

Increases to Total Compensation under 2016-2021 MOU

Law Enforcement (Grade 16)

Current Compensation under 2009-2016 Agreement

Step	Salary	Facility Security Pay	Hazardous Duty Pay	Total Compensation
Hiring Rate	\$53,028	\$750		\$53,778
Step 1	54,957	750		55,707
Step 2	56,886	750		57,636
Step 3	58,815	750		59,565
Step 4	60,744	750		61,494
Step 5	62,673	750		63,423
Job Rate	64,602	750		65,352
10-Year Longevity	68,092	750		68,842
15-Year Longevity	71,166	750		71,916
20-Year Longevity	75,291	750		76,041
25-Year Longevity	78,364	750		79,114

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 16)

April 1, 2016

2% across-the-board

Step	Salary	Facility Security Pay	Hazardous Duty Pay	Total Compensation
Hiring Rate	\$54,089	\$750		\$54,839
Step 1	56,057	750		56,807
Step 2	58,025	750		58,775
Step 3	59,993	750		60,743
Step 4	61,961	750		62,711
Step 5	63,929	750		64,679
Job Rate	65,897	750		66,647
10-Year Longevity	69,457	750		70,207
15-Year Longevity	72,592	750		73,342
20-Year Longevity	76,800	750		77,550
25-Year Longevity	79,934	750		80,684

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 16)

April 1, 2017

2% across-the-board

Step	Salary	Facility Security Pay	Hazardous Duty Pay	Total Compensation
Hiring Rate	\$55,171	\$750		\$55,921
Step 1	57,158	750		57,908
Step 2	59,185	750		59,935
Step 3	61,192	750		61,942
Step 4	63,199	750		63,949
Step 5	65,206	750		65,956
Job Rate	67,213	750		67,963
10-Year Longevity	70,844	750		71,594
15-Year Longevity	74,042	750		74,792
20-Year Longevity	78,334	750		79,084
25-Year Longevity	81,531	750		82,281

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 16)

January 1, 2018

\$200 – Hazardous Duty Pay

Step	Salary	Facility Security Pay	Hazardous Duty Pay	Total Compensation
Hiring Rate	\$55,171	\$750	\$200	\$56,121
Step 1	57,158	750	200	58,108
Step 2	59,185	750	200	60,135
Step 3	61,192	750	200	62,142
Step 4	63,199	750	200	64,149
Step 5	65,206	750	200	66,156
Job Rate	67,213	750	200	68,163
10-Year Longevity	70,844	750	200	71,794
15-Year Longevity	74,042	750	200	74,992
20-Year Longevity	78,334	750	200	79,284
25-Year Longevity	81,531	750	200	82,481

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 16)

April 1, 2018

2% across-the-board

Step	Salary	Facility Security Pay	Hazardous Duty Pay	Total Compensation
Hiring Rate	\$56,274	\$750	\$200	\$57,224
Step 1	58,321	750	200	59,271
Step 2	60,368	750	200	61,318
Step 3	62,415	750	200	63,365
Step 4	64,462	750	200	65,412
Step 5	66,509	750	200	67,459
Job Rate	68,556	750	200	69,506
10-Year Longevity	72,260	750	200	73,210
15-Year Longevity	75,522	750	200	76,472
20-Year Longevity	79,899	750	200	80,849
25-Year Longevity	83,160	750	200	84,110

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 16)

April 1, 2019

2% across-the-board

Step	Salary	Facility Security Pay	Hazardous Duty Pay	Total Compensation
Hiring Rate	\$57,399	\$750	\$200	\$58,349
Step 1	59,487	750	200	60,437
Step 2	61,575	750	200	62,525
Step 3	63,663	750	200	64,613
Step 4	65,751	750	200	66,701
Step 5	67,839	750	200	68,789
Job Rate	69,927	750	200	70,877
10-Year Longevity	73,705	750	200	74,655
15-Year Longevity	77,032	750	200	77,982
20-Year Longevity	81,497	750	200	82,447
25-Year Longevity	84,823	750	200	85,773

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 16)

July 1, 2019

Move to Corrections Salary Schedule

Step	Salary	Facility Security Pay	Hazardous Duty Pay	Total Compensation
Hiring Rate	\$58,886	\$750	\$200	\$59,836
Step 1	61,029	750	200	61,979
Step 2	63,172	750	200	64,122
Step 3	65,315	750	200	66,265
Step 4	67,458	750	200	68,408
Step 5	69,601	750	200	70,551
Job Rate	71,744	750	200	72,694
10-Year Longevity	75,540	750	200	76,490
15-Year Longevity	78,881	750	200	79,831
20-Year Longevity	83,374	750	200	84,324
25-Year Longevity	86,714	750	200	87,664

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 16)

April 1, 2020

2% across-the-board

Step	Salary	Facility Security Pay	Hazardous Duty Pay	Total Compensation
Hiring Rate	\$60,064	\$750	\$200	\$61,014
Step 1	62,250	750	200	63,200
Step 2	64,436	750	200	65,386
Step 3	66,622	750	200	67,572
Step 4	68,808	750	200	69,758
Step 5	70,994	750	200	71,944
Job Rate	73,180	750	200	74,130
10-Year Longevity	77,052	750	200	78,002
15-Year Longevity	80,460	750	200	81,410
20-Year Longevity	85,043	750	200	85,993
25-Year Longevity	88,449	750	200	89,399

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 16)

October 1, 2020

\$500 increase to 25-Year longevity step

Step	Salary	Facility Security Pay	Hazardous Duty Pay	Total Compensation
Hiring Rate	\$60,064	\$750	\$200	\$61,014
Step 1	62,250	750	200	63,200
Step 2	64,436	750	200	65,386
Step 3	66,622	750	200	67,572
Step 4	68,808	750	200	69,758
Step 5	70,994	750	200	71,944
Job Rate	73,180	750	200	74,130
10-Year Longevity	77,052	750	200	78,002
15-Year Longevity	80,460	750	200	81,410
20-Year Longevity	85,043	750	200	85,993
25-Year Longevity	88,949	750	200	89,899

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.