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Inter-Departmental Memo

To: Hon. Norma Gonsalves, Presiding Officer
Hon. Kevan Abrahams, Minority Leader
All Members of the Nassau County Legislature

From: Maurice Chalmers, Director
Office of Legislative Budget Review

A handwritten signature in blue ink, appearing to be "MC", written over a circular stamp or mark.

Date: June 27, 2014

Re: Proposed COBA Labor Contract

The Administration and the Sheriff's Correction Officers Benevolent Association, Inc. (COBA) recently settled on a proposed Memorandum of Agreement (MOA) which would extend the Collective Bargaining Agreement (CBA) to December 31, 2017 and end the wage freeze for COBA members. The MOA has been reviewed by the Nassau Interim Finance Authority (NIFA). The proposed agreement was signed by the County Executive and COBA union representatives on June 18, 2014 and will be voted by COBA union members on June 27, 2014.

On May 2, 2014 NIFA approved contracts with four unions: the Police Benevolent Association (PBA), the Detectives Association Inc. (DAI), the Civil Service Employees Association (CSEA) and the Superior Officers Association (SOA). Each of the adopted deals included a "Reopener" clause that would be triggered should another union negotiate better terms with the County. The passage of the COBA contract is dependent on each of the other unions signing a release stating that the terms and conditions of COBA's MOA will not trigger the reopener clause. The COBA contract follows the same format as the other negotiated deals including a clarification letter for the Legislature's consideration.

Upon becoming a control board in 2011, NIFA imposed a wage freeze per the request of the Administration which contended that the labor agreements inherited were unsustainable. The unions filed a lawsuit; on March 11, 2014, a Nassau Supreme Court Justice determined (in various lawsuits filed by County unions) that NIFA had the statutory authority to impose a wage freeze. The decision has since been appealed by the unions. The County, COBA, and NIFA share the position that the proposed MOA secures structural savings while capping the County's

exposure should the Courts find in favor of COBA and the other unions. The wage freeze has been in effect for three years and has allowed the Administration to keep labor costs stagnant by avoiding salary expense increases. Despite these savings, it is unrealistic to expect that the freeze would continue indefinitely.

The Legislature was advised that all wage contract deals would have “safety valves” by which the County would not be committed to the increases should revenues not materialize. The “safety valves” are not reflected in this proposed MOA.

The proposed labor contract cost will have a compounding effect on County salaries. As new steps and COLAs are added, there is further fiscal pressure placed on the budget. Our analysis reveals that there is approximately \$59.9 million in wage costs associated with the proposed agreement through 2017.

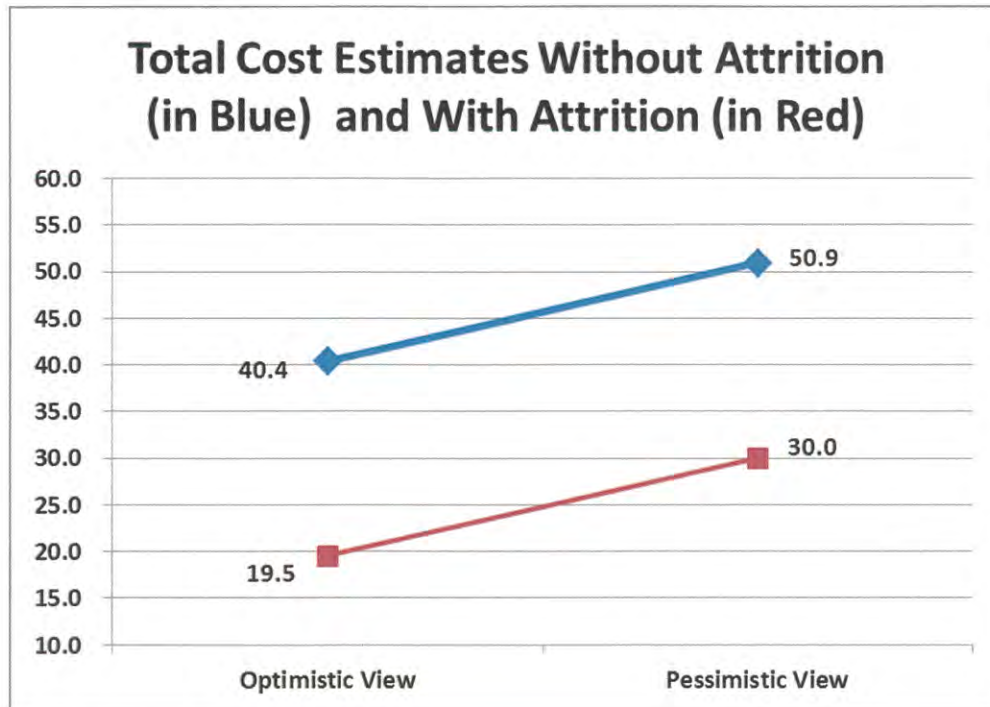
To offset the additional costs, the unions have agreed to measures that may provide savings to help reduce the financial impact on the County. Some, by nature, represent structural changes that will continue to garner savings past the timeframe covered by the MOA. Examples include a 15% health insurance contribution and revised salary plans with lower salary scales for new employees. However, items such as vacation leave and work assignment schedule savings are highly contingent upon management enforcement and execution. At their core, many items intend to reduce overtime over the term of this MOA. While savings are likely to occur from these provisions, they appear to be aggressive given the current overtime levels. The Correctional Center has had great success in reducing the overtime expenditures. For FY 2012 and 2013, the average overtime expense was approximately \$16.0 million which represents roughly a 24% average reduction from the FY 2010-11 overtime levels.

It will be incumbent upon the Sheriff to implement adequate procedures in order to realize these savings. Failure to achieve these savings will expose the County to significant and compounding costs. It is OLBR’s opinion that these items constitute very soft offsets. As such, we are presenting our numbers with an optimistic view which captures the value of the offsets in comparison to a more pessimistic view that does not include these offsets. More than likely, some level of savings will be realized as has been demonstrated by the Correctional Center.

For the most part, the Administration intends to use attrition savings to cover a major portion of the proposed contract costs. Given the magnitude of the projected savings, OLBR determined that it would be important to discuss attrition and its budgetary uses in detail.

Attrition savings are generated mainly from the separation of mostly senior employees, thus providing relief to the budget. Except in the case of a Voluntary Separation Incentive Plan (VSIP), where employee separations are accelerated, these savings happen during the normal course of the year and are not a result of any specific labor agreement. However, the Administration argues that these departures create salary surpluses and intends to use the funds to offset the costs associated with the MOA. To do so will eliminate fiscal flexibility. NIFA credits the savings against the cost of the contract in their analysis.

The chart below illustrates the agreement’s estimated total costs. As previously mentioned, the optimistic view assumes that all contractual offsets will be realized. The red line accounts for attrition savings, while the blue line does not. As seen in the optimistic view below, an estimated \$20.9 million attrition offset would lower the cost of the contract to \$19.5 million through 2017. OLBR projects some level of the offset will be achieved, as a result, the final cost will fall between the most optimistic and pessimistic view. It is incumbent upon the Jail’s management team to achieve the targeted savings.



Conclusion:

The Administration has recently taken some steps to meet the costs associated with increased wages. Implementation of a speed camera program is scheduled to begin during the summer. In addition, several County fee increases have been passed by the Legislature and if implemented will help defray the costs. Other items mentioned as possible offsets to the wage increases include unbudgeted economically sensitive revenue increases, including sales tax receipts and mortgage recording fees both of which have been trending negatively. For sales tax, a more indicative growth can be projected with the July 11th check which will include the quarterly reconciliation.

In addition, some previously underfunded budget items, such as tax certiorari expenses may pose less risk to future budgets as the Legislature recently passed a home rule message which will result in the creation of the “disputed assessment fund” for commercial properties.

There are still remaining concerns. In particular, there is a clause that reads: “this agreement shall not be effective unless NIFA adopts a resolution certifying that the Agreement is an instrument in writing that is an acceptable and appropriate contribution toward alleviating the

fiscal crisis of the County pursuant to section 3669(3)(B) of the NIFA ACT and that NIFA will abide by the terms of the Agreement and will not impose a wage freeze through December 31, 2017, as long as this Agreement, in whole or in part, is in effect.” In effect, NIFA could be giving up its authority to impose a wage freeze.

Depending on whether OLBR mirrors the Control Board’s inclusion of attrition or not, the cost of the agreement may range from \$19.5 million to \$30.0 million with attrition savings, or range from \$40.4 million to \$50.9 million without attrition savings. The lower cost of \$19.5 million is similar to NIFA’s methodology of estimating the costs of the agreement.

The following attachment provides a review of the proposed COBA agreement.

cc: Timothy Sullivan, Deputy County Executive
Roseann D’Alleva, Budget Director, OMB
Daniel McCloy, Director of Law, Finance & Operations
Christopher Ostuni, Majority Counsel
David Gugerty, Minority Chief of Staff
Peter Clines, Minority Counsel
Michelle Darcy, Policy Director

Proposed COBA MOA

The current Collective Bargaining Agreement (CBA) between the County and the Nassau County Sheriff’s Correction Officers Benevolent Association, INC. (COBA) is dated to expire on December 31, 2015. The Administration and the COBA leadership settled on a proposed Memorandum of Agreement (MOA) that would extend the CBA to December 31, 2017. The proposed agreement was signed by the County Executive and the Nassau County COBA union representatives on June 18, 2014. The proposed agreement preserves the right of each side (the Administration and the unions) to pursue pending lawsuits in Nassau County Supreme Court and the United States District Court for the Eastern District of New York.

OLBR’s analysis of the MOA with COBA is below:

Base Document

The current CBA is based on the COBA (formerly the Sheriff’s Officers Association ShOA) contract that started on January 1, 1998 through December 31, 2004. All MOAs and arbitration awards, such as the January 1, 2005 through December 31, 2012 Memorandum of Agreement and the Stipulation of Agreement (“Agreement”) extending the contract period through December 31, 2015 are considered part of the current CBA. All provisions within the current CBA continue in full force and effect unless explicitly modified by the terms of this agreement.

Term

The CBA agreement will be extended through December 31, 2017.

Wage Increases

The following Table reflects the scheduled Cost Of Living Adjustments (COLA) and steps as proposed in the agreement:

2014 Proposed COBA Agreement

<u>Year</u>	<u>Timeline</u>	<u>Award</u>
2013		No COLA
2014	6/1/2014	All COBA members hired on or before Dec. 31, 2012 will receive a step.
	6/1/2014	3.5% COLA
	12/1/2014	All COBA members hired on or before Dec. 31, 2013 will receive a step.
2015	6/1/2015	All COBA members with the exception of those hired during 2013 calendar year will receive a step.
	9/1/2015	3.75% COLA
	12/1/2015	All COBA members hired on or before Dec. 31, 2010 with the exception of those members hired between January 1, 2008 and March 23, 2008 will receive a step.

2016	1/1/2016	All COBA members hired on or before Dec. 31, 2013 will step on their anniversary date of hire. There will be no step movement for members hired between January 1, 2014 and May 31, 2014.
	9/1/2016	3.50% COLA
2017	1/1/2017	All COBA members move to the next step on their anniversary date of hire.
	7/1/2017	2% COLA

OLBR estimates the costs associated with the CBA through FY 2017 to be approximately \$59.9 million. As reflected, in the table below, costs of \$59.9 million are reduced by offsets of \$19.5 million for a net optimistic contract cost of \$40.4 million. Attrition, which occurs during the normal course of County business, is used by municipalities as fiscal flexibility is shown below the line. The following chart reflects the projected costs of the proposed MOA with and without attrition:

	Labor Contract Analysis (millions)				
	2014	2015	2016	2017	Cumulative
Projected Cost					
COBA	3.9	11.5	18.9	25.7	59.9
Projected Offsets					
New Hire Salary Schedule	(0.3)	(0.8)	(1.0)	(2.1)	(4.2)
New Hire Extended Steps	-	(0.0)	(0.5)	(0.9)	(1.4)
New Hire 15% Health Insurance	(0.1)	(0.3)	(0.4)	(0.6)	(1.3)
Uniform Maintenance & Education Pay Deferral	(0.2)	(0.2)	(0.2)	(0.2)	(0.8)
*Vacation Leave	(1.7)	(1.8)	(1.9)	(1.9)	(7.2)
*Four Hour Rule Reduction	(0.2)	(0.2)	(0.2)	(0.2)	(0.8)
*BMU Sergeant IP Charge	(0.1)	(0.1)	(0.1)	(0.1)	(0.4)
*Blood Days	(0.0)	(0.0)	(0.0)	(0.0)	(0.2)
Course Reimbursement	(0.1)	(0.1)	(0.1)	(0.1)	(0.4)
Revised GML Section 207-C Dispute Resolution Process	(0.3)	(0.3)	(0.3)	(0.3)	(1.0)
*Recruit Class No. 96 Assignments/Work Schedules	(0.7)	-	-	-	(0.7)
*Shuttle & Pen Posts to Security Platoons	(0.2)	(0.3)	(0.3)	(0.3)	(1.1)
Total Offsets	(3.7)	(4.1)	(5.0)	(6.7)	(19.5)
Cost Prior to Attrition	0.2	7.4	13.9	19.0	40.4
<i>*Items subject to implementation /execution could carry an impact of up to \$10.5 million.</i>					
Other Cost Defeasance					
Attrition savings	-	(4.5)	(7.0)	(9.4)	(20.9)
Net	0.2	2.9	6.9	9.5	19.5

It is OLBR's opinion that some of the items in the table above be considered as *very soft offsets*. The soft savings items that have been identified include vacation leave, work schedule reductions

and the transfer of Operation Pens & Shuttle to security platoon posts. Should these savings not or only partially come to fruition, the additional risk could be between zero and \$10.5 million bringing the cost, including attrition savings, to a range of \$19.5 million to \$30.0 million. The lower calculation of \$19.5 million is comparable to the methodology used by NIFA. Below are discussions of the offsets:

Salary Schedule

There are two new salary schedules under this proposed MOA. There is a new salary plan for employees hired before the effective date of this agreement (Attachment A) and a new salary plan for employees hired after the effective date of this agreement (Attachment B). Except for the 2% COLA in 2017, the salary plan for new members hired after the effective date of the agreement (Attachment B) does not include the 2014-2016 COLAs that the current onboard members are entitled to under this agreement in (Attachment A). Salary reductions of \$4.2 million have been estimated in the contract analysis based on projecting the annual recurrence of hiring 45 new Officers in lower salary steps under the new salary plan, compared to the same number of employees progressing in the current COBA salary plan. In addition, the first two steps (Step #1a and #2a) in the salary plan for new hires have been increased from 12 months in the current COBA salary plan to 18 months under the salary plan for new hires in the new MOA (Attachment B). Additional savings of \$1.4 million has been projected.

Employee Benefits- Health Insurance Contribution Savings

Employees hired on or after the execution of this agreement will be entitled to receive health insurance benefits provided by the Empire Plan made available by the New York State Health Insurance Program (NYSHIP) or by an alternative health plan. If enrolled in the Empire Plan, new employees shall contribute 15% of the cost of the health insurance premium. If enrolled with an alternative health insurance plan (such as HIP, AETNA, Blue Cross HMO and HIP/Vytra Network), the County will pay up to 85% of the cost of the Empire Plan. If the premium cost is equal to or less than the 85% of the cost of the Empire Plan, the employer shall pay the full cost of the premium. To the extent the annual premium exceeds the 85% of the cost of the Empire Plan, the employee shall pay the difference. The analysis includes projected savings of roughly \$1.3 million from new Officers contributing to their health insurance plan through 2017.

Uniform Maintenance & Education Pay Deferral

All COBA members who deferred their uniform maintenance (\$500) and education allowance (\$425) in 2011, which is due to be repaid in the first pay period of 2015, will receive these deferred payments upon separation of service. However this provision is only relevant to COBA members who are otherwise entitled to the 2011 deferred monies pursuant to Section 6 of the 2012-2015 Stipulation of Agreement. The projected cumulative deferral is assessed at \$786,250.

Vacation Leave

For the calendar years 2014-2017, the vacation selection process shall be modified and reduced to the level of 10% permitted time off per tour by the identified work group as reflected in the Time and Leave Letter Agreement dated December 19, 2013, subsequently amended June 18, 2014. Overtime savings of \$7.2 million for this provision are estimated over the term of the contract.

Blood Days

The proposed contract eliminates the provision allowing COBA members to earn any compensatory time for the donation of blood (“blood days”). All previously earned and accumulated blood days can be used and/or compensated in the same manner as in the prior contract. Projected cumulative savings of an estimated \$175,000 has been included in the analysis as a result of eliminating this provision from the calendar years 2014-2017.

Course Reimbursement

The County reimburses Bargaining Unit Members for expenses associated with the completion of college courses meeting certain criteria. Under this provision, the total course reimbursement pool available to COBA members is reduced from \$100,000 per year to \$50,000 per year. The County will also retain any unused money from the course reimbursement pool. The County currently rolls over unused funds from year to year. Bargaining Unit Members are reimbursed for all courses passed with a grade of C+ or better. Eligible members are reimbursed for completed classes in the following calendar year. Members will not be eligible for course reimbursement in 2015, 2016 and 2017. The pool will be capped at \$50,000 in 2014. The County is estimated to save \$350,000 over the course of this contract as a result of this provision.

Recruit Class Assignments/Work Schedules

All Correction Officers included in Recruit Class No. 96 may be assigned and/or reassigned to any work schedule designated by the County that is intended to reduce anticipated overtime. Recruit Class No. 96 represents the class of employees hired on January 10, 2014. There are currently 11 recruits on board that started on this date. This provision is effective from the initial date of hire through December 31, 2014. Savings of approximately \$742,400 is projected in 2014 as a result of the provision.

Shuttles and Pens Posts to Security Platoons

According to the proposed contract, all Officers in the Operations unit assigned to Shuttle and Pen posts will be transferred to the Security platoon. These posts will be staffed by the Security platoon on the date that the contract becomes operative. This personnel reassignment is expected to achieve \$1.1 million in overtime savings over the life of this contract.

Pending Litigation

The County and COBA have each agreed to forgo pending litigation as a provision of this proposal. The County agrees to waive its entitlement to cost in the following two cases: *Sherriff Officers Association v. Nassau County, Index No. 1833-2012* and *Sherriff Officers Association, et al, v. Nassau County, et al, Index No. 453-2012*.

COBA has also agreed to forgo two cases. COBA filed an improper practice charge (*Improper Practice Charge numbered U-31793*) against the County in 2010 or 2011 after the Sheriff eliminated a vacation leave slot from the Behavior Management Unit (BMU). BMU supervisors deal with a segment of the inmate population that requires special attention. The Sheriff had granted an additional leave slot for supervisors in this unit to attract personnel to the BMU Sergeant post. In effect, BMU Supervisors did not have to compete for leave slots with their peers in other supervisory posts. An Administrative Law Judge found this case in COBA’s

favor, but COBA has agreed that it will not seek enforcement of this decision to help offset the cost of the contract. In the matter of *Jaronczyk, et al. v. Mangano, et al., Index No. 11073-2013*, COBA will waive entitlement to costs and attorney's fees. This provision will save \$434,540.

Amendments to General Municipal Law (GML) Section 207-C Dispute Resolution Process

The agreement proposes amendments to revise the County's GML 207-C Leave Dispute Resolution Process. GML Section 207-C is the chapter of New York State Law that grants full pay to, and covers all medical costs of, certain municipal employees beset by injury or illness while in the line of duty. Nassau County Correctional Officers are eligible to receive GML 207-C benefits.

In addition to the medical treatment necessitated by their eligible injury, Bargaining Unit Members on GML 207-C leave are periodically evaluated by the Police Surgeon. The Police Surgeon's evaluation tracks the member's recovery and helps to determine when the member can return from GML 207-C leave. In some instances, the Police Surgeon and the member's doctor do not agree on the member's ability to return to work. In that case, the member is presented with two options. One, the member can opt to be evaluated by the County's independent medical service, MedScope. Their evaluation of the employee's readiness to return to work is final and binding. The second option available to members is the GML 207-C Dispute Resolution Process. In the Dispute Resolution Process, the Department and the Member present their cases before an Administrative Hearing Officer. After hearing both sides, the Administrative Hearing Officer renders a decision.

Several weaknesses create delays in the current dispute process. For one, there is no time table for the dispute resolution process. A hearing starts as soon as the Department can get all the necessary administrative pieces into place (i.e. identifying a hearing officer, finding a mutual date, etc.). Secondly, only one hearing can proceed at a given time. Currently, seven of the nine outstanding disputes are over one year old.

The three significant changes proposed by this provision address the inefficiencies of the current process. The three changes are as follows: limit the overall process to 65 business days, allow for more than one hearing to proceed at once, and the designation of an additional Independent Medical Consulting Service (IMCS). These revisions should clear the current backlog in the near term, while preventing a build-up of another in the future. The additional medical consultant will help speed up the process for those members electing for the independent evaluation option. Some other GML amendments include allowing medical testimony in person or by phone and limiting questioning to 60 minutes and cross examination to 90 minutes. Overall, these changes are expected to save about \$1.0 million over the life of the contract.

Leave in Accordance with General Municipal Law (GML) Section 207-C and Sick/Workers Compensation

Occasionally, a member that has returned to duty following GML 207-C or Workers' Compensation leave will need to attend medical appointments (physical therapy, other treatment, etc.) during the course of the work day. The County and COBA have agreed to reduce treatment and examination leave for these employees from four hours to two hours. This provision expires

on January 1, 2018 for all Bargaining Unit Members hired before May 31, 2014. The savings from this provision for the term of the contract is estimated to be \$792,782.

Attrition Savings

Attrition savings are generated mainly from the separation of senior employees, thus providing relief to the budget. Except in the case of a Voluntary Separation Incentive Plan (VSIP) where employees' separations are precipitated, these savings happen during the course of the year and are not related to any specific labor agreement. However, the control board (NIFA) has indicated to OLBR that their assessment of the contract credited attrition against the cost of the contract. OLBR estimates the attrition savings below the line at \$20.9 million. The projected attrition savings could reduce the net cost of the contract.

Employee Protection

If NIFA adopts a resolution withdrawing its March 10, 2014 resolution COBA may be entitled to reopen negotiations over terms and conditions of this Agreement in the event the IPBA enters into an agreement with the County, certified by NIFA on terms that may be more superior than the COBA contract.

The previously approved MOAs with CSEA, PBA, DAI and SOA included a similar employee protection clause that would allow them to reopen their contracts if another bargaining unit such as COBA were to enter into a contract with NIFA with superior terms and conditions. However, these unions are expected to sign a waiver whereby they expressly agree that this proposed MOA with COBA would not trigger a reopener of their agreements.

Conclusion

The proposed MOA with COBA will cost approximately \$59.9 million in wages. The County hopes to realize savings of \$40.4 million (including attrition) reducing the cost to \$19.5 million. However, execution risks remain. The lower cost of \$19.5 million is similar to NIFA's methodology of estimating the costs associated with the agreement.

FOR ALL COBA MEMBERS HIRED BEFORE MAY 31, 2014

6/1/2014 to 8/31/2015											
RANK	Start Step*	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Top Pay
Correction Officer	\$ 31,050	\$ 40,295	\$ 47,517	\$ 61,776	\$ 63,300	\$ 64,827	\$ 66,346	\$ 67,870	\$ 72,443	\$ 76,724	\$ 89,816
Corporal	-	\$ 43,921	\$ 51,793	\$ 67,336	\$ 68,997	\$ 70,662	\$ 72,317	\$ 73,978	\$ 78,963	\$ 83,629	\$ 97,900
Sergeant	-	\$ 47,984	\$ 56,584	\$ 73,564	\$ 75,379	\$ 77,198	\$ 79,006	\$ 80,821	\$ 86,267	\$ 91,364	\$ 106,955
Lieutenant	-	\$ 52,542	\$ 61,960	\$ 80,553	\$ 82,540	\$ 84,532	\$ 86,512	\$ 88,499	\$ 94,462	\$ 100,044	\$ 117,116
Captain	-	\$ 57,797	\$ 68,156	\$ 88,608	\$ 90,794	\$ 92,985	\$ 95,163	\$ 97,349	\$ 103,908	\$ 110,048	\$ 128,828

*Start Step Pay moves to \$34,000 on 1/1/2015)

9/1/2015 to 8/31/2016											
RANK	Start Step	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Top Pay
Correction Officer	\$ 35,275	\$ 41,806	\$ 49,299	\$ 64,093	\$ 65,673	\$ 67,258	\$ 68,834	\$ 70,415	\$ 75,159	\$ 79,601	\$ 93,184
Corporal	-	\$ 45,568	\$ 53,736	\$ 69,861	\$ 71,584	\$ 73,311	\$ 75,029	\$ 76,753	\$ 81,924	\$ 86,765	\$ 101,571
Sergeant	-	\$ 49,783	\$ 58,706	\$ 76,323	\$ 78,205	\$ 80,093	\$ 81,969	\$ 83,852	\$ 89,502	\$ 94,790	\$ 110,966
Lieutenant	-	\$ 54,513	\$ 64,283	\$ 83,574	\$ 85,635	\$ 87,702	\$ 89,756	\$ 91,818	\$ 98,004	\$ 103,796	\$ 121,508
Captain	-	\$ 59,964	\$ 70,712	\$ 91,931	\$ 94,198	\$ 96,472	\$ 98,731	\$ 101,000	\$ 107,805	\$ 114,175	\$ 133,659

9/1/2016 to 6/30/2017											
RANK	Start Step	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Top Pay
Correction Officer	-	\$ 43,269	\$ 51,024	\$ 66,336	\$ 67,972	\$ 69,612	\$ 71,243	\$ 72,880	\$ 77,790	\$ 82,387	\$ 96,446
Corporal	-	\$ 47,163	\$ 55,616	\$ 72,306	\$ 74,089	\$ 75,877	\$ 77,655	\$ 79,439	\$ 84,791	\$ 89,801	\$ 105,126
Sergeant	-	\$ 51,526	\$ 60,761	\$ 78,994	\$ 80,943	\$ 82,896	\$ 84,838	\$ 86,787	\$ 92,634	\$ 98,108	\$ 114,850
Lieutenant	-	\$ 56,421	\$ 66,533	\$ 86,499	\$ 88,632	\$ 90,771	\$ 92,897	\$ 95,032	\$ 101,434	\$ 107,428	\$ 125,761
Captain	-	\$ 62,063	\$ 73,186	\$ 95,149	\$ 97,495	\$ 99,848	\$ 102,187	\$ 104,535	\$ 111,578	\$ 118,171	\$ 138,337

7/1/2017 to 12/31/2017											
RANK	Start Step	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Top Pay
Correction Officer	-	\$ 44,134	\$ 52,045	\$ 67,663	\$ 69,331	\$ 71,005	\$ 72,668	\$ 74,337	\$ 79,346	\$ 84,034	\$ 98,375
Corporal	-	\$ 48,106	\$ 56,729	\$ 73,752	\$ 75,571	\$ 77,395	\$ 79,208	\$ 81,028	\$ 86,487	\$ 91,597	\$ 107,228
Sergeant	-	\$ 52,556	\$ 61,976	\$ 80,574	\$ 82,561	\$ 84,554	\$ 86,534	\$ 88,523	\$ 94,487	\$ 100,070	\$ 117,147
Lieutenant	-	\$ 57,549	\$ 67,864	\$ 88,229	\$ 90,405	\$ 92,587	\$ 94,755	\$ 96,932	\$ 103,463	\$ 109,577	\$ 128,276
Captain	-	\$ 63,304	\$ 74,650	\$ 97,052	\$ 99,445	\$ 101,845	\$ 104,231	\$ 106,626	\$ 113,809	\$ 120,535	\$ 141,104

FOR ALL COBA MEMBERS HIRED AFTER JUNE 1, 2014

6/1/2014 to 12/31/2014

RANK	Step 1a*	Step 2a*	Step 3a	Step 4a	Step 5a	Step 6a	Step 7a	Step 8a	Step 9a	Step 10a	Top Pay
Correction Officer*	\$ 31,050	\$ 35,275	\$ 45,500	\$ 52,000	\$ 57,000	\$ 64,827	\$ 66,346	\$ 67,870	\$ 72,443	\$ 76,724	\$ 89,816
Corporal	-	\$ 38,450	\$ 49,595	\$ 56,680	\$ 62,130	\$ 70,662	\$ 72,317	\$ 73,978	\$ 78,963	\$ 83,629	\$ 97,900
Sergeant	-	\$ 42,006	\$ 54,183	\$ 61,923	\$ 67,877	\$ 77,198	\$ 79,006	\$ 80,821	\$ 86,267	\$ 91,364	\$ 106,955
Lieutenant	-	\$ 45,997	\$ 59,330	\$ 67,806	\$ 74,325	\$ 84,532	\$ 86,512	\$ 88,499	\$ 94,462	\$ 100,044	\$ 117,116
Captain	-	\$ 50,597	\$ 65,263	\$ 74,586	\$ 81,758	\$ 92,985	\$ 95,163	\$ 97,349	\$ 103,908	\$ 110,048	\$ 128,828

*Step 1a & Step 2a are both 18 month steps. All other steps are 12 month steps

1/1/2015 to 8/31/2015

RANK	Step 1a*	Step 2a*	Step 3a	Step 4a	Step 5a	Step 6a	Step 7a	Step 8a	Step 9a	Step 10a	Top Pay
Correction Officer*	\$ 34,000	\$ 35,275	\$ 45,500	\$ 52,000	\$ 57,000	\$ 64,827	\$ 66,346	\$ 67,870	\$ 72,443	\$ 76,724	\$ 89,816
Corporal	-	\$ 38,450	\$ 49,595	\$ 56,680	\$ 62,130	\$ 70,662	\$ 72,317	\$ 73,978	\$ 78,963	\$ 83,629	\$ 97,900
Sergeant	-	\$ 42,006	\$ 54,183	\$ 61,923	\$ 67,877	\$ 77,198	\$ 79,006	\$ 80,821	\$ 86,267	\$ 91,364	\$ 106,955
Lieutenant	-	\$ 45,997	\$ 59,330	\$ 67,806	\$ 74,325	\$ 84,532	\$ 86,512	\$ 88,499	\$ 94,462	\$ 100,044	\$ 117,116
Captain	-	\$ 50,597	\$ 65,263	\$ 74,586	\$ 81,758	\$ 92,985	\$ 95,163	\$ 97,349	\$ 103,908	\$ 110,048	\$ 128,828

*Step 1a & Step 2a are both 18 month steps. All other steps are 12 month steps

9/1/2015 to 12/31/2015

RANK	Step 1a*	Step 2a*	Step 3a	Step 4a	Step 5a	Step 6a	Step 7a	Step 8a	Step 9a	Step 10a	Top Pay
Correction Officer*	\$ 34,000	\$ 35,275	\$ 45,500	\$ 52,000	\$ 57,000	\$ 67,258	\$ 68,834	\$ 70,415	\$ 75,159	\$ 79,601	\$ 93,184
Corporal	-	\$ 38,450	\$ 49,595	\$ 56,680	\$ 62,130	\$ 73,311	\$ 75,029	\$ 76,753	\$ 81,924	\$ 86,765	\$ 101,571
Sergeant	-	\$ 42,006	\$ 54,183	\$ 61,923	\$ 67,877	\$ 80,093	\$ 81,969	\$ 83,852	\$ 89,502	\$ 94,790	\$ 110,966
Lieutenant	-	\$ 45,997	\$ 59,330	\$ 67,806	\$ 74,325	\$ 87,702	\$ 89,756	\$ 91,818	\$ 98,004	\$ 103,796	\$ 121,508
Captain	-	\$ 50,597	\$ 65,263	\$ 74,586	\$ 81,758	\$ 96,472	\$ 98,731	\$ 101,000	\$ 107,805	\$ 114,175	\$ 133,659

*Step 1a & Step 2a are both 18 month steps. All other steps are 12 month steps

FOR ALL COBA MEMBERS HIRED AFTER JUNE 1, 2014

1/1/2016 to 8/31/2016

RANK	Step 1a*	Step 2a*	Step 3a	Step 4a	Step 5a	Step 6a	Step 7a	Step 8a	Step 9a	Step 10a	Top Pay
Correction Officer*	\$ 35,500	\$ 40,500	\$ 45,500	\$ 52,000	\$ 57,000	\$ 67,258	\$ 68,834	\$ 70,415	\$ 75,159	\$ 79,601	\$ 93,184
Corporal	-	\$ 44,145	\$ 49,595	\$ 56,680	\$ 62,130	\$ 73,311	\$ 75,029	\$ 76,753	\$ 81,924	\$ 86,765	\$ 101,571
Sergeant	-	\$ 48,228	\$ 54,183	\$ 61,923	\$ 67,877	\$ 80,093	\$ 81,969	\$ 83,852	\$ 89,502	\$ 94,790	\$ 110,966
Lieutenant	-	\$ 52,810	\$ 59,330	\$ 67,806	\$ 74,325	\$ 87,702	\$ 89,756	\$ 91,818	\$ 98,004	\$ 103,796	\$ 121,508
Captain	-	\$ 58,091	\$ 65,263	\$ 74,586	\$ 81,758	\$ 96,472	\$ 98,731	\$ 101,000	\$ 107,805	\$ 114,175	\$ 133,659

*Step 1a & Step 2a are both 18 month steps. All other steps are 12 month steps

9/1/2016 to 12/31/2016

RANK	Step 1a*	Step 2a*	Step 3a	Step 4a	Step 5a	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%
Correction Officer	\$ 35,500	\$ 40,500	\$ 45,500	\$ 52,000	\$ 57,000	\$ 69,612	\$ 71,243	\$ 72,880	\$ 77,790	\$ 82,387	\$ 96,446
Corporal	-	\$ 44,145	\$ 49,595	\$ 56,680	\$ 62,130	\$ 75,877	\$ 77,655	\$ 79,439	\$ 84,791	\$ 89,801	\$ 105,126
Sergeant	-	\$ 48,228	\$ 54,183	\$ 61,923	\$ 67,877	\$ 82,896	\$ 84,838	\$ 86,787	\$ 92,634	\$ 98,108	\$ 114,850
Lieutenant	-	\$ 52,810	\$ 59,330	\$ 67,806	\$ 74,325	\$ 90,771	\$ 92,897	\$ 95,032	\$ 101,434	\$ 107,428	\$ 125,761
Captain	-	\$ 58,091	\$ 65,263	\$ 74,586	\$ 81,758	\$ 99,848	\$ 102,187	\$ 104,535	\$ 111,578	\$ 118,171	\$ 138,337

*Step 1a & Step 2a are both 18 month steps. All other steps are 12 month steps

1/1/2017 to 6/30/2017

RANK	Step 1a*	Step 2a*	Step 3a	Step 4a	Step 5a	Step 6a	Step 7a	Step 8a	Step 9a	Step 10a	Top Pay
Correction Officer	\$ 37,000	\$ 42,000	\$ 47,000	\$ 52,000	\$ 57,000	\$ 69,612	\$ 71,243	\$ 72,880	\$ 77,790	\$ 82,387	\$ 96,446
Corporal	-	\$ 45,780	\$ 51,230	\$ 56,680	\$ 62,130	\$ 75,877	\$ 77,655	\$ 79,439	\$ 84,791	\$ 89,801	\$ 105,126
Sergeant	-	\$ 50,015	\$ 55,969	\$ 61,923	\$ 67,877	\$ 82,896	\$ 84,838	\$ 86,787	\$ 92,634	\$ 98,108	\$ 114,850
Lieutenant	-	\$ 54,766	\$ 61,286	\$ 67,806	\$ 74,325	\$ 90,771	\$ 92,897	\$ 95,032	\$ 101,434	\$ 107,428	\$ 125,761
Captain	-	\$ 60,243	\$ 67,414	\$ 74,586	\$ 81,758	\$ 99,848	\$ 102,187	\$ 104,535	\$ 111,578	\$ 118,171	\$ 138,337

*Step 1a & Step 2a are both 18 month steps. All other steps are 12 month steps

7/1/2017 to 12/31/2017

RANK	Step 1a*	Step 2a*	Step 3a	Step 4a	Step 5a	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
Correction Officer	\$ 37,000	\$ 42,000	\$ 47,000	\$ 52,000	\$ 57,000	\$ 71,005	\$ 72,668	\$ 74,337	\$ 79,346	\$ 84,034	\$ 98,375
Corporal	-	\$ 45,780	\$ 51,230	\$ 56,680	\$ 62,130	\$ 77,395	\$ 79,208	\$ 81,028	\$ 86,487	\$ 91,597	\$ 107,228
Sergeant	-	\$ 50,015	\$ 55,969	\$ 61,923	\$ 67,877	\$ 84,554	\$ 86,534	\$ 88,523	\$ 94,487	\$ 100,070	\$ 117,147
Lieutenant	-	\$ 54,766	\$ 61,286	\$ 67,806	\$ 74,325	\$ 92,587	\$ 94,755	\$ 96,932	\$ 103,463	\$ 109,577	\$ 128,276
Captain	-	\$ 60,243	\$ 67,414	\$ 74,586	\$ 81,758	\$ 101,845	\$ 104,231	\$ 106,626	\$ 113,809	\$ 120,535	\$ 141,104

*Step 1a & Step 2a are both 18 month steps. All other steps are 12 month steps