CERTIFIED CORRECTIONAL OFFICERS
PAY AND BENEFITS

SALARY (includes hazardous duty pay of $125.00 biweekly):

Day Shift:	Biweekly Range: **$1,306.49** (entry)	**$2,178.65** (max.)
	Annual Range: **$35,195.50** (entry)	**$58,775.60** (max.)
Afternoon or Night Shift:	Biweekly Range: **$1,424.58** (entry)	**$2,374.53** (max.)
	Annual Range: **$38,072.23** (entry)	**$63,772.90** (max.)

If you are a Certified Correctional Officer, you may be eligible to receive an intermediate salary rate based on your number of years of experience as a Certified Correctional Officer. Each officer who starts at the above entry rate (pay step 1) is eligible for a merit increase (approximately 4.5%) six (6) months after date of hire and every year thereafter, until pay step 10 is reached. After pay step 10 is reached, employees are eligible for longevity steps, pay step 11 and pay step 12 (maximum) at five year intervals. Employees completing 15 years of continuous service will be eligible to receive a longevity bonus.

A one pay step (approximately 4.5%) educational incentive pay supplement is available for those who possess a Bachelors Degree. An educational incentive pay supplement of $13.85 (biweekly) is available for an Associates Degree or its equivalent. Correctional Officers who possess and maintain certification by the State of Florida Dept. of Law Enforcement (FDLE), Criminal Justice Training Commission will be eligible for a 4% pay supplement.

Correctional Officers working a night or afternoon shift will receive a 2-step **(approximately 9%)** night shift differential, as reflected above.

All overtime work is paid at time and one-half for work performed over 8 hours per day or 40 hours per week.

Health Insurance -- There are various health insurance plans to choose from. Single medical coverage currently costs from $0 to $11.83 biweekly. Employee + child(ren) $122.85 to $206.65 biweekly. Employee + spouse coverage ranges from 141.73 to 249.06. Employee + family coverage ranges from $193.74 to $430.54. Single dental coverage costs from $0 to $4.68. Two person $2.60 to $24.07. Family $6.09 to $48.09. Optix Vision Plan from $2.30 to $8.48. These rates are effective through December 31, 2008.

Retirement -- Contributions are funded entirely by Miami-Dade County. Normal retirement is after:

❶ You have at least six (6) years of special risk creditable service and are age 55; or

❷ You have at least 25 years of special risk creditable service; or

❸ You have a combined total of 25 years of special risk creditable service and military service* and are age 52; or

❹ You have at least 30 years of any creditable service, regardless of age (this can include credit for up to 4 years of military service*). *Military service is purchased at the employee's expense.

Life Insurance -- The basic policy is one year base salary, at no cost.
Optional Life Insurance - up to five the annual base salary is available at a minimal cost to the employee.

Miami-Dade County will provide **tuition reimbursement** at the rate of 50% of tuition for all approved courses.

Leave -is accrued from date of hire and can be used after completion of thirteen (13) pay periods.

- Vacation - 10 days of annual leave per year; 5th through 10th year, an extra longevity day is accrued each year for a total of 5 longevity days after 10 years.
- Sick Leave - 12 days per year; unused portion of first six (6) days is converted to annual leave.
- Holidays - 13 days per year; includes a Birthday Holiday and a Floating Holiday.

All required **uniforms and equipment** are provided at the County's expense.

Officers are paid a $300 annual **uniform maintenance** allowance **or** $550 annual non-uniform supplement. Rev: August 8, 2008