



THE CITY OF NEW YORK
OFFICE OF LABOR RELATIONS
40 Rector Street, New York, NY 10006-1705
<http://nyc.gov/olr>

CBU 4

JAMES F. HANLEY
Commissioner
PAMELA S. SILVERBLATT
First Deputy Commissioner

TO: HEADS OF CONCERNED CITY DEPARTMENTS AND AGENCIES
FROM: JAMES F. HANLEY, COMMISSIONER *James F. Hanley*
SUBJECT: EXECUTED CONTRACT: ENGINEERING & SCIENTIFIC
TERM: JULY 1, 2002 TO JUNE 30, 2005

Attached for your information and guidance is a copy of the executed contract entered into by the Commissioner of Labor Relations and the Health and Hospitals Corporation on behalf of the City of New York and District Council 37 on behalf of the incumbents of positions listed in Article I of said contract.

The contract incorporates terms of an agreement reached through collective bargaining negotiations and related procedures.

DATED: MAR 22 2005

OFFICE OF LABOR RELATIONS
REGISTRATION
OFFICIAL CONTRACT

NO: 019
DATE: MAR 22 2005

2002-2005 Engineering & Scientific Agreement

CONTENTS:

ARTICLE I - UNION RECOGNITION AND UNIT DESIGNATION	2
ARTICLE II - DUES CHECKOFF	8
ARTICLE III - SALARIES	8
ARTICLE IV - WELFARE FUND	53
ARTICLE V - PRODUCTIVITY AND PERFORMANCE	54
ARTICLE VI - GRIEVANCE PROCEDURE	55
ARTICLE VII - BULLETIN BOARDS: EMPLOYER FACILITIES	62
ARTICLE VIII - NO STRIKES	62
ARTICLE IX - CITYWIDE ISSUES	62
ARTICLE X - UNION ACTIVITY	62
ARTICLE XI - LABOR-MANAGEMENT COMMITTEE	63
ARTICLE XII - FINANCIAL EMERGENCY ACT	63
ARTICLE XIII - APPENDICES	63
ARTICLE XIV - SAVINGS CLAUSE	64
ARTICLE XV - CONTRACTING-OUT CLAUSE	64
ARTICLE XVI - ASSIGNMENT DIFFERENTIALS	64
ARTICLE XVII - TRAINING FUND	67
ARTICLE XVIII - RECRUITMENT & RETENTION OF PROFESSIONAL PERSONNEL	67
ARTICLE XIX - PROFESSIONAL FEE ALLOWANCE	68
Appendix A	70
Appendix B	71
Appendix C	72
Appendix D	75

2002-2005 Engineering & Scientific Agreement

AGREEMENT entered into this 22nd day of March, 2005 by and between the City of New York and related public employers pursuant to and limited to their respective elections or statutory requirement to be covered by the New York City Collective Bargaining Law and their respective authorizations to the City to bargain on their behalf and the New York City Health and Hospitals Corporation (hereinafter jointly referred to as the "Employer"), and the Civil Service Technical Guild, Local 375, A.F.S.C.M.E., AFL-CIO and District Council 37, AFSCME, AFL-CIO (hereinafter jointly referred to as the "Union"), for the thirty-six (36) month period from July 1, 2002 to June 30, 2005.

WITNESSETH:

WHEREAS, the parties hereto have entered into collective bargaining and desire to reduce the results thereof to writing,

NOW, THEREFORE, it is mutually agreed as follows:

ARTICLE I - UNION RECOGNITION AND UNIT DESIGNATION

Section 1.

The Employer recognizes the Union as the sole and exclusive collective bargaining representative for the bargaining unit set forth below, consisting of employees of the Employer, wherever employed, whether full-time, part-time per annum, hourly or per diem, in the below listed title(s), and in any successor title(s) that may be certified by the Board of Certification of the Office of Collective Bargaining to be part of the unit herein for which the Union is the exclusive collective bargaining representative and in any positions in Restored Rule X titles of the Classified Service the duties of which are or shall be equated by the City Personnel Director and the Director of the Budget for salary purposes to any of the below listed title(s):

UNIT "A"

Air Pollution Control Engineer	20610
Air Pollution Control Engineering Intern	20602
Air Pollution Control Engineering Trainee	20604
Air Pollution Inspector	31315
Architect (including specialty)	21215,16, 212150
Architectural Intern	21205, 212050
Architectural Specialist	06106
Asbestos Hazard Investigator	31312
Assistant Air Pollution Control Engineer	20605
Assistant Architect (including OTB)	03716, 21210, 212100
Assistant Area Manager of School Maintenance.	91696
Assistant Chemical Engineer	20510
Assistant Chemist (including specialties)	21810,11, 218100
Assistant Civil Engineer	20210, 202100
Assistant Coordinator of Highway Transportation Studies	22360
Assistant Director of Technical Services (Air Pollution Control)	20612

05019

Assistant Director of Technical Services (Emissions Inventory - Stationary Assistant Environmental Engineer	20603 20617
Assistant Electrical Engineer (including OTB)	20310.05574, 203100
Assistant Engineer (Accounting)	20710
Assistant Engineering Technician (JOP & OTB)	201120378209517
Assistant Geologist	21910
Assistant Health Facilities Planner	22081, 220810
Assistant Highway Transportation Specialist	22305
Assistant Landscape Architect	21310
Assistant Mechanical Engineer	20410, 204100
Assistant Physicist (including specialist)	22010.1,2,3, 220100-30
Assistant Plan Examiner (Buildings)	22405
Assistant Planner (including OTB)	22110, 05524
Assistant Project Coordinator (including OTB)	22420, 05561
Assistant Project Development Coordinator	22515
Assistant Project Manager	22502
Assistant Project Services Specialist	22516
Assistant Scientist (Radiation Control)	21511
Assistant Signal Circuit Engineer	20311
Assistant Space Analyst	80181
Assistant Superintendent of Construction (including OTB)	34210,03766.03781, 342100
Assistant Superintendent of Construction and Repairs	91355
Assistant Supervisor of Electrical Installations	34208
Assistant Supervisor of Mechanical Inst.	34209
Assistant Surveyor	21010
Assistant Surveyor Trainee	21005
Assistant Urban Designer	22092
Associate Chemist	21822,963010, 20, 30
Associate City Planner	22123
Associate Engineering Technician (including OTB)	20118,961710, 20
Associate Fire Protection Inspector	31662
Associate Graphic Artist	91416
Associate Housing Development Specialist	22508
Associate Landmarks Preservationist	92238
Associate Project Manager	22427
Associate Space Analyst	80183
Associate Urban Designer	22124
Automotive Specialist	20130
Cartographer (Civil Defense)	71411
Chemical, Biological & Radiological Officer (C.D.)	71435
Chemical Engineer	20515
Chemical Engineering Intern	20503
Chemist (including specialties)	21815-21, 218150
Chemist Trainee	21801

05019

Chief Supervisor of Mechanical Installations	34265
City Planner	22122
City Planning Technician	22121
City Research Scientist	21744
Civil Engineer (including specialties)	20215-20, 202150
Civil Engineering Drafter	20205
Civil Engineering Intern	20202, 202020
Civil Engineering Trainee	20201
Community Planning Board Coordinator	22117
Computer Equipment Design Specialist (OTB)	05600
Computer Equipment Design Trainee (OTB)	05632
Computer Facilities Maintainer (FISA)	91603
Computer Specialist (Equipment Design & Development) (OTB)	05701
Construction Management Assistant	00103, 001030
Construction Manager (including specialties & OTB)	34217-18, 03812, 342180
Construction Project Manager	34202, 962510-30
Construction Project Manager Intern	34201
Criminalist	06728
Director of Intersectional Traffic Control	22347
Electrical Engineer (including specialties)	20315-20, 203150, 60
Electrical Engineering Drafter	20305
Electrical Engineering Intern	20302, 203020
Electrical Engineering Trainee	20301
Engineer (Accounting) (CE & S)	2071520815
Engineer-Assessor (all specialties)	20915-19
Engineering Aide	20101
Engineering Specialist	06019
Engineering Technician (including specialties & OTB)	20113, 961610, 20, 09933, 03768
Engineering Technician Aide (JOP)	09456
Engineering Technician Trainee (including OTB)	20111, 03769, 201110
Engineering Work Study Trainee	20100
Environmental Control Technician	90971
Environmental Engineer	20618
Estimator (including specialties & OTB)	20618
Fire Protection Inspector	31661
Forensic Analyst (OCME)	06524
Forensic Scientist (OCME)	06525
Forester	81361
General Superintendent of Construction (including specialties)	34266, 67, 342670
General Superintendent of Construction and Repairs	91396
General Superintendant of Building Maintenance (all fields)	91673-75
Geologist	21915
Geologist Trainee	21901
Graphic Artist (including OTB)	05736, 91415

05019

Health Facilities Planner	22082, 220820
Highway Transportation Specialist	22315
Housing Development Specialist	22507
Housing Development Specialist Trainee	22506
Illustrator (including OTB)	91410, 914100
Industrial Hygienist	31305
Instrument Maker (Radiology)	90722, 907220
Instrumentation Specialist	91001
Instrumentation Specialist (Trainee)	91000
Junior Architect	21206, 212060
Junior Chemist	21805, 218050
Junior Civil Engineer	20206, 202060
Junior Drafter	20102
Junior Electrical Engineer	20306, 203060
Junior Health Facilities Planner	22080, 220800
Junior Mechanical Engineer	20406, 204060
Landmarks Preservationist	92237
Landmarks Preservation Specialist	92242
Landscape Architect	21315
Landscape Architect Intern	21306
Mechanical Engineer (including specialties)	20415-18, 204150
Mechanical Engineering Drafter	20405
Mechanical Engineering Intern	20403, 204030
Medical Equipment Repair Technician	90690, 906900
Medical Equipment Specialist	90691, 906910
Painting Inspector	32815
Physicist (including specialties)	22015-18, 220150, 70.80
Physicist Trainee	22001
Plan Examiner (Buildings)	22410
Planner	22115
Planner Trainee	22107
Principal Air Pollution Control Engineer	20620
Principal Air Pollution Inspector	31360
Principal Chemical Engineer	20550
Principal Chemist (including specialties)	21835-37, 218350
Principal Civil Engineer (including specialties)	20250, 20260
Principal Electrical Engineer	20350
Principal Engineer	21130
Principal Illustrator (including OTB)	91460, 03818
Principal Mechanical Engineer	20450
Principal Physicist	22030
Principal Planner (including OTB)	22130, 03816
Principal Research Scientist (Biological. Sciences)	21770, 217700
Principal Urban Designer	22095

05019

Project Coordinator (including OTB)	22421, 03718
Project Development Coordinator	22525
Project Development Coordinator Trainee	22504
Project Manager (Other than HHC)	22426
Project Manager (HHC only)	39710
Project Manager Intern	22425
Project Services Specialist	22526
Radio Repair Technician	00457, 004570
Research Scientist	21755
Safety Officer (including OTB)	31617,05609, 316170
Safety Specialist (including OTB)	05799, 31310
Scientist (Radiation Control)	21516
Scientist (Water Ecology)	21538
Senior Air Pollution Control Engineer	20615
Senior Air Pollution Inspector	31335
Senior Architect (including specialties)	21225-26, 212250
Senior Automotive Specialist	20131
Senior Chemical Engineer	20525
Senior Chemist (including specialties)	21825-31
Senior Civil Engineer (including Specialist)	20225-32, 202250
Senior Computer Equipment Design Specialist (OTB)	05601
Senior Electrical Engineer (including Specialist)	20325-29, 203250
Senior Engineer (Accounting)	20725
Senior Engineer (Safety)	20825
Senior Engineer (Cranes)	20234
Senior Engineer-Assessor	20920
Senior Engineering Technician (including specialties, JOP & OTB)	20114, 16, 09518,03806
Senior Environmental Control Technician	90972
Senior Estimator (including specialties)	20126-28
Senior Geologist	21925
Senior Health Facilities Planner	22083, 220830
Senior Highway Transportation Specialist	22325
Senior Hull & Machinery Inspector	33335
Senior Illustrator	91435, 914350
Senior Industrial Engineer	20625
Senior Landscape Architect	21325
Senior Mechanical Engineer (including specialties)	20425-28, 204250
Senior Meteorologist	21950
Senior Painting Inspector	32835
Senior Physicist (including specialties)	22025-29, 220250,60,70
Senior Plan Examiner (Buildings)	22411
Senior Planner (including OTB)	22125, 03801
Senior Project Coordinator	22422
Senior Project Development Coordinator	22530

05019

Senior Project Services Specialist	22531
Senior Scientist (Radiation Control)	21526
Senior Supervisor of Mechanical Installations	34235
Senior Traffic Control Inspector	31735
Senior Urban Designer	22094
Senior Waterfront Construction Inspector	34535
Superintendent of Construction (including OTB)	34215, 03796, 342150
Superintendent of Construction and Repairs	91375
Supervising Air Pollution Inspector	31355
Supervising Environmental Control Technician	90973
Supervising Hull & Machinery Inspector	33355
Supervising HVAC Specialist (OTB)	05730
Supervising Traffic Control Inspector	31750
Supervisor of Building Maintenance.(All Fields)	91670-2
Supervisor of Diesel Engine Maintenance.	91642
Supervisor of Electrical Installations	34220
Supervisor of Mechanical Installations	34216
Supervisor of Electrical Installations & Maintenance	34205
Supervisor of Mechanical. Installations & Maintenance	34221
Surveyor	21015
Telemetric Systems Specialist	20238
Traffic Control Inspector	31715
Urban Archeologist	92248
Urban Designer	22093
Urban Designer Trainee	22090
Urban Technician	22100
Waterfront Construction Inspector	34515

UNIT "B"

Associate Operations Communications Specialist	20272
Director (TV)	60666
Film Editor	90312
Film Manager	90313
Operations Communications Specialist	20271
Program Announcer	60636
Program Producer	60621
Radio & TV Operator	90411
Supervisor of Radio & TV Operators	90436
Supervisor of Radio Production	09995
Television Equipment Operator	90311
Television Lighting Technician	90310

Section 2.

The terms "employee" and "employees" as used in this Agreement shall mean only those persons in the unit described in Section 1 of this Article.

ARTICLE II - DUES CHECKOFF

Section 1.

- a. The Union shall have the exclusive right to the checkoff and transmittal of dues on behalf of each employee in accordance with the Mayor's Executive Order No. 98, dated May 15, 1969, entitled "Regulations Relating to the Checkoff of Union Dues" and in accordance with the Mayor's Executive Order No. 107, dated December 29, 1986, entitled "Procedures for Orderly Payroll Check-Off of Union Dues and Agency Shop Fees."
- b. Any Employee may consent in writing to the authorization of the deduction of dues from the Employee's wages and to the designation of the Union as the recipient thereof. Such consent, if given, shall be in a proper form acceptable to the City, which bears the signature of the Employee.

Section 2.

The parties agree to an agency shop to the extent permitted by applicable law, as described in a supplemental agreement hereby incorporated by reference into this Agreement.

ARTICLE III - SALARIES

Section 1.

- a. This Article III is subject to the provisions, terms and conditions of the Alternative Career and Salary Pay Plan Regulations, dated March 15, 1967 as amended, except that the specific terms and conditions of this Article shall supersede any provisions of such Regulations inconsistent with this Agreement subject to the limitations of applicable provisions of law.
- b. Unless otherwise specified, all salary provisions of this Agreement, including minimum and maximum salaries, advancement or level increases, general increases, education differentials and any other salary adjustments, are based upon a normal work week of 35 hours (except that such matters for Computer Facilities Maintainer (FISA) is based upon normal work week of 40 hours). In accordance with Article IX, Section 24 of the 1995 - 2001 Citywide Agreement, an Employee who works on a full-time, per-diem basis shall receive their base salary (including salary increment schedules) and/or additions-to-gross payment in the same manner as a full-time, per-annum employee. An employee who works on a part-time per annum basis and who is eligible for any salary adjustments provided in this Agreement shall receive the appropriate pro-rata portion of such salary adjustment computed on the relationship between the number of hours regularly worked each week by such employee and the number of hours in the said normal work week, unless otherwise specified.

- c. Employees who work on a part-time per diem or hourly basis and who are eligible for any salary adjustment provided in this Agreement shall receive the appropriate pro-rata portion of such salary adjustment computed as follows, unless otherwise specified:

Per diem rate - 1/261 of the appropriate minimum basic salary.

Hourly Rate - 35 hour week basis - 1/1827 of the appropriate minimum basic salary.

40 hour week basis - 1/2088 of the appropriate minimum basic salary.

- d. The maximum salary for a title shall not constitute a bar to the payment of any salary adjustment or pay differentials provided for in this Agreement but the said increase above the maximum shall not be deemed a promotion.

Section 2.

Employees in the following title(s) shall be subject to the following specified salary(ies), salary adjustment(s), and/or salary range(s):

a. Effective July 1, 2002

i. Unit A (Engineering/Scientific)

SCHEDULE A

<u>TITLE</u>	<u>(1) Minimum</u>		<u>(2) Maximum</u>
	<u>(a) Hiring Rate¹</u>	<u>(b) Incumbent Rate</u>	
Air Pollution Control Engineer Level I	\$48,828	\$52,324	\$65,896
Air Pollution Control Engineer Level II	\$58,052	\$62,209	\$75,154
Air Pollution Control Engineer Level III	\$64,940	\$69,591	\$82,039
Air Pollution Control Engineering Intern	See Section 2(a)(i) - Schedule B		
Air Pollution Control Engineering Trainee	\$35,549	\$38,094	Flat Rate
Air Pollution Inspector	\$33,677	\$36,087	\$44,067
Architect (including specialties) Level I	\$48,828	\$52,324	\$65,896
Architect (including specialties) Level II	\$58,052	\$62,209	\$75,154
Architect (including specialties) Level III	\$64,940	\$69,591	\$82,039
Architectural Intern	See Section 2(a)(i) - Schedule B		
Architectural Specialist Level I	\$58,052	\$62,209	\$75,154
Architectural Specialist Level II	\$64,940	\$69,591	\$82,039
Asbestos Hazard Investigator	\$39,211	\$42,017	\$54,827
Assistant Air Pollution Control Engineer	\$41,134	\$44,079	\$57,513

05019

Assistant Architect (including OTB) ²	\$41,134	\$44,079	\$57,513
Assistant Area Manager of School Maintenance.	\$53,795	\$57,648	\$73,471
Assistant Chemical Engineer ²	\$41,134	\$44,079	\$57,513
Assistant Chemist (including specialties) ⁴	\$38,136	\$40,870	\$52,044
Assistant Civil Engineer ²	\$41,134	\$44,079	\$57,513
Assistant Coordinator of Highway Transportation Studies	\$53,795	\$57,648	\$73,471
Assistant Director of Technical Services (Air Pollution Control)	\$60,870	\$65,231	\$74,542
Assistant Director of Technical Services (Emissions Inventory - Stationary Sources)	\$60,870	\$65,231	\$74,542
Assistant Electrical Engineer (including OTB) ²	\$41,134	\$44,079	\$57,513
Assistant Engineer (Accounting) ²	\$41,134	\$44,079	\$57,513
Assistant Engineering Technician (JOP & OTB) ⁵	\$27,296	\$29,251	\$33,105
Assistant Environmental Engineer	\$41,134	\$44,079	\$57,513
Assistant Geologist	\$41,134	\$44,079	\$57,513
Assistant Health Facilities Planner	\$42,997	\$46,075	\$60,038
Assistant Highway Transportation Specialist	\$35,549	\$38,094	\$48,732
Assistant Landscape Architect ²	\$41,134	\$44,079	\$57,513
Assistant Mechanical Engineer ²	\$41,134	\$44,079	\$57,513
Assistant Physicist (including specialist) ⁴	\$41,134	\$44,079	\$57,513
Assistant Plan Examiner (Buildings) ²	\$42,997	\$46,075	\$60,038
Assistant Planner (including OTB)	\$39,785	\$42,635	\$53,543
Assistant Project Coordinator (including OTB)	\$41,134	\$44,079	\$57,513
Assistant Project Development Coordinator ⁵	\$41,134	\$44,079	\$57,513
Assistant Project Manager	\$41,134	\$44,079	\$57,513
Assistant Project Services Specialist ⁵	\$41,134	\$44,079	\$57,513
Assistant Scientist (Radiation Control)	\$41,134	\$44,079	\$57,513
Assistant Signal Circuit Engineer ²	\$41,134	\$44,079	\$57,513
Assistant Space Analyst	\$41,134	\$44,079	\$57,513
Assistant Superintendent of Construction (including OTB) ⁵	\$41,134	\$44,079	\$57,513
Assistant Superintendent of Construction and Repairs	\$41,134	\$44,079	\$57,513
Assistant Supervisor of Electrical Installations	\$41,134	\$44,079	\$57,513
Assistant Supervisor of Mechanical Installations	\$41,134	\$44,079	\$57,513
Assistant Surveyor	\$48,828	\$52,324	\$65,896
Assistant Surveyor Trainee ³	\$41,134	\$44,079	\$46,884
Assistant Urban Designer	\$41,134	\$44,079	\$57,513
Associate Chemist Level I ⁴	\$43,266	\$46,366	\$59,799
Associate Chemist Level II ⁴	\$51,326	\$55,002	\$67,636
Associate Chemist Level III ⁴	\$56,302	\$60,334	\$79,682

05019

Associate City Planner Level I	\$52,818	\$56,602	\$71,901
Associate City Planner Level II	\$56,302	\$60,334	\$79,682
Associate Engineering Technician (Including OTB) Level I	\$35,315	\$37,843	\$48,482
Associate Engineering Technician (Including OTB) Level II	\$40,404	\$43,299	\$52,475
Associate Fire Protection Inspector Level I	\$37,621	\$40,313	\$49,359
Associate Fire Protection Inspector Level II	\$42,143	\$45,161	\$54,604
Associate Fire Protection Inspector Level III	\$46,675	\$50,017	\$59,859
Associate Graphic Artist	\$42,401	\$45,438	\$67,253
Associate Housing Development Specialist	\$53,795	\$57,648	\$73,471
Associate Landmarks Preservationist	\$48,529	\$52,005	\$63,316
Associate Project Manager Level I	\$48,828	\$52,324	\$65,896
Associate Project Manager Level II	\$53,795	\$57,648	\$73,471
Associate Project Manager Level III	\$64,940	\$69,591	\$82,039
Associate Space Analyst	\$48,828	\$52,324	\$65,896
Associate Urban Designer Level I	\$48,828	\$52,324	\$65,896
Associate Urban Designer Level II	\$53,795	\$57,648	\$73,471
Associate Urban Designer Level III	\$56,195	\$60,220	\$79,379
Automotive Specialist	\$48,828	\$52,324	\$65,896
Cartographer (Civil Defense)	\$33,559	\$35,960	\$45,811
Chemical, Biological & Radiological Officer (C.D.)	\$42,997	\$46,075	\$60,038
Chemical Engineer Level I	\$48,828	\$52,324	\$65,896
Chemical Engineer Level II	\$58,052	\$62,209	\$75,154
Chemical Engineer Level III	\$64,940	\$69,591	\$82,039
Chemical Engineering Intern			
Chemist (including specialties) ⁵	See Section 2(a)(i) - Schedule B		
Chemist Trainee	\$43,266	\$46,366	\$59,799
Chief Supervisor of Mechanical Installations	\$32,567	\$34,901	Flat Rate
City Planner Level I	\$53,795	\$57,648	\$73,471
City Planner Level II	\$39,785	\$42,635	\$53,543
City Planning Technician	\$46,994	\$50,358	\$64,462
City Research Scientist Level I	\$28,055	\$30,064	\$40,105
City Research Scientist Level II	\$54,413	\$58,309	\$63,635
City Research Scientist Level III	\$60,870	\$65,231	\$74,542
Civil Engineer (including specialties) Level I	\$67,943	\$72,811	\$82,120
Civil Engineer (including specialties) Level II	\$48,828	\$52,324	\$65,896
Civil Engineer (including specialties) Level III	\$58,052	\$62,209	\$75,154
Civil Engineering Drafter ⁵	\$64,940	\$69,591	\$82,039
	\$35,549	\$38,094	\$48,732

Civil Engineering Intern			
Civil Engineering Trainee ⁵		See Section 2(a)(i) - Schedule B	
Community Planning Board Coordinator	\$35,549	\$38,094	Flat Rate
Computer Equipment Design Specialist (OTB)	\$32,442	\$34,768	\$41,944
Computer Equipment Design Trainee (OTB)	\$39,645	\$42,485	\$52,474
Computer Facilities Maintainer (FISA)	\$31,079	\$33,303	\$37,630
Computer Specialist (Equipment Design & Development) (OTB) Level I	\$41,134	\$44,079	\$57,513
Computer Specialist (Equipment Design & Development) (OTB) Level II	\$59,602	\$63,871	\$69,222
Computer Specialist (Equipment Design & Development) (OTB) Level III	\$62,091	\$66,539	\$74,542
Construction Management Assistant	\$67,052	\$71,855	\$81,063
Construction Manager (including specialties & OTB) ⁵	\$34,555	\$37,029	\$47,670
Construction Project Manager Level I	\$55,033	\$58,972	\$78,324
Construction Project Manager Level II	\$41,134	\$44,079	\$57,513
Construction Project Manager Level III	\$48,828	\$52,324	\$65,896
Construction Project Manager Intern	\$51,931	\$55,650	\$82,039
Criminalist Level I		See Section 2(a)(i) - Schedule B	
Criminalist Level II		\$36,999	\$43,889
Criminalist Level III		\$44,277	\$60,922
Criminalist Level IV		\$55,196	\$72,712
Director of Intersectional Traffic Control		\$63,687	\$83,192
Electrical Engineer (including specialties) Level I	\$53,795	\$57,648	\$73,471
Electrical Engineer (including specialties) Level II	\$48,828	\$52,324	\$65,896
Electrical Engineer (including specialties) Level III	\$58,052	\$62,209	\$75,154
Electrical Engineering Drafter ⁵	\$64,940	\$69,591	\$82,039
Electrical Engineering Intern	\$35,549	\$38,094	\$48,732
Electrical Engineering Trainee ⁵		See Section 2(a)(i) - Schedule B	
Engineer (Accounting) (CE & S)	\$35,549	\$38,094	Flat Rate
Engineer-Assessor (all specialties)	\$48,828	\$52,324	\$65,896
Engineering Aide	\$48,828	\$52,324	\$65,896
Engineering Specialist Level I	\$35,549	\$38,094	\$48,732
Engineering Specialist Level II	\$58,052	\$62,209	\$75,154
Engineering Technician (Including specialties & OTB) Level I	\$64,940	\$69,591	\$82,039
Engineering Technician (Including specialties & OTB) Level II	\$28,055	\$30,064	\$33,918
Engineering Technician Aide (JOP)	\$30,350	\$32,521	\$40,105
Engineering Technician Trainee (including OTB) ³	\$25,169	\$26,971	Flat Rate
Engineering Work Study Trainee	\$24,578	\$26,337	\$27,652
Environmental Control Technician ⁵	\$21,407	\$22,941	\$29,546
	\$30,350	\$32,521	\$40,105

Environmental Engineer Level I	\$48,828	\$52,324	\$65,896
Environmental Engineer Level II	\$58,052	\$62,209	\$75,154
Environmental Engineer Level III	\$64,940	\$69,591	\$82,039
Environmental Engineering Intern	See Section 2(a)(i) - Schedule B		
Estimator (including specialties & OTB)	\$41,134	\$44,079	\$57,513
Fire Protection Inspector	\$33,677	\$36,087	\$44,067
Forensic Analyst (OCME)	\$39,310	\$42,126	\$59,793
Forensic Scientist (OCME)	\$56,432	\$60,473	\$74,741
Forester Level I	\$31,291	\$33,531	\$41,379
Forester Level II	\$37,283	\$39,953	\$49,227
General Superintendent of Construction (including specialties) ⁵	\$51,931	\$55,650	\$70,949
General Superintendent of Construction and Repairs	\$51,931	\$55,650	\$70,949
General Superintendent of Building Maintenance (all fields)	\$48,828	\$52,324	\$65,896
Geologist	\$48,828	\$52,324	\$65,896
Geologist Trainee	\$35,549	\$38,094	Flat Rate
Graphic Artist (including OTB)	\$32,857	\$35,210	\$47,980
Health Facilities Planner	\$55,033	\$58,972	\$78,324
Highway Transportation Specialist Level I	\$41,134	\$44,079	\$57,513
Highway Transportation Specialist Level II	\$48,828	\$52,324	\$65,896
Highway Transportation Specialist Level III	\$53,795	\$57,648	\$73,471
Housing Development Specialist Level I	\$41,134	\$44,079	\$58,665
Housing Development Specialist Level II	\$48,828	\$52,324	\$67,213
Housing Development Specialist Trainee Level I	\$32,620	\$34,272	Flat Rate
Housing Development Specialist Trainee Level II	\$35,549	\$37,347	Flat Rate
Illustrator (including OTB) ⁵	\$30,830	\$33,038	\$38,293
Industrial Hygienist Level I	\$34,155	\$36,598	\$45,008
Industrial Hygienist Level II	\$40,388	\$43,278	\$50,579
Instrument Maker (Radiology)	\$41,134	\$44,079	\$57,513
Instrumentation Specialist Level I ⁶	See Note 6	\$36,022	Flat rate
Instrumentation Specialist Level II ⁶	See Note 6	\$43,646	Flat rate
Instrumentation Specialist Level III ⁶	See Note 6	\$50,214	Flat rate
Instrumentation Specialist Level I ⁷	See Note 7	\$37,342	Flat rate
Instrumentation Specialist Level II ⁷	See Note 7	\$45,416	Flat rate
Instrumentation Specialist Level III ⁷	See Note 7	\$51,471	Flat rate
Instrumentation Specialist Trainee (Entry Level) ⁸	See Note 8	\$25,107	Flat rate
Instrumentation Specialist Trainee (After one year) ⁸	See Note 8	\$26,198	Flat rate
Instrumentation Specialist Trainee (After two years) ⁸	See Note 8	\$32,748	Flat rate

05019

Junior Architect ⁵	\$35,549	\$38,094	\$48,732
Junior Chemist ⁵	\$32,567	\$34,901	\$41,527
Junior Civil Engineer ⁵	\$35,549	\$38,094	\$48,732
Junior Drafter ⁵	\$35,549	\$38,094	\$48,732
Junior Electrical Engineer ⁵	\$35,549	\$38,094	\$48,732
Junior Health Facilities Planner	\$35,549	\$38,094	\$48,732
Junior Mechanical Engineer ⁵	\$35,549	\$38,094	\$48,732
Landmarks Preservationist Level I	\$40,290	\$43,177	\$54,085
Landmarks Preservationist Level II	\$44,644	\$47,840	\$61,808
Landmarks Preservation Specialist ⁵	\$40,290	\$43,177	\$54,085
Landscape Architect Level I	\$48,828	\$52,324	\$65,896
Landscape Architect Level II	\$58,052	\$62,209	\$75,154
Landscape Architect Level III	\$64,940	\$69,591	\$82,039
Landscape Architect Intern	See Section 2(a)(i) - Schedule B		
Mechanical Engineer (including specialties) Level I	\$48,828	\$52,324	\$65,896
Mechanical Engineer (including specialties) Level II	\$58,052	\$62,209	\$75,154
Mechanical Engineer (including specialties) Level III	\$64,940	\$69,591	\$82,039
Mechanical Engineering Drafter ⁵	\$35,549	\$38,094	\$48,732
Mechanical Engineering Intern	See Section 2(a)(i) - Schedule B		
Medical Equipment Repair Technician	\$28,057	\$30,066	\$39,289
Medical Equipment Specialist	\$37,410	\$40,088	\$51,262
Painting Inspector	\$33,677	\$36,087	\$44,067
Physicist (including specialties) ⁴	\$48,828	\$52,324	\$65,896
Physicist Trainee	\$35,549	\$38,094	Flat Rate
Plan Examiner (Buildings)	\$50,692	\$54,322	\$68,686
Planner	\$46,994	\$50,358	\$64,462
Planner Trainee ⁵	\$35,549	\$38,094	Flat Rate
Principal Air Pollution Control Engineer ⁵	\$67,943	\$72,811	\$82,120
Principal Air Pollution Inspector	\$46,675	\$50,017	\$59,859
Principal Chemical Engineer ⁵	\$67,943	\$72,811	\$82,120
Principal Chemist (including specialties) ⁵	\$56,302	\$60,334	\$79,682
Principal Civil Engineer (including specialties) ⁵	\$67,943	\$72,811	\$82,120
Principal Electrical Engineer ⁵	\$67,943	\$72,811	\$82,120
Principal Engineer	\$67,943	\$72,811	\$82,120
Principal Illustrator (including OTB) ⁵	\$41,134	\$44,079	\$57,513
Principal Mechanical Engineer ⁵	\$67,943	\$72,811	\$82,120
Principal Physicist	\$55,033	\$58,972	\$78,324

Principal Planner (including OTB)	\$56,302	\$60,334	\$79,682
Principal Research Scientist (Biological Sciences)	\$67,943	\$72,811	\$82,120
Principal Urban Designer	\$59,088	\$63,319	\$91,603
Project Coordinator (including OTB)	\$48,828	\$52,324	\$65,896
Project Development Coordinator ⁵	\$48,828	\$52,324	\$65,896
Project Development Coordinator Trainee ⁵	\$35,549	\$38,094	Flat Rate
Project Manager (Other than HHC)	\$41,134	\$44,079	\$57,513
Project Manager (HHC only)	\$47,887	\$51,316	\$78,166
Project Manager Intern	\$37,792	\$39,798	Flat Rate
Project Services Specialist ⁵	\$48,828	\$52,324	\$65,896
Radio Repair Technician	\$30,323	\$32,495	\$36,612
Research Scientist Level I	\$54,413	\$58,309	\$63,635
Research Scientist Level II	\$60,870	\$65,231	\$74,542
Research Scientist Level III	\$67,943	\$72,811	\$82,120
Safety Officer (including OTB)	\$31,825	\$34,104	\$42,083
Safety Specialist (including OTB)	\$32,479	\$34,805	\$42,715
Scientist (Radiation Control)	\$48,828	\$52,324	\$65,896
Scientist (Water Ecology)	\$47,466	\$50,865	\$63,101
Senior Air Pollution Control Engineer ⁵	\$53,795	\$57,648	\$73,471
Senior Air Pollution Inspector	\$37,621	\$40,313	\$49,359
Senior Architect (including specialties) ⁵	\$53,795	\$57,648	\$73,471
Senior Automotive Specialist	\$53,795	\$57,648	\$73,471
Senior Chemical Engineer ⁵	\$53,795	\$57,648	\$73,471
Senior Chemist (including specialties)	\$51,326	\$55,002	\$67,636
Senior Civil Engineer (including Specialist) ⁵	\$53,795	\$57,648	\$73,471
Senior Computer Equipment Design Specialist (OTB)	\$44,856	\$48,068	\$60,827
Senior Electrical Engineer (including Specialist) ⁵	\$53,795	\$57,648	\$73,471
Senior Engineer (Accounting)	\$53,795	\$57,648	\$73,471
Senior Engineer (Safety) ⁵	\$53,795	\$57,648	\$73,471
Senior Engineer (Cranes) ⁵	\$53,795	\$57,648	\$73,471
Senior Engineer-Assessor ⁵	\$53,795	\$57,648	\$73,471
Senior Engineering Technician (including specialties, JOP & OTB) ⁵	\$35,315	\$37,843	\$48,482
Senior Environmental Control Technician	\$35,315	\$37,843	\$48,482
Senior Estimator (including specialties)	\$48,828	\$52,324	\$65,896
Senior Geologist	\$53,795	\$57,648	\$73,471
Senior Health Facilities Planner	\$61,152	\$65,530	\$84,962
Senior Highway Transportation Specialist	\$48,828	\$52,324	\$65,896

05019

Senior Hull & Machinery Inspector	\$37,621	\$40,313	\$49,359
Senior Illustrator	\$33,559	\$35,960	\$45,811
Senior Industrial Engineer	\$53,795	\$57,648	\$73,471
Senior Landscape Architect ⁵	\$53,795	\$57,648	\$73,471
Senior Mechanical Engineer (including specialties)	\$53,795	\$57,648	\$73,471
Senior Meteorologist	\$37,410	\$40,088	\$51,262
Senior Painting Inspector	\$37,621	\$40,313	\$49,359
Senior Physicist (including specialties) ⁴	\$53,795	\$57,648	\$73,471
Senior Plan Examiner (Buildings)	\$55,033	\$58,972	\$78,324
Senior Planner (including OTB) ⁵	\$52,818	\$56,602	\$71,901
Senior Project Coordinator	\$53,795	\$57,648	\$73,471
Senior Project Development Coordinator ⁵	\$53,795	\$57,648	\$73,471
Senior Project Services Specialist ⁵	\$53,795	\$57,648	\$73,471
Senior Scientist (Radiation Control)	\$53,795	\$57,648	\$73,471
Senior Supervisor of Mechanical Installations	\$50,692	\$54,322	\$68,686
Senior Traffic Control Inspector	\$35,983	\$38,558	\$47,602
Senior Urban Designer ⁵	\$53,795	\$57,648	\$73,471
Senior Waterfront Construction Inspector	\$37,621	\$40,313	\$49,359
Superintendent of Construction (including OTB) ⁵	\$48,828	\$52,324	\$65,896
Superintendent of Construction and Repairs	\$48,828	\$52,324	\$65,896
Supervising Air Pollution Inspector	\$42,143	\$45,161	\$54,604
Supervising Environmental Control Technician	\$40,404	\$43,299	\$52,475
Supervising Hull & Machinery Inspector	\$41,384	\$44,349	\$53,793
Supervising HVAC Specialist (OTB)	\$48,828	\$52,324	\$65,896
Supervising Traffic Control Inspector	\$39,957	\$42,818	\$52,262
Supervisor of Building Maintenance.(All Fields)	\$41,134	\$44,079	\$57,513
Supervisor of Diesel Engine Maintenance.	\$47,466	\$50,865	\$63,101
Supervisor of Electrical Installations	\$48,828	\$52,324	\$65,896
Supervisor of Mechanical Installations	\$48,828	\$52,324	\$65,896
Supervisor of Electrical Installations & Maintenance Level I	\$41,134	\$44,079	\$57,513
Supervisor of Electrical Installations & Maintenance Level II	\$48,828	\$52,324	\$65,896
Supervisor of Mechanical Installations & Maintenance Level I	\$41,134	\$44,079	\$57,513
Supervisor of Mechanical Installations & Maintenance Level II	\$48,828	\$52,324	\$65,896
Supervisor of Mechanical Installations & Maintenance Level III	\$50,692	\$54,322	\$68,686
Supervisor of Mechanical Installations & Maintenance Level IV	\$53,795	\$57,648	\$73,471
Surveyor	\$53,795	\$57,648	\$73,471
Telemetric Systems Specialist	\$51,931	\$55,650	\$70,949

05019

Traffic Control Inspector	\$32,584	\$34,914	\$42,896
Urban Archeologist	\$37,939	\$40,655	\$55,417
Urban Designer ⁵	\$48,828	\$52,324	\$65,896
Urban Designer Trainee	\$35,549	\$38,094	Flat Rate
Urban Technician	\$28,055	\$30,064	\$40,105
Waterfront Construction Inspector	\$33,677	\$36,087	\$44,067

NOTE:

1. See Article III, Section 4 (New Hires).
2. Upon completion of six months of satisfactory permanent service in the title, an employee shall be guaranteed a minimum salary equal to the then current applicable minimum hiring rate ¹ plus an additional \$1,000. Upon completion of an additional eighteen (18) months of satisfactory permanent service in the title, the employee shall be guaranteed a minimum salary equal to the minimum incumbent rate in effect on the two year anniversary of the employee's original date of appointment to the applicable title, plus an additional \$1000.
3. Upon completion of one year of satisfactory service in the title, the maximum salary shall apply.
4. Each appointment to this position above the minimum hiring rate will be handled on a case by case basis.
5. For present incumbents only.
6. Base salary schedule for all newly hired employees appointed to the title of Instrumentation Specialist on or after July 1, 2002. Note: employees appointed after July 1, 2002 remain in this salary schedule.
7. Base salary schedule for current incumbents appointed prior to July 1, 2002 and who were serving in the Environmental Control Technician title series since January 1, 2002.
8. Trainees advance into the salary schedule established for all newly hired employees appointed to the title of Instrumentation Specialist on or after July 1, 2002.

SCHEDULE B

<u>TITLE</u>	<u>(1) Hiring Rate</u> ¹		<u>(2) Incumbent Rate</u> ²	
	<u>(a) Minimum</u>	<u>(b) Maximum</u>	<u>(a) Minimum</u>	<u>(b) Maximum</u>
Air Pollution Control Engineering Intern	\$37,050	\$39,018	\$39,703	\$41,811
Architectural Intern	\$37,050	\$39,018	\$39,703	\$41,811
Chemical Engineering Intern	\$37,050	\$39,018	\$39,703	\$41,811
Civil Engineering Intern	\$37,050	\$39,018	\$39,703	\$41,811
Construction Project Manager Intern	\$37,050	\$39,018	\$39,703	\$41,811
Electrical Engineering Intern	\$37,050	\$39,018	\$39,703	\$41,811
Environmental Engineering Intern	\$37,050	\$39,018	\$39,703	\$41,811
Landscape Architect Intern	\$37,050	\$39,018	\$39,703	\$41,811
Mechanical Engineering Intern	\$37,050	\$39,018	\$39,703	\$41,811

Note:

1. Upon completion of six months of satisfactory permanent service in the title, the maximum hiring rate salary shall apply. Upon completion of an additional six months of satisfactory permanent service in the title, the employee shall be appointed to the applicable Assistant Engineer/Architect title at the minimum hiring rate, plus an additional \$1,000. Upon completion of an additional one year of satisfactory permanent service in the title, the employee shall be paid at the minimum incumbent rate in effect on the two year anniversary of the employee's original date of appointment to the applicable intern title, plus an additional \$1000. See also Article III, Section 4 (New Hires).

05019

(ii) Unit B (Radio/TV)

TITLE	(1) Minimum		(2) Maximum
	(a) Hiring Rate 1	(b) Incumbent Rate	
Associate Operations Communications Specialist Level I	\$34,369	\$36,831	\$41,173
Associate Operations Communications Specialist Level II	\$38,422	\$41,173	\$45,513
Director (TV) Level I	\$29,112	\$31,198	\$34,929
Director (TV) Level II	\$35,611	\$38,161	\$47,733
Film Editor	\$29,278	\$31,374	\$37,029
Film Manager	\$42,250	\$45,277	\$54,057
Operations Communications Specialist Level I	\$28,890	\$30,959	\$36,274
Operations Communications Specialist Level II	\$33,850	\$36,274	\$41,590
Program Announcer Level I	\$30,892	\$33,105	\$43,346
Program Announcer Level II	\$34,555	\$37,029	\$47,605
Program Producer Level I	\$30,084	\$32,238	\$38,622
Program Producer Level II	\$42,250	\$45,277	\$54,057
Program Producer Level III	\$48,704	\$52,191	\$62,838
Radio & TV Operator Level I	\$25,337	\$27,152	\$34,689
Radio & TV Operator Level II	\$30,892	\$33,105	\$43,346
Radio & TV Operator Level III	\$34,555	\$37,029	\$47,605
Supervisor of Radio & TV Operators Level I	\$42,250	\$45,277	\$54,057
Supervisor of Radio & TV Operators Level II	\$48,704	\$52,191	\$62,838
Supervisor of Radio Production	\$43,922	\$47,068	\$54,611
Television Equipment Operator	\$29,278	\$31,374	\$37,029
Television Lighting Technician	\$29,278	\$31,374	\$37,029

Note:

1. See Article III, Section 4 (New Hires).

b. Effective July 1, 2003

i. Unit A (Engineering/Scientific)

SCHEDULE A

TITLE	(1) Minimum		(2) Maximum
	(a) Hiring Rate 1	(b) Incumbent Rate	
Air Pollution Control Engineer Level I	\$50,293	\$53,894	\$67,873
Air Pollution Control Engineer Level II	\$59,794	\$64,075	\$77,409
Air Pollution Control Engineer Level III	\$66,888	\$71,679	\$84,500
Air Pollution Control Engineering Intern	See Section 2(b)(i) - Schedule B		
Air Pollution Control Engineering Trainee	\$36,615	\$39,237	Flat Rate
Air Pollution Inspector	\$34,687	\$37,170	\$45,389

SCHEDULE A

<u>TITLE</u>	(1) Minimum		(2) Maximum
	(a) Hiring Rate¹	(b) Incumbent Rate	
Architect (including specialties) Level I	\$50,293	\$53,894	\$67,873
Architect (including specialties) Level II	\$59,794	\$64,075	\$77,409
Architect (including specialties) Level III	\$66,888	\$71,679	\$84,500
Architectural Intern			
Architectural Specialist Level I		See Section 2(b)(i) - Schedule B	
Architectural Specialist Level II	\$59,794	\$64,075	\$77,409
Asbestos Hazard Investigator	\$66,888	\$71,679	\$84,500
Assistant Air Pollution Control Engineer	\$40,387	\$43,278	\$56,472
Assistant Architect (including OTB) ²	\$42,368	\$45,401	\$59,238
Assistant Area Manager of School Maintenance.	\$42,368	\$45,401	\$59,238
Assistant Chemical Engineer ²	\$55,409	\$59,377	\$75,675
Assistant Chemist (including specialties) ⁴	\$42,368	\$45,401	\$59,238
Assistant Civil Engineer ²	\$39,280	\$42,096	\$53,605
Assistant Coordinator of Highway Transportation Studies	\$42,368	\$45,401	\$59,238
Assistant Director of Technical Services (Air Pollution Control)	\$55,409	\$59,377	\$75,675
Assistant Director of Technical Services (Emissions Inventory - Stationary Sources)	\$62,696	\$67,188	\$76,778
Assistant Electrical Engineer (including OTB) ²	\$62,696	\$67,188	\$76,778
Assistant Engineer (Accounting) ²	\$42,368	\$45,401	\$59,238
Assistant Engineering Technician (JOP & OTB) ⁵	\$42,368	\$45,401	\$59,238
Assistant Environmental Engineer	\$28,115	\$30,129	\$34,098
Assistant Geologist	\$42,368	\$45,401	\$59,238
Assistant Health Facilities Planner	\$42,368	\$45,401	\$59,238
Assistant Highway Transportation Specialist	\$44,287	\$47,457	\$61,839
Assistant Landscape Architect ²	\$36,615	\$39,237	\$50,194
Assistant Mechanical Engineer ²	\$42,368	\$45,401	\$59,238
Assistant Physicist (including specialist) ⁴	\$42,368	\$45,401	\$59,238
Assistant Plan Examiner (Buildings) ²	\$42,368	\$45,401	\$59,238
Assistant Planner (including OTB)	\$44,287	\$47,457	\$61,839
Assistant Project Coordinator (including OTB)	\$40,979	\$43,914	\$55,149
Assistant Project Development Coordinator ⁵	\$42,368	\$45,401	\$59,238
Assistant Project Manager	\$42,368	\$45,401	\$59,238
Assistant Project Services Specialist ⁵	\$42,368	\$45,401	\$59,238
Assistant Scientist (Radiation Control)	\$42,368	\$45,401	\$59,238
Assistant Signal Circuit Engineer ²	\$42,368	\$45,401	\$59,238
Assistant Space Analyst	\$42,368	\$45,401	\$59,238
Assistant Superintendent of Construction (including OTB) ⁵	\$42,368	\$45,401	\$59,238
Assistant Superintendent of Construction and Repairs	\$42,368	\$45,401	\$59,238

SCHEDULE A

<u>TITLE</u>	(1) Minimum		<u>(2) Maximum</u>
	<u>(a) Hiring Rate¹</u>	<u>(b) Incumbent Rate</u>	
Assistant Supervisor of Electrical Installations	\$42,368	\$45,401	\$59,238
Assistant Supervisor of Mechanical Installations	\$42,368	\$45,401	\$59,238
Assistant Surveyor	\$50,293	\$53,894	\$67,873
Assistant Surveyor Trainee ³	\$42,368	\$45,401	\$48,291
Assistant Urban Designer	\$42,368	\$45,401	\$59,238
Associate Chemist Level I ⁴	\$44,564	\$47,757	\$61,593
Associate Chemist Level II ⁴	\$52,866	\$56,652	\$69,665
Associate Chemist Level III ⁴	\$57,991	\$62,144	\$82,072
Associate City Planner Level I	\$54,403	\$58,300	\$74,058
Associate City Planner Level II	\$57,991	\$62,144	\$82,072
Associate Engineering Technician (Including OTB) Level I	\$36,374	\$38,978	\$49,936
Associate Engineering Technician (Including OTB) Level II	\$41,616	\$44,598	\$54,049
Associate Fire Protection Inspector Level I	\$38,750	\$41,522	\$50,840
Associate Fire Protection Inspector Level II	\$43,407	\$46,516	\$56,242
Associate Fire Protection Inspector Level III	\$48,075	\$51,518	\$61,655
Associate Graphic Artist	\$43,673	\$46,801	\$69,271
Associate Housing Development Specialist	\$55,409	\$59,377	\$75,675
Associate Landmarks Preservationist	\$49,985	\$53,565	\$65,215
Associate Project Manager Level I	\$50,293	\$53,894	\$67,873
Associate Project Manager Level II	\$55,409	\$59,377	\$75,675
Associate Project Manager Level III	\$66,888	\$71,679	\$84,500
Associate Space Analyst	\$50,293	\$53,894	\$67,873
Associate Urban Designer Level I	\$50,293	\$53,894	\$67,873
Associate Urban Designer Level II	\$55,409	\$59,377	\$75,675
Associate Urban Designer Level III	\$57,881	\$62,027	\$81,760
Automotive Specialist	\$50,293	\$53,894	\$67,873
Cartographer (Civil Defense)	\$34,566	\$37,039	\$47,185
Chemical, Biological & Radiological Officer (C.D.)	\$44,287	\$47,457	\$61,839
Chemical Engineer Level I	\$50,293	\$53,894	\$67,873
Chemical Engineer Level II	\$59,794	\$64,075	\$77,409
Chemical Engineer Level III	\$66,888	\$71,679	\$84,500
Chemical Engineering Intern			
Chemist (including specialties) ⁵	See Section 2(b)(i) - Schedule B		
Chemist Trainee	\$44,564	\$47,757	\$61,593
Chief Supervisor of Mechanical Installations	\$33,544	\$35,948	Flat Rate
City Planner Level I	\$55,409	\$59,377	\$75,675
City Planner Level II	\$40,979	\$43,914	\$55,149
	\$48,404	\$51,869	\$66,396

SCHEDULE A

<u>TITLE</u>	(1) Minimum		(2) Maximum
	(a) Hiring Rate ¹	(b) Incumbent Rate	
City Planning Technician	\$28,897	\$30,966	\$41,308
City Research Scientist Level I	\$56,045	\$60,058	\$65,544
City Research Scientist Level II	\$62,696	\$67,188	\$76,778
City Research Scientist Level III	\$69,981	\$74,995	\$84,584
Civil Engineer (including specialties) Level I	\$50,293	\$53,894	\$67,873
Civil Engineer (including specialties) Level II	\$59,794	\$64,075	\$77,409
Civil Engineer (including specialties) Level III	\$66,888	\$71,679	\$84,500
Civil Engineering Drafter ⁵	\$36,615	\$39,237	\$50,194
Civil Engineering Intern			
Civil Engineering Trainee ⁵	See Section 2(b)(i) - Schedule B		
Community Planning Board Coordinator	\$36,615	\$39,237	Flat Rate
Computer Equipment Design Specialist (OTB)	\$33,415	\$35,811	\$43,202
Computer Equipment Design Trainee (OTB)	\$40,834	\$43,760	\$54,048
Computer Facilities Maintainer (FISA)	\$32,011	\$34,302	\$38,759
Computer Specialist (Equipment Design & Development) (OTB) Level I	\$42,368	\$45,401	\$59,238
Computer Specialist (Equipment Design & Development) (OTB) Level II	\$61,390	\$65,787	\$71,299
Computer Specialist (Equipment Design & Development) (OTB) Level III	\$63,954	\$68,535	\$76,778
Construction Management Assistant	\$69,064	\$74,011	\$83,495
Construction Manager (including specialties & OTB) ⁵	\$35,592	\$38,140	\$49,100
Construction Project Manager Level I	\$56,684	\$60,741	\$80,674
Construction Project Manager Level II	\$42,368	\$45,401	\$59,238
Construction Project Manager Level III	\$50,293	\$53,894	\$67,873
Construction Project Manager Intern	\$53,489	\$57,320	\$84,500
Criminalist Level I	See Section 2(b)(i) - Schedule B		
Criminalist Level II		\$38,109	\$45,206
Criminalist Level III		\$45,605	\$62,750
Criminalist Level IV		\$56,852	\$74,893
Director of Intersectional Traffic Control		\$65,598	\$85,688
Electrical Engineer (including specialties) Level I	\$55,409	\$59,377	\$75,675
Electrical Engineer (including specialties) Level II	\$50,293	\$53,894	\$67,873
Electrical Engineer (including specialties) Level III	\$59,794	\$64,075	\$77,409
Electrical Engineering Drafter ⁵	\$66,888	\$71,679	\$84,500
Electrical Engineering Intern	\$36,615	\$39,237	\$50,194
Electrical Engineering Trainee ⁵	See Section 2(b)(i) - Schedule B		
Engineer (Accounting) (CE & S)	\$36,615	\$39,237	Flat Rate
Engineer-Assessor (all specialties)	\$50,293	\$53,894	\$67,873
Engineering Aide	\$50,293	\$53,894	\$67,873
	\$36,615	\$39,237	\$50,194

SCHEDULE A

<u>TITLE</u>	(1) Minimum		<u>(2) Maximum</u>
	<u>(a) Hiring Rate¹</u>	<u>(b) Incumbent Rate</u>	
Engineering Specialist Level I	\$59,794	\$64,075	\$77,409
Engineering Specialist Level II	\$66,888	\$71,679	\$84,500
Engineering Technician (Including specialties & OTB) Level I	\$28,897	\$30,966	\$34,936
Engineering Technician (Including specialties & OTB) Level II	\$31,261	\$33,497	\$41,308
Engineering Technician Aide (JOP)	\$25,924	\$27,780	Flat Rate
Engineering Technician Trainee (including OTB) ³	\$25,315	\$27,127	\$28,482
Engineering Work Study Trainee	\$22,049	\$23,629	\$30,432
Environmental Control Technician ⁵	\$31,261	\$33,497	\$41,308
Environmental Engineer Level I	\$50,293	\$53,894	\$67,873
Environmental Engineer Level II	\$59,794	\$64,075	\$77,409
Environmental Engineer Level III	\$66,888	\$71,679	\$84,500
Environmental Engineering Intern	See Section 2(b)(i) - Schedule B		
Estimator (including specialties & OTB)	\$42,368	\$45,401	\$59,238
Fire Protection Inspector	\$34,687	\$37,170	\$45,389
Forensic Analyst (OCME)	\$40,489	\$43,390	\$61,587
Forensic Scientist (OCME)	\$58,125	\$62,287	\$76,983
Forester Level I	\$32,230	\$34,537	\$42,620
Forester Level II	\$38,401	\$41,152	\$50,704
General Superintendent of Construction (including specialties) ⁵	\$53,489	\$57,320	\$73,077
General Superintendent of Construction and Repairs	\$53,489	\$57,320	\$73,077
General Superintendent of Building Maintenance (all fields)	\$50,293	\$53,894	\$67,873
Geologist	\$50,293	\$53,894	\$67,873
Geologist Trainee	\$36,615	\$39,237	Flat Rate
Graphic Artist (including OTB)	\$33,843	\$36,266	\$49,419
Health Facilities Planner	\$56,684	\$60,741	\$80,674
Highway Transportation Specialist Level I	\$42,368	\$45,401	\$59,238
Highway Transportation Specialist Level II	\$50,293	\$53,894	\$67,873
Highway Transportation Specialist Level III	\$55,409	\$59,377	\$75,675
Housing Development Specialist Level I	\$42,368	\$45,401	\$60,425
Housing Development Specialist Level II	\$50,293	\$53,894	\$69,229
Housing Development Specialist Trainee Level I	\$33,599	\$35,300	Flat Rate
Housing Development Specialist Trainee Level II	\$36,615	\$38,467	Flat Rate
Illustrator (including OTB) ⁵	\$31,755	\$34,029	\$39,442
Industrial Hygienist Level I	\$35,180	\$37,696	\$46,358
Industrial Hygienist Level II	\$41,600	\$44,576	\$52,096
Instrument Maker (Radiology)	\$42,368	\$45,401	\$59,238
Instrumentation Specialist Level I ⁶	See Note 6	\$37,103	Flat rate

SCHEDULE A

<u>TITLE</u>	<u>(1) Minimum</u>		<u>(2) Maximum</u>
	<u>(a) Hiring Rate¹</u>	<u>(b) Incumbent Rate</u>	
Instrumentation Specialist Level II ⁶	See Note 6	\$44,955	Flat rate
Instrumentation Specialist Level III ⁶	See Note 6	\$51,720	Flat rate
Instrumentation Specialist Level I ⁷	See Note 7	\$38,462	Flat rate
Instrumentation Specialist Level II ⁷	See Note 7	\$46,778	Flat rate
Instrumentation Specialist Level III ⁷	See Note 7	\$53,016	Flat rate
Instrumentation Specialist Trainee (Entry Level) ⁸	See Note 8	\$25,860	Flat rate
Instrumentation Specialist Trainee (After one year) ⁸	See Note 8	\$26,984	Flat rate
Instrumentation Specialist Trainee (After two years) ⁸	See Note 8	\$33,730	Flat rate
Junior Architect ⁵	\$36,615	\$39,237	\$50,194
Junior Chemist ⁵	\$33,544	\$35,948	\$42,773
Junior Civil Engineer ⁵	\$36,615	\$39,237	\$50,194
Junior Drafter ⁵	\$36,615	\$39,237	\$50,194
Junior Electrical Engineer ⁵	\$36,615	\$39,237	\$50,194
Junior Health Facilities Planner	\$36,615	\$39,237	\$50,194
Junior Mechanical Engineer ⁵	\$36,615	\$39,237	\$50,194
Landmarks Preservationist Level I	\$36,615	\$39,237	\$50,194
Landmarks Preservationist Level II	\$41,499	\$44,472	\$55,708
Landmarks Preservation Specialist ⁵	\$45,983	\$49,275	\$63,662
Landscape Architect Level I	\$41,499	\$44,472	\$55,708
Landscape Architect Level II	\$50,293	\$53,894	\$67,873
Landscape Architect Level III	\$59,794	\$64,075	\$77,409
Landscape Architect Intern	\$66,888	\$71,679	\$84,500
	See Section 2(b)(i) - Schedule B		
Mechanical Engineer (including specialties) Level I	\$50,293	\$53,894	\$67,873
Mechanical Engineer (including specialties) Level II	\$59,794	\$64,075	\$77,409
Mechanical Engineer (including specialties) Level III	\$66,888	\$71,679	\$84,500
Mechanical Engineering Drafter ⁵	\$36,615	\$39,237	\$50,194
	See Section 2(b)(i) - Schedule B		
Mechanical Engineering Intern	\$28,899	\$30,968	\$40,468
Medical Equipment Repair Technician	\$38,532	\$41,291	\$52,800
Medical Equipment Specialist	\$34,687	\$37,170	\$45,389
Painting Inspector	\$50,293	\$53,894	\$67,873
Physicist (including specialties) ⁴	\$36,615	\$39,237	Flat Rate
Physicist Trainee	\$52,213	\$55,952	\$70,747
Plan Examiner (Buildings)	\$48,404	\$51,869	\$66,396
Planner	\$36,615	\$39,237	Flat Rate
Planner Trainee ⁵	\$69,981	\$74,995	\$84,584
Principal Air Pollution Control Engineer ⁵	\$48,075	\$51,518	\$61,655
Principal Air Pollution Inspector			

SCHEDULE A

<u>TITLE</u>	(1) Minimum		(2) Maximum
	(a) Hiring Rate¹	(b) Incumbent Rate	
Principal Chemical Engineer ⁵	\$69,981	\$74,995	\$84,584
Principal Chemist (including specialties) ⁵	\$57,991	\$62,144	\$82,072
Principal Civil Engineer (including specialties) ⁵	\$69,981	\$74,995	\$84,584
Principal Electrical Engineer ⁵	\$69,981	\$74,995	\$84,584
Principal Engineer	\$69,981	\$74,995	\$84,584
Principal Illustrator (including OTB) ⁵	\$42,368	\$45,401	\$59,238
Principal Mechanical Engineer ⁵	\$69,981	\$74,995	\$84,584
Principal Physicist	\$56,684	\$60,741	\$80,674
Principal Planner (including OTB)	\$57,991	\$62,144	\$82,072
Principal Research Scientist (Biological Sciences)	\$69,981	\$74,995	\$84,584
Principal Urban Designer	\$60,861	\$65,219	\$94,351
Project Coordinator (including OTB)	\$50,293	\$53,894	\$67,873
Project Development Coordinator ⁵	\$50,293	\$53,894	\$67,873
Project Development Coordinator Trainee ⁵	\$36,615	\$39,237	Flat Rate
Project Manager (Other than HHC)	\$42,368	\$45,401	\$59,238
Project Manager (HHC only)	\$49,324	\$52,855	\$80,511
Project Manager Intern	\$38,926	\$40,992	Flat Rate
Project Services Specialist ⁵	\$50,293	\$53,894	\$67,873
Radio Repair Technician	\$31,233	\$33,470	\$37,710
Research Scientist Level I	\$56,045	\$60,058	\$65,544
Research Scientist Level II	\$62,696	\$67,188	\$76,778
Research Scientist Level III	\$69,981	\$74,995	\$84,584
Safety Officer (including OTB)	\$32,780	\$35,127	\$43,345
Safety Specialist (including OTB)	\$33,453	\$35,849	\$43,996
Scientist (Radiation Control)	\$50,293	\$53,894	\$67,873
Scientist (Water Ecology)	\$48,890	\$52,391	\$64,994
Senior Air Pollution Control Engineer ⁵	\$55,409	\$59,377	\$75,675
Senior Air Pollution Inspector	\$38,750	\$41,522	\$50,840
Senior Architect (including specialties) ⁵	\$55,409	\$59,377	\$75,675
Senior Automotive Specialist	\$55,409	\$59,377	\$75,675
Senior Chemical Engineer ⁵	\$55,409	\$59,377	\$75,675
Senior Chemist (including specialties)	\$52,866	\$56,652	\$69,665
Senior Civil Engineer (including Specialist) ⁵	\$55,409	\$59,377	\$75,675
Senior Computer Equipment Design Specialist (OTB)	\$46,202	\$49,510	\$62,652
Senior Electrical Engineer (including Specialist) ⁵	\$55,409	\$59,377	\$75,675
Senior Engineer (Accounting)	\$55,409	\$59,377	\$75,675
Senior Engineer (Safety) ⁵	\$55,409	\$59,377	\$75,675

SCHEDULE A

<u>TITLE</u>	<u>(1) Minimum</u>		<u>(2) Maximum</u>
	<u>(a) Hiring Rate¹</u>	<u>(b) Incumbent Rate</u>	
Senior Engineer (Cranes) ⁵	\$55,409	\$59,377	\$75,675
Senior Engineer-Assessor ⁵	\$55,409	\$59,377	\$75,675
Senior Engineering Technician (including specialties, JOP & OTB) ⁵	\$36,374	\$38,978	\$49,936
Senior Environmental Control Technician	\$36,374	\$38,978	\$49,936
Senior Estimator (including specialties)	\$50,293	\$53,894	\$67,873
Senior Geologist	\$55,409	\$59,377	\$75,675
Senior Health Facilities Planner	\$62,987	\$67,496	\$87,511
Senior Highway Transportation Specialist	\$50,293	\$53,894	\$67,873
Senior Hull & Machinery Inspector	\$38,750	\$41,522	\$50,840
Senior Illustrator	\$34,566	\$37,039	\$47,185
Senior Industrial Engineer	\$55,409	\$59,377	\$75,675
Senior Landscape Architect ⁵	\$55,409	\$59,377	\$75,675
Senior Mechanical Engineer (including specialties)	\$55,409	\$59,377	\$75,675
Senior Meteorologist	\$38,532	\$41,291	\$52,800
Senior Painting Inspector	\$38,750	\$41,522	\$50,840
Senior Physicist (including specialties) ⁴	\$55,409	\$59,377	\$75,675
Senior Plan Examiner (Buildings)	\$56,684	\$60,741	\$80,674
Senior Planner (including OTB) ⁵	\$54,403	\$58,300	\$74,058
Senior Project Coordinator	\$55,409	\$59,377	\$75,675
Senior Project Development Coordinator ⁵	\$55,409	\$59,377	\$75,675
Senior Project Services Specialist ⁵	\$55,409	\$59,377	\$75,675
Senior Scientist (Radiation Control)	\$55,409	\$59,377	\$75,675
Senior Supervisor of Mechanical Installations	\$52,213	\$55,952	\$70,747
Senior Traffic Control Inspector	\$37,062	\$39,715	\$49,030
Senior Urban Designer ⁵	\$55,409	\$59,377	\$75,675
Senior Waterfront Construction Inspector	\$38,750	\$41,522	\$50,840
Superintendent of Construction (including OTB) ⁵	\$50,293	\$53,894	\$67,873
Superintendent of Construction and Repairs	\$50,293	\$53,894	\$67,873
Supervising Air Pollution Inspector	\$43,407	\$46,516	\$56,242
Supervising Environmental Control Technician	\$41,616	\$44,598	\$54,049
Supervising Hull & Machinery Inspector	\$42,626	\$45,679	\$55,407
Supervising HVAC Specialist (OTB)	\$50,293	\$53,894	\$67,873
Supervising Traffic Control Inspector	\$41,156	\$44,103	\$53,830
Supervisor of Building Maintenance.(All Fields)	\$42,368	\$45,401	\$59,238
Supervisor of Diesel Engine Maintenance.	\$48,890	\$52,391	\$64,994
Supervisor of Electrical Installations	\$50,293	\$53,894	\$67,873
Supervisor of Mechanical Installations	\$50,293	\$53,894	\$67,873

SCHEDULE A

<u>TITLE</u>	<u>(1) Minimum</u>		<u>(2) Maximum</u>
	<u>(a) Hiring Rate ¹</u>	<u>(b) Incumbent Rate</u>	
Supervisor of Electrical Installations & Maintenance Level I	\$42,368	\$45,401	\$59,238
Supervisor of Electrical Installations & Maintenance Level II	\$50,293	\$53,894	\$67,873
Supervisor of Mechanical Installations & Maintenance Level I	\$42,368	\$45,401	\$59,238
Supervisor of Mechanical Installations & Maintenance Level II	\$50,293	\$53,894	\$67,873
Supervisor of Mechanical Installations & Maintenance Level III	\$52,213	\$55,952	\$70,747
Supervisor of Mechanical Installations & Maintenance Level IV	\$55,409	\$59,377	\$75,675
Surveyor	\$55,409	\$59,377	\$75,675
Telemetric Systems Specialist	\$53,489	\$57,320	\$73,077
Traffic Control Inspector	\$33,562	\$35,961	\$44,183
Urban Archeologist	\$39,077	\$41,875	\$57,080
Urban Designer ⁵	\$50,293	\$53,894	\$67,873
Urban Designer Trainee	\$36,615	\$39,237	Flat Rate
Urban Technician	\$28,897	\$30,966	\$41,308
Waterfront Construction Inspector	\$34,687	\$37,170	\$45,389

NOTE:

1. See Article III, Section 4 (New Hires).
2. Upon completion of six months of satisfactory **permanent** service in the title, an employee shall be guaranteed a minimum salary equal to the then current applicable minimum **hiring rate** ¹ plus an additional \$1,000. Upon completion of an additional eighteen (18) months of satisfactory permanent service in the title, the employee shall be guaranteed a minimum salary equal to the minimum **incumbent rate** in effect on the two year anniversary of the employee's original date of appointment to the applicable title, plus an additional \$1000.
3. Upon completion of one year of satisfactory service in the title, the maximum salary shall apply.
4. Each appointment to this position above the minimum hiring rate will be handled on a case by case basis.
5. For present incumbents only.
6. Base salary schedule for all newly hired employees appointed to the title of Instrumentation Specialist on or after July 1, 2002. Note: employees appointed after July 1, 2002 remain in this salary schedule.
7. Base salary schedule for current incumbents appointed prior to July 1, 2002 and who were serving in the Environmental Control Technician title series since January 1, 2002.
8. Trainees advance into the salary schedule established for all newly hired employees appointed to the title of Instrumentation Specialist on or after July 1, 2002.

SCHEDULE B

<u>TITLE</u>	<u>(1) Hiring Rate ¹</u>		<u>(2) Incumbent Rate ²</u>	
	<u>(a) Minimum</u>	<u>(b) Maximum</u>	<u>(a) Minimum</u>	<u>(b) Maximum</u>
Air Pollution Control Engineering Intern	\$38,162	\$40,189	\$40,894	\$43,065
Architectural Intern	\$38,162	\$40,189	\$40,894	\$43,065
Chemical Engineering Intern	\$38,162	\$40,189	\$40,894	\$43,065
Civil Engineering Intern	\$38,162	\$40,189	\$40,894	\$43,065
Construction Project Manager Intern	\$38,162	\$40,189	\$40,894	\$43,065
Electrical Engineering Intern	\$38,162	\$40,189	\$40,894	\$43,065
	\$38,162	\$40,189	\$40,894	\$43,065
	\$38,162	\$40,189	\$40,894	\$43,065

Environmental Engineering Intern				
Landscape Architect Intern	\$38,162	\$40,189	\$40,894	\$43,065
Mechanical Engineering Intern	\$38,162	\$40,189	\$40,894	\$43,065

Note:

- Upon completion of six months of satisfactory permanent service in the title, the maximum hiring rate salary shall apply. Upon completion of an additional six months of satisfactory permanent service in the title, the employee shall be appointed to the applicable Assistant Engineer/Architect title at the minimum hiring rate, plus an additional \$1,000. Upon completion of an additional one year of satisfactory permanent service in the title, the employee shall be paid at the minimum incumbent rate in effect on the two year anniversary of the employee's original date of appointment to the applicable intern title, plus an additional \$1000. See also Article III, Section 4 (New Hires).

7/1/03

(ii) Unit B (Radio/TV)

TITLE	(1) Minimum		(2) Maximum
	(a) Hiring Rate 1	(b) Incumbent Rate	
Associate Operations Communications Specialist Level I	\$34,400	\$37,936	\$42,408
Associate Operations Communications Specialist Level II	\$39,575	\$42,408	\$46,878
Director (TV) Level I	\$29,985	\$32,134	\$35,977
Director (TV) Level II	\$36,679	\$39,306	\$49,165
Film Editor	\$30,156	\$32,315	\$38,140
Film Manager	\$43,518	\$46,635	\$55,679
Operations Communications Specialist Level I	\$29,757	\$31,888	\$37,362
Operations Communications Specialist Level II	\$34,866	\$37,362	\$42,838
Program Announcer Level I	\$31,819	\$34,098	\$44,646
Program Announcer Level II	\$35,592	\$38,140	\$49,033
Program Producer Level I	\$30,987	\$33,205	\$38,781
Program Producer Level II	\$43,518	\$46,635	\$55,679
Program Producer Level III	\$50,165	\$53,757	\$64,723
Radio & TV Operator Level I	\$26,097	\$27,967	\$35,730
Radio & TV Operator Level II	\$31,819	\$34,098	\$44,646
Radio & TV Operator Level III	\$35,592	\$38,140	\$49,033
Supervisor of Radio & TV Operators Level I	\$43,518	\$46,635	\$55,679
Supervisor of Radio & TV Operators Level II	\$50,165	\$53,757	\$64,723
Supervisor of Radio Production	\$45,240	\$48,480	\$56,249
Television Equipment Operator	\$30,156	\$32,315	\$38,140
Television Lighting Technician	\$30,156	\$32,315	\$38,140

Note:

- See Article III, Section 4 (New Hires).

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c. Effective July 1, 2004

i. Unit A (Engineering/Scientific)

SCHEDULE A

TITLE	(1) Minimum		(2) Maximum
	(a) Hiring Rate ¹	(b) Incumbent Rate	
Air Pollution Control Engineer Level I	\$47,802	\$54,972	\$69,230
Air Pollution Control Engineer Level II	\$56,832	\$65,357	\$78,957
Air Pollution Control Engineer Level III	\$63,577	\$73,113	\$86,190
Air Pollution Control Engineering Intern	See Section 2(c)(i) - Schedule B		
Air Pollution Control Engineering Trainee	\$34,802	\$40,022	Flat Rate
Air Pollution Inspector	\$32,968	\$37,913	\$46,297
Architect (including specialties) Level I	\$47,802	\$54,972	\$69,230
Architect (including specialties) Level II	\$56,832	\$65,357	\$78,957
Architect (including specialties) Level III	\$63,577	\$73,113	\$86,190
Architectural Intern	See Section 2(c)(i) - Schedule B		
Architectural Specialist Level I	\$56,832	\$65,357	\$78,957
Architectural Specialist Level II	\$63,577	\$73,113	\$86,190
Asbestos Hazard Investigator	\$38,386	\$44,144	\$57,601
Assistant Air Pollution Control Engineer	\$40,269	\$46,309	\$60,423
Assistant Architect (including OTB) ²	\$40,269	\$46,309	\$60,423
Assistant Area Manager of School Maintenance.	\$52,665	\$60,565	\$77,189
Assistant Chemical Engineer ²	\$40,269	\$46,309	\$60,423
Assistant Chemist (including specialties) ⁴	\$37,337	\$42,938	\$54,677
Assistant Civil Engineer ²	\$40,269	\$46,309	\$60,423
Assistant Coordinator of Highway Transportation Studies	\$52,665	\$60,565	\$77,189
Assistant Director of Technical Services (Air Pollution Control)	\$59,593	\$68,532	\$78,314
Assistant Director of Technical Services (Emissions Inventory - Stationary Sources)	\$59,593	\$68,532	\$78,314
Assistant Electrical Engineer (including OTB) ²	\$40,269	\$46,309	\$60,423
Assistant Engineer (Accounting) ²	\$40,269	\$46,309	\$60,423
Assistant Engineering Technician (JOP & OTB) ⁵	\$26,723	\$30,732	\$34,780
Assistant Environmental Engineer	\$40,269	\$46,309	\$60,423
Assistant Geologist	\$40,269	\$46,309	\$60,423
Assistant Health Facilities Planner	\$42,092	\$48,406	\$63,076
Assistant Highway Transportation Specialist	\$34,802	\$40,022	\$51,198
Assistant Landscape Architect ²	\$40,269	\$46,309	\$60,423
Assistant Mechanical Engineer ²	\$40,269	\$46,309	\$60,423
Assistant Physicist (including specialist) ⁴	\$40,269	\$46,309	\$60,423
Assistant Plan Examiner (Buildings) ²	\$42,092	\$48,406	\$63,076
Assistant Planner (including OTB)	\$38,950	\$44,792	\$56,252

SCHEDULE A

<u>TITLE</u>	<u>(1) Minimum</u>		<u>(2) Maximum</u>
	<u>(a) Hiring Rate ¹</u>	<u>(b) Incumbent Rate</u>	
Assistant Project Coordinator (including OTB)	\$40,269	\$46,309	\$60,423
Assistant Project Development Coordinator ⁵	\$40,269	\$46,309	\$60,423
Assistant Project Manager	\$40,269	\$46,309	\$60,423
Assistant Project Services Specialist ⁵	\$40,269	\$46,309	\$60,423
Assistant Scientist (Radiation Control)	\$40,269	\$46,309	\$60,423
Assistant Signal Circuit Engineer ²	\$40,269	\$46,309	\$60,423
Assistant Space Analyst	\$40,269	\$46,309	\$60,423
Assistant Superintendent of Construction (including OTB) ⁵	\$40,269	\$46,309	\$60,423
Assistant Superintendent of Construction and Repairs	\$40,269	\$46,309	\$60,423
Assistant Supervisor of Electrical Installations	\$40,269	\$46,309	\$60,423
Assistant Supervisor of Mechanical Installations	\$40,269	\$46,309	\$60,423
Assistant Surveyor	\$47,802	\$54,972	\$69,230
Assistant Surveyor Trainee ³	\$40,269	\$46,309	\$49,257
Assistant Urban Designer	\$40,269	\$46,309	\$60,423
Associate Chemist Level I ⁴	\$42,358	\$48,712	\$62,825
Associate Chemist Level II ⁴	\$50,248	\$57,785	\$71,058
Associate Chemist Level III ⁴	\$55,119	\$63,387	\$83,713
Associate City Planner Level I	\$51,710	\$59,466	\$75,539
Associate City Planner Level II	\$55,119	\$63,387	\$83,713
Associate Engineering Technician (Including OTB) Level I	\$34,572	\$39,758	\$50,935
Associate Engineering Technician (Including OTB) Level II	\$39,557	\$45,490	\$55,130
Associate Fire Protection Inspector Level I	\$36,828	\$42,352	\$51,857
Associate Fire Protection Inspector Level II	\$41,257	\$47,446	\$57,367
Associate Fire Protection Inspector Level III	\$45,694	\$52,548	\$62,888
Associate Graphic Artist	\$41,510	\$47,737	\$70,656
Associate Housing Development Specialist	\$52,665	\$60,565	\$77,189
Associate Landmarks Preservationist	\$47,510	\$54,636	\$66,519
Associate Project Manager Level I	\$47,802	\$54,972	\$69,230
Associate Project Manager Level II	\$52,665	\$60,565	\$77,189
Associate Project Manager Level III	\$63,577	\$73,113	\$86,190
Associate Space Analyst	\$47,802	\$54,972	\$69,230
Associate Urban Designer Level I	\$47,802	\$54,972	\$69,230
Associate Urban Designer Level II	\$52,665	\$60,565	\$77,189
Associate Urban Designer Level III	\$55,016	\$63,268	\$83,395
Automotive Specialist	\$47,802	\$54,972	\$69,230
Cartographer (Civil Defense)	\$32,852	\$37,780	\$48,129
Chemical, Biological & Radiological Officer (C.D.)	\$42,092	\$48,406	\$63,076

SCHEDULE A

<u>TITLE</u>	<u>(1) Minimum</u>		<u>(2) Maximum</u>
	<u>(a) Hiring Rate¹</u>	<u>(b) Incumbent Rate</u>	
Chemical Engineer Level I	\$47,802	\$54,972	\$69,230
Chemical Engineer Level II	\$56,832	\$65,357	\$78,957
Chemical Engineer Level III	\$63,577	\$73,113	\$86,190
Chemical Engineering Intern	See Section 2(c)(i) - Schedule B		
Chemist (including specialties) ⁵	\$42,358	\$48,712	\$62,825
Chemist Trainee	\$31,884	\$36,667	Flat Rate
Chief Supervisor of Mechanical Installations	\$52,665	\$60,565	\$77,189
City Planner Level I	\$38,950	\$44,792	\$56,252
City Planner Level II	\$46,005	\$52,906	\$67,724
City Planning Technician	\$27,465	\$31,585	\$42,134
City Research Scientist Level I	\$53,269	\$61,259	\$66,855
City Research Scientist Level II	\$59,593	\$68,532	\$78,314
City Research Scientist Level III	\$66,517	\$76,495	\$86,276
Civil Engineer (including specialties) Level I	\$47,802	\$54,972	\$69,230
Civil Engineer (including specialties) Level II	\$56,832	\$65,357	\$78,957
Civil Engineer (including specialties) Level III	\$63,577	\$73,113	\$86,190
Civil Engineering Drafter ⁵	\$34,802	\$40,022	\$51,198
Civil Engineering Intern	See Section 2(c)(i) - Schedule B		
Civil Engineering Trainee ⁵	\$34,802	\$40,022	Flat Rate
Community Planning Board Coordinator	\$31,763	\$36,527	\$44,066
Computer Equipment Design Specialist (OTB)	\$38,813	\$44,635	\$55,129
Computer Equipment Design Trainee (OTB)	\$30,424	\$34,988	\$39,534
Computer Facilities Maintainer (FISA)	\$40,269	\$46,309	\$60,423
Computer Specialist (Equipment Design & Development) (OTB) Level I	\$58,350	\$67,103	\$72,725
Computer Specialist (Equipment Design & Development) (OTB) Level II	\$60,788	\$69,906	\$78,314
Computer Specialist (Equipment Design & Development) (OTB) Level III	\$65,644	\$75,491	\$85,165
Construction Management Assistant	\$33,829	\$38,903	\$50,082
Construction Manager (including specialties & OTB) ⁵	\$53,875	\$61,956	\$82,287
Construction Project Manager Level I	\$40,269	\$46,309	\$60,423
Construction Project Manager Level II	\$47,802	\$54,972	\$69,230
Construction Project Manager Level III	\$50,840	\$58,466	\$86,190
Construction Project Manager Intern	See Section 2(c)(i) - Schedule B		
Criminalist Level I	\$36,045	\$38,871	\$46,110
Criminalist Level II	\$43,135	\$46,517	\$64,005
Criminalist Level III	\$53,773	\$57,989	\$76,391
Criminalist Level IV	\$62,046	\$66,910	\$87,402
Director of Intersectional Traffic Control	\$52,665	\$60,565	\$77,189

SCHEDULE A

<u>TITLE</u>	(1) Minimum		(2) Maximum
	(a) Hiring Rate¹	(b) Incumbent Rate	
Electrical Engineer (including specialties) Level I	\$47,802	\$54,972	\$69,230
Electrical Engineer (including specialties) Level II	\$56,832	\$65,357	\$78,957
Electrical Engineer (including specialties) Level III	\$63,577	\$73,113	\$86,190
Electrical Engineering Drafter ⁵	\$34,802	\$40,022	\$51,198
Electrical Engineering Intern	See Section 2(c)(i) - Schedule B		
Electrical Engineering Trainee ⁵	\$34,802	\$40,022	Flat Rate
Engineer (Accounting) (CE & S)	\$47,802	\$54,972	\$69,230
Engineer-Assessor (all specialties)	\$47,802	\$54,972	\$69,230
Engineering Aide	\$34,802	\$40,022	\$51,198
Engineering Specialist Level I	\$56,832	\$65,357	\$78,957
Engineering Specialist Level II	\$63,577	\$73,113	\$86,190
Engineering Technician (Including specialties & OTB) Level I	\$27,465	\$31,585	\$35,635
Engineering Technician (Including specialties & OTB) Level II	\$29,710	\$34,167	\$42,134
Engineering Technician Aide (JOP)	\$24,640	\$28,336	Flat Rate
Engineering Technician Trainee (including OTB) ³	\$24,061	\$27,670	\$29,052
Engineering Work Study Trainee	\$20,958	\$24,102	\$31,041
Environmental Control Technician ⁵	\$29,710	\$34,167	\$42,134
Environmental Engineer Level I	\$47,802	\$54,972	\$69,230
Environmental Engineer Level II	\$56,832	\$65,357	\$78,957
Environmental Engineer Level III	\$63,577	\$73,113	\$86,190
Environmental Engineering Intern	See Section 2(c)(i) - Schedule B		
Estimator (including specialties & OTB)	\$40,269	\$46,309	\$60,423
Fire Protection Inspector	\$32,968	\$37,913	\$46,297
Forensic Analyst (OCME)	\$38,485	\$44,258	\$62,819
Forensic Scientist (OCME)	\$55,246	\$63,533	\$78,523
Forester Level I	\$30,633	\$35,228	\$43,472
Forester Level II	\$36,500	\$41,975	\$51,718
General Superintendent of Construction (including specialties) ⁵	\$50,840	\$58,466	\$74,539
General Superintendent of Construction and Repairs	\$50,840	\$58,466	\$74,539
General Superintendent of Building Maintenance (all fields)	\$47,802	\$54,972	\$69,230
Geologist	\$47,802	\$54,972	\$69,230
Geologist Trainee	\$34,802	\$40,022	Flat Rate
Graphic Artist (including OTB)	\$32,166	\$36,991	\$50,407
Health Facilities Planner	\$53,875	\$61,956	\$82,287
Highway Transportation Specialist Level I	\$40,269	\$46,309	\$60,423
Highway Transportation Specialist Level II	\$47,802	\$54,972	\$69,230
Highway Transportation Specialist Level III	\$52,665	\$60,565	\$77,189

SCHEDULE A

TITLE	(1) Minimum		(2) Maximum
	(a) Hiring Rate ¹	(b) Incumbent Rate	
Housing Development Specialist Level I	\$40,269	\$46,309	\$61,634
Housing Development Specialist Level II	\$47,802	\$54,972	\$70,614
Housing Development Specialist Trainee Level I	\$31,310	\$36,006	Flat Rate
Housing Development Specialist Trainee Level II	\$34,118	\$39,236	Flat Rate
Illustrator (including OTB) ⁵	\$30,183	\$34,710	\$40,231
Industrial Hygienist Level I	\$33,435	\$38,450	\$47,285
Industrial Hygienist Level II	\$39,537	\$45,468	\$53,138
Instrument Maker (Radiology)	\$40,269	\$46,309	\$60,423
Instrumentation Specialist Level I ⁶	See Note 6	\$34,114	Flat rate
Instrumentation Specialist Level II ⁶	See Note 6	\$41,490	Flat rate
Instrumentation Specialist Level III ⁶	See Note 6	\$47,023	Flat rate
Instrumentation Specialist Level I ⁷	See Note 7	\$39,231	Flat rate
Instrumentation Specialist Level II ⁷	See Note 7	\$47,714	Flat rate
Instrumentation Specialist Level III ⁷	See Note 7	\$54,076	Flat rate
Instrumentation Specialist Trainee (Entry Level) ⁸	See Note 8	\$26,377	Flat rate
Instrumentation Specialist Trainee (After one year) ⁸	See Note 8	\$27,524	Flat rate
Instrumentation Specialist Trainee (After two years) ⁸	See Note 8	\$34,405	Flat rate
Junior Architect ⁵	\$34,802	\$40,022	\$51,198
Junior Chemist ⁵	\$31,884	\$36,667	\$43,628
Junior Civil Engineer ⁵	\$34,802	\$40,022	\$51,198
Junior Drafter ⁵	\$34,802	\$40,022	\$51,198
Junior Electrical Engineer ⁵	\$34,802	\$40,022	\$51,198
Junior Health Facilities Planner	\$34,802	\$40,022	\$51,198
Junior Mechanical Engineer ⁵	\$34,802	\$40,022	\$51,198
Landmarks Preservationist Level I	\$39,444	\$45,361	\$56,822
Landmarks Preservationist Level II	\$43,705	\$50,261	\$64,935
Landmarks Preservation Specialist ⁵	\$39,444	\$45,361	\$56,822
Landscape Architect Level I	\$47,802	\$54,972	\$69,230
Landscape Architect Level II	\$56,832	\$65,357	\$78,957
Landscape Architect Level III	\$63,577	\$73,113	\$86,190
Landscape Architect Intern	See Section 2(c)(i) - Schedule B		
Mechanical Engineer (including specialties) Level I	\$47,802	\$54,972	\$69,230
Mechanical Engineer (including specialties) Level II	\$56,832	\$65,357	\$78,957
Mechanical Engineer (including specialties) Level III	\$63,577	\$73,113	\$86,190
Mechanical Engineering Drafter ⁵	\$34,802	\$40,022	\$51,198
Mechanical Engineering Intern	See Section 2(c)(i) - Schedule B		
Medical Equipment Repair Technician	\$27,467	\$31,587	\$41,277

SCHEDULE A

<u>TITLE</u>	(1) Minimum		<u>(2) Maximum</u>
	<u>(a) Hiring Rate¹</u>	<u>(b) Incumbent Rate</u>	
Medical Equipment Specialist	\$36,623	\$42,117	\$53,856
Painting Inspector	\$32,968	\$37,913	\$46,297
Physicist (including specialties) ⁴	\$47,802	\$54,972	\$69,230
Physicist Trainee	\$34,802	\$40,022	Flat Rate
Plan Examiner (Buildings)	\$49,627	\$57,071	\$72,162
Planner	\$46,005	\$52,906	\$67,724
Planner Trainee ⁵	\$34,802	\$40,022	Flat Rate
Principal Air Pollution Control Engineer ⁵	\$66,517	\$76,495	\$86,276
Principal Air Pollution Inspector	\$45,694	\$52,548	\$62,888
Principal Chemical Engineer ⁵	\$66,517	\$76,495	\$86,276
Principal Chemist (including specialties) ⁵	\$55,119	\$63,387	\$83,713
Principal Civil Engineer (including specialties) ⁵	\$66,517	\$76,495	\$86,276
Principal Electrical Engineer ⁵	\$66,517	\$76,495	\$86,276
Principal Engineer	\$66,517	\$76,495	\$86,276
Principal Illustrator (including OTB) ⁵	\$40,269	\$46,309	\$60,423
Principal Mechanical Engineer ⁵	\$66,517	\$76,495	\$86,276
Principal Physicist	\$53,875	\$61,956	\$82,287
Principal Planner (including OTB)	\$55,119	\$63,387	\$83,713
Principal Research Scientist (Biological Sciences)	\$66,517	\$76,495	\$86,276
Principal Urban Designer	\$57,846	\$66,523	\$96,238
Project Coordinator (including OTB)	\$47,802	\$54,972	\$69,230
Project Development Coordinator ⁵	\$47,802	\$54,972	\$69,230
Project Development Coordinator Trainee ⁵	\$34,802	\$40,022	Flat Rate
Project Manager (Other than HHC)	\$40,269	\$46,309	\$60,423
Project Manager (HHC only)	\$46,880	\$53,912	\$82,121
Project Manager Intern	\$36,358	\$41,812	Flat Rate
Project Services Specialist ⁵	\$47,802	\$54,972	\$69,230
Radio Repair Technician	\$29,686	\$34,139	\$38,464
Research Scientist Level I	\$53,269	\$61,259	\$66,855
Research Scientist Level II	\$59,593	\$68,532	\$78,314
Research Scientist Level III	\$66,517	\$76,495	\$86,276
Safety Officer (including OTB)	\$31,157	\$35,830	\$44,212
Safety Specialist (including OTB)	\$31,797	\$36,566	\$44,876
Scientist (Radiation Control)	\$47,802	\$54,972	\$69,230
Scientist (Water Ecology)	\$46,469	\$53,439	\$66,294
Senior Air Pollution Control Engineer ⁵	\$52,665	\$60,565	\$77,189
Senior Air Pollution Inspector	\$36,828	\$42,352	\$51,857

SCHEDULE A

<u>TITLE</u>	<u>(1) Minimum</u>		<u>(2) Maximum</u>
	<u>(a) Hiring Rate¹</u>	<u>(b) Incumbent Rate</u>	
Senior Architect (including specialties) ⁵	\$52,665	\$60,565	\$77,189
Senior Automotive Specialist	\$52,665	\$60,565	\$77,189
Senior Chemical Engineer ⁵	\$52,665	\$60,565	\$77,189
Senior Chemist (including specialties)	\$50,248	\$57,785	\$71,058
Senior Civil Engineer (including Specialist) ⁵	\$52,665	\$60,565	\$77,189
Senior Computer Equipment Design Specialist (OTB)	\$43,913	\$50,500	\$63,905
Senior Electrical Engineer (including Specialist) ⁵	\$52,665	\$60,565	\$77,189
Senior Engineer (Accounting)	\$52,665	\$60,565	\$77,189
Senior Engineer (Safety) ⁵	\$52,665	\$60,565	\$77,189
Senior Engineer (Cranes) ⁵	\$52,665	\$60,565	\$77,189
Senior Engineer-Assessor ⁵	\$52,665	\$60,565	\$77,189
Senior Engineering Technician (including specialties, JOP & OTB) ⁵	\$34,572	\$39,758	\$50,935
Senior Environmental Control Technician	\$34,572	\$39,758	\$50,935
Senior Estimator (including specialties)	\$47,802	\$54,972	\$69,230
Senior Geologist	\$52,665	\$60,565	\$77,189
Senior Health Facilities Planner	\$59,866	\$68,846	\$89,261
Senior Highway Transportation Specialist	\$47,802	\$54,972	\$69,230
Senior Hull & Machinery Inspector	\$36,828	\$42,352	\$51,857
Senior Illustrator	\$32,852	\$37,780	\$48,129
Senior Industrial Engineer	\$52,665	\$60,565	\$77,189
Senior Landscape Architect ⁵	\$52,665	\$60,565	\$77,189
Senior Mechanical Engineer (including specialties)	\$52,665	\$60,565	\$77,189
Senior Meteorologist	\$36,623	\$42,117	\$53,856
Senior Painting Inspector	\$36,828	\$42,352	\$51,857
Senior Physicist (including specialties) ⁴	\$52,665	\$60,565	\$77,189
Senior Plan Examiner (Buildings)	\$53,875	\$61,956	\$82,287
Senior Planner (including OTB) ⁵	\$51,710	\$59,466	\$75,539
Senior Project Coordinator	\$52,665	\$60,565	\$77,189
Senior Project Development Coordinator ⁵	\$52,665	\$60,565	\$77,189
Senior Project Services Specialist ⁵	\$52,665	\$60,565	\$77,189
Senior Scientist (Radiation Control)	\$52,665	\$60,565	\$77,189
Senior Supervisor of Mechanical Installations	\$49,627	\$57,071	\$72,162
Senior Traffic Control Inspector	\$35,225	\$40,509	\$50,011
Senior Urban Designer ⁵	\$52,665	\$60,565	\$77,189
Senior Waterfront Construction Inspector	\$36,828	\$42,352	\$51,857
Superintendent of Construction (including OTB) ⁵	\$47,802	\$54,972	\$69,230
Superintendent of Construction and Repairs	\$47,802	\$54,972	\$69,230

SCHEDULE A

<u>TITLE</u>	<u>(1) Minimum</u>		<u>(2) Maximum</u>
	<u>(a) Hiring Rate¹</u>	<u>(b) Incumbent Rate</u>	
Supervising Air Pollution Inspector	\$41,257	\$47,446	\$57,367
Supervising Environmental Control Technician	\$39,557	\$45,490	\$55,130
Supervising Hull & Machinery Inspector	\$40,516	\$46,593	\$56,515
Supervising HVAC Specialist (OTB)	\$47,802	\$54,972	\$69,230
Supervising Traffic Control Inspector	\$39,117	\$44,985	\$54,907
Supervisor of Building Maintenance.(All Fields)	\$40,269	\$46,309	\$60,423
Supervisor of Diesel Engine Maintenance.	\$46,469	\$53,439	\$66,294
Supervisor of Electrical Installations	\$47,802	\$54,972	\$69,230
Supervisor of Mechanical Installations	\$47,802	\$54,972	\$69,230
Supervisor of Electrical Installations & Maintenance Level I	\$40,269	\$46,309	\$60,423
Supervisor of Electrical Installations & Maintenance Level II	\$47,802	\$54,972	\$69,230
Supervisor of Mechanical Installations & Maintenance Level I	\$40,269	\$46,309	\$60,423
Supervisor of Mechanical Installations & Maintenance Level II	\$47,802	\$54,972	\$69,230
Supervisor of Mechanical Installations & Maintenance Level III	\$49,627	\$57,071	\$72,162
Supervisor of Mechanical Installations & Maintenance Level IV	\$52,665	\$60,565	\$77,189
Surveyor	\$52,665	\$60,565	\$77,189
Telemetric Systems Specialist	\$50,840	\$58,466	\$74,539
Traffic Control Inspector	\$31,896	\$36,680	\$45,067
Urban Archeologist	\$37,142	\$42,713	\$58,222
Urban Designer ⁵	\$47,802	\$54,972	\$69,230
Urban Designer Trainee	\$34,802	\$40,022	Flat Rate
Urban Technician	\$27,465	\$31,585	\$42,134
Waterfront Construction Inspector	\$32,968	\$37,913	\$46,297

NOTE:

1. See Article III, Section 4 (New Hires).
2. Upon completion of six months of satisfactory **permanent** service in the title, an employee shall be guaranteed a minimum salary equal to the then current applicable minimum **hiring rate**¹ plus an additional \$1,000. Upon completion of an additional eighteen (18) months of satisfactory permanent service in the title, the employee shall be guaranteed a minimum salary equal to the minimum **incumbent rate** in effect on the two year anniversary of the employee's original date of appointment to the applicable title, plus an additional \$1000.
3. Upon completion of one year of satisfactory service in the title, the maximum salary shall apply.
4. Each appointment to this position above the minimum hiring rate will be handled on a case by case basis.
5. For present incumbents only.
6. Base salary schedule for all newly hired employees appointed to the title of Instrumentation Specialist on or after July 1, 2002. Note: employees appointed after July 1, 2002 remain in this salary schedule.
7. Base salary schedule for current incumbents appointed prior to July 1, 2002 and who were serving in the Environmental Control Technician title series since January 1, 2002.
8. Trainees advance into the salary schedule established for all newly hired employees appointed to the title of Instrumentation Specialist on or after July 1, 2002.

SCHEDULE B

TITLE	(1) Hiring Rate ¹		(2) Incumbent Rate ²	
	(a) Minimum	(b) Maximum	(a) Minimum	(b) Maximum
Air Pollution Control Engineering Intern	\$36,271	\$40,993	\$41,712	\$43,926
Architectural Intern	\$36,271	\$40,993	\$41,712	\$43,926
Chemical Engineering Intern	\$36,271	\$40,993	\$41,712	\$43,926
Civil Engineering Intern	\$36,271	\$40,993	\$41,712	\$43,926
Construction Project Manager Intern	\$36,271	\$40,993	\$41,712	\$43,926
Electrical Engineering Intern	\$36,271	\$40,993	\$41,712	\$43,926
Environmental Engineering Intern	\$36,271	\$40,993	\$41,712	\$43,926
Landscape Architect Intern	\$36,271	\$40,993	\$41,712	\$43,926
Mechanical Engineering Intern	\$36,271	\$40,993	\$41,712	\$43,926

Note:

1. Upon completion of six months of satisfactory permanent service in the title, the maximum hiring rate salary shall apply. Upon completion of an additional six months of satisfactory permanent service in the title, the employee shall be appointed to the applicable Assistant Engineer/Architect title at the minimum hiring rate, plus an additional \$1,000. Upon completion of an additional one year of satisfactory permanent service in the title, the employee shall be paid at the minimum incumbent rate in effect on the two year anniversary of the employee's original date of appointment to the applicable intern title, plus an additional \$1000. See also Article III, Section 4 (New Hires).

7/1/04

(ii) Unit B (Radio/TV)

TITLE	(1) Minimum		(2) Maximum
	(a) Hiring Rate 1	(b) Incumbent Rate	
Associate Operations Communications Specialist Level I	\$33,648	\$38,695	\$43,256
Associate Operations Communications Specialist Level II	\$37,614	\$43,256	\$47,816
Director (TV) Level I	\$28,502	\$32,777	\$36,697
Director (TV) Level II	\$34,863	\$40,092	\$50,148
Film Editor	\$28,662	\$32,961	\$38,903
Film Manager	\$41,363	\$47,568	\$56,793
Operations Communications Specialist Level I	\$28,283	\$32,526	\$38,109
Operations Communications Specialist Level II	\$33,138	\$38,109	\$43,695
Program Announcer Level I	\$30,243	\$34,780	\$45,539
Program Announcer Level II	\$33,829	\$38,903	\$50,014
Program Producer Level I	\$29,451	\$33,869	\$40,577
Program Producer Level II	\$41,363	\$47,568	\$56,793
Program Producer Level III	\$47,680	\$54,832	\$66,017
Radio & TV Operator Level I	\$24,805	\$28,526	\$36,445
Radio & TV Operator Level II	\$30,243	\$34,780	\$45,539
Radio & TV Operator Level III	\$33,829	\$38,903	\$50,014
Supervisor of Radio & TV Operators Level I	\$41,363	\$47,568	\$56,793
Supervisor of Radio & TV Operators Level II	\$47,680	\$54,832	\$66,017

Supervisor of Radio Production	\$43,000	\$49,450	\$57,374
Television Equipment Operator	\$28,662	\$32,961	\$38,903
Television Lighting Technician	\$28,662	\$32,961	\$38,903

Note:

1. See Article III, Section 4 (New Hires).

Section 3. Wage Increases.

A. Lump Sum Cash Payment

- i. Effective upon ratification of the *2002 DC 37 MEA*, a lump sum cash payment in the amount of \$1,000 shall be paid in accordance with the established eligibility guidelines contained in Appendix C.
- ii. Part-time per annum, part-time per diem (including seasonal appointees), per session and hourly paid Employees and Employees whose normal work year is less than a full calendar year shall receive a pro-rata portion of the lump sum cash payment set forth in Section 4. A. i. on the basis of computations heretofore utilized by the parties for all such Employees.
- iii. The lump sum cash payment provided in Section 4. A. shall be pensionable, consistent with applicable law, and shall be paid as soon as practicable upon ratification of this *2002 DC 37 MEA*.
- iv. The lump sum cash payments provided for in this Section shall not become part of the Employee's basic salary rate nor be added to the Employee's basic salary for the calculation of any salary based benefits including the calculation of future collective bargaining increases.

B. General Wage Increase

- a. The general increases, effective as indicated, shall be:
 - i. Effective July 1, 2003, Employees shall receive a general increase of 3 percent.
 - ii. Effective July 1, 2004, Employees shall receive an additional general increase of 2 percent.
 - iii. Part-time per annum, part-time per diem Employees (including seasonal appointees), per session and hourly paid Employees and Employees whose normal work year is less than a full calendar year shall receive the increases provided in subsections 3B(a)(i) and 3B(a)(ii) on the basis of computations heretofore utilized by the parties for all such Employees.
- b. The increases provided for in Section 3B(a) above shall be calculated as follows:

- i. The general increase in Section 3B(a)(i) shall be based upon the base rates (including salary or incremental salary schedules) of the applicable titles in effect on June 30, 2003;
- ii. The general increase in Section 3B(a)(ii) shall be based upon the base rates (including salary or incremental salary schedules) of the applicable titles in effect on June 30, 2004.
- c.
 - i. The general increases provided for in this Section 3 shall be applied to the base rates, incremental salary levels and the minimum "hiring rates," minimum "incumbent rates" and maximum rates (including levels), if any, fixed for the applicable titles.
 - ii. The general increases provided for in this Section 3B a. i. and 3B a.ii shall be applied to the following "additions to gross:" uniform allowances, equipment allowances, transportation allowances, uniform maintenance allowances, assignment differentials, service increments, longevity differentials, longevity increments, recurring increment payments, advancement increases, assignment (level) increases, and experience, certification, educational, license, evening, or night shift differentials.

Section 4. New Hires.

- a. For the purposes of Sections 4(c) and 4(d), employees 1) who were in active pay status before July 1, 2002, and 2) who are affected by the following personnel actions after said date shall not be treated as "newly hired" employees and shall be entitled to receive the indicated minimum "incumbent rate" set forth in subsections 2(a)(i)(2), 2(b)(i)(1)(b), and 2(c)(i)(2) of this Article III:
 - i. Employees who return to active status from an approved leave of absence.
 - ii. Employees in active status (whether full or part-time) appointed to permanent status from a civil service list, or to a new title (regardless of jurisdictional class or civil service status) without a break in service of more than 31 days.
 - iii. Employees who were laid off or terminated for economic reasons who are appointed from a recall/preferred list or who were subject to involuntary redeployment.
 - iv. Provisional employees who were terminated due to a civil service list who are appointed from a civil service list within one year of such termination.
 - v. Permanent employees who resign and are reinstated or who are appointed from a civil service list within one year of such resignation.
 - vi. Employees (regardless of jurisdictional class or civil service status) who resign and return within 31 days of such resignation.
 - vii. A provisional employee who is appointed directly from one provisional appointment to another.
 - viii. For employees whose circumstances were not anticipated by the parties, the First Deputy Commissioner of Labor Relations is empowered to issue, on a case-by-case basis, interpretations concerning application of this Section 4. Such case-by-case interpretations shall not be subject to the dispute resolution procedures set forth in Article VI of this Agreement.

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- b. Any employee hired prior to July 1, 2002 and appointed at a reduced hiring rate pursuant to Article III, Section 4(b) of the 2000-2002 Engineering and Scientific Agreement, shall be paid the applicable minimum "hiring rate" set forth in subsection 2(a)(i)(1). On the one year anniversary of the employee's original date of appointment, such employee shall be paid the indicated minimum "incumbent rate" for the applicable title that is in effect on such one year anniversary as set forth in subsection 2(a)(i)(2) and 2(b)(i)(2) of this Article III.
- c. The appointment rate for any employee newly hired between July 1, 2002 and June 30, 2004, shall be the applicable minimum "hiring rate" set forth in subsections 2(a)(i)(1) and 2(b)(i)(1) of this Article III. Upon completion of one year of service, such employee shall be paid the indicated minimum "incumbent rate" for the applicable title that is in effect on the one year anniversary of the employee's original date of appointment as set forth in subsections 2(a)(i)(2), 2(b)(i)(2), and 2(c)(i)(2) of this Article III.
- d.
 - i. For a title subject to an incremental pay plan, the employee shall be paid the appropriate increment based upon the employee's length of service. Section 2 of this Article III reflects the correct amounts and has been adjusted in accordance with the provisions of Section 3(c)(i) of this Article III.
 - ii. Employees who change titles or levels before attaining one year of service will be treated in the new title or level as if they had been originally appointed to said title or level on their original hiring date.
- e. The following provisions shall apply to Employees newly hired on or after July 1, 2004:
 - i. During the first two (2) years of service, the "appointment rate" for a newly hired employee shall be fifteen percent (15%) less than the applicable "incumbent minimum" for said title that is in effect on the date of such appointment as set forth in this *Agreement*. The general increases provided for in subsections 4B(a)(i) and 4B(a)(ii) shall be applied to the "appointment rate."
 - ii. Upon completion of two (2) years of service such employees shall be paid the indicated "incumbent minimum" for the applicable title that is in effect on the two (2) year anniversary of their original date of appointment as set forth in this *Agreement*.
- f. For the purposes of Section 4(e) and 4(g), employees 1) who were in active pay status before July 1, 2004, and 2) who are affected by the following personnel actions after said date shall not be treated as "newly hired" employees and shall be entitled to receive the indicated minimum "incumbent rate" set forth in subsections 2(a)(i)(2), 2(b)(i)(2) and 2(c)(i)(2) of this Article III:
 - i. Employees who return to active status from an approved leave of absence.
 - ii. Employees in active status (whether full or part-time) appointed to permanent status from a civil service list, or to a new title (regardless of jurisdictional class or civil service status) without a break in service of more than 31 days.
 - iii. Employees who were laid off or terminated for economic reasons who are appointed from

- a recall preferred list or who were subject to involuntary redeployment.
- iv. Provisional employees who were terminated due to a civil service list who are appointed from a civil service list within one year of such termination.
- v. Permanent employees who resign and are reinstated or who are appointed from a civil service list within one year of such resignation.
- vi. Employees (regardless of jurisdictional class or civil service status) who resign and return within 31 days of such resignation.
- vii. A provisional employee who is appointed directly from one provisional appointment to another.
- viii. For employees whose circumstances were not anticipated by the parties, the First Deputy Commissioner of Labor Relations is empowered to issue, on a case-by-case basis, interpretations concerning application of this Section 4. Such case-by-case interpretations shall not be subject to the dispute resolution procedures set forth in Article VI of this Agreement.

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- i. For a title subject to an incremental pay plan, the employee shall be paid the appropriate increment based upon the employee's length of service.
 - ii. Employees who change titles or levels before attaining two years of service will be treated in the new title or level as if they had been originally appointed to said title or level on their original hiring date.
- h. The First Deputy Commissioner of Labor Relations may, after notification to the affected union(s), exempt certain hard to recruit titles from the provisions of subsection 4(c) and 4(e).

Section 5.

Each general increase provided herein, effective as of each indicated date, shall be applied to the rate in effect on the date as specified in Section 3 of this Article. In the case of a promotion or other advancement to the indicated title on the effective date of the general increase specified in Section 3 of this Article, such general increase shall not be applied, but the general increase, if any, for the title formerly occupied, effective on the date indicated shall be applied.

Section 6.

In the case of an Employee on leave of absence without pay the salary rate of such Employee shall be changed to reflect the salary adjustments specified in Article III.

Section 7. Advancement Increases

A person permanently employed by the Employer who is appointed or promoted on a permanent, provisional, or temporary basis in accordance with the Personnel Rules and Regulations of the City of New York or, where the Personnel Rules and Regulations of the City of New York are not applicable to a public employer, such other Rules or Regulations as are applicable to the public employer, without a break in service to any of the following title(s) from another title in the direct line of promotion or from another title in the Career and Salary Plan, the minimum rate of which is exceeded by at least 8 percent

by the minimum rate of the title to which appointed or promoted, shall receive upon the date of such appointment or promotion either the minimum basic salary for the title to which such appointment or promotion is made, or the salary received or receivable in the lower title plus the specified advancement increase, whichever is greater:

UNIT "A"

<u>Title</u>	<u>7/1.02</u>	<u>7/1.03</u>	<u>7/1.04</u>
Air Pollution Control Engineer	\$1,597	\$1,645	\$1,678
Architect (including specialty)	\$1,597	\$1,645	\$1,678
Architectural Specialist	\$2,076	\$2,138	\$2,181
Assistant Air Pollution Control Engineer	\$1,451	\$1,495	\$1,525
Assistant Architect (including OTB)	\$1,451	\$1,495	\$1,525
Assistant Area Manager of School Maintenance.	\$1,900	\$1,957	\$1,996
Assistant Chemical Engineer	\$1,451	\$1,495	\$1,525
Assistant Chemist (including specialties)	\$1,451	\$1,495	\$1,525
Assistant Civil Engineer	\$1,451	\$1,495	\$1,525
Assistant Coordinator of Highway Transportation Studies	\$1,900	\$1,957	\$1,996
Assistant Director of Technical Services (Air Pollution Control)	\$1,999	\$2,059	\$2,100
Assistant Director of Technical Services (Emissions Inventory - Stationary Sources)	\$1,999	\$2,059	\$2,100
Assistant Electrical Engineer (including OTB)	\$1,451	\$1,495	\$1,525
Assistant Engineer (Accounting)	\$1,451	\$1,495	\$1,525
Assistant Environmental Engineer	\$1,451	\$1,495	\$1,525
Assistant Health Facilities Planner	\$1,597	\$1,645	\$1,678
Assistant Landscape Architect	\$1,451	\$1,495	\$1,525
Assistant Mechanical Engineer	\$1,451	\$1,495	\$1,525
Assistant Plan Examiner (Buildings)	\$1,597	\$1,645	\$1,678
Assistant Project Coordinator (including OTB)	\$1,451	\$1,495	\$1,525
Assistant Signal Circuit Engineer	\$1,451	\$1,495	\$1,525
Assistant Surveyor	\$1,597	\$1,645	\$1,678
Associate Chemist	\$1,597	\$1,645	\$1,678
Associate City Planner	\$1,900	\$1,957	\$1,996
Associate Engineering Technician (including OTB)	\$1,301	\$1,340	\$1,367
Associate Graphic Artist	\$1,451	\$1,495	\$1,525
Associate Housing Development Specialist	\$1,900	\$1,957	\$1,996
Associate Landmarks Preservationist	\$1,597	\$1,645	\$1,678
Associate Project Manager	\$1,597	\$1,645	\$1,678
Associate Space Analyst	\$1,597	\$1,645	\$1,678
Chemical Engineer	\$1,597	\$1,645	\$1,678
Chemist (including specialties)	\$1,597	\$1,645	\$1,678
Chief Supervisor of Mechanical Installations	\$1,900	\$1,957	\$1,996
Civil Engineer (including specialties)	\$1,597	\$1,645	\$1,678
	\$1,900	\$1,957	\$1,996

<u>Title</u>	<u>7/1.02</u>	<u>7/1/03</u>	<u>7/1.04</u>
Construction Manager (including specialties & OTB)			
Director of Intersectional Traffic Control			
Electrical Engineer (including specialties)	\$1,900	\$1,957	\$1,996
Engineer (Accounting) (CE & S)	\$1,597	\$1,645	\$1,678
Engineer-Assessor (all specialties)	\$1,597	\$1,645	\$1,678
Engineering Specialist	\$1,597	\$1,645	\$1,678
General Superintendent of Construction	\$2,076	\$2,138	\$2,181
General Superintendent of Construction and Repairs	\$1,900	\$1,957	\$1,996
General Superintendent of Building Maintenance (all fields)	\$1,900	\$1,957	\$1,996
Geologist	\$1,597	\$1,645	\$1,678
Health Facilities Planner	\$1,597	\$1,645	\$1,678
Landscape Architect	\$1,999	\$2,059	\$2,100
Mechanical Engineer (including specialties)	\$1,597	\$1,645	\$1,678
Medical Equipment Specialist	\$1,597	\$1,645	\$1,678
Physicist (including specialties)	\$1,451	\$1,495	\$1,525
Plan Examiner (Buildings)	\$1,597	\$1,645	\$1,678
Planner	\$1,900	\$1,957	\$1,996
Principal Air Pollution Control Engineer	\$1,597	\$1,645	\$1,678
Principal Air Pollution Inspector	\$1,999	\$2,059	\$2,100
Principal Chemical Engineer	\$1,552	\$1,599	\$1,631
Principal Chemist (including specialties)	\$1,999	\$2,059	\$2,100
Principal Civil Engineer (including specialties)	\$1,900	\$1,957	\$1,996
Principal Electrical Engineer	\$1,999	\$2,059	\$2,100
Principal Engineer	\$1,999	\$2,059	\$2,100
Principal Fire Prevention Inspector	\$1,999	\$2,059	\$2,100
Principal Illustrator (including OTB)	\$1,552	\$1,599	\$1,631
Principal Mechanical Engineer	\$1,552	\$1,599	\$1,631
Principal Physicist	\$1,999	\$2,059	\$2,100
Principal Planner (including OTB)	\$1,900	\$1,957	\$1,996
Principal Urban Designer	\$1,900	\$1,957	\$1,996
Project Coordinator (including OTB)	\$1,999	\$2,059	\$2,100
Project Development Coordinator	\$1,597	\$1,645	\$1,678
Project Manager (HHC only)	\$1,597	\$1,645	\$1,678
Project Services Specialist	\$1,900	\$1,957	\$1,996
Scientist (Radiation Control)	\$1,597	\$1,645	\$1,678
Senior Air Pollution Control Engineer	\$1,597	\$1,645	\$1,678
Senior Air Pollution Inspector	\$1,900	\$1,957	\$1,996
Senior Architect (including specialties)	\$1,247	\$1,284	\$1,310
Senior Automotive Specialist	\$1,900	\$1,957	\$1,996
Senior Chemical Engineer	\$1,900	\$1,957	\$1,996
Senior Chemist (including specialties)	\$1,900	\$1,957	\$1,996

<u>Title</u>	<u>7.1.02</u>	<u>7.1.03</u>	<u>7.1.04</u>
Senior Civil Engineer (including Specialist)	\$1,900	\$1,957	\$1,996
Senior Computer Equipment Design Specialist (OTB)	\$1,497	\$1,542	\$1,573
Senior Electrical Engineer (including Specialist)	\$1,900	\$1,957	\$1,996
Senior Engineer (Accounting)	\$1,900	\$1,957	\$1,996
Senior Engineer (Safety)	\$1,900	\$1,957	\$1,996
Senior Engineer (Cranes)	\$1,900	\$1,957	\$1,996
Senior Engineer-Assessor	\$1,900	\$1,957	\$1,996
Senior Engineering Technician (including specialties, JOP & OTB)	\$1,900	\$1,957	\$1,996
Senior Environmental Control Technician	\$1,301	\$1,340	\$1,367
Senior Estimator (including specialties)	\$1,301	\$1,340	\$1,367
Senior Geologist	\$1,597	\$1,645	\$1,678
Senior Health Facilities Planner	\$1,900	\$1,957	\$1,996
Senior Highway Transportation Specialist	\$1,999	\$2,059	\$2,100
Senior Hull & Machinery Inspector	\$1,597	\$1,645	\$1,678
Senior Industrial Engineer	\$1,247	\$1,284	\$1,310
Senior Landscape Architect	\$1,900	\$1,957	\$1,996
Senior Mechanical Engineer (including specialties)	\$1,900	\$1,957	\$1,996
Senior Meteorologist	\$1,900	\$1,957	\$1,996
Senior Painting Inspector	\$1,451	\$1,495	\$1,525
Senior Physicist (including specialties)	\$1,247	\$1,284	\$1,310
Senior Plan Examiner (Buildings)	\$1,900	\$1,957	\$1,996
Senior Planner (including OTB)	\$1,999	\$2,059	\$2,100
Senior Project Coordinator	\$1,900	\$1,957	\$1,996
Senior Project Development Coordinator	\$1,900	\$1,957	\$1,996
Senior Project Services Specialist	\$1,900	\$1,957	\$1,996
Senior Scientist (Radiation Control)	\$1,900	\$1,957	\$1,996
Senior Supervisor of Mechanical Installations	\$1,900	\$1,957	\$1,996
Senior Traffic Control Inspector	\$1,900	\$1,957	\$1,996
Senior Urban Designer	\$1,247	\$1,284	\$1,310
Senior Waterfront Construction Inspector	\$1,900	\$1,957	\$1,996
Superintendent of Construction (including OTB)	\$1,247	\$1,284	\$1,310
Superintendent of Construction and Repairs	\$1,597	\$1,645	\$1,678
Supervising Air Pollution Inspector	\$1,597	\$1,645	\$1,678
Supervising Environmental Control Technician	\$1,400	\$1,442	\$1,471
Supervising Fire Prevention Inspector	\$1,451	\$1,495	\$1,525
Supervising Hull & Machinery Inspector	\$1,247	\$1,284	\$1,310
Supervising Traffic Control Inspector	\$1,400	\$1,442	\$1,471
Supervisor of Diesel Engine Maintenance.	\$1,400	\$1,442	\$1,471
Supervisor of Electrical Installations	\$1,597	\$1,645	\$1,678
Supervisor of Mechanical Installations	\$1,597	\$1,645	\$1,678
Supervisor of Electrical Installations & Maintenance	\$1,597	\$1,645	\$1,678
	\$1,597	\$1,645	\$1,678

<u>Title</u>	<u>7/1/02</u>	<u>7/1/03</u>	<u>7/1/04</u>
Supervisor of Mechanical Installations & Maintenance	\$1,597	\$1,645	\$1,678
Surveyor	\$1,900	\$1,957	\$1,996
Telemetric Systems Specialist	\$1,900	\$1,957	\$1,996
Urban Designer	\$1,597	\$1,645	\$1,678

UNIT "B"

<u>TITLE</u>	<u>7/1/02</u>	<u>7/1/03</u>	<u>7/1/04</u>
Assistant Programs Manager	\$1,400	\$1,442	\$1,471
Chief Supervisor of Radio Operations	\$1,698	\$1,749	\$1,784
Chief Supervisor of Television Operations	\$1,698	\$1,749	\$1,784
Film Manager	\$1,400	\$1,442	\$1,471
Musical Supervisor	\$1,100	\$1,133	\$1,156
Program Manager	\$1,698	\$1,749	\$1,784
Senior Announcer	\$1,100	\$1,133	\$1,156
Senior Radio Operator	\$1,100	\$1,133	\$1,156
Supervisor of Radio Operations	\$1,400	\$1,442	\$1,471
Supervisor of Television Operations	\$1,400	\$1,442	\$1,471

Section 8. Level Increases

An employee when assigned to a higher level within a class of positions listed in this subsection shall receive for the period of such higher level assignment either the minimum basic salary of the assigned level or the rate received in the former assignment level plus the level increase specified below whichever is greater. Assignments to a higher level shall not be considered a promotion.

UNIT "A"

<u>TITLE</u>	<u>7/1/02</u>	<u>7/1/03</u>	<u>7/1/04</u>
Air Pollution Control Engineer Level II	\$2,076	\$2,138	\$2,181
Air Pollution Control Engineer Level III	\$2,247	\$2,314	\$2,360
Architect (including specialties) Level II	\$2,076	\$2,138	\$2,181
Architect (including specialties) Level III	\$2,247	\$2,314	\$2,360
Architectural Specialist Level II	\$2,247	\$2,314	\$2,360
Associate Chemist Level II	\$1,900	\$1,957	\$1,996
Associate Chemist Level III	\$1,900	\$1,957	\$1,996
Associate City Planner Level II	\$1,900	\$1,957	\$1,996
Associate Engineering Technician Level II (Including OTB)	\$1,451	\$1,495	\$1,525
Associate Fire Protection Inspector Level II	\$1,247	\$1,284	\$1,310

<u>TITLE</u>	<u>7.1.02</u>	<u>7.1.03</u>	<u>7.1.04</u>
Associate Fire Protection Inspector Level III	\$1,552	\$1,599	\$1,631
Associate Project Manager Level II	\$1,900	\$1,957	\$1,996
Associate Urban Designer Level II	\$1,900	\$1,957	\$1,996
Associate Urban Designer Level III	\$1,999	\$2,059	\$2,100
Chemical Engineer Level II	\$2,076	\$2,138	\$2,181
Chemical Engineer Level III	\$2,247	\$2,314	\$2,360
City Planner Level II	\$1,597	\$1,645	\$1,678
City Research Scientist Level II	\$1,999	\$2,059	\$2,100
City Research Scientist Level III	\$1,999	\$2,059	\$2,100
Civil Engineer (incl. spec.) Level II	\$2,076	\$2,138	\$2,181
Civil Engineer (incl. spec.) Level III	\$2,247	\$2,314	\$2,360
Construction Project Manager Level II	\$1,597	\$1,645	\$1,678
Construction Project Manager Level III	\$1,900	\$1,957	\$1,996
Criminalist Level II	\$1,401	\$1,443	\$1,472
Criminalist Level III	\$1,401	\$1,443	\$1,472
Criminalist Level IV	\$1,401	\$1,443	\$1,472
Electrical Engineer (including specialties) Level II	\$2,076	\$2,138	\$2,181
Electrical Engineer (including specialties) Level III	\$2,247	\$2,314	\$2,360
Engineering Specialist Level II	\$2,247	\$2,314	\$2,360
Engineering Technician Level II (Incl spec & OTB)	\$1,100	\$1,133	\$1,156
Environmental Engineer Level II	\$2,076	\$2,138	\$2,181
Environmental Engineer Level III	\$2,247	\$2,314	\$2,360
Highway Transportation Specialist Level II	\$1,597	\$1,645	\$1,678
Highway Transportation Specialist Level III	\$1,900	\$1,957	\$1,996
Housing Development Specialist Level II	\$1,597	\$1,645	\$1,678
Instrumentation Specialist Level II	\$1,301	\$1,340	\$1,367
Instrumentation Specialist Level III	\$1,451	\$1,495	\$1,525
Landscape Architect Level II	\$2,076	\$2,138	\$2,181
Landscape Architect Level III	\$2,247	\$2,314	\$2,360
Mechanical Engineer (including specialties) Level II	\$2,076	\$2,138	\$2,181
Mechanical Engineer (including specialties) Level III	\$2,247	\$2,314	\$2,360
Research Scientist Level II	\$1,999	\$2,059	\$2,100
Research Scientist Level III	\$1,999	\$2,059	\$2,100
Supervisor of Electrical Installations & Maintenance Level II	\$1,597	\$1,645	\$1,678
Supervisor of Mechanical Installations & Maintenance Level II	\$1,597	\$1,645	\$1,678
Supervisor of Mechanical Installations & Maintenance Level III	\$1,900	\$1,957	\$1,996
Supervisor of Mechanical Installations & Maintenance Level IV	\$1,900	\$1,957	\$1,996

Section 9. Service Increments

- a. The service increments set forth below shall be paid to eligible employees listed in Section 9(c) upon completion of the specified years of service:

7.1.04

<u>Years of Service</u>	<u>7/1/02</u>	<u>7/1/03</u>	
After 5 years	\$1,197	\$1,233	\$1,258
After 10 years	\$2,462 (+\$1,265)	\$2,536 (+\$1,303)	\$2,587 (+\$1,329)
After 15 years	\$3,727 (+\$1,265)	\$3,839 (+\$1,303)	\$3,916 (+\$1,329)

b. Service eligibility for the service increments described in this Section 9 is computed on the basis of the length of City service in the appropriate occupational group. Eligibility of new qualifiers for the increment shall be on the January 1, April 1, July 1, or October 1 subsequent to the employee's anniversary date. The service increment shall not be pensionable until the employee has received it for two years.

c. **Eligible Titles:**

- Air Pollution Control Engineer
- Architect(all specialties)
- Architectural Specialist
- Assistant Area Manager of School Maintenance
- Assistant Coordinator of Highway Transportation Studies
- Assistant Director of Technical Services(Air Pollution Control)
- Assistant Director of Technical Services(Emissions Inventory)
- Assistant Health Facilities Planner
- Assistant Planner Examiner
- Assistant Surveyor
- Associate Chemist (all levels)
- Associate City Planner Level I, II
- Associate Housing Development Specialist
- Associate Landmarks Preservationist
- Associate Space Analyst
- Associate Project Manager Level I, II, III
- Associate Urban Designer Level I, II, III
- Automotive Specialist
- Chemical Engineer
- Chemical, Biological and Radiological Officer(Civil Defense)
- Chemist(all specialties)
- Chief Supervisor of Mechanical Installations
- City Planner Level II
- Civil Engineer(all specialties)
- City Research Scientist Level I, II, III
- Construction Manager(OTB)
- Construction Manager(all specialties)
- Construction Project Manager Level II, III
- Director of Intersectional Traffic Control
- Electrical Engineer(incl specialties)
- Engineer(Accounting)

Engineer - Assessor
 Engineer Specialist
 Environmental Engineer
 General Superintendent of Construction(incl specialties)
 General Superintendent of Construction and Repairs
 General Supervisor of Building Maintenance(all fields)
 General Supervisor of School Maintenance(all Fields)
 Geologist
 Health Facilities Planner
 Highway Transportation Specialist Level I, II
 Housing Development Specialist Level II
 Landmarks Preservationist Level II
 Landscape Architect
 Mechanical Engineer (incl specialties)
 Physicist (all specialties)
 Plan Examiner (Buildings)
 Planner
 Principal Air Pollution Control Engineer
 Principal Chemical Engineer
 Principal Chemist (all specialties)
 Principal Civil Engineer (all specialties)
 Principal Electrical Engineer
 Principal Engineer
 Principal Mechanical Engineer
 Principal Physicist
 Principal Planner (incl OTB)
 Principal Research Scientist (Biological Sciences) (HHC only)
 Principal Urban Designer
 Project Coordinator
 Project Development Coordinator
 Project Manager (HHC only)
 Project Services Specialist
 Railroad Signal Specialist Level I, II
 Research Scientist Levels I,II,III
 Scientist (Radiation Control)
 Scientist (Water Ecology)
 Senior Air Pollution Control Engineer
 Senior Architect (all specialties)
 Senior Automotive Specialist
 Senior Chemical Engineer
 Senior Chemist (all specialties)
 Senior Civil Engineer (all specialties)
 Senior Computer Equipment Design Specialist (OTB)

Senior Electrical Engineer (all specialties)
 Senior Engineer (Accounting)
 Senior Engineer (Cranes)
 Senior Engineer (Safety)
 Senior Engineer-Assessor
 Senior Estimator (all specialties)
 Senior Geologist
 Senior Health Facilities Planner
 Senior Highway Transportation Specialist
 Senior Industrial Engineer
 Senior Landscape Architect
 Senior Mechanical Engineer (all specialties)
 Senior Physicist (all specialties)
 Senior Plan Examiner (Buildings)
 Senior Planner (incl. OTB)
 Senior Project Coordinator
 Senior Project Development Coordinator
 Senior Project Services Specialist
 Senior Scientist (Radiation Control)
 Senior Supervisor of Mechanical Installations
 Senior Urban Designer
 Superintendent of Construction
 Superintendent of Construction (OTB)
 Superintendent of Construction and Repairs
 Supervising HVAC Specialist (OTB)
 Supervisor of Diesel Engine Maintenance
 Supervisor of Electrical Installations
 Supervisor of Mechanical Installations
 Supervisor of Electrical Installations & Maintenance Level II
 Supervisor of Mech. Installations & Maintenance Level II, III, IV
 Surveyor
 Telemetric Systems Specialist
 Urban Designer

Section 10. Longevity Differential

a. i. The longevity differentials set forth below shall be paid to eligible employees listed in Section 10(a)(ii) upon completion of the specified number of years of service:

<u>Years of Service</u>	<u>7/1.02</u>	<u>7/1.03</u>	<u>7/1.04</u>
After 5 years	\$764	\$787	\$803
After 10 years	\$1,527 (+\$763)	\$1,573 (+\$786)	\$1,604 (+\$801)
After 15 years	\$2,679 (+\$1,152)	\$2,759 (+\$1,186)	\$2,814 (+\$1,210)

ii. Eligible Titles:

Assistant Chemical Engineer
Assistant Chemist (Incl. specialty)
Assistant Civil Engineer
Assistant Electrical Engineer (Incl. OTB)
Assistant Engineer (Accounting)
Assistant Environmental Engineer
Assistant Geologist
Assistant Landscape Architect
Assistant Mechanical Engineer
Assistant Physicist (Including specialties)
Assistant Planner (Incl. OTB)
Assistant Project Coordinator (Incl. OTB)
Assistant Project Development Coordinator
Assistant Project Manager
Assistant Project Services Specialist
Assistant Scientist (Radiation Control)
Assistant Signal Circuit Engineer
Assistant Space Analyst
Assistant Superintendent of Construction
Assistant Superintendent of Construction (OTB)
Assistant Superintendent of Construction and Repairs
Assistant Supervisor of Electrical Installations
Assistant Supervisor of Mechanical Installations
Assistant Urban Designer
City Planner Level I
Computer Equipment Design Specialist (OTB)
Computer Specialist (Equip. Design & Dev.) (OTB)
Construction Project Manager Level I
Estimator (Incl. specialties & OTB)
Highway Transportation Specialist
Housing Development Specialist Level I
Instrument Maker (Radiology)
Landmarks Preservation Specialist
Landmarks Preservationist Level I
Medical Equipment Specialist
Project Manager (Other than HHC)
Senior Meteorologist
Supervisor of Electrical Installations & Maintenance Level I
Supervisor of Mechanical Installations & Maintenance Level I

Supervisor of Building Maintenance (All Fields)
 Urban Archeologist

b. i. The longevity differentials set forth below shall be paid to eligible employees listed in Section 10(b)(ii) in addition to the MCEA, DCEA longevity;

<u>Years of Service</u>	<u>7.1.02</u>	<u>7.1.03</u>	<u>7.1.04</u>
After 5 years	\$634	\$653	\$666
After 10 years	\$1,271 (+\$637)	\$1,309 (+\$656)	\$1,335 (+\$669)

ii. **Eligible titles:**

- Air Pollution Inspector
- Assistant Engineering Technician (Incl. JOP & OTB)
- Assistant Highway Transportation Specialist
- Associate Engineering Technician (Incl. OTB) All Levels
- Associate Fire Protection Inspector (All Levels)
- Associate Graphic Artist
- Cartographer (Civil Defense)
- Chemical Engineering Drafter
- City Planning Technician
- Civil Engineering Drafter
- Community Planning Board Coordinator
- Computer Facilities Maintainer (FISA)
- Construction Management Assistant
- Electrical Engineering Drafter
- Engineering Aide
- Engineering Technician (Incl. spec. & OTB) All Levels
- Engineering Technician Aide (JOP)
- Environmental Control Technician
- Fire Protection Inspector
- Forester
- Graphic Artist
- Illustrator (incl. OTB)
- Instrumentation Specialist
- Junior Architect
- Junior Chemist
- Junior Civil Engineer
- Junior Drafter
- Junior Electrical Engineer
- Junior Health Facilities Planner
- Junior Mechanical Engineer
- Junior Physicist
- Mechanical Engineering Drafter

- Medical Equipment Repair Technician
- Painting Inspector
- Principal Air Pollution Inspector
- Principal Illustrator (Incl. OTB)
- Safety Officer (Incl. OTB)
- Safety Specialist
- Senior Air Pollution Inspector
- Sr. Engineering Technician (Incl. spec.) (JOP & OTB)
- Senior Environmental Control Technician
- Senior Hull & Machinery Inspector
- Senior Illustrator (incl OTB)
- Senior Painting Inspector
- Senior Traffic Control Inspector
- Senior Waterfront Construction Inspector
- Supervising Air Pollution Inspector
- Supervising Environmental Control Technician
- Supervising Hull & Machinery Inspector
- Supervising Traffic Control Inspector
- Traffic Control Inspector
- Urban Technician
- Waterfront Construction Inspector

c. i. The longevity differentials set forth below shall be paid to eligible employees listed in Section 10(c)(ii) in addition to the MCEA/DCEA longevity;

<u>Years of Service</u>	<u>7/1/02</u>	<u>7/1/03</u>	<u>7/1/04</u>
After 5 years	\$620	\$639	\$652
After 10 years	\$1,241 (+\$621)	\$1,278 (+\$640)	\$1,304 (+\$659)

ii. **Eligible titles:**

- Asbestos Hazard Investigator
- Associate Operations Communications Specialist Level I
- Associate Operations Communications Specialist Level II
- Industrial Hygienist
- Operations Communications Specialist Level I
- Operations Communications Specialist Level II

d. The longevity differentials described in this Section 10 do *not* become part of the basic salary rate. Service eligibility is computed on the basis of the length of service in the appropriate occupational group. Eligibility of new qualifiers for the longevity differential shall be on the January 1, April 1, July 1, or October 1 subsequent to the new qualifier's anniversary date. The longevity differential shall not be pensionable until the employee has received it for two years. When an employee receiving a longevity differential is promoted to a title eligible for a service increment described in Section 9 above, such employee shall no longer be eligible for the longevity differential. The employee shall solely be eligible to receive the appropriate service increment.

Section 11. Longevity Increment:

- a. Employees with 15 years or more of "City" service in pay status [except those eligible for the service increment paid pursuant to Section 9 or the longevity differential paid pursuant to Section 10(a)] shall receive a longevity increment of \$800 per annum.
- b. The rules for eligibility for the longevity increment described above in subsection 11(a), shall be set forth in Appendix A of this Agreement and are incorporated by reference herein.

Section 12. Recurring Increment Payment

- a. Full-time employees covered by this Agreement shall be eligible to receive the Recurring Increment Payments ("RIP") set forth below.

Effective July 1, 2002

<u>Years of City Service</u>	<u>Increment</u>	<u>Total RIP</u>	<u>Years of City Service</u>	<u>Increment</u>	<u>Total RIP</u>
1	\$72	\$72	11	\$73	\$800
2	\$72	\$144	12	\$73	\$873
3	\$72	\$216	13	\$73	\$946
4	\$73	\$289	14	\$73	\$1,019
5	\$73	\$362	15	\$73	\$1,092
6	\$73	\$435	16	\$73	\$1,165
7	\$73	\$508	17	\$73	\$1,238
8	\$73	\$581	18	\$74	\$1,312
9	\$73	\$654	19	\$74	\$1,386
10	\$73	\$727	20 or more	\$74	\$1,460

Effective July 1, 2003

<u>Years of City Service</u>	<u>Increment</u>	<u>Total RIP</u>	<u>Years of City Service</u>	<u>Increment</u>	<u>Total RIP</u>
1	\$74	\$74	11	\$75	\$822
2	\$74	\$148	12	\$75	\$897
3	\$74	\$222	13	\$75	\$972
4	\$75	\$297	14	\$75	\$1,047
5	\$75	\$372	15	\$75	\$1,122
6	\$75	\$447	16	\$75	\$1,197
7	\$75	\$522	17	\$75	\$1,272
8	\$75	\$597	18	\$76	\$1,348
9	\$75	\$672	19	\$76	\$1,424
10	\$75	\$747	20 or more	\$76	\$1,500

Effective July 1, 2004

<u>Years of City Service</u>	<u>Increment</u>	<u>Total RIP</u>	<u>Years of City Service</u>	<u>Increment</u>	<u>Total RIP</u>
1	\$75	\$75	11	\$77	\$841
2	\$75	\$150	12	\$77	\$918
3	\$75	\$225	13	\$77	\$995
4	\$77	\$302	14	\$77	\$1,072

<u>Years of City Service</u>	<u>Increment</u>	<u>Total RIP</u>
5	\$77	\$379
6	\$77	\$456
7	\$77	\$533
8	\$77	\$610
9	\$77	\$687
10	\$77	\$764

<u>Years of City Service</u>	<u>Increment</u>	<u>Total RIP</u>
15	\$77	\$1,149
16	\$77	\$1,226
17	\$77	\$1,303
18	\$78	\$1,381
19	\$78	\$1,459
20 or more	\$78	\$1,537

- b. The RIPs shall be based upon years of City service and shall be paid in addition to the service increment set forth in Section 9, the longevity differential set forth in Section 10 or the longevity increment set forth in Section 11. RIPs shall be payable on the January 1, April 1, July 1, or October 1 subsequent to the qualifying employee's anniversary date, subject to the rules for eligibility set forth in Appendix B of this Agreement.

ARTICLE IV - WELFARE FUND

Section 1.

- a. In accordance with the election by the Union pursuant to the provisions of Article XIII of the Citywide Agreement between the City of New York and related public employers and District Council 37, AFSCME, AFL-CIO, the Welfare Fund provisions of the 1995-01 Citywide Agreement, as amended or any successor agreement(s) thereto, shall apply to Employees covered by this Agreement.
- b. When an election is made by the Union pursuant to the provisions of Article XIII, Section 1(b), of the Citywide Agreement between the City of New York and related public employers and District Council 37, AFSCME, AFL-CIO, the provisions of Article XIII, Section 1(b) of the 1995-01 Citywide Agreement, as amended or any successor agreement(s) thereto, shall apply to Employees covered by this Agreement, and when such election is made, the Union hereby waives its right to training, education and/or legal services contributions provided in this Agreement, if any. In no case shall the single contribution provided in Article XIII, Section 1(b) of the 1995-01 Citywide Agreement, as amended or any successor agreement(s) thereto, exceed the total amount that the Union would have been entitled to receive if the separate contributions had continued.

Section 2.

The Unions agree to provide welfare fund benefits to domestic partners of covered employees in the same manner as those benefits are provided to spouses of married covered employees.

Section 3.

In accordance with the Health Benefits Agreement dated January 11, 2001, each welfare fund shall provide welfare fund benefits equal to the benefits provided on behalf of an active employee to widow(er)s, domestic partners and/or children of any employee who dies in the line of duty as that term is referenced in Section 12-126(b)(2) of the New York City Administrative Code. The cost of providing this benefit shall be funded by the Stabilization Fund.

ARTICLE V - PRODUCTIVITY AND PERFORMANCE

Introduction

Delivery of municipal services in the most efficient, effective and courteous manner is of paramount importance to the Employer and the Union. Such achievement is recognized to be a mutual obligation of both parties within their respective roles and responsibilities. To achieve and maintain a high level of effectiveness, the parties hereby agree to the following terms:

Section 1. - Performance Levels

- a. The Union recognizes the Employer's right under the New York City Collective Bargaining Law to establish and/or revise performance standards or norms notwithstanding the existence of prior performance levels, norms or standards. Such standards, developed by usual work measurement procedures, may be used to determine acceptable performance levels, to prepare work schedules and to measure the performance of each Employee or group of Employees. Notwithstanding the above, questions concerning the practical impact that decisions on the above matters have on Employees are within the scope of collective bargaining. The Employer will give the Union prior notice of the establishment and/or revision of performance standards or norms hereunder.
- b. Employees who work at less than acceptable levels of performance may be subject to disciplinary measures in accordance with applicable law.

Section 2. - Supervisory Responsibility

- a. The Union recognizes the Employer's right under the New York City Collective Bargaining Law to establish and/or revise standards for supervisory responsibility in achieving and maintaining performance levels of supervised employees for Employees in supervisory positions listed in Article I, Section 1, of this Agreement. Notwithstanding the above, questions concerning the practical impact that decisions on the above matters have on employees are within the scope of collective bargaining. The Employer will give the Union prior notice of the establishment and/or revision of standards for supervisory responsibility hereunder.
- b. Employees who fail to meet such standards may be subject to disciplinary measures in accordance with applicable law.

Section 3. - Performance Compensation

The Union acknowledges the Employer's right to pay additional compensation for outstanding performance.

The Employer agrees to notify the Union of its intent to pay such additional compensation.

ARTICLE VI - GRIEVANCE PROCEDURE

Section 1. - Definition:

The term "Grievance" shall mean:

- a. A dispute concerning the application or interpretation of the terms of this Agreement;
- b. A claimed violation, misinterpretation or misapplication of the rules or regulations, *written* policy or orders of the Employer applicable to the agency which employs the grievant affecting terms and conditions of employment; provided, disputes involving the Personnel Rules and Regulations of the City of New York or the Rules and Regulations of the Health and Hospitals Corporation with respect to those matters set forth in the first paragraph of Section 7390.1 of the Unconsolidated Laws shall not be subject to the grievance procedure or arbitration;
- c. A claimed assignment of Employees to duties substantially different from those stated in their job specifications;
- d. A claimed improper holding of an open-competitive rather than a promotional examination;
- e. A claimed wrongful disciplinary action taken against a permanent Employee covered by Section 75(1) of the Civil Service Law or a permanent Employee covered by the Rules and Regulations of the Health and Hospitals Corporation upon whom the agency head has served written charges of incompetence or misconduct while the Employee is serving in the Employee's permanent title or which affects the Employee's permanent status.
- f. Failure to serve written charges as required by Section 75 of the Civil Service Law or the Rules and Regulations of the Health and Hospitals Corporation upon a permanent Employee covered by Section 75(1) of the Civil Service Law or a permanent Employee covered by the Rules and Regulations of the Health and Hospitals Corporation where any of the penalties (including a fine) set forth in Section 75(3) of the Civil Service Law have been imposed.
- g. A claimed wrongful disciplinary action taken against a provisional employee who has served for two years in the same or similar title or related occupational group in the same agency.
- h. A claimed wrongful disciplinary action taken against a full-time non-competitive employee with one year of service in title, except for employees during the period of a mutually-agreed upon extension of probation. This provision shall not apply to non-competitive class employees with rights pursuant to Section 75(1) of the Civil Service Law.

Section 2.

The Grievance Procedure, except for grievances as defined in Sections 1(d), 1(e), 1(g) and 1(h) of this Article VI, shall be as follows:

Employees may at any time informally discuss with their supervisors a matter which may become a grievance. If the results of such a discussion are unsatisfactory, the Employees may present the grievance at **STEP I**.

All grievances must be presented in writing at all steps in the grievance procedure. For all grievances as defined in Section 1(c), no monetary award shall in any event cover any period prior to the date of the filing of the **STEP I** grievance unless such grievance has been filed within thirty (30) days of the assignment to alleged out-of-title work. No monetary award for a grievance alleging a miscalculation of salary rate resulting in a payroll error of a continuing nature shall be issued unless such grievance has been filed within the time limitation set forth in **STEP I** below for such grievances; if the grievance is so filed, any monetary award shall in any event cover only the period up to six years prior to the date of the filing of the grievance.

STEP I The Employee and or the Union shall present the grievance in the form of a memorandum to the person designated for such purpose by the agency head no later than 120 days after the date on which the grievance arose except that grievances alleging a miscalculation of salary rate resulting in a payroll error of a continuing nature shall be presented no later than 120 days after the first date on which the grievant discovered the payroll error. The Employee may also request an appointment to discuss the grievance and such request shall be granted. The person designated by the Employer to hear the grievance shall take any steps necessary to a proper disposition of the grievance and shall issue a determination in writing by the end of the third work day following the date of submission.

The following STEP 1(a) shall be applicable only in the Health and Hospitals Corporation in the case of grievances arising under Section 1(a) through 1(c) of this Article and shall be applied prior to Step II of this Section:

STEP I(a) An appeal from an unsatisfactory determination at **STEP I** shall be presented in writing to the person designated by the agency head for such purpose. An appeal must be made within five (5) work days of the receipt of the **STEP I** determination. A copy of the grievance appeal shall be sent to the person who initially passed upon the grievance. The person designated to receive the appeal at this **STEP I** shall meet with the Employee and/or the Union for review of the grievance and shall issue a determination to the Employee and/or the Union by the end of the fifth work day following the day on which the appeal was filed.

STEP II An appeal from an unsatisfactory determination at **STEP I** or **STEP I(a)**, where applicable, shall be presented in writing to the agency head or the agency head's designated representative who shall not be the same person designated in **STEP I**. An appeal must be made within five (5) work days of the receipt of the **STEP I** or **STEP I(a)** determination. The agency head or designated representative, if any, shall meet with the Employee and/or the Union for review of the grievance and shall issue a determination in writing by the end of the tenth work day following the date on which the appeal was filed.

STEP III An appeal from an unsatisfactory determination at **STEP II** shall be presented by the Employee and/or the Union to the Commissioner of Labor Relations in writing within ten (10) work days of the receipt of the **STEP II** determination. The grievant or the Union should submit copies of the **STEP I** and **STEP II** grievance filings and any agency responses thereto. Copies of such appeal shall be sent to the agency head. The Commissioner of Labor Relations or the Commissioner's designee shall review all appeals from **STEP II** determinations and shall issue a determination on such appeals within fifteen (15) work days following the date on which the appeal was filed.

STEP IV An appeal from an unsatisfactory determination at **STEP III** may be brought solely by the Union to the Office of Collective Bargaining for impartial arbitration within fifteen (15) work days of receipt of the **STEP III** determination. In addition, the Employer shall have the right to bring directly to arbitration any dispute between the parties concerning any matter defined herein as a "grievance". The Employer shall commence such arbitration by submitting a written request therefor to the Office of Collective Bargaining. A copy of the notice requesting impartial arbitration shall be forwarded to the opposing party. The arbitration shall be conducted in accordance with the Title 61 of the Rules of the City Of New York. The costs and fees of such arbitration shall be borne equally by the Union and the Employer.

The arbitrator's decision, order or award (if any) shall be limited to the application and interpretation of the Agreement, and the arbitrator shall not add to, subtract from or modify the Agreement. The arbitrator's

award shall be final and binding and enforceable in any appropriate tribunal in accordance with Article 75 of the Civil Practice Law and Rules. The arbitrator may provide for and direct such relief as the arbitrator deems necessary and proper, subject to the limitations set forth above and any applicable limitations of law.

Section 3.

As a condition to the right of the Union to invoke impartial arbitration set forth in this Article, including the arbitration of a grievance involving a claimed improper holding of an open-competitive rather than a promotional examination, the Employee or Employees and the Union shall be required to file with the Director of the Office of Collective Bargaining a written waiver of the right, if any, of such Employee(s) and the Union to submit the underlying dispute to any other administrative or judicial tribunal except for the purpose of enforcing the arbitrator's award.

Section 4.

- a. Any grievance under Section 1(d) relating to a claimed improper holding of an open-competitive rather than a promotional examination shall be presented in writing by the Employee or the Union representative to the Commissioner of Labor Relations not later than thirty (30) days after the notice of the intention to conduct such open-competitive examination, or copy of the appointing officer's request for such open-competitive examination, as the case may be, has been posted in accordance with Section 51 of the Civil Service Law. The grievance shall be considered and passed upon within ten (10) days after its presentation. The determination shall be in writing, copies of which shall be transmitted to both parties to the grievance upon issuance.
- b. A grievance relating to the use of an open-competitive rather than a promotional examination which is unresolved by the Commissioner of Labor Relations may be brought to impartial arbitration as provided in Sections 2 and 3 above. Such a grievance shall be presented by the Union, in writing, for arbitration within 15 days of the presentation of such grievance to the Commissioner of Labor Relations, and the arbitrator shall decide such grievance within 75 days of its presentation to the arbitrator. The party requesting such arbitration shall send a copy of such request to the other party. The costs and fees of such arbitration shall be borne equally by the Employer and the Union.

Section 5. Disciplinary Procedure for Permanent Employees Subject to Section 75(1)

In any case involving a grievance under Section 1(e) of this Article, the following procedure shall govern upon service of written charges of incompetence or misconduct:

STEP A

Following the service of written charges, a conference with such Employee shall be held with respect to such charges by the person designated by the agency head to review a grievance at **STEP I** of the Grievance Procedure set forth in this Agreement. The Employee may be represented at such conference by a representative of the Union. The person designated by the agency head to review the charges shall take any steps necessary to a proper disposition of the charges and shall issue a determination in writing by the end of the fifth day following the date of the conference.

If the Employee is satisfied with the determination in **STEP A** above, the Employee may choose to accept such determination as an alternative to and in lieu of a determination made pursuant to the procedures provided for in Section 75 of the Civil Service Law or the Rules and Regulations of the Health and Hospitals Corporation. As a condition of accepting such determination, the Employee shall sign a waiver of the Employee's right to the procedures available to him or her under Sections 75 and 76 of the Civil Service Law or the Rules and Regulations of the Health and Hospitals Corporation.

STEP B(i) If the Employee is not satisfied with the determination at **STEP A** above then the Employer shall proceed in accordance with the disciplinary procedures set forth in Section 75 of the Civil Service Law or the Rules and Regulations of the Health and Hospitals Corporation. As an alternative, the Union with the consent of the Employee may choose to proceed in accordance with the Grievance Procedure set forth in this Agreement, including the right to proceed to binding arbitration pursuant to **STEP IV** of such Grievance Procedure. As a condition for submitting the matter to the Grievance Procedure the Employee and the Union shall file a written waiver of the right to utilize the procedures available to the Employee pursuant to Sections 75 and 76 of the Civil Service Law or the Rules and Regulations of the Health and Hospitals Corporation or any other administrative or judicial tribunal, except for the purpose of enforcing an arbitrator's award, if any. Notwithstanding such waiver, the period of an Employee's suspension without pay pending hearing and determination of charges shall not exceed thirty (30) days.

STEP B(ii) If the election is made to proceed pursuant to the Grievance Procedure, an appeal from the determination of **STEP A** above, shall be made to the agency head or designated representative. The appeal must be made in writing within five (5) work days of the receipt of the determination. The agency head or designated representative shall meet with the Employee and the Union for review of the grievance and shall issue a determination to the Employee and the Union by the end of the tenth work day following the day on which the appeal was filed. The agency head or designated representative shall have the power to impose the discipline, if any, decided upon, up to and including termination of the accused Employee's employment. In the event of such termination or suspension without pay totalling more than thirty (30) days, the Union with the consent of the grievant may elect to skip **STEP C** of this Section and proceed directly to **STEP D**.

STEP C If the grievant is not satisfied with the determination of the agency head or designated representative the grievant or the Union may appeal to the Commissioner of Labor Relations in writing within ten (10) work days of the determination of the agency head or designated representative. The Commissioner of Labor Relations shall issue a written reply to the grievant and the Union within fifteen (15) work days.

STEP D If the grievant is not satisfied with the determination of the Commissioner of Labor Relations, the Union with the consent of the grievant may proceed to arbitration pursuant to the procedures set forth in **STEP IV** of the Grievance Procedure set forth in this Agreement.

Section 6. Provisional Disciplinary Procedure

In any case involving a grievance under Section 1(g) of this Article, the following procedure shall govern upon service of written charges of incompetence or misconduct:

STEP A Following the service of written charges, a conference with such Employee shall be held with respect to such charges by the person designated by the agency head to review a grievance at **STEP I** of the Grievance Procedure set forth in this Agreement. The Employee may be represented at such conference by a representative of the Union. The person designated by the agency head to review the charges shall take any steps necessary to a proper disposition of the charges and shall issue a determination in writing by the end of the fifth day following the date of the conference.

STEP B(i) If the Employee is not satisfied with the determination at **STEP A** above, then the Employee may choose to proceed in accordance with the Grievance Procedure set forth in this Agreement through **STEP III**. The Union, with the consent of the Employee, shall have the right to proceed to binding arbitration pursuant to

STEP IV of such Grievance Procedure. The period of an Employee's suspension without pay pending hearing and determination of charges shall not exceed thirty (30) days.

STEP B(ii)

An appeal from the determination of **STEP A** above shall be made to the agency head or designated representative. The appeal must be made in writing within five (5) work days of the receipt of the determination. The agency head or designated representative shall meet with the Employee and the Union for review of the grievance and shall issue a determination to the Employee and the Union by the end of the tenth work day following the day on which the appeal was filed. The agency head or designated representative shall have the power to impose the discipline, if any, decided upon, up to and including termination of the accused Employee's employment. In the event of such termination or suspension without pay totalling more than thirty (30) days, the Union with the consent of the grievant may elect to skip **STEP C** of this Section and proceed directly to **STEP D**.

STEP C

If the grievant is not satisfied with the determination of the agency head or designated representative the grievant or the Union may appeal to the Commissioner of Labor Relations in writing within ten (10) days of the determination of the agency head or designated representative. The Commissioner of Labor Relations shall issue a written reply to the grievant and the Union within fifteen (15) work days.

STEP D

If the grievant is not satisfied with the determination of the Commissioner of Labor Relations, the Union with the consent of the grievant may proceed to arbitration pursuant to the procedures set forth in **STEP IV** of the Grievance Procedure set forth in this Agreement.

Section 7. Non-Competitive Disciplinary Procedure

In any case involving a grievance under Section 1(h) of this Article, the following procedures shall apply upon service of charges of incompetence or misconduct:

STEP A

Following the service of written charges upon an employee a conference with such employee shall be held with respect to such charges by the person designated by the agency head to review a grievance at **STEP I** of the Grievance Procedure set forth in this agreement. The employee may be represented at such conference by a representative of the Union. At the conference the person designated by the agency head to review the charges shall: (1) verbally communicate to the employee any information reasonably necessary for the employee to understand the nature of the charges; (2) furnish to the employee copies of documentary evidence necessary to support the charges; and (3) furnish to the employee the names of potential witnesses except under unusual circumstances. The person designated by the agency head to review the charges shall take any steps necessary to a proper disposition of the charges and shall issue a determination in writing by the end of the fifth day following the date of the conference.

STEP B

If the employee is dissatisfied with the determination in **STEP A** above, he or she may appeal such determination. The appeal must be made within five (5) working days of the receipt of such determination. Such appeal shall be treated as a grievance appeal beginning with **STEP II** of the Grievance Procedure set forth herein.

Section 8.

A grievance concerning a large number of Employees and which concerns a claimed misinterpretation, inequitable application, violation or failure to comply with the provisions of this *Agreement* may be filed directly at **STEP III** of the grievance procedure except that a grievance concerning Employees of the Health and Hospitals Corporation may be filed directly at **STEP II** of the grievance procedure. Such "group" grievance must be filed no later than 120 days after the date on which the grievance arose, and all other procedural limits, including time limits, set forth in this Article shall apply. All other individual grievances in process concerning the same issue shall be consolidated with the "group" grievance.

Section 9.

If a determination satisfactory to the Union at any level of the Grievance Procedure is not implemented within a reasonable time, the Union may re-institute the original grievance at **STEP III** of the Grievance Procedure; or if a satisfactory **STEP III** determination has not been so implemented, the Union may institute a grievance concerning such failure to implement at **STEP IV** of the Grievance Procedure.

Section 10.

If the Employer exceeds any time limit prescribed at any step in the Grievance Procedure, the grievant and/or the Union may invoke the next step of the procedure, except that only the Union may invoke impartial arbitration under **STEP IV**.

Section 11.

The Employer shall notify the Union in writing of all grievances filed by employees, all grievance hearings, and all determinations. The Union shall have the right to have a representative present at any grievance hearing and shall be given forty-eight (48) hours' notice of all grievance hearings.

Section 12.

Each of the steps in the Grievance Procedure, as well as time limits prescribed at each step of this Grievance Procedure, may be waived by mutual agreement of the parties.

Section 13.

A non-Mayoral agency not covered by this Agreement but which employs employees in titles identical to those covered by this Agreement may elect to permit the Union to appeal an unsatisfactory determination received at the last step of its Grievance Procedure prior to arbitration on fiscal matters only to the Commissioner of Labor Relations. If such election is made, the Union shall present its appeal to the Commissioner of Labor Relations in writing within ten (10) work days of the receipt of the last step determination. The Union should submit copies of the grievance filings at the prior steps of its Grievance Procedure and any agency responses thereto. Copies of such appeals shall be sent to the agency head. The Commissioner of Labor Relations, or the Commissioner's designee, shall review all such appeals and answer all such appeals within fifteen (15) work days. An appeal from a determination of the Commissioner of Labor Relations may be taken to arbitration under procedures, if any, applicable to the non-Mayoral agency involved.

Section 14.

The grievance and the arbitration procedure contained in this Agreement shall be the exclusive remedy for the resolution of disputes defined as "grievances" herein. This shall not be interpreted to preclude either party from enforcing the arbitrator's award in court. This Section shall not be construed in any manner to limit the statutory rights and obligations of the Employer under Article XIV of the Civil Service Law.

Section 15. Expedited Arbitration Procedure.

- a. The parties agree that there is a need for an expedited arbitration process which would allow for the prompt adjudication of grievances as set forth below.

- b. The parties voluntarily agree to submit matters to final and binding arbitration pursuant to the New York City Collective Bargaining Law and under the jurisdiction of the Office of Collective Bargaining. An arbitrator or panel of arbitrators, as agreed to by the parties, will act as the arbitrator of any issue submitted under the expedited procedure herein.
- c. The selection of those matters which will be submitted shall include, but not limited to, out-of-title cases concerning all titles, disciplinary cases wherein the proposed penalty is a monetary fine of one week or less or written reprimand, and other cases pursuant to mutual agreement by the parties. The following procedures shall apply:

i. **SELECTION AND SCHEDULING OF CASES:**

- (1) The Deputy Chairperson for Disputes of the Office of Collective Bargaining shall propose which cases shall be subject to the procedures set forth in this Section 14 and notify the parties of proposed hearing dates for such cases.
- (2) The parties shall have ten business days from the receipt of the Deputy Chairperson's proposed list of cases and hearing schedule(s) raise any objections thereto.
- (3) If a case is not proposed by the Deputy Chairperson for expedited handling, either party may, at any time prior to the scheduling of an arbitration hearing date for such case, request in writing to the other party and to the Deputy Chairperson of Disputes of the Office of Collective Bargaining that said case be submitted to the expedited procedure. The party receiving such request shall have ten business days from the receipt of the request to raise any objections thereto.
- (4) No case shall be submitted to the expedited arbitration process without the mutual agreement of the parties.

ii. **CONDUCT OF HEARINGS:**

- (1) The presentation of the case, to the extent possible, shall be made in the narrative form. To the degree that witnesses are necessary, examination will be limited to questions of material fact and cross examination will be similarly limited. Submission of relevant documents, etc., will not be unreasonably limited and may be submitted as a "packet" exhibit.
- (2) In the event either party is unable to proceed with hearing a particular case, the case shall be rescheduled. However, only one adjournment shall be permitted. In the event that either party is unable to proceed on a second occasion, a default judgment may be entered against the adjourning party at the Arbitrator's discretion absent good cause shown.
- (3) The Arbitrator shall not be precluded from attempting to assist the parties in settling a particular case.

- (4) A decision will be issued by the Arbitrator within two weeks. It will not be necessary in the Award to recount any of the facts presented. However, a brief explanation of the Arbitrator's rationale may be included. Bench decisions may also be issued by the Arbitrator.
- (5) Decisions in this expedited procedure shall not be considered as precedent for any other case nor entered into evidence in any other forum or dispute except to enforce the Arbitrator's award.
- (6) The parties shall, whenever possible, exchange any documents intended to be offered in evidence at least one week in advance of the first hearing date and shall endeavor to stipulate to the issue in advance of the hearing date.

ARTICLE VII - BULLETIN BOARDS: EMPLOYER FACILITIES

The Union may post notices on bulletin boards in places and locations where notices usually are posted by the Employer for the Employees to read. All notices shall be on Union stationery, and shall be used only to notify Employees of matters pertaining to Union affairs. Upon request to the responsible official in charge of a work location, the Union may use Employer premises for meetings during Employees' lunch hours, subject to availability of appropriate space and provided such meetings do not interfere with the Employer's business.

ARTICLE VIII - NO STRIKES

In accordance with the New York City Collective Bargaining Law, as amended, neither the Union nor any Employee shall induce or engage in any strikes, slowdowns, work stoppages, mass absenteeism, or induce any mass resignations during the term of this Agreement.

ARTICLE IX - CITYWIDE ISSUES

This Agreement is subject to the provisions, terms and conditions of the agreement which has been or may be negotiated between the City and the union recognized as the exclusive collective bargaining representative on citywide matters which must be uniform for specified employees, including the Employees covered by this Agreement. Employees in Rule X titles shall receive the benefits of the Citywide Agreement unless otherwise specifically excluded herein.

ARTICLE X - UNION ACTIVITY

Time spent by Employee representatives in the conduct of labor relations with the City and on Union activities shall be governed by the terms of Executive Order No. 75, as amended, dated March 22, 1973, entitled "Time Spent on the Conduct of Labor Relations between the City and Its employees and on Union Activity" or any other applicable Executive Order.

ARTICLE XI - LABOR-MANAGEMENT COMMITTEE

Section 1.

The Employer and the Union, having recognized that cooperation between management and employees is indispensable to the accomplishment of sound and harmonious labor relations, shall jointly maintain and support a labor-management committee in each of the agencies having at least fifty Employees covered by this Agreement.

Section 2.

Each labor-management committee shall consider and recommend to the agency head changes in the working conditions of the Employees within the agency who are covered by this Agreement. Matters subject to the Grievance Procedure shall not be appropriate items for consideration by the labor-management committee.

Section 3.

Each labor-management committee shall consist of six members who shall serve for the term of this Agreement. The Union shall designate three members and the agency head shall designate three members. Vacancies shall be filled by the appointing party for the balance of the term to be served. Each member may designate one alternate. Each committee shall select a chairperson from among its members at each meeting. The chairpersonship of each committee shall alternate between the members designated by the agency head and the members designated by the Union. A quorum shall consist of a majority of the total membership of a committee. A committee shall make its recommendations to the agency head in writing.

Section 4.

The labor-management committee shall meet at the call of either the Union members or the Employer members at times mutually agreeable to both parties. At least one week in advance of a meeting the party calling the meeting shall provide, to the other party, a written agenda of matters to be discussed. Minutes shall be kept and copies supplied to all members of the committee.

ARTICLE XII - FINANCIAL EMERGENCY ACT

The provisions of this Agreement are subject to applicable provisions of law, including the New York State Financial Emergency Act for the City of New York as amended.

ARTICLE XIII - APPENDICES

The Appendix or Appendices, if any, attached hereto and initialed by the undersigned shall be deemed a part of this Agreement as if fully set forth herein.

ARTICLE XIV - SAVINGS CLAUSE

In the event that any provision of this Agreement is found to be invalid, such invalidity shall not impair the validity and enforceability of the remaining provisions of this Agreement.

ARTICLE XV - CONTRACTING-OUT CLAUSE

The problem of "contracting out" or "farming out" of work normally performed by personnel covered by this Agreement shall be referred to the Labor-Management Committee as provided for in Article XI of this Agreement.

ARTICLE XVI - ASSIGNMENT DIFFERENTIALS

Section 1.

a. Conditions:

- i. Differentials in the pro rata annual amounts set forth in subsection 1(c) shall be paid to employees in the indicated titles when assigned to a position with duties of a special nature requiring responsibilities not ordinarily performed by employees in the said titles. Eligible assignments shall be limited to those set forth in subsection 1(b), and shall not be deemed a promotion to the next higher title.
- ii. Notwithstanding the provisions of subsection 1(a)(i), an employee receiving an assignment differential which was approved prior to July 1, 1989, shall continue to receive such differential for the *duration of said assignment*.
- iii. Differentials shall be paid to an employee only for the *duration of the assignment* and shall be retroactive to the date of such assignment except that no differential shall be granted with an effective date prior to April 1, 2000.
- iv. Notwithstanding the provisions of subsection 1(a)(iii), in the case of a dispute, no differential shall be granted with an effective date prior to 120 days of the filing of a Step I grievance pursuant to Article IV of this Agreement.
- v. Only one employee shall be eligible to receive a differential for any given assignment. An employee shall *not* receive more than one differential for the same assignment (e.g. both "Squad Leader" and "Plan Review" Differential), except an eligible employee may receive the "Signing and Sealing" Differential in conjunction with the "Squad Leader" Differential

b. Eligible Assignments:

i. Full Differentials:

- (1) **Squad Leader:** When assigned as working supervisor of a "squad" composed of least four professional or para-professional employees, provided at least one such

employee is in the same title or an eligible title within the same sub-group of section 1.

- (2) **Plan Review:** When assigned as the major part of their job duties, to review the design and shop drawings of consulting engineers contracted by the City. *Such assignments do not include field engineering positions or field design changes.* Notwithstanding the limitation of this subsection to review of design and shop drawings "of consulting engineers contracted by the City," employees of the Department of Buildings in eligible titles listed in Section 1(c) shall be deemed eligible for the differential set forth herein when assigned as the major part of their job duties to review of design and shop drawings.
- (3) **Signing and Sealing:** Effective July 1, 1994, an Architect *Level I* (all specialties), Engineer *Level I* (all fields & specialties) or Landscape Architect *Level I* when assigned in writing on a *regular* basis to utilize his/her valid New York State Professional Architect's or Engineer's License to sign and seal architectural/engineering and other official documents prepared by professional employees *other than the employee him/herself.*

ii. Half Differentials:

- (1) **Assistant Squad Leader:** When assigned as deputy to a supervisor of a "squad" composed of least five professional or paraprofessional employees, provided at least one such employee in addition to the squad leader is in the same title or an eligible title within the same sub-group of section 1.
- (2) **Section Engineer:** When directing the crew responsible for the maintenance of a section of the upstate water supply system.

c. Eligible Titles:

- i.

Assistant Architect			City Planner Level I
Assistant Engineer(all field & specialties)			Construction Project Manager Level I
Assistant Landscape Architect			Housing Development Specialist Level I
Assistant Planner			Project Manager (Other than HHC)
Assistant Project Development Coordinator			Supervisor of Building Maintenance
Assistant Project Coordinator			Supervisor of Electrical Installations & Maintenance Level I
Assistant Superintendent of Construction			Supervisor of Mechanical Installations & Maintenance Level I

	<u>7/1/02</u>	<u>7/1/03</u>	<u>7/1/04</u>
Half Differential	\$624	\$643	\$656
Full Differential	\$1,246	\$1,283	\$1,309

- ii.

Architect Level I (all specs.)	Housing Development Specialist Level II
Associate Chemist Level I	Landscape Architect Level I

Associate Project Manager Level I	Planner
Chemist	Project Coordinator
City Planner Level II	Project Development Coordinator
Construction Project Manager Level II	Superintendent of Construction
Engineer Level I (all fields & specs.)	Supervisor of Electrical Installations & Maintenance Level II
General Supervisor of Building Maintenance	Supervisor of Mechanical Installations & Maintenance Level II

	<u>7/1/02</u>	<u>7/1/03</u>	<u>7/1/04</u>
Half Differential	\$722	\$744	\$759
Full Differential	\$1,440	\$1,483	\$1,513

iii.

Associate City Planner I	Senior Architect (all Specialties)
Associate Chemist Level II	Senior Engineer (all Fields and Specialties)
Associate Housing Development Specialist	Senior Landscape Architect
Associate Project Manager Level II	Senior Planner
Construction Project Manager Level III	Senior Project Coordinator
General Superintendent of Construction (all Specialties)	Senior Project Development Coordinator

	<u>7/1/02</u>	<u>7/1/03</u>	<u>7/1/04</u>
Half Differential	\$801	\$825	\$842
Full Differential	\$1,598	\$1,646	\$1,679

d. All applications for Assignment Differentials should be processed through the Agency Labor Relations Officer who will submit said applications to:

Engineering Differential Review Section - Labor Analysis Unit
 Office of Management and Budget
 75 Park Place - Sixth Floor
 New York, New York 10007

e. All applications should be accompanied by a valid, dated organization chart of the appropriate unit and should include the following data:

- Employee's Name
- Civil Service Title
- Office Title (if any)
- Social Security Number
- Position Number
- Unit
- Work Location
- Distribution Center
- Supervisor's Name and Civil Service Title
- Date of Assignment



In addition, the following data should be submitted for the indicated categories of differentials:

Squad Leader, Assistant Squad Leader, and Section Engineer:

Names and Civil Service Titles of Staff Supervised

Plan Review:

Description of Employee's Assignments
 Percentage of Time Assigned

Section 2.

Effective July 1, 1987, a differential in the pro rated pro-rated annual amounts set forth below shall continue to be paid to the one Research Scientist duly assigned as Assistant Director, Bureau of Laboratories responsible for virology and immunology.

<u>7/1/02</u>	<u>7/1/03</u>	<u>7/1/04</u>
\$2,611	\$2,689	\$2,743

Section 3.

Effective July 1, 1987, a differential in the pro rated pro-rated annual amounts set forth below shall continue to be paid to the one Program Manager who is assigned on a continuing basis to the performance of the more difficult and exacting portion of the duties and responsibilities of the class of Program Manager.

<u>7/1/02</u>	<u>7/1/03</u>	<u>7/1/04</u>
\$1,253	\$1,291	\$1,317

ARTICLE XVII - TRAINING FUND

For the period July 1, 2002 through June 30, 2005, the City agrees to continue the practice of contributing the sum of \$25,000 per annum to a Union Administered Training Fund. The training fund provided pursuant to this Article shall be utilized for such programs as may be approved by the Department of Personnel. No contributions shall be made to such training fund during any period in which the separate trust agreement required between the City and the Union relating to the operation of such fund is not in effect. The entire sum due pursuant to this Section for the period ending June 30, 2002, shall be paid as a lump sum following the execution of the trust agreement.

ARTICLE XVIII - RECRUITMENT & RETENTION OF PROFESSIONAL PERSONNEL

Section 1.

A joint committee composed of representatives of the Office of Management and Budget, the Office of Labor Relations, the Department of Citywide Administrative Services, and the Union shall meet to study problems related to the recruitment and retention of qualified professional personnel and where deemed

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necessary, make recommendations to the appropriate City officials. The Professional Development Committee shall meet regularly so that it may be able to consider these matters in an expeditious fashion.

Section 2.

The Union agrees that if the City determines at any time during the period of this Agreement that it is impracticable to recruit for any of the titles covered by the Agreement at the then minimum salary, it may unilaterally increase the minimum entrance salary of such title by an amount deemed necessary to recruit for such title.

ARTICLE XIX - PROFESSIONAL FEE ALLOWANCE

Professional licensing fees for New York State licenses required for full Engineers, Architects and Landscape Architects shall continue to be reimbursed in the amount of \$60 annually.

Eligible Titles:

- | | |
|--|--|
| Architect (all levels, fields and specialties) | Senior Plan Examiner (Buildings) |
| Engineer (all levels, fields and specialties) | Sr. Architect (all levels, fields and specialties) |
| Landscape Architect (all levels, fields and specialties) | Sr. Engineer (all fields and specialties) |
| Plan Examiner (Buildings) | Sr. Landscape Architect (all fields and specialties) |

2019

WHEREFORE, we have hereunto set our hands and seals this 22nd day of March, 2005

FOR THE CITY OF NEW YORK AND RELATED
PUBLIC EMPLOYERS AS DEFINED HEREIN:

BY: *James F. Hanley*
JAMES F. HANLEY
Commissioner of Labor Relations

FOR DISTRICT COUNCIL 37,
AFSCME, AFL-CIO:

BY: *Lillian Roberts*
LILLIAN ROBERTS
Executive Director

FOR THE NEW YORK CITY HEALTH
AND HOSPITALS CORPORATION:

BY: *Frank Cirillo*
FRANK CIRILLO
Senior Vice President
Human Resources & Workforce Development

FOR CIVIL SERVICE TECHNICAL GUILD
LOCAL 375, AFSCME, AFL-CIO

BY: *Claude Fort*
CLAUDE FORT
President

APPROVED AS TO FORM:

BY: *Paul T. Rephen*
PAUL T. REPHEN
Acting Corporation Counsel

OFFICE OF LABOR RELATIONS REGISTRATION	
OFFICIAL	CONTRACT
NO: 05019	DATE: MAR 22 2005
BOARD: _____	2004

DATE SUBMITTED TO THE FINANCIAL CONTROL BOARD:

UNIT: Engineering & Scientific

TERM: July 1, 2002 - June 30, 2005

Appendix A

Longevity Increment Eligibility Rules

The following rules shall govern the eligibility of Employees for the longevity increments provided for in Article III, Section 11 of the 2002-2005 Engineering & Scientific Agreement.

1. Only service in pay status shall be used to calculate the 15 years of service, except that for other than full time per annum Employees only a continuous year of service in pay status shall be used to calculate the 15 years of service. A continuous year of service shall be a full year of service without a break of more than 31 days. Where the regular and customary work year for a title is less than a twelve month year, such as a school year, such regular and customary year shall be credited as a continuous year of service counting towards the 15 years of service. If the normal work year for an Employee is less than the regular and customary work year for the Employee's title, it shall be counted as a continuous year of service if the Employee has customarily worked that length work year and the applicable agency verifies that information.
2. Service in pay status prior to any breaks in service of more than one year shall not be used to calculate the 15 years of service. Where an Employee has less than seven years of continuous service in pay status, breaks in service of less than one year shall be aggregated. Where breaks in service aggregate to more than one year they shall be treated as a break in service of more than one year and the service prior to such breaks and the aggregated breaks shall not be used to calculate the 15 years of service. No break used to disqualify service shall be used more than once.
3. The following time in which an Employee is not in pay status shall not constitute a break in service as specified in paragraph 2 above:
 - a. Time on a leave approved by the proper authority which is consistent with the Personnel Rules and Regulations of the City of New York or the appropriate personnel authority of a covered organization.
 - b. Time prior to a reinstatement.
 - c. Time on a preferred list pursuant to Civil Service Law Sections 80 and 81 or any similar contractual provision.
 - d. Time not in pay status of 31 days or less.Notwithstanding the above, such time as specified in subsections a, b and c above shall not be used to calculate the 15 years of service.
4. Once an Employee has completed the 15 years of "City" service in pay status and is eligible to receive the \$800 longevity increment, the \$800 shall become part of the Employee's base rate for all purposes except as provided in paragraph 5 below.
5. The \$800 longevity increment shall not become pensionable until fifteen months after the Employee begins to receive such \$800 increment. Fifteen months after the Employee begins to receive the \$800 longevity increment, such \$800 longevity increment shall become pensionable and as part of the Employee's base rate, the \$800 longevity increment shall be subject to the general increases provided in Article III, Section 3(a) of this Agreement.

Appendix B

Recurring Increment Payment Eligibility Rules

The following rules shall govern the eligibility of Employees for the Recurring Increment Payment ("RIP") provided for in Article III, Section 12 of the 2002-2005 Engineering, Scientific Agreement.

1. Only service in pay status shall be used to calculate the qualifying years of service. A continuous year of service shall be a full year of service without a break of more than 31 days. Where the regular and customary work year for a title is less than a twelve month year, such as a school year, such regular and customary year shall be credited as a continuous year of service counting towards the qualifying years of service. If the normal work year for an employee is less than the regular and customary work year for the employee's title, it shall be counted as a continuous year of service if the employee has customarily worked that length work year and the applicable agency verifies that information.
2. Part-time employees shall be ineligible to receive RIPs, but prior part-time service shall be credited to full-time employees on a pro rata basis, provided all other terms and conditions set forth herein are met.
 - a. An employee must have regularly worked at least one half the regular hours of full time employees in the same title or if no full-time equivalent title exists then at least 17-1/2 hours for white collar positions or 20 hours for blue collar positions.
 - b. Such part time service shall be prorated by dividing the number of hours worked per week by a part-time employee by the number of hours worked per week by a full-time employee in the same title. If no full-time equivalent title exists then the divisor shall be 35 hours for white collar positions or 40 hours for blue collar positions.
3. Service in pay status prior to a break in service of more than one year shall *not* be used to calculate the qualifying years of service.
4. The following time in which an Employee is not in pay status shall not constitute a break in service, but such time shall *not* be used to calculate the qualifying years of service:
 - a. time on a leave approved by the proper authority which is consistent with the Personnel Rules and Regulations of the City of New York or the appropriate personnel authority of a covered organization,
 - b. time prior to a reinstatement,
 - c. time on a preferred or recall list, and
 - d. time not in pay status of 31 days or less.
5. RIPs shall be considered a salary adjustment for the purposes of Article III, Section 1(d) of this Agreement and the maximum salary of an eligible title shall not constitute a bar to the payment thereof.
6. Once an Employee has qualified for a RIP and is receiving it, the RIP shall become part of the Employee's base rate and included in calculating all salary based payments, except as provided in paragraph 7 below. Any future negotiated general increases shall be applied to RIPs.
7. A RIP shall not become pensionable until two years after the Employee begins to receive such RIP.

Appendix C

As set forth in Section 5 of the 2002 District Council 37 Memorandum of Economic Agreement, ("2002 DC 37 MEA") the parties agree to establish the "Joint Labor Management Committee on Productivity Initiatives" ("Committee").

Composition of the Committee

The Committee shall comprise representatives designated by: the Deputy Mayor for Operations, the Law Department, the Office of Labor Relations, the Office of Management and Budget, the Office of Operations, and District Council 37.

Goals and Objectives

The Committee shall work to identify efficiencies in the administration and delivery of government services which shall in turn be utilized to provide additional compensation to employees. This agreement expresses the joint labor and management commitment to associate improved City service and performance with appropriate compensation for the workforce.

The goal of the Committee's work shall be to identify, review, recommend and develop initiatives that generate workplace savings, maximize the potential of the City workforce and ensure the provision of essential services while at the same time improving compensation for the City workforce. To that end, the parties will seek to identify quantifiable savings while at the same time maintaining or improving City services.

The Committee shall make all reasonable efforts to issue a report or reports on or about October 1, 2004 which propose initiatives representing meaningful, quantifiable, recurring savings to the City and which generate funding to be utilized to compensate employees. Upon completion and acceptance of all committee members of the report, an additional one percent (1%) increase shall be paid to employees covered by this agreement.

The parties agree to meet and negotiate the application of any additional savings above 1% generated by the programs developed by the Committee.

Areas for Consideration

The Committee's study may encompass such matters, including, but not limited to, absence control, contracting in, workers compensation and other efficiencies.

1. Sick leave usage. The Committee will seek to design a program to examine baseline data as to sick leave usage as a benchmark for comparison. The goal will be to reduce employee sick leave usage on an ongoing basis as a productivity enhancement.
2. Contracting-in. The Committee shall identify areas wherein City services are now being outsourced with the goal of providing those services by City employees with a cost savings to the City.
3. Workers Compensation Cost Containment Task Force. The Committee shall create a special task force, requesting such assistance of cost containment experts as necessary, with the goal of developing reforms that emphasize effective treatments and speed the return to work; that explore the manner in which treatment services are provided; that set specific standards of evaluation and treatment; and that serve to root out fraudulent claims.
4. Such other areas as the Committee may mutually agree.

Implementation of Savings

The initiatives and programs developed pursuant to this Committee must be unanimously agreed upon. In the event there is a dispute as to the amount of savings generated by an initiative or the implementation of a program, or the savings generated by a program are not paid pursuant to this agreement, a party may file for final and binding arbitration pursuant to Section 12(a) of the 2002 DC 37 MEA.

Appendix D

For those employees hired between July 15, 1996 through March 31, 2000, upon completion of four (4) years of active or qualified inactive service, an employee in active pay status appointed pursuant to the provisions set forth in Section 5(b) of the 1995 MCMEA shall receive a one-time lump sum payment calculated by taking the difference between the "hiring rate" received by the employee and the indicated minimum for the applicable title set forth in the applicable *Successor Separate Unit Agreement* that was in effect on the one year anniversary of the employee's original date of appointment to their title. Such one-time lump sum payment shall be equivalent to the difference between the annual salary rate the employee would have actually earned during the employee's second year of service had the higher salary rate been in effect and the annual salary rate they did earn.

"Qualified inactive service" is defined for the purposes of this agreement to include the following employees:

1. those who are on preferred or recall lists; or
2. those who are on an approved leave.

"Approved leave" is further defined to include:

- a. maternity/childcare leave
- b. military leave
- c. unpaid time while on jury duty
- d. unpaid leave for union business pursuant to Executive Order 75
- e. unpaid leave pending workers' compensation determination
- f. unpaid leave while on workers' compensation option 2
- g. approved unpaid time off due to illness or exhaustion of paid sick leave
- h. approved unpaid time off due to family illness
- i. other pre-approved leaves without pay