

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 (<i>minimum</i>)	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.