

Understanding Correctional Officer Pay (New Hires)

The Department of Corrections is delighted you are considering employment as a Correctional Officer or Youth Counselor! This document was created to help you understand what will happen with your pay in the first year on the job, and also to explain future pay increases. Please note that this entire document only applies to new State employees and/or to those who have never held a permanent position within the last five years. Employees with prior State service should direct inquiries to DOCCorrectionalOfficerRecruitment@wisconsin.gov.

HIRE THROUGH JANUARY 3, 2021

- Your starting pay rate will be **\$16.99/hour**. This will only last until the end of your academy training. Upon graduation, pay will depend on where you are assigned.

Employees assigned to certain Correctional Institutions (Columbia, Green Bay, Taycheedah, Waupun, or Dodge) or assigned to Lincoln Hills/Copper Lake Schools.

Your base pay will remain at **\$16.99** per hour, but you will also receive a \$5/hour add-on for hours worked. If you work more than 40 hours per week, you will receive premium pay at 1.5 times your hourly rate [$(\$16.99 + \$5) \times 1.5 = \$32.99/\text{hour}$]. ◇

The \$5/hour add-on will END effective June 20, 2020, and your hourly pay will be increased to **\$18.65/hour** on June 21. If you work more than 40 hours per week, you will receive premium pay at 1.5 times your hourly rate ($\$18.65 \times 1.5 = \$27.98/\text{hour}$). ◇

All other employees:

Your pay will increase to **\$18.65** per hour. If you work more than 40 hours per week, you will receive premium pay at 1.5 times your hourly rate ($\$18.65 \times 1.5 = \$27.98/\text{hour}$). ◇

- Effective the first day of the pay period following completion of six full months of service, your base pay will be increased to **\$19.17/hour**. Premium rate for any overtime hours will be \$28.76/hour. ◇
- A new pay structure will be implemented December 6, 2020, but your base pay will not change unless you had prior State service before you started. ◇

◇ *Regardless of where you are assigned, if you work any nights or weekends, there is also a shift bonus for hours worked (\$0.45 for nights, \$0.60 for weekends.) Premium OT rates do not apply to shift differentials.*

JANUARY 3, 2021 AND FOLLOWING

Employees with satisfactory performance on their most recent performance evaluation will receive a 2% General Wage Adjustment (GWA). Your rate will increase to \$19.56/hour (\$29.34 premium.)

Future increases will occur as employees reach the milestones (1, 2, 3, 5, 10, 15 years) indicated on the progression schedule below.

Milestone	Hourly Rate	Prem OT Rate
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

