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NYSCOPBA MOU 2023-2026 – Interest Arbitration Ineligible Informational Packet

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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

Security Services Assistant 1 (Grade 6)

Effective Date April 1, 2023

Step	Salary	Facility Security	Hazardous Duty	Pre-Shift Briefing (minimum)	Total Compensation
Hiring Rate	\$37,863	\$750	\$200	\$1,560	\$40,373
Step 1	\$39,394	\$750	\$200	\$1,560	\$41,904
Step 2	\$40,926	\$750	\$200	\$1,560	\$43,436
Step 3	\$42,458	\$750	\$200	\$1,560	\$44,968
Step 4	\$43,989	\$750	\$200	\$1,560	\$46,499
Step 5	\$45,521	\$750	\$200	\$1,560	\$48,031
Job Rate	\$47,052	\$750	\$200	\$1,560	\$49,562
10-Year Longevity	\$49,765	\$750	\$200	\$1,560	\$52,275
15-Year Longevity	\$52,148	\$750	\$200	\$1,560	\$54,658
20-Year Longevity	\$55,961	\$750	\$200	\$1,560	\$58,471
25-Year Longevity	\$58,871	\$750	\$200	\$1,560	\$61,381

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

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

Mid-Hudson: \$1,004

Downstate: \$1,882

(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

Security Services Assistant 1 (Grade 6)

Effective Date April 1, 2024

Step	Salary	Facility Security	Hazardous Duty	Pre-Shift Briefing (minimum)	Total Compensation
Hiring Rate	\$38,999	\$1,050	\$575	\$1,560	\$42,184
Step 1	\$40,576	\$1,050	\$575	\$1,560	\$43,761
Step 2	\$42,154	\$1,050	\$575	\$1,560	\$45,339
Step 3	\$43,732	\$1,050	\$575	\$1,560	\$46,917
Step 4	\$45,309	\$1,050	\$575	\$1,560	\$48,494
Step 5	\$46,887	\$1,050	\$575	\$1,560	\$50,072
Job Rate	\$48,464	\$1,050	\$575	\$1,560	\$51,649
10-Year Longevity	\$51,258	\$1,050	\$575	\$1,560	\$54,443
15-Year Longevity	\$53,712	\$1,050	\$575	\$1,560	\$56,897
20-Year Longevity	\$57,640	\$1,050	\$575	\$1,560	\$60,825
25-Year Longevity	\$60,637	\$1,050	\$575	\$1,560	\$63,822

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

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

Mid-Hudson: \$1,111

Downstate: \$2,195

(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

Security Services Assistant 1 (Grade 6)

Effective Date April 1, 2025

Step	Salary	Facility Security	Hazardous Duty	Pre-Shift Briefing (minimum)	Long. Payment Completion of Year 11	Total Compensation
Hiring Rate	\$40,169	\$1,550	\$1,075	\$1,560	n/a	\$44,354
Step 1	\$41,793	\$1,550	\$1,075	\$1,560	n/a	\$45,978
Step 2	\$43,418	\$1,550	\$1,075	\$1,560	n/a	\$47,603
Step 3	\$45,044	\$1,550	\$1,075	\$1,560	n/a	\$49,229
Step 4	\$46,668	\$1,550	\$1,075	\$1,560	n/a	\$50,853
Step 5	\$48,293	\$1,550	\$1,075	\$1,560	n/a	\$52,478
Job Rate	\$49,917	\$1,550	\$1,075	\$1,560	n/a	\$54,102
10-Year Longevity	\$52,796	\$1,550	\$1,075	\$1,560	\$750	\$57,731
15-Year Longevity	\$55,324	\$1,550	\$1,075	\$1,560	\$750	\$60,259
20-Year Longevity	\$59,369	\$1,550	\$1,075	\$1,560	\$750	\$64,304
25-Year Longevity	\$62,456	\$1,550	\$1,075	\$1,560	\$750	\$67,391

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

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

Mid-Hudson: \$1,650

Downstate: \$3,400

(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

Security Officer; State Police Security Screening Tech.; Park Ranger (Grade 8)

Effective Date April 1, 2023

Step	Salary	Facility Security	Hazardous Duty	Pre-Shift Briefing (minimum)	Total Compensation
Hiring Rate	\$42,005	\$750	\$200	\$1,560	\$44,515
Step 1	\$43,658	\$750	\$200	\$1,560	\$46,168
Step 2	\$45,310	\$750	\$200	\$1,560	\$47,820
Step 3	\$46,962	\$750	\$200	\$1,560	\$49,472
Step 4	\$48,614	\$750	\$200	\$1,560	\$51,124
Step 5	\$50,266	\$750	\$200	\$1,560	\$52,776
Job Rate	\$51,918	\$750	\$200	\$1,560	\$54,428
10-Year Longevity	\$54,852	\$750	\$200	\$1,560	\$57,362
15-Year Longevity	\$57,424	\$750	\$200	\$1,560	\$59,934
20-Year Longevity	\$61,396	\$750	\$200	\$1,560	\$63,906
25-Year Longevity	\$64,502	\$750	\$200	\$1,560	\$67,012

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

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

Mid-Hudson: \$1,004

Downstate: \$1,882

(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

Security Officer; State Police Security Screening Tech.; Park Ranger (Grade 8)

Effective Date April 1, 2024

Step	Salary	Facility Security	Hazardous Duty	Pre-Shift Briefing (minimum)	Total Compensation
Hiring Rate	\$43,265	\$1,050	\$575	\$1,560	\$46,450
Step 1	\$44,968	\$1,050	\$575	\$1,560	\$48,153
Step 2	\$46,669	\$1,050	\$575	\$1,560	\$49,854
Step 3	\$48,371	\$1,050	\$575	\$1,560	\$51,556
Step 4	\$50,072	\$1,050	\$575	\$1,560	\$53,257
Step 5	\$51,774	\$1,050	\$575	\$1,560	\$54,959
Job Rate	\$53,476	\$1,050	\$575	\$1,560	\$56,661
10-Year Longevity	\$56,498	\$1,050	\$575	\$1,560	\$59,683
15-Year Longevity	\$59,147	\$1,050	\$575	\$1,560	\$62,332
20-Year Longevity	\$63,238	\$1,050	\$575	\$1,560	\$66,423
25-Year Longevity	\$66,437	\$1,050	\$575	\$1,560	\$69,622

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

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

Mid-Hudson: \$1,111

Downstate: \$2,195

(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

Security Officer; State Police Security Screening Tech.; Park Ranger (Grade 8)

Effective Date April 1, 2025

Step	Salary	Facility Security	Hazardous Duty	Pre-Shift Briefing (minimum)	Long. Payment Completion of Year 11	Total Compensation
Hiring Rate	\$44,563	\$1,550	\$1,075	\$1,560	n/a	\$48,748
Step 1	\$46,317	\$1,550	\$1,075	\$1,560	n/a	\$50,502
Step 2	\$48,069	\$1,550	\$1,075	\$1,560	n/a	\$52,254
Step 3	\$49,822	\$1,550	\$1,075	\$1,560	n/a	\$54,007
Step 4	\$51,575	\$1,550	\$1,075	\$1,560	n/a	\$55,760
Step 5	\$53,327	\$1,550	\$1,075	\$1,560	n/a	\$57,512
Job Rate	\$55,080	\$1,550	\$1,075	\$1,560	n/a	\$59,265
10-Year Longevity	\$58,192	\$1,550	\$1,075	\$1,560	\$750	\$63,127
15-Year Longevity	\$60,921	\$1,550	\$1,075	\$1,560	\$750	\$65,856
20-Year Longevity	\$65,135	\$1,550	\$1,075	\$1,560	\$750	\$70,070
25-Year Longevity	\$68,430	\$1,550	\$1,075	\$1,560	\$750	\$73,365

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

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

Mid-Hudson: \$1,650

Downstate: \$3,400

(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

Security Services Assistant 2 (Grade 9)

Effective Date April 1, 2023

Step	Salary	Facility Security	Hazardous Duty	Pre-Shift Briefing (minimum)	Total Compensation
Hiring Rate	\$44,227	\$750	\$200	\$1,560	\$46,737
Step 1	\$45,952	\$750	\$200	\$1,560	\$48,462
Step 2	\$47,578	\$750	\$200	\$1,560	\$50,088
Step 3	\$49,403	\$750	\$200	\$1,560	\$51,913
Step 4	\$51,128	\$750	\$200	\$1,560	\$53,638
Step 5	\$52,853	\$750	\$200	\$1,560	\$55,363
Job Rate	\$54,579	\$750	\$200	\$1,560	\$57,089
10-Year Longevity	\$57,642	\$750	\$200	\$1,560	\$60,152
15-Year Longevity	\$60,329	\$750	\$200	\$1,560	\$62,839
20-Year Longevity	\$64,411	\$750	\$200	\$1,560	\$66,921
25-Year Longevity	\$67,630	\$750	\$200	\$1,560	\$70,140

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

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

Mid-Hudson: \$1,004

Downstate: \$1,882

(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

Security Services Assistant 2 (Grade 9)

Effective Date April 1, 2024

Step	Salary	Facility Security	Hazardous Duty	Pre-Shift Briefing (minimum)	Total Compensation
Hiring Rate	\$45,554	\$1,050	\$575	\$1,560	\$48,739
Step 1	\$47,331	\$1,050	\$575	\$1,560	\$50,516
Step 2	\$49,005	\$1,050	\$575	\$1,560	\$52,190
Step 3	\$50,885	\$1,050	\$575	\$1,560	\$54,070
Step 4	\$52,662	\$1,050	\$575	\$1,560	\$55,847
Step 5	\$54,439	\$1,050	\$575	\$1,560	\$57,624
Job Rate	\$56,216	\$1,050	\$575	\$1,560	\$59,401
10-Year Longevity	\$59,371	\$1,050	\$575	\$1,560	\$62,556
15-Year Longevity	\$62,139	\$1,050	\$575	\$1,560	\$65,324
20-Year Longevity	\$66,343	\$1,050	\$575	\$1,560	\$69,528
25-Year Longevity	\$69,659	\$1,050	\$575	\$1,560	\$72,844

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

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

Mid-Hudson: \$1,111

Downstate: \$2,195

(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

Security Services Assistant 2 (Grade 9)

Effective Date April 1, 2025

Step	Salary	Facility Security	Hazardous Duty	Pre-Shift Briefing (minimum)	Long. Payment Completion of Year 11	Total Compensation
Hiring Rate	\$46,920	\$1,550	\$1,075	\$1,560	n/a	\$51,105
Step 1	\$48,750	\$1,550	\$1,075	\$1,560	n/a	\$52,935
Step 2	\$50,476	\$1,550	\$1,075	\$1,560	n/a	\$54,661
Step 3	\$52,412	\$1,550	\$1,075	\$1,560	n/a	\$56,597
Step 4	\$54,242	\$1,550	\$1,075	\$1,560	n/a	\$58,427
Step 5	\$56,072	\$1,550	\$1,075	\$1,560	n/a	\$60,257
Job Rate	\$57,903	\$1,550	\$1,075	\$1,560	n/a	\$62,088
10-Year Longevity	\$61,152	\$1,550	\$1,075	\$1,560	\$750	\$66,087
15-Year Longevity	\$64,003	\$1,550	\$1,075	\$1,560	\$750	\$68,938
20-Year Longevity	\$68,334	\$1,550	\$1,075	\$1,560	\$750	\$73,269
25-Year Longevity	\$71,749	\$1,550	\$1,075	\$1,560	\$750	\$76,684

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

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

Mid-Hudson: \$1,650

Downstate: \$3,400

(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

State Police Supervising Security Screening Tech; University Police Comm&Sec Spec. 1 (Grade 10)

Effective Date April 1, 2023

Step	Salary	Facility Security	Hazardous Duty	Pre-Shift Briefing (minimum)	Total Compensation
Hiring Rate	\$46,616	\$750	\$200	\$1,560	\$49,126
Step 1	\$48,431	\$750	\$200	\$1,560	\$50,941
Step 2	\$50,245	\$750	\$200	\$1,560	\$52,755
Step 3	\$52,060	\$750	\$200	\$1,560	\$54,570
Step 4	\$53,875	\$750	\$200	\$1,560	\$56,385
Step 5	\$55,690	\$750	\$200	\$1,560	\$58,200
Job Rate	\$57,505	\$750	\$200	\$1,560	\$60,015
10-Year Longevity	\$60,711	\$750	\$200	\$1,560	\$63,221
15-Year Longevity	\$63,533	\$750	\$200	\$1,560	\$66,043
20-Year Longevity	\$67,719	\$750	\$200	\$1,560	\$70,229
25-Year Longevity	\$71,068	\$750	\$200	\$1,560	\$73,578

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

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

Mid-Hudson: \$1,004

Downstate: \$1,882

(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

State Police Supervising Security Screening Tech; University Police Comm&Sec Spec. 1 (Grade 10)

Effective Date April 1, 2024

Step	Salary	Facility Security	Hazardous Duty	Pre-Shift Briefing (minimum)	Total Compensation
Hiring Rate	\$48,014	\$1,050	\$575	\$1,560	\$51,199
Step 1	\$49,884	\$1,050	\$575	\$1,560	\$53,069
Step 2	\$51,752	\$1,050	\$575	\$1,560	\$54,937
Step 3	\$53,622	\$1,050	\$575	\$1,560	\$56,807
Step 4	\$55,491	\$1,050	\$575	\$1,560	\$58,676
Step 5	\$57,361	\$1,050	\$575	\$1,560	\$60,546
Job Rate	\$59,230	\$1,050	\$575	\$1,560	\$62,415
10-Year Longevity	\$62,532	\$1,050	\$575	\$1,560	\$65,717
15-Year Longevity	\$65,439	\$1,050	\$575	\$1,560	\$68,624
20-Year Longevity	\$69,751	\$1,050	\$575	\$1,560	\$72,936
25-Year Longevity	\$73,200	\$1,050	\$575	\$1,560	\$76,385

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

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

Mid-Hudson: \$1,111

Downstate: \$2,195

(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

State Police Supervising Security Screening Tech; University Police Comm&Sec Spec. 1 (Grade 10)

Effective Date April 1, 2025

Step	Salary	Facility Security	Hazardous Duty	Pre-Shift Briefing (minimum)	Long. Payment Completion of Year 11	Total Compensation
Hiring Rate	\$49,455	\$1,550	\$1,075	\$1,560	n/a	\$53,640
Step 1	\$51,380	\$1,550	\$1,075	\$1,560	n/a	\$55,565
Step 2	\$53,305	\$1,550	\$1,075	\$1,560	n/a	\$57,490
Step 3	\$55,230	\$1,550	\$1,075	\$1,560	n/a	\$59,415
Step 4	\$57,156	\$1,550	\$1,075	\$1,560	n/a	\$61,341
Step 5	\$59,082	\$1,550	\$1,075	\$1,560	n/a	\$63,267
Job Rate	\$61,007	\$1,550	\$1,075	\$1,560	n/a	\$65,192
10-Year Longevity	\$64,408	\$1,550	\$1,075	\$1,560	\$750	\$69,343
15-Year Longevity	\$67,402	\$1,550	\$1,075	\$1,560	\$750	\$72,337
20-Year Longevity	\$71,843	\$1,550	\$1,075	\$1,560	\$750	\$76,778
25-Year Longevity	\$75,396	\$1,550	\$1,075	\$1,560	\$750	\$80,331

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

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

Mid-Hudson: \$1,650

Downstate: \$3,400

(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

Security Officer Senior (Grade 11)

Effective Date April 1, 2023

Step	Salary	Facility Security	Hazardous Duty	Pre-Shift Briefing (minimum)	Total Compensation
Hiring Rate	\$49,239	\$750	\$200	\$1,560	\$51,749
Step 1	\$51,127	\$750	\$200	\$1,560	\$53,637
Step 2	\$53,015	\$750	\$200	\$1,560	\$55,525
Step 3	\$54,903	\$750	\$200	\$1,560	\$57,413
Step 4	\$56,791	\$750	\$200	\$1,560	\$59,301
Step 5	\$58,679	\$750	\$200	\$1,560	\$61,189
Job Rate	\$60,567	\$750	\$200	\$1,560	\$63,077
10-Year Longevity	\$63,904	\$750	\$200	\$1,560	\$66,414
15-Year Longevity	\$66,845	\$750	\$200	\$1,560	\$69,355
20-Year Longevity	\$71,135	\$750	\$200	\$1,560	\$73,645
25-Year Longevity	\$74,600	\$750	\$200	\$1,560	\$77,110

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

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

Mid-Hudson: \$1,004

Downstate: \$1,882

(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

Security Officer Senior (Grade 11)

Effective Date April 1, 2024

Step	Salary	Facility Security	Hazardous Duty	Pre-Shift Briefing (minimum)	Total Compensation
Hiring Rate	\$50,716	\$1,050	\$575	\$1,560	\$53,901
Step 1	\$52,661	\$1,050	\$575	\$1,560	\$55,846
Step 2	\$54,605	\$1,050	\$575	\$1,560	\$57,790
Step 3	\$56,550	\$1,050	\$575	\$1,560	\$59,735
Step 4	\$58,495	\$1,050	\$575	\$1,560	\$61,680
Step 5	\$60,439	\$1,050	\$575	\$1,560	\$63,624
Job Rate	\$62,384	\$1,050	\$575	\$1,560	\$65,569
10-Year Longevity	\$65,821	\$1,050	\$575	\$1,560	\$69,006
15-Year Longevity	\$68,850	\$1,050	\$575	\$1,560	\$72,035
20-Year Longevity	\$73,269	\$1,050	\$575	\$1,560	\$76,454
25-Year Longevity	\$76,838	\$1,050	\$575	\$1,560	\$80,023

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

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

Mid-Hudson: \$1,111

Downstate: \$2,195

(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

Security Officer Senior (Grade 11)

Effective Date April 1, 2025

Step	Salary	Facility Security	Hazardous Duty	Pre-Shift Briefing (minimum)	Long. Payment Completion of Year 11	Total Compensation
Hiring Rate	\$52,238	\$1,550	\$1,075	\$1,560	n/a	\$56,423
Step 1	\$54,241	\$1,550	\$1,075	\$1,560	n/a	\$58,426
Step 2	\$56,244	\$1,550	\$1,075	\$1,560	n/a	\$60,429
Step 3	\$58,247	\$1,550	\$1,075	\$1,560	n/a	\$62,432
Step 4	\$60,250	\$1,550	\$1,075	\$1,560	n/a	\$64,435
Step 5	\$62,253	\$1,550	\$1,075	\$1,560	n/a	\$66,438
Job Rate	\$64,256	\$1,550	\$1,075	\$1,560	n/a	\$68,441
10-Year Longevity	\$67,796	\$1,550	\$1,075	\$1,560	\$750	\$72,731
15-Year Longevity	\$70,916	\$1,550	\$1,075	\$1,560	\$750	\$75,851
20-Year Longevity	\$75,467	\$1,550	\$1,075	\$1,560	\$750	\$80,402
25-Year Longevity	\$79,143	\$1,550	\$1,075	\$1,560	\$750	\$84,078

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

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

Mid-Hudson: \$1,650

Downstate: \$3,400

(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

Park Ranger 2; Safety & Security Officer 1; University Police Comm&Sec Spec. 2; Parks & Rec. Forest Ranger; Water Safety Instructor Supervisor 1 (Grade 12)

Effective Date April 1, 2023

Step	Salary	Facility Security	Hazardous Duty	Pre-Shift Briefing (minimum)	Total Compensation
Hiring Rate	\$51,854	\$750	\$200	\$1,560	\$54,364
Step 1	\$53,826	\$750	\$200	\$1,560	\$56,336
Step 2	\$55,797	\$750	\$200	\$1,560	\$58,307
Step 3	\$57,769	\$750	\$200	\$1,560	\$60,279
Step 4	\$59,740	\$750	\$200	\$1,560	\$62,250
Step 5	\$61,711	\$750	\$200	\$1,560	\$64,221
Job Rate	\$63,683	\$750	\$200	\$1,560	\$66,193
10-Year Longevity	\$67,187	\$750	\$200	\$1,560	\$69,697
15-Year Longevity	\$70,251	\$750	\$200	\$1,560	\$72,761
20-Year Longevity	\$74,659	\$750	\$200	\$1,560	\$77,169
25-Year Longevity	\$78,255	\$750	\$200	\$1,560	\$80,765

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

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

Mid-Hudson: \$1,004

Downstate: \$1,882

(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

Park Ranger 2; Safety & Security Officer 1; University Police Comm&Sec Spec. 2; Parks & Rec. Forest Ranger; Water Safety Instructor Supervisor 1 (Grade 12)

Effective Date April 1, 2024

Step	Salary	Facility Security	Hazardous Duty	Pre-Shift Briefing (minimum)	Total Compensation
Hiring Rate	\$53,410	\$1,050	\$575	\$1,560	\$56,595
Step 1	\$55,441	\$1,050	\$575	\$1,560	\$58,626
Step 2	\$57,471	\$1,050	\$575	\$1,560	\$60,656
Step 3	\$59,502	\$1,050	\$575	\$1,560	\$62,687
Step 4	\$61,532	\$1,050	\$575	\$1,560	\$64,717
Step 5	\$63,562	\$1,050	\$575	\$1,560	\$66,747
Job Rate	\$65,593	\$1,050	\$575	\$1,560	\$68,778
10-Year Longevity	\$69,203	\$1,050	\$575	\$1,560	\$72,388
15-Year Longevity	\$72,359	\$1,050	\$575	\$1,560	\$75,544
20-Year Longevity	\$76,899	\$1,050	\$575	\$1,560	\$80,084
25-Year Longevity	\$80,603	\$1,050	\$575	\$1,560	\$83,788

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

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

Mid-Hudson: \$1,111

Downstate: \$2,195

(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

Park Ranger 2; Safety & Security Officer 1; University Police Comm&Sec Spec. 2; Parks & Rec. Forest Ranger; Water Safety Instructor Supervisor 1 (Grade 12)

Effective Date April 1, 2025

Step	Salary	Facility Security	Hazardous Duty	Pre-Shift Briefing (minimum)	Long. Payment Completion of Year 11	Total Compensation
Hiring Rate	\$55,012	\$1,550	\$1,075	\$1,560	n/a	\$59,197
Step 1	\$57,104	\$1,550	\$1,075	\$1,560	n/a	\$61,289
Step 2	\$59,195	\$1,550	\$1,075	\$1,560	n/a	\$63,380
Step 3	\$61,287	\$1,550	\$1,075	\$1,560	n/a	\$65,472
Step 4	\$63,378	\$1,550	\$1,075	\$1,560	n/a	\$67,563
Step 5	\$65,469	\$1,550	\$1,075	\$1,560	n/a	\$69,654
Job Rate	\$67,561	\$1,550	\$1,075	\$1,560	n/a	\$71,746
10-Year Longevity	\$71,279	\$1,550	\$1,075	\$1,560	\$750	\$76,214
15-Year Longevity	\$74,529	\$1,550	\$1,075	\$1,560	\$750	\$79,464
20-Year Longevity	\$79,206	\$1,550	\$1,075	\$1,560	\$750	\$84,141
25-Year Longevity	\$83,021	\$1,550	\$1,075	\$1,560	\$750	\$87,956

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

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

Mid-Hudson: \$1,650
Downstate: \$3,400

(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

Security Hospital Treatment Assistant (Grade 14)

Effective Date April 1, 2023

Step	Salary	Facility Security	Hazardous Duty	Pre-Shift Briefing (minimum)	Total Compensation
Hiring Rate	\$57,843	\$750	\$200	\$1,560	\$60,353
Step 1	\$59,999	\$750	\$200	\$1,560	\$62,509
Step 2	\$62,154	\$750	\$200	\$1,560	\$64,664
Step 3	\$64,310	\$750	\$200	\$1,560	\$66,820
Step 4	\$66,466	\$750	\$200	\$1,560	\$68,976
Step 5	\$68,622	\$750	\$200	\$1,560	\$71,132
Job Rate	\$70,777	\$750	\$200	\$1,560	\$73,287
10-Year Longevity	\$74,590	\$750	\$200	\$1,560	\$77,100
15-Year Longevity	\$77,944	\$750	\$200	\$1,560	\$80,454
20-Year Longevity	\$82,596	\$750	\$200	\$1,560	\$85,106
25-Year Longevity	\$86,475	\$750	\$200	\$1,560	\$88,985

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

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

Mid-Hudson: \$1,004

Downstate: \$1,882

(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

Security Hospital Treatment Assistant (Grade 14)

Effective Date April 1, 2024

Step	Salary	Facility Security	Hazardous Duty	Pre-Shift Briefing (minimum)	Total Compensation
Hiring Rate	\$59,578	\$1,050	\$575	\$1,560	\$62,763
Step 1	\$61,799	\$1,050	\$575	\$1,560	\$64,984
Step 2	\$64,019	\$1,050	\$575	\$1,560	\$67,204
Step 3	\$66,239	\$1,050	\$575	\$1,560	\$69,424
Step 4	\$68,460	\$1,050	\$575	\$1,560	\$71,645
Step 5	\$70,681	\$1,050	\$575	\$1,560	\$73,866
Job Rate	\$72,900	\$1,050	\$575	\$1,560	\$76,085
10-Year Longevity	\$76,828	\$1,050	\$575	\$1,560	\$80,013
15-Year Longevity	\$80,282	\$1,050	\$575	\$1,560	\$83,467
20-Year Longevity	\$85,074	\$1,050	\$575	\$1,560	\$88,259
25-Year Longevity	\$89,069	\$1,050	\$575	\$1,560	\$92,254

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

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

Mid-Hudson: \$1,111

Downstate: \$2,195

(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

Security Hospital Treatment Assistant (Grade 14)

Effective Date April 1, 2025

Step	Salary	Facility Security	Hazardous Duty	Pre-Shift Briefing (minimum)	Long. Payment Completion of Year 11	Total Compensation
Hiring Rate	\$61,366	\$1,550	\$1,075	\$1,560	n/a	\$65,551
Step 1	\$63,653	\$1,550	\$1,075	\$1,560	n/a	\$67,838
Step 2	\$65,939	\$1,550	\$1,075	\$1,560	n/a	\$70,124
Step 3	\$68,226	\$1,550	\$1,075	\$1,560	n/a	\$72,411
Step 4	\$70,514	\$1,550	\$1,075	\$1,560	n/a	\$74,699
Step 5	\$72,801	\$1,550	\$1,075	\$1,560	n/a	\$76,986
Job Rate	\$75,087	\$1,550	\$1,075	\$1,560	n/a	\$79,272
10-Year Longevity	\$79,133	\$1,550	\$1,075	\$1,560	\$750	\$84,068
15-Year Longevity	\$82,691	\$1,550	\$1,075	\$1,560	\$750	\$87,626
20-Year Longevity	\$87,626	\$1,550	\$1,075	\$1,560	\$750	\$92,561
25-Year Longevity	\$91,741	\$1,550	\$1,075	\$1,560	\$750	\$96,676

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

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

Mid-Hudson: \$1,650

Downstate: \$3,400

(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

Safety & Security Officer 2 (Grade 15)

Effective Date April 1, 2023

Step	Salary	Facility Security	Hazardous Duty	Pre-Shift Briefing (minimum)	Total Compensation
Hiring Rate	\$61,045	\$750	\$200	\$1,560	\$63,555
Step 1	\$63,286	\$750	\$200	\$1,560	\$65,796
Step 2	\$65,528	\$750	\$200	\$1,560	\$68,038
Step 3	\$67,769	\$750	\$200	\$1,560	\$70,279
Step 4	\$70,010	\$750	\$200	\$1,560	\$72,520
Step 5	\$72,251	\$750	\$200	\$1,560	\$74,761
Job Rate	\$74,493	\$750	\$200	\$1,560	\$77,003
10-Year Longevity	\$78,464	\$750	\$200	\$1,560	\$80,974
15-Year Longevity	\$81,957	\$750	\$200	\$1,560	\$84,467
20-Year Longevity	\$86,729	\$750	\$200	\$1,560	\$89,239
25-Year Longevity	\$90,748	\$750	\$200	\$1,560	\$93,258

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

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

Mid-Hudson: \$1,004

Downstate: \$1,882

(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

Safety & Security Officer 2 (Grade 15)

Effective Date April 1, 2024

Step	Salary	Facility Security	Hazardous Duty	Pre-Shift Briefing (minimum)	Total Compensation
Hiring Rate	\$62,876	\$1,050	\$575	\$1,560	\$66,061
Step 1	\$65,185	\$1,050	\$575	\$1,560	\$68,370
Step 2	\$67,494	\$1,050	\$575	\$1,560	\$70,679
Step 3	\$69,802	\$1,050	\$575	\$1,560	\$72,987
Step 4	\$72,110	\$1,050	\$575	\$1,560	\$75,295
Step 5	\$74,419	\$1,050	\$575	\$1,560	\$77,604
Job Rate	\$76,728	\$1,050	\$575	\$1,560	\$79,913
10-Year Longevity	\$80,818	\$1,050	\$575	\$1,560	\$84,003
15-Year Longevity	\$84,416	\$1,050	\$575	\$1,560	\$87,601
20-Year Longevity	\$89,331	\$1,050	\$575	\$1,560	\$92,516
25-Year Longevity	\$93,470	\$1,050	\$575	\$1,560	\$96,655

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

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

Mid-Hudson: \$1,111

Downstate: \$2,195

(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

Safety & Security Officer 2 (Grade 15)

Effective Date April 1, 2025

Step	Salary	Facility Security	Hazardous Duty	Pre-Shift Briefing (minimum)	Long. Payment Completion of Year 11	Total Compensation
Hiring Rate	\$64,763	\$1,550	\$1,075	\$1,560	n/a	\$68,948
Step 1	\$67,140	\$1,550	\$1,075	\$1,560	n/a	\$71,325
Step 2	\$69,519	\$1,550	\$1,075	\$1,560	n/a	\$73,704
Step 3	\$71,896	\$1,550	\$1,075	\$1,560	n/a	\$76,081
Step 4	\$74,274	\$1,550	\$1,075	\$1,560	n/a	\$78,459
Step 5	\$76,651	\$1,550	\$1,075	\$1,560	n/a	\$80,836
Job Rate	\$79,030	\$1,550	\$1,075	\$1,560	n/a	\$83,215
10-Year Longevity	\$83,242	\$1,550	\$1,075	\$1,560	\$750	\$88,177
15-Year Longevity	\$86,948	\$1,550	\$1,075	\$1,560	\$750	\$91,883
20-Year Longevity	\$92,011	\$1,550	\$1,075	\$1,560	\$750	\$96,946
25-Year Longevity	\$96,275	\$1,550	\$1,075	\$1,560	\$750	\$101,210

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

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

Mid-Hudson: \$1,650

Downstate: \$3,400

(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

Security Hospital Treatment Assistant Senior (Grade 16)

Effective Date April 1, 2023

Step	Salary	Facility Security	Hazardous Duty	Pre-Shift Briefing (minimum)	Total Compensation
Hiring Rate	\$64,365	\$750	\$200	\$1,560	\$66,875
Step 1	\$66,708	\$750	\$200	\$1,560	\$69,218
Step 2	\$69,051	\$750	\$200	\$1,560	\$71,561
Step 3	\$71,394	\$750	\$200	\$1,560	\$73,904
Step 4	\$73,738	\$750	\$200	\$1,560	\$76,248
Step 5	\$76,081	\$750	\$200	\$1,560	\$78,591
Job Rate	\$78,424	\$750	\$200	\$1,560	\$80,934
10-Year Longevity	\$82,573	\$750	\$200	\$1,560	\$85,083
15-Year Longevity	\$86,226	\$750	\$200	\$1,560	\$88,736
20-Year Longevity	\$91,136	\$750	\$200	\$1,560	\$93,646
25-Year Longevity	\$95,311	\$750	\$200	\$1,560	\$97,821

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

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

Mid-Hudson: \$1,004

Downstate: \$1,882

(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

Security Hospital Treatment Assistant Senior (Grade 16)

Effective Date April 1, 2024

Step	Salary	Facility Security	Hazardous Duty	Pre-Shift Briefing (minimum)	Total Compensation
Hiring Rate	\$66,296	\$1,050	\$575	\$1,560	\$69,481
Step 1	\$68,709	\$1,050	\$575	\$1,560	\$71,894
Step 2	\$71,123	\$1,050	\$575	\$1,560	\$74,308
Step 3	\$73,536	\$1,050	\$575	\$1,560	\$76,721
Step 4	\$75,950	\$1,050	\$575	\$1,560	\$79,135
Step 5	\$78,363	\$1,050	\$575	\$1,560	\$81,548
Job Rate	\$80,777	\$1,050	\$575	\$1,560	\$83,962
10-Year Longevity	\$85,050	\$1,050	\$575	\$1,560	\$88,235
15-Year Longevity	\$88,813	\$1,050	\$575	\$1,560	\$91,998
20-Year Longevity	\$93,870	\$1,050	\$575	\$1,560	\$97,055
25-Year Longevity	\$98,170	\$1,050	\$575	\$1,560	\$101,355

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

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

Mid-Hudson: \$1,111

Downstate: \$2,195

(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

Security Hospital Treatment Assistant Senior (Grade 16)

Effective Date April 1, 2025

Step	Salary	Facility Security	Hazardous Duty	Pre-Shift Briefing (minimum)	Long. Payment Completion of Year 11	Total Compensation
Hiring Rate	\$68,285	\$1,550	\$1,075	\$1,560	n/a	\$72,470
Step 1	\$70,771	\$1,550	\$1,075	\$1,560	n/a	\$74,956
Step 2	\$73,256	\$1,550	\$1,075	\$1,560	n/a	\$77,441
Step 3	\$75,742	\$1,550	\$1,075	\$1,560	n/a	\$79,927
Step 4	\$78,229	\$1,550	\$1,075	\$1,560	n/a	\$82,414
Step 5	\$80,714	\$1,550	\$1,075	\$1,560	n/a	\$84,899
Job Rate	\$83,200	\$1,550	\$1,075	\$1,560	n/a	\$87,385
10-Year Longevity	\$87,602	\$1,550	\$1,075	\$1,560	\$750	\$92,537
15-Year Longevity	\$91,477	\$1,550	\$1,075	\$1,560	\$750	\$96,412
20-Year Longevity	\$96,686	\$1,550	\$1,075	\$1,560	\$750	\$101,621
25-Year Longevity	\$101,115	\$1,550	\$1,075	\$1,560	\$750	\$106,050

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

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

Mid-Hudson: \$1,650

Downstate: \$3,400

(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

Lake George Marine Officer 3 (Grade 18)

Effective Date April 1, 2023

Step	Salary	Facility Security	Hazardous Duty	Pre-Shift Briefing (minimum)	Total Compensation
Hiring Rate	\$71,585	\$750	\$200	\$1,560	\$74,095
Step 1	\$74,175	\$750	\$200	\$1,560	\$76,685
Step 2	\$76,766	\$750	\$200	\$1,560	\$79,276
Step 3	\$79,356	\$750	\$200	\$1,560	\$81,866
Step 4	\$81,947	\$750	\$200	\$1,560	\$84,457
Step 5	\$84,537	\$750	\$200	\$1,560	\$87,047
Job Rate	\$87,128	\$750	\$200	\$1,560	\$89,638
10-Year Longevity	\$91,718	\$750	\$200	\$1,560	\$94,228
15-Year Longevity	\$95,761	\$750	\$200	\$1,560	\$98,271
20-Year Longevity	\$101,009	\$750	\$200	\$1,560	\$103,519
25-Year Longevity	\$105,573	\$750	\$200	\$1,560	\$108,083

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

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

Mid-Hudson: \$1,004

Downstate: \$1,882

(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

Security Hospital Treatment Assistant Senior (Grade 16)

Effective Date April 1, 2024

Step	Salary	Facility Security	Hazardous Duty	Pre-Shift Briefing (minimum)	Total Compensation
Hiring Rate	\$73,733	\$1,050	\$575	\$1,560	\$76,918
Step 1	\$76,400	\$1,050	\$575	\$1,560	\$79,585
Step 2	\$79,069	\$1,050	\$575	\$1,560	\$82,254
Step 3	\$81,737	\$1,050	\$575	\$1,560	\$84,922
Step 4	\$84,405	\$1,050	\$575	\$1,560	\$87,590
Step 5	\$87,073	\$1,050	\$575	\$1,560	\$90,258
Job Rate	\$89,742	\$1,050	\$575	\$1,560	\$92,927
10-Year Longevity	\$94,470	\$1,050	\$575	\$1,560	\$97,655
15-Year Longevity	\$98,634	\$1,050	\$575	\$1,560	\$101,819
20-Year Longevity	\$104,039	\$1,050	\$575	\$1,560	\$107,224
25-Year Longevity	\$108,740	\$1,050	\$575	\$1,560	\$111,925

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

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

Mid-Hudson: \$1,111

Downstate: \$2,195

(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

Security Hospital Treatment Assistant Senior (Grade 16)

Effective Date April 1, 2025

Step	Salary	Facility Security	Hazardous Duty	Pre-Shift Briefing (minimum)	Long. Payment Completion of Year 11	Total Compensation
Hiring Rate	\$75,945	\$1,550	\$1,075	\$1,560	n/a	\$80,130
Step 1	\$78,692	\$1,550	\$1,075	\$1,560	n/a	\$82,877
Step 2	\$81,441	\$1,550	\$1,075	\$1,560	n/a	\$85,626
Step 3	\$84,189	\$1,550	\$1,075	\$1,560	n/a	\$88,374
Step 4	\$86,938	\$1,550	\$1,075	\$1,560	n/a	\$91,123
Step 5	\$89,685	\$1,550	\$1,075	\$1,560	n/a	\$93,870
Job Rate	\$92,434	\$1,550	\$1,075	\$1,560	n/a	\$96,619
10-Year Longevity	\$97,304	\$1,550	\$1,075	\$1,560	\$750	\$102,239
15-Year Longevity	\$101,593	\$1,550	\$1,075	\$1,560	\$750	\$106,528
20-Year Longevity	\$107,160	\$1,550	\$1,075	\$1,560	\$750	\$112,095
25-Year Longevity	\$112,002	\$1,550	\$1,075	\$1,560	\$750	\$116,937

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

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

Mid-Hudson: \$1,650

Downstate: \$3,400

(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).