

CORRECTIONAL OFFICER PAY & BENEFITS

Wage Structure

Starting base pay is \$33.00 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. Earn \$33.00 per hour starting pay as a Correctional Officer! Employees working in certain institutions may be eligible to receive a \$1, \$3 or \$5 per hour add-on.

Years of Service	Starting Base Pay	Potential Eligible Add-On Pay		
		Medium Security	Maximum Security	High Vacancy*
1 Year	\$33.64	\$34.64	\$36.64	\$38.64
2 Years	\$34.74	\$35.74	\$37.74	\$39.74
3 Years	\$35.40	\$36.40	\$38.40	\$40.40
5 Years	\$36.09	\$37.09	\$39.09	\$41.09
10 Years	\$36.81	\$37.81	\$39.81	\$41.81
15 Years	\$37.53	\$38.53	\$40.53	\$42.53
20 Years	\$38.30	\$39.30	\$41.30	\$43.30
25 Years	\$39.07	\$40.07	\$42.07	\$44.07

*Employees at high vacancy sites may also be eligible for the \$1 medium or \$3 maximum security add-ons in addition to the high vacancy rates noted.

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	\$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

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 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 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

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	14.3%
Employee Contribution	6.9%
Annual Total	21.2%

