



THE CITY OF NEW YORK
OFFICE OF THE MAYOR
NEW YORK, N.Y. 10007

01/20/15

MAYOR'S PERSONNEL ORDER NO. 2015/2

TO THE HEADS OF ALL AFFECTED CITY DEPARTMENTS AND AGENCIES:

SUBJECT: Salary increases for Original Jurisdiction (OJ) employees and for salary ranges for OJ titles.

Pursuant to the powers vested in the Mayor by law, and based on a recommendation from the Commissioner of Citywide Administrative Services, under the provisions of Section 814(10) of the New York City Charter and the provisions of the Career and Salary Plan, it is hereby ordered that the salary adjustments provided herein be made for incumbents of classes of positions which have salaries adjusted by Original Jurisdiction (OJ), including Exempt Class positions, with the exception of incumbents of positions which are under the Pay Plan for Management Employees (PPME) and that the salary ranges for such OJ classes of positions also be adjusted as provided herein:

- I. General Wage Increase Effective September 1, 2011
 - A. Effective September 1, 2011, employees in eligible titles who are in active status as of the date of this order shall receive a general increase of 1.0% per annum. This increase shall be calculated on their August 31, 2011 salary rate.
 - B. An employee who was appointed to a position covered by Original Jurisdiction, including Exempt Class positions, between September 1, 2011 and the date of this Order, and who is in active status as of the date of this order is eligible to receive an increase of 1.0% based on his/her salary on the date of appointment and effective on the date of appointment, at the discretion of the Agency Head.
 - C. An employee who was promoted or who received a salary increase in a position covered by Original Jurisdiction, including Exempt Class positions, between September 1, 2011 and the date of this Order and who is in active status as of the date of this order is eligible, at the discretion of the Agency Head, to have his/her current salary recomputed to include the 1.0% increase based on his/her August 31, 2011 salary to ensure that the employee receives the same percentage increase obtained when promoted.

II. General Wage Increase Effective September 1, 2012

- A. Effective September 1, 2012, employees in eligible titles who are in active status as of the date of this order shall receive a general increase of 1.0% per annum. This increase shall be calculated on their August 31, 2012 salary rate.
- B. An employee who was appointed to a position covered by Original Jurisdiction, including Exempt Class positions, between September 1, 2012 and the date of this Order, and who is in active status as of the date of this order, is eligible to receive an increase of 1.0% based on his/her salary on the date of appointment and effective on the date of appointment, at the discretion of the Agency Head.
- C. An employee who was promoted or who received a salary increase in a position covered by Original Jurisdiction, including Exempt Class positions, between September 1, 2012 and the date of appointment, and who is in active status as of the date of this order is eligible, at the discretion of the Agency Head, to have his/her current salary recomputed to include the 1.0% increase based on his/her August 31, 2012 salary to ensure that the employee receives the same percentage increase obtained when promoted.

III. General Wage Increase Effective September 1, 2013

- A. Effective September 1, 2013, employees in eligible titles who are in active status as of the date of this order shall receive a general increase of 1.0% per annum. This increase shall be calculated on their August 31, 2013 salary rate.
- B. An employee who was appointed to a position covered by Original Jurisdiction, including Exempt Class positions, between September 1, 2013 and the date of this Order, and who is in active status as of the date of this order, is eligible to receive an increase of 1.0% based on his/her salary on the date of appointment and effective on the date of appointment, at the discretion of the Agency Head.
- C. An employee who was promoted or who received a salary increase in a position covered by Original Jurisdiction, including Exempt Class positions, between September 1, 2013 and the date of this Order, and who is in active status as of the date of this order is eligible, at the discretion of the Agency Head, to have his/her current salary recomputed to include the 1.0% increase based on his/her August 31, 2013 salary to ensure that the employee receives the same percentage increase obtained when promoted.

IV. General Wage Increase Effective September 1, 2014

- A. Effective September 1, 2014, employees in eligible titles who are in active status as of the date of this order shall receive a general increase of 1.5% per annum. This increase shall be calculated on their August 31, 2014 salary rate.
- B. An employee who was appointed to a position covered by Original Jurisdiction, including Exempt Class positions, between September 1, 2014 and the date of this Order, and who is in active status as of the date of this order, is eligible to receive an increase of 1.5% based on his/her salary on the date of appointment and effective on the date of appointment, at the discretion of the Agency Head.
- C. An employee who was promoted or who received a salary increase in a position covered by Original Jurisdiction, including Exempt Class positions, between September 1, 2014 and August 31, 2015, and who is in active status as of the date of this order is eligible, at the discretion of the Agency Head, to have his/her current salary recomputed to include the 1.5% increase based on his/her August 31, 2014 salary to ensure that the employee receives the same percentage increase obtained when promoted.

V. General Wage Increase Effective September 1, 2015

Effective September 1, 2015, employees in eligible titles shall receive a general increase of 2.5% per annum. This increase shall be calculated on their August 31, 2015 salary rate.

VI. General Wage Increase Effective September 1, 2016

Effective September 1, 2016, employees in eligible titles shall receive a general increase of 3.0% per annum. This increase shall be calculated on their August 31, 2016 salary rate.

VII. General Wage Increase Effective July 1, 2017

Effective July 1, 2017, employees in eligible titles shall receive a general increase of 0.47% per annum. This increase shall be calculated on their June 30, 2017 salary rate.

VIII. Lump Sum Payment

Full time employees in eligible titles will receive a \$1,000 lump sum payment effective the date this Order is signed. Part-time employees in eligible titles will receive a pro rata amount.

IX. Salary Ranges

- A. Effective September 1, 2011, the minimum and maximum salary rates shall be increased by 1.0% per annum, based on August 31, 2011 minimum and maximum salary rates, respectively.
- B. Effective September 1, 2012, the minimum and maximum salary rates shall be increased by 1.0% per annum, based on August 31, 2012 minimum and maximum salary rates, respectively.
- C. Effective September 1, 2013, the minimum and maximum salary rates shall be increased by 1.0% per annum, based on August 31, 2013 minimum and maximum salary rates, respectively.
- D. Effective September 1, 2014, the minimum and maximum salary rates shall be increased by 1.5% per annum, based on August 31, 2014 minimum and maximum salary rates, respectively.
- E. Effective September 1, 2015, the minimum and maximum salary rates shall be increased by 2.5% per annum, based on August 31, 2015 minimum and maximum salary rates, respectively.
- F. Effective September 1, 2016, the minimum and maximum salary rates shall be increased by 3.0% per annum, based on August 31, 2016 minimum and maximum salary rates, respectively.
- G. Effective July 1, 2017, the minimum and maximum salary rates shall be increased by 0.47% per annum, based on June 30, 2017 minimum and maximum salary rates, respectively.
- D. The Commissioner of Citywide Administrative Services shall promulgate a list of OJ eligible titles affected by this Order, including new salary ranges effective September 1, 2011, September 1, 2012, September 1, 2013, September 1, 2014, September 1, 2015, September 1, 2016, and July 1, 2017. Such list shall not include titles classified (or proposed to be classified) in the Exempt Class.

All officers or employees of the City having any jurisdiction over the matters provided in this Order are hereby directed, pursuant to the powers vested in them, to take the steps necessary to effectuate the provisions of this Order.

A handwritten signature in black ink, appearing to read "Bill de Blasio". The signature is written in a cursive, fluid style with a horizontal line underneath.

Bill de Blasio

Mayor