

Estimated Back Pay under 2016-2021 MOU

The amount of back pay members will receive depends upon when the raises take effect, and we don't know, if the MOU is ratified, when that will occur. A pay bill would have to be approved by the Legislature before any raises or back pay could be processed.

For purposes of estimates, we have used a *hypothetical* date of June 1, 2017 for payment of the raises and the back pay. This date was arbitrarily selected by us and does not reflect anything the State has told us or promised us about when we could expect raises. We picked the date ourselves simply to provide an idea of what the retro payments would look like. If the retro ends up being paid later than June 1, amounts would be higher than those shown in the accompanying charts; if paid earlier, amounts would be lower. At this point, the State has not given any indication of when they think the raises and back pay could be implemented.

If the MOU is ratified, we will use our best efforts to insure that the raises are paid as soon as possible.

These estimates include only retroactive salary payments that would be owed. Members who worked overtime from April 1, 2016 to the date of the raises would have their overtime recalculated at the higher rate, and members who receive Location Pay will receive modest amounts of retroactive Location Pay.

Estimated Back Pay Using Hypothetical Payment Date of June 1, 2017

Corrections Members

Step	Correction Officer	Correction Sergeant
Hiring Rate	\$1,306	\$1,531
Step 1	1,354	1,587
Step 2	1,403	1,642
Step 3	1,451	1,698
Step 4	1,500	1,756
Step 5	1,548	1,812
Job Rate	1,596	1,867
10-Year Longevity	1,683	1,965
15-Year Longevity	1,760	2,052
20-Year Longevity	1,864	2,166
25-Year Longevity	1,939	2,253

Notes:

- (1) Payment is contingent upon membership ratification and legislative approval.
- (2) Chart reflects gross pay that is subject to applicable taxes and other deductions.
- (3) Amounts listed are estimates.
- (4) For members who moved between steps during the period of retroactivity, the back pay will generally fall somewhere between the amounts listed for the two applicable steps.

Estimated Back Pay Using Hypothetical Payment Date of June 1, 2017

Law Enforcement Members

Step	Salary Grade						
	6	8	10	12	14	15	16
Hiring Rate	\$834	\$927	\$1,026	\$1,141	\$1,273	\$1,343	\$1,417
Step 1	868	962	1,066	1,185	1,320	1,393	1,468
Step 2	901	1,005	1,106	1,230	1,368	1,442	1,520
Step 3	934	1,032	1,146	1,262	1,416	1,492	1,571
Step 4	969	1,067	1,186	1,318	1,463	1,541	1,623
Step 5	1,000	1,107	1,226	1,363	1,510	1,590	1,674
Job Rate	1,034	1,142	1,266	1,401	1,558	1,639	1,726
10-Year Longevity	1,095	1,209	1,337	1,480	1,642	1,728	1,818
15-Year Longevity	1,147	1,268	1,401	1,548	1,719	1,807	1,901
20-Year Longevity	1,236	1,355	1,503	1,648	1,823	1,914	2,012
25-Year Longevity	1,290	1,415	1,559	1,716	1,897	1,993	2,093

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- (4) For members who moved between steps during the period of retroactivity, the back pay will generally fall somewhere between the amounts listed for the two applicable steps.