State of Wisconsin

DOA – DIVISION OF PERSONNEL MANAGEMENT

- *CLASSIFICATION AND COMPENSATION BULLETIN* -

Date: November 23, 2022 **Locator No:** DPM-0588-CC/PP	**Subject:** **REPLACEMENT BULLETIN**: Raised Minimum Rates – Schedule 02, Schedule 03, certain classifications in Schedule 05, certain classification in Schedule 06, Program Assistant-Conf, Program Assistant-Adv-Conf, and Secretary-Conf.

This is a replacement of policy bulletin DPM-0582-CC/PP (released August 11, 2022) on Raised Minimum Rates (RMRs). This bulletin eliminates the RMRs for Social Worker-Corrections and Social Worker-Corrections-Sen effective November 20, 2022, due to the abolishment of those classifications.

Pursuant to s. 230.12, Wis. Stats., the Administrator of the Division of Personnel Management (DPM) has the authority to establish raised minimum rates (RMRs) for recruiting, hiring and retaining employees when competitive labor market conditions have been evaluated and the minimum rate is determined to be below the market rate for a class or subtitle for a classification, or when a class or subtitle for a classification has unique requirements and it is unlikely that quality applicants would be available under such conditions.

RMRs established in bulletin DPM-0582, effective August 14, 2022, remain in effect for all other classifications:

Schedule 02

Classification	Class Code	RMR Per Hour Amount
Airfield Operations Assoc	23960	$22.13
Braillist	8100	$25.86
Clerical Assistant	16100	$16.19
Coding Technician	36301	$22.13
Coding Technician-Advanced	36303	$25.86
Coding Technician-Senior	36302	$23.93
Consumer Complaint Prog Assoc	74800	$20.46
Consumer Complaint Prog Assoc-Lead	74802	$23.93
Consumer Complaint Prog Assoc-Sen	74801	$22.13
Corrections Communications Oper[1]	66100	$20.46
Corrections Sentencing Associate	18701	$22.13

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[1] The original RMR for Corrections Communication Oper was established in the bulletin DPM-0566-CC/PP and were originally effective February 13, 2022.

Classification	Class Code	RMR Per Hour Amount
Corrections Sentencing Associate-Adv	18703	$27.96
Corrections Sentencing Associate-Sen	18702	$25.86
Criminal History Records Assoc	23401	$18.92
Criminal History Records Assoc-Sen	23402	$20.46
Disability Associate	49200	$18.92
Disability Program Associate	49300	$20.46
Dmv Customer Service Rep	19172	$20.46
Dmv Customer Service Rep Entry	19171	$18.92
Dmv Customer Service Rep-Adv	19173	$23.93
Dmv Customer Service Rep-Lead	19175	$27.96
Dmv Customer Service Rep-Spec	19174	$25.86
Document Production Asst	17401	$16.19
Document Production Asst Lead	17402	$17.51
Employment Security Assistant 1	19031	$17.51
Employment Security Assistant 2	19032	$18.92
Employment Security Assistant 3	19033	$20.46
Employment Security Assistant 4	19034	$22.13
Environmental Program Associate	23270	$22.13
Financial Specialist	161	$20.46
Financial Specialist-Adv	163	$27.96
Financial Specialist-Sr	162	$23.93
Gaming License Program Assoc	140	$23.93
Institution Registrar	16700	$25.86
Justice Program Associate	23471	$20.46
Justice Program Associate-Adv	23473	$23.93
Justice Program Associate-Sen	23472	$22.13
Legal Associate	18301	$23.93
Legal Secretary	18401	$22.13
Library Services Assistant	57761	$17.51
Library Services Assistant-Adv	57764	$20.46
Library Services Assistant-Senior	57762	$18.92
License/Permit Prog Associate	23690	$20.46
License/Permit Prog Associate-Lead	23692	$23.93
License/Permit Prog Associate-Sen	23691	$22.13
Medical Claims Specialist	151	$20.46
Medical Claims Specialist-Adv	153	$27.96
Medical Claims Specialist-Sr	152	$23.93
Medical Program Assistant	23001	$18.92
Medical Program Assistant-Assoc	23002	$20.46
Medical Program Assistant-Senior	23003	$22.13

Classification	Class Code	RMR Per Hour Amount
Medical Transcriptionist	38401	$17.51
Medical Transcriptionist-Senior	38402	$18.92
Nat Res Cust Svcs Rep	23101	$20.46
Nat Res Cust Svcs Rep-Lead	23103	$25.86
Nat Res Cust Svcs Rep-Senior	23102	$23.93
Offender Records Associate	18900	$20.46
Office Associate	16000	$17.51
Office Operations Associate	16160	$18.92
Operations Program Associate	16470	$20.46
Purchasing Associate	16500	$18.92
Real Estate Prog Associate-Adv	23570	$22.13
Real Estate Program Associate	3400	$20.46
Records Program Associate	23901	$20.46
Records Program Associate-Adv	23902	$22.13
Revenue Customer Service Rep Dev	12102	$20.46
Revenue Customer Service Rep Entry	12101	$18.92
Revenue Customer Service Rep Obj	12103	$22.13
Revenue Tax Assistant-Entry	21201	$16.19
Revenue Tax Assistant-Obj	21202	$17.51
Revenue Tax Representative-Entry	21261	$17.51
Revenue Tax Representative-Obj	21262	$18.92
Tax Representative 1	21271	$18.92
Tax Representative 2	21272	$20.46
Tax Representative 3	21273	$22.13
Tourist Information Assistant	12701	$18.92
Tourist Information Assistant-Sen	12702	$20.46
Transpr Program Coordinator	180	$23.93
Transpr Program Coordinator-Adv	181	$27.96
Trust Funds Assistant 1	19921	$22.13
Trust Funds Assistant 2	19922	$23.93
Trust Funds Assistant 3	19923	$25.86
Unemployment Compensation Assoc 1	19701	$22.13
Unemployment Compensation Assoc 2	19702	$23.93
Unemployment Compensation Assoc 3	19703	$25.86
Visitor Services Associate	23080	$18.92
Vocational Rehab Prog Assoc	49000	$20.46
Workers Comp Assistant 1	19991	$17.51
Workers Comp Assistant 2	19992	$18.92
Workers Comp Assistant 3	19993	$22.13

Schedule 03

Classification	Class Code	RMR Per Hour Amount
Automotive/Equipment Tech-Dev	83102	$16.18
Automotive/Equipment Tech-Entry	83101	$15.29
Automotive/Equipment Tech-Master	83104	$20.34
Automotive/Equipment Tech-Senior	83103	$18.84
Aviation Ground Support Tech	77801	$23.70
Baker 1	84001	$17.46
Baker 2	84002	$18.84
Cemetery Caretaker	91001	$18.84
Cemetery Caretaker-Senior	91002	$20.34
Cook 1[2]	84401	$17.46
Cook 2[2]	84402	$18.84
Correctional Enterprises Spec-Adv	92204	$25.60
Correctional Enterprises Spec-Dev	92202	$21.96
Correctional Enterprises Spec-Entry	92201	$20.34
Correctional Enterprises Spec-Sen	92203	$23.70
Corrections Food Service Leader 2[2]	84202	$20.34
Corrections Food Service Leader 3[2]	84203	$21.96
Corrections Food Service Leader 4[2]	84204	$23.70
Custodian Lead[2]	89162	$16.18
Custodian[2]	89161	$15.29
Facilities Maintenance Spec	76101	$20.34
Facilities Maintenance Spec-Adv	76102	$21.96
Facilities Repair Worker	76125	$17.46
Facilities Repair Worker-Adv	76126	$20.34
Food Production Assistant	84800	$20.34
Food Retail/Catering Leader 1	84901	$18.84
Food Retail/Catering Leader 2	84902	$20.34
Food Retail/Catering Leader 3	84903	$21.96
Food Service Assistant 1[2]	84801	$15.29
Food Service Assistant 2[2]	84802	$16.18
Food Service Assistant 3[2]	84803	$17.46
Food Service Assistant 4[2]	84804	$18.84
Fuel And Cryogenic Operations Tech	77600	$23.70
Gardener	90430	$16.18
Grounds Crew Lead	90170	$17.46
Groundskeeper	91050	$15.29
Historic Farmer	90250	$18.84

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[2] The RMRs for Cook 1-2, Corrections Food Services Leader 2-4, Custodian, Custodian-Lead, Food Service Assistant 1-4, Laundry Worker, and Laundry Worker-Lead were established in bulletin DPM-0552-CC/PP and were originally effective September 12, 2021 and modified in bulletin DPM-0560-CC/PP.

Classification	Class Code	RMR Per Hour Amount
Hvac/Refrigeration Spec-Advanced[3]	77262	$25.60
Hvac/Refrigeration Specialist	77261	$21.96
Inventory Control Assistant	20500	$16.18
Inventory Control Coordinator	20501	$17.46
Inventory Control Coordinator-Adv	20502	$18.84
Lab Helper	91030	$15.29
Laborer	91300	$15.29
Laundry Worker Lead[2]	86502	$16.18
Laundry Worker[2]	86501	$15.29
Locksmith-Entry	91301	$17.46
Locksmith-Journey	91302	$18.84
Motor Vehicle Operator-Heavy	80402	$17.46
Motor Vehicle Operator-Light	80401	$15.29
Power Plant Operator	77101	$23.70
Power Plant Operator-In Charge[4]	77103	$27.66
Power Plant Operator-Senior[4]	77102	$25.60
Seamer 1	88801	$15.29
Seamer 2	88802	$16.18
Semi Driver	80470	$20.34
Shipping And Mailing Assoc-Adv	20172	$17.46
Shipping And Mailing Associate	20171	$16.18
Upholsterer	88910	$17.46
Utility Plant Operator	77700	$25.60

Schedule 05

Classification	Class Code	RMR Per Hour Amount
Animal Health Inspector	70101	$22.96
Animal Health Inspector-Obj	70102	$24.83
Companion Animal Inspector	70201	$22.96
Companion Animal Inspector-Obj	70202	$24.83
Consumer Protection Investr	74701	$22.96
Consumer Protection Investr-Adv	74703	$26.87
Consumer Protection Investr-Sr	74702	$24.83
Fire/Crash Rescue Spec	66601	$19.65
Fire/Crash Rescue Spec-Crew Chief	66602	$22.96

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[3] The RMR for HVAC Refrigeration Specialist-Adv was originally established in bulletin DPM-0459-CER/PP, effective January 18, 2018; DPM-0473-CER/PP was effective January 6, 2021; and modified in DPM-0560-CC/PP was effective January 2, 2022.

[4] The RMRs for Power Plant Operator-Sen and Power Plant Operator In-Charge were originally established in DPM-0501-CC/PP, effective May 12, 2019; DPM-0501-CC/PP was effective September 15, 2019; modified in DPM-0560-CC/PP was effective January 2, 2022.

Classification	Class Code	RMR Per Hour Amount
Mil Affairs Security Officer	65502	$19.65
Mil Affairs Security Officer-Sen	65503	$21.22
Military Funeral Honors Team Membr	65800	$18.17
Produce Inspector	70801	$19.65
Produce Inspector-Advanced	70803	$21.22
Railroad Safety Analyst	74861	$21.22
Railroad Safety Analyst-Principal	74863	$26.87
Railroad Safety Analyst-Senior	74862	$24.83
Security Officer 1	65511	$15.56
Security Officer 2	65512	$16.80
Security Officer 3	65513	$18.17
Security Officer 4	65514	$19.65
Vehicle Emissions Qa Spec-Entry	74871	$21.22
Vehicle Emissions Qa Spec-Obj	74872	$24.83
Vehicle Emissions Qa Spec-Senior	74873	$26.87

Schedule 06

Classification	Class Code	RMR Per Hour Amount
Audiovisual Production Spec	61401	$22.04
Audiovisual Production Spec-Senior	61402	$23.84
Audiovisual Services Assistant	61460	$18.82
Barber	87100	$16.10
Beautician	87400	$16.10
Child Care Counselor 1	53501	$17.40
Child Care Counselor 2	53502	$18.82
Child Care Counselor 3	53503	$22.04
Computer Printing Tech-Entry	13501	$18.82
Computer Printing Tech-Lead	13503	$22.04
Computer Printing Technician	13502	$20.37
Dental Assistant	39200	$18.82
Dietetic Technician-Administrative	37302	$22.04
Dietetic Technician-Clinical	37301	$18.82
Educational Assistant-Entry	59101	$17.40
Educational Assistant-Objective	59102	$18.82
Electronics Tech Media	93171	$22.04
Electronics Tech Media-Int	93172	$23.84
Electronics Tech Media-Sen	93173	$25.79
Exhibits Technician	63400	$22.04
Fingerprint Technician-Adv	67004	$25.79
Fingerprint Technician-Ent	67001	$22.04

Classification	Class Code	RMR Per Hour Amount
Fingerprint Technician-Sen	67003	$23.84
Fisheries Technician	90860	$20.37
Fisheries Technician-Adv	90870	$23.84
Forestry Technician	90760	$20.37
Forestry Technician-Adv	90770	$23.84
Grain Inspector[5]	70562	$22.04
Grain Inspector-Leadworker[5]	70563	$23.84
Grain Sampling Technician[5]	71400	$18.82
Grain Weighing Technician[5]	71460	$20.37
Graphic Designer	61362	$22.04
Graphic Designer-Senior	61363	$25.79
Health Information Technician 1	35101	$18.82
Health Information Technician 2	35102	$22.04
Heavy Equipment Operator	80500	$23.84
Hemodialysis Technician	35500	$22.04
IS Comprehensive Support Tech-Ent	13601	$18.82
IS Comprehensive Support Tech-Intr	13602	$22.04
IS Comprehensive Support Tech-Sen	13603	$23.84
IS Network Support Tech-Entry	13701	$18.82
IS Network Support Tech-Inter	13702	$22.04
IS Network Support Tech-Senior	13703	$23.84
IS Operations Support Tech-Entry	13801	$18.82
IS Operations Support Tech-Inter	13802	$22.04
IS Operations Support Tech-Sen	13803	$23.84
IS Resources Support Tech-Entry	13901	$18.82
IS Resources Support Tech-Inter	13902	$22.04
IS Resources Support Tech-Senior	13903	$23.84
Laboratory Technician 1	34101	$20.37
Laboratory Technician 2	34102	$22.04
Laboratory Technician 3	34103	$23.84
Material Reprocsng Asst-Entry	20471	$15.77
Material Reprocsng Asst-Obj	20472	$16.10
Mechanician-Entry	83481	$20.37
Mechanician-Journey	83482	$22.04
Medical Assistant 1	35661	$17.40
Medical Assistant 2	35662	$18.82
Medical Lab Technician-Entry	34801	$18.82

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[5] The RMRs for Grain Inspector, Grain Inspector-Leadworker, Grain Sampling Technician, and Grain Weighing Technician were originally established in bulletin DPM-0473-CER/PP, effective June 24, 2018; modified in DPM-0560-CC/PP was effective January 2, 2022.

Classification	Class Code	RMR Per Hour Amount
Medical Lab Technician-Obj	34802	$20.37
Microfilm Technician	62101	$15.77
Microfilm Technician-Sen	62102	$16.10
Nat Res Research Technician	90700	$22.04
Network Cable Technician	13500	$23.84
Nursing Assistant 1[6]	38101	$17.40
Nursing Assistant 2[6]	38102	$18.82
Nursing Assistant 2-Weekend[6]	38112	$18.82
Nursing Assistant 3[6]	38103	$20.37
Nursing Assistant 3-Weekend[6]	38113	$20.37
Occupational Therapy Asst-Ent	39801	$20.37
Occupational Therapy Asst-Obj	39802	$23.84
Ophthalmic Assistant	35070	$18.82
Orthopedic Appliance Tech-Entry	83301	$16.10
Orthopedic Appliance Tech-Lead	83304	$25.79
Orthopedic Appliance Tech-Obj	83302	$18.82
Orthopedic Appliance Tech-Senior	83303	$22.04
Pharmacy Technician-Entry	36401	$17.40
Pharmacy Technician-Obj	36402	$18.82
Phlebotomist	35400	$20.37
Property Assessment Tech 1	1201	$18.82
Property Assessment Tech 2	1202	$20.37
Property Assessment Tech 3	1203	$22.04
Research Technician 1	46001	$15.77
Research Technician 2	46002	$17.40
Research Technician 3	46003	$20.37
Research Technician 4	46004	$22.04
Resident Care Tech-Adv	38503	$20.37
Resident Care Tech-Adv-Weekend	38513	$20.37
Resident Care Tech-Entry	38501	$17.40
Resident Care Tech-Obj	38502	$18.82
Resident Care Tech-Obj-Weekend	38512	$18.82
Therapy Assistant-Entry	39821	$17.40
Therapy Assistant-Obj	39822	$20.37
Transpr Technician	25101	$17.40

[6] The RMRs for Nursing Assistants 1-3 and Resident Care Technician Ent, Obj, and Adv (including weekend positions) was originally established in DPM-0539-CC/PP and was effective November 22, 2020.   The RMRs for Nursing Assistant 2 & 3 and Resident Care Technician-Obj & Adv (including weekend positions) were rescinded, effective January 2, 2022 due to the establishment of pay progression for those classifications in the Comp Plan. The RMRs were modified in bulletin DPM-0560-CC/PP remain in effect and adding the LTE positions as listed in the chart below with this bulletin.

Classification	Class Code	RMR Per Hour Amount
Transpr Technician-Adv	25104	$23.84
Transpr Technician-Adv 2	25105	$25.79
Transpr Technician-Jrny	25102	$20.37
Transpr Technician-Sen	25103	$22.04
Wildlife Technician	90660	$20.37
Wildlife Technician-Adv	90670	$23.84

Schedule 81

Classification	Class Code	RMR Per Hour Amount
Program Assistant-Adv-Conf	16410	$20.46
Program Assistant-Conf	16310	$18.91
Secretary Conf	18010	$18.91

Please note that the application of a RMR occurs after all other pay transactions (**including GWA**) effective on the same date, except that a DERA, DMC, or Original Appointment occurs after application of the RMR. (See the Compensation Plan at Section I, 4.01.)

Each RMR will remain in effect until an expiration date is set by DPM, or it is rescinded.

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Jen Flogel, Administrator
Division of Personnel Management