

## Increases to Total Compensation under 2016-2021 MOU

### Law Enforcement (Grade 12)

Current Compensation under 2009-2016 Agreement

Step	Salary	Facility Security Pay	Hazardous Duty Pay	Total Compensation
Hiring Rate	\$42,740	\$750		\$43,490
Step 1	44,360	750		45,110
Step 2	45,980	750		46,730
Step 3	47,600	750		48,350
Step 4	49,220	750		49,970
Step 5	50,840	750		51,590
Job Rate	52,460	750		53,210
10-Year Longevity	55,400	750		56,150
15-Year Longevity	57,983	750		58,733
20-Year Longevity	61,689	750		62,439
25-Year Longevity	64,277	750		65,027

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 12)**

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	\$43,595	\$750		\$44,345
Step 1	45,247	750		45,997
Step 2	46,899	750		47,649
Step 3	48,551	750		49,301
Step 4	50,203	750		50,953
Step 5	51,855	750		52,605
Job Rate	53,507	750		54,257
10-Year Longevity	56,506	750		57,256
15-Year Longevity	59,140	750		59,890
20-Year Longevity	62,921	750		63,671
25-Year Longevity	65,560	750		66,310

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 12)**

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	\$44,467	\$750		\$45,217
Step 1	46,152	750		46,902
Step 2	47,837	750		48,587
Step 3	49,522	750		50,272
Step 4	51,207	750		51,957
Step 5	52,892	750		53,642
Job Rate	54,577	750		55,327
10-Year Longevity	57,636	750		58,386
15-Year Longevity	60,323	750		61,073
20-Year Longevity	64,179	750		64,929
25-Year Longevity	66,871	750		67,621

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 12)**

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	\$44,467	\$750	\$200	\$45,417
Step 1	46,152	750	200	47,102
Step 2	47,837	750	200	48,787
Step 3	49,522	750	200	50,472
Step 4	51,207	750	200	52,157
Step 5	52,892	750	200	53,842
Job Rate	54,577	750	200	55,527
10-Year Longevity	57,636	750	200	58,586
15-Year Longevity	60,323	750	200	61,273
20-Year Longevity	64,179	750	200	65,129
25-Year Longevity	66,871	750	200	67,821

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 12)**

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	\$45,356	\$750	\$200	\$46,306
Step 1	47,075	750	200	48,025
Step 2	48,794	750	200	49,744
Step 3	50,513	750	200	51,463
Step 4	52,232	750	200	53,182
Step 5	53,951	750	200	54,901
Job Rate	55,670	750	200	56,620
10-Year Longevity	58,790	750	200	59,740
15-Year Longevity	61,531	750	200	62,481
20-Year Longevity	65,464	750	200	66,414
25-Year Longevity	68,210	750	200	69,160

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 12)**

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	\$46,263	\$750	\$200	\$47,213
Step 1	48,016	750	200	48,966
Step 2	49,769	750	200	50,719
Step 3	51,522	750	200	52,472
Step 4	53,275	750	200	54,225
Step 5	55,028	750	200	55,978
Job Rate	56,781	750	200	57,731
10-Year Longevity	59,963	750	200	60,913
15-Year Longevity	62,759	750	200	63,709
20-Year Longevity	66,771	750	200	67,721
25-Year Longevity	69,572	750	200	70,522

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 12)**

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	\$47,440	\$750	\$200	\$48,390
Step 1	49,243	750	200	50,193
Step 2	51,046	750	200	51,996
Step 3	52,849	750	200	53,799
Step 4	54,652	750	200	55,602
Step 5	56,455	750	200	57,405
Job Rate	58,258	750	200	59,208
10-Year Longevity	61,455	750	200	62,405
15-Year Longevity	64,267	750	200	65,217
20-Year Longevity	68,299	750	200	69,249
25-Year Longevity	71,110	750	200	72,060

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 12)**

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	\$48,389	\$750	\$200	\$49,339
Step 1	50,228	750	200	51,178
Step 2	52,067	750	200	53,017
Step 3	53,906	750	200	54,856
Step 4	55,745	750	200	56,695
Step 5	57,585	750	200	58,535
Job Rate	59,423	750	200	60,373
10-Year Longevity	62,684	750	200	63,634
15-Year Longevity	65,552	750	200	66,502
20-Year Longevity	69,665	750	200	70,615
25-Year Longevity	72,532	750	200	73,482

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 12)**

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	\$48,389	\$750	\$200	\$49,339
Step 1	50,228	750	200	51,178
Step 2	52,067	750	200	53,017
Step 3	53,906	750	200	54,856
Step 4	55,745	750	200	56,695
Step 5	57,585	750	200	58,535
Job Rate	59,423	750	200	60,373
10-Year Longevity	62,684	750	200	63,634
15-Year Longevity	65,552	750	200	66,502
20-Year Longevity	69,665	750	200	70,615
25-Year Longevity	73,032	750	200	73,982

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.