

GUIDE FOR  
**NEW  
COMPENSATION  
PLAN**

JULY 2019



CORRECTIONAL OFFICER TRAINEES ■ CORRECTIONAL OFFICERS ■ SERGEANTS ■ K-9 HANDLERS  
K-9 SUPERVISORS ■ LIEUTENANTS ■ CAPTAINS ■ WARDENS I,II,III

ALABAMA DEPARTMENT OF CORRECTIONS



# OVERVIEW OF COMPENSATION CHANGES

With Gov. Kay Ivey's full support, the Alabama Department of Corrections (ADOC) has collaborated with the State Personnel Department (SPD), Warren Averett consultants and the State's legislative bodies to develop a comprehensive set of changes to the compensation structure for our security workforce. ADOC leadership recognized the need for changes designed to help the department recruit new qualified employees to the team and retain the many talented men and women who already serve the ADOC and the citizens of the State in valued and critical ways.

## ***There are several areas of change:***

- Salary Increases
- Probationary Increases
- Recruiting and Retention Bonuses
- Excess Annual Leave Payout
- Two (2) New Position Classifications
- Salary Grade Changes

## Salary Increase

All State employees will receive a 2% Cost-of-Living Adjustment (COLA) effective Sept. 1, which will be reflected in the Oct. 1 paycheck.

With the SPD's support and Gov. Ivey's approval, the Alabama legislature has authorized a **Two-Step (5%) salary increase** effective Oct. 1, 2019, and reflected in the Nov. 1, 2019 paychecks for the following classes:

- COT
- CO
- Sgt.
- Lt.
- Capt.
- Warden I
- Warden II
- Warden III
- Assistant K-9 Handler
- K-9 Handler
- K-9 Handler Supervisor
- K-9 Coordinator

## Probationary Increases

Effective with probationary appraisals for work periods ending July 31, 2019 and beyond, any ADOC employee who is being granted status in a class with a rating of "Meets Standards" or above, will receive a two-step (5%) increase. Under current procedures, an employee may receive one-step (2.5%) or two-steps (5%).



## Recruiting and Retention Bonuses

Existing COTs and COs will be eligible to earn bonuses tied to Academy success, classification status and work performance. Bonus potential will range from \$4,500 to \$7,500 for every employee in either of these classes.

Existing supervisory personnel will be eligible to earn bonuses tied to the acceptance of a promotion, classification status and work performance. Bonus potential will range from \$4,500 to \$7,500 for every employee in the other ten (10) classes listed above in the "Salary Increases" section.

## Excess Annual Leave Payout

At the end of each year, State employees are permitted to carry forward a maximum of 480 hours of annual leave. Until now, any excess annual leave above 480 hours was lost. Effective Jan. 1, 2020, ADOC employees in positions requiring APOSTC certification will be eligible to receive payment, at their base hourly rate, for up to 80 hours of excess annual leave. These payouts will typically occur in February of each year.

## Two New Position Classifications

We already announced and have begun to hire Correctional Security Guards (Class Code 60618), known as Basic Correctional Officers. These employees will be appointed at the institutions and receive six weeks of intensive training at the Academy in Selma or at a satellite location. They will become "ADOC certified" to work many posts at our institutions.

We will soon announce the creation of the promotional class of Correctional Officer, Senior (Class Code 60709). All existing, status COs will be promoted in to this new class effective Feb. 1, 2020 and will receive a two-step (5%) increase at that time. A minimum of six months later, upon obtaining merit system status as a CO, Senior, these employees will receive a probationary increase of two-steps (5%).

### **Please note that:**

- Employees with an annual raise date of Feb. 1, 2020 will have their promotions deferred until Feb. 16.
- Employees with an annual raise date of March 1, 2020 will have their promotions deferred until March 16.
- Employees with an annual raise date of April 1, 2020 will have their promotions deferred until April 16.



## Salary Grade Changes Effective Oct. 1 2019

Grade changes are necessary to remain competitive in the job market. Following the evaluation of the placement of ADOC security positions relative to other law enforcement agencies, we resolved to raise the grades within the correctional officer series. The purpose of this is two-fold. First, it creates room for the creation of new position classifications within the correctional officer series. Second, it raises the upper limit of compensation for each class.

<b>CLASSIFICATION</b>	<b>CURRENT GRADE</b>	<b>NEW GRADE</b>
Correctional Security Guard (Basic Correctional Officer)	62	64
Correctional Officer Trainee	64	66
Correctional Officer	66	68
Correctional Officer, Senior	x	70
Correctional Sergeant	70	73
Correctional Lieutenant	72	75
Correctional Captain	74	77
Correctional Warden I	79	81
Correctional Warden II	80	82
Correctional Warden III	83	84
K-9 Assistant Handler	67	71
K-9 Handler	70	73
K-9 Handler Supervisor	74	77
K-9 Coordinator	76	79

Please note that if, after grade adjustments and increases, an employee's base salary falls below the minimum of the new range, his or her salary will be raised to the range minimum. That said, we are not aware that this will be necessary for anyone.



## More on Recruiting and Retention Bonuses

CLASSIFICATION	BONUS #1 (\$1,500)	BONUS #2 (\$1,500)	BONUS #3 (\$1,875)	BONUS #4 (\$2,625)
<b>COT</b>	Academy Graduation (Past or Future)	Attainment of Status as CO	Attainment of Status as CO Sr.	One-year anniversary of Status as CO Sr. (Annual Raise Date)
<b>CO</b> (probationary)	Academy Graduation (Given for this situation)	Attainment of Status as CO	Attainment of Status as CO Sr.	One-year anniversary of Status as CO Sr. (Annual Raise Date)
<b>CO with status</b> (entered class June 1, 2016 or later)	Academy Graduation (Given for this situation)	Attainment of Status as CO (Given for this situation)	Attainment of Status as CO Sr.	One-year anniversary of Status as CO Sr. (Annual Raise Date)
<b>CO with status</b> (entered class prior to June 1, 2016)	Not Applicable unless promoted to class above CO, Sr (Sgt. etc.)	Not Applicable unless promoted to class above CO, Sr (Sgt. etc.)	Attainment of Status as CO Sr.	One-year anniversary of Status as CO Sr. (Annual Raise Date)
<b>Promotional Classes</b> (Sgt. and higher; entered class June 1, 2016 or later)	Promoted to Existing Class (Given for this situation)	Attainment of Status in current promoted class (Past or Future)	Next anniversary of Status in current promoted class Feb. 1, 2020 or after (Annual Raise Date)	Next Subsequent anniversary — (Annual Raise Date)
<b>Promotional Classes</b> (Sgt. and higher; entered class prior to June 1, 2016)	Not Applicable unless promoted to class above Current Promotional Class	Not Applicable unless promoted to class above Current Promotional Class	Next anniversary of Status in current promoted class Feb. 1, 2020 or after (Annual Raise Date)	Next Subsequent anniversary— (Annual Raise Date)



**A few notes of importance:**

- The legislative increases are one-time, two-step increases to be effective Oct. 1, 2019 that will not affect normal annual merit raises.
- We will continue location differentials and subsistence pay as currently administered.
- Annual raise dates will not change except as a result of attaining status as a CO, Sr. following promotion.
- The Recruiting and Retention Bonus plan will apply to Correctional Officer Series appointments, promotions, certifications and accomplishments.
- The Recruiting and Retention Bonus plan will apply to new appointments and promotions that occur prior to Jan. 1, 2023 and to certifications and accomplishments that occur prior to Nov. 30, 2025.
- No bonus payments will be made after Dec. 31, 2025.
- Bonus payments will not affect retirement in any way.
- No single employee may receive more than \$7,500 in bonuses under this plan.
- Employees who left, or leave, the ADOC for any reason after April 1, 2019, will NOT be eligible for any incentives under the Recruiting and Retention plan.
- There are differences in the bonus potential for employees who have been in their class for more, or less, than three (3) years. For our purposes, this means that employees will need to have entered their current classification on or after June 1, 2016.
- Effective with our next “wave” of COT appointments, they will be hired conditionally on attainment of status as a CO, Sr.
- Any bonuses which are tied to an Annual Raise Date will only be paid assuming a performance of “Meets Standards” or better.
- Any bonuses which are tied to an Annual Raise Date will begin to be paid effective Feb. 1, 2020 and beyond.
- The first two bonus opportunities will be payable in August 2019 and beyond.
- The Recruiting and Retention plan may be discontinued prior to Dec. 31, 2022 but any previously made commitments would be honored.



# NEW CORRECTIONAL OFFICER TRAINEE HIRED BEFORE OCTOBER 1, 2019

Represents up to 41% salary increase in less than 3 years, plus bonuses.

<b>CLASSIFICATION</b>	<b>SALARY</b>
Basic starting salary without post-high school education or location differential pay	<b>\$30,852</b>
Salary after COLA increase (Sept. 1, 2019)	<b>\$31,469</b>
COT salary effective Oct.1, 2019	<b>\$33,081</b>
COT salary upon attaining status as COT (approx. 6 months from hire)	<b>\$34,761</b>
Salary upon promotion to CO (approx. 7 months from hire)	<b>\$36,491</b>
Salary upon attaining status as CO (approx. 13 months from hire)	<b>\$38,335</b>
Salary upon promotion to CO, Senior (approx. 14 months from hire)	<b>\$40,285</b>
Salary upon attaining merit system status as CO, Senior (approx. 20 months from hire)	<b>\$42,289</b>
Salary after next annual raise date (approx. 32 months from hire): 2.5% raise	<b>\$43,345</b>
5% raise	<b>\$44,403</b>

## Plus \$7,500 in Bonuses

- \$1,500 after completing the CO Academy
- \$1,500 upon attaining status as a CO
- \$1,875 upon attaining merit system status as a CO, Senior
- \$2,625 upon one-year anniversary of attaining status as a CO, Senior



# NEW CORRECTIONAL OFFICER TRAINEE HIRED OCTOBER 1, 2019 AND AFTER

Represents up to 34% salary increase in less than 3 years, plus bonuses.

<b>CLASSIFICATION</b>	<b>SALARY</b>
Basic starting salary without post-high school education or location differential pay	<b>\$33,081</b>
COT salary upon attaining status as COT (approx. 6 months from hire)	<b>\$34,761</b>
Salary upon promotion to CO (approx. 7 months from hire)	<b>\$36,491</b>
Salary upon attaining status as CO (approx. 13 months from hire)	<b>\$38,335</b>
Salary upon promotion to CO, Senior (approx. 14 months from hire)	<b>\$40,285</b>
Salary upon attaining merit system status as CO, Senior (approx. 20 months from hire)	<b>\$42,289</b>
Salary after next annual raise date (approx. 32 months from hire):	
2.5% raise	<b>\$43,345</b>
5% raise	<b>\$44,403</b>

## Plus \$7,500 in Bonuses

- \$1,500 after completing the CO Academy
- \$1,500 upon attaining status as a CO
- \$1,875 upon attaining merit system status as a CO, Senior
- \$2,625 upon one-year anniversary of attaining status as a CO, Senior





# TYPICAL CORRECTIONAL OFFICER WITH STATUS

*Includes typical base salary rate for CO with status. For average effective salary rate for CO with status, see page 10.*

**Represents up to 24% salary increase in less than 2.5 years, plus bonuses.**

## **Salary increase includes the following:**

- 2% COLA increase effective Sept. 1, 2019
- 5% Legislative salary increase effective Oct. 1, 2019
- 5% Promotional salary increase effective approximately Feb.1, 2020
- 5% Probationary salary increase effective approximately Aug. 1, 2020, plus bonuses

<b>CLASSIFICATION</b>	<b>SALARY</b>
<b>Typical base</b> salary rate for CO with status	<b>\$40,468</b>
Salary after COLA increase (Sept. 1, 2019)	<b>\$41,277</b>
Salary after legislative salary increase (Oct. 1, 2019)	<b>\$43,346</b>
Salary upon promotion to CO, Senior (Feb. 1, 2020)	<b>\$45,532</b>
Salary upon attaining status as CO, Senior (Min. 6 months after promotion)	<b>\$47,804</b>
Salary after next annual raise (12 months from gaining status as CO, Senior):	
2.5% raise	<b>\$48,974</b>
5% raise	<b>\$50,174</b>

## **Plus \$4500 to \$7,500 in Bonuses**

Bonus for a CO promoted before June 1, 2016

- **\$1,875** upon attaining merit system status as CO, Senior
- **\$2,625** on next annual raise date (12 months after status as CO, Senior)
- COs promoted to current classification prior to June 1, 2016 are eligible for an additional bonus for being promoted to a position above CO, Senior (**\$1,500**) and attaining status (**\$1,500**).

Bonus for a CO promoted after June 1, 2016

- **\$3,000** retroactive bonus for Academy graduation and status as CO (assuming status)
- **\$1,875** upon attaining status as CO, Senior (approx. 6 months after promotion)
- **\$2,625** on next annual raise date (12 months after attaining status as CO, Senior)



# TYPICAL CORRECTIONAL OFFICER WITH STATUS

*Includes average effective salary rate for CO with status. For typical base salary rate for CO with status, see page 9.*

**Represents up to 24% salary increase in less than 2.5 years, plus bonuses.**

**Salary increase includes the following:**

- 2% COLA increase effective Sept. 1, 2019
- 5% Legislative salary increase effective Oct. 1, 2019
- 5% Promotional salary increase effective approximately Feb.1, 2020
- 5% Probationary salary increase effective approximately Aug. 1, 2020, plus bonuses

<b>CLASSIFICATION</b>	<b>SALARY</b>
Average <b>effective</b> salary rate for CO with status	<b>\$42,500</b>
Salary after COLA increase (Sept. 1, 2019)	<b>\$43,350</b>
Salary after legislative salary increase (Oct. 1, 2019)	<b>\$45,517</b>
Salary upon promotion to CO, Senior (Feb. 1, 2020)	<b>\$47,792</b>
Salary upon attaining status as CO, Senior (Min. 6 months after promotion)	<b>\$50,181</b>
Salary after next annual raise (12 months from gaining status as CO, Senior):	
2.5% raise	<b>\$51,435</b>
5% raise	<b>\$52,690</b>

**Plus \$4500 to \$7,500 in Bonuses**

Bonus for a CO promoted before June 1, 2016

- **\$1,875** upon attaining merit system status as CO, Senior
- **\$2,625** on next annual raise date (12 months after status as CO, Senior)
- COs promoted to current classification prior to June 1, 2016 are eligible for an additional bonus for being promoted to a position above CO, Senior (**\$1,500**) and attaining status (**\$1,500**).

Bonus for a CO promoted after June 1, 2016

- **\$3,000** retroactive bonus for Academy graduation and status as CO (assuming status)
- **\$1,875** upon attaining status as CO, Senior (approx. 6 months after promotion)
- **\$2,625** on next annual raise date (12 months after attaining status as CO, Senior)



# “TOPPED-OUT” CORRECTIONAL OFFICER

Represents a 12.3% salary increase

**Salary increase includes the following:**

- 2% COLA increase effective Sept. 1, 2019
- 5% Legislative salary increase effective Oct. 1, 2019
- 5% Promotional salary increase effective approx. Feb.1, 2020

<b>CLASSIFICATION</b>	<b>SALARY</b>
Base salary for “topped-out” CO with no differentials	<b>\$46,867</b>
Salary after COLA increase, Sept. 1, 2019	<b>\$47,804</b>
Salary after legislative salary increase, Oct. 1, 2019	<b>\$50,174</b>
Salary after promotion to CO, Senior, Feb. 1, 2020	<b>\$52,654</b>

**Grade 70 will top out at Step 18: \$52,654**

**Plus \$4,500 to \$7,500 in Bonuses Aug. 1, 2020 and Aug. 1, 2021:**

Bonus for a CO promoted before June 1, 2016

- **\$1,875** upon attaining merit system status as CO, Senior
- **\$2,625** on next annual raise date (approx. 12 months after status as CO, Senior)
- COs promoted to current classification prior to June 1, 2016 are eligible for an additional bonus for being promoted to above CO, Senior (**\$1,500**) and attaining status (**\$1,500**).

Bonus for a CO promoted after June 1, 2016

- **\$3,000** retroactive bonus for Academy graduation and status as CO (assuming status)
- **\$1,875** upon attaining status as CO, Senior (approx. 6 months after promotion)
- **\$2,625** on next annual raise date (12 months after gaining status as CO, Senior)



# “TOPPED-OUT” ASSISTANT K-9 HANDLER

## GRADE 67 TO 71

Represents a 12.4% salary increase

### Salary increase includes the following:

- 2% COLA increase effective Sept. 1, 2019
- 5% Legislative salary increase effective Oct. 1, 2019
- 2.5% to 5% Annual merit increase(s), plus bonuses

CLASSIFICATION	SALARY
Base salary for “topped-out” Assistant K-9 Handler with no differentials	<b>\$48,014</b>
Salary after COLA increase, Sept. 1, 2019	<b>\$48,974</b>
Salary after Legislative salary increase, Oct. 1, 2019	<b>\$51,400</b>
Salary after annual raise:	
2.5% raise	<b>\$52,654</b>
5% raise	<b>\$53,975</b>

### Grade 71 tops out at Step 18: \$53,975

### Plus \$4,500 to \$7,500 in Bonuses

Bonus when promoted to current supervisory class before June 1, 2016

- **\$1,875** at the time of annual raise date, (Feb. 1, 2020) or after
- **\$2,625** at the time of annual raise date, (Feb. 1, 2021) or after

Bonus when promoted to current supervisory class after June 1, 2016

- **\$3,000** retroactive bonus for promotion and status in supervisory class (assuming status)
- **\$1,875** at the time of annual raise date, (Feb. 1, 2020) or after
- **\$2,625** at the time of annual raise date, (Feb. 1, 2021) or after



# ILLUSTRATION FOR ALL SUPERVISORY CLASSES: SERGEANT, LIEUTENANT, CAPTAIN, WARDEN I, II, III AND ALL K-9 HANDLER CLASSES

**Represents up to 18% salary increase**

**Salary increase includes the following:**

- 2% COLA increase effective Sept. 1, 2019
- 5% Legislative salary increase effective Oct. 1, 2019
- 2.5% to 5% Annual merit increase(s), plus bonuses

CLASSIFICATION	SALARY
Average effective rate for Captain	<b>\$60,000</b>
Salary after COLA increase, Sept. 1, 2019	<b>\$61,200</b>
Salary after Legislative salary increase, Oct. 1, 2019	<b>\$64,260</b>
Salary after annual raise:	
2.5% raise	<b>\$65,866</b>
5% raise	<b>\$67,473</b>
Salary after annual raise:	
2.5% raise	<b>\$67,473 or \$69,159</b>
5% raise	<b>\$69,159 or \$70,846</b>

**Captain: Grade 77 tops out at Step 18: \$72,595**

**Plus \$4,500 to \$7,500 in Bonuses**

Bonus when promoted to current supervisory class before June 1, 2016

- **\$1,875** at annual raise date, Feb. 1, 2020 or after
- **\$2,625** at annual raise date, Feb. 1, 2021 or after

Bonus when promoted to current supervisory class after June 1, 2016

- **\$3,000** retroactive bonus for promotion and status in supervisory class (assuming status)
- **\$1,875** at annual raise date, Feb. 1, 2020 or after
- **\$2,625** at annual raise date, Feb. 1, 2021 or after



# "TOPPED-OUT" SERGEANT AND K-9 HANDLER

## GRADE 70 TO 73

Represents a 15.4% salary increase

### Salary increase includes the following:

- 2% COLA increase effective Sept. 1, 2019
- 5% Legislative salary increase effective Oct. 1, 2019
- 2.5% to 5% Annual merit increase(s), plus bonuses

CLASSIFICATION	SALARY
Base salary for "topped-out" Sgt. & K-9 Handler with no differentials	<b>\$51,621</b>
Salary after COLA increase, Sept. 1, 2019	<b>\$52,654</b>
Salary after Legislative salary increase, Oct. 1, 2019 (Grade 73 – Step 15)	<b>\$55,327</b>
Salary after annual raise:	
2.5% raise	<b>\$56,727</b>
5% raise	<b>\$58,127</b>
Salary after annual raise:	
2.5% raise	<b>\$58,127 or \$59,554</b>
5% raise	<b>\$59,554</b>

### Grade 73 tops out at Step 18: \$59,554

### Plus \$4,500 to \$7,500 in Bonuses

Bonus when promoted to current supervisory class before June 1, 2016

- **\$1,875** at annual raise date, Feb. 1, 2020 or after
- **\$2,625** at annual raise date, Feb. 1, 2021 or after

Bonus when promoted to current supervisory class after June 1, 2016

- **\$3,000** retroactive bonus for promotion and status in supervisory class (assuming status)
- **\$1,875** at annual raise date, Feb. 1, 2020 or after
- **\$2,625** at annual raise date, Feb. 1, 2021 or after



# "TOPPED-OUT" LIEUTENANT

## GRADE 72 TO 75

Represents an 18% salary increase

**Salary increase includes the following:**

- 2% COLA increase effective Sept. 1, 2019
- 5% Legislative salary increase effective Oct. 1, 2019
- 2.5% to 5% Annual merit increase(s), plus bonuses

<b>CLASSIFICATION</b>	<b>SALARY</b>
Base salary for "topped-out" Lieutenant with no differentials	<b>\$55,615</b>
Salary after COLA increase, Sept. 1, 2019	<b>\$56,727</b>
Salary after Legislative salary increase, Oct. 1, 2019 (Grade 75 – Step 14)	<b>\$59,554</b>
Salary after annual raise:	
2.5% raise	<b>\$61,023</b>
5% raise	<b>\$62,529</b>
Salary after annual raise:	
2.5% raise	<b>\$62,529 or \$64,076</b>
5% raise	<b>\$64,076 or \$65,694</b>

**Grade 75 tops out at Step 18: \$65,694**

**Plus \$4,500 to \$7,500 in Bonuses**

Bonus when promoted to current supervisory class before June 1, 2016

- **\$1,875** at annual raise date, Feb. 1, 2020 or after
- **\$2,625** at annual raise date, Feb. 1, 2021 or after

Bonus when promoted to current supervisory class after June 1, 2016

- **\$3,000** retroactive bonus for promotion and status in supervisory class (assuming status)
- **\$1,875** at annual raise date, Feb. 1, 2020 or after
- **\$2,625** at annual raise date, Feb. 1, 2021 or after



# **“TOPPED-OUT” CAPTAIN & K-9 HANDLER SUPERVISOR**

## **GRADE 74 TO 77**

**Represents an 18.4% salary increase**

**Salary increase includes the following:**

- 2% COLA increase effective Sept. 1, 2019
- 5% Legislative salary increase effective Oct. 1, 2019
- 2.5% to 5% Annual merit increase(s), plus bonuses

<b>CLASSIFICATION</b>	<b>SALARY</b>
Base salary for “topped-out” Captain/K-9 Handler Supervisor with no differentials	<b>\$61,303</b>
Salary after COLA increase, Sept. 1, 2019	<b>\$62,529</b>
Salary after Legislative salary increase, Oct. 1, 2019 (Grade 77 – Step 14)	<b>\$65,694</b>
Salary after annual raise:	
2.5% raise	<b>\$67,320</b>
5% raise	<b>\$69,014</b>
Salary after annual raise:	
2.5% raise	<b>\$69,014 or \$70,783</b>
5% raise	<b>\$70,783 or \$72,595</b>

**Grade 77 tops out at Step 18: \$72,595**

**Plus \$4,500 to \$7,500 in Bonuses**

Bonus when promoted to current supervisory class before June 1, 2016

- **\$1,875** at annual raise date, Feb. 1, 2020 or after
- **\$2,625** at annual raise date, Feb. 1, 2021 or after

Bonus when promoted to current supervisory class after June 1, 2016

- **\$3,000** retroactive bonus for promotion and status in supervisory class (assuming status)
- **\$1,875** at annual raise date, Feb. 1, 2020 or after
- **\$2,625** at annual raise date, Feb. 1, 2021 or after





# "TOPPED-OUT" WARDEN I

## GRADE 79 TO 81

Represents a 12.6% salary increase

**Salary increase includes the following:**

- 2% COLA increase effective Sept. 1, 2019
- 5% Legislative salary increase effective Oct. 1, 2019
- 2.5% to 5% Annual merit increase(s), plus bonuses

<b>CLASSIFICATION</b>	<b>SALARY</b>
Base salary for "topped-out" Warden I with no differentials	<b>\$78,638</b>
Salary after COLA increase, Sept. 1, 2019	<b>\$80,211</b>
Salary after Legislative salary increase, Oct. 1, 2019 (Grade 81 – Step 16)	<b>\$84,350</b>
Salary after annual raise:	
2.5% raise	<b>\$86,424</b>
5% raise	<b>\$88,539</b>
Salary after annual raise:	
2.5% raise	<b>\$88,539</b>

**Grade 81 tops out at Step 18: \$88,539**

**Plus \$4,500 to \$7,500 in Bonuses**

Bonus when promoted to current supervisory class before June 1, 2016

- **\$1,875** at annual raise date, Feb. 1, 2020 or after
- **\$2,625** at annual raise date, Feb. 1, 2021 or after

Bonus when promoted to current supervisory class after June 1, 2016

- **\$3,000** retroactive bonus for promotion and status in supervisory class (assuming status)
- **\$1,875** at annual raise date, Feb. 1, 2020 or after
- **\$2,625** at annual raise date, Feb. 1, 2021 or after



# “TOPPED-OUT” WARDEN II

## GRADE 80 TO 82

**Represents a 15.2% salary increase**

**Salary increase includes the following:**

- 2% COLA increase effective Sept. 1, 2019
- 5% Legislative salary increase effective Oct. 1, 2019
- 2.5% to 5% Annual merit increase(s), plus bonuses

CLASSIFICATION	SALARY
Base salary for “topped-out” Warden II with no differentials	<b>\$82,696</b>
Salary after COLA increase, Sept. 1, 2019	<b>\$84,350</b>
Salary after Legislative salary increase, Oct. 1, 2019 (Grade 82 – Step 15)	<b>\$88,539</b>
Salary after annual raise:	
2.5% raise	<b>\$90,762</b>
5% raise	<b>\$93,024</b>
Salary after annual raise:	
2.5% raise	<b>\$93,024 or \$95,315</b>
5% raise	<b>\$95,315</b>

**Grade 82 tops out at Step 18: \$95,315**

**Plus \$4,500 to \$7,500 in Bonuses**

Bonus when promoted to current supervisory class before June 1, 2016

- **\$1,875** at annual raise date, Feb. 1, 2020 or after
- **\$2,625** at annual raise date, Feb. 1, 2021 or after

Bonus when promoted to current supervisory class after June 1, 2016

- **\$3,000** retroactive bonus for promotion and status in supervisory class (assuming status)
- **\$1,875** at annual raise date, Feb. 1, 2020 or after
- **\$2,625** at annual raise date, Feb. 1, 2021 or after



# **“TOPPED-OUT” WARDEN III**

## **GRADE 83 TO 84**

**Represents a 10% salary increase**

**Salary increase includes the following:**

- 2% COLA increase effective Sept. 1, 2019
- 5% Legislative salary increase effective Oct. 1, 2019
- 2.5% to 5% Annual merit increase(s), plus bonuses

<b>CLASSIFICATION</b>	<b>SALARY</b>
Base salary for “topped-out” Warden III with no differentials	<b>\$100,699</b>
Salary after COLA increase, Sept. 1, 2019	<b>\$102,713</b>
Salary after Legislative salary increase, Oct. 1, 2019 (Grade 84 – Step 17)	<b>\$107,983</b>
Salary after annual raise: 2.5% raise	<b>\$110,737</b>

**Grade 84 tops out at Step 18: \$110,737**

**Plus \$4,500 to \$7,500 in Bonuses**

Bonus when promoted to current supervisory class before June 1, 2016

- **\$1,875** at annual raise date, Feb. 1, 2020 or after
- **\$2,625** at annual raise date, Feb. 1, 2021 or after

Bonus when promoted to current supervisory class after June 1, 2016

- **\$3,000** retroactive bonus for promotion and status in supervisory class (assuming status)
- **\$1,875** at annual raise date, Feb. 1, 2020 or after
- **\$2,625** at annual raise date, Feb. 1, 2021 or after