

2021-23 State Compensation Plan

Approval and Modification Motion

Pursuant to s. 230.12 (3) (b), Stats., move to approve implementation of the general wage adjustment increases set aside in compensation reserves under the 2021-23 biennial budget and other proposed changes for the 2021-23 State Compensation Plan, as submitted to the Joint Committee by the Administrator of the Division of Personnel Management (DPM) in the Department of Administration on October 29, 2021, as described in DPM's Summary of Changes, Attachment A, and the revisions submitted on December 13, 2021, except the proposed changes that are deleted or modified as follows:

DPM's Summary of Changes, Attachment A	Delete or Modify
2. Section A, 2.01 is revised to reflect General Wage Adjustments (GWA) of 2.0% effective January 2, 2022, and 2.0% effective January 1, 2023, for eligible employees with satisfactory performance, with lump sum payments for employees unable to receive a full GWA due to pay range maximum limitations.	Modify to delete the proposed delayed GWA for an employee with unsatisfactory performance provided in Section A 2.01 GWA (2) (b), second sentence.
3. Section A, 2.02 (2) regarding pay progression for Capitol Police and DNR Wardens is revised to change the law enforcement experience thresholds from 3, 5, 7, 9, and 11 years to 1, 2, 3, 4, and 7 years.	Delete proposed changes
4. Section A, 2.02 (3) and (4) are revised to require approval of the Bureau of Classification & Compensation to place Police and Wardens on pay points in recognition of previous other law enforcement experience.	Delete proposed changes
5. Section A, 2.02 (6) is created to place Capitol Police and DNR Wardens on the accelerated pay progression points.	Delete proposed changes
6. Section A, 2.03 is revised to remove progression-eligible classifications that have been abolished, update classification titles that have been changed, and to modify the pay progression opportunity for entry-level Information Systems classifications.	Modify to delete proposed changes to classification titles provided in Section A 2.03 (2) (a) 2) and 3).

<p>8. Section A, 2.06 is revised to increase the pay progression tables for Dept of Corrections and Dept of Health Services Correctional Officers, Sergeants, Youth Counselors, and Psychiatric Care Technicians by the 1/2/2022 and 1/1/2023 GWAs. In addition to the GWAs, two options are proposed to further modify the pay progression tables, effective 1/2/2022: a. Option A increases the Minimums by \$0.47, and adds a pay point for 20 years of service. Option A can be implemented without new funding. b. Option B increases each pay point by \$5.00 after application of the 1/2/2022 GWA, and adds a pay point for 20 years of service. Option B requires additional funding by the legislature.</p>	<p>Modify to delete market placement and pay progression changes for security positions provided in Section A 2.06 Option B.</p>
<p>9. Section A, 2.09 is revised to provide two options for providing a market increase to the Nurse Clinician 2 pay progression structure: a. Option A places Nurse Clinician 2 employees on increased pay progression structure points, effective with the Compensation Plan. Option A can be implemented without new funding. b. Option B places Nurse Clinician 2 employees on an accelerated and increased pay progression structure points, effective January 2, 2022. Option B requires additional funding by the legislature.</p>	<p>Modify to delete market placement and pay progression changes for nurse clinicians provided in Section A 2.09 Option B.</p>
<p>18. Section A, 4.11 (2) is revised to increase the maximum allowable add-on for supervisory attorney duties from \$2.75 to \$3.00 per hour.</p>	<p>Delete proposed changes</p>
<p>22. Section A, 4.22 is created to authorize four levels of supplemental pay based on credentials for Universal Building Inspectors at the Dept of Safety and Professional Services.</p>	<p>Delete proposed changes</p>
<p>31. Section A, 4.42 is created to give Transportation the discretion to provide a \$0.50 per hour add-on to State Patrol supervisory law enforcement employees who pass the examination of the Accreditation Commission for Traffic Accident Reconstruction (ACTAR). An additional \$0.50 may be provided upon full accreditation.</p>	<p>Delete proposed changes</p>
<p>32. Section A, 4.43 is created to provide a \$1.50 add-on to Capitol Police and supervisory State Patrol classifications when performing duties as a Field Training Officer, Background Investigator, or National Training Center Instructor.</p>	<p>Delete proposed changes</p>

<p>34. Section A, 4.45 is created to provide an add-on of \$2.00 for hours worked only, effective January 2, 2022, for Correctional Officers, Correctional Sergeants, and both levels of Youth Counselor working in a listed maximum security location. This option is proposed only if the legislature provides additional funding.</p>	<p>Modify to delete the Note preceding Section A 4.45, which states, "The following provision is proposed for this Compensation Plan only if additional funds are budgeted by the legislature."</p>
<p>36. Section A, 5.05 regarding the Sign-on Bonus program is revised to add a provision allowing the Bureau of Merit Recruitment & Selection Director to authorize a sign-on bonus up to 10% of the annualized pay range minimum in exceptional circumstances.</p>	<p>Delete proposed changes</p>
<p>37. Section A, 5.06 (2) is revised to consider a person with no executive branch state service in the previous five years as a "new" employee.</p>	<p>Delete proposed changes</p>
<p>45. Section B, 2.04 is revised to increase the Rates for Office for future District Attorneys by the GWA amounts, and to add statutory information regarding applying pay rates for terms of office.</p>	<p>Modify as provided in the table of rates below.</p>
<p>50. Section C, 2.00 is revised to reflect General Wage Adjustments (GWA) of 2.0% effective January 2, 2022, and 2.0% effective January 1, 2023, for eligible employees with satisfactory performance, with lump sum payments for employees unable to receive a full GWA due to pay range maximum limitations.</p>	<p>Modify to delete the proposed delayed GWA for an employee with unsatisfactory performance provided in Section C 2.00 GWA (2) (d), second sentence.</p>
<p>52. New Section C, 7.00 is created to allow agencies discretion to reimburse attorneys for part or all of annual state bar fees.</p>	<p>Delete proposed changes</p>
<p>57. Section F, 4.02 (1) is revised to increase in-state maximum meal allowances.</p>	<p>Modify the increases for in-state meal allowances provided in Section F 4.02 (1) to increase the maximum amount for breakfast from \$8 to \$9, lunch from \$10 to \$11, and dinner from \$20 to \$21.</p>
<p>59. Section F, 5.02 is revised to add an introductory statement that the maximum lodging rates are intended to be inclusive of all fees (e.g., resort fee, entertainment fee, wi-fi fee, communications fee).</p>	<p>Modify to delete the phrase "entertainment fee," provided in Section F 5.02 (intro.).</p>
<p>60. Section F, 5.02 (1) is revised to adopt the federal standard rate as the maximum instate lodging rate.</p>	<p>Modify to remove the adoption of the federal standard lodging rate provided in Section F 5.02 (1) and revise the maximum lodging rates in Milwaukee, Racine, and Waukesha counties from \$90 to \$95, and in all other counties from \$82 to \$90.</p>

<p>62. Section G, 2.02 is revised to increase the reimbursement maximum for damaged personal items from \$100 to \$200, delete the \$75 maximum for watches, and increase from \$10 to \$20 the minimum repair or replacement cost that is reimbursable.</p>	<p>Delete proposed changes</p>
<p>65. Section G, 9.00 is revised to allow agencies discretion to pay for, or reimburse employees for, individual memberships in organizations, licenses, or certifications that are primarily for the benefit of the agency.</p>	<p>Delete proposed changes</p>
<p>79. Section L, 2.03 is created to provide a DPI-funded \$0.60/hour market adjustment for Child Care Counselors, effective following approval of the Compensation Plan.</p>	<p>Delete proposed changes</p>
<p>80. Section L, 2.04 is created to authorize DCF-funded market equity adjustments to DCF Program Supervisors based on \$1.20/hour generated by each employee, effective following approval of the Compensation Plan.</p>	<p>Delete proposed changes</p>
<p>81. Section L, 2.05 is created to authorize DOT-funded market equity adjustments to various engineering and specialist classifications, effective following approval of the Compensation Plan. Engineering classes will generate \$3.00/hour per employee, and Specialist classes will generate \$1.50 per employee.</p>	<p>Delete proposed changes</p>
<p>82. Section L, 2.06 is created to authorize DWD-funded market equity adjustments to DWD Equal Rights Officers based on \$1.00/hour generated by each employee, effective following approval of the Compensation Plan.</p>	<p>Delete proposed changes</p>
<p>83. Section L, 2.07 is created to authorize DMA-funded market equity adjustments to Emergency Government Specialists based on \$1.00/hour generated by each employee, effective following approval of the Compensation Plan.</p>	<p>Delete proposed changes</p>
<p>84. Section L, 2.08 is created to authorize ECB-funded market equity adjustments to Media Telecommunications Tech-Senior and Media Supervisor employees based on \$1.00/hour generated by each employee, effective following approval of the Compensation Plan.</p>	<p>Delete proposed changes</p>
<p>89. Section L, 2.13 is created to provide a DOC and DPI-funded \$0.60/hour market adjustment for employees in the Educational Assistant series, effective following approval of the Compensation Plan.</p>	<p>Delete proposed changes</p>

<p>90. Section L, 2.14 is created to authorize DMA, DVA, DOA, DOT, DOJ, ECB, and DHS-funded market equity adjustments to various Electronics Tech employees based on \$1.00/hour generated by each employee, effective following approval of the Compensation Plan.</p>	<p>Delete proposed changes</p>
<p>92. Section L, 2.16 is created to authorize DHS, DVA, and DOC-funded market equity adjustments to Nurse Clinician 3 and 4 employees based on \$3.00/hour generated by each employee, effective following approval of the Compensation Plan. Option B - the generated amount will be \$5.00/hour if additional funding is approved by the legislature.</p>	<p>Modify the market wage and parity adjustments for nurse clinicians provided in Section L 2.16 as follows: in sub. (2) (c), delete the phrase, "If additional funding for this purpose is approved by the legislature:"; in sub. (3), delete the reference in the first sentence to "in (b), above"; and in sub. (3), delete the second sentence regarding supplementation of cost adjustments under sub. (2) (c) from compensation reserves.</p>
<p>98. Section L, 2.22 is created to authorize an agency-funded 5.0% increase to entry-level employees in Pay Schedule 14 engineering and specialist pay progression classifications, effective following approval of the Compensation Plan.</p>	<p>Delete proposed changes</p>
<p>100. Section L, 2.24 is created to authorize ETF-funded market equity adjustments for employees in the Trust Fund Specialist series based on \$4.50/hour generated by each employee, effective July 3, 2022.</p>	<p>Delete proposed changes</p>
<p>101. b. [Section Z] Effective January 2, 2022, pay ranges 05-31 and 05-32 are revised for one of the following options: Option A – the pay range minimums are increased by \$0.47 after the 2.0% GWA. Option B (if additional funding is approved) – the pay range minimums are increased by \$5 after the 2.0% GWA, and the maximums are increased to equal the 20-year progression pay point.</p>	<p>Modify to delete the pay progression changes for security positions in Section Z pay schedules 05-31 and 05-32 under Option B.</p>
<p>101. d. [Section Z] Effective with implementation of the Compensation Plan, all pay progression points for Excise Tax Agents in Pay Schedule 07 are increased by \$4.00/hour, to restore the historical pay relationship with Special Agents who received market pay increases under the 2017-19 Compensation Plan.</p>	<p>Delete proposed changes</p>

101. g. [Section Z] Option A - effective with implementation of the Compensation Plan, market pay increases are applied to the Nurse Clinician 2 Pay Progression structure in pay range 11-02. Option B – only if the legislature approves additional funding - effective January 2, 2022, an accelerated and increased pay progression structure is implemented.	Modify to delete the creation of an accelerated pay progression structure for nurse clinicians in Section Z pay schedule 11-02 under Option B.
101. h. [Section Z] Effective with the Compensation Plan, the entry-level pay progression points for Engineer in Pay Schedule 14 are increased by 5% to reflect market.	Delete proposed changes
101. L. [Section Z] The Pay Schedule 95 General Senior Executive Group is revised to increase the minimum and maximum of 95-02. Previously, these amounts were 133.3% higher than 95-01. Now they are set at 150% of 95-01.	Delete proposed changes
101. m. [Section Z] The Police and Warden Progression structure is modified to change the law enforcement experience thresholds from 3, 5, 7, 9, and 11 years to 1, 2, 3, 4, and 7 years.	Delete proposed changes

As noted above, regarding item no. 45 in DPM’s Summary of Changes, Attachment A, modify the following shaded fields in the table in Section B 2.04 for rates of office for District Attorneys to use the number entries shown:

Prosecutorial Unit Size (as determined under s. 978.12 (1) (a) 1., Wis. Stats.)	Incumbent’s [tbd] Pay Rate	January 2, 2022 – December 31, 2022 Rate for Office	January 1, 2023 Rate for Office
More than 750,000	\$145,288	\$145,288	\$145,288
More than 250,000 but not more than 750,000	\$131,456	136,781	139,527
More than 100,000 but not more than 250,000	\$124,842	129,917	139,527
More than 75,000 but not more than 100,000	\$124,842	129,917	139,527
More than 50,000 but not more than 75,000	\$118,872	123,698	126,173

More than 35,000 but not more than 50,000	\$118,872	123,698	126,173
More than 20,000 but not more than 35,000	\$106,288	110,615	126,173
Not more than 20,000	\$106,288	110,615	126,173

Further, move to allow the Administrator to update the numbering designations for items in the 2021-23 State Compensation Plan as affected by the approved, deleted, or modified proposed changes, and any internal cross-reference citations affected by that update, to take effect upon submitting those updates to the Joint Committee.

