

State of Wisconsin**DOA – DIVISION OF PERSONNEL MANAGEMENT****– CLASSIFICATION AND COMPENSATION BULLETIN –****Date:** July 21, 2023**Locator No:** DPM-0598-CC/PP
(Correction)**Subject:** Information Necessary to Process FY 2021-2023 Wage Adjustments, Shift and Weekend Differential Increases, and Implementation of a Recruitment Referral Bonus Program for Employees in the Public Safety Bargaining Unit (Unit 63).

This information is provided to assist appointing authorities in determining FY 2021-2023 base pay adjustments, lump sum payments, shift and weekend differential increases, and recruitment referral bonuses for employees in the public safety bargaining unit (DP code 63). These adjustments are made in accordance with the provisions in the Collective Bargaining Agreement (Agreement) between the State and the Wisconsin Law Enforcement Association (WLEA) for the 2021-2023 fiscal biennium. This bulletin also contains information on meal reimbursement rate increases and potential pay parity for nonrepresented state patrol.

SECTION I. MULTIPLE PAY ADJUSTMENTS WITH THE SAME EFFECTIVE DATE, ORDER OF APPLICATION

Multiple pay adjustments that have the same effective date will be processed in accordance with s. ER 29.04, Wis. Adm. Code, except as modified here for adjustments effective July 30, 2023.

Use the current pay ranges from the 2019-21 Agreement for personnel transactions number 1 through number 6, below.

Following implementation of the General Wage Adjustments under number 7, use the new Pay Schedule/Range 63-40, effective July 30, 2023, included in the Attachment, for all transactions.

1. Reclassification/regrade adjustment
2. Promotion/upward movement adjustment
3. Demotion/downward movement adjustment
4. Transfer/lateral movement adjustment
5. Reinstatement
6. Restoration
7. General Wage Adjustments effective July 30, 2023, in the order listed in this bulletin
8. Implementation of new Pay Schedule 63-40 effective July 30, 2023
9. Pay progression
10. Original appointment

SECTION II. FISCAL YEAR 2021-22 GENERAL WAGE ADJUSTMENT

A. Effective Date. The General Wage Adjustment (GWA) is effective July 30, 2023.

B. Eligibility.

Eligible. All employees in pay status in a bargaining unit position on July 30, 2023, with satisfactory performance are eligible for the GWA.

Ineligible.

1. Any employee whose most recent performance evaluation in the previous 12 months was unsatisfactory.
2. Any former employee who separated from state service prior to July 30, 2023.
3. Any former member of the public safety bargaining unit who left a bargaining unit position prior to July 30, 2023.

C. Amount. Each eligible employee will receive a GWA equal to 2.0% of their current base pay rate.

D. 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 pay increase received multiplied by the number of hours in pay status in a bargaining unit position from January 2, 2022, through July 29, 2023, and shall include adjustment for premium pay paid. For the purposes of calculating employee benefits, the lump sum wage payment will be considered as salary or wages earned during the period commencing January 2, 2022, through July 29, 2023.

E. Employees Not in Pay Status. 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 during the life (including extension) of the Agreement.

SECTION III. FISCAL YEAR 2022-23 GENERAL WAGE ADJUSTMENT

A. Effective Date. The General Wage Adjustment (GWA) is effective July 30, 2023.

B. Eligibility.

Eligible. All employees in pay status in a bargaining unit position on July 30, 2023, with satisfactory performance are eligible for the GWA.

Ineligible.

1. Any employee whose most recent performance evaluation in the previous 12 months was unsatisfactory.
2. Any former employee who separated from state service prior to July 30, 2023.
3. Any former member of the public safety bargaining unit who left a bargaining unit position prior to July 30, 2023.

- C. Amount.** Each eligible employee will receive a GWA equal to 4.7% of their current base pay rate.
- D. 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 pay increase received multiplied by the number of hours in pay status in a bargaining unit position from January 1, 2023, through July 29, 2023, and shall include adjustment for premium pay paid. For the purposes of calculating employee benefits, the lump sum wage payment will be considered as salary or wages earned during the period commencing January 1, 2023 through July 29, 2023.
- E. Employees Not in Pay Status.** Employees on an approved unpaid leave of absence on July 30, 2023, will receive the placement and associated lump sum payment upon their return to pay status during the life (including extension) of the Agreement.

SECTION V. IMPLEMENTATION OF PAY RANGE 63-40

Effective July 30, 2023, immediately following the 2.0% and 4.7% GWAs, Pay Range 63-40 shown in the Attachment, is fully implemented, and any employee paid below the minimum of the pay range is raised to the pay range minimum, even if the employee was disqualified from the GWAs due to unsatisfactory performance. There is no lump sum payment associated with this increase to the pay range minimum.

SECTION VI. CONTINUATION OF PAY PROGRESSION

Pay Progression will continue to be administered for bargaining unit employees in accordance with Appendix C of the 2021-23 Agreement, using Pay Progression Structure B as shown in the Attachment. The terms for pay progression are unchanged from the previous Agreement.

SECTION VII. DETERMINING HOURS IN PAY STATUS

- A.** "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.
- B.** Hours excluded from hours in pay status: Work hours for which holiday or compensatory time-off credits were earned but not used.
- C.** For purposes of calculating employee benefits, any lump sum wage payment received for the GWAs for the delay in implementation of the Agreement shall be considered as salary or wages earned during the applicable period.

SECTION VIII. NONREPRESENTED PARITY

In accordance with Section L-2.01(6) of the 2021-2023 State Compensation Plan, DPM may approve parity for employees in the following nonrepresented classifications:

Class Code	Class Title
65921	State Patrol Sergeant
65931	State Patrol Sergeant-DPU
65922	State Patrol Lieutenant
65940	State Patrol Captain

Funding. Costs of these parity 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.

SECTION IX. INCREASE TO NIGHT AND WEEKEND DIFFERENTIALS

Effective July 21, 2023, the effective date of the Agreement, the following changes are made to pay differentials:

- Per 11/3/1 of the Agreement, the Shift Differential is increased from \$0.45 to \$0.80.
- Per 11/3/2 of the Agreement, the Weekend Differential is increased from \$0.60 to \$0.80.

These differential increases are prospective only and there is no back pay associated with these increases.

SECTION X. RECRUITMENT REFERRAL BONUS PROGRAM

Per Negotiating Note No. 3 of the Agreement, the Employer agrees to establish a Recruitment Referral Bonus Program to aid in recruitment of permanent positions assigned to the State Patrol Trooper and State Patrol Inspector classifications. This negotiating note is effective on the effective date of the Agreement. The issuance of a recruitment referral bonus authorized under this negotiating note is not grievable. This negotiating note shall terminate on June 30, 2025, unless extended by mutual agreement of the parties.

A. Eligibility Requirements:

- The hired candidate will not have any state service in the previous five years in a permanent or project position in an executive branch, non-UW position.
- The hired candidate must have applied on or after the effective date of this contract.
- Only one individual shall be eligible for a referral bonus per hired candidate.

B. Referral Bonus Amount:

The Agency will award a total referral bonus in the amount of \$1,500 to an eligible referring employee. Employees eligible to receive the referral bonus must be classified as a State Patrol Trooper or State Patrol Inspector at the time of referral and at the time the bonus is awarded.

The initial award of \$500 will be paid to the referring employee the first pay period after the hired candidate completes 30 days of service in a bargaining unit position.

A subsequent award of \$1,000 will be paid to the referring employee the first pay period after the hired candidate attains one year of State Patrol service.

C. Procedure:

1. At the time of application, the candidate shall be asked if they were referred by a current employee and identify the referring employee.
2. The hired candidate and the referring employee must be in employment status within the Division of State Patrol as a State Patrol Trooper or State Patrol Inspector at the time a bonus is payable or else that portion of the bonus won't be paid.
3. A bonus will not be awarded if a candidate does not provide enough information to successfully identify the referring employee.

SECTION XI. INCREASE TO IN-STATE MEAL RATES

Effective August 1, 2023, per 12/16/7 A., of the Agreement, the in-state meal rates are increased by \$1.00 to the following amounts:

Breakfast - \$9.00
Lunch - \$11.00
Dinner - \$21.00

SECTION XII. REFERRAL OF QUESTIONS

Employee Questions: Questions regarding pay rates or pay adjustments indicated in this bulletin should be directed to:

Allison Huiras at Allison.Huiras@dot.wi.gov or by phone/TEAMS at (608) 266-9725.

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

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

Employer questions regarding *all other provisions of the WLEA Agreement* should be referred to Doug Thayer at Douglas.Thayer@wisconsin.gov or by phone/TEAMS at (608) 266-2052.

Questions regarding payroll processing should be directed to DOA Central Payroll:

DOA Central Payroll:

Dennis Dissmore at (608) 266-8431

DocuSigned by:

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Jen Fogel, Administrator
Division of Personnel Management

Attachment**Pay Schedule 63-40**

Pay Progression Structure A (reflects 2.0% GWA)		
Effective July 30, 2023, with a lump sum for hours since 1/2/22		
Years of State Patrol Law Enforcement		
Experience	Pay Point	
0	26.32	
0.5	27.03	
2	27.54	
3	28.05	
4	28.82	
5	30.60	
6	32.64	
7	38.16	

Pay Progression Structure B (reflects 4.7% GWA)		
Effective July 30, 2023, through the life of the Agreement, with a lump sum for hours since 1/1/23		
Years of State Patrol Law Enforcement		
Experience	Pay Point	
0	27.56	
0.5	28.31	
2	28.84	
3	29.37	
4	30.18	
5	32.04	
6	34.18	
7	39.96	

Effective the first pay period following the Agreement effective date after implementation of Pay Progression Structure B, through the life of the Agreement			
Pay Schedule	Pay Range	Minimum	Maximum
63	40	27.56	39.96