

**Simplified Pay Progression**  
**JUNEAU**

**New Hire CO I**

**11 A** (\$18.94)

Note: The probationary period for Correctional Officers I and for all Correctional Officers II and III who are hired without a current APSC certification shall be the length of time required to receive APSC certification. (12 to 14 months)

**Becomes Probationary CO II**

**13 A** (\$21.47)

Note: The probationary period for Correctional Officers II who have a current APSC certification upon promotion or appointment to the Correctional Officer II classification shall be six (6) months.

**Ends Probationary status**

**13 B** (\$22.21)

The employee's merit anniversary date shall be the sixteenth (16th) day of the month following satisfactory completion of the probationary period

**First Merit Increase**

**13 C** (\$22.95)

Unless the Employer denies a merit increase through a performance evaluation, an employee's step increase will become effective on the merit anniversary date (1 year after probation ends)

**Second Merit Increase**

**13 D** (\$23.75)

Unless the Employer denies a merit increase through a performance evaluation, an employee's step increase will become effective on the merit anniversary date (1 year later)

**Third Merit Increase**

**13 E** (\$24.63)

Unless the Employer denies a merit increase through a performance evaluation, an employee's step increase will become effective on the merit anniversary date (1 year later)

**Fourth Merit Increase**

**13 F** (\$25.49)

Unless the Employer denies a merit increase through a performance evaluation, an employee's step increase will become effective on the merit anniversary date (1 year later)

**First Longevity Increase**

**13 J** (\$26.45)

Effective on the merit anniversary date 2 years after achieving the F step

**Second Longevity Increase**

**13 K** (\$27.31)

Effective on the merit anniversary date 2 years after achieving the J step

**Third Longevity Increase**

**13 L** (\$28.35)

Effective on the merit anniversary date 5 years after achieving the J step

**Fourth Longevity Increase**

**13 M** (\$29.38)

Effective on the merit anniversary date 4 years after achieving the L step

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