

APPENDIX A-2
NYSCOPBA SALARY SCHEDULE
INTEREST ARBITRATION ELIGIBLE
Effective March 31, 2016 (Institution) and
Effective April 7, 2016 (Administration)

SG	Hiring Rate	Perf.	Perf.	Perf.	Perf.	Perf.	Job Rate	Perf. Adv.	10 Yr.	15 Yr.	20 Yr.	Long Max. 25 Yr.
		Advance Step 1	Advance Step 2	Advance Step 3	Advance Step 4	Advance Step 5			Long Step	Long Step	Long Step	Long Step
1	26448	27477	28506	29535	30564	31593	32622	1029	34440	36039	38926	40526
2	27343	28427	29511	30595	31679	32763	33847	1084	35769	37461	40430	42121
3	28594	29725	30856	31987	33118	34249	35380	1131	37385	39149	42177	43942
4	29792	30986	32180	33374	34568	35762	36956	1194	39206	40921	44029	45742
5	31113	32365	33617	34869	36121	37373	38625	1252	40844	42795	45988	47941
6	32641	33961	35281	36601	37921	39241	40561	1320	42898	44954	48240	50295
7	34382	35753	37124	38495	39866	41237	42608	1371	45038	47176	50528	52664
8	36212	37636	39060	40484	41908	43332	44756	1424	47283	49501	52928	55151
9	38129	39616	41103	42590	44077	45564	47051	1487	49692	52010	55527	57850
10	40188	41752	43316	44880	46444	48008	49572	1564	52336	54769	58378	60812
11	42450	44077	45704	47331	48958	50585	52212	1627	55088	57624	61323	63857
12	44704	46403	48102	49801	51500	53199	54898	1699	57911	60560	64360	67009
13	47261	49033	50805	52577	54349	56121	57893	1772	61031	63790	67689	70446
14	49867	51725	53583	55441	57299	59157	61015	1858	64301	67193	71203	74094
15	52627	54559	56491	58423	60355	62287	64219	1932	67643	70654	74768	77780
16	55489	57509	59529	61549	63569	65589	67609	2020	71186	74334	78568	81715
17	58495	60624	62753	64882	67011	69140	71269	2129	75033	78347	82723	86036
18	61714	63947	66180	68413	70646	72879	75112	2233	79070	82555	87080	90562
19	64976	67310	69644	71978	74312	76646	78980	2334	83112	86747	91403	95039
20	68211	70651	73091	75531	77971	80411	82851	2440	87174	90979	95782	99587
21	71775	74317	76859	79401	81943	84485	87027	2542	91533	95501	100442	104408
22	75509	78202	80895	83588	86281	88974	91667	2693	96434	100626	105767	109961
23	79490	82258	85026	87794	90562	93330	96098	2768	101009	105330	110579	114899
24	83683	86554	89425	92296	95167	98038	100909	2871	105997	110476	115866	120344
25	88241	91238	94235	97232	100229	103226	106223	2997	111529	116202	121754	126425

NYSCOPBA SALARY SCHEDULE
INTEREST ARBITRATION ELIGIBLE
Effective March 30, 2017 (Institution) and
Effective April 6, 2017 (Administration)

SG	Hiring Rate	Perf.	Perf.	Perf.	Perf.	Perf.	Job Rate	Perf.	10 Yr.	15 Yr.	20 Yr.	Long Max. 25 Yr.
		Advance Step 1	Advance Step 2	Advance Step 3	Advance Step 4	Advance Step 5		Perf. Adv.	Long Step	Long Step	Long Step	Long Step
1	26977	28027	29077	30127	31177	32227	33277	1050	35131	36762	39707	41339
2	27890	28996	30102	31208	32314	33420	34526	1106	36486	38212	41241	42965
3	29166	30320	31474	32628	33782	34936	36090	1154	38135	39934	43023	44823
4	30388	31606	32824	34042	35260	36478	37696	1218	39991	41740	44910	46658
5	31735	33012	34289	35566	36843	38120	39397	1277	41660	43650	46907	48899
6	33294	34640	35986	37332	38678	40024	41370	1346	43754	45851	49203	51299
7	35070	36468	37866	39264	40662	42060	43458	1398	45937	48117	51536	53715
8	36936	38389	39842	41295	42748	44201	45654	1453	48232	50494	53989	56257
9	38892	40409	41926	43443	44960	46477	47994	1517	50688	53052	56640	59009
10	40992	42587	44182	45777	47372	48967	50562	1595	53381	55863	59544	62027
11	43299	44959	46619	48279	49939	51599	53259	1660	56193	58779	62552	65137
12	45598	47331	49064	50797	52530	54263	55996	1733	59069	61771	65647	68349
13	48206	50014	51822	53630	55438	57246	59054	1808	62255	65069	69046	71858
14	50864	52759	54654	56549	58444	60339	62234	1895	65586	68536	72626	75575
15	53680	55651	57622	59593	61564	63535	65506	1971	68998	72070	76266	79338
16	56599	58659	60719	62779	64839	66899	68959	2060	72608	75819	80137	83347
17	59665	61837	64009	66181	68353	70525	72697	2172	76536	79917	84380	87759
18	62948	65226	67504	69782	72060	74338	76616	2278	80653	84208	88823	92375
19	66276	68657	71038	73419	75800	78181	80562	2381	84777	88484	93233	96942
20	69575	72064	74553	77042	79531	82020	84509	2489	88918	92800	97699	101580
21	73211	75804	78397	80990	83583	86176	88769	2593	93365	97412	102452	106498
22	77019	79766	82513	85260	88007	90754	93501	2747	98363	102639	107883	112161
23	81080	83903	86726	89549	92372	95195	98018	2823	103027	107435	112789	117195
24	85357	88285	91213	94141	97069	99997	102925	2928	108115	112683	118181	122749
25	90006	93063	96120	99177	102234	105291	108348	3057	113760	118527	124190	128954

NYSCOPBA SALARY SCHEDULE
INTEREST ARBITRATION ELIGIBLE
Effective March 29, 2018 (Institution) and
Effective April 5, 2018 (Administration)

SG	Hiring Rate	Perf.	Perf.	Perf.	Perf.	Perf.	Job Rate	Perf.	10 Yr.	15 Yr.	20 Yr.	Long Max. 25 Yr.
		Advance Step 1	Advance Step 2	Advance Step 3	Advance Step 4	Advance Step 5		Perf. Adv.	Long Step	Long Step	Long Step	Long Step
1	27517	28588	29659	30730	31801	32872	33943	1071	35834	37498	40502	42166
2	28448	29576	30704	31832	32960	34088	35216	1128	37215	38976	42065	43824
3	29749	30926	32103	33280	34457	35634	36811	1177	38897	40732	43883	45719
4	30996	32238	33480	34722	35964	37206	38448	1242	40789	42573	45806	47589
5	32370	33673	34976	36279	37582	38885	40188	1303	42496	44526	47848	49880
6	33960	35333	36706	38079	39452	40825	42198	1373	44630	46769	50188	52326
7	35771	37197	38623	40049	41475	42901	44327	1426	46856	49079	52567	54789
8	37675	39157	40639	42121	43603	45085	46567	1482	49197	51504	55069	57382
9	39670	41217	42764	44311	45858	47405	48952	1547	51700	54111	57771	60187
10	41812	43439	45066	46693	48320	49947	51574	1627	54449	56981	60736	63268
11	44165	45858	47551	49244	50937	52630	54323	1693	57316	59953	63802	66439
12	46510	48278	50046	51814	53582	55350	57118	1768	60252	63009	66962	69718
13	49170	51014	52858	54702	56546	58390	60234	1844	63499	66369	70426	73294
14	51881	53814	55747	57680	59613	61546	63479	1933	66898	69907	74079	77087
15	54754	56764	58774	60784	62794	64804	66814	2010	70376	73509	77789	80923
16	57731	59832	61933	64034	66135	68236	70337	2101	74059	77334	81739	85013
17	60858	63074	65290	67506	69722	71938	74154	2216	78070	81518	86071	89517
18	64207	66531	68855	71179	73503	75827	78151	2324	82269	85895	90602	94225
19	67602	70031	72460	74889	77318	79747	82176	2429	86475	90256	95100	98884
20	70967	73506	76045	78584	81123	83662	86201	2539	90698	94658	99655	103613
21	74675	77320	79965	82610	85255	87900	90545	2645	95233	99361	104502	108629
22	78559	81361	84163	86965	89767	92569	95371	2802	100330	104692	110041	114404
23	82702	85581	88460	91339	94218	97097	99976	2879	105085	109581	115042	119537
24	87064	90051	93038	96025	99012	101999	104986	2987	110280	114939	120547	125206
25	91806	94924	98042	101160	104278	107396	110514	3118	116034	120897	126673	131532

NYSCOPBA SALARY SCHEDULE
INTEREST ARBITRATION ELIGIBLE
Effective March 28, 2019 (Institution) and
Effective April 4, 2019 (Administration)

SG	Hiring Rate	Perf.	Perf.	Perf.	Perf.	Perf.	Job Rate	Perf.	10 Yr.	15 Yr.	20 Yr.	Long Max. 25 Yr.
		Advance Step 1	Advance Step 2	Advance Step 3	Advance Step 4	Advance Step 5		Perf. Adv.	Long Step	Long Step	Long Step	Long Step
1	28067	29160	30253	31346	32439	33532	34625	1093	36554	38251	41315	43012
2	29017	30168	31319	32470	33621	34772	35923	1151	37962	39758	42909	44703
3	30344	31545	32746	33947	35148	36349	37550	1201	39678	41549	44763	46636
4	31616	32883	34150	35417	36684	37951	39218	1267	41606	43426	46723	48542
5	33017	34346	35675	37004	38333	39662	40991	1329	43345	45416	48804	50877
6	34639	36040	37441	38842	40243	41644	43045	1401	45526	47707	51195	53376
7	36486	37941	39396	40851	42306	43761	45216	1455	47796	50063	53621	55887
8	38429	39941	41453	42965	44477	45989	47501	1512	50184	52537	56173	58532
9	40463	42041	43619	45197	46775	48353	49931	1578	52734	55193	58926	61391
10	42648	44308	45968	47628	49288	50948	52608	1660	55541	58123	61953	64536
11	45048	46775	48502	50229	51956	53683	55410	1727	58463	61153	65079	67768
12	47440	49243	51046	52849	54652	56455	58258	1803	61455	64267	68299	71110
13	50153	52034	53915	55796	57677	59558	61439	1881	64769	67697	71835	74760
14	52919	54891	56863	58835	60807	62779	64751	1972	68238	71308	75563	78631
15	55849	57899	59949	61999	64049	66099	68149	2050	71782	74978	79344	82540
16	58886	61029	63172	65315	67458	69601	71744	2143	75540	78881	83374	86714
17	62075	64335	66595	68855	71115	73375	75635	2260	79629	83146	87790	91305
18	65491	67862	70233	72604	74975	77346	79717	2371	83917	87616	92417	96112
19	68954	71432	73910	76388	78866	81344	83822	2478	88207	92064	97004	100864
20	72386	74976	77566	80156	82746	85336	87926	2590	92513	96552	101649	105686
21	76169	78867	81565	84263	86961	89659	92357	2698	97139	101349	106593	110803
22	80130	82988	85846	88704	91562	94420	97278	2858	102336	106785	112241	116692
23	84356	87293	90230	93167	96104	99041	101978	2937	107189	111775	117345	121930
24	88805	91852	94899	97946	100993	104040	107087	3047	112487	117239	122959	127711
25	93642	96822	100002	103182	106362	109542	112722	3180	118352	123313	129204	134160

NYSCOPBA SALARY SCHEDULE
INTEREST ARBITRATION ELIGIBLE

Effective March 26, 2020 (Institution) and

Effective April 2, 2020 (Administration)

SG	Hiring Rate	Perf.	Perf.	Perf.	Perf.	Perf.	Job Rate	Perf. Adv.	10 Yr.	15 Yr.	20 Yr.	Long Max. 25 Yr.
		Advance Step 1	Advance Step 2	Advance Step 3	Advance Step 4	Advance Step 5			Long Step	Long Step	Long Step	Long Step
1	28628	29743	30858	31973	33088	34203	35318	1115	37286	39017	42142	43873
2	29597	30771	31945	33119	34293	35467	36641	1174	38721	40553	43767	45597
3	30951	32176	33401	34626	35851	37076	38301	1225	40472	42380	45658	47569
4	32248	33540	34832	36124	37416	38708	40000	1292	42436	44292	47655	49510
5	33677	35033	36389	37745	39101	40457	41813	1356	44214	46327	49782	51897
6	35332	36761	38190	39619	41048	42477	43906	1429	46437	48661	52219	54444
7	37216	38700	40184	41668	43152	44636	46120	1484	48752	51064	54693	57004
8	39198	40740	42282	43824	45366	46908	48450	1542	51187	53587	57295	59702
9	41272	42882	44492	46102	47712	49322	50932	1610	53791	56299	60107	62621
10	43501	45194	46887	48580	50273	51966	53659	1693	56651	59284	63191	65826
11	45949	47711	49473	51235	52997	54759	56521	1762	59635	62379	66383	69126
12	48389	50228	52067	53906	55745	57584	59423	1839	62684	65552	69665	72532
13	51156	53075	54994	56913	58832	60751	62670	1919	66067	69053	73274	76257
14	53977	55989	58001	60013	62025	64037	66049	2012	69606	72737	77077	80207
15	56966	59057	61148	63239	65330	67421	69512	2091	73218	76478	80931	84191
16	60064	62250	64436	66622	68808	70994	73180	2186	77052	80460	85043	88449
17	63317	65622	67927	70232	72537	74842	77147	2305	81221	84808	89545	93130
18	66801	69219	71637	74055	76473	78891	81309	2418	85593	89366	94263	98032
19	70333	72861	75389	77917	80445	82973	85501	2528	89974	93908	98947	102884
20	73834	76476	79118	81760	84402	87044	89686	2642	94365	98485	103683	107801
21	77692	80444	83196	85948	88700	91452	94204	2752	99082	103376	108725	113019
22	81733	84648	87563	90478	93393	96308	99223	2915	104382	108920	114485	119025
23	86043	89039	92035	95031	98027	101023	104019	2996	109334	114012	119693	124370
24	90581	93689	96797	99905	103013	106121	109229	3108	114737	119584	125418	130265
25	95515	98759	102003	105247	108491	111735	114979	3244	120722	125782	131791	136846

NYSCOPBA SALARY SCHEDULE
INTEREST ARBITRATION ELIGIBLE
Effective March 25, 2021 (Institution) and
Effective April 1, 2021 (Administration)

SG	Hiring Rate	Perf.	Perf.	Perf.	Perf.	Perf.	Job Rate	Perf.	10 Yr.	15 Yr.	20 Yr.	Long Max.
		Advance Step 1	Advance Step 2	Advance Step 3	Advance Step 4	Advance Step 5		Perf. Adv.	Long Step	Long Step	Long Step	Long Step
1	29201	30338	31475	32612	33749	34886	36023	1137	38030	39796	42983	44749
2	30189	31387	32585	33783	34981	36179	37377	1198	39499	41367	44646	46512
3	31570	32820	34070	35320	36570	37820	39070	1250	41284	43231	46574	48523
4	32893	34211	35529	36847	38165	39483	40801	1318	43286	45179	48609	50501
5	34351	35734	37117	38500	39883	41266	42649	1383	45098	47253	50777	52935
6	36039	37497	38955	40413	41871	43329	44787	1458	47369	49637	53266	55536
7	37960	39474	40988	42502	44016	45530	47044	1514	49729	52087	55788	58146
8	39982	41555	43128	44701	46274	47847	49420	1573	52212	54660	58442	60897
9	42097	43739	45381	47023	48665	50307	51949	1642	54865	57423	61308	63872
10	44371	46098	47825	49552	51279	53006	54733	1727	57785	60471	64456	67143
11	46868	48665	50462	52259	54056	55853	57650	1797	60826	63625	67709	70507
12	49357	51233	53109	54985	56861	58737	60613	1876	63939	66865	71060	73984
13	52179	54136	56093	58050	60007	61964	63921	1957	67386	70432	74737	77780
14	55057	57109	59161	61213	63265	65317	67369	2052	70997	74191	78618	81810
15	58105	60238	62371	64504	66637	68770	70903	2133	74683	78008	82550	85876
16	61265	63495	65725	67955	70185	72415	74645	2230	78594	82071	86745	90219
17	64583	66934	69285	71636	73987	76338	78689	2351	82844	86503	91335	94992
18	68137	70603	73069	75535	78001	80467	82933	2466	87303	91151	96146	99990
19	71740	74319	76898	79477	82056	84635	87214	2579	91776	95789	100929	104945
20	75311	78006	80701	83396	86091	88786	91481	2695	96254	100456	105758	109958
21	79246	82053	84860	87667	90474	93281	96088	2807	101064	105443	110899	115279
22	83368	86341	89314	92287	95260	98233	101206	2973	106468	111097	116773	121404
23	87764	90820	93876	96932	99988	103044	106100	3056	111521	116293	122087	126858
24	92393	95563	98733	101903	105073	108243	111413	3170	117031	121975	127926	132870
25	97425	100734	104043	107352	110661	113970	117279	3309	123137	128298	134427	139583

NYSOPBA SALARY SCHEDULE

INTEREST ARBITRATION ELIGIBLE

Effective October 7, 2021 (Institution) and

Effective September 30, 2021 (Administration)

SG	Hiring Rate	Perf.	Perf.	Perf.	Perf.	Perf.	Job Rate	Perf.	10 Yr.	15 Yr.	20 Yr.	Long Max.
		Advance Step 1	Advance Step 2	Advance Step 3	Advance Step 4	Advance Step 5		Adv. Step	Long Step	Long Step	Long Step	Long Step
1	29201	30338	31475	32612	33749	34886	36023	1137	38030	39796	42983	45249
2	30189	31387	32585	33783	34981	36179	37377	1198	39499	41367	44646	47012
3	31570	32820	34070	35320	36570	37820	39070	1250	41284	43231	46574	49023
4	32893	34211	35529	36847	38165	39483	40801	1318	43286	45179	48609	51001
5	34351	35734	37117	38500	39883	41266	42649	1383	45098	47253	50777	53435
6	36039	37497	38955	40413	41871	43329	44787	1458	47369	49637	53266	56036
7	37960	39474	40988	42502	44016	45530	47044	1514	49729	52087	55788	58646
8	39982	41555	43128	44701	46274	47847	49420	1573	52212	54660	58442	61397
9	42097	43739	45381	47023	48665	50307	51949	1642	54865	57423	61308	64372
10	44371	46098	47825	49552	51279	53006	54733	1727	57785	60471	64456	67643
11	46868	48665	50462	52259	54056	55853	57650	1797	60826	63625	67709	71007
12	49357	51233	53109	54985	56861	58737	60613	1876	63939	66865	71060	74484
13	52179	54136	56093	58050	60007	61964	63921	1957	67386	70432	74737	78280
14	55057	57109	59161	61213	63265	65317	67369	2052	70997	74191	78618	82310
15	58105	60238	62371	64504	66637	68770	70903	2133	74683	78008	82550	86376
16	61265	63495	65725	67955	70185	72415	74645	2230	78594	82071	86745	90719
17	64583	66934	69285	71636	73987	76338	78689	2351	82844	86503	91335	95492
18	68137	70603	73069	75535	78001	80467	82933	2466	87303	91151	96146	100490
19	71740	74319	76898	79477	82056	84635	87214	2579	91776	95789	100929	105445
20	75311	78006	80701	83396	86091	88786	91481	2695	96254	100456	105758	110458
21	79246	82053	84860	87667	90474	93281	96088	2807	101064	105443	110899	115779
22	83368	86341	89314	92287	95260	98233	101206	2973	106468	111097	116773	121904
23	87764	90820	93876	96932	99988	103044	106100	3056	111521	116293	122087	127358
24	92393	95563	98733	101903	105073	108243	111413	3170	117031	121975	127926	133370
25	97425	100734	104043	107352	110661	113970	117279	3309	123137	128298	134427	140083

NYSCOPBA SALARY SCHEDULE
INTEREST ARBITRATION ELIGIBLE
Effective April 7, 2022 (Institution) and
Effective March 31, 2022 (Administration)

SG	Hiring Rate	Perf.	Perf.	Perf.	Perf.	Perf.	Job Rate	Perf.	10 Yr.	15 Yr.	20 Yr.	Long Max.
		Advance Step 1	Advance Step 2	Advance Step 3	Advance Step 4	Advance Step 5		Perf. Adv.	Long Step	Long Step	Long Step	Long Step
1	29785	30945	32105	33265	34425	35585	36745	1160	38792	40593	43844	46156
2	30793	32015	33237	34459	35681	36903	38125	1222	40289	42195	45539	47953
3	32201	33476	34751	36026	37301	38576	39851	1275	42109	44095	47505	50003
4	33551	34895	36239	37583	38927	40271	41615	1344	44150	46081	49579	52019
5	35038	36449	37860	39271	40682	42093	43504	1411	46002	48200	51795	54506
6	36760	38247	39734	41221	42708	44195	45682	1487	48316	50629	54331	57156
7	38719	40263	41807	43351	44895	46439	47983	1544	50722	53127	56902	59817
8	40782	42386	43990	45594	47198	48802	50406	1604	53254	55751	59608	62623
9	42939	44614	46289	47964	49639	51314	52989	1675	55963	58572	62535	65660
10	45258	47020	48782	50544	52306	54068	55830	1762	58943	61683	65747	68998
11	47805	49638	51471	53304	55137	56970	58803	1833	62043	64898	69063	72427
12	50344	52258	54172	56086	58000	59914	61828	1914	65221	68205	72484	75976
13	53223	55219	57215	59211	61207	63203	65199	1996	68733	71840	76231	79845
14	56158	58251	60344	62437	64530	66623	68716	2093	72417	75674	80190	83956
15	59267	61443	63619	65795	67971	70147	72323	2176	76179	79570	84203	88105
16	62490	64765	67040	69315	71590	73865	76140	2275	80168	83715	88482	92535
17	65875	68273	70671	73069	75467	77865	80263	2398	84501	88233	93162	97402
18	69500	72015	74530	77045	79560	82075	84590	2515	89047	92972	98067	102498
19	73175	75806	78437	81068	83699	86330	88961	2631	93614	97708	102950	107557
20	76817	79566	82315	85064	87813	90562	93311	2749	98179	102466	107874	112668
21	80831	83694	86557	89420	92283	95146	98009	2863	103085	107551	113116	118094
22	85035	88068	91101	94134	97167	100200	103233	3033	108600	113322	119111	124345
23	89519	92636	95753	98870	101987	105104	108221	3117	113750	118618	124528	129904
24	94241	97474	100707	103940	107173	110406	113639	3233	119369	124412	130482	136035
25	99374	102749	106124	109499	112874	116249	119624	3375	125599	130863	137115	142884