

## Increases to Total Compensation under 2016-2021 MOU

### Law Enforcement (Grade 11)

Current Compensation under 2009-2016 Agreement

Step	Salary	Facility Security Pay	Hazardous Duty Pay	Total Compensation
Hiring Rate	\$40,587	\$750		\$41,337
Step 1	42,138	750		42,888
Step 2	43,689	750		44,439
Step 3	45,240	750		45,990
Step 4	46,791	750		47,541
Step 5	48,342	750		49,092
Job Rate	49,893	750		50,643
10-Year Longevity	52,701	750		53,451
15-Year Longevity	55,172	750		55,922
20-Year Longevity	58,781	750		59,531
25-Year Longevity	61,252	750		62,002

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

(2) Facility Security 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

**Law Enforcement (Grade 11)**

April 1, 2016

2% across-the-board

<b>Step</b>	<b>Salary</b>	<b>Facility Security Pay</b>	<b>Hazardous Duty Pay</b>	<b>Total Compensation</b>
Hiring Rate	\$41,399	\$750		\$42,149
Step 1	42,981	750		43,731
Step 2	44,563	750		45,313
Step 3	46,145	750		46,895
Step 4	47,727	750		48,477
Step 5	49,309	750		50,059
Job Rate	50,891	750		51,641
10-Year Longevity	53,755	750		54,505
15-Year Longevity	56,276	750		57,026
20-Year Longevity	59,957	750		60,707
25-Year Longevity	62,477	750		63,227

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

(2) Facility Security 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

**Law Enforcement (Grade 11)**

April 1, 2017

2% across-the-board

<b>Step</b>	<b>Salary</b>	<b>Facility Security Pay</b>	<b>Hazardous Duty Pay</b>	<b>Total Compensation</b>
Hiring Rate	\$42,227	\$750		\$42,977
Step 1	43,841	750		44,591
Step 2	45,455	750		46,205
Step 3	47,069	750		47,819
Step 4	48,683	750		49,433
Step 5	50,297	750		51,047
Job Rate	51,911	750		52,661
10-Year Longevity	54,832	750		55,582
15-Year Longevity	57,404	750		58,154
20-Year Longevity	61,158	750		61,908
25-Year Longevity	63,729	750		64,479

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

(2) Facility Security 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

**Law Enforcement (Grade 11)**

January 1, 2018

\$200 – Hazardous Duty Pay

<b>Step</b>	<b>Salary</b>	<b>Facility Security Pay</b>	<b>Hazardous Duty Pay</b>	<b>Total Compensation</b>
Hiring Rate	\$42,227	\$750	\$200	\$43,177
Step 1	43,841	750	200	44,791
Step 2	45,455	750	200	46,405
Step 3	47,069	750	200	48,019
Step 4	48,683	750	200	49,633
Step 5	50,297	750	200	51,247
Job Rate	51,911	750	200	52,861
10-Year Longevity	54,832	750	200	55,782
15-Year Longevity	57,404	750	200	58,354
20-Year Longevity	61,158	750	200	62,108
25-Year Longevity	63,729	750	200	64,679

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

(2) Facility Security 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

**Law Enforcement (Grade 11)**

April 1, 2018

2% across-the-board

<b>Step</b>	<b>Salary</b>	<b>Facility Security Pay</b>	<b>Hazardous Duty Pay</b>	<b>Total Compensation</b>
Hiring Rate	\$43,072	\$750	\$200	\$44,022
Step 1	44,718	750	200	45,668
Step 2	46,364	750	200	47,314
Step 3	48,010	750	200	48,990
Step 4	49,656	750	200	50,606
Step 5	51,302	750	200	52,252
Job Rate	52,948	750	200	53,898
10-Year Longevity	55,927	750	200	56,877
15-Year Longevity	58,551	750	200	59,501
20-Year Longevity	62,380	750	200	63,330
25-Year Longevity	65,002	750	200	65,952

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

(2) Facility Security 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

**Law Enforcement (Grade 11)**

April 1, 2019

2% across-the-board

<b>Step</b>	<b>Salary</b>	<b>Facility Security Pay</b>	<b>Hazardous Duty Pay</b>	<b>Total Compensation</b>
Hiring Rate	\$43,933	\$750	\$200	\$44,883
Step 1	45,612	750	200	46,562
Step 2	47,291	750	200	48,241
Step 3	48,970	750	200	49,920
Step 4	50,649	750	200	51,599
Step 5	52,328	750	200	53,278
Job Rate	54,007	750	200	54,957
10-Year Longevity	57,046	750	200	57,996
15-Year Longevity	59,722	750	200	60,672
20-Year Longevity	63,628	750	200	64,578
25-Year Longevity	66,302	750	200	67,252

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

(2) Facility Security 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

**Law Enforcement (Grade 11)**

July 1, 2019

Move to Corrections Salary Schedule

<b>Step</b>	<b>Salary</b>	<b>Facility Security Pay</b>	<b>Hazardous Duty Pay</b>	<b>Total Compensation</b>
Hiring Rate	\$45,048	\$750	\$200	\$45,998
Step 1	46,775	750	200	47,725
Step 2	48,502	750	200	49,452
Step 3	50,229	750	200	51,179
Step 4	51,956	750	200	52,906
Step 5	53,683	750	200	54,633
Job Rate	55,410	750	200	56,360
10-Year Longevity	58,463	750	200	59,413
15-Year Longevity	61,153	750	200	62,103
20-Year Longevity	65,079	750	200	66,029
25-Year Longevity	67,768	750	200	68,718

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

(2) Facility Security 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

**Law Enforcement (Grade 11)**

April 1, 2020

2% across-the-board

<b>Step</b>	<b>Salary</b>	<b>Facility Security Pay</b>	<b>Hazardous Duty Pay</b>	<b>Total Compensation</b>
Hiring Rate	\$45,949	\$750	\$200	\$46,899
Step 1	47,711	750	200	48,661
Step 2	49,473	750	200	50,423
Step 3	51,235	750	200	52,185
Step 4	52,997	750	200	53,947
Step 5	54,759	750	200	55,709
Job Rate	56,521	750	200	57,471
10-Year Longevity	59,635	750	200	60,585
15-Year Longevity	62,379	750	200	63,329
20-Year Longevity	66,383	750	200	67,333
25-Year Longevity	69,126	750	200	70,076

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

(2) Facility Security 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

**Law Enforcement (Grade 11)**

October 1, 2020

\$500 increase to 25-Year Longevity Step

<b>Step</b>	<b>Salary</b>	<b>Facility Security Pay</b>	<b>Hazardous Duty Pay</b>	<b>Total Compensation</b>
Hiring Rate	\$45,949	\$750	\$200	\$46,899
Step 1	47,711	750	200	48,661
Step 2	49,473	750	200	50,423
Step 3	51,235	750	200	52,185
Step 4	52,997	750	200	53,947
Step 5	54,759	750	200	55,709
Job Rate	56,521	750	200	57,471
10-Year Longevity	59,635	750	200	60,585
15-Year Longevity	62,379	750	200	63,329
20-Year Longevity	66,383	750	200	67,333
25-Year Longevity	69,626	750	200	70,576

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

(2) Facility Security 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.