

COMPENSATION & RETENTION

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DCR PAY PLAN

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DCR PAY PLAN

Raises
Incentives
Reallocations

CO1 & CO2 SIX MONTH INCREASE





1. Special Hiring Rates for the Correctional Officer series

The DCR is requesting special hiring rates as reflected in the chart below for the Correctional Officer series. Any incumbent whose salary is not at the minimum shall be brought to the new minimum of the pay range. In addition to the special hiring rates, the agency is requesting a base-building pay differential at six (6) months between the progression of Correctional Officer 1 and 2 and Correctional Officer 2 and 3 as reflected below.





	Non critical vacancy faciliites
CO 1	20.6251
CO1 + 6 mo	21.8270
CO 2	23.0290
CO2 + 6 mo	23.7501
CO 3	24.4713
CO 4	25.4328
CO 5	26.3943
CO 6	27.3559
CO 7	29.0574

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\$250 BASE BUILDING INCENTIVE (ASP)





Annual base building pay differential

Upon the effective date of this proposal, the agency requests to implement the practice of issuing an annual base building pay differential of \$250 for all employees within DCR. This annual increase would be applied July 1st and would begin on July 1, 2024. If the employee is in the Correctional Officer series, this pay differential would be applied starting the following July 1st after the employee is in a position classified as Correctional Officer 3 for at least a period of one (1) year, as those in the Correctional Officer 1 and 2 classifications receive the pay differentials described in item 1 above.





\$2000 RETENTION INCENTIVE



Non-base building pay differential for Correctional Officers

Upon the effective date of this proposal, the DCR is requesting a one-time, non-base building pay differential to serve as a retention incentive in the amount of \$2,000, to be issued to any employee hired into any rank of the Correctional Officer series upon completion of their first year of continuous service in the position.



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REALLOCATIONS



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Q & A





THANK YOU

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