OCDC Pay Increase Proposal

Oklahoma County Criminal Justice Authority
September 2025

KINDNESS
CARING

OKLAHOMA COUNTY DETENTION CENTER

Introduction

July 1, 2020, to July 2025

- 199 terminations
- 876 resignations
  - 1,075 Total separations

We lose on average 215 employees per year

CURRENT SALARY EXAMPLES

Current OCDC Officer Take Home

Advice Amount	$2,610.42

Emp No	Employee Name	Org	Advice Date	Period Starting	Period Ending	Type	Advice No.
[redacted]	[redacted]	99500000	06/30/2025	05/21/2025	06/20/2025	OCCJA	346545

Earnings	Current	YTD
DCTBP	3,333.33	8,969.85
DCTREG		
COMP P		40.49
DCTHLE		
DCTHLU		

Deductions	EE Current	EE YTD	Emplr Current	Empr YTD
FICA	196.50	548.480	196.5	548.48
MEDICARE	45.96	128.280	45.96	128.28
PTAX HLTH	164.00	164.000		
FED TAX W/H	210.45	556.000		
ST TAX W/H	106.00	286.000		
RETIREMNT DC				400.00
DEPOSITS:				
DIR DEP NET	2,610.42			
BANK OF OKLAHOMA N A				

$2,610.42

Leave	Beginning	Earned	Used	Balance	YTD Earned	YTD Used

Withholding Allowances

	Filing Status	Exemptions	Extra Amount
Federal	S	0	
State	S	1	

Type	Current	YTD
Taxable Pay	3,169.33	8,846.34
Gross Pay	3,333.33	9,010.34
Deductions	722.91	1,682.76
Net Pay	2,610.42	7,327.58

Surrounding States Corrections Salaries

Colorado		$57,000
Texas		$52,441
Arkansas		$50,845
New Mexico		$49,357
Missouri		$43,000
Oklahoma		$40, 800
Kansas		$38,000

Oklahoma INDEED Jail Job Postings

Detention Officer- job post
Cleveland County, OK
$42,598 a year

JUVENILE DETENTION OFFICER- Oklahoma County Juvenile Justice Center
$43,200 - $44,400 a year - Full-time

Detention Officer (Daily Pay Available) - Diamondback- job post
CoreCivic
Watonga, OK 73772
$27 an hour - Full-time

Detention Officer- job post
Roger County
Claremore, OK 74017
$3,509.72 a month - Full-time

Jailor- job post
City of Midwest City
3.23.2 out of 5 stars
100 North Midwest Boulevard, Midwest City, OK 73110
From $20.96 an hour - Full-time

Tulsa County Detention Incentives

- Tulsa County Detention Officer
- Monthly Education Incentive Pay
- $75/Month for Bachelor's Degree
  $100/Month for Masters
- Monthly Shift Differential Pay:
  - $250 Evening Shift
  - $150 Overnight Shift
  - Language Stipend Pay $100/Month

Pay Proposal
Detention Officers/Supervisors/Captains & Chiefs

Rank	Current $	Proposed $	Difference $	Time in Grade Years	Current # of FTE's
DO 1	41,508.60	50,101.99	8,593.39	1	
DO 2	41,508.60	53,101.99	11,593.39	2	80
Senior DO	45,521.28	56,101.99	10,580.71	3	32
SGT	50,073.36	59,000.00	8,926.00	NA	24
SSGT	57,584.16	65,000.00	7,415.84	NA	13
LT	61,657.56	70,000.00	8,342.44	NA	13
Capt.	80,000.04	86,000.00	5,999.96	NA	4
Chief	95,000.04	102,060.00	7,059.96	NA	5

PROPOSED PAY INCREASE CURRENT STAFF

- FY 26 Total Payroll and Benefits
- $30.2m per year

- Proposed pay increase
- $3.4m per year
- Requesting COLA parity each year

OTHER BUDGETED CURRENT FTE

- Other employees will get a 7.5% up to a 14.5% increase based off current market value

Summary

- Recruitment & retention challenges
- Wage gap with competitors
- Investing in staff = safer facility
- Approve Pay Proposal to Strengthen Recruitment & Retention
- Ensure the safety and security of the facility for all staff and inmates

Thank you