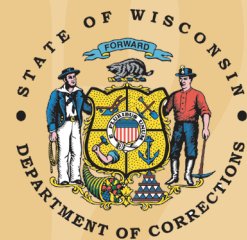


PAY & BENEFITS

At-a-Glance for Correctional Officers



WAGE STRUCTURE

STARTING PAY is \$19.89 per hour. Additional future increases may occur and will be in accordance with the provisions of the biannual Compensation Plan. If you work nights or weekends, there is a shift bonus for hours worked (\$0.45/hr nights, \$0.60/hr weekends). Premium OT rates do not apply to shift differentials.

Milestone	Hourly Rate	Premium OT
1 Year	\$20.51	\$30.77
2 Years	\$21.59	\$32.39
3 Years	\$22.24	\$33.36
5 Years	\$22.92	\$34.38
10 Years	\$23.62	\$35.43
15 Years	\$24.33	\$36.50

INSURANCE TYPES

Employees can choose from a variety of **HEALTH INSURANCE** plan designs offered by different health insurance companies. **SUPPLEMENTAL BENEFITS** available include dental, vision, life and accidental insurance, income continuation, employee reimbursement account programs and deferred compensation. Cost per month listed below is with/without Uniform Dental.

Health Insurance Plan	Individual*	Family*
It's Your Choice Health Plan	\$99 / \$96	\$246 / \$237
High Deductible Health Plan	\$37 / \$34	\$92 / \$83
Access Plan	\$260 / \$257	\$648 / \$639
Access High Deductible Plan	\$198 / \$195	\$494 / \$485

WORK-LIFE BALANCE

VACATION is earned from the first day of employment, but cannot be used until the employee has worked for six months. **SICK LEAVE** is earned at the rate of five hours every 2 weeks for full-time employees. Unused sick leave accumulates from year to year. Upon retirement, the state supplements a certain amount of the unused sick leave and the entire balance can be converted at the employee's highest hourly rate to pay health insurance premiums.

Rate for 1-5 Years of Full-Time Service

Annual Vacation Hours	104
Personal Holiday Hours	36
Legal Holiday Hours	72
Total Hours Earned	212

RETIREMENT

Several benefits are available to you as a Correctional Officer, including retirement as early as 50 years old, if certain contingencies are met.

Wisconsin Retirement System (WRS)

Employer Contribution	12%
Employee Contribution	6.5%
Total Contribution	18.5%