

PAY & BENEFITS

At a Glance for Correctional Officers



WAGE STRUCTURE

STARTING PAY is \$19.03 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 | \$20.10 | \$30.15 |
| 2 Years | \$21.16 | \$31.74 |
| 3 Years | \$21.80 | \$32.70 |
| 5 Years | \$22.47 | \$33.71 |
| 10 Years | \$23.15 | \$34.73 |
| 15 Years | \$23.85 | \$35.78 |

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 | \$96 / \$92 | \$238 / \$229 |
| High Deductible Health Plan | \$36 / \$32 | \$89 / \$80 |
| Access Plan | \$255 / \$251 | \$632 / \$632 |
| Access High Deductible Plan | \$195 / \$191 | \$486 / \$474 |

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 in 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 | 11.75% |
| Employee Contribution | 6.75% |
| Total Contribution | 18.5% |

To learn more about career opportunities or employee benefits, visit **WISC.JOBS** for hiring qualifications and application instructions.