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**NEW YORK STATE CORRECTIONAL OFFICERS AND POLICE BENEVOLENT
ASSOCIATION, INC.
UPDATED MEMORANDUM OF UNDERSTANDING**

Since the membership rejected the proposed contract in October 2023, the CBC continued to negotiate terms of a new MOU, which was presented to the February 2024 Executive Assembly. The Executive Assembly directed the CBC to send the updated MOU to the membership for a ratification vote. Below are the changes from the previous MOU, with the full outline of terms and changes beginning on the following page. **There are no concessions in this agreement.**

- (1) Removed Paid Family Leave provisions from previous MOU (would have been a \$333.25 annual payroll deduction in 2024).
- (2) Removed Holiday Leave provisions from previous MOU.
- (3) Removed all DOCCS members from the Standby/On-Call side letter provisions from previous MOU. All non-DOCCS members remain eligible for Standby/On-Call pay.
- (4) Updated language in Article 11.7 (Inconvenience Pay) for DOCCS members to reflect current evening and night shift start times. The previous language was not accurate.
- (5) Added language indicating that, if the MOU is ratified, the State will implement the out-of-network cost-saving measures in the contract and member premiums will be reduced effective July 1, 2024, to match that of bargaining units that are currently under contract (PEF, CSEA, and UUP). This amounts to approximately \$260 annual savings for employees on the Empire Plan (Family).
- (6) Added language in Article 15.1 providing for double overtime compensation for any member who has worked 16 consecutive hours and is then mandated to immediately continue to work beyond those 16 consecutive hours. Only hours worked beyond 16 consecutive hours will count for double OT. This does not apply to voluntary OT. If the additional shift abuts a member's next regularly scheduled shift, the member will be instructed to go home for that regularly scheduled shift and shall not be charged leave accruals. Local agreements can be made regarding this new language.
- (7) Added side letter language to study the impact of mandatory OT on the membership, including, but not limited to, RDO mandates, excessive OT, etc.
- (8) Added side letter language regarding timely payment of OT compensation.
- (9) Added side letter for mediation of Article 22 (Safe Working Conditions) grievances.
- (10) Added side letter language to facilitate timely restoration of back pay, accruals, and other benefits after favorable arbitration decisions and awards.
- (11) Added side letter language to study inability to use vacation accruals and to empower the parties to implement solutions to avoid loss of vacation accruals.

The State has made it clear that it will pursue changes to Workers' Compensation and Discipline in Interest Arbitration and Fact-Finding. Members of the Legislature also intend to undermine our Discipline through Senate Bill S-8480 (Salazar) to allow the DOCCS Commissioner to act as arbitrator in disciplinary matters.

Should the membership reject the updated MOU, the Executive Assembly has directed the CBC to immediately file for Compulsory Interest Arbitration for eligible members. Ratification of this MOU will preserve our contractual rights to Discipline, Workers' Compensation, and other benefits.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE STATE OF NEW YORK
AND
THE NEW YORK STATE CORRECTIONAL OFFICERS AND POLICE BENEVOLENT
ASSOCIATION, INC.**

FEBRUARY 2024

OVERVIEW OF TERMS

1) Committee Summary

- a) Overall, this contract provides 3% raises each year for 3 years, a ratification/retention bonus, and increases in facility security pay, expanded duty pay, hazardous duty pay, and location pay. There is also a new money item created in this contract: the longevity payment, which will be paid to every member starting on completion of their 11th year of service and for every year of service thereafter until they retire. Membership overtime rates will go up approximately \$5–7 per hour by the end of the contract.
- b) There are no concessions or givebacks made by NYSCOPBA during this contract. Discipline, seniority, workers' compensation, and health insurance benefits either are the same protections as the last contract or are enhanced to the benefit of the membership.
- c) **This contract is particularly beneficial to Tier 5 and Tier 6 members. That is because the increases to salary, hazardous duty pay, expanded duty pay, facility security pay, inconvenience pay, and the creation of a new form of compensation (longevity pay) are all pensionable and overtime eligible. That means that, in addition to your base salary, those other lines of compensation will contribute to and increase your overtime rate and your Final Average Salary (aka Final Average Earnings). Therefore, your overtime rate will be higher each year of the new contract based on your total compensation and your Final Average Salary will be higher each year based on your total compensation and your higher overtime rate.**
- d) Members now have access to Paid Parental Leave (at no cost to the membership), along with a Productivity Enhancement Program to allow members to apply unused vacation days to offset their health insurance premiums. Members will now have 30 days to file a grievance, instead of 20 days. Please see below for an additional overview of the terms of the new contract.
- e) The full Memorandum of Understanding, plus updated salary schedules are available for membership review on www.nyscopba.org on the "Members" page after logging onto the website. If you do not currently have an account with NYSCOPBA's website, please create one or call 518-427-1551 for assistance.

2) Overall Percentage Raises

- a) Below is a breakdown of the overall percentage raises, including soft money, that the average member will receive. The average member in Salary Grade 14 (COs and SHTAs) currently makes approximately \$70,000 in base salary and soft money.

February 2024

- b) **Overall, members can expect to receive an 11.25% to 18.95% raise by the end of this contract. This equals approximately \$7,875 to \$13,265 for the average member for total compensation of \$77,875 to \$83,265 in 3 years.**
 - c) All members who worked after April 1, 2023, will be entitled to retroactive salary payments as provided in this contract, without stipulations.
 - i) Contract Year 1 (starting April 1, 2023)
 - (1) 3% raise on your base salary.
 - (2) \$3000 bonus.
 - (3) Location Pay increases equal 0.06% to 0.5% raise.
 - (4) CONTRACT YEAR 1 RAISE TOTAL: 3% to 3.5% (not including \$3000 bonus).**
 - ii) Contract Year 2 (starting April 1, 2024)
 - (1) 3% raise on your base salary.
 - (2) Hazardous Duty Pay increases equal 0.5% raise.
 - (3) Expanded Duty Pay increases equal 0.43% raise.
 - (4) Facility Security Pay increases equal 0.43% raise.
 - (5) Location Pay increases equal 0.06% to 0.4% raise.
 - (6) CONTRACT YEAR 2 RAISE TOTAL: 3.85% to 6.55% (not including PEP savings discussed below).**
 - iii) Contract Year 3 (starting April 1, 2025)
 - (1) 3% raise on your base salary.
 - (2) Hazardous Duty Pay increases equal 0.7% raise.
 - (3) Expanded Duty Pay increases equal 0.7% raise.
 - (4) Facility Security Pay increases equal 0.7% raise.
 - (5) Location Pay increases equal 0.6 to 1.1% raise.
 - (6) Longevity Pay (brand new) equal to 1.1% raise.
 - (7) CONTRACT YEAR 3 RAISE TOTAL: 4.4% to 8.9% raise (not including PEP savings discussed below).**
 - iv) Productivity Enhancement Program (PEP)
 - (1) Starting in Contract Year 2 (and continuing in perpetuity), members can choose to participate in this optional program that allows them to donate either 4 or 8 vacation days per year to reduce their monthly health insurance premiums.
 - (2) If a member donates 4 days, their annual health insurance premium will be reduced by \$800 per year.
 - (3) If a member donates 8 days, their annual health insurance premium will be reduced by \$1600 per year.
 - (4) ANNUAL VALUE OF PEP:
 - (a) \$800 per year equals 1.1% raise.
 - (b) \$1600 per year equals 2.3% raise.
 - d) **TOTAL CONTRACT RAISE: Overall, members can expect to receive 11.25% to 18.95% raise by the end of this contract. This equals approximately \$7,875 to \$13,265 for the average SG 14 member.**
- 3) Retro Payment (all numbers are approximate)**
- a) The below does not encompass all NYSCOPBA Salary Grades. It is meant to represent the Salary Grades that most of the membership holds. “X hours of OT” means if you

worked X hours of OT, your retroactive hourly OT rate would yield the corresponding additional retro monies.

- b) Membership retro payment would include: (1) the 3% raise from 2023-2024; (2) the application of the 3% raise on their hourly OT rate; and (3) the \$3000 Retention Bonus.
- c) SG 12 (SSO) at Job Rate (plus soft money)
 - i) 3% Raise for Contract Year 1: \$1890
 - ii) Overtime Rate Increase: \$1.36/hour
 - (1) 500 hours of OT: \$681.88
 - (2) 1000 hours of OT: \$1363.75
 - (3) 1500 hours of OT: \$2045.63
 - iii) Retention Bonus: \$3000
- d) SG14 (CO and SHTA) at Job Rate (plus soft money)
 - i) 3% Raise for Contract Year 1: \$2100
 - ii) Overtime Rate Increase: \$1.50/hour
 - (1) 500 hours of OT: \$750
 - (2) 1000 hours of OT: \$1500
 - (3) 1500 hours of OT: \$2250
 - iii) Retention Bonus: \$3000
- e) SG17 (SGT) at Job Rate (plus soft money)
 - i) 3% Raise for Contract Year 1: \$2460
 - ii) Overtime Rate Increase: \$1.77/hour
 - (1) 500 hours of OT: \$885
 - (2) 1000 hours of OT: \$1770
 - (3) 1500 hours of OT: \$2655
 - iii) Retention Bonus: \$3000

4) Term

- a) April 1, 2023, to March 31, 2026.

5) Bill of Rights

- a) New Paragraph (O)
 - i) Updated to reflect the current state of labor-related laws that require employees to answer the employer's questions without a union representative only where discipline is not contemplated at the time of the questioning. During such questioning, if discipline becomes contemplated, the questioning stops, and the employee will be provided union representation.

6) Article 5 – Union Rights

- a) Amend Article 5.5 to accurately reflect the union's obligation to represent union members, but not to free riders, unless otherwise provided by the Taylor Law.
- b) Side Letter regarding Office Space
 - i) The parties agreed to review existing union office space at various facilities in order to determine if additional space is needed.

7) Article 7 – Grievance and Arbitration

- a) Amend Article 7.2 to increase the time to file a grievance from to 30 calendar days (up from 20 days).
- b) Add language encouraging the grievant and local management to meet in good faith to resolve issues prior to filing a formal grievance.

- c) Add language making Step 2 grievance meetings mandatory unless both parties agree to waive (previously either party could waive Step 2) and allow for Step 2 meetings to be remote at the request of either party.
- d) Add Side Letter regarding effective date of new 30-day grievance timeline being date of membership ratification.

8) Article 8 – Discipline

- a) New Article 8.10 – Suspension Review Procedure
 - i) Place existing Suspension Review Side Letter language directly into contract in new Article 8.10.
- b) Add Side Letter to form a labor/management committee to study excessive use of force cases in order to enhance general membership training. \$5 million provided for such training. Any unused contractual funds from previous contract regarding use of force training will be added to the balance of funds for this contract.

9) Article 9 – Out-of-Title Work

- a) Revise the out-of-title grievance process to be more efficient. No substantive changes.

10) Article 10 – Review of Personal History Folder

- a) Add language allowing for review of personal history folder by electronic means where feasible.
- b) Add language allowing for material over 3 years old to be removed from the personal history folder upon the employee’s written request, except for performance evaluations, personnel transactions, pre-employment materials and notices of discipline and all related records. Notably, counselings are not discipline and will be removed upon the employee’s request after 3 years.
- c) Add language reflecting the employers’ intent to move to electronic personal history folders moving forward.

11) Article 11 – Compensation

- a) Salary
 - i) Members shall receive a 3% raise each year of the contract.
- b) Retention Bonus
 - i) One-time \$3000 bonus to all members on payroll for the entire period of February 2, 2024, to May 29, 2024. Members on payroll full time during that period shall receive the full \$3000. Members on the payroll on a part-time, hourly, or per diem basis shall receive a prorated portion of the bonus. Members who retire from their current job during the period shall be entitled to the bonus. Members who separate from service for any other reason are not entitled to the bonus. This bonus is not pensionable or overtime eligible.
- c) Longevity Payment (pensionable and OT eligible)
 - i) Starting on April 1, 2025, members who have completed 11 years of service shall receive an annual longevity payment of \$750 every year until separation from service. This new compensation is pensionable and overtime eligible.
- d) Location Pay (pensionable and OT eligible)
 - i) Arbitration Eligible
 - (1) Mid-Hudson (currently (\$1359)
 - (a) April 1, 2023: increase to \$1400.
 - (b) April 1, 2024: increase to \$1442.
 - (c) April 1, 2025: increase to \$1846.

- (2) Downstate (currently \$3438)
 - (a) April 1, 2023: increase to \$3758.
 - (b) April 1, 2024: increase to \$3871.
 - (c) April 1, 2025: increase to \$4623.
- ii) Arbitration Ineligible
 - (1) Mid-Hudson (currently \$919)
 - (a) April 1, 2023: increase to \$1004.
 - (b) April 1, 2024: increase to \$1111.
 - (c) April 1, 2025: increase to \$1650.
 - (2) Downstate (currently \$1827)
 - (a) April 1, 2023: increase to \$1882.
 - (b) April 1, 2024: increase to \$2195.
 - (c) April 1, 2025: increase to \$3400.
- e) Inconvenience Pay (pensionable and OT eligible)
 - i) Effective April 1, 2025, increase by 3%.
 - ii) Update language to accurately reflect starting times of evening and night shifts for interest arbitration eligible employees.
- f) Facility Security Pay (arbitration ineligible) (pensionable and OT eligible)
 - i) Currently \$750
 - ii) April 1, 2024: increase to \$1050.
 - iii) April 1, 2025: increase to \$1550.
- g) Expanded Duty Pay (arbitration eligible) (pensionable and OT eligible)
 - (1) Currently \$2600.
 - (2) April 1, 2024: increase to \$2900.
 - (3) April 1, 2025: increase to \$3400.
- h) Hazardous Duty Pay (pensionable and OT eligible)
 - i) Arbitration Ineligible (currently \$200)
 - (1) April 1, 2024: increase to \$575.
 - (2) April 1, 2025: increase to \$1075.
 - ii) Arbitration Eligible (currently \$1500)
 - (1) April 1, 2024: increase to \$1875.
 - (2) April 1, 2025: increase to \$2375.

12) Article 12 – Health, Dental and Prescription Drug Insurance

- a) Upon ratification, the health insurance premium will be adjusted to implement the out-of-network cost saving measures of the agreement. These cost saving measures are of zero cost to the membership. Empire Plan Family Plan enrollees will see their annual premium reduced by approximately \$260. This will happen as soon as administratively feasible and will be prorated for the remainder of the year.
- b) No increases to employee share of insurance premiums, copays, or prescription drug costs.
- c) Network Out-of-Pocket limit lowered to \$4000 for individual and \$8000 for family.
- d) Add Side Letter creating the Productivity Enhancement Program. This allows members the ability to use either 4 or 8 vacation days per year to offset the costs of their health insurance premiums at a value of \$200 per vacation day.
- e) Add language providing that covered dependents shall be eligible for health, dental, and vision insurance up to age 26. Those dependents who aged out under the previous CBA, but who are still under age 26 will be allowed back into coverage.

- f) Add language removing pre-certification requirement non-complication maternity/pregnancy hospital admissions.
- g) Add language implementing an optional Site-of-Care Redirection Program for drug infusions to allow employees to follow the program's recommended infusion locations in exchange for waiving the employee's medical or prescription drug copayments associated with the infusion. Cancer and hemophilia excluded.
- h) Out-of-Network acupuncture limited to 20 visits per year.
- i) Certain massage therapy not associated with Physical Therapy or other physical medicine services will be limited to 20 visits per year.
- j) Mastectomy brassieres shall be covered in full and not subject to deductible or coinsurance.
- k) Add language allowing for the State to reimburse out-of-network providers at a percentage of the Medicare Physician Fee Schedule. Does not apply to out-of-network services that fall within the Gap Coverage provisions of this contract. This is designed to keep plan costs down and to slow the rising health insurance premium costs for the Empire Plan.
- l) Add language providing for standard fertility preservation services when a medical procedure may result in infertility.
- m) Add language providing for coverage of up to 3 in-vitro fertilization (IVF) services.
- n) Add to the disease management program the following: asthma, cardiovascular disease, chronic kidney disease, chronic obstructive pulmonary disease, congestive heart failure, and diabetes.
- o) Add to the Mental Health and Substance Use disease management program the following: eating disorders and ADHD.
- p) Creation of a Center of Excellence (COE) for Substance Use available to members as an additional option on a voluntary basis. If the member enrolls in the COE, the member shall receive: Services shall include:
 - i) Paid-in-full benefits;
 - ii) Travel companion (due to treatment needs, as specified by COE);
 - iii) Detox and residential rehabilitation services;
 - iv) Partial hospitalization;
 - v) Intensive outpatient services;
 - vi) Care coordination for transition back to community;
 - vii) Family supports; and
 - viii) Travel, lodging, and meal allowances.
- q) An increased retail allowance for non-collection eyeglass frames of \$130 (up from \$100).
- r) Surprise fees like the "facility fee" will be waived for members who receive medical care at hospital extension clinics (like Claxton-Hepburn).

13) Article 13 – Education and Training

- a) Increase various fundings by the across-the-board percentage increases in each year of the contract.
- b) Add Side Letter language allowing for unused funds in one category to be transferred to another upon consent of the parties.
- c) Add Side Letter language regarding additional reimbursement by the State to NYSCOPBA for NYSCOPBA employees administering contractual programs.

14) Article 14 – Attendance and Leave

- a) Change annual date upon which vacation credits over 40 days are eliminated from October 1 to April 1.

- b) Add Side Letter agreeing to Paid Parental Leave (no payroll deductions) and allow those leaves to be used back-to-back for child-rearing/adoption purposes.
 - i) Paid Parental Leave provide eligible employees with job-protected, paid time off for the birth of a child or placement of a child for adoption or foster care.
 - (1) Employees may take up to 12 weeks of paid-in-full time off under this benefit.
 - (2) There is no employee contribution required of any employees in our bargaining unit to participate in this program. It is zero cost to the membership.
 - (3) Employee health insurance will not be interrupted while on Paid Parental Leave.
 - (4) Since employees will be paid in full while on this leave, they will not be removed from the payroll and the time spent on Paid Parental Leave will count as service credit towards retirement.
 - (5) Members will not accrue leave while on Paid Parental Leave.
 - (6) This is one-time benefit per birth/adoption/foster care placement and must be used entirely. Therefore, if an employee chooses to come back from Paid Parental Leave after 6 weeks, the remaining 6 weeks will be forfeited.
- c) Add Side Letter to jointly study staffing levels' impact on members' difficulty in using accruals.
- d) Add Side Letter to jointly study workers' compensation usage, injuries, recovery timelines, and impact on staffing levels.
- e) Add Side Letter to jointly study membership's use and ability to use vacation accruals and to empower the parties to implement solutions to help staff avoid loss of vacation accruals.

15) Article 15 – Overtime, Recall and Scheduling

- a) Added language in Article 15.1 providing for double overtime compensation for any member who has worked 16 consecutive hours and is then mandated to immediately continue to work beyond those 16 consecutive hours. Only hours worked beyond 16 consecutive hours will count for double OT. This does not apply to voluntary OT. If the additional shift abuts a member's next regularly scheduled shift, the member will be instructed to go home for that regularly scheduled shift and shall not be charged leave accruals. This will be subject to local labor management agreements like other current OT provisions in Article 15.

16) Article 16 – Holiday Pay

- a) Add Juneteenth as a paid holiday.

17) Article 17 – Travel Allowances

- a) Agree to Side Letters to review Triborough Bridge Toll reimbursement, to establish a parking free schedule at Albany OGS locations, and Last Offer Binding Arbitration for parking in various NYC locations.

18) Article 18 – Payroll Computation

- a) Add language to require that all new hires receive their paychecks by direct deposit.

19) Article 21 – Indemnification

- a) Add language providing for one-time payment of \$150,000 to the Employee Benefit Fund for elimination of monies currently unused in Article 21.8.

20) Article 22 – Safe Working Conditions

- a) Add language where an institution or facility maintains appropriate and available medical staff and facilities, when a medical emergency resulting from an injury or sudden illness occurs to an employee while on the premises, the injured or ill employee should be given emergency first aid by any qualified staff member who is on duty and reasonably available

for medical duties. The employee will be assisted in arranging transportation as necessary to a general hospital, clinic, doctor or other location for more complete treatment as appropriate.

- b) Add side letter empowering Master Arbitrator to mediate Article 22 grievances.

21) Article 25 – Labor/Management Committees

- a) Increase various fundings by the across-the-board percentage increases in each year of the contract.
- b) Add Side Letter language allowing for unused funds in one category to be transferred to another upon consent of the parties.
- c) Add Side Letter language regarding additional reimbursement by the State to NYSCOPBA for NYSCOPBA employees administering contractual programs.
- d) Add language for calculating payment of Employee Benefit Fund monies pursuant to Article 25.9. Full-time annual salaried employees will be counted March 1 of each contract year and seasonal members covered by Appendix D will be counted on July 1 of each contract year. This will result in more EBF funds paid to NYSCOPBA due to the accurate capturing of seasonal members.

22) Article 29 – Printing of the Agreement

- a) Add language for the parties to pay for the printing of their own copies of the new contract.

23) Additional Side Letters

- a) Agree to Side Letter language providing for Standby/On-Call pay for all members except those employed by DOCCS.
- b) Agree to Side Letter on Employee Development and Training requiring the State to provide educational training and programming regarding career advancement for members.
- c) Agree to Side Letter on Employee Payroll Information indicating that the parties will jointly meet with the Office of the State Comptroller to seek a more detailed and itemized paystub so that members can more easily understand the line items in their paystubs.
- d) Agree to Side Letter on Temporary Service Employees to review how best to use employees in temporary service roles.
- e) Amend Side Letter reopener with new CBA dates.
- f) Agree to additional language on Justice Center Proceeding Side Letter to include review of the interplay between members' Justice Center and disciplinary proceedings.
- g) Added side letter language to study the impact of mandatory OT on the membership, including, but not limited to, RDO mandates, excessive OT, etc.
- h) Added side letter language regarding timely payment of OT compensation.
- i) Added side letter language to facilitate timely restoration of back pay, accruals, and other benefits after favorable arbitration decisions and awards.

24) Miscellaneous Changes

- a) Remove all references to individual agencies and to replace with to “the Employer.”
- b) Update to reflect change from “Governor’s Office of Employee Relations” to “Office of Employee Relations.”

25) Unchanged Provisions

- a) Except as otherwise provided herein, all existing contractual provisions, side letters and MOUs remain in effect.

Total Compensation Under 2023-2026 MOU

Institution Safety Officer (Grade 9)

Effective Date April 1, 2023

Step	Salary	Expanded Duty	Hazardous Duty	Pre-Shift Briefing (minimum)	Total Compensation
Hiring Rate	\$44,227	\$2,600	\$1,500	\$2,080	\$50,407
Step 1	\$45,952	\$2,600	\$1,500	\$2,080	\$52,132
Step 2	\$47,678	\$2,600	\$1,500	\$2,080	\$53,858
Step 3	\$49,403	\$2,600	\$1,500	\$2,080	\$55,583
Step 4	\$51,128	\$2,600	\$1,500	\$2,080	\$57,308
Step 5	\$52,853	\$2,600	\$1,500	\$2,080	\$59,033
Job Rate	\$54,579	\$2,600	\$1,500	\$2,080	\$60,759
10-Year Longevity	\$57,642	\$2,600	\$1,500	\$2,080	\$63,822
15-Year Longevity	\$60,329	\$2,600	\$1,500	\$2,080	\$66,509
20-Year Longevity	\$64,411	\$2,600	\$1,500	\$2,080	\$70,591
25-Year Longevity	\$67,630	\$2,600	\$1,500	\$2,080	\$73,810

Notes: (1) Expanded Duty Pay and Hazardous Duty Pay are pensionable and included in overtime calculations.

(2) Add the below amounts for Location Pay as applicable:

Mid-Hudson: \$1,400

Downstate: \$3,758

(3) Pre-Shift Briefing is shown as the minimum guaranteed amount.

(4) This calculation does not include the \$3,000 signing bonus.

(5) This calculation does not include inconvenience pay.

Total Compensation Under 2023-2026 MOU

Institution Safety Officer (Grade 9)

Effective Date April 1, 2024

Step	Salary	Expanded Duty	Hazardous Duty	Pre-Shift Briefing (minimum)	Total Compensation
Hiring Rate	\$45,554	\$2,900	\$1,875	\$2,080	\$52,409
Step 1	\$47,331	\$2,900	\$1,875	\$2,080	\$54,186
Step 2	\$49,108	\$2,900	\$1,875	\$2,080	\$55,963
Step 3	\$50,885	\$2,900	\$1,875	\$2,080	\$57,740
Step 4	\$52,662	\$2,900	\$1,875	\$2,080	\$59,517
Step 5	\$54,439	\$2,900	\$1,875	\$2,080	\$61,294
Job Rate	\$56,216	\$2,900	\$1,875	\$2,080	\$63,071
10-Year Longevity	\$59,371	\$2,900	\$1,875	\$2,080	\$66,226
15-Year Longevity	\$62,139	\$2,900	\$1,875	\$2,080	\$68,994
20-Year Longevity	\$66,343	\$2,900	\$1,875	\$2,080	\$73,198
25-Year Longevity	\$69,659	\$2,900	\$1,875	\$2,080	\$76,514

Notes: (1) Expanded Duty Pay and Hazardous Duty Pay are pensionable and included in overtime calculations.

(2) Add the below amounts for Location Pay as applicable:

Mid-Hudson: \$1,442

Downstate: \$3,871

(3) Pre-Shift Briefing is shown as the minimum guaranteed amount.

(4) This calculation does not include inconvenience pay.

Total Compensation Under 2023-2026 MOU

Institution Safety Officer (Grade 9)

Effective Date April 1, 2025

Step	Salary	Expanded Duty	Hazardous Duty	Pre-Shift Briefing (minimum)	Long. Payment Completion of Year 11	Total Compensation
Hiring Rate	\$46,920	\$3,400	\$2,375	\$2,080	n/a	\$54,775
Step 1	\$48,750	\$3,400	\$2,375	\$2,080	n/a	\$56,605
Step 2	\$50,582	\$3,400	\$2,375	\$2,080	n/a	\$58,437
Step 3	\$52,412	\$3,400	\$2,375	\$2,080	n/a	\$60,267
Step 4	\$54,242	\$3,400	\$2,375	\$2,080	n/a	\$62,097
Step 5	\$56,072	\$3,400	\$2,375	\$2,080	n/a	\$63,927
Job Rate	\$57,903	\$3,400	\$2,375	\$2,080	n/a	\$65,758
10-Year Longevity	\$61,152	\$3,400	\$2,375	\$2,080	\$750	\$69,757
15-Year Longevity	\$64,003	\$3,400	\$2,375	\$2,080	\$750	\$72,608
20-Year Longevity	\$68,334	\$3,400	\$2,375	\$2,080	\$750	\$76,939
25-Year Longevity	\$71,749	\$3,400	\$2,375	\$2,080	\$750	\$80,354

Notes: (1) Expanded Duty Pay and Hazardous Duty Pay are pensionable and included in overtime calculations.

(2) Add the below amounts for Location Pay as applicable:

Mid-Hudson: \$1,846

Downstate: \$4,623

(3) Pre-Shift Briefing is shown as the minimum guaranteed amount.

(4) This calculation does not include inconvenience pay.

Total Compensation Under 2023-2026 MOU

Correction Officer (Grade 14)

Effective Date April 1, 2023

Step	Salary	Expanded Duty	Hazardous Duty	Pre-Shift Briefing (minimum)	Total Compensation
Hiring Rate	\$57,843	\$2,600	\$1,500	\$2,080	\$64,023
Step 1	\$59,999	\$2,600	\$1,500	\$2,080	\$66,179
Step 2	\$62,154	\$2,600	\$1,500	\$2,080	\$68,334
Step 3	\$64,310	\$2,600	\$1,500	\$2,080	\$70,490
Step 4	\$66,466	\$2,600	\$1,500	\$2,080	\$72,646
Step 5	\$68,622	\$2,600	\$1,500	\$2,080	\$74,802
Job Rate	\$70,777	\$2,600	\$1,500	\$2,080	\$76,957
10-Year Longevity	\$74,590	\$2,600	\$1,500	\$2,080	\$80,770
15-Year Longevity	\$77,944	\$2,600	\$1,500	\$2,080	\$84,124
20-Year Longevity	\$82,596	\$2,600	\$1,500	\$2,080	\$88,776
25-Year Longevity	\$86,475	\$2,600	\$1,500	\$2,080	\$92,655

Notes: (1) Expanded Duty Pay and Hazardous Duty Pay are pensionable and included in overtime calculations.

(2) Add the below amounts for Location Pay as applicable:

Mid-Hudson: \$1,400

Downstate: \$3,758

(3) Pre-Shift Briefing is shown as the minimum guaranteed amount.

(4) This calculation does not include the \$3,000 signing bonus.

(5) This calculation does not include inconvenience pay.

Total Compensation Under 2023-2026 MOU

Correction Officer (Grade 14)

Effective Date April 1, 2024

Step	Salary	Expanded Duty	Hazardous Duty	Pre-Shift Briefing (minimum)	Total Compensation
Hiring Rate	\$59,578	\$2,900	\$1,875	\$2,080	\$66,433
Step 1	\$61,799	\$2,900	\$1,875	\$2,080	\$68,654
Step 2	\$64,019	\$2,900	\$1,875	\$2,080	\$70,874
Step 3	\$66,239	\$2,900	\$1,875	\$2,080	\$73,094
Step 4	\$68,460	\$2,900	\$1,875	\$2,080	\$75,315
Step 5	\$70,681	\$2,900	\$1,875	\$2,080	\$77,536
Job Rate	\$72,900	\$2,900	\$1,875	\$2,080	\$79,755
10-Year Longevity	\$76,828	\$2,900	\$1,875	\$2,080	\$83,683
15-Year Longevity	\$80,282	\$2,900	\$1,875	\$2,080	\$87,137
20-Year Longevity	\$85,074	\$2,900	\$1,875	\$2,080	\$91,929
25-Year Longevity	\$89,069	\$2,900	\$1,875	\$2,080	\$95,924

Notes: (1) Expanded Duty Pay and Hazardous Duty Pay are pensionable and included in overtime calculations.

(2) Add the below amounts for Location Pay as applicable:

Mid-Hudson: \$1,442

Downstate: \$3,871

(3) Pre-Shift Briefing is shown as the minimum guaranteed amount.

(4) This calculation does not include inconvenience pay.

Total Compensation Under 2023-2026 MOU

Correction Officer (Grade 14)

Effective Date April 1, 2025

Step	Salary	Expanded Duty	Hazardous Duty	Pre-Shift Briefing (minimum)	Long. Payment Completion of Year 11	Total Compensation
Hiring Rate	\$61,366	\$3,400	\$2,375	\$2,080	n/a	\$69,221
Step 1	\$63,653	\$3,400	\$2,375	\$2,080	n/a	\$71,508
Step 2	\$65,939	\$3,400	\$2,375	\$2,080	n/a	\$73,794
Step 3	\$68,226	\$3,400	\$2,375	\$2,080	n/a	\$76,081
Step 4	\$70,514	\$3,400	\$2,375	\$2,080	n/a	\$78,369
Step 5	\$72,801	\$3,400	\$2,375	\$2,080	n/a	\$80,656
Job Rate	\$75,087	\$3,400	\$2,375	\$2,080	n/a	\$82,942
10-Year Longevity	\$79,133	\$3,400	\$2,375	\$2,080	\$750	\$87,738
15-Year Longevity	\$82,691	\$3,400	\$2,375	\$2,080	\$750	\$91,296
20-Year Longevity	\$87,626	\$3,400	\$2,375	\$2,080	\$750	\$96,231
25-Year Longevity	\$91,741	\$3,400	\$2,375	\$2,080	\$750	\$100,346

Notes: (1) Expanded Duty Pay and Hazardous Duty Pay are pensionable and included in overtime calculations.

(2) Add the below amounts for Location Pay as applicable:

Mid-Hudson: \$1,846

Downstate: \$4,623

(3) Pre-Shift Briefing is shown as the minimum guaranteed amount.

(4) This calculation does not include inconvenience pay.

Total Compensation Under 2023-2026 MOU

Correction Sergeant (Grade 17)

Effective Date April 1, 2023

Step	Salary	Expanded Duty	Hazardous Duty	Pre-Shift Briefing (minimum)	Total Compensation
Hiring Rate	\$67,851	\$2,600	\$1,500	\$2,080	\$74,031
Step 1	\$70,321	\$2,600	\$1,500	\$2,080	\$76,501
Step 2	\$72,791	\$2,600	\$1,500	\$2,080	\$78,971
Step 3	\$75,261	\$2,600	\$1,500	\$2,080	\$81,441
Step 4	\$77,731	\$2,600	\$1,500	\$2,080	\$83,911
Step 5	\$80,201	\$2,600	\$1,500	\$2,080	\$86,381
Job Rate	\$82,671	\$2,600	\$1,500	\$2,080	\$88,851
10-Year Longevity	\$87,036	\$2,600	\$1,500	\$2,080	\$93,216
15-Year Longevity	\$90,880	\$2,600	\$1,500	\$2,080	\$97,060
20-Year Longevity	\$95,957	\$2,600	\$1,500	\$2,080	\$102,137
25-Year Longevity	\$100,324	\$2,600	\$1,500	\$2,080	\$106,504

Notes: (1) Expanded Duty Pay and Hazardous Duty Pay are pensionable and included in overtime calculations.

(2) Add the below amounts for Location Pay as applicable:

Mid-Hudson: \$1,400

Downstate: \$3,758

(3) Pre-Shift Briefing is shown as the minimum guaranteed amount.

(4) This calculation does not include the \$3,000 signing bonus.

(5) This calculation does not include inconvenience pay.

Total Compensation Under 2023-2026 MOU

Correction Sergeant (Grade 17)

Effective Date April 1, 2024

Step	Salary	Expanded Duty	Hazardous Duty	Pre-Shift Briefing (minimum)	Total Compensation
Hiring Rate	\$69,887	\$2,900	\$1,875	\$2,080	\$76,742
Step 1	\$72,431	\$2,900	\$1,875	\$2,080	\$79,286
Step 2	\$74,975	\$2,900	\$1,875	\$2,080	\$81,830
Step 3	\$77,519	\$2,900	\$1,875	\$2,080	\$84,374
Step 4	\$80,063	\$2,900	\$1,875	\$2,080	\$86,918
Step 5	\$82,607	\$2,900	\$1,875	\$2,080	\$89,462
Job Rate	\$85,151	\$2,900	\$1,875	\$2,080	\$92,006
10-Year Longevity	\$89,647	\$2,900	\$1,875	\$2,080	\$96,502
15-Year Longevity	\$93,606	\$2,900	\$1,875	\$2,080	\$100,461
20-Year Longevity	\$98,836	\$2,900	\$1,875	\$2,080	\$105,691
25-Year Longevity	\$103,334	\$2,900	\$1,875	\$2,080	\$110,189

Notes: (1) Expanded Duty Pay and Hazardous Duty Pay are pensionable and included in overtime calculations.

(2) Add the below amounts for Location Pay as applicable:

Mid-Hudson: \$1,442

Downstate: \$3,871

(3) Pre-Shift Briefing is shown as the minimum guaranteed amount.

(4) This calculation does not include inconvenience pay.

Total Compensation Under 2023-2026 MOU

Correction Sergeant (Grade 17)

Effective Date April 1, 2025

Step	Salary	Expanded Duty	Hazardous Duty	Pre-Shift Briefing (minimum)	Long. Payment Completion of Year 11	Total Compensation
Hiring Rate	\$71,983	\$3,400	\$2,375	\$2,080	n/a	\$79,838
Step 1	\$74,604	\$3,400	\$2,375	\$2,080	n/a	\$82,459
Step 2	\$77,224	\$3,400	\$2,375	\$2,080	n/a	\$85,079
Step 3	\$79,844	\$3,400	\$2,375	\$2,080	n/a	\$87,699
Step 4	\$82,465	\$3,400	\$2,375	\$2,080	n/a	\$90,320
Step 5	\$85,085	\$3,400	\$2,375	\$2,080	n/a	\$92,940
Job Rate	\$87,706	\$3,400	\$2,375	\$2,080	n/a	\$95,561
10-Year Longevity	\$92,336	\$3,400	\$2,375	\$2,080	\$750	\$100,941
15-Year Longevity	\$96,415	\$3,400	\$2,375	\$2,080	\$750	\$105,020
20-Year Longevity	\$101,801	\$3,400	\$2,375	\$2,080	\$750	\$110,406
25-Year Longevity	\$106,434	\$3,400	\$2,375	\$2,080	\$750	\$115,039

Notes: (1) Expanded Duty Pay and Hazardous Duty Pay are pensionable and included in overtime calculations.

(2) Add the below amounts for Location Pay as applicable:

Mid-Hudson: \$1,846

Downstate: \$4,623

(3) Pre-Shift Briefing is shown as the minimum guaranteed amount.

(4) This calculation does not include inconvenience pay.

ESTIMATED RETRO PAY AMOUNTS - One Year Retro Pay Period

Salary Grade	Hiring Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Job Rate	10-Year Longevity	15-Year Longevity	20-Year Longevity	25-Year Longevity
SG-6 - 3% Retro	\$1,103	\$1,147	\$1,192	\$1,237	\$1,281	\$1,326	\$1,370	\$1,449	\$1,519	\$1,630	\$1,715
SG-6 - OT Retro	\$398	\$414	\$430	\$446	\$462	\$478	\$494	\$523	\$548	\$588	\$618
SG-8 - 3% Retro	\$1,223	\$1,272	\$1,320	\$1,368	\$1,416	\$1,464	\$1,512	\$1,598	\$1,673	\$1,788	\$1,879
SG-8 - OT Retro	\$441	\$459	\$476	\$493	\$511	\$528	\$545	\$576	\$603	\$645	\$677
SG-9 - 3% Retro	\$1,288	\$1,338	\$1,389	\$1,439	\$1,489	\$1,539	\$1,590	\$1,679	\$1,757	\$1,876	\$1,970
SG-9 - OT Retro	\$464	\$483	\$501	\$519	\$537	\$555	\$573	\$605	\$634	\$676	\$710
SG-10 - 3% Retro	\$1,358	\$1,411	\$1,463	\$1,516	\$1,569	\$1,622	\$1,675	\$1,768	\$1,850	\$1,972	\$2,070
SG-10 - OT Retro	\$490	\$509	\$528	\$547	\$566	\$585	\$604	\$638	\$667	\$711	\$746
SG-11 - 3% Retro	\$1,434	\$1,489	\$1,544	\$1,599	\$1,654	\$1,709	\$1,764	\$1,861	\$1,947	\$2,072	\$2,173
SG-11 - OT Retro	\$517	\$537	\$557	\$577	\$596	\$616	\$636	\$671	\$702	\$747	\$783
SG-12 - 3% Retro	\$1,510	\$1,568	\$1,625	\$1,683	\$1,740	\$1,797	\$1,855	\$1,957	\$2,046	\$2,175	\$2,279
SG-12 - OT Retro	\$545	\$565	\$586	\$607	\$627	\$648	\$669	\$706	\$738	\$784	\$822
SG-14 - 3% Retro	\$1,685	\$1,748	\$1,810	\$1,873	\$1,936	\$1,999	\$2,061	\$2,173	\$2,270	\$2,406	\$2,519
SG-14 - OT Retro	\$607	\$630	\$653	\$675	\$698	\$721	\$743	\$783	\$819	\$867	\$908
SG-15 - 3% Retro	\$1,778	\$1,843	\$1,909	\$1,974	\$2,039	\$2,104	\$2,170	\$2,285	\$2,387	\$2,526	\$2,643
SG-15 - OT Retro	\$641	\$665	\$688	\$712	\$735	\$759	\$782	\$824	\$861	\$911	\$953
SG-16 - 3% Retro	\$1,875	\$1,943	\$2,011	\$2,079	\$2,148	\$2,216	\$2,284	\$2,405	\$2,511	\$2,654	\$2,776
SG-16 - OT Retro	\$676	\$701	\$725	\$750	\$774	\$799	\$824	\$867	\$906	\$957	\$1,001
SG-17 - 3% Retro	\$1,976	\$2,048	\$2,120	\$2,192	\$2,264	\$2,336	\$2,408	\$2,535	\$2,647	\$2,795	\$2,922
SG-17 - OT Retro	\$713	\$739	\$764	\$790	\$816	\$842	\$868	\$914	\$954	\$1,008	\$1,054
SG-18 - 3% Retro	\$2,085	\$2,160	\$2,236	\$2,311	\$2,387	\$2,462	\$2,538	\$2,671	\$2,789	\$2,942	\$3,075
SG-18 - OT Retro	\$752	\$779	\$806	\$833	\$861	\$888	\$915	\$963	\$1,006	\$1,061	\$1,109

Notes: The bold number represents retro-pay based on the 3% increase to your base salary for the first year of the new contract

The bottom number represents **an added retro-pay amount** assuming that 500 hours of overtime were worked during the back pay period

Add the bold number and bottom number for your final estimated retro pay amount

This calculation estimates a retro-pay check assuming a back pay period of April 1, 2023 to March 31, 2024

This calculation does not include the \$3000 signing bonus, or Inconvenience Pay

The retro-pay and overtime calculations do not include various soft monies (hazardous, expanded, facility security, location).