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Media Notification

New Incentives for Correctional Officers Could Close Hiring Gaps

The Delaware Department of Correction has launched a new incentive program for hiring Correctional Officers in hope of filling vacancies in facilities throughout Delaware. Beginning Tuesday, April 10, 2018, all new Correctional Officers joining the agency will receive a \$3,000 hiring incentive to be paid in two installments.

A candidate must complete the Correctional Employee Initial Training (CEIT) Academy to receive the first \$1,500. They will also receive a second installment of \$1,500 18 months from initial date of hire. DOC also will be offering a \$1,000 referral incentive to existing DOC employees whose referrals are successfully hired.

“We are excited to offer signing incentives to new Correction Officer candidates in an effort in increase application submissions and reduce our vacancy rate,” said Commissioner Perry Phelps. “With the Delaware Department of Correction being the second largest Executive Branch Agency and the state largest law enforcement agency, filling nearly 1,900 sworn officer positions could be challenging. The DOC recognizes current employees are our best recruiters and we’re hopeful they’ll be encouraged by the referral incentive to spread the word about the great opportunities available within the Department of Correction.”

“We’re continuing to take steps that will help us recruit and retain officers across our correctional system,” said Governor John Carney. “We know this is critical to the safety of correctional officers and inmates. We’ll remain committed to this effort over the long term, and these new incentives are another positive step in the right direction.”

“The \$3,000 signing incentive and \$43,000 starting salary is a tremendous step in the right direction to hire Correctional Officers,” said Geoff Klopp, COAD president. “This will make us competitive enough to attract quality applicants and get the needle moving forward on staff issues.”

Effective July 1, 2018, the annual salary for a Correctional Officer will be increased to \$43,000, which is a 22 percent increase over previous years. The Department of Correction also is working with the Correctional Officers Association of Delaware (COAD) through a new Labor-Management committee to study ways to help recruit and retain officers, and decrease the use of mandatory overtime in Delaware's prisons

Some of the other benefits offered upon joining the DOC team include benefit packages such as medical, dental, and vision. DOC also offers 25 year retirement for those in the Correctional series, as well as Correctional Officer education assistance.

The Delaware Department of Correction is the state's largest law enforcement agency with a mission of protecting the public by supervising adult offenders through safe and humane services, programs and facilities. Anyone interested in a position as a Correctional Officer with the DE Department of Correction is encouraged to submit an application at www.delawarestatejobs.com

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