




OFFICE OF LABOR RELATIONS

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Director, Employee Benefits Program

TO: HEADS OF CONCERNED CITY DEPARTMENTS AND AGENCIES
FROM: ROBERT W. LINN, COMMISSIONER 
SUBJECT: EXECUTED CONTRACT: SPECIAL OFFICERS
TERM: SEPTEMBER 26, 2010 TO MARCH 25, 2018

Attached for your information and guidance is a copy of the executed contract entered into by the Commissioner of Labor Relations behalf of the City of New York and the International Brotherhood of Teamsters, AFL-CIO, Local 237 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: October 5, 2018

OFFICE OF LABOR RELATIONS	
REGISTRATION	
OFFICIAL	CONTRACT
NO:	DATE:
19005	<u>October 5, 2018</u>

**Local 237, IBT
2010-2018 Special Officers, et. al. Agreement**

TABLE OF CONTENTS

ARTICLE I - UNION RECOGNITION AND UNIT DESIGNATION	1
ARTICLE II - DUES CHECKOFF	3
ARTICLE III - SALARIES	4
ARTICLE IV - WELFARE FUND.....	55
ARTICLE V - PRODUCTIVITY AND PERFORMANCE	56
ARTICLE VI - GRIEVANCE PROCEDURE	57
ARTICLE VII - BULLETIN BOARDS: EMPLOYER FACILITIES	64
ARTICLE VIII - NO STRIKES	65
ARTICLE IX - CITYWIDE ISSUES	65
ARTICLE X - UNION ACTIVITY	65
ARTICLE XI - LABOR-MANAGEMENT COMMITTEE	65
ARTICLE XII - FINANCIAL EMERGENCY ACT	66
ARTICLE XIII - APPENDICES.....	66
ARTICLE XIV - SAVINGS CLAUSE	66
Appendix A	68

**Local 237, IBT
2010-2018 Special Officers, et. al. Agreement**

AGREEMENT entered into this day of , 2018 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 d/b/a NYC Health + Hospitals** (hereinafter referred to as "NYC H+H") (hereinafter referred to jointly as the "Employer"), and **Local 237, International Brotherhood of Teamsters, AFL-CIO** (hereinafter referred to as the "Union"), for the period from September 26, 2010 through March 25, 2018.

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):

<u>TC#</u>	<u>TITLE</u>
31313	Asbestos Handler
31314	Asbestos Handler Supervisor
80605	Assistant Building Custodian****
91105	Assistant Bridge Operator
12207	Assistant Stock Handler**
41122	Associate Parking Control Specialist, Level I and II
34620	Associate Water Use Inspector, Level I, II, III
31815	Blasting Inspector
91110	Bridge Operator

91135	Bridge Operator-in-Charge
80610	Building Custodian****
80609	Custodian, Level I, II, III, IV
71022	Evidence and Property Control Specialist Level I and II
708300	Hospital Security Officer
81901	Hostler
80601	Junior Building Custodian****
039770	Maintenance and Control Planner
039780	Maintenance Planning and Control Supervisor
41120	Parking Control Specialist
33415	Pipe Laying Inspector
000170	Preventive Maintenance Inspector
05186	Principal Special Officer (HRA)***
12225, 122250	Principal Storekeeper**
34660	Principal Water Use Inspector
000650	Refrigeration Service Helper
000660	Refrigeration Service Mechanic
31835	Senior Blasting Inspector
80635	Senior Building Custodian****
33435	Senior Pipe Laying Inspector
70815	Senior Special Officer
12220, 122200	Senior Storekeeper**
35134	Senior Taxi and Limousine Inspector
35136	Senior Taxi and Limousine Inspector (Motor Vehicles)**
35135	Senior Transportation Inspector
34635	Senior Water Use Inspector**
70810, 708100	Special Officer*****
12214, 122100	Stock Handler**
12200,960910,960920	Stock Worker, Level I and II
12215, 122150	Storekeeper**
31840	Supervising Blasting Inspector
000670	Supervising Refrigeration Service Technician
70817, 103210, 103220	Supervising Special Officer*****
35140	Supervising Taxi and Limousine Inspector
35142	Supervising Taxi and Limousine Inspector (Motor Vehicles)
34655	Supervising Water Use Inspector**
90935	Supervisor (Traffic Device Maintenance) **
91160	Supervisor of Bridge Operations****
80660	Supervisor of Building Custodians
12202,962410, 960420,960430	Supervisor of Stock Workers, Level I, II, III
90904	Supervisor of Traffic Device Maintainers
35117	Taxi and Limousine Inspector (Motor Vehicles)**
35115	Transportation Inspector
34600	Water Meter Reader**
34601	Water Use Inspector Trainee
34615	Water Use Inspector
92205, 922050	Bricklayer *
92210, 922100	Cement Mason *
90710, 907100	Elevator Mechanic *
90711, 907110	Elevator Mechanic's Helper*
90719	Harness Maker *

92320	Horseshoer *
90698,907260	Maintenance Worker *
92225, 922250	Mason's Helper *
92235, 922350	Plasterer *
90735	Rofer *
92271, 922710	Supervisor Bricklayer *
90769	Supervisor Elevator Mechanic *
92272, 922720	Supervisor Plasterer *
90775	Supervisor Roofer *

Note Article I: * Indicated titles come within the purview of Section 220 of the New York State Labor Law. The rates of pay and perquisites are governed by the relevant Comptroller Determination. Therefore, Articles III, IV and IX are inapplicable to employees in this Category. All employees thus indicated are covered by this agreement solely for the non-economic provisions contained herein. Provisions of this agreement from which these employees have been specifically excluded has been indicated throughout this agreement.

** Earmarked for Present Incumbents only.

*** Excluding specific positions not in the bargaining unit.

**** Title consolidated into new title, Custodian, with four assignment levels on May 25, 1997.

***** Special Officers and Supervising Special Officers employed by ACS/DJJ, DOHMH, DHS and HRA are excluded pursuant to Board of Certification 7 OCB2d 1 dated January 10, 2014.

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 varying hours of duration as indicated in Section 1 (c) of this Article. 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 - 40 hour week basis - 1/2088 of the appropriate minimum basic salary.

- 37.5 hour week basis 1/1957.5 of the appropriate minimum basic salary.

- 35 hour week basis 1/1827 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.
- e. Employees in titles preceded by an asterisk (*) in Article I, Section 1 are excluded from the provisions of Article III, including all sections contained herein.

Section 2.

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

a. Effective September 26, 2010 (First Year Rate)

<u>TITLE</u>	i. Minimum		ii. Maximum Rate
	(1) Hiring Rate***	(2) Incumbent Rate	
Asbestos Handler	\$63,924	\$72,234	Flat rate
Asbestos Handler Supervisor	\$67,122	\$75,848	Flat rate
Assistant Bridge Operator @	\$31,296	\$35,365	\$42,271
Assistant Stock Handler *	\$28,206	\$31,873	\$42,517
Associate Water Use Inspector			
Level I	\$44,980	\$50,827	\$63,595
Level II	\$51,761	\$58,490	\$66,155
Level III	\$58,544	\$66,155	\$73,816
Blasting Inspector	\$37,885	\$42,810	\$52,830
Bridge Operator			
Level I	\$31,296	\$35,365	\$42,271
Level II	\$35,372	\$39,970	\$49,173
Bridge Operator-In-Charge	\$40,460	\$45,720	\$51,475
Custodian			
Level I	\$28,912	\$32,671	\$40,735
Level II	\$30,668	\$34,655	\$49,069
Level III	\$38,625	\$43,646	\$58,336
Level IV	\$46,752	\$52,830	\$70,107
Evidence & Property Control Specialist			
Level I	\$43,292	\$48,920	\$61,967
Level II	\$49,788	\$56,260	\$69,307
Hospital Security Officer @	\$47,750	\$53,957	Flat Rate
Hostler	\$30,317	\$34,258	\$41,802
Maint. Planning & Control Supervisor	\$46,393	\$52,424	\$61,706
Maintenance & Control Planner	\$39,606	\$44,755	\$54,113
Parking Control Specialist Trainee			
####	See footnote	\$33,093	Flat Rate
After one year		\$35,550	
Pipe Laying Inspector	\$37,885	\$42,810	\$52,830

19005

Preventive Maintenance Inspector	\$37,588	\$42,474	\$52,659
Principal Special Officer (DSS) **, @	\$55,129	\$62,296	\$66,767
Principal Storekeeper *	\$47,484	\$53,657	\$73,260
Refrigeration Service Helper	\$29,474	\$33,306	\$38,764
Refrigeration Service Mechanic	\$34,794	\$39,317	\$46,334
Senior Blasting Inspector	\$41,931	\$47,382	\$58,734
Senior Pipe Laying Inspector	\$41,931	\$47,382	\$58,734
Senior Special Officer @	\$41,675	\$47,093	Flat Rate
Senior Special Officer @	\$41,675	\$47,093	Flat Rate
Senior Storekeeper *	\$39,360	\$44,477	\$60,381
Senior Taxi & Limousine Inspector	\$40,813	\$46,119	\$55,469
Sr. Taxi & Limousine Inspector (M.V.) *	\$40,813	\$46,119	\$55,469
Senior Transportation Inspector	\$37,885	\$42,810	\$52,830
Senior Water Use Inspector *	\$38,695	\$43,725	\$55,235
Special Officer ****, +			
Hiring Rate#	\$30,260	\$34,194	
After 1 Year#		\$35,575	
After 2 Years#		\$36,764	
After 3 Years#		\$42,332	
Stock Handler *	\$31,112	\$35,157	\$46,519
Stock Worker			
Level I	\$28,206	\$31,873	\$42,517
Level II	\$31,112	\$35,157	\$46,519
Storekeeper *	\$33,539	\$37,899	\$51,802
Supervising Blasting Inspector #####	\$46,658	\$52,724	\$64,580
Suprv. Refrigeration Service Tech.	\$38,194	\$43,159	\$55,697
Supervising Special Officer +			
Level I	\$41,675	\$47,093	Flat Rate
Level II	\$47,896	\$54,123	Flat Rate
Level III	\$55,129	\$62,296	\$66,767
Supervising Special Officer (H+H)			
Level I	\$41,675	\$47,093	Flat Rate
Level II	\$47,750	\$57,000	Flat Rate
Sprvsg Taxi & Limousine Inspector	\$45,307	\$51,197	\$62,554
Sprvsg Taxi & Limousine Insp. (MV)*	\$45,307	\$51,197	\$62,554
Supervising Water Use Inspector *	\$38,695	\$43,725	\$55,235
Supervisor (Traffic Device Maint.) *	\$47,961	\$54,196	Flat Rate
Supervisor Of Bridge Operations	\$49,491	\$55,925	\$58,224
Supervisor of Stock Workers			
Level I	\$33,539	\$37,899	\$51,802
Level II	\$39,360	\$44,477	\$60,381
Level III	\$47,484	\$53,657	\$73,260
Supervisor Of Traffic Device Maintainers ****			
Level I			
Minimum ###	\$49,056	\$55,433	
After 1 Year ###		\$56,298	

After 2 Years ###		\$57,165	
After 3 Years ###		\$58,807	
After 4 Years ###		\$62,088	
Taxi & Limousine Inspector (M.V.)			
*	\$34,695	\$39,205	\$48,928
Transportation Inspector	\$33,523	\$37,881	\$46,907
Water Meter Reader *	\$28,516	\$32,223	Flat Rate
Water Use Inspector			
Level I	\$28,516	\$32,223	\$35,315
Level II	\$39,445	\$44,573	\$54,788
Water Use Inspector Trainee ##, @	\$28,516	\$32,223	\$35,315

NOTE:

- * For Present Incumbents Only.
- ** Excluding specific positions not in the bargaining unit.
- *** Employees hired on or after 9/26/2010 shall be paid the hiring rate 9/26/2010. Upon completion of one (1) year of active or qualified inactive service, such employee shall be paid the indicated "hiring rate" for the applicable title that is in effect on the one year anniversary of their original appointment as set forth in the applicable Successor Separate Agreement. Upon completion of two (2) years of active or qualified inactive service, such employee shall be paid the indicated "minimum" for the applicable title that is in effect on the two year anniversary of their original appointment as set forth in the applicable Successor Separate Unit Agreement. In no case shall an employee receive less than the stated hiring rate.
- **** Employees in titles that have a step pay plan should begin at the first year hiring rate; advance to the after one year hiring rate and upon completion of that year, be advanced to the after two years incumbent rate.
- # Individuals shall advance yearly step on the January or July following the attainment of the required time.
- ## Upon completion of 1 year of satisfactory service the incumbent shall receive the rate shown herein as the maximum.
- ### Commencing each 9/26, any incumbent below the maximum salary rate with 1 year of continuous service in the title shall advance to the next higher salary rate.
- #### footnote(***) is not applicable
- ##### Each appointment to this position above the 9/26/2010 hiring rate will be handled on a case by case basis.
- @ To be deleted
- + Special Officers and Supervising Special Officers employed by ACS/DJJ, DOHMH, DHS and HRA are excluded pursuant to Board of Certification 7 OCB2d 1 dated January 10, 2014.

b. Effective September 26, 2010 (Second Year Rate)

<u>TITLE</u>	i. Minimum		ii. Maximum Rate
	(1) Hiring Rate***	(2) Incumbent Rate	
Asbestos Handler	\$65,667	\$72,234	Flat rate
Asbestos Handler Supervisor	\$68,953	\$75,848	Flat rate
Assistant Bridge Operator @	\$32,150	\$35,365	\$42,271
Assistant Stock Handler *	\$28,975	\$31,873	\$42,517
Associate Water Use Inspector			
Level I	\$46,206	\$50,827	\$63,595

2010-2018 Special Officers Agreement

Local 237 IBT, AFL-CIO

19005

Level II	\$53,173	\$58,490	\$66,155
Level III	\$60,141	\$66,155	\$73,816
Blasting Inspector	\$38,918	\$42,810	\$52,830
Bridge Operator			
Level I	\$32,150	\$35,365	\$42,271
Level II	\$36,336	\$39,970	\$49,173
Bridge Operator-In-Charge	\$41,564	\$45,720	\$51,475
Custodian			
Level I	\$29,701	\$32,671	\$40,735
Level II	\$31,505	\$34,655	\$49,069
Level III	\$39,678	\$43,646	\$58,336
Level IV	\$48,027	\$52,830	\$70,107
Evidence & Property Control Specialist			
Level I	\$44,473	\$48,920	\$61,967
Level II	\$51,145	\$56,260	\$69,307
Hospital Security Officer @	\$49,052	\$53,957	Flat Rate
Hostler	\$31,144	\$34,258	\$41,802
Maint. Planning & Control Supervisor	\$47,658	\$52,424	\$61,706
Maintenance & Control Planner	\$40,686	\$44,755	\$54,113
Parking Control Specialist Trainee ####	See footnote	\$33,093	Flat Rate
After one year		\$35,550	
Pipe Laying Inspector	\$38,918	\$42,810	\$52,830
Preventive Maintenance Inspector	\$38,613	\$42,474	\$52,659
Principal Special Officer (DSS) **, @	\$56,633	\$62,296	\$66,767
Principal Storekeeper *	\$48,779	\$53,657	\$73,260
Refrigeration Service Helper	\$30,278	\$33,306	\$38,764
Refrigeration Service Mechanic	\$35,743	\$39,317	\$46,334
Senior Blasting Inspector	\$43,075	\$47,382	\$58,734
Senior Pipe Laying Inspector	\$43,075	\$47,382	\$58,734
Senior Special Officer @	\$42,812	\$47,093	Flat Rate
Senior Special Officer @	\$42,812	\$47,093	Flat Rate
Senior Storekeeper *	\$40,434	\$44,477	\$60,381
Senior Taxi & Limousine Inspector	\$41,926	\$46,119	\$55,469
Sr. Taxi & Limousine Inspector (M.V.) *	\$41,926	\$46,119	\$55,469
Senior Transportation Inspector	\$38,918	\$42,810	\$52,830
Senior Water Use Inspector *	\$39,750	\$43,725	\$55,235
Special Officer ****, +			
Hiring Rate#		\$34,194	
After 1 Year#	\$32,341	\$35,575	
After 2 Years#		\$36,764	
After 3 Years#		\$42,332	
Stock Handler *	\$31,961	\$35,157	\$46,519
Stock Worker			
Level I	\$28,975	\$31,873	\$42,517
Level II	\$31,961	\$35,157	\$46,519
Storekeeper *	\$34,454	\$37,899	\$51,802

Supervising Blasting Inspector #####	\$47,931	\$52,724	\$64,580
Suprv. Refrigeration Service Tech.	\$39,235	\$43,159	\$55,697
Supervising Special Officer +			
Level I	\$42,812	\$47,093	Flat Rate
Level II	\$49,203	\$54,123	Flat Rate
Level III	\$56,633	\$62,296	\$66,767
Supervising Special Officer (H+H)			
Level I	\$42,812	\$47,093	Flat Rate
Level II	\$49,052	\$57,000	Flat Rate
Sprvsg Taxi & Limousine Inspector	\$46,543	\$51,197	\$62,554
Sprvsg Taxi & Limousine Insp. (MV)*	\$46,543	\$51,197	\$62,554
Supervising Water Use Inspector *	\$39,750	\$43,725	\$55,235
Supervisor (Traffic Device Maint.) *	\$49,269	\$54,196	Flat Rate
Supervisor Of Bridge Operations	\$50,841	\$55,925	\$58,224
Supervisor of Stock Workers			
Level I	\$34,454	\$37,899	\$51,802
Level II	\$40,434	\$44,477	\$60,381
Level III	\$48,779	\$53,657	\$73,260
Supervisor Of Traffic Device Maintainers ****			
Level I			
Minimum ###	\$50,394	\$55,433	
After 1 Year ###	\$51,180	\$56,298	
After 2 Years ###		\$57,165	
After 3 Years ###		\$58,807	
After 4 Years ###		\$62,088	
Taxi & Limousine Inspector (M.V.) *	\$35,641	\$39,205	\$48,928
Transportation Inspector	\$34,437	\$37,881	\$46,907
Water Meter Reader *	\$29,294	\$32,223	Flat Rate
Water Use Inspector			
Level I	\$29,294	\$32,223	\$35,315
Level II	\$40,521	\$44,573	\$54,788
Water Use Inspector Trainee ##, @	\$29,294	\$32,223	\$35,315

NOTE:

- * For Present Incumbents Only.
- ** Excluding specific positions not in the bargaining unit.
- *** Employees hired on or after 9/26/2010 shall be paid the hiring rate 9/26/2010. Upon completion of one (1) year of active or qualified inactive service, such employee shall be paid the indicated "hiring rate" for the applicable title that is in effect on the one year anniversary of their original appointment as set forth in the applicable Successor Separate Agreement. Upon completion of two (2) years of active or qualified inactive service, such employee shall be paid the indicated "minimum" for the applicable title that is in effect on the two year anniversary of their original appointment as set forth in the applicable Successor Separate Unit Agreement. In no case shall an employee receive less than the stated hiring rate.
- **** Employees in titles that have a step pay plan should begin at the first year hiring rate; advance to the after one year hiring rate and upon completion of that year, be advanced to the after two years incumbent rate.

- # Individuals shall advance yearly step on the January or July following the attainment of the required time.
- ## Upon completion of 1 year of satisfactory service the incumbent shall receive the rate shown herein as the maximum.
- ### Commencing each 9/26, any incumbent below the maximum salary rate with 1 year of continuous service in the title shall advance to the next higher salary rate.
- #### footnote(***) is not applicable
- ##### Each appointment to this position above the 9/26/2010 hiring rate will be handled on a case by case basis.
- @ To be deleted
- + Special Officers and Supervising Special Officers employed by ACS/DJJ, DOHMH, DHS and HRA are excluded pursuant to Board of Certification 7 OCB2d 1 dated January 10, 2014.

c. Effective March 26, 2012 (First Year Rate)

<u>TITLE</u>	i. Minimum		ii. Maximum Rate
	(1) Hiring Rate***	(2) Incumbent Rate	
Asbestos Handler	\$64,563	\$72,956	Flat rate
Asbestos Handler Supervisor	\$67,793	\$76,606	Flat rate
Assistant Bridge Operator @	\$31,610	\$35,719	\$42,694
Assistant Stock Handler *	\$28,488	\$32,192	\$42,942
Associate Water Use Inspector			
Level I	\$45,429	\$51,335	\$64,231
Level II	\$52,279	\$59,075	\$66,817
Level III	\$59,130	\$66,817	\$74,554
Blasting Inspector	\$38,264	\$43,238	\$53,358
Bridge Operator			
Level I	\$31,610	\$35,719	\$42,694
Level II	\$35,726	\$40,370	\$49,665
Bridge Operator-In-Charge	\$40,865	\$46,177	\$51,990
Custodian			
Level I	\$29,202	\$32,998	\$41,142
Level II	\$30,975	\$35,002	\$49,560
Level III	\$39,011	\$44,082	\$58,919
Level IV	\$47,219	\$53,358	\$70,808
Evidence & Property Control Specialist			
Level I	\$43,725	\$49,409	\$62,587
Level II	\$50,286	\$56,823	\$70,000
Hospital Security Officer @	\$48,227	\$54,497	Flat Rate
Hostler	\$30,620	\$34,601	\$42,220
Maint. Planning & Control Supervisor	\$46,857	\$52,948	\$62,323
Maintenance & Control Planner	\$40,003	\$45,203	\$54,654
Parking Control Specialist Trainee			
####	See footnote	\$33,424	Flat Rate
After one year		\$35,906	
Pipe Laying Inspector	\$38,264	\$43,238	\$53,358
Preventive Maintenance Inspector	\$37,964	\$42,899	\$53,186

19005

Principal Special Officer (DSS) **, @	\$55,681	\$62,919	\$67,435
Principal Storekeeper *	\$47,959	\$54,194	\$73,993
Refrigeration Service Helper	\$29,769	\$33,639	\$39,152
Refrigeration Service Mechanic	\$35,142	\$39,710	\$46,797
Senior Blasting Inspector	\$42,350	\$47,856	\$59,321
Senior Pipe Laying Inspector	\$42,350	\$47,856	\$59,321
Senior Special Officer @	\$42,092	\$47,564	Flat Rate
Senior Special Officer @	\$42,092	\$47,564	Flat Rate
Senior Storekeeper *	\$39,754	\$44,922	\$60,985
Senior Taxi & Limousine Inspector	\$41,221	\$46,580	\$56,024
Sr. Taxi & Limousine Inspector (M.V.) *	\$41,221	\$46,580	\$56,024
Senior Transportation Inspector	\$38,264	\$43,238	\$53,358
Senior Water Use Inspector *	\$39,081	\$44,162	\$55,787
Special Officer ****, +			
Hiring Rate#	\$30,563	\$34,536	
After 1 Year#		\$35,931	
After 2 Years#		\$37,132	
After 3 Years#		\$42,755	
Stock Handler *	\$31,424	\$35,509	\$46,984
Stock Worker			
Level I	\$28,488	\$32,192	\$42,942
Level II	\$31,424	\$35,509	\$46,984
Storekeeper *	\$33,874	\$38,278	\$52,320
Supervising Blasting Inspector #####	\$47,125	\$53,251	\$65,226
Suprv. Refrigeration Service Tech.	\$38,576	\$43,591	\$56,254
Supervising Special Officer +			
Level I	\$42,092	\$47,564	Flat Rate
Level II	\$48,375	\$54,664	Flat Rate
Level III	\$55,681	\$62,919	\$67,435
Supervising Special Officer (H+H)			
Level I	\$42,092	\$47,564	Flat Rate
Level II	\$50,947	\$57,570	Flat Rate
Sprvsg Taxi & Limousine Inspector	\$45,760	\$51,709	\$63,180
Sprvsg Taxi & Limousine Insp. (MV)*	\$45,760	\$51,709	\$63,180
Supervising Water Use Inspector *	\$39,081	\$44,162	\$55,787
Supervisor (Traffic Device Maint.) *	\$48,441	\$54,738	Flat Rate
Supervisor Of Bridge Operations	\$49,986	\$56,484	\$58,806
Supervisor of Stock Workers			
Level I	\$33,874	\$38,278	\$52,320
Level II	\$39,754	\$44,922	\$60,985
Level III	\$47,959	\$54,194	\$73,993
Supervisor Of Traffic Device Maintainers ****			
Level I			
Minimum ###	\$49,546	\$55,987	
After 1 Year ###		\$56,861	

After 2 Years ###		\$57,737	
After 3 Years ###		\$59,395	
After 4 Years ###		\$62,709	
Taxi & Limousine Inspector (M.V.)			
*	\$35,042	\$39,597	\$49,417
Transportation Inspector	\$33,858	\$38,260	\$47,376
Water Meter Reader *	\$28,801	\$32,545	Flat Rate
Water Use Inspector			
Level I	\$28,801	\$32,545	\$35,668
Level II	\$39,840	\$45,019	\$55,336
Water Use Inspector Trainee ##, @	\$28,801	\$32,545	\$35,668

NOTE:

- * For Present Incumbents Only.
- ** Excluding specific positions not in the bargaining unit.
- *** Employees hired on or after 3/26/2012 shall be paid the hiring rate 3/26/2012. Upon completion of one (1) year of active or qualified inactive service, such employee shall be paid the indicated "hiring rate" for the applicable title that is in effect on the one year anniversary of their original appointment as set forth in the applicable Successor Separate Agreement. Upon completion of two (2) years of active or qualified inactive service, such employee shall be paid the indicated "minimum" for the applicable title that is in effect on the two year anniversary of their original appointment as set forth in the applicable Successor Separate Unit Agreement. In no case shall an employee receive less than the stated hiring rate.
- **** Employees in titles that have a step pay plan should begin at the first year hiring rate; advance to the after one year hiring rate and upon completion of that year, be advanced to the after two years incumbent rate.
- # Individuals shall advance yearly step on the January or July following the attainment of the required time.
- ## Upon completion of 1 year of satisfactory service the incumbent shall receive the rate shown herein as the maximum.
- ### Commencing each 3/26, any incumbent below the maximum salary rate with 1 year of continuous service in the title shall advance to the next higher salary rate.
- #### footnote(***) is not applicable
- ##### Each appointment to this position above the 3/26/2012 hiring rate will be handled on a case by case basis.
- @ To be deleted
- + Special Officers and Supervising Special Officers employed by ACS/DJJ, DOHMH, DHS and HRA are excluded pursuant to Board of Certification 7 OCB2d 1 dated January 10, 2014.

d. Effective March 26, 2012 (Second Year Rate)

<u>TITLE</u>	i. Minimum		ii. Maximum Rate
	(1) Hiring Rate***	(2) Incumbent Rate	
Asbestos Handler	\$66,324	\$72,956	Flat rate
Asbestos Handler Supervisor	\$69,642	\$76,606	Flat rate
Assistant Bridge Operator @	\$32,472	\$35,719	\$42,694
Assistant Stock Handler *	\$29,265	\$32,192	\$42,942
Associate Water Use Inspector			
Level I	\$46,668	\$51,335	\$64,231
2010-2018 Special Officers Agreement		12	Local 237 IBT, AFL-CIO

19005

Level II	\$53,705	\$59,075	\$66,817
Level III	\$60,743	\$66,817	\$74,554
Blasting Inspector	\$39,307	\$43,238	\$53,358
Bridge Operator			
Level I	\$32,472	\$35,719	\$42,694
Level II	\$36,700	\$40,370	\$49,665
Bridge Operator-In-Charge	\$41,979	\$46,177	\$51,990
Custodian			
Level I	\$29,998	\$32,998	\$41,142
Level II	\$31,820	\$35,002	\$49,560
Level III	\$40,075	\$44,082	\$58,919
Level IV	\$48,507	\$53,358	\$70,808
Evidence & Property Control Specialist			
Level I	\$44,917	\$49,409	\$62,587
Level II	\$51,657	\$56,823	\$70,000
Hospital Security Officer @	\$49,543	\$54,497	Flat Rate
Hostler	\$31,455	\$34,601	\$42,220
Maint. Planning & Control Supervisor	\$48,135	\$52,948	\$62,323
Maintenance & Control Planner	\$41,094	\$45,203	\$54,654
Parking Control Specialist Trainee ####	See footnote	\$33,424	Flat Rate
After one year		\$35,906	
Pipe Laying Inspector	\$39,307	\$43,238	\$53,358
Preventive Maintenance Inspector	\$38,999	\$42,899	\$53,186
Principal Special Officer (DSS) **, @	\$57,199	\$62,919	\$67,435
Principal Storekeeper *	\$49,267	\$54,194	\$73,993
Refrigeration Service Helper	\$30,581	\$33,639	\$39,152
Refrigeration Service Mechanic	\$36,100	\$39,710	\$46,797
Senior Blasting Inspector	\$43,505	\$47,856	\$59,321
Senior Pipe Laying Inspector	\$43,505	\$47,856	\$59,321
Senior Special Officer @	\$43,240	\$47,564	Flat Rate
Senior Special Officer @	\$43,240	\$47,564	Flat Rate
Senior Storekeeper *	\$40,838	\$44,922	\$60,985
Senior Taxi & Limousine Inspector	\$42,345	\$46,580	\$56,024
Sr. Taxi & Limousine Inspector (M.V.) *	\$42,345	\$46,580	\$56,024
Senior Transportation Inspector	\$39,307	\$43,238	\$53,358
Senior Water Use Inspector *	\$40,147	\$44,162	\$55,787
Special Officer ****, +			
Hiring Rate#		\$34,536	
After 1 Year#	\$32,665	\$35,931	
After 2 Years#		\$37,132	
After 3 Years#		\$42,755	
Stock Handler *	\$32,281	\$35,509	\$46,984
Stock Worker			
Level I	\$29,265	\$32,192	\$42,942
Level II	\$32,281	\$35,509	\$46,984
Storekeeper *	\$34,798	\$38,278	\$52,320

119005

Supervising Blasting Inspector #####	\$48,410	\$53,251	\$65,226
Suprv. Refrigeration Service Tech.	\$39,628	\$43,591	\$56,254
Supervising Special Officer +			
Level I	\$43,240	\$47,564	Flat Rate
Level II	\$49,695	\$54,664	Flat Rate
Level III	\$57,199	\$62,919	\$67,435
Supervising Special Officer (H+H)			
Level I	\$43,240	\$47,564	Flat Rate
Level II	\$52,336	\$57,570	Flat Rate
Sprvsg Taxi & Limousine Inspector	\$47,008	\$51,709	\$63,180
Sprvsg Taxi & Limousine Insp. (MV)*	\$47,008	\$51,709	\$63,180
Supervising Water Use Inspector *	\$40,147	\$44,162	\$55,787
Supervisor (Traffic Device Maint.) *	\$49,762	\$54,738	Flat Rate
Supervisor Of Bridge Operations	\$51,349	\$56,484	\$58,806
Supervisor of Stock Workers			
Level I	\$34,798	\$38,278	\$52,320
Level II	\$40,838	\$44,922	\$60,985
Level III	\$49,267	\$54,194	\$73,993
Supervisor Of Traffic Device Maintainers ****			
Level I			
Minimum ###	\$50,897	\$55,987	
After 1 Year ###	\$51,692	\$56,861	
After 2 Years ###		\$57,737	
After 3 Years ###		\$59,395	
After 4 Years ###		\$62,709	
Taxi & Limousine Inspector (M.V.) *	\$35,997	\$39,597	\$49,417
Transportation Inspector	\$34,782	\$38,260	\$47,376
Water Meter Reader *	\$29,586	\$32,545	Flat Rate
Water Use Inspector			
Level I	\$29,586	\$32,545	\$35,668
Level II	\$40,926	\$45,019	\$55,336
Water Use Inspector Trainee ##, @	\$29,586	\$32,545	\$35,668

NOTE:

- * For Present Incumbents Only.
- ** Excluding specific positions not in the bargaining unit.
- *** Employees hired on or after 3/26/2012 shall be paid the hiring rate 3/26/2012. Upon completion of one (1) year of active or qualified inactive service, such employee shall be paid the indicated "hiring rate" for the applicable title that is in effect on the one year anniversary of their original appointment as set forth in the applicable Successor Separate Agreement. Upon completion of two (2) years of active or qualified inactive service, such employee shall be paid the indicated "minimum" for the applicable title that is in effect on the two year anniversary of their original appointment as set forth in the applicable Successor Separate Unit Agreement. In no case shall an employee receive less than the stated hiring rate.

19005

- **** Employees in titles that have a step pay plan should begin at the first year hiring rate; advance to the after one year hiring rate and upon completion of that year, be advanced to the after two years incumbent rate.
- # Individuals shall advance yearly step on the January or July following the attainment of the required time.
- ## Upon completion of 1 year of satisfactory service the incumbent shall receive the rate shown herein as the maximum.
- ### Commencing each 3/26, any incumbent below the maximum salary rate with 1 year of continuous service in the title shall advance to the next higher salary rate.
- #### footnote(***) is not applicable
- ##### Each appointment to this position above the 3/26/2012 hiring rate will be handled on a case by case basis.
- @ To be deleted
- + Special Officers and Supervising Special Officers employed by ACS/DJJ, DOHMH, DHS and HRA are excluded pursuant to Board of Certification 7 OCB2d 1 dated January 10, 2014.

d. Effective March 26, 2013 (First Year Rate)

<u>TITLE</u>	i. Minimum		ii. Maximum Rate
	(1) Hiring Rate***	(2) Incumbent Rate	
Asbestos Handler	\$65,209	\$73,686	Flat rate
Asbestos Handler Supervisor	\$68,471	\$77,372	Flat rate
Assistant Bridge Operator @	\$31,926	\$36,076	\$43,121
Assistant Stock Handler *	\$28,773	\$32,514	\$43,371
Associate Water Use Inspector			
Level I	\$45,883	\$51,848	\$64,873
Level II	\$52,802	\$59,666	\$67,485
Level III	\$59,721	\$67,485	\$75,300
Blasting Inspector	\$38,646	\$43,670	\$53,892
Bridge Operator			
Level I	\$31,926	\$36,076	\$43,121
Level II	\$36,083	\$40,774	\$50,162
Bridge Operator-In-Charge	\$41,273	\$46,639	\$52,510
Custodian			
Level I	\$29,494	\$33,328	\$41,553
Level II	\$31,285	\$35,352	\$50,056
Level III	\$39,401	\$44,523	\$59,508
Level IV	\$47,692	\$53,892	\$71,516
Evidence & Property Control Specialist			
Level I	\$44,162	\$49,903	\$63,213
Level II	\$50,788	\$57,391	\$70,700
Hospital Security Officer @	\$48,710	\$55,042	Flat Rate
Hostler	\$30,927	\$34,947	\$42,642
Maint. Planning & Control Supervisor	\$47,325	\$53,477	\$62,946
Maintenance & Control Planner	\$40,403	\$45,655	\$55,201

19005

Parking Control Specialist Trainee ####	See footnote	\$33,758	Flat Rate
After one year		\$36,265	
Pipe Laying Inspector	\$38,646	\$43,670	\$53,892
Preventive Maintenance Inspector	\$38,343	\$43,328	\$53,718
Principal Special Officer (DSS) **, @	\$56,237	\$63,548	\$68,109
Principal Storekeeper *	\$48,439	\$54,736	\$74,733
Refrigeration Service Helper	\$30,066	\$33,975	\$39,544
Refrigeration Service Mechanic	\$35,493	\$40,107	\$47,265
Senior Blasting Inspector	\$42,774	\$48,335	\$59,914
Senior Pipe Laying Inspector	\$42,774	\$48,335	\$59,914
Senior Special Officer @	\$42,513	\$48,040	Flat Rate
Senior Special Officer @	\$42,513	\$48,040	Flat Rate
Senior Storekeeper *	\$40,151	\$45,371	\$61,595
Senior Taxi & Limousine Inspector	\$41,634	\$47,046	\$56,584
Sr. Taxi & Limousine Inspector (M.V.) *	\$41,634	\$47,046	\$56,584
Senior Transportation Inspector	\$38,646	\$43,670	\$53,892
Senior Water Use Inspector *	\$39,473	\$44,604	\$56,345
Special Officer ****, + Hiring Rate#	\$30,868	\$34,881	
After 1 Year#		\$36,290	
After 2 Years#		\$37,503	
After 3 Years#		\$43,183	
Stock Handler *	\$31,738	\$35,864	\$47,454
Stock Worker Level I	\$28,773	\$32,514	\$43,371
Level II	\$31,738	\$35,864	\$47,454
Storekeeper *	\$34,213	\$38,661	\$52,843
Supervising Blasting Inspector #####	\$47,596	\$53,784	\$65,878
Suprv. Refrigeration Service Tech.	\$38,962	\$44,027	\$56,817
Supervising Special Officer + Level I	\$42,513	\$48,040	Flat Rate
Level II	\$48,859	\$55,211	Flat Rate
Level III	\$56,237	\$63,548	\$68,109
Supervising Special Officer (H+H) Level I	\$42,513	\$48,040	Flat Rate
Level II	\$51,457	\$58,146	Flat Rate
Sprvsg Taxi & Limousine Inspector	\$46,218	\$52,226	\$63,812
Sprvsg Taxi & Limousine Insp. (MV)*	\$46,218	\$52,226	\$63,812
Supervising Water Use Inspector *	\$39,473	\$44,604	\$56,345
Supervisor (Traffic Device Maint.) *	\$48,925	\$55,285	Flat Rate
Supervisor Of Bridge Operations			
Supervisor of Stock Workers Level I	\$41,273	\$46,639	\$52,510
Level II	\$50,486	\$57,049	\$59,394
Level III	\$34,213	\$38,661	\$52,843

Supervisor Of Traffic Device			
Maintainers ****	\$40,151	\$45,371	\$61,595
Level I	\$48,439	\$54,736	\$74,733
Minimum ###			
After 1 Year ###			
After 2 Years ###	\$50,042	\$56,547	
After 3 Years ###		\$57,430	
After 4 Years ###		\$58,314	
Taxi & Limousine Inspector (M.V.)			
*		\$59,989	
Transportation Inspector		\$63,336	
Water Meter Reader *	\$35,392	\$39,993	\$49,911
Water Use Inspector	\$34,197	\$38,643	\$47,850
Level I	\$29,088	\$32,870	Flat Rate
Level II			
Water Use Inspector Trainee ##, @	\$29,088	\$32,870	\$36,025

NOTE:

- * For Present Incumbents Only.
- ** Excluding specific positions not in the bargaining unit.
- *** Employees hired on or after 3/26/2013 shall be paid the hiring rate 3/26/2013. Upon completion of one (1) year of active or qualified inactive service, such employee shall be paid the indicated "hiring rate" for the applicable title that is in effect on the one year anniversary of their original appointment as set forth in the applicable Successor Separate Agreement. Upon completion of two (2) years of active or qualified inactive service, such employee shall be paid the indicated "minimum" for the applicable title that is in effect on the two year anniversary of their original appointment as set forth in the applicable Successor Separate Unit Agreement. In no case shall an employee receive less than the stated hiring rate.
- **** Employees in titles that have a step pay plan should begin at the first year hiring rate; advance to the after one year hiring rate and upon completion of that year, be advanced to the after two years incumbent rate.
- # Individuals shall advance yearly step on the January or July following the attainment of the required time.
- ## Upon completion of 1 year of satisfactory service the incumbent shall receive the rate shown herein as the maximum.
- ### Commencing each 3/26, any incumbent below the maximum salary rate with 1 year of continuous service in the title shall advance to the next higher salary rate.
- #### footnote(***) is not applicable
- ##### Each appointment to this position above the 3/26/2013 hiring rate will be handled on a case by case basis.
- @ To be deleted
- + Special Officers and Supervising Special Officers employed by ACS/DJJ, DOHMH, DHS and HRA are excluded pursuant to Board of Certification 7 OCB2d 1 dated January 10, 2014.

e. Effective March 26, 2013 (Second Year Rate)

<u>TITLE</u>	i. Minimum		ii. Maximum Rate
	(1) Hiring Rate***	(2) Incumbent Rate	
Asbestos Handler	\$66,987	\$73,686	Flat rate
2010-2018 Special Officers Agreement			Local 237 IBT, AFL-CIO

19005

Asbestos Handler Supervisor	\$70,338	\$77,372	Flat rate
Assistant Bridge Operator @	\$32,796	\$36,076	\$43,121
Assistant Stock Handler *	\$29,558	\$32,514	\$43,371
Associate Water Use Inspector			
Level I	\$47,135	\$51,848	\$64,873
Level II	\$54,242	\$59,666	\$67,485
Level III	\$61,350	\$67,485	\$75,300
Blasting Inspector	\$39,700	\$43,670	\$53,892
Bridge Operator			
Level I	\$32,796	\$36,076	\$43,121
Level II	\$37,067	\$40,774	\$50,162
Bridge Operator-In-Charge	\$42,399	\$46,639	\$52,510
Custodian			
Level I	\$30,298	\$33,328	\$41,553
Level II	\$32,138	\$35,352	\$50,056
Level III	\$40,475	\$44,523	\$59,508
Level IV	\$48,993	\$53,892	\$71,516
Evidence & Property Control Specialist			
Level I	\$45,366	\$49,903	\$63,213
Level II	\$52,174	\$57,391	\$70,700
Hospital Security Officer @	\$50,038	\$55,042	Flat Rate
Hostler	\$31,770	\$34,947	\$42,642
Maint. Planning & Control Supervisor	\$48,615	\$53,477	\$62,946
Maintenance & Control Planner	\$41,505	\$45,655	\$55,201
Parking Control Specialist Trainee			
####	See footnote	\$33,758	Flat Rate
After one year		\$36,265	
Pipe Laying Inspector	\$39,700	\$43,670	\$53,892
Preventive Maintenance Inspector	\$39,389	\$43,328	\$53,718
Principal Special Officer (DSS) **, @	\$57,771	\$63,548	\$68,109
Principal Storekeeper *	\$49,760	\$54,736	\$74,733
Refrigeration Service Helper	\$30,886	\$33,975	\$39,544
Refrigeration Service Mechanic	\$36,461	\$40,107	\$47,265
Senior Blasting Inspector	\$43,941	\$48,335	\$59,914
Senior Pipe Laying Inspector	\$43,941	\$48,335	\$59,914
Senior Special Officer @	\$43,673	\$48,040	Flat Rate
Senior Special Officer @	\$43,673	\$48,040	Flat Rate
Senior Storekeeper *	\$41,246	\$45,371	\$61,595
Senior Taxi & Limousine Inspector	\$42,769	\$47,046	\$56,584
Sr. Taxi & Limousine Inspector (M.V.) *	\$42,769	\$47,046	\$56,584
Senior Transportation Inspector	\$39,700	\$43,670	\$53,892
Senior Water Use Inspector *	\$40,549	\$44,604	\$56,345
Special Officer ****, +			
Hiring Rate#		\$34,881	
After 1 Year#	\$32,991	\$36,290	
After 2 Years#		\$37,503	
After 3 Years#		\$43,183	

Stock Handler *	\$32,604	\$35,864	\$47,454
Stock Worker			
Level I	\$29,558	\$32,514	\$43,371
Level II	\$32,604	\$35,864	\$47,454
Storekeeper *	\$35,146	\$38,661	\$52,843
Supervising Blasting Inspector #####	\$48,895	\$53,784	\$65,878
Suprv. Refrigeration Service Tech.	\$40,025	\$44,027	\$56,817
Supervising Special Officer +			
Level I	\$43,673	\$48,040	Flat Rate
Level II	\$50,192	\$55,211	Flat Rate
Level III	\$57,771	\$63,548	\$68,109
Supervising Special Officer (H+H)			
Level I	\$43,673	\$48,040	Flat Rate
Level II	\$52,860	\$58,146	Flat Rate
Sprvsg Taxi & Limousine Inspector	\$47,478	\$52,226	\$63,812
Sprvsg Taxi & Limousine Insp. (MV)*	\$47,478	\$52,226	\$63,812
Supervising Water Use Inspector *	\$40,549	\$44,604	\$56,345
Supervisor (Traffic Device Maint.) *	\$50,259	\$55,285	Flat Rate
Supervisor Of Bridge Operations	\$51,863	\$57,049	\$59,394
Supervisor of Stock Workers			
Level I	\$35,146	\$38,661	\$52,843
Level II	\$41,246	\$45,371	\$61,595
Level III	\$49,760	\$54,736	\$74,733
Supervisor Of Traffic Device Maintainers ****			
Level I			
Minimum ###	\$51,406	\$56,547	
After 1 Year ###	\$52,209	\$57,430	
After 2 Years ###		\$58,314	
After 3 Years ###		\$59,989	
After 4 Years ###		\$63,336	
Taxi & Limousine Inspector (M.V.) *	\$36,357	\$39,993	\$49,911
Transportation Inspector	\$35,130	\$38,643	\$47,850
Water Meter Reader *	\$29,882	\$32,870	Flat Rate
Water Use Inspector			
Level I	\$29,882	\$32,870	\$36,025
Level II	\$41,335	\$45,469	\$55,889
Water Use Inspector Trainee ##, @	\$29,882	\$32,870	\$36,025

NOTE:

* For Present Incumbents Only.

** Excluding specific positions not in the bargaining unit.

19005

- *** Employees hired on or after 3/26/2013 shall be paid the hiring rate 3/26/2013. Upon completion of one (1) year of active or qualified inactive service, such employee shall be paid the indicated "hiring rate" for the applicable title that is in effect on the one year anniversary of their original appointment as set forth in the applicable Successor Separate Agreement. Upon completion of two (2) years of active or qualified inactive service, such employee shall be paid the indicated "minimum" for the applicable title that is in effect on the two year anniversary of their original appointment as set forth in the applicable Successor Separate Unit Agreement. In no case shall an employee receive less than the stated hiring rate.
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- # Individuals shall advance yearly step on the January or July following the attainment of the required time.
- ## Upon completion of 1 year of satisfactory service the incumbent shall receive the rate shown herein as the maximum.
- ### Commencing each 3/26, any incumbent below the maximum salary rate with 1 year of continuous service in the title shall advance to the next higher salary rate.
- #### footnote(***) is not applicable
- ##### Each appointment to this position above the 3/26/2013 hiring rate will be handled on a case by case basis.
- @ To be deleted
- + Special Officers and Supervising Special Officers employed by ACS/DJJ, DOHMH, DHS and HRA are excluded pursuant to Board of Certification 7 OCB2d 1 dated January 10, 2014.

f. Effective March 26, 2014 (First Year Rate)

<u>TITLE</u>	i. Minimum		ii. Maximum Rate
	(1) Hiring Rate***	(2) Incumbent Rate	
Asbestos Handler	\$65,861	\$74,423	Flat rate
Asbestos Handler Supervisor	\$69,156	\$78,146	Flat rate
Assistant Bridge Operator @	\$32,245	\$36,437	\$43,552
Assistant Stock Handler *	\$29,061	\$32,839	\$43,805
Associate Water Use Inspector			
Level I	\$46,342	\$52,366	\$65,522
Level II	\$53,330	\$60,263	\$68,160
Level III	\$60,319	\$68,160	\$76,053
Blasting Inspector	\$39,033	\$44,107	\$54,431
Bridge Operator			
Level I	\$32,245	\$36,437	\$43,552
Level II	\$36,444	\$41,182	\$50,664
Bridge Operator-In-Charge	\$41,686	\$47,105	\$53,035
Custodian			
Level I	\$29,788	\$33,661	\$41,969
Level II	\$31,598	\$35,706	\$50,557
Level III	\$39,795	\$44,968	\$60,103
Level IV	\$48,169	\$54,431	\$72,231
Evidence & Property Control Specialist			
Level I	\$44,604	\$50,402	\$63,845

19005

Level II	\$51,296	\$57,965	\$71,407
Hospital Security Officer @	\$49,196	\$55,592	Flat Rate
Hostler	\$31,235	\$35,296	\$43,068
Maint. Planning & Control Supervisor	\$47,798	\$54,012	\$63,575
Maintenance & Control Planner	\$40,807	\$46,112	\$55,753
Parking Control Specialist Trainee ####	See footnote	\$34,096	Flat Rate
After one year		\$36,628	
Pipe Laying Inspector	\$39,033	\$44,107	\$54,431
Preventive Maintenance Inspector	\$38,727	\$43,761	\$54,255
Principal Special Officer (DSS) **, @	\$56,799	\$64,183	\$68,790
Principal Storekeeper *	\$48,923	\$55,283	\$75,480
Refrigeration Service Helper	\$30,367	\$34,315	\$39,939
Refrigeration Service Mechanic	\$35,848	\$40,508	\$47,738
School Safety Agent +++		"See Attached"	
Senior Blasting Inspector	\$43,202	\$48,818	\$60,513
Senior Pipe Laying Inspector	\$43,202	\$48,818	\$60,513
Senior Special Officer @	\$42,938	\$48,520	Flat Rate
Senior Special Officer @	\$42,938	\$48,520	Flat Rate
Senior Storekeeper *	\$40,553	\$45,825	\$62,211
Senior Taxi & Limousine Inspector	\$42,050	\$47,516	\$57,150
Sr. Taxi & Limousine Inspector (M.V.) *	\$42,050	\$47,516	\$57,150
Senior Transportation Inspector	\$39,033	\$44,107	\$54,431
Senior Water Use Inspector *	\$39,867	\$45,050	\$56,908
Special Officer (Hired before 9/1/14) ****, +			
Hiring Rate#	\$31,177	\$35,230	
After 1 Year#		\$36,653	
After 2 Years#		\$37,878	
After 3 Years#		\$43,615	
Special Officer (Hired on or after 9/1/14) +			
Hiring Rate#	\$30,260	Flat Rate	Flat Rate
After 1 Year#	\$31,260	Flat Rate	Flat Rate
After 2 Years#	\$32,260	Flat Rate	Flat Rate
After 3 Years#	\$33,260	Flat Rate	Flat Rate
After 4 Years#	\$34,260	Flat Rate	Flat Rate
After 5 Years#	\$35,260	Flat Rate	Flat Rate
After 6 Years#	\$36,260	Flat Rate	Flat Rate
After 7 Years#	\$43,615	Flat Rate	Flat Rate
Stock Handler *	\$32,056	\$36,223	\$47,929
Stock Worker			
Level I	\$29,061	\$32,839	\$43,805
Level II	\$32,056	\$36,223	\$47,929
Storekeeper *	\$34,556	\$39,048	\$53,371
Supervising Blasting Inspector #####	\$48,073	\$54,322	\$66,537
Suprv. Refrigeration Service Tech.	\$39,351	\$44,467	\$57,385

Supervising Special Officer +			
Level I	\$42,938	\$48,520	Flat Rate
Level II	\$49,348	\$55,763	Flat Rate
Level III	\$56,799	\$64,183	\$68,790
Supervising Special Officer (H+H)			
Level I	\$42,938	\$48,520	Flat Rate
Level II	\$51,971	\$58,727	Flat Rate
Sprvsg Taxi & Limousine Inspector	\$46,680	\$52,748	\$64,450
Sprvsg Taxi & Limousine Insp. (MV)*	\$46,680	\$52,748	\$64,450
Supervising Water Use Inspector *	\$39,867	\$45,050	\$56,908
Supervisor (Traffic Device Maint.) *	\$49,414	\$55,838	Flat Rate
Supervisor Of Bridge Operations	\$50,990	\$57,619	\$59,988
Supervisor of Stock Workers			
Level I	\$34,556	\$39,048	\$53,371
Level II	\$40,553	\$45,825	\$62,211
Level III	\$48,923	\$55,283	\$75,480
Supervisor Of Traffic Device Maintainers ****			
Level I			
Minimum ###	\$50,542	\$57,112	
After 1 Year ###		\$58,004	
After 2 Years ###		\$58,897	
After 3 Years ###		\$60,589	
After 4 Years ###		\$63,969	
Taxi & Limousine Inspector (M.V.) *	\$35,746	\$40,393	\$50,410
Transportation Inspector	\$34,539	\$39,029	\$48,329
Water Meter Reader *	\$29,380	\$33,199	Flat Rate
Water Use Inspector			
Level I	\$29,380	\$33,199	\$36,385
Level II	\$40,641	\$45,924	\$56,448
Water Use Inspector Trainee ##, @	\$29,380	\$33,199	\$36,385

NOTE:

- * For Present Incumbents Only.
- ** Excluding specific positions not in the bargaining unit.
- *** Employees hired on or after 3/26/2014 shall be paid the hiring rate 3/26/2014. Upon completion of one (1) year of active or qualified inactive service, such employee shall be paid the indicated "hiring rate" for the applicable title that is in effect on the one year anniversary of their original appointment as set forth in the applicable Successor Separate Agreement. Upon completion of two (2) years of active or qualified inactive service, such employee shall be paid the indicated "minimum" for the applicable title that is in effect on the two year anniversary of their original appointment as set forth in the applicable Successor Separate Unit Agreement. In no case shall an employee receive less than the stated hiring rate.
- **** Employees in titles that have a step pay plan should begin at the first year hiring rate; advance to the after one year hiring rate and upon completion of that year, be advanced to the after two years incumbent rate.
- # Individuals shall advance yearly step on the January or July following the attainment of the required time.

- ## Upon completion of 1 year of satisfactory service the incumbent shall receive the rate shown herein as the maximum.
- ### Commencing each 3/26, any incumbent below the maximum salary rate with 1 year of continuous service in the title shall advance to the next higher salary rate.
- #### footnote(***) is not applicable
- ##### Each appointment to this position above the 3/26/2014 hiring rate will be handled on a case by case basis.
- @ To be deleted
- + Special Officers and Supervising Special Officers employed by ACS/DJJ, DOHMH, DHS and HRA are excluded pursuant to Board of Certification 7 OCB2d 1 dated January 10, 2014.

g. Effective March 26, 2014 (Second Year Rate)

<u>TITLE</u>	i. Minimum		ii. Maximum Rate
	(1) Hiring Rate***	(2) Incumbent Rate	
Asbestos Handler	\$67,657	\$74,423	Flat rate
Asbestos Handler Supervisor	\$71,042	\$78,146	Flat rate
Assistant Bridge Operator @	\$33,125	\$36,437	\$43,552
Assistant Stock Handler *	\$29,854	\$32,839	\$43,805
Associate Water Use Inspector			
Level I	\$47,605	\$52,366	\$65,522
Level II	\$54,785	\$60,263	\$68,160
Level III	\$61,964	\$68,160	\$76,053
Blasting Inspector	\$40,097	\$44,107	\$54,431
Bridge Operator			
Level I	\$33,125	\$36,437	\$43,552
Level II	\$37,438	\$41,182	\$50,664
Bridge Operator-In-Charge	\$42,823	\$47,105	\$53,035
Custodian			
Level I	\$30,601	\$33,661	\$41,969
Level II	\$32,460	\$35,706	\$50,557
Level III	\$40,880	\$44,968	\$60,103
Level IV	\$49,483	\$54,431	\$72,231
Evidence & Property Control Specialist			
Level I	\$45,820	\$50,402	\$63,845
Level II	\$52,695	\$57,965	\$71,407
Hospital Security Officer @	\$50,538	\$55,592	Flat Rate
Hostler	\$32,087	\$35,296	\$43,068
Maint. Planning & Control Supervisor	\$49,102	\$54,012	\$63,575
Maintenance & Control Planner	\$41,920	\$46,112	\$55,753
Parking Control Specialist Trainee			
####	See footnote	\$34,096	Flat Rate
After one year		\$36,628	
Pipe Laying Inspector	\$40,097	\$44,107	\$54,431
Preventive Maintenance Inspector	\$39,783	\$43,761	\$54,255
Principal Special Officer (DSS) **, @	\$58,348	\$64,183	\$68,790

Principal Storekeeper *	\$50,257	\$55,283	\$75,480
Refrigeration Service Helper	\$31,195	\$34,315	\$39,939
Refrigeration Service Mechanic	\$36,825	\$40,508	\$47,738
School Safety Agent +++		"See Attached"	
Senior Blasting Inspector	\$44,380	\$48,818	\$60,513
Senior Pipe Laying Inspector	\$44,380	\$48,818	\$60,513
Senior Special Officer @	\$44,109	\$48,520	Flat Rate
Senior Special Officer @	\$44,109	\$48,520	Flat Rate
Senior Storekeeper *	\$41,659	\$45,825	\$62,211
Senior Taxi & Limousine Inspector	\$43,196	\$47,516	\$57,150
Sr. Taxi & Limousine Inspector (M.V.) *	\$43,196	\$47,516	\$57,150
Senior Transportation Inspector	\$40,097	\$44,107	\$54,431
Senior Water Use Inspector *	\$40,955	\$45,050	\$56,908
Special Officer (Hired before 9/1/14) ****, +			
Hiring Rate#		\$35,230	
After 1 Year#	\$33,321	\$36,653	
After 2 Years#		\$37,878	
After 3 Years#		\$43,615	
Special Officer (Hired on or after 9/1/14) +			
Hiring Rate#	\$30,260	Flat Rate	Flat Rate
After 1 Year#	\$31,260	Flat Rate	Flat Rate
After 2 Years#	\$32,260	Flat Rate	Flat Rate
After 3 Years#	\$33,260	Flat Rate	Flat Rate
After 4 Years#	\$34,260	Flat Rate	Flat Rate
After 5 Years#	\$35,260	Flat Rate	Flat Rate
After 6 Years#	\$36,260	Flat Rate	Flat Rate
After 7 Years#	\$43,615	Flat Rate	Flat Rate
Stock Handler *	\$32,930	\$36,223	\$47,929
Stock Worker			
Level I	\$29,854	\$32,839	\$43,805
Level II	\$32,930	\$36,223	\$47,929
Storekeeper *	\$35,498	\$39,048	\$53,371
Supervising Blasting Inspector #####	\$49,384	\$54,322	\$66,537
Suprv. Refrigeration Service Tech.	\$40,425	\$44,467	\$57,385
Supervising Special Officer +			
Level I	\$44,109	\$48,520	Flat Rate
Level II	\$50,694	\$55,763	Flat Rate
Level III	\$58,348	\$64,183	\$68,790
Supervising Special Officer (H+H)			
Level I	\$44,109	\$48,520	Flat Rate
Level II	\$53,388	\$58,727	Flat Rate
Sprvsg Taxi & Limousine Inspector	\$47,953	\$52,748	\$64,450
Sprvsg Taxi & Limousine Insp. (MV)*	\$47,953	\$52,748	\$64,450
Supervising Water Use Inspector *	\$40,955	\$45,050	\$56,908
Supervisor (Traffic Device Maint.) *	\$50,762	\$55,838	Flat Rate

Supervisor Of Bridge Operations	\$52,381	\$57,619	\$59,988
Supervisor of Stock Workers			
Level I	\$35,498	\$39,048	\$53,371
Level II	\$41,659	\$45,825	\$62,211
Level III	\$50,257	\$55,283	\$75,480
Supervisor Of Traffic Device			
Maintainers ****			
Level I			
Minimum ###	\$51,920	\$57,112	
After 1 Year ###	\$52,731	\$58,004	
After 2 Years ###		\$58,897	
After 3 Years ###		\$60,589	
After 4 Years ###		\$63,969	
Taxi & Limousine Inspector (M.V.)			
*	\$36,721	\$40,393	\$50,410
Transportation Inspector	\$35,481	\$39,029	\$48,329
Water Meter Reader *	\$30,181	\$33,199	Flat Rate
Water Use Inspector			
Level I	\$30,181	\$33,199	\$36,385
Level II	\$41,749	\$45,924	\$56,448
Water Use Inspector Trainee ##, @	\$30,181	\$33,199	\$36,385

NOTE:

- * For Present Incumbents Only.
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- **** Employees in titles that have a step pay plan should begin at the first year hiring rate; advance to the after one year hiring rate and upon completion of that year, be advanced to the after two years incumbent rate.
 - # Individuals shall advance yearly step on the January or July following the attainment of the required time.
 - ## Upon completion of 1 year of satisfactory service the incumbent shall receive the rate shown herein as the maximum.
 - ### Commencing each 3/26, any incumbent below the maximum salary rate with 1 year of continuous service in the title shall advance to the next higher salary rate.
 - #### footnote(***) is not applicable
 - ##### Each appointment to this position above the 3/26/2014 hiring rate will be handled on a case by case basis.
 - @ To be deleted
 - + Special Officers and Supervising Special Officers employed by ACS/DJJ, DOHMH, DHS and HRA are excluded pursuant to Board of Certification 7 OCB2d 1 dated January 10, 2014.

h. Effective March 26, 2015 (First Year Rate)

<u>TITLE</u>	i. Minimum		ii. Maximum Rate
	(1) Hiring Rate***	(2) Incumbent Rate	
Asbestos Handler	\$66,849	\$75,539	Flat rate
Asbestos Handler Supervisor	\$70,193	\$79,318	Flat rate
Assistant Bridge Operator @	\$32,729	\$36,984	\$44,205
Assistant Stock Handler *	\$29,497	\$33,332	\$44,462
Associate Water Use Inspector			
Level I	\$47,036	\$53,151	\$66,505
Level II	\$54,130	\$61,167	\$69,182
Level III	\$61,223	\$69,182	\$77,194
Blasting Inspector	\$39,619	\$44,769	\$55,247
Bridge Operator			
Level I	\$32,729	\$36,984	\$44,205
Level II	\$36,991	\$41,800	\$51,424
Level III *****	\$42,312	\$47,812	\$53,831
Level IV *****	\$51,755	\$58,483	\$60,888
Bridge Operator-In-Charge	\$51,755	\$58,483	\$60,888
Custodian			
Level I	\$30,235	\$34,166	\$42,599
Level II	\$32,073	\$36,242	\$51,315
Level III	\$40,392	\$45,643	\$61,005
Level IV	\$48,891	\$55,247	\$73,314
Evidence & Property Control Specialist			
Level I	\$45,273	\$51,158	\$64,803
Level II	\$52,065	\$58,834	\$72,478
Hospital Security Officer @	\$49,935	\$56,426	Flat Rate
Hostler	\$31,704	\$35,825	\$43,714
Maint. Planning & Control Supervisor	\$48,515	\$54,822	\$64,529
Maintenance & Control Planner	\$41,419	\$46,804	\$56,589
Parking Control Specialist Trainee ####	See footnote	\$34,607	Flat Rate
After one year		\$37,177	
Pipe Laying Inspector	\$39,619	\$44,769	\$55,247
Preventive Maintenance Inspector	\$39,307	\$44,417	\$55,069
Principal Special Officer (DSS) **, @	\$57,651	\$65,146	\$69,822
Principal Storekeeper *	\$49,657	\$56,112	\$76,612
Refrigeration Service Helper	\$30,823	\$34,830	\$40,538
Refrigeration Service Mechanic	\$36,386	\$41,116	\$48,454
School Safety Agent +++		"See Attached"	
Senior Blasting Inspector	\$43,850	\$49,550	\$61,421
Senior Pipe Laying Inspector	\$43,850	\$49,550	\$61,421
Senior Special Officer @	\$43,582	\$49,248	Flat Rate
Senior Special Officer @	\$43,582	\$49,248	Flat Rate

Senior Storekeeper *	\$41,161	\$46,512	\$63,144
Senior Taxi & Limousine Inspector	\$42,681	\$48,229	\$58,007
Sr. Taxi & Limousine Inspector (M.V.) *	\$42,681	\$48,229	\$58,007
Senior Transportation Inspector	\$39,619	\$44,769	\$55,247
Senior Water Use Inspector *	\$40,465	\$45,726	\$57,762
Special Officer (Hired before 9/1/14) ****, +			
Hiring Rate#	\$31,644	\$35,758	
After 1 Year#		\$37,203	
After 2 Years#		\$38,446	
After 3 Years#		\$44,269	
Special Officer (Hired on or after 9/1/14) +			
Hiring Rate#	\$30,714	Flat Rate	Flat Rate
After 1 Year#	\$31,729	Flat Rate	Flat Rate
After 2 Years#	\$32,744	Flat Rate	Flat Rate
After 3 Years#	\$33,759	Flat Rate	Flat Rate
After 4 Years#	\$34,774	Flat Rate	Flat Rate
After 5 Years#	\$35,789	Flat Rate	Flat Rate
After 6 Years#	\$36,804	Flat Rate	Flat Rate
After 7 Years#	\$44,269	Flat Rate	Flat Rate
Stock Handler *	\$32,536	\$36,766	\$48,648
Stock Worker			
Level I	\$29,497	\$33,332	\$44,462
Level II	\$32,536	\$36,766	\$48,648
Storekeeper *	\$35,074	\$39,634	\$54,172
Supervising Blasting Inspector #####	\$48,794	\$55,137	\$67,535
Suprv. Refrigeration Service Tech.	\$39,942	\$45,134	\$58,246
Supervising Special Officer +			
Level I	\$43,582	\$49,248	Flat Rate
Level II	\$50,088	\$56,599	Flat Rate
Level III	\$57,651	\$65,146	\$69,822
Supervising Special Officer (H+H)			
Level I	\$43,582	\$49,248	Flat Rate
Level II	\$52,750	\$59,608	Flat Rate
Sprvsg Taxi & Limousine Inspector	\$47,380	\$53,539	\$65,417
Sprvsg Taxi & Limousine Insp. (MV)*	\$47,380	\$53,539	\$65,417
Supervising Water Use Inspector *	\$40,465	\$45,726	\$57,762
Supervisor (Traffic Device Maint.) *	\$50,156	\$56,676	Flat Rate
Supervisor Of Bridge Operations @, *****			
Level I	\$42,312	\$47,812	\$53,831
Level II	\$51,755	\$58,483	\$60,888
Supervisor of Stock Workers			
Level I	\$35,074	\$39,634	\$54,172
Level II	\$41,161	\$46,512	\$63,144
Level III	\$49,657	\$56,112	\$76,612

Supervisor Of Traffic Device
Maintainers ****

Level I			
Minimum ###	\$51,300	\$57,969	
After 1 Year ###		\$58,874	
After 2 Years ###		\$59,780	
After 3 Years ###		\$61,498	
After 4 Years ###		\$64,929	
Taxi & Limousine Inspector (M.V.)			
*	\$36,282	\$40,999	\$51,166
Transportation Inspector	\$35,057	\$39,614	\$49,054
Water Meter Reader *	\$29,820	\$33,697	Flat Rate
Water Use Inspector			
Level I	\$29,820	\$33,697	\$36,931
Level II	\$41,250	\$46,613	\$57,295
Water Use Inspector Trainee ##, @	\$29,820	\$33,697	\$36,931

NOTE:

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- **** Employees in titles that have a step pay plan should begin at the first year hiring rate; advance to the after one year hiring rate and upon completion of that year, be advanced to the after two years incumbent rate.
- ***** This title was reclassified pursuant to DCAS Resolution #2015-4 dated July 15, 2015.
- # Individuals shall advance yearly step on the January or July following the attainment of the required time.
- ## Upon completion of 1 year of satisfactory service the incumbent shall receive the rate shown herein as the maximum.
- ### Commencing each 3/26, any incumbent below the maximum salary rate with 1 year of continuous service in the title shall advance to the next higher salary rate.
- #### footnote(***) is not applicable
- ##### Each appointment to this position above the 3/26/2015 hiring rate will be handled on a case by case basis.
- @ To be deleted
- + Special Officers and Supervising Special Officers employed by ACS/DJJ, DOHMH, DHS and HRA are excluded pursuant to Board of Certification 7 OCB2d 1 dated January 10, 2014.

i. Effective March 26, 2015 (Second Year Rate)

<u>TITLE</u>	(1) Hiring Rate***	i. Minimum (2) Incumbent Rate	ii. Maximum Rate
Asbestos Handler	\$68,672	\$75,539	Flat rate
Asbestos Handler Supervisor	\$72,107	\$79,318	Flat rate
Assistant Bridge Operator @	\$33,622	\$36,984	\$44,205
Assistant Stock Handler *	\$30,302	\$33,332	\$44,462
Associate Water Use Inspector			
Level I	\$48,319	\$53,151	\$66,505
Level II	\$55,606	\$61,167	\$69,182
Level III	\$62,893	\$69,182	\$77,194
Blasting Inspector	\$40,699	\$44,769	\$55,247
Bridge Operator			
Level I	\$33,622	\$36,984	\$44,205
Level II	\$38,000	\$41,800	\$51,424
Level III *****	\$43,465	\$47,812	\$53,831
Level IV *****	\$53,166	\$58,483	\$60,888
Bridge Operator-In-Charge	\$53,166	\$58,483	\$60,888
Custodian			
Level I	\$31,060	\$34,166	\$42,599
Level II	\$32,947	\$36,242	\$51,315
Level III	\$41,494	\$45,643	\$61,005
Level IV	\$50,225	\$55,247	\$73,314
Evidence & Property Control Specialist			
Level I	\$46,507	\$51,158	\$64,803
Level II	\$53,485	\$58,834	\$72,478
Hospital Security Officer @	\$51,296	\$56,426	Flat Rate
Hostler	\$32,568	\$35,825	\$43,714
Maint. Planning & Control Supervisor	\$49,838	\$54,822	\$64,529
Maintenance & Control Planner	\$42,549	\$46,804	\$56,589
Parking Control Specialist Trainee ####	See footnote	\$34,607	Flat Rate
After one year		\$37,177	
Pipe Laying Inspector	\$40,699	\$44,769	\$55,247
Preventive Maintenance Inspector	\$40,379	\$44,417	\$55,069
Principal Special Officer (DSS) **, @	\$59,224	\$65,146	\$69,822
Principal Storekeeper *	\$51,011	\$56,112	\$76,612
Refrigeration Service Helper	\$31,664	\$34,830	\$40,538
Refrigeration Service Mechanic	\$37,378	\$41,116	\$48,454
School Safety Agent +++		"See Attached"	
Senior Blasting Inspector	\$45,045	\$49,550	\$61,421
Senior Pipe Laying Inspector	\$45,045	\$49,550	\$61,421
Senior Special Officer @	\$44,771	\$49,248	Flat Rate
Senior Special Officer @	\$44,771	\$49,248	Flat Rate
Senior Storekeeper *	\$42,284	\$46,512	\$63,144

Senior Taxi & Limousine Inspector	\$43,845	\$48,229	\$58,007
Sr. Taxi & Limousine Inspector (M.V.) *	\$43,845	\$48,229	\$58,007
Senior Transportation Inspector	\$40,699	\$44,769	\$55,247
Senior Water Use Inspector *	\$41,569	\$45,726	\$57,762
Special Officer (Hired before 9/1/14) ****, +			
Hiring Rate#		\$35,758	
After 1 Year#	\$33,821	\$37,203	
After 2 Years#		\$38,446	
After 3 Years#		\$44,269	
Special Officer (Hired on or after 9/1/14) +			
Hiring Rate#	\$30,714	Flat Rate	Flat Rate
After 1 Year#	\$31,729	Flat Rate	Flat Rate
After 2 Years#	\$32,744	Flat Rate	Flat Rate
After 3 Years#	\$33,759	Flat Rate	Flat Rate
After 4 Years#	\$34,774	Flat Rate	Flat Rate
After 5 Years#	\$35,789	Flat Rate	Flat Rate
After 6 Years#	\$36,804	Flat Rate	Flat Rate
After 7 Years#	\$44,269	Flat Rate	Flat Rate
Stock Handler *	\$33,424	\$36,766	\$48,648
Stock Worker			
Level I	\$30,302	\$33,332	\$44,462
Level II	\$33,424	\$36,766	\$48,648
Storekeeper *	\$36,031	\$39,634	\$54,172
Supervising Blasting Inspector #####	\$50,125	\$55,137	\$67,535
Suprv. Refrigeration Service Tech.	\$41,031	\$45,134	\$58,246
Supervising Special Officer +			
Level I	\$44,771	\$49,248	Flat Rate
Level II	\$51,454	\$56,599	Flat Rate
Level III	\$59,224	\$65,146	\$69,822
Supervising Special Officer (H+H)			
Level I	\$44,771	\$49,248	Flat Rate
Level II	\$54,189	\$59,608	Flat Rate
Sprvsg Taxi & Limousine Inspector	\$48,672	\$53,539	\$65,417
Sprvsg Taxi & Limousine Insp. (MV)*	\$48,672	\$53,539	\$65,417
Supervising Water Use Inspector *	\$41,569	\$45,726	\$57,762
Supervisor (Traffic Device Maint.) *	\$51,524	\$56,676	Flat Rate
Supervisor Of Bridge Operations @, *****			
Level I	\$43,465	\$47,812	\$53,831
Level II	\$53,166	\$58,483	\$60,888
Supervisor of Stock Workers			
Level I	\$36,031	\$39,634	\$54,172
Level II	\$42,284	\$46,512	\$63,144
Level III	\$51,011	\$56,112	\$76,612

Supervisor Of Traffic Device
Maintainers ****

Level I			
Minimum ###	\$52,699	\$57,969	
After 1 Year ###	\$53,522	\$58,874	
After 2 Years ###		\$59,780	
After 3 Years ###		\$61,498	
After 4 Years ###		\$64,929	
Taxi & Limousine Inspector (M.V.)			
*	\$37,272	\$40,999	\$51,166
Transportation Inspector	\$36,013	\$39,614	\$49,054
Water Meter Reader *	\$30,634	\$33,697	Flat Rate
Water Use Inspector			
Level I	\$30,634	\$33,697	\$36,931
Level II	\$42,375	\$46,613	\$57,295
Water Use Inspector Trainee ##, @	\$30,634	\$33,697	\$36,931

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- #### footnote(***) is not applicable
- ##### Each appointment to this position above the 3/26/2015 hiring rate will be handled on a case by case basis.
- @ To be deleted
- + Special Officers and Supervising Special Officers employed by ACS/DJJ, DOHMH, DHS and HRA are excluded pursuant to Board of Certification 7 OCB2d 1 dated January 10, 2014.

j. Effective March 26, 2016 (First Year Rate)

<u>TITLE</u>	i. Minimum		ii. Maximum Rate
	(1) Hiring Rate***	(2) Incumbent Rate	
Asbestos Handler	\$68,519	\$77,427	Flat rate
Asbestos Handler Supervisor	\$71,948	\$81,301	Flat rate
Assistant Bridge Operator @	\$33,548	\$37,909	\$45,310
Assistant Stock Handler *	\$30,235	\$34,165	\$45,574
Associate Water Use Inspector			
Level I	\$48,212	\$54,480	\$68,168
Level II	\$55,483	\$62,696	\$70,912
Level III	\$62,754	\$70,912	\$79,124
Blasting Inspector	\$40,609	\$45,888	\$56,628
Bridge Operator			
Level I	\$33,548	\$37,909	\$45,310
Level II	\$37,916	\$42,845	\$52,710
Level III *****	\$43,369	\$49,007	\$55,177
Level IV *****	\$53,049	\$59,945	\$62,410
Bridge Operator-In-Charge	\$53,049	\$59,945	\$62,410
Custodian			
Level I	\$30,991	\$35,020	\$43,664
Level II	\$32,874	\$37,148	\$52,598
Level III	\$41,402	\$46,784	\$62,530
Level IV	\$50,113	\$56,628	\$75,147
Evidence & Property Control Specialist			
Level I	\$46,404	\$52,437	\$66,423
Level II	\$53,367	\$60,305	\$74,290
Hospital Security Officer @	\$51,183	\$57,837	Flat Rate
Hostler	\$32,496	\$36,721	\$44,807
Maint. Planning & Control Supervisor	\$49,728	\$56,193	\$66,142
Maintenance & Control Planner	\$42,455	\$47,974	\$58,004
Parking Control Specialist Trainee ####	See footnote	\$35,472	Flat Rate
After one year		\$38,106	
Pipe Laying Inspector	\$40,609	\$45,888	\$56,628
Preventive Maintenance Inspector	\$40,289	\$45,527	\$56,446
Principal Special Officer (DSS) **, @	\$59,093	\$66,775	\$71,568
Principal Storekeeper *	\$50,898	\$57,515	\$78,527
Refrigeration Service Helper	\$31,594	\$35,701	\$41,551
Refrigeration Service Mechanic	\$37,296	\$42,144	\$49,665
School Safety Agent +++		"See Attached"	
Senior Blasting Inspector	\$44,946	\$50,789	\$62,957
Senior Pipe Laying Inspector	\$44,946	\$50,789	\$62,957
Senior Special Officer @	\$44,672	\$50,479	Flat Rate
Senior Special Officer @	\$44,672	\$50,479	Flat Rate

Senior Storekeeper *	\$42,190	\$47,675	\$64,723
Senior Taxi & Limousine Inspector	\$43,748	\$49,435	\$59,457
Sr. Taxi & Limousine Inspector (M.V.) *	\$43,748	\$49,435	\$59,457
Senior Transportation Inspector	\$40,609	\$45,888	\$56,628
Senior Water Use Inspector *	\$41,477	\$46,869	\$59,206
Special Officer (Hired before 9/1/14) ****, +			
Hiring Rate#	\$32,435	\$36,652	
After 1 Year#		\$38,133	
After 2 Years#		\$39,407	
After 3 Years#		\$45,376	
Special Officer (Hired on or after 9/1/14) +			
Hiring Rate#	\$31,482	Flat Rate	Flat Rate
After 1 Year#	\$32,522	Flat Rate	Flat Rate
After 2 Years#	\$33,563	Flat Rate	Flat Rate
After 3 Years#	\$34,603	Flat Rate	Flat Rate
After 4 Years#	\$35,643	Flat Rate	Flat Rate
After 5 Years#	\$36,684	Flat Rate	Flat Rate
After 6 Years#	\$37,724	Flat Rate	Flat Rate
After 7 Years#	\$45,376	Flat Rate	Flat Rate
Stock Handler *	\$33,350	\$37,685	\$49,864
Stock Worker			
Level I	\$30,235	\$34,165	\$45,574
Level II	\$33,350	\$37,685	\$49,864
Storekeeper *	\$35,951	\$40,625	\$55,526
Supervising Blasting Inspector #####	\$50,013	\$56,515	\$69,223
Suprv. Refrigeration Service Tech.	\$40,940	\$46,262	\$59,702
Supervising Special Officer +			
Level I	\$44,672	\$50,479	Flat Rate
Level II	\$51,340	\$58,014	Flat Rate
Level III	\$59,093	\$66,775	\$71,568
Supervising Special Officer (H+H)			
Level I	\$44,672	\$50,479	Flat Rate
Level II	\$54,069	\$61,098	Flat Rate
Sprvsg Taxi & Limousine Inspector	\$48,564	\$54,877	\$67,052
Sprvsg Taxi & Limousine Insp. (MV)*	\$48,564	\$54,877	\$67,052
Supervising Water Use Inspector *	\$41,477	\$46,869	\$59,206
Supervisor (Traffic Device Maint.) *	\$51,410	\$58,093	Flat Rate
Supervisor Of Bridge Operations @, *****			
Level I	\$43,369	\$49,007	\$55,177
Level II	\$53,049	\$59,945	\$62,410
Supervisor of Stock Workers			
Level I	\$35,951	\$40,625	\$55,526
Level II	\$42,190	\$47,675	\$64,723
Level III	\$50,898	\$57,515	\$78,527

19000

Supervisor Of Traffic Device
Maintainers ****

Level I			
Minimum ###	\$52,582	\$59,418	
After 1 Year ###		\$60,346	
After 2 Years ###		\$61,275	
After 3 Years ###		\$63,035	
After 4 Years ###		\$66,552	
Taxi & Limousine Inspector (M.V.)			
*	\$37,189	\$42,024	\$52,445
Transportation Inspector	\$35,933	\$40,604	\$50,280
Water Meter Reader *	\$30,565	\$34,539	Flat Rate
Water Use Inspector			
Level I	\$30,565	\$34,539	\$37,854
Level II	\$42,281	\$47,778	\$58,727
Water Use Inspector Trainee ##, @	\$30,565	\$34,539	\$37,854

NOTE:

- * For Present Incumbents Only.
- ** Excluding specific positions not in the bargaining unit.
- *** Employees hired on or after 3/26/2016 shall be paid the hiring rate 3/26/2016. Upon completion of one (1) year of active or qualified inactive service, such employee shall be paid the indicated "hiring rate" for the applicable title that is in effect on the one year anniversary of their original appointment as set forth in the applicable Successor Separate Agreement. Upon completion of two (2) years of active or qualified inactive service, such employee shall be paid the indicated "minimum" for the applicable title that is in effect on the two year anniversary of their original appointment as set forth in the applicable Successor Separate Unit Agreement. In no case shall an employee receive less than the stated hiring rate.
- **** Employees in titles that have a step pay plan should begin at the first year hiring rate; advance to the after one year hiring rate and upon completion of that year, be advanced to the after two years incumbent rate.
- ***** This title was reclassified pursuant to DCAS Resolution #2015-4 dated July 15, 2015.
- # Individuals shall advance yearly step on the January or July following the attainment of the required time.
- ## Upon completion of 1 year of satisfactory service the incumbent shall receive the rate shown herein as the maximum.
- ### Commencing each 3/26, any incumbent below the maximum salary rate with 1 year of continuous service in the title shall advance to the next higher salary rate.
- #### footnote(***) is not applicable
- ##### Each appointment to this position above the 3/26/2016 hiring rate will be handled on a case by case basis.
- @ To be deleted
- + Special Officers and Supervising Special Officers employed by ACS/DJJ, DOHMH, DHS and HRA are excluded pursuant to Board of Certification 7 OCB2d 1 dated January 10, 2014.

k. Effective March 26, 2016 (Second Year Rate)

<u>TITLE</u>	(1) Hiring Rate***	i. Minimum	
		(2) Incumbent Rate	ii. Maximum Rate
Asbestos Handler	\$70,388	\$77,427	Flat rate
Asbestos Handler Supervisor	\$73,910	\$81,301	Flat rate
Assistant Bridge Operator @	\$34,463	\$37,909	\$45,310
Assistant Stock Handler *	\$31,059	\$34,165	\$45,574
Associate Water Use Inspector			
Level I	\$49,527	\$54,480	\$68,168
Level II	\$56,996	\$62,696	\$70,912
Level III	\$64,465	\$70,912	\$79,124
Blasting Inspector	\$41,716	\$45,888	\$56,628
Bridge Operator			
Level I	\$34,463	\$37,909	\$45,310
Level II	\$38,950	\$42,845	\$52,710
<u>Level III *****</u>	\$44,552	\$49,007	\$55,177
<u>Level IV *****</u>	\$54,495	\$59,945	\$62,410
Bridge Operator-In-Charge	\$54,495	\$59,945	\$62,410
Custodian			
Level I	\$31,836	\$35,020	\$43,664
Level II	\$33,771	\$37,148	\$52,598
Level III	\$42,531	\$46,784	\$62,530
Level IV	\$51,480	\$56,628	\$75,147
Evidence & Property Control Specialist			
Level I	\$47,670	\$52,437	\$66,423
Level II	\$54,823	\$60,305	\$74,290
Hospital Security Officer @	\$52,579	\$57,837	Flat Rate
Hostler	\$33,383	\$36,721	\$44,807
Maint. Planning & Control Supervisor	\$51,085	\$56,193	\$66,142
Maintenance & Control Planner	\$43,613	\$47,974	\$58,004
Parking Control Specialist Trainee ####	See footnote	\$35,472	Flat Rate
After one year		\$38,106	
Pipe Laying Inspector	\$41,716	\$45,888	\$56,628
Preventive Maintenance Inspector	\$41,388	\$45,527	\$56,446
Principal Special Officer (DSS) **, @	\$60,705	\$66,775	\$71,568
Principal Storekeeper *	\$52,286	\$57,515	\$78,527
Refrigeration Service Helper	\$32,455	\$35,701	\$41,551
Refrigeration Service Mechanic	\$38,313	\$42,144	\$49,665
School Safety Agent +++		"See Attached"	
Senior Blasting Inspector	\$46,172	\$50,789	\$62,957
Senior Pipe Laying Inspector	\$46,172	\$50,789	\$62,957
Senior Special Officer @	\$45,890	\$50,479	Flat Rate
Senior Special Officer @	\$45,890	\$50,479	Flat Rate

Senior Storekeeper *	\$43,341	\$47,675	\$64,723
Senior Taxi & Limousine Inspector	\$44,941	\$49,435	\$59,457
Sr. Taxi & Limousine Inspector (M.V.) *	\$44,941	\$49,435	\$59,457
Senior Transportation Inspector	\$41,716	\$45,888	\$56,628
Senior Water Use Inspector *	\$42,608	\$46,869	\$59,206
Special Officer (Hired before 9/1/14) ****, +			
Hiring Rate#		\$36,652	
After 1 Year#	\$34,666	\$38,133	
After 2 Years#		\$39,407	
After 3 Years#		\$45,376	
Special Officer (Hired on or after 9/1/14) +			
Hiring Rate#	\$31,482	Flat Rate	Flat Rate
After 1 Year#	\$32,522	Flat Rate	Flat Rate
After 2 Years#	\$33,563	Flat Rate	Flat Rate
After 3 Years#	\$34,603	Flat Rate	Flat Rate
After 4 Years#	\$35,643	Flat Rate	Flat Rate
After 5 Years#	\$36,684	Flat Rate	Flat Rate
After 6 Years#	\$37,724	Flat Rate	Flat Rate
After 7 Years#	\$45,376	Flat Rate	Flat Rate
Stock Handler *	\$34,259	\$37,685	\$49,864
Stock Worker			
Level I	\$31,059	\$34,165	\$45,574
Level II	\$34,259	\$37,685	\$49,864
Storekeeper *	\$36,932	\$40,625	\$55,526
Supervising Blasting Inspector #####	\$51,377	\$56,515	\$69,223
Suprv. Refrigeration Service Tech.	\$42,056	\$46,262	\$59,702
Supervising Special Officer +			
Level I	\$45,890	\$50,479	Flat Rate
Level II	\$52,740	\$58,014	Flat Rate
Level III	\$60,705	\$66,775	\$71,568
Supervising Special Officer (H+H)			
Level I	\$45,890	\$50,479	Flat Rate
Level II	\$55,544	\$61,098	Flat Rate
Sprvsg Taxi & Limousine Inspector	\$49,888	\$54,877	\$67,052
Sprvsg Taxi & Limousine Insp. (MV)*	\$49,888	\$54,877	\$67,052
Supervising Water Use Inspector *	\$42,608	\$46,869	\$59,206
Supervisor (Traffic Device Maint.) *	\$52,812	\$58,093	Flat Rate
Supervisor Of Bridge Operations @, *****			
Level I	\$44,552	\$49,007	\$55,177
Level II	\$54,495	\$59,945	\$62,410
Supervisor of Stock Workers			
Level I	\$36,932	\$40,625	\$55,526
Level II	\$43,341	\$47,675	\$64,723
Level III	\$52,286	\$57,515	\$78,527

Supervisor Of Traffic Device
Maintainers ****

Level I			
Minimum ###	\$54,016	\$59,418	
After 1 Year ###	\$54,860	\$60,346	
After 2 Years ###		\$61,275	
After 3 Years ###		\$63,035	
After 4 Years ###		\$66,552	
Taxi & Limousine Inspector (M.V.)			
*	\$38,204	\$42,024	\$52,445
Transportation Inspector	\$36,913	\$40,604	\$50,280
Water Meter Reader *	\$31,399	\$34,539	Flat Rate
Water Use Inspector			
Level I	\$31,399	\$34,539	\$37,854
Level II	\$43,435	\$47,778	\$58,727
Water Use Inspector Trainee ##, @	\$31,399	\$34,539	\$37,854

NOTE:

- * For Present Incumbents Only.
- ** Excluding specific positions not in the bargaining unit.
- *** Employees hired on or after 3/26/2016 shall be paid the hiring rate 3/26/2016. Upon completion of one (1) year of active or qualified inactive service, such employee shall be paid the indicated "hiring rate" for the applicable title that is in effect on the one year anniversary of their original appointment as set forth in the applicable Successor Separate Agreement. Upon completion of two (2) years of active or qualified inactive service, such employee shall be paid the indicated "minimum" for the applicable title that is in effect on the two year anniversary of their original appointment as set forth in the applicable Successor Separate Unit Agreement. In no case shall an employee receive less than the stated hiring rate.
- **** Employees in titles that have a step pay plan should begin at the first year hiring rate; advance to the after one year hiring rate and upon completion of that year, be advanced to the after two years incumbent rate.
- ***** This title was reclassified pursuant to DCAS Resolution #2015-4 dated July 15, 2015.
- # Individuals shall advance yearly step on the January or July following the attainment of the required time.
- ## Upon completion of 1 year of satisfactory service the incumbent shall receive the rate shown herein as the maximum.
- ### Commencing each 3/26, any incumbent below the maximum salary rate with 1 year of continuous service in the title shall advance to the next higher salary rate.
- #### footnote(***) is not applicable
- ##### Each appointment to this position above the 3/26/2016 hiring rate will be handled on a case by case basis.
- @ To be deleted
- + Special Officers and Supervising Special Officers employed by ACS/DJJ, DOHMH, DHS and HRA are excluded pursuant to Board of Certification 7 OCB2d 1 dated January 10, 2014.

I. Effective March 26, 2017 (First Year Rate)

<u>TITLE</u>	i. Minimum		ii. Maximum Rate
	(1) Hiring Rate***	(2) Incumbent Rate	
Asbestos Handler	\$70,575	\$79,750	Flat rate
Asbestos Handler Supervisor	\$74,106	\$83,740	Flat rate
Assistant Bridge Operator @	\$34,554	\$39,046	\$46,669
Assistant Stock Handler *	\$31,142	\$35,190	\$46,941
Associate Water Use Inspector			
Level I	\$49,658	\$56,114	\$70,213
Level II	\$57,148	\$64,577	\$73,039
Level III	\$64,636	\$73,039	\$81,498
Blasting Inspector	\$41,827	\$47,265	\$58,327
Bridge Operator			
Level I	\$34,554	\$39,046	\$46,669
Level II	\$39,053	\$44,130	\$54,291
<u>Level III *****</u>	\$44,670	\$50,477	\$56,832
<u>Level IV *****</u>	\$54,640	\$61,743	\$64,282
Bridge Operator-In-Charge	\$54,640	\$61,743	\$64,282
Custodian			
Level I	\$31,921	\$36,071	\$44,974
Level II	\$33,860	\$38,262	\$54,176
Level III	\$42,644	\$48,188	\$64,406
Level IV	\$51,617	\$58,327	\$77,401
Evidence & Property Control Specialist			
Level I	\$47,796	\$54,010	\$68,416
Level II	\$54,968	\$62,114	\$76,519
Hospital Security Officer @	\$52,719	\$59,572	\$0
Hostler	\$33,472	\$37,823	\$46,151
Maint. Planning & Control Supervisor	\$51,220	\$57,879	\$68,126
Maintenance & Control Planner	\$43,728	\$49,413	\$59,744
Parking Control Specialist Trainee ####	See footnote	\$36,536	Flat Rate
After one year		\$39,249	
Pipe Laying Inspector	\$41,827	\$47,265	\$58,327
Preventive Maintenance Inspector	\$41,498	\$46,893	\$58,139
Principal Special Officer (DSS) **, @	\$60,865	\$68,778	\$73,715
Principal Storekeeper *	\$52,425	\$59,240	\$80,883
Refrigeration Service Helper	\$32,542	\$36,772	\$42,798
Refrigeration Service Mechanic	\$38,414	\$43,408	\$51,155
Senior Blasting Inspector	\$46,295	\$52,313	\$64,846
Senior Pipe Laying Inspector	\$46,295	\$52,313	\$64,846
Senior Special Officer @	\$46,012	\$51,993	Flat Rate
Senior Special Officer @	\$46,012	\$51,993	Flat Rate
Senior Storekeeper *	\$43,456	\$49,105	\$66,665

Senior Taxi & Limousine Inspector	\$45,060	\$50,918	\$61,241
Sr. Taxi & Limousine Inspector (M.V.) *	\$45,060	\$50,918	\$61,241
Senior Transportation Inspector	\$41,827	\$47,265	\$58,327
Senior Water Use Inspector *	\$42,721	\$48,275	\$60,982
Special Officer (Hired before 9/1/14) ****, +			
Hiring Rate#	\$33,409	\$37,752	
After 1 Year#		\$39,277	
After 2 Years#		\$40,589	
After 3 Years#		\$46,737	
Special Officer (Hired on or after 9/1/14) +			
Hiring Rate#	\$32,426	Flat Rate	Flat Rate
After 1 Year#	\$33,498	Flat Rate	Flat Rate
After 2 Years#	\$34,570	Flat Rate	Flat Rate
After 3 Years#	\$35,641	Flat Rate	Flat Rate
After 4 Years#	\$36,712	Flat Rate	Flat Rate
After 5 Years#	\$37,785	Flat Rate	Flat Rate
After 6 Years#	\$38,856	Flat Rate	Flat Rate
After 7 Years#	\$46,737	Flat Rate	Flat Rate
Stock Handler *	\$34,350	\$38,816	\$51,360
Stock Worker			
Level I	\$31,142	\$35,190	\$46,941
Level II	\$34,350	\$38,816	\$51,360
Storekeeper *	\$37,030	\$41,844	\$57,192
Supervising Blasting Inspector #####	\$51,513	\$58,210	\$71,300
Suprv. Refrigeration Service Tech.	\$42,168	\$47,650	\$61,493
Supervising Special Officer +			
Level I	\$46,012	\$51,993	Flat Rate
Level II	\$52,880	\$59,754	Flat Rate
Level III	\$60,865	\$68,778	\$73,715
Supervising Special Officer (H+H)			
Level I	\$46,012	\$51,993	Flat Rate
Level II	\$55,691	\$62,931	Flat Rate
Sprvsg Taxi & Limousine Inspector	\$50,020	\$56,523	\$69,064
Sprvsg Taxi & Limousine Insp. (MV)*	\$50,020	\$56,523	\$69,064
Supervising Water Use Inspector *	\$42,721	\$48,275	\$60,982
Supervisor (Traffic Device Maint.) *	\$52,952	\$59,836	Flat Rate
Supervisor Of Bridge Operations @, *****			
Level I	\$44,670	\$50,477	\$56,832
Level II	\$54,640	\$61,743	\$64,282
Supervisor of Stock Workers			
Level I	\$37,030	\$41,844	\$57,192
Level II	\$43,456	\$49,105	\$66,665
Level III	\$52,425	\$59,240	\$80,883

Supervisor Of Traffic Device
Maintainers ****

Level I			
Minimum ###	\$54,160	\$61,201	
After 1 Year ###		\$62,156	
After 2 Years ###		\$63,113	
After 3 Years ###		\$64,926	
After 4 Years ###		\$68,549	
Taxi & Limousine Inspector (M.V.)			
*	\$38,305	\$43,285	\$54,018
Transportation Inspector	\$37,011	\$41,822	\$51,788
Water Meter Reader *	\$31,482	\$35,575	Flat Rate
Water Use Inspector			
Level I	\$31,482	\$35,575	\$38,990
Level II	\$43,550	\$49,211	\$60,489
Water Use Inspector Trainee ##, @	\$31,482	\$35,575	\$38,990

NOTE:

- * For Present Incumbents Only.
- ** Excluding specific positions not in the bargaining unit.
- *** Employees hired on or after 3/26/2017 shall be paid the hiring rate 3/26/2017. Upon completion of one (1) year of active or qualified inactive service, such employee shall be paid the indicated "hiring rate" for the applicable title that is in effect on the one year anniversary of their original appointment as set forth in the applicable Successor Separate Agreement. Upon completion of two (2) years of active or qualified inactive service, such employee shall be paid the indicated "minimum" for the applicable title that is in effect on the two year anniversary of their original appointment as set forth in the applicable Successor Separate Unit Agreement. In no case shall an employee receive less than the stated hiring rate.
- **** Employees in titles that have a step pay plan should begin at the first year hiring rate; advance to the after one year hiring rate and upon completion of that year, be advanced to the after two years incumbent rate.
- ***** This title was reclassified pursuant to DCAS Resolution #2015-4 dated July 15, 2015.
- # Individuals shall advance yearly step on the January or July following the attainment of the required time.
- ## Upon completion of 1 year of satisfactory service the incumbent shall receive the rate shown herein as the maximum.
- ### Commencing each 3/26, any incumbent below the maximum salary rate with 1 year of continuous service in the title shall advance to the next higher salary rate.
- #### footnote(***) is not applicable
- ##### Each appointment to this position above the 3/26/2017 hiring rate will be handled on a case by case basis.
- @ To be deleted
- + Special Officers and Supervising Special Officers employed by ACS/DJJ, DOHMH, DHS and HRA are excluded pursuant to Board of Certification 7 OCB2d 1 dated January 10, 2014.

m. Effective March 26, 2017 (Second Year Rate)

<u>TITLE</u>	(1) Hiring Rate***	i. Minimum (2) Incumbent Rate	ii. Maximum Rate
Asbestos Handler	\$72,500	\$79,750	Flat rate
Asbestos Handler Supervisor	\$76,127	\$83,740	Flat rate
Assistant Bridge Operator @	\$35,496	\$39,046	\$46,669
Assistant Stock Handler *	\$31,991	\$35,190	\$46,941
Associate Water Use Inspector			
Level I	\$51,013	\$56,114	\$70,213
Level II	\$58,706	\$64,577	\$73,039
Level III	\$66,399	\$73,039	\$81,498
Blasting Inspector	\$42,968	\$47,265	\$58,327
Bridge Operator			
Level I	\$35,496	\$39,046	\$46,669
Level II	\$40,118	\$44,130	\$54,291
Level III *****	\$45,888	\$50,477	\$56,832
Level IV *****	\$56,130	\$61,743	\$64,282
Bridge Operator-In-Charge Custodian	\$56,130	\$61,743	\$64,282
Level I	\$32,792	\$36,071	\$44,974
Level II	\$34,784	\$38,262	\$54,176
Level III	\$43,807	\$48,188	\$64,406
Level IV	\$53,025	\$58,327	\$77,401
Evidence & Property Control Specialist			
Level I	\$49,100	\$54,010	\$68,416
Level II	\$56,467	\$62,114	\$76,519
Hospital Security Officer @	\$54,156	\$59,572	\$0
Hostler	\$34,385	\$37,823	\$46,151
Maint. Planning & Control Supervisor	\$52,617	\$57,879	\$68,126
Maintenance & Control Planner	\$44,921	\$49,413	\$59,744
Parking Control Specialist Trainee ####	See footnote	\$36,536	Flat Rate
After one year		\$39,249	
Pipe Laying Inspector	\$42,968	\$47,265	\$58,327
Preventive Maintenance Inspector	\$42,630	\$46,893	\$58,139
Principal Special Officer (DSS) **, @	\$62,525	\$68,778	\$73,715
Principal Storekeeper *	\$53,855	\$59,240	\$80,883
Refrigeration Service Helper	\$33,429	\$36,772	\$42,798
Refrigeration Service Mechanic	\$39,462	\$43,408	\$51,155
Senior Blasting Inspector	\$47,557	\$52,313	\$64,846
Senior Pipe Laying Inspector	\$47,557	\$52,313	\$64,846
Senior Special Officer @	\$47,266	\$51,993	Flat Rate
Senior Special Officer @	\$47,266	\$51,993	Flat Rate
Senior Storekeeper *	\$44,641	\$49,105	\$66,665

19005

Senior Taxi & Limousine Inspector	\$46,289	\$50,918	\$61,241
Sr. Taxi & Limousine Inspector (M.V.) *	\$46,289	\$50,918	\$61,241
Senior Transportation Inspector	\$42,968	\$47,265	\$58,327
Senior Water Use Inspector *	\$43,886	\$48,275	\$60,982
Special Officer (Hired before 9/1/14) ****, +			
Hiring Rate#		\$37,752	
After 1 Year#	\$35,706	\$39,277	
After 2 Years#		\$40,589	
After 3 Years#		\$46,737	
Special Officer (Hired on or after 9/1/14) +			
Hiring Rate#	\$32,426	Flat Rate	Flat Rate
After 1 Year#	\$33,498	Flat Rate	Flat Rate
After 2 Years#	\$34,570	Flat Rate	Flat Rate
After 3 Years#	\$35,641	Flat Rate	Flat Rate
After 4 Years#	\$36,712	Flat Rate	Flat Rate
After 5 Years#	\$37,785	Flat Rate	Flat Rate
After 6 Years#	\$38,856	Flat Rate	Flat Rate
After 7 Years#	\$46,737	Flat Rate	Flat Rate
Stock Handler *	\$35,287	\$38,816	\$51,360
Stock Worker			
Level I	\$31,991	\$35,190	\$46,941
Level II	\$35,287	\$38,816	\$51,360
Storekeeper *	\$38,040	\$41,844	\$57,192
Supervising Blasting Inspector #####	\$52,918	\$58,210	\$71,300
Suprv. Refrigeration Service Tech.	\$43,318	\$47,650	\$61,493
Supervising Special Officer +			
Level I	\$47,266	\$51,993	Flat Rate
Level II	\$54,322	\$59,754	Flat Rate
Level III	\$62,525	\$68,778	\$73,715
Supervising Special Officer (H+H)			
Level I	\$47,266	\$51,993	Flat Rate
Level II	\$57,210	\$62,931	Flat Rate
Sprvsg Taxi & Limousine Inspector	\$51,385	\$56,523	\$69,064
Sprvsg Taxi & Limousine Insp. (MV)*	\$51,385	\$56,523	\$69,064
Supervising Water Use Inspector *	\$43,886	\$48,275	\$60,982
Supervisor (Traffic Device Maint.) *	\$54,396	\$59,836	Flat Rate
Supervisor Of Bridge Operations @, *****			
Level I	\$45,888	\$50,477	\$56,832
Level II	\$56,130	\$61,743	\$64,282
Supervisor of Stock Workers			
Level I	\$38,040	\$41,844	\$57,192
Level II	\$44,641	\$49,105	\$66,665
Level III	\$53,855	\$59,240	\$80,883

19005

Supervisor Of Traffic Device
Maintainers ****

Level I			
Minimum ###	\$55,637	\$61,201	
After 1 Year ###	\$56,505	\$62,156	
After 2 Years ###		\$63,113	
After 3 Years ###		\$64,926	
After 4 Years ###		\$68,549	
Taxi & Limousine Inspector (M.V.)			
*	\$39,350	\$43,285	\$54,018
Transportation Inspector	\$38,020	\$41,822	\$51,788
Water Meter Reader *	\$32,341	\$35,575	Flat Rate
Water Use Inspector			
Level I	\$32,341	\$35,575	\$38,990
Level II	\$44,737	\$49,211	\$60,489
Water Use Inspector Trainee ##, @	\$32,341	\$35,575	\$38,990

NOTE:

- * For Present Incumbents Only.
- ** Excluding specific positions not in the bargaining unit.
- *** Employees hired on or after 3/26/2017 shall be paid the hiring rate 3/26/2017. Upon completion of one (1) year of active or qualified inactive service, such employee shall be paid the indicated "hiring rate" for the applicable title that is in effect on the one year anniversary of their original appointment as set forth in the applicable Successor Separate Agreement. Upon completion of two (2) years of active or qualified inactive service, such employee shall be paid the indicated "minimum" for the applicable title that is in effect on the two year anniversary of their original appointment as set forth in the applicable Successor Separate Unit Agreement. In no case shall an employee receive less than the stated hiring rate.
- **** Employees in titles that have a step pay plan should begin at the first year hiring rate; advance to the after one year hiring rate and upon completion of that year, be advanced to the after two years incumbent rate.
- ***** This title was reclassified pursuant to DCAS Resolution #2015-4 dated July 15, 2015.
- # Individuals shall advance yearly step on the January or July following the attainment of the required time.
- ## Upon completion of 1 year of satisfactory service the incumbent shall receive the rate shown herein as the maximum.
- ### Commencing each 3/26, any incumbent below the maximum salary rate with 1 year of continuous service in the title shall advance to the next higher salary rate.
- #### footnote(***) is not applicable
- ##### Each appointment to this position above the 3/26/2017 hiring rate will be handled on a case by case basis.
- @ To be deleted
- + Special Officers and Supervising Special Officers employed by ACS/DJJ, DOHMH, DHS and HRA are excluded pursuant to Board of Certification 7 OCB2d 1 dated January 10, 2014.

Section 3. Wage Increases

a. Ratification Bonus

A lump sum cash payment in the amount of \$1,000, pro-rated for other than full-time employees, shall be payable as soon as practicable upon ratification of the Agreement to those employees who are on payroll as of the date of ratification. The lump sum cash payment shall be pensionable, consistent with applicable law.

- i. Full-time per annum and full-time per diem Employees shall receive a pro-rata lump sum cash payment the computation of which shall be based on service during the period from July 1, 2013 through June 30, 2014.
- ii. Part-time per annum, part-time per diem (including seasonal appointees), per session, 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 based on their regularly scheduled hours and the hours in a full calendar year.
- iii. The lump sum cash payments 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.

For circumstances that were not anticipated by the parties, the First Deputy Commissioner of Labor Relations may elect to issue, on a case-by-case basis, interpretations concerning the application of Section 3(a) of this agreement. Such case-by-case interpretations shall not be subject to any dispute resolution procedures as per past practice of the parties.

b. The general increases, effective as indicated, shall be:

- i. Effective March 26, 2012, Employees shall receive a general increase of 1.00%.
- ii. Effective March 26, 2013, Employees shall receive a general increase of 1.00%, compounded.
- iii. Effective March 26, 2014, Employees shall receive a general increase of 1.00%, compounded.
- iv. Effective March 26, 2015, Employees shall receive a general increase of 1.50%, compounded.
- v. Effective March 26, 2016, Employees shall receive a general increase of 2.50%, compounded.

- vi. Effective March 26, 2017, Employees shall receive a general increase of 3.00%, compounded.
 - vii. Part-time per annum, per session, hourly paid and part time per diem Employees (including seasonal appointees) and Employees whose normal work year is less than a full calendar year shall receive the increases provided in Article III, Sections 3(b)(i) through 3(b)(vi) on the basis of computations heretofore utilized by the parties for all such Employees.
- c. The increases provided for in Article III, Sections 3(b)(i) through 3(b)(vi) above shall be calculated as follows:
- i. The general increase in Section 3(b)(i) shall be based upon the base rates (including salary or incremental salary schedules) of the applicable titles in effect on March 25, 2012.
 - ii. The general increase in Section 3(b)(ii) shall be based upon the base rates (including salary or incremental salary schedules) of the applicable titles in effect on March 25, 2013.
 - iii. The general increase in Section 3(b)(iii) shall be based upon the base rates (including salary or incremental salary schedules) of the applicable titles in effect on March 25, 2014.
 - iv. The general increase in Section 3(b)(iv) shall be based upon the base rates (including salary or incremental salary schedules) of the applicable titles in effect on March 25, 2015.
 - v. The general increase in Section 3(b)(v) shall be based upon the base rates (including salary or incremental salary schedules) of the applicable titles in effect on March 25, 2016.
 - vi. The general increase in Section 3(b)(vi) shall be based upon the base rates (including salary or incremental salary schedules) of the applicable titles in effect on March 25, 2017.
- d. i. The general increases provided for in Article III, Sections 3(b)(i) through 3(b)(vi) shall be applied to the base rates, 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 Article III, Sections 3(b)(i) through 3(b)(vi) shall not be applied to the following additions to gross: uniform allowances, assignment differentials, advancement increases and assignment (level) increases.

Section 4. New Hires

- a. The following provisions shall apply to Employees newly hired on or after September 26, 2010:
 - i. During the first year of service, the “appointment rate” for a newly hired employee shall be thirteen percent (13%) less than the applicable “incumbent minimum” for said title that is in effect on the date of such appointment.
 - ii. Upon completion of one (1) year of service, such employees shall be paid ten percent (10%) less than the indicated “incumbent minimum” for the applicable title that is in effect on the one (1) year anniversary of their original date of appointment.
 - iii. 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.
 - iv. Section 4 shall not apply to Special Officers hired on or after September 1, 2014.
- b. For the purposes of Sections 4(a) and 4(c), employees 1) who were in active pay status before September 26, 2010, 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), 2(c)(i)(2), 2(d)(i)(2), 2(e)(i)(2), 2(f)(i)(2), 2(g)(i)(2), 2(h)(i)(2), 2(i)(i)(2), 2(j)(i)(2), 2(k)(i)(2), 2(l)(i)(2) and 2(m)(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.
- c.**
- 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 of this Article III.
 - 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.
- d.** 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 (a).

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, provided to be effective as of such date for the title formerly occupied 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.

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 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:

ADVANCEMENT INCREASE

<u>TITLE</u>	<u>9/26/10</u>
ASSISTANT BUILDING CUSTODIAN **	\$655
BRIDGE OPERATOR **	\$846
BRIDGE OPERATOR-IN-CHARGE	\$883
BUILDING CUSTODIAN **	\$731
CUSTODIAN LEVEL I	\$576
JUNIOR BUILDING CUSTODIAN **	\$576
MAINTENANCE PLANNER & CONTROL SUPERVISOR	\$922
PRINCIPAL STOREKEEPER *	\$1,185
PRINCIPAL WATER USE INSPECTOR	\$1,076
REFRIGERATION SERVICE MECHANIC	Min Of Grade
SENIOR BLASTING INSPECTOR	\$922
SENIOR BUILDING CUSTODIAN **	\$846
SENIOR PIPE LAYING INSPECTOR	\$961
SENIOR STOREKEEPER *	\$971
SENIOR TAXI & LIMOUSINE INSPECTOR *	\$846
SENIOR TAXI & LIMOUSINE INSPECTOR (MV) *	\$846
SENIOR TRANSPORTATION INSPECTOR	\$883
SENIOR WATER USE INPSECTOR	\$846
STOCK HANDLER *	\$693
STOCK WORKER	\$693
STOREKEEPER *	\$848
SUPERVISING BLASTING INSPECTOR	\$1,076
SUPERVISING TAXI & LIMOUSINE INSPECTOR *	Min Of Grade

SUPERVISING TAXI & LIMOUSINE INSPECTOR (MV) *	Min Of Grade
SUPERVISING WATER USE INSPECTOR	\$961
SUPERVISOR OF BRIDGE OPERATIONS	\$922
SUPERVISOR OF BUILDING CUSTODIANS **	\$961
SUPERVISOR OF STOCK WORKERS LEVEL I	\$848

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.

<u>TITLE</u>	<u>9/26/10</u>	<u>3/26/15</u>
BRIDGE OPERATOR		
LEVEL II	\$846	\$883
LEVEL III		\$922
CUSTODIAN		
LEVEL II	\$655	\$655
LEVEL III	\$846	\$846
LEVEL IV	\$961	\$961
STOCK WORKER LEVEL II	\$693	\$693
SUPERVISOR OF BRIDGE OPERATIONS LEVEL II	\$922	\$922
SUPERVISOR OF STOCK WORKERS LEVEL II	\$971	\$971
SUPERVISOR OF STOCK WORKERS LEVEL III	\$1,185	\$1,185

Section 9. Assignment Differential

The payment of the following assignment differentials shall continue only during the period of such assignment. The payment of any such differentials and any specified assignments on which they may be based shall not be construed as an advancement to any higher title and any such assignment is revocable at any time. In the event that an affected employee is removed from an assignment the assignment differential shall be discontinued.

- a. Water Use Inspector, Senior Water Use Inspector and Associate Water Use Inspector Level I assigned on a continuing basis to the meter testing shall continue to receive an assignment differential in the following pro-rated annual amounts.

Effective 9/26/2010
\$560

19005

- b. The following differentials shall be continued for Senior Building Custodian and Custodian Level III assigned to responsibility for building space in the amounts of floor space or to a special assignment as indicated in the following schedule:

<u>(1) Square Foot of Building Floor Space</u>	<u>Effective</u> <u>9/26/2010</u>
100,000 to 200,000	\$554
200,000 to 250,000	\$916
250,000 to 300,000	\$1,327
300,000 to 400,000	\$1,695
400,000 to 600,000	\$2,076
600,000 to 800,000	\$2,458
800,000 to 1,000,000	\$2,838

<u>(2) Special Assignment</u>	<u>Effective</u> <u>9/26/2010</u>
i. Assigned as custodial instructor	\$1,202
ii. Assigned as supervisor of custodial Services at City Hall & Municipal Building	\$3,062
iii. Assigned as borough inspector in the Borough of Manhattan and in the Borough of Brooklyn, in the Human Resources Administration (DSS) and Department of Health	\$2,910

- c. The following differentials shall be continued for the Supervisor of Building Custodians Level IV assigned to each of the following:

	<u>Effective</u> <u>9/26/10</u>
i. Department of Environmental Protection	\$3,456
ii. Department of Health	\$3,456
iii. Human Resources Administration (DSS)	\$3,456
iv. Police Department	\$3,456
v. Department of Citywide Administrative Services	\$3,456

- d. An assignment differential in the pro-rated amount indicated below, shall continue to be paid to Hospital Security Officer who is responsible for the security of a hospital center or large hospital or Corporation headquarters as specified:

Assignment

Effective
9/26/2010

- i. Jacobi, Bellevue, Kings County, Queens General, Metropolitan, Harlem, Lincoln & Corporation Headquarters \$1,285
- ii. Elmhurst, Coney Island, North Central Bronx & Woodhull \$641

e. Full-time Employees in the titles of Assistant Building Custodian, Custodian L. II, Junior Building Custodian, Custodian L.I, Building Custodian, Custodian Level II, Senior Building Custodian Level III and Custodian Level IV, assigned on a regular basis to perform the duties and responsibilities of Fire Safety Director shall be paid the following assignment differentials in the pro-rated annual amounts set forth below:

	<u>Effective</u> 9/26/10
Up to 149,000 square feet of building space	\$668
149,000 to 400,000 square feet of building space	\$1,335
Over 400,000 square feet of building space	\$2,004
Swing Fire Safety Director	\$668

f. Full-time Employees in the titles of Senior Taxi & Limousine Inspector and Supervising Taxi & Limousine Inspector assigned to the Taxi & Limousine Commission's Seizure program performing tow-truck operations shall, be paid the following assignment differentials in the pro-rated annual amount set forth below.

	<u>Effective</u> 9/26/10
Senior Taxi & Limousine Inspector	\$3,340
Supervising Taxi & Limousine Inspector	\$3,340

g. An assignment differential shall be paid to employees in the title of Stock Worker, Level I and II when assigned in the Department of Finance; in addition to their other duties, without direct supervision; to distribute, load, unload place, reconfigure and relocate office components, modular furniture, Herman Miller workstations, office equipment and furniture, using racks, hand trucks and other aids as necessary for heavy items and to drive departmental vehicles on a temporary basis to perform the above-mentioned duties.

9/26/2010
\$2,273

- h. An assignment differential shall be paid to employees in the title of Supervisor of Traffic Device Maintainer.

9/26/2010
\$1,500 per annum

Section 10 - Uniform and/or Clothing Allowance

The following pro-rated annual amount shall continue to be paid to Employees in the below indicated titles who are required to wear uniforms and to those Employees who are entitled to a clothing allowance:

<u>TITLE</u>	<u>9/13/08</u>	<u>7/1/2015</u>	<u>7/1/2016</u>	<u>7/1/2017</u>	<u>5/28/2018</u>
ASSISTANT BRIDGE OPERATOR **	\$367	\$367	\$367	\$367	\$367
ASSOCIATE PARKING CONTROL SPECIALIST	\$642	\$642	\$642	\$642	\$642
BRIDGE OPERATOR LEVEL I, II	\$367	\$367	\$367	\$367	\$367
BRIDGE OPERATOR-IN-CHARGE	\$367	\$367	\$367	\$367	\$367
HOSPITAL SECURITY OFFICER	\$202	\$202	\$202	\$202	\$202
HOSTLER	\$301	\$301	\$301	\$301	\$301
PARKING CONTROL SPECIALIST	\$642	\$642	\$642	\$642	\$642
PRINCIPAL SPECIAL OFFICER (DSS)	\$668	\$668	\$668	\$668	\$668
SENIOR BLASTING INSPECTOR	\$335	\$335	\$335	\$335	\$335
SENIOR SPECIAL OFFICER	\$668	\$668	\$668	\$668	\$668
SENIOR TAXI & LIMOUSINE INSPECTOR *	\$680	\$680	\$680	\$680	\$680
SENIOR TAXI & LIMOUSINE INSPECTOR (MV) *	\$680	\$680	\$680	\$680	\$680
SPECIAL OFFICER	\$1000	\$1000	\$1000	\$912	\$668
SUPERVISING BLASTING INSPECTOR	\$335	\$335	\$335	\$335	\$335
SUPERVISING SPECIAL OFFICER	\$1000	\$1000	\$1000	\$912	\$668
SUPERVISING TAXI & LIMOUSINE INSPECTOR *	\$680	\$680	\$680	\$680	\$680
SUPERVISING TAXI & LIMOUSINE INSPECTOR (MV) *	\$680	\$680	\$680	\$680	\$680
SUPERVISOR OF BRIDGE OPERATIONS	\$367	\$367	\$367	\$367	\$367
TAXI & LIMOUSINE INSPECTOR (MV) *	\$680	\$680	\$680	\$680	\$680

Section 11. Recurring Increment Payment

Full-time per annum and qualifying full-time per diem employees in the title of Supervising Special Officer, Level II, shall be eligible to receive a recurring increment payment (“RIP”) as set forth below.

	Effective 9/26/10	Effective 3/26/12	Effective 3/26/13
<u>Years of in-Title Service</u>	<u>Total RIP</u>	<u>Total RIP</u>	<u>Total RIP</u>
After 5 Years -	\$2,000	\$2,020	\$2,040
	Effective 3/26/14	Effective 3/26/15	Effective 3/26/16
<u>Years of in-Title Service</u>	<u>Total RIP</u>	<u>Total RIP</u>	<u>Total RIP</u>
After 5 Years -	\$2,060	\$2,091	\$2,143
	Effective 3/26/17		
<u>Years of in-Title Service</u>	<u>Total RIP</u>		
After 5 Years -	\$2,207		

Section 12. Longevity Increment

- a. Employees with 15 years or more of "City" service in pay status who are not already eligible for a longevity differential or service increment established by the Salary Review or Equity Panel shall receive a longevity increment of \$500 per annum.
- b. The rules for eligibility for the longevity increment described above in subsection a, shall be set forth in Appendix A of this Agreement and are incorporated by reference herein. Additional rules for eligibility for the longevity increment described above in subsection a may be established.

Section 13. Annuity Fund

- a. The Employer shall contribute to an existing annuity on behalf of covered full-time per annum and full-time per diem employees, on a twenty-eight (28) day cycle basis, a pro-rata daily contribution for each paid working day which amount shall not exceed \$1,189.51 for each Employee in full pay status in the prescribed twelve (12) month period subject to the terms of a signed supplemental agreement approved by the Corporation Counsel. For covered Employees who work less than the number of hours for their full-time equivalent title, the Employer shall pay into the fund, on a twenty-eight (28) day cycle basis, a pro-rated daily contribution calculated against the number of hours associated with their full time

equivalent title, which amount shall not exceed \$1,189.51 per annum for each Employee in full pay status in the prescribed twelve (12) month period.

- b. For Employees who work a compressed work week, the Employer shall pay into the fund, on a twenty-eight (28) day cycle basis, a pro-rata daily contribution for each set of paid working hours which equate to the daily number of hours that title is regularly scheduled to work, which amount shall not exceed \$1,189.51 per annum for each Employee in full-pay status in the prescribed twelve (12) month period.
- c.
 - i. For the purpose of Section 13, excluded from paid working days are all scheduled days off, all days in non-pay status, and all paid overtime.
 - ii. “All days in non-pay status” as used in this Section 13(c) shall be defined as including, but not limited to, the following:
 - (a) time on preferred or recall lists;
 - (b) time on the following approved unpaid leaves:
 - (i) maternity/childcare leave;
 - (ii) military leave;
 - (iii) unpaid time while on jury duty;
 - (iv) unpaid leave for union business pursuant to Executive Order 75;
 - (v) unpaid leave pending workers’ compensation determination;
 - (vi) unpaid leave while on workers’ compensation option 2;
 - (vii) approved unpaid time off due to illness or exhaustion of paid sick leave;
 - (viii) approved unpaid time off due to family illness; and
 - (ix) other pre-approved leaves without pay;
 - (c) time while on absence without leave;
 - (d) time while on unapproved leave without pay; or
 - (e) time while on unpaid suspensions.

d. DEFINITIONS:

Scheduled days off shall mean: An Employee’s regular days off (“RDO’s”). For example, Saturday and Sunday would be the scheduled days off for a full-time per annum Employee working a Monday through Friday schedule.

ARTICLE IV - WELFARE FUND

Section 1.

- a. In accordance with the election by the Union pursuant to the provisions of Article XIII of the *1995 – 2001 Citywide Agreement* as amended between the City of New York and related public employers, or its successor Agreement(s), the Welfare Fund provisions of that *Citywide Agreement* as amended or any successor(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 *1995-2001 Citywide Agreement* as amended between the City of New York and related public employers or any successor(s) thereto, the provisions of Article XIII, Section 1(b) of the *Citywide Agreement* as amended or any successor(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. In no case shall the single contribution provided in Article XIII, Section 1(b) of the *Citywide Agreement* as amended or any successor(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.

Section 4. - Health Savings and Welfare Fund Contributions

The May 5, 2014 Letter Agreement regarding health savings and welfare fund contributions between the City of New York and the Municipal Labor Committee will be attached as an Appendix, and is deemed to be part of this Agreement.

Section 5. – Local 237 Administrative Trust Fund

- a. The Union shall create an administrative benefits trust fund, to be called the Local 237 Administrative Trust Fund. The purpose of the Local 237 Administrative Trust Fund shall be to receive contributions from the Employer and to distribute and allocate such funds to the Retiree Welfare Fund and the Active Welfare Fund as the trustees of the Local 237 Administrative Trust Fund deem appropriate.
- b. As soon as practicable after the Local 237 Administrative Trust Fund is established, all contributions made by the Employer pursuant to Article XIII, Section 1(b) of the Citywide Agreements shall be made to the Local 237 Administrative Trust Fund.
- c. The contributions to be made pursuant to Section 8 and 10 of the Local 237 2010-2018 Memorandum of Agreement herein incorporated as Article IV, Section 4 and Section 5(d) and 5(e) shall be made to the Local 237 Administrative Trust Fund.
- d. As soon as practicable after the Local 237 Administrative Trust Fund is established, the employer welfare fund contributions on behalf of each eligible full-time active employee and retiree shall be increased by \$280 per annum. Contributions for non-full-time employees and retirees shall be increased by the appropriate pro-rata share. Such contributions shall be effective retroactive to July 1, 2014.
- e. Prior to the expiration of this Agreement, upon the mutual agreement of the parties, contributions to the Local 237 Administrative Trust Fund set forth in Article IV, Section 5(d), above, may be reallocated on a cost-neutral basis.

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. 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.

Section 2.

The Grievance Procedure, except for grievances as defined in Sections 1(d) and 1(e) of this Article, 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.

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. 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.

NOTE: *The following STEP I(a) shall be applicable only in NYC Health + Hospitals 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. The appeal must be made within five (5) work days of the receipt of the **Step I** determination. The person designated to receive the appeal at this Step 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**. The 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 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 assigned arbitrator shall hold a hearing at a time and place convenient to the parties and shall issue an award within 30 days after the completion of the hearing.

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 or any rule, regulation, written policy or order mentioned in Section 1 of this Article. 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 the Employee 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.

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 totaling 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 6.

In any case involving a grievance by an employee under Section 1f of this Article, all terms of the "Disciplinary Procedure for Provisional Employees", as set forth in the agreements between DC 37 and the City of New York dated August 30, 2011 and April 27, 2018, appended to this agreement, shall govern.

Section 7.

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 NYC Health + Hospitals 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 8.

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 9.

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 10.

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 11.

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 12.

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 13.

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 14. 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 the 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 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 Chairpersons proposed list of cases and hearing schedule(s) to 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.

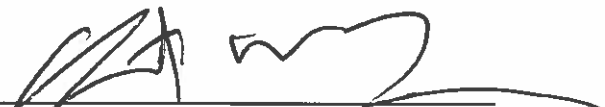
ARTICLE XIV - SAVINGS CLAUSE

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.

WHEREFORE, we have hereunto set our hands and seals this 5th day of October, 2018.


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

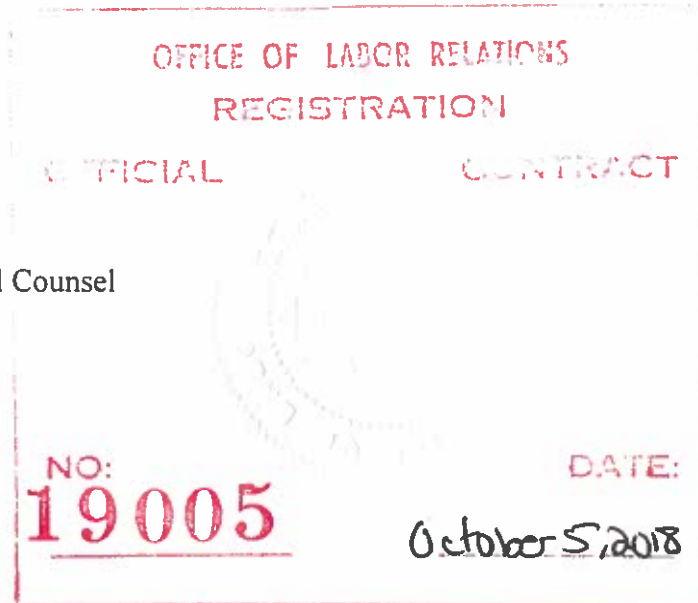
FOR LOCAL 237, INTERNATIONAL
BROTHERHOOD OF TEAMSTERS,
AFL -CIO:

BY: 
ROBERT W. LINN
Commissioner of Labor Relations

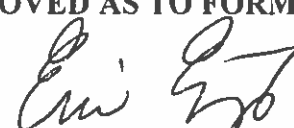
BY: 
GREGORY FLOYD
President

FOR NYC H+H

BY: 
Andrea Cohen
Senior Vice President, Legal Affairs and General Counsel



APPROVED AS TO FORM:

BY: 
Eric Eichenholtz
Acting Corporation Counsel

DATE SUBMITTED TO THE FINANCIAL CONTROL BOARD:
_____, 2018

UNIT: Special Officers

TERM: September 26, 2010 through March 25, 2018

Appendix A

Longevity Increment Eligibility Rules

The following rules shall govern the eligibility of Employees for the longevity increment provided for in Article III, Section 12 of the *Special Officers 2010-2018 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 Section 2 above:
 - a. Time on a leave approved by the proper authority which is consistent with the **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.

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4. Once an Employee has completed the 15 years of "City" service in pay status and is eligible to receive the \$500 longevity increment, the \$500 shall become part of the Employee's base rate for all purposes. Fifteen months after the Employee begins to receive the \$500 longevity increment, such \$500 longevity increment shall become pensionable and as part of the Employee's base rate, the \$500 longevity increment shall be subject to the general increases provided in Article III, Section 3(a) of this **Agreement**.

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