



COMPENSATION* FOR CORRECTIONAL OFFICERS

Correctional Officers (CO) are members of the California Correctional Peace Officers Association, Bargaining Unit 6 (BU 6).

The most commonly used salary ranges as of January 1, 2007 for the Correctional Officer classification are as follows:

	MONTHLY SALARY (Full-Time)	HOURLY RATE (Permanent Intermittent)	
Range 1	--	\$18.30	While attending the Basic Correctional Officer Academy (BCOA).
Range J	\$3925 - \$4718	\$22.09 - \$26.55	Upon successful completion of the BCOA; until completion of the Apprenticeship Program.
Range K	\$5257 - \$6644	\$29.59 - \$37.40	Upon satisfactory completion of the Apprenticeship Program in Range J.

The monthly salary (after completing the BCOA) for a CO begins at \$3,774 and tops out at \$6,144. While in the apprenticeship program, COs can expect a salary adjustment of 5% every 6 months until the maximum of the range is reached. Thereafter, COs can expect to receive a salary adjustment of 5% every 12 months until the top of the range has been reached.

UNIFORM ALLOWANCE

The Department pays a uniform maintenance allowance in accordance with the Bargaining Unit 6 MOU. To be eligible for pay, the employee must have completed probation. The amount of the allowance is based on the number of qualifying pay periods for permanent full-time employees or number of hours worked as a permanent intermittent employee as follows:

Hours Worked		Paid Rate
1 - 1,039	=	\$305.00
1,040 or more	=	\$530.00

EDUCATIONAL INCENTIVE PAY

Correctional Officers are eligible for an educational incentive of \$135.00 per pay period. Correctional Officers may request the educational incentive pay if they have attained an Associate, Bachelor, or higher degree; 60 semester units; or the equivalent quarter units from an accredited college or university.

PHYSICAL FITNESS INCENTIVE PAY PROGRAM

The department offers the Physical Fitness Incentive Pay Program (PFIPP) to encourage physical fitness among departmental peace officer employees. Individuals who choose to participate in this program are required to qualify for this incentive by submitting a *Physical Fitness Incentive Pay Annual Physician Certification Form*. Effective July 1, 2002, employees with 60 or more qualifying pay periods in Bargaining Unit 6 will receive \$130.00 per pay period and employees with less than 60 qualifying pay periods in Bargaining Unit 6 will receive \$65.00 per pay period for successfully completing the physical fitness exam.

PAID HOLIDAYS

Compensation is paid for official State holidays. There are 13 official holidays. In addition, each employee receives one personal holiday to be used per fiscal year.

SICK LEAVE

Sick leave is accrued at a rate of 8 hours per month. Sick leave may be taken for family, self, or significant others in the employee's household.

VACATION ACCRUAL RATES

Time in State Service	Hours of Credit	Days per Year
7 months to 3 years	8 hours per month	12 days
37 months to 10 years	11 hours per month	16 days
121 months to 15 years	13 hours per month	19 days
181 months to 20 years	14 hours per month	20.5 days
241 months and over	15 hours per month	22 days

ANNUAL LEAVE – Enhanced NDI (Non-industrial Disability Insurance)

Employees who are currently subject to vacation and sick leave provisions may elect to enroll in the Annual Leave Program at any time. New employees may elect to enroll in the Annual Leave Program following the equivalent of completion of six months of full-time employment. One hundred sixty hours of paid employment equals one month of full-time employment for employees who work on an intermittent basis. The effective date of the election shall be the first day of the pay period in which the election is received by the appointing power. Once enrolled in annual leave, an employee shall become entitled to an enhanced non-industrial disability insurance (NDI) benefit (50% of gross salary) upon serving a waiting period of 90 consecutive calendar days. Participation in the Annual Leave Program shall be irrevocable. Each full-time employee shall receive credit for annual leave in lieu of the vacation and sick leave credits of this provision in accordance with the following schedule:

Time in State Service	Hours of Credit
7 months to 3 years	12 hours per month
37 months to 10 years	15 hours per month
121 months to 15 years	17 hours per month
181 months to 20 years	18 hours per month
241 months and over	19 hours per month

Part-time and hourly employees shall accrue proportional annual leave credits.

MEDICAL, DENTAL AND VISION PLANS

Employees and their families are eligible for medical, dental and vision coverage.

MILITARY LEAVE

Drill duty (weekend duty) is not paid leave and must be charged to the employee. Employees can use holiday credit, vacation, CTO, etc. to cover their time at drill duty. All release time to attend such duty must be approved by the employee’s supervisor and requires at least one-month advance notice.

The State of California has a separate State Military Leave program. State employees called to active military duty are paid their regular State salary for 30 calendar days of duty per fiscal year if they have worked at least 12 qualifying pay periods for the State prior to being activated. Additional information can be obtained by visiting www.dpa.ca.gov/general/militaryleave.shtm (the Department of Personnel Administration).

PEACE OFFICER RETIREMENT

Peace Officers may retire at age 50 (3.0%). Actual pension is determined on years of service.

DEFERRED COMPENSATION

The State of California has two voluntary deferred compensation programs under Sections 457 and 401 (k) of the Internal Revenue Service Code.

- **457 Plan**
The 457 Plan holds State money in trust for employees.
- **401 (k) Plan**
The 401 (k) Plan holds employees’ money in trust and differs from the 457 Plan by allowing provisions for loans against the employee’s fund, allowing IRAs to be rolled into or out of 401 (k) funds, allowing a five year averaging when funds are drawn out and allowing for a maximum contribution which increases each year by the increase in the national CPI rate.

LIFE INSURANCE

CCPOA presently provides each active member with a basic \$20,000 term life insurance benefit through employee membership dues.

LEGAL DEFENSE FUND

Employees are eligible to participate in a Legal Defense Fund program. Participation in the program entitles the employee to legal representation in any civil or criminal action job-related lawsuit, investigation and certain proceedings, and all customary and reasonable investigative and counseling services in preparation for any such legal action.

***The compensation listed in this handout may be changed as a result of legislation, revision to the Bargaining Unit 6 (MOU), or other State action. Should there be a conflict between this document and changes in the requirements of law, State policy, or Unit 6 MOU, the latter will control.**