

State of Wisconsin

## DOA – DIVISION OF PERSONNEL MANAGEMENT

### *- CLASSIFICATION AND COMPENSATION BULLETIN -*

**Date:** December 18, 2023

**Locator No:** DPM-0616-CC

**Subject:** **REPLACEMENT BULLETIN:**  
Definitions of Upward Classification  
Movements for Reallocation and  
Reclassification within Broadbanded  
Classification Series.

The purpose of this bulletin is to define upward classification movements for reallocation and reclassification within broadbanded classification series, effective December 3, 2023. **This bulletin replaces Bulletin DPM-0589-CC dated November 21, 2022, which should be discarded.** This bulletin has been updated to reflect the creation of a new classification series for Tax Resolution Officers; these changes are in schedule 07.

#### SECTION I. APPLICABLE PROVISIONS

Section I of the Compensation Plan entitled “Pay Administration for Broadband Pay Schedules” contains references to employees’ movements to a “higher classification series level” under I, 4.10 (2), which states:

##### **4.10 Pay on Regrade for Reallocation or Reclassification to a Classification in the Same or Counterpart Pay Range**

- (2) Regraded employees, except trainees, whose positions are reallocated or reclassified to a higher classification series level within the same pay range, will receive an increase in the amount of 8.0% of the pay range minimum. **This applies only if an employee has not held, within five years of the reclassification or reallocation effective date, permanent status in class at the same level of the reclassification or reallocation.** The appointing authority **may** provide an additional pay adjustment under this section allowing for a total pay adjustment of no more than 12% of the new pay range minimum or to the minimum of the pay range, whichever is greater. However, for reallocations that do not solely involve a change in duties, such as pay range reassignments, title changes, or as a result of a survey, the increase **may** be at the discretion of the DPM Administrator. (Underlining added for emphasis.)

**SECTION II. BROADBAND PAY RANGE GROUPINGS**

In ascending order, the security and public safety classifications are Groups A and B in pay range 05-64 and Groups C, D, and E in pay range 05-63. In pay range 05-64, Group A is the first level of broadbanded classifications. Group B classifications are higher than Group A classifications.

<b>05-64 Group A</b>	<b>05-64 Group B</b>
Motor Carrier Investigator	Motor Carrier Investigator-Advanced

In pay range 05-63, Group C is the first level of broadbanded classifications. Group D classifications are higher than Group C classifications; and Group E classifications are higher than Group D classifications.

<b>05-63 Group C</b>	<b>05-63 Group D</b>	<b>05-63 Group E</b>
Boiler Safety Inspector – Entry Mining Safety Inspector 1 Occupational Safety Inspector 2 Weights & Measures Petroleum System Specialist - Entry	Boiler Safety Inspector – Intermediate Elevator Safety Inspector Mining Safety Inspector 2 Occupational Safety Inspector 3 Weight & Measures Petroleum System Specialist - Senior	Boiler Safety Inspector – Advanced Elevator Safety Inspector – Objective

In ascending order, the technical classifications are Groups A and B in pay range 06-64 and Groups C, and D in pay range 06-63. Group B classifications are higher than Group A classifications.

<b>06-64 Group A</b>	<b>06-64 Group B</b>
Breath Alcohol Program Specialist	Breath Alcohol Program Specialist-Advanced

In pay range 06-63, Group C is the first level of broadbanded classifications. Group D classifications are higher than Group C classifications.

<b>06-63 Group C</b>	<b>06-63 Group D</b>
Media Telecommunications Technician Respiratory Therapist	Media Telecommunications Technician-Senior Respiratory Therapist-Senior

In ascending order, the professional fiscal classifications are Groups A, B, and C in pay range 07-04; Groups D, E, and F in pay range 07-03; and Groups G, H, and I in pay range 07-02. In pay range 07-04, Group A is the first level of broadbanded classifications. Group B classifications are higher than Group A classifications; and Group C are higher than Group B classifications.

<b>07-04 Group A</b>	<b>07-04 Group B</b>	<b>07-04 Group C</b>
Insurance Financial Examiner Purchasing Agent Unclaimed Property Specialist Revenue Agent	Insurance Financial Examiner- Journey Purchasing Agent-Objective Unclaimed Property Specialist- Developmental Revenue Agent 2	Unclaimed Property Specialist-Senior

In pay range 07-03, Group D is the first level of broadbanded classifications. Group E classifications are higher than Group D classifications; and Group F classifications are higher than Group E classifications.

<b>07-03 Group D</b>	<b>07-03 Group E</b>	<b>07-03 Group F</b>
Accountant-Journey Agriculture Auditor 3 Auditor-Journey Consumer Credit Examiner- Journey Emergency Government Specialist- Senior Excise Tax Agent Financial Examiner- Journey Health Care Rate Analyst-Senior Insurance Examiner-Journey Insurance Financial Examiner- Senior Insurance Program Specialist-Obj Lottery Services Specialist-Senior Procurement Specialist-Objective Property Assess Practices Spec- Jrny Property Assess Specialist-Journey Public Utility Fin Analyst-Journey Real Estate Specialist-Senior Revenue Agent 3 Revenue Auditor 2 Securities Examiner-Journey Special Agent Tax Resolution Officer 1 Tourism Coordinator Trust Fund Specialist-Objective	Accountant-Senior Agriculture Auditor 4 Auditor-Senior Consumer Credit Examiner- Senior Emergency Government Specialist-Adv Excise Tax Agent-Senior Financial Examiner- Senior Health Care Rate Analyst-Adv Insurance Examiner-Senior Insurance Financial Examiner- Advanced Insurance Program Specialist-Sr Lottery Services Specialist- Adv Procurement Specialist-Senior Property Assess Practices Spec-Sr Property Assess Specialist-Adv Public Utility Fin Analyst-Senior Real Estate Specialist-Advanced Revenue Agent 4 Revenue Auditor 3 Securities Examiner-Senior Special Agent-Senior Tax Resolution Officer – 2 Tourism Coordinator-Senior Transportation Fiscal Analyst 1 Trust Funds Specialist-Advanced	Property Assess Chief Training Officer Revenue Agent 5 Transportation Fiscal Analyst 2

In pay range 07-02, Group G is the first broadbanded classification level. Group H classifications are higher than Group G classifications; and Group I classifications are higher than Group H classifications.

<b>07-02 Group G</b>	<b>07-02 Group H</b>	<b>07-02 Group I</b>
Accountant-Advanced Agriculture Auditor 5 Auditor-Advanced Consumer Credit Examiner-Advanced Financial Examiner-Advanced Insurance Financial Examiner-Advanced Public Utility Auditor-Adv Public Utility Fin Analyst- Advanced Revenue Auditor 4 Tax Resolution Officer – 3	Accountant (UTF Systems) Auditor (School Finance) Auditor (Transp Plan & Review) Auditor-Senior (DHFS) Public Utility Auditor-Princ Public Utility Fin Analyst-Princ Revenue Auditor 5 Tax Resolution Officer – 4	Public Utility Auditor-Consultant Revenue Auditor 6 Tax Resolution Officer – 5

In pay range 07-35, Group J is the first broadbanded classification level. Group K classifications are higher than Group J classifications; and Group L classifications are higher than Group K classifications.

<b>07-35 Group J</b>	<b>07-35 Group K</b>	<b>07-35 Group L</b>
IS Professional in-Training (A)	IS Professional in-Training (B)	IS Analyst or Professional classes

In ascending order, the research, statistics and analysis classifications are Groups A and B in pay range 08-03. In pay range 08-03, Group A is the first level of broadbanded classifications; Group B classifications are higher than Group A classifications.

<b>08-03 Group A</b>	<b>08-03 Group B</b>
Public Utility Rate Analyst-Senior Research Analyst-Senior	Public Utility Rate Analyst-Principal Research Analyst-Advanced

In ascending order, the patient care classifications are Groups A and B in pay range 11-04. In pay range 11-04, Group A is the first level of broadbanded classifications; Group B classifications are higher than Group A classifications.

<b>11-04 Group A</b>	<b>11-04 Group B</b>
Public Health Educator	Public Health Educator - Senior

In ascending order, the patient care classifications are Groups A and B in pay range 11-01. In pay range 11-01, Group A is the first level of broadbanded classifications; Group B classifications are higher than Group A classifications.

<b>11-01 Group A</b>	<b>11-01 Group B</b>
Nurse Clinician 3 Nurse Clinician 3 - Weekend	Nurse Clinician 4

In ascending order, the professional social services classifications are Groups A, B, and C in pay range 12-64, Groups D, E, and F in pay range 12-63, and Groups G, H, and I in pay range 12-80. In pay range 12-64, Group A is the first level of broadbanded classifications. Group B classifications are higher than Group A classifications; and Group C classifications are higher than Group B classifications.

<b>12-64 Group A</b>	<b>12-64 Group B</b>	<b>12-64 Group C</b>
Cadet Specialist Entry Child Care Subsidy Specialist Disability Determination Specialist – Entry DWD Equal Rights Officer Labor Compliance Specialist – Journey Member Finance Specialist Unemployment Benefits Specialist Unemployment Insurance Collections Specialist Unemployment Tax & Accounting Specialist Veterans Benefits Specialist 1 Workers Compensation Specialist	Cadet Specialist Objective Child Care Subsidy Specialist - Objective Disability Determination Specialist – Objective DWD Equal Rights Officer - Journey Labor Compliance Specialist Senior Member Finance Specialist – Senior Unemployment Benefits Specialist-Inter Unemployment Insurance Collections Specialist-Inter Unemployment Tax & Accounting Specialist-Inter Veterans Benefits Specialist 2 Workers Compensation Specialist - Senior	Child Care Subsidy Specialist - Senior Unemployment Insurance Collections Specialist- Senior Unemployment Tax & Accounting Specialist - Sr

In ascending order, the broadbanded groups in pay range 12-63 are Groups D, E, and F. In pay range 12-63, Group D is the first broadbanded class level; Group E classifications are higher than Group D classifications, and Group F classifications are higher than Group E classifications.

<b>12-63 Group D</b>	<b>12-63 Group E</b>	<b>12-63 Group F</b>
Economic Support Quality Assurance Specialist Offender Classification Specialist-Senior  Ombudsman Services Spec - Objective Rehabilitation Specialist for the Blind-Senior	Economic Support Quality Assurance Specialist – Adv. Offender Classification Specialist-Advanced  Ombudsman Services Spec - Advanced Rehabilitation Specialist for the Blind-Advanced	

School Psychologist Social Worker - Senior Unemployment Benefits Analyst	School Psychologist-Senior Social Worker - Advanced Unemployment Benefits Analyst-Senior	Social Worker - Clinical
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In ascending order, the broadbanded groups in pay range 12-80 are Groups G, H and I. In pay range 12-80, Group G is the first broadbanded class level. Group H classifications are higher than Group G classifications; and Group I classifications are higher than Group H classifications.

<b>12-80 Group G</b>	<b>12-80 Group H</b>	<b>12-80 Group I</b>
Treatment Provider-Ch. 980 - Entry	Treatment Provider-Ch. 980 – Intermediate	Treatment Provider-Ch. 980 - Senior

In ascending order, the professional engineering classifications are Groups A and B in pay range 14-14 and Groups C and D in 14-13. In pay range 14-14, Group A is the first level of broadbanded professional engineering classifications; Group B professional engineering classifications are higher than Group A classifications.

<b>14-14 Group A</b>	<b>14-14 Group B</b>
CADD Specialist-Senior Engineering Specialist-Senior Environmental Specialist-Senior Radiation Safety Spec-Senior	CADD Specialist - Advanced Engineering Specialist-Advanced 1 Environmental Specialist-Advanced 1 Radiation Safety Spec-Advanced 1

In ascending order, the professional engineering classifications are Groups C and D in pay range 14-13. In pay range 14-13, Group C is the first level of broadbanded professional engineering classifications; Group D professional engineering classifications are higher than Group C classifications.

<b>14-13 Group C</b>	<b>14-13 Group D</b>
Agricultural Engineer-Senior Air Management Engineer-Senior Architect-Senior Civil Engineer-Senior Civil Engineer-Transportation-Senior Communications Engineer-Senior Consultant-Building Systems-Senior Consultant-Elec Systems-Senior Consultant-Fire Suppr Systems-Senior Consultant-HVAC-Senior Consultant-Plumbing Prod Rev-Senior Consultant-Refrig Systems-Senior Consultant-Uniform Dwelling-Senior Electrical Engineer-Senior Electronic Engineer-Senior Envir Civil Engineer-Senior	Agricultural Engineer-Advanced Air Management Engineer-Advanced Architect-Advanced Civil Engineer-Advanced Civil Engineer-Transportation-Advanced Communications Engineer-Advanced Consultant-Building Systems-Advanced Consultant-Elec Systems-Advanced Consultant-Fire Suppr Systems-Advanced Consultant-HVAC-Advanced Consultant-Plumbing Prod Rev-Advanced Consultant-Refrig Systems-Advanced Consultant-Uniform Dwelling-Advanced Electrical Engineer-Advanced Electronic Engineer-Advanced Envir Civil Engineer-Advanced

<b>14-13 Group C</b>	<b>14-13 Group D</b>
Landscape Architect-Senior	Landscape Architect-Advanced
Mechanical Engineer-Senior	Mechanical Engineer-Advanced
Natural Resources Engineer-Senior	Natural Resources Engineer-Advanced
Nuclear Safety Specialist-Senior	Nuclear Safety Specialist-Advanced
Preservation Architect-Senior	Preservation Architect-Advanced
Public Service Engineer-Senior	Public Service Engineer-Advanced
Structural Engineer-Transportation-Senior	Structural Engineer-Transportation-Advanced
Waste Management Engineer-Senior	Waste Management Engineer-Advanced
Wastewater Engineer-Senior	Wastewater Engineer-Advanced
Water Reg & Zoning Engineer-Senior	Water Reg & Zoning Engineer-Advanced
Water Supply Engineer-Senior	Water Supply Engineer-Advanced

In ascending order, the professional science classifications are Groups A and B in pay range 15-03. In pay range 15-03, Group A is the first level of broadbanded professional science classifications; Group B professional science classifications are higher than Group A classifications.

<b>15-03 Group A</b>	<b>15-03 Group B</b>
Air Management Specialist-Senior	Air Management Specialist-Advanced
Chemist-Senior	Chemist-Advanced
Conservation Biologist-Senior	Conservation Biologist-Advanced
Controlled Substance Analyst-Senior	Controlled Substance Analyst-Advanced
Cytotechnologist-Senior	Cytotechnologist-Advanced
DNA Analyst-Senior	DNA Analyst-Advanced
Environmental Enforcement Specialist-Senior	Environmental Enforcement Specialist-Adv
Environmental Health Specialist-Senior	Environmental Health Specialist-Advanced
Environmental Toxicologist-Senior	Environmental Toxicologist-Advanced
Examiner of Questioned Documents-Senior	Examiner of Questioned Documents-Adv
Fingerprint and Footwear Examiner-Senior	Fingerprint and Footwear Examiner-Advanced
Firearm and Toolmark Examiner-Senior	Firearm and Toolmark Examiner-Advanced
Fisheries Biologist-Senior	Fisheries Biologist-Advanced
Forensic Imaging Specialist-Senior	Forensic Imaging Specialist-Advanced
Forester-Senior	Forensic Science Training Coordinator-Adv
Health Physicist-Senior	Forester-Advanced
Hydrogeologist-Senior	Health Physicist-Advanced
Medical Technologist-Senior	Hydrogeologist-Advanced
Microbiologist-Senior	Medical Technologist-Advanced
Natural Resources Educator-Senior	Microbiologist-Advanced
Natural Resources Research Scientist-Senior	Natural Resources Educator-Advanced
Parks & Recreation Specialist-Senior	Natural Resources Research Scientist-Adv
Plant Pest & Disease Specialist-Senior	Parks & Recreation Specialist-Advanced
Public Health Sanitarian-Senior	Plant Pest & Disease Specialist-Advanced
Toxicologist-Senior	Public Health Sanitarian-Advanced
Trace Evidence Examiner-Senior	Toxicologist-Advanced

<b>15-03 Group A</b>	<b>15-03 Group B</b>
Veterinarian-Objective Veterinarian Specialist-Senior Waste Management Specialist-Senior Wastewater Specialist-Senior Water Regulation & Zoning Specialist-Senior Water Resources Management Specialist-Sr Water Supply Specialist-Senior Wildlife Biologist-Senior	Trace Evidence Examiner-Advanced Veterinarian-Senior Veterinarian Specialist-Advanced Waste Management Specialist-Advanced Wastewater Specialist-Advanced Water Regulation & Zoning Specialist-Advanced Water Resources Management Specialist-Advanced Water Supply Specialist-Advanced Wildlife Biologist-Advanced

In ascending order, the law enforcement classifications are Groups A and B in pay range 36-63. In pay range 36-63, Group A is the first level of broadbanded law enforcement classifications; Group B law enforcement classifications are higher than Group A classifications.

<b>36-63 Group A</b>	<b>36-63 Group B</b>
Police Officer	Police Detective

In ascending order, the broadbanded groups in pay range 81-03 are Groups A, B, and C. In pay range 81-03, Group A is the first broadbanded class level. Group B classifications are higher than Group A classifications; and Group C classifications are higher than Group B classifications.

<b>81-03 Group A</b>	<b>81-03 Group B</b>
Accountant Journey-Confidential Executive Human Resources Specialist-Senior Executive Policy and Budget Analyst-Entry Human Resources Specialist-Senior Payroll and Benefits Systems Coordinator - Senior Police Sergeant Revenue Economist-Confidential-Senior Employee Benefit Program Spec-Senior	Accountant Senior-Confidential Accountant Senior-Management Executive Human Resources Specialist-Adv Executive Policy and Budget Analyst-Journey Human Resources Specialist-Advanced Payroll and Benefits Systems Coordinator - Advanced Police Lieutenant Revenue Economist-Confidential-Advanced Employee Benefit Program Spec-Advanced

<b>81-03 Group C</b>	
Accountant Advanced-Management Executive Policy and Budget Analyst-Senior	

In ascending order, the broadbanded groups in pay range 81-04 are Groups A and B. In pay range 81-04, Group A is the first broadbanded class level. Group B classifications are higher than Group A classifications.



<b>81-04 Group A</b>	<b>81-04 Group B</b>
IS Support Technician-Confidential Employee Benefit Program Spec-Entry	IS Support Technician-Confidential-Senior Employee Benefit Program Spec-Journey

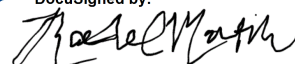
In ascending order, the nonrepresented broadbanded groups in pay range 81-05 are Groups A and B. In pay range 81-05, Group A is the first broadbanded class level. Group B classifications are higher than Group A classifications.

<b>81-05 Group A</b>	<b>81-05 Group B</b>
Program Assistant-Confidential	Program Assistant-Advanced-Confidential

### SECTION III. REFERRAL OF QUESTIONS

**Employee Questions:** Individual employees with questions regarding the information provided in this bulletin should contact their agency Human Resources Office or Payroll Office directly.

**Employer Questions:** Employer questions regarding the information provided in this bulletin may be directed to Peter Flood by e-mail at Peter.Flood@wisconsin.gov or by phone at (608) 266-8149.

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 Rachel C. Martin, Director  
 Division of Personnel Management