	License/Permit Program Associate-Sen	\$0.75
35661	Medical Assistant 1	\$0.75

35662	Medical Assistant 2	\$0.75
23001	Medical Program Assistant	\$0.75
23002	Medical Program Assistant-Assoc	\$0.75
23003	Medical Program Assistant-Sen	\$0.75
80402	Motor Vehicle Operator-Heavy	\$0.75
80401	Motor Vehicle Operator-Light	\$0.75
18900	Offender Records Associate	\$0.75
16160	Office Operations Associate	\$0.75
16470	Operations Program Associate	\$0.75
83301	Orthopedic Appliance Tech-Entry	\$0.75
83302	Orthopedic Appliance Tech-Obj	\$0.75
83304	Orthopedic Appliance Technician-Lead	\$0.75
83303	Orthopedic Appliance Technician-Sen	\$0.75
36401	Pharmacy Technician-Entry	\$0.75
36402	Pharmacy Technician-Obj	\$0.75
39860	Physical Therapy Assistant	\$0.75
77101	Power Plant Operator	\$0.75
77103	Power Plant Operator-In Charge	\$0.75
77102	Power Plant Operator-Sen	\$0.75
70801	Produce Inspector	\$0.75
70803	Produce Inspector-Adv	\$0.75
12261	Publications Editor	\$1.00
12262	Publications Editor 3	\$1.00
12263	Publications Editor 4	\$1.00
16500	Purchasing Associate	\$0.75
18010	Secretary Conf	\$0.75
21271	Tax Representative 1	\$0.75
21272	Tax Representative 2	\$0.75
21273	Tax Representative 3	\$0.75
39821	Therapy Assistant-Entry	\$0.75
39822	Therapy Assistant-Obj	\$0.75
12701	Tourist Information Assistant	\$0.75
12702	Tourist Information Assistant-Sen	\$0.75
25101	Transportation Technician	\$0.75
25104	Transportation Technician-Adv	\$0.75
25105	Transportation Technician-Adv 2	\$0.75
25102	Transportation Technician-Jrny	\$0.75
25103	Transportation Technician-Sen	\$0.75
19701	Unemployment Compensation Associate 1	\$0.75
19702	Unemployment Compensation Associate 2	\$0.75
19703	Unemployment Compensation Associate 3	\$0.75
88910	Upholsterer	\$0.75
19991	Workers Compensation Associate 1	\$0.75
19992	Workers Compensation Associate 2	\$0.75
19993	Workers Compensation Associate 3	\$0.75

- (3) Funding. Costs of pay adjustments under (3) above and related parity adjustments will be supplemented under the authority of s. 20.865, Wis. Stats., subject to availability of funds for this purpose as determined by the Secretary of Administration.

2.03 DHS Funded Respiratory Therapist Market Adjustment

- (1) Effective Date. The adjustments will be effective October 22, 2023, after implementation of the GWA on the same date.
- (2) Amount. Each employee in a position allocated to one of the classifications listed below will receive a base pay increase of \$2.50 per hour to replace the pilot add-on which is discontinued.

<u>Code</u>	<u>Classification</u>
35903	Respiratory Therapist
35904	Respiratory Therapist-Senior
35905	Respiratory Therapist-Advanced
35960	Respiratory Therapist Supervisor

- (3) Funding. Costs of pay adjustments will be supplemented under the authority of s. 20.865, Wis. Stats., subject to availability of funds for this purpose as determined by the Secretary of Administration.
- (4) Parity. There will be no eligible classification for parity for this market provision.

2.04 DOC Funded Nurse Clinician 3 and 4 Market Adjustment

- (1) Effective Date. The adjustments will be effective October 22, 2023, after implementation of the GWA on the same date.
- (2) Amount. Each employee in the Department of Corrections in a position allocated to one of the classifications listed below will receive a base pay increase of \$5.00 per hour to replace the pilot add-on which is discontinued.

<u>Code</u>	<u>Classification</u>
38303	Nurse Clinician 3
38863	Nurse Clinician 3-Weekend
38304	Nurse Clinician 4

- (3) Funding. Costs of pay adjustments will be supplemented under the authority of s. 20.865, Wis. Stats., subject to availability of funds for this purpose as determined by the Secretary of Administration.
- (4) Parity. DHS and DVA may request parity for the classifications above.

2.05 DHS Funded Income Maintenance Specialist Market Adjustment

- (1) Effective Date. The adjustments will be effective October 22, 2023, after implementation of the GWA on the same date.
- (2) Amount. Each employee in a position allocated to one of the classifications listed below working at the Milwaukee Enrollment Services (MilES) will receive a base pay increase of \$1.00 per hour to replace the pilot add-on currently being received which is discontinued.

<u>Code</u>	<u>Classification</u>
54200	Income Maintenance Specialist
54203	Income Maintenance Specialist-Advanced

- (3) Funding. Costs of pay adjustments will be supplemented under the authority of s. 20.865, Wis. Stats., subject to availability of funds for this purpose as determined by the Secretary of Administration.
- (4) Parity. There will be no eligible classification for parity for this market provision.

2.06 DHS Funded Disability Determination Bureau Market Adjustment

- (1) Effective Date. The adjustments will be effective October 22, 2023, after implementation of the GWA on the same date.
- (2) Amount. Each employee in a position allocated to one of the classifications listed below will receive the indicated base pay increase to replace the pilot add-on which is discontinued.

<u>Amount</u>	<u>Code</u>	<u>Classification</u>
\$4.00	49200	Disability Associate
\$4.00	49300	Disability Program Associate
\$4.00	49201	Disability Determination Specialist- Entry
\$4.00	49202	Disability Determination Specialist – Objective
\$4.00	49260	Disability Claims Reviewer
\$4.00	49270	Disability Claims Specialist
\$2.00	49220	Disability Determination Supervisors
\$2.00	16420	Program Assistant Supervisor-Advanced – eligibility limited to positions within the DHS Disability Determination Bureau.

- (3) Funding. Costs of pay adjustments will be supplemented under the authority of s. 20.865, Wis. Stats., subject to availability of funds for this purpose as determined by the Secretary of Administration.
- (4) Parity. There will be no eligible classification for parity for this market provision.

2.07 DMA Funded Military Affairs Security Officer Market Adjustment

- (1) Effective Date. The adjustments will be effective October 22, 2023, after implementation of the GWA on the same date.
- (2) Amount. Each employee in a position allocated to one of the classifications listed below will receive a base pay increase of \$3.00 per hour to replace the pilot add-on which is discontinued.

<u>Code</u>	<u>Classification</u>
65502	Military Affairs Security Officer
65503	Military Affairs Security Officer-Senior

- (3) Funding. Costs of pay adjustments will be supplemented under the authority of s. 20.865, Wis. Stats., subject to availability of funds for this purpose as determined by the Secretary of Administration.
- (4) Parity. The only eligible classification which may be considered for parity for this market provision is Military Affairs Security Officer Supervisor.

2.08 DOC and DHS Funded Corrections Program Supervisor Market Adjustment

- (1) Effective Date. The adjustments will be effective October 22, 2023, after implementation of the GWA on the same date.
- (2) Amount. Each employee in a position allocated to the classification listed below will receive a base pay increase of \$4.00 per hour to replace the pilot add-on which is discontinued.

<u>Code</u>	<u>Classification</u>
51520	Corrections Program Supervisor

- (3) Funding. Costs of pay adjustments will be supplemented under the authority of s. 20.865, Wis. Stats., subject to availability of funds for this purpose as determined by the Secretary of Administration.
- (4) Parity. There will be no eligible classification for parity for this market provision.

2.09 DHS and DOC Funded Security Supervisor Market Adjustment

- (1) Effective Date. The adjustments will be effective October 22, 2023, after implementation of the GWA on the same date.
- (2) Amount. Each employee in a position allocated to one of the classifications listed below will receive a base pay increase of \$4.00 per hour to replace the pilot add-on which is discontinued.

<u>Code</u>	<u>Classification</u>
66180	Psychiatric Care Supervisor
66360	Supervising Officer-DHS
66581	Supervising Officer 1
66582	Supervising Officer 2
53881	Supervising Youth Counselor 1
53880	Supervising Youth Counselor 2
49780	Institution Unit Supervisor (limited to positions at MMHI, WMHI, SRSTC, and WRC)

- (3) Funding. Costs of pay adjustments will be supplemented under the authority of s. 20.865, Wis. Stats., subject to availability of funds for this purpose as determined by the Secretary of Administration.
- (4) Parity. There will be no eligible classification for parity for this market provision.

2.10 DOA and DNR Police Officer and Warden Market Adjustment

- (1) Effective Date. The adjustments will be effective October 22, 2023, after implementation of the GWA on the same date.
- (2) Amount. Each employee in a position allocated to one of the classifications listed below will receive a base pay increase of \$5.00 per hour.

<u>Code</u>	<u>Classification</u>
65100	Conservation Warden
65110	Safety Specialist Warden
65170	Special Investigative Warden
65200	Police Officer
65260	Police Detective

- (3) Funding. Costs of pay adjustments for DOA and DNR positions will be supplemented under the authority of s. 20.865, Wis. Stats., subject to availability of funds for this purpose as determined by the Secretary of Administration.
- (4) Parity may be considered for the classifications of Police Sergeant and Natural Resources Law Enforcement Supervisor.

2.11 DOT Funded Engineering Market Adjustment

- (1) Effective Date. The adjustments will be effective October 22, 2023, after implementation of the GWA on the same date.
- (2) Amount. Each employee in a position allocated to one of the classifications listed below will receive a base pay increase equal to 10.0%.

<u>Code</u>	<u>Classification</u>
<u>26761</u>	<u>Civil Engineer-Transpr</u>
<u>26520</u>	<u>Civil Engineer-Transpr Supv</u>
<u>26763</u>	<u>Civil Engineer-Transpr-Adv</u>
<u>26762</u>	<u>Civil Engineer-Transpr-Sen</u>
<u>26530</u>	<u>DOT Engineering Chief</u>
<u>24040</u>	<u>DOT Technical Services Chief</u>
<u>26801</u>	<u>Structural Engineer-Transpr</u>
<u>26803</u>	<u>Structural Engr-Transpr-Adv</u>
<u>26802</u>	<u>Structural Engr-Transpr-Sen</u>
<u>26820</u>	<u>Structural Engr-Transpr-Supv</u>
<u>25961</u>	<u>Transportation Specialist</u>
<u>25920</u>	<u>Transportation Specialist Supv</u>
<u>25966</u>	<u>Transportation Specialist-Adv</u>
<u>25963</u>	<u>Transportation Specialist-Sen</u>

(3) Funding. Costs of market adjustments under (2), above, will be supplemented under the authority of s. 20.865, Wis. Stats., subject to availability of funds for this purpose as determined by the Secretary of Administration.

(4) Parity. Each employee in a position allocated to one of the classifications listed below will receive a base pay increase equal to 10.0%.

<u>Code</u>	<u>Classification</u>
<u>28361</u>	<u>Agricultural Engineer</u>
<u>28363</u>	<u>Agricultural Engineer-Adv</u>
<u>28362</u>	<u>Agricultural Engineer-Sen</u>
<u>28201</u>	<u>Air Management Engineer</u>
<u>28203</u>	<u>Air Management Engineer-Adv</u>
<u>28202</u>	<u>Air Management Engineer-Sen</u>
<u>26271</u>	<u>Architect</u>
<u>26273</u>	<u>Architect-Adv</u>
<u>26272</u>	<u>Architect-Sen</u>
<u>25201</u>	<u>CADD Specialist</u>
<u>25205</u>	<u>CADD Specialist-Adv</u>
<u>25202</u>	<u>CADD Specialist-Sen</u>
<u>26290</u>	<u>Capital Projects Manager</u>
<u>26040</u>	<u>Capital Projects Principal-Mgmt</u>
<u>24861</u>	<u>Capital Projects Specialist</u>
<u>24863</u>	<u>Capital Projects Specialist-Adv</u>
<u>24840</u>	<u>Capital Projects Specialist-Mgmt</u>
<u>24862</u>	<u>Capital Projects Specialist-Sen</u>
<u>26020</u>	<u>Capital Projects Supervisor</u>
<u>26561</u>	<u>Civil Engineer</u>
<u>26563</u>	<u>Civil Engineer-Adv</u>
<u>26562</u>	<u>Civil Engineer-Sen</u>
<u>29061</u>	<u>Communications Engineer</u>
<u>29063</u>	<u>Communications Engineer-Adv</u>
<u>29062</u>	<u>Communications Engineer-Sen</u>
<u>26330</u>	<u>Construction Coordinator Supervisor</u>

26361 Construction Representative
26363 Construction Representative-Sen
26362 Construction Representative -Jrny
24261 Consultant-Building Systems
24263 Consultant-Building Systems-Adv
24262 Consultant-Building Systems-Sen
24361 Consultant-Electrical Systems
24363 Consultant-Electrical Systems-Adv
24362 Consultant-Electrical Systems-Sen
24561 Consultant-Fire Suppression Systems
24563 Consultant-Fire Suppression Systems-Adv
24562 Consultant-Fire Suppression Systems-Sen
24461 Consultant-HVAC Systems
24463 Consultant-HVAC Systems-Adv
24462 Consultant-HVAC Systems-Sen
24661 Consultant-Plumbing Product Review
24663 Consultant-Plumbing Product Review-Adv
24662 Consultant-Plumbing Product Review-Sen
24471 Consultant-Refrigeration Systems
24473 Consultant-Refrigeration Systems-Adv
24472 Consultant-Refrigeration Systems-Sen
24761 Consultant-Uniform Dwelling
24762 Consultant-Uniform Dwelling-Sen
24763 Consultant-Uniform Dwelling-Adv
29361 Electrical Engineer
29363 Electrical Engineer-Adv
29362 Electrical Engineer-Sen
29261 Electronic Engineer
29263 Electronic Engineer-Adv
29262 Electronic Engineer-Sen
27020 Engineer Supervisor
26080 Enterprise Capital Projects Supervisor
27001 Environmental Civil Engineer
27003 Environmental Civil Engineer-Adv
27002 Environmental Civil Engineer-Sen
27030 Environmental Engineer Supervisor
26961 Environmental Spec
26963 Environmental Spec-Adv 1
26964 Environmental Spec-Adv 2
26962 Environmental Spec-Sen
26061 Facility Designer
26062 Facility Designer-Journey
29400 Frequency Specialist
26171 Landscape Architect
26173 Landscape Architect-Adv
26172 Landscape Architect-Sen
29861 Mechanical Engineer
29863 Mechanical Engineer-Adv
29862 Mechanical Engineer-Sen
27161 Natural Resources Engineer

27163 Natural Resources Engineer-Adv
27162 Natural Resources Engineer-Sen
27771 Nuclear Safety Spec
27773 Nuclear Safety Spec-Adv
27772 Nuclear Safety Spec-Sen
27780 Nuclear Safety Spec-Supv
26163 Presentation Architect-Adv
26161 Preservation Architect
26162 Preservation Architect-Sen
25601 Public Service Engineer
25603 Public Service Engineer-Adv
25602 Public Service Engineer-Sen
27661 Radiation Safety Spec
27680 Radiation Safety Spec Supervisor
27663 Radiation Safety Spec-Adv 1
27664 Radiation Safety Spec-Adv 2
27662 Radiation Safety Spec-Sen
24901 Surveyor
24903 Surveyor-Adv
24902 Surveyor-Sen
27861 Waste Management Engineer
27863 Waste Management Engineer-Adv
27862 Waste Management Engineer-Sen
27261 Wastewater Engineer
27263 Wastewater Engineer-Adv
27262 Wastewater Engineer-Sen
27961 Water Reg and Zoning Engineer
27963 Water Reg and Zoning Engineer-Adv
27962 Water Reg and Zoning Engineer-Sen
28061 Water Resources Engineer
28063 Water Resources Engineer-Adv
28062 Water Resources Engineer-Sen
27461 Water Supply Engineer
27463 Water Supply Engineer-Adv
27462 Water Supply Engineer-Sen

(5) Funding. Costs of pay adjustments in (4) above will NOT be supplemented under the authority of s. 20.865, Wis. Stats., and the agencies will be required to provide the necessary funding.

2.12 DHS Income Maintenance Specialist Market Equity Adjustment

- (1) Effective Date. The adjustments will be effective October 22, 2023, after implementation of the GWA on the same date.
- (2) Amount.
- (a) Subject to 1 through 4 below, the Department of Health Services will generate funding for each employee in positions allocated to the classifications listed in (b), below. A single fund will be created for distribution as discretionary adjustments by the agency appointing authority to those employees generating the funds.
1. Funds generated have no bearing on the rights of individual employees to these funds.
 2. Criteria for distribution of these adjustments will be applied in a uniform manner throughout the agency or employing unit, and the distribution is subject to DPM approval.
 3. Any funds that are not distributed on the effective date will remain unspent.
 4. Funds generated may not be combined with any other funds provided for distribution in this or any other section of this Plan.
- (b) Effective October 22, 2023, each employee in a position allocated to one of the classifications listed below will generate \$3.00 per hour for distribution.

Code Classification

54200 Income Maintenance Specialist

54203 Income Maintenance Specialist-Adv

- (3) Funding. Costs of pay adjustments will NOT be supplemented under the authority of s. 20.865, Wis. Stats., and the DHS will be required to provide the necessary funding.
- (4) Parity. The only eligible classification which may be considered for parity for this market equity adjustment is Health Care Supervisor.

2.13 DPI, DOC, and DHS Psychology Market Equity Adjustment

- (1) Effective Date. The adjustments will be effective October 22, 2023, after implementation of the GWA on the same date.
- (2) Amount.
- (a) Subject to 1 through 4 below, the Departments of Public Instruction, Corrections, and Health Services will generate funding for each employee in positions allocated to the classifications listed in (b), below. A single fund will be created

for distribution as discretionary adjustments by the agency appointing authority to those employees generating the funds.

1. Funds generated have no bearing on the rights of individual employees to these funds.
2. Criteria for distribution of these adjustments will be applied in a uniform manner throughout the agency or employing unit, and the distribution is subject to DPM approval.
3. Any funds that are not distributed on the effective date will remain unspent.
4. Funds generated may not be combined with any other funds provided for distribution in this or any other section of this Plan.

(b) Effective October 22, 2023, each employee in a position allocated to one of the classifications listed below will generate \$3.00 per hour for distribution.

<u>Code</u>	<u>Classification</u>
52100	Psychological Associate
52160	Psychologist-Licensed
52170	Psychologist-Licensed Chapter 980
52240	Psychologist Supervisor
52250	Psychologist Supervisor-Mgmt

- (3) Funding. Costs of pay adjustments will NOT be supplemented under the authority of s. 20.865, Wis. Stats., and the DPI, DOC, and DHS will be required to provide the necessary funding.
- (4) Parity. There will be no eligible classification for parity for this market provision.

2.14 DPI, DOC, DHS, and DVA Therapist Market Equity Adjustment

- (1) Effective Date. The adjustments will be effective October 22, 2023, after implementation of the GWA on the same date.
- (2) Amount.
 - (a) Subject to 1 through 4 below, the Departments of Public Instruction, Corrections, Health Services, and Veterans Affairs will generate funding for each employee in positions allocated to the classifications listed in (b), below. A single fund will be created for distribution as discretionary adjustments by the agency appointing authority to those employees generating the funds.
 1. Funds generated have no bearing on the rights of individual employees to these funds.

2. Criteria for distribution of these adjustments will be applied in a uniform manner throughout the agency or employing unit, and the distribution is subject to DPM approval.
3. Any funds that are not distributed on the effective date will remain unspent.
4. Funds generated may not be combined with any other funds provided for distribution in this or any other section of this Plan.

(b) Effective October 22, 2023, each employee in a position allocated to one of the classifications listed below will generate the listed amount for distribution.

Code	Classification	Amount
38903	Occupational Therapist	\$3.00
38904	Physical Therapist	\$3.00
39661	Therapist	\$2.00
39662	Therapist-Sen	\$2.00
39720	Therapist Supervisor	\$2.00

- (3) Funding. Costs of pay adjustments will NOT be supplemented under the authority of s. 20.865, Wis. Stats., and the DPI, DOC, DHS, and DVA will be required to provide the necessary funding.
- (4) Parity. There will be no eligible classification for parity for this market provision.

2.15 DOC, DHS, and DMA Treatment Specialist Market Equity Adjustment

- (1) Effective Date. The adjustments will be effective October 22, 2023, after implementation of the GWA on the same date.
- (2) Amount.
 - (a) Subject to 1 through 4 below, the Departments of Corrections, Health Services, and Military Affairs will generate funding for each employee in positions allocated to the classifications listed in (b), below. A single fund will be created for distribution as discretionary adjustments by the agency appointing authority to those employees generating the funds.
 1. Funds generated have no bearing on the rights of individual employees to these funds.
 2. Criteria for distribution of these adjustments will be applied in a uniform manner throughout the agency or employing unit, and the distribution is subject to DPM approval.
 3. Any funds that are not distributed on the effective date will remain unspent.
 4. Funds generated may not be combined with any other funds provided for distribution in this or any other section of this Plan.

(b) Effective October 22, 2023, each employee in a position allocated to one of the classifications listed below will generate \$2.00 per hour for distribution.

<u>Code</u>	<u>Classification</u>
<u>50201</u>	<u>Treatment Specialist 1</u>
<u>50202</u>	<u>Treatment Specialist 2</u>

(3) Funding. Costs of pay adjustments will NOT be supplemented under the authority of s. 20.865, Wis. Stats., and the DOC, DHS, and DMA will be required to provide the necessary funding.

(4) Parity. There will be no eligible classification for parity for this market provision.

2.16 OCI Insurance Examiners Market Equity Adjustment

(1) Effective Date. The adjustments will be effective October 22, 2023, after implementation of the GWA on the same date.

(2) Amount.

(a) Subject to 1 through 4 below, the Office of the Commissioner of Insurance will generate funding for each employee in positions allocated to the classifications listed in (b), below. A single fund will be created for distribution as discretionary adjustments by the agency appointing authority to those employees generating the funds.

1. Funds generated have no bearing on the rights of individual employees to these funds.
2. Criteria for distribution of these adjustments will be applied in a uniform manner throughout the agency or employing unit, and the distribution is subject to DPM approval.
3. Any funds that are not distributed on the effective date will remain unspent.
4. Funds generated may not be combined with any other funds provided for distribution in this or any other section of this Plan.

(b) Effective October 22, 2023, each employee in a position allocated to one of the classifications listed below will generate \$2.00 per hour for distribution.

<u>Code</u>	<u>Classification</u>
<u>02300</u>	<u>Insurance Financial Examiner</u>
<u>02301</u>	<u>Insurance Examiner</u>
<u>02302</u>	<u>Insurance Examiner-Jrny</u>
<u>02303</u>	<u>Insurance Examiner-Sen</u>
<u>02304</u>	<u>Insurance Examiner-Adv</u>
<u>02340</u>	<u>Insurance Examiner Chief</u>

02372 Insurance Financial Examiner-Jrny
02373 Insurance Financial Examiner-Sen
02374 Insurance Financial Examiner-Adv
02375 Insurance Financial Examiner-Principal
02390 Insurance Financial Examiner Chief

- (3) Funding. Costs of pay adjustments will NOT be supplemented under the authority of s. 20.865, Wis. Stats., and the OCI will be required to provide the necessary funding.
- (4) Parity. There will be no eligible classification for parity for this market provision.

2.17 DOT and DOA Law Enforcement Dispatcher Market Equity Adjustment

- (1) Effective Date. The adjustments will be effective October 22, 2023, after implementation of the GWA on the same date.
- (2) Amount.
- (a) Subject to 1 through 4 below, the Departments of Transportation and Administration will generate funding for each employee in positions allocated to the classifications listed in (b), below. A single fund will be created for distribution as discretionary adjustments by the agency appointing authority to those employees generating the funds.
1. Funds generated have no bearing on the rights of individual employees to these funds.
 2. Criteria for distribution of these adjustments will be applied in a uniform manner throughout the agency or employing unit, and the distribution is subject to DPM approval.
 3. Any funds that are not distributed on the effective date will remain unspent.
 4. Funds generated may not be combined with any other funds provided for distribution in this or any other section of this Plan.
- (b) Effective October 22, 2023, each employee in a position allocated to one of the classifications listed below will generate \$2.00 per hour for distribution.

Code Classification

81600 Law Enforcement Dispatcher
81620 Law Enforcement Dispatcher Supervisor

- (3) Funding. Costs of pay adjustments will NOT be supplemented under the authority of s. 20.865, Wis. Stats., and the DOT and DOA will be required to provide the necessary funding.
- (4) Parity. There will be no eligible classification for parity for this market provision.

2.18 DOC, DHS, and DVA Nursing Market Equity Adjustment

(1) Effective Date. The adjustments will be effective October 22, 2023, after implementation of the GWA on the same date.

(2) Amount.

(a) Subject to 1 through 4 below, the Departments of Corrections, Health Services, and Veterans Affairs will generate funding for each employee in positions allocated to the classifications listed in (b), below. A single fund will be created for distribution as discretionary adjustments by the agency appointing authority to those employees generating the funds.

1. Funds generated have no bearing on the rights of individual employees to these funds.
2. Criteria for distribution of these adjustments will be applied in a uniform manner throughout the agency or employing unit, and the distribution is subject to DPM approval.
3. Any funds that are not distributed on the effective date will remain unspent.
4. Funds generated may not be combined with any other funds provided for distribution in this or any other section of this Plan.

(b) Effective October 22, 2023, each employee in a position allocated to one of the classifications listed below will generate \$3.00 per hour for distribution.

<u>Code</u>	<u>Classification</u>
<u>38210</u>	<u>Nursing Instructor</u>
<u>38260</u>	<u>Nursing Specialist</u>

(3) Funding. Costs of pay adjustments will NOT be supplemented under the authority of s. 20.865, Wis. Stats., and the DOC, DHS, and DVA will be required to provide the necessary funding.

(4) Parity. There will be no eligible classification for parity for this market provision.

2.19 DOC, DHS, and DVA Advanced Practice Nurse Market Equity Adjustment

(1) Effective Date. The adjustments will be effective October 22 2023, after implementation of the GWA on the same date.

(2) Amount.

(a) Subject to 1 through 4 below, the Departments of Corrections, Health Services, and Veterans Affairs will generate funding for each employee in positions allocated to the classifications listed in (b), below. A single fund will be created

for distribution as discretionary adjustments by the agency appointing authority to those employees generating the funds.

1. Funds generated have no bearing on the rights of individual employees to these funds.
2. Criteria for distribution of these adjustments will be applied in a uniform manner throughout the agency or employing unit, and the distribution is subject to DPM approval.
3. Any funds that are not distributed on the effective date will remain unspent.
4. Funds generated may not be combined with any other funds provided for distribution in this or any other section of this Plan.

(b) Effective October 22, 2023, each employee in a position allocated to one of the classifications listed below will generate \$2.00 per hour for distribution.

Code Classification

38460 Advanced Practice Nurse

38470 Advanced Practice Nurse-Prescrib

- (3) Funding. Costs of pay adjustments will NOT be supplemented under the authority of s. 20.865, Wis. Stats., and the DOC, DHS, and DVA will be required to provide the necessary funding.
- (4) Parity. There will be no eligible classification for parity for this market provision.

2.20 Funded Information Systems Market Equity Adjustment

(1) Effective Date. The adjustments will be effective on June 30, 2024.

(2) Amount.

(a) Subject to 1 through 4 below, various agencies will generate funding for each employee in positions allocated to the classifications listed in (b), below. A single fund will be created for distribution as discretionary adjustments by the agency appointing authority to those employees generating the funds.

1. Funds generated have no bearing on the rights of individual employees to these funds.
2. Criteria for distribution of these adjustments will be applied in a uniform manner throughout the agency or employing unit, and the distribution is subject to DPM approval.
3. Any funds that are not distributed on the effective date will remain unspent.

4. Funds generated may not be combined with any other funds provided for distribution in this or any other section of this Plan.

(b) Each employee in a position allocated to one of the classifications listed below, or a new classification title created as a result of the IS Occupational Survey, will generate the amount specified below for distribution based on pay range assignment.

Code	Classification	Amount
09040	Adm, Division of Technology Svcs	\$1.50
13150	Information Technology Manager	\$1.50
13301	IS Data Services Prof	\$1.00
13302	IS Data Services Sen	\$1.00
13303	IS Data Services Spec	\$1.50
13304	IS Data Services Conslt Admr	\$1.50
13361	IS Network Services Prof	\$1.00
13362	IS Network Services Sen	\$1.00
13363	IS Network Services Spec	\$1.50
13364	IS Network Services Conslt Admr	\$1.50
13371	IS Systems Development Services	\$1.00
13372	IS Systems Development Services Sen	\$1.00
13373	IS Systems Development Services Spec	\$1.50
13374	IS Systems Development Services Conslt Admr	\$1.50
13401	IS Comprehensive Services Prof	\$1.00
13402	IS Comprehensive Services Sen	\$1.00
13403	IS Comprehensive Services Spec	\$1.50
13404	IS Comprehensive Services Conslt Admr	\$1.50
13461	IS Technical Services Prof	\$1.00
13462	IS Technical Services Sen	\$1.00
13463	IS Technical Services Spec	\$1.50
13464	IS Technical Services Conslt Admr	\$1.50
13521	IS Supervisor 1	\$1.50
13522	IS Supervisor 2	\$1.50
13530	Management Information Chief	\$1.50
13550	Management Information Manager	\$1.50
13561	IS Professional In-Training (A)	\$0.50
13562	IS professional In-Training (B)	\$0.50
13620	ERP Supervisor	\$1.50
13661	IS Business Auto Analyst	\$1.00
13662	IS Business Auto Analyst Sen	\$1.00
13663	IS Business Auto Analyst Spec	\$1.50
13664	IS Business Auto Analyst Conslt Admr	\$1.50
13700	Info Technology Mgt Consultant	\$1.50
13761	IS Enterprise Business Auto Analyst-Prof	\$1.00
13762	IS Enterprise Business Auto Analyst-Sen	\$1.00
13763	IS Enterprise Business Auto Analyst-Spec	\$1.50
13764	IS Enterprise Business Auto Analyst-Conslt Adm	\$1.50
13802	IS Operations Support Tech-Inter	\$0.50
13803	IS Operations Support Tech-Sen	\$0.50
13902	IS Resources Support Tech-Inter	\$0.50

13903	IS Resources Support Tech-Sen	\$0.50
14061	IS Enterprise Data Services Spec	\$1.50
14062	IS Enterprise Data Services Conslt Admr	\$1.50
14063	IS Enterprise Data Services Prof	\$1.00
14064	IS Enterprise Data Services Sen	\$1.00
14071	IS Enterprise Network Services Spec	\$1.50
14072	IS Enterprise Network Services Conslt Admr	\$1.50
14073	IS Enterprise Network Services Prof	\$1.00
14074	IS Enterprise Network Services Sen	\$1.00
14261	IS Enterprise Systems Development Serv Spec	\$1.50
14262	IS Enterprise Systems Development Serv Co Ad	\$1.50
14263	IS Enterprise Systems Development Serv Prof	\$1.00
14264	IS Enterprise Systems Development Serv Sen	\$1.00
14271	IS Enterprise Technical Services Spec	\$1.50
14272	IS Enterprise Technical Services Conslt Admr	\$1.50
14273	IS Enterprise Technical Services Prof	\$1.00
14274	IS Enterprise Technical Services Sen	\$1.00
14361	IS Enterprise Strategic Plan Services Spec	\$1.50
14362	IS Enterprise Strategic Plan Services Conslt Ad	\$1.50
16810	IS Specialist Confidential	\$1.50
16820	IS Consultant Confidential	\$1.50
16821	IS Consultant Management	\$1.50

(3) Funding. Costs of pay adjustments under (2) above will be supplemented under the authority of s. 20.865, Wis. Stats., subject to availability of funds for this purpose as determined by the Secretary of Administration.

(4) Parity. There will be no eligible classification for parity for this market provision.