**Corrections Officers Bargaining Unit Profile as of 6/30/2019**

**Bargaining Unit Established - 2004**

<table>
<thead>
<tr>
<th>Size:</th>
<th>884 PFT Bargaining Unit Members</th>
<th>964 PFT Positions</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>884 Total Bargaining Unit Members</td>
<td>964 Total Positions</td>
</tr>
</tbody>
</table>

**Average Monthly Pay for Permanent Full-Time Members:** $5,730.58

**Average Yearly Pay for Permanent Full-Time Members:** $68,766.96

**Total Overtime for All Members:** $8,956,161.35

**Total Gross Pay for All Members:** $70,545,710.48

**Average Monthly Employer Benefits for Permanent Full-Time Members:** $3,287.17

**Average Yearly Employer Benefits for Permanent Full-Time Members:** $39,446.04

**Average Percent of Employer Benefits for All Members:** 61%

**Average Age of All Members:** 41

**Average Years of State Service for Members in Retirement Plans:** 8.45

---

**PFT Bargaining Unit Member** = The number of bargaining unit members in permanent full-time positions.

**Total Bargaining Unit Members** = Count of all bargaining unit members in all position types (permanent full-time, seasonal part-time, short term non-perm, etc.).

**PFT Positions** = Permanent full-time positions assigned to the bargaining unit.

**Total Positions** = All positions assigned to the bargaining unit. Includes all position types (permanent full-time, seasonal part-time, short term non-perm, etc.).

**Average Monthly and Yearly Pay for Permanent Full-Time Members:** Average monthly and annual pay rate of employees in permanent full-time positions. Pay includes regular compensation and geographical differential. Overtime is not included.

**Total Overtime for All Members:** Total overtime pay for all bargaining unit members in all position types (permanent full-time, seasonal part-time, short term non-perm, etc.).

**Total Gross Pay for All Members:** Total gross pay for all bargaining unit members in all position types (permanent full-time, seasonal part-time, short term non-perm, etc.). This includes all compensation such as regular pay, overtime, shift differential, premium pay, geographic differential, and leave cash ins.

**Average Monthly and Yearly Employer Benefits for Permanent Full-Time Members:** Average monthly and yearly employer charges for retirement, health insurance, and SBS for bargaining unit members in permanent full-time positions only.

**Average Percent of Employer Benefits for All Members:** Calculated using the average monthly employer contribution and the average monthly base salary for all bargaining unit members in all position types (permanent full-time, seasonal part-time, short term non-perm, etc.). Depending on the position type, employer charges may include SBS, retirement, health insurance, unemployment, medicare, workers compensation, legal trust, terminal leave, basic life, injury leave, and leave cashin charges.

**Average Age of All Members:** Based on birth dates of all bargaining unit members in all position types (permanent full-time, seasonal part-time, short term non-perm, etc.).

**Average Years of State Service for Members in Retirement Plans:** Average years of service for those bargaining unit members participating in retirement plans.

---

Source: ALDER IRIS HRM
G:\...\Scheduled Reports 2019\BU Profile 2019\ACOA-GC-BU Profile for FYE 19-DOPLR-190909
Prepared by F. Hurt, HR Consultant, DOPLR, EPIC