

Chapter 10 Compensation

10.01 Classified Staff Compensation

- **General Pay Increases**
 - **Represented Employees**

Pay and benefits for employees represented by a certified union are bargainable under the Wisconsin Employment Labor Relations Act. Negotiations between the State of Wisconsin and the certified bargaining units occur every two years to coincide with the biennial budget process.
 - **Nonrepresented Employees**

The Department of Employment Relations proposes changes in pay and benefits for Nonrepresented and project employees and submits these to the Legislature for approval on a biennial basis. The compensation package may include certain adjustments such as Discretionary Awards, Exceptional Performance Awards, Equity Awards, etc. The current State of Wisconsin Compensation Plan contains the details regarding these types of compensation provisions which may vary with each biennial budget.
- **Specific Personnel Transaction Pay Adjustments (Promotion, Reclassification, Reallocation, Lateral Movement, Demotion, etc.)**

The "Users Guide to Personnel Transaction Pay Adjustments By Pay Schedules for Represented and Nonrepresented Permanent and Project Employees" (Appendix 10-A) describes pay determinations or adjustments that result from various personnel actions that affect both Represented and Nonrepresented civil service employees. The pay transaction is defined by the schedule of the position to which the employee is moving. Questions regarding the effect of a specific action on the pay rate of an employee should be referred to the appropriate Personnel Representative.