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Joint Committee on Finance

Paper #218

Pay Progression Systems (Budget Management and Compensation Reserves)

[LFB 2023-25 Budget Summary: Page 84, #1]

CURRENT LAW

Funding is allocated to compensation reserves for cost increases related to state and University of Wisconsin (UW) System employee salaries and fringe benefits, including proposed pay increases which would be finalized in the forthcoming compensation plan.

The compensation plan consists of both: (a) the dollar values of the pay rates and ranges and the within range pay steps of the separate pay schedules to which the classes and grade levels for positions in the classified service established under the classification plan are assigned; and (b) the provisions governing the pay of most unclassified positions in the executive branch. In addition, the compensation plan may include provisions for supplemental pay and pay adjustments, and other provisions required to implement the plan or amendments.

The Department of Administration's (DOA) Division of Personnel Management (DPM) submits a proposal for any required changes in the compensation plan to the Joint Committee on Employment Relations (JCOER) for approval. The proposed changes may be modified by JCOER.

DISCUSSION POINTS

1. This paper addresses amounts budgeted under compensation reserves for classified position pay progression systems (excluding correctional security). Separate budget papers have been prepared for the following provisions also budgeted under compensation reserves: (a) prior period and inflationary increases for state employee fringe benefits; (b) general wage adjustments; (c) correctional security position compensation; and (d) market wage adjustments, including adjustments for IT positions and classified attorneys. In addition, a budget paper has been prepared relating to the

continuation of pilot add-ons in DOA, Corrections, Health Services, Military Affairs, Safety and Professional Services, and Veterans Affairs.

2. Under Assembly Bill 43/Senate Bill 70, funding is provided in the 2023-25 general fund condition statement for compensation reserves totaling \$365,260,700 GPR in 2023-24 (\$667,480,900 all funds) and \$581,614,700 GPR in 2024-25 (\$1,001,825,800 all funds) for cost increases related to state and UW System employee salaries and fringe benefits.

3. Amounts in compensation reserves include funding for the following pay progression systems, excluding changes to the existing pay progression for correctional security positions: (a) \$1,121,300 GPR in 2023-24 and \$3,218,200 GPR in 2024-25 for a general pay progression structure that would provide periodic pay increases to employees in various position classifications not otherwise included in a pay progression system; (b) \$9,244,800 GPR in 2023-24 and \$9,636,400 GPR in 2024-25 for a probation and parole agent pay progression; and (c) \$134,500 GPR annually for modifications to an existing pay progression for Natural Resources wardens and Wisconsin State Capitol Police.

4. Under the bill, funding in compensation reserves was calculated as the sum of estimated cost increases for fringe benefits and estimated costs of proposed pay provisions, less a reduction of 5% of the total estimated costs. The Administration indicates the reason for the reduction is that, while estimated costs in compensation reserves for proposed pay increases are generally calculated based on filled positions only, agencies must demonstrate need for funding when requesting pay plan supplements. To the extent that agencies have vacant positions, available funding associated with the vacant positions must be utilized before a supplement would be provided from compensation reserves. The 5% reduction was applied to reflect a higher than usual level of position vacancies that may continue for some time.

5. Table 1 provides a summary of the pay progression systems for which funding would be provided to compensation reserves under AB 43/SB 70, less a reduction of 5% of total costs.

TABLE 1

GPR Compensation Reserves for Classified Position Pay Progression Systems (Excluding Correctional Security), AB 43/SB 70

	<u>2023-24</u>	<u>2024-25</u>
General Pay Progression Structure	\$1,121,300	\$3,218,200
Probation and Parole Agent Pay Progression	9,244,800	9,636,400
Natural Resources Warden and Capitol Police Pay Progression	<u>134,500</u>	<u>134,500</u>
Subtotal	\$10,500,600	\$12,989,100
5% Reduction	- \$525,000	- \$649,500
Net Total	\$9,975,600	\$12,339,600

6. Generally speaking, an employee's contribution to a state agency's mission tends to increase with length of service as an employee gains experience and expertise. With experience, the ability of these employees to handle increasing and more complicated workloads grows, and the quality of service that these employees can provide to the state and affected members of the public may also improve. Moreover, when employee turnover is reduced, agencies can minimize the resources that must be applied to the recruitment and training of new employees. Finally, in retaining qualified staff, increased compensation can be a tangible way for the state to indicate that the staff, and the work the staff performs, is valued.

7. In the following sections, information is provided regarding each of the pay progression proposals, including a description of the positions, agencies, and fund sources that would be affected.

General Pay Progression Structure

8. A pay progression system, as typically included in the compensation plan, is a time-based system that provides pay increases to individual employees in specific classifications or pay ranges based on longevity through a grid that lists hourly pay rates for different lengths of service, such as some number of months or years. Pay progressions included in the compensation plan generally require that employees meet performance standards to be eligible for pay increases. Pay progression is intended to move an employee's pay from the pay minimum to progress through the pay range.

9. Funding under AB 43/SB 70 includes \$1,121,300 GPR in 2023-24 and \$3,218,200 GPR in 2024-25 (net funding of \$56,100 GPR in 2023-24 and \$160,900 GPR in 2024-25, including the 5% reduction noted previously) to establish a general pay progression structure for most non-supervisory position classifications that are not already included in a pay progression system. The estimated all funds cost of the proposal would be \$3,063,300 in 2023-24 and \$11,589,000 in 2024-25 (including the 5% reduction). This general pay progression structure would be based on the demonstrated development of skills and knowledge in an employee's role, rather than being more generally based on periods of service. The system would transition most classifications into a revised compensation schedule or schedules of narrower pay ranges, designed to allow employees to progress through a pay range periodically based on individual performance.

10. The Administration believes that a general pay progression structure based on performance would incentivize employees throughout their careers by providing opportunities to take initiative to develop skills and expertise in a structured manner. Pay increases would not be automatic, and classification groups could be phased in according to priorities such as recruitment and retention need. Particular occupational areas that have been identified as hiring and retention challenges include custodians, food service, finance, program-specific evaluators, office management, initial assessment specialists, and examiners. More than 100 position classifications had turnover rates of over 20% in 2022, and over 200 position classifications had an average quarterly vacancy rate of more than 20% in the year prior (from August, 2021, to December, 2022).

11. Non-retirement separations of classified state employees have averaged 9.4% annually since 2015-16. Most recently, in 2021-22, the non-retirement separation rate of 11.7% was nearly twice the rate in 2012-13, 6.1%. Both the non-retirement and retirement separation rates in 2021-22

were higher than at any point in the last 10 years, for a total separation rate of 16.3%. Over the same 10-year period, Wisconsin rates of unemployment decreased from 6.9% in 2012-13 to 3.1% in 2021-22. As unemployment rates decrease, competition for a limited supply of workers between employers increases. As of April, 2023, the unemployment rate in Wisconsin is 2.4%.

12. It could be argued that, given the combination of increasing state employee separations and continued low unemployment, a pay progression system focused on encouraging and recognizing individual employee performance could be a valuable addition to the compensation mechanisms that currently exist in the state compensation plan. Therefore, the Committee could provide \$1,121,300 GPR in 2023-24 and \$3,218,200 GPR in 2024-25, less a reduction of 5% as applied to other compensation provisions (\$56,100 GPR in 2023-24 and \$160,900 GPR in 2024-25) to establish a general pay progression structure for most non-supervisory position classifications that are not already included in a pay progression system. Net funding for the general pay progression structure would be \$1,065,200 GPR in 2023-24 and \$3,057,300 GPR in 2024-25 (\$3,063,300 in 2023-24 and \$11,589,000 in 2024-25 all funds). [Alternative A1]

13. Alternatively, the Committee could provide a lesser amount of funding to support a general pay progression structure, such as: \$950,000 GPR in 2023-24 and \$2,726,500 GPR in 2024-25; \$800,000 GPR in 2023-24 and \$2,296,000 GPR in 2024-25; or \$675,000 GPR in 2023-24 and \$1,937,300 GPR in 2024-25. Applying a 5% reduction to the funding amounts would result in net funding of \$902,500 GPR in 2023-24 and \$2,590,200 GPR in 2024-25 (\$2,595,400 in 2023-24 and \$9,818,400 in 2024-25 all funds) [Alternative A2]; \$760,000 GPR in 2023-24 and \$2,181,200 GPR in 2024-25 (\$2,185,600 in 2023-24 and \$8,268,000 in 2024-25 all funds) [Alternative A3]; or \$641,200 GPR in 2023-24 and \$1,840,400 GPR in 2024-25 (\$1,843,900 in 2023-24 and \$6,976,200 in 2024-25 all funds) [Alternative A4]. Under each of these alternatives, the proposed pay structure could not be implemented as initially planned. However, given the amount provided, DPM could revise the progression structure, such as the amounts provided or number of classifications phased in each year. The details of the general pay progression would be finalized for inclusion in the proposed 2023-25 compensation plan, which would be subject to JCOER review and approval.

14. If no action is taken to provide funding for a general pay progression, a system may not be possible to implement. The provision would include various position classifications and would be intended to apply to each position classification in a uniform manner (on the basis of individual performance, regardless of the employing agency), and not all agencies would be able to self-fund pay increases. [Alternative A5]

Probation and Parole Agents

15. The Department of Corrections (DOC) employs positions in the probation and parole agent classification series primarily within its Division of Community Corrections (98% of positions in the classification series). The Division of Community Corrections administers correctional field services, including supervising offenders on probation, parole, and extended supervision, and providing monitoring and reporting services to offenders. The Division of Juvenile Corrections is also assigned probation and parole agents/senior for the purpose of providing correctional supervision of youth at its Northwestern Regional Office, Southeastern Regional Office, and several field offices.

16. As of May, 2023, DOC is authorized 1,214.68 positions (1,191.68 GPR and 23.0 PR) classified as probation and parole agent or probation and parole agent-senior. The probation and parole agent classification is an entry-level position that progresses to a "developmental" level. While the work performed by probation and parole agents is similar to that of probation and parole agents-senior, the work of an entry-level employee is performed under closer supervision as the individual learns the procedures, practices, techniques, and technology associated with the assigned duties. The probation and parole agent-senior classification represents the full performance level for positions in the classification series. Positions at the senior level are responsible for monitoring a caseload of adult offenders or juveniles and ensuring that adequate services are provided for readjustment of such individuals under supervision for the protection of the community.

17. Probation and parole agents/senior perform tasks such as conducting pre-sentence investigations including interviewing witnesses and victims; establishing and enforcing a payment plan for supervision or monitoring fees determined by a court; participating in revocation and other hearings and serving as a representative of DOC during the proceedings; providing pre-release planning with the offender or juvenile to facilitate successful reintegration into the community; making classification decisions to establish supervision levels of individuals; conducting surveillance of offenders or juveniles through frequent contacts and, if applicable, electronic monitoring; and completing violation investigations and issuing recommendations on appropriate sanctions for a violation.

18. In the state compensation plan, probation and parole agents are assigned to pay range 12-06, while probation and parole agents-senior are assigned to pay range 12-08. Positions in this classification series are designated as protective occupation participants for Wisconsin Retirement System purposes. As of January 1, 2023, minimum pay is \$21.21 per hour for probation and parole agent and \$24.81 per hour for probation and parole agent-senior. The 2021-23 compensation plan includes a market adjustment of \$1 per hour to base pay for all employees in the probation and parole agent/senior classifications, effective June 19, 2022 (Section L-2.14 of the compensation plan).

19. Pay for probation and parole agents/senior was last based on years of service in the 2013-15 compensation plan, through June 28, 2015. Prior to 2011 Act 10, probation and parole agents were represented by the professional social services collective bargaining unit of state employees, and were covered under a collective bargaining agreement that provided for a pay progression system of three classification levels. When the collective bargaining agreement no longer applied, the pay progression system was incorporated into the compensation plan. Effective June 30, 2013, the three-classification series was abolished as the result of a personnel management survey and the current two-classification series was then implemented. Probation and parole agent incumbents are reclassified to probation and parole agent-senior after attaining the requisite training, competency, and experience. The 2013-15 compensation plan continued a pay progression structure, based on years of service, for probation and parole agents-senior. This structure was abolished June 28, 2015, in the 2015-17 compensation plan.

20. As of May, 2023, of employees with fewer than 10 years of service, 89% of probation and parole agents and 84% of probation and parole agents-senior earn an hourly rate between the minimum and \$1.02 per hour above the minimum (owing to the \$1 market adjustment provided in June, 2022, and 2% general wage adjustment provided January, 2023). Also as of May, 2023, the

vacancy rate for probation and parole agents is 17% and the vacancy rate for probation and parole agents-senior is 11%. In 2021-22, the classifications had turnover rates as follows: probation and parole agent, 26%; and probation and parole agent-senior, 7%.

21. According to the U.S. Bureau of Labor Statistics, in May, 2022, the hourly wage for the occupation category of probation officers and correctional treatment specialists was lowest in Wisconsin compared to surrounding states (Illinois, Iowa, Michigan, and Minnesota) in terms of both the 10th percentile (\$20.38 per hour compared to \$22.57 to \$24.10 per hour) and hourly mean (\$25.25 per hour compared to \$31.60 to \$35.88 per hour). In addition, in an April, 2023, Legislative Audit Bureau (LAB) report relating to the Division of Community Corrections, of probation and parole agents who responded to the LAB survey, 91.4% were dissatisfied with their wages and 78.2% were dissatisfied with their workload (which is affected by vacancy and turnover rates).

22. The proposed pay progression would place probation and parole agents/senior on a progression schedule according to years of service between one and 15 years. In addition, minimum pay for both classifications would be increased, with minimum pay for the probation and parole agent classification of \$25.00 per hour. Parity pay would also be provided for supervisors of probation and parole agents/senior, who are classified as corrections field supervisors, to prevent pay compression (individuals with more experience earning a rate of pay that is close to that of employees who are less senior).

23. The purpose of the proposal would be to provide higher pay for more experienced employees and to provide pay increases for probation and parole agents/senior more generally to improve recruitment and retention. Currently, pay progression is provided to other non-supervisory protective occupation employees of DOC (that is, correctional security positions). The Administration believes that a pay progression for probation and parole agents/senior would provide employees with an ongoing incentive structure that would make applying for and remaining in a position more attractive, and would help with morale issues relating to perceived pay inequity with other non-supervisory protective occupation employees of DOC. Therefore, the Committee could provide \$9,244,800 GPR in 2023-24 and \$9,636,400 GPR in 2024-25, less a reduction of 5% as applied to other compensation provisions (\$462,200 GPR in 2023-24 and \$481,800 GPR in 2024-25), to support a pay progression for probation and parole agents/senior and parity pay for corrections field supervisors. Net funding for the pay progression would be \$8,782,600 GPR in 2023-24 and \$9,154,600 GPR in 2024-25. [Alternative B1]

24. Alternatively, the Committee could provide a lesser amount of funding to support a probation and parole agent/senior pay progression, such as: \$8,000,000 GPR in 2023-24 and \$8,320,000 GPR in 2024-25; \$7,000,000 GPR in 2023-24 and \$7,280,000 GPR in 2024-25; or \$6,000,000 GPR in 2023-24 and \$6,240,000 GPR in 2024-25. Applying a 5% reduction to the funding amounts would result in net funding of \$7,600,000 GPR in 2023-24 and \$7,904,000 GPR in 2024-25 [Alternative B2]; \$6,650,000 GPR in 2023-24 and \$6,916,000 GPR in 2024-25 [Alternative B3]; or \$5,700,000 GPR in 2023-24 and \$5,928,000 GPR in 2024-25 [Alternative B4]. Under each of these alternatives, the proposed pay increases could not be implemented as initially planned. However, given the amount provided, DPM could revise the progression structure for inclusion in the proposed 2023-25 compensation plan, which would be subject to JCOER review and approval.

25. If the Committee takes no action regarding funding for a probation and parole agent pay progression, pay increases could still be considered for inclusion in the compensation plan within the limits of available funding. As an example, the market adjustment of \$1 per hour to base pay for all employees in the probation and parole agent/senior classifications in the 2021-23 compensation plan was an agency-funded market adjustment. However, if funding is not provided, DOC would not have sufficient funding for the pay progression and minimum pay increases as proposed. [Alternative B5]

Natural Resources Wardens and Capitol Police

26. The Department of Natural Resources (DNR) employs conservation wardens, safety specialist wardens, and special investigative wardens within the Division of Public Safety and Resource Protection. As of May, 2023, DNR is authorized 171.0 positions (4.6 GPR, 6.5 FED, 5.0 PR, and 152.9 SEG) classified as conservation warden, safety specialist warden, or special investigative warden. Conservation wardens are responsible for performing natural resources and environmental protection law enforcement activities in an assigned geographic area, including enforcement of wildlife, fish, boating, snowmobile, all-terrain vehicle, environmental, water regulation and zoning, and forestry laws. Safety specialist wardens are responsible for directing recreational safety education programs within an assigned district, including hunter education, bow hunter education, and boat, snowmobile, and all-terrain vehicle/utility task vehicle safety education. Special investigative wardens are responsible for planning, directing, controlling, and conducting investigations into potential criminal or complex civil violations of state environmental protection or state natural resources laws.

27. The Department of Administration (DOA) employs State Capitol Police officers and detectives. As of May, 2023, DOA is authorized 28.0 PR positions classified as police officer or police detective. Capitol police officers perform patrol and law enforcement work for the Governor, the Governor's Office, the executive residence, and at the site of state-owned or state-leased properties. Capitol police detectives are responsible for conducting criminal investigations and law enforcement activities, including interviewing victims, witnesses, and suspects relating to alleged criminal acts or violations of agency rules, collecting and preserving physical evidence, and directing the efforts of trained evidence technicians at the scenes of crimes and accidents. Capitol police have statewide jurisdiction and investigate criminal, domestic, and traffic-related incidents throughout the state.

28. Under the 2021-23 compensation plan, DNR wardens and DOA Capitol police officers are eligible to receive base pay increases when reaching service anniversaries of three, five, seven, nine, and 11 years. Table 2 provides the rates in effect through June 17, 2023.

TABLE 2

**DNR Warden and Capitol Police Pay Progression Schedules,
2021-23 Compensation Plan, January 1, 2023, through June 17, 2023**

<u>Years</u>	Pay Rate (per Hour):	Pay Rate (per Hour):
	<u>Police Officer</u>	<u>Police Detective, Safety Specialist Warden, Special Investigative Warden</u>
3	\$26.78	\$28.46
5	27.61	29.32
7	29.32	31.00
9	31.56	33.25
11	34.94	36.62

29. The proposed 2021-23 compensation plan submitted by DPM would have modified the pay progression schedules applicable to these positions to accelerate the progression timeline for eligible employees, such that the years of law enforcement experience for which employees would qualify for pay increases would be reduced from three, five, seven, nine, and 11 to instead require one, two, three, four, and seven years of law enforcement experience. The proposal would have also permitted the cost of the pay adjustments to be supplemented from compensation reserves. The estimated cost of the modifications was \$17,600 GPR in 2021-22 (\$582,000 all funds) and \$29,900 GPR in 2022-23 (\$890,600 all funds). However, these costs had not been included in compensation reserves in 2021 Act 58. The Joint Committee on Employment Relations did not approve the modifications.

30. Funding of \$134,500 GPR annually (\$127,800 GPR annually, net of the 5% reduction) under AB 43/SB 70 would be provided to accelerate the progression timeline for eligible employees, and to additionally increase the hourly pay rates of the progression schedules, including specified minimum pay of \$29.00 per hour for conservation wardens and police officers (current minimum pay is \$21.64 per hour). The estimated all funds cost of the proposal would be \$4,218,600 in 2023-24 and \$4,401,600 in 2024-25, net of the 5% reduction (\$127,800 GPR, \$157,000 FED, \$683,400 PR, and \$3,250,400 SEG in 2023-24 and \$127,800 GPR, \$154,000 FED, \$726,200 PR, and \$3,393,600 SEG in 2024-25). If funding were included in the enacted budget, the details of the progression, including specific pay rates, would be finalized in the 2023-25 state compensation plan, which will be submitted by DPM to JCOER for approval.

31. In recent years, hiring and retaining law enforcement officers has been a challenge for State Capitol Police in particular. However, base pay for Capitol Police and DNR wardens is administered in a consistent manner so as to not create issues of pay equity between state law enforcement positions. Effective January, 2022, DPM approved a \$5 per hour pilot add-on for Capitol police officers and detectives to improve recruitment and retention. The pilot add-on is planned to continue through the end of 2022-23. (In addition, funding to continue paying the \$5 add-on is addressed in a separate budget paper under Budget Management and Compensation Reserves.) As of

May, 2023, the vacancy rate for police officers and detectives is 21%, while the vacancy rate for conservation wardens, safety specialist wardens, and special investigative wardens is 9%. In 2021-22, the classifications had turnover rates as follows: police officer, 21%; police detective, 33%; conservation warden, 4%; safety specialist warden, 11%; and special investigative warden, 0%. The proposed modifications to the pay progression would be intended to improve recruitment and retention for DNR wardens and Capitol Police and to more closely align the pay progression schedules with the progression under the tentative 2021-23 collective bargaining agreement for the State Patrol troopers and inspectors, approved by JCOER on June 14, 2023, on an 8-0 vote.

32. Although a provision similar to the pay progression modifications under consideration was previously proposed by DPM for the 2021-23 compensation plan, and not adopted by JCOER at that time, funding for the proposal had also not been considered in the 2021-23 biennial budget process or included in the enacted 2021-23 budget. In addition, during the intervening period, labor market competition has increased and recruitment and retention of employees, particularly with regard to State Capitol Police, has become more difficult. Therefore, the Committee could provide \$134,500 GPR annually, less a reduction of 5% as applied to other compensation provisions (\$6,700 GPR annually), for modifications to an existing pay progression for Natural Resources wardens and Wisconsin State Capitol Police. Net funding for the pay progression would be \$127,800 GPR annually. [Alternative C1] The estimated all funds cost of the proposal, net of the 5% reduction, would be \$4,218,600 in 2023-24 and \$4,401,600 in 2024-25.

33. Alternatively, the Committee could provide a lesser amount of funding to support modifications to the warden and Capitol Police pay progression, such as: \$100,000 GPR annually; \$75,000 GPR annually; or \$50,000 GPR annually. Applying a 5% reduction to the funding amounts would result in net funding of \$95,000 GPR annually (\$3,135,900 in 2023-24 and \$3,271,900 in 2024-25 all funds) [Alternative C2]; \$71,200 GPR annually (\$2,350,200 in 2023-24 and \$2,452,200 in 2024-25 all funds) [Alternative C3]; or \$47,500 GPR annually (\$1,567,900 in 2023-24 and \$1,636,000 in 2024-25 all funds) [Alternative C4]. Under each of these alternatives, the proposed modifications could not be made as initially planned. However, given the amount provided, DPM could revise the proposal for inclusion in the proposed 2023-25 compensation plan, which would be subject to JCOER review and approval.

34. If the Committee takes no action regarding the pay progression for DNR wardens and Capitol Police, the Administration indicates that recruitment and retention issues for Capitol Police in particular would likely need to continue to be addressed with pilot add-on pay and that such issues could become more of a challenge with respect to DNR wardens. [Alternative C5]

ALTERNATIVES

A. General Pay Progression

1. Provide \$1,065,200 GPR in 2023-24 and \$3,057,300 GPR in 2024-25 for a general pay progression structure that would include various non-supervisory classifications not already included in a pay progression system.

ALT A1	Change to Base
GPR	\$4,122,500

2. Provide \$902,500 GPR in 2023-24 and \$2,590,200 GPR in 2024-25 for a general pay progression structure that would include various non-supervisory classifications not already included in a pay progression system.

ALT A2	Change to Base
GPR	\$3,492,700

3. Provide \$760,000 GPR in 2023-24 and \$2,181,200 GPR in 2024-25 for a general pay progression structure that would include various non-supervisory classifications not already included in a pay progression system.

ALT A3	Change to Base
GPR	\$2,941,200

4. Provide \$641,200 GPR in 2023-24 and \$1,840,400 GPR in 2024-25 for a general pay progression structure that would include various non-supervisory classifications not already included in a pay progression system.

ALT A4	Change to Base
GPR	\$2,481,600

5. Take no action.

B. Probation and Parole Agents

1. Provide \$8,782,600 GPR in 2023-24 and \$9,154,600 GPR in 2024-25 for a probation and parole agent/senior pay progression.

ALT B1	Change to Base
GPR	\$17,937,200

2. Provide \$7,600,000 GPR in 2023-24 and \$7,904,000 GPR in 2024-25 for a probation and parole agent/senior pay progression.

ALT B2	Change to Base
GPR	\$15,504,000

3. Provide \$6,650,000 GPR in 2023-24 and \$6,916,000 GPR in 2024-25 for a probation and parole agent/senior pay progression.

ALT B3	Change to Base
GPR	\$13,566,000

4. Provide \$5,700,000 GPR in 2023-24 and \$5,928,000 GPR in 2024-25 for a probation and parole agent/senior pay progression.

ALT B4	Change to Base
GPR	\$11,628,000

5. Take no action.

C. DNR Wardens and Capitol Police

1. Provide \$127,800 GPR annually for modifications to an existing pay progression for Natural Resources wardens and Wisconsin State Capitol Police.

ALT C1	Change to Base
GPR	\$255,600

2. Provide \$95,000 GPR annually for modifications to an existing pay progression for Natural Resources wardens and Wisconsin State Capitol Police.

ALT C2	Change to Base
GPR	\$190,000

3. Provide \$71,200 GPR annually for modifications to an existing pay progression for Natural Resources wardens and Wisconsin State Capitol Police.

ALT C3	Change to Base
GPR	\$142,400

4. Provide \$47,500 GPR annually for modifications to an existing pay progression for Natural Resources wardens and Wisconsin State Capitol Police.

ALT C4	Change to Base
GPR	\$95,000

5. Take no action.

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