

# Bargaining Unit Profile

## Regularly Commissioned Public Safety Officers Unit as of 6/30/2024

**Bargaining Unit Established - 1978**

<b>Size:</b>	380 (AA) PFT Bargaining Unit Members	504 (AA) PFT Positions
	75 (AP) PFT Bargaining Unit Members	86 (AP) PFT Positions
	402 (AA) Total Bargaining Unit Members	530 (AA) Total Positions
	75 (AP) Total Bargaining Unit Members	86 (AP) Total Positions

<b>Average Monthly Pay for Permanent Full-Time Members:</b>	\$	10,718.41	(AA)
	\$	9,735.86	(AP)
<b>Average Yearly Pay for Permanent Full-Time Members:</b>	\$	128,620.92	(AA)
	\$	116,830.32	(AP)
<b>Total Overtime for All Members:</b>	\$	8,974,296.68	(AA)
	\$	1,399,376.47	(AP)
<b>Total Gross Pay for All Members:</b>	\$	63,037,827.14	(AA)
	\$	9,257,858.79	(AP)
<b>Average Monthly Employer Benefits for Permanent Full-Time Members:</b>	\$	5,411.17	(AA)
	\$	4,570.35	(AP)
<b>Average Yearly Employer Benefits for Permanent Full-Time Members:</b>	\$	64,934.04	(AA)
	\$	54,844.20	(AP)
<b>Average Percent of Employer Benefits for All Members:</b>		58%	(AA)
		55%	(AP)
<b>Average Age of All Members:</b>		40	(AA)
		40	(AP)
<b>Average Years of State Service for Members in Retirement Plans:</b>		10.40	(AA)
		10.23	(AP)

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.