

Custody Level Pay for Correctional Officers

S.L. 2015-241, Committee Report page I-1, item #4

4 Correctional Officer Custody-level Based Pay Adjustment

\$12,771,297

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\$25,542,594

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Provides funds to begin implementation of custody-level pay for Correctional Officers, Custody Supervisors, and Prison Facility Administrators. No earlier than January 1, 2016, the Department of Public Safety will begin adjusting Correctional Officer salaries, including the salaries of Correctional Food Service Officers and Managers, based on the custody level of the correctional facility.

Prior to FY 2015-16: All correctional officers, regardless of facility, are paid on **salary grade 62**.

Long-term Plan Started FY 2015-16: Base correctional officers on custody level and update job requirements for each custody level. When fully implemented, Correctional Officer salary grades will be:

- Grade 63: Minimum security facility correctional officers
- Grade 64: Medium security facility correctional officers
- Grade 66: Close custody (i.e. maximum security) facility correctional officers

The FY 2015-16 salary ranges for these grades :

JULY 1, 2015 ANNUAL SALARIES

| Grade | Minimum | Midpoint | Maximum |
|--------------|----------------|-----------------|----------------|
| 62 | 29,826 | 37,462 | 45,099 |
| 63 | 30,856 | 38,867 | 46,878 |
| 64 | 31,904 | 40,352 | 48,800 |
| 66 | 34,190 | 43,626 | 53,063 |

In FY 2014-15, the Department of Public Safety estimated that to fully implement this plan it would cost over **\$55.88 million**.

The FY 2015-16 appropriation was only a first installment of total funds needed to fully implement pay by custody-level