

CORRECTIONAL OFFICER PAY & BENEFITS

EFFECTIVE JUNE 30, 2024



WAGE STRUCTURE



Starting base pay is \$33.66 per hour, with scheduled increases based on years of service as indicated below. There is also a shift bonus (\$0.80/hour) for any hours worked on nights or weekends. Additional future increases may occur and will be in accordance with the provisions of the biennial Compensation Plan.

Effective 6/30/24	Pay Range 05-31	Pay Range 05-32
Minimum	\$33.66	\$35.29
1 Year	\$34.32	\$38.58
2 Years	\$35.44	\$39.92
3 Years	\$36.11	\$40.75
5 Years	\$36.82	\$41.58
10 Years	\$37.55	\$42.46
15 Years	\$38.29	\$43.37
20 Years	\$39.07	\$44.30
25 Years	\$39.86	\$45.25

HEALTH INSURANCE



Select from a traditional or high deductible health plan, along with optional supplemental dental and vision plans. Accident, life and disability insurance are also available. Cost per month below is with/without Uniform Dental.

Health Insurance Plan	Individual	Family
It's Your Choice Health Plan	\$115 / \$112	\$286 / \$276
High Deductible Health Plan	\$42 / \$39	\$107 / \$97
Access Plan	\$270 / \$267	\$673 / \$663
Access High Deductible Plan	\$197 / \$194	\$494 / \$484

RETIREMENT



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

Employer Contribution	14.3%
Employee Contribution	6.9%
Annual Total	21.2%

PAID LEAVE



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 two 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 for health insurance premiums.

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

Vacation	104 hours
Personal Holiday	36 hours
Legal Holiday	72 hours
Sick Leave	130 hours
Annual Total	342 hours