



The contract between CoreCivic and the State of Montana is *typically* opened up and amended every two years after the funding for the next fiscal year is known and made available. CoreCivic is required to pay, at a minimum, prevailing wage rates for certain positions at the facility. These rates are included in the contract.

The current Amendment was signed in October 2023. CoreCivic implemented pay increases October 8, 2023 and made them retroactive back to July 2, 2023.

Crossroads Correctional Center

Correctional Officer Pay History

Sample Date	Starting Hourly Pay
1/1/2021	16.75
8/1/2021	18.85
1/3/2022	18.85
8/1/2022	18.85
1/1/2023	18.85
8/1/2023	18.85
12/1/2023	23.46

Wage changed on 10/08/23.

Back pay for wage increase was calculated from 7/2/23. Included adjustment for regular time and over time.

Back pay was included in the 10/27/23 paycheck.