

Increases to Total Compensation under 2016-2021 MOU

Institution Safety Officer (Grade 9)

Current Compensation under 2009-2016 Agreement

Step	Salary	Expanded Duty Pay	Hazardous Duty Pay	Total Compensation
Hiring Rate	\$37,381	\$2,600		\$39,981
Step 1	38,839	2,600		41,439
Step 2	40,297	2,600		42,897
Step 3	41,755	2,600		44,355
Step 4	43,213	2,600		45,813
Step 5	44,671	2,600		47,271
Job Rate	46,129	2,600		48,729
10-Year Longevity	48,718	2,600		51,318
15-Year Longevity	50,991	2,600		53,591
20-Year Longevity	54,439	2,600		57,039
25-Year Longevity	56,716	2,600		59,316

Notes: (1) Location Pay, Inconvenience Pay and Pre-Shift Briefings are not included in this calculation.

(2) Expanded Duty Pay and Hazardous Duty Pay are paid in the same manner as base salary and are both pensionable and includable in the calculation of the overtime rate.

Increases to Total Compensation under 2016-2021 MOU

Institution Safety Officer (Grade 9)

April 1, 2016

2% across-the-board

Step	Salary	Expanded Duty Pay	Hazardous Duty Pay	Total Compensation
Hiring Rate	\$38,129	\$2,600		\$40,729
Step 1	39,616	2,600		42,216
Step 2	41,103	2,600		43,703
Step 3	42,590	2,600		45,190
Step 4	44,077	2,600		46,677
Step 5	45,564	2,600		48,164
Job Rate	47,051	2,600		49,651
10-Year Longevity	49,692	2,600		52,292
15-Year Longevity	52,010	2,600		54,610
20-Year Longevity	55,527	2,600		58,127
25-Year Longevity	57,850	2,600		60,450

Notes: (1) Location Pay, Inconvenience Pay and Pre-Shift Briefings are not included in this calculation.

(2) Expanded Duty Pay and Hazardous Duty Pay are paid in the same manner as base salary and are both pensionable and includable in the calculation of the overtime rate.

Increases to Total Compensation under 2016-2021 MOU

Institution Safety Officer (Grade 9)

April 1, 2017

2% across-the-board

Step	Salary	Expanded Duty Pay	Hazardous Duty Pay	Total Compensation
Hiring Rate	\$38,892	\$2,600		\$41,492
Step 1	40,409	2,600		43,009
Step 2	41,926	2,600		44,526
Step 3	43,443	2,600		46,043
Step 4	44,960	2,600		47,560
Step 5	46,477	2,600		49,077
Job Rate	47,994	2,600		50,594
10-Year Longevity	50,688	2,600		53,288
15-Year Longevity	53,052	2,600		55,652
20-Year Longevity	56,640	2,600		59,240
25-Year Longevity	59,009	2,600		61,609

Notes: (1) Location Pay, Inconvenience Pay and Pre-Shift Briefings are not included in this calculation.

(2) Expanded Duty Pay and Hazardous Duty Pay are paid in the same manner as base salary and are both pensionable and includable in the calculation of the overtime rate.

Increases to Total Compensation under 2016-2021 MOU

Institution Safety Officer (Grade 9)

January 1, 2018

\$625 - Hazardous Duty Pay

Step	Salary	Expanded Duty Pay	Hazardous Duty Pay	Total Compensation
Hiring Rate	\$38,892	\$2,600	\$625	\$42,117
Step 1	40,409	2,600	625	43,634
Step 2	41,926	2,600	625	45,151
Step 3	43,443	2,600	625	46,668
Step 4	44,960	2,600	625	48,185
Step 5	46,477	2,600	625	49,702
Job Rate	47,994	2,600	625	51,219
10-Year Longevity	50,688	2,600	625	53,913
15-Year Longevity	53,052	2,600	625	56,277
20-Year Longevity	56,640	2,600	625	59,865
25-Year Longevity	59,009	2,600	625	62,234

Notes: (1) Location Pay, Inconvenience Pay and Pre-Shift Briefings are not included in this calculation.

(2) Expanded Duty Pay and Hazardous Duty Pay are paid in the same manner as base salary and are both pensionable and includable in the calculation of the overtime rate.

Increases to Total Compensation under 2016-2021 MOU

Institution Safety Officer (Grade 9)

April 1, 2018

2% across-the-board

Step	Salary	Expanded Duty Pay	Hazardous Duty Pay	Total Compensation
Hiring Rate	\$39,670	\$2,600	\$625	\$42,895
Step 1	41,217	2,600	625	44,442
Step 2	42,764	2,600	625	45,989
Step 3	44,311	2,600	625	47,536
Step 4	45,858	2,600	625	49,083
Step 5	47,405	2,600	625	50,630
Job Rate	48,952	2,600	625	52,177
10-Year Longevity	51,700	2,600	625	54,925
15-Year Longevity	54,111	2,600	625	57,336
20-Year Longevity	57,771	2,600	625	60,996
25-Year Longevity	60,187	2,600	625	63,412

Notes: (1) Location Pay, Inconvenience Pay and Pre-Shift Briefings are not included in this calculation.

(2) Expanded Duty Pay and Hazardous Duty Pay are paid in the same manner as base salary and are both pensionable and includable in the calculation of the overtime rate.

Increases to Total Compensation under 2016-2021 MOU

Institution Safety Officer (Grade 9)

January 1, 2019

\$150 increase – Hazardous Duty Pay

Step	Salary	Expanded Duty Pay	Hazardous Duty Pay	Total Compensation
Hiring Rate	\$39,670	\$2,600	\$775	\$43,045
Step 1	41,217	2,600	775	44,592
Step 2	42,764	2,600	775	46,139
Step 3	44,311	2,600	775	47,686
Step 4	45,858	2,600	775	49,233
Step 5	47,405	2,600	775	50,780
Job Rate	48,952	2,600	775	52,327
10-Year Longevity	51,700	2,600	775	55,075
15-Year Longevity	54,111	2,600	775	57,486
20-Year Longevity	57,771	2,600	775	61,146
25-Year Longevity	60,187	2,600	775	63,562

Notes: (1) Location Pay, Inconvenience Pay and Pre-Shift Briefings are not included in this calculation.

(2) Expanded Duty Pay and Hazardous Duty Pay are paid in the same manner as base salary and are both pensionable and includable in the calculation of the overtime rate.

Increases to Total Compensation under 2016-2021 MOU

Institution Safety Officer (Grade 9)

April 1, 2019

2% across-the-board

Step	Salary	Expanded Duty Pay	Hazardous Duty Pay	Total Compensation
Hiring Rate	\$40,463	\$2,600	\$775	\$43,838
Step 1	42,041	2,600	775	45,416
Step 2	43,619	2,600	775	46,994
Step 3	45,197	2,600	775	48,572
Step 4	46,775	2,600	775	50,150
Step 5	48,353	2,600	775	51,728
Job Rate	49,931	2,600	775	53,306
10-Year Longevity	52,734	2,600	775	56,109
15-Year Longevity	55,193	2,600	775	58,568
20-Year Longevity	58,926	2,600	775	62,301
25-Year Longevity	61,391	2,600	775	64,766

Notes: (1) Location Pay, Inconvenience Pay and Pre-Shift Briefings are not included in this calculation.

(2) Expanded Duty Pay and Hazardous Duty Pay are paid in the same manner as base salary and are both pensionable and includable in the calculation of the overtime rate.

Increases to Total Compensation under 2016-2021 MOU

Institution Safety Officer (Grade 9)

January 1, 2020

\$200 increase – Hazardous Duty Pay

Step	Salary	Expanded Duty Pay	Hazardous Duty Pay	Total Compensation
Hiring Rate	\$40,463	\$2,600	\$975	\$44,038
Step 1	42,041	2,600	975	45,616
Step 2	43,619	2,600	975	47,194
Step 3	45,197	2,600	975	48,772
Step 4	46,775	2,600	975	50,350
Step 5	48,353	2,600	975	51,928
Job Rate	49,931	2,600	975	53,506
10-Year Longevity	52,734	2,600	975	56,309
15-Year Longevity	55,193	2,600	975	58,768
20-Year Longevity	58,926	2,600	975	62,501
25-Year Longevity	61,391	2,600	975	64,966

Notes: (1) Location Pay, Inconvenience Pay and Pre-Shift Briefings are not included in this calculation.

(2) Expanded Duty Pay and Hazardous Duty Pay are paid in the same manner as base salary and are both pensionable and includable in the calculation of the overtime rate.

Increases to Total Compensation under 2016-2021 MOU

Institution Safety Officer (Grade 9)

April 1, 2020

2% across-the-board

Step	Salary	Expanded Duty Pay	Hazardous Duty Pay	Total Compensation
Hiring Rate	\$41,272	\$2,600	\$975	\$44,847
Step 1	42,882	2,600	975	46,457
Step 2	44,492	2,600	975	48,067
Step 3	46,102	2,600	975	49,677
Step 4	47,712	2,600	975	51,287
Step 5	49,322	2,600	975	52,897
Job Rate	50,392	2,600	975	53,967
10-Year Longevity	53,791	2,600	975	57,366
15-Year Longevity	56,299	2,600	975	59,874
20-Year Longevity	60,107	2,600	975	63,682
25-Year Longevity	62,621	2,600	975	66,196

Notes: (1) Location Pay, Inconvenience Pay and Pre-Shift Briefings are not included in this calculation.

(2) Expanded Duty Pay and Hazardous Duty Pay are paid in the same manner as base salary and are both pensionable and includable in the calculation of the overtime rate.

Increases to Total Compensation under 2016-2021 MOU

Institution Safety Officer (Grade 9)

July 1, 2020

\$200 increase – Hazardous Duty Pay

Step	Salary	Expanded Duty Pay	Hazardous Duty Pay	Total Compensation
Hiring Rate	\$41,272	\$2,600	\$1175	\$45,047
Step 1	42,882	2,600	1175	46,657
Step 2	44,492	2,600	1175	48,267
Step 3	46,102	2,600	1175	49,877
Step 4	47,712	2,600	1175	51,487
Step 5	49,322	2,600	1175	53,097
Job Rate	50,392	2,600	1175	54,167
10-Year Longevity	53,791	2,600	1175	57,566
15-Year Longevity	56,299	2,600	1175	60,074
20-Year Longevity	60,107	2,600	1175	63,882
25-Year Longevity	62,621	2,600	1175	66,396

Notes: (1) Location Pay, Inconvenience Pay and Pre-Shift Briefings are not included in this calculation.

(2) Expanded Duty Pay and Hazardous Duty Pay are paid in the same manner as base salary and are both pensionable and includable in the calculation of the overtime rate.

Increases to Total Compensation under 2016-2021 MOU

Institution Safety Officer (Grade 9)

October 1, 2020

\$500 increase to 25-Year longevity step

Step	Salary	Expanded Duty Pay	Hazardous Duty Pay	Total Compensation
Hiring Rate	\$41,272	\$2,600	\$1175	\$45,047
Step 1	42,882	2,600	1175	46,657
Step 2	44,492	2,600	1175	48,267
Step 3	46,102	2,600	1175	49,877
Step 4	47,712	2,600	1175	51,487
Step 5	49,322	2,600	1175	53,097
Job Rate	50,392	2,600	1175	54,167
10-Year Longevity	53,791	2,600	1175	57,566
15-Year Longevity	56,299	2,600	1175	60,074
20-Year Longevity	60,107	2,600	1175	63,882
25-Year Longevity	63,121	2,600	1175	66,896

Notes: (1) Location Pay, Inconvenience Pay and Pre-Shift Briefings are not included in this calculation.

(2) Expanded Duty Pay and Hazardous Duty Pay are paid in the same manner as base salary and are both pensionable and includable in the calculation of the overtime rate.

Increases to Total Compensation under 2016-2021 MOU

Institution Safety Officer (Grade 9)

December 1, 2020

\$325 increase – Hazardous Duty Pay

Step	Salary	Expanded Duty Pay	Hazardous Duty Pay	Total Compensation
Hiring Rate	\$41,272	\$2,600	\$1,500	\$45,372
Step 1	42,882	2,600	1,500	46,982
Step 2	44,492	2,600	1,500	48,592
Step 3	46,102	2,600	1,500	50,202
Step 4	47,712	2,600	1,500	51,812
Step 5	49,322	2,600	1,500	53,422
Job Rate	50,392	2,600	1,500	54,492
10-Year Longevity	53,791	2,600	1,500	57,891
15-Year Longevity	56,299	2,600	1,500	60,399
20-Year Longevity	60,107	2,600	1,500	64,207
25-Year Longevity	63,121	2,600	1,500	67,221

Notes: (1) Location Pay, Inconvenience Pay and Pre-Shift Briefings are not included in this calculation.

(2) Expanded Duty Pay and Hazardous Duty Pay are paid in the same manner as base salary and are both pensionable and includable in the calculation of the overtime rate.