

**New York City Department of Correction  
Civilianization Report  
Fiscal Year 2021 (July 1, 2020 to December 31, 2020)**

<b>Rank</b>	<b>Civilian Title</b>	<b>Salary Range (Hiring/Incumbent/Max)*</b>	<b>Average Salary</b>	<b>Total</b>
	PRINICIPAL ADMINISTRATIVE ASSOCIATE 1	\$47,418/\$54,531/\$69,462	\$53,366	2
	PROGRAM SPECIALIST 2	\$60,132/\$69,152/\$82,086	\$71,123	1
	PROGRAM SPECIALIST 3	\$66,442/\$76,408/\$91,234	\$82,614	3
<b>Correction Officer Total</b>				
<b>Grand Total</b>				<b>6</b>

\* Reflects the salary range for each Civil Service Title. "Hiring" rate is for employees with less than two years of city service. The "incumbent" rate is for employees with more than two years of service and the "max" rate is the highest one can be paid in the title.