

Total Compensation Under 2023-2026 MOU

Institution Safety Officer (Grade 9)

Effective Date April 1, 2023

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

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

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

Mid-Hudson: \$1,400

Downstate: \$3,758

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

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

(5) This calculation does not include inconvenience pay.

Total Compensation Under 2023-2026 MOU

Institution Safety Officer (Grade 9)

Effective Date April 1, 2024

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

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

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

Mid-Hudson: \$1,442

Downstate: \$3,871

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

(4) This calculation does not include inconvenience pay.

Total Compensation Under 2023-2026 MOU

Institution Safety Officer (Grade 9)

Effective Date April 1, 2025

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

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

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

Mid-Hudson: \$1,846

Downstate: \$4,623

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

(4) This calculation does not include inconvenience pay.

Total Compensation Under 2023-2026 MOU

Correction Officer (Grade 14)

Effective Date April 1, 2023

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

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

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

Mid-Hudson: \$1,400

Downstate: \$3,758

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

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

(5) This calculation does not include inconvenience pay.

Total Compensation Under 2023-2026 MOU

Correction Officer (Grade 14)

Effective Date April 1, 2024

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

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

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

Mid-Hudson: \$1,442

Downstate: \$3,871

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

(4) This calculation does not include inconvenience pay.

Total Compensation Under 2023-2026 MOU

Correction Officer (Grade 14)

Effective Date April 1, 2025

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

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

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

Mid-Hudson: \$1,846

Downstate: \$4,623

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

(4) This calculation does not include inconvenience pay.

Total Compensation Under 2023-2026 MOU

Correction Sergeant (Grade 17)

Effective Date April 1, 2023

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

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

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

Mid-Hudson: \$1,400

Downstate: \$3,758

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

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

(5) This calculation does not include inconvenience pay.

Total Compensation Under 2023-2026 MOU

Correction Sergeant (Grade 17)

Effective Date April 1, 2024

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

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

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

Mid-Hudson: \$1,442

Downstate: \$3,871

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

(4) This calculation does not include inconvenience pay.

Total Compensation Under 2023-2026 MOU

Correction Sergeant (Grade 17)

Effective Date April 1, 2025

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

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

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

Mid-Hudson: \$1,846

Downstate: \$4,623

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

(4) This calculation does not include inconvenience pay.