

1. What is the new base pay for the Correctional Officer series?

Job Title	Current	Starting July 1		
	Annual Rate	Annual Rate	% Diff	\$ Diff
Correctional Captain	\$40,383	\$48,023	18.90%	\$7,640
Correctional Lieutenant	\$36,640	\$43,573	18.90%	\$6,932
Correctional Sergeant	\$31,638	\$37,624	18.90%	\$5,986
Correctional Corporal	\$30,101	\$35,856	18.90%	\$5,705
Correctional Officer 2	\$27,329	\$34,148	25%	\$6,819
Correctional Clerical Officer	\$27,329	\$32,500	18.90%	\$5,171
Correctional Officer	\$27,329	\$32,500	18.90%	\$5,171

2. What is the new base pay for the Correctional Counselor Series?

Job Title	Current	Starting July 1		
	Annual rate	Annual Rate	% Diff	\$ Diff
Chief Correctional Counselor	\$36,636	\$45,745	24.90%	\$9,110
Correctional Counselor 3	\$33,228	\$41,490	24.90%	\$8,262
Correctional Counselor 2	\$30,132	\$37,624	24.90%	\$7,493
Correctional Counselor 1	\$27,348	\$34,148	24.90%	\$6,800

3. Is the department still offering the \$600 sign-on bonus?

TDOC is still offering the \$600 sign-on bonus through July 1, 2019. At that time, that incentive will end.

4. Can the \$100 referral bonus apply to those employees who refer a former employee?

Yes, those staff members who refer a former employee will receive the \$100 referral bonus through July 1.

5. What are the qualifications to be a Correctional Officer 2?

Any Correctional Officer who has ended their 1 year probationary period will automatically become a CO2 on July 1, 2019.

6. Will the department continue to give a higher starting salary to new Correctional Officers who have a college degree?

No, the department will discontinue that practice for newly hired Correctional Officers beginning on July 1. This does not, however, impact the DOHR policy that permits a 5% increase for those staff who obtain a college degree while employed, subject to budget availability

7. What if I am a current Correctional Officer but I have only been with the department a few weeks?

All COs who have been with the department less than 1 year will be bumped to the CO1 status (\$32,500) beginning July 1, 2019. They will remain in this status until their probationary period is complete.

8. I thought everyone in the Correctional Officer Security Series/Correctional Counselor Series was getting a 7.5% increase however the new base salary for me is less than a 7.5% increase. How do I figure out what I make?

Staff will be moved to the new starting salary or receive a 7.5% increase, whichever is greater. If the new starting salary is more than 7.5%, you will be moved to the new starting salary (regardless of the percentage). If the increase to the new starting salary is less than 7.5%, you will receive an additional increase equal to the difference and totaling 7.5%.

- Example: Janet is a Sergeant and has been with the department for 10 years. She makes \$36,600. Starting July 1st, her new base salary will be \$37,624. That is an increase of 2.8% or \$1,024. Since her increase is *less than 7.5%*, Janet will receive an additional increase of 4.7% (\$2,745) over her current salary bringing her new salary to \$39,345.

9. I left the department as a CO and want to return now that the pay has increased. Will I have to go back to the academy?

All returning hires that have previously been COs and are returning to the CO position will have to complete Weeks 1 & 2 of Correctional Officer Training (BCOT). This training takes place at the facility. If a returning hire has been separated from the department for less than 1 year, they do not have to return to the academy for Weeks 3-6. However, if the returning hire has been separated from the department between 1 to 2 years, the decision on additional training is at the Warden's discretion. If the returning hire has

been separated from the department for more than 2 years, then they must go back through BCOT training either at the academy in Tullahoma or a regional training.

10. I am a PPO and there is talk about a bonus for those in Community Supervision. When will more details be shared on the bonus?

Right now! The department will offer a one-time bonus of \$1500 to Probation Parole Officer 2s (PPO2), Probation Parole Officer 3s (PPO3) & Probation Parole Managers (PPM). This one-time bonus will be paid before the end of the current fiscal year (June 30, 2019).