

**Memorandum of Understanding**  
**between**  
**the State of New York**  
**and**  
**the New York State Correctional Officers and Police Benevolent Association, Inc.**

1. **Term:** April 1, 2016 to March 31, 2023.

2. **Bill of Rights**

- a. Amend "G" as follows: (G) An employee shall be entitled to Union representation at an interrogation if it is contemplated that such employee will be served a notice of discipline pursuant to Article 8 of this Agreement or if the employee would be entitled to representation under Civil Service Law section 209-a.(1)(g). Such employee shall not be required to sign any statement arising out of such interrogation.
- b. Add new "N" as follows: (N) The employer shall provide a copy of the interrogation transcript/recording of an individual to the employee when a notice of discipline is served against such employee.

3. **Article 5**

- a. Amend Article 5.7 per attached *Attachment A*.

4. **Article 7**

- a. Side letter instituting grievance "hold" procedure per attached *Attachment B*.
- b. Amend Article 7.2(a) Step 3 procedure per attached *Attachment C*.

5. **Article 8**

- a. Amend Article 8 to implement suspension review procedure per attached *Attachment D*.
- b. Article 8.9 per attached *Attachment E*
- c. Article 8.8
  - i. Amend to eliminate sunset clause
  - ii. Agree to opt out review procedure as follows: Where an agency chooses to exercise its limited ability to opt out of the Expedited Arbitration procedure and move a case to "full" Article 8 arbitration, upon the union's request, the Director of GOER, or designee, shall review the reasons for such opt out and, if such reasons are found lacking, shall order the case to proceed under the Expedited Arbitration procedure.
  - iii. Agree to side letter forming labor management committee to study operation of expedited process as follows: The parties agree to form a labor-management committee that, after ratification of the agreement shall meet to study the expedited disciplinary process to inform the renegotiations of the arbitrator assignment process and make other procedural changes that are mutually agreed upon.
- d. Agree to form labor/management committee to review discipline cases involving excessive use of force. Provide funding for training in excessive use of force prevention in the amount of \$5 million.

6. **Article 11— Compensation**

- a. Article 11.2 - across the board increases to salary schedule:
  - i. April 1, 2016 — 2%
  - ii. April 1, 2017 — 2%

- iii. April 1, 2018 — 2%
  - iv. April 1, 2019 — 2%
  - v. April 1, 2020 — 2%
  - vi. April 1, 2021 – 2%
  - vii. April 1, 2022 – 2%
- b. Agree to move arbitration ineligible employees to arbitration eligible schedule effective April 1, 2021
- c. Article 11.7 (a) - Location Pay
- i. Across the board increases on 4/1/2020; 4/1/2021 and 4/1/2022
- d. Article 11.12 (new) Hazardous Duty Pay (bi-weekly payment, pensionable, overtime). Payable to employees after first year of service.
- i. 4/1/2019 - \$750 for arb eligible employees; \$150 for non-arb eligible employees
  - ii. 4/1/2020 - \$200(\$950) increase for arb eligible employees; \$50(\$200) non-arb
  - iii. 4/1/2021 - \$200 increase (\$1150) for arb eligible employees
  - iv. 10/1/2021 - \$350(\$1500) increase for arb eligible employees
- e. Effective October 1, 2021, the 25-year longevity shall be increased by \$500.
- f. Agree to Inconvenience Pay side letter as follows: The parties agree to form a labor-management committee that, after ratification of the agreement, shall meet to study the payment of and procedures involved in the payment of inconvenience pay and implement any agreed upon changes to how and when inconvenience pay is provided.
- g. Retroactive payments shall be made to current employees who qualify and individuals who retired on or after effective date of agreement.

**7. Article 12**

- a. Health insurance changes per attached *Attachment F*.
- b. Across the board increases will be applied to Article 12.10(b).

**8. Article 13**

- a. Increase funding amounts in 13.1, 13.5 and 13.6 by across the board increases

**9. Article 14**

- a. Amend Article 14.3 per attached *Attachment G*.
- b. Agree to side letter interpreting Article 14.5 as follows: The parties agree that Article 14.5 shall be interpreted to include the position of "court officer" within the office of court administration and trooper within the division of state police. The parties will meet and discuss other titles that fall within this article.
- c. Agree to side letter on Workers' Compensation per attached *Attachment H*.
- d. Agree to remove Article 14.12 and 14.13.

**10, Article 15**

- a. Agree to side letter establishing new denominator for calculation of overtime per attached *Attachment I*.

**11. Article 24**

- a. Amend Article 24.1 to read as follows: For the purposes of this Article, seniority shall be defined as the length of an employee's service in title including sick leave, military leaves not to exceed four years, and other leaves of absence which do not exceed one year and Workers' Compensation Leave.

- b. Agree to side letter clarifying Article 24.1 with respect to reductions in force per attached *Attachment J*.

- c. Agree to side letter forming labor-management committee as follows: The parties agree to form a labor-management committee comprised of an equal number of representatives of GOER and NYSCOPBA to analyze and study the issue of current practices and procedures associated with employee's ability to bid and be awarded bids when on approved leaves. The parties agree that they will implement any agreed upon revisions to current practice and procedures.

Article 25

- a. Increase funding amounts in 25.6, 25.9 and 25.10 by across the board increases
- b. Agree to labor-management committee to discuss Article 25.10 and 13.5(b) per attached *Attachment K*.

13. Reopener

- a. Side letter per attached *Attachment L*.

14. Side letters

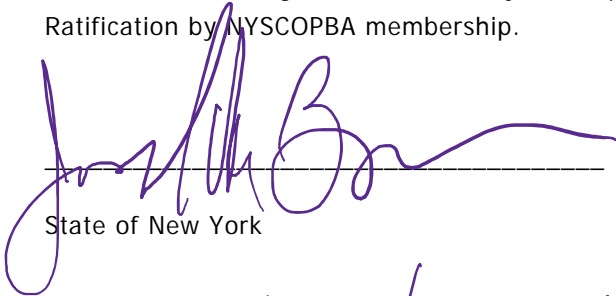
- a. Agree to side letter on Justice Center per attached *Attachment M*.
- b. Agreed upon increased arbitrator's fees for Article 7 and Article 8 proceedings.

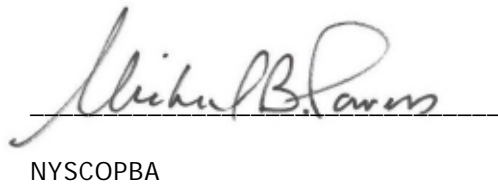
15. Paid Family Leave. The parties agree to continue discussions on Paid Family Leave and work out the details of any agreed upon implementation of Paid Family Leave in a labor-management committee.

16. Unchanged Provisions,

- a. Except as otherwise provided herein, all existing contractual provisions, side letters and MOUs remain in effect.

17. Ratification. This agreement shall subject to approval by NYSCOPBA's Executive Assembly and Ratification by NYSCOPBA membership.

  
\_\_\_\_\_  
State of New York

  
\_\_\_\_\_  
NYSCOPBA

Dated: 12/14/2018

Dated: \_\_\_\_\_

## 5.7 Union Leave

## Attachment A

A permanent employee or employees nominated by the Union may be granted by the Employer a leave or leaves of absence with full salary from their regular position for the purpose of serving with the employee organization subject to the conditions of this paragraph. Each such leave, its term and renewal, shall be subject to the discretionary approval of the Director of the Governor's Office of Employee Relations. The Union shall periodically, as specified by the Director of the Governor's Office of Employee Relations, reimburse the State for the salary, wages and any other payments paid to each employee by the Employer during such leave of absence together with the cost of fringe benefits, excluding the Health Insurance, Dental, and Vision Benefits Compensation components of that fringe benefit rate, at the percentage of salary, wages as determined by the Comptroller. In addition, this reimbursement will include, as determined by the department of civil service, the employer's share of premium for health and dental benefits as well as the employer's actual costs associated with providing vision benefits and, the cost of any Opt-Out program payments, if any. The Union shall purchase an insurance policy in the form and amount satisfactory to the Director of the Governor's Office of Employee Relations to protect the State in the event the State is held liable for any damages or suffers any loss by reason of any act or omission by such employee during the period of such leave of absence with full salary.

**Article 7**  
**Side letter**

**Attachment B**

The union, once a grievance is filed at step 1, may inform the employer that it is placing the grievance on "hold" so that it may pursue an informal resolution of the grievance. Once on hold, the grievance procedure is tolled until such time as the union informs the employer that it wishes to end the "hold" status and have the grievance processed. For any grievance that is placed on hold and has the potential of accumulating financial liability, no additional financial liability shall be due, should the employer be found to have violated the agreement, for any period the grievance is in hold status for longer than 30 days.

## Article 7.2

## Attachment C

Step 3. In the event that the grievance has not been satisfactorily resolved at Step 2, an appeal to the Director of the Governor's Office of Employee Relations may be taken by the Union in writing within 60 days from the day on which the Union received the Step 2 decision. Such appeal shall contain a copy of the Step 2 decision and a short, plain written statement of the reasons for the disagreement with the step 2 decision. All communications concerning appeals and decisions at this Step shall be made by personal service, registered or certified mail.

The Director of the Governor's Office of Employee Relations, or the Director's designee, shall issue a short, plain decision on the grievance within 30 working days after receipt of the appeal unless the Union requests a meeting to discuss the grievance.

Every other week (on a designated day), representatives from the Union and the Governor's Office of Employee Relations will meet and review all the grievances that have been appealed to the Step 3 level during the previous two-week period and for which a meeting has been requested. The Director of the Governor's Office of Employee Relations, or the Director's designee, shall issue a short, plain decision on a grievance for which a meeting has been requested within 30 working days after the conduct of the meeting where the grievance was discussed. If warranted, an agency representative may be in attendance at these meetings. At these meetings, the grievance will be read, reviewed and tactically distributed for processing in one of the following ways:

- ~~1. Expedited Decision. For grievances with respect to which either side believes that the decision is going to be traditional and involves issues which cannot resolved by the grievance process, the Governor's Office of Employee Relations shall provide, within ten days, a written Step 3 response in the form of a brief answer.~~
- ~~2. On site Review, if both representatives believe that a step 3 hearing review is necessary, the parties will agree to schedule such a review on the next trip to the work location in question, Trip to regions or work locations will be scheduled in advance on a circuit basis to ensure that each work location can be visited at least once every four months., if necessary.~~
3. ~~Safety Issues.~~ Issues which are, in fact, safety and health concerns (not to include staffing issues) may be referred to an Agency Level Statewide Safety and Health Committee. A safety specialist from the employing agency and the Union can review the issues and determine if there may be methodologies available for resolution of the issues. Resolutions will be reduced to writing. In the event the issues cannot be resolved, either party may refer them to the conference phase of the Alternate Dispute Resolution Process where applicable.
4. ~~Hold Status.~~ The grievance may be put on hold for two weeks so that either or both sides can gather more information or make local contacts. Those grievances placed in hold status will become the first to be discussed at the next meeting between representatives from the Union and the Governor's Office of Employee Relations.

**Article 8  
Side Letter on Suspension Review**

**Attachment D**

For only those suspensions without pay under Article 8.4(a)(1) that are not cases subject to Article 8.9 or cases under Article 8.4(a)(2) where the employee is charged with the commission of a crime, the following review process may be invoked:

- (1) Within five (5) business days of an employee's suspension, NYSCOPBA may request that the Article 7 "triage" arbitrator review, as quickly as can be scheduled, the reasons for the suspension under Article 8.4(a)(1) to see if such suspension should be initially upheld and continue.
- (2) For the purpose of such review, the Article 7 "triage" arbitrator shall accept as true the contents of the NOD and shall limit review to the reasons the suspension does or does not meet the contractual standard.
- (3) To request a review, NYSCOPBA shall email the "triage" arbitrator (copying the employer's representative and GOER), advising of its request and attaching a copy of the notice of suspension and a copy of the NOD (where issued). If no NOD has been issued, the arbitrator shall be emailed a copy of the NOD by the employer upon issuance.
- (4) Within five (5) business days of NYSCOPBA's request for a review, the employer's representative and NYSCOPBA shall each email to the arbitrator a statement of no more than two (2) pages, stating their position as to whether or not the contractual standard has been met. The opposing party and GOER shall be copied on the submission.
- (5) At the next scheduled contract "triage" session after receipt of such request for review or as soon thereafter as is practicable, the arbitrator shall review the documents and the arguments of the parties. If the arbitrator feels the need to hear from the employer and NYSCOPBA, the arbitrator may hold a conference call or meeting with both sides. The arbitrator shall render a short email decision to the parties stating that probable cause for the suspension under Article 8.4(a)(1) has, or has not, been met.
- (6) Where the arbitrator determines that probable cause has not been met, the employee will be restored to the payroll or have leave credits restored, as the case may be, retroactive to the date of suspension.
- (7) Nothing herein shall restrict the authority of the Article 8 arbitrator who hears an NOD from deciding guilt or innocence of an employee and if guilty, what the appropriate penalty may be. The Article 8 arbitrator shall simply be informed that the individual is suspended without pay or is not suspended without pay.
- (8) In cases where the "triage" arbitrator determines that there was probable cause for the suspension, nothing herein shall restrict the Article 8 arbitrator from determining, at the conclusion of the case and after all evidence has been considered, whether there was probable cause for the suspension.
- (9) In cases where the "triage" arbitrator determines there was not probable cause for the suspension, the Article 8 arbitrator who hears the NOD shall not be authorized to consider the lack of a suspension in determining an appropriate penalty.

The parties hereby establish a Labor/Management committee to address any issues arising out of the implementation of this side letter, including, but not limited to, the impacts upon the time and attention of the "triage" arbitrator.



**8.9**

(a) The parties have agreed to establish special procedures, including certain mandatory penalties and in lieu of those elsewhere in Article 8, for the following allegations of misconduct:

- (1) using excessive force against an inmate, parolee, patient or ward of the State;
- (2) sexual offense as defined by the penal law with an inmate, parolee, patient or ward of the State; or
- (3) distributing, or possessing with the intent to distribute, drugs or other dangerous contraband (intoxicants, Class A tools, cell phones) to inmates, parolee, patients or wards of the State.

(b) If an employee is charged in a notice of discipline with one or more of the offenses in Article 8.9(a), such notice of discipline shall be decided by a tripartite panel consisting of a neutral arbitrator, a panel member appointed by the Appointing Authority and a panel member appointed by NYSCOPBA.

(c) The neutral arbitrator shall be selected from a panel of arbitrators established by joint agreement of NYSCOPBA and GOER. Once the panel is established the arbitrators shall be placed in order and rotated in order as each case arises. A neutral arbitrator can be skipped only by agreement of the parties however nothing herein prevents the recusal of a neutral arbitrator pursuant to any conflicts the neutral arbitrator has with hearing a matter. Each of the parties is to bear the cost of its panel member and each of the respective parties is to share equally in the cost of the neutral member. The neutral member shall be chosen as chairperson. The determination of the tripartite panel shall be final and binding on the parties and shall be subject to review by a court of competent jurisdiction pursuant to CPLR Article 75. The burden of proof before the panel shall be on the employer to prove the charges by a preponderance of the evidence and on the grievant to prove any affirmative defense raised. The panel shall not have the authority to impose any other burden of proof upon the employer. A finding of guilt on any charge only requires the agreement of two of the three tripartite arbitration panel members. The tripartite arbitration panel shall conduct a hearing in such manner as otherwise agreed to by the parties and if needed, the parties shall issue joint instructions to the panel on the conduct of such proceedings.

(c) If a tripartite arbitration panel, following a completed arbitration hearing, finds that an employee is guilty of charges under subsections (a)(2) or (a)(3) above, the penalty for said misconduct shall be termination from employment and loss of accumulated vacation credits.

(d) If a tripartite panel, following a completed arbitration hearing, finds an employee to have used excessive physical force against an inmate, parolee, patient or ward of the state that caused serious physical injury as defined by Penal Law §10(10), and under circumstances where the panel finds the actions of the employee were not taken in a good-faith effort to maintain or restore discipline but were done maliciously and sadistically to cause harm, the penalty shall be termination and loss of accumulated vacation credits.

(e) For notices of discipline alleging excessive force against an inmate, patient or ward of the state where the panel does not, following a completed arbitration hearing, find all the conditions described in subsection (d) above to have occurred, the panel may impose a penalty from within the range of penalties currently prescribed in Article 8. However, the panel shall not, in its

determination of a penalty, give any weight or consideration to the fact that a penalty for such conduct has not been prescribed by this article.

(f) The parties agree that such panel of neutral arbitrators shall receive training regarding this process and the standards thereunder before any neutral member may serve as a member of the panel. The parties shall conduct such training as soon as the panel is constituted and every three years thereafter.

**Attachment F**

**HEALTH INSURANCE BENEFITS FOR EMPLOYEES REPRESENTED BY NYSCOPBA  
NYSHIP CHANGES**

<b>BENEFIT</b>	<b>CURRENT</b>	<b>PROPOSED 4/1/19 IMPLEMENTATION</b>
<b><u>Hospital Program:</u></b>		
In-Network Urgent Care	\$40 copayment	\$50 copayment
In-Network Outpatient Services:	\$40 copayment	\$50 copayment
In-Network Outpatient E/R:	\$70 copayment	\$100 copayment
In-Network Outpatient Surgery:	\$60 copayment	\$95 copayment
In-Network Outpatient PT	\$20 copayment	\$25 copayment
 Coinsurance Maximum	 3,000 EE/\$3,000 SP/\$3,000 DC ½ for SG <sub>≤</sub> 6	 \$3,750 EE/\$3,750 SP/\$3,750 DC ½ for SG <sub>≤</sub> 6
Skilled Nursing Facility	365 days	120 days
<b><u>Medical Program:</u></b>		
<b><u>In-Network</u></b>		
Primary Care Provider	\$20 copayment	\$25 copayment
Specialty Provider	\$20 copayment	\$25 copayment
Urgent Care	\$20 copayment	\$30 copayment
Ambulatory Surgery Center	\$30 copayment	\$50 copayment
Ambulance Service	\$35 copayment	\$70 copayment
PT Services	\$20 copayment	\$25 copayment
<b><u>Out-of-Network</u></b>		
Basic Medical Deductible	\$1,000 EE/\$1,000 SP/\$1,000 DC	\$1,250 EE/\$1,250 SP/\$1,250 DC
Basic Medical Coinsurance Max.	\$3,000 EE/\$3,000 SP/\$3,000 DC	\$3,750 EE/\$3,750 SP/\$3,750 DC

	½ for SG <sub>&lt;6</sub>	½ for SG <sub>&lt;6</sub>
<p><b><u>Prescription Drug Program:</u></b>  <u>Retail:</u>  Up to 30-day supply  31-90-day supply</p> <p><u>Mail Service:</u>  Up to 30-day supply  31-90-day supply</p> <p>New To You Program  Flexible Formulary Side Letter</p>	<p>\$5, \$25, \$45  \$10, \$50, \$90</p> <p>\$5, \$25, \$45  \$5, \$50, \$90</p> <p>Active  ". . .and. . ."</p>	<p>\$5, \$30, \$60  \$10, \$60, \$120</p> <p>\$5, \$30, \$60  \$5, \$55, \$110</p> <p>Eliminate  Replace "and" with "or  are"</p>
<p><b><u>Managed Mental Health Program:</u></b>  Office Visit/Other Outpatient Services</p> <p>Basic Medical Deductible</p> <p>Basic Medical Coinsurance Max.</p>	<p>\$20 copayment</p> <p>\$1,000 EE/\$1,000 SP/\$1,000 DC</p> <p>\$3,000 EE/\$3,000 SP/\$3,000 DC  ½ for SG<sub>&lt;6</sub></p>	<p>\$25 copayment</p> <p>\$1,250 EE/\$1,250 SP/\$1,250 DC</p> <p>\$3,750 EE/\$3,750 SP/\$3,750 DC  ½ for SG<sub>&lt;6</sub></p>
<p><b><u>FSA Debit Card:</u></b>  Implement Debit Card</p>	<p>No benefit</p>	<p>Implement a direct debit vehicle or electronic submission option effective 1/1/19 or as soon as practicable thereafter.</p>
<p><b><u>State JCHB Initiatives:</u></b>  VBID Program</p> <p>Telemedicine Program</p>	<p>No benefit</p> <p>No benefit</p>	<p>Development through Joint Committee as a Pilot Program.</p>

		Development through Joint Committee as a Pilot Program.
<b><u>CanaRx</u></b>	No Benefit	Should it become permissible for the Federal Food and Drug Administration to allow the purchase of select brand name prescription drugs on behalf of New York State employees and dependents covered under The Empire Plan Prescription Drug Program from sources outside the United States, the parties will work through the Joint Committee on Health Benefits to develop an alternative drug program to enhance the current Empire Plan Prescription Drug Program, if practicable. Implementation of the alternative drug program will not take place without the agreement of the NYSCOPBA Joint Committee on Health Benefits.
<b><u>Dental Program:</u></b>		

Annual Maximum	\$2,300 per person per year	\$3,000 per person per year
Composite (white fillings)	Paid @ Amalgam Rate	Covered as Composite
Dental Implants	Not Covered	Covered (subject to \$600 limitation per implant)
Lifetime Orthodontic	\$2,300 lifetime limit	\$3,000 lifetime limit
<b><u>Vision Care Program</u></b>		
Digital Progressive Lenses	Not Covered	Covered at a Participating Provider with \$90 copayment
Yearly Exams for Contacts	Not Covered	Allowed for enrollees whose last contact lenses were covered through the Vision Care Program

**Article 14**

**Attachment G**

14.3 Bereavement/Family Sick Leave

- (a) Employees shall be allowed to charge absences from work in the event of death or illness in the employee's immediate family against accrued sick leave credits up to a maximum of ~~15~~ 30 days in any one calendar year.
- (b) For the purpose of defining eligibility for paid leave because of illness or death in the family, the term "family" shall be defined as the employee's spouse, child, parent, grandparent, brother, sister, aunt, uncle, parent-in-law, brother-in-law, sister-in-law, grandchild, step-sibling, step-parent, step-child or any person living in the employee's household.
- (c) Requests for ~~bereavement~~ leave shall be subject to approval of the appointing authority; such approval shall not be unreasonably denied.
- (d) An employee's absence from work which would normally be approved as sick leave under Article 14.3 and charged against sick leave credits shall, at the employee's request, be approved as a charge against other leave credits if the employee has utilized the full amount of sick leave accruals referenced in Article 14.3(a) or has other exhausted their sick leave accruals. Such approval shall not be unreasonably denied.

## Article 14.9 (h)

## Attachment H

The State and NYSCOPBA agree to continue the standing Joint Committee on Workers' Compensation. The Committee shall consist of an equal number of representatives selected by NYSCOPBA and an equal number of representatives selected by the State. The Committee will be responsible for

- the ongoing review and oversight of the MEP
- evaluating the current leave at full pay benefit to take into account taxes that would be paid by an individual if they were working so that individual on benefit doesn't make more remaining out of work;
- analyzing light duty process and procedures including but not limited to the third-party review process, current light duty standard, expand light duty to include medically appropriate assignments beyond current standard and eliminate inconsistencies in application of current standard;
- analysis and implementation of an agreed upon pilot PPO as soon as practicable after ratification. Includes addressing implementation issues and make recommendation on geographic location issues. Expansion subject to agreement of parties. PPO minimum participation length shall be 120 days;
- Review and implementation of revised agreed upon administrative procedures including but not limited to using 3-point contact and follow up contacts from employer or employer's representative; unit-wide medical documentation submission, receipt and review procedures to ensure consistent application of employee status; accident reporting procedures; issues related to attendance at IME and SME; and issues related to scheduled loss of use and employee status.



**Article 15**

**Attachment I**

**Overtime Denominator side letter**

The parties agree that April 1, 2019, the denominator for the calculation of overtime shall be 2080 rather than 2000 on a prospective basis.

**Article 24.1**

**Attachment J**

**Reductions in force side letter**

A unit member who is subject to a layoff or reduction in force pursuant to Civil Service Law 80 or 80-a shall not be considered to have his/her service broken for the purpose of Article 24.1.

**Article 25.10/13.5(a)**  
**Family/EAP Side Letter**

**Attachment K**

The parties agree to meet and agree on the combination of these articles, after the ratification of the agreement, so that these articles are consistently applied across all state bargaining unit agreements.

**Side letter — reopener**

**Attachment L**

As was discussed in negotiations for the 2016-2023 agreement, upon execution and ratification of the Agreement, NYSCOPBA has the right to reopen negotiations, during the term of the agreement, with respect to the sole issue of a general salary increase for fiscal year 2016-2017, 2017-2018, 2018-2019, 2019-2020, 2020-2021, 2021-2022 and/or 2022-2023, if any other state bargaining unit agrees to and ratifies a general salary increase exceeding 2.0% in any of these fiscal years. This right is conditioned on taking into account the overall value of compensation increases for NYSCOPBA members during the term of the NYSCOPBA Agreement and the value of any concessions obtained by the state contained in the collective bargaining agreement used as justification by NYSCOPBA to demand reopening.

**Side letter**  
**Justice Center proceeding**

**Attachment M**

During the negotiations for a successor agreement to the 2011-2016 collective bargaining agreement, the parties discussed issues associated with substantiated cases of neglect by the NYS Justice Center for the Protection of People with Special Needs (Justice Center). While no resolution of those issues was reached, the parties agreed to form a labor-management committee to explore issues associated with these findings and the associated administrative proceedings conducted by the Justice Center.

**Articles 7 and 8**

**Arbitrators - unpublished side letter**

Increase number of Article 7 arbitrators to 6 or as many other arbitrators are as agreed upon. Pay \$1200.

Increase number of Article 8 arbitrators as needed.

Pay \$1200, Special panel - pay \$1800.

**Other Matters**

Parties agree that upon ratification, that PERB Case No. U-35624 shall be withdrawn with prejudice and that the currently provided clear bag shall become the standard issue clear bag. The parties shall meet in labor-management and agree upon an acceptable larger clear bag which, once agreed to shall become an alternative to the standard issue clear bag and if chosen for use by a member shall be procured for use without expense to the Department.

**NYSOPBA SALARY SCHEDULE  
INTEREST ARBITRATION ELIGIBLE  
April, 2016**

SG	Hiring Rate	Perf. Advance		Perf. Advance		Perf. Advance		Perf. Advance		Job Rate	Perf. Adv.	10 Yr.		15 Yr.		20 Yr.		Max	
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 5	Long	Step			Long	Step	Long	Step	Long	Step	Long	Step
1	26448	27477	28506	29535	30564	31593	32622	33651	34680	35709	1029	34440	36039	38926	40526				
2	27343	28427	29511	30595	31679	32763	33847	34931	36015	37099	1084	35769	37461	40430	42121				
3	28594	29725	30856	31987	33118	34249	35380	36511	37642	38773	1131	37385	39149	42177	43942				
4	29792	30986	32180	33374	34568	35762	36956	38150	39344	40538	1194	39206	40921	44029	45742				
5	31113	32365	33617	34869	36121	37373	38625	39877	41129	42381	1252	40844	42795	45988	47941				
6	32641	33961	35281	36601	37921	39241	40561	41881	43201	44521	1320	42898	44954	48240	50295				
7	34382	35753	37124	38495	39866	41237	42608	43979	45350	46721	1371	45038	47176	50528	52664				
8	36212	37636	39060	40484	41908	43332	44756	46180	47604	49028	1424	47283	49501	52928	55151				
9	38129	39616	41103	42590	44077	45564	47051	48538	50025	51512	1487	49692	52010	55527	57850				
10	40188	41752	43316	44880	46444	48008	49572	51136	52700	54264	1564	52336	54769	58378	60812				
11	42450	44077	45704	47331	48958	50585	52212	53839	55466	57093	1627	55088	57624	61323	63857				
12	44704	46403	48102	49801	51500	53199	54898	56597	58296	60000	1699	57911	60560	64360	67009				
13	47261	49033	50805	52577	54349	56121	57893	59665	61437	63209	1772	61031	63790	67689	70446				
14	49867	51725	53583	55441	57299	59157	61015	62873	64731	66589	1858	64301	67193	71203	74094				
15	52627	54559	56491	58423	60355	62287	64219	66151	68083	70015	1932	67643	70654	74768	77780				
16	55489	57509	59529	61549	63569	65589	67609	69629	71649	73669	2020	71186	74334	78568	81715				
17	58495	60624	62753	64882	67011	69140	71269	73398	75527	77656	2129	75033	78347	82723	86036				
18	61714	63947	66180	68413	70646	72879	75112	77345	79578	81811	2233	79070	82555	87080	90562				
19	64976	67310	69644	71978	74312	76646	78980	81314	83648	85982	2334	83112	86747	91403	95039				
20	68211	70651	73091	75531	77971	80411	82851	85291	87731	90171	2440	87174	90979	95782	99587				
21	71775	74317	76859	79401	81943	84485	87027	89569	92111	94653	2542	91533	95501	100442	104408				
22	75509	78202	80895	83588	86281	88974	91667	94360	97053	99746	2693	96434	100626	105767	109961				
23	79490	82258	85026	87794	90562	93330	96098	98866	101634	104402	2768	101009	105330	110579	114899				
24	83683	86554	89425	92296	95167	98038	100909	103780	106651	109522	2871	105997	110476	115866	120344				
25	88241	91238	94235	97232	100229	103226	106223	109220	112217	115214	2997	111529	116202	121754	126425				



**NYSCOPBA SALARY SCHEDULE  
INTEREST ARBITRATION ELIGIBLE  
April, 2017**

SG	Hiring Rate	Perf. Advance					Job Rate	Perf. Adv.	10 Yr.			15 Yr.			20 Yr.			Max 25 Yr. Long Step
		Step 1	Step 2	Step 3	Step 4	Step 5			Long Step	Long Step	Long Step	Long Step	Long Step	Long Step	Long Step	Long Step		
																	Step 1	
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**

**April, 2018**

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

**NYSCOPBA SALARY SCHEDULE  
INTEREST ARBITRATION ELIGIBLE  
April, 2019**

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

**NYSOPBA SALARY SCHEDULE  
INTEREST ARBITRATION ELIGIBLE  
April, 2020**

SG	Hiring Rate	Perf. Advance					Job Rate	Perf. Adv.	10 Yr.			15 Yr.			20 Yr.			Max 25 Yr. Long Step
		Step 1	Step 2	Step 3	Step 4	Step 5			Long Step	Long Step	Long Step	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 INELIGIBLE  
April, 2016**

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

**NYSOPBA SALARY SCHEDULE  
INTEREST ARBITRATION INELIGIBLE  
April, 2017**

SG	Hiring Rate	Perf. Advance		Perf. Advance		Perf. Advance		Job Rate	Perf. Adv.	10 Yr.		15 Yr.		20 Yr.		Max	
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 4			Step 5	Step 3	Step 4	Step 5	Step 3	Step 4	Step 5	Step 3
1	26340	27362	28384	29406	30428	31450	32472	32472	1022	34317	35940	38871	40494				
2	27229	28305	29381	30457	31533	32609	33685	33685	1076	35636	37353	40364	42081				
3	28473	29596	30719	31842	32965	34088	35211	35211	1123	37246	39038	42112	43904				
4	29663	30846	32029	33212	34395	35578	36761	36761	1183	39045	40782	43941	45678				
5	30974	32215	33456	34697	35938	37179	38420	38420	1241	40671	42649	45894	47873				
6	32493	33803	35113	36423	37733	39043	40353	40353	1310	42725	44812	48148	50237				
7	34220	35581	36942	38303	39664	41025	42386	42386	1361	44851	47021	50428	52595				
8	36038	37452	38866	40280	41694	43108	44522	44522	1414	47082	49339	52816	55072				
9	37938	39415	40892	42369	43846	45323	46800	46800	1477	49475	51834	55404	57759				
10	39982	41533	43084	44635	46186	47737	49288	49288	1551	52093	54562	58227	60697				
11	42227	43841	45455	47069	48683	50297	51911	51911	1614	54832	57404	61158	63729				
12	44467	46152	47837	49522	51207	52892	54577	54577	1685	57636	60323	64179	66871				
13	47003	48764	50525	52286	54047	55808	57569	57569	1761	60752	63555	67509	70312				
14	49590	51436	53282	55128	56974	58820	60666	60666	1846	64002	66939	71008	73944				
15	52330	54250	56170	58090	60010	61930	63850	63850	1920	67323	70382	74560	77617				
16	55171	57178	59185	61192	63199	65206	67213	67213	2007	70844	74042	78334	81531				
17	58160	60274	62388	64502	66616	68730	70844	70844	2114	74668	78028	82471	85834				
18	61351	63571	65791	68011	70231	72451	74671	74671	2220	78689	82225	86818	90358				
19	64588	66905	69222	71539	73856	76173	78490	78490	2317	82685	86377	91100	94792				
20	67801	70223	72645	75067	77489	79911	82333	82333	2422	86722	90582	95458	99321				
21	71342	73867	76392	78917	81442	83967	86492	86492	2525	91068	95094	100108	104132				
22	75045	77718	80391	83064	85737	88410	91083	91083	2673	95921	100175	105393	109649				
23	78997	81747	84497	87247	89997	92747	95497	95497	2750	100481	104868	110194	114582				
24	83160	86014	88868	91722	94576	97430	100284	100284	2854	105449	109995	115464	120012				
25	87686	90660	93634	96608	99582	102556	105530	105530	2974	110918	115659	121292	126033				

**NYSCOPBA SALARY SCHEDULE  
INTEREST ARBITRATION INELIGIBLE  
April, 2018**

SG	Hiring Rate	Perf. Advance		Perf. Advance		Perf. Advance		Job Rate	Perf. Adv.	10 Yr.		15 Yr.		20 Yr.		Max 25 Yr. Long Step
		Step 1	Step 2	Step 3	Step 4	Step 5	Long Step			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  
April, 2019**

SG	Hiring Rate	Perf. Advance			Perf. Advance			Job Rate	Perf. Adv.	10 Yr.			15 Yr.			20 Yr.			Max 25 Yr.		
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 3			Step 4	Step 5	Long Step	Long Step	Long Step	Long Step	Long Step	Long Step	Long Step	Long Step	Long Step	
1	27404	28467	29530	30593	31656	32719	33782	33782	1063	35702	37390	40440	42128								
2	28329	29449	30569	31689	32809	33929	35049	35049	1120	37079	38865	41998	43784								
3	29623	30792	31961	33130	34299	35468	36637	36637	1169	38755	40619	43817	45681								
4	30861	32092	33323	34554	35785	37016	38247	38247	1231	40624	42430	45717	47524								
5	32225	33516	34807	36098	37389	38680	39971	39971	1291	42313	44371	47746	49806								
6	33806	35169	36532	37895	39258	40621	41984	41984	1363	44451	46623	50094	52268								
7	35602	37018	38434	39850	41266	42682	44098	44098	1416	46662	48921	52465	54719								
8	37494	38965	40436	41907	43378	44849	46320	46320	1471	48983	51331	54949	57296								
9	39471	41008	42545	44082	45619	47156	48693	48693	1537	51477	53931	57645	60095								
10	41598	43212	44826	46440	48054	49668	51282	51282	1614	54200	56769	60582	63152								
11	43933	45612	47291	48970	50649	52328	54007	54007	1679	57046	59722	63628	66302								
12	46263	48016	49769	51522	53275	55028	56781	56781	1753	59963	62759	66771	69572								
13	48902	50734	52566	54398	56230	58062	59894	59894	1832	63206	66122	70236	73152								
14	51594	53515	55436	57357	59278	61199	63120	63120	1921	66591	69646	73880	76935								
15	54445	56442	58439	60436	62433	64430	66427	66427	1997	70040	73223	77569	80750								
16	57399	59487	61575	63663	65751	67839	69927	69927	2088	73705	77032	81497	84823								
17	60509	62708	64907	67106	69305	71504	73703	73703	2199	77681	81178	85800	89299								
18	63830	66139	68448	70757	73066	75375	77684	77684	2309	81864	85543	90322	94005								
19	67198	69608	72018	74428	76838	79248	81658	81658	2410	86023	89864	94777	98619								
20	70540	73061	75582	78103	80624	83145	85666	85666	2521	90233	94248	99322	103341								
21	74224	76852	79480	82108	84736	87364	89992	89992	2628	94753	98941	104158	108345								
22	78077	80859	83641	86423	89205	91987	94769	94769	2782	99803	104228	109657	114085								
23	82189	85050	87911	90772	93633	96494	99355	99355	2861	104541	109104	114646	119211								
24	86519	89488	92457	95426	98395	101364	104333	104333	2969	109706	114436	120127	124858								
25	91229	94324	97419	100514	103609	106704	109799	109799	3095	115405	120338	126198	131130								



**NYSOPBA SALARY SCHEDULE  
INTEREST ARBITRATION INELIGIBLE  
April, 2020**

SG	Hiring Rate	Perf. Advance					Perf. Advance Step 5	Job Rate	Perf. Adv.	10 Yr.			15 Yr.			20 Yr.			Max 25 Yr. Long Step
		Step 1	Step 2	Step 3	Step 4	Step 5				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

## April, 2021

SG	Hiring Rate	Perf. Advance					Job Rate	Perf. Adv.	10 Yr.			15 Yr.			20 Yr.			Max 25 Yr. Long Step
		Step 1	Step 2	Step 3	Step 4	Step 5			Long Step	Long Step	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

## October, 2021

SG	Hiring Rate	Perf. Advance					Perf. Advance Step 5	Job Rate	Perf. Adv.	10 Yr.			15 Yr.			20 Yr.			Max 25 Yr. Long Step
		Step 1	Step 2	Step 3	Step 4	Step 5				Long Step	Long 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							

# NYS COPBA SALARY SCHEDULE

## April, 2022

SG	Hiring Rate	Perf. Advance					Job Rate	Perf. Adv.	10 Yr.			15 Yr.			20 Yr.			Max 25 Yr. Long Step
		Step 1	Step 2	Step 3	Step 4	Step 5			Long Step	Long Step	Long Step	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						