

Chapter 10 Compensation

10.01 Classified Staff Compensation

General Pay Increases

Represented Employees

Pay and benefits for employees represented by a certified union are subject to bargaining under the Wisconsin Employment Labor Relations Act. Negotiations between the State of Wisconsin and the certified bargaining units occur every year to coincide with the bargaining unit recertification process.

Nonrepresented Employees

The Office of State Employment Relations proposes general wage and benefit changes for nonrepresented employees, including project and limited term employees, and submits these to the Legislature for approval on a biennial basis. The compensation package may include the ability to award adjustments such as Discretionary Merit Compensation and Discretionary Equity or Retention Adjustments. The current State of Wisconsin Compensation Plan contains the details regarding these types of compensation provisions which may vary with each biennial budget.

Personnel Transaction Pay Setting and Adjustments

Provisions related to setting pay based upon employee movements within the classified system can be found in the [State of Wisconsin Compensation Plan](#) or collective bargaining agreement, depending on what type of position the employee is moving to. Questions regarding the effect of a specific action on the pay rate of an employee should be referred to the appropriate Classified Human Resources Specialist.