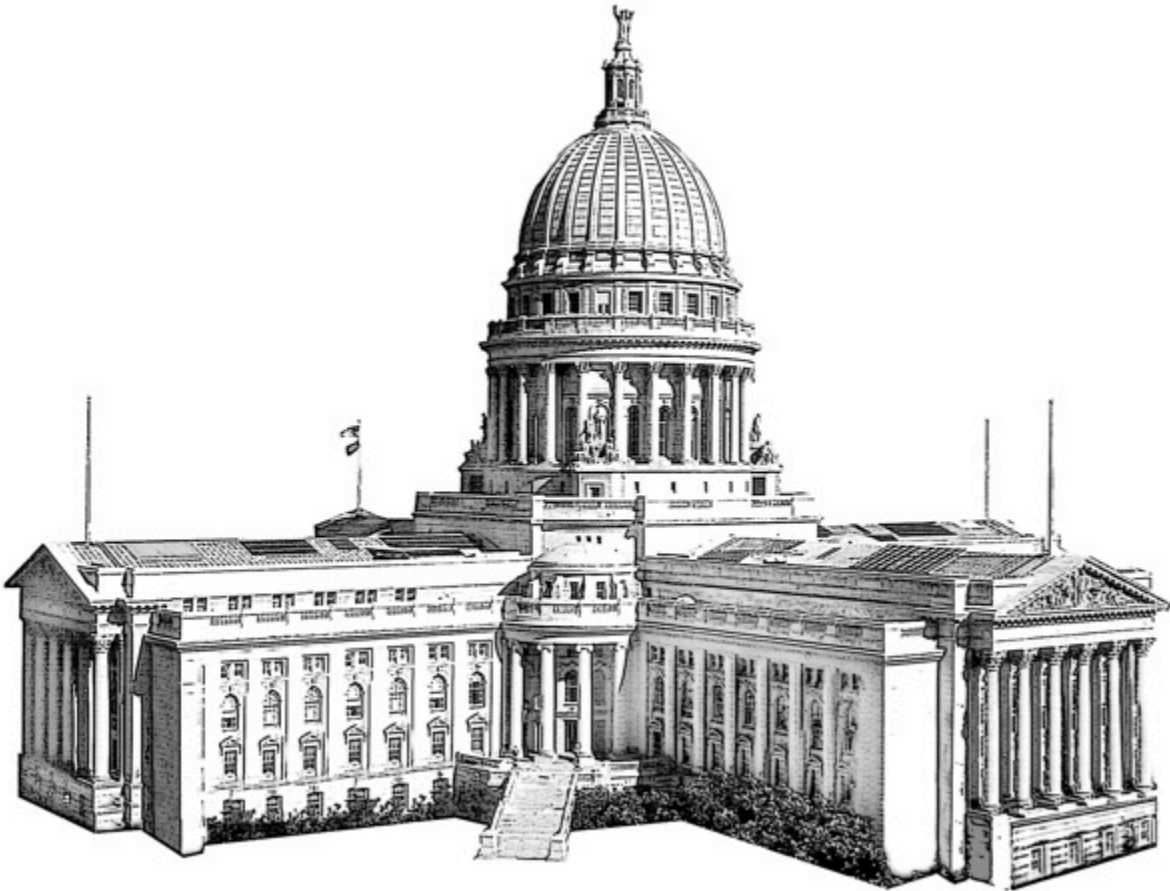


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# ACE Newsletter

November 2023

Wisconsin State Employee Compensation Plan  
2023-2025

By Sally Drew

The Joint Committee on Employment Relations (JCOER) met on October 17 to consider the State Employee Compensation Plan. Prior to the meeting, ACE had written to JCOER

providing comments on needs for improved compensation. The ACE [letter](#) is on our website. Sally Drew, ACE president, attended the meeting which was brief and sparsely attended. The following items were listed for consideration in the announcement:

### **2023-25 State Compensation Plan**

Recommendations of the Administrator of the Division of Personnel Management, Department of Administration, for the 2023-25 State Compensation Plan.

### **Tentative Collective Bargaining Agreements**

2023-25 tentative collective bargaining agreement between the State of Wisconsin and the Wisconsin Law Enforcement Association on behalf of the State Patrol Troopers and State Patrol Inspectors.

2023-24 tentative collective bargaining agreement between the State of Wisconsin and the Wisconsin State Building Trades Negotiating Committee on behalf of the building trades crafts collective bargaining unit.

The University of Wisconsin Compensation Plan was not on the agenda and was not acted upon. The co-chairs, Representative Vos and Senator Kapenga explained that the UW administration had failed to meet several JCOER conditions such as eliminating DEI programs and providing the legislature position control at University of Wisconsin campuses. On October 31, Governor Evers issued a [press release](#) announcing the filing of a lawsuit against the Wisconsin State Legislature for unconstitutionally obstructing basic government functions, including blocking already-approved pay raises for about 35,000 UW System employees.

The two collective bargaining agreements for State Patrol Troopers and State Patrol Inspector and for the building trades crafts were approved.

The 2023-2025 Compensation Plan was based on the 2021-2023 Compensation Plan and included items from the past biennium. Past market and parity adjustments, add-ons and other increases were left in place and built on. New increases provided some improvements for corrections and general and mental health care positions. Agency General Purpose Revenue (GPR) budgets were supplemented for the following portions of the plan.

## **Overview**

So where does this leave state employees and state services? Perhaps it provides a sprinkle of moisture on the desert after a long drought. It begins to target support for the most difficult and insufferable jobs. But it will take a lot more to put out the fires, clear the smoke, and to make all employees and services whole again. It provides some relief but is given with little grace by JCOER. It will take more to hire and keep the best to serve the people of Wisconsin. To understand more details of what was provided, continue reading.

## **General Wage Adjustments (GWA):**

All eligible non-represented employees received a GWA of 4.0% on October 22, 2023, and will receive 2.0% on June 30, 2024. A lump sum for the delay in implementation of the compensation plan will be paid as soon as administratively feasible after the effective date of the Fiscal Year 2023-2024. Annualized GWA Payments will be granted as soon as administratively feasible after the effective date of the applicable GWA. Eligibility is defined in the compensation plan.

## **New or Revised Funded Pay Progression Systems:**

### Department of Corrections and Department of Natural Resources

A revised pay progression was included for the following classifications: Conservation Warden, Safety Specialist Warden, Special Investigative Warden, Police Officer, and Police Detective.

### Pay Range 05-31 and 05-32 Progressions(??)

Eligible employees will receive a base pay increase of \$4.00 per hour, and the prior pilot add-on of \$4.00 per hour will be discontinued. A new pay progression chart is included with a new level of 25 years employment.

### Nurse Clinician 2 and Nurse Clinician 2-Weekend Market Placement

Employees in pay status in these classifications who are currently receiving the \$5.00 per hour pilot add-on will receive a base pay increase of \$5.00 per hour and the add-on will be discontinued.

### Nursing Assistant and Resident Care Technician Market Placement

Employees in pay status in the following classifications who are currently receiving the \$5.00 per hour pilot add-on will receive a base pay increase of \$5.00 per hour and the add-on will be discontinued.

Classifications included: Nursing Assistant 2 and 3, Nursing Assistant 2 and 3-Weekend, Resident Care Technician-Objective, Advanced, and Resident Care Technician-Objective-Weekend.

### Licensed Practical Nurse Market Placement and Pay Progression

Employees in pay status in the classification of Licensed Practical Nurse who are currently receiving the \$5.00 per hour pilot add-on will receive a base pay increase of \$5.00 per hour, and the add-on is discontinued. Progression adjustments for eligible employees will be awarded following the employee's attainment of 3, 5, 7, 9, and 11 years of practical nursing experience. State agency budgets will be supplemented for market placement, but the compensation plan does not indicate that the pay progression will be supplemented.

### Probation and Parole Agent Market Placement and Progression System

All permanent and project employees in positions allocated to Probation and Parole Agent and Probation and Parole Agent-Senior classifications will be eligible for base-building progression adjustment upon attainment of 1, 2, 3, 5, 10, and 15 years of state service.

### **New or revised supplemental pay or add-ons**

Agencies were authorized to provide supplemental or add-on pay for specific credentials or classifications, but the compensation plan did not indicate that the agencies would receive additional funding for this purpose. See the compensation plan for more detail.

Psychologists

Insurance Examiner classification series, Insurance Financial Examiner classification series, Insurance Program Manager, Insurance Examiner Chief, Insurance Financial Examiner Chief

Law Enforcement Classifications at the Department of Natural Resources and the Department of Administration.

Law Enforcement Dispatcher

Weekend Certified Nursing Assistant and Weekend LPN Programs

Weekend Security Classifications Program

Licensing and Permit and Related Classifications at the Department of Safety and Professional Services d by the Secretary of Administration.

Psychiatry Specialty – Advanced Practice Nurse

Teacher and Youth Counselor Add-on in Department of Corrections Juvenile Schools

Department of Corrections Maximum and Medium Security Add-ons

Department of Corrections Extra Security Shift Incentive Payments

**Retention Incentive Payments for Department of Corrections and Department of Health Services**

Effective in the first pay period which starts on or after May 31 of 2024, lump sum payments will be provided to eligible protective status employees who have attained the specified full years of adjusted continuous state service in the previous year, according to the table below. Payments will be provided for attaining a qualifying level of state service during the twelve-month period from June 1, 2023 through May 31, 2024. Costs of payments 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.

Years	Payment
10	\$250
15	\$500
20	\$750
25	\$1,000

Each subsequent five-year anniversary	\$1,000
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### **Market or Parity adjustments**

Market or parity adjustments were made for permanent and project positions in specified classifications in the following agencies:

Departments of Health Services, Corrections, Veteran Affairs, Military Affairs, Natural Resources, Transportation, Public Instruction, Administration and the Office of the Commissioner of Insurance.

Over 400 classifications were affected. Specific details can be found in Section L of the compensation plan. The budget notes indicated that the purpose of these adjustments was to better align wages with those paid by private and other public sector employees. The adjustments were intended to help the state remain competitive for skilled workers.

Costs of market and parity 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.

### **Travel reimbursement**

As of November 1 2023 maximum instate meal reimbursement (including tax, tip or other fees) rates were set at breakfast (\$10.00, lunch (\$12.00), and dinner (\$23.00). Out-of-state rates were for breakfast (\$11.00, lunch (\$17.00), and dinner (\$27.00). Employees shall be reimbursed a flat rate of \$5.00 for each bag meal.

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