

**State of Wisconsin**

**DOA – DIVISION OF PERSONNEL MANAGEMENT**

**- CLASSIFICATION AND COMPENSATION BULLETIN -**

**Date:** October 20, 2023

**Locator No:** DPM-0610-CC/PP

**Subject: REPLACEMENT BULLETIN:**

Revision of Certain Raised Minimum Rates  
and Expiration of All Other Raised Minimum  
Rates

This is a replacement of policy bulletin DPM-0588-CC/PP (dated November 23, 2022) on Raised Minimum Rates (RMRs). This bulletin revises certain RMRs and rescinds all other previous RMRs that have been superseded by implementation of the 2023-25 State Compensation Plan.

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.

**Revised Raised Minimum Rates**

Effective October 22, 2023, the following RMRs are revised to become the rates shown in the following tables.

**Pay Schedule 05**

<b>Classification</b>	<b>Class Code</b>	<b>RMR Per Hour Amount</b>
Mil Affairs Security Officer	65502	\$23.38
Mil Affairs Security Officer-Sen	65503	\$25.05

The following RMRs are revised to become the rates shown in the following table, which match the lowest pay progression points for these classifications upon implementation of the 2023-25 Compensation Plan. The purpose of these RMRs, which will not affect permanent or project employees, is to allow limited-term employees without prior or concurrent permanent state service to be paid up to these RMRs.

**Pay Schedule 06**

<b>Classification</b>	<b>Class Code</b>	<b>RMR Per Hour Amount</b>
Nursing Assistant 2	38102	\$24.56
Nursing Assistant 2-Weekend	38112	\$24.56
Nursing Assistant 3	38103	\$25.90
Nursing Assistant 3-Weekend	38113	\$25.90
Resident Care Tech-Adv	38503	\$25.90

<b>Classification</b>	<b>Class Code</b>	<b>RMR Per Hour Amount</b>
Resident Care Tech-Adv-Weekend	38513	\$25.90
Resident Care Tech-Obj	38502	\$24.56
Resident Care Tech-Obj-Weekend	38512	\$24.56

**Expiration of Raised Minimum Rates**

Effective October 22, 2023, all other RMRs as listed in bulletin DPM-0588, effective November 20, 2022, are rescinded. This is due to implementation of the 2023-25 Compensation Plan effective October 22, 2023, which institutes pay range minimums that are higher than the expiring RMRs for non-broadband pay ranges.

Please note that the application of a RMR occurs after all other pay transactions (including GWAs) 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 it is rescinded by DPM.

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Jen Flugel, Administrator

Division of Personnel Management