

Total Compensation under 2016-2023 MOU

ISO (Grade 9)

April 1, 2019

Step	Salary	Expanded Duty Pay	Hazardous Duty Pay	Pre-Shift Briefing (Minimum)	Total Compensation
Hiring Rate	\$40,463	\$2,600	\$750	\$2,080	\$45,893
Step 1	42,042	2,600	750	2,080	47,472
Step 2	43,619	2,600	750	2,080	49,049
Step 3	45,197	2,600	750	2,080	50,627
Step 4	46,775	2,600	750	2,080	52,205
Step 5	48,353	2,600	750	2,080	53,783
Job Rate	49,931	2,600	750	2,080	55,361
10-Year Longevity	52,734	2,600	750	2,080	58,164
15-Year Longevity	55,193	2,600	750	2,080	60,623
20-Year Longevity	58,926	2,600	750	2,080	64,356
25-Year Longevity	61,391	2,600	750	2,080	66,821

Notes: (1) Location Pay and Inconvenience Pay 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 pensionable and includable in the calculation of the overtime rate.

(3) Pre-Shift Briefing shown is the minimum guaranteed contractual amount.

Total Compensation under 2016-2023 MOU

ISO (Grade 9)

April 1, 2020

Step	Salary	Expanded Duty Pay	Hazardous Duty Pay	Pre-Shift Briefing (Minimum)	Total Compensation
Hiring Rate	\$41,272	\$2,600	\$950	\$2,080	\$46,902
Step 1	42,882	2,600	950	2,080	48,512
Step 2	44,492	2,600	950	2,080	50,122
Step 3	46,102	2,600	950	2,080	51,732
Step 4	47,712	2,600	950	2,080	53,342
Step 5	49,322	2,600	950	2,080	54,952
Job Rate	50,932	2,600	950	2,080	56,562
10-Year Longevity	53,791	2,600	950	2,080	59,421
15-Year Longevity	56,299	2,600	950	2,080	61,929
20-Year Longevity	60,107	2,600	950	2,080	65,737
25-Year Longevity	62,621	2,600	950	2,080	68,251

Notes: (1) Location Pay and Inconvenience Pay 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 pensionable and includable in the calculation of the overtime rate.

(3) Pre-Shift Briefing shown is the minimum guaranteed contractual amount.

Total Compensation under 2016-2023 MOU

ISO (Grade 9)

April 1, 2021

Step	Salary	Expanded Duty Pay	Hazardous Duty Pay	Pre-Shift Briefing (Minimum)	Total Compensation
Hiring Rate	\$42,097	\$2,600	\$1,150	\$2,080	\$47,927
Step 1	43,739	2,600	1,150	2,080	49,209
Step 2	45,381	2,600	1,150	2,080	51,211
Step 3	47,023	2,600	1,150	2,080	52,853
Step 4	48,665	2,600	1,150	2,080	54,495
Step 5	50,307	2,600	1,150	2,080	56,137
Job Rate	51,949	2,600	1,150	2,080	57,779
10-Year Longevity	54,865	2,600	1,150	2,080	60,695
15-Year Longevity	57,423	2,600	1,150	2,080	63,253
20-Year Longevity	61,308	2,600	1,150	2,080	67,138
25-Year Longevity	63,872	2,600	1,150	2,080	69,702

Notes: (1) Location Pay and Inconvenience Pay 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 pensionable and includable in the calculation of the overtime rate.

(3) Pre-Shift Briefing shown is the minimum guaranteed contractual amount.

Total Compensation under 2016-2023 MOU

ISO (Grade 9)

October 1, 2021

Step	Salary	Expanded Duty Pay	Hazardous Duty Pay	Pre-Shift Briefing (Minimum)	Total Compensation
Hiring Rate	\$42,097	\$2,600	\$1,500	\$2,080	\$48,277
Step 1	43,739	2,600	1,500	2,080	49,919
Step 2	45,381	2,600	1,500	2,080	51,561
Step 3	47,023	2,600	1,500	2,080	53,203
Step 4	48,665	2,600	1,500	2,080	54,845
Step 5	50,307	2,600	1,500	2,080	56,487
Job Rate	51,949	2,600	1,500	2,080	58,129
10-Year Longevity	54,865	2,600	1,500	2,080	61,045
15-Year Longevity	57,423	2,600	1,500	2,080	63,603
20-Year Longevity	61,308	2,600	1,500	2,080	67,488
25-Year Longevity	64,372	2,600	1,500	2,080	70,552

Notes: (1) Location Pay and Inconvenience Pay 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 pensionable and includable in the calculation of the overtime rate.

(3) Pre-Shift Briefing shown is the minimum guaranteed contractual amount.

Total Compensation under 2016-2023 MOU

ISO (Grade 9)

April 1, 2022

Step	Salary	Expanded Duty Pay	Hazardous Duty Pay	Pre-Shift Briefing (Minimum)	Total Compensation
Hiring Rate	\$42,939	\$2,600	\$1,500	\$2,080	\$49,119
Step 1	44,614	2,600	1,500	2,080	50,794
Step 2	46,289	2,600	1,500	2,080	52,469
Step 3	47,964	2,600	1,500	2,080	54,144
Step 4	49,639	2,600	1,500	2,080	55,819
Step 5	51,314	2,600	1,500	2,080	57,494
Job Rate	52,989	2,600	1,500	2,080	59,169
10-Year Longevity	55,963	2,600	1,500	2,080	62,143
15-Year Longevity	58,572	2,600	1,500	2,080	64,752
20-Year Longevity	62,535	2,600	1,500	2,080	68,715
25-Year Longevity	65,660	2,600	1,500	2,080	71,840

Notes: (1) Location Pay and Inconvenience Pay 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 pensionable and includable in the calculation of the overtime rate.

(3) Pre-Shift Briefing shown is the minimum guaranteed contractual amount.