

FOR ALL COBA MEMBERS HIRED BEFORE MAY 31, 2014

6/1/2014 to 8/31/2015

<u>RANK</u>	<u>Start Step*</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Top Pay</u>
Correction Officer	\$ 31,050	\$ 40,295	\$ 47,517	\$ 61,776	\$ 63,300	\$ 64,827	\$ 66,346	\$ 67,870	\$ 72,443	\$ 76,724	\$ 89,816
Corporal	-	\$ 43,921	\$ 51,793	\$ 67,336	\$ 68,997	\$ 70,662	\$ 72,317	\$ 73,978	\$ 78,963	\$ 83,629	\$ 97,900
Sergeant	-	\$ 47,984	\$ 56,584	\$ 73,564	\$ 75,379	\$ 77,198	\$ 79,006	\$ 80,821	\$ 86,267	\$ 91,364	\$ 106,955
Lieutenant	-	\$ 52,542	\$ 61,960	\$ 80,553	\$ 82,540	\$ 84,532	\$ 86,512	\$ 88,499	\$ 94,462	\$ 100,044	\$ 117,116
Captain	-	\$ 57,797	\$ 68,156	\$ 88,608	\$ 90,794	\$ 92,985	\$ 95,163	\$ 97,349	\$ 103,908	\$ 110,048	\$ 128,828
*(Start Step Pay moves to \$34,000 on 1/1/2015)											

3.50%

9/1/2015 to 8/31/2016

<u>RANK</u>	<u>Start Step</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Top Pay</u>
Correction Officer	\$ 35,275	\$ 41,806	\$ 49,299	\$ 64,093	\$ 65,673	\$ 67,258	\$ 68,834	\$ 70,415	\$ 75,159	\$ 79,601	\$ 93,184
Corporal	-	\$ 45,568	\$ 53,736	\$ 69,861	\$ 71,584	\$ 73,311	\$ 75,029	\$ 76,753	\$ 81,924	\$ 86,765	\$ 101,571
Sergeant	-	\$ 49,783	\$ 58,706	\$ 76,323	\$ 78,205	\$ 80,093	\$ 81,969	\$ 83,852	\$ 89,502	\$ 94,790	\$ 110,966
Lieutenant	-	\$ 54,513	\$ 64,283	\$ 83,574	\$ 85,635	\$ 87,702	\$ 89,756	\$ 91,818	\$ 98,004	\$ 103,796	\$ 121,508
Captain	-	\$ 59,964	\$ 70,712	\$ 91,931	\$ 94,198	\$ 96,472	\$ 98,731	\$ 101,000	\$ 107,805	\$ 114,175	\$ 133,659

3.75%

9/1/2016 to 6/30/2017

<u>RANK</u>	<u>Start Step</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Top Pay</u>
Correction Officer	-	\$ 43,269	\$ 51,024	\$ 66,336	\$ 67,972	\$ 69,612	\$ 71,243	\$ 72,880	\$ 77,790	\$ 82,387	\$ 96,446
Corporal	-	\$ 47,163	\$ 55,616	\$ 72,306	\$ 74,089	\$ 75,877	\$ 77,655	\$ 79,439	\$ 84,791	\$ 89,801	\$ 105,126
Sergeant	-	\$ 51,526	\$ 60,761	\$ 78,994	\$ 80,943	\$ 82,896	\$ 84,838	\$ 86,787	\$ 92,634	\$ 98,108	\$ 114,850
Lieutenant	-	\$ 56,421	\$ 66,533	\$ 86,499	\$ 88,632	\$ 90,771	\$ 92,897	\$ 95,032	\$ 101,434	\$ 107,428	\$ 125,761
Captain	-	\$ 62,063	\$ 73,186	\$ 95,149	\$ 97,495	\$ 99,848	\$ 102,187	\$ 104,535	\$ 111,578	\$ 118,171	\$ 138,337

3.50%

7/1/2017 to 12/31/2017

<u>RANK</u>	<u>Start Step</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Top Pay</u>
Correction Officer	-	\$ 44,134	\$ 52,045	\$ 67,663	\$ 69,331	\$ 71,005	\$ 72,668	\$ 74,337	\$ 79,346	\$ 84,034	\$ 98,375
Corporal	-	\$ 48,106	\$ 56,729	\$ 73,752	\$ 75,571	\$ 77,395	\$ 79,208	\$ 81,028	\$ 86,487	\$ 91,597	\$ 107,228
Sergeant	-	\$ 52,556	\$ 61,976	\$ 80,574	\$ 82,561	\$ 84,554	\$ 86,534	\$ 88,523	\$ 94,487	\$ 100,070	\$ 117,147
Lieutenant	-	\$ 57,549	\$ 67,864	\$ 88,229	\$ 90,405	\$ 92,587	\$ 94,755	\$ 96,932	\$ 103,463	\$ 109,577	\$ 128,276
Captain	-	\$ 63,304	\$ 74,650	\$ 97,052	\$ 99,445	\$ 101,845	\$ 104,231	\$ 106,626	\$ 113,809	\$ 120,535	\$ 141,104

2.00%

FOR ALL COBA MEMBERS HIRED AFTER JUNE 1, 2014

6/1/2014 to 12/31/2014

RANK	Step 1a*	Step 2a*	Step 3a	Step 4a	Step 5a	3.50% Step 6a	3.50% Step 7a	3.50% Step 8a	3.50% Step 9a	3.50% Step 10a	3.50% Top Pay
Correction Officer*	\$ 31,050	\$ 35,275	\$ 45,500	\$ 52,000	\$ 57,000	\$ 64,827	\$ 66,346	\$ 67,870	\$ 72,443	\$ 76,724	\$ 89,816
Corporal	-	\$ 38,450	\$ 49,595	\$ 56,680	\$ 62,130	\$ 70,662	\$ 72,317	\$ 73,978	\$ 78,963	\$ 83,629	\$ 97,900
Sergeant	-	\$ 42,006	\$ 54,183	\$ 61,923	\$ 67,877	\$ 77,198	\$ 79,006	\$ 80,821	\$ 86,267	\$ 91,364	\$ 106,955
Lieutenant	-	\$ 45,997	\$ 59,330	\$ 67,806	\$ 74,325	\$ 84,532	\$ 86,512	\$ 88,499	\$ 94,462	\$ 100,044	\$ 117,116
Captain	-	\$ 50,597	\$ 65,263	\$ 74,586	\$ 81,758	\$ 92,985	\$ 95,163	\$ 97,349	\$ 103,908	\$ 110,048	\$ 128,828

*Step 1a & Step 2a are both 18 month steps. All other steps are 12 month steps

1/1/2015 to 8/31/2015

RANK	Step 1a*	Step 2a*	Step 3a	Step 4a	Step 5a	3.50% Step 6a	3.50% Step 7a	3.50% Step 8a	3.50% Step 9a	3.50% Step 10a	3.50% Top Pay
Correction Officer*	\$ 34,000	\$ 35,275	\$ 45,500	\$ 52,000	\$ 57,000	\$ 64,827	\$ 66,346	\$ 67,870	\$ 72,443	\$ 76,724	\$ 89,816
Corporal	-	\$ 38,450	\$ 49,595	\$ 56,680	\$ 62,130	\$ 70,662	\$ 72,317	\$ 73,978	\$ 78,963	\$ 83,629	\$ 97,900
Sergeant	-	\$ 42,006	\$ 54,183	\$ 61,923	\$ 67,877	\$ 77,198	\$ 79,006	\$ 80,821	\$ 86,267	\$ 91,364	\$ 106,955
Lieutenant	-	\$ 45,997	\$ 59,330	\$ 67,806	\$ 74,325	\$ 84,532	\$ 86,512	\$ 88,499	\$ 94,462	\$ 100,044	\$ 117,116
Captain	-	\$ 50,597	\$ 65,263	\$ 74,586	\$ 81,758	\$ 92,985	\$ 95,163	\$ 97,349	\$ 103,908	\$ 110,048	\$ 128,828

*Step 1a & Step 2a are both 18 month steps. All other steps are 12 month steps

9/1/2015 to 12/31/2015

RANK	Step 1a*	Step 2a*	Step 3a	Step 4a	Step 5a	3.75% Step 6a	3.75% Step 7a	3.75% Step 8a	3.75% Step 9a	3.75% Step 10a	3.75% Top Pay
Correction Officer*	\$ 34,000	\$ 35,275	\$ 45,500	\$ 52,000	\$ 57,000	\$ 67,258	\$ 68,834	\$ 70,415	\$ 75,159	\$ 79,601	\$ 93,184
Corporal	-	\$ 38,450	\$ 49,595	\$ 56,680	\$ 62,130	\$ 73,311	\$ 75,029	\$ 76,753	\$ 81,924	\$ 86,765	\$ 101,571
Sergeant	-	\$ 42,006	\$ 54,183	\$ 61,923	\$ 67,877	\$ 80,093	\$ 81,969	\$ 83,852	\$ 89,502	\$ 94,790	\$ 110,966
Lieutenant	-	\$ 45,997	\$ 59,330	\$ 67,806	\$ 74,325	\$ 87,702	\$ 89,756	\$ 91,818	\$ 98,004	\$ 103,796	\$ 121,508
Captain	-	\$ 50,597	\$ 65,263	\$ 74,586	\$ 81,758	\$ 96,472	\$ 98,731	\$ 101,000	\$ 107,805	\$ 114,175	\$ 133,659

*Step 1a & Step 2a are both 18 month steps. All other steps are 12 month steps

FOR ALL COBA MEMBERS HIRED AFTER JUNE 1, 2014

1/1/2016 to 8/31/2016

RANK	Step 1a*	Step 2a*	Step 3a	Step 4a	Step 5a	Step 6a	Step 7a	Step 8a	Step 9a	Step 10a	Top Pay
Correction Officer*	\$ 35,500	\$ 40,500	\$ 45,500	\$ 52,000	\$ 57,000	\$ 67,258	\$ 68,834	\$ 70,415	\$ 75,159	\$ 79,601	\$ 93,184
Corporal	-	\$ 44,145	\$ 49,595	\$ 56,680	\$ 62,130	\$ 73,311	\$ 75,029	\$ 76,753	\$ 81,924	\$ 86,765	\$ 101,571
Sergeant	-	\$ 48,228	\$ 54,183	\$ 61,923	\$ 67,877	\$ 80,093	\$ 81,969	\$ 83,852	\$ 89,502	\$ 94,790	\$ 110,966
Lieutenant	-	\$ 52,810	\$ 59,330	\$ 67,806	\$ 74,325	\$ 87,702	\$ 89,756	\$ 91,818	\$ 98,004	\$ 103,796	\$ 121,508
Captain	-	\$ 58,091	\$ 65,263	\$ 74,586	\$ 81,758	\$ 96,472	\$ 98,731	\$ 101,000	\$ 107,805	\$ 114,175	\$ 133,659

*Step 1a & Step 2a are both 18 month steps. All other steps are 12 month steps

9/1/2016 to 12/31/2016

RANK	Step 1a*	Step 2a*	Step 3a	Step 4a	Step 5a	3.50% Step 6a	3.50% Step 7a	3.50% Step 8a	3.50% Step 9a	3.50% Step 10a	3.50% Top Pay
Correction Officer	\$ 35,500	\$ 40,500	\$ 45,500	\$ 52,000	\$ 57,000	\$ 69,612	\$ 71,243	\$ 72,880	\$ 77,790	\$ 82,387	\$ 96,446
Corporal	-	\$ 44,145	\$ 49,595	\$ 56,680	\$ 62,130	\$ 75,877	\$ 77,655	\$ 79,439	\$ 84,791	\$ 89,801	\$ 105,126
Sergeant	-	\$ 48,228	\$ 54,183	\$ 61,923	\$ 67,877	\$ 82,896	\$ 84,838	\$ 86,787	\$ 92,634	\$ 98,108	\$ 114,850
Lieutenant	-	\$ 52,810	\$ 59,330	\$ 67,806	\$ 74,325	\$ 90,771	\$ 92,897	\$ 95,032	\$ 101,434	\$ 107,428	\$ 125,761
Captain	-	\$ 58,091	\$ 65,263	\$ 74,586	\$ 81,758	\$ 99,848	\$ 102,187	\$ 104,535	\$ 111,578	\$ 118,171	\$ 138,337

*Step 1a & Step 2a are both 18 month steps. All other steps are 12 month steps

1/1/2017 to 6/30/2017

RANK	Step 1a*	Step 2a*	Step 3a	Step 4a	Step 5a	Step 6a	Step 7a	Step 8a	Step 9a	Step 10a	Top Pay
Correction Officer	\$ 37,000	\$ 42,000	\$ 47,000	\$ 52,000	\$ 57,000	\$ 69,612	\$ 71,243	\$ 72,880	\$ 77,790	\$ 82,387	\$ 96,446
Corporal	-	\$ 45,780	\$ 51,230	\$ 56,680	\$ 62,130	\$ 75,877	\$ 77,655	\$ 79,439	\$ 84,791	\$ 89,801	\$ 105,126
Sergeant	-	\$ 50,015	\$ 55,969	\$ 61,923	\$ 67,877	\$ 82,896	\$ 84,838	\$ 86,787	\$ 92,634	\$ 98,108	\$ 114,850
Lieutenant	-	\$ 54,766	\$ 61,286	\$ 67,806	\$ 74,325	\$ 90,771	\$ 92,897	\$ 95,032	\$ 101,434	\$ 107,428	\$ 125,761
Captain	-	\$ 60,243	\$ 67,414	\$ 74,586	\$ 81,758	\$ 99,848	\$ 102,187	\$ 104,535	\$ 111,578	\$ 118,171	\$ 138,337

*Step 1a & Step 2a are both 18 month steps. All other steps are 12 month steps

7/1/2017 to 12/31/2017

RANK	Step 1a*	Step 2a*	Step 3a	Step 4a	Step 5a	2.00% Step 6a	2.00% Step 7a	2.00% Step 8a	2.00% Step 9a	2.00% Step 10a	2.00% Top Pay
Correction Officer	\$ 37,000	\$ 42,000	\$ 47,000	\$ 52,000	\$ 57,000	\$ 71,005	\$ 72,668	\$ 74,337	\$ 79,346	\$ 84,034	\$ 98,375
Corporal	-	\$ 45,780	\$ 51,230	\$ 56,680	\$ 62,130	\$ 77,395	\$ 79,208	\$ 81,028	\$ 86,487	\$ 91,597	\$ 107,228
Sergeant	-	\$ 50,015	\$ 55,969	\$ 61,923	\$ 67,877	\$ 84,554	\$ 86,534	\$ 88,523	\$ 94,487	\$ 100,070	\$ 117,147
Lieutenant	-	\$ 54,766	\$ 61,286	\$ 67,806	\$ 74,325	\$ 92,587	\$ 94,755	\$ 96,932	\$ 103,463	\$ 109,577	\$ 128,276
Captain	-	\$ 60,243	\$ 67,414	\$ 74,586	\$ 81,758	\$ 101,845	\$ 104,231	\$ 106,626	\$ 113,809	\$ 120,535	\$ 141,104

*Step 1a & Step 2a are both 18 month steps. All other steps are 12 month steps