

CORRECTIONAL OFFICER PAY & BENEFITS



WAGE STRUCTURE

Starting base pay is \$20.29 per hour, with scheduled increases based on years of service as indicated below. All rates, including starting pay, currently include an **additional \$4.00/hour** for all hours in pay status. Additional future increases may occur and will be in accordance with the provisions of the biennial Compensation Plan. There is also a shift bonus (\$0.80/hr) for hours worked on nights or weekends.

1 Year of Service	\$20.93/hour
2 Years of Service	\$22.03/hour
3 Years of Service	\$22.69/hour
5 Years of Service	\$23.38/hour
10 Years of Service	\$24.10/hour
15 Years of Service	\$24.82/hour
20 Years of Service	\$25.59/hour

Employees may be eligible to receive an additional \$2.00/hour at maximum-security facilities and/or \$5.00/hour at high-vacancy sites! Please see the job posting for the latest information at wisc.jobs.

HEALTH INSURANCE PLANS

Employees can choose from a variety of health insurance plan designs offered by many 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 below is with/without Uniform Dental.

Health Insurance Plan	Individual*	Family*
It's Your Choice Health Plan	\$104 / \$100	\$257 / \$248
High Deductible Health Plan	\$39 / \$35	\$96 / \$87
Access Plan	\$245 / \$241	\$608 / \$599
Access High Deductible Plan	\$180 / \$176	\$447 / \$438

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. Rates are based on 1-5 years of full-time service.

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

WISCONSIN RETIREMENT SYSTEM (WRS)

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

Employer Contribution	13.2%
Employee Contribution	6.8%
Total Contribution	20%