

FOR ALL COBA MEMBERS HIRED PRIOR TO MAY 31,2014

Correction Officer Hourly Rates

FROZEN RATES

	Salary	Bi-Weekly Pay	Hourly Rate	O.T. Rate 1.50%
Start	\$30,000	\$ 1,149.43	\$14.37	\$21.55
STEP 1	\$38,932	\$ 1,491.65	\$18.65	\$27.97
STEP 2	\$45,910	\$ 1,759.00	\$21.99	\$32.98
STEP 3	\$59,687	\$ 2,286.86	\$28.59	\$42.88
STEP 4	\$61,159	\$ 2,343.26	\$29.29	\$43.94
STEP 5	\$62,635	\$ 2,399.81	\$30.00	\$45.00
STEP 6	\$64,102	\$ 2,456.02	\$30.70	\$46.05
STEP 7	\$65,575	\$ 2,512.45	\$31.41	\$47.11
STEP 8	\$69,993	\$ 2,681.72	\$33.52	\$50.28
STEP 9	\$74,129	\$ 2,840.19	\$35.50	\$53.25
STEP 10	\$78,264	\$ 2,998.62	\$37.48	\$56.22
TOP PAY	\$86,779	\$ 3,324.87	\$41.56	\$62.34

June 1, 2014 to December 31, 2014

	Salary	Bi-Weekly Pay	Hourly Rate	O.T. Rate 1.50%
Start	\$ 31,050	\$1,189.66	\$14.87	\$22.31
STEP 1	\$ 40,295	\$1,543.86	\$19.30	\$28.95
STEP 2	\$ 47,517	\$1,820.57	\$22.76	\$34.14
STEP 3	\$ 61,776	\$2,366.90	\$29.59	\$44.38
STEP 4	\$ 63,300	\$2,425.27	\$30.32	\$45.47
STEP 5	\$ 64,827	\$2,483.80	\$31.05	\$46.57
STEP 6	\$ 66,346	\$2,541.98	\$31.77	\$47.66
STEP 7	\$ 67,870	\$2,600.39	\$32.50	\$48.76
STEP 8	\$ 72,443	\$2,775.58	\$34.69	\$52.04
STEP 9	\$ 76,724	\$2,939.60	\$36.74	\$55.12
TOP PAY	\$ 89,816	\$3,441.24	\$43.02	\$64.52

January 1, 2015 to August 31, 2015

	Salary	Bi-Weekly Pay	Hourly Rate	O.T. Rate 1.50%
Start	\$34,000	\$1,302.68	\$16.28	\$24.43
STEP 1	\$40,295	\$1,543.86	\$19.30	\$28.95
STEP 2	\$47,517	\$1,820.57	\$22.76	\$34.14
STEP 3	\$61,776	\$2,366.90	\$29.59	\$44.38
STEP 4	\$63,300	\$2,425.27	\$30.32	\$45.47
STEP 5	\$64,827	\$2,483.80	\$31.05	\$46.57
STEP 6	\$66,346	\$2,541.98	\$31.77	\$47.66
STEP 7	\$67,870	\$2,600.39	\$32.50	\$48.76
STEP 8	\$72,443	\$2,775.58	\$34.69	\$52.04
STEP 9	\$76,724	\$2,939.60	\$36.74	\$55.12
TOP PAY	\$89,816	\$3,441.24	\$43.02	\$64.52

September 1, 2015 to August 31, 2016

	Salary	Bi-Weekly Pay	Hourly Rate	O.T. Rate 1.50%
Start	\$ -	-	-	-
STEP 1	\$ 41,806	\$1,601.75	\$20.02	\$30.03
STEP 2	\$ 49,299	\$1,888.84	\$23.61	\$35.42
STEP 3	\$ 64,093	\$2,455.66	\$30.70	\$46.04
STEP 4	\$ 65,673	\$2,516.22	\$31.45	\$47.18
STEP 5	\$ 67,258	\$2,576.94	\$32.21	\$48.32
STEP 6	\$ 68,834	\$2,637.30	\$32.97	\$49.45
STEP 7	\$ 70,415	\$2,697.90	\$33.72	\$50.59
STEP 8	\$ 75,159	\$2,879.67	\$36.00	\$53.99
STEP 9	\$ 79,601	\$3,049.83	\$38.12	\$57.18
TOP PAY	\$ 93,184	\$3,570.28	\$44.63	\$66.94

September 1, 2016 to December 31, 2016

	Salary	Bi-Weekly Pay	Hourly Rate	O.T. Rate 1.50%
Start	-	-	-	-
STEP 1	\$ 43,269	\$1,657.81	\$20.72	\$31.08
STEP 2	\$ 51,024	\$1,954.95	\$24.44	\$36.66
STEP 3	\$ 66,336	\$2,541.60	\$31.77	\$47.66
STEP 4	\$ 67,972	\$2,604.29	\$32.55	\$48.83
STEP 5	\$ 69,612	\$2,667.14	\$33.34	\$50.01
STEP 6	\$ 71,243	\$2,729.61	\$34.12	\$51.18
STEP 7	\$ 72,880	\$2,792.33	\$34.90	\$52.36
STEP 8	\$ 77,790	\$2,980.46	\$37.26	\$55.88
STEP 9	\$ 82,387	\$3,156.58	\$39.46	\$59.19
TOP PAY	\$ 96,446	\$3,695.24	\$46.19	\$69.29

January 1, 2017 to June 30, 2017

	Salary	Bi-Weekly Pay	Straight Time	O.T. Rate 1.50%
Start	-	-	-	-
STEP 1	\$ 43,269	\$1,664.19	\$20.80	\$31.08
STEP 2	\$ 51,024	\$1,962.47	\$24.53	\$36.66
STEP 3	\$ 66,336	\$2,551.38	\$31.89	\$47.66
STEP 4	\$ 67,972	\$2,614.30	\$32.68	\$48.83
STEP 5	\$ 69,612	\$2,677.40	\$33.47	\$50.01
STEP 6	\$ 71,243	\$2,740.10	\$34.25	\$51.18
STEP 7	\$ 72,880	\$2,803.07	\$35.04	\$52.36
STEP 8	\$ 77,790	\$2,991.92	\$37.40	\$55.88
STEP 9	\$ 82,387	\$3,168.72	\$39.61	\$59.19
TOP PAY	\$ 96,446	\$3,709.45	\$46.37	\$69.29

July 1, 2017 to December 31, 2017

	Salary	Bi-Weekly Pay	Straight Time	O.T. Rate 1.50%
Start	-	-	-	-
STEP 1	-	-	-	-
STEP 2	\$ 52,045	\$2,001.72	\$25.02	\$37.39
STEP 3	\$ 67,663	\$2,602.41	\$32.53	\$48.61
STEP 4	\$ 69,331	\$2,666.59	\$33.33	\$49.81
STEP 5	\$ 71,005	\$2,730.94	\$34.14	\$51.01
STEP 6	\$ 72,668	\$2,794.91	\$34.94	\$52.20
STEP 7	\$ 74,337	\$2,859.13	\$35.74	\$53.40
STEP 8	\$ 79,346	\$3,051.76	\$38.15	\$57.00
STEP 9	\$ 84,034	\$3,232.09	\$40.40	\$60.37
TOP PAY	\$ 98,375	\$3,783.64	\$47.30	\$70.67

FOR ALL COBA MEMBERS HIRED PRIOR TO MAY 31,2014

Correction Corporal Hourly Rates

FROZEN RATES

Start	Salary	Bi-Weekly Pay	Hourly Rate	O.T. Rate 1.50%
Start	-	-	-	-
STEP 1	\$42,436	\$ 1,625.90	\$20.32	\$30.49
STEP 2	\$50,042	\$ 1,917.31	\$23.97	\$35.95
STEP 3	\$65,059	\$ 2,492.68	\$31.16	\$46.74
STEP 4	\$66,663	\$ 2,554.15	\$31.93	\$47.89
STEP 5	\$68,272	\$ 2,615.79	\$32.70	\$49.05
STEP 6	\$69,872	\$ 2,677.07	\$33.46	\$50.20
STEP 7	\$71,477	\$ 2,738.57	\$34.23	\$51.35
STEP 8	\$76,292	\$ 2,923.08	\$36.54	\$54.81
STEP 9	\$80,801	\$ 3,095.80	\$38.70	\$58.05
STEP 10	\$85,308	\$ 3,268.51	\$40.86	\$61.28
TOP PAY	\$94,589	\$ 3,624.10	\$45.3012	\$67.95

June 1, 2014 to August 31, 2015

Start	Salary	Bi-Weekly Pay	Hourly Rate	O.T. Rate 1.50%
Start	-	-	-	-
STEP 1	\$ 43,921	\$1,682.81	\$21.04	\$31.55
STEP 2	\$ 51,793	\$1,984.42	\$24.81	\$37.21
STEP 3	\$ 67,336	\$2,579.93	\$32.25	\$48.37
STEP 4	\$ 68,997	\$2,643.55	\$33.04	\$49.57
STEP 5	\$ 70,662	\$2,707.34	\$33.84	\$50.76
STEP 6	\$ 72,317	\$2,770.77	\$34.63	\$51.95
STEP 7	\$ 73,978	\$2,834.42	\$35.43	\$53.15
STEP 8	\$ 78,963	\$3,025.38	\$37.82	\$56.73
STEP 9	\$ 83,629	\$3,204.16	\$40.05	\$60.08
TOP PAY	\$ 97,900	\$3,750.94	\$46.89	\$70.33

September 1, 2015 to August 31, 2016

Start	Salary	Bi-Weekly Pay	Hourly Rate	O.T. Rate 1.50%
Start	\$ -	-	-	-
STEP 1	\$ 45,568	\$1,745.91	\$21.82	\$32.74
STEP 2	\$ 53,736	\$2,058.84	\$25.74	\$38.60
STEP 3	\$ 69,861	\$2,676.67	\$33.46	\$50.19
STEP 4	\$ 71,584	\$2,742.68	\$34.28	\$51.43
STEP 5	\$ 73,311	\$2,808.86	\$35.11	\$52.67
STEP 6	\$ 75,029	\$2,874.67	\$35.93	\$53.90
STEP 7	\$ 76,753	\$2,940.72	\$36.76	\$55.14
STEP 8	\$ 81,924	\$3,138.84	\$39.24	\$58.85
STEP 9	\$ 86,765	\$3,324.31	\$41.55	\$62.33
TOP PAY	\$ 101,571	\$3,891.60	\$48.65	\$72.97

September 1, 2016 to December 31, 2016

Start	Salary	Bi-Weekly Pay	Hourly Rate	O.T. Rate 1.50%
Start	-	-	-	-
STEP 1	\$ 47,163	\$1,807.02	\$22.59	\$33.88
STEP 2	\$ 55,616	\$2,130.90	\$26.64	\$39.95
STEP 3	\$ 72,306	\$2,770.36	\$34.63	\$51.94
STEP 4	\$ 74,089	\$2,838.68	\$35.48	\$53.23
STEP 5	\$ 75,877	\$2,907.17	\$36.34	\$54.51
STEP 6	\$ 77,655	\$2,975.28	\$37.19	\$55.79
STEP 7	\$ 79,439	\$3,043.64	\$38.05	\$57.07
STEP 8	\$ 84,791	\$3,248.70	\$40.61	\$60.91
STEP 9	\$ 89,801	\$3,440.66	\$43.01	\$64.51
TOP PAY	\$ 105,126	\$4,027.81	\$50.35	\$75.52

January 1, 2017 to June 30, 2017

Start	Salary	Bi-Weekly Pay	Straight Time	O.T. Rate 1.50%
Start	-	-	-	-
STEP 1	\$ 47,163	\$1,813.97	\$22.67	\$33.88
STEP 2	\$ 55,616	\$2,139.09	\$26.74	\$39.95
STEP 3	\$ 72,306	\$2,781.01	\$34.76	\$51.94
STEP 4	\$ 74,089	\$2,849.59	\$35.62	\$53.23
STEP 5	\$ 75,877	\$2,918.35	\$36.48	\$54.51
STEP 6	\$ 77,655	\$2,986.73	\$37.33	\$55.79
STEP 7	\$ 79,439	\$3,055.35	\$38.19	\$57.07
STEP 8	\$ 84,791	\$3,261.19	\$40.76	\$60.91
STEP 9	\$ 89,801	\$3,453.90	\$43.17	\$64.51
TOP PAY	\$ 105,126	\$4,043.30	\$50.54	\$75.52

July 1, 2017 to December 31, 2017

Start	Salary	Bi-Weekly Pay	Straight Time	O.T. Rate 1.50%
Start	-	-	-	-
STEP 1	-	-	-	-
STEP 2	\$ 56,729	\$2,181.87	\$27.27	\$40.75
STEP 3	\$ 73,752	\$2,836.63	\$35.46	\$52.98
STEP 4	\$ 75,571	\$2,906.59	\$36.33	\$54.29
STEP 5	\$ 77,395	\$2,976.72	\$37.21	\$55.60
STEP 6	\$ 79,208	\$3,046.46	\$38.08	\$56.90
STEP 7	\$ 81,028	\$3,116.45	\$38.96	\$58.21
STEP 8	\$ 86,487	\$3,326.41	\$41.58	\$62.13
STEP 9	\$ 91,597	\$3,522.98	\$44.04	\$65.80
TOP PAY	\$ 107,228	\$4,124.17	\$51.55	\$77.03



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FOR ALL COBA MEMBERS HIRED PRIOR TO MAY 31,2014

Correction Sergeant Hourly Rates

FROZEN RATES

	Salary	Bi-Weekly Pay	Hourly Rate	O.T. Rate 1.50%
STEP 10	\$93,199	\$ 3,570.84	\$44.64	\$66.95
TOP PAY	\$103,339	\$ 3,959.35	\$49.4919	\$74.24

September 1, 2016 to December 31, 2016

	Salary	Bi-Weekly Pay	Hourly Rate	O.T. Rate 1.50%
TOP PAY	\$ 114,851	\$4,400.40	\$55.01	\$82.51

June 1, 2014 to August 31, 2015

	Salary	Bi-Weekly Pay	Hourly Rate	O.T. Rate 1.50%
TOP PAY	\$ 106,956	\$4,097.93	\$51.22	\$76.84

January 1, 2017 to June 30, 2017

	Salary	Bi-Weekly Pay	Straight Time	O.T. Rate 1.50%
TOP PAY	\$ 114,851	\$4,417.33	\$55.22	\$82.51

September 1, 2015 to August 31, 2016

	Salary	Bi-Weekly Pay	Hourly Rate	O.T. Rate 1.50%
TOP PAY	\$ 110,967	\$4,251.60	\$53.14	\$79.72

July 1, 2017 to December 31, 2017

	Salary	Bi-Weekly Pay	Straight Time	O.T. Rate 1.50%
TOP PAY	\$ 117,148	\$4,505.68	\$56.32	\$84.16

Correction Lieutenant Hourly Rates

FROZEN RATES

	Salary	Bi-Weekly Pay	Hourly Rate	O.T. Rate 1.50%
TOP PAY	\$113,156	\$ 4,335.48	\$54.1935	\$81.29

September 1, 2016 to December 31, 2016

	Salary	Bi-Weekly Pay	Hourly Rate	O.T. Rate 1.50%
TOP PAY	\$ 125,761	\$4,818.43	\$60.23	\$90.35

June 1, 2014 to August 31, 2015

	Salary	Bi-Weekly Pay	Hourly Rate	O.T. Rate 1.50%
TOP PAY	\$ 117,116	\$4,487.22	\$56.09	\$84.14

January 1, 2017 to June 30, 2017

	Salary	Bi-Weekly Pay	Straight Time	O.T. Rate 1.50%
TOP PAY	\$ 125,761	\$4,836.97	\$60.46	\$90.35

September 1, 2015 to August 31, 2016

	Salary	Bi-Weekly Pay	Hourly Rate	O.T. Rate 1.50%
TOP PAY	\$ 121,508	\$4,655.49	\$58.19	\$87.29

July 1, 2017 to December 31, 2017

	Salary	Bi-Weekly Pay	Straight Time	O.T. Rate 1.50%
TOP PAY	\$ 128,276	\$4,933.71	\$61.67	\$92.15

Correction Captain Hourly Rates

FROZEN RATES

	Salary	Bi-Weekly Pay	Hourly Rate	O.T. Rate 1.50%
TOP PAY	\$124,471	\$ 4,769.02	\$59.6127	\$89.42

September 1, 2016 to December 31, 2016

	Salary	Bi-Weekly Pay	Hourly Rate	O.T. Rate 1.50%
TOP PAY	\$ 138,337	\$5,300.26	\$66.25	\$99.38

June 1, 2014 to August 31, 2015

	Salary	Bi-Weekly Pay	Hourly Rate	O.T. Rate 1.50%
TOP PAY	\$ 128,828	\$4,935.93	\$61.70	\$92.55

January 1, 2017 to June 30, 2017

	Salary	Bi-Weekly Pay	Straight Time	O.T. Rate 1.50%
TOP PAY	\$ 138,337	\$5,320.65	\$66.51	\$99.38

September 1, 2015 to August 31, 2016

	Salary	Bi-Weekly Pay	Hourly Rate	O.T. Rate 1.50%
TOP PAY	\$ 133,659	\$5,121.03	\$64.01	\$96.02

July 1, 2017 to December 31, 2017

	Salary	Bi-Weekly Pay	Straight Time	O.T. Rate 1.50%
TOP PAY	\$ 141,104	\$5,427.06	\$67.84	\$101.37