

BUDGET MANAGEMENT AND COMPENSATION RESERVES

Omnibus Motion

Motion:

Move to adopt the following items:

1. *Compensation Reserves Overview and Fringe Benefit Costs (Paper #215)*. Adopt Alternative 2 to provide funding to compensation reserves for increases in fringe benefit costs as estimated, less 5% (\$2,290,500 GPR in 2023-24 and \$4,296,600 GPR in 2024-25), for net funding of \$43,519,200 GPR in 2023-24 and \$81,634,700 GPR in 2024-25.
2. *General Wage Adjustments (Paper #216)*. Provide \$88,718,100 GPR in 2023-24 and \$132,414,000 GPR in 2024-25 to support general wage adjustments for state and UW System employees of 4% on July 1, 2023, and 2% on July 1, 2024.
3. *Compensation for Correctional Security Positions (Paper #217)*. Adopt Alternative A1b to provide net funding of \$143,948,600 GPR in 2023-24 (including a 20% reduction) and \$147,655,400 GPR in 2024-25 (including a 15% reduction), to convert \$4 add-on pay to base pay, provide minimum pay of \$33 per hour for pay range 05-31, increase pay progression rates, and provide supervisor parity. In addition, modify Alternative B1b to provide net funding of \$25,898,200 GPR in 2023-24 (including a 20% reduction) and \$26,501,100 GPR in 2024-25 (including a 15% reduction) to support the continuation of the \$5 high-vacancy add-on and agents as officers add-on, to increase the maximum-security add-on applicable to Department of Corrections facilities from \$2 per hour to \$3 per hour, and create a \$1 medium-security add-on applicable to Department of Corrections facilities.
4. *Pay Progression Systems (Paper #218)*. Provide \$2,850,000 GPR in 2023-24 and \$2,964,000 GPR in 2024-25 for a probation and parole agent/senior pay progression. In addition, adopt Alternative C1 to provide \$127,800 GPR annually for modifications to an existing pay progression for Natural Resources wardens and Wisconsin State Capitol Police.
5. *Market Wage Adjustments (Paper #219)*. Provide \$2,000,000 GPR annually for market wage and parity adjustments. In addition, adopt Alternative B3 to provide \$1,187,500 GPR in 2024-25 for generated market adjustments for IT positions.
6. *Funding to Continue Pilot Add-ons (Paper #220)*. Adopt Alternative 2 to provide funding to compensation reserves in the amounts included in AB 43/SB 70, less a 5% reduction

associated with a higher than usual level of position vacancies, to continue supplemental pilot add-on pay to address severe recruitment and retention issues, totaling \$3,573,800 GPR in 2023-24 (\$17,823,700 all funds) and \$3,445,500 GPR in 2024-25 (\$16,916,000 all funds).

7. *Required General Fund Structural Balance (Paper #221)*. Adopt Alternative 1 to suspend the provision requiring a general fund structural balance in 2024-25, so that it would not apply to any legislation adopted in the 2023-25 biennium.

8. *Retention Incentive Awards*. Provide \$545,200 GPR in 2023-24 to compensation reserves to extend the retention incentive award program for protective status employees of the Department of Corrections and the Department of Health Services, currently authorized in the 2021-23 compensation plan, by one year. Direct the administrator of the Division of Personnel Management in the Department of Administration to include the extension of the program through 2023-24 in the proposed 2023-25 compensation plan submitted to the Joint Committee on Employment Relations. One-time lump sum awards (bonuses) under the program would continue to be provided in 2023-24 as follows: (a) after completion of 10 years of service, \$250; (b) after completion of 15 years of service, \$500; (c) after completion of 20 years of service, \$750; and (d) after completion of 25 years of service and every five years thereafter, \$1,000.

Note:

[Change to Base: \$311,180,900 GPR in 2023-24 and \$397,930,000 GPR in 2024-25]