

**State of Wisconsin**

**DOA – DIVISION OF PERSONNEL MANAGEMENT**

**– CLASSIFICATION AND COMPENSATION BULLETIN –**

**Date:** July 19, 2023

**Locator No:** DPM-0599-CC/PP

**Subject:** Information for Processing FY 2022-2023 Base Wage Adjustments for Employees in the Building Trades Crafts Bargaining Unit (Unit 04), Nonrepresented Project Employees in Pay Schedule 04, and Nonrepresented Craftworker Supervisors

This information is provided to assist appointing authorities in determining 2022-2023 fiscal year base wage adjustments for employees in the building trades crafts bargaining unit (bargaining unit 04) and related nonrepresented project and supervisory craftworkers. The wage increases for represented staff are granted in accordance with the Fiscal Year 2023 collective bargaining agreement between the State of Wisconsin and the Wisconsin State Building Trades Negotiating Committee (Trades). The wage increases for nonrepresented craftworker project and supervisory staff are granted in accordance with the 2021-2023 State Compensation Plan.

**SECTION I. FY23 GENERAL WAGE ADJUSTMENT (GWA) FOR REPRESENTED AND PROJECT CRAFTSWORKERS**

- A. Effective Date.** The GWA is effective July 30, 2023.
- B. Amount.** Each employee in pay status on July 30, 2023, in a permanent or project position in pay schedule 04, shall receive a GWA equal to 4.70% of the employee’s base pay rate to match the occupational rates in the new Building Trades Rate Booklet effective July 30, 2023, attached to this bulletin and posted on the Division of Personnel Management website.
- C. Lump Sum for the Delay in Implementation.** Employees eligible for this GWA will also receive a lump sum payment calculated as the amount of the GWA increase multiplied by the number of hours in pay status in a Pay Schedule 04 position or in a supervisory crafts worker position from January 1, 2023, through July 29, 2023. The lump sum will include adjustment for premium pay paid.
- D. Employees on Leave of Absence or Layoff.** Employees on an approved unpaid leave of absence on July 30, 2023, will receive the GWA and associated lump sum payment upon their return to pay status prior to implementation of a successor Trades agreement. Employees in layoff status are immediately eligible for a lump sum payment calculated in accordance with the lump sum for the delay in implementation.

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- E. Former Employees.** Former employees who retired or died while in a bargaining unit position after January 1, 2023, will be eligible for the GWA applied to their final pay rate, and will receive a lump sum wage payment in an amount equal to the amount of the GWA increase multiplied by the number of hours in pay status in a bargaining unit position from January 1, 2023, through July 29, 2023. Except for retirement or death, other former employees are not eligible for the GWA nor the lump sum payment.
- F.** For the purposes of calculating employee benefits, the lump sum wage payment for the delay in implementation will be considered as salary or wages earned during the period commencing January 1, 2023, through July 29, 2023 for current and former employees.
- G. LTE Craftworkers.** Pay increases may be provided but are not necessary for limited-term employees in pay schedule 04 craftworker jobs. LTE craftworker pay is set in accordance with Section D, 2.01(2)(c) of the Compensation Plan, and is subject to the Maximum LTE Rate as indicated in the Building Trades Rate Booklet. There is no lump sum payment associated with LTE pay increases.

## **SECTION II. PAY INCREASE FOR SUPERVISORY CRAFTSWORKERS**

- A. Effective Date.** The pay increase is effective July 30, 2023. Supervisors who terminate or leave an eligible classification prior to the effective date are not eligible for this increase or associated lump sum payment.
- B. Eligible Employees.**
  - Crafts Worker Supervisor – class code 76710
  - Shop Supervisor – class code 76810
- C. Amount.** The pay rates for supervisory craftworkers are set in accordance with the provisions at Section A, 2.15, (2) and (3), of the Compensation Plan.
  1. Crafts Worker Supervisors will be paid one dollar (\$1.00) per hour more than the adjusted state rate for the highest paid Craft supervised, or one dollar (\$1.00) per hour more than the adjusted state rate for the craft in which they have journeyman status, whichever is greater.
  2. Shop Supervisors will be paid one dollar and fifty cents (\$1.50) per hour more than the pay rate for the highest paid Crafts Worker Supervisor supervised, or one dollar and fifty cents (\$1.50) per hour more than the adjusted state rate for the craft in which they have journeyman status, whichever is greater.
  3. The pay rate calculations for Crafts Worker Supervisors and Shop Supervisors will be based on the applicable rate for 100 hours of annual leave as shown in the Building Trades Rate Booklet, regardless of the actual choice of annual leave by subordinate craftworker staff. The pay rates of LTE craftworkers are not considered in the pay rate calculations for supervisors.

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**D. Lump Sum for the Delay in Implementation.** Supervisory craftworkers will also receive a lump sum payment calculated as the amount of the pay increase received on July 30, 2023, multiplied by the number of hours in pay status in a supervisory craftworker position or in a Pay Schedule 04 craftworker position from January 1, 2023 through July 29, 2023. The lump sum will include adjustment for premium pay paid.

### SECTION III. DETERMINING HOURS IN PAY STATUS

1. "Hours in pay status" include the number of hours worked for cash payment plus the number of hours of paid leave time/compensatory time credits that were used during the applicable period stated above.
2. Hours excluded from hours in pay status:
  - a. Work hours for which holiday or compensatory time-off credits were earned but not used.
  - b. Hours in an ineligible position.
3. For purposes of calculating employee benefits, any lump sum wage payment received under Section I or Section II, above, for the delay in implementation of the Agreement shall be considered as salary or wages earned during the applicable period.

### SECTION IV. REFERRAL OF QUESTIONS

**Employee Questions:** Employees with questions regarding their pay rates or pay adjustments indicated in this bulletin should contact their agency Human Resources or Payroll Office directly.

**Employer Questions:** Employer questions regarding the *pay provisions* contained in this bulletin should be directed to:

John Wiesman at [John.Wiesman@Wisconsin.gov](mailto:John.Wiesman@Wisconsin.gov) or by phone/TEAMS at (608) 266-1418, or the Bureau of Classification and Compensation mailbox at [DOADPMCompEmploymentRelGenI@wisconsin.gov](mailto:DOADPMCompEmploymentRelGenI@wisconsin.gov).

Employer questions regarding *payroll processing* should be directed to DOA Central Payroll:

**DOA Central Payroll:**

Dennis Dissmore at (608) 266-8431

DocuSigned by:  
  
F1861263ECA1462  
Jen Flugel, Administrator

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**Building Trades Adjusted Hourly Rate Booklet**

**Rates are effective July 30, 2023, and reflect implementation of the Fiscal Year 2022-2023 labor agreement.**

**These rates apply only to craftworker employees of the Executive Branch of WI state government, and do not apply to employees of the University of Wisconsin. See the State Compensation Plan at Section A - 2.15 and Section Z for administrative information and lead crafts worker and supervisory pay.**

\*Craftworker LTEs that are WRS-eligible may be paid no more than 93% of the Maximum LTE Rate listed here, in accordance with the Compensation Plan at Section D, 2.01(2)(c).

<u>INSTITUTION OR FACILITY</u>	<u>AREA NAME</u>	<u>MAXIMUM LTE RATE*</u>	<u>ADJUSTED 100 HOUR LEAVE RATE</u>	<u>ADJUSTED 140 HOUR LEAVE RATE</u>	<u>ADJUSTED 180 HOUR LEAVE RATE</u>
<b>76200 BRICKLAYER &amp; MASON</b>					
DHS-Northern WI Center	Eau Claire	52.00	43.92	43.24	42.54
DHS-Sand Ridge	Stevens Point/ Wausau/ WI Rapids	52.00	43.92	43.24	42.54
DOC-Green Bay CI DHS-Winnebago MHI DVA-Vets Home	Green Bay	51.99	43.91	43.23	42.53
DOC-Prairie du Chien CI	La Crosse	52.00	43.92	43.24	42.54
DHS-Southern WI Center	Racine/Kenosha	56.94	48.09	47.35	46.60
DOA DHS-Mendota MHI	Madison	53.92	45.55	44.85	44.13
State Fair Park	Milwaukee	57.12	48.27	47.51	46.75
DOC-Waupun CI DOC-Dodge CI	Jefferson/Dodge	53.92	45.55	44.85	44.13
<b>76260 CARPENTER</b>					
State Fair Park	Milwaukee	54.53	46.06	45.35	44.63

## Attachment

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DHS-Southern WI Center	Racine/Kenosha	54.53	46.06	45.35	44.63
DOA (includes Lather)	Madison	49.56	41.87	41.20	40.57
DOC-Dodge CI					
DOC-Fox Lake CI					
DOC-Waupun CI					
DHS-Mendota MHI					
DMA-Volk Field					
DOC-Green Bay CI	Greater Fox River Valley/ Eau Claire/	49.56	41.87	41.20	40.57
DOC-Kettle Moraine CI	LaCrosse/ Stevens				
DHS-Northern WI Center	Point/ Green Bay				
DHS-Sand Ridge					
DHS-Winnebago MHI					
DVA-Vets Home					
DOC-Lincoln Hills/Copper Lakes					
DPI-Schl for Visually Impaired/Deaf	Janesville	49.56	41.87	41.20	40.57
	Superior	45.64	38.57	37.96	37.36
Hudson	Hudson	49.33	41.67	41.02	40.37
<b>76300 ELECTRICIAN</b>					
DOC-Oshkosh CI	Appleton/Oshkosh	50.11	42.32	41.65	41.01
DHS-Winnebago MHI					
DVA-Vets Home					
DOC-Red Granite CI					
DHS-Northern WI Center	Eau Claire/ La Crosse	52.29	44.19	43.49	42.80
DOT					
DOC-Jackson CC					
DOC-WSPF					
DOC - Stanley CI					
DMA-Fort McCoy					
DOC-Green Bay CI	Green Bay	49.92	42.18	41.52	40.86
DOT					
DOT	Stevens Point/ WI Rapids	50.99	43.08	42.40	41.72
DMA-Volk Field					
DHS-Sand Ridge					
DOC-New Lisbon CI					

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## DOC-Lincoln Hills/Copper Lakes

	Kenosha	60.02	50.68	49.91	49.11
DPI-Schl for the Deaf	Janesville	52.92	44.71	44.01	43.31
DOA DOC-Columbia CI DOC-Fox Lake CI DHS-Mendota MHI DWD DOT	Madison	56.78	47.96	47.24	46.46
DOC-Dodge CI DOC-Kettle Moraine CI DOC-Waupun CI DOC-Taycheedah CI	Kettle Moraine/ Milwaukee	54.30	45.87	45.15	44.43
DOT	Superior	58.45	49.38	48.61	47.83
DHS-Southern WI Center DOC-Racine CI	Racine	58.71	49.60	48.82	48.03
State Fair Park DOT Milw Secure Detention Fac DMA - Mitchell Field	Greater Milwaukee area	59.24	50.06	49.27	48.48

**76400 PAINTER-BRUSH**

DMA-Camp Williams	Wausau/Stevens Point	36.55	30.87	30.40	29.91
DMA-Chippewa Falls DHS-Northern WI Center	Eau Claire/LaCrosse	43.15	36.46	35.89	35.30
DMA-Fort McCoy	LaCrosse (Fort McCoy)	34.66	29.28	28.82	28.36
DOC-Green Bay CI DMA-Green Bay	Green Bay	36.55	30.87	30.40	29.91
DPI-Delavan	Kenosha/Walworth	49.47	41.80	41.12	40.47
	Superior/Duluth	45.69	38.59	37.98	37.38

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DOA DOC-Dodge CI DOC-Fox Lake CI DOC-Waupun CI DHS-Central WI Center DHS-Mendota MHI DMA-Madison	Madison	44.32	37.46	36.86	36.28
DOC-Kettle Moraine CI	Sheboygan/Manitowoc	36.55	30.87	30.40	29.91
DMA-West Bend State Fair Park	Milwaukee	49.49	41.82	41.14	40.49
DHS-Winnebago MHI DVA-Veterans Home	Oshkosh	36.55	30.87	30.40	29.91
DHS-Southern WI Center	Racine	49.47	41.80	41.12	40.47
<b>76500 PLUMBER</b>					
DHS-Northern WI Center DHS-Sand Ridge DOC-WSPF DOC-Jackson CC DOC-Stanley CI DOC-Prairie du Chien CI DOC-New Lisbon CI DOC-Lincoln Hills/Copper Lakes	Eau Claire/ La Crosse/ WI Rapids/ Stevens Pt	53.27	45.01	44.29	43.61
DOC-Waupun CI DOC-Green Bay CI DOC-Dodge CI DOC-Fox Lake CI DOC-Red Granite CI DOC-Taycheedah CI DOC-Oshkosh CI DHS-Winnebago MHI DVA-Vets Home	Appleton/ Fond du Lac/ Green Bay/ Oshkosh	52.73	44.55	43.83	43.15
DPI-School for the Blind and Visually Impaired	Janesville	58.77	49.65	48.87	48.09
DHS-Southern WI Center DPI-School for the Deaf	Racine/ Kenosha/ Walworth County	59.76	50.49	49.70	48.89

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DOA DHS-Mendota MHI DOC-Columbia CI	Madison	55.84	47.17	46.43	45.71
DOC-Milw Secure Fac (MSDF) State Fair Park	Milwaukee	58.50	49.42	48.64	47.87
	Superior	55.36	46.78	46.03	45.29
<b>7660 STEAMFITTER &amp; 7660 WELDER</b>					
DVA-Camp Douglas DHS- Sand Ridge	Eau Claire/ LaCrosse/ WI Rapids/ Stevens Pt	53.27	45.01	44.29	43.61
DOC-Waupun CI DOC-Green Bay CI DOC-Dodge CI DOC-Fox Lake CI DOC-Red Granite CI DOC-Taycheedah CI DOC-Oshkosh CI DHS-Winnebago MHI DVA-Vets Home	Appleton/ Fond du Lac/ Green Bay	52.73	44.55	43.83	43.15
DHS-Southern WI Center DPI-Delavan	Racine/ Kenosha/ Walworth County	59.76	50.49	49.70	48.89
DOA DHS-Mendota MHI	Madison	60.69	51.28	50.48	49.66
DOC	Milwaukee/Janesville	59.69	50.44	49.64	48.84
	Superior	55.36	46.78	46.03	45.29