

**NEW SALARY CHART FOR CORRECTION OFFICERS**  
Correction Officers hired prior to January 1, 2006

Completion of 10 years of Service		4%	4%	
Base Salary	\$70,717	\$73,546	\$76,488	\$76,488
Holiday Pay	3,189	3,309	3,433	3,454
Night Differential	5,820	6,053	6,295	6,295
Uniform Allowance	1,100	1,100	1,100	1,100
<b>Longevity</b>	<b>4,859</b>	<b>4,859</b>	<b>4,859</b>	<b>5,365</b>
<b>Total</b>	<b>\$85,685</b>	<b>\$88,867</b>	<b>\$92,175</b>	<b>\$92,702</b>

Completion of 15 years of Service		4%	4%	
Base Salary	\$70,717	\$73,546	\$76,488	\$76,488
Holiday Pay	3,232	3,351	3,475	3,496
Night Differential	5,820	6,053	6,295	6,295
Uniform Allowance	1,100	1,100	1,100	1,100
<b>Longevity</b>	<b>5,859</b>	<b>5,859</b>	<b>5,859</b>	<b>6,365</b>
<b>Total</b>	<b>\$86,728</b>	<b>\$89,909</b>	<b>\$93,217</b>	<b>\$93,744</b>

Completion of 20 years of Service		4%	4%	
Base Salary	\$70,717	\$73,546	\$76,488	\$76,488
Holiday Pay	3,274	3,393	3,517	3,539
Night Differential	5,820	6,053	6,295	6,295
Uniform Allowance	1,100	1,100	1,100	1,100
<b>Longevity</b>	<b>6,859</b>	<b>6,859</b>	<b>6,859</b>	<b>7,365</b>
<b>Total</b>	<b>\$87,770</b>	<b>\$90,951</b>	<b>\$94,259</b>	<b>\$94,787</b>

**NEW SALARY CHART FOR CORRECTION OFFICERS**

Correction Officers Hired Between January 1, 2006 and September 1, 2008				
6 <sup>th</sup> Grade Starting Pay	9/1/2008	4%	4%	12/1/2010
Base Salary	\$38,809	\$40,361	\$41,975	
<b>5<sup>th</sup> Grade (Completion of 1 year)</b>		<b>4%</b>	<b>4%</b>	
Base Salary	\$40,351	\$41,965	\$43,644	
Holiday Pay	1,703	1,771	1,842	
Night Differential	1,827	1,900	1,976	
Uniform Allowance	1,100	1,100	1,100	
<b>Total</b>	<b>\$44,981</b>	<b>\$46,736</b>	<b>\$48,562</b>	
<b>4<sup>th</sup> Grade (Completion of 2 years)</b>		<b>4%</b>	<b>4%</b>	
Base Salary	\$45,099	\$46,903	\$48,779	
Holiday Pay	1,903	1,979	2,058	
Night Differential	2,042	2,123	2,208	
Uniform Allowance	1,100	1,100	1,100	
<b>Total</b>	<b>\$50,144</b>	<b>\$52,105</b>	<b>\$54,145</b>	
<b>3<sup>rd</sup> Grade (Completion of 3 years)</b>		<b>4%</b>	<b>4%</b>	
Base Salary	\$49,251	\$51,221	\$53,270	
Holiday Pay	2,078	2,162	2,248	
Night Differential	2,229	2,319	2,411	
Uniform Allowance	1,100	1,100	1,100	
<b>Total</b>	<b>\$54,658</b>	<b>\$56,802</b>	<b>\$59,029</b>	
<b>2<sup>nd</sup> Grade (Completion of 4 years)</b>		<b>4%</b>	<b>4%</b>	
Base Salary	\$52,338	\$54,432	\$56,609	
Holiday Pay	2,209	2,297	2,389	
Night Differential	2,369	2,464	2,563	
Uniform Allowance	1,100	1,100	1,100	
<b>Totals</b>	<b>\$58,016</b>	<b>\$60,293</b>	<b>\$62,661</b>	
<b>1<sup>st</sup> Grade (Completion of 5 years)</b>		<b>4%</b>	<b>4%</b>	
Base Salary	\$70,717	\$73,546	\$76,488	\$76,488
Holiday Pay	3,147	3,266	3,390	3,412
Night Differential	5,820	6,053	6,295	6,295
Uniform Allowance	1,100	1,100	1,100	1,100
Longevity	3,859	3,859	3,859	4,365
<b>Total</b>	<b>\$84,643</b>	<b>\$87,824</b>	<b>\$91,132</b>	<b>\$91,660</b>



**Correction Officers' Benevolent Association, Inc.**

*"Patrolling the Toughest Precincts in New York"*

City of New York

**TO ALL COBA MEMEBERS**  
**Tentative Contract Agreement**

**NYC Correction Officers Gain 3.5 Percent Retroactive Wage Increase (Re-Opener) And An 8.16 Percent Increase for (New) 2009-2011 Contract**

**Dear Brother/Sister Officer:**

I am pleased to inform you that we have reached a tentative contract agreement covering November 1, 2009 to October 31, 2011. We have achieved a package of benefits valued by the COBA at well over 12 percent. We are pleased to have gained not only an 8.16 percent raise for Correction Officers but also a 3.5 percent retroactive raise as a result of the Re-opener.

The Contract contains \$506 in new longevity at all steps. We were successful in getting an additional \$100 contribution per year per member to our Health and Welfare Funds. This is important because of the rising costs of prescription drugs and other benefits provided to Correction Officers and their families. This agreement also restores the \$464 in annuity contributions and it restores \$50 to the Civil Legal Representation Fund contributions lost during the Re-Opener. **There will be No Rescheduled Tours or Additional Appearances For Correction Officers.**

At the end of this contract, top pay for a Correction Officer will be \$76,488, compared to the current amount of \$68,475. When you include longevity, holiday pay, night differential, uniform allowance and annuity money, our average monetary compensation will rise to over \$94,000.

Next, let me turn to the question that is likely foremost in everyone's mind – **retroactive pay**. As a result of the Re-Opener, each Correction Officer will be entitled to retroactive pay going back to May 1, 2005.

**With this agreement two (2) pending Contract issues are resolved:**

- 1) The Re-Opener clause for the 2005-2007 contract period, in effect increases the previous raise for Correction Officers from 3 percent and 3.15 percent to 4.5 percent and 5 percent.
- 2) For the 2009-2011 Contract Period, Correction Officers will also see raises of 8.16 percent, plus additional Benefits.

The Executive Board and I believe this contract represents the very best agreement we could negotiate on behalf of you and your family. When you receive your ballot, mark off the appropriate box and return your ballot to the COBA office by close of business November 14, 2008. Once the contract is ratified, you will be notified of the dates you will receive your retroactive pay.

Sincerely,

Norman Seabrook  
President

**The Terms of the Re-Opener  
2005-2007 AGREEMENT  
The Details of the Re-Opener Are Summarized As Follows:**

**To obtain this increase we had to agree to the following:**

**WAGE INCREASES**

May 1, 2005 – 4.50% (in lieu of 3.00%)  
May 1, 2006 – 5.00% (in lieu of 3.15%)  
Total — 9.50% (compounded)

**RETRO PAY**

- **1.5%** on all salary, overtime, night shift differential and holiday pay earned from May 1, 2005, through the issuance of the retroactive checks.
- **2%** on all salary, overtime, night shift differential and holiday pay earned from May 1, 2006, through the issuance of the retroactive checks.

**ANNUITY FUND**

Effective January 1, 2009, the City's pro-rata annual contribution to the Annuity Fund will be reduced by \$464 per year per Correction Officer.

**CIVIL LEGAL REPRESENTATION FUND**

Effective January 1, 2009, the City's pro-rata annual contribution to the Civil Legal Representation Fund shall be reduced by \$50 per year per Correction Officer.

**ANNUAL LEAVE FOR NEW HIRES (VACATION DAYS)**

Effective January 1, 2009 Correction Officers hired on or after January 1, 2009 shall accrue thirteen (13) annual leave days during their first five (5) years of service

**OTHER SALARY MODIFICATIONS DUE TO RE-OPENER**

Effective September 1, 2008, the salary schedule for Correction Officers hired between January 1, 2006 and September 1, 2008 shall be modified as follows:

	<b>Current</b>	<b>Effective September 1, 2008</b>
Basic Max	68,475	70,717
Second Grade	50,677	52,338
Third Grade	47,689	49,251
Fourth Grade	43,688	45,099
Fifth Grade	39,071	40,351
Six Grade	37,577	38,809

Effective September 1, 2008, the salary schedule for Correction Officers hired between September 1, 2008 and *January 1, 2009* shall be modified as follows:

	<b>Current</b>	<b>Effective September 1, 2008</b>
Basic Max	68,475	70,717
Second Grade	50,000	51,612
Third Grade	46,250	47,747
Fourth Grade	41,900	43,256
Fifth Grade	38,850	40,106
Six Grade	35,000	36,339

**SALARY SCHEDULE FOR NEW HIRES ON OR AFTER JANUARY 1, 2009**

For Correction Officers hired on or after January 1, 2009, the following salary schedule shall apply:

	Effective 1/1/09	Effective 11/1/09	Effective 11/1/10	Effective 12/1/10
		<b>4%</b>	<b>4%</b>	
After 5.5 Years	70,717	73,546	76,488	76,488
After 4.5 Years	51,612	53,676	55,823	55,823
After 3.5 Years	47,747	49,657	51,643	51,643
After 2.5 Years	43,256	44,986	46,785	46,785
After 1.5 Years	40,106	41,710	43,378	43,378
After 6 Months	36,134	37,579	39,082	39,755
First 6 Months	36,134	37,579	39,082	39,755

**The Terms of the Tentative New Contract  
2009-2011 AGREEMENT**

**TERM OF CONTRACT**

24 Months (November 1, 2009 – October 31, 2011)

**WAGE INCREASES**

November 1, 2009 – 4%  
November 1, 2010 – 4%  
Total — 8.16% (compounded)

**LONGEVITY INCREASES – Effective 12/1/10 \$506 Increase to each longevity step**

	<b>Current Contract</b>	<b>New Contract</b>
5 years	\$3,859	\$4,365
10 years	\$4,859	\$5,365
15 years	\$5,859	\$6,365
20 years	\$6,859	\$7,365

**ANNUITY FUND - Effective 12/1/10 \$464 Increase to Annuity Fund**

Effective December 1, 2010, the City's pro-rata annual contribution to the Annuity Fund will be increased by \$464 per year per Correction Officer.

**WELFARE FUND – Effective 12/1/10 \$100 Increase to Active & Retiree Welfare Fund**

Effective December 1, 2010, the City's pro-rata annual contribution to the Welfare Fund on behalf of each Active member and Retiree shall be increased by \$100 per year.

**CIVIL LEGAL REPRESENTATION FUND**

Effective December 1, 2010, the City's pro-rata annual contribution to the Civil Legal Representation Fund shall be increased by \$50 per year per Correction Officer.

**NEW SALARY CHART FOR CORRECTION OFFICERS**

	<b>Correction Officers hired prior to January 1, 2006</b>			
	<b>8/1/2008</b>	<b>11/1/2009</b>	<b>11/1/2010</b>	<b>12/1/2010</b>
<b>4<sup>th</sup> Grade (Completion of 2 years)</b>		<b>4%</b>	<b>4%</b>	
Base Salary	\$45,290	\$47,102	\$48,986	
Holiday Pay	1,911	1,988	2,067	
Night Diff.	2,050	2,132	2,218	
Uniform Allowance	1,100	1,100	1,100	
<b>Total</b>	<b>\$50,351</b>	<b>\$52,322</b>	<b>\$54,371</b>	
<b>3<sup>rd</sup> Grade (Completion of 3 years)</b>		<b>4%</b>	<b>4%</b>	
Base Salary	\$52,914	\$55,031	\$57,232	
Holiday Pay	2,233	2,322	2,415	
Night Differential	2,395	2,491	2,591	
Uniform Allowance	1,100	1,100	1,100	
<b>Total</b>	<b>\$58,642</b>	<b>\$60,944</b>	<b>\$63,338</b>	
<b>2<sup>nd</sup> Grade (Completion of 4 years)</b>		<b>4%</b>	<b>4%</b>	
Base Salary	\$54,893	\$57,089	\$59,373	
Holiday Pay	2,316	2,409	2,506	
Night Differential	2,485	2,584	2,688	
Uniform Allowance	1,100	1,100	1,100	
<b>Total</b>	<b>\$60,794</b>	<b>\$63,182</b>	<b>\$65,667</b>	
<b>1<sup>st</sup> Grade (Completion of 5 years)</b>		<b>4%</b>	<b>4%</b>	
Base Salary	\$70,717	\$73,546	\$76,488	\$76,488
Holiday Pay	3,147	3,266	3,390	3,412
Night Differential	5,820	6,053	6,295	6,295
Uniform Allowance	1,100	1,100	1,100	1,100
<b>Longevity</b>	<b>3,859</b>	<b>3,859</b>	<b>3,859</b>	<b>4,365</b>
<b>Total</b>	<b>\$84,643</b>	<b>\$87,824</b>	<b>\$91,132</b>	<b>\$91,660</b>