

## Increases to Total Compensation under 2016-2021 MOU

### Law Enforcement (Grade 10)

Current Compensation under 2009-2016 Agreement

Step	Salary	Facility Security Pay	Hazardous Duty Pay	Total Compensation
Hiring Rate	\$38,429	\$750		\$39,179
Step 1	39,920	750		40,670
Step 2	41,411	750		42,161
Step 3	42,902	750		43,652
Step 4	44,393	750		45,143
Step 5	45,884	750		46,634
Job Rate	47,375	750		48,125
10-Year Longevity	50,071	750		50,821
15-Year Longevity	52,445	750		53,195
20-Year Longevity	55,967	750		56,717
25-Year Longevity	58,341	750		59,091

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 10)**

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	\$39,198	\$750		\$39,948
Step 1	40,719	750		41,469
Step 2	42,240	750		42,990
Step 3	43,761	750		44,511
Step 4	45,282	750		46,032
Step 5	46,803	750		47,553
Job Rate	48,324	750		49,074
10-Year Longevity	51,074	750		51,824
15-Year Longevity	53,495	750		54,245
20-Year Longevity	57,088	750		57,838
25-Year Longevity	59,509	750		60,259

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 10)**

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	\$39,982	\$750		\$40,732
Step 1	41,533	750		42,283
Step 2	43,084	750		43,834
Step 3	44,635	750		45,385
Step 4	46,186	750		46,936
Step 5	47,737	750		48,487
Job Rate	49,288	750		50,038
10-Year Longevity	52,093	750		52,843
15-Year Longevity	54,562	750		55,312
20-Year Longevity	58,227	750		58,977
25-Year Longevity	60,697	750		61,447

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 10)

January 1, 2018

\$200 – Hazardous Duty Pay

Step	Salary	Facility Security Pay	Hazardous Duty Pay	Total Compensation
Hiring Rate	\$39,982	\$750	\$200	\$40,932
Step 1	41,533	750	200	42,483
Step 2	43,084	750	200	44,034
Step 3	44,635	750	200	45,585
Step 4	46,186	750	200	47,136
Step 5	47,737	750	200	48,687
Job Rate	49,288	750	200	50,238
10-Year Longevity	52,093	750	200	53,043
15-Year Longevity	54,562	750	200	55,512
20-Year Longevity	58,227	750	200	59,177
25-Year Longevity	60,697	750	200	61,647

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 10)**

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	\$40,782	\$750	\$200	\$41,732
Step 1	42,364	750	200	43,314
Step 2	43,946	750	200	44,896
Step 3	45,528	750	200	46,478
Step 4	47,110	750	200	48,060
Step 5	48,692	750	200	49,642
Job Rate	50,274	750	200	51,224
10-Year Longevity	53,135	750	200	54,085
15-Year Longevity	55,653	750	200	56,603
20-Year Longevity	59,392	750	200	60,342
25-Year Longevity	61,911	750	200	62,861

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 10)**

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	\$41,598	\$750	\$200	\$42,548
Step 1	43,212	750	200	44,162
Step 2	44,826	750	200	45,776
Step 3	46,440	750	200	47,390
Step 4	48,054	750	200	49,004
Step 5	49,668	750	200	50,618
Job Rate	51,282	750	200	52,232
10-Year Longevity	54,200	750	200	55,150
15-Year Longevity	56,769	750	200	57,719
20-Year Longevity	60,582	750	200	61,532
25-Year Longevity	63,152	750	200	64,102

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 10)**

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	\$42,648	\$750	\$200	\$43,598
Step 1	44,308	750	200	45,258
Step 2	45,968	750	200	46,918
Step 3	47,628	750	200	48,578
Step 4	49,288	750	200	50,238
Step 5	50,948	750	200	51,898
Job Rate	52,608	750	200	53,558
10-Year Longevity	55,541	750	200	56,491
15-Year Longevity	58,123	750	200	59,073
20-Year Longevity	61,953	750	200	62,903
25-Year Longevity	64,536	750	200	65,486

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 10)**

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	\$43,501	\$750	\$200	\$44,451
Step 1	45,194	750	200	46,144
Step 2	46,887	750	200	47,837
Step 3	48,580	750	200	49,530
Step 4	50,273	750	200	51,223
Step 5	51,966	750	200	52,916
Job Rate	53,659	750	200	54,609
10-Year Longevity	56,651	750	200	57,601
15-Year Longevity	59,284	750	200	60,234
20-Year Longevity	63,191	750	200	64,141
25-Year Longevity	65,826	750	200	66,776

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 10)**

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	\$43,501	\$750	\$200	\$44,451
Step 1	45,194	750	200	46,144
Step 2	46,887	750	200	47,837
Step 3	48,580	750	200	49,530
Step 4	50,273	750	200	51,223
Step 5	51,966	750	200	52,916
Job Rate	53,659	750	200	54,609
10-Year Longevity	56,651	750	200	57,601
15-Year Longevity	59,284	750	200	60,234
20-Year Longevity	63,191	750	200	64,141
25-Year Longevity	66,326	750	200	67,276

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.