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| LOCAL COMMISSIONERS MEMORANDUM |
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DSS-4037EL (Rev. 9/89)

Transmittal No: 95 LCM-89

Date: August 3, 1995

Division: Mgmt. Support &
Quality Improvement

TO: Local District Commissioners

SUBJECT: 1995 Annual Salary Tabulation For Selected Social Services
Titles

ATTACHMENTS: 1995 Salary Tabulation (Available on-line)

Attached for your use is a salary survey comparing salary levels for standard titles by county. As you know, we prepare this survey annually from information we receive from you in the Report of District Organization and Operation (DSS-1023).

We appreciate the assistance given us in obtaining this data and hope the report will be of value to you. Any comments or suggestions you have for improving the report are welcome.

David P. Avenius
Deputy Commissioner
Management Support & Quality
Improvement

**NYS DEPARTMENT OF SOCIAL SERVICES
ANNUAL SALARY TABULATION
FOR
SELECTED SOCIAL SERVICES TITLES
1995**

**Division of Management Support
and Quality Improvement
David P. Avenius, Deputy Commissioner**

**Office of Human Resources Management
J. Benjamin McFerran, Director**

**Compiled by the Local Agency Unit
Office of Human Resources Management**

EXPLANATORY NOTE

The salaries in the report are drawn from the 1995 Report of District Organization and Operation - Staffing Schedule (DSS-1023) required from each local district by January 31 of each year. The salaries should be those in effect as of January 1. In a few cases, they represent negotiated settlements reached after January 1, but most are retroactive to that date.

The survey compares standard titles used for the most common functions. When a district uses other than the stated title for a particular function, the salary for a comparable title has been used. For example, if a county uses a title of Income Maintenance Worker I for the entry level eligibility determination worker, the salary for this title would be listed with the salaries for Social Welfare Examiner. In cases where a particular title or its equivalent is not used by the district, n/a (not applicable) is indicated in the salary range column.

In addition to comparing standard titles, we have included two functional salary comparisons: Head of Services and Head of Income Maintenance. The salaries listed for Head of Services, for example, are the salaries of the person in charge of the Services unit or division regardless of the title used. The titles which are used for this function vary from a Deputy Commissioner for Services in some of the larger counties to a Case Supervisor, Grade B, in many of the smaller districts. Because the titles used for the person in charge of these two functions in particular vary so greatly, we felt that a comparison of salaries by function, in addition to title would be helpful.

In comparing salaries, there are a number of related factors which can be considered. Some factors we have included are number of hours in the workweek, availability of county cars, reimbursement for mileage for use of personal car and tuition reimbursement programs. In addition, the tables in the back of the report provide data on county public assistance caseload and county population statistics.

We hope this year's Salary Survey will again prove useful to you. If you have any suggestions for changes in format, or for additional titles to be included, please contact Gary Martinus at (518) 474-9289.

	Weekly Hours	Compensatory Mileage	Co. Cars Available	Tuition Reimbursement
Albany	35	.30	no	yes
Allegany	35	.30	no	yes
Broome	37.5	.30	yes	yes
Cattaraugus	35	.30	no	no
Cayuga	35	.26	yes	yes
Chautauqua	35	.28	yes	yes
Chemung	35	.30	no	yes
Chenango	37.5	.29	no	no
Clinton	35	.28.5	no	yes
Columbia	35	.28	yes	yes
Cortland	35	.29	yes	yes
Delaware	35	.23	yes	yes
Dutchess	35	.26	yes	yes
Erie	40	.29	yes	yes
Essex	35	.30	yes	yes
Franklin	35	.23	no	yes
Fulton	35	.30	yes	yes
Genesee	37.5	.29	yes	yes
Greene	35	.28	yes	yes
Hamilton	35	.29	yes	yes
Herkimer	35	.30	yes	yes
Jefferson	35	.29	no	yes
Lewis	35	.24	yes	yes
Livingston	35	.29	yes	yes
Madison	37.5	.30	yes	yes
Monroe	35	.28	yes	yes
Montgomery	35	.30	yes	no
Nassau	33.75	.27.5	no	no
New York City	35	.25	yes	no
Niagara	35	.30	yes	yes
Oneida	35	.29	yes	yes
Onondaga	35	.28	yes	no
Ontario	37.5	.30	yes	yes
Orange	40	.29	yes	yes
Orleans	35	.26	no	yes
Oswego	35	.30	yes	yes
Otsego	35	.30	yes	no
Putnam	35	.25	yes	yes
Rensselaer	35	.28	yes	no
Rockland	35	.25	yes	yes
St. Lawrence	35	.30	no	no
Saratoga	35	.30	yes	yes
Schenectady	35	.29	yes	yes
Schoharie	37.5	.30	yes	yes
Schuyler	35	.28	yes	no
Seneca	37.5	.25	yes	no
Steuben	37.5	.26	no	yes
Suffolk	35	.30	no	yes
Sullivan	35	.30	yes	yes
Tioga	35	.28	yes	yes
Tompkins	35	.30	yes	yes
Ulster	35	.30	yes	yes
Warren	40	.29	yes	yes
Washington	35	.25	yes	yes
Wayne	35	.30	yes	yes
Westchester	35	.26	yes	yes
Wyoming	35	.29	yes	yes
Yates	35	.25	no	no

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COUNTY	GROUP	1994 SALARY RANGE	1995 SALARY RANGE	1
Albany	III	65,300	67,912	C O M M I S S I O N E R
Allegany	II	47,255	49,613	
Broome	III	64,499	65,499	
Cattaraugus	II	48,381	48,381	
Cayuga	II	46,356	46,356	
Chautauqua	II	39,762-58,435	39,762-60,188	
Chemung	II	50,125	52,750	
Chenango	I	54,534	56,170	
Clinton	II	50,650-69,919	50,650-69,919	
Columbia	II	45,077-55,440	45,077-60,580	
Cortland	II	52,000	52,000	
Delaware	I	58,396	58,996	
Dutchess	II	53,931-89,174	53,931-89,174	
Erie	III	70,069-87,516	73,748-92,111	
Essex	I	37,506-59,277	37,506-59,277	
Franklin	II	47,757	52,757	
Fulton	II	35,508-43,875	36,485-45,082	
Genesee	I	44,527-55,608	47,239-58,984	
Greene	I	45,338	47,633	
Hamilton	I	39,900	40,170	
Herkimer	I	52,194	49,911-51,448	
Jefferson	II	49,550	45,126-58,132	
Lewis	I	40,590	43,062	
Livingston	II	62,050	65,025	
Madison	I	46,700	38,000-57,000	
Monroe	III	69,410-86,790	69,410-86,790	
Montgomery	I	40,000	44,056	
Nassau	III	75,000	75,000	
New York City	IV	110,000	110,000	
Niagara	III	51,894	53,503	
Oneida	III	60,650-76,134	64,970-84,003	
Onondaga	III	60,121-73,831	60,121-73,831	
Ontario	II	56,700-63,600	56,700-63,600	
Orange	III	68,806-103,209	68,806-103,209	
Orleans	I	37,980-47,445	37,980-47,445	
Oswego	II	53,598	53,598	
Otsego	I	43,000	43,000	
Putnam	I	50,463-78,218	52,986-82,129	
Rensselaer	II	65,100-75,000	70,000-75,000	
Rockland	II	96,801	97,705	
Saratoga	II	57,285-72,795	59,575-75,705	
Schenectady	II	70,228-94,815	73,037-98,608	
Schoharie	I	42,420	47,000	
Schuyler	I	35,350	35,350	
Seneca	I	40,112	42,554	
St. Lawrence	II	59,496	59,496	
Steuben	II	51,326	53,379	
Suffolk	III	64,910-94,691	67,495-102,416	
Sullivan	II	57,606-61,388	57,606-69,500	
Tioga	I	51,893	52,931	
Tompkins	II	59,059-75,425	60,735-75,425	
Ulster	II	56,189	60,000	
Warren	I	62,541	65,043	
Washington	II	47,500	47,500	
Wayne	II	60,812	60,812	
Westchester	III	79,605-104,460	79,605-104,460	
Wyoming	I	58,600	63,840	
Yates	I	36,189	37,458	

2	COUNTY	GROUP	1994 SALARY RANGE	1995 SALARY RANGE
D	Albany	III	51,786	54,857
E	Allegany	II	26,837-35,111	27,642-36,161
P	Broome	III	40,585	41,585
U	Cattaraugus	II	44,925	37,292-44,754
T	Cayuga	II	n/a	n/a
Y	Chautauqua	II	33,761-47,629	33,761-53,607
	Chemung	II	n/a	n/a
C	Chenango	I	31,505	32,450
O	Clinton	II	n/a	39,317-53,438
M	Columbia	II	n/a	35,550-39,500
M	Cortland	II	37,960	39,573
I	Delaware	I	n/a	n/a
S	Dutchess	II	39,178-65,062	39,178-65,062
S	Erie	III	59,176-75,635	62,284-77,686
I	Essex	I	n/a	n/a
O	Franklin	II	n/a	n/a
N	Fulton	II	27,000-35,863	27,743-36,849
E	Genesee	I	33,168-41,423	41,172-51,414
R	Greene	I	n/a	n/a
	Hamilton	I	n/a	n/a
	Herkimer	I	n/a	n/a
	Jefferson	II	44,656	35,586-43,651
	Lewis	I	n/a	n/a
	Livingston	II	n/a	n/a
	Madison	I	30,064	30,000-40,000
	Monroe	III	55,934-72,133	55,934-72,133
	Montgomery	I	32,500	36,984
	Nassau	III	63,817-78,741	63,817-78,741
	New York City	IV	103,000	103,000
	Niagara	III	41,092	43,644
	Oneida	III	n/a	n/a
	Onondaga	III	51,667-63,625	51,667-63,625
	Ontario	II	48,250-53,150	48,250-53,150
	Orange	III	n/a	n/a
	Orleans	I	n/a	n/a
	Oswego	II	44,389	44,389
	Otsego	I	29,145	29,145
	Putnam	I	n/a	n/a
	Rensselaer	II	35,000-50,000	37,000-48,000
	Rockland	II	67,486-84,768	69,511-87,310
	Saratoga	II	45,860-58,170	47,695-60,495
	Schenectady	II	n/a	n/a
	Schoharie	I	42,420	35,574
	Schuyler	I	23,000-34,000	29,500
	Seneca	I	n/a	n/a
	St. Lawrence	II	n/a	n/a
	Steuben	II	39,335	41,302
	Suffolk	III	57,029-89,445	59,299-93,020
	Sullivan	II	n/a	n/a
	Tioga	I	n/a	n/a
	Tompkins	II	n/a	n/a
	Ulster	II	44,626	45,965
	Warren	I	n/a	n/a
	Washington	II	n/a	n/a
	Wayne	II	n/a	n/a
	Westchester	III	71,300-93,475	71,300-93,475
	Wyoming	I	38,000	39,140
	Yates	I	30,285	31,099

COUNTY	GROUP	1994 SALARY RANGE	1995 SALARY RANGE	3
Albany	III	43,796	45,549	S
Allegany	II	23,666-30,932	24,920-32,557	T
Broome	III	31,918-38,108	31,918-39,442	A
Cattaraugus	II	n/a	27,482-34,161	F
Cayuga	II	n/a	n/a	F
Chautauqua	II	21,931-26,863	21,440-28,501	
Chemung	II	32,500	25,371-34,707	D
Chenango	I	24,346-30,446	24,160-30,446	E
Clinton	II	29,216-36,812	29,216-36,812	V
Columbia	II	26,209-29,121	28,347-31,497	E
Cortland	II	20,947-24,098	21,897-25,048	L
Delaware	I	n/a	n/a	O
Dutchess	II	31,097-38,685	31,097-38,685	P
Erie	III	32,042-42,318	33,725-44,539	M
Essex	I	20,661-29,256	20,661-29,256	E
Franklin	II	21,654-22,854	21,654-22,854	N
Fulton	II	22,600-26,583	22,513-26,481	T
Genesee	I	25,034-29,318	26,871-31,473	
Greene	I	22,626-28,483	23,771-29,924	C
Hamilton	I	n/a	n/a	O
Herkimer	I	24,161-27,660	24,232-25,426	O
Jefferson	II	n/a	n/a	R
Lewis	I	23,769-28,064	24,734-29,193	D
Livingston	II	23,970-32,265	24,865-33,452	I
Madison	I	18,000-27,000	26,000-39,000	N
Monroe	III	41,935-53,978	41,935-53,978	A
Montgomery	I	n/a	21,109-23,844	T
Nassau	III	46,840-62,948	46,840-62,948	O
New York City	IV	n/a	n/a	R
Niagara	III	n/a	n/a	
Oneida	III	30,532-38,292	29,663-40,074	
Onondaga	III	41,548-48,280	41,548-48,280	
Ontario	II	29,250-36,114	30,283-37,381	
Orange	III	35,649-51,119	35,649-51,119	
Orleans	I	23,025-28,763	23,025-28,763	
Oswego	II	25,596-29,926	25,596-29,926	
Otsego	I	29,145	29,145	
Putnam	I	34,346-51,519	36,063-54,095	
Rensselaer	II	32,000-38,000	35,000-37,000	
Rockland	II	47,779-61,793	49,690-64,265	
Saratoga	II	28,440-30,225	29,340-33,440	
Schenectady	II	n/a	n/a	
Schoharie	I	n/a	n/a	
Schuyler	I	20,883	21,614	
Seneca	I	26,785	25,389	
St. Lawrence	II	26,205	27,196	
Steuben	II	23,700-33,457	24,647-34,797	
Suffolk	III	40,403-63,005	42,021-65,537	
Sullivan	II	26,600-29,474	26,600-30,193	
Tioga	I	21,339-21,939	22,406-23,006	
Tompkins	II	25,757-27,971	27,315-29,674	
Ulster	II	28,392-32,050	30,157-33,014	
Warren	I	24,495-27,145	25,414-28,664	
Washington	II	24,843-27,336	25,589-28,155	
Wayne	II	31,499	31,499	
Westchester	III	37,105-49,270	37,105-49,270	
Wyoming	I	21,312-25,098	22,131-25,917	
Yates	I	24,390-28,410	25,231-29,250	

4	COUNTY	GROUP	1994 SALARY RANGE	1995 SALARY RANGE
D	Albany	III	46,857	48,731
I	Allegany	I	n/a	n/a
R	Broome	III	n/a	n/a
E	Cattaraugus	II	34,525-41,568	34,525-41,568
C	Cayuga	II	n/a	n/a
T	Chautauqua	II	31,862-44,928	31,862-50,567
O	Chemung	II	37,750	39,375
R	Chenango	I	n/a	n/a
	Clinton	II	37,198-50,293	37,198-50,293
O	Columbia	II	30,845-41,580	33,362-37,069
F	Cortland	II	31,200	32,448
	Delaware	I	34,065	34,665
S	Dutchess	II	35,189-58,557	35,189-58,557
O	Erie	III	48,175-63,781	n/a
C	Essex	I	30,459-47,792	30,459-47,492
I	Franklin	II	29,049	30,502
A	Fulton	II	22,500-31,110	23,189-31,965
L	Genesee	I	33,168-41,423	41,172-51,414
	Greene	I	29,181-36,723	30,657-38,582
S	Hamilton	I	n/a	25,225
E	Herkimer	I	28,461-31,960	30,079-31,274
R	Jefferson	II	n/a	35,586-43,651
V	Lewis	I	30,810	32,686
I	Livingston	II	29,470-40,285	30,566-41,783
C	Madison	I	n/a	n/a
E	Monroe	III	55,934-72,133	55,934-72,133
S	Montgomery	I	31,500	35,908
	Nassau	III	64,448-82,644	64,448-82,644
	New York City	IV	87,250-97,000	87,250-97,000
	Niagara	III	38,048	40,404
	Oneida	III	31,962-39,554	34,641-45,866
	Onondaga	III	47,388-58,462	47,388-58,462
	Ontario	II	41,200-46,100	41,200-46,100
	Orange	III	42,955-64,433	42,955-64,433
	Orleans	I	27,204-33,982	27,204-33,982
	Oswego	II	31,049	31,049
	Otsego	I	31,293	31,293
	Putnam	I	39,287-58,930	41,251-61,877
	Rensselaer	II	n/a	45,000-48,000
	Rockland	II	n/a	n/a
	Saratoga	II	34,215-43,265	35,585-44,995
	Schenectady	II	49,485-66,803	51,464-69,475
	Schoharie	I	n/a	n/a
	Schuyler	I	n/a	n/a
	Seneca	I	30,026	27,717-31,521
	St. Lawrence	II	n/a	n/a
	Steuben	II	36,959	38,065
	Suffolk	III	52,357-81,693	43,874-68,434
	Sullivan	II	34,400-39,343	34,400-39,343
	Tioga	I	33,172	34,167
	Tompkins	II	48,810-62,676	50,194-62,676
	Ulster	II	37,510	38,639
	Warren	I	37,093	38,929
	Washington	II	31,213-34,343	32,141-35,380
	Wayne	II	43,375	43,375
	Westchester	III	56,010-72,070	56,010-72,070
	Wyoming	I	n/a	30,900
	Yates	I	n/a	n/a

COUNTY	GROUP	1994 SALARY RANGE	1995 SALARY RANGE	5
Albany	III	40,449-43,159	42,066-44,201	C
Allegany	II	24,194-31,607	24,920-32,557	A
Broome	III	33,671-40,206	33,671-41,613	S
Cattaraugus	II	n/a	28,829-35,563	E
Cayuga	II	25,913-29,082	25,913-29,082	
Chautauqua	II	28,792-35,672	28,720-37,856	S
Chemung	II	n/a	n/a	U
Chenango	I	n/a	n/a	P
Clinton	II	n/a	n/a	E
Columbia	II	n/a	n/a	R
Cortland	II	n/a	n/a	V
Delaware	I	n/a	n/a	I
Dutchess	II	n/a	n/a	S
Erie	III	32,042-42,318	33,725-44,539	O
Essex	I	n/a	n/a	R
Franklin	II	n/a	n/a	
Fulton	II	24,588-28,919	24,588-28,920	G
Genesee	I	n/a	n/a	R
Greene	I	26,754-33,658	28,101-35,361	A
Hamilton	I	22,873	23,559	D
Herkimer	I	n/a	n/a	E
Jefferson	II	39,825	n/a	
Lewis	I	n/a	n/a	A
Livingston	II	n/a	n/a	
Madison	I	n/a	n/a	
Monroe	III	39,357-50,752	39,357-50,752	
Montgomery	I	n/a	n/a	
Nassau	III	46,840-62,946	46,840-62,946	
New York City	IV	40,083-47,860	40,885-48,817	
Niagara	III	33,615-39,330	33,615-39,330	
Oneida	III	27,691-36,320	29,663-40,074	
Onondaga	III	33,843-39,456	33,843-39,456	
Ontario	II	32,448-39,799	33,579-41,184	
Orange	III	38,842-55,824	38,842-55,824	
Orleans	I	n/a	n/a	
Oswego	II	n/a	n/a	
Otsego	I	n/a	n/a	
Putnam	I	n/a	n/a	
Rensselaer	II	33,213-33,513	34,554-34,854	
Rockland	II	47,779-61,693	49,690-64,265	
Saratoga	II	n/a	n/a	
Schenectady	II	33,563-39,793	34,906-41,386	
Schoharie	I	n/a	n/a	
Schuyler	I	n/a	n/a	
Seneca	I	n/a	n/a	
St. Lawrence	II	30,940	32,110	
Steuben	II	n/a	n/a	
Suffolk	III	37,062-57,942	38,550-60,265	
Sullivan	II	30,400-37,026	30,400-37,929	
Tioga	I	n/a	n/a	
Tompkins	II	31,152-33,845	33,050-35,906	
Ulster	II	n/a	n/a	
Warren	I	n/a	n/a	
Washington	II	n/a	n/a	
Wayne	II	n/a	n/a	
Westchester	III	41,215-54,940	41,215-54,940	
Wyoming	I	n/a	n/a	
Yates	I	n/a	n/a	

6	COUNTY	GROUP	1994 SALARY RANGE	1995 SALARY RANGE
C	Albany	III	31,348-34,136	32,695-36,514
A	Allegany	II	23,666-30,932	24,376-31,850
S	Broome	III	27,719-33,097	27,719-34,255
E	Cattaraugus	II	21,632-27,003	25,243-31,594
	Cayuga	II	24,620-27,733	24,620-27,733
S	Chautauqua	II	26,625-30,285	24,315-32,123
U	Chemung	II	24,625-33,688	25,371-34,707
P	Chenango	I	26,841-33,458	26,637-33,458
E	Clinton	II	30,410-38,366	30,410-38,366
R	Columbia	II	28,195-31,328	30,495-33,884
V	Cortland	II	22,741-26,177	23,127-27,127
I	Delaware	I	24,901-27,900	25,501-28,500
S	Dutchess	II	33,579-41,823	33,579-41,823
O	Erie	III	29,894-39,233	31,464-41,292
R	Essex	I	23,613-33,333	23,613-33,333
	Franklin	II	22,845-24,795	22,845-24,795
G	Fulton	II	22,600-26,583	22,513-26,481
R	Genesee	I	24,419-28,746	26,228-30,869
A	Greene	I	24,549-30,895	25,791-32,458
D	Hamilton	I	n/a	n/a
E	Herkimer	I	26,096-29,595	26,748-27,943
	Jefferson	II	25,213-32,685	25,626-33,215
B	Lewis	I	23,769-28,064	24,261-29,193
	Livingston	II	23,970-32,265	24,865-33,452
	Madison	I	26,301-35,506	27,185-28,572
	Monroe	III	32,082-41,265	32,082-41,265
	Montgomery	I	22,062-25,107	22,724-25,859
	Nassau	III	36,185-48,676	36,185-48,676
	New York City	IV	34,294-43,060	34,980-43,921
	Niagara	III	30,976-36,473	30,976-36,473
	Oneida	III	25,343-34,053	27,148-37,867
	Onondaga	III	28,511-33,246	28,511-33,246
	Ontario	II	29,250-36,114	30,283-37,381
	Orange	III	35,649-51,119	35,649-51,119
	Orleans	I	23,711-28,552	23,711-28,552
	Oswego	II	27,643-32,283	27,643-32,283
	Otsego	I	22,219-26,304	22,219-26,304
	Putnam	I	33,575-41,175	34,918-42,822
	Rensselaer	II	30,120-30,420	31,337-31,637
	Rockland	II	33,215-40,084	34,416-41,532
	Saratoga	II	28,440-30,225	29,340-33,440
	Schenectady	II	30,206-35,781	31,414-37,214
	Schoharie	I	24,849-30,394	26,360-32,240
	Schuyler	I	21,850-22,650	22,615
	Seneca	I	23,479-29,216	23,338-26,540
	St. Lawrence	II	28,443	29,519
	Steuben	II	23,700-33,457	24,647-34,797
	Suffolk	III	32,625-51,260	33,930-53,322
	Sullivan	II	28,500-38,329	28,500-39,264
	Tioga	I	23,271-23,871	24,435-25,035
	Tompkins	II	n/a	n/a
	Ulster	II	28,392-32,050	30,137-33,014
	Warren	I	25,237-27,887	26,184-29,434
	Washington	II	26,972-29,666	27,773-30,557
	Wayne	II	27,350-30,982	28,305-32,065
	Westchester	III	37,105-49,270	37,105-49,270
	Wyoming	I	21,312-25,098	22,131-25,917
	Yates	I	23,313-27,332	24,153-28,172

COUNTY	GROUP	1994 SALARY RANGE	1995 SALARY RANGE	7
Albany	III	n/a	n/a	S
Allegany	II	22,040-27,628	22,695-28,465	E
Broome	III	24,906-29,735	22,374-27,650	N
Cattaraugus	II	n/a	n/a	I
Cayuga	II	22,887-25,753	22,887-25,753	O
Chautauqua	II	22,805-27,955	22,386-29,648	R
Chemung	II	22,040-29,684	22,695-30,576	
Chenango	I	24,346-30,446	24,160-30,446	C
Clinton	II	28,225-35,515	28,225-35,515	A
Columbia	II	26,209-29,121	28,347-31,497	S
Cortland	II	20,947-24,098	21,897-25,048	E
Delaware	I	22,461-24,784	23,061-25,384	W
Dutchess	II	28,619-35,543	28,619-35,543	O
Erie	III	25,197-33,116	26,520-34,855	R
Essex	I	22,629-31,971	22,629-31,971	K
Franklin	II	21,654-22,854	21,654-22,854	E
Fulton	II	20,864-24,537	20,784-24,443	R
Genesee	I	22,460-26,752	24,375-28,997	
Greene	I	22,626-28,483	23,771-29,924	
Hamilton	I	n/a	n/a	
Herkimer	I	24,189-27,668	24,794-25,988	
Jefferson	II	23,057-31,260	23,423-30,248	
Lewis	I	n/a	n/a	
Livingston	II	22,509-30,328	23,349-31,443	
Madison	I	22,057-29,777	24,714-25,975	
Monroe	III	27,667-35,437	27,667-35,437	
Montgomery	I	19,925-22,445	20,523-23,118	
Nassau	III	30,907-41,465	30,907-41,465	
New York City	IV	30,817-38,097	31,433-38,859	
Niagara	III	28,665-33,704	28,665-33,704	
Oneida	III	24,281-32,752	26,010-36,137	
Onondaga	III	26,596-31,010	26,596-31,010	
Ontario	II	27,573-33,208	28,528-34,378	
Orange	III	30,488-43,272	30,448-43,272	
Orleans	I	21,130-25,383	21,130-25,383	
Oswego	II	25,596-29,926	25,596-29,926	
Otsego	I	20,318-24,028	20,318-24,028	
Putnam	I	30,512-37,317	31,732-38,809	
Rensselaer	II	28,545-28,845	29,699-29,999	
Rockland	II	30,237-36,522	31,322-37,838	
Saratoga	II	26,360-28,735	27,260-31,360	
Schenectady	II	28,701-33,951	29,849-35,309	
Schoharie	I	21,118-25,533	22,402-27,107	
Schuyler	I	20,883-21,999	21,614	
Seneca	I	22,564-26,771	21,973-28,125	
St. Lawrence	II	26,205	27,196	
Steuben	II	21,197-29,928	22,046-31,121	
Suffolk	III	29,885-47,293	31,082-49,172	
Sullivan	II	26,600-30,954	26,600-31,709	
Tioga	I	22,309-22,909	23,424-24,024	
Tompkins	II	28,320-30,768	30,045-32,642	
Ulster	II	26,372-29,975	28,009-30,885	
Warren	I	23,788-26,438	24,680-27,930	
Washington	II	24,843-27,336	25,589-28,155	
Wayne	II	24,905-28,561	25,777-29,560	
Westchester	III	34,705-43,165	34,705-43,165	
Wyoming	I	21,094-24,697	21,913-25,516	
Yates	I	22,253-26,273	23,093-27,113	

8	COUNTY	GROUP	1994 SALARY RANGE	1995 SALARY RANGE
C	Albany	III	24,598-27,312	25,581-29,054
A	Allegany	II	21,498-26,754	22,095-27,555
S	Broome	III	22,374-26,754	22,374-27,650
E	Cattaraugus	II	22,659-28,137	22,659-28,137
W	Cayuga	II	21,826-24,460	21,826-24,460
O	Chautauqua	II	20,348-26,863	19,783-26,390
R	Chemung	II	21,057-26,754	21,694-27,555
K	Chenango	I	22,086-27,434	21,918-27,434
E	Clinton	II	26,237-32,843	26,237-32,843
R	Columbia	II	23,826-26,473	25,770-28,633
	Cortland	II	19,312-22,203	20,262-23,153
	Delaware	I	20,386-22,295	20,986-22,895
	Dutchess	II	23,692-29,404	23,692-29,404
	Erie	III	21,840-28,057	22,986-29,530
	Essex	I	20,661-29,256	20,661-29,256
	Franklin	II	20,525-23,775	20,525-22,475
	Fulton	II	20,152-23,714	20,075-23,624
	Genesee	I	21,900-26,219	23,517-28,158
	Greene	I	20,968-26,370	22,029-27,704
	Hamilton	I	n/a	21,369
	Herkimer	I	23,167-26,660	23,746-24,940
	Jefferson	II	22,070-28,556	22,422-29,011
	Lewis	I	21,258-25,917	22,331-26,681
	Livingston	II	20,937-28,446	21,705-29,506
	Madison	I	20,007-27,009	22,467-23,613
	Monroe	III	24,252-31,199	24,252-31,199
	Montgomery	I	18,988-21,268	19,558-21,908
	Nassau	III	28,738-38,301	28,738-38,301
	New York City	IV	25,026-37,272	25,527-38,017
	Niagara	III	24,170-28,538	24,170-28,538
	Oneida	III	23,264-31,441	24,921-34,691
	Onondaga	III	24,676-28,765	24,676-28,765
	Ontario	II	26,208-31,785	27,124-32,896
	Orange	III	28,221-39,995	28,221-39,995
	Orleans	I	19,538-23,467	19,538-23,467
	Oswego	II	23,733-27,734	23,733-27,734
	Otsego	I	18,596-21,966	18,596-21,966
	Putnam	I	27,784-33,892	28,895-35,249
	Rensselaer	II	26,250-26,550	27,312-27,612
	Rockland	II	27,551-33,215	28,538-34,416
	Saratoga	II	24,270-26,050	25,170-29,270
	Schenectady	II	27,268-32,233	28,359-33,524
	Schoharie	I	20,104-24,244	21,326-25,721
	Schuyler	I	19,737-20,603	20,428
	Seneca	I	20,493-22,396	20,803-23,562
	St. Lawrence	II	24,223	25,139
	Steuben	II	19,644-27,731	20,430-28,840
	Suffolk	III	27,457-43,117	28,553-44,840
	Sullivan	II	23,180-27,116	23,180-27,777
	Tioga	I	21,339-21,939	22,406-23,006
	Tompkins	II	25,757-27,971	27,315-29,674
	Ulster	II	22,786-28,046	26,044-28,901
	Warren	I	23,224-25,874	24,095-27,345
	Washington	II	22,731-24,988	23,405-25,735
	Wayne	II	23,014-27,282	23,818-28,236
	Westchester	III	31,415-39,170	31,415-39,170
	Wyoming	I	20,566-23,969	21,385-24,788
	Yates	I	18,965-22,619	19,805-23,459

COUNTY	GROUP	1994 SALARY RANGE	1995 SALARY RANGE	9
Albany	III	20,867-22,975	21,701-23,214	C
Allegany	II	n/a	n/a	O
Broome	III	14,580-17,408	14,580-18,017	M
Cattaraugus	II	n/a	n/a	M
Cayuga	II	n/a	n/a	U
Chautauqua	II	16,526-19,929	15,707-21,148	N
Chemung	II	14,123-18,309	14,542-18,855	I
Chenango	I	12,163-14,672	12,070-14,672	T
Clinton	II	n/a	n/a	Y
Columbia	II	n/a	n/a	
Cortland	II	14,175-16,245	15,125-17,195	S
Delaware	I	15,598-16,742	16,198-17,342	E
Dutchess	II	n/a	n/a	R
Erie	III	n/a	n/a	V
Essex	I	n/a	n/a	I
Franklin	II	13,374-18,024	13,374-18,024	C
Fulton	II	n/a	n/a	E
Genesee	I	n/a	n/a	S
Greene	I	14,441-18,001	15,171-18,912	
Hamilton	I	n/a	n/a	W
Herkimer	I	n/a	n/a	O
Jefferson	II	n/a	n/a	R
Lewis	I	n/a	n/a	K
Livingston	II	n/a	n/a	E
Madison	I	n/a	n/a	R
Monroe	III	n/a	n/a	
Montgomery	I	16,545-18,215	17,041-18,761	
Nassau	III	n/a	n/a	
New York City	IV	25,026-37,272	N/A	
Niagara	III	n/a	n/a	
Oneida	III	13,814-19,644	14,798-21,674	
Onondaga	III	20,706-24,138	20,706-24,138	
Ontario	II	n/a	n/a	
Orange	III	n/a	n/a	
Orleans	I	15,136-18,814	15,136-18,814	
Oswego	II	15,109-17,740	15,109-17,740	
Otsego	I	13,163-15,443	13,163-15,443	
Putnam	I	19,631-23,648	n/a	
Rensselaer	II	15,953-16,253	16,603-16,903	
Rockland	II	15,767-18,909	16,344-19,583	
Saratoga	II	n/a	n/a	
Schenectady	II	n/a	n/a	
Schoharie	I	16,361-19,346	17,356-20,521	
Schuyler	I	n/a	n/a	
Seneca	I	n/a	n/a	
St. Lawrence	II	18,557	19,259	
Steuben	II	12,722-17,962	13,231-18,681	
Suffolk	III	18,531-29,597	19,262-30,772	
Sullivan	II	n/a	n/a	
Tioga	I	13,670-14,270	14,354-14,954	
Tompkins	II	n/a	n/a	
Ulster	II	n/a	n/a	
Warren	I	n/a	n/a	
Washington	II	n/a	15,743-17,326	
Wayne	II	n/a	n/a	
Westchester	III	n/a	n/a	
Wyoming	I	n/a	n/a	
Yates	I	n/a	n/a	

10	COUNTY	GROUP	1994 SALARY RANGE	1995 SALARY RANGE
C	Albany	III	n/a	n/a
O	Allegany	II	17,763-21,403	18,291-22,040
M	Broome	III	n/a	n/a
M	Cattaraugus	II	13,322-16,252	13,322-16,252
U	Cayuga	II	n/a	n/a
N	Chautauqua	II	13,268-15,652	12,267-16,617
I	Chemung	II	6,614- 8,830	6,812- 9,090
T	Chenango	I	n/a	n/a
Y	Clinton	II	16,201-19,459	16,201-19,459
	Columbia	II	15,884-17,649	17,180-19,089
S	Cortland	II	n/a	n/a
E	Delaware	I	n/a	n/a
R	Dutchess	II	n/a	n/a
V	Erie	III	n/a	n/a
I	Essex	I	n/a	n/a
C	Franklin	II	n/a	12,677
E	Fulton	II	n/a	n/a
S	Genesee	I	n/a	n/a
	Greene	I	n/a	n/a
A	Hamilton	I	n/a	n/a
I	Herkimer	I	13,496-14,690	13,496-14,690
D	Jefferson	II	14,178-17,375	14,414-17,654
E	Lewis	I	13,559-15,431	14,105-16,052
	Livingston	II	n/a	n/a
	Madison	I	n/a	n/a
	Monroe	III	n/a	n/a
	Montgomery	I	15,919-17,434	16,397-17,957
	Nassau	III	n/a	n/a
	New York City	IV	17,713-18,501	18,067-18,871
	Niagara	III	n/a	17,581-19,893
	Oneida	III	12,137-17,440	13,001-19,243
	Onondaga	III	14,136-16,492	14,136-16,492
	Ontario	II	n/a	n/a
	Orange	III	n/a	n/a
	Orleans	I	n/a	n/a
	Oswego	II	n/a	n/a
	Otsego	I	16,308-19,203	n/a
	Putnam	I	18,345-22,014	n/a
	Rensselaer	II	15,447-15,747	16,077-16,377
	Rockland	II	n/a	n/a
	Saratoga	II	n/a	n/a
	Schenectady	II	n/a	n/a
	Schoharie	I	n/a	n/a
	Schuyler	I	12,457	12,893
	Seneca	I	n/a	n/a
	St. Lawrence	II	n/a	n/a
	Steuben	II	min. wage	n/a
	Suffolk	III	14,355-23,125	15,582-25,056
	Sullivan	II	n/a	n/a
	Tioga	I	n/a	n/a
	Tompkins	II	n/a	n/a
	Ulster	II	14,560-17,800	15,488-18,691
	Warren	I	n/a	n/a
	Washington	II	14,232-15,652	14,651-16,125
	Wayne	II	n/a	n/a
	Westchester	III	n/a	n/a
	Wyoming	I	n/a	n/a
	Yates	I	n/a	n/a

COUNTY	GROUP	1994 SALARY RANGE	1995 SALARY RANGE	11
Albany	III	14,858-16,968	15,452-16,963	A
Allegany	II	n/a	n/a	I
Broome	III	n/a	n/a	D
Cattaraugus	II	14,433-17,618	14,433-17,618	E
Cayuga	II	n/a	n/a	
Chautauqua	II	n/a	n/a	
Chemung	II	n/a	n/a	
Chenango	I	n/a	n/a	
Clinton	II	n/a	n/a	
Columbia	II	15,288-16,987	16,267-18,074	
Cortland	II	15,279-17,525	16,229-20,262	
Delaware	I	n/a	n/a	
Dutchess	II	17,928-22,100	17,928-22,100	
Erie	III	16,680-20,457	17,096-20,968	
Essex	I	n/a	n/a	
Franklin	II	14,110-15,310	n/a	
Fulton	II	14,305-17,180	14,251-17,181	
Genesee	I	14,148-15,571	15,191-16,712	
Greene	I	n/a	n/a	
Hamilton	I	n/a	n/a	
Herkimer	I	n/a	16,757-17,951	
Jefferson	II	n/a	n/a	
Lewis	I	n/a	n/a	
Livingston	II	13,027-17,667	13,502-18,325	
Madison	I	11,697-17,408	14,516-17,661	
Monroe	III	15,481-19,955	15,481-19,955	
Montgomery	I	n/a	n/a	
Nassau	III	19,382-27,472	19,382-27,472	
New York City	IV	20,475-24,033	20,885-24,514	
Niagara	III	n/a	n/a	
Oneida	III	13,814-19,644	14,798-21,674	
Onondaga	III	n/a	n/a	
Ontario	II	n/a	n/a	
Orange	III	n/a	n/a	
Orleans	I	14,129-17,564	14,129-17,564	
Oswego	II	18,416-21,595	n/a	
Otsego	I	9,361	9,361	
Putnam	I	n/a	n/a	
Rensselaer	II	n/a	n/a	
Rockland	II	15,310-25,035	15,870-17,927	
Saratoga	II	n/a	n/a	
Schenectady	II	n/a	n/a	
Schoharie	I	n/a	n/a	
Schuyler	I	n/a	n/a	
Seneca	I	12,344-13,115	12,470-13,882	
St. Lawrence	II	n/a	n/a	
Steuben	II	n/a	n/a	
Suffolk	III	21,193-32,834	22,028-34,139	
Sullivan	II	16,435-18,040	16,435-18,480	
Tioga	I	12,832-18,675	13,474-15,831	
Tompkins	II	18,545-20,147	19,674-21,374	
Ulster	II	17,290-22,350	18,382-21,239	
Warren	I	n/a	n/a	
Washington	II	n/a	n/a	
Wayne	II	n/a	n/a	
Westchester	III	n/a	n/a	
Wyoming	I	14,579-16,208	n/a	
Yates	I	15,707-18,491	n/a	

12	COUNTY	GROUP	1994 SALARY RANGE	1995 SALARY RANGE
H	Albany	III	43,795	45,546
E	Allegany	II	n/a	n/a
A	Broome	III	27,181-32,456	27,181-33,592
D	Cattaraugus	II	n/a	n/a
	Cayuga	II	25,913-29,082	25,913-29,082
S	Chautauqua	II	n/a	n/a
O	Chemung	II	24,625-33,688	25,371-34,707
C	Chenango	I	28,158-34,966	27,943-34,966
I	Clinton	II	28,225-35,515	28,225-35,515
A	Columbia	II	n/a	n/a
L	Cortland	II	n/a	n/a
	Delaware	I	24,901-27,900	25,501-28,500
W	Dutchess	II	36,053-44,957	36,053-44,957
E	Erie	III	27,050-35,651	28,471-37,523
L	Essex	I	n/a	n/a
F	Franklin	II	n/a	n/a
A	Fulton	II	n/a	n/a
R	Genesee	I	n/a	n/a
E	Greene	I	n/a	n/a
	Hamilton	I	n/a	n/a
E	Herkimer	I	28,461-31,960	n/a
X	Jefferson	II	n/a	n/a
A	Lewis	I	n/a	n/a
M	Livingston	II	n/a	n/a
I	Madison	I	n/a	n/a
N	Monroe	III	39,357-50,752	39,357-50,752
E	Montgomery	I	n/a	n/a
R	Nassau	III	43,012-57,846	43,012-57,846
	New York City	IV	36,278-47,860	36,278-47,860
	Niagara	III	28,665-33,706	28,665-33,706
	Oneida	III	19,622-26,964	21,020-29,751
	Onondaga	III	33,843-39,456	33,843-39,456
	Ontario	II	29,250-36,114	30,283-37,381
	Orange	III	32,917-46,242	32,917-46,242
	Orleans	I	n/a	n/a
	Oswego	II	n/a	n/a
	Otsego	I	n/a	n/a
	Putnam	I	n/a	n/a
	Rensselaer	II	n/a	n/a
	Rockland	II	33,215-40,084	34,416-41,532
	Saratoga	II	n/a	n/a
	Schenectady	II	n/a	n/a
	Schoharie	I	n/a	n/a
	Schuyler	I	n/a	n/a
	Seneca	I	25,117	n/a
	St. Lawrence	II	30,940	32,110
	Steuben	II	n/a	n/a
	Suffolk	III	38,759-60,448	40,298-62,875
	Sullivan	II	26,600-32,804	26,600-33,604
	Tioga	I	22,309-22,909	23,424-24,024
	Tompkins	II	n/a	n/a
	Ulster	II	n/a	n/a
	Warren	I	33,519	34,496
	Washington	II	30,157-33,160	31,067-34,161
	Wayne	II	36,168	36,168
	Westchester	III	n/a	n/a
	Wyoming	I	n/a	n/a
	Yates	I	n/a	n/a

COUNTY	GROUP	1994 SALARY RANGE	1995 SALARY RANGE	13
Albany	III	33,540-35,643	34,881-37,068	P
Allegany	II	24,194-31,607	24,920-32,557	R
Broome	III	23,607-28,185	23,607-29,171	I
Cattaraugus	II	28,829-35,563	25,243-31,504	N
Cayuga	II	22,887-25,753	22,887-25,753	C
Chautauqua	II	26,625-30,285	32,123	I
Chemung	II	22,040-29,684	22,695-30,576	P
Chenango	I	22,086-27,434	21,918-27,434	A
Clinton	II	25,244-31,562	25,244-31,562	L
Columbia	II	23,826-26,473	25,770-28,633	
Cortland	II	n/a	n/a	S
Delaware	I	20,461-24,784	23,061-25,384	O
Dutchess	II	31,097-38,685	31,097-38,685	C
Erie	III	n/a	n/a	I
Essex	I	21,645-30,618	21,645-30,618	A
Franklin	II	33,526	35,203	L
Fulton	II	19,732-23,203	19,656-23,114	
Genesee	I	24,414-28,746	26,228-30,869	W
Greene	I	22,626-28,483	23,771-29,924	E
Hamilton	I	n/a	n/a	L
Herkimer	I	22,047-25,546	22,598-23,792	F
Jefferson	II	21,102-27,222	21,440-27,664	A
Lewis	I	25,225-29,702	26,244-30,904	R
Livingston	II	22,509-30,328	23,349-31,443	E
Madison	I	n/a	n/a	
Monroe	III	27,667-35,437	27,667-35,437	E
Montgomery	I	20,123-22,688	20,727-23,367	X
Nassau	III	36,185-48,676	36,185-48,676	A
New York City	IV	30,890-43,060	31,508-43,921	M
Niagara	III	26,135-30,849	26,135-30,849	I
Oneida	III	18,045-25,051	19,330-27,640	N
Onondaga	III	28,511-33,246	28,511-33,246	E
Ontario	II	23,692-29,269	24,531-30,303	R
Orange	III	28,221-39,995	28,221-39,995	
Orleans	I	23,771-28,552	23,771-28,552	
Oswego	II	20,682-24,244	20,682-24,244	
Otsego	I	20,318-24,028	20,318-24,028	
Putnam	I	30,512-37,317	31,732-38,809	
Rensselaer	II	24,828-25,128	25,833-26,133	
Rockland	II	30,018-36,083	29,903-35,945	
Saratoga	II	n/a	n/a	
Schenectady	II	24,743-29,218	25,733-30,388	
Schoharie	I	24,849-30,394	26,360-32,240	
Schuyler	I	18,820-22,934	19,479	
Seneca	I	n/a	n/a	
St. Lawrence	II	25,188	26,140	
Steuben	II	23,700-33,457	24,647-34,797	
Suffolk	III	32,625-51,260	33,930-53,322	
Sullivan	II	24,700-29,277	24,700-29,991	
Tioga	I	21,339-21,939	22,406-23,006	
Tompkins	II	25,757-27,971	27,315-29,674	
Ulster	II	24,515-28,046	26,044-28,901	
Warren	I	24,495-27,145	25,414-28,664	
Washington	II	24,843-27,336	25,589-28,155	
Wayne	II	26,584-27,328	27,514-28,283	
Westchester	III	37,105-49,270	37,105-49,270	
Wyoming	I	n/a	n/a	
Yates	I	n/a	n/a	

14	COUNTY	GROUP	1994 SALARY RANGE	1995 SALARY RANGE
S	Albany	III	23,185-25,293	24,112-25,621
E	Allegany	II	19,565-23,787	20,147-24,497
N	Broome	III	19,057-22,753	19,057-23,549
I	Cattaraugus	II	22,204-27,482	22,204-27,482
O	Cayuga	II	21,826-24,460	21,826-24,460
R	Chautauqua	II	20,348-24,879	19,783-26,390
	Chemung	II	21,057-26,754	21,694-27,555
S	Chenango	I	19,099-23,726	18,954-23,726
O	Clinton	II	23,451-29,265	23,451-29,265
C	Columbia	II	21,049-23,388	22,767-25,297
I	Cortland	II	17,836-20,488	18,786-21,438
A	Delaware	I	19,151-20,979	19,751-21,579
L	Dutchess	II	26,080-32,400	26,080-32,400
	Erie	III	21,840-28,057	22,986-29,530
W	Essex	I	19,676-27,893	19,676-27,893
E	Franklin	II	18,441-24,591	18,441-24,591
L	Fulton	II	17,777-20,919	17,709-20,839
F	Genesee	I	20,894-25,209	22,425-27,066
A	Greene	I	20,968-26,370	22,029-27,704
R	Hamilton	I	n/a	n/a
E	Herkimer	I	19,096-22,595	19,573-20,768
	Jefferson	II	19,403-24,993	19,711-25,389
E	Lewis	I	23,769-28,064	24,734-29,193
X	Livingston	II	18,325-24,738	19,001-25,669
A	Madison	I	16,458-22,219	19,452-20,443
M	Monroe	III	24,252-31,199	24,252-31,199
I	Montgomery	I	17,482-19,382	18,006-19,961
N	Nassau	III	28,738-38,301	28,738-38,301
E	New York City	IV	23,084-30,334	22,256-29,369
R	Niagara	III	22,168-26,153	22,168-26,153
	Oneida	III	16,643-23,324	17,828-25,735
	Onondaga	III	24,676-28,765	24,676-28,765
	Ontario	II	21,684-26,793	22,444-27,729
	Orange	III	23,256-32,517	23,256-32,517
	Orleans	I	18,063-21,698	18,063-21,698
	Oswego	II	19,512-22,911	19,512-22,911
	Otsego	I	17,033-20,078	17,033-20,078
	Putnam	I	25,341-30,828	26,355-32,060
	Rensselaer	II	21,076-21,376	21,931-22,231
	Rockland	II	25,030-30,237	25,935-31,322
	Saratoga	II	21,010-23,385	21,910-26,005
	Schenectady	II	21,473-25,273	22,332-26,282
	Schoharie	I	21,118-25,553	22,402-27,107
	Schuyler	I	16,985-18,120	17,579
	Seneca	I	21,064-25,885	20,803-27,202
	St. Lawrence	II	23,263	24,143
	Steuben	II	17,857-25,208	18,571-26,218
	Suffolk	III	27,457-43,117	28,553-44,840
	Sullivan	II	23,180-26,879	23,180-27,174
	Tioga	I	20,352-20,952	21,370-21,970
	Tompkins	II	23,950-26,021	25,409-27,606
	Ulster	II	21,185-24,625	22,513-25,370
	Warren	I	22,164-24,814	22,995-26,245
	Washington	II	20,602-22,659	21,221-23,332
	Wayne	II	24,262-24,998	25,110-25,872
	Westchester	III	31,415-39,170	31,415-39,170
	Wyoming	I	20,566-23,969	21,385-24,788
	Yates	I	16,389-19,677	17,229-20,517

COUNTY	GROUP	1994 SALARY RANGE	1995 SALARY RANGE	15
Albany	III	20,542-22,651	21,363-22,872	S
Allegany	II	18,364-22,295	18,910-22,968	O
Broome	III	17,120-20,439	17,120-21,154	C
Cattaraugus	II	19,128-23,642	19,128-24,224	I
Cayuga	II	18,696-20,450	18,696-20,450	A
Chautauqua	II	17,690-21,403	16,944-22,695	L
Chemung	II	17,945-23,678	18,491-24,388	
Chenango	I	16,525-20,544	16,399-20,544	W
Clinton	II	21,963-27,282	21,963-27,282	E
Columbia	II	18,665-20,739	20,189-22,432	L
Cortland	II	16,492-18,933	17,442-19,833	F
Delaware	I	16,626-17,826	17,226-18,426	A
Dutchess	II	20,738-25,694	20,738-25,694	R
Erie	III	20,351-25,592	21,420-26,936	E
Essex	I	16,724-23,816	16,724-23,816	
Franklin	II	16,569-22,719	16,569-21,219	E
Fulton	II	16,114-18,946	16,052-18,873	X
Genesee	I	19,921-23,158	21,392-24,863	A
Greene	I	18,188-22,775	19,109-23,925	M
Hamilton	I	17,069-18,818	17,581-19,383	I
Herkimer	I	17,608-21,107	18,048-19,242	N
Jefferson	II	16,827-21,412	17,090-21,749	E
Lewis	I	18,327-21,913	19,074-22,805	R
Livingston	II	17,265-23,038	17,905-23,915	
Madison	I	14,217-19,193	17,644-18,544	
Monroe	III	21,368-27,372	21,368-27,372	
Montgomery	I	16,545-18,215	17,041-18,761	
Nassau	III	23,649-30,930	23,649-30,930	
New York City	IV	22,256-29,369	22,256-29,369	
Niagara	III	19,820-24,552	19,820-24,552	
Oneida	III	15,376-21,711	16,493-23,955	
Onondaga	III	20,706-24,138	20,706-24,138	
Ontario	II	20,455-25,233	21,177-26,110	
Orange	III	22,017-30,711	22,017-30,711	
Orleans	I	16,780-20,159	16,780-20,159	
Oswego	II	18,416-21,595	18,416-21,595	
Otsego	I	17,033-20,078	15,615-18,380	
Putnam	I	23,494-28,504	24,434-29,645	
Rensselaer	II	20,206-20,506	21,026-21,326	
Rockland	II	21,796-26,217	22,586-27,154	
Saratoga	II	19,590-21,370	20,490-24,585	
Schenectady	II	20,521-24,121	21,342-25,087	
Schoharie	I	16,914-20,089	20,331-24,436	
Schuyler	I	16,641-17,445	17,223	
Seneca	I	15,932-18,227	16,249-19,215	
St. Lawrence	II	21,538	22,352	
Steuben	II	16,304-23,016	16,956-23,938	
Suffolk	III	23,099-35,966	24,012-37,401	
Sullivan	II	19,950-22,645	19,950-22,837	
Tioga	I	15,765-16,365	16,553-17,153	
Tompkins	II	21,621-23,489	22,938-24,920	
Ulster	II	18,054-22,350	20,147-23,023	
Warren	I	18,353-21,003	19,042-22,292	
Washington	II	18,473-20,329	19,019-20,948	
Wayne	II	19,333-21,892	20,009-22,658	
Westchester	III	26,330-32,420	26,330-32,420	
Wyoming	I	19,110-21,949	19,929-22,768	
Yates	I	15,859-19,147	16,699-19,987	

16	COUNTY	GROUP	1994 SALARY RANGE	1995 SALARY RANGE
D	Albany	III	43,798	45,549
I	Allegany	II	n/a	n/a
R	Broome	III	n/a	n/a
E	CAttaraugus	II	n/a	n/a
C	Cayuga	II	25,913-25,992	25,913-25,992
T	Chautauqua	II	24,272-34,126	24,272-38,409
O	Chemung	II	38,350	39,500
R	Chenango	I	n/a	n/a
	Clinton	II	n/a	n/a
O	Columbia	II	26,893-37,800	n/a
F	Cortland	II	33,511	36,931
	Delaware	I	28,930	n/a
A	Dutchess	II	35,189-58,557	35,189-58,557
D	Erie	III	35,067-46,326	36,908-48,757
M	Essex	I	28,109-43,490	28,109-43,490
I	Franklin	II	n/a	n/a
N	Fulton	II	n/a	21,578-30,690
I	Genesee	I	31,533-39,380	35,110-43,840
S	Greene	I	36,228	38,061
T	Hamilton	I	n/a	n/a
R	Herkimer	I	28,461-31,960	30,079-31,274
A	Jefferson	II	32,013	32,653-39,984
T	Lewis	I	30,810	32,686
I	Livingston	II	35,100	37,125
V	Madison	I	18,000-27,000	26,000-39,000
E	Monroe	III	51,777-66,694	51,777-66,694
	Montgomery	I	31,000	35,369
S	Nassau	III	61,088-74,419	61,088-74,419
E	New York City	IV	45,500-83,900	45,500-83,900
R	Niagara	III	38,048	40,404
V	Oneida	III	n/a	38,773-50,959
I	Onondaga	III	47,388-58,462	47,388-58,462
C	Ontario	II	n/a	n/a
E	Orange	III	38,182-57,274	38,182-57,274
S	Orleans	I	23,025-28,763	23,025-28,763
	Oswego	II	n/a	n/a
	Otsego	I	27,553	27,553
	Putnam	I	n/a	n/a
	Rensselaer	II	35,000-40,000	37,000-39,000
	Rockland	II	54,644-70,670	56,830-73,497
	Saratoga	II	n/a	n/a
	Schenectady	II	n/a	n/a
	Schoharie	I	n/a	n/a
	Schuyler	I	n/a	n/a
	Seneca	I	n/a	n/a
	St. Lawrence	II	n/a	n/a
	Steuben	II	38,934	40,881
	Suffolk	III	52,357-81,693	54,445-84,956
	Sullivan	II	34,400-37,423	45,000
	Tioga	I	40,763	42,394
	Tompkins	II	35,297-45,622	36,298-45,622
	Ulster	II	n/a	38,639
	Warren	I	37,143	38,929
	Washington	II	32,268-35,508	33,233-36,582
	Wayne	II	39,111	39,111
	Westchester	III	71,300-93,475	71,300-93,475
	Wyoming	I	28,812-32,598	30,900
	Yates	I	n/a	n/a

COUNTY	GROUP	1994 SALARY RANGE	1995 SALARY RANGE	17
Albany	III	n/a	n/a	A
Allegany	II	24,194-31,607	24,920-32,557	C
Broome	III	28,677-34,240	28,677-35,438	C
Cattaraugus	II	n/a	n/a	O
Cayuga	II	23,442-26,416	23,442-26,416	U
Chautauqua	II	n/a	n/a	N
Chemung	II	n/a	n/a	T
Chenango	I	n/a	n/a	I
Clinton	II	n/a	n/a	N
Columbia	II	n/a	n/a	G
Cortland	II	n/a	n/a	
Delaware	I	28,930	n/a	S
Dutchess	II	33,579-41,823	33,579-41,823	U
Erie	III	n/a	n/a	P
Essex	I	n/a	n/a	E
Franklin	II	31,985	n/a	R
Fulton	II	n/a	n/a	V
Genesee	I	n/a	n/a	I
Greene	I	22,626-28,483	23,771-29,924	S
Hamilton	I	n/a	n/a	O
Herkimer	I	n/a	n/a	R
Jefferson	II	n/a	n/a	
Lewis	I	n/a	n/a	G
Livingston	II	n/a	n/a	R
Madison	I	n/a	n/a	A
Monroe	III	34,495-44,385	34,495-44,385	D
Montgomery	I	n/a	n/a	E
Nassau	III	43,012-57,846	43,012-57,846	
New York City	IV	38,843-52,971	38,843-52,971	A
Niagara	III	30,976-36,473	30,976-36,476	
Oneida	III	n/a	n/a	
Onondaga	III	43,074-53,462	43,074-53,462	
Ontario	II	n/a	n/a	
Orange	III	32,917-46,242	32,917-46,242	
Orleans	I	n/a	n/a	
Oswego	II	n/a	n/a	
Otsego	I	n/a	n/a	
Putnam	I	n/a	n/a	
Rensselaer	II	n/a	n/a	
Rockland	II	47,779-61,793	49,690-64,265	
Saratoga	II	n/a	n/a	
Schenectady	II	40,114-54,148	41,719-56,314	
Schoharie	I	n/a	n/a	
Schuyler	I	n/a	n/a	
Seneca	I	n/a	n/a	
St. Lawrence	II	30,940	32,110	
Steuben	II	n/a	n/a	
Suffolk	III	29,885-47,293	31,085-49,172	
Sullivan	II	n/a	n/a	
Tioga	I	n/a	n/a	
Tompkins	II	n/a	n/a	
Ulster	II	n/a	n/a	
Warren	I	n/a	n/a	
Washington	II	n/a	n/a	
Wayne	II	n/a	n/a	
Westchester	III	45,675-60,325	45,675-60,325	
Wyoming	I	n/a	n/a	
Yates	I	n/a	n/a	

18	COUNTY	GROUP	1994 SALARY RANGE	1995 SALARY RANGE
A	Albany	III	n/a	n/a
C	Allegany	II	n/a	n/a
C	Broome	III	23,607-28,185	23,607-29,171
O	Cattaraugus	II	20,839-28,808	n/a
U	Cayuga	II	n/a	n/a
N	Chautauqua	II	22,805-27,955	22,386-29,648
T	Chemung	II	n/a	n/a
I	Chenango	I	28,091	28,934
N	Clinton	II	28,225-35,515	31,601-39,899
G	Columbia	II	n/a	n/a
	Cortland	II	n/a	n/a
S	Delaware	I	22,461-24,784	23,061-25,384
U	Dutchess	II	28,619-35,543	28,619-35,543
P	Erie	III	25,197-33,116	26,520-34,855
E	Essex	I	22,629-31,971	n/a
R	Franklin	II	31,985	33,385
V	Fulton	II	19,500-26,583	20,036-27,314
I	Genesee	I	n/a	n/a
S	Greene	I	22,626-28,483	25,791-32,458
O	Hamilton	I	n/a	n/a
R	Herkimer	I	n/a	n/a
	Jefferson	II	23,057-29,762	23,423-30,248
G	Lewis	I	n/a	n/a
R	Livingston	II	22,509-30,328	23,349-31,443
A	Madison	I	n/a	n/a
D	Monroe	III	27,667-35,437	27,667-35,437
E	Montgomery	I	n/a	n/a
	Nassau	III	36,185-48,675	36,185-48,675
B	New York City	IV	30,502-41,454	32,045-43,551
	Niagara	III	n/a	n/a
	Oneida	III	n/a	21,020-29,751
	Onondaga	III	28,511-33,206	28,511-33,206
	Ontario	II	27,436-33,754	28,392-34,944
	Orange	III	30,448-43,272	30,448-43,272
	Orleans	I	n/a	n/a
	Oswego	II	25,596-29,926	25,596-29,926
	Otsego	I	n/a	n/a
	Putnam	I	33,575-41,175	30,257-36,968
	Rensselaer	II	30,120-30,420	31,337-31,637
	Rockland	II	n/a	n/a
	Saratoga	II	n/a	n/a
	Schenectady	II	n/a	n/a
	Schoharie	I	23,500-28,640	24,929-30,384
	Schuyler	I	20,883-24,978	21,614
	Seneca	I	25,117	23,338-26,400
	St. Lawrence	II	28,443	29,519
	Steuben	II	23,700-33,457	24,647-34,797
	Suffolk	III	28,632-45,127	29,780-46,928
	Sullivan	II	n/a	n/a
	Tioga	I	22,309-22,909	23,424-24,024
	Tompkins	II	23,950-26,021	25,409-27,606
	Ulster	II	32,968-36,764	34,998-37,874
	Warren	I	24,495-27,145	25,414-28,664
	Washington	II	24,843-27,336	n/a
	Wayne	II	26,584-27,328	27,514-28,283
	Westchester	III	34,705-43,165	34,705-43,165
	Wyoming	I	21,312-25,098	22,131-25,917
	Yates	I	16,954-20,609	17,795-21,449

COUNTY	GROUP	1994 SALARY RANGE	1995 SALARY RANGE	19
Albany	III	34,344-36,451	35,717-37,226	P
Allegany	II	n/a	n/a	R
Broome	III	19,057-22,753	19,057-23,549	I
Cattaraugus	II	19,128-23,642	19,128-23,642	N
Cayuga	II	20,370-22,603	20,370-22,603	C
Chautauqua	II	20,348-24,879	19,783-26,390	I
Chemung	II	n/a	n/a	P
Chenango	I	18,176-22,612	18,037-22,612	A
Clinton	II	22,657-28,183	22,657-28,183	L
Columbia	II	23,826-26,473	25,770-28,633	
Cortland	II	n/a	n/a	A
Delaware	I	19,151-20,979	19,751-21,579	C
Dutchess	II	22,082-27,326	22,082-27,326	C
Erie	III	20,351-25,592	21,420-26,936	O
Essex	I	n/a	n/a	U
Franklin	II	18,441-23,091	18,441-23,091	N
Fulton	II	17,777-20,919	17,709-20,839	T
Genesee	I	20,389-23,953	21,899-25,721	
Greene	I	n/a	n/a	C
Hamilton	I	n/a	n/a	L
Herkimer	I	19,096-22,595	19,573-20,768	E
Jefferson	II	n/a	n/a	R
Lewis	I	n/a	n/a	K
Livingston	II	n/a	n/a	
Madison	I	17,282-23,332	19,452-20,443	
Monroe	III	n/a	n/a	
Montgomery	I	18,988-21,268	19,558-21,908	
Nassau	III	n/a	n/a	
New York City	IV	20,088-26,025	n/a	
Niagara	III	22,168-26,153	22,168-26,153	
Oneida	III	n/a	19,330-27,640	
Onondaga	III	22,616-26,374	22,616-26,374	
Ontario	II	21,684-26,793	22,444-27,729	
Orange	III	20,806-29,010	20,806-29,010	
Orleans	I	n/a	n/a	
Oswego	II	19,512-22,911	19,512-22,911	
Otsego	I	n/a	n/a	
Putnam	I	n/a	26,355-32,060	
Rensselaer	II	22,616-22,906	23,522-23,822	
Rockland	II	25,030-30,237	25,935-31,322	
Saratoga	II	20,430-22,215	21,330-25,435	
Schenectady	II	23,577-27,832	23,372-27,542	
Schoharie	I	18,183-21,743	19,289-23,064	
Schuyler	I	n/a	n/a	
Seneca	I	n/a	n/a	
St. Lawrence	II	21,538	22,352	
Steuben	II	n/a	n/a	
Suffolk	III	24,090-37,662	26,204-40,925	
Sullivan	II	21,660-24,764	21,660-25,368	
Tioga	I	18,075-18,675	18,979-19,579	
Tompkins	II	21,621-23,489	22,938-24,920	
Ulster	II	21,185-24,625	22,513-25,370	
Warren	I	n/a	n/a	
Washington	II	23,787-26,171	24,497-26,954	
Wayne	II	22,682-23,413	23,475-24,231	
Westchester	III	31,415-39,170	31,415-39,170	
Wyoming	I	18,418-21,057	19,237-21,876	
Yates	I	n/a	n/a	

20	COUNTY	GROUP	1994 SALARY RANGE	1995 SALARY RANGE
S	Albany	III	24,944-27,055	25,941-27,453
E	Allegany	II	17,763-21,403	18,291-20,040
N	Broome	III	15,382-18,365	15,382-19,008
I	Cattaraugus	II	17,618-21,731	19,128-23,642
O	Cayuga	II	18,696-20,450	18,696-20,450
R	Chautauqua	II	17,690-21,403	16,944-22,695
	Chemung	II	17,945-23,678	18,491-24,388
A	Chenango	I	16,525-20,544	16,399-20,544
C	Clinton	II	19,876-24,529	19,876-24,529
C	Columbia	II	17,869-19,854	19,327-21,474
O	Cortland	II	15,258-18,209	16,818-19,159
U	Delaware	I	n/a	n/a
N	Dutchess	II	18,731-23,167	18,731-23,167
T	Erie	III	20,351-25,592	21,420-26,936
	Essex	I	16,724-23,816	16,724-23,816
C	Franklin	II	15,705-18,955	15,705-20,355
L	Fulton	II	15,767-18,544	15,707-18,473
E	Genesee	I	18,652-21,511	20,027-23,108
R	Greene	I	16,041-20,037	16,852-21,051
K	Hamilton	I	18,818	19,383
	Herkimer	I	n/a	n/a
	Jefferson	II	16,827-21,412	17,090-21,749
	Lewis	I	18,236-21,294	18,582-22,149
	Livingston	II	15,676-20,919	16,260-21,686
	Madison	I	14,217-19,193	16,004-16,821
	Monroe	III	n/a	n/a
	Montgomery	I	17,482-19,382	18,006-19,961
	Nassau	III	n/a	n/a
	New York City	IV	18,637-25,401	18,637-25,401
	Niagara	III	19,820-22,914	19,820-22,914
	Oneida	III	14,815-20,992	15,870-23,162
	Onondaga	III	20,706-23,009	20,706-23,009
	Ontario	II	19,812-24,492	20,514-25,350
	Orange	III	19,807-27,451	19,807-27,451
	Orleans	I	16,215-19,476	16,215-19,476
	Oswego	II	17,375-20,371	17,375-20,371
	Otsego	I	16,308-19,203	16,308-19,203
	Putnam	I	22,661-27,449	23,567-28,548
	Rensselaer	II	19,460-19,760	20,250-20,550
	Rockland	II	20,828-25,030	21,585-25,935
	Saratoga	II	19,160-20,945	20,060-24,170
	Schenectady	II	21,473-25,273	22,332-26,282
	Schoharie	I	n/a	n/a
	Schuyler	I	15,609-23,105	16,155
	Seneca	I	20,797-20,839	16,249-21,939
	St. Lawrence	II	18,557	19,259
	Steuben	II	16,304-23,016	18,571-26,218
	Suffolk	III	21,193-32,834	22,994-35,574
	Sullivan	II	18,145-21,157	18,145-21,673
	Tioga	I	13,670-14,270	14,354-14,954
	Tompkins	II	18,545-20,147	19,674-21,374
	Ulster	II	18,964-22,350	20,147-23,023
	Warren	I	19,412-22,062	20,140-23,390
	Washington	II	18,473-20,329	19,019-20,948
	Wayne	II	16,916-19,232	17,508-19,905
	Westchester	III	n/a	n/a
	Wyoming	I	17,508-19,783	18,327-20,602
	Yates	I	15,859-19,147	16,699-19,987

COUNTY	GROUP	1994 SALARY RANGE	1995 SALARY RANGE	21
Albany	III	21,420-23,529	22,276-23,786	A
Allegany	II	16,598-19,419	17,090-20,002	C
Broome	III	13,820-16,500	13,820-17,078	C
Cattaraugus	II	15,579-19,120	15,579-19,120	O
Cayuga	II	17,393-18,605	17,393-18,605	U
Chautauqua	II	15,488-18,619	14,615-19,765	N
Chemung	II	14,305-18,782	14,742-19,347	T
Chenango	I	14,265-17,778	14,265-17,778	
Clinton	II	17,688-21,585	17,688-21,585	C
Columbia	II	16,677-18,530	18,218-20,242	L
Cortland	II	14,712-16,867	15,662-17,817	E
Delaware	I	15,598-16,742	16,198-17,342	R
Dutchess	II	17,212-21,224	17,212-21,224	K
Erie	III	17,911-22,085	18,851-23,244	
Essex	I	14,755-21,091	14,755-21,091	
Franklin	II	14,110-17,360	18,441-19,641	
Fulton	II	14,305-16,827	14,251-16,762	
Genesee	I	17,151-20,363	18,408-21,860	
Greene	I	14,441-18,001	15,171-18,912	
Hamilton	I	15,482	n/a	
Herkimer	I	16,348-19,847	16,757-17,951	
Jefferson	II	15,036-18,654	15,270-18,946	
Lewis	I	15,779-17,963	16,071-18,327	
Livingston	II	14,470-19,366	15,000-20,079	
Madison	I	11,697-15,791	13,167-15,257	
Monroe	III	16,482-21,250	16,482-21,250	
Montgomery	I	16,545-18,215	17,041-18,761	
Nassau	III	n/a	n/a	
New York City	IV	18,029-21,837	18,029-21,837	
Niagara	III	18,200-20,621	18,200-20,621	
Oneida	III	15,370-19,015	14,322-20,980	
Onondaga	III	16,305-19,014	16,305-19,014	
Ontario	II	18,096-22,347	18,720-23,127	
Orange	III	18,807-26,031	18,807-26,031	
Orleans	I	15,666-18,816	15,666-18,816	
Oswego	II	15,109-17,740	15,109-17,740	
Otsego	I	14,956-17,591	14,956-17,591	
Putnam	I	19,631-23,648	20,416-24,593	
Rensselaer	II	17,069-17,369	17,764-18,064	
Rockland	II	18,106-21,796	18,764-22,586	
Saratoga	II	18,090-19,875	18,990-23,085	
Schenectady	II	17,985-21,120	18,704-21,964	
Schoharie	I	15,873-18,713	16,838-19,848	
Schuyler	I	14,004	14,494	
Seneca	I	15,007-16,732	14,543-17,656	
St. Lawrence	II	17,952	18,631	
Steuben	II	14,320-20,217	14,893-21,026	
Suffolk	III	18,531-29,597	20,175-31,163	
Sullivan	II	14,725-19,031	14,725-19,730	
Tioga	I	n/a	n/a	
Tompkins	II	14,358-15,598	15,233-16,548	
Ulster	II	16,653-19,947	17,690-20,547	
Warren	I	16,871-19,521	17,504-20,754	
Washington	II	16,361-17,999	16,853-18,545	
Wayne	II	15,416-18,620	15,955-19,271	
Westchester	III	24,195-29,470	24,195-29,470	
Wyoming	I	16,580-18,491	17,399-19,310	
Yates	I	14,872-17,795	15,712-18,635	

22	COUNTY	GROUP	1994 SALARY RANGE	1995 SALARY RANGE
S	Albany	III	23,776-25,886	24,720-26,235
O	Allegany	II	20,821-25,899	21,440-26,681
C	Broome	III	23,607-28,185	23,607-29,171
I	Cattaraugus	II	17,618-21,731	17,618-21,731
A	Cayuga	II	20,846-23,220	20,846-23,220
L	Chautauqua	II	19,037-23,041	18,364-24,443
	Chemung	II	22,040-29,684	22,695-30,576
S	Chenango	I	18,176-22,612	18,037-22,612
E	Clinton	II	25,244-31,562	25,244-31,562
R	Columbia	II	19,060-21,178	20,615-22,906
V	Cortland	II	17,836-20,488	18,786-21,438
I	Delaware	I	19,542-21,395	20,142-21,995
C	Dutchess	II	n/a	n/a
E	Erie	III	23,450-30,576	24,681-32,182
S	Essex	I	18,692-26,531	18,692-26,531
	Franklin	II	18,441-19,291	18,441-19,641
I	Fulton	II	n/a	n/a
N	Genesee	I	22,692-27,011	24,375-28,997
V	Greene	I	n/a	n/a
E	Hamilton	I	n/a	n/a
S	Herkimer	I	21,734-25,233	22,277-23,471
T	Jefferson	II	n/a	n/a
I	Lewis	I	20,275-23,824	21,094-24,788
G	Livingston	II	n/a	n/a
A	Madison	I	n/a	n/a
T	Monroe	III	24,252-31,199	24,252-31,199
O	Montgomery	I	22,062-25,107	22,724-25,859
R	Nassau	III	n/a	n/a
	New York City	IV	25,026-37,272	25,527-38,017
	Niagara	III	n/a	n/a
	Oneida	III	18,045-25,051	19,330-27,640
	Onondaga	III	24,676-28,765	24,676-28,765
	Ontario	II	n/a	n/a
	Orange	III	23,256-32,517	23,256-32,517
	Orleans	I	19,538-23,467	19,538-23,467
	Oswego	II	19,512-22,911	19,512-22,911
	Otsego	I	17,796-20,996	17,796-20,996
	Putnam	I	n/a	n/a
	Rensselaer	II	26,250-26,550	27,312-27,612
	Rockland	II	21,796-26,217	22,586-27,154
	Saratoga	II	21,695-24,075	22,595-26,700
	Schenectady	II	25,973-30,638	27,012-31,862
	Schoharie	I	16,914-24,244	21,326-25,721
	Schuyler	I	n/a	n/a
	Seneca	I	8,723 PT	25,000-28,940
	St. Lawrence	II	21,538	22,352
	Steuben	II	18,691-26,389	19,439-27,444
	Suffolk	III	29,885-47,293	31,085-49,172
	Sullivan	II	23,180-27,489	23,180-27,142
	Tioga	I	18,075-18,675	18,979-19,579
	Tompkins	II	21,621-23,489	22,938-24,920
	Ulster	II	24,515-28,046	26,044-28,901
	Warren	I	22,164-24,814	22,995-26,245
	Washington	II	22,731-24,988	23,405-25,734
	Wayne	II	n/a	n/a
	Westchester	III	n/a	n/a
	Wyoming	I	19,110-21,949	19,929-22,768
	Yates	I	n/a	16,699-19,987

COUNTY	GROUP	1994 SALARY RANGE	1995 SALARY RANGE	23
Albany	III	28,767-30,878	29,917-31,430	R
Allegany	II	n/a	n/a	E
Broome	III	20,105-24,002	20,105-24,842	S
Cattaraugus	II	n/a	n/a	O
Cayuga	II	21,322-23,824	21,322-23,824	U
Chautauqua	II	n/a	n/a	R
Chemung	II	n/a	n/a	C
Chenango	I	n/a	n/a	E
Clinton	II	n/a	n/a	
Columbia	II	23,826-26,473	25,770-28,633	C
Cortland	II	n/a	n/a	O
Delaware	I	20,386-22,295	20,986-22,895	N
Dutchess	II	26,080-32,400	26,080-32,400	S
Erie	III	25,197-33,116	26,520-34,855	U
Essex	I	n/a	n/a	L
Franklin	II	n/a	n/a	T
Fulton	II	n/a	n/a	A
Genesee	I	n/a	n/a	N
Greene	I	22,626-28,483	23,771-29,924	T
Hamilton	I	n/a	n/a	
Herkimer	I	n/a	n/a	
Jefferson	II	n/a	n/a	
Lewis	I	n/a	n/a	
Livingston	II	n/a	n/a	
Madison	I	n/a	n/a	
Monroe	III	n/a	n/a	
Montgomery	I	n/a	n/a	
Nassau	III	n/a	n/a	
New York City	IV	n/a	n/a	
Niagara	III	26,135-30,849	26,135-30,849	
Oneida	III	24,981-32,799	27,148-37,573	
Onondaga	III	n/a	n/a	
Ontario	II	26,578-32,818	27,514-33,967	
Orange	III	n/a	n/a	
Orleans	I	n/a	n/a	
Oswego	II	21,942-25,688	21,942-25,688	
Otsego	I	n/a	n/a	
Putnam	I	n/a	n/a	
Rensselaer	II	28,000-32,000	31,000-33,000	
Rockland	II	30,237-36,522	28,538-34,416	
Saratoga	II	n/a	n/a	
Schenectady	II	28,701-33,951	n/a	
Schoharie	I	n/a	n/a	
Schuyler	I	n/a	n/a	
Seneca	I	n/a	n/a	
St. Lawrence	II	n/a	n/a	
Steuben	II	n/a	n/a	
Suffolk	III	27,457-43,117	32,416-51,182	
Sullivan	II	32,300-38,382	n/a	
Tioga	I	n/a	n/a	
Tompkins	II	n/a	n/a	
Ulster	II	24,515-28,046	26,044-28,901	
Warren	I	n/a	n/a	
Washington	II	n/a	n/a	
Wayne	II	n/a	n/a	
Westchester	III	34,705-43,165	34,705-43,165	
Wyoming	I	n/a	n/a	
Yates	I	n/a	n/a	

24	COUNTY	GROUP	1994 SALARY RANGE	1995 SALARY RANGE
R	Albany	III	n/a	n/a
E	Allegany	II	19,001-22,914	19,565-23,605
S	Broome	III	17,120-20,439	17,120-21,154
O	Cattaraugus	II	n/a	n/a
U	Cayuga	II	20,370-22,603	20,370-22,603
R	Chautauqua	II	n/a	n/a
C	Chemung	II	15,233-19,911	15,688-20,511
E	Chenango	I	n/a	n/a
	Clinton	II	n/a	n/a
A	Columbia	II	n/a	n/a
S	Cortland	II	n/a	n/a
S	Delaware	I	n/a	n/a
I	Dutchess	II	n/a	n/a
S	Erie	III	21,840-28,057	22,986-29,530
T	Essex	I	n/a	n/a
A	Franklin	II	n/a	n/a
N	Fulton	II	n/a	n/a
T	Genesee	I	n/a	n/a
	Greene	I	n/a	n/a
	Hamilton	I	n/a	n/a
	Herkimer	I	16,348-19,847	16,757-17,951
	Jefferson	II	22,070-28,550	22,422-29,011
	Lewis	I	n/a	n/a
	Livingston	II	n/a	n/a
	Madison	I	14,217-19,193	16,804-17,661
	Monroe	III	n/a	n/a
	Montgomery	I	n/a	n/a
	Nassau	III	n/a	n/a
	New York City	IV	n/a	n/a
	Niagara	III	n/a	n/a
	Oneida	III	13,814-19,644	14,798-21,674
	Onondaga	III	22,616-26,374	22,616-26,374
	Ontario	II	22,971-28,353	23,770-29,347
	Orange	III	23,256-32,517	23,256-32,517
	Orleans	I	n/a	n/a
	Oswego	II	n/a	n/a
	Otsego	I	n/a	n/a
	Putnam	I	n/a	n/a
	Rensselaer	II	18,787-19,087	19,555-19,850
	Rockland	II	25,030-30,237	25,935-31,322
	Saratoga	II	20,430-22,215	21,330-25,435
	Schenectady	II	n/a	n/a
	Schoharie	I	16,914-20,089	17,942-21,312
	Schuyler	I	n/a	n/a
	Seneca	I	n/a	n/a
	St. Lawrence	II	21,538	22,352
	Steuben	II	16,304-23,016	16,956-23,938
	Suffolk	III	25,187-39,359	28,553-44,840
	Sullivan	II	n/a	n/a
	Tioga	I	18,075-18,675	18,979-19,579
	Tompkins	II	22,757-24,722	24,143-26,228
	Ulster	II	18,964-21,120	20,147-23,023
	Warren	I	22,518-25,168	23,362-26,612
	Washington	II	n/a	n/a
	Wayne	II	n/a	n/a
	Westchester	III	26,330-32,420	26,330-32,420
	Wyoming	I	n/a	n/a
	Yates	I	n/a	n/a

COUNTY	GROUP	1994 SALARY RANGE	1995 SALARY RANGE	25
Albany	III	32,211-34,321	33,499-35,009	IV-D
Allegany	II	24,194-31,607	24,920-32,557	
Broome	III	25,766-30,661	25,766-31,840	C
Cattaraugus	II	27,482-34,161	27,482-34,161	O
Cayuga	II	24,620-27,733	24,620-27,733	O
Chautauqua	II	n/a	n/a	R
Chemung	II	33,025	34,700	D
Chenango	I	n/a	n/a	I
Clinton	II	26,237-32,843	28,225-35,515	N
Columbia	II	n/a	n/a	A
Cortland	II	20,947-24,098	21,897-25,048	T
Delaware	I	n/a	n/a	O
Dutchess	II	n/a	n/a	R
Erie	III	43,524-57,624	45,810-60,649	
Essex	I	20,661-29,256	20,661-29,256	
Franklin	II	20,525-25,175	20,525-25,175	
Fulton	II	n/a	n/a	
Genesee	I	24,175-28,459	24,955-30,557	
Greene	I	n/a	n/a	
Hamilton	I	n/a	n/a	
Herkimer	I	23,641-27,140	24,232-25,426	
Jefferson	II	30,856	32,653-39,984	
Lewis	I	n/a	n/a	
Livingston	II	22,509-30,328	23,349-31,443	
Madison	I	18,147-24,499	24,714-25,975	
Monroe	III	45,174-58,196	45,174-58,196	
Montgomery	I	20,494-23,149	21,109-23,844	
Nassau	III	55,295-73,775	55,295-73,775	
New York City	IV	45,500-83,900	45,500-83,900	
Niagara	III	38,048	40,404	
Oneida	III	24,981-32,799	27,148-37,573	
Onondaga	III	38,727-48,008	38,727-48,008	
Ontario	II	n/a	n/a	
Orange	III	32,917-46,242	32,917-46,242	
Orleans	I	23,025-28,763	23,025-28,763	
Oswego	II	25,596-29,926	25,596-29,926	
Otsego	I	n/a	n/a	
Putnam	I	32,113-48,170	33,719-50,578	
Rensselaer	II	n/a	n/a	
Rockland	II	40,637-52,556	42,262-54,658	
Saratoga	II	n/a	n/a	
Schenectady	II	37,412-44,407	38,908-46,183	
Schoharie	I	23,500-28,640	24,929-30,384	
Schuyler	I	n/a	n/a	
Seneca	I	25,117	23,338-26,400	
St. Lawrence	II	30,940	32,110	
Steuben	II	23,700-33,457	24,647-34,797	
Suffolk	III	46,014-71,853	47,867-74,724	
Sullivan	II	34,400-37,423	34,400-37,423	
Tioga	I	22,309-22,909	23,424-24,024	
Tompkins	II	25,757-27,971	33,050-35,906	
Ulster	II	28,392-32,050	30,157-33,014	
Warren	I	n/a	n/a	
Washington	II	25,898-28,483	26,681-29,338	
Wayne	II	n/a	n/a	
Westchester	III	45,675-60,325	45,675-60,325	
Wyoming	I	n/a	n/a	
Yates	I	n/a	n/a	

26	COUNTY	GROUP	1994 SALARY RANGE	1995 SALARY RANGE
S	Albany	III	26,079-28,191	27,122-28,695
U	Allegany	II	n/a	n/a
P	Broome	III	24,423-29,158	24,423-30,179
E	Cattaraugus	II	23,150-28,829	23,150-28,829
R	Cayuga	II	n/a	n/a
V	Chautauqua	II	n/a	n/a
I	Chemung	II	22,040-29,684	22,695-30,576
S	Chenango	I	22,086-27,434	21,918-27,434
I	Clinton	II	n/a	n/a
N	Columbia	II	23,826-26,473	25,770-28,633
G	Cortland	II	n/a	n/a
	Delaware	I	n/a	n/a
S	Dutchess	II	n/a	n/a
U	Erie	III	25,197-33,116	26,520-34,855
P	Essex	I	n/a	n/a
P	Franklin	II	n/a	n/a
O	Fulton	II	n/a	n/a
R	Genesee	I	n/a	n/a
T	Greene	I	n/a	n/a
	Hamilton	I	n/a	n/a
I	Herkimer	I	n/a	n/a
N	Jefferson	II	21,102-27,222	21,440-27,664
V	Lewis	I	n/a	n/a
E	Livingston	II	n/a	n/a
S	Madison	I	n/a	n/a
T	Monroe	III	n/a	n/a
I	Montgomery	I	n/a	n/a
G	Nassau	III	36,185-48,676	36,185-48,676
A	New York City	IV	39,420-48,061	39,420-48,061
T	Niagara	III	26,135-30,849	26,135-30,849
O	Oneida	III	20,459-28,040	21,916-30,938
R	Onondaga	III	28,511-33,246	28,511-33,246
	Ontario	II	26,578-32,818	27,514-33,969
	Orange	III	24,770-34,934	24,770-34,934
	Orleans	I	n/a	n/a
	Oswego	II	n/a	n/a
	Otsego	I	n/a	n/a
	Putnam	I	n/a	n/a
	Rensselaer	II	26,250-26,550	27,312-27,612
	Rockland	II	30,018-36,083	29,903-35,945
	Saratoga	II	n/a	n/a
	Schenectady	II	n/a	n/a
	Schoharie	I	n/a	n/a
	Schuyler	I	18,820-22,392	19,479
	Seneca	I	n/a	n/a
	St. Lawrence	II	n/a	n/a
	Steuben	II	n/a	n/a
	Suffolk	III	32,625-51,260	33,930-53,320
	Sullivan	II	n/a	n/a
	Tioga	I	n/a	n/a
	Tompkins	II	n/a	n/a
	Ulster	II	24,515-28,046	26,044-28,901
	Warren	I	24,495-27,145	25,414-28,664
	Washington	II	n/a	n/a
	Wayne	II	26,584-27,328	27,514-28,283
	Westchester	III	37,105-49,270	37,105-49,270
	Wyoming	I	21,312-25,098	22,131-25,917
	Yates	I	n/a	n/a

COUNTY	GROUP	1994 SALARY RANGE	1995 SALARY RANGE	27
Albany	III	26,079-28,191	27,122-28,635	S
Allegany	II	n/a	n/a	E
Broome	III	22,374-25,937	22,423-30,179	N
Cattaraugus	II	n/a	n/a	I
Cayuga	II	n/a	n/a	O
Chautauqua	II	n/a	n/a	R
Chemung	II	19,510-25,753	20,093-26,517	
Chenango	I	19,099-23,726	18,954-23,726	S
Clinton	II	24,344-30,419	n/a	U
Columbia	II	n/a	n/a	P
Cortland	II	19,312-22,203	20,262-23,153	P
Delaware	I	n/a	n/a	O
Dutchess	II	n/a	n/a	R
Erie	III	23,450-30,576	24,681-32,182	T
Essex	I	17,708-25,178	17,708-25,178	
Franklin	II	18,441-23,091	18,441-23,091	I
Fulton	II	19,165-22,545	19,092-22,459	N
Genesee	I	n/a	n/a	V
Greene	I	22,626-28,483	23,771-29,924	E
Hamilton	I	n/a	n/a	S
Herkimer	I	n/a	n/a	T
Jefferson	II	19,403-24,993	19,711-25,389	I
Lewis	I	23,769-28,064	24,734-29,193	G
Livingston	II	18,325-24,738	19,001-25,669	A
Madison	I	n/a	n/a	T
Monroe	III	n/a	n/a	O
Montgomery	I	19,925-22,445	20,523-23,118	R
Nassau	III	28,738-38,301	28,738-38,301	
New York City	IV	30,817-38,097	30,817-38,097	
Niagara	III	22,135-26,153	22,168-26,153	
Oneida	III	16,643-23,324	17,828-25,735	
Onondaga	III	26,596-31,010	26,596-31,010	
Ontario	II	23,692-29,269	24,531-30,303	
Orange	III	23,256-32,517	23,256-32,517	
Orleans	I	18,063-21,698	18,063-21,698	
Oswego	II	19,512-22,911	19,512-22,911	
Otsego	I	18,596-21,966	18,596-21,966	
Putnam	I	25,341-30,828	26,355-32,060	
Rensselaer	II	21,076-21,376	21,931-22,231	
Rockland	II	25,030-30,237	25,935-31,322	
Saratoga	II	21,025-23,400	21,925-26,020	
Schenectady	II	20,521-24,121	21,342-25,087	
Schoharie	I	17,563-20,928	18,631-22,196	
Schuyler	I	n/a	n/a	
Seneca	I	n/a	n/a	
St. Lawrence	II	24,223	25,139	
Steuben	II	19,644-27,731	20,430-28,840	
Suffolk	III	27,457-43,117	28,553-44,840	
Sullivan	II	23,180-26,879	23,180-27,535	
Tioga	I	20,352-20,952	21,370-21,970	
Tompkins	II	22,757-24,722	24,143-26,228	
Ulster	II	21,185-24,625	22,513-25,370	
Warren	I	n/a	22,995-26,245	
Washington	II	n/a	n/a	
Wayne	II	n/a	25,110-25,872	
Westchester	III	n/a	n/a	
Wyoming	I	n/a	n/a	
Yates	I	16,955-20,609	17,795-21,449	

28	COUNTY	GROUP	1994 SALARY RANGE	1995 SALARY RANGE
S	Albany	III	23,776-25,886	24,727-26,237
U	Allegany	II	20,821-25,899	21,440-26,681
P	Broome	III	17,120-20,439	17,120-21,154
P	Cattaraugus	II	17,618-21,273	17,618-21,731
O	Cayuga	II	18,696-20,450	18,696-20,450
R	Chautauqua	II	21,963-27,282	21,440-28,501
T	Chemung	II	17,945-23,678	18,491-24,385
	Chenango	I	16,525-20,544	16,399-20,544
I	Clinton	II	n/a	n/a
N	Columbia	II	18,665-20,739	20,189-22,432
V	Cortland	II	17,836-20,488	18,786-21,438
E	Delaware	I	16,626-17,826	17,226-18,426
S	Dutchess	II	n/a	n/a
T	Erie	III	21,840-28,057	22,986-29,530
I	Essex	I	15,740-22,454	15,740-22,454
G	Franklin	II	17,480-22,130	17,480-22,130
A	Fulton	II	16,918-19,896	16,853-19,820
T	Genesee	I	20,389-23,953	21,899-25,721
O	Greene	I	18,188-22,773	19,109-23,925
R	Hamilton	I	n/a	n/a
	Herkimer	I	20,904-24,403	21,426-22,621
	Jefferson	II	16,827-21,412	17,090-21,749
	Lewis	I	n/a	n/a
	Livingston	II	17,265-23,038	17,905-23,915
	Madison	I	14,217-19,193	17,644-18,544
	Monroe	III	24,252-31,199	24,252-31,199
	Montgomery	I	18,988-21,268	19,558-21,908
	Nassau	III	23,649-30,930	23,649-30,930
	New York City	IV	25,026-37,272	25,026-37,272
	Niagara	III	19,820-24,552	19,820-24,552
	Oneida	III	15,396-21,711	16,493-23,955
	Onondaga	III	22,616-26,374	22,616-26,374
	Ontario	II	22,971-28,352	23,770-29,347
	Orange	III	22,017-30,711	22,017-30,711
	Orleans	I	16,780-20,159	16,780-20,159
	Oswego	II	18,416-21,595	18,416-21,595
	Otsego	I	17,033-20,078	17,033-20,078
	Putnam	I	23,494-28,504	24,434-29,645
	Rensselaer	II	20,206-20,506	21,026-21,326
	Rockland	II	21,796-26,217	22,586-27,154
	Saratoga	II	19,225-21,010	20,125-24,220
	Schenectady	II	19,612-23,042	20,396-23,961
	Schoharie	I	16,914-20,089	17,942-21,312
	Schuyler	I	16,641	17,223
	Seneca	I	n/a	n/a
	St. Lawrence	II	22,367	23,213
	Steuben	II	18,691-26,389	19,439-27,444
	Suffolk	III	25,187-39,359	26,204-40,925
	Sullivan	II	19,950-22,645	19,950-23,197
	Tioga	I	18,075-18,675	18,979-19,579
	Tompkins	II	20,542-22,317	21,793-23,677
	Ulster	II	18,964-22,350	20,147-23,023
	Warren	I	18,353-21,003	19,042-22,292
	Washington	II	18,473-20,329	19,019-20,948
	Wayne	II	19,333-21,892	20,009-22,658
	Westchester	III	n/a	n/a
	Wyoming	I	19,110-21,949	19,929-22,768
	Yates	I	16,389-19,677	17,229-20,517

COUNTY	GROUP	1994 SALARY RANGE	1995 SALARY RANGE	29
Albany	III	23,776-25,886	24,727-26,237	S
Allegany	II	n/a	n/a	U
Broome	III	14,580-17,408	14,580-18,017	P
Cattaraugus	II	n/a	n/a	P
Cayuga	II	18,004-19,506	18,004-19,506	O
Chautauqua	II	n/a	n/a	R
Chemung	II	n/a	n/a	T
Chenango	I	n/a	n/a	
Clinton	II	n/a	n/a	C
Columbia	II	n/a	n/a	O
Cortland	II	n/a	n/a	L
Delaware	I	n/a	n/a	L
Dutchess	II	n/a	n/a	E
Erie	III	n/a	n/a	C
Essex	I	n/a	n/a	T
Franklin	II	n/a	n/a	O
Fulton	II	n/a	n/a	R
Genesee	I	n/a	n/a	
Greene	I	18,188-22,773	19,109-23,925	
Hamilton	I	18,818	19,383	
Herkimer	I	n/a	n/a	
Jefferson	II	n/a	n/a	
Lewis	I	18,673-21,913	19,438-22,805	
Livingston	II	n/a	n/a	
Madison	I	n/a	n/a	
Monroe	III	n/a	n/a	
Montgomery	I	n/a	17,041-18,761	
Nassau	III	n/a	n/a	
New York City	IV	n/a	n/a	
Niagara	III	n/a	n/a	
Oneida	III	n/a	n/a	
Onondaga	III	n/a	n/a	
Ontario	II	n/a	n/a	
Orange	III	19,807-27,051	19,807-27,051	
Orleans	I	n/a	n/a	
Oswego	II	n/a	n/a	
Otsego	I	n/a	n/a	
Putnam	I	n/a	n/a	
Rensselaer	II	20,206-20,506	21,026-21,326	
Rockland	II	n/a	n/a	
Saratoga	II	n/a	n/a	
Schenectady	II	n/a	n/a	
Schoharie	I	n/a	n/a	
Schuyler	I	n/a	n/a	
Seneca	I	17,742-18,481	16,249-19,480	
St. Lawrence	II	19,230	19,957	
Steuben	II	n/a	n/a	
Suffolk	III	n/a	n/a	
Sullivan	II	n/a	n/a	
Tioga	I	n/a	n/a	
Tompkins	II	n/a	n/a	
Ulster	II	18,964-22,350	20,147-23,023	
Warren	I	18,353-21,003	19,042-22,292	
Washington	II	n/a	n/a	
Wayne	II	19,333-21,892	20,009-22,658	
Westchester	III	n/a	n/a	
Wyoming	I	n/a	n/a	
Yates	I	n/a	n/a	

30	COUNTY	GROUP	1994 SALARY RANGE	1995 SALARY RANGE
WMS	Albany	III	50,128	52,133
	Allegany	II	24,194-31,607	24,920-32,557
C	Broome	III	25,766-30,661	25,766-31,840
O	Cattaraugus	II	n/a	n/a
O	Cayuga	II	23,442-26,416	23,442-26,416
R	Chautauqua	II	26,625-30,285	24,315-33,123
D	Chemung	II	33,725	35,075
I	Chenango	I	27,856	28,692
N	Clinton	II	n/a	n/a
A	Columbia	II	n/a	n/a
T	Cortland	II	19,312-22,203	22,771-26,061
O	Delaware	I	18,383-20,135	n/a
R	Dutchess	II	33,579-41,823	33,579-41,823
	Erie	III	32,042-42,318	33,725-44,539
	Essex	I	19,676-27,893	19,676-27,893
	Franklin	II	21,654	22,737
	Fulton	II	n/a	n/a
	Genesee	I	21,510-25,769	23,283-27,866
	Greene	I	22,626-28,483	23,771-29,924
	Hamilton	I	n/a	n/a
	Herkimer	I	23,641-27,140	24,232-25,426
	Jefferson	II	n/a	n/a
	Lewis	I	n/a	n/a
	Livingston	II	n/a	n/a
	Madison	I	18,000-27,000	26,000-39,000
	Monroe	III	n/a	n/a
	Montgomery	I	18,988-21,268	19,558-21,908
	Nassau	III	36,185-48,676	36,185-48,676
	New York City	IV	33,000-64,900	64,900
	Niagara	III	n/a	n/a
	Oneida	III	28,922-37,538	30,982-41,418
	Onondaga	III	47,388-58,462	47,388-58,462
	Ontario	II	21,684-26,793	n/a
	Orange	III	35,649-51,119	35,649-51,119
	Orleans	I	n/a	n/a
	Oswego	II	n/a	n/a
	Otsego	I	n/a	n/a
	Putnam	I	n/a	n/a
	Rensselaer	II	20,000-25,000	21,000-22,000
	Rockland	II	47,779-61,793	47,690-64,265
	Saratoga	II	20,650-22,435	21,550-25,645
	Schenectady	II	n/a	n/a
	Schoharie	I	n/a	n/a
	Schuyler	I	n/a	n/a
	Seneca	I	25,449	30,766
	St. Lawrence	II	30,940	32,110
	Steuben	II	23,700-33,457	24,647-34,797
	Suffolk	III	46,014-71,853	47,867-74,724
	Sullivan	II	26,600-32,804	26,600-33,604
	Tioga	I	22,309-22,909	23,424-24,024
	Tompkins	II	n/a	n/a
	Ulster	II	n/a	n/a
	Warren	I	23,224-25,874	24,095-27,345
	Washington	II	n/a	n/a
	Wayne	II	27,172	27,172
	Westchester	III	n/a	n/a
	Wyoming	I	28,812-32,598	33,900
	Yates	I	16,955-20,609	17,795-21,449

COUNTY	GROUP	1994 SALARY RANGE	1995 SALARY RANGE	31
Albany	III	n/a	n/a	S
Allegany	II	16,999-20,056	17,508-20,657	E
Broome	III	n/a	n/a	N
Cattaraugus	II	17,618-21,731	17,618-21,731	I
Cayuga	II	n/a	n/a	O
Chautauqua	II	n/a	n/a	R
Chemung	II	15,233-19,911	15,688-20,511	
Chenango	I	16,525-20,544	16,399-20,544	D
Clinton	II	21,266-26,369	21,266-26,369	E
Columbia	II	23,826-26,473	25,770-28,633	M
Cortland	II	n/a	16,229-18,475	O
Delaware	I	n/a	n/a	
Dutchess	II	22,082-27,326	22,082-27,326	
Erie	III	18,945-23,481	19,939-24,715	
Essex	I	n/a	n/a	
Franklin	II	n/a	n/a	
Fulton	II	n/a	n/a	
Genesee	I	17,151-20,363	18,408-21,860	
Greene	I	15,193-18,951	15,962-19,910	
Hamilton	I	n/a	n/a	
Herkimer	I	16,533-20,032	16,946-18,140	
Jefferson	II	17,996-23,093	18,291-23,460	
Lewis	I	n/a	n/a	
Livingston	II	n/a	n/a	
Madison	I	14,217-19,193	16,004-16,821	
Monroe	III	n/a	n/a	
Montgomery	I	n/a	n/a	
Nassau	III	23,649-30,930	23,649-30,930	
New York City	IV	20,088-26,025	20,490-26,546	
Niagara	III	22,168-26,153	22,168-26,153	
Oneida	III	14,305-20,277	15,870-23,162	
Onondaga	III	n/a	n/a	
Ontario	II	n/a	19,968-24,609	
Orange	III	18,099-24,987	18,099-24,987	
Orleans	I	16,780-20,159	16,780-20,159	
Oswego	II	17,375-20,371	17,375-20,371	
Otsego	I	16,308-19,203	16,308-19,203	
Putnam	I	23,494-28,504	24,434-29,645	
Rensselaer	II	n/a	n/a	
Rockland	II	20,828-25,030	21,585-25,935	
Saratoga	II	n/a	n/a	
Schenectady	II	19,612-23,042	20,939-23,961	
Schoharie	I	16,914-20,089	17,942-21,312	
Schuyler	I	15,609-18,912	16,155	
Seneca	I	17,308	15,752-18,256	
St. Lawrence	II	19,937	20,691	
Steuben	II	15,610-22,040	16,235-22,920	
Suffolk	III	19,392-29,963	20,175-31,163	
Sullivan	II	18,145-20,552	18,145-21,053	
Tioga	I	14,506-15,106	15,231-15,831	
Tompkins	II	19,519-21,204	20,708-22,495	
Ulster	II	n/a	n/a	
Warren	I	n/a	n/a	
Washington	II	n/a	17,945-19,728	
Wayne	II	17,266-19,601	17,869-20,287	
Westchester	III	22,370-27,015	22,370-27,015	
Wyoming	I	n/a	n/a	
Yates	I	n/a	n/a	

32	COUNTY	GROUP	1994 SALARY RANGE	1995 SALARY RANGE
D	Albany	II	17,027-19,139	17,708-19,221
E	Allegany	II	16,198-19,001	16,689-19,565
M	Broome	III	14,580-17,408	14,580-18,017
O	Cattaraugus	II	15,579-19,128	15,579-19,128
	Cayuga	II	17,098-18,229	17,098-18,229
	Chautauqua	II	14,924-17,982	14,014-19,092
	Chemung	II	14,305-18,782	14,742-19,347
	Chenango	I	13,185-16,142	13,084-16,142
	Clinton	II	17,688-21,585	17,688-21,585
	Columbia	II	16,677-18,530	18,218-20,242
	Cortland	II	14,712-16,867	15,125-17,195
	Delaware	I	15,598-16,742	16,198-17,342
	Dutchess	II	17,212-21,224	17,212-21,224
	Erie	III	17,911-22,085	18,851-23,244
	Essex	I	12,786-18,375	12,786-18,375
	Franklin	II	14,110-16,060	14,110-16,060
	Fulton	II	13,977-16,443	13,923-16,380
	Genesee	I	15,571-17,718	16,712-19,032
	Greene	I	13,691-17,176	14,384-18,045
	Hamilton	I	n/a	n/a
	Herkimer	I	15,388-18,887	15,773-16,967
	Jefferson	II	15,036-18,654	15,270-18,946
	Lewis	I	n/a	n/a
	Livingston	II	13,027-17,667	13,502-18,325
	Madison	I	12,281-16,580	14,516-15,257
	Monroe	III	16,482-21,250	16,482-21,250
	Montgomery	I	16,545-18,215	17,041-18,761
	Nassau	III	20,786-25,915	20,786-25,915
	New York City	IV	18,637-22,952	19,010-23,411
	Niagara	III	18,200-20,621	18,200-20,621
	Oneida	III	13,370-19,015	14,322-20,980
	Onondaga	III	16,305-19,014	16,305-19,014
	Ontario	II	17,238-21,274	17,842-22,015
	Orange	III	17,337-23,805	17,337-23,805
	Orleans	I	15,666-18,816	15,666-18,816
	Oswego	II	15,109-17,082	15,109-17,740
	Otsego	I	14,956-17,591	14,956-17,591
	Putnam	I	19,631-23,648	20,416-24,593
	Rensselaer	II	16,485-16,785	17,156-17,456
	Rockland	II	18,106-21,796	18,764-22,586
	Saratoga	II	18,035-19,815	18,935-23,040
	Schenectady	II	17,249-20,204	17,939-21,014
	Schoharie	I	16,361-19,346	17,356-20,521
	Schuyler	I	14,921-16,968	15,443
	Seneca	I	15,007	14,543-14,580
	St. Lawrence	II	17,952	18,631
	Steuben	II	13,773-19,443	14,323-20,221
	Suffolk	III	17,017-27,092	18,531-29,284
	Sullivan	II	16,435-17,732	16,435-17,688
	Tioga	I	13,670-14,270	14,354-14,954
	Tompkins	II	16,741-18,188	17,760-19,296
	Ulster	II	18,054-21,403	19,782-22,058
	Warren	I	16,871-19,521	17,504-20,754
	Washington	II	15,288-16,816	15,743-17,326
	Wayne	II	16,726-19,030	17,310-19,695
	Westchester	III	n/a	n/a
	Wyoming	I	16,580-18,491	17,399-19,310
	Yates	I	14,872-17,795	15,712-18,635

COUNTY	GROUP	1994 SALARY RANGE	1995 SALARY RANGE	33
Albany	III	n/a	n/a	S
Allegany	II	n/a	n/a	E
Broome	III	n/a	n/a	N
Cattaraugus	II	n/a	n/a	I
Cayuga	II	18,333-19,969	18,333-19,969	O
Chautauqua	II	n/a	n/a	R
Chemung	II	15,233-19,911	n/a	
Chenango	I	n/a	n/a	S
Clinton	II	20,573-25,442	20,573-25,442	T
Columbia	II	17,869-19,854	19,327-21,474	E
Cortland	II	n/a	n/a	N
Delaware	I	n/a	n/a	O
Dutchess	II	n/a	n/a	G
Erie	III	17,911-22,085	18,851-23,244	R
Essex	I	n/a	n/a	A
Franklin	II	14,886-18,136	14,886-18,136	P
Fulton	II	15,767-18,544	15,707-18,473	H
Genesee	I	18,082-20,943	19,422-22,484	E
Greene	I	n/a	n/a	R
Hamilton	I	n/a	n/a	
Herkimer	I	n/a	n/a	
Jefferson	II	16,827-21,412	17,090-21,749	
Lewis	I	17,326-20,038	n/a	
Livingston	II	n/a	n/a	
Madison	I	n/a	n/a	
Monroe	III	17,718-22,663	17,718-22,663	
Montgomery	I	n/a	n/a	
Nassau	III	22,538-29,125	22,538-29,125	
New York City	IV	20,587-26,025	20,587-26,025	
Niagara	III	19,820-22,914	19,820-22,914	
Oneida	III	14,305-20,278	15,324-22,373	
Onondaga	III	19,189-22,372	19,189-22,372	
Ontario	II	n/a	n/a	
Orange	III	n/a	n/a	
Orleans	I	16,780-20,159	16,780-20,159	
Oswego	II	17,375-20,371	17,375-20,371	
Otsego	I	15,998-18,828	16,308-19,203	
Putnam	I	n/a	n/a	
Rensselaer	II	n/a	n/a	
Rockland	II	19,914-23,897	20,639-24,752	
Saratoga	II	20,185-21,975	21,085-25,190	
Schenectady	II	20,521-24,121	21,342-25,087	
Schoharie	I	n/a	n/a	
Schuyler	I	n/a	n/a	
Seneca	I	16,711	15,296-17,633	
St. Lawrence	II	n/a	n/a	
Steuben	II	n/a	n/a	
Suffolk	III	18,531-29,597	21,115-32,547	
Sullivan	II	19,950-22,287	19,950-22,831	
Tioga	I	14,506-15,106	15,231-15,831	
Tompkins	II	n/a	n/a	
Ulster	II	18,054-21,403	n/a	
Warren	I	n/a	n/a	
Washington	II	n/a	n/a	
Wayne	II	16,916-19,601	17,508-19,905	
Westchester	III	24,195-29,470	24,195-29,470	
Wyoming	I	n/a	n/a	
Yates	I	n/a	n/a	

34	COUNTY	GROUP	1994 SALARY RANGE	1995 SALARY RANGE
S	Albany	III	n/a	n/a
T	Allegany	II	n/a	n/a
E	Broome	III	n/a	n/a
N	Cattaraugus	II	n/a	n/a
O	Cayuga	II	n/a	n/a
G	Chautauqua	II	n/a	n/a
R	Chemung	II	14,123-18,309	n/a
A	Chenango	I	n/a	n/a
P	Clinton	II	n/a	n/a
H	Columbia	II	17,075-18,972	18,468-20,520
E	Cortland	II	17,960-20,421	21,238
R	Delaware	I	n/a	n/a
	Dutchess	II	n/a	n/a
	Erie	III	n/a	n/a
	Essex	I	n/a	n/a
	Franklin	II	14,110-14,210	n/a
	Fulton	II	14,653-17,247	14,596-17,181
	Genesee	I	15,571-17,718	16,712-19,032
	Greene	I	15,193-18,951	15,962-19,910
	Hamilton	I	n/a	n/a
	Herkimer	I	n/a	n/a
	Jefferson	II	15,383-19,238	15,634-19,547
	Lewis	I	n/a	n/a
	Livingston	II	n/a	n/a
	Madison	I	n/a	n/a
	Monroe	III	n/a	n/a
	Montgomery	I	n/a	n/a
	Nassau	III	20,786-25,915	20,786-25,915
	New York City	IV	18,637-22,952	18,637-22,952
	Niagara	III	n/a	n/a
	Oneida	III	n/a	14,322-20,980
	Onondaga	III	16,305-19,014	16,305-19,014
	Ontario	II	19,812-24,492	19,968-24,609
	Orange	III	n/a	n/a
	Orleans	I	n/a	n/a
	Oswego	II	n/a	n/a
	Otsego	I	n/a	n/a
	Putnam	I	n/a	n/a
	Rensselaer	II	n/a	n/a
	Rockland	II	16,553-19,914	17,927-21,585
	Saratoga	II	n/a	n/a
	Schenectady	II	n/a	n/a
	Schoharie	I	n/a	n/a
	Schuyler	I	n/a	n/a
	Seneca	I	13,919	14,130-14,721
	St. Lawrence	II	20,699	n/a
	Steuben	II	n/a	n/a
	Suffolk	III	17,017-27,092	19,262-30,772
	Sullivan	II	16,435-19,133	16,435-19,600
	Tioga	I	13,670-14,270	14,354-14,954
	Tompkins	II	n/a	n/a
	Ulster	II	n/a	n/a
	Warren	I	n/a	n/a
	Washington	II	n/a	n/a
	Wayne	II	n/a	n/a
	Westchester	III	21,120-25,230	21,120-25,230
	Wyoming	I	n/a	n/a
	Yates	I	14,872-17,795	15,712-18,635

COUNTY	GROUP	1994 SALARY RANGE	1995 SALARY RANGE	35
Albany	III	16,723-18,836	17,391-18,906	C
Allegany	II	15,415-17,654	15,870-18,182	L
Broome	III	13,098-15,642	14,580-18,017	E
Cattaraugus	II	13,868-16,871	13,868-16,871	R
Cayuga	II	16,823-17,903	16,823-17,903	K
Chautauqua	II	13,577-16,271	n/a	
Chemung	II	13,159-17,181	13,559-17,690	/
Chenango	I	13,185-16,142	14,157-17,778	
Clinton	II	17,688-21,585	17,688-21,585	T
Columbia	II	15,884-17,649	17,180-19,089	Y
Cortland	II	14,175-16,245	15,125-17,195	P
Delaware	I	14,953-16,096	15,553-16,696	I
Dutchess	II	17,212-21,224	17,212-21,224	S
Erie	III	16,245-19,876	17,098-20,921	T
Essex	I	12,786-18,375	12,786-18,375	
Franklin	II	13,374-14,574	13,374-14,574	
Fulton	II	13,977-16,403	13,923-16,380	
Genesee	I	15,571-17,718	16,712-19,032	
Greene	I	13,090-16,512	13,753-17,347	
Hamilton	I	10,000	16,744	PT
Herkimer	I	15,388-18,887	15,733-16,946	
Jefferson	II	14,178-17,375	14,414-17,654	
Lewis	I	14,160-16,380	14,742-17,035	
Livingston	II	12,387-16,772	12,844-17,393	
Madison	I	12,281-16,580	13,825-14,530	
Monroe	III	14,127-18,189	14,127-18,189	
Montgomery	I	15,919-17,434	16,397-17,957	
Nassau	III	20,084-24,591	20,084-24,591	
New York City	IV	18,029-21,837	18,029-21,837	
Niagara	III	17,581-19,893	17,581-19,893	
Oneida	III	12,926-18,448	13,847-20,355	
Onondaga	III	15,438-18,007	15,438-18,007	
Ontario	II	17,238-21,274	17,842-22,015	
Orange	III	17,337-23,805	17,337-23,805	
Orleans	I	14,622-18,179	14,622-18,179	
Oswego	II	14,579-17,082	14,579-17,082	
Otsego	I	13,732-16,127	13,732-16,127	
Putnam	I	18,984-22,824	19,743-23,736	
Rensselaer	II	16,485-16,785	17,156-17,456	
Rockland	II	17,302-20,828	17,927-21,585	
Saratoga	II	17,370-19,150	18,270-22,370	
Schenectady	II	17,249-20,204	17,939-21,014	
Schoharie	I	15,029-17,609	15,943-18,678	
Schuyler	I	13,545-17,267	14,019	
Seneca	I	13,615-14,296	13,755-15,043	
St. Lawrence	II	16,262	18,005	
Steuben	II	13,773-19,443	14,323-20,221	
Suffolk	III	17,017-27,092	18,531-29,284	
Sullivan	II	14,725-16,092	16,435-18,166	
Tioga	I	12,832-13,432	13,474-14,074	
Tompkins	II	15,113-16,418	16,874-18,333	
Ulster	II	15,233-18,509	16,198-19,055	
Warren	I	16,069-18,746	16,699-19,949	
Washington	II	15,288-16,816	15,473-17,326	
Wayne	II	15,249-18,441	15,783-19,086	
Westchester	III	20,165-23,710	20,165-23,710	
Wyoming	I	15,707-17,345	16,526-18,164	
Yates	I	14,251-17,174	15,091-18,014	

36	COUNTY	GROUP	1994 SALARY RANGE	1995 SALARY RANGE
H	Albany	III	46,857	48,731
E	Allegany	II	24,194-31,607	24,920-32,557
A	Broome	III	33,671-40,206	33,671-41,613
D	Cattaraugus	II	34,525-41,568	34,525-41,568
	Cayuga	II	25,913-29,082	25,913-29,082
O	Chautauqua	II	31,862-44,928	31,862-50,567
F	Chemung	II	37,750	39,375
	Chenango	I	26,841-33,458	26,637-33,458
S	Clinton	II	37,198-50,293	37,198-50,293
E	Columbia	II	30,845-41,580	33,362-37,069
R	Cortland	II	31,200	32,448
V	Delaware	I	34,065	34,665
I	Dutchess	II	35,189-58,557	35,189-58,557
C	Erie	III	48,175-63,781	50,704-67,130
E	Essex	I	30,459-47,792	30,459-47,492
S	Franklin	II	29,049	30,502
	Fulton	II	22,500-31,110	23,189-31,965
	Genesee	I	33,168-41,423	41,239-51,414
	Greene	I	29,181-36,723	30,657-38,582
	Hamilton	I	21,784-22,873	25,225
	Herkimer	I	28,461-31,960	30,079-31,274
	Jefferson	II	39,825	35,586-43,651
	Lewis	I	30,810	32,686
	Livingston	II	29,470-40,285	30,566-41,783
	Madison	I	25,535-34,472	27,185-28,572
	Monroe	III	55,934-72,133	55,934-72,133
	Montgomery	I	31,500	35,908
	Nassau	III	64,448-82,644	64,448-82,644
	New York City	IV	87,250-97,000	87,250-97,000
	Niagara	III	38,048	40,404
	Oneida	III	31,962-39,554	34,641-45,866
	Onondaga	III	47,388-58,462	51,667-63,625
	Ontario	II	41,200-46,100	41,200-46,100
	Orange	III	42,955-64,433	42,955-64,433
	Orleans	I	27,204-33,982	27,204-33,982
	Oswego	II	31,049	31,049
	Otsego	I	31,293	31,293
	Putnam	I	39,287-58,930	41,251-61,877
	Rensselaer	II	44,000-50,000	45,000-48,000
	Rockland	II	84,767	87,310
	Saratoga	II	34,215-43,265	35,585-44,995
	Schenectady	II	49,485-66,803	51,464-69,475
	Schoharie	I	27,839-34,209	29,532-36,287
	Schuyler	I	21,850-22,650	22,615
	Seneca	I	30,026	27,717-31,521
	St. Lawrence	II	30,940	32,110
	Steuben	II	36,959	38,605
	Suffolk	III	52,357-81,693	59,299-93,020
	Sullivan	II	34,400-39,343	34,400-39,343
	Tioga	I	33,172	34,167
	Tompkins	II	48,810-62,676	50,194-62,676
	Ulster	II	37,510	38,639
	Warren	I	37,093	38,929
	Washington	II	31,213-34,343	32,141-35,380
	Wayne	II	43,375	43,375
	Westchester	III	56,010-72,070	56,010-72,070
	Wyoming	I	21,312-25,098	30,900
	Yates	I	23,313-27,332	24,153-28,172

COUNTY	GROUP	1994 SALARY RANGE	1995 SALARY RANGE	37
Albany	III	49,331	51,304	H
Allegany	II	24,194-31,607	24,920-32,557	E
Broome	III	27,181-32,456	27,181-33,592	A
Cattaraugus	II	28,829-35,563	28,829-35,563	D
Cayuga	II	25,913-29,082	25,913-29,082	
Chautauqua	II	26,625-30,285	28,066-44,486	O
Chemung	II	38,000	39,525	F
Chenango	I	28,158-34,966	27,943-34,966	
Clinton	II	28,225-35,515	28,225-35,515	I
Columbia	II	30,845-34,320	31,884-35,427	N
Cortland	II	30,258	31,468	C
Delaware	I	34,065	34,665	O
Dutchess	II	35,189-58,557	35,189-58,557	M
Erie	III	43,524-57,624	45,810-60,649	E
Essex	I	21,645-30,618	21,645-30,816	
Franklin	II	33,526	35,203	M
Fulton	II	21,000-29,869	21,578-30,690	A
Genesee	I	24,419-28,746	26,228-30,869	I
Greene	I	22,626-28,483	23,771-29,924	N
Hamilton	I	17,069-18,818	19,383	T
Herkimer	I	28,461-31,960	29,172-30,367	E
Jefferson	II	34,254	32,653-39,984	N
Lewis	I	25,225-29,702	26,244-30,904	A
Livingston	II	36,200	38,275	N
Madison	I	18,000-27,000	26,000-39,000	C
Monroe	III	55,934-72,133	55,934-72,133	E
Montgomery	I	31,000	35,369	
Nassau	III	55,295-73,775	55,295-73,775	
New York City	IV	87,250-97,000	87,250-97,000	
Niagara	III	38,048	40,404	
Oneida	III	30,532-38,292	33,408-44,318	
Onondaga	III	38,727-48,008	38,727-48,008	
Ontario	II	29,250-36,114	41,200-46,100	
Orange	III	42,955-64,433	42,955-64,433	
Orleans	I	27,204-33,982	27,204-33,982	
Oswego	II	31,049	31,049	
Otsego	I	27,903	27,903	
Putnam	I	30,026-45,039	31,527-47,291	
Rensselaer	II	42,000-46,000	45,000-48,000	
Rockland	II	33,215-40,084	34,416-41,532	
Saratoga	II	28,440-30,225	29,340-33,440	
Schenectady	II	27,268-32,233	28,359-33,524	
Schoharie	I	24,849-30,394	26,360-32,240	
Schuyler	I	18,820-22,934	19,579	
Seneca	I	25,117	26,678-32,516	
St. Lawrence	II	30,940	32,110	
Steuben	II	39,335	41,300	
Suffolk	III	52,357-81,693	47,867-74,724	
Sullivan	II	34,400-39,343	26,600-33,604	
Tioga	I	29,714	31,000	
Tompkins	II	35,297-45,622	36,298-45,622	
Ulster	II	37,510	38,639	
Warren	I	33,519	34,496	
Washington	II	30,157-33,160	31,067-34,161	
Wayne	II	36,168	36,168	
Westchester	III	50,550-65,920	50,550-65,920	
Wyoming	I	21,312-25,098	22,131-25,917	
Yates	I	15,895-19,677	17,229-20,517	

PA CASES - JUNE 1994

POPULATION 1990

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Albany	6,835	292,594
Allegany	1,756	50,470
Broome	6,094	212,160
Cattaraugus	1,729	84,234
Cayuga	1,361	82,313
Chautauqua	4,759	141,895
Chemung	2,499	95,195
Chenango	950	51,768
Clinton	1,566	85,969
Columbia	1,230	62,982
Cortland	990	48,963
Delaware	940	47,225
Dutchess	3,910	259,462
Erie	33,706	968,532
Essex	976	37,152
Franklin	1,352	46,540
Fulton	1,209	54,191
Genesee	725	60,060
Greene	944	44,739
Hamilton	35	5,279
Herkimer	972	65,797
Jefferson	2,939	110,943
Lewis	463	26,796
Livingston	1,382	62,372
Madison	759	69,120
Monroe	26,154	713,968
Montgomery	788	51,981
Nassau	12,699	1,287,348
New York City	555,357	7,349,564
Niagara	6,058	220,756
Oneida	5,878	250,836
Onondaga	13,586	468,973
Ontario	1,806	95,101
Orange	5,749	307,647
Orleans	926	41,846
Oswego	2,694	121,771
Otsego	621	60,517
Putnam	373	83,941
Rensselaer	3,152	154,429
Rockland	2,689	265,475
St. Lawrence	3,254	111,974
Saratoga	1,309	181,276
Schenectady	3,043	149,285
Schoharie	488	31,859
Schuyler	479	18,662
Seneca	414	33,683
Steuben	2,651	99,088
Suffolk	19,837	1,312,864
Sullivan	1,419	69,277
Tioga	982	52,337
Tompkins	1,522	94,097
Ulster	3,254	165,304
Warren	654	59,209
Washington	1,188	59,330
Wayne	1,692	89,123
Westchester	19,796	874,866
Wyoming	474	42,507
Yates	393	22,810

Based on June, 1994 data

GROUP I (less than 1,000)

Chenango	Herkimer	Schoharie
Cortland	Lewis	Schuyler
Delaware	Madison	Seneca
Essex	Montgomery	Tioga
Genesee	Orleans	Warren
Greene	Otsego	Wyoming
Hamilton	Putnam	Yates

GROUP II (1,000 - 5,000)

Allegany	Dutchess	Saratoga
Cattaraugus	Franklin	St. Lawrence
Cayuga	Fulton	Schenectady
Chautaugua	Jefferson	Steuben
Chemung	Livingston	Sullivan
Clinton	Ontario	Tompkins
Columbia	Oswego	Ulster
	Rensselaer	Washington
	Rockland	Wayne

GROUP III (5,000 - 50,000)

Albany	Nassau	Orange
Broome	Niagara	Suffolk
Erie	Oneida	Westchester
Monroe	Onondaga	

GROUP IV (50,000 and over)

New York City