



Date: December 16, 2025
To: WisDOT Consultant Unit Supervisors
From: Anna Wisner, Statewide Consultant Engineer
Subject: 2026 Maximum Wage Escalation Factor

WisDOT reviews the maximum escalation factor annually. The 2026 factor of 2.2% may be used immediately, as of the date of this letter, or the 2025 factor of 2.7% may be used until December 31, 2025. The 2026 factor must be reflected in all negotiations marked Negotiation Completed in Masterworks on or after January 1, 2026. Any negotiations marked Negotiation Completed in Masterworks shall not be changed. Any contracts or amendments not in Masterworks that have been submitted to WisDOT shall not be changed.

Consultants apply wage escalation to estimates of work to be performed based on the relationship of the consultant's normal cycle for wage increases and the timing of work performed under the contract. Current pay rates along with dates of anticipated increases should be shown in supporting fee computations.