

NYSCOPBA Salary Schedule 2023-2026

New York State (CSEA, PEF & Statewide Units)

View online: <https://salaryschedule.org/new-york/csea-nys/nyscopba-salary-schedule-2023-2026/>

Effective date	Salary grade	Rate / step	Amount
Apr 6, 2023	1	Hiring Rate	\$30,679
Apr 6, 2023	1	Step 1	\$31,874
Apr 6, 2023	1	Step 2	\$33,069
Apr 6, 2023	1	Step 3	\$34,264
Apr 6, 2023	1	Step 4	\$35,459
Apr 6, 2023	1	Step 5	\$36,654
Apr 6, 2023	1	Job Rate	\$37,849
Apr 6, 2023	1	Longevity 10 Yr	\$39,957
Apr 6, 2023	1	Longevity 15 Yr	\$41,812
Apr 6, 2023	1	Longevity 20 Yr	\$45,161
Apr 6, 2023	1	Longevity 25 Yr	\$47,542
Apr 6, 2023	2	Hiring Rate	\$31,717
Apr 6, 2023	2	Step 1	\$32,976
Apr 6, 2023	2	Step 2	\$34,235
Apr 6, 2023	2	Step 3	\$35,494
Apr 6, 2023	2	Step 4	\$36,753
Apr 6, 2023	2	Step 5	\$38,012
Apr 6, 2023	2	Job Rate	\$39,271
Apr 6, 2023	2	Longevity 10 Yr	\$41,500
Apr 6, 2023	2	Longevity 15 Yr	\$43,463
Apr 6, 2023	2	Longevity 20 Yr	\$46,907
Apr 6, 2023	2	Longevity 25 Yr	\$49,394
Apr 6, 2023	3	Hiring Rate	\$33,167
Apr 6, 2023	3	Step 1	\$34,480
Apr 6, 2023	3	Step 2	\$35,793

Official district website: <https://oer.ny.gov>

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Effective date	Salary grade	Rate / step	Amount
Apr 6, 2023	3	Step 3	\$37,106
Apr 6, 2023	3	Step 4	\$38,419
Apr 6, 2023	3	Step 5	\$39,732
Apr 6, 2023	3	Job Rate	\$41,045
Apr 6, 2023	3	Longevity 10 Yr	\$43,371
Apr 6, 2023	3	Longevity 15 Yr	\$45,416
Apr 6, 2023	3	Longevity 20 Yr	\$48,929
Apr 6, 2023	3	Longevity 25 Yr	\$51,502
Apr 6, 2023	4	Hiring Rate	\$34,558
Apr 6, 2023	4	Step 1	\$35,942
Apr 6, 2023	4	Step 2	\$37,326
Apr 6, 2023	4	Step 3	\$38,710
Apr 6, 2023	4	Step 4	\$40,094
Apr 6, 2023	4	Step 5	\$41,478
Apr 6, 2023	4	Job Rate	\$42,862
Apr 6, 2023	4	Longevity 10 Yr	\$45,473
Apr 6, 2023	4	Longevity 15 Yr	\$47,462
Apr 6, 2023	4	Longevity 20 Yr	\$51,065
Apr 6, 2023	4	Longevity 25 Yr	\$53,578
Apr 6, 2023	5	Hiring Rate	\$36,089
Apr 6, 2023	5	Step 1	\$37,542
Apr 6, 2023	5	Step 2	\$38,995
Apr 6, 2023	5	Step 3	\$40,448
Apr 6, 2023	5	Step 4	\$41,901
Apr 6, 2023	5	Step 5	\$43,354
Apr 6, 2023	5	Job Rate	\$44,807

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Effective date	Salary grade	Rate / step	Amount
Apr 6, 2023	5	Longevity 10 Yr	\$47,380
Apr 6, 2023	5	Longevity 15 Yr	\$49,644
Apr 6, 2023	5	Longevity 20 Yr	\$53,347
Apr 6, 2023	5	Longevity 25 Yr	\$56,139
Apr 6, 2023	6	Hiring Rate	\$37,863
Apr 6, 2023	6	Step 1	\$39,395
Apr 6, 2023	6	Step 2	\$40,927
Apr 6, 2023	6	Step 3	\$42,459
Apr 6, 2023	6	Step 4	\$43,991
Apr 6, 2023	6	Step 5	\$45,523
Apr 6, 2023	6	Job Rate	\$47,055
Apr 6, 2023	6	Longevity 10 Yr	\$49,768
Apr 6, 2023	6	Longevity 15 Yr	\$52,150
Apr 6, 2023	6	Longevity 20 Yr	\$55,963
Apr 6, 2023	6	Longevity 25 Yr	\$58,873
Apr 6, 2023	7	Hiring Rate	\$39,881
Apr 6, 2023	7	Step 1	\$41,471
Apr 6, 2023	7	Step 2	\$43,061
Apr 6, 2023	7	Step 3	\$44,651
Apr 6, 2023	7	Step 4	\$46,241
Apr 6, 2023	7	Step 5	\$47,831
Apr 6, 2023	7	Job Rate	\$49,421
Apr 6, 2023	7	Longevity 10 Yr	\$52,242
Apr 6, 2023	7	Longevity 15 Yr	\$54,719
Apr 6, 2023	7	Longevity 20 Yr	\$58,608
Apr 6, 2023	7	Longevity 25 Yr	\$61,610

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New York State (CSEA, PEF & Statewide Units)

Effective date	Salary grade	Rate / step	Amount
Apr 6, 2023	8	Hiring Rate	\$42,005
Apr 6, 2023	8	Step 1	\$43,657
Apr 6, 2023	8	Step 2	\$45,309
Apr 6, 2023	8	Step 3	\$46,961
Apr 6, 2023	8	Step 4	\$48,613
Apr 6, 2023	8	Step 5	\$50,265
Apr 6, 2023	8	Job Rate	\$51,917
Apr 6, 2023	8	Longevity 10 Yr	\$54,850
Apr 6, 2023	8	Longevity 15 Yr	\$57,422
Apr 6, 2023	8	Longevity 20 Yr	\$61,395
Apr 6, 2023	8	Longevity 25 Yr	\$64,501
Apr 6, 2023	9	Hiring Rate	\$44,227
Apr 6, 2023	9	Step 1	\$45,952
Apr 6, 2023	9	Step 2	\$47,677
Apr 6, 2023	9	Step 3	\$49,402
Apr 6, 2023	9	Step 4	\$51,127
Apr 6, 2023	9	Step 5	\$52,852
Apr 6, 2023	9	Job Rate	\$54,577
Apr 6, 2023	9	Longevity 10 Yr	\$57,640
Apr 6, 2023	9	Longevity 15 Yr	\$60,327
Apr 6, 2023	9	Longevity 20 Yr	\$64,409
Apr 6, 2023	9	Longevity 25 Yr	\$67,628
Apr 6, 2023	10	Hiring Rate	\$46,616
Apr 6, 2023	10	Step 1	\$48,431
Apr 6, 2023	10	Step 2	\$50,246
Apr 6, 2023	10	Step 3	\$52,061

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New York State (CSEA, PEF & Statewide Units)

Effective date	Salary grade	Rate / step	Amount
Apr 6, 2023	10	Step 4	\$53,876
Apr 6, 2023	10	Step 5	\$55,691
Apr 6, 2023	10	Job Rate	\$57,506
Apr 6, 2023	10	Longevity 10 Yr	\$60,712
Apr 6, 2023	10	Longevity 15 Yr	\$63,535
Apr 6, 2023	10	Longevity 20 Yr	\$67,721
Apr 6, 2023	10	Longevity 25 Yr	\$71,069
Apr 6, 2023	11	Hiring Rate	\$49,239
Apr 6, 2023	11	Step 1	\$51,127
Apr 6, 2023	11	Step 2	\$53,015
Apr 6, 2023	11	Step 3	\$54,903
Apr 6, 2023	11	Step 4	\$56,791
Apr 6, 2023	11	Step 5	\$58,679
Apr 6, 2023	11	Job Rate	\$60,567
Apr 6, 2023	11	Longevity 10 Yr	\$63,904
Apr 6, 2023	11	Longevity 15 Yr	\$66,845
Apr 6, 2023	11	Longevity 20 Yr	\$71,135
Apr 6, 2023	11	Longevity 25 Yr	\$74,600
Apr 6, 2023	12	Hiring Rate	\$51,854
Apr 6, 2023	12	Step 1	\$53,826
Apr 6, 2023	12	Step 2	\$55,798
Apr 6, 2023	12	Step 3	\$57,770
Apr 6, 2023	12	Step 4	\$59,742
Apr 6, 2023	12	Step 5	\$61,714
Apr 6, 2023	12	Job Rate	\$63,686
Apr 6, 2023	12	Longevity 10 Yr	\$67,181

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Effective date	Salary grade	Rate / step	Amount
Apr 6, 2023	12	Longevity 15 Yr	\$70,254
Apr 6, 2023	12	Longevity 20 Yr	\$74,662
Apr 6, 2023	12	Longevity 25 Yr	\$78,258
Apr 6, 2023	13	Hiring Rate	\$54,820
Apr 6, 2023	13	Step 1	\$56,876
Apr 6, 2023	13	Step 2	\$58,932
Apr 6, 2023	13	Step 3	\$60,988
Apr 6, 2023	13	Step 4	\$63,044
Apr 6, 2023	13	Step 5	\$65,100
Apr 6, 2023	13	Job Rate	\$67,156
Apr 6, 2023	13	Longevity 10 Yr	\$70,796
Apr 6, 2023	13	Longevity 15 Yr	\$73,996
Apr 6, 2023	13	Longevity 20 Yr	\$78,519
Apr 6, 2023	13	Longevity 25 Yr	\$82,241
Apr 6, 2023	14	Hiring Rate	\$57,843
Apr 6, 2023	14	Step 1	\$59,999
Apr 6, 2023	14	Step 2	\$62,155
Apr 6, 2023	14	Step 3	\$64,311
Apr 6, 2023	14	Step 4	\$66,467
Apr 6, 2023	14	Step 5	\$68,623
Apr 6, 2023	14	Job Rate	\$70,779
Apr 6, 2023	14	Longevity 10 Yr	\$74,591
Apr 6, 2023	14	Longevity 15 Yr	\$77,946
Apr 6, 2023	14	Longevity 20 Yr	\$82,597
Apr 6, 2023	14	Longevity 25 Yr	\$86,476
Apr 6, 2023	15	Hiring Rate	\$61,045

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Effective date	Salary grade	Rate / step	Amount
Apr 6, 2023	15	Step 1	\$63,286
Apr 6, 2023	15	Step 2	\$65,527
Apr 6, 2023	15	Step 3	\$67,768
Apr 6, 2023	15	Step 4	\$70,009
Apr 6, 2023	15	Step 5	\$72,250
Apr 6, 2023	15	Job Rate	\$74,491
Apr 6, 2023	15	Longevity 10 Yr	\$78,463
Apr 6, 2023	15	Longevity 15 Yr	\$81,955
Apr 6, 2023	15	Longevity 20 Yr	\$86,727
Apr 6, 2023	15	Longevity 25 Yr	\$90,746
Apr 6, 2023	16	Hiring Rate	\$64,365
Apr 6, 2023	16	Step 1	\$66,708
Apr 6, 2023	16	Step 2	\$69,051
Apr 6, 2023	16	Step 3	\$71,394
Apr 6, 2023	16	Step 4	\$73,737
Apr 6, 2023	16	Step 5	\$76,080
Apr 6, 2023	16	Job Rate	\$78,423
Apr 6, 2023	16	Longevity 10 Yr	\$82,572
Apr 6, 2023	16	Longevity 15 Yr	\$86,225
Apr 6, 2023	16	Longevity 20 Yr	\$91,135
Apr 6, 2023	16	Longevity 25 Yr	\$95,310
Apr 6, 2023	17	Hiring Rate	\$67,851
Apr 6, 2023	17	Step 1	\$70,321
Apr 6, 2023	17	Step 2	\$72,791
Apr 6, 2023	17	Step 3	\$75,261
Apr 6, 2023	17	Step 4	\$77,731

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Apr 6, 2023	17	Step 5	\$80,201
Apr 6, 2023	17	Job Rate	\$82,671
Apr 6, 2023	17	Longevity 10 Yr	\$87,036
Apr 6, 2023	17	Longevity 15 Yr	\$90,880
Apr 6, 2023	17	Longevity 20 Yr	\$95,957
Apr 6, 2023	17	Longevity 25 Yr	\$100,324
Apr 6, 2023	18	Hiring Rate	\$71,585
Apr 6, 2023	18	Step 1	\$74,176
Apr 6, 2023	18	Step 2	\$76,767
Apr 6, 2023	18	Step 3	\$79,358
Apr 6, 2023	18	Step 4	\$81,949
Apr 6, 2023	18	Step 5	\$84,540
Apr 6, 2023	18	Job Rate	\$87,131
Apr 6, 2023	18	Longevity 10 Yr	\$91,722
Apr 6, 2023	18	Longevity 15 Yr	\$95,764
Apr 6, 2023	18	Longevity 20 Yr	\$101,012
Apr 6, 2023	18	Longevity 25 Yr	\$105,576
Apr 6, 2023	19	Hiring Rate	\$75,370
Apr 6, 2023	19	Step 1	\$78,080
Apr 6, 2023	19	Step 2	\$80,790
Apr 6, 2023	19	Step 3	\$83,500
Apr 6, 2023	19	Step 4	\$86,210
Apr 6, 2023	19	Step 5	\$88,920
Apr 6, 2023	19	Job Rate	\$91,630
Apr 6, 2023	19	Longevity 10 Yr	\$96,423
Apr 6, 2023	19	Longevity 15 Yr	\$100,639

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Apr 6, 2023	19	Longevity 20 Yr	\$106,039
Apr 6, 2023	19	Longevity 25 Yr	\$110,784
Apr 6, 2023	20	Hiring Rate	\$79,122
Apr 6, 2023	20	Step 1	\$81,953
Apr 6, 2023	20	Step 2	\$84,784
Apr 6, 2023	20	Step 3	\$87,615
Apr 6, 2023	20	Step 4	\$90,446
Apr 6, 2023	20	Step 5	\$93,277
Apr 6, 2023	20	Job Rate	\$96,108
Apr 6, 2023	20	Longevity 10 Yr	\$101,122
Apr 6, 2023	20	Longevity 15 Yr	\$105,538
Apr 6, 2023	20	Longevity 20 Yr	\$111,108
Apr 6, 2023	20	Longevity 25 Yr	\$116,046
Apr 6, 2023	21	Hiring Rate	\$83,256
Apr 6, 2023	21	Step 1	\$86,205
Apr 6, 2023	21	Step 2	\$89,154
Apr 6, 2023	21	Step 3	\$92,103
Apr 6, 2023	21	Step 4	\$95,052
Apr 6, 2023	21	Step 5	\$98,001
Apr 6, 2023	21	Job Rate	\$100,950
Apr 6, 2023	21	Longevity 10 Yr	\$106,178
Apr 6, 2023	21	Longevity 15 Yr	\$110,778
Apr 6, 2023	21	Longevity 20 Yr	\$116,510
Apr 6, 2023	21	Longevity 25 Yr	\$121,638
Apr 6, 2023	22	Hiring Rate	\$87,586
Apr 6, 2023	22	Step 1	\$90,710

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Apr 6, 2023	22	Step 2	\$93,834
Apr 6, 2023	22	Step 3	\$96,958
Apr 6, 2023	22	Step 4	\$100,082
Apr 6, 2023	22	Step 5	\$103,206
Apr 6, 2023	22	Job Rate	\$106,330
Apr 6, 2023	22	Longevity 10 Yr	\$111,858
Apr 6, 2023	22	Longevity 15 Yr	\$116,722
Apr 6, 2023	22	Longevity 20 Yr	\$122,684
Apr 6, 2023	22	Longevity 25 Yr	\$128,075
Apr 6, 2023	23	Hiring Rate	\$92,205
Apr 6, 2023	23	Step 1	\$95,416
Apr 6, 2023	23	Step 2	\$98,627
Apr 6, 2023	23	Step 3	\$101,838
Apr 6, 2023	23	Step 4	\$105,049
Apr 6, 2023	23	Step 5	\$108,260
Apr 6, 2023	23	Job Rate	\$111,471
Apr 6, 2023	23	Longevity 10 Yr	\$117,166
Apr 6, 2023	23	Longevity 15 Yr	\$122,180
Apr 6, 2023	23	Longevity 20 Yr	\$128,267
Apr 6, 2023	23	Longevity 25 Yr	\$133,804
Apr 6, 2023	24	Hiring Rate	\$97,068
Apr 6, 2023	24	Step 1	\$100,398
Apr 6, 2023	24	Step 2	\$103,728
Apr 6, 2023	24	Step 3	\$107,058
Apr 6, 2023	24	Step 4	\$110,388
Apr 6, 2023	24	Step 5	\$113,718

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Apr 6, 2023	24	Job Rate	\$117,048
Apr 6, 2023	24	Longevity 10 Yr	\$122,950
Apr 6, 2023	24	Longevity 15 Yr	\$128,144
Apr 6, 2023	24	Longevity 20 Yr	\$134,396
Apr 6, 2023	24	Longevity 25 Yr	\$140,116
Apr 6, 2023	25	Hiring Rate	\$102,355
Apr 6, 2023	25	Step 1	\$105,831
Apr 6, 2023	25	Step 2	\$109,307
Apr 6, 2023	25	Step 3	\$112,783
Apr 6, 2023	25	Step 4	\$116,259
Apr 6, 2023	25	Step 5	\$119,735
Apr 6, 2023	25	Job Rate	\$123,211
Apr 6, 2023	25	Longevity 10 Yr	\$129,365
Apr 6, 2023	25	Longevity 15 Yr	\$134,787
Apr 6, 2023	25	Longevity 20 Yr	\$141,227
Apr 6, 2023	25	Longevity 25 Yr	\$147,169
Apr 3, 2024	1	Hiring Rate	\$31,599
Apr 3, 2024	1	Step 1	\$32,830
Apr 3, 2024	1	Step 2	\$34,061
Apr 3, 2024	1	Step 3	\$35,292
Apr 3, 2024	1	Step 4	\$36,523
Apr 3, 2024	1	Step 5	\$37,754
Apr 3, 2024	1	Job Rate	\$38,985
Apr 3, 2024	1	Longevity 10 Yr	\$41,156
Apr 3, 2024	1	Longevity 15 Yr	\$43,067
Apr 3, 2024	1	Longevity 20 Yr	\$46,516

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Apr 3, 2024	1	Longevity 25 Yr	\$48,969
Apr 3, 2024	2	Hiring Rate	\$32,669
Apr 3, 2024	2	Step 1	\$33,966
Apr 3, 2024	2	Step 2	\$35,263
Apr 3, 2024	2	Step 3	\$36,560
Apr 3, 2024	2	Step 4	\$37,857
Apr 3, 2024	2	Step 5	\$39,154
Apr 3, 2024	2	Job Rate	\$40,451
Apr 3, 2024	2	Longevity 10 Yr	\$42,747
Apr 3, 2024	2	Longevity 15 Yr	\$44,769
Apr 3, 2024	2	Longevity 20 Yr	\$48,316
Apr 3, 2024	2	Longevity 25 Yr	\$50,878
Apr 3, 2024	3	Hiring Rate	\$34,162
Apr 3, 2024	3	Step 1	\$35,514
Apr 3, 2024	3	Step 2	\$36,866
Apr 3, 2024	3	Step 3	\$38,218
Apr 3, 2024	3	Step 4	\$39,570
Apr 3, 2024	3	Step 5	\$40,922
Apr 3, 2024	3	Job Rate	\$42,274
Apr 3, 2024	3	Longevity 10 Yr	\$44,670
Apr 3, 2024	3	Longevity 15 Yr	\$46,776
Apr 3, 2024	3	Longevity 20 Yr	\$50,395
Apr 3, 2024	3	Longevity 25 Yr	\$53,045
Apr 3, 2024	4	Hiring Rate	\$35,595
Apr 3, 2024	4	Step 1	\$37,021
Apr 3, 2024	4	Step 2	\$38,447

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Effective date	Salary grade	Rate / step	Amount
Apr 3, 2024	4	Step 3	\$39,873
Apr 3, 2024	4	Step 4	\$41,299
Apr 3, 2024	4	Step 5	\$42,725
Apr 3, 2024	4	Job Rate	\$44,151
Apr 3, 2024	4	Longevity 10 Yr	\$46,840
Apr 3, 2024	4	Longevity 15 Yr	\$48,889
Apr 3, 2024	4	Longevity 20 Yr	\$52,600
Apr 3, 2024	4	Longevity 25 Yr	\$55,188
Apr 3, 2024	5	Hiring Rate	\$37,172
Apr 3, 2024	5	Step 1	\$38,669
Apr 3, 2024	5	Step 2	\$40,166
Apr 3, 2024	5	Step 3	\$41,663
Apr 3, 2024	5	Step 4	\$43,160
Apr 3, 2024	5	Step 5	\$44,657
Apr 3, 2024	5	Job Rate	\$46,154
Apr 3, 2024	5	Longevity 10 Yr	\$48,804
Apr 3, 2024	5	Longevity 15 Yr	\$51,136
Apr 3, 2024	5	Longevity 20 Yr	\$54,950
Apr 3, 2024	5	Longevity 25 Yr	\$57,826
Apr 3, 2024	6	Hiring Rate	\$38,999
Apr 3, 2024	6	Step 1	\$40,577
Apr 3, 2024	6	Step 2	\$42,155
Apr 3, 2024	6	Step 3	\$43,733
Apr 3, 2024	6	Step 4	\$45,311
Apr 3, 2024	6	Step 5	\$46,889
Apr 3, 2024	6	Job Rate	\$48,467

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Apr 3, 2024	6	Longevity 10 Yr	\$51,261
Apr 3, 2024	6	Longevity 15 Yr	\$53,715
Apr 3, 2024	6	Longevity 20 Yr	\$57,642
Apr 3, 2024	6	Longevity 25 Yr	\$60,640
Apr 3, 2024	7	Hiring Rate	\$41,077
Apr 3, 2024	7	Step 1	\$42,715
Apr 3, 2024	7	Step 2	\$44,353
Apr 3, 2024	7	Step 3	\$45,991
Apr 3, 2024	7	Step 4	\$47,629
Apr 3, 2024	7	Step 5	\$49,267
Apr 3, 2024	7	Job Rate	\$50,905
Apr 3, 2024	7	Longevity 10 Yr	\$53,811
Apr 3, 2024	7	Longevity 15 Yr	\$56,362
Apr 3, 2024	7	Longevity 20 Yr	\$60,368
Apr 3, 2024	7	Longevity 25 Yr	\$63,460
Apr 3, 2024	8	Hiring Rate	\$43,265
Apr 3, 2024	8	Step 1	\$44,967
Apr 3, 2024	8	Step 2	\$46,669
Apr 3, 2024	8	Step 3	\$48,371
Apr 3, 2024	8	Step 4	\$50,073
Apr 3, 2024	8	Step 5	\$51,775
Apr 3, 2024	8	Job Rate	\$53,477
Apr 3, 2024	8	Longevity 10 Yr	\$56,498
Apr 3, 2024	8	Longevity 15 Yr	\$59,147
Apr 3, 2024	8	Longevity 20 Yr	\$63,239
Apr 3, 2024	8	Longevity 25 Yr	\$66,439

Official district website: <https://oer.ny.gov>

<https://salaryschedule.org/new-york/csea-nys/nyscopba-salary-schedule-2023-2026/>

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NYSCOPBA Salary Schedule 2023-2026

New York State (CSEA, PEF & Statewide Units)

Effective date	Salary grade	Rate / step	Amount
Apr 3, 2024	9	Hiring Rate	\$45,554
Apr 3, 2024	9	Step 1	\$47,331
Apr 3, 2024	9	Step 2	\$49,108
Apr 3, 2024	9	Step 3	\$50,885
Apr 3, 2024	9	Step 4	\$52,662
Apr 3, 2024	9	Step 5	\$54,439
Apr 3, 2024	9	Job Rate	\$56,216
Apr 3, 2024	9	Longevity 10 Yr	\$59,371
Apr 3, 2024	9	Longevity 15 Yr	\$62,139
Apr 3, 2024	9	Longevity 20 Yr	\$66,343
Apr 3, 2024	9	Longevity 25 Yr	\$69,659
Apr 3, 2024	10	Hiring Rate	\$48,014
Apr 3, 2024	10	Step 1	\$49,884
Apr 3, 2024	10	Step 2	\$51,754
Apr 3, 2024	10	Step 3	\$53,624
Apr 3, 2024	10	Step 4	\$55,494
Apr 3, 2024	10	Step 5	\$57,364
Apr 3, 2024	10	Job Rate	\$59,234
Apr 3, 2024	10	Longevity 10 Yr	\$62,536
Apr 3, 2024	10	Longevity 15 Yr	\$65,444
Apr 3, 2024	10	Longevity 20 Yr	\$69,755
Apr 3, 2024	10	Longevity 25 Yr	\$73,204
Apr 3, 2024	11	Hiring Rate	\$50,716
Apr 3, 2024	11	Step 1	\$52,661
Apr 3, 2024	11	Step 2	\$54,606
Apr 3, 2024	11	Step 3	\$56,551

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NYS COPBA Salary Schedule 2023-2026

New York State (CSEA, PEF & Statewide Units)

Effective date	Salary grade	Rate / step	Amount
Apr 3, 2024	11	Step 4	\$58,496
Apr 3, 2024	11	Step 5	\$60,441
Apr 3, 2024	11	Job Rate	\$62,386
Apr 3, 2024	11	Longevity 10 Yr	\$65,823
Apr 3, 2024	11	Longevity 15 Yr	\$68,852
Apr 3, 2024	11	Longevity 20 Yr	\$73,271
Apr 3, 2024	11	Longevity 25 Yr	\$76,840
Apr 3, 2024	12	Hiring Rate	\$53,410
Apr 3, 2024	12	Step 1	\$55,441
Apr 3, 2024	12	Step 2	\$57,472
Apr 3, 2024	12	Step 3	\$59,503
Apr 3, 2024	12	Step 4	\$61,534
Apr 3, 2024	12	Step 5	\$63,565
Apr 3, 2024	12	Job Rate	\$65,596
Apr 3, 2024	12	Longevity 10 Yr	\$69,196
Apr 3, 2024	12	Longevity 15 Yr	\$72,361
Apr 3, 2024	12	Longevity 20 Yr	\$76,901
Apr 3, 2024	12	Longevity 25 Yr	\$80,605
Apr 3, 2024	13	Hiring Rate	\$56,465
Apr 3, 2024	13	Step 1	\$58,583
Apr 3, 2024	13	Step 2	\$60,701
Apr 3, 2024	13	Step 3	\$62,819
Apr 3, 2024	13	Step 4	\$64,937
Apr 3, 2024	13	Step 5	\$67,055
Apr 3, 2024	13	Job Rate	\$69,173
Apr 3, 2024	13	Longevity 10 Yr	\$72,922

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NYSCOPBA Salary Schedule 2023-2026

New York State (CSEA, PEF & Statewide Units)

Effective date	Salary grade	Rate / step	Amount
Apr 3, 2024	13	Longevity 15 Yr	\$76,218
Apr 3, 2024	13	Longevity 20 Yr	\$80,877
Apr 3, 2024	13	Longevity 25 Yr	\$84,711
Apr 3, 2024	14	Hiring Rate	\$59,578
Apr 3, 2024	14	Step 1	\$61,799
Apr 3, 2024	14	Step 2	\$64,020
Apr 3, 2024	14	Step 3	\$66,241
Apr 3, 2024	14	Step 4	\$68,462
Apr 3, 2024	14	Step 5	\$70,683
Apr 3, 2024	14	Job Rate	\$72,904
Apr 3, 2024	14	Longevity 10 Yr	\$76,830
Apr 3, 2024	14	Longevity 15 Yr	\$80,286
Apr 3, 2024	14	Longevity 20 Yr	\$85,077
Apr 3, 2024	14	Longevity 25 Yr	\$89,072
Apr 3, 2024	15	Hiring Rate	\$62,876
Apr 3, 2024	15	Step 1	\$65,184
Apr 3, 2024	15	Step 2	\$67,492
Apr 3, 2024	15	Step 3	\$69,800
Apr 3, 2024	15	Step 4	\$72,108
Apr 3, 2024	15	Step 5	\$74,416
Apr 3, 2024	15	Job Rate	\$76,724
Apr 3, 2024	15	Longevity 10 Yr	\$80,815
Apr 3, 2024	15	Longevity 15 Yr	\$84,412
Apr 3, 2024	15	Longevity 20 Yr	\$89,327
Apr 3, 2024	15	Longevity 25 Yr	\$93,467
Apr 3, 2024	16	Hiring Rate	\$66,296

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NYS COPBA Salary Schedule 2023-2026

New York State (CSEA, PEF & Statewide Units)

Effective date	Salary grade	Rate / step	Amount
Apr 3, 2024	16	Step 1	\$68,709
Apr 3, 2024	16	Step 2	\$71,122
Apr 3, 2024	16	Step 3	\$73,535
Apr 3, 2024	16	Step 4	\$75,948
Apr 3, 2024	16	Step 5	\$78,361
Apr 3, 2024	16	Job Rate	\$80,774
Apr 3, 2024	16	Longevity 10 Yr	\$85,047
Apr 3, 2024	16	Longevity 15 Yr	\$88,810
Apr 3, 2024	16	Longevity 20 Yr	\$93,867
Apr 3, 2024	16	Longevity 25 Yr	\$98,168
Apr 3, 2024	17	Hiring Rate	\$69,887
Apr 3, 2024	17	Step 1	\$72,431
Apr 3, 2024	17	Step 2	\$74,975
Apr 3, 2024	17	Step 3	\$77,519
Apr 3, 2024	17	Step 4	\$80,063
Apr 3, 2024	17	Step 5	\$82,607
Apr 3, 2024	17	Job Rate	\$85,151
Apr 3, 2024	17	Longevity 10 Yr	\$89,647
Apr 3, 2024	17	Longevity 15 Yr	\$93,606
Apr 3, 2024	17	Longevity 20 Yr	\$98,836
Apr 3, 2024	17	Longevity 25 Yr	\$103,334
Apr 3, 2024	18	Hiring Rate	\$73,733
Apr 3, 2024	18	Step 1	\$76,402
Apr 3, 2024	18	Step 2	\$79,071
Apr 3, 2024	18	Step 3	\$81,740
Apr 3, 2024	18	Step 4	\$84,409

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NYS COPBA Salary Schedule 2023-2026

New York State (CSEA, PEF & Statewide Units)

Effective date	Salary grade	Rate / step	Amount
Apr 3, 2024	18	Step 5	\$87,078
Apr 3, 2024	18	Job Rate	\$89,747
Apr 3, 2024	18	Longevity 10 Yr	\$94,476
Apr 3, 2024	18	Longevity 15 Yr	\$98,639
Apr 3, 2024	18	Longevity 20 Yr	\$104,044
Apr 3, 2024	18	Longevity 25 Yr	\$108,745
Apr 3, 2024	19	Hiring Rate	\$77,631
Apr 3, 2024	19	Step 1	\$80,422
Apr 3, 2024	19	Step 2	\$83,213
Apr 3, 2024	19	Step 3	\$86,004
Apr 3, 2024	19	Step 4	\$88,795
Apr 3, 2024	19	Step 5	\$91,586
Apr 3, 2024	19	Job Rate	\$94,377
Apr 3, 2024	19	Longevity 10 Yr	\$99,314
Apr 3, 2024	19	Longevity 15 Yr	\$103,656
Apr 3, 2024	19	Longevity 20 Yr	\$109,218
Apr 3, 2024	19	Longevity 25 Yr	\$114,106
Apr 3, 2024	20	Hiring Rate	\$81,496
Apr 3, 2024	20	Step 1	\$84,412
Apr 3, 2024	20	Step 2	\$87,328
Apr 3, 2024	20	Step 3	\$90,244
Apr 3, 2024	20	Step 4	\$93,160
Apr 3, 2024	20	Step 5	\$96,076
Apr 3, 2024	20	Job Rate	\$98,992
Apr 3, 2024	20	Longevity 10 Yr	\$104,156
Apr 3, 2024	20	Longevity 15 Yr	\$108,705

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NYS COPBA Salary Schedule 2023-2026

New York State (CSEA, PEF & Statewide Units)

Effective date	Salary grade	Rate / step	Amount
Apr 3, 2024	20	Longevity 20 Yr	\$114,442
Apr 3, 2024	20	Longevity 25 Yr	\$119,528
Apr 3, 2024	21	Hiring Rate	\$85,754
Apr 3, 2024	21	Step 1	\$88,792
Apr 3, 2024	21	Step 2	\$91,830
Apr 3, 2024	21	Step 3	\$94,868
Apr 3, 2024	21	Step 4	\$97,906
Apr 3, 2024	21	Step 5	\$100,944
Apr 3, 2024	21	Job Rate	\$103,982
Apr 3, 2024	21	Longevity 10 Yr	\$109,367
Apr 3, 2024	21	Longevity 15 Yr	\$114,105
Apr 3, 2024	21	Longevity 20 Yr	\$120,009
Apr 3, 2024	21	Longevity 25 Yr	\$125,291
Apr 3, 2024	22	Hiring Rate	\$90,214
Apr 3, 2024	22	Step 1	\$93,432
Apr 3, 2024	22	Step 2	\$96,650
Apr 3, 2024	22	Step 3	\$99,868
Apr 3, 2024	22	Step 4	\$103,086
Apr 3, 2024	22	Step 5	\$106,304
Apr 3, 2024	22	Job Rate	\$109,522
Apr 3, 2024	22	Longevity 10 Yr	\$115,216
Apr 3, 2024	22	Longevity 15 Yr	\$120,226
Apr 3, 2024	22	Longevity 20 Yr	\$126,367
Apr 3, 2024	22	Longevity 25 Yr	\$131,919
Apr 3, 2024	23	Hiring Rate	\$94,971
Apr 3, 2024	23	Step 1	\$98,278

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NYS COPBA Salary Schedule 2023-2026

New York State (CSEA, PEF & Statewide Units)

Effective date	Salary grade	Rate / step	Amount
Apr 3, 2024	23	Step 2	\$101,585
Apr 3, 2024	23	Step 3	\$104,892
Apr 3, 2024	23	Step 4	\$108,199
Apr 3, 2024	23	Step 5	\$111,506
Apr 3, 2024	23	Job Rate	\$114,813
Apr 3, 2024	23	Longevity 10 Yr	\$120,679
Apr 3, 2024	23	Longevity 15 Yr	\$125,843
Apr 3, 2024	23	Longevity 20 Yr	\$132,113
Apr 3, 2024	23	Longevity 25 Yr	\$137,816
Apr 3, 2024	24	Hiring Rate	\$99,980
Apr 3, 2024	24	Step 1	\$103,410
Apr 3, 2024	24	Step 2	\$106,840
Apr 3, 2024	24	Step 3	\$110,270
Apr 3, 2024	24	Step 4	\$113,700
Apr 3, 2024	24	Step 5	\$117,130
Apr 3, 2024	24	Job Rate	\$120,560
Apr 3, 2024	24	Longevity 10 Yr	\$126,639
Apr 3, 2024	24	Longevity 15 Yr	\$131,989
Apr 3, 2024	24	Longevity 20 Yr	\$138,428
Apr 3, 2024	24	Longevity 25 Yr	\$144,320
Apr 3, 2024	25	Hiring Rate	\$105,426
Apr 3, 2024	25	Step 1	\$109,006
Apr 3, 2024	25	Step 2	\$112,586
Apr 3, 2024	25	Step 3	\$116,166
Apr 3, 2024	25	Step 4	\$119,746
Apr 3, 2024	25	Step 5	\$123,326

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NYSCOPBA Salary Schedule 2023-2026

New York State (CSEA, PEF & Statewide Units)

Effective date	Salary grade	Rate / step	Amount
Apr 3, 2024	25	Job Rate	\$126,906
Apr 3, 2024	25	Longevity 10 Yr	\$133,245
Apr 3, 2024	25	Longevity 15 Yr	\$138,829
Apr 3, 2024	25	Longevity 20 Yr	\$145,462
Apr 3, 2024	25	Longevity 25 Yr	\$151,583
Apr 4, 2025	1	Hiring Rate	\$32,547
Apr 4, 2025	1	Step 1	\$33,815
Apr 4, 2025	1	Step 2	\$35,083
Apr 4, 2025	1	Step 3	\$36,351
Apr 4, 2025	1	Step 4	\$37,619
Apr 4, 2025	1	Step 5	\$38,887
Apr 4, 2025	1	Job Rate	\$40,155
Apr 4, 2025	1	Longevity 10 Yr	\$42,391
Apr 4, 2025	1	Longevity 15 Yr	\$44,359
Apr 4, 2025	1	Longevity 20 Yr	\$47,912
Apr 4, 2025	1	Longevity 25 Yr	\$50,439
Apr 4, 2025	2	Hiring Rate	\$33,649
Apr 4, 2025	2	Step 1	\$34,985
Apr 4, 2025	2	Step 2	\$36,321
Apr 4, 2025	2	Step 3	\$37,657
Apr 4, 2025	2	Step 4	\$38,993
Apr 4, 2025	2	Step 5	\$40,329
Apr 4, 2025	2	Job Rate	\$41,665
Apr 4, 2025	2	Longevity 10 Yr	\$44,030
Apr 4, 2025	2	Longevity 15 Yr	\$46,113
Apr 4, 2025	2	Longevity 20 Yr	\$49,766

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NYSCOPBA Salary Schedule 2023-2026

New York State (CSEA, PEF & Statewide Units)

Effective date	Salary grade	Rate / step	Amount
Apr 4, 2025	2	Longevity 25 Yr	\$52,405
Apr 4, 2025	3	Hiring Rate	\$35,187
Apr 4, 2025	3	Step 1	\$36,580
Apr 4, 2025	3	Step 2	\$37,973
Apr 4, 2025	3	Step 3	\$39,366
Apr 4, 2025	3	Step 4	\$40,759
Apr 4, 2025	3	Step 5	\$42,152
Apr 4, 2025	3	Job Rate	\$43,545
Apr 4, 2025	3	Longevity 10 Yr	\$46,013
Apr 4, 2025	3	Longevity 15 Yr	\$48,182
Apr 4, 2025	3	Longevity 20 Yr	\$51,910
Apr 4, 2025	3	Longevity 25 Yr	\$54,639
Apr 4, 2025	4	Hiring Rate	\$36,663
Apr 4, 2025	4	Step 1	\$38,132
Apr 4, 2025	4	Step 2	\$39,601
Apr 4, 2025	4	Step 3	\$41,070
Apr 4, 2025	4	Step 4	\$42,539
Apr 4, 2025	4	Step 5	\$44,008
Apr 4, 2025	4	Job Rate	\$45,477
Apr 4, 2025	4	Longevity 10 Yr	\$48,247
Apr 4, 2025	4	Longevity 15 Yr	\$50,357
Apr 4, 2025	4	Longevity 20 Yr	\$54,179
Apr 4, 2025	4	Longevity 25 Yr	\$56,845
Apr 4, 2025	5	Hiring Rate	\$38,287
Apr 4, 2025	5	Step 1	\$39,829
Apr 4, 2025	5	Step 2	\$41,371

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NYSCOPBA Salary Schedule 2023-2026

New York State (CSEA, PEF & Statewide Units)

Effective date	Salary grade	Rate / step	Amount
Apr 4, 2025	5	Step 3	\$42,913
Apr 4, 2025	5	Step 4	\$44,455
Apr 4, 2025	5	Step 5	\$45,997
Apr 4, 2025	5	Job Rate	\$47,539
Apr 4, 2025	5	Longevity 10 Yr	\$50,269
Apr 4, 2025	5	Longevity 15 Yr	\$52,670
Apr 4, 2025	5	Longevity 20 Yr	\$56,599
Apr 4, 2025	5	Longevity 25 Yr	\$59,561
Apr 4, 2025	6	Hiring Rate	\$40,169
Apr 4, 2025	6	Step 1	\$41,794
Apr 4, 2025	6	Step 2	\$43,419
Apr 4, 2025	6	Step 3	\$45,044
Apr 4, 2025	6	Step 4	\$46,669
Apr 4, 2025	6	Step 5	\$48,294
Apr 4, 2025	6	Job Rate	\$49,919
Apr 4, 2025	6	Longevity 10 Yr	\$52,797
Apr 4, 2025	6	Longevity 15 Yr	\$55,324
Apr 4, 2025	6	Longevity 20 Yr	\$59,369
Apr 4, 2025	6	Longevity 25 Yr	\$62,457
Apr 4, 2025	7	Hiring Rate	\$42,309
Apr 4, 2025	7	Step 1	\$43,996
Apr 4, 2025	7	Step 2	\$45,683
Apr 4, 2025	7	Step 3	\$47,370
Apr 4, 2025	7	Step 4	\$49,057
Apr 4, 2025	7	Step 5	\$50,744
Apr 4, 2025	7	Job Rate	\$52,431

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NYSCOPBA Salary Schedule 2023-2026

New York State (CSEA, PEF & Statewide Units)

Effective date	Salary grade	Rate / step	Amount
Apr 4, 2025	7	Longevity 10 Yr	\$55,424
Apr 4, 2025	7	Longevity 15 Yr	\$58,052
Apr 4, 2025	7	Longevity 20 Yr	\$62,178
Apr 4, 2025	7	Longevity 25 Yr	\$65,363
Apr 4, 2025	8	Hiring Rate	\$44,563
Apr 4, 2025	8	Step 1	\$46,316
Apr 4, 2025	8	Step 2	\$48,069
Apr 4, 2025	8	Step 3	\$49,822
Apr 4, 2025	8	Step 4	\$51,575
Apr 4, 2025	8	Step 5	\$53,328
Apr 4, 2025	8	Job Rate	\$55,081
Apr 4, 2025	8	Longevity 10 Yr	\$58,193
Apr 4, 2025	8	Longevity 15 Yr	\$60,921
Apr 4, 2025	8	Longevity 20 Yr	\$65,136
Apr 4, 2025	8	Longevity 25 Yr	\$68,432
Apr 4, 2025	9	Hiring Rate	\$46,921
Apr 4, 2025	9	Step 1	\$48,751
Apr 4, 2025	9	Step 2	\$50,581
Apr 4, 2025	9	Step 3	\$52,411
Apr 4, 2025	9	Step 4	\$54,241
Apr 4, 2025	9	Step 5	\$56,071
Apr 4, 2025	9	Job Rate	\$57,901
Apr 4, 2025	9	Longevity 10 Yr	\$61,151
Apr 4, 2025	9	Longevity 15 Yr	\$64,002
Apr 4, 2025	9	Longevity 20 Yr	\$68,332
Apr 4, 2025	9	Longevity 25 Yr	\$71,747

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NYS COPBA Salary Schedule 2023-2026

New York State (CSEA, PEF & Statewide Units)

Effective date	Salary grade	Rate / step	Amount
Apr 4, 2025	10	Hiring Rate	\$49,454
Apr 4, 2025	10	Step 1	\$51,380
Apr 4, 2025	10	Step 2	\$53,306
Apr 4, 2025	10	Step 3	\$55,232
Apr 4, 2025	10	Step 4	\$57,158
Apr 4, 2025	10	Step 5	\$59,084
Apr 4, 2025	10	Job Rate	\$61,010
Apr 4, 2025	10	Longevity 10 Yr	\$64,411
Apr 4, 2025	10	Longevity 15 Yr	\$67,406
Apr 4, 2025	10	Longevity 20 Yr	\$71,847
Apr 4, 2025	10	Longevity 25 Yr	\$75,399
Apr 4, 2025	11	Hiring Rate	\$52,237
Apr 4, 2025	11	Step 1	\$54,241
Apr 4, 2025	11	Step 2	\$56,245
Apr 4, 2025	11	Step 3	\$58,249
Apr 4, 2025	11	Step 4	\$60,253
Apr 4, 2025	11	Step 5	\$62,257
Apr 4, 2025	11	Job Rate	\$64,261
Apr 4, 2025	11	Longevity 10 Yr	\$67,801
Apr 4, 2025	11	Longevity 15 Yr	\$70,921
Apr 4, 2025	11	Longevity 20 Yr	\$75,473
Apr 4, 2025	11	Longevity 25 Yr	\$79,149
Apr 4, 2025	12	Hiring Rate	\$55,012
Apr 4, 2025	12	Step 1	\$57,104
Apr 4, 2025	12	Step 2	\$59,196
Apr 4, 2025	12	Step 3	\$61,288

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NYS COPBA Salary Schedule 2023-2026

New York State (CSEA, PEF & Statewide Units)

Effective date	Salary grade	Rate / step	Amount
Apr 4, 2025	12	Step 4	\$63,380
Apr 4, 2025	12	Step 5	\$65,472
Apr 4, 2025	12	Job Rate	\$67,564
Apr 4, 2025	12	Longevity 10 Yr	\$71,272
Apr 4, 2025	12	Longevity 15 Yr	\$74,532
Apr 4, 2025	12	Longevity 20 Yr	\$79,208
Apr 4, 2025	12	Longevity 25 Yr	\$83,023
Apr 4, 2025	13	Hiring Rate	\$58,159
Apr 4, 2025	13	Step 1	\$60,341
Apr 4, 2025	13	Step 2	\$62,523
Apr 4, 2025	13	Step 3	\$64,705
Apr 4, 2025	13	Step 4	\$66,887
Apr 4, 2025	13	Step 5	\$69,069
Apr 4, 2025	13	Job Rate	\$71,251
Apr 4, 2025	13	Longevity 10 Yr	\$75,112
Apr 4, 2025	13	Longevity 15 Yr	\$78,507
Apr 4, 2025	13	Longevity 20 Yr	\$83,306
Apr 4, 2025	13	Longevity 25 Yr	\$87,255
Apr 4, 2025	14	Hiring Rate	\$61,365
Apr 4, 2025	14	Step 1	\$63,653
Apr 4, 2025	14	Step 2	\$65,941
Apr 4, 2025	14	Step 3	\$68,229
Apr 4, 2025	14	Step 4	\$70,517
Apr 4, 2025	14	Step 5	\$72,805
Apr 4, 2025	14	Job Rate	\$75,093
Apr 4, 2025	14	Longevity 10 Yr	\$79,137

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NYSCOPBA Salary Schedule 2023-2026

New York State (CSEA, PEF & Statewide Units)

Effective date	Salary grade	Rate / step	Amount
Apr 4, 2025	14	Longevity 15 Yr	\$82,696
Apr 4, 2025	14	Longevity 20 Yr	\$87,631
Apr 4, 2025	14	Longevity 25 Yr	\$91,746
Apr 4, 2025	15	Hiring Rate	\$64,762
Apr 4, 2025	15	Step 1	\$67,139
Apr 4, 2025	15	Step 2	\$69,516
Apr 4, 2025	15	Step 3	\$71,893
Apr 4, 2025	15	Step 4	\$74,270
Apr 4, 2025	15	Step 5	\$76,647
Apr 4, 2025	15	Job Rate	\$79,024
Apr 4, 2025	15	Longevity 10 Yr	\$83,238
Apr 4, 2025	15	Longevity 15 Yr	\$86,943
Apr 4, 2025	15	Longevity 20 Yr	\$92,005
Apr 4, 2025	15	Longevity 25 Yr	\$96,269
Apr 4, 2025	16	Hiring Rate	\$68,285
Apr 4, 2025	16	Step 1	\$70,770
Apr 4, 2025	16	Step 2	\$73,255
Apr 4, 2025	16	Step 3	\$75,740
Apr 4, 2025	16	Step 4	\$78,225
Apr 4, 2025	16	Step 5	\$80,710
Apr 4, 2025	16	Job Rate	\$83,195
Apr 4, 2025	16	Longevity 10 Yr	\$87,596
Apr 4, 2025	16	Longevity 15 Yr	\$91,472
Apr 4, 2025	16	Longevity 20 Yr	\$96,681
Apr 4, 2025	16	Longevity 25 Yr	\$101,111
Apr 4, 2025	17	Hiring Rate	\$71,984

Official district website: <https://oer.ny.gov>

<https://salaryschedule.org/new-york/csea-nys/nyscopba-salary-schedule-2023-2026/>

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NYS COPBA Salary Schedule 2023-2026

New York State (CSEA, PEF & Statewide Units)

Effective date	Salary grade	Rate / step	Amount
Apr 4, 2025	17	Step 1	\$74,604
Apr 4, 2025	17	Step 2	\$77,224
Apr 4, 2025	17	Step 3	\$79,844
Apr 4, 2025	17	Step 4	\$82,464
Apr 4, 2025	17	Step 5	\$85,084
Apr 4, 2025	17	Job Rate	\$87,704
Apr 4, 2025	17	Longevity 10 Yr	\$92,335
Apr 4, 2025	17	Longevity 15 Yr	\$96,413
Apr 4, 2025	17	Longevity 20 Yr	\$101,800
Apr 4, 2025	17	Longevity 25 Yr	\$106,432
Apr 4, 2025	18	Hiring Rate	\$75,945
Apr 4, 2025	18	Step 1	\$78,694
Apr 4, 2025	18	Step 2	\$81,443
Apr 4, 2025	18	Step 3	\$84,192
Apr 4, 2025	18	Step 4	\$86,941
Apr 4, 2025	18	Step 5	\$89,690
Apr 4, 2025	18	Job Rate	\$92,439
Apr 4, 2025	18	Longevity 10 Yr	\$97,310
Apr 4, 2025	18	Longevity 15 Yr	\$101,598
Apr 4, 2025	18	Longevity 20 Yr	\$107,165
Apr 4, 2025	18	Longevity 25 Yr	\$112,007
Apr 4, 2025	19	Hiring Rate	\$79,960
Apr 4, 2025	19	Step 1	\$82,835
Apr 4, 2025	19	Step 2	\$85,710
Apr 4, 2025	19	Step 3	\$88,585
Apr 4, 2025	19	Step 4	\$91,460

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NYSCOPBA Salary Schedule 2023-2026

New York State (CSEA, PEF & Statewide Units)

Effective date	Salary grade	Rate / step	Amount
Apr 4, 2025	19	Step 5	\$94,335
Apr 4, 2025	19	Job Rate	\$97,210
Apr 4, 2025	19	Longevity 10 Yr	\$102,295
Apr 4, 2025	19	Longevity 15 Yr	\$106,767
Apr 4, 2025	19	Longevity 20 Yr	\$112,496
Apr 4, 2025	19	Longevity 25 Yr	\$117,531
Apr 4, 2025	20	Hiring Rate	\$83,941
Apr 4, 2025	20	Step 1	\$86,945
Apr 4, 2025	20	Step 2	\$89,949
Apr 4, 2025	20	Step 3	\$92,953
Apr 4, 2025	20	Step 4	\$95,957
Apr 4, 2025	20	Step 5	\$98,961
Apr 4, 2025	20	Job Rate	\$101,965
Apr 4, 2025	20	Longevity 10 Yr	\$107,284
Apr 4, 2025	20	Longevity 15 Yr	\$111,969
Apr 4, 2025	20	Longevity 20 Yr	\$117,879
Apr 4, 2025	20	Longevity 25 Yr	\$123,117
Apr 4, 2025	21	Hiring Rate	\$88,327
Apr 4, 2025	21	Step 1	\$91,456
Apr 4, 2025	21	Step 2	\$94,585
Apr 4, 2025	21	Step 3	\$97,714
Apr 4, 2025	21	Step 4	\$100,843
Apr 4, 2025	21	Step 5	\$103,972
Apr 4, 2025	21	Job Rate	\$107,101
Apr 4, 2025	21	Longevity 10 Yr	\$112,648
Apr 4, 2025	21	Longevity 15 Yr	\$117,528

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NYSCOPBA Salary Schedule 2023-2026

New York State (CSEA, PEF & Statewide Units)

Effective date	Salary grade	Rate / step	Amount
Apr 4, 2025	21	Longevity 20 Yr	\$123,609
Apr 4, 2025	21	Longevity 25 Yr	\$129,049
Apr 4, 2025	22	Hiring Rate	\$92,920
Apr 4, 2025	22	Step 1	\$96,235
Apr 4, 2025	22	Step 2	\$99,550
Apr 4, 2025	22	Step 3	\$102,865
Apr 4, 2025	22	Step 4	\$106,180
Apr 4, 2025	22	Step 5	\$109,495
Apr 4, 2025	22	Job Rate	\$112,810
Apr 4, 2025	22	Longevity 10 Yr	\$118,675
Apr 4, 2025	22	Longevity 15 Yr	\$123,835
Apr 4, 2025	22	Longevity 20 Yr	\$130,160
Apr 4, 2025	22	Longevity 25 Yr	\$135,879
Apr 4, 2025	23	Hiring Rate	\$97,820
Apr 4, 2025	23	Step 1	\$101,226
Apr 4, 2025	23	Step 2	\$104,632
Apr 4, 2025	23	Step 3	\$108,038
Apr 4, 2025	23	Step 4	\$111,444
Apr 4, 2025	23	Step 5	\$114,850
Apr 4, 2025	23	Job Rate	\$118,256
Apr 4, 2025	23	Longevity 10 Yr	\$124,298
Apr 4, 2025	23	Longevity 15 Yr	\$129,617
Apr 4, 2025	23	Longevity 20 Yr	\$136,075
Apr 4, 2025	23	Longevity 25 Yr	\$141,949
Apr 4, 2025	24	Hiring Rate	\$102,979
Apr 4, 2025	24	Step 1	\$106,512

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NYSCOPBA Salary Schedule 2023-2026

New York State (CSEA, PEF & Statewide Units)

Effective date	Salary grade	Rate / step	Amount
Apr 4, 2025	24	Step 2	\$110,045
Apr 4, 2025	24	Step 3	\$113,578
Apr 4, 2025	24	Step 4	\$117,111
Apr 4, 2025	24	Step 5	\$120,644
Apr 4, 2025	24	Job Rate	\$124,177
Apr 4, 2025	24	Longevity 10 Yr	\$130,438
Apr 4, 2025	24	Longevity 15 Yr	\$135,949
Apr 4, 2025	24	Longevity 20 Yr	\$142,581
Apr 4, 2025	24	Longevity 25 Yr	\$148,650
Apr 4, 2025	25	Hiring Rate	\$108,589
Apr 4, 2025	25	Step 1	\$112,276
Apr 4, 2025	25	Step 2	\$115,963
Apr 4, 2025	25	Step 3	\$119,650
Apr 4, 2025	25	Step 4	\$123,337
Apr 4, 2025	25	Step 5	\$127,024
Apr 4, 2025	25	Job Rate	\$130,711
Apr 4, 2025	25	Longevity 10 Yr	\$137,240
Apr 4, 2025	25	Longevity 15 Yr	\$142,992
Apr 4, 2025	25	Longevity 20 Yr	\$149,824
Apr 4, 2025	25	Longevity 25 Yr	\$156,128

- NYSCOPBA (correctional & security services). Steps are Performance Advance steps. Longevity columns are the salary after reaching the years-of-service milestone (10/15/20/25 years).

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