

APPENDIX A-1
NYSOPBA SALARY SCHEDULE
INTEREST ARBITRATION INELIGIBLE
Effective March 31, 2016 (Institution) and
Effective April 7, 2016 (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	25824	26826	27828	28830	29832	30834	31836	1002	33645	35236	38110	39701
2	26695	27750	28805	29860	30915	31970	33025	1055	34938	36621	39573	41256
3	27915	29016	30117	31218	32319	33420	34521	1101	36516	38273	41287	43044
4	29081	30241	31401	32561	33721	34881	36041	1160	38280	39983	43080	44783
5	30367	31584	32801	34018	35235	36452	37669	1217	39876	41815	44996	46937
6	31856	33140	34424	35708	36992	38276	39560	1284	41885	43932	47202	49250
7	33549	34883	36217	37551	38885	40219	41553	1334	43970	46097	49437	51562
8	35331	36717	38103	39489	40875	42261	43647	1386	46157	48370	51778	53990
9	37194	38642	40090	41538	42986	44434	45882	1448	48505	50817	54317	56626
10	39198	40719	42240	43761	45282	46803	48324	1521	51074	53495	57088	59509
11	41399	42981	44563	46145	47727	49309	50891	1582	53755	56276	59957	62477
12	43595	45247	46899	48551	50203	51855	53507	1652	56506	59140	62921	65560
13	46081	47807	49533	51259	52985	54711	56437	1726	59558	62306	66182	68930
14	48618	50428	52238	54048	55858	57668	59478	1810	62749	65628	69617	72496
15	51304	53186	55068	56950	58832	60714	62596	1882	66001	69000	73096	76093
16	54089	56057	58025	59993	61961	63929	65897	1968	69457	72592	76800	79934
17	57020	59092	61164	63236	65308	67380	69452	2072	73201	76495	80851	84148
18	60148	62324	64500	66676	68852	71028	73204	2176	77143	80610	85113	88583
19	63322	65593	67864	70135	72406	74677	76948	2271	81061	84680	89311	92930
20	66472	68846	71220	73594	75968	78342	80716	2374	85019	88803	93584	97371
21	69943	72418	74893	77368	79843	82318	84793	2475	89279	93226	98142	102087
22	73574	76194	78814	81434	84054	86674	89294	2620	94037	98208	103323	107496
23	77448	80144	82840	85536	88232	90928	93624	2696	98510	102811	108033	112335
24	81529	84327	87125	89923	92721	95519	98317	2798	103381	107838	113199	117658
25	85967	88883	91799	94715	97631	100547	103463	2916	108745	113393	118916	123564

NYSCOPBA SALARY SCHEDULE
INTEREST ARBITRATION INELIGIBLE
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	26340	27362	28384	29406	30428	31450	32472	1022	34317	35940	38871	40494
2	27229	28305	29381	30457	31533	32609	33685	1076	35636	37353	40364	42081
3	28473	29596	30719	31842	32965	34088	35211	1123	37246	39038	42112	43904
4	29663	30846	32029	33212	34395	35578	36761	1183	39045	40782	43941	45678
5	30974	32215	33456	34697	35938	37179	38420	1241	40671	42649	45894	47873
6	32493	33803	35113	36423	37733	39043	40353	1310	42725	44812	48148	50237
7	34220	35581	36942	38303	39664	41025	42386	1361	44851	47021	50428	52595
8	36038	37452	38866	40280	41694	43108	44522	1414	47082	49339	52816	55072
9	37938	39415	40892	42369	43846	45323	46800	1477	49475	51834	55404	57759
10	39982	41533	43084	44635	46186	47737	49288	1551	52093	54562	58227	60697
11	42227	43841	45455	47069	48683	50297	51911	1614	54832	57404	61158	63729
12	44467	46152	47837	49522	51207	52892	54577	1685	57636	60323	64179	66871
13	47003	48764	50525	52286	54047	55808	57569	1761	60752	63555	67509	70312
14	49590	51436	53282	55128	56974	58820	60666	1846	64002	66939	71008	73944
15	52330	54250	56170	58090	60010	61930	63850	1920	67323	70382	74560	77617
16	55171	57178	59185	61192	63199	65206	67213	2007	70844	74042	78334	81531
17	58160	60274	62388	64502	66616	68730	70844	2114	74668	78028	82471	85834
18	61351	63571	65791	68011	70231	72451	74671	2220	78689	82225	86818	90358
19	64588	66905	69222	71539	73856	76173	78490	2317	82685	86377	91100	94792
20	67801	70223	72645	75067	77489	79911	82333	2422	86722	90582	95458	99321
21	71342	73867	76392	78917	81442	83967	86492	2525	91068	95094	100108	104132
22	75045	77718	80391	83064	85737	88410	91083	2673	95921	100175	105393	109649
23	78997	81747	84497	87247	89997	92747	95497	2750	100481	104868	110194	114582
24	83160	86014	88868	91722	94576	97430	100284	2854	105449	109995	115464	120012
25	87686	90660	93634	96608	99582	102556	105530	2974	110918	115659	121292	126033

NYSCOPBA SALARY SCHEDULE
INTEREST ARBITRATION INELIGIBLE
Effective March 29, 2018 (Institution) and
Effective April 5, 2018 (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	26867	27909	28951	29993	31035	32077	33119	1042	35001	36656	39646	41301
2	27774	28872	29970	31068	32166	33264	34362	1098	36352	38103	41175	42926
3	29042	30188	31334	32480	33626	34772	35918	1146	37994	39822	42957	44785
4	30256	31463	32670	33877	35084	36291	37498	1207	39828	41599	44822	46593
5	31593	32859	34125	35391	36657	37923	39189	1266	41485	43503	46812	48831
6	33143	34479	35815	37151	38487	39823	41159	1336	43578	45707	49110	51241
7	34904	36292	37680	39068	40456	41844	43232	1388	45746	47960	51435	53645
8	36759	38201	39643	41085	42527	43969	45411	1442	48022	50324	53871	56172
9	38697	40204	41711	43218	44725	46232	47739	1507	50468	52874	56515	58917
10	40782	42364	43946	45528	47110	48692	50274	1582	53135	55653	59392	61911
11	43072	44718	46364	48010	49656	51302	52948	1646	55927	58551	62380	65002
12	45356	47075	48794	50513	52232	53951	55670	1719	58790	61531	65464	68210
13	47943	49739	51535	53331	55127	56923	58719	1796	61966	64825	68858	71717
14	50582	52465	54348	56231	58114	59997	61880	1883	65283	68278	72429	75424
15	53377	55335	57293	59251	61209	63167	65125	1958	68667	71788	76049	79167
16	56274	58321	60368	62415	64462	66509	68556	2047	72260	75522	79899	83160
17	59323	61479	63635	65791	67947	70103	72259	2156	76159	79587	84119	87549
18	62578	64842	67106	69370	71634	73898	76162	2264	80260	83867	88552	92163
19	65880	68243	70606	72969	75332	77695	80058	2363	84337	88103	92920	96686
20	69157	71628	74099	76570	79041	81512	83983	2471	88460	92397	97371	101311
21	72769	75345	77921	80497	83073	85649	88225	2576	92893	96999	102113	106218
22	76546	79273	82000	84727	87454	90181	92908	2727	97843	102182	107504	111845
23	80577	83382	86187	88992	91797	94602	97407	2805	102491	106965	112398	116874
24	84823	87734	90645	93556	96467	99378	102289	2911	107557	112194	117773	122412
25	89440	92474	95508	98542	101576	104610	107644	3034	113140	117976	123721	128557

NYSCOPBA SALARY SCHEDULE
INTEREST ARBITRATION INELIGIBLE
Effective March 28, 2019 (Institution) and
Effective April 4, 2019 (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	27404	28467	29530	30593	31656	32719	33782	1063	35702	37390	40440	42128
2	28329	29449	30569	31689	32809	33929	35049	1120	37079	38865	41998	43784
3	29623	30792	31961	33130	34299	35468	36637	1169	38755	40619	43817	45681
4	30861	32092	33323	34554	35785	37016	38247	1231	40624	42430	45717	47524
5	32225	33516	34807	36098	37389	38680	39971	1291	42313	44371	47746	49806
6	33806	35169	36532	37895	39258	40621	41984	1363	44451	46623	50094	52268
7	35602	37018	38434	39850	41266	42682	44098	1416	46662	48921	52465	54719
8	37494	38965	40436	41907	43378	44849	46320	1471	48983	51331	54949	57296
9	39471	41008	42545	44082	45619	47156	48693	1537	51477	53931	57645	60095
10	41598	43212	44826	46440	48054	49668	51282	1614	54200	56769	60582	63152
11	43933	45612	47291	48970	50649	52328	54007	1679	57046	59722	63628	66302
12	46263	48016	49769	51522	53275	55028	56781	1753	59963	62759	66771	69572
13	48902	50734	52566	54398	56230	58062	59894	1832	63206	66122	70236	73152
14	51594	53515	55436	57357	59278	61199	63120	1921	66591	69646	73880	76935
15	54445	56442	58439	60436	62433	64430	66427	1997	70040	73223	77569	80750
16	57399	59487	61575	63663	65751	67839	69927	2088	73705	77032	81497	84823
17	60509	62708	64907	67106	69305	71504	73703	2199	77681	81178	85800	89299
18	63830	66139	68448	70757	73066	75375	77684	2309	81864	85543	90322	94005
19	67198	69608	72018	74428	76838	79248	81658	2410	86023	89864	94777	98619
20	70540	73061	75582	78103	80624	83145	85666	2521	90233	94248	99322	103341
21	74224	76852	79480	82108	84736	87364	89992	2628	94753	98941	104158	108345
22	78077	80859	83641	86423	89205	91987	94769	2782	99803	104228	109657	114085
23	82189	85050	87911	90772	93633	96494	99355	2861	104541	109104	114646	119211
24	86519	89488	92457	95426	98395	101364	104333	2969	109706	114436	120127	124858
25	91229	94324	97419	100514	103609	106704	109799	3095	115405	120338	126198	131130

NYSCOPBA SALARY SCHEDULE
INTEREST ARBITRATION INELIGIBLE
Effective March 26, 2020 (Institution) and
Effective April 2, 2020 (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	27952	29036	30120	31204	32288	33372	34456	1084	36414	38136	41247	42969
2	28896	30038	31180	32322	33464	34606	35748	1142	37819	39640	42836	44658
3	30215	31408	32601	33794	34987	36180	37373	1193	39533	41435	44697	46598
4	31478	32734	33990	35246	36502	37758	39014	1256	41439	43281	46633	48477
5	32870	34187	35504	36821	38138	39455	40772	1317	43161	45260	48703	50804
6	34482	35872	37262	38652	40042	41432	42822	1390	45338	47554	51094	53312
7	36314	37758	39202	40646	42090	43534	44978	1444	47593	49897	53512	55811
8	38244	39744	41244	42744	44244	45744	47244	1500	49960	52355	56046	58440
9	40260	41828	43396	44964	46532	48100	49668	1568	52508	55011	58799	61298
10	42430	44076	45722	47368	49014	50660	52306	1646	55282	57903	61792	64413
11	44812	46525	48238	49951	51664	53377	55090	1713	58190	60919	64903	67631
12	47188	48976	50764	52552	54340	56128	57916	1788	61162	64014	68106	70963
13	49880	51749	53618	55487	57356	59225	61094	1869	64472	67447	71643	74617
14	52626	54585	56544	58503	60462	62421	64380	1959	67920	71037	75355	78471
15	55534	57571	59608	61645	63682	65719	67756	2037	71441	74688	79121	82365
16	58547	60677	62807	64937	67067	69197	71327	2130	75181	78574	83128	86521
17	61719	63962	66205	68448	70691	72934	75177	2243	79235	82802	87516	91085
18	65107	67462	69817	72172	74527	76882	79237	2355	83501	87253	92128	95884
19	68542	71000	73458	75916	78374	80832	83290	2458	87742	91660	96671	100590
20	71951	74522	77093	79664	82235	84806	87377	2571	92035	96131	101306	105406
21	75708	78389	81070	83751	86432	89113	91794	2681	96650	100922	106243	110514
22	79639	82477	85315	88153	90991	93829	96667	2838	101802	106315	111853	116369
23	83833	86751	89669	92587	95505	98423	101341	2918	106631	111285	116938	121594
24	88249	91278	94307	97336	100365	103394	106423	3029	111903	116728	122533	127359
25	93054	96211	99368	102525	105682	108839	111996	3157	117714	122746	128723	133754

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

SG	Hiring Rate	Perf.	Perf.	Perf.	Perf.	Perf.	Job Rate	Perf. Adv.	10 Yr.	15 Yr.	20 Yr.	Long Max.
		Advance Step 1	Advance Step 2	Advance Step 3	Advance Step 4	Advance Step 5			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

NYSCOPBA SALARY SCHEDULE

INTEREST ARBITRATION INELIGIBLE

Effective October 7, 2021 (Institution) and

Effective September 30, 2021 (Administration)

SG	Hiring Rate	Perf.	Perf.	Perf.	Perf.	Perf.	Job Rate	Perf. Adv.	10 Yr.	15 Yr.	20 Yr.	Long Max.
		Advance Step 1	Advance Step 2	Advance Step 3	Advance Step 4	Advance Step 5			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 INELIGIBLE
Effective April 7, 2022 (Institution) and
Effective March 31, 2022 (Administration)

SG	Hiring Rate	Perf.	Perf.	Perf.	Perf.	Perf.	Job Rate	Perf. Adv.	10 Yr.	15 Yr.	20 Yr.	Long Max.
		Advance Step 1	Advance Step 2	Advance Step 3	Advance Step 4	Advance Step 5			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