

**ESTIMATED BACK PAY AMOUNTS**  
**-for-**  
**CORRECTIONS TITLES**

	Hiring Rate	Job Rate	10-Year Longevity	15-Year Longevity	20-Year Longevity	25-Year Longevity
Correction Officer (Grade 14)	\$5,945	\$7,265	\$7,655	\$8,010	\$8,488	\$8,832
CCCA (Grade 15)	\$6,276	\$7,662	\$8,069	\$8,429	\$8,920	\$9,273
Correction Sergeant (Grade 17)	\$6,974	\$8,540	\$8,959	\$9,340	\$9,857	\$10,255

Amounts shown above reflect estimated back pay amounts under the tentative agreement between the State of New York and NYSCOPBA for the term 2016-2023, using a hypothetical payment date of April 1, 2019.

### Notes to Chart

1. The hypothetical payment date of April 1, 2019 considers that the Memorandum of Understanding must be ratified by the members and then enacted into law by the Legislature before the back pay can be processed by the State Comptroller and paid. The State has not promised us that the back pay will be paid by April 1; we have simply chosen that date as a hypothetical date for purposes of estimating back pay.

2. The back pay figures shown above do not include any recalculated overtime for the period April 1, 2016 to March 31, 2019, since everyone has a different amount of overtime. Overtime will, however, be recalculated for that period. The change in the overtime calculation formula (increasing the denominator from 2,000 to 2,080) will not go into effect until April 1, 2019 and thus will not affect overtime recalculation for the period April 1, 2016 to March 31, 2019.

3. For members currently between the Hiring Rate and Job Rate, who will have thus moved several steps during the three-year period of retroactivity, the back pay will fall between the amounts shown for Hiring Rate and Job Rate; those closer to Job Rate will receive a higher amount than those closer to the Hiring Rate.

4. For members at Job Rate or above, the amounts shown assume that one stayed at that step for all three years of retroactivity. Those who advanced a step during the three-year period will receive a back pay amount between the step moved from and the step moved to.