# Bargaining Unit Profile

Regularly Commissioned Public Safety Officers Unit as of 6/30/2021

**Bargaining Unit Established - 1978**

<table>
<thead>
<tr>
<th>Size:</th>
<th>387 (AA) PFT Bargaining Unit Members</th>
<th>502 (AA) PFT Positions</th>
</tr>
</thead>
<tbody>
<tr>
<td>75 (AP) PFT Bargaining Unit Members</td>
<td>89 (AP) PFT Positions</td>
<td></td>
</tr>
<tr>
<td>399 (AA) Total Bargaining Unit Members</td>
<td>516 (AA) Total Positions</td>
<td></td>
</tr>
<tr>
<td>75 (AP) Total Bargaining Unit Members</td>
<td>89 (AP) Total Positions</td>
<td></td>
</tr>
</tbody>
</table>

### Pay and Benefits

**Average Monthly Pay for Permanent Full-Time Members:**

- **$9,366.10 (AA)**
- **$7,037.08 (AP)**

**Average Yearly Pay for Permanent Full-Time Members:**

- **$112,393.20 (AA)**
- **$84,444.96 (AP)**

**Total Overtime for All Members:**

- **$5,928,390.93 (AA)**
- **$836,899.97 (AP)**

**Total Gross Pay for All Members:**

- **$54,026,794.08 (AA)**
- **$7,372,922.17 (AP)**

**Average Monthly Employer Benefits for Permanent Full-Time Members:**

- **$4,479.26 (AA)**
- **$3,747.84 (AP)**

**Average Yearly Employer Benefits for Permanent Full-Time Members:**

- **$53,751.12 (AA)**
- **$44,974.08 (AP)**

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

- **56% (AA)**
- **63% (AP)**

**Average Age of All Members:**

- **40 (AA)**
- **39 (AP)**

### Retirement Plans

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

- **11.09 (AA)**
- **10.03 (AP)**

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**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.

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Source: ALDER IRIS HRM

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