




Office of Labor Relations

22 Cortlandt Street, New York, NY 10007
nyc.gov/olr

Renee Campion
Commissioner
Daniel Pollak
First Deputy Commissioner

Claire Levitt
Deputy Commissioner
Health Care Strategy
Georgette Gestely
Director, Employee Benefits Program

TO: HEADS OF CONCERNED CITY DEPARTMENTS AND AGENCIES
FROM: RENEE CAMPION, COMMISSIONER
SUBJECT: EXECUTED CONTRACT: ENGINEERING AND SCIENTIFIC 
TERM: MARCH 3, 2010 TO SEPTEMBER 25, 2017

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 District Council 37 on behalf of the incumbents of positions listed in Article I of said contract.

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

DATED: 5/23/2022



2010-2017 Engineering & Scientific Agreement

CONTENTS:

ARTICLE I - UNION RECOGNITION AND UNIT DESIGNATION	2
ARTICLE II - DUES CHECKOFF	8
ARTICLE III - SALARIES	8
ARTICLE IV - WELFARE FUND	93
ARTICLE V - PRODUCTIVITY AND PERFORMANCE.....	94
ARTICLE VI - GRIEVANCE PROCEDURE	95
ARTICLE VII - BULLETIN BOARDS; EMPLOYER FACILITIES	101
ARTICLE VIII - NO STRIKES	101
ARTICLE IX - CITYWIDE ISSUES	101
ARTICLE X - UNION ACTIVITY.....	102
ARTICLE XI - LABOR-MANAGEMENT COMMITTEE.....	102
ARTICLE XII - FINANCIAL EMERGENCY ACT	102
ARTICLE XIII - APPENDICES	103
ARTICLE XIV - SAVINGS CLAUSE	103
ARTICLE XV - CONTRACTING-OUT CLAUSE.....	103
ARTICLE XVI - ASSIGNMENT DIFFERENTIALS	103
ARTICLE XVII - TRAINING FUND.....	107
ARTICLE XVIII - RECRUITMENT & RETENTION OF PROFESSIONAL PERSONNEL ..	107
ARTICLE XIX - PROFESSIONAL FEE ALLOWANCE	107
Appendix A.....	109
Appendix B	110
Appendix C	111

2010-2017 Engineering & Scientific Agreement

AGREEMENT entered into this 23 day of May, 2022 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 ("NYC H+H") (hereinafter referred to jointly as the "Employer"), and the Civil Service Technical Guild, Local 375, AFSCME, AFL-CIO and District Council 37, AFSCME, AFL-CIO (hereinafter jointly referred to as the "Union"), for the ninety (90) month and twenty three (23) day period from March 3, 2010 to September 25, 2017.

WITNESSETH:

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

NOW, THEREFORE, it is mutually agreed as follows:

ARTICLE I - UNION RECOGNITION AND UNIT DESIGNATION

Section 1.

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

UNIT "A"

(* To be deleted when vacant)

Administrative Architect (Non-Managerial) **	1000A
Administrative City Planner (Non-Managerial) **	1005A
Administrative Construction Project Manager (Non-Managerial) **	8299A
Administrative Director of Laboratory (Water Quality) (Non-Managerial) ***	1005B
Administrative Engineer (Non-Managerial) **	1001A
Administrative Housing Development Specialist (Non-Managerial) **	8300A
Administrative Inspector (Buildings) (Non-Managerial) **	1007A
Administrative Landmarks Preservationist (Non-Managerial) **	1003A
Administrative Landscape Architect (Non-Managerial) **	1002G
Administrative Project Director (HPD) (Non-Managerial) ***	9556A
Administrative Project Manager (Non-Managerial) ***	8300B
Air Pollution Control Engineer *	20610
Air Pollution Control Engineering Intern *	20602
Air Pollution Control Engineering Trainee	20604
Air Pollution Inspector	31315

Architect (including specialty)	21215, 21216, 212150
Architectural Intern	21205, 212050
Architectural Specialist *	06106
Asbestos Hazard Investigator	31312
Assistant Air Pollution Control Engineer *	20605
Assistant Architect	03716, 21210, 212100
Assistant Area Manager of School Maintenance	91696
Assistant Chemical Engineer	20510
Assistant Chemist (including specialties) *	21810, 21811, 218100
Assistant Civil Engineer	20210, 202100
Assistant Coordinator of Highway Transportation Studies	22360
Assistant Director of Technical Services (Air Pollution Control)	20612
Assistant Director of Technical Services (Emissions Inventory - Stationary Sources)	20603
Assistant Electrical Engineer	20310, 05574, 203100
Assistant Engineer (Accounting)	20710
Assistant Engineering Technician (JOP)	20112, 03782, 09517
Assistant Environmental Engineer	20617
Assistant Geologist	21910
Assistant Health Facilities Planner	22081, 220810
Assistant Highway Transportation Specialist	22305
Assistant Landscape Architect	21310
Assistant Mechanical Engineer	20410, 204100
Assistant Physicist (including specialties) *	22010, 1, 2, 3, 220100-30
Assistant Plan Examiner (Buildings)	22405
Assistant Planner	22110, 05524
Assistant Project Coordinator	22420, 05561
Assistant Project Development Coordinator	22515
Assistant Project Manager	22502
Assistant Project Services Specialist	22516
Assistant Scientist (Radiation Control)	21511
Assistant Signal Circuit Engineer	20311
Assistant Space Analyst *	80181
Assistant Superintendent of Construction *	34210, 03766, 03781, 342100
Assistant Superintendent of Construction and Repairs	91355
Assistant Supervisor of Electrical Installations	34208
Assistant Supervisor of Mechanical Installations	34209
Assistant Surveyor *	21010
Assistant Surveyor Trainee *	21005
Assistant Urban Designer	22092
Associate Air Pollution Inspector	31316
Associate Chemist	21822, 963010, 20, 30
Associate City Planner *	22123
Associate Engineering Technician	20118, 61710, 20
Associate Graphic Artist *	91416

Associate Housing Development Specialist	22508
Associate Landmarks Preservationist	92238
Associate Project Manager	22427
Associate Space Analyst *	80183
Associate Urban Designer	22124
Automotive Specialist	20130
Cartographer (Civil Defense)	71411
Chemical, Biological & Radiological Officer (C.D.)	71435
Chemical Engineer	20515
Chemical Engineering Intern	20503
Chemist (including specialties)	21815-21, 218150
Chemist Trainee *	21801
Chief Supervisor of Mechanical Installations	34265
City Planner	22122
City Planning Technician	22121
City Research Scientist	21744
Civil Engineer (including specialties)	20215-20, 202150
Civil Engineering Drafter	20205
Civil Engineering Intern	20202, 202020
Civil Engineering Trainee	20201
Community Planning Board Coordinator	22117
Computer Facilities Maintainer (FISA)	91603
Construction Management Assistant	00103, 001030
Construction Manager (including specialties) *	34217-18, 03812, 342180
Construction Project Manager	34202, 962510-30
Construction Project Manager Intern	34201
Criminalist	21849
Director of Intersectional Traffic Control	22347
Electrical Engineer (including specialties)	20315-20, 203150, 60
Electrical Engineering Drafter	20305
Electrical Engineering Intern	20302, 203020
Electrical Engineering Trainee	20301
Engineer (Accounting) (CE & S)	20715, 20815
Engineer-Assessor (all specialties)	20915-19
Engineering Aide	20101
Engineering Specialist *	06019
Engineering Technician (including specialties)	20113, 961610, 20, 09933, 03768
Engineering Technician Aide (JOP)	09456
Engineering Technician Trainee	20111, 03769, 201110
Engineering Work Study Trainee	20100
Environmental Control Technician	90971
Environmental Engineer	20618
Environmental Engineering Intern	20616
Estimator (including specialties)	03713, 20121, 20122, 20123

Forester	81361
General Superintendent of Construction (including specialtics) *	34266, 67, 342670
General Superintendent of Construction and Repairs	91396
General Supervisor of Building Maintenance (all fields) *	91673-75
Geologist	21915
Geologist Trainee	21901
Graphic Artist	05736, 91415
Health Facilities Planner	22082, 220820
Highway Transportation Specialist	22315
Housing Development Specialist	22507
Housing Development Specialist Trainee	22506
Illustrator	91410, 914100
Industrial Hygienist	31305
Instrument Maker (Radiology)	90722, 907220
Instrumentation Specialist	91001
Instrumentation Specialist (Trainee)	91000
Junior Architect	21206, 212060
Junior Chemist	21805, 218050
Junior Civil Engineer	20206, 202060
Junior Drafter	20102
Junior Electrical Engineer	20306, 203060
Junior Health Facilities Planner	22080, 220800
Junior Mechanical Engineer	20406, 204060
Landmarks Preservationist	92237
Landmarks Preservation Specialist	92242
Landscape Architect	21315
Landscape Architect Intern	21306
Marine Electronics Technician	06753
Mechanical Engineer (including specialties)	20415-18, 204150
Mechanical Engineering Drafter	20405
Mechanical Engineering Intern	20403, 204030
Medical Equipment Repair Technician	90690, 906900
Medical Equipment Specialist	90691, 906910
Painting Inspector	32815
Physicist (Levels I, II, III) (including specialties *)	22015-18, 220150, 70, 80
Physicist Trainee *	22001
Plan Examiner (Buildings)	22410
Planner	22115
Planner Trainee	22107
Principal Air Pollution Control Engineer	20620
Principal Air Pollution Inspector	31360
Principal Chemical Engineer	20550
Principal Chemist (including specialties)	21835-37, 218350
Principal Civil Engineer (including specialties)	20250, 20260

Principal Electrical Engineer	20350
Principal Engineer	21130
Principal Illustrator	91460, 03818
Principal Mechanical Engineer	20450
Principal Physicist *	22030
Principal Planner	22130, 03816
Principal Research Scientist (Biological Sciences)	21770, 217700
Principal Urban Designer	22095
Project Coordinator	22421, 03718
Project Development Coordinator	22525
Project Development Coordinator Trainee	22504
Project Manager (Other than HHC)	22426
Project Manager (HHC only)	039710, 224260, 224270
Project Manager Intern	22425
Project Services Specialist	22526
Radio Repair Technician	00457, 004570
Research Scientist	21755
Safety Officer	31617, 05609, 316170
Safety Specialist	05799, 31310
Scientist (Radiation Control)	21516
Scientist (Water Ecology)	21538
Scientist (Water Ecology) Trainee	21537
Senior Air Pollution Control Engineer	20615
Senior Air Pollution Inspector	31335
Senior Architect (including specialties)	21225-26, 212250
Senior Automotive Specialist	20131
Senior Chemical Engineer	20525
Senior Chemist (including specialties)	21825-31
Senior Civil Engineer (including Specialist)	20225-32, 202250
Senior Electrical Engineer (including Specialist)	20325-29, 203250
Senior Engineer (Accounting)	20725
Senior Engineer (Safety)	20825
Senior Engineer (Cranes)	20234
Senior Engineer-Assessor	20920
Senior Engineering Technician (including specialties, JOP)	20114, 16, 09518, 03806
Senior Environmental Control Technician	90972
Senior Estimator (including specialties)	20126-28
Senior Geologist	21925
Senior Health Facilities Planner	22083, 220830
Senior Highway Transportation Specialist *	22325
Senior Hull & Machinery Inspector	33335
Senior Illustrator	91435, 914350
Senior Industrial Engineer	20625
Senior Landscape Architect	21325

Senior Mechanical Engineer (including specialties)	20425-28, 204250
Senior Meteorologist	21950
Senior Painting Inspector	32835
Senior Physicist (including specialties) *	22025-29, 220250, 60, 70
Senior Plan Examiner (Buildings)	22411
Senior Planner	22125, 03801
Senior Project Coordinator	22422
Senior Project Development Coordinator	22530
Senior Project Services Specialist	22531
Senior Scientist (Radiation Control)	21526
Senior Supervisor of Mechanical Installations	34235
Senior Traffic Control Inspector *	31735
Senior Urban Designer	22094
Senior Waterfront Construction Inspector	34535
Space Analyst *	80184
Superintendent of Construction*	34215, 03796, 342150
Superintendent of Construction and Repairs	91375
Supervising Air Pollution Inspector	31355
Supervising Environmental Control Technician	90973
Supervising Hull & Machinery Inspector	33355
Supervising Traffic Control Inspector *	31750
Supervisor of Building Maintenance (All Fields) *	91670-2
Supervisor of Diesel Engine Maintenance	91642
Supervisor of Electrical Installations	34220
Supervisor of Electrical Installations & Maintenance	34205
Supervisor of Mechanical Installations	34216
Supervisor of Mechanical Installations & Maintenance	34221
Surveyor	21015
Tax Map Cartographer	21006
Telemetric Systems Specialist	20238
Traffic Control Inspector	31715
Urban Archeologist	92248
Urban Designer	22093
Urban Designer Trainee	22090
Urban Technician	22100
Waterfront Construction Inspector	34515
Air Pollution Control Engineer *	20610

** Added to Certification No. 26-78 (as amended) on October 6, 2015 by 8 OCB2d 31 (BOC 2015).

*** Added to Certification No. 26-78 (as amended) on November 10, 2015 by 8 OCB2d 33 (BOC 2015).

UNIT "B"

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

Section 2.

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

ARTICLE II - DUES CHECKOFF

Section 1.

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

Section 2.

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

ARTICLE III - SALARIES

Section 1.

- a. This Article III is subject to the provisions, terms and conditions of the Alternative Career and Salary Pay Plan Regulations, dated March 15, 1967 as amended, except that the specific terms and conditions of this Article shall supersede any provisions of such Regulations inconsistent with this Agreement subject to the limitations of applicable provisions of law.

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

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

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

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

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

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

Section 2.

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

a. Effective March 3, 2010

i. Unit A (Engineering/Scientific)

<u>TITLE</u>	(1) Minimum	(2) Maximum
	<u>(a) Hiring Rate</u>	<u>(b) Incumbent Rate</u>
Air Pollution Control Engineer Level I	\$57,129	\$65,698
Air Pollution Control Engineer Level II	\$67,922	\$78,110
Air Pollution Control Engineer Level III	\$75,981	\$87,378
		\$103,007

Air Pollution Control Engineering Intern		See Section 2(a)(i)-Schedule B		
Air Pollution Control Engineering Trainee		\$41,592	\$47,831	Flat Rate
Air Pollution Inspector Level I	Hiring Rate	\$29,468		Flat Rate
	After 1 year	\$30,938		Flat Rate
	After 2 years	\$32,483		\$37,355
Air Pollution Inspector Level II		\$39,401	\$45,311	\$55,330
Architect (including specialties) Level I		\$57,129	\$65,698	\$82,737
Architect (including specialties) Level II		\$67,922	\$78,110	\$94,363
Architect (including specialties) Level III		\$75,981	\$87,378	\$103,007
Architectural Intern		See Section 2(a)(i)-Schedule B		
Architectural Specialist Level I		\$67,922	\$78,110	\$94,363
Architectural Specialist Level II		\$75,981	\$87,378	\$103,007
Asbestos Hazard Investigator		\$45,876	\$52,757	\$68,840
Assistant Air Pollution Control Engineer		\$48,126	\$55,345	\$72,212
Assistant Architect ²		\$48,126	\$55,345	\$72,212
Assistant Area Manager of School Maintenance		\$62,942	\$72,383	\$92,249
Assistant Chemical Engineer (DCAS Res 2012-5) ²		\$48,126	\$55,345	\$72,212
Assistant Chemist (including specialties)		\$44,623	\$51,317	\$65,345
Assistant Civil Engineer ²		\$48,126	\$55,345	\$72,212
Assistant Coordinator of Highway Transportation Studies		\$62,942	\$72,383	\$92,249
Assistant Director of Technical Services (Air Pollution Control)		\$71,220	\$81,903	\$93,593
Assistant Director of Technical Services (Emissions Inventory - Stationary Sources)		\$71,220	\$81,903	\$93,593
Assistant Electrical Engineer ²		\$48,126	\$55,345	\$72,212
Assistant Engineer (Accounting) ²		\$48,126	\$55,345	\$72,212
Assistant Engineering Technician (JOP) ⁵		\$31,937	\$36,728	\$41,566
Assistant Environmental Engineer		\$48,126	\$55,345	\$72,212
Assistant Geologist		\$48,126	\$55,345	\$72,212
Assistant Health Facilities Planner		\$50,304	\$57,850	\$75,382
Assistant Highway Transportation Specialist		\$41,592	\$47,831	\$61,188
Assistant Landscape Architect ²		\$48,126	\$55,345	\$72,212
Assistant Mechanical Engineer ²		\$48,126	\$55,345	\$72,212
Assistant Physicist (including specialties) ⁴		\$48,126	\$55,345	\$72,212
Assistant Plan Examiner (Buildings) ²		\$50,304	\$57,850	\$75,382
Assistant Planner		\$46,550	\$53,532	\$67,227
Assistant Project Coordinator		\$48,126	\$55,345	\$72,212
Assistant Project Development Coordinator ⁵		\$48,126	\$55,345	\$72,212
Assistant Project Manager		\$48,126	\$55,345	\$72,212
Assistant Project Services Specialist ⁵		\$48,126	\$55,345	\$72,212
Assistant Scientist (Radiation Control)		\$48,126	\$55,345	\$72,212
Assistant Signal Circuit Engineer ²		\$48,126	\$55,345	\$72,212
Assistant Space Analyst		\$48,126	\$55,345	\$72,212
Assistant Superintendent of Construction ⁵		\$48,126	\$55,345	\$72,212
Assistant Superintendent of Construction and Repairs		\$48,126	\$55,345	\$72,212
Assistant Supervisor of Electrical Installations		\$48,126	\$55,345	\$72,212
Assistant Supervisor of Mechanical Installations		\$48,126	\$55,345	\$72,212

Assistant Surveyor		\$57,129	\$65,698	\$82,737
Assistant Surveyor Trainee ³		\$48,126	\$55,345	\$58,867
Assistant Urban Designer		\$48,126	\$55,345	\$72,212
Associate Air Pollution Inspector Level I		\$44,013	\$50,615	\$61,974
Associate Air Pollution Inspector Level II		\$49,306	\$56,702	\$68,559
Associate Air Pollution Inspector Level III		\$54,608	\$62,799	\$75,159
Associate Chemist Level I (DCAS Res 2012-5)	Trainee Rate	\$38,104	\$43,820	Flat Rate
	After 1 year in title	\$44,623	\$51,317	\$65,345
Associate Chemist Level II ⁴		\$50,623	\$58,216	\$75,083
Associate Chemist Level III ⁴		\$60,052	\$69,060	\$84,922
Associate Chemist Level IV ⁴		\$65,873	\$75,754	\$100,047
Associate City Planner Level I		\$61,798	\$71,068	\$90,278
Associate City Planner Level II		\$65,873	\$75,754	\$100,047
Associate Engineering Technician Level I		\$41,318	\$47,516	\$60,872
Associate Engineering Technician Level II		\$47,275	\$54,366	\$65,886
Associate Graphic Artist		\$49,609	\$57,050	\$84,442
Associate Housing Development Specialist		\$62,942	\$72,383	\$92,249
Associate Landmarks Preservationist		\$56,779	\$65,296	\$79,498
Associate Project Manager Level I		\$57,129	\$65,698	\$82,737
Associate Project Manager Level II		\$62,942	\$72,383	\$92,249
Associate Project Manager Level III		\$75,981	\$87,378	\$103,007
Associate Space Analyst		\$57,129	\$65,698	\$82,737
Associate Urban Designer Level I		\$57,129	\$65,698	\$82,737
Associate Urban Designer Level II		\$62,942	\$72,383	\$92,249
Associate Urban Designer Level III		\$65,749	\$75,611	\$99,666
Automotive Specialist		\$57,129	\$65,698	\$82,737
Cartographer (Civil Defense)		\$39,263	\$45,152	\$57,519
Chemical, Biological & Radiological Officer (C.D.)		\$50,304	\$57,850	\$75,382
Chemical Engineer Level I		\$57,129	\$65,698	\$82,737
Chemical Engineer Level II		\$67,922	\$78,110	\$94,363
Chemical Engineer Level III		\$75,981	\$87,378	\$103,007
Chemical Engineering Intern		See Section 2(a)(i)-Schedule B		
Chemist (including specialties) (DCAS Res 2012-5) ⁵		\$50,623	\$58,216	\$75,083
Chemist Trainee		\$38,104	\$43,820	Flat Rate
Chief Supervisor of Mechanical Installations		\$62,942	\$72,383	\$92,249
City Planner Level I		\$46,550	\$53,532	\$67,227
City Planner Level II		\$54,981	\$63,228	\$80,937
City Planner Level III		\$61,798	\$71,068	\$90,278
City Planner Level IV		\$65,873	\$75,754	\$100,047
City Planning Technician		\$32,824	\$37,748	\$50,355
City Research Scientist Level I	Hiring Rate	\$54,080	Flat Rate	
	After 1 year	See Note 9	\$59,488	\$65,437
City Research Scientist Level II		\$63,662	\$73,212	\$79,899
City Research Scientist Level III		\$71,220	\$81,903	\$93,593
City Research Scientist Level IV-A		\$79,496	\$91,420	\$103,109

City Research Scientist Level IV-B	\$81,595	\$93,834	\$118,597
Civil Engineer (including specialties) Level I	\$57,129	\$65,698	\$82,737
Civil Engineer (including specialties) Level II	\$67,922	\$78,110	\$94,363
Civil Engineer (including specialties) Level III	\$75,981	\$87,378	\$103,007
Civil Engineering Drafter ⁵	\$41,592	\$47,831	\$61,188
Civil Engineering Intern	See Section 2(a)(i)-Schedule B		
Civil Engineering Trainee ⁵	\$41,592	\$47,831	Flat Rate
Community Planning Board Coordinator	\$37,959	\$43,653	\$52,665
Computer Facilities Maintainer (FISA)	\$48,126	\$55,345	\$72,212
Construction Management Assistant	\$40,427	\$46,491	\$59,852
Construction Manager (including specialties) ⁴	\$64,386	\$74,044	\$98,341
Construction Project Manager Level I	\$48,126	\$55,345	\$72,212
Construction Project Manager Level II	\$57,129	\$65,698	\$82,737
Construction Project Manager Level III	\$60,759	\$69,873	\$103,007
Construction Project Manager Intern	See Section 2(a)(i)-Schedule B		
Criminalist Level I - A		\$43,727	Flat Rate
Criminalist Level I - B		\$46,455	\$55,108
Criminalist Level II		\$55,593	\$76,493
Criminalist Level III		\$69,304	\$91,294
Criminalist Level IV		\$79,965	\$104,454
Director of Intersectional Traffic Control	\$62,942	\$72,383	\$92,249
Electrical Engineer (including specialties) Level I	\$57,129	\$65,698	\$82,737
Electrical Engineer (including specialties) Level II	\$67,922	\$78,110	\$94,363
Electrical Engineer (including specialties) Level III	\$75,981	\$87,378	\$103,007
Electrical Engineering Drafter ⁵	\$41,592	\$47,831	\$61,188
Electrical Engineering Intern	See Section 2(a)(i)-Schedule B		
Electrical Engineering Trainee ⁵	\$41,592	\$47,831	Flat Rate
Engineer (Accounting) (CE & S)	\$57,129	\$65,698	\$82,737
Engineer-Assessor (nl) specialties)	\$57,129	\$65,698	\$82,737
Engineer-Assessor (Utility)	\$57,129	\$65,698	\$82,737
Engineering Aide	\$41,592	\$47,831	\$61,188
Engineering Specialist Level I	\$67,922	\$78,110	\$94,363
Engineering Specialist Level II	\$75,981	\$87,378	\$103,007
Engineering Technician (including specialties) Level I	\$32,824	\$37,748	\$42,586
Engineering Technician (including specialties) Level II	\$35,508	\$40,834	\$50,355
Engineering Technician (including specialties) Level III	\$41,318	\$47,516	\$60,872
Engineering Technician (including specialties) Level IV	\$47,275	\$54,366	\$65,886
Engineering Technician Aide (JOP)	\$29,446	\$33,863	Flat Rate
Engineering Technician Trainee ³	\$28,755	\$33,068	\$34,720
Engineering Work Study Trainee	\$25,047	\$28,804	\$37,097
Environmental Control Technician ⁵	\$35,508	\$40,834	\$50,355
Environmental Engineer Level I	\$57,129	\$65,698	\$82,737
Environmental Engineer Level II	\$67,922	\$78,110	\$94,363
Environmental Engineer Level III	\$75,981	\$87,378	\$103,007
Environmental Engineering Intern	See Section 2(a)(i)-Schedule B		

Estimator (including specialties)		\$48,126	\$55,345	\$72,212
Forensic Analyst (OCME)		\$45,994	\$52,893	\$75,076
Forensic Scientist (OCME)		\$66,025	\$75,929	\$93,844
Forester Level I		\$36,610	\$42,101	\$51,953
Forester Level II		\$43,621	\$50,164	\$61,808
General Superintendent of Construction (including specialties) ⁵		\$60,759	\$69,873	\$89,082
General Superintendent of Construction and Repairs		\$60,759	\$69,873	\$89,082
General Superintendent of Building Maintenance (all fields)		\$57,129	\$65,698	\$82,737
Geologist Level I	Hiring Rate	\$41,592	\$47,831	Flat Rate
	After 1 Year in Title Minimum ¹⁰	\$48,126	\$55,345	\$72,212
Geologist Level II (DCAS Res 2011-16)		\$57,129	\$65,698	\$82,737
Geologist Trainee		\$41,592	\$47,831	Flat Rate
Graphic Artist Level I		\$38,443	\$44,209	\$60,241
Graphic Artist Level II		\$49,609	\$57,050	\$84,442
Health Facilities Planner		\$64,386	\$74,044	\$98,341
Highway Transportation Specialist Level I		\$48,126	\$55,345	\$72,212
Highway Transportation Specialist Level II		\$57,129	\$65,698	\$82,737
Highway Transportation Specialist Level III		\$62,942	\$72,383	\$92,249
Housing Development Specialist Level I		\$48,126	\$55,345	\$73,658
Housing Development Specialist Level II		\$57,129	\$65,698	\$84,391
Housing Development Specialist Trainee Level I		\$37,417	\$43,030	Flat Rate
Housing Development Specialist Trainee Level II		\$40,774	\$46,890	Flat Rate
Illustrator ⁵		\$36,070	\$41,481	\$48,080
Industrial Hygienist Level I		\$39,957	\$45,951	\$56,512
Industrial Hygienist Level II		\$47,251	\$54,339	\$63,506
Instrument Maker (Radiology)		\$48,126	\$55,345	\$72,212
Instrumentation Specialist Level I ⁶	See Note 6		\$45,229	Flat Rate
Instrumentation Specialist Level II ⁶	See Note 6		\$54,802	Flat Rate
Instrumentation Specialist Level III ⁶	See Note 6		\$63,047	Flat Rate
Instrumentation Specialist Level I ⁷	See Note 7		\$46,885	Flat Rate
Instrumentation Specialist Level II ⁷	See Note 7		\$57,024	Flat Rate
Instrumentation Specialist Level III ⁷	See Note 7		\$64,627	Flat Rate
Instrumentation Specialist Trainee (Entry Level) ⁸	See Note 8		\$31,524	Flat Rate
Instrumentation Specialist Trainee (After one year) ⁸	See Note 8		\$32,895	Flat Rate
Instrumentation Specialist Trainee (After two years) ⁸	See Note 8		\$41,117	Flat Rate
Junior Architect ⁵		\$41,592	\$47,831	\$61,188
Junior Chemist ⁵		\$38,104	\$43,820	\$52,140
Junior Civil Engineer ⁵		\$41,592	\$47,831	\$61,188
Junior Drafter ⁵		\$41,592	\$47,831	\$61,188
Junior Electrical Engineer ⁵		\$41,592	\$47,831	\$61,188
Junior Health Facilities Planner		\$41,592	\$47,831	\$61,188
Junior Mechanical Engineer ⁵		\$41,592	\$47,831	\$61,188
Landmarks Preservationist Level I		\$47,141	\$54,212	\$67,908
Landmarks Preservationist Level II		\$52,232	\$60,067	\$77,606
Landmarks Preservation Specialist		\$47,141	\$54,212	\$67,908

Landscape Architect Level I	\$57,129	\$65,698	\$82,737
Landscape Architect Level II	\$67,922	\$78,110	\$94,363
Landscape Architect Level III	\$75,981	\$87,378	\$103,007
Landscape Architect Intern	See Section 2(a)(i)-Schedule B		
Marine Electronics Technician	\$73,034	\$83,989	\$107,985
Mechanical Engineer (including specialties) Level I	\$57,129	\$65,698	\$82,737
Mechanical Engineer (including specialties) Level II	\$67,922	\$78,110	\$94,363
Mechanical Engineer (including specialties) Level III	\$75,981	\$87,378	\$103,007
Mechanical Engineering Drafter ⁵	\$41,592	\$47,831	\$61,188
Mechanical Engineering Intern	See Section 2(a)(i)-Schedule B		
Medical Equipment Repair Technician	\$32,826	\$37,750	\$49,330
Medical Equipment Specialist	\$43,769	\$50,334	\$64,364
Painting Inspector	\$39,401	\$45,311	\$55,330
Physicist Level I ⁴ (DCAS Res 2012-6)	\$48,126	\$55,345	\$72,212
Physicist Level II ⁴	\$57,129	\$65,698	\$82,737
Physicist Level III ⁴	\$62,942	\$72,383	\$92,249
Physicist (Electronics, Isotopes, Radiation)	\$57,129	\$65,698	\$82,737
Physicist Trainee	\$41,592	\$47,831	Flat Rate
Plan Examiner (Buildings)	\$59,309	\$68,205	\$86,240
Planner	\$54,981	\$63,228	\$80,937
Planner Trainee ⁵	\$41,592	\$47,831	Flat Rate
Principal Air Pollution Control Engineer ⁵	\$79,496	\$91,420	\$103,109
Principal Air Pollution Inspector	\$54,608	\$62,799	\$75,159
Principal Chemical Engineer ⁵	\$79,496	\$91,420	\$103,109
Principal Chemist (including specialties) ⁵	\$65,873	\$75,754	\$100,047
Principal Civil Engineer (including specialties) ⁵	\$79,496	\$91,420	\$103,109
Principal Electrical Engineer ⁵	\$79,496	\$91,420	\$103,109
Principal Engineer	\$79,496	\$91,420	\$103,109
Principal Illustrator ⁵	\$48,126	\$55,345	\$72,212
Principal Mechanical Engineer ⁵	\$79,496	\$91,420	\$103,109
Principal Physicist	\$64,386	\$74,044	\$98,341
Principal Planner	\$65,873	\$75,754	\$100,047
Principal Research Scientist (Biological Sciences)	\$79,496	\$91,420	\$103,109
Principal Urban Designer	\$69,132	\$79,502	\$115,016
Project Coordinator	\$57,129	\$65,698	\$82,737
Project Development Coordinator ⁵	\$57,129	\$65,698	\$82,737
Project Development Coordinator Trainee ⁵	\$41,592	\$47,831	Flat Rate
Project Manager (Other than HHC)	\$48,126	\$55,345	\$72,212
Project Manager (HHC only) Level I	\$48,126	\$55,345	\$72,212
Project Manager (HHC only) Level II	\$56,027	\$64,431	\$98,144
Project Manager Intern	\$43,452	\$49,970	Flat Rate
Project Services Specialist	\$57,129	\$65,698	\$82,737
Radio Repair Technician	\$35,478	\$40,800	\$45,968
Research Scientist Level I	\$63,663	\$73,212	\$79,899
Research Scientist Level II	\$71,220	\$81,903	\$93,593

Research Scientist Level III	\$79,496	\$91,420	\$103,109
Safety Officer	\$37,236	\$42,821	\$52,837
Safety Specialist	\$38,000	\$43,700	\$53,631
Scientist (Radiation Control) Level I	\$48,126	\$55,345	\$72,212
Scientist (Radiation Control) Level II	\$57,129	\$65,698	\$82,737
Scientist (Radiation Control) Level III	\$62,942	\$72,383	\$92,249
Scientist (Water Ecology) Level I	\$38,312	\$44,059	\$57,972
Scientist (Water Ecology) Level II	\$44,630	\$51,325	\$65,358
Scientist (Water Ecology) Level III	\$55,544	\$63,876	\$79,244
Scientist (Water Ecology) Trainee	\$29,393	\$38,022	Flat Rate
Senior Air Pollution Control Engineer ⁵	\$62,942	\$72,383	\$92,249
Senior Air Pollution Inspector	\$44,013	\$50,615	\$61,974
Senior Architect (including specialties) ⁵	\$62,942	\$72,383	\$92,249
Senior Automotive Specialist	\$62,942	\$72,383	\$92,249
Senior Chemical Engineer ⁵	\$62,942	\$72,383	\$92,249
Senior Chemist (including specialties)	\$60,052	\$69,060	\$84,922
Senior Civil Engineer (including specialties) ⁵	\$62,942	\$72,383	\$92,249
Senior Electrical Engineer (including specialties) ⁵	\$62,942	\$72,383	\$92,249
Senior Engineer (Accounting)	\$62,942	\$72,383	\$92,249
Senior Engineer (Safety) ⁵	\$62,942	\$72,383	\$92,249
Senior Engineer (Cranes) ⁵	\$62,942	\$72,383	\$92,249
Senior Engineer-Assessor ⁵	\$62,942	\$72,383	\$92,249
Senior Engineering Technician (including specialties, JOP) ⁵	\$41,318	\$47,516	\$60,872
Senior Environmental Control Technician	\$41,318	\$47,516	\$60,872
Senior Estimator (including specialties)	\$57,129	\$65,698	\$82,737
Senior Geologist	\$62,942	\$72,383	\$92,249
Senior Health Facilities Planner	\$71,547	\$82,279	\$106,676
Senior Highway Transportation Specialist	\$57,129	\$65,698	\$82,737
Senior Hull & Machinery Inspector	\$44,013	\$50,615	\$61,974
Senior Illustrator	\$39,263	\$45,152	\$57,519
Senior Industrial Engineer	\$62,942	\$72,383	\$92,249
Senior Landscape Architect ⁵	\$62,942	\$72,383	\$92,249
Senior Mechanical Engineer (including specialties)	\$62,942	\$72,383	\$92,249
Senior Meteorologist	\$43,769	\$50,334	\$64,364
Senior Painting Inspector	\$44,013	\$50,615	\$61,974
Senior Physicist (including specialties) ⁴	\$62,942	\$72,383	\$92,249
Senior Plan Examiner (Buildings)	\$64,386	\$74,044	\$98,341
Senior Planner ⁵	\$61,798	\$71,068	\$90,278
Senior Project Coordinator	\$62,942	\$72,383	\$92,249
Senior Project Development Coordinator ⁵	\$62,942	\$72,383	\$92,249
Senior Project Services Specialist ⁵	\$62,942	\$72,383	\$92,249
Senior Scientist (Radiation Control)	\$62,942	\$72,383	\$92,249
Senior Supervisor of Mechanical Installations	\$59,309	\$68,205	\$86,240
Senior Traffic Control Inspector	\$42,098	\$48,413	\$59,768
Senior Urban Designer ⁵	\$62,942	\$72,383	\$92,249

Senior Waterfront Construction Inspector	\$44,013	\$50,615	\$61,974
Space Analyst Level I	\$48,126	\$55,345	\$72,212
Space Analyst Level II	\$57,129	\$65,698	\$82,737
Superintendent of Construction ⁵	\$57,129	\$65,698	\$82,737
Superintendent of Construction and Repairs	\$57,129	\$65,698	\$82,737
Supervising Air Pollution Inspector	\$49,306	\$56,702	\$68,559
Supervising Environmental Control Technician	\$47,275	\$54,366	\$65,886
Supervising Hull & Machinery Inspector	\$48,421	\$55,684	\$67,542
Supervising Traffic Control Inspector	\$46,750	\$53,762	\$65,620
Supervisor of Building Maintenance (All Fields)	\$48,126	\$55,345	\$72,212
Supervisor of Diesel Engine Maintenance	\$55,535	\$63,865	\$79,228
Supervisor of Electrical Installations	\$57,129	\$65,698	\$82,737
Supervisor of Electrical Installations & Maintenance Level I	\$48,126	\$55,345	\$72,212
Supervisor of Electrical Installations & Maintenance Level II	\$57,129	\$65,698	\$82,737
Supervisor of Mechanical Installations	\$57,129	\$65,698	\$82,737
Supervisor of Mechanical Installations & Maintenance Level I	\$48,126	\$55,345	\$72,212
Supervisor of Mechanical Installations & Maintenance Level II	\$57,129	\$65,698	\$82,737
Supervisor of Mechanical Installations & Maintenance Level III	\$59,309	\$68,205	\$86,240
Supervisor of Mechanical Installations & Maintenance Level IV	\$62,942	\$72,383	\$92,249
Surveyor Level I - A	\$48,126	\$55,345	Flat Rate
Surveyor Level I - B	\$52,627	\$60,521	\$70,802
Surveyor Level II	\$57,129	\$65,698	\$82,737
Surveyor Level III	\$62,942	\$72,383	\$92,249
Tax Map Cartographer Level I-A	\$48,126	\$55,345	Flat Rate
Tax Map Cartographer Level I-B	\$52,627	\$60,521	\$70,802
Tax Map Cartographer Level II	\$57,129	\$65,698	\$82,737
Telemetric Systems Specialist	\$60,759	\$69,873	\$89,082
Traffic Control Inspector Level I	\$38,119	\$43,837	\$53,861
Traffic Control Inspector Level II	\$42,098	\$48,413	\$59,768
Traffic Control Inspector Level III	\$46,750	\$53,762	\$65,620
Urban Archeologist	\$44,389	\$51,047	\$69,581
Urban Designer ⁵	\$57,129	\$65,698	\$82,737
Urban Designer Trainee	\$41,592	\$47,831	Flat Rate
Urban Technician	\$32,824	\$37,748	\$50,355
Waterfront Construction Inspector	\$39,401	\$45,311	\$55,330

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

2. Upon completion of six months of satisfactory permanent service in the title, an employee shall be guaranteed a minimum salary equal to the then current applicable minimum hiring rate 1 plus an additional \$1,000. Upon completion of an additional eighteen (18) months of satisfactory permanent service in the title, the employee shall be guaranteed a minimum salary equal to the minimum incumbent rate in effect on the two year anniversary of the employee's original date of appointment to the applicable title, plus an additional \$1000.

3. Upon completion of one year of satisfactory service in the title, the maximum salary shall apply.

4. Each appointment to this position above the minimum hiring rate will be handled on a case by case basis.

5. For present incumbents only

6. Base salary schedule for all newly hired employees appointed to the title of Instrumentation Specialist on or after July 1, 2002. Note: employees appointed after July 1, 2002 remain in this salary schedule.

7. Base salary schedule for current incumbents appointed prior to July 1, 2002 and who were serving in the Environmental Control Technician title series since January 1, 2002.

8. Trainees advance into the salary schedule established for all newly hired employees appointed to the title of Instrumentation Specialist on or after July 1, 2002.

9. Upon completion of one year at Assignment Level I, employees shall be paid no less than the indicated minimum for incumbents at Assignment Level I that is in effect on their one year of service anniversaries.
10. Employees hired into City Service with less than two years of continuous City service shall be paid at least the Hiring Rate. After satisfactory completion of one year of training and service in the title of Geologist Level I, employees shall be paid no less than the "After One Year in Title Minimum" rate for Assignment Level I that is in effect on their one year anniversaries of appointment to Geologist. Upon completion of two years of City service, employees shall be paid at least the incumbent minimum for their assignment level.

SCHEDULE B

<u>TITLE</u>	<u>(1) Hiring Rate ¹</u>		<u>(2) Incumbent Rate</u>	
	(a) Minimum	(b) Maximum	(a) Minimum	(b) Maximum
Air Pollution Control Engineering Intern	\$43,349	\$48,991	\$49,851	\$52,496
Architectural Intern	\$43,349	\$48,991	\$49,851	\$52,496
Chemical Engineering Intern	\$43,349	\$48,991	\$49,851	\$52,496
Civil Engineering Intern	\$43,349	\$48,991	\$49,851	\$52,496
Construction Project Manager Intern	\$43,349		\$49,851	\$52,496
Electrical Engineering Intern	\$43,349	\$48,991	\$49,851	\$52,496
Environmental Engineering Intern	\$43,349	\$48,991	\$49,851	\$52,496
Landscape Architect Intern	\$43,349	\$48,991	\$49,851	\$52,496
Mechanical Engineering Intern	\$43,349	\$48,991	\$49,851	\$52,496

Note:

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

(ii) Unit B (Radio/TV)

<u>TITLE</u>	<u>(1) Minimum</u>		<u>(2) Maximum</u>
	(a) Hiring Rate ¹	(b) Incumbent Rate	
Associate Operations Communications Specialist Level I	\$40,212	\$46,244	\$51,695
Associate Operations Communications Specialist Level II	\$44,952	\$51,695	\$57,145
Director (TV) Level I	\$34,063	\$39,173	\$43,857
Director (TV) Level II	\$41,664	\$47,914	\$59,932
Film Editor	\$34,254	\$39,392	\$46,491
Film Manager	\$49,433	\$56,848	\$67,875
Operations Communications Specialist Level I	\$33,803	\$38,873	\$45,545
Operations Communications Specialist Level II	\$39,604	\$45,545	\$52,219
Program Announcer Level I	\$36,144	\$41,566	\$54,424
Program Announcer Level II	\$40,427	\$46,491	\$59,771
Program Producer Level I	\$35,197	\$40,477	\$48,493

Program Producer Level II	\$49,433	\$56,848	\$67,875
Program Producer Level III	\$56,982	\$65,529	\$78,898
Radio & TV Operator Level I	\$29,644	\$34,091	\$43,555
Radio & TV Operator Level II	\$36,144	\$41,566	\$54,424
Radio & TV Operator Level III	\$40,427	\$46,491	\$59,771
Supervisor of Radio & TV Operators Level I	\$49,433	\$56,848	\$67,875
Supervisor of Radio & TV Operators Level II	\$56,982	\$65,529	\$78,898
Supervisor of Radio Production	\$51,390	\$59,099	\$68,567
Television Equipment Operator	\$34,254	\$39,392	\$46,491
Television Lighting Technician	\$34,254	\$39,392	\$46,491

Note:

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

b. Effective September 3, 2011

i. Unit A (Engineering/Scientific)

<u>TITLE</u>		(1) Minimum	(2) Maximum
		<u>(a) Hiring Rate¹</u>	<u>(b) Incumbent Rate</u>
Air Pollution Control Engineer Level I		\$57,700	\$66,355
Air Pollution Control Engineer Level II		\$68,601	\$78,891
Air Pollution Control Engineer Level III		\$76,741	\$88,252
Air Pollution Control Engineering Intern		See Section 2(b)(i)-Schedule B	
Air Pollution Control Engineering Trainee		\$42,008	\$48,309
Air Pollution Inspector Level I	Hiring Rate	\$29,763	Flat Rate
	After 1 year	\$31,247	Flat Rate
	After 2 years	\$32,808	\$37,729
Air Pollution Inspector Level II		\$39,795	\$45,764
Architect (including specialties) Level I		\$57,700	\$66,355
Architect (including specialties) Level II		\$68,601	\$78,891
Architect (including specialties) Level III		\$76,741	\$88,252
Architectural Intern		See Section 2(b)(i)-Schedule B	
Architectural Specialist Level I		\$68,601	\$78,891
Architectural Specialist Level II		\$76,741	\$88,252
Asbestos Hazard Investigator		\$46,335	\$53,285
Assistant Air Pollution Control Engineer		\$48,607	\$55,898
Assistant Architect ²		\$48,607	\$55,898
Assistant Area Manager of School Maintenance		\$63,571	\$73,107
Assistant Chemical Engineer (DCAS Res 2012-5) ²		\$48,607	\$55,898
Assistant Chemist (including specialties)		\$45,070	\$51,830
Assistant Civil Engineer ²		\$48,607	\$55,898
Assistant Coordinator of Highway Transportation Studies		\$63,571	\$73,107

Assistant Director of Technical Services (Air Pollution Control)	\$71,932	\$82,722	\$94,529
Assistant Director of Technical Services (Emissions Inventory - Stationary Sources)	\$71,932	\$82,722	\$94,529
Assistant Electrical Engineer ²	\$48,607	\$55,898	\$72,934
Assistant Engineer (Accounting) ²	\$48,607	\$55,898	\$72,934
Assistant Engineering Technician (JOP) ³	\$32,257	\$37,095	\$41,982
Assistant Environmental Engineer	\$48,607	\$55,898	\$72,934
Assistant Geologist	\$48,607	\$55,898	\$72,934
Assistant Health Facilities Planner	\$50,808	\$58,429	\$76,136
Assistant Highway Transportation Specialist	\$42,008	\$48,309	\$61,800
Assistant Landscape Architect ²	\$48,607	\$55,898	\$72,934
Assistant Mechanical Engineer ²	\$48,607	\$55,898	\$72,934
Assistant Physicist (including specialties) ⁴	\$48,607	\$55,898	\$72,934
Assistant Plan Examiner (Buildings) ²	\$50,808	\$58,429	\$76,136
Assistant Planner	\$47,015	\$54,067	\$67,899
Assistant Project Coordinator	\$48,607	\$55,898	\$72,934
Assistant Project Development Coordinator ⁵	\$48,607	\$55,898	\$72,934
Assistant Project Manager	\$48,607	\$55,898	\$72,934
Assistant Project Services Specialist ⁵	\$48,607	\$55,898	\$72,934
Assistant Scientist (Radiation Control)	\$48,607	\$55,898	\$72,934
Assistant Signal Circuit Engineer ²	\$48,607	\$55,898	\$72,934
Assistant Space Analyst	\$48,607	\$55,898	\$72,934
Assistant Superintendent of Construction ⁵	\$48,607	\$55,898	\$72,934
Assistant Superintendent of Construction and Repairs	\$48,607	\$55,898	\$72,934
Assistant Supervisor of Electrical Installations	\$48,607	\$55,898	\$72,934
Assistant Supervisor of Mechanical Installations	\$48,607	\$55,898	\$72,934
Assistant Surveyor	\$57,700	\$66,355	\$83,564
Assistant Surveyor Trainee ³	\$48,607	\$55,898	\$59,456
Assistant Urban Designer	\$48,607	\$55,898	\$72,934
Associate Air Pollution Inspector Level I	\$44,453	\$51,121	\$62,594
Associate Air Pollution Inspector Level II	\$49,799	\$57,269	\$69,245
Associate Air Pollution Inspector Level III	\$55,154	\$63,427	\$75,911
Associate Chemist Level I (DCAS Res 2012-5)	Trainee Rate \$38,485	\$44,258	Flat Rate
	After 1 year in title \$45,070	\$51,830	\$65,998
Associate Chemist Level II ⁴	\$51,129	\$58,798	\$75,834
Associate Chemist Level III ⁴	\$60,653	\$69,751	\$85,771
Associate Chemist Level IV ⁴	\$66,532	\$76,512	\$101,047
Associate City Planner Level I	\$62,417	\$71,779	\$91,181
Associate City Planner Level II	\$66,532	\$76,512	\$101,047
Associate Engineering Technician Level I	\$41,731	\$47,991	\$61,481
Associate Engineering Technician Level II	\$47,748	\$54,910	\$66,545
Associate Graphic Artist	\$50,105	\$57,621	\$85,286
Associate Housing Development Specialist	\$63,571	\$73,107	\$93,171
Associate Landmarks Preservationist	\$57,347	\$65,949	\$80,293
Associate Project Manager Level I	\$57,700	\$66,355	\$83,564
Associate Project Manager Level II	\$63,571	\$73,107	\$93,171

Associate Project Manager Level III		\$76,741	\$88,252	\$104,037
Associate Space Analyst		\$57,700	\$66,355	\$83,564
Associate Urban Designer Level I		\$57,700	\$66,355	\$83,564
Associate Urban Designer Level II		\$63,571	\$73,107	\$93,171
Associate Urban Designer Level III		\$66,406	\$76,367	\$100,663
Automotive Specialist		\$57,700	\$66,355	\$83,564
Cartographer (Civil Defense)		\$39,656	\$45,604	\$58,094
Chemical, Biological & Radiological Officer (C.D.)		\$50,808	\$58,429	\$76,136
Chemical Engineer Level I		\$57,700	\$66,355	\$83,564
Chemical Engineer Level II		\$68,601	\$78,891	\$95,307
Chemical Engineer Level III		\$76,741	\$88,252	\$104,037
Chemical Engineering Intern		See Section 2(b)(i)-Schedule B		
Chemist (including specialties) (DCAS Res 2012-5) ⁵		\$51,129	\$58,798	\$75,834
Chemist Trainee		\$38,485	\$44,258	Flat Rate
Chief Supervisor of Mechanical Installations		\$63,571	\$73,107	\$93,171
City Planner Level I		\$47,015	\$54,067	\$67,899
City Planner Level II		\$55,530	\$63,860	\$81,746
City Planner Level III		\$62,417	\$71,779	\$91,181
City Planner Level IV		\$66,532	\$76,512	\$101,047
City Planning Technician		\$33,152	\$38,125	\$50,859
City Research Scientist Level I	Hiring Rate	\$54,621	Flat Rate	
	After 1 year	See Note 9	\$60,083	\$66,091
City Research Scientist Level II		\$64,299	\$73,944	\$80,698
City Research Scientist Level III		\$71,932	\$82,722	\$94,529
City Research Scientist Level IV-A		\$80,290	\$92,334	\$104,140
City Research Scientist Level IV-B		\$82,410	\$94,772	\$119,783
Civil Engineer (including specialties) Level I		\$57,700	\$66,355	\$83,564
Civil Engineer (including specialties) Level II		\$68,601	\$78,891	\$95,307
Civil Engineer (including specialties) Level III		\$76,741	\$88,252	\$104,037
Civil Engineering Drafter ⁵		\$42,008	\$48,309	\$61,800
Civil Engineering Intern		See Section 2(b)(i)-Schedule B		
Civil Engineering Trainee ⁵		\$42,008	\$48,309	Flat Rate
Community Planning Board Coordinator		\$38,339	\$44,090	\$53,192
Computer Facilities Maintainer (FISA)		\$48,607	\$55,898	\$72,934
Construction Management Assistant		\$40,831	\$46,956	\$60,451
Construction Manager (including specialties) ⁵		\$65,030	\$74,784	\$99,324
Construction Project Manager Level I		\$48,607	\$55,898	\$72,934
Construction Project Manager Level II		\$57,700	\$66,355	\$83,564
Construction Project Manager Level III		\$61,367	\$70,572	\$104,037
Construction Project Manager Intern		See Section 2(b)(i)-Schedule B		
Criminalist Level I - A			\$44,164	Flat Rate
Criminalist Level I - B			\$46,920	\$55,659
Criminalist Level II			\$56,149	\$77,258
Criminalist Level III			\$69,997	\$92,207
Criminalist Level IV			\$80,765	\$105,499

Director of Intersectional Traffic Control		\$63,571	\$73,107	\$93,171
Electrical Engineer (including specialties) Level I		\$57,700	\$66,355	\$83,564
Electrical Engineer (including specialties) Level II		\$68,601	\$78,891	\$95,307
Electrical Engineer (including specialties) Level III		\$76,741	\$88,252	\$104,037
Electrical Engineering Drafter ⁵		\$42,008	\$48,309	\$61,800
Electrical Engineering Intern		See Section 2(b)(i)-Schedule B		
Electrical Engineering Trainee ⁵		\$42,008	\$48,309	Flat Rate
Engineer (Accounting) (CE & S)		\$57,700	\$66,355	\$83,564
Engineer-Assessor (all specialties)		\$57,700	\$66,355	\$83,564
Engineer-Assessor (Utility)		\$57,700	\$66,355	\$83,564
Engineering Aide		\$42,008	\$48,309	\$61,800
Engineering Specialist Level I		\$68,601	\$78,891	\$95,307
Engineering Specialist Level II		\$76,741	\$88,252	\$104,037
Engineering Technician (including specialties) Level I		\$33,152	\$38,125	\$43,012
Engineering Technician (including specialties) Level II		\$35,863	\$41,242	\$50,859
Engineering Technician (including specialties) Level III		\$41,731	\$47,991	\$61,481
Engineering Technician (including specialties) Level IV		\$47,748	\$54,910	\$66,545
Engineering Technician Aide (JOP)		\$29,741	\$34,202	Flat Rate
Engineering Technician Trainee ³		\$29,043	\$33,399	\$35,067
Engineering Work Study Trainee		\$25,297	\$29,092	\$37,468
Environmental Control Technician ⁵		\$35,863	\$41,242	\$50,859
Environmental Engineer Level I		\$57,700	\$66,355	\$83,564
Environmental Engineer Level II		\$68,601	\$78,891	\$95,307
Environmental Engineer Level III		\$76,741	\$88,252	\$104,037
Environmental Engineering Intern		See Section 2(b)(i)-Schedule B		
Estimator (including specialties)		\$48,607	\$55,898	\$72,934
Forensic Analyst (OCME)		\$46,454	\$53,422	\$75,827
Forensic Scientist (OCME)		\$66,685	\$76,688	\$94,782
Forester Level I		\$36,976	\$42,522	\$52,473
Forester Level II		\$43,621	\$50,164	\$61,808
General Superintendent of Construction (including specialties) ⁵		\$61,367	\$70,572	\$89,973
General Superintendent of Construction and Repairs		\$61,367	\$70,572	\$89,973
General Superintendent of Building Maintenance (all fields)		\$57,700	\$66,355	\$83,564
Geologist Level I (DCAS Res 2011-16)	Hiring Rate	\$42,008	\$48,309	Flat Rate
	After 1 Year in Title Minimum ¹⁰	\$48,607	\$55,898	\$72,934
Geologist Level II		\$57,700	\$66,355	\$83,564
Geologist Trainee		\$42,008	\$48,309	Flat Rate
Graphic Artist Level I		\$38,827	\$44,651	\$60,843
Graphic Artist Level II		\$50,105	\$57,621	\$85,286
Health Facilities Planner		\$65,030	\$74,784	\$99,324
Highway Transportation Specialist Level I		\$48,607	\$55,898	\$72,934
Highway Transportation Specialist Level II		\$57,700	\$66,355	\$83,564
Highway Transportation Specialist Level III		\$63,571	\$73,107	\$93,171
Housing Development Specialist Level I		\$48,607	\$55,898	\$74,395
Housing Development Specialist Level II		\$57,700	\$66,355	\$85,235

Housing Development Specialist Trainee Level I	\$37,791	\$43,460	Flat Rate
Housing Development Specialist Trainee Level II	\$41,182	\$47,359	Flat Rate
Illustrator ⁵	\$36,431	\$41,896	\$48,561
Industrial Hygienist Level I	\$39,957	\$45,951	\$57,077
Industrial Hygienist Level II	\$47,251	\$54,339	\$64,141
Instrument Maker (Radiology)	\$48,607	\$55,898	\$72,934
Instrumentation Specialist Level I ⁶	See Note 6	\$45,681	Flat Rate
Instrumentation Specialist Level II ⁶	See Note 6	\$55,350	Flat Rate
Instrumentation Specialist Level III ⁶	See Note 6	\$63,677	Flat Rate
Instrumentation Specialist Level I ⁷	See Note 7	\$47,354	Flat Rate
Instrumentation Specialist Level II ⁷	See Note 7	\$57,594	Flat Rate
Instrumentation Specialist Level III ⁷	See Note 7	\$65,273	Flat Rate
Instrumentation Specialist Trainee (Entry Level) ⁸	See Note 8	\$31,839	Flat Rate
Instrumentation Specialist Trainee (After one year) ⁸	See Note 8	\$33,224	Flat Rate
Instrumentation Specialist Trainee (After two years) ⁸	See Note 8	\$41,528	Flat Rate
Junior Architect ⁵	\$42,008	\$48,309	\$61,800
Junior Chemist ⁵	\$38,485	\$44,258	\$52,661
Junior Civil Engineer ⁵	\$42,008	\$48,309	\$61,800
Junior Drafter ⁵	\$42,008	\$48,309	\$61,800
Junior Electrical Engineer ⁵	\$42,008	\$48,309	\$61,800
Junior Health Facilities Planner	\$42,008	\$48,309	\$61,800
Junior Mechanical Engineer ⁵	\$42,008	\$48,309	\$61,800
Landmarks Preservationist Level I	\$47,612	\$54,754	\$68,587
Landmarks Preservationist Level II	\$52,232	\$60,067	\$78,382
Landmarks Preservation Specialist	\$47,612	\$54,754	\$68,587
Landscape Architect Level I	\$57,700	\$66,355	\$83,564
Landscape Architect Level II	\$68,601	\$78,891	\$95,307
Landscape Architect Level III	\$76,741	\$88,252	\$104,037
Landscape Architect Intern	See Section 2(b)(i)-Schedule B		
Marine Electronics Technician	\$73,764	\$84,829	\$109,065
Mechanical Engineer (including specialties) Level I	\$57,700	\$66,355	\$83,564
Mechanical Engineer (including specialties) Level II	\$68,601	\$78,891	\$95,307
Mechanical Engineer (including specialties) Level III	\$76,741	\$88,252	\$104,037
Mechanical Engineering Drafter ⁵	\$42,008	\$48,309	\$61,800
Mechanical Engineering Intern	See Section 2(b)(i)-Schedule B		
Medical Equipment Repair Technician	\$33,155	\$38,128	\$49,823
Medical Equipment Specialist	\$44,206	\$50,837	\$65,008
Painting Inspector	\$39,795	\$45,764	\$55,883
Physicist Level I ⁴ (DCAS Res 2012-6)	\$48,607	\$55,898	\$72,934
Physicist Level II ⁴	\$57,700	\$66,355	\$83,564
Physicist Level III ⁴	\$63,571	\$73,107	\$93,171
Physicist (Electronics, Isotopes, Radiation)	\$57,700	\$66,355	\$83,564
Physicist Trainee	\$42,008	\$48,309	Flat Rate
Plan Examiner (Buildings)	\$59,902	\$68,887	\$87,102
Planner	\$55,530	\$63,860	\$81,746

Planner Trainee ⁵	\$42,008	\$48,309	Flat Rate
Principal Air Pollution Control Engineer ⁵	\$80,290	\$92,334	\$104,140
Principal Air Pollution Inspector	\$55,154	\$63,427	\$75,911
Principal Chemical Engineer ⁵	\$80,290	\$92,334	\$104,140
Principal Chemist (including specialties) ⁵	\$66,532	\$76,512	\$101,047
Principal Civil Engineer (including specialties) ⁵	\$80,290	\$92,334	\$104,140
Principal Electrical Engineer ⁵	\$80,290	\$92,334	\$104,140
Principal Engineer	\$80,290	\$92,334	\$104,140
Principal Illustrator ⁵	\$48,607	\$55,898	\$72,934
Principal Mechanical Engineer ⁵	\$80,290	\$92,334	\$104,140
Principal Physicist	\$65,030	\$74,784	\$99,324
Principal Planner	\$66,532	\$76,512	\$101,047
Principal Research Scientist (Biological Sciences)	\$80,290	\$92,334	\$104,140
Principal Urban Designer	\$69,823	\$80,297	\$116,166
Project Coordinator	\$57,700	\$66,355	\$83,564
Project Development Coordinator ⁵	\$57,700	\$66,355	\$83,564
Project Development Coordinator Trainee ⁵	\$42,008	\$48,309	Flat Rate
Project Manager (Other than HHC)	\$48,607	\$55,898	\$72,934
Project Manager (HHC only) Level I	\$48,607	\$55,898	\$72,934
Project Manager (HHC only) Level II	\$56,587	\$65,075	\$99,125
Project Manager Intern	\$43,887	\$50,470	Flat Rate
Project Services Specialist	\$57,700	\$66,355	\$83,564
Radio Repair Techniciann	\$35,833	\$41,208	\$46,428
Research Scientist Level I	\$64,229	\$73,944	\$80,698
Research Scientist Level II	\$71,932	\$82,722	\$94,529
Research Scientist Level III	\$80,290	\$92,334	\$104,140
Safety Officer	\$37,608	\$43,249	\$53,365
Safety Specialist	\$38,380	\$44,137	\$54,167
Scientist (Radiation Control) Level I	\$48,607	\$55,898	\$72,934
Scientist (Radiation Control) Level II	\$57,700	\$66,355	\$83,564
Scientist (Radiation Control) Level III	\$63,571	\$73,107	\$93,171
Scientist (Water Ecology) Level I	\$38,696	\$44,500	\$58,552
Scientist (Water Ecology) Level II	\$45,077	\$51,838	\$66,012
Scientist (Water Ecology) Level III	\$56,100	\$64,515	\$80,036
Scientist (Water Ecology) Trainee	\$33,393	\$38,402	Flat Rate
Senior Air Pollution Control Engineer ⁵	\$63,571	\$73,107	\$93,171
Senior Air Pollution Inspector	\$44,453	\$51,121	\$62,594
Senior Architect (including specialties) ⁵	\$63,571	\$73,107	\$93,171
Senior Automotive Specialist	\$63,571	\$73,107	\$93,171
Senior Chemical Engineer ⁵	\$63,571	\$73,107	\$93,171
Senior Chemist (including specialties)	\$60,653	\$69,751	\$85,771
Senior Civil Engineer (including specialties) ⁵	\$63,571	\$73,107	\$93,171
Senior Electrical Engineer (including specialties) ⁵	\$63,571	\$73,107	\$93,171
Senior Engineer (Accounting)	\$63,571	\$73,107	\$93,171
Senior Engineer (Safety) ⁵	\$63,571	\$73,107	\$93,171

Senior Engineer (Cranes) ⁵	\$63,571	\$73,107	\$93,171
Senior Engineer-Assessor ⁵	\$63,571	\$73,107	\$93,171
Senior Engineering Technician (including specialties, JOP) ⁵	\$41,731	\$47,991	\$61,481
Senior Environmental Control Technician	\$41,731	\$47,991	\$61,481
Senior Estimator (including specialties)	\$57,700	\$66,355	\$83,564
Senior Geologist	\$63,571	\$73,107	\$93,171
Senior Health Facilities Planner	\$72,263	\$83,102	\$107,743
Senior Highway Transportation Specialist	\$57,700	\$66,355	\$83,564
Senior Hull & Machinery Inspector	\$44,453	\$51,121	\$62,594
Senior Illustrator	\$39,656	\$45,604	\$58,094
Senior Industrial Engineer	\$63,571	\$73,107	\$93,171
Senior Landscape Architect ⁵	\$63,571	\$73,107	\$93,171
Senior Mechanical Engineer (including specialties)	\$63,571	\$73,107	\$93,171
Senior Meteorologist	\$44,206	\$50,837	\$65,008
Senior Painting Inspector	\$44,453	\$51,121	\$62,594
Senior Physicist (including specialties) ⁴	\$63,571	\$73,107	\$93,171
Senior Plan Examiner (Buildings)	\$65,030	\$74,784	\$99,324
Senior Planner ⁵	\$62,417	\$71,779	\$91,181
Senior Project Coordinator	\$63,571	\$73,107	\$93,171
Senior Project Development Coordinator ⁵	\$63,571	\$73,107	\$93,171
Senior Project Services Specialist ⁵	\$63,571	\$73,107	\$93,171
Senior Scientist (Radiation Control)	\$63,571	\$73,107	\$93,171
Senior Supervisor of Mechanical Installations	\$59,902	\$68,887	\$87,102
Senior Traffic Control Inspector	\$42,519	\$48,897	\$60,366
Senior Urban Designer ⁵	\$63,571	\$73,107	\$93,171
Senior Waterfront Construction Inspector	\$44,453	\$51,121	\$62,594
Space Analyst Level I	\$48,607	\$55,898	\$72,934
Space Analyst Level II	\$57,700	\$66,355	\$83,564
Superintendent of Construction ⁵	\$57,700	\$66,355	\$83,564
Superintendent of Construction and Repairs	\$57,700	\$66,355	\$83,564
Supervising Air Pollution Inspector	\$49,799	\$57,269	\$69,245
Supervising Environmental Control Technician	\$47,748	\$54,910	\$66,545
Supervising Hull & Machinery Inspector	\$48,905	\$56,241	\$68,217
Supervising Traffic Control Inspector	\$47,217	\$54,300	\$66,276
Supervisor of Building Maintenance (All Fields)	\$48,607	\$55,898	\$72,934
Supervisor of Diesel Engine Maintenance	\$56,090	\$64,504	\$80,020
Supervisor of Electrical Installations	\$57,700	\$66,355	\$83,564
Supervisor of Electrical Installations & Maintenance Level I	\$48,607	\$55,898	\$72,934
Supervisor of Electrical Installations & Maintenance Level II	\$57,700	\$66,355	\$83,564
Supervisor of Mechanical Installations	\$57,700	\$66,355	\$83,564
Supervisor of Mechanical Installations & Maintenance Level I	\$48,607	\$55,898	\$72,934
Supervisor of Mechanical Installations & Maintenance Level II	\$57,700	\$66,355	\$83,564
Supervisor of Mechanical Installations & Maintenance Level III	\$59,902	\$68,887	\$87,102
Supervisor of Mechanical Installations & Maintenance Level IV	\$63,571	\$73,107	\$93,171
Surveyor Level I - A	\$48,607	\$55,898	Flat Rate

Surveyor Level I - B	\$53,153	\$61,126	\$71,510
Surveyor Level II	\$57,700	\$66,355	\$83,564
Surveyor Level III	\$63,571	\$73,107	\$93,171
Tax Map Cartographer Level I-A	\$48,607	\$55,898	Flat Rate
Tax Map Cartographer Level I-B	\$53,153	\$61,126	\$71,510
Tax Map Cartographer Level II	\$57,700	\$66,355	\$83,564
Telemetric Systems Specialist	\$61,367	\$70,572	\$89,973
Traffic Control Inspector Level I	\$38,500	\$44,275	\$54,400
Traffic Control Inspector Level II	\$42,519	\$48,897	\$60,366
Traffic Control Inspector Level III	\$47,217	\$54,300	\$66,276
Urban Archeologist	\$44,832	\$51,557	\$70,277
Urban Designer ⁵	\$57,700	\$66,355	\$83,564
Urban Designer Trainee	\$42,008	\$48,309	Flat Rate
Urban Technician	\$33,152	\$38,125	\$50,859
Waterfront Construction Inspector	\$39,795	\$45,764	\$55,883

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

2. Upon completion of six months of satisfactory permanent service in the title, an employee shall be guaranteed a minimum salary equal to the then current applicable minimum hiring rate I plus an additional \$1,000. Upon completion of an additional eighteen (18) months of satisfactory permanent service in the title, the employee shall be guaranteed a minimum salary equal to the minimum incumbent rate in effect on the two year anniversary of the employee's original date of appointment to the applicable title, plus an additional \$1000.

3. Upon completion of one year of satisfactory service in the title, the maximum salary shall apply

4. Each appointment to this position above the minimum hiring rate will be handled on a case by case basis.

5. For present incumbents only.

6. Base salary schedule for all newly hired employees appointed to the title of Instrumentation Specialist on or after July 1, 2002. Note: employees appointed after July 1, 2002 remain in this salary schedule.

7. Base salary schedule for current incumbents appointed prior to July 1, 2002 and who were serving in the Environmental Control Technician title series since January 1, 2002.

8. Trainees advance into the salary schedule established for all newly hired employees appointed to the title of Instrumentation Specialist on or after July 1, 2002.

9. Upon completion of one year at Assignment Level I, employees shall be paid no less than the indicated minimum for incumbents at Assignment Level I that is in effect on their one year of service anniversaries.

10. Employees hired into City Service with less than two years of continuous City service shall be paid at least the Hiring Rate. After satisfactory completion of one year of training and service in the title of Geologist Level I, employees shall be paid no less than the "After One Year in Title Minimum" rate for Assignment Level I that is in effect on their one year anniversaries of appointment to Geologist. Upon completion of two years of City service, employees shall be paid at least the incumbent minimum for their assignment level.

SCHEDULE B

<u>TITLE</u>	<u>(1) Hiring Rate ¹</u>		<u>(2) Incumbent Rate</u>	
	(a) Minimum	(b) Maximum	(a) Minimum	(b) Maximum
Air Pollution Control Engineering Intern	\$43,783	\$49,481	\$50,350	\$53,021
Architectural Intern	\$43,783	\$49,481	\$50,350	\$53,021
Chemical Engineering Intern	\$43,783	\$49,481	\$50,350	\$53,021
Civil Engineering Intern	\$43,783	\$49,481	\$50,350	\$53,021
Construction Project Manager Intern	\$43,783		\$50,350	\$53,021
Electrical Engineering Intern	\$43,783	\$49,481	\$50,350	\$53,021
Environmental Engineering Intern	\$43,783	\$49,481	\$50,350	\$53,021
Landscape Architect Intern	\$43,783	\$49,481	\$50,350	\$53,021
Mechanical Engineering Intern	\$43,783	\$49,481	\$50,350	\$53,021

Note:

1. Upon completion of six months of satisfactory permanent service in the title, the maximum hiring rate salary shall apply. Upon completion of an

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

(ii) Unit B (Radio/TV)

TITLE	(1) Minimum		(2) Maximum
	(a) Hiring Rate ¹	(b) Incumbent Rate	
Associate Operations Communications Specialist Level I	\$40,614	\$46,706	\$52,212
Associate Operations Communications Specialist Level II	\$45,402	\$52,212	\$57,716
Director (TV) Level I	\$34,404	\$39,565	\$44,296
Director (TV) Level II	\$42,081	\$48,393	\$60,531
Film Editor	\$34,597	\$39,786	\$46,956
Film Manager	\$49,927	\$57,416	\$68,554
Operations Communications Specialist Level I	\$34,141	\$39,262	\$46,000
Operations Communications Specialist Level II	\$40,000	\$46,000	\$52,741
Program Announcer Level I	\$36,506	\$41,982	\$54,968
Program Announcer Level II	\$40,831	\$46,956	\$60,369
Program Producer Level I	\$35,550	\$40,882	\$48,978
Program Producer Level II	\$49,927	\$57,416	\$68,554
Program Producer Level III	\$57,551	\$66,184	\$79,687
Radio & TV Operator Level I	\$29,941	\$34,432	\$43,991
Radio & TV Operator Level II	\$36,506	\$41,982	\$54,968
Radio & TV Operator Level III	\$40,831	\$46,956	\$60,369
Supervisor of Radio & TV Operators Level I	\$49,927	\$57,416	\$68,554
Supervisor of Radio & TV Operators Level II	\$57,551	\$66,184	\$79,687
Supervisor of Radio Production	\$51,904	\$59,690	\$69,253
Television Equipment Operator	\$34,597	\$39,786	\$46,956
Television Lighting Technician	\$34,597	\$39,786	\$46,956

Note:

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

c. Effective September 3, 2012

i. Unit A (Engineering/Scientific)

<u>TITLE</u>	(1) Minimum	(2) Maximum
	<u>(a) Hiring Rate¹</u>	<u>(b) Incumbent Rate</u>
Air Pollution Control Engineer Level I	\$58,277	\$67,019
Air Pollution Control Engineer Level II	\$69,287	\$79,680
Air Pollution Control Engineer Level III	\$77,509	\$89,135
Air Pollution Control Engineering Intern	See Section 2(c)(i)-Schedule B	
Air Pollution Control Engineering Trainee	\$42,428	\$48,792
Air Pollution Inspector Level I	Hiring Rate \$30,061	Flat Rate
	After 1 year \$31,559	Flat Rate
	After 2 years \$33,136	\$38,106
Air Pollution Inspector Level II	\$40,193	\$46,222
Architect (including specialties) Level I	\$58,277	\$67,019
Architect (including specialties) Level II	\$69,287	\$79,680
Architect (including specialties) Level III	\$77,509	\$89,135
Architectural Intern	See Section 2(c)(i)-Schedule B	
Architectural Specialist Level I	\$69,287	\$79,680
Architectural Specialist Level II	\$77,509	\$89,135
Asbestos Hazard Investigator	\$46,798	\$53,818
Assistant Air Pollution Control Engineer	\$49,093	\$56,457
Assistant Architect ²	\$49,093	\$56,457
Assistant Area Manager of School Maintenance	\$64,207	\$73,838
Assistant Chemical Engineer (DCAS Res 2012-5) ²	\$49,093	\$56,457
Assistant Chemist (including specialties)	\$45,520	\$52,348
Assistant Civil Engineer ²	\$49,093	\$56,457
Assistant Coordinator of Highway Transportation Studies	\$64,207	\$73,838
Assistant Director of Technical Services (Air Pollution Control)	\$72,651	\$83,549
Assistant Director of Technical Services (Emissions Inventory - Stationary Sources)	\$72,651	\$83,549
Assistant Electrical Engineer ²	\$49,093	\$56,457
Assistant Engineer (Accounting) ²	\$49,093	\$56,457
Assistant Engineering Technician (JOP) ⁵	\$32,579	\$37,466
Assistant Environmental Engineer	\$49,093	\$56,457
Assistant Geologist	\$49,093	\$56,457
Assistant Health Facilities Planner	\$51,316	\$59,013
Assistant Highway Transportation Specialist	\$42,428	\$48,792
Assistant Landscape Architect ²	\$49,093	\$56,457
Assistant Mechanical Engineer ²	\$49,093	\$56,457
Assistant Physicist (including specialties) ⁴	\$49,093	\$56,457
Assistant Plan Examiner (Buildings) ²	\$51,316	\$59,013

Assistant Planner		\$47,485	\$54,608	\$76,897
Assistant Project Coordinator		\$49,093	\$56,457	\$68,578
Assistant Project Development Coordinator ⁵		\$49,093	\$56,457	\$73,663
Assistant Project Manager		\$49,093	\$56,457	\$73,663
Assistant Project Services Specialist ⁵		\$49,093	\$56,457	\$73,663
Assistant Scientist (Radiation Control)		\$49,093	\$56,457	\$73,663
Assistant Signal Circuit Engineer ²		\$49,093	\$56,457	\$73,663
Assistant Space Analyst		\$49,093	\$56,457	\$73,663
Assistant Superintendent of Construction ⁵		\$49,093	\$56,457	\$73,663
Assistant Superintendent of Construction and Repairs		\$49,093	\$56,457	\$73,663
Assistant Supervisor of Electrical Installations		\$49,093	\$56,457	\$73,663
Assistant Supervisor of Mechanical Installations		\$49,093	\$56,457	\$73,663
Assistant Surveyor		\$58,277	\$67,019	\$84,400
Assistant Surveyor Trainee ³		\$49,093	\$56,457	\$60,051
Assistant Urban Designer		\$49,093	\$56,457	\$73,663
Associate Air Pollution Inspector Level I		\$44,897	\$51,632	\$63,220
Associate Air Pollution Inspector Level II		\$50,297	\$57,842	\$69,937
Associate Air Pollution Inspector Level III		\$55,705	\$64,061	\$76,670
Associate Chemist Level I (DCAS Res 2012-5)	Trainee Rate	\$38,870	\$44,701	Flat Rate
	After 1 year in title	\$45,520	\$52,348	\$66,658
Associate Chemist Level II ⁴		\$51,640	\$59,386	\$76,592
Associate Chemist Level III ⁴		\$61,260	\$70,449	\$86,629
Associate Chemist Level IV ⁴		\$67,197	\$77,277	\$102,057
Associate City Planner Level I		\$63,041	\$72,497	\$92,093
Associate City Planner Level II		\$67,197	\$77,277	\$102,057
Associate Engineering Technician Level I		\$42,149	\$48,471	\$62,096
Associate Engineering Technician Level II		\$48,225	\$55,459	\$67,210
Associate Graphic Artist		\$50,606	\$58,197	\$86,139
Associate Housing Development Specialist		\$64,207	\$73,838	\$94,103
Associate Landmarks Preservationist		\$57,920	\$66,608	\$81,096
Associate Project Manager Level I		\$58,277	\$67,019	\$84,400
Associate Project Manager Level II		\$64,207	\$73,838	\$94,103
Associate Project Manager Level III		\$77,509	\$89,135	\$105,077
Associate Space Analyst		\$58,277	\$67,019	\$84,400
Associate Urban Designer Level I		\$58,277	\$67,019	\$84,400
Associate Urban Designer Level II		\$64,207	\$73,838	\$94,103
Associate Urban Designer Level III		\$67,070	\$77,131	\$101,670
Automotive Specialist		\$58,277	\$67,019	\$84,400
Cartographer (Civil Defense)		\$40,052	\$46,060	\$58,675
Chemical, Biological & Radiological Officer (C.D.)		\$51,316	\$59,013	\$76,897
Chemical Engineer Level I		\$58,277	\$67,019	\$84,400
Chemical Engineer Level II		\$69,287	\$79,680	\$96,260
Chemical Engineer Level III		\$77,509	\$89,135	\$105,077
Chemical Engineering Intern		See Section 2(c)(i)-Schedule B		
Chemist (including specialties) (DCAS Res 2012-5) ⁵		\$51,640	\$59,386	\$76,592

Chemist Trainee		\$38,870	\$44,701	Flat Rate
Chief Supervisor of Mechanical Installations		\$64,207	\$73,838	\$94,103
City Planner Level I		\$47,485	\$54,608	\$68,578
City Planner Level II		\$56,086	\$64,499	\$82,563
City Planner Level III		\$63,041	\$72,497	\$92,093
City Planner Level IV		\$67,197	\$77,277	\$102,057
City Planning Technician		\$33,483	\$38,506	\$51,368
City Research Scientist Level I	Hiring Rate	\$55,167	Flat Rate	
	After 1 year	See Note 9	\$60,684	\$66,752
City Research Scientist Level II		\$64,942	\$74,683	\$81,505
City Research Scientist Level III		\$72,651	\$83,549	\$95,474
City Research Scientist Level IV-A		\$81,093	\$93,257	\$105,181
City Research Scientist Level IV-B		\$83,235	\$95,720	\$120,981
Civil Engineer (including specialties) Level I		\$58,277	\$67,019	\$84,400
Civil Engineer (including specialties) Level II		\$69,287	\$79,680	\$96,260
Civil Engineer (including specialties) Level III		\$77,509	\$89,135	\$105,077
Civil Engineering Drafter ⁵		\$42,428	\$48,792	\$62,418
Civil Engineering Intern		See Section 2(c)(i)-Schedule B		
Civil Engineering Trainee ⁵		\$42,428	\$48,792	Flat Rate
Community Planning Board Coordinator		\$38,723	\$44,531	\$53,724
Computer Facilities Maintainer (FISA)		\$49,093	\$56,457	\$73,663
Construction Management Assistant		\$41,240	\$47,426	\$61,056
Construction Manager (including specialties) ⁵		\$65,680	\$75,532	\$100,317
Construction Project Manager Level I		\$49,093	\$56,457	\$73,663
Construction Project Manager Level II		\$58,277	\$67,019	\$84,400
Construction Project Manager Level III		\$61,981	\$71,278	\$105,077
Construction Project Manager Intern		See Section 2(c)(i)-Schedule B		
Criminalist Level I - A			\$44,606	Flat Rate
Criminalist Level I - B			\$47,389	\$56,216
Criminalist Level II			\$56,710	\$78,031
Criminalist Level III			\$70,697	\$93,129
Criminalist Level IV			\$81,573	\$106,554
Director of Intersectional Traffic Control		\$63,571	\$73,838	\$94,103
Electrical Engineer (including specialties) Level I		\$58,277	\$67,019	\$84,400
Electrical Engineer (including specialties) Level II		\$69,287	\$79,680	\$96,260
Electrical Engineer (including specialties) Level III		\$77,509	\$89,135	\$105,077
Electrical Engineering Drafter ⁵		\$42,428	\$48,792	\$62,418
Electrical Engineering Intern		See Section 2(c)(i)-Schedule B		
Electrical Engineering Trainee ⁵		\$42,428	\$48,792	Flat Rate
Engineer (Accounting) (CE & S)		\$58,277	\$67,019	\$84,400
Engineer-Assessor (all specialties)		\$58,277	\$67,019	\$84,400
Engineer-Assessor (Utility)		\$58,277	\$67,019	\$84,400
Engineering Aide		\$42,428	\$48,792	\$62,418
Engineering Specialist Level I		\$69,287	\$79,680	\$96,260
Engineering Specialist Level II		\$77,509	\$89,135	\$105,077

Engineering Technician (including specialties) Level I		\$33,483	\$38,506	\$43,442
Engineering Technician (including specialties) Level II		\$36,221	\$41,654	\$51,368
Engineering Technician (including specialties) Level III		\$42,149	\$48,471	\$62,096
Engineering Technician (including specialties) Level IV		\$48,225	\$55,459	\$67,210
Engineering Technician Aide (JOP)		\$30,038	\$34,544	Flat Rate
Engineering Technician Trainee ³		\$29,333	\$33,733	\$35,418
Engineering Work Study Trainee		\$25,550	\$29,383	\$37,843
Environmental Control Technician ⁵		\$36,221	\$41,654	\$51,368
Environmental Engineer Level I		\$58,277	\$67,019	\$84,400
Environmental Engineer Level II		\$69,287	\$79,680	\$96,260
Environmental Engineer Level III		\$77,509	\$89,135	\$105,077
Environmental Engineering Intern		See Section 2(c)(i)-Schedule B		
Estimator (including specialties)		\$49,093	\$56,457	\$73,663
Forensic Analyst (OCME)		\$46,918	\$53,956	\$76,585
Forensic Scientist (OCME)		\$67,352	\$77,455	\$95,730
Forester Level I		\$37,345	\$42,947	\$52,998
Forester Level II		\$44,498	\$51,173	\$63,050
General Superintendent of Construction (including specialties) ⁵		\$61,981	\$71,278	\$90,873
General Superintendent of Construction and Repairs		\$61,981	\$71,278	\$90,873
General Superintendent of Building Maintenance (all fields)		\$58,277	\$67,019	\$84,400
Geologist Level I (DCAS Res 2011-16)	Hiring Rate	\$42,428	\$48,792	Flat Rate
	After 1 Year in Title Minimum ¹⁰	\$49,093	\$56,457	\$73,663
Geologist Level II		\$58,277	\$67,019	\$84,400
Geologist Trainee		\$42,428	\$48,792	Flat Rate
Graphic Artist Level I		\$39,216	\$45,098	\$61,451
Graphic Artist Level II		\$50,606	\$58,197	\$86,139
Health Facilities Planner		\$65,680	\$75,532	\$100,317
Highway Transportation Specialist Level I		\$49,093	\$56,457	\$73,663
Highway Transportation Specialist Level II		\$58,277	\$67,019	\$84,400
Highway Transportation Specialist Level III		\$64,207	\$73,838	\$94,103
Housing Development Specialist Level I		\$49,093	\$56,457	\$75,139
Housing Development Specialist Level II		\$58,277	\$67,019	\$86,087
Housing Development Specialist Trainee Level I		\$38,170	\$43,895	Flat Rate
Housing Development Specialist Trainee Level II		\$41,594	\$47,833	Flat Rate
Illustrator ⁵		\$36,796	\$42,315	\$49,047
Industrial Hygienist Level I		\$40,761	\$46,875	\$57,648
Industrial Hygienist Level II		\$48,201	\$55,431	\$64,782
Instrument Maker (Radiology)		\$49,093	\$56,457	\$73,663
Instrumentation Specialist Level I ⁶	See Note 6		\$46,138	Flat Rate
Instrumentation Specialist Level II ⁶	See Note 6		\$55,904	Flat Rate
Instrumentation Specialist Level III ⁶	See Note 6		\$64,314	Flat Rate
Instrumentation Specialist Level I ⁷	See Note 7		\$47,828	Flat Rate
Instrumentation Specialist Level II ⁷	See Note 7		\$58,170	Flat Rate
Instrumentation Specialist Level III ⁷	See Note 7		\$65,926	Flat Rate

Instrumentation Specialist Trainee (Entry Level) ^B	See Note 8	\$32,157	Flat Rate
Instrumentation Specialist Trainee (After one year) ^B	See Note 8	\$33,556	Flat Rate
Instrumentation Specialist Trainee (After two years) ^B	See Note 8	\$41,943	Flat Rate
Junior Architect ⁵	\$42,428	\$48,792	\$62,418
Junior Chemist ⁵	\$38,870	\$44,701	\$53,188
Junior Civil Engineer ⁵	\$42,428	\$48,792	\$62,418
Junior Drafter ⁵	\$42,428	\$48,792	\$62,418
Junior Electrical Engineer ⁵	\$42,428	\$48,792	\$62,418
Junior Health Facilities Planner	\$42,428	\$48,792	\$62,418
Junior Mechanical Engineer ⁵	\$42,428	\$48,792	\$62,418
Landmarks Preservationist Level I	\$48,089	\$55,302	\$69,273
Landmarks Preservationist Level II	\$53,283	\$61,275	\$79,166
Landmarks Preservation Specialist	\$48,089	\$55,302	\$69,273
Landscape Architect Level I	\$58,277	\$67,019	\$84,400
Landscape Architect Level II	\$69,287	\$79,680	\$96,260
Landscape Architect Level III	\$77,509	\$89,135	\$105,077
Landscape Architect Intern	See Section 2(c)(i)-Schedule B		
Marine Electronics Technician	\$74,502	\$85,677	\$110,156
Mechanical Engineer (including specialties) Level I	\$58,277	\$67,019	\$84,400
Mechanical Engineer (including specialties) Level II	\$69,287	\$79,680	\$96,260
Mechanical Engineer (including specialties) Level III	\$77,509	\$89,135	\$105,077
Mechanical Engineering Drafter ⁵	\$42,428	\$48,792	\$62,418
Mechanical Engineering Intern	See Section 2(c)(i)-Schedule B		
Medical Equipment Repair Technician	\$33,486	\$38,509	\$50,321
Medical Equipment Specialist	\$44,648	\$51,345	\$65,658
Painting Inspector	\$40,193	\$46,222	\$56,442
Physicist Level I ⁴ (DCAS Res 2012-6)	\$49,093	\$56,457	\$73,663
Physicist Level II ⁴	\$58,277	\$67,019	\$84,400
Physicist Level III ⁴	\$64,207	\$73,838	\$94,103
Physicist (Electronics, Isotopes, Radiation)	\$58,277	\$67,019	\$84,400
Physicist Trainee	\$42,428	\$48,792	Flat Rate
Plan Examiner (Buildings)	\$60,501	\$69,576	\$87,973
Planner	\$56,086	\$64,499	\$82,563
Planner Trainee ⁵	\$42,428	\$48,792	Flat Rate
Principal Air Pollution Control Engineer ⁵	\$81,093	\$93,257	\$105,181
Principal Air Pollution Inspector	\$55,705	\$64,061	\$76,670
Principal Chemical Engineer ⁵	\$81,093	\$93,257	\$105,181
Principal Chemist (including specialties) ⁵	\$67,197	\$77,277	\$102,057
Principal Civil Engineer (including specialties) ⁵	\$81,093	\$93,257	\$105,181
Principal Electrical Engineer ⁵	\$81,093	\$93,257	\$105,181
Principal Engineer	\$81,093	\$93,257	\$105,181
Principal Illustrator ⁵	\$49,093	\$56,457	\$73,663
Principal Mechanical Engineer ⁵	\$81,093	\$93,257	\$105,181
Principal Physicist	\$65,680	\$75,532	\$100,317
Principal Planner	\$67,197	\$77,277	\$102,057

Principal Research Scientist (Biological Sciences)	\$81,093	\$93,257	\$105,181
Principal Urban Designer	\$70,522	\$81,100	\$117,328
Project Coordinator	\$58,277	\$67,019	\$84,400
Project Development Coordinator ⁵	\$58,277	\$67,019	\$84,400
Project Development Coordinator Trainee ⁵	\$42,428	\$48,792	Flat Rate
Project Manager (Other than HHC)	\$49,093	\$56,457	\$73,663
Project Manager (HHC only) Level I	\$49,093	\$56,457	\$73,663
Project Manager (HHC only) Level II	\$57,153	\$65,726	\$100,116
Project Manager Intern	\$44,326	\$50,975	Flat Rate
Project Services Specialist	\$58,277	\$67,019	\$84,400
Radio Repair Technician	\$36,191	\$41,620	\$46,892
Research Scientist Level I	\$64,942	\$74,683	\$81,505
Research Scientist Level II	\$72,651	\$83,549	\$95,474
Research Scientist Level III	\$81,093	\$93,257	\$105,181
Safety Officer	\$37,983	\$43,681	\$53,899
Safety Specialist	\$38,763	\$44,578	\$54,709
Scientist (Radiation Control) Level I	\$49,093	\$56,457	\$73,663
Scientist (Radiation Control) Level II	\$58,277	\$67,019	\$84,400
Scientist (Radiation Control) Level III	\$64,207	\$73,838	\$94,103
Scientist (Water Ecology) Level I	\$39,083	\$44,945	\$59,138
Scientist (Water Ecology) Level II	\$45,527	\$52,356	\$66,672
Scientist (Water Ecology) Level III	\$56,661	\$65,160	\$80,836
Scientist (Water Ecology) Trainee	\$33,727	\$38,786	Flat Rate
Senior Air Pollution Control Engineer ⁵	\$64,207	\$73,838	\$94,103
Senior Air Pollution Inspector	\$44,897	\$51,632	\$63,220
Senior Architect (including specialties) ⁵	\$64,207	\$73,838	\$94,103
Senior Automotive Specialist	\$64,207	\$73,838	\$94,103
Senior Chemical Engineer ⁵	\$64,207	\$73,838	\$94,103
Senior Chemist (including specialties)	\$61,260	\$70,449	\$86,629
Senior Civil Engineer (including specialties) ⁵	\$64,207	\$73,838	\$94,103
Senior Electrical Engineer (including specialties) ⁵	\$64,207	\$73,838	\$94,103
Senior Engineer (Accounting)	\$64,207	\$73,838	\$94,103
Senior Engineer (Safety) ⁵	\$64,207	\$73,838	\$94,103
Senior Engineer (Cranes) ⁵	\$64,207	\$73,838	\$94,103
Senior Engineer-Assessor ⁵	\$64,207	\$73,838	\$94,103
Senior Engineering Technician (including specialties, JOP) ⁵	\$42,149	\$48,471	\$62,096
Senior Environmental Control Technician	\$42,149	\$48,471	\$62,096
Senior Estimator (including specialties)	\$58,277	\$67,019	\$84,400
Senior Geologist	\$64,207	\$73,838	\$94,103
Senior Health Facilities Planner	\$72,985	\$83,933	\$108,820
Senior Highway Transportation Specialist	\$58,277	\$67,019	\$84,400
Senior Hull & Machinery Inspector	\$44,897	\$51,632	\$63,220
Senior Illustrator	\$40,052	\$46,060	\$58,675
Senior Industrial Engineer	\$64,207	\$73,838	\$94,103
Senior Landscape Architect ⁵	\$64,207	\$73,838	\$94,103

Senior Mechanical Engineer (including specialties)	\$64,207	\$73,838	\$94,103
Senior Meteorologist	\$44,648	\$51,345	\$65,658
Senior Painting Inspector	\$44,897	\$51,632	\$63,220
Senior Physicist (including specialties) ⁴	\$64,207	\$73,838	\$94,103
Senior Plan Examiner (Buildings)	\$65,680	\$75,532	\$100,317
Senior Planner ⁵	\$63,041	\$72,497	\$92,093
Senior Project Coordinator	\$64,207	\$73,838	\$94,103
Senior Project Development Coordinator ⁵	\$64,207	\$73,838	\$94,103
Senior Project Services Specialist ⁵	\$64,207	\$73,838	\$94,103
Senior Scientist (Radiation Control)	\$64,207	\$73,838	\$94,103
Senior Supervisor of Mechanical Installations	\$60,501	\$69,576	\$87,973
Senior Traffic Control Inspector	\$42,944	\$49,386	\$60,970
Senior Urban Designer ⁵	\$64,207	\$73,838	\$94,103
Senior Waterfront Construction Inspector	\$44,897	\$51,632	\$63,220
Space Analyst Level I	\$49,093	\$56,457	\$73,663
Space Analyst Level II	\$58,277	\$67,019	\$84,400
Superintendent of Construction ⁵	\$58,277	\$67,019	\$84,400
Superintendent of Construction and Repairs	\$58,277	\$67,019	\$84,400
Supervising Air Pollution Inspector	\$50,297	\$57,842	\$69,937
Supervising Environmental Control Technician	\$48,225	\$55,459	\$67,210
Supervising Hull & Machinery Inspector	\$49,394	\$56,803	\$68,899
Supervising Traffic Control Inspector	\$47,690	\$54,843	\$66,939
Supervisor of Building Maintenance (All Fields)	\$49,093	\$56,457	\$73,663
Supervisor of Diesel Engine Maintenance	\$56,651	\$65,149	\$80,820
Supervisor of Electrical Installations	\$58,277	\$67,019	\$84,400
Supervisor of Electrical Installations & Maintenance Level I	\$49,093	\$56,457	\$73,663
Supervisor of Electrical Installations & Maintenance Level II	\$58,277	\$67,019	\$84,400
Supervisor of Mechanical Installations	\$58,277	\$67,019	\$84,400
Supervisor of Mechanical Installations & Maintenance Level I	\$49,093	\$56,457	\$73,663
Supervisor of Mechanical Installations & Maintenance Level II	\$58,277	\$67,019	\$84,400
Supervisor of Mechanical Installations & Maintenance Level III	\$60,501	\$69,576	\$87,973
Supervisor of Mechanical Installations & Maintenance Level IV	\$64,207	\$73,838	\$94,103
Surveyor Level I - A	\$49,093	\$56,457	Flat Rate
Surveyor Level I - B	\$53,684	\$61,737	\$72,225
Surveyor Level II	\$58,277	\$67,019	\$84,400
Surveyor Level III	\$64,207	\$73,838	\$94,103
Tax Map Cartographer Level I-A	\$49,093	\$56,457	Flat Rate
Tax Map Cartographer Level I-B	\$53,684	\$61,737	\$72,225
Tax Map Cartographer Level II	\$58,277	\$67,019	\$84,400
Telometric Systems Specialist	\$61,981	\$71,278	\$90,873
Traffic Control Inspector Level I	\$38,885	\$44,718	\$54,944
Traffic Control Inspector Level II	\$42,944	\$49,386	\$60,970
Traffic Control Inspector Level III	\$47,690	\$54,843	\$66,939
Urban Archeologist	\$45,281	\$52,073	\$70,980
Urban Designer ⁵	\$58,277	\$67,019	\$84,400

Urban Designer Trainee	\$42,428	\$48,792	Flat Rate
Urban Technician	\$33,483	\$38,506	\$51,368
Waterfront Construction Inspector	\$40,193	\$46,222	\$56,442

1. See Article III, Section 4 (New Hires)
2. Upon completion of six months of satisfactory permanent service in the title, an employee shall be guaranteed a minimum salary equal to the then current applicable minimum hiring rate 1 plus an additional \$1,000. Upon completion of an additional eighteen (18) months of satisfactory permanent service in the title, the employee shall be guaranteed a minimum salary equal to the minimum incumbent rate in effect on the two year anniversary of the employee's original date of appointment to the applicable title, plus an additional \$1000.
3. Upon completion of one year of satisfactory service in the title, the maximum salary shall apply.
4. Each appointment to this position above the minimum hiring rate will be handled on a case by case basis.
5. For present incumbents only.
6. Base salary schedule for all newly hired employees appointed to the title of Instrumentation Specialist on or after July 1, 2002. Note: employees appointed after July 1, 2002 remain in this salary schedule.
7. Base salary schedule for current incumbents appointed prior to July 1, 2002 and who were serving in the Environmental Control Technician title series since January 1, 2002.
8. Trainees advance into the salary schedule established for all newly hired employees appointed to the title of Instrumentation Specialist on or after July 1, 2002.
9. Upon completion of one year at Assignment Level I, employees shall be paid no less than the indicated minimum for incumbents at Assignment Level I that is in effect on their one year of service anniversaries.
10. Employees hired into City Service with less than two years of continuous City service shall be paid at least the Hiring Rate. After satisfactory completion of one year of training and service in the title of Geologist Level I, employees shall be paid no less than the "After One Year in Title Minimum" rate for Assignment Level I that is in effect on their one year anniversaries of appointment to Geologist. Upon completion of two years of City service, employees shall be paid at least the incumbent minimum for their assignment level.

SCHEDULE B

<u>TITLE</u>	<u>(1) Hiring Rate ¹</u>		<u>(2) Incumbent Rate</u>	
	(a) Minimum	(b) Maximum	(a) Minimum	(b) Maximum
Air Pollution Control Engineering Intern	\$44,221	\$49,976	\$50,854	\$53,551
Architectural Intern	\$44,221	\$49,976	\$50,854	\$53,551
Chemical Engineering Intern	\$44,221	\$49,976	\$50,854	\$53,551
Civil Engineering Intern	\$44,221	\$49,976	\$50,854	\$53,551
Construction Project Manager Intern	\$44,221		\$50,854	\$53,551
Electrical Engineering Intern	\$44,221	\$49,976	\$50,854	\$53,551
Environmental Engineering Intern	\$44,221	\$49,976	\$50,854	\$53,551
Landscape Architect Intern	\$44,221	\$49,976	\$50,854	\$53,551
Mechanical Engineering Intern	\$44,221	\$49,976	\$50,854	\$53,551

Note:

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

(ii) Unit B (Radio/TV)

TITLE	(1) Minimum		(2) Maximum
	(a) Hiring Rate ¹	(b) Incumbent Rate	
Associate Operations Communications Specialist Level I	\$41,020	\$47,173	\$52,734
Associate Operations Communications Specialist Level II	\$45,856	\$52,734	\$58,293
Director (TV) Level I	\$34,749	\$39,961	\$44,739
Director (TV) Level II	\$42,502	\$48,877	\$61,136
Film Editor	\$34,943	\$40,184	\$47,426
Film Manager	\$50,426	\$57,990	\$69,240
Operations Communications Specialist Level I	\$34,483	\$39,655	\$46,460
Operations Communications Specialist Level II	\$40,400	\$46,460	\$53,268
Program Announcer Level I	\$36,871	\$42,402	\$55,518
Program Announcer Level II	\$41,240	\$47,426	\$60,973
Program Producer Level I	\$35,905	\$41,291	\$49,468
Program Producer Level II	\$50,426	\$57,990	\$69,240
Program Producer Level III	\$58,127	\$66,846	\$80,484
Radio & TV Operator Level I	\$30,240	\$34,776	\$44,431
Radio & TV Operator Level II	\$36,871	\$42,402	\$55,518
Radio & TV Operator Level III	\$41,240	\$47,426	\$60,973
Supervisor of Radio & TV Operators Level I	\$50,426	\$57,990	\$69,240
Supervisor of Radio & TV Operators Level II	\$58,127	\$66,846	\$80,484
Supervisor of Radio Production	\$52,423	\$60,287	\$69,946
Television Equipment Operator	\$34,943	\$40,184	\$47,426
Television Lighting Technician	\$34,943	\$40,184	\$47,426

Note:

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

d. Effective September 3, 2013

i. Unit A (Engineering/Scientific)

TITLE	(1) Minimum		(2) Maximum
	(a) Hiring Rate ¹	(b) Incumbent Rate	
Air Pollution Control Engineer Level I	\$58,860	\$67,689	\$85,244
Air Pollution Control Engineer Level II	\$69,980	\$80,477	\$97,223
Air Pollution Control Engineer Level III	\$78,283	\$90,026	\$106,128

Air Pollution Control Engineering Intern	See Section 2(d)(i)-Schedule B		
Air Pollution Control Engineering Trainee	Hiring Rate	\$42,852	\$49,280 Flat Rate
Air Pollution Inspector Level I	After 1 year	\$30,362	Flat Rate
	After 2 years	\$31,875	Flat Rate
		\$33,467	\$38,487
Air Pollution Inspector Level II		\$40,595	\$46,684 \$57,006
Architect (including specialties) Level I		\$58,860	\$67,689 \$85,244
Architect (including specialties) Level II		\$69,980	\$80,477 \$97,223
Architect (including specialties) Level III		\$78,283	\$90,026 \$106,128
Architectural Intern	See Section 2(d)(i)-Schedule B		
Architectural Specialist Level I		\$69,980	\$80,477 \$97,223
Architectural Specialist Level II		\$78,283	\$90,026 \$106,128
Asbestos Hazard Investigator		\$47,266	\$54,356 \$70,925
Assistant Air Pollution Control Engineer		\$49,584	\$57,022 \$74,400
Assistant Architect ²		\$49,584	\$57,022 \$74,400
Assistant Area Manager of School Maintenance		\$64,849	\$74,576 \$95,044
Assistant Chemical Engineer (DCAS Res 2012-5) ²		\$49,584	\$57,022 \$74,400
Assistant Chemist (including specialties)		\$45,975	\$52,871 \$67,325
Assistant Civil Engineer ²		\$49,584	\$57,022 \$74,400
Assistant Coordinator of Highway Transportation Studies		\$64,849	\$74,576 \$95,044
Assistant Director of Technical Services (Air Pollution Control)		\$73,377	\$84,384 \$96,429
Assistant Director of Technical Services (Emissions Inventory - Stationary Sources)		\$73,377	\$84,384 \$96,429
Assistant Electrical Engineer ²		\$49,584	\$57,022 \$74,400
Assistant Engineer (Accounting) ²		\$49,584	\$57,022 \$74,400
Assistant Engineering Technician (JOP) ⁵		\$32,905	\$37,841 \$42,826
Assistant Environmental Engineer		\$49,584	\$57,022 \$74,400
Assistant Geologist		\$49,584	\$57,022 \$74,400
Assistant Health Facilities Planner		\$51,829	\$59,603 \$77,666
Assistant Highway Transportation Specialist		\$42,852	\$49,280 \$63,042
Assistant Landscape Architect ²		\$49,584	\$57,022 \$74,400
Assistant Mechanical Engineer ²		\$49,584	\$57,022 \$74,400
Assistant Physicist (including specialties) ⁴		\$49,584	\$57,022 \$74,400
Assistant Plan Examiner (Buildings) ²		\$51,829	\$59,603 \$77,666
Assistant Planner		\$47,960	\$55,154 \$69,264
Assistant Project Coordinator		\$49,584	\$57,022 \$74,400
Assistant Project Development Coordinator ⁵		\$49,584	\$57,022 \$74,400
Assistant Project Manager		\$49,584	\$57,022 \$74,400
Assistant Project Services Specialist ⁵		\$49,584	\$57,022 \$74,400
Assistant Scientist (Radiation Control)		\$49,584	\$57,022 \$74,400
Assistant Signal Circuit Engineer ²		\$49,584	\$57,022 \$74,400
Assistant Space Analyst		\$49,584	\$57,022 \$74,400
Assistant Superintendent of Construction ⁵		\$49,584	\$57,022 \$74,400
Assistant Superintendent of Construction and Repairs		\$49,584	\$57,022 \$74,400
Assistant Supervisor of Electrical Installations		\$49,584	\$57,022 \$74,400

Assistant Supervisor of Mechanical Installations		\$49,584	\$57,022	\$74,400
Assistant Surveyor		\$58,860	\$67,689	\$85,244
Assistant Surveyor Trainee ³		\$49,584	\$57,022	\$60,652
Assistant Urban Designer		\$49,584	\$57,022	\$74,400
Associate Air Pollution Inspector Level I		\$45,346	\$52,148	\$63,852
Associate Air Pollution Inspector Level II		\$50,800	\$58,420	\$70,636
Associate Air Pollution Inspector Level III		\$56,263	\$64,702	\$77,437
Associate Chemist Level I (DCAS Res 2012-5)	Trainee Rate	\$39,259	\$45,148	Flat Rate
	After 1 year in title	\$45,975	\$52,871	\$67,325
Associate Chemist Level II ⁴		\$52,157	\$59,980	\$77,358
Associate Chemist Level III ⁴		\$61,872	\$71,153	\$87,495
Associate Chemist Level IV ⁴		\$67,870	\$78,050	\$103,078
Associate City Planner Level I		\$63,671	\$73,222	\$93,014
Associate City Planner Level II		\$67,870	\$78,050	\$103,078
Associate Engineering Technician Level I		\$42,570	\$48,956	\$62,717
Associate Engineering Technician Level II		\$48,708	\$56,014	\$67,882
Associate Graphic Artist		\$51,112	\$58,779	\$87,000
Associate Housing Development Specialist		\$64,849	\$74,576	\$95,044
Associate Landmarks Preservationist		\$58,499	\$67,274	\$81,907
Associate Project Manager Level I		\$58,860	\$67,689	\$85,244
Associate Project Manager Level II		\$64,849	\$74,576	\$95,044
Associate Project Manager Level III		\$78,283	\$90,026	\$106,128
Associate Space Analyst		\$58,860	\$67,689	\$85,244
Associate Urban Designer Level I		\$58,860	\$67,689	\$85,244
Associate Urban Designer Level II		\$64,849	\$74,576	\$95,044
Associate Urban Designer Level III		\$67,741	\$77,902	\$102,687
Automotive Specialist		\$58,860	\$67,689	\$85,244
Cartographer (Civil Defense)		\$40,453	\$46,521	\$59,262
Chemical, Biological & Radiological Officer (C.D.)		\$51,829	\$59,603	\$77,666
Chemical Engineer Level I		\$58,860	\$67,689	\$85,244
Chemical Engineer Level II		\$69,980	\$80,477	\$97,223
Chemical Engineer Level III		\$78,283	\$90,026	\$106,128
Chemical Engineering Intern		See Section 2(d)(i)-Schedule B		
Chemist (including specialties) (DCAS Res 2012-5) ⁵		\$52,157	\$59,980	\$77,358
Chemist Trainee		\$39,259	\$45,148	Flat Rate
Chief Supervisor of Mechanical Installations		\$64,849	\$74,576	\$95,044
City Planner Level I		\$47,960	\$55,154	\$69,264
City Planner Level II		\$56,647	\$65,144	\$83,389
City Planner Level III		\$63,671	\$73,222	\$93,014
City Planner Level IV		\$67,870	\$78,050	\$103,078
City Planning Technician		\$33,818	\$38,891	\$51,882
City Research Scientist Level I	Hiring Rate	\$55,719	Flat Rate	
	After 1 year	See Note 9	\$61,291	\$67,420
City Research Scientist Level II		\$65,591	\$75,430	\$82,320
City Research Scientist Level III		\$73,377	\$84,384	\$96,429

City Research Scientist Level IV-A	\$81,904	\$94,190	\$106,233
City Research Scientist Level IV-B	\$84,067	\$96,677	\$122,191
Civil Engineer (including specialties) Level I	\$58,860	\$67,689	\$85,244
Civil Engineer (including specialties) Level II	\$69,980	\$80,477	\$97,223
Civil Engineer (including specialties) Level III	\$78,283	\$90,026	\$106,128
Civil Engineering Drafter ⁵	\$42,852	\$49,280	\$63,042
Civil Engineering Intern	See Section 2(c)(i)-Schedule B		
Civil Engineering Trainee ⁵	\$42,852	\$49,280	Flat Rate
Community Planning Board Coordinator	\$39,110	\$44,976	\$54,261
Computer Facilities Maintainer (FISA)	\$49,584	\$57,022	\$74,400
Construction Management Assistant	\$41,652	\$47,900	\$61,667
Construction Manager (including specialties) ⁵	\$66,337	\$76,287	\$101,320
Construction Project Manager Level I	\$49,584	\$57,022	\$74,400
Construction Project Manager Level II	\$58,860	\$67,689	\$85,244
Construction Project Manager Level III	\$62,601	\$71,991	\$106,128
Construction Project Manager Intern	See Section 2(d)(i)-Schedule B		
Criminalist Level I - A		\$45,052	Flat Rate
Criminalist Level I - B		\$47,863	\$56,778
Criminalist Level II		\$57,277	\$78,811
Criminalist Level III		\$71,404	\$94,060
Criminalist Level IV		\$82,389	\$107,620
Director of Intersectional Traffic Control	\$64,849	\$74,576	\$95,044
Electrical Engineer (including specialties) Level I	\$58,860	\$67,689	\$85,244
Electrical Engineer (including specialties) Level II	\$69,980	\$80,477	\$97,223
Electrical Engineer (including specialties) Level III	\$78,283	\$90,026	\$106,128
Electrical Engineering Drafter ⁵	\$42,852	\$49,280	\$63,042
Electrical Engineering Intern	See Section 2(d)(i)-Schedule B		
Electrical Engineering Trainee ⁵	\$42,852	\$49,280	Flat Rate
Engineer (Accounting) (CE & S)	\$58,860	\$67,689	\$85,244
Engineer-Assessor (all specialties)	\$58,860	\$67,689	\$85,244
Engineer-Assessor (Utility)	\$58,860	\$67,689	\$85,244
Engineering Aide	\$42,852	\$49,280	\$63,042
Engineering Specialist Level I	\$69,980	\$80,477	\$97,223
Engineering Specialist Level II	\$78,283	\$90,026	\$106,128
Engineering Technician (including specialties) Level I	\$33,818	\$38,891	\$43,876
Engineering Technician (including specialties) Level II	\$36,583	\$42,071	\$51,882
Engineering Technician (including specialties) Level III	\$42,570	\$48,956	\$62,717
Engineering Technician (including specialties) Level IV	\$48,708	\$56,014	\$67,882
Engineering Technician Aide (JOP)	\$30,338	\$34,889	Flat Rate
Engineering Technician Trainee ³	\$29,626	\$34,070	\$35,772
Engineering Work Study Trainee	\$25,806	\$29,677	\$38,221
Environmental Control Technician ⁵	\$36,583	\$42,071	\$51,882
Environmental Engineer Level I	\$58,860	\$67,689	\$85,244
Environmental Engineer Level II	\$69,980	\$80,477	\$97,223
Environmental Engineer Level III	\$78,283	\$90,026	\$106,128

		See Section 2(d)(i)-Schedule B		
Environmental Engineering Intern				
Estimator (including specialties)		\$49,584	\$57,022	\$74,400
Forensic Analyst (OCME)		\$47,388	\$54,496	\$77,351
Forensic Scientist (OCME)		\$68,026	\$78,230	\$96,687
Forester Level I		\$37,718	\$43,376	\$53,528
Forester Level II		\$44,943	\$51,685	\$63,681
General Superintendent of Construction (including specialties) ⁵		\$62,601	\$71,991	\$91,782
General Superintendent of Construction and Repairs		\$62,601	\$71,991	\$91,782
General Superintendent of Building Maintenance (all fields)		\$58,860	\$67,689	\$85,244
Geologist Level I (DCAS Res 2011-16)	Hiring Rate	\$42,852	\$49,280	Flat Rate
	After 1 Year in Title Minimum ¹⁰	\$49,584	\$57,022	\$74,400
Geologist Level II		\$58,860	\$67,689	\$85,244
Geologist Trainee		\$42,852	\$49,280	Flat Rate
Graphic Artist Level I		\$39,608	\$45,549	\$62,066
Graphic Artist Level II		\$51,112	\$58,779	\$87,000
Health Facilities Planner		\$66,337	\$76,287	\$101,320
Highway Transportation Specialist Level I		\$49,584	\$57,022	\$74,400
Highway Transportation Specialist Level II		\$58,860	\$67,689	\$85,244
Highway Transportation Specialist Level III		\$64,849	\$74,576	\$95,044
Housing Development Specialist Level I		\$49,584	\$57,022	\$75,890
Housing Development Specialist Level II		\$58,860	\$67,689	\$86,948
Housing Development Specialist Trainee Level I		\$38,551	\$44,334	Flat Rate
Housing Development Specialist Trainee Level II		\$42,010	\$48,311	Flat Rate
Illustrator ⁵		\$37,163	\$42,738	\$49,537
Industrial Hygienist Level I		\$41,169	\$47,344	\$58,224
Industrial Hygienist Level II		\$48,683	\$55,985	\$65,430
Instrument Maker (Radiology)		\$49,584	\$57,022	\$74,400
Instrumentation Specialist Level I ⁶	See Note 6		\$46,599	Flat Rate
Instrumentation Specialist Level II ⁶	See Note 6		\$56,463	Flat Rate
Instrumentation Specialist Level III ⁶	See Note 6		\$64,957	Flat Rate
Instrumentation Specialist Level I ⁷	See Note 7		\$48,306	Flat Rate
Instrumentation Specialist Level II ⁷	See Note 7		\$58,752	Flat Rate
Instrumentation Specialist Level III ⁷	See Note 7		\$66,585	Flat Rate
Instrumentation Specialist Trainee (Entry Level) ⁸	See Note 8		\$32,479	Flat Rate
Instrumentation Specialist Trainee (After one year) ⁸	See Note 8		\$33,892	Flat Rate
Instrumentation Specialist Trainee (After two years) ⁸	See Note 8		\$42,362	Flat Rate
Junior Architect ⁵		\$42,852	\$49,280	\$63,042
Junior Chemist ⁵		\$39,259	\$45,148	\$53,720
Junior Civil Engineer ⁵		\$42,852	\$49,280	\$63,042
Junior Drafter ⁵		\$42,852	\$49,280	\$63,042
Junior Electrical Engineer ⁵		\$42,852	\$49,280	\$63,042
Junior Health Facilities Planner		\$42,852	\$49,280	\$63,042
Junior Mechanical Engineer ⁵		\$42,852	\$49,280	\$63,042
Landmarks Preservationist Level I		\$48,570	\$55,855	\$69,966

Landmarks Preservationist Level II	\$53,816	\$61,888	\$79,958
Landmarks Preservation Specialist	\$48,570	\$55,855	\$69,966
Landscape Architect Level I	\$58,860	\$67,689	\$85,244
Landscape Architect Level II	\$69,980	\$80,477	\$97,223
Landscape Architect Level III	\$78,283	\$90,026	\$106,128
Landscape Architect Intern	See Section 2(d)(i)-Schedule B		
Marine Electronics Technician	\$75,247	\$86,534	\$111,258
Mechanical Engineer (including specialties) Level I	\$58,860	\$67,689	\$85,244
Mechanical Engineer (including specialties) Level II	\$69,980	\$80,477	\$97,223
Mechanical Engineer (including specialties) Level III	\$78,283	\$90,026	\$106,128
Mechanical Engineering Drafter ⁵	\$42,852	\$49,280	\$63,042
Mechanical Engineering Intern	See Section 2(d)(i)-Schedule B		
Medical Equipment Repair Technician	\$33,821	\$38,894	\$50,824
Medical Equipment Specialist	\$45,094	\$51,858	\$66,315
Painting Inspector	\$40,595	\$46,684	\$57,006
Physicist Level I ⁴ (DCAS Res 2012-6)	\$49,584	\$57,022	\$74,400
Physicist Level II ⁴	\$58,860	\$67,689	\$85,244
Physicist Level III ⁴	\$64,849	\$74,576	\$95,044
Physicist (Electronics, Isotopes, Radiation)	\$58,860	\$67,689	\$85,244
Physicist Trainee	\$42,852	\$49,280	Flat Rate
Plan Examiner (Buildings)	\$61,106	\$70,272	\$88,853
Planner	\$56,647	\$65,144	\$83,389
Planner Trainee ⁵	\$42,852	\$49,280	Flat Rate
Principal Air Pollution Control Engineer ⁵	\$81,904	\$94,190	\$106,233
Principal Air Pollution Inspector	\$56,263	\$64,702	\$77,437
Principal Chemical Engineer ⁵	\$81,904	\$94,190	\$106,233
Principal Chemist (including specialties) ⁵	\$67,870	\$78,050	\$103,078
Principal Civil Engineer (including specialties) ⁵	\$81,904	\$94,190	\$106,233
Principal Electrical Engineer ⁵	\$81,904	\$94,190	\$106,233
Principal Engineer	\$81,904	\$94,190	\$106,233
Principal Illustrator ⁵	\$49,584	\$57,022	\$74,400
Principal Mechanical Engineer ⁵	\$81,904	\$94,190	\$106,233
Principal Physicist	\$66,337	\$76,287	\$101,320
Principal Planner	\$67,870	\$78,050	\$103,078
Principal Research Scientist (Biological Sciences)	\$81,904	\$94,190	\$106,233
Principal Urban Designer	\$71,227	\$81,911	\$118,501
Project Coordinator	\$58,860	\$67,689	\$85,244
Project Development Coordinator ⁵	\$58,860	\$67,689	\$85,244
Project Development Coordinator Trainee ⁵	\$42,852	\$49,280	Flat Rate
Project Manager (Other than HHC)	\$49,584	\$57,022	\$74,400
Project Manager (HHC only) Level I	\$49,584	\$57,022	\$74,400
Project Manager (HHC only) Level II	\$57,724	\$66,383	\$101,117
Project Manager Intern	\$44,770	\$51,485	Flat Rate
Project Services Specialist	\$58,860	\$67,689	\$85,244
Radio Repair Technician	\$36,553	\$42,036	\$47,361

Research Scientist Level I	\$65,591	\$75,430	\$82,320
Research Scientist Level II	\$73,377	\$84,384	\$96,429
Research Scientist Level III	\$81,904	\$94,190	\$106,233
Safety Officer	\$38,363	\$44,118	\$54,438
Safety Specialist	\$39,151	\$45,024	\$55,256
Scientist (Radiation Control) Level I	\$49,584	\$57,022	\$74,400
Scientist (Radiation Control) Level II	\$58,860	\$67,689	\$85,244
Scientist (Radiation Control) Level III	\$64,849	\$74,576	\$95,044
Scientist (Water Ecology) Level I	\$39,473	\$45,394	\$59,729
Scientist (Water Ecology) Level II	\$45,983	\$52,880	\$67,339
Scientist (Water Ecology) Level III	\$57,228	\$65,812	\$81,644
Scientist (Water Ecology) Trainee	\$34,064	\$39,174	Flat Rate
Senior Air Pollution Control Engineer ⁵	\$64,849	\$74,576	\$95,044
Senior Air Pollution Inspector	\$45,346	\$52,148	\$63,852
Senior Architect (including specialties) ⁵	\$64,849	\$74,576	\$95,044
Senior Automotive Specialist	\$64,849	\$74,576	\$95,044
Senior Chemical Engineer ⁵	\$64,849	\$74,576	\$95,044
Senior Chemist (including specialties)	\$61,872	\$71,153	\$87,495
Senior Civil Engineer (including specialties) ⁵	\$64,849	\$74,576	\$95,044
Senior Electrical Engineer (including specialties) ⁵	\$64,849	\$74,576	\$95,044
Senior Engineer (Accounting)	\$64,849	\$74,576	\$95,044
Senior Engineer (Safety) ⁵	\$64,849	\$74,576	\$95,044
Senior Engineer (Cranes) ⁵	\$64,849	\$74,576	\$95,044
Senior Engineer-Assessor ⁵	\$64,849	\$74,576	\$95,044
Senior Engineering Technician (including specialties, JOP) ⁵	\$42,570	\$48,956	\$62,717
Senior Environmental Control Technician	\$42,570	\$48,956	\$62,717
Senior Estimator (including specialties)	\$58,860	\$67,689	\$85,244
Senior Geologist	\$64,849	\$74,576	\$95,044
Senior Health Facilities Planner	\$73,715	\$84,772	\$109,908
Senior Highway Transportation Specialist	\$58,860	\$67,689	\$85,244
Senior Hull & Machinery Inspector	\$45,346	\$52,148	\$63,852
Senior Illustrator	\$40,453	\$46,521	\$59,262
Senior Industrial Engineer	\$64,849	\$74,576	\$95,044
Senior Landscape Architect ⁵	\$64,849	\$74,576	\$95,044
Senior Mechanical Engineer (including specialties)	\$64,849	\$74,576	\$95,044
Senior Meteorologist	\$45,094	\$51,858	\$66,315
Senior Painting Inspector	\$45,346	\$52,148	\$63,852
Senior Physicist (including specialties) ⁴	\$64,849	\$74,576	\$95,044
Senior Plan Examiner (Buildings)	\$66,337	\$76,287	\$101,320
Senior Planner ⁵	\$63,671	\$73,222	\$93,014
Senior Project Coordinator	\$64,849	\$74,576	\$95,044
Senior Project Development Coordinator ⁵	\$64,849	\$74,576	\$95,044
Senior Project Services Specialist ⁵	\$64,849	\$74,576	\$95,044
Senior Scientist (Radiation Control)	\$64,849	\$74,576	\$95,044
Senior Supervisor of Mechanical Installations	\$61,106	\$70,272	\$88,853

Senior Traffic Control Inspector	\$43,374	\$49,880	\$61,580
Senior Urban Designer ⁵	\$64,849	\$74,576	\$95,044
Senior Waterfront Construction Inspector	\$45,346	\$52,148	\$63,852
Space Analyst Level I	\$49,584	\$57,022	\$74,400
Space Analyst Level II	\$58,860	\$67,689	\$85,244
Superintendent of Construction ⁵	\$58,860	\$67,689	\$85,244
Superintendent of Construction and Repairs	\$58,860	\$67,689	\$85,244
Supervising Air Pollution Inspector	\$50,800	\$58,420	\$70,636
Supervising Environmental Control Technician	\$48,708	\$56,014	\$67,882
Supervising Hull & Machinery Inspector	\$49,888	\$57,371	\$69,588
Supervising Traffic Control Inspector	\$48,166	\$55,391	\$67,608
Supervisor of Building Maintenance (All Fields)	\$49,584	\$57,022	\$74,400
Supervisor of Diesel Engine Maintenance	\$57,217	\$65,800	\$81,628
Supervisor of Electrical Installations	\$58,860	\$67,689	\$85,244
Supervisor of Electrical Installations & Maintenance Level I	\$49,584	\$57,022	\$74,400
Supervisor of Electrical Installations & Maintenance Level II	\$58,860	\$67,689	\$85,244
Supervisor of Mechanical Installations	\$58,860	\$67,689	\$85,244
Supervisor of Mechanical Installations & Maintenance Level I	\$49,584	\$57,022	\$74,400
Supervisor of Mechanical Installations & Maintenance Level II	\$58,860	\$67,689	\$85,244
Supervisor of Mechanical Installations & Maintenance Level III	\$61,106	\$70,272	\$88,853
Supervisor of Mechanical Installations & Maintenance Level IV	\$64,849	\$74,576	\$95,044
Surveyor Level I - A	\$49,584	\$57,022	Flat Rate
Surveyor Level I - B	\$54,221	\$62,354	\$72,947
Surveyor Level II	\$58,860	\$67,689	\$85,244
Surveyor Level III	\$64,849	\$74,576	\$95,044
Tax Map Cartographer Level I-A	\$49,584	\$57,022	Flat Rate
Tax Map Cartographer Level I-B	\$54,221	\$62,354	\$72,947
Tax Map Cartographer Level II	\$58,860	\$67,689	\$85,244
Telemetric Systems Specialist	\$62,601	\$71,991	\$91,782
Traffic Control Inspector Level I	\$39,274	\$45,165	\$55,493
Traffic Control Inspector Level II	\$43,374	\$49,880	\$61,580
Traffic Control Inspector Level III	\$48,166	\$55,391	\$67,608
Urban Archeologist	\$45,734	\$52,594	\$71,690
Urban Designer ⁵	\$58,860	\$67,689	\$85,244
Urban Designer Trainee	\$42,852	\$49,280	Flat Rate
Urban Technician	\$33,818	\$38,891	\$51,882
Waterfront Construction Inspector	\$40,595	\$46,684	\$57,006

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

8. Trainees advance into the salary schedule established for all newly hired employees appointed to the title of Instrumentation Specialist on or after July 1, 2002.
9. Upon completion of one year at Assignment Level I, employees shall be paid no less than the indicated minimum for incumbents at Assignment Level I that is in effect on their one year of service anniversaries.
10. Employees hired into City Service with less than two years of continuous City service shall be paid at least the Hiring Rate. After satisfactory completion of one year of training and service in the title of Geologist Level I, employees shall be paid no less than the "After One Year in Title Minimum" rate for Assignment Level I that is in effect on their one year anniversaries of appointment to Geologist. Upon completion of two years of City service, employees shall be paid at least the incumbent minimum for their assignment level.

SCHEDULE B

<u>TITLE</u>	<u>(1) Hiring Rate ¹</u>		<u>(2) Incumbent Rate</u>	
	(a) Minimum	(b) Maximum	(a) Minimum	(b) Maximum
Air Pollution Control Engineering Intern	\$44,663	\$50,476	\$51,363	\$54,087
Architectural Intern	\$44,663	\$50,476	\$51,363	\$54,087
Chemical Engineering Intern	\$44,663	\$50,476	\$51,363	\$54,087
Civil Engineering Intern	\$44,663	\$50,476	\$51,363	\$54,087
Construction Project Manager Intern	\$44,663		\$51,363	\$54,087
Electrical Engineering Intern	\$44,663	\$50,476	\$51,363	\$54,087
Environmental Engineering Intern	\$44,663	\$50,476	\$51,363	\$54,087
Landscape Architect Intern	\$44,663	\$50,476	\$51,363	\$54,087
Mechanical Engineering Intern	\$44,663	\$50,476	\$51,363	\$54,087

Note:

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

(ii) Unit B (Radio/TV)

<u>TITLE</u>	<u>(1) Minimum</u>		<u>(2) Maximum</u>
	(a) Hiring Rate ¹	(b) Incumbent Rate	
Associate Operations Communications Specialist Level I	\$41,430	\$47,645	\$53,261
Associate Operations Communications Specialist Level II	\$46,314	\$53,261	\$58,876
Director (TV) Level I	\$35,097	\$40,361	\$45,186
Director (TV) Level II	\$42,927	\$49,366	\$61,747
Film Editor	\$35,292	\$40,586	\$47,900
Film Manager	\$50,930	\$58,570	\$69,932
Operations Communications Specialist Level I	\$34,828	\$40,052	\$46,925
Operations Communications Specialist Level II	\$40,804	\$46,925	\$53,801
Program Announcer Level I	\$37,240	\$42,826	\$56,073
Program Announcer Level II	\$41,652	\$47,900	\$61,583

Program Producer Level I	\$36,264	\$41,704	\$49,963
Program Producer Level II	\$50,930	\$58,570	\$69,932
Program Producer Level III	\$58,708	\$67,514	\$81,289
Radio & TV Operator Level I	\$30,543	\$35,124	\$44,875
Radio & TV Operator Level II	\$37,240	\$42,826	\$56,073
Radio & TV Operator Level III	\$41,652	\$47,900	\$61,583
Supervisor of Radio & TV Operators Level I	\$50,930	\$58,570	\$69,932
Supervisor of Radio & TV Operators Level II	\$58,708	\$67,514	\$81,289
Supervisor of Radio Production	\$52,948	\$60,890	\$70,645
Television Equipment Operator	\$35,292	\$40,586	\$47,900
Television Lighting Technician	\$35,292	\$40,586	\$47,900

Note:

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

e. Effective September 3, 2014

i. Unit A (Engineering/Scientific)

<u>TITLE</u>		(1) Minimum	(2) Maximum
		<u>(a) Hiring Rate¹</u>	<u>(b) Incumbent Rate</u>
Air Pollution Control Engineer Level I		\$59,743	\$68,704
Air Pollution Control Engineer Level II		\$71,030	\$81,684
Air Pollution Control Engineer Level III		\$79,457	\$91,376
Air Pollution Control Engineering Intern		See Section 2(e)(i)-Schedule B	
Air Pollution Control Engineering Trainee		\$43,495	\$50,019
Air Pollution Inspector Level I	Hiring Rate	\$30,817	Flat Rate
	After 1 year	\$32,353	Flat Rate
	After 2 years	\$33,969	\$39,064
Air Pollution Inspector Level II		\$41,203	\$47,384
Architect (including specialties) Level I		\$59,743	\$68,704
Architect (including specialties) Level II		\$71,030	\$81,684
Architect (including specialties) Level III		\$79,457	\$91,376
Architectural Intern		See Section 2(e)(i)-Schedule B	
Architectural Specialist Level I		\$71,030	\$81,684
Architectural Specialist Level II		\$79,457	\$91,376
Asbestos Hazard Investigator		\$47,975	\$55,171
Assistant Air Pollution Control Engineer		\$50,328	\$57,877
Assistant Architect ²		\$50,328	\$57,877
Assistant Area Manager of School Maintenance		\$65,822	\$75,695
Assistant Chemical Engineer (DCAS Res 2012-5) ²		\$50,328	\$57,877

Assistant Chemist (including specialties)	\$46,664	\$53,664	\$68,335
Assistant Civil Engineer ²	\$50,328	\$57,877	\$75,516
Assistant Coordinator of Highway Transportation Studies	\$65,822	\$75,695	\$96,470
Assistant Director of Technical Services (Air Pollution Control)	\$74,478	\$85,650	\$97,875
Assistant Director of Technical Services (Emissions Inventory - Stationary Sources)	\$74,478	\$85,650	\$97,875
Assistant Electrical Engineer ²	\$50,328	\$57,877	\$75,516
Assistant Engineer (Accounting) ²	\$50,328	\$57,877	\$75,516
Assistant Engineering Technician (JOP) ⁵	\$33,399	\$38,409	\$43,468
Assistant Environmental Engineer	\$50,328	\$57,877	\$75,516
Assistant Geologist	\$50,328	\$57,877	\$75,516
Assistant Health Facilities Planner	\$52,606	\$60,497	\$78,831
Assistant Highway Transportation Specialist	\$43,495	\$50,019	\$63,988
Assistant Landscape Architect ²	\$50,328	\$57,877	\$75,516
Assistant Mechanical Engineer ²	\$50,328	\$57,877	\$75,516
Assistant Physicist (including specialties) ⁴	\$50,328	\$57,877	\$75,516
Assistant Plan Examiner (Buildings) ²	\$52,606	\$60,497	\$78,831
Assistant Planner	\$48,679	\$55,981	\$70,303
Assistant Project Coordinator	\$50,328	\$57,877	\$75,516
Assistant Project Development Coordinator ⁵	\$50,328	\$57,877	\$75,516
Assistant Project Manager	\$50,328	\$57,877	\$75,516
Assistant Project Services Specialist ⁵	\$50,328	\$57,877	\$75,516
Assistant Scientist (Radiation Control)	\$50,328	\$57,877	\$75,516
Assistant Signal Circuit Engineer ²	\$50,328	\$57,877	\$75,516
Assistant Space Analyst	\$50,328	\$57,877	\$75,516
Assistant Superintendent of Construction ⁵	\$50,328	\$57,877	\$75,516
Assistant Superintendent of Construction and Repairs	\$50,328	\$57,877	\$75,516
Assistant Supervisor of Electrical Installations	\$50,328	\$57,877	\$75,516
Assistant Supervisor of Mechanical Installations	\$50,328	\$57,877	\$75,516
Assistant Surveyor	\$59,743	\$68,704	\$86,523
Assistant Surveyor Trainee ³	\$50,328	\$57,877	\$61,562
Assistant Urban Designer	\$50,328	\$57,877	\$75,516
Associate Air Pollution Inspector Level I	\$46,026	\$52,930	\$64,810
Associate Air Pollution Inspector Level II	\$51,562	\$59,296	\$71,696
Associate Air Pollution Inspector Level III	\$57,107	\$65,673	\$78,599
Associate Chemist Level I (DCAS Res 2012-5)	Trainee Rate After 1 year in title	\$39,848 \$46,664	\$45,825 \$53,664
Associate Chemist Level II ⁴		\$52,939	\$60,880
Associate Chemist Level III ⁴		\$62,800	\$72,220
Associate Chemist Level IV ⁴		\$68,888	\$79,221
Associate City Planner Level I		\$64,626	\$74,320
Associate City Planner Level II		\$68,888	\$79,221
Associate Engineering Technician Level I		\$43,209	\$49,690
Associate Engineering Technician Level II		\$49,438	\$56,854
Associate Graphic Artist		\$51,879	\$59,661
			\$88,305

Associate Housing Development Specialist		\$65,822	\$75,695	\$96,470
Associate Landmarks Preservationist		\$59,377	\$68,283	\$83,136
Associate Project Manager Level I		\$59,743	\$68,704	\$86,523
Associate Project Manager Level II		\$65,822	\$75,695	\$96,470
Associate Project Manager Level III		\$79,457	\$91,376	\$107,720
Associate Space Analyst		\$59,743	\$68,704	\$86,523
Associate Urban Designer Level I		\$59,743	\$68,704	\$86,523
Associate Urban Designer Level II		\$65,822	\$75,695	\$96,470
Associate Urban Designer Level III		\$68,757	\$79,071	\$104,227
Automotive Specialist		\$59,743	\$68,704	\$86,523
Cartographer (Civil Defense)		\$41,060	\$47,219	\$60,151
Chemical, Biological & Radiological Officer (C.D.)		\$52,606	\$60,497	\$78,831
Chemical Engineer Level I		\$59,743	\$68,704	\$86,523
Chemical Engineer Level II		\$71,030	\$81,684	\$98,681
Chemical Engineer Level III		\$79,457	\$91,376	\$107,720
Chemical Engineering Intern		See Section 2(e)(i)-Schedule B		
Chemist (including specialties) (DCAS Res 2012-5) ⁵		\$52,939	\$60,880	\$78,518
Chemist Trainee		\$39,848	\$45,825	Flat Rate
Chief Supervisor of Mechanical Installations		\$65,822	\$75,695	\$96,470
City Planner Level I		\$48,679	\$55,981	\$70,303
City Planner Level II		\$57,497	\$66,121	\$84,640
City Planner Level III		\$64,626	\$74,320	\$94,409
City Planner Level IV		\$68,888	\$79,221	\$104,624
City Planning Technician		\$34,325	\$39,474	\$52,660
City Research Scientist Level I	Hiring Rate	\$56,555	Flat Rate	
	After 1 year	See Note 9	\$62,210	\$68,431
City Research Scientist Level II		\$66,575	\$76,561	\$83,555
City Research Scientist Level III		\$74,478	\$85,650	\$97,875
City Research Scientist Level IV-A		\$83,133	\$95,603	\$107,826
City Research Scientist Level IV-B		\$85,328	\$98,127	\$124,024
Civil Engineer (including specialties) Level I		\$59,743	\$68,704	\$86,523
Civil Engineer (including specialties) Level II		\$71,030	\$81,684	\$98,681
Civil Engineer (including specialties) Level III		\$79,457	\$91,376	\$107,720
Civil Engineering Drafter ⁵		\$43,495	\$50,019	\$63,988
Civil Engineering Intern		See Section 2(e)(i)-Schedule B		
Civil Engineering Trainee ⁵		\$43,495	\$50,019	Flat Rate
Community Planning Board Coordinator		\$39,697	\$45,651	\$55,075
Computer Facilities Maintainer (FISA)		\$50,328	\$57,877	\$75,516
Construction Management Assistant		\$42,277	\$48,619	\$62,592
Construction Manager (including specialties) ⁵		\$67,331	\$77,431	\$102,840
Construction Project Manager Level I		\$50,328	\$57,877	\$75,516
Construction Project Manager Level II		\$59,743	\$68,704	\$86,523
Construction Project Manager Level III		\$63,540	\$73,071	\$107,720
Construction Project Manager Intern		See Section 2(o)(i)-Schedule B		
Criminalist Level I - A			\$45,728	Flat Rate

Criminalist Level I - B		\$48,581	\$57,630
Criminalist Level II		\$58,136	\$79,993
Criminalist Level III		\$72,475	\$95,471
Criminalist Level IV		\$83,625	\$109,234
Director of Intersectional Traffic Control	\$65,822	\$75,695	\$96,470
Electrical Engineer (including specialties) Level I	\$59,743	\$68,704	\$86,523
Electrical Engineer (including specialties) Level II	\$71,030	\$81,684	\$98,681
Electrical Engineer (including specialties) Level III	\$79,457	\$91,376	\$107,720
Electrical Engineering Drafter ⁵	\$43,495	\$50,019	\$63,988
Electrical Engineering Intern	See Section 2(e)(i)-Schedule B		
Electrical Engineering Trainee ⁵	\$43,495	\$50,019	Flat Rate
Engineer (Accounting) (CE & S)	\$59,743	\$68,704	\$86,523
Engineer-Assessor (all specialties)	\$59,743	\$68,704	\$86,523
Engineer-Assessor (Utility)	\$59,743	\$68,704	\$86,523
Engineering Aide	\$43,495	\$50,019	\$63,988
Engineering Specialist Level I	\$71,030	\$81,684	\$98,681
Engineering Specialist Level II	\$79,457	\$91,376	\$107,720
Engineering Technician (including specialties) Level I	\$34,325	\$39,474	\$44,534
Engineering Technician (including specialties) Level II	\$37,132	\$42,702	\$52,660
Engineering Technician (including specialties) Level III	\$43,209	\$49,690	\$63,658
Engineering Technician (including specialties) Level IV	\$49,438	\$56,854	\$68,900
Engineering Technician Aide (JOP)	\$30,793	\$35,412	Flat Rate
Engineering Technician Trainee ³	\$30,070	\$34,581	\$36,309
Engineering Work Study Trainee	\$26,193	\$30,122	\$38,794
Environmental Control Technician ⁵	\$37,132	\$42,702	\$52,660
Environmental Engineer Level I	\$59,743	\$68,704	\$86,523
Environmental Engineer Level II	\$71,030	\$81,684	\$98,681
Environmental Engineer Level III	\$79,457	\$91,376	\$107,720
Environmental Engineering Intern	See Section 2(e)(i)-Schedule B		
Estimator (including specialties)	\$50,328	\$57,877	\$75,516
Forensic Analyst (OCME)	\$48,098	\$55,313	\$78,511
Forensic Scientist (OCME)	\$69,046	\$79,403	\$98,137
Forester Level I	\$38,284	\$44,027	\$54,331
Forester Level II	\$45,617	\$52,460	\$64,636
General Superintendent of Construction (including specialties) ⁵	\$63,540	\$73,071	\$93,159
General Superintendent of Construction and Repairs	\$63,540	\$73,071	\$93,159
General Superintendent of Building Maintenance (all fields)	\$59,743	\$68,704	\$86,523
Geologist Level I (DCAS Res 2011-16)	Hiring Rate	\$43,495	\$50,019
	After 1 Year in Title Minimum ¹⁰	\$50,328	\$57,877
Geologist Level II	\$59,743	\$68,704	\$86,523
Geologist Trainee	\$43,495	\$50,019	Flat Rate
Graphic Artist Level I	\$40,202	\$46,232	\$62,997
Graphic Artist Level II	\$51,879	\$59,661	\$88,305
Health Facilities Planner	\$67,331	\$77,431	\$102,840

Highway Transportation Specialist Level I	\$50,328	\$57,877	\$75,516
Highway Transportation Specialist Level II	\$59,743	\$68,704	\$86,523
Highway Transportation Specialist Level III	\$65,822	\$75,695	\$96,470
Housing Development Specialist Level I	\$50,328	\$57,877	\$77,028
Housing Development Specialist Level II	\$59,743	\$68,704	\$88,252
Housing Development Specialist Trainee Level I	\$39,130	\$44,999	Flat Rate
Housing Development Specialist Trainee Level II	\$42,640	\$49,036	Flat Rate
Illustrator ⁵	\$37,721	\$43,379	\$50,280
Industrial Hygienist Level I	\$41,786	\$48,054	\$59,097
Industrial Hygienist Level II	\$49,413	\$56,825	\$66,411
Instrument Maker (Radiology)	\$50,328	\$57,877	\$75,516
Instrumentation Specialist Level I ⁶	See Note 6	\$47,298	Flat Rate
Instrumentation Specialist Level II ⁶	See Note 6	\$57,310	Flat Rate
Instrumentation Specialist Level III ⁶	See Note 6	\$65,931	Flat Rate
Instrumentation Specialist Level I ⁷	See Note 7	\$49,031	Flat Rate
Instrumentation Specialist Level II ⁷	See Note 7	\$59,633	Flat Rate
Instrumentation Specialist Level III ⁷	See Note 7	\$67,584	Flat Rate
Instrumentation Specialist Trainee (Entry Level) ⁸	See Note 8	\$32,966	Flat Rate
Instrumentation Specialist Trainee (After one year) ⁸	See Note 8	\$34,400	Flat Rate
Instrumentation Specialist Trainee (After two years) ⁸	See Note 8	\$42,997	Flat Rate
Junior Architect ⁵	\$43,495	\$50,019	\$63,988
Junior Chemist ⁵	\$39,848	\$45,825	\$54,526
Junior Civil Engineer ⁵	\$43,495	\$50,019	\$63,988
Junior Drafter ⁵	\$43,495	\$50,019	\$63,988
Junior Electrical Engineer ⁵	\$43,495	\$50,019	\$63,988
Junior Health Facilities Planner	\$43,495	\$50,019	\$63,988
Junior Mechanical Engineer ⁵	\$43,495	\$50,019	\$63,988
Landmarks Preservationist Level I	\$49,298	\$56,693	\$71,015
Landmarks Preservationist Level II	\$54,623	\$62,816	\$81,157
Landmarks Preservation Specialist	\$49,298	\$56,693	\$71,015
Landscape Architect Level I	\$59,743	\$68,704	\$86,523
Landscape Architect Level II	\$71,030	\$81,684	\$98,681
Landscape Architect Level III	\$79,457	\$91,376	\$107,720
Landscape Architect Intern	See Section 2(e)(i)-Schedule B		
Marine Electronics Technician	\$76,376	\$87,832	\$112,927
Mechanical Engineer (including specialties) Level I	\$59,743	\$68,704	\$86,523
Mechanical Engineer (including specialties) Level II	\$71,030	\$81,684	\$98,681
Mechanical Engineer (including specialties) Level III	\$79,457	\$91,376	\$107,720
Mechanical Engineering Drafter ⁵	\$43,495	\$50,019	\$63,988
Mechanical Engineering Intern	See Section 2(e)(i)-Schedule B		
Medical Equipment Repair Technician	\$34,328	\$39,477	\$51,586
Medical Equipment Specialist	\$45,770	\$52,636	\$67,310
Painting Inspector	\$41,203	\$47,384	\$57,861
Physicist Level I ⁴ (DCAS Res 2012-6)	\$50,328	\$57,877	\$75,516
Physicist Level II ⁴	\$59,743	\$68,704	\$86,523

Physicist Level III ⁴	\$65,822	\$75,695	\$96,470
Physicist (Electronics, Isotopes, Radiation)	\$59,743	\$68,704	\$86,523
Physicist Trainee	\$43,495	\$50,019	Flat Rate
Plan Examiner (Buildings)	\$62,023	\$71,326	\$90,186
Planner	\$57,497	\$66,121	\$84,640
Planner Trainee ⁵	\$43,495	\$50,019	Flat Rate
Principal Air Pollution Control Engineer ⁵	\$83,133	\$95,603	\$107,826
Principal Air Pollution Inspector	\$57,107	\$65,673	\$78,599
Principal Chemical Engineer ⁵	\$83,133	\$95,603	\$107,826
Principal Chemist (including specialties) ⁵	\$68,888	\$79,221	\$104,624
Principal Civil Engineer (including specialties) ⁵	\$83,133	\$95,603	\$107,826
Principal Electrical Engineer ⁵	\$83,133	\$95,603	\$107,826
Principal Engineer	\$83,133	\$95,603	\$107,826
Principal Illustrator ⁵	\$50,328	\$57,877	\$75,516
Principal Mechanical Engineer ⁵	\$83,133	\$95,603	\$107,826
Principal Physicist	\$67,331	\$77,431	\$102,840
Principal Planner	\$68,888	\$79,221	\$104,624
Principal Research Scientist (Biological Sciences)	\$83,133	\$95,603	\$107,826
Principal Urban Designer	\$72,296	\$83,140	\$120,279
Project Coordinator	\$59,743	\$68,704	\$86,523
Project Development Coordinator ⁵	\$59,743	\$68,704	\$86,523
Project Development Coordinator Trainee ⁵	\$43,495	\$50,019	Flat Rate
Project Manager (Other than HHC)	\$50,328	\$57,877	\$75,516
Project Manager (HHC only) Level I	\$50,328	\$57,877	\$75,516
Project Manager (HHC only) Level II	\$58,590	\$67,379	\$102,634
Project Manager Intern	\$45,441	\$52,257	Flat Rate
Project Services Specialist	\$59,743	\$68,704	\$86,523
Radio Repair Technician	\$37,102	\$42,667	\$48,071
Research Scientist Level I	\$66,575	\$76,561	\$83,555
Research Scientist Level II	\$74,478	\$85,650	\$97,875
Research Scientist Level III	\$83,133	\$95,603	\$107,826
Safety Officer	\$38,939	\$44,780	\$55,255
Safety Specialist	\$39,738	\$45,699	\$56,085
Scientist (Radiation Control) Level I	\$50,328	\$57,877	\$75,516
Scientist (Radiation Control) Level II	\$59,743	\$68,704	\$86,523
Scientist (Radiation Control) Level III	\$65,822	\$75,695	\$96,470
Scientist (Water Ecology) Level I	\$40,065	\$46,075	\$60,625
Scientist (Water Ecology) Level II	\$46,672	\$53,673	\$68,349
Scientist (Water Ecology) Level III	\$58,086	\$66,799	\$82,869
Scientist (Water Ecology) Trainee	\$34,576	\$39,762	Flat Rate
Senior Air Pollution Control Engineer ⁵	\$65,822	\$75,695	\$96,470
Senior Air Pollution Inspector	\$46,026	\$52,930	\$64,810
Senior Architect (including specialties) ⁵	\$65,822	\$75,695	\$96,470
Senior Automotive Specialist	\$65,822	\$75,695	\$96,470
Senior Chemical Engineer ⁵	\$65,822	\$75,695	\$96,470

Senior Chemist (including specialties)	\$62,800	\$72,220	\$88,807
Senior Civil Engineer (including specialties) ⁵	\$65,822	\$75,695	\$96,470
Senior Electrical Engineer (including specialties) ⁵	\$65,822	\$75,695	\$96,470
Senior Engineer (Accounting)	\$65,822	\$75,695	\$96,470
Senior Engineer (Safety) ⁵	\$65,822	\$75,695	\$96,470
Senior Engineer (Cranes) ⁵	\$65,822	\$75,695	\$96,470
Senior Engineer-Assessor ⁵	\$65,822	\$75,695	\$96,470
Senior Engineering Technician (including specialties, JOP) ⁵	\$43,209	\$49,690	\$63,658
Senior Environmental Control Technician	\$43,209	\$49,690	\$63,658
Senior Estimator (including specialties)	\$59,743	\$68,704	\$86,523
Senior Geologist	\$65,822	\$75,695	\$96,470
Senior Health Facilities Planner	\$74,821	\$86,044	\$111,557
Senior Highway Transportation Specialist	\$59,743	\$68,704	\$86,523
Senior Hull & Machinery Inspector	\$46,026	\$52,930	\$64,810
Senior Illustrator	\$41,060	\$47,219	\$60,151
Senior Industrial Engineer	\$65,822	\$75,695	\$96,470
Senior Landscape Architect ⁵	\$65,822	\$75,695	\$96,470
Senior Mechanical Engineer (including specialties)	\$65,822	\$75,695	\$96,470
Senior Meteorologist	\$45,770	\$52,636	\$67,310
Senior Painting Inspector	\$46,026	\$52,930	\$64,810
Senior Physicist (including specialties) ⁴	\$65,822	\$75,695	\$96,470
Senior Plan Examiner (Buildings)	\$67,331	\$77,431	\$102,840
Senior Planner ⁵	\$64,626	\$74,320	\$94,409
Senior Project Coordinator	\$65,822	\$75,695	\$96,470
Senior Project Development Coordinator ⁵	\$65,822	\$75,695	\$96,470
Senior Project Services Specialist ⁵	\$65,822	\$75,695	\$96,470
Senior Scientist (Radiation Control)	\$65,822	\$75,695	\$96,470
Senior Supervisor of Mechanical Installations	\$62,023	\$71,326	\$90,186
Senior Traffic Control Inspector	\$44,024	\$50,628	\$62,504
Senior Urban Designer ⁵	\$65,822	\$75,695	\$96,470
Senior Waterfront Construction Inspector	\$46,026	\$52,930	\$64,810
Space Analyst Level I	\$50,328	\$57,877	\$75,516
Space Analyst Level II	\$59,743	\$68,704	\$86,523
Superintendent of Construction ⁵	\$59,743	\$68,704	\$86,523
Superintendent of Construction and Repairs	\$59,743	\$68,704	\$86,523
Supervising Air Pollution Inspector	\$51,562	\$59,296	\$71,696
Supervising Environmental Control Technician	\$49,438	\$56,854	\$68,900
Supervising Hull & Machinery Inspector	\$50,637	\$58,232	\$70,632
Supervising Traffic Control Inspector	\$48,889	\$56,222	\$68,622
Supervisor of Building Maintenance (All Fields)	\$50,328	\$57,877	\$75,516
Supervisor of Diesel Engine Maintenance	\$58,076	\$66,787	\$82,852
Supervisor of Electrical Installations	\$59,743	\$68,704	\$86,523
Supervisor of Electrical Installations & Maintenance Level I	\$50,328	\$57,877	\$75,516
Supervisor of Electrical Installations & Maintenance Level II	\$59,743	\$68,704	\$86,523
Supervisor of Mechanical Installations	\$59,743	\$68,704	\$86,523

Supervisor of Mechanical Installations & Maintenance Level I	\$50,328	\$57,877	\$75,516
Supervisor of Mechanical Installations & Maintenance Level II	\$59,743	\$68,704	\$86,523
Supervisor of Mechanical Installations & Maintenance Level III	\$62,023	\$71,326	\$90,186
Supervisor of Mechanical Installations & Maintenance Level IV	\$65,822	\$75,695	\$96,470
Surveyor Level I - A	\$50,328	\$57,877	Flat Rate
Surveyor Level I - B	\$55,034	\$63,289	\$74,041
Surveyor Level II	\$59,743	\$68,704	\$86,523
Surveyor Level III	\$65,822	\$75,695	\$96,470
Tax Map Cartographer Level I-A	\$50,328	\$57,877	Flat Rate
Tax Map Cartographer Level I-B	\$55,034	\$63,289	\$74,041
Tax Map Cartographer Level II	\$59,743	\$68,704	\$86,523
Telemetric Systems Specialist	\$63,540	\$73,071	\$93,159
Traffic Control Inspector Level I	\$39,863	\$45,842	\$56,325
Traffic Control Inspector Level II	\$44,024	\$50,628	\$62,504
Traffic Control Inspector Level III	\$48,889	\$56,222	\$68,622
Urban Archeologist	\$46,420	\$53,383	\$72,765
Urban Designer ⁵	\$59,743	\$68,704	\$86,523
Urban Designer Trainee	\$43,495	\$50,019	Flat Rate
Urban Technician	\$34,325	\$39,474	\$52,660
Waterfront Construction Inspector	\$41,203	\$47,384	\$57,861

1. See Article III, Section 4 (New Hires)
2. Upon completion of six months of satisfactory permanent service in the title, an employee shall be guaranteed a minimum salary equal to the then current applicable minimum hiring rate 1 plus an additional \$1,000. Upon completion of an additional eighteen (18) months of satisfactory permanent service in the title, the employee shall be guaranteed a minimum salary equal to the minimum incumbent rate in effect on the two year anniversary of the employee's original date of appointment to the applicable title, plus an additional \$1000.
3. Upon completion of one year of satisfactory service in the title, the maximum salary shall apply.
4. Each appointment to this position above the minimum hiring rate will be handled on a case by case basis.
5. For present incumbents only.
6. Base salary schedule for all newly hired employees appointed to the title of Instrumentation Specialist on or after July 1, 2002. Note: employees appointed after July 1, 2002 remain in this salary schedule.
7. Base salary schedule for current incumbents appointed prior to July 1, 2002 and who were serving in the Environmental Control Technician title series since January 1, 2002.
8. Trainees advance into the salary schedule established for all newly hired employees appointed to the title of Instrumentation Specialist on or after July 1, 2002.
9. Upon completion of one year at Assignment Level I, employees shall be paid no less than the indicated minimum for incumbents at Assignment Level I that is in effect on their one year of service anniversaries.
10. Employees hired into City Service with less than two years of continuous City service shall be paid at least the Hiring Rate. After satisfactory completion of one year of training and service in the title of Geologist Level I, employees shall be paid no less than the "After One Year in Title Minimum" rate for Assignment Level I that is in effect on their one year anniversaries of appointment to Geologist. Upon completion of two years of City service, employees shall be paid at least the incumbent minimum for their assignment level.

SCHEDULE B

<u>TITLE</u>	<u>(1) Hiring Rate ¹</u>		<u>(2) Incumbent Rate</u>	
	(a) Minimum	(b) Maximum	(a) Minimum	(b) Maximum
Air Pollution Control Engineering Intern	\$45,333	\$51,233	\$52,133	\$54,898
Architectural Intern	\$45,333	\$51,233	\$52,133	\$54,898
Chemical Engineering Intern	\$45,333	\$51,233	\$52,133	\$54,898
Civil Engineering Intern	\$45,333	\$51,233	\$52,133	\$54,898
Construction Project Manager Intern	\$45,333		\$52,133	\$54,898

Electrical Engineering Intern	\$45,333	\$51,233	\$52,133	\$54,898
Environmental Engineering Intern	\$45,333	\$51,233	\$52,133	\$54,898
Landscape Architect Intern	\$45,333	\$51,233	\$52,133	\$54,898
Mechanical Engineering Intern	\$45,333	\$51,233	\$52,133	\$54,898

Note:

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

(ii) Unit B (Radio/TV)

TITLE	(1) Minimum		(2) Maximum
	(a) Hiring Rate ¹	(b) Incumbent Rate	
Associate Operations Communications Specialist Level I	\$42,052	\$48,360	\$54,060
Associate Operations Communications Specialist Level II	\$47,009	\$54,060	\$59,759
Director (TV) Level I	\$35,623	\$40,966	\$45,864
Director (TV) Level II	\$43,570	\$50,106	\$62,673
Film Editor	\$35,822	\$41,195	\$48,619
Film Manager	\$51,695	\$59,449	\$70,981
Operations Communications Specialist Level I	\$35,350	\$40,653	\$47,629
Operations Communications Specialist Level II	\$41,417	\$47,629	\$54,608
Program Announcer Level I	\$37,798	\$43,468	\$56,914
Program Announcer Level II	\$42,277	\$48,619	\$62,507
Program Producer Level I	\$36,809	\$42,330	\$50,712
Program Producer Level II	\$51,695	\$59,449	\$70,981
Program Producer Level III	\$59,589	\$68,527	\$82,508
Radio & TV Operator Level I	\$31,001	\$35,651	\$45,548
Radio & TV Operator Level II	\$37,798	\$43,468	\$56,914
Radio & TV Operator Level III	\$42,277	\$48,619	\$62,507
Supervisor of Radio & TV Operators Level I	\$51,695	\$59,449	\$70,981
Supervisor of Radio & TV Operators Level II	\$59,589	\$68,527	\$82,508
Supervisor of Radio Production	\$53,742	\$61,803	\$71,705
Television Equipment Operator	\$35,822	\$41,195	\$48,619
Television Lighting Technician	\$35,822	\$41,195	\$48,619

Note:

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

f. Effective September 3, 2015

i. Unit A (Engineering/Scientific)

<u>TITLE</u>	(1) Minimum	(2) Maximum
	<u>(a) Hiring Rate¹</u>	<u>(b) Incumbent Rate</u>
Administrative Architect (Non-Managerial) ¹¹	\$48,535	\$55,815
Administrative City Planner (Non-Managerial) ¹¹	\$48,535	\$55,815
Administrative Construction Project Manager (Non-Managerial) ¹¹	\$48,535	\$55,815
Administrative Director of Laboratory (Water Quality) (Non-Managerial) ¹²	\$48,535	\$55,815
Administrative Engineer (Non-Managerial) ¹¹	\$48,535	\$55,815
Administrative Housing Development (Non-Managerial) ¹¹	\$48,535	\$55,815
Administrative Project Director (HPD) (Non-Managerial) ¹²	\$48,535	\$55,815
Administrative Project Manager (Non-Managerial) ¹²	\$48,535	\$55,815
Administrative Inspector (Buildings) (Non-Managerial) ¹¹	\$48,535	\$55,815
Administrative Landmarks Preservationist (Non-Managerial) ¹¹	\$48,535	\$55,815
Administrative Landscape Architect (Non-Managerial) ¹¹	\$48,535	\$55,815
Air Pollution Control Engineer Level I	\$61,237	\$70,422
Air Pollution Control Engineer Level II	\$72,805	\$83,726
Air Pollution Control Engineer Level III	\$81,443	\$93,660
Air Pollution Control Engineering Intern	See Section 2(e)(i)-Schedule B	
Air Pollution Control Engineering Trainee	\$44,582	\$51,269
Air Pollution Inspector Level I	Hiring Rate \$31,587	Flat Rate
	After 1 year \$33,162	Flat Rate
	After 2 years \$34,818	\$40,041
Air Pollution Inspector Level II	\$42,234	\$48,569
Architect (including specialties) Level I	\$61,237	\$70,422
Architect (including specialties) Level II	\$72,805	\$83,726
Architect (including specialties) Level III	\$81,443	\$93,660
Architectural Intern	See Section 2(e)(i)-Schedule B	
Architectural Specialist Level I	\$72,805	\$83,726
Architectural Specialist Level II	\$81,443	\$93,660
Asbestos Hazard Investigator	\$49,174	\$56,550
Assistant Air Pollution Control Engineer	\$51,586	\$59,324
Assistant Architect ²	\$51,586	\$59,324
Assistant Area Manager of School Maintenance	\$67,467	\$77,587
Assistant Chemical Engineer (DCAS Res 2012-5) ²	\$51,586	\$59,324
Assistant Chemist (including specialties)	\$47,831	\$55,006
Assistant Civil Engineer ²	\$51,586	\$59,324
Assistant Coordinator of Highway Transportation Studies	\$67,467	\$77,587
Assistant Director of Technical Services (Air Pollution Control)	\$76,340	\$87,791
Assistant Director of Technical Services (Emissions Inventory - Stationary Sources)	\$76,340	\$87,791

Assistant Electrical Engineer ²	\$51,586	\$59,324	\$77,404
Assistant Engineer (Accounting) ²	\$51,586	\$59,324	\$77,404
Assistant Engineering Technician (JOP) ⁵	\$34,234	\$39,369	\$44,555
Assistant Environmental Engineer	\$51,586	\$59,324	\$77,404
Assistant Geologist	\$51,586	\$59,324	\$77,404
Assistant Health Facilities Planner	\$53,921	\$62,009	\$80,802
Assistant Highway Transportation Specialist	\$44,582	\$51,269	\$65,588
Assistant Landscape Architect ²	\$51,586	\$59,324	\$77,404
Assistant Mechanical Engineer ²	\$51,586	\$59,324	\$77,404
Assistant Physicist (including specialties) ⁴	\$51,586	\$59,324	\$77,404
Assistant Plan Examiner (Buildings) ²	\$53,921	\$62,009	\$80,802
Assistant Planner	\$49,897	\$57,381	\$72,061
Assistant Project Coordinator	\$51,586	\$59,324	\$77,404
Assistant Project Development Coordinator ⁵	\$51,586	\$59,324	\$77,404
Assistant Project Manager	\$51,586	\$59,324	\$77,404
Assistant Project Services Specialist ⁵	\$51,586	\$59,324	\$77,404
Assistant Scientist (Radiation Control)	\$51,586	\$59,324	\$77,404
Assistant Signal Circuit Engineer ²	\$51,586	\$59,324	\$77,404
Assistant Space Analyst	\$51,586	\$59,324	\$77,404
Assistant Superintendent of Construction ⁵	\$51,586	\$59,324	\$77,404
Assistant Superintendent of Construction and Repairs	\$51,586	\$59,324	\$77,404
Assistant Supervisor of Electrical Installations	\$51,586	\$59,324	\$77,404
Assistant Supervisor of Mechanical Installations	\$51,586	\$59,324	\$77,404
Assistant Surveyor	\$61,237	\$70,422	\$88,686
Assistant Surveyor Trainee ³	\$51,586	\$59,324	\$63,101
Assistant Urban Designer	\$51,586	\$59,324	\$77,404
Associate Air Pollution Inspector Level I	\$47,177	\$54,253	\$66,430
Associate Air Pollution Inspector Level II	\$52,850	\$60,778	\$73,488
Associate Air Pollution Inspector Level III	\$58,535	\$67,315	\$80,564
Associate Chemist Level I (DCAS Res 2012-5)	Trainee Rate After 1 year in title	\$40,844	\$46,971
			Flat Rate
		\$47,831	\$55,006
Associate Chemist Level II ⁴	\$54,263	\$62,402	\$80,481
Associate Chemist Level III ⁴	\$64,370	\$74,026	\$91,027
Associate Chemist Level IV ⁴	\$70,610	\$81,202	\$107,240
Associate City Planner Level I	\$66,242	\$76,178	\$96,769
Associate City Planner Level II	\$70,610	\$81,202	\$107,240
Associate Engineering Technician Level I	\$44,289	\$50,932	\$65,249
Associate Engineering Technician Level II	\$50,674	\$58,275	\$70,623
Associate Graphic Artist	\$53,177	\$61,153	\$90,513
Associate Housing Development Specialist	\$67,467	\$77,587	\$98,882
Associate Landmarks Preservationist	\$60,861	\$69,990	\$85,214
Associate Project Manager Level I	\$61,237	\$70,422	\$88,686
Associate Project Manager Level II	\$67,467	\$77,587	\$98,882
Associate Project Manager Level III	\$81,443	\$93,660	\$110,413

Associate Space Analyst		\$61,237	\$70,422	\$88,686
Associate Urban Designer Level I		\$61,237	\$70,422	\$88,686
Associate Urban Designer Level II		\$67,467	\$77,587	\$98,882
Associate Urban Designer Level III		\$70,477	\$81,048	\$106,833
Automotive Specialist		\$61,237	\$70,422	\$88,686
Cartographer (Civil Defense)		\$42,086	\$48,399	\$61,655
Chemical, Biological & Radiological Officer (C.D.)		\$53,921	\$62,009	\$80,802
Chemical Engineer Level I		\$61,237	\$70,422	\$88,686
Chemical Engineer Level II		\$72,805	\$83,726	\$101,148
Chemical Engineer Level III		\$81,443	\$93,660	\$110,413
Chemical Engineering Intern		See Section 2(e)(i)-Schedule B		
Chemist (including specialties) (DCAS Res 2012-5) ⁵		\$54,263	\$62,402	\$80,481
Chemist Trainee		\$40,844	\$46,971	Flat Rate
Chief Supervisor of Mechanical Installations		\$67,467	\$77,587	\$98,882
City Planner Level I		\$49,897	\$57,381	\$72,061
City Planner Level II		\$58,934	\$67,774	\$86,756
City Planner Level III		\$66,242	\$76,178	\$96,769
City Planner Level IV		\$70,610	\$81,202	\$107,240
City Planning Technician		\$35,183	\$40,461	\$53,977
City Research Scientist Level I	Hiring Rate	\$57,969	Flat Rate	
	After 1 year	See Note 9	\$63,765	\$70,142
City Research Scientist Level II		\$68,239	\$78,475	\$85,644
City Research Scientist Level III		\$76,340	\$87,791	\$100,322
City Research Scientist Level IV-A		\$85,211	\$97,993	\$110,522
City Research Scientist Level IV-B		\$87,461	\$100,580	\$127,125
Civil Engineer (including specialties) Level I		\$61,237	\$70,422	\$88,686
Civil Engineer (including specialties) Level II		\$72,805	\$83,726	\$101,148
Civil Engineer (including specialties) Level III		\$81,443	\$93,660	\$110,413
Civil Engineering Drafter ⁵		\$44,582	\$51,269	\$65,588
Civil Engineering Intern		See Section 2(e)(i)-Schedule B		
Civil Engineering Trainee ⁵		\$44,582	\$51,269	Flat Rate
Community Planning Board Coordinator		\$40,689	\$46,792	\$56,452
Computer Facilities Maintainer (FISA)		\$51,586	\$59,324	\$77,404
Construction Management Assistant		\$43,334	\$49,834	\$64,157
Construction Manager (including specialties) ⁵		\$69,015	\$79,367	\$105,411
Construction Project Manager Level I		\$51,586	\$59,324	\$77,404
Construction Project Manager Level II		\$61,237	\$70,422	\$88,686
Construction Project Manager Level III		\$65,129	\$74,898	\$110,413
Construction Project Manager Intern		See Section 2(e)(i)-Schedule B		
Criminalist Level I - A			\$46,871	Flat Rate
Criminalist Level I - B			\$49,796	\$59,071
Criminalist Level II			\$59,589	\$81,993
Criminalist Level III			\$74,287	\$97,858
Criminalist Level IV			\$85,716	\$111,965
Director of Intersectional Traffic Control		\$67,467	\$77,587	\$98,882

Electrical Engineer (including specialties) Level I	\$61,237	\$70,422	\$88,686
Electrical Engineer (including specialties) Level II	\$72,805	\$83,726	\$101,148
Electrical Engineer (including specialties) Level III	\$81,443	\$93,660	\$110,413
Electrical Engineering Drafter ⁵	\$44,582	\$51,269	\$65,588
Electrical Engineering Intern	See Section 2(e)(i)-Schedule B		
Electrical Engineering Trainee ⁵	\$44,582	\$51,269	Flat Rate
Engineer (Accounting) (CE & S)	\$61,237	\$70,422	\$88,686
Engineer-Assessor (all specialties)	\$61,237	\$70,422	\$88,686
Engineer-Assessor (Utility)	\$61,237	\$70,422	\$88,686
Engineering Aide	\$44,582	\$51,269	\$65,588
Engineering Specialist Level I	\$72,805	\$83,726	\$101,148
Engineering Specialist Level II	\$81,443	\$93,660	\$110,413
Engineering Technician (including specialties) Level I	\$35,183	\$40,461	\$45,647
Engineering Technician (including specialties) Level II	\$38,061	\$43,770	\$53,977
Engineering Technician (including specialties) Level III	\$44,289	\$50,932	\$65,249
Engineering Technician (including specialties) Level IV	\$50,674	\$58,275	\$70,623
Engineering Technician Aide (JOP)	\$31,563	\$36,297	Flat Rate
Engineering Technician Trainee ³	\$30,823	\$35,446	\$37,217
Engineering Work Study Trainee	\$26,848	\$30,875	\$39,764
Environmental Control Technician ⁵	\$38,061	\$43,770	\$53,977
Environmental Engineer Level I	\$61,237	\$70,422	\$88,686
Environmental Engineer Level II	\$72,805	\$83,726	\$101,148
Environmental Engineer Level III	\$81,443	\$93,660	\$110,413
Environmental Engineering Intern	See Section 2(e)(i)-Schedule B		
Estimator (including specialties)	\$51,586	\$59,324	\$77,404
Forensic Analyst (OCME)	\$49,301	\$56,696	\$80,474
Forensic Scientist (OCME)	\$70,772	\$81,388	\$100,590
Forester Level I	\$39,242	\$45,128	\$55,689
Forester Level II	\$46,758	\$53,772	\$66,252
General Superintendent of Construction (including specialties) ⁵	\$65,129	\$74,898	\$95,488
General Superintendent of Construction and Repairs	\$65,129	\$74,898	\$95,488
General Superintendent of Building Maintenance (all fields)	\$61,237	\$70,422	\$88,686
Geologist Level I (DCAS Res 2011-16)	Hiring Rate After 1 Year in Title Minimum ¹⁰	\$44,582 \$51,586	Flat Rate \$77,404
Geologist Level II	\$61,237	\$70,422	\$88,686
Geologist Trainee	\$44,582	\$51,269	Flat Rate
Graphic Artist Level I	\$41,207	\$47,388	\$64,572
Graphic Artist Level II	\$53,177	\$61,153	\$90,513
Health Facilities Planner	\$69,015	\$79,367	\$105,411
Highway Transportation Specialist Level I	\$51,586	\$59,324	\$77,404
Highway Transportation Specialist Level II	\$61,237	\$70,422	\$88,686
Highway Transportation Specialist Level III	\$67,467	\$77,587	\$98,882
Housing Development Specialist Level I	\$51,586	\$59,324	\$78,954
Housing Development Specialist Level II	\$61,237	\$70,422	\$90,458

Housing Development Specialist Trainee Level I	\$40,108	\$46,124	Flat Rate
Housing Development Specialist Trainee Level II	\$43,706	\$50,262	Flat Rate
Illustrator ⁵	\$38,663	\$44,463	\$51,537
Industrial Hygienist Level I	\$42,830	\$49,255	\$60,574
Industrial Hygienist Level II	\$50,649	\$58,246	\$68,071
Instrument Maker (Radiology)	\$51,586	\$59,324	\$77,404
Instrumentation Specialist Level I ⁶	See Note 6	\$48,480	Flat Rate
Instrumentation Specialist Level II ⁶	See Note 6	\$58,743	Flat Rate
Instrumentation Specialist Level III ⁶	See Note 6	\$67,579	Flat Rate
Instrumentation Specialist Level I ⁷	See Note 7	\$50,257	Flat Rate
Instrumentation Specialist Level II ⁷	See Note 7	\$61,124	Flat Rate
Instrumentation Specialist Level III ⁷	See Note 7	\$69,274	Flat Rate
Instrumentation Specialist Trainee (Entry Level) ⁸	See Note 8	\$33,790	Flat Rate
Instrumentation Specialist Trainee (After one year) ⁸	See Note 8	\$35,260	Flat Rate
Instrumentation Specialist Trainee (After two years) ⁸	See Note 8	\$44,072	Flat Rate
Junior Architect ⁵	\$44,582	\$51,269	\$65,588
Junior Chemist ⁵	\$40,844	\$46,971	\$55,889
Junior Civil Engineer ⁵	\$44,582	\$51,269	\$65,588
Junior Drafter ⁵	\$44,582	\$51,269	\$65,588
Junior Electrical Engineer ⁵	\$44,582	\$51,269	\$65,588
Junior Health Facilities Planner	\$44,582	\$51,269	\$65,588
Junior Mechanical Engineer ⁵	\$44,582	\$51,269	\$65,588
Landmarks Preservationist Level I	\$50,530	\$58,110	\$72,790
Landmarks Preservationist Level II	\$55,988	\$64,386	\$83,186
Landmarks Preservation Specialist	\$50,530	\$58,110	\$72,790
Landscape Architect Level I	\$61,237	\$70,422	\$88,686
Landscape Architect Level II	\$72,805	\$83,726	\$101,148
Landscape Architect Level III	\$81,443	\$93,660	\$110,413
Landscape Architect Intern	See Section 2(e)(i)-Schedule B		
Marine Electronics Technician	\$78,285	\$90,028	\$115,750
Mechanical Engineer (including specialties) Level I	\$61,237	\$70,422	\$88,686
Mechanical Engineer (including specialties) Level II	\$72,805	\$83,726	\$101,148
Mechanical Engineer (including specialties) Level III	\$81,443	\$93,660	\$110,413
Mechanical Engineering Drafter ⁵	\$44,582	\$51,269	\$65,588
Mechanical Engineering Intern	See Section 2(e)(i)-Schedule B		
Medical Equipment Repair Technician	\$35,186	\$40,464	\$52,876
Medical Equipment Specialist	\$46,915	\$53,952	\$68,993
Painting Inspector	\$42,234	\$48,569	\$59,308
Physicist Level I ⁴ (DCAS Res 2012-6)	\$51,586	\$59,324	\$77,404
Physicist Level II ⁴	\$61,237	\$70,422	\$88,686
Physicist Level III ⁴	\$67,467	\$77,587	\$98,882
Physicist (Electronics, Isotopes, Radiation)	\$61,237	\$70,422	\$88,686
Physicist Trainee	\$44,582	\$51,269	Flat Rate
Plan Examiner (Buildings)	\$63,573	\$73,109	\$92,441
Planner	\$58,934	\$67,774	\$86,756

Planner Trainee ⁵	\$44,582	\$51,269	Flat Rate
Principal Air Pollution Control Engineer ⁵	\$85,211	\$97,993	\$110,522
Principal Air Pollution Inspector	\$58,535	\$67,315	\$80,564
Principal Chemical Engineer ⁵	\$85,211	\$97,993	\$110,522
Principal Chemist (including specialties) ⁵	\$70,610	\$81,202	\$107,240
Principal Civil Engineer (including specialties) ⁵	\$85,211	\$97,993	\$110,522
Principal Electrical Engineer ⁵	\$85,211	\$97,993	\$110,522
Principal Engineer	\$85,211	\$97,993	\$110,522
Principal Illustrator ⁵	\$51,586	\$59,324	\$77,404
Principal Mechanical Engineer ⁵	\$85,211	\$97,993	\$110,522
Principal Physicist	\$69,015	\$79,367	\$105,411
Principal Planner	\$70,610	\$81,202	\$107,240
Principal Research Scientist (Biological Sciences)	\$85,211	\$97,993	\$110,522
Principal Urban Designer	\$74,103	\$85,219	\$123,286
Project Coordinator	\$61,237	\$70,422	\$88,686
Project Development Coordinator ⁵	\$61,237	\$70,422	\$88,686
Project Development Coordinator Trainee ⁵	\$44,582	\$51,269	Flat Rate
Project Manager (Other than HHC)	\$51,586	\$59,324	\$77,404
Project Manager (HHC only) Level I	\$51,586	\$59,324	\$77,404
Project Manager (HHC only) Level II	\$60,055	\$69,063	\$105,200
Project Manager Intern	\$46,577	\$53,563	Flat Rate
Project Services Specialist	\$61,237	\$70,422	\$88,686
Radio Repair Technician	\$38,030	\$43,734	\$49,273
Research Scientist Level I	\$68,239	\$78,475	\$85,644
Research Scientist Level II	\$76,340	\$87,791	\$100,322
Research Scientist Level III	\$85,211	\$97,993	\$110,522
Safety Officer	\$39,913	\$45,900	\$56,636
Safety Specialist	\$40,731	\$46,841	\$57,487
Scientist (Radiation Control) Level I	\$51,586	\$59,324	\$77,404
Scientist (Radiation Control) Level II	\$61,237	\$70,422	\$88,686
Scientist (Radiation Control) Level III	\$67,467	\$77,587	\$98,882
Scientist (Water Ecology) Level I	\$41,067	\$47,227	\$62,141
Scientist (Water Ecology) Level II	\$47,839	\$55,015	\$70,058
Scientist (Water Ecology) Level III	\$59,538	\$68,469	\$84,941
Scientist (Water Ecology) Trainee	\$35,440	\$40,756	Flat Rate
Senior Air Pollution Control Engineer ⁵	\$67,467	\$77,587	\$98,882
Senior Air Pollution Inspector	\$47,177	\$54,253	\$66,430
Senior Architect (including specialties) ⁵	\$67,467	\$77,587	\$98,882
Senior Automotive Specialist	\$67,467	\$77,587	\$98,882
Senior Chemical Engineer ⁵	\$67,467	\$77,587	\$98,882
Senior Chemist (including specialties)	\$64,370	\$74,026	\$91,027
Senior Civil Engineer (including specialties) ⁵	\$67,467	\$77,587	\$98,882
Senior Electrical Engineer (including specialties) ⁵	\$67,467	\$77,587	\$98,882
Senior Engineer (Accounting)	\$67,467	\$77,587	\$98,882
Senior Engineer (Safety) ⁵	\$67,467	\$77,587	\$98,882

Senior Engineer (Cranes) ⁵	\$67,467	\$77,587	\$98,882
Senior Engineer-Assessor ⁵	\$67,467	\$77,587	\$98,882
Senior Engineering Technician (including specialties, JOP) ⁵	\$44,289	\$50,932	\$65,249
Senior Environmental Control Technician	\$44,289	\$50,932	\$65,249
Senior Estimator (including specialties)	\$61,237	\$70,422	\$88,686
Senior Geologist	\$67,467	\$77,587	\$98,882
Senior Health Facilities Planner	\$76,691	\$88,195	\$114,346
Senior Highway Transportation Specialist	\$61,237	\$70,422	\$88,686
Senior Hull & Machinery Inspector	\$47,177	\$54,253	\$66,430
Senior Illustrator	\$42,086	\$48,399	\$61,655
Senior Industrial Engineer	\$67,467	\$77,587	\$98,882
Senior Landscape Architect ⁵	\$67,467	\$77,587	\$98,882
Senior Mechanical Engineer (including specialties)	\$67,467	\$77,587	\$98,882
Senior Meteorologist	\$46,915	\$53,952	\$68,993
Senior Painting Inspector	\$47,177	\$54,253	\$66,430
Senior Physicist (including specialties) ⁴	\$67,467	\$77,587	\$98,882
Senior Plan Examiner (Buildings)	\$69,015	\$79,367	\$105,411
Senior Planner ⁵	\$66,242	\$76,178	\$96,769
Senior Project Coordinator	\$67,467	\$77,587	\$98,882
Senior Project Development Coordinator ⁵	\$67,467	\$77,587	\$98,882
Senior Project Services Specialist ⁵	\$67,467	\$77,587	\$98,882
Senior Scientist (Radiation Control)	\$67,467	\$77,587	\$98,882
Senior Supervisor of Mechanical Installations	\$63,573	\$73,109	\$92,441
Senior Traffic Control Inspector	\$45,125	\$51,894	\$64,067
Senior Urban Designer ⁵	\$67,467	\$77,587	\$98,882
Senior Waterfront Construction Inspector	\$47,177	\$54,253	\$66,430
Space Analyst Level I	\$51,586	\$59,324	\$77,404
Space Analyst Level II	\$61,237	\$70,422	\$88,686
Superintendent of Construction ⁵	\$61,237	\$70,422	\$88,686
Superintendent of Construction and Repairs	\$61,237	\$70,422	\$88,686
Supervising Air Pollution Inspector	\$52,850	\$60,778	\$73,488
Supervising Environmental Control Technician	\$50,674	\$58,275	\$70,623
Supervising Hull & Machinery Inspector	\$51,903	\$59,688	\$72,398
Supervising Traffic Control Inspector	\$50,111	\$57,628	\$70,338
Supervisor of Building Maintenance (All Fields)	\$51,586	\$59,324	\$77,404
Supervisor of Diesel Engine Maintenance	\$59,528	\$68,457	\$84,923
Supervisor of Electrical Installations	\$61,237	\$70,422	\$88,686
Supervisor of Electrical Installations & Maintenance Level I	\$51,586	\$59,324	\$77,404
Supervisor of Electrical Installations & Maintenance Level II	\$61,237	\$70,422	\$88,686
Supervisor of Mechanical Installations	\$61,237	\$70,422	\$88,686
Supervisor of Mechanical Installations & Maintenance Level I	\$51,586	\$59,324	\$77,404
Supervisor of Mechanical Installations & Maintenance Level II	\$61,237	\$70,422	\$88,686
Supervisor of Mechanical Installations & Maintenance Level III	\$63,573	\$73,109	\$92,441
Supervisor of Mechanical Installations & Maintenance Level IV	\$67,467	\$77,587	\$98,882
Surveyor Level I - A	\$51,586	\$59,324	Flat Rate

Surveyor Level I - B	\$56,410	\$64,871	\$75,892
Surveyor Level II	\$61,237	\$70,422	\$88,686
Surveyor Level III	\$67,467	\$77,587	\$98,882
Tax Map Cartographer Level I-A	\$51,586	\$59,324	Flat Rate
Tax Map Cartographer Level I-B	\$56,410	\$64,871	\$75,892
Tax Map Cartographer Level II	\$61,237	\$70,422	\$88,686
Telemetric Systems Specialist	\$65,129	\$74,898	\$95,488
Traffic Control Inspector Level I	\$40,859	\$46,988	\$57,733
Traffic Control Inspector Level II	\$45,125	\$51,894	\$64,067
Traffic Control Inspector Level III	\$50,111	\$57,628	\$70,338
Urban Archeologist	\$47,581	\$54,718	\$74,584
Urban Designer ⁵	\$61,237	\$70,422	\$88,686
Urban Designer Trainee	\$44,582	\$51,269	Flat Rate
Urban Technician	\$35,183	\$40,461	\$53,977
Waterfront Construction Inspector	\$42,234	\$48,569	\$59,308

1. See Article III, Section 4 (New Hires)
2. Upon completion of six months of satisfactory permanent service in the title, an employee shall be guaranteed a minimum salary equal to the then current applicable minimum hiring rate 1 plus an additional \$1,000. Upon completion of an additional eighteen (18) months of satisfactory permanent service in the title, the employee shall be guaranteed a minimum salary equal to the minimum incumbent rate in effect on the two year anniversary of the employee's original date of appointment to the applicable title, plus an additional \$1000.
3. Upon completion of one year of satisfactory service in the title, the maximum salary shall apply.
4. Each appointment to this position above the minimum hiring rate will be handled on a case by case basis.
5. For present incumbents only.
6. Base salary schedule for all newly hired employees appointed to the title of Instrumentation Specialist on or after July 1, 2002. Note: employees appointed after July 1, 2002 remain in this salary schedule.
7. Base salary schedule for current incumbents appointed prior to July 1, 2002 and who were serving in the Environmental Control Technician title series since January 1, 2002.
8. Trainees advance into the salary schedule established for all newly hired employees appointed to the title of Instrumentation Specialist on or after July 1, 2002.
9. Upon completion of one year at Assignment Level I, employees shall be paid no less than the indicated minimum for incumbents at Assignment Level I that is in effect on their one year of service anniversaries.
10. Employees hired into City Service with less than two years of continuous City service shall be paid at least the Hiring Rate. After satisfactory completion of one year of training and service in the title of Geologist Level I, employees shall be paid no less than the "After One Year in Title Minimum" rate for Assignment Level I that is in effect on their one year anniversaries of appointment to Geologist. Upon completion of two years of City service, employees shall be paid at least the incumbent minimum for their assignment level.

SCHEDULE B

<u>TITLE</u>	<u>(1) Hiring Rate ¹</u>		<u>(2) Incumbent Rate</u>	
	(a) Minimum	(b) Maximum	(a) Minimum	(b) Maximum
Air Pollution Control Engineering Intern	\$46,466	\$52,514	\$53,436	\$56,270
Architectural Intern	\$46,466	\$52,514	\$53,436	\$56,270
Chemical Engineering Intern	\$46,466	\$52,514	\$53,436	\$56,270
Civil Engineering Intern	\$46,466	\$52,514	\$53,436	\$56,270
Construction Project Manager Intern	\$46,466		\$53,436	\$56,270
Electrical Engineering Intern	\$46,466	\$52,514	\$53,436	\$56,270
Environmental Engineering Intern	\$46,466	\$52,514	\$53,436	\$56,270
Landscape Architect Intern	\$46,466	\$52,514	\$53,436	\$56,270
Mechanical Engineering Intern	\$46,466	\$52,514	\$53,436	\$56,270

Note:

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

(ii) Unit B (Radio/TV)

TITLE	(1) Minimum		(2) Maximum
	(a) Hiring Rate ¹	(b) Incumbent Rate	
Associate Operations Communications Specialist Level I	\$43,103	\$49,569	\$55,412
Associate Operations Communications Specialist Level II	\$48,184	\$55,412	\$61,253
Director (TV) Level I	\$36,513	\$41,990	\$47,011
Director (TV) Level II	\$44,660	\$51,359	\$64,240
Film Editor	\$36,717	\$42,225	\$49,834
Film Manager	\$52,987	\$60,935	\$72,756
Operations Communications Specialist Level I	\$36,234	\$41,669	\$48,820
Operations Communications Specialist Level II	\$42,452	\$48,820	\$55,973
Program Announcer Level I	\$38,743	\$44,555	\$58,337
Program Announcer Level II	\$43,334	\$49,834	\$64,070
Program Producer Level I	\$37,729	\$43,388	\$51,980
Program Producer Level II	\$52,987	\$60,935	\$72,756
Program Producer Level III	\$61,078	\$70,240	\$84,571
Radio & TV Operator Level I	\$31,776	\$36,542	\$46,687
Radio & TV Operator Level II	\$38,743	\$44,555	\$58,337
Radio & TV Operator Level III	\$43,334	\$49,834	\$64,070
Supervisor of Radio & TV Operators Level I	\$52,987	\$60,935	\$72,756
Supervisor of Radio & TV Operators Level II	\$61,078	\$70,240	\$84,571
Supervisor of Radio Production	\$55,085	\$63,348	\$73,498
Television Equipment Operator	\$36,717	\$42,225	\$49,834
Television Lighting Technician	\$36,717	\$42,225	\$49,834

Note:

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

g. Effective September 3, 2016

i. Unit A (Engineering/Scientific)

<u>TITLE</u>	(1) Minimum	(2) Maximum
	<u>(a) Hiring Rate¹</u>	<u>(b) Incumbent Rate</u>
Administrative Architect (Non-Managerial)	\$49,990	\$57,489
Administrative City Planner (Non-Managerial)	\$49,990	\$57,489
Administrative Construction Project Manager (Non-Managerial)	\$49,990	\$57,489
Administrative Director of Laboratory (Water Quality) (Non-Managerial)	\$49,990	\$57,489
Administrative Engineer (Non-Managerial)	\$49,990	\$57,489
Administrative Housing Development (Non-Managerial)	\$49,990	\$57,489
Administrative Project Director (HPD) (Non-Managerial)	\$49,990	\$57,489
Administrative Project Manager (Non-Managerial)	\$49,990	\$57,489
Administrative Inspector (Buildings) (Non-Managerial)	\$49,990	\$57,489
Administrative Landmarks Preservationist (Non-Managerial)	\$49,990	\$57,489
Administrative Landscape Architect (Non-Managerial)	\$49,990	\$57,489
Air Pollution Control Engineer Level I	\$63,074	\$72,535
Air Pollution Control Engineer Level II	\$74,990	\$86,238
Air Pollution Control Engineer Level III	\$83,887	\$96,470
Air Pollution Control Engineering Intern	See Section 2(e)(i)-Schedule B	
Air Pollution Control Engineering Trainee	\$45,919	\$52,807
Air Pollution Inspector Level I	Hiring Rate \$32,377	Flat Rate
	After 1 year \$33,991	Flat Rate
	After 2 years \$35,863	\$41,242
Air Pollution Inspector Level II	\$43,501	\$50,026
Architect (including specialties) Level I	\$63,074	\$72,535
Architect (including specialties) Level II	\$74,990	\$86,238
Architect (including specialties) Level III	\$83,887	\$96,470
Architectural Intern	See Section 2(e)(i)-Schedule B	
Architectural Specialist Level I	\$74,990	\$86,238
Architectural Specialist Level II	\$83,887	\$96,470
Asbestos Hazard Investigator	\$50,650	\$58,247
Assistant Air Pollution Control Engineer	\$53,134	\$61,104
Assistant Architect ²	\$53,134	\$61,104
Assistant Area Manager of School Maintenance	\$69,491	\$79,915
Assistant Chemical Engineer (DCAS Res 2012-5) ²	\$53,134	\$61,104
Assistant Chemist (including specialties)	\$49,266	\$56,656
Assistant Civil Engineer ²	\$53,134	\$61,104
Assistant Coordinator of Highway Transportation Studies	\$69,491	\$79,915
Assistant Director of Technical Services (Air Pollution Control)	\$78,630	\$90,425
Assistant Director of Technical Services (Emissions Inventory - Stationary Sources)	\$78,630	\$90,425

Assistant Electrical Engineer ²	\$53,134	\$61,104	\$79,726
Assistant Engineer (Accounting) ²	\$53,134	\$61,104	\$79,726
Assistant Engineering Technician (JOP) ³	\$35,261	\$40,550	\$45,892
Assistant Environmental Engineer	\$53,134	\$61,104	\$79,726
Assistant Geologist	\$53,134	\$61,104	\$79,726
Assistant Health Facilities Planner	\$55,538	\$63,869	\$83,226
Assistant Highway Transportation Specialist	\$45,919	\$52,807	\$67,556
Assistant Landscape Architect ²	\$53,134	\$61,104	\$79,726
Assistant Mechanical Engineer ²	\$53,134	\$61,104	\$79,726
Assistant Physicist (including specialties) ⁴	\$53,134	\$61,104	\$79,726
Assistant Plan Examiner (Buildings) ²	\$55,538	\$63,869	\$83,226
Assistant Planner	\$51,393	\$59,102	\$74,223
Assistant Project Coordinator	\$53,134	\$61,104	\$79,726
Assistant Project Development Coordinator ⁵	\$53,134	\$61,104	\$79,726
Assistant Project Manager	\$53,134	\$61,104	\$79,726
Assistant Project Services Specialist ⁵	\$53,134	\$61,104	\$79,726
Assistant Scientist (Radiation Control)	\$53,134	\$61,104	\$79,726
Assistant Signal Circuit Engineer ²	\$53,134	\$61,104	\$79,726
Assistant Space Analyst	\$53,134	\$61,104	\$79,726
Assistant Superintendent of Construction ⁵	\$53,134	\$61,104	\$79,726
Assistant Superintendent of Construction and Repairs	\$53,134	\$61,104	\$79,726
Assistant Supervisor of Electrical Installations	\$53,134	\$61,104	\$79,726
Assistant Supervisor of Mechanical Installations	\$53,134	\$61,104	\$79,726
Assistant Surveyor	\$63,074	\$72,535	\$91,347
Assistant Surveyor Trainee ³	\$53,134	\$61,104	\$64,994
Assistant Urban Designer	\$53,134	\$61,104	\$79,726
Associate Air Pollution Inspector Level I	\$48,592	\$55,881	\$68,423
Associate Air Pollution Inspector Level II	\$54,436	\$62,601	\$75,693
Associate Air Pollution Inspector Level III	\$60,290	\$69,334	\$82,981
Associate Chemist Level I (DCAS Res 2012-5)	Trainee Rate After 1 year in title	\$42,070 \$49,266	\$48,380 \$56,656
Associate Chemist Level II ⁴	\$55,890	\$64,274	\$82,895
Associate Chemist Level III ⁴	\$66,302	\$76,247	\$93,758
Associate Chemist Level IV ⁴	\$72,729	\$83,638	\$110,457
Associate City Planner Level I	\$68,229	\$78,463	\$99,672
Associate City Planner Level II	\$72,729	\$83,638	\$110,457
Associate Engineering Technician Level I	\$45,617	\$52,460	\$67,206
Associate Engineering Technician Level II	\$52,194	\$60,023	\$72,742
Associate Graphic Artist	\$54,772	\$62,988	\$93,228
Associate Housing Development Specialist	\$69,491	\$79,915	\$101,848
Associate Landmarks Preservationist	\$62,687	\$72,090	\$87,770
Associate Project Manager Level I	\$63,074	\$72,535	\$91,347
Associate Project Manager Level II	\$69,491	\$79,915	\$101,848
Associate Project Manager Level III	\$83,887	\$96,470	\$113,725

Associate Space Analyst		\$63,074	\$72,535	\$91,347
Associate Urban Designer Level I		\$63,074	\$72,535	\$91,347
Associate Urban Designer Level II		\$69,491	\$79,915	\$101,848
Associate Urban Designer Level III		\$72,590	\$83,479	\$110,038
Automotive Specialist		\$63,074	\$72,535	\$91,347
Cartographer (Civil Defense)		\$43,349	\$49,851	\$63,505
Chemical, Biological & Radiological Officer (C.D.)		\$55,538	\$63,869	\$83,226
Chemical Engineer Level I		\$63,074	\$72,535	\$91,347
Chemical Engineer Level II		\$74,990	\$86,238	\$104,182
Chemical Engineer Level III		\$83,887	\$96,470	\$113,725
Chemical Engineering Intern		See Section 2(e)(i)-Schedule B		
Chemist (including specialties) (DCAS Res 2012-5) ⁵		\$55,890	\$64,274	\$82,895
Chemist Trainee		\$42,070	\$48,380	Flat Rate
Chief Supervisor of Mechanical Installations		\$69,491	\$79,915	\$101,848
City Planner Level I		\$51,393	\$59,102	\$74,223
City Planner Level II		\$60,702	\$69,807	\$89,359
City Planner Level III		\$68,229	\$78,463	\$99,672
City Planner Level IV		\$72,729	\$83,638	\$110,457
City Planning Technician		\$36,239	\$41,675	\$55,596
City Research Scientist Level I	Hiring Rate	\$59,708	Flat Rate	
	After 1 year	See Note 9	\$65,678	\$72,246
City Research Scientist Level II		\$70,286	\$80,829	\$88,213
City Research Scientist Level III		\$78,630	\$90,425	\$103,332
City Research Scientist Level IV-A		\$87,768	\$100,933	\$113,838
City Research Scientist Level IV-B		\$90,084	\$103,597	\$130,939
Civil Engineer (including specialties) Level I		\$63,074	\$72,535	\$91,347
Civil Engineer (including specialties) Level II		\$74,990	\$86,238	\$104,182
Civil Engineer (including specialties) Level III		\$83,887	\$96,470	\$113,725
Civil Engineering Drafter ⁵		\$45,919	\$52,807	\$67,556
Civil Engineering Intern		See Section 2(e)(i)-Schedule B		
Civil Engineering Trainee ⁵		\$45,919	\$52,807	Flat Rate
Community Planning Board Coordinator		\$41,910	\$48,196	\$58,146
Computer Facilities Maintainer (FISA)		\$53,134	\$61,104	\$79,726
Construction Management Assistant		\$44,634	\$51,329	\$66,082
Construction Manager (including specialties) ⁵		\$71,085	\$81,748	\$108,573
Construction Project Manager Level I		\$53,134	\$61,104	\$79,726
Construction Project Manager Level II		\$63,074	\$72,535	\$91,347
Construction Project Manager Level III		\$67,083	\$77,145	\$113,725
Construction Project Manager Intern		See Section 2(e)(i)-Schedule B		
Criminalist Level I - A			\$48,277	Flat Rate
Criminalist Level I - B			\$51,290	\$60,843
Criminalist Level II			\$61,377	\$84,453
Criminalist Level III			\$76,516	\$100,794
Criminalist Level IV			\$88,287	\$115,324
Director of Intersectional Traffic Control		\$69,491	\$79,915	\$101,848

Electrical Engineer (including specialties) Level I		\$63,074	\$72,535	\$91,347
Electrical Engineer (including specialties) Level II		\$74,990	\$86,238	\$104,182
Electrical Engineer (including specialties) Level III		\$83,887	\$96,470	\$113,725
Electrical Engineering Drafter ⁵		\$45,919	\$52,807	\$67,556
Electrical Engineering Intern		See Section 2(e)(i)-Schedule B		
Electrical Engineering Trainee ⁵		\$45,919	\$52,807	Flat Rate
Engineer (Accounting) (CE & S)		\$63,074	\$72,535	\$91,347
Engineer-Assessor (all specialties)		\$63,074	\$72,535	\$91,347
Engineer-Assessor (Utility)		\$63,074	\$72,535	\$91,347
Engineering Aide		\$45,919	\$52,807	\$67,556
Engineering Specialist Level I		\$74,990	\$86,238	\$104,182
Engineering Specialist Level II		\$83,887	\$96,470	\$113,725
Engineering Technician (including specialties) Level I		\$36,239	\$41,675	\$47,016
Engineering Technician (including specialties) Level II		\$39,203	\$45,083	\$55,596
Engineering Technician (including specialties) Level III		\$45,617	\$52,460	\$67,206
Engineering Technician (including specialties) Level IV		\$52,194	\$60,023	\$72,742
Engineering Technician Aide (JOP)		\$32,510	\$37,386	Flat Rate
Engineering Technician Trainee ³		\$31,747	\$36,509	\$38,334
Engineering Work Study Trainee		\$27,653	\$31,801	\$40,957
Environmental Control Technician ⁵		\$39,203	\$45,083	\$55,596
Environmental Engineer Level I		\$63,074	\$72,535	\$91,347
Environmental Engineer Level II		\$74,990	\$86,238	\$104,182
Environmental Engineer Level III		\$83,887	\$96,470	\$113,725
Environmental Engineering Intern		See Section 2(e)(i)-Schedule B		
Estimator (including specialties)		\$53,134	\$61,104	\$79,726
Forensic Analyst (OCME)		\$50,780	\$58,397	\$82,888
Forensic Scientist (OCME)		\$72,896	\$83,830	\$103,608
Forester Level I		\$40,419	\$46,482	\$57,360
Forester Level II		\$48,161	\$55,385	\$68,240
General Superintendent of Construction (including specialties) ⁵		\$67,083	\$77,145	\$98,353
General Superintendent of Construction and Repairs		\$67,083	\$77,145	\$98,353
General Superintendent of Building Maintenance (all fields)		\$63,074	\$72,535	\$91,347
Geologist Level I (DCAS Res 2011-16)	Hiring Rate	\$45,919	\$52,807	Flat Rate
	After 1 Year in Title Minimum	\$53,134	\$61,104	\$79,726
Geologist Level II		\$63,074	\$72,535	\$91,347
Geologist Trainee		\$45,919	\$52,807	Flat Rate
Graphic Artist Level I		\$42,443	\$48,810	\$66,509
Graphic Artist Level II		\$54,772	\$62,988	\$93,228
Health Facilities Planner		\$71,085	\$81,748	\$108,573
Highway Transportation Specialist Level I		\$53,134	\$61,104	\$79,726
Highway Transportation Specialist Level II		\$63,074	\$72,535	\$91,347
Highway Transportation Specialist Level III		\$69,491	\$79,915	\$101,848
Housing Development Specialist Level I		\$53,134	\$61,104	\$81,323
Housing Development Specialist Level II		\$63,074	\$72,535	\$93,172

Housing Development Specialist Trainee Level I	\$41,311	\$47,508	Flat Rate
Housing Development Specialist Trainee Level II	\$45,017	\$51,770	Flat Rate
Illustrator ⁵	\$39,823	\$45,797	\$53,083
Industrial Hygienist Level I	\$44,116	\$50,733	\$62,391
Industrial Hygienist Level II	\$52,168	\$59,993	\$70,113
Instrument Maker (Radiology)	\$53,134	\$61,104	\$79,726
Instrumentation Specialist Level I ⁶	See Note 6	\$49,934	Flat Rate
Instrumentation Specialist Level II ⁶	See Note 6	\$60,505	Flat Rate
Instrumentation Specialist Level III ⁶	See Note 6	\$69,606	Flat Rate
Instrumentation Specialist Level I ⁷	See Note 7	\$51,765	Flat Rate
Instrumentation Specialist Level II ⁷	See Note 7	\$62,958	Flat Rate
Instrumentation Specialist Level III ⁷	See Note 7	\$71,352	Flat Rate
Instrumentation Specialist Trainee (Entry Level) ⁸	See Note 8	\$34,804	Flat Rate
Instrumentation Specialist Trainee (After one year) ⁸	See Note 8	\$36,318	Flat Rate
Instrumentation Specialist Trainee (After two years) ⁸	See Note 8	\$45,394	Flat Rate
Junior Architect ⁵	\$45,919	\$52,807	\$67,556
Junior Chemist ⁵	\$42,070	\$48,380	\$57,566
Junior Civil Engineer ⁵	\$45,919	\$52,807	\$67,556
Junior Drafter ⁵	\$45,919	\$52,807	\$67,556
Junior Electrical Engineer ⁵	\$45,919	\$52,807	\$67,556
Junior Health Facilities Planner	\$45,919	\$52,807	\$67,556
Junior Mechanical Engineer ⁵	\$45,919	\$52,807	\$67,556
Landmarks Preservationist Level I	\$52,046	\$59,853	\$74,974
Landmarks Preservationist Level II	\$57,668	\$66,318	\$85,682
Landmarks Preservation Specialist	\$52,046	\$59,853	\$74,974
Landscape Architect Level I	\$63,074	\$72,535	\$91,347
Landscape Architect Level II	\$74,990	\$86,238	\$104,182
Landscape Architect Level III	\$83,887	\$96,470	\$113,725
Landscape Architect Intern	See Section 2(c)(i)-Schedule B		
Marine Electronics Technician	\$80,634	\$92,729	\$119,223
Mechanical Engineer (including specialties) Level I	\$63,074	\$72,535	\$91,347
Mechanical Engineer (including specialties) Level II	\$74,990	\$86,238	\$104,182
Mechanical Engineer (including specialties) Level III	\$83,887	\$96,470	\$113,725
Mechanical Engineering Drafter ⁵	\$45,919	\$52,807	\$67,556
Mechanical Engineering Intern	See Section 2(c)(i)-Schedule B		
Medical Equipment Repair Technician	\$36,242	\$41,678	\$54,462
Medical Equipment Specialist	\$48,323	\$55,571	\$71,063
Painting Inspector	\$43,501	\$50,026	\$61,087
Physicist Level I ⁴ (DCAS Res 2012-6)	\$53,134	\$61,104	\$79,726
Physicist Level II ⁴	\$63,074	\$72,535	\$91,347
Physicist Level III ⁴	\$69,491	\$79,915	\$101,848
Physicist (Electronics, Isotopes, Radiation)	\$63,074	\$72,535	\$91,347
Physicist Trainee	\$45,919	\$52,807	Flat Rate
Plan Examiner (Buildings)	\$65,480	\$75,302	\$95,214
Planner	\$60,702	\$69,807	\$89,359

Planner Trainee ⁵	\$45,919	\$52,807	Flat Rate
Principal Air Pollution Control Engineer ⁵	\$87,768	\$100,933	\$113,838
Principal Air Pollution Inspector	\$60,290	\$69,334	\$82,981
Principal Chemical Engineer ⁵	\$87,768	\$100,933	\$113,838
Principal Chemist (including specialties) ⁵	\$72,729	\$83,638	\$110,457
Principal Civil Engineer (including specialties) ⁵	\$87,768	\$100,933	\$113,838
Principal Electrical Engineer ⁵	\$87,768	\$100,933	\$113,838
Principal Engineer	\$87,768	\$100,933	\$113,838
Principal Illustrator ⁵	\$53,134	\$61,104	\$79,726
Principal Mechanical Engineer ⁵	\$87,768	\$100,933	\$113,838
Principal Physicist	\$71,085	\$81,748	\$108,573
Principal Planner	\$72,729	\$83,638	\$110,457
Principal Research Scientist (Biological Sciences)	\$87,768	\$100,933	\$113,838
Principal Urban Designer	\$76,327	\$87,776	\$126,985
Project Coordinator	\$63,074	\$72,535	\$91,347
Project Development Coordinator ⁵	\$63,074	\$72,535	\$91,347
Project Development Coordinator Trainee ⁵	\$45,919	\$52,807	Flat Rate
Project Manager (Other than HHC)	\$53,134	\$61,104	\$79,726
Project Manager (HHC only) Level I	\$53,134	\$61,104	\$79,726
Project Manager (HHC only) Level II	\$61,857	\$71,135	\$108,356
Project Manager Intern	\$47,974	\$55,170	Flat Rate
Project Services Specialist	\$63,074	\$72,535	\$91,347
Radio Repair Technician	\$39,170	\$45,046	\$50,751
Research Scientist Level I	\$70,286	\$80,829	\$88,213
Research Scientist Level II	\$78,630	\$90,425	\$103,332
Research Scientist Level III	\$87,768	\$100,933	\$113,838
Safety Officer	\$41,110	\$47,277	\$58,335
Safety Specialist	\$41,953	\$48,246	\$59,212
Scientist (Radiation Control) Level I	\$53,134	\$61,104	\$79,726
Scientist (Radiation Control) Level II	\$63,074	\$72,535	\$91,347
Scientist (Radiation Control) Level III	\$69,491	\$79,915	\$101,848
Scientist (Water Ecology) Level I	\$42,299	\$48,644	\$64,005
Scientist (Water Ecology) Level II	\$49,274	\$56,665	\$72,160
Scientist (Water Ecology) Level III	\$61,324	\$70,523	\$87,489
Scientist (Water Ecology) Trainee	\$36,503	\$41,979	Flat Rate
Senior Air Pollution Control Engineer ⁵	\$69,491	\$79,915	\$101,848
Senior Air Pollution Inspector	\$48,592	\$55,881	\$68,423
Senior Architect (including specialties) ⁵	\$69,491	\$79,915	\$101,848
Senior Automotive Specialist	\$69,491	\$79,915	\$101,848
Senior Chemical Engineer ⁵	\$69,491	\$79,915	\$101,848
Senior Chemist (including specialties)	\$66,302	\$76,247	\$93,758
Senior Civil Engineer (including specialties) ⁵	\$69,491	\$79,915	\$101,848
Senior Electrical Engineer (including specialties) ⁵	\$69,491	\$79,915	\$101,848
Senior Engineer (Accounting)	\$69,491	\$79,915	\$101,848
Senior Engineer (Safety) ⁵	\$69,491	\$79,915	\$101,848

Senior Engineer (Cranes) ⁵	\$69,491	\$79,915	\$101,848
Senior Engineer-Assessor ⁵	\$69,491	\$79,915	\$101,848
Senior Engineering Technician (including specialties, JOP) ⁵	\$45,617	\$52,460	\$67,206
Senior Environmental Control Technician	\$45,617	\$52,460	\$67,206
Senior Estimator (including specialties)	\$63,074	\$72,535	\$91,347
Senior Geologist	\$69,491	\$79,915	\$101,848
Senior Health Facilities Planner	\$78,992	\$90,841	\$117,776
Senior Highway Transportation Specialist	\$63,074	\$72,535	\$91,347
Senior Hull & Machinery Inspector	\$48,592	\$55,881	\$68,423
Senior Illustrator	\$43,349	\$49,851	\$63,505
Senior Industrial Engineer	\$69,491	\$79,915	\$101,848
Senior Landscape Architect ⁵	\$69,491	\$79,915	\$101,848
Senior Mechanical Engineer (including specialties)	\$69,491	\$79,915	\$101,848
Senior Meteorologist	\$48,323	\$55,571	\$71,063
Senior Painting Inspector	\$48,592	\$55,881	\$68,423
Senior Physicist (including specialties) ⁴	\$69,491	\$79,915	\$101,848
Senior Plan Examiner (Buildings)	\$71,085	\$81,748	\$108,573
Senior Planner ⁵	\$68,229	\$78,463	\$99,672
Senior Project Coordinator	\$69,491	\$79,915	\$101,848
Senior Project Development Coordinator ⁵	\$69,491	\$79,915	\$101,848
Senior Project Services Specialist ⁵	\$69,491	\$79,915	\$101,848
Senior Scientist (Radiation Control)	\$69,491	\$79,915	\$101,848
Senior Supervisor of Mechanical Installations	\$65,480	\$75,302	\$95,214
Senior Traffic Control Inspector	\$46,479	\$53,451	\$65,989
Senior Urban Designer ⁵	\$69,491	\$79,915	\$101,848
Senior Waterfront Construction Inspector	\$48,592	\$55,881	\$68,423
Space Analyst Level I	\$53,134	\$61,104	\$79,726
Space Analyst Level II	\$63,074	\$72,535	\$91,347
Superintendent of Construction ⁵	\$63,074	\$72,535	\$91,347
Superintendent of Construction and Repairs	\$63,074	\$72,535	\$91,347
Supervising Air Pollution Inspector	\$54,436	\$62,601	\$75,693
Supervising Environmental Control Technician	\$52,194	\$60,023	\$72,742
Supervising Hull & Machinery Inspector	\$53,460	\$61,479	\$74,570
Supervising Traffic Control Inspector	\$51,615	\$59,357	\$72,448
Supervisor of Building Maintenance (All Fields)	\$53,134	\$61,104	\$79,726
Supervisor of Diesel Engine Maintenance	\$61,314	\$70,511	\$87,471
Supervisor of Electrical Installations	\$63,074	\$72,535	\$91,347
Supervisor of Electrical Installations & Maintenance Level I	\$53,134	\$61,104	\$79,726
Supervisor of Electrical Installations & Maintenance Level II	\$63,074	\$72,535	\$91,347
Supervisor of Mechanical Installations	\$63,074	\$72,535	\$91,347
Supervisor of Mechanical Installations & Maintenance Level I	\$53,134	\$61,104	\$79,726
Supervisor of Mechanical Installations & Maintenance Level II	\$63,074	\$72,535	\$91,347
Supervisor of Mechanical Installations & Maintenance Level III	\$65,480	\$75,302	\$95,214
Supervisor of Mechanical Installations & Maintenance Level IV	\$69,491	\$79,915	\$101,848
Surveyor Level I - A	\$53,134	\$61,104	Flat Rate

Surveyor Level I - B	\$58,102	\$66,817	\$78,169
Surveyor Level II	\$63,074	\$72,535	\$91,347
Surveyor Level III	\$69,491	\$79,915	\$101,848
Tax Map Cartographer Level I-A	\$53,134	\$61,104	Flat Rate
Tax Map Cartographer Level I-B	\$58,102	\$66,817	\$78,169
Tax Map Cartographer Level II	\$63,074	\$72,535	\$91,347
Telemetric Systems Specialist	\$67,083	\$77,145	\$98,353
Traffic Control Inspector Level I	\$42,085	\$48,398	\$59,465
Traffic Control Inspector Level II	\$46,479	\$53,451	\$65,989
Traffic Control Inspector Level III	\$51,615	\$59,357	\$72,448
Urban Archeologist	\$49,009	\$56,360	\$76,822
Urban Designer ⁵	\$63,074	\$72,535	\$91,347
Urban Designer Trainee	\$45,919	\$52,807	Flat Rate
Urban Technician	\$36,239	\$41,675	\$55,596
Waterfront Construction Inspector	\$43,501	\$50,026	\$61,087

1. See Article III, Section 4 (New Hires)
2. Upon completion of six months of satisfactory permanent service in the title, an employee shall be guaranteed a minimum salary equal to the then current applicable minimum hiring rate I plus an additional \$1,000. Upon completion of an additional eighteen (18) months of satisfactory permanent service in the title, the employee shall be guaranteed a minimum salary equal to the minimum incumbent rate in effect on the two year anniversary of the employee's original date of appointment to the applicable title, plus an additional \$1000.
3. Upon completion of one year of satisfactory service in the title, the maximum salary shall apply.
4. Each appointment to this position above the minimum hiring rate will be handled on a case by case basis.
5. For present incumbents only.
6. Base salary schedule for all newly hired employees appointed to the title of Instrumentation Specialist on or after July 1, 2002. Note: employees appointed after July 1, 2002 remain in this salary schedule.
7. Base salary schedule for current incumbents appointed prior to July 1, 2002 and who were serving in the Environmental Control Technician title series since January 1, 2002.
8. Trainees advance into the salary schedule established for all newly hired employees appointed to the title of Instrumentation Specialist on or after July 1, 2002.
9. Upon completion of one year at Assignment Level I, employees shall be paid no less than the indicated minimum for incumbents at Assignment Level I that is in effect on their one year of service anniversaries.
10. Employees hired into City Service with less than two years of continuous City service shall be paid at least the Hiring Rate. After satisfactory completion of one year of training and service in the title of Geologist Level I, employees shall be paid no less than the "After One Year in Title Minimum" rate for Assignment Level I that is in effect on their one year anniversaries of appointment to Geologist. Upon completion of two years of City service, employees shall be paid at least the incumbent minimum for their assignment level.

SCHEDULE B

<u>TITLE</u>	<u>(1) Hiring Rate ¹</u>		<u>(2) Incumbent Rate</u>	
	(a) Minimum	(b) Maximum	(a) Minimum	(b) Maximum
Air Pollution Control Engineering Intern	\$47,860	\$54,089	\$55,039	\$57,958
Architectural Intern	\$47,860	\$54,089	\$55,039	\$57,958
Chemical Engineering Intern	\$47,860	\$54,089	\$55,039	\$57,958
Civil Engineering Intern	\$47,860	\$54,089	\$55,039	\$57,958
Construction Project Manager Intern	\$47,860		\$55,039	\$57,958
Electrical Engineering Intern	\$47,860	\$54,089	\$55,039	\$57,958
Environmental Engineering Intern	\$47,860	\$54,089	\$55,039	\$57,958
Landscape Architect Intern	\$47,860	\$54,089	\$55,039	\$57,958
Mechanical Engineering Intern	\$47,860	\$54,089	\$55,039	\$57,958

Note:

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

(ii) Unit B (Radio/TV)

TITLE	(1) Minimum		(2) Maximum
	(a) Hiring Rate ¹	(b) Incumbent Rate	
Associate Operations Communications Specialist Level I	\$44,397	\$51,056	\$57,074
Associate Operations Communications Specialist Level II	\$49,630	\$57,074	\$63,091
Director (TV) Level I	\$37,609	\$43,250	\$48,421
Director (TV) Level II	\$46,000	\$52,900	\$66,167
Film Editor	\$37,819	\$43,492	\$51,329
Film Manager	\$54,577	\$62,763	\$74,939
Operations Communications Specialist Level I	\$37,321	\$42,919	\$50,285
Operations Communications Specialist Level II	\$43,726	\$50,285	\$57,652
Program Announcer Level I	\$39,906	\$45,892	\$60,087
Program Announcer Level II	\$44,634	\$51,329	\$65,992
Program Producer Level I	\$38,861	\$44,690	\$53,539
Program Producer Level II	\$54,577	\$62,763	\$74,939
Program Producer Level III	\$62,910	\$72,347	\$87,108
Radio & TV Operator Level I	\$32,729	\$37,638	\$48,088
Radio & TV Operator Level II	\$39,906	\$45,892	\$60,087
Radio & TV Operator Level III	\$44,634	\$51,329	\$65,992
Supervisor of Radio & TV Operators Level I	\$54,577	\$62,763	\$74,939
Supervisor of Radio & TV Operators Level II	\$62,910	\$72,347	\$87,108
Supervisor of Radio Production	\$56,737	\$65,248	\$75,703
Television Equipment Operator	\$37,819	\$43,492	\$51,329
Television Lighting Technician	\$37,819	\$43,492	\$51,329

Note:

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

Section 3. Wage Increases.

a. Lump Sum Cash Payment

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. Where the regular and customary work year for a title is less than a twelve-month year, such as a school year, such computations shall be based on service during the period from September 5, 2013 through June 26, 2014 or other applicable dates for other school-based employees.
- iii. 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.
- iv. 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.
- v. 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 this Section 3.a. Such case-by-case interpretations shall not be subject to any dispute resolution procedures as per past practice of the parties.

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

- i. Effective September 3, 2011, Employees shall receive a general increase of 1.00%.
- ii. Effective September 3, 2012, Employees shall receive an additional general increase of 1.00%.
- iii. Effective September 3, 2013, Employees shall receive an additional general increase of 1.00%.
- iv. Effective September 3, 2014, Employees shall receive an additional general increase of 1.50%.

- v. Effective September 3, 2015, Employees shall receive an additional general increase of 2.50%.
 - vi. Effective September 3, 2016, Employees shall receive an additional general increase of 3.00%.
 - vii. Part-time per annum, part-time per diem Employees (including seasonal appointees), per session and hourly paid Employees and Employees whose normal work year is less than a full calendar year shall receive the increases provided in subsections 3(b)(i)-(vi) above on the basis of computations heretofore utilized by the parties for all such Employees.
- c. The increases provided for in Section 3(b) 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 September 2, 2011;
 - 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 September 2, 2012;
 - 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 September 2, 2013;
 - 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 September 2, 2014;
 - 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 September 2, 2015;
 - 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 September 2, 2016.
- d.
- i. The general increases provided for in this Section 3(b)(i)-(vi) shall be applied to the base rates, incremental salary levels and the minimum "hiring rates," minimum "incumbent rates" and maximum rates (including levels), if any, fixed for the applicable titles.
 - ii. Effective September 3, 2016, the general increase provided for in Section 3(b)(vi) shall be applied to "additions to gross." "Additions to gross" shall be defined to include uniform allowances, equipment allowances, transportation allowances, uniform maintenance allowances, assignment differentials, service increments, longevity differentials, advancement increases, assignment (level) increases, and experience, certification, educational, license, evening, or night shift differentials.

- iii. Subsection 3(d)(ii) does not apply to Recurring Increment Payments (RIPs) that automatically increase with wage increases.
- iv. Subsection 3(d)(ii) does not apply to Service Increments once earned for two years that are rolled into base salary and increased with wage increases.

Section 4. New Hires.

- a. The appointment rate for an employee newly hired on or after March 3, 2010 and appointed at a reduced hiring rate shall be the applicable minimum "hiring rate" set forth in subsections 2(a)(i)(1), 2(b)(i)(1), 2(c)(i)(1), 2(d)(i)(1), 2(e)(i)(1), 2(f)(i)(1) and 2(g)(i)(1) of this Article III. On the two year anniversary of the employee's original date of appointment, such employee shall be paid the indicated minimum "incumbent rate" for the applicable title that is in effect on such two year anniversary as set forth in 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) and 2(g)(i)(1) of this Article III.
- b.
 - 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(d)(i) 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.
- c. For the purposes of Sections 4(c) and 4(d), employees (1) who were in active pay status before March 3, 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), and 2(f)(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.

- 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 dates as specified in Section 3(c) of this Article. In the case of a promotion or other advancement to the indicated title on the effective date of the general increase specified in Section 3 of this Article, such general increase shall not be applied, but the general increase, if any, for the title formerly occupied, effective on the date indicated shall be applied.

Section 6.

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

Section 7. Advancement Increases

A person permanently employed by the Employer who is appointed or promoted on a permanent, provisional, or temporary basis in accordance with the Personnel Rules and Regulations of the City of New York or, where the Personnel Rules and Regulations of the City of New York are not applicable to a public employer, such other Rules or Regulations as are applicable to the public employer, without a break in service to any of the following title(s) from another title in the direct line of promotion or from another title in the Career and Salary Plan, the minimum rate of which is exceeded by at least 8 percent by the minimum rate of the title to which appointed or promoted, shall receive upon the date of such appointment or promotion either the minimum basic salary for the title to which such appointment or promotion is made, or the salary received or receivable in the lower title plus the specified advancement increase, whichever is greater:

UNIT "A"

<u>Title</u>	<u>3/3/10</u>	<u>9/3/16</u>
Air Pollution Control Engineer	\$1,954	\$2,013
Architect (including specialty)	\$1,954	\$2,013
Architectural Specialist Level I	\$2,541	\$2,617
Assistant Air Pollution Control Engineer	\$1,778	\$1,831
Assistant Architect	\$1,778	\$1,831
Assistant Area Manager of School Maintenance	\$2,328	\$2,398
Assistant Chemical Engineer	\$1,778	\$1,831
Assistant Chemist (including specialties)	\$1,778	\$1,831

<u>Title</u>	<u>3/3/10</u>	<u>9/3/16</u>
Assistant Civil Engineer	\$1,778	\$1,831
Assistant Coordinator of Highway Transportation Studies	\$2,328	\$2,398
Assistant Director of Technical Services (Air Pollution Control)	\$2,448	\$2,521
Assistant Director of Technical Services (Emissions Inventory - Stationary Sources)	\$2,448	\$2,521
Assistant Electrical Engineer	\$1,778	\$1,831
Assistant Engineer (Accounting)	\$1,778	\$1,831
Assistant Environmental Engineer	\$1,778	\$1,831
Assistant Health Facilities Planner	\$1,954	\$2,013
Assistant Landscape Architect	\$1,778	\$1,831
Assistant Mechanical Engineer	\$1,778	\$1,831
Assistant Plan Examiner (Buildings)	\$1,954	\$2,013
Assistant Project Coordinator	\$1,778	\$1,831
Assistant Signal Circuit Engineer	\$1,778	\$1,831
Assistant Surveyor	\$1,954	\$2,013
Associate Air Pollution Inspector Level I	\$1,527	\$1,573
Associate Chemist Level I (after 1 year in title)	\$1,778	\$1,831
Associate City Planner	\$2,328	\$2,398
Associate Engineering Technician Level I	\$1,592	\$1,640
Associate Graphic Artist	\$1,778	\$1,831
Associate Housing Development Specialist	\$2,328	\$2,398
Associate Landmarks Preservationist	\$1,954	\$2,013
Associate Project Manager	\$1,954	\$2,013
Associate Space Analyst	\$1,954	\$2,013
Chemical Engineer	\$1,954	\$2,013
Chemist (including specialties)	\$1,954	\$2,013
Chief Supervisor of Mechanical Installations	\$2,328	\$2,398
Civil Engineer (including specialties)	\$1,954	\$2,013
Construction Manager (including specialties)	\$2,328	\$2,398
Director of Intersectional Traffic Control	\$2,328	\$2,398
Electrical Engineer (including specialties)	\$1,954	\$2,013
Engineer (Accounting) (CE & S)	\$1,954	\$2,013
Engineer-Assessor (all specialties)	\$1,954	\$2,013
Engineering Specialist Level I	\$2,541	\$2,617
Environmental Engineer Level I	\$1,954	\$2,013
General Superintendent of Construction (including specialties)	\$2,328	\$2,398
General Superintendent of Construction and Repairs	\$2,328	\$2,398
General Supervisor of Building Maintenance (all fields)	\$1,954	\$2,013
Geologist	\$1,954	\$2,013
Graphic Artist Level II	\$1,778	\$1,831
Health Facilities Planner	\$2,448	\$2,521
Landscape Architect	\$1,954	\$2,013
Mechanical Engineer (including specialties)	\$1,954	\$2,013
Medical Equipment Specialist	\$1,778	\$1,831
Physicist (including specialties)	\$1,954	\$2,013
Plan Examiner (Buildings)	\$2,328	\$2,398
Planner	\$1,954	\$2,013
Principal Air Pollution Control Engineer	\$2,448	\$2,521
Principal Air Pollution Inspector	\$1,901	\$1,958
Principal Chemical Engineer	\$2,448	\$2,521
Principal Chemist (including specialties)	\$2,328	\$2,398
Principal Civil Engineer (including specialties)	\$2,448	\$2,521

<u>Title</u>	<u>3/3/10</u>	<u>9/3/16</u>
Principal Electrical Engineer	\$2,448	\$2,521
Principal Engineer	\$2,448	\$2,521
Principal Fire Prevention Inspector	\$1,901	\$1,958
Principal Illustrator	\$1,901	\$1,958
Principal Mechanical Engineer	\$2,448	\$2,521
Principal Physicist	\$2,328	\$2,398
Principal Planner	\$2,328	\$2,398
Principal Urban Designer	\$2,448	\$2,521
Project Coordinator	\$1,954	\$2,013
Project Development Coordinator	\$1,954	\$2,013
Project Manager (HHC only)	\$2,328	\$2,398
Project Services Specialist	\$1,954	\$2,013
Senior Air Pollution Control Engineer	\$2,328	\$2,398
Senior Air Pollution Inspector	\$1,527	\$1,573
Senior Architect (including specialties)	\$2,328	\$2,398
Senior Automotive Specialist	\$2,328	\$2,398
Senior Chemical Engineer	\$2,328	\$2,398
Senior Chemist (including specialties)	\$2,328	\$2,398
Senior Civil Engineer (including Specialist)	\$2,328	\$2,398
Senior Electrical Engineer (including Specialist)	\$2,328	\$2,398
Senior Engineer (Accounting)	\$2,328	\$2,398
Senior Engineer (Safety)	\$2,328	\$2,398
Senior Engineer (Cranes)	\$2,328	\$2,398
Senior Engineer-Assessor	\$2,328	\$2,398
Senior Engineering Technician (including specialties, JOP)	\$1,592	\$1,640
Senior Environmental Control Technician	\$1,592	\$1,640
Senior Estimator (including specialties)	\$1,954	\$2,013
Senior Fire Prevention Inspector	\$1,405	\$1,447
Senior Geologist	\$2,328	\$2,398
Senior Health Facilities Planner	\$2,448	\$2,521
Senior Highway Transportation Specialist	\$1,954	\$2,013
Senior Hull & Machinery Inspector	\$1,527	\$1,573
Senior Industrial Engineer	\$2,328	\$2,398
Senior Landscape Architect	\$2,328	\$2,398
Senior Mechanical Engineer (including specialties)	\$2,328	\$2,398
Senior Meteorologist	\$1,778	\$1,831
Senior Painting Inspector	\$1,527	\$1,573
Senior Physicist (including specialties)	\$2,328	\$2,398
Senior Plan Examiner (Buildings)	\$2,448	\$2,521
Senior Planner	\$2,328	\$2,398
Senior Project Coordinator	\$2,328	\$2,398
Senior Project Development Coordinator	\$2,328	\$2,398
Senior Project Services Specialist	\$2,328	\$2,398
Senior Scientist (Radiation Control)	\$2,328	\$2,398
Senior Supervisor of Mechanical Installations	\$2,328	\$2,398
Senior Traffic Control Inspector	\$1,527	\$1,573
Senior Urban Designer	\$2,328	\$2,398
Senior Waterfront Construction Inspector	\$1,527	\$1,573
Superintendent of Construction	\$1,954	\$2,013
Superintendent of Construction and Repairs	\$1,954	\$2,013
Supervising Air Pollution Inspector	\$1,715	\$1,766

<u>Title</u>	<u>3/3/10</u>	<u>9/3/16</u>
Supervising Environmental Control Technician	\$1,778	\$1,831
Supervising Fire Prevention Inspector	\$1,527	\$1,573
Supervising Hull & Machinery Inspector	\$1,715	\$1,766
Supervising Traffic Control Inspector	\$1,715	\$1,766
Supervisor of Diesel Engine Maintenance	\$1,954	\$2,013
Supervisor of Electrical Installations	\$1,954	\$2,013
Supervisor of Electrical Installations & Maintenance Level I	\$1,954	\$2,013
Supervisor of Mechanical Installations	\$1,954	\$2,013
Supervisor of Mechanical Installations & Maintenance Level I	\$1,954	\$2,013
Surveyor	\$2,328	\$2,398
Telemetric Systems Specialist	\$2,328	\$2,398
Traffic Control Inspector Level II	\$1,527	\$1,573
Traffic Control Inspector Level III	\$1,715	\$1,766
Urban Designer	\$1,954	\$2,013

UNIT "B"

<u>Title</u>	<u>3/3/10</u>	<u>9/3/16</u>
Assistant Programs Manager	\$1,715	\$1,766
Chief Supervisor of Radio Operations	\$2,079	\$2,141
Chief Supervisor of Television Operations	\$2,079	\$2,141
Film Manager	\$1,715	\$1,766
Musical Supervisor	\$1,347	\$1,387
Program Manager	\$2,079	\$2,141
Senior Announcer	\$1,347	\$1,387
Senior Radio Operator	\$1,347	\$1,387
Supervisor of Radio Operations	\$1,715	\$1,766
Supervisor of Television Operations	\$1,715	\$1,766

Section 8. Level Increases

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

UNIT "A"

<u>TITLE</u>	<u>3/3/10</u>	<u>9/3/16</u>
Air Pollution Control Engineer Level II	\$2,541	\$2,617
Air Pollution Control Engineer Level III	\$2,750	\$2,833
Architect (including specialties) Level II	\$2,541	\$2,617
Architect (including specialties) Level III	\$2,750	\$2,833

Architectural Specialist Level II	\$2,750	\$2,833
Associate Air Pollution Inspector Level II	\$1,715	\$1,766
Associate Air Pollution Inspector Level III	\$1,901	\$1,958
Associate Chemist Level II	\$1,954	\$2,013
Associate Chemist Level III	\$2,328	\$2,398
Associate Chemist Level IV	\$2,328	\$2,398
Associate City Planner Level II	\$2,328	\$2,398
Associate Engineering Technician Level II	\$1,778	\$1,831
Associate Project Manager Level II	\$2,328	\$2,398
Associate Urban Designer Level II	\$2,328	\$2,398
Associate Urban Designer Level III	\$2,448	\$2,521
Chemical Engineer Level II	\$2,541	\$2,617
Chemical Engineer Level III	\$2,750	\$2,833
City Planner Level II	\$1,954	\$2,013
City Planner Level III	\$2,328	\$2,398
City Planner Level IV	\$2,328	\$2,398
City Research Scientist Level II	\$2,448	\$2,521
City Research Scientist Level III	\$2,448	\$2,521
Civil Engineer (including specialties) Level II	\$2,541	\$2,617
Civil Engineer (including specialties) Level III	\$2,750	\$2,833
Construction Project Manager Level II	\$1,954	\$2,013
Construction Project Manager Level III	\$2,328	\$2,398
Criminalist Level III	\$1,716	\$1,767
Criminalist Level IV	\$1,716	\$1,767
Electrical Engineer (including specialties) Level II	\$2,541	\$2,617
Electrical Engineer (including specialties) Level III	\$2,750	\$2,833
Engineering Specialist Level II	\$2,750	\$2,833
Engineering Technician (including specialties) Level II	\$1,347	\$1,387
Environmental Engineer Level II	\$2,541	\$2,617
Environmental Engineer Level III	\$2,750	\$2,833
Highway Transportation Specialist Level II	\$1,954	\$2,013
Highway Transportation Specialist Level III	\$2,328	\$2,398
Housing Development Specialist Level II	\$1,954	\$2,013
Instrumentation Specialist Level II	\$1,592	\$1,640
Instrumentation Specialist Level III	\$1,778	\$1,831
Landmarks Preservationist Level II	\$1,954	\$2,013
Landscape Architect Level II	\$2,541	\$2,617
Landscape Architect Level III	\$2,750	\$2,833
Mechanical Engineer (including specialties) Level II	\$2,541	\$2,617
Mechanical Engineer (including specialties) Level III	\$2,750	\$2,833
Physicist Level II	\$1,954	\$2,013
Physicist Level III	\$2,328	\$2,398
Research Scientist Level II	\$2,448	\$2,521

Research Scientist Level III	\$2,448	\$2,521
Scientist (Radiation Control) Level II	\$1,954	\$2,013
Scientist (Radiation Control) Level III	\$2,328	\$2,398
Space Analyst Level II	\$1,954	\$2,013
Supervisor of Electrical Installations & Maintenance Level II	\$1,954	\$2,013
Supervisor of Mechanical Installations & Maintenance Level II	\$1,954	\$2,013
Supervisor of Mechanical Installations & Maintenance Level III	\$2,328	\$2,398
Supervisor of Mechanical Installations & Maintenance Level IV	\$2,328	\$2,398

Section 9. Service Increments

a. For employees whose service increment became pensionable before March 3, 2008:

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

<u>Years of Service</u>	<u>3/3/10</u>	<u>9/3/16</u>
After 5 years	\$1,389	\$1,431
After 10 years	\$2,858 (+\$1,469)	\$2,944 (+\$1,513)
After 15 years	\$4,327 (+1,470)	\$4,457 (+1,513)

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

iii. Eligible Titles:

Air Pollution Control Engineer
Architect (all specialties)
Architectural Specialist
Assistant Area Manager of School Maintenance
Assistant Coordinator of Highway Transportation Studies
Assistant Director of Technical Services (Air Pollution Control)
Assistant Director of Technical Services (Emissions Inventory)
Assistant Health Facilities Planner
Assistant Planner Examiner
Assistant Surveyor
Associate Chemist Level II, III, IV
Associate City Planner Level I, II
Associate Housing Development Specialist
Associate Landmarks Preservationist
Associate Space Analyst

Associate Project Manager Level I, II, III
 Associate Urban Designer Level I, II, III
 Automotive Specialist
 Chemical Engineer
 Chemical, Biological and Radiological Officer (Civil Defense)
 Chemist (all specialties)
 Chief Supervisor of Mechanical Installations
 City Planner Level II, III, IV
 Civil Engineer (all specialties)
 City Research Scientist Level II, III, IVA, IVB
 Construction Manager (all specialties)
 Construction Project Manager Level II, III
 Criminalist Level II, III, IV
 Director of Intersectional Traffic Control
 Electrical Engineer (all specialties)
 Engineer(Accounting)
 Engineer – Assessor
 Engineer Specialist
 Environmental Engineer
 General Superintendent of Construction (all specialties)
 General Superintendent of Construction and Repairs
 General Supervisor of Building Maintenance (all fields)
 General Supervisor of School Maintenance (all fields)
 Geologist
 Health Facilities Planner
 Highway Transportation Specialist Level II, III
 Housing Development Specialist Level II
 Landmarks Preservationist Level II
 Landscape Architect
 Mechanical Engineer (all specialties)
 Physicist II, III
 Plan Examiner (Buildings)
 Planner
 Principal Air Pollution Control Engineer
 Principal Chemical Engineer
 Principal Chemist (all specialties)
 Principal Civil Engineer (all specialties)
 Principal Electrical Engineer
 Principal Engineer
 Principal Mechanical Engineer
 Principal Physicist
 Principal Planner
 Principal Research Scientist (Biological Sciences) (HHC only)
 Principal Urban Designer

Project Coordinator
 Project Development Coordinator
 Project Manager (HHC only) Level II
 Project Services Specialist
 Railroad Signal Specialist Level I, II
 Research Scientist Levels I,II,III
 Scientist (Radiation Control) Level II, III
 Scientist (Water Ecology)
 Senior Air Pollution Control Engineer
 Senior Architect (all specialties)
 Senior Automotive Specialist
 Senior Chemical Engineer
 Senior Chemist (all specialties)
 Senior Civil Engineer (all specialties)
 Senior Electrical Engineer (all specialties)
 Senior Engineer (Accounting)
 Senior Engineer (Cranes)
 Senior Engineer (Safety)
 Senior Engineer-Assessor
 Senior Estimator (all specialties)
 Senior Geologist
 Senior Health Facilities Planner
 Senior Highway Transportation Specialist
 Senior Industrial Engineer
 Senior Landscape Architect
 Senior Mechanical Engineer (all specialties)
 Senior Physicist (all specialties)
 Senior Plan Examiner (Buildings)
 Senior Planner
 Senior Project Coordinator
 Senior Project Development Coordinator
 Senior Project Services Specialist
 Senior Scientist (Radiation Control)
 Senior Supervisor of Mechanical Installations
 Senior Urban Designer
 Space Analyst Level II
 Superintendent of Construction
 Superintendent of Construction and Repairs
 Supervisor of Diesel Engine Maintenance
 Supervisor of Electrical Installations
 Supervisor of Mechanical Installations
 Supervisor of Electrical Installations & Maintenance Level II
 Supervisor of Mech. Installations & Maintenance Level II, III, IV
 Surveyor

Surveyor Level IB
 Tax Map Cartographer Level IB, II
 Telemetric Systems Specialist
 Urban Designer

b. For employees who did not have a pensionable service increment before March 3, 2008:

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

<u>Years of Service</u>	<u>3/3/10</u>	<u>9/3/16</u>
After 5 years	\$1,465	\$1,509
After 10 years	\$3,014 (+\$1,549)	\$3,104 (+\$1,595)
After 15 years	\$4,564 (+1,550)	\$4,701 (+1,597)

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

iii. Eligible Titles:

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

Civil Engineer (all specialties)
 City Research Scientist Level II, III, IVA, IVB
 Construction Manager (all specialties)
 Construction Project Manager Level II, III
 Criminalist Level II, III, IV
 Director of Intersectional Traffic Control
 Electrical Engineer (all specialties)
 Engineer(Accounting)
 Engineer – Assessor
 Engineer Specialist
 Environmental Engineer
 General Superintendent of Construction (all specialties)
 General Superintendent of Construction and Repairs
 General Supervisor of Building Maintenance (all fields)
 General Supervisor of School Maintenance (all fields)
 Geologist
 Health Facilities Planner
 Highway Transportation Specialist Level II, III
 Housing Development Specialist Level II
 Landmarks Preservationist Level II
 Landscape Architect
 Mechanical Engineer (all specialties)
 Physicist II, III
 Plan Examiner (Buildings)
 Planner
 Principal Air Pollution Control Engineer
 Principal Chemical Engineer
 Principal Chemist (all specialties)
 Principal Civil Engineer (all specialties)
 Principal Electrical Engineer
 Principal Engineer
 Principal Mechanical Engineer
 Principal Physicist
 Principal Planner
 Principal Research Scientist (Biological Sciences) (HHC only)
 Principal Urban Designer
 Project Coordinator
 Project Development Coordinator
 Project Manager (HHC only) Level II
 Project Services Specialist
 Railroad Signal Specialist Level I, II
 Research Scientist Levels I,II,III
 Scientist (Radiation Control) Level II, III
 Scientist (Water Ecology)

Senior Air Pollution Control Engineer
 Senior Architect (all specialties)
 Senior Automotive Specialist
 Senior Chemical Engineer
 Senior Chemist (all specialties)
 Senior Civil Engineer (all specialties)
 Senior Electrical Engineer (all specialties)
 Senior Engineer (Accounting)
 Senior Engineer (Cranes)
 Senior Engineer (Safety)
 Senior Engineer-Assessor
 Senior Estimator (all specialties)
 Senior Geologist
 Senior Health Facilities Planner
 Senior Highway Transportation Specialist
 Senior Industrial Engineer
 Senior Landscape Architect
 Senior Mechanical Engineer (all specialties)
 Senior Physicist (all specialties)
 Senior Plan Examiner (Buildings)
 Senior Planner
 Senior Project Coordinator
 Senior Project Development Coordinator
 Senior Project Services Specialist
 Senior Scientist (Radiation Control)
 Senior Supervisor of Mechanical Installations
 Senior Urban Designer
 Space Analyst Level II
 Superintendent of Construction
 Superintendent of Construction and Repairs
 Supervisor of Diesel Engine Maintenance
 Supervisor of Electrical Installations
 Supervisor of Mechanical Installations
 Supervisor of Electrical Installations & Maintenance Level II
 Supervisor of Mech. Installations & Maintenance Level II, III, IV
 Surveyor
 Surveyor Level IB
 Tax Map Cartographer Level IB, II
 Telemetric Systems Specialist
 Urban Designer

- iii. Effective March 3, 2017, employees in the following titles shall be eligible for the service increments listed in Section 9(b)(i) above:

Director (TV) Level I, II

Film Editor
 Film Manager
 Marine Electronics Technician
 Program Announcer Level I, II
 Program Producer Level I, II, III
 Radio & TV Operator Level I, II, III
 Supervisor of Radio and TV Operations Level I, II
 Supervisor of Radio Production
 Television Equipment Operator
 Television Lighting Technician

- iv. Effective March 3, 2017, employees in the following titles shall be eligible for ONLY the 5 and 10 year service increments listed in Section 9(b)(i) above:

Associate Operations Communication Specialist Level I, II
 Operations Communication Specialist Level I, II

Section 10. Longevity Differential

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

<u>Years of Service</u>	<u>3/3/10</u>	<u>9/3/16</u>
After 5 years	\$937	\$965
After 10 years	\$1,869 (+\$932)	\$1,925 (+\$960)
After 15 years	\$3,281 (+1,412)	\$3,379 (+1,454)

- ii. **Eligible Titles:**

Assistant Air Pollution Control Engineer
 Assistant Architect
 Assistant Chemical Engineer
 Assistant Chemist (Including specialties)
 Assistant Civil Engineer
 Assistant Electrical Engineer
 Assistant Engineer (Accounting)
 Assistant Environmental Engineer
 Assistant Geologist
 Assistant Landscape Architect
 Assistant Mechanical Engineer
 Assistant Physicist (Including specialties)
 Assistant Planner
 Assistant Project Coordinator
 Assistant Project Development Coordinator
 Assistant Project Manager

Assistant Project Services Specialist
 Assistant Scientist (Radiation Control)
 Assistant Signal Circuit Engineer
 Assistant Space Analyst
 Assistant Superintendent of Construction
 Assistant Superintendent of Construction and Repairs
 Assistant Supervisor of Electrical Installations
 Assistant Supervisor of Mechanical Installations
 Assistant Urban Designer
 City Planner Level I
 Construction Project Manager Level I
 Estimator (Including specialties)
 Highway Transportation Specialist Level I
 Housing Development Specialist Level I
 Instrument Maker (Radiology)
 Landmarks Preservation Specialist
 Landmarks Preservationist Level I
 Medical Equipment Specialist
 Project Manager (Other than HHC)
 Project Manager (HHC only) Level I
 Scientist (Radiation Control) Level I
 Senior Meteorologist
 Space Analyst Level I
 Supervisor of Electrical Installations & Maintenance Level I
 Supervisor of Mechanical Installations & Maintenance Level I
 Supervisor of Building Maintenance (All Fields)
 Urban Archeologist

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

<u>Years of Service</u>	<u>3/3/10</u>	<u>9/3/16</u>
After 5 years	\$937	\$965
After 10 years	\$1,869 (+\$932)	\$1,925 (+\$960)

ii. **Eligible titles:**

Air Pollution Inspector Level II
 Assistant Engineering Technician (Incl. JOP)
 Assistant Highway Transportation Specialist
 Associate Air Pollution Inspector Level I, II, III
 Associate Engineering Technician All Levels
 Associate Graphic Artist
 Cartographer (Civil Defense)

Chemical Engineering Drafter
 City Planning Technician
 Civil Engineering Drafter
 Community Planning Board Coordinator
 Computer Facilities Maintainer (FISA)
 Construction Management Assistant
 Electrical Engineering Drafter
 Engineering Aide
 Engineering Technician (Incl. spec.) All Levels
 Engineering Technician Aide (JOP)
 Environmental Control Technician
 Forester
 Graphic Artist
 Illustrator
 Instrumentation Specialist
 Junior Architect
 Junior Chemist
 Junior Civil Engineer
 Junior Drafter
 Junior Electrical Engineer
 Junior Health Facilities Planner
 Junior Mechanical Engineer
 Junior Physicist
 Mechanical Engineering Drafter
 Medical Equipment Repair Technician
 Painting Inspector
 Principal Air Pollution Inspector
 Principal Illustrator
 Safety Officer
 Safety Specialist
 Senior Air Pollution Inspector
 Sr. Engineering Technician (Incl. spec.) (JOP)
 Senior Environmental Control Technician
 Senior Hull & Machinery Inspector
 Senior Illustrator
 Senior Painting Inspector
 Senior Traffic Control Inspector
 Senior Waterfront Construction Inspector
 Supervising Air Pollution Inspector
 Supervising Environmental Control Technician
 Supervising Hull & Machinery Inspector
 Supervising Traffic Control Inspector
 Traffic Control Inspector Level I, II, III
 Urban Technician

Waterfront Construction Inspector

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

<u>Years of Service</u>	<u>3/3/10</u>	<u>9/3/16</u>
After 5 years	\$760	\$783
After 10 years	\$1,519 (+\$759)	\$1,565 (+\$782)

- ii. **Eligible titles:**

Asbestos Hazard Investigator

Industrial Hygienist

- d. i. For the period from March 3, 2010 to March 2, 2017, the longevity differentials set forth below shall be paid to eligible employees listed in Section 10(d)(ii) in addition to the MCEA/DCEA longevity;

<u>Years of Service</u>	<u>3/3/10</u>	<u>9/3/16</u>
After 5 years	\$937	\$965
After 10 years	\$1,869 (+\$932)	\$1,925 (+\$960)
After 15 years	\$3,281 (+1,412)	\$3,379 (+1,454)

- ii. **Eligible titles:**

Director (TV) Level I, II

Film Editor

Film Manager

Program Announcer Level I, II

Program Producer Level I, II, III

Radio & TV Operator Level I, II, III

Supervisor of Radio and TV Operations Level I, II

Supervisor of Radio Production

Television Equipment Operator

Television Lighting Technician

- iii. Effective March 3, 2017, the longevity differential for the titles listed in Section 10(d)(ii) shall cease.

- e. i. For the period from March 3, 2010 to March 2, 2017, the longevity differentials set forth below shall be paid to eligible employees listed in Section 10(e)(ii) in addition to the MCEA/DCEA longevity;

<u>Years of Service</u>	<u>3/3/10</u>	<u>9/3/16</u>
After 5 years	\$760	\$783
After 10 years	\$1,519 (+\$759)	\$1,565 (+\$782)

ii. Eligible titles:

Associate Operations Communication Specialist Level I, II
Operations Communication Specialist Level I, II

iii. Effective March 3, 2017, the longevity differential for the titles listed in Section 10(d)(ii) shall cease.

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

Section 11. Longevity Increment:

- a. Employees with 15 years or more of "City" service in pay status [except those eligible for the service increment paid pursuant to Section 9 or the longevity differential paid pursuant to Section 10(a)] shall receive a longevity increment of \$800 per annum.
- b. The rules for eligibility for the longevity increment described above in subsection 11(a), shall be set forth in Appendix A of this Agreement and are incorporated by reference herein.
- c. Effective October 6, 2015, incumbents in the following titles with 15 years or more of "City" service in pay status shall be eligible to receive a longevity increment of \$800 per annum:
- Administrative Architect (Non-Managerial)
 - Administrative City Planner (Non-Managerial)
 - Administrative Construction Project Manager (Non-Managerial)
 - Administrative Engineer (Non-Managerial)
 - Administrative Housing Development Specialist (Non-Managerial)
 - Administrative Inspector (Buildings) (Non-Managerial)
 - Administrative Landmarks Preservationist (Non-Managerial)
 - Administrative Landscape Architect (Non-Managerial)
- d. Effective November 10, 2015, Incumbents in the following titles with 15 years or more of "City" service in pay status shall be eligible to receive a longevity increment of \$800 per annum:
- Administrative Director of Laboratory (Water Quality) (Non-Managerial)
 - Administrative Project Director (HPD) (Non-Managerial)
 - Administrative Project Manager (Non-Managerial)

Section 12. Recurring Increment Payment

- a. Full-time employees covered by this Agreement, other than those listed in subsection 12(c) below, shall be eligible to receive the Recurring Increment Payments ("RIP") set forth below.

Effective March 3, 2010

<u>Years of City Service</u>	<u>Increment</u>	<u>Total RIP</u>	<u>Years of City Service</u>	<u>Increment</u>	<u>Total RIP</u>
1	\$97	\$97	11	\$101	\$1,101
2	\$98	\$195	12	\$101	\$1,202
3	\$98	\$293	13	\$101	\$1,303
4	\$101	\$394	14	\$101	\$1,404
5	\$101	\$495	15	\$101	\$1,505
6	\$101	\$596	16	\$101	\$1,606
7	\$101	\$697	17	\$101	\$1,707
8	\$101	\$798	18	\$115	\$1,822
9	\$101	\$899	19	\$115	\$1,937
10	\$101	\$1,000	20 or more	\$115	\$2,052

Effective September 3, 2011

<u>Years of City Service</u>	<u>Increment</u>	<u>Total RIP</u>	<u>Years of City Service</u>	<u>Increment</u>	<u>Total RIP</u>
1	\$98	\$98	11	\$102	\$1,112
2	\$99	\$197	12	\$102	\$1,214
3	\$99	\$296	13	\$102	\$1,316
4	\$102	\$398	14	\$102	\$1,418
5	\$102	\$500	15	\$102	\$1,520
6	\$102	\$602	16	\$102	\$1,622
7	\$102	\$704	17	\$102	\$1,724
8	\$102	\$806	18	\$116	\$1,840
9	\$102	\$908	19	\$116	\$1,956
10	\$102	\$1,010	20 or more	\$116	\$2,072

Effective September 3, 2012

<u>Years of City Service</u>	<u>Increment</u>	<u>Total RIP</u>	<u>Years of City Service</u>	<u>Increment</u>	<u>Total RIP</u>
1	\$99	\$99	11	\$103	\$1,123
2	\$100	\$199	12	\$103	\$1,226
3	\$100	\$299	13	\$103	\$1,329
4	\$103	\$402	14	\$103	\$1,432
5	\$103	\$505	15	\$103	\$1,535
6	\$103	\$608	16	\$103	\$1,638
7	\$103	\$711	17	\$103	\$1,741
8	\$103	\$814	18	\$117	\$1,858
9	\$103	\$917	19	\$117	\$1,975
10	\$103	\$1,020	20 or more	\$117	\$2,092

Effective September 3, 2013

<u>Years of City Service</u>	<u>Increment</u>	<u>Total RIP</u>	<u>Years of City Service</u>	<u>Increment</u>	<u>Total RIP</u>
1	\$100	\$100	11	\$104	\$1,134
2	\$101	\$201	12	\$104	\$1,238
3	\$101	\$302	13	\$104	\$1,342
4	\$104	\$406	14	\$104	\$1,446
5	\$104	\$510	15	\$104	\$1,550
6	\$104	\$614	16	\$104	\$1,654
7	\$104	\$718	17	\$104	\$1,758
8	\$104	\$822	18	\$118	\$1,876
9	\$104	\$926	19	\$118	\$1,994
10	\$104	\$1,030	20 or more	\$118	\$2,112

Effective September 3, 2014

<u>Years of City Service</u>	<u>Increment</u>	<u>Total RIP</u>	<u>Years of City Service</u>	<u>Increment</u>	<u>Total RIP</u>
1	\$102	\$102	11	\$106	\$1,156
2	\$103	\$205	12	\$106	\$1,262
3	\$103	\$308	13	\$106	\$1,368
4	\$106	\$414	14	\$106	\$1,474
5	\$106	\$520	15	\$106	\$1,580
6	\$106	\$626	16	\$106	\$1,686
7	\$106	\$732	17	\$106	\$1,792
8	\$106	\$838	18	\$120	\$1,912
9	\$106	\$944	19	\$120	\$2,032
10	\$106	\$1,050	20 or more	\$120	\$2,152

Effective September 3, 2015

<u>Years of City Service</u>	<u>Increment</u>	<u>Total RIP</u>	<u>Years of City Service</u>	<u>Increment</u>	<u>Total RIP</u>
1	\$105	\$105	11	\$109	\$1,189
2	\$106	\$211	12	\$109	\$1,298
3	\$106	\$317	13	\$109	\$1,407
4	\$109	\$426	14	\$109	\$1,516
5	\$109	\$535	15	\$109	\$1,625
6	\$109	\$644	16	\$109	\$1,734
7	\$109	\$753	17	\$109	\$1,843
8	\$109	\$862	18	\$123	\$1,966
9	\$109	\$971	19	\$123	\$2,089
10	\$109	\$1,080	20 or more	\$123	\$2,212

Effective September 3, 2016

<u>Years of City Service</u>	<u>Increment</u>	<u>Total RIP</u>	<u>Years of City Service</u>	<u>Increment</u>	<u>Total RIP</u>
1	\$108	\$108	11	\$112	\$1,222
2	\$109	\$217	12	\$112	\$1,334
3	\$109	\$326	13	\$112	\$1,446
4	\$112	\$438	14	\$112	\$1,558

<u>Years of City Service</u>	<u>Increment</u>	<u>Total RIP</u>	<u>Years of City Service</u>	<u>Increment</u>	<u>Total RIP</u>
5	\$112	\$550	15	\$112	\$1,670
6	\$112	\$662	16	\$112	\$1,782
7	\$112	\$774	17	\$112	\$1,894
8	\$112	\$886	18	\$127	\$2,021
9	\$112	\$998	19	\$127	\$2,148
10	\$112	\$1,110	20 or more	\$127	\$2,275

Effective March 3, 2017

<u>Years of City Service</u>	<u>Increment</u>	<u>Total RIP</u>	<u>Years of City Service</u>	<u>Increment</u>	<u>Total RIP</u>
1	\$143	\$143	11	\$144	\$1,580
2	\$143	\$286	12	\$144	\$1,724
3	\$143	\$429	13	\$144	\$1,868
4	\$143	\$572	14	\$144	\$2,012
5	\$144	\$716	15	\$144	\$2,156
6	\$144	\$860	16	\$144	\$2,300
7	\$144	\$1,004	17	\$144	\$2,444
8	\$144	\$1,148	18	\$145	\$2,589
9	\$144	\$1,292	19	\$145	\$2,734
10	\$144	\$1,436	20 or more	\$145	\$2,879

- b. The RIPs shall be based upon years of City service and shall be paid in addition to the service increment set forth in Section 9, the longevity differential set forth in Section 10 or the longevity increment set forth in Section 11. RIPs shall be payable on the January 1, April 1, July 1, or October 1 subsequent to the qualifying employee's anniversary date, subject to the rules for eligibility set forth in Appendix B of this Agreement.
- c. Employees in the following titles are not eligible to receive the RIPs set forth in Section 12(a) above:

Administrative Architect (Non-Managerial)
 Administrative City Planner (Non-Managerial)
 Administrative Construction Project Manager (Non-Managerial)
 Administrative Engineer (Non-Managerial)
 Administrative Housing Development Specialist (Non-Managerial)
 Administrative Inspector (Buildings) (Non-Managerial)
 Administrative Landmarks Preservationist (Non-Managerial)
 Administrative Landscape Architect (Non-Managerial)
 Administrative Director of Laboratory (Water Quality) (Non-Managerial)
 Administrative Project Director (HPD) (Non-Managerial)
 Administrative Project Manager (Non-Managerial)

Section 13. Uniform Allowance

A uniform allowance in the pro-rata annual amount set forth below shall be provided to those employees of the Department of Housing Preservation and Development who are assigned to the Office of Enforcement and Neighborhood Services in the following divisions: Housing Litigation Division (HLD); Special Enforcement Unit (SEU); Division of Maintenance (DOM); Alternative Enforcement Services; and Division of Neighborhood Preservation, and who are required to wear uniforms.

Effective
11/1/10

\$100/annum

Effective
9/3/16

\$103/annum

The Uniform Allowance payable in December 2010 shall be in the pro-rated amount of \$50.00.

ARTICLE IV - WELFARE FUND

Section 1.

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

Section 2.

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

Section 3.

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

Section 4.

This Agreement incorporates the terms of the May 5, 2014 Letter Agreement regarding health savings and welfare fund contributions between the City of New York and the Municipal Labor Committee, as appended to this agreement.

Section 5.

This Agreement incorporates the terms of the January 12, 2017 Letter Agreement regarding welfare fund contributions, as appended to this agreement.

ARTICLE V - PRODUCTIVITY AND PERFORMANCE

Introduction

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

Section 1. - Performance Levels

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

Section 2. - Supervisory Responsibility

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

Section 3. - Performance Compensation

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

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

ARTICLE VI - GRIEVANCE PROCEDURE

Section 1. - Definition:

The term "Grievance" shall mean:

- a. A dispute concerning the application or interpretation of the terms of this Agreement;
- b. A claimed violation, misinterpretation or misapplication of the rules or regulations, *written* policy or orders of the Employer applicable to the agency which employs the grievant affecting terms and conditions of employment; provided, disputes involving the Personnel Rules and Regulations of the City of New York or the Rules and Regulations of the Health and Hospitals Corporation with respect to those matters set forth in the first paragraph of Section 7390.1 of the Unconsolidated Laws shall not be subject to the grievance procedure or arbitration;
- c. A claimed assignment of Employees to duties substantially different from those stated in their job specifications;
- d. A claimed improper holding of an open-competitive rather than a promotional examination;
- e. A claimed wrongful disciplinary action taken against a permanent Employee covered by Section 75(1) of the Civil Service Law or a permanent Employee covered by the Rules and Regulations of the Health and Hospitals Corporation upon whom the agency head has served written charges of incompetence or misconduct while the Employee is serving in the Employee's permanent title or which affects the Employee's permanent status.
- f. Failure to serve written charges as required by Section 75 of the Civil Service Law or the Rules and Regulations of the Health and Hospitals Corporation upon a permanent Employee covered by Section 75(1) of the Civil Service Law or a permanent Employee covered by the Rules and Regulations of the Health and Hospitals Corporation where any of the penalties (including a fine) set forth in Section 75(3) of the Civil Service Law have been imposed.
- g. A claimed wrongful disciplinary action taken against an eligible provisional employee of a Mayoral agency who has served without a break in service for two years in the same or similar title or related occupational group in the same agency on a full-time per annum or full-time per diem basis and assigned regularly to work the normal, full-time work week established for that title.
- h. A claimed wrongful disciplinary action taken against a full-time non-competitive employee with one year of service in title, except for employees during the period of a mutually-agreed upon extension of probation. This provision shall not apply to non-competitive class employees with rights pursuant to Section 75(1) of the Civil Service Law.

Section 2.

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

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

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

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

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

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

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

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

STEP IV An appeal from an unsatisfactory determination at STEP III may be brought solely by the Union to the Office of Collective Bargaining for impartial arbitration within fifteen (15) work days of receipt of the STEP III determination. In addition, the Employer shall have the right to bring directly to arbitration any dispute between the parties concerning any matter defined herein as a "grievance". The Employer shall commence such arbitration by submitting a written request therefor to the Office of Collective Bargaining. A copy of

the notice requesting impartial arbitration shall be forwarded to the opposing party. The arbitration shall be conducted in accordance with the Title 61 of the Rules of the City Of New York. The costs and fees of such arbitration shall be borne equally by the Union and the Employer.

The arbitrator's decision, order or award (if any) shall be limited to the application and interpretation of the Agreement, and the arbitrator shall not add to, subtract from or modify the Agreement. The arbitrator's award shall be final and binding and enforceable in any appropriate tribunal in accordance with Article 75 of the Civil Practice Law and Rules. The arbitrator may provide for and direct such relief as the arbitrator deems necessary and proper, subject to the limitations set forth above and any applicable limitations of law.

Section 3.

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

Section 4.

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

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

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

STEP A

Following the service of written charges, a conference with such Employee shall be held with respect to such charges by the person designated by the agency head to review a grievance at STEP I of the Grievance Procedure set forth in this Agreement. The Employee may be represented at such conference by a representative of the Union. The person designated by the agency head to review the charges shall take any

steps necessary to a proper disposition of the charges and shall issue a determination in writing by the end of the fifth day following the date of the conference.

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

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

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

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

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

Section 6. Provisional Disciplinary Procedure

In any case involving a grievance under Section 1(g) of this Article, the "Disciplinary Procedure for Provisional Employees", including side-letter, appended, shall govern.

Section 7. Non-Competitive Disciplinary Procedure

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

STEP A Following the service of written charges upon an employee a conference with such employee shall be held with respect to such charges by the person designated by the agency head to review a grievance at STEP I of the Grievance Procedure set forth in this agreement. The employee may be represented at such conference

by a representative of the Union. At the conference the person designated by the agency head to review the charges shall: (1) verbally communicate to the employee any information reasonably necessary for the employee to understand the nature of the charges; (2) furnish to the employee copies of documentary evidence necessary to support the charges; and (3) furnish to the employee the names of potential witnesses except under unusual circumstances. The person designated by the agency head to review the charges shall take any steps necessary to a proper disposition of the charges and shall issue a determination in writing by the end of the fifth day following the date of the conference.

STEP B

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

Section 8.

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

Section 9.

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

Section 10.

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

Section 11.

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

Section 12.

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

Section 13.

A non-Mayoral agency not covered by this Agreement but which employs employees in titles identical to those covered by this Agreement may elect to permit the Union to appeal an unsatisfactory determination received at the last step of its Grievance Procedure prior to arbitration on fiscal matters only to the Commissioner of Labor Relations. If such election is made, the Union shall present its appeal to the Commissioner of Labor Relations in writing within ten (10) work days of the receipt of the last step determination. The Union should submit copies of the grievance filings at the prior steps of its Grievance

Procedure and any agency responses thereto. Copies of such appeals shall be sent to the agency head. The Commissioner of Labor Relations, or the Commissioner's designee, shall review all such appeals and answer all such appeals within fifteen (15) work days. An appeal from a determination of the Commissioner of Labor Relations may be taken to arbitration under procedures, if any, applicable to the non-Mayoral agency involved.

Section 14.

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

Section 15. Expedited Arbitration Procedure.

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

i. SELECTION AND SCHEDULING OF CASES:

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

ii. CONDUCT OF HEARINGS:

- (1) The presentation of the case, to the extent possible, shall be made in the narrative form. To the degree that witnesses are necessary, examination will be limited to

questions of material fact and cross examination will be similarly limited. Submission of relevant documents, etc., will not be unreasonably limited and may be submitted as a "packet" exhibit.

- (2) In the event either party is unable to proceed with hearing a particular case, the case shall be rescheduled. However, only one adjournment shall be permitted. In the event that either party is unable to proceed on a second occasion, a default judgment may be entered against the adjourning party at the Arbitrator's discretion absent good cause shown.
- (3) The Arbitrator shall not be precluded from attempting to assist the parties in settling a particular case.
- (4) A decision will be issued by the Arbitrator within two weeks. It will not be necessary in the Award to recount any of the facts presented. However, a brief explanation of the Arbitrator's rationale may be included. Bench decisions may also be issued by the Arbitrator.
- (5) Decisions in this expedited procedure shall not be considered as precedent for any other case nor entered into evidence in any other forum or dispute except to enforce the Arbitrator's award.
- (6) The parties shall, whenever possible, exchange any documents intended to be offered in evidence at least one week in advance of the first hearing date and shall endeavor to stipulate to the issue in advance of the hearing date.

ARTICLE VII - BULLETIN BOARDS: EMPLOYER FACILITIES

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

ARTICLE VIII - NO STRIKES

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

ARTICLE IX - CITYWIDE ISSUES

This Agreement is subject to the provisions, terms and conditions of the agreement which has been or may be negotiated between the City and the union recognized as the exclusive collective bargaining representative on citywide matters which must be uniform for specified employees, including the Employees covered by this Agreement.

Employees in Rule X titles shall receive the benefits of the Citywide Agreement unless otherwise specifically excluded herein.

ARTICLE X - UNION ACTIVITY

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

ARTICLE XI - LABOR-MANAGEMENT COMMITTEE

Section 1.

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

Section 2.

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

Section 3.

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

Section 4.

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

ARTICLE XII - FINANCIAL EMERGENCY ACT

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

ARTICLE XIII - APPENDICES

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

ARTICLE XIV - SAVINGS CLAUSE

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

ARTICLE XV - CONTRACTING-OUT CLAUSE

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

ARTICLE XVI - ASSIGNMENT DIFFERENTIALS

Section 1.

a. Conditions:

- i. Differentials in the pro rata annual amounts set forth in subsection 1(c) shall be paid to employees in the indicated titles when assigned to a position with duties of a special nature requiring responsibilities not ordinarily performed by employees in the said titles. Eligible assignments shall be limited to those set forth in subsection 1(b), and shall not be deemed a promotion to the next higher title.
- ii. Notwithstanding the provisions of subsection 1(a)(i), an employee receiving an assignment differential which was approved prior to July 1, 1989, shall continue to receive such differential for the *duration of said assignment*.
- iii. Differentials shall be paid to an employee only for the *duration of the assignment* and shall be retroactive to the date of such assignment except that no differential shall be granted with an effective date prior to March 3, 2010.
- iv. Notwithstanding the provisions of subsection 1(a)(iii), in the case of a dispute, no differential shall be granted with an effective date prior to 120 days of the filing of a Step I grievance pursuant to Article IV of this Agreement.
- v. Only one employee shall be eligible to receive a differential for any given assignment. An employee shall *not* receive more than one differential for the same assignment (e.g. both "Squad Leader" and "Plan Review" Differential), except an eligible employee may receive the "Signing and Sealing" Differential in conjunction with the "Squad Leader" Differential.
- vi. Employees in the following titles shall not be eligible for any of these assignment differentials:

Administrative Architect (Non-Managerial)
 Administrative City Planner (Non-Managerial)
 Administrative Construction Project Manager (Non-Managerial)
 Administrative Director of Laboratory (Water Quality) (Non-Managerial)
 Administrative Engineer (Non-Managerial)
 Administrative Housing Development Specialist (Non-Managerial)
 Administrative Inspector (Buildings) (Non-Managerial)
 Administrative Landmarks Preservationist (Non-Managerial)
 Administrative Landscape Architect (Non-Managerial)
 Administrative Project Director (HPD) (Non-Managerial)
 Administrative Project Manager (Non-Managerial)

b. Eligible Assignments:

i. Full Differentials:

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

ii. Half Differentials:

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

c. Eligible Titles:

i.	Assistant Architect	City Planner Level I		
	Assistant Engineer(all field & specialties)	Construction Project Manager Level I		
	Assistant Landscape Architect	Housing Development Specialist Level I		
	Assistant Planner	Project Manager (Other than HHC)		
	Assistant Project Development Coordinator	Supervisor of Building Maintenance		
	Assistant Project Coordinator	Supervisor of Electrical Installations & Maintenance Level I		
	Assistant Superintendent of Construction	Supervisor of Mechanical Installations & Maintenance Level I		
		<u>3/3/10</u>	<u>9/2/16</u>	
	Half Differential	\$765	\$788	
	Full Differential	\$1,526	\$1,572	
ii.	Architect Level I (all specs.)	Housing Development Specialist Level II		
	Associate Chemist Level I	Landscape Architect Level I		
	Associate Project Manager Level I	Planner		
	Chemist	Project Coordinator		
	City Planner Level II	Project Development Coordinator		
	Construction Project Manager Level II	Superintendent of Construction		
	Engineer Level I (all fields & specs.)	Supervisor of Electrical Installations & Maintenance Level II		
	General Supervisor of Building Maintenance	Supervisor of Mechanical Installations & Maintenance Level II		
		<u>3/3/10</u>	<u>9/3/16</u>	
	Half Differential	\$884	\$911	
	Full Differential	\$1,763	\$1,816	
iii.	Associate City Planner I	Senior Architect (all Specialties)		
	Associate Chemist Level II	Senior Engineer (all fields and Specialties)		
	Associate Housing Development Specialist	Senior Landscape Architect		
	Associate Project Manager Level II	Senior Planner		
	Construction Project Manager Level III	Senior Project Coordinator		
	General Superintendent of Construction (all Specialties)	Senior Project Development Coordinator		
		<u>3/3/10</u>	<u>9/3/16</u>	
	Half Differential	\$982	\$1,011	
	Full Differential	\$1,955	\$2,014	

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

Engineering Differential Review Section - Labor Analysis Unit
Office of Management and Budget
255 Greenwich Street - Sixth Floor
New York, New York 10007

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

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

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

Squad Leader, Assistant Squad Leader, and Section Engineer:

Names and Civil Service Titles of Staff Supervised

Plan Review:

Description of Employee's Assignments
Percentage of Time Assigned

Section 2.

Effective March 3, 2010, a differential in the pro-rated annual amounts set forth below shall continue to be paid to the one Research Scientist or City Research Scientist duly assigned as Assistant Director, Bureau of Laboratories responsible for virology and immunology.

<u>3/3/10</u>	<u>9/3/16</u>
\$3,197	\$3,293

Section 3.

Effective March 3, 2010, a differential in the pro-rated annual amounts set forth below shall continue to be paid to the one Program Manager who is assigned on a continuing basis to the performance of the more difficult and exacting portion of the duties and responsibilities of the class of Program Manager.

<u>3/3/10</u>	<u>9/3/16</u>
\$1,535	\$1,581

Section 4.

Effective January 1, 2015, a differential in the pro-rated annual amounts set forth below shall be paid to Construction Project Managers and Associate Project Managers who, as a substantial portion of their regular duties and responsibilities, directly oversee or review the work of contractors.

<u>1/1/15</u>	<u>9/3/16</u>
\$2,000	\$2,060

ARTICLE XVII - TRAINING FUND

For the period July 1, 2010 through June 30, 2017 the City agrees to continue the practice of contributing the sum of \$25,000 per annum to a Union Administered Training Fund. The training fund provided pursuant to this Article shall be utilized for such programs as may be approved by the Department of Citywide Administrative Services. No contributions shall be made to such training fund during any period in which the separate trust agreement required between the City and the Union relating to the operation of such fund is not in effect.

ARTICLE XVIII - RECRUITMENT & RETENTION OF PROFESSIONAL PERSONNEL

Section 1.

A joint committee composed of representatives of the Office of Management and Budget, the Office of Labor Relations, the Department of Citywide Administrative Services, and the Union shall meet to study problems related to the recruitment and retention of qualified professional personnel and where deemed necessary, make recommendations to the appropriate City officials. The Professional Development Committee shall meet regularly so that it may be able to consider these matters in an expeditious fashion.

Section 2.

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

ARTICLE XIX - PROFESSIONAL FEE ALLOWANCE

Professional licensing fees for New York State licenses required for full Engineers, Architects and Landscape Architects shall continue to be reimbursed in the amount of \$85.00 annually.

Eligible Titles:

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

Administrative Architect (Non-Managerial) (all fields and specialties), Administrative Engineer (Non-Managerial) (all fields and specialties), and Administrative Landscape Architect (Non-Managerial) (all fields and specialties), and any other titles not specifically listed above are not covered by this provision and are not eligible for reimbursement for professional licensing fees.

WHEREFORE, we have hereunto set our hands and seals this 23 day of May, 2022

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

BY:


RENEE CAMPION
Commissioner of Labor Relations

FOR DISTRICT COUNCIL 37,
AFSCME, AFL-CIO:

BY:


HENRY GARRIDO
Executive Director

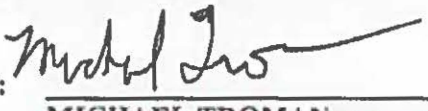
FOR THE NEW YORK CITY HEALTH
AND HOSPITALS CORPORATION:

BY:


ANDREA COHEN
Senior Vice President & General Counsel

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

BY:


MICHAEL TROMAN
President

APPROVED AS TO FORM:

BY:


ERIC EICHENHOLTZ
Chief, Labor and Employment Law

**OFFICE OF LABOR RELATIONS
REGISTRATION**

OFFICIAL

CONTRACT

NO:
22019

DATE:

5/23/2022

DATE SUBMITTED TO THE FINANCIAL CONTROL BOARD May 23, 2022

UNIT: Engineering & Scientific

TERM: March 3, 2010 – September 25, 2017

Appendix A

Longevity Increment Eligibility Rules

The following rules shall govern the eligibility of Employees for the longevity increments provided for in Article III, Section 11 of the 2010-2017 Engineering & Scientific Agreement.

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

Appendix B

Recurring Increment Payment Eligibility Rules

The following rules shall govern the eligibility of Employees for the Recurring Increment Payment ("RIP") provided for in Article III, Section 12 of the 2010-2017 Engineering/Scientific Agreement.

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

**MEMORANDUM OF AGREEMENT
BETWEEN
THE
CITY OF NEW YORK
ON BEHALF OF THE
NEW YORK CITY POLICE DEPARTMENT**

AND

LOCAL 375, DISTRICT COUNCIL 37, AFSCME

WHEREAS, the New York City Police Department (NYPD) requires that certain Criminalists who are assigned to the Police Laboratory provide a DNA elimination exemplar to assist the Office of Chief Medical Examiner (OCME) Department of Forensic Biology¹ in identifying the source of any extraneous DNA profiles that may be detected in the course of DNA testing; and

WHEREAS, to ensure the successful prosecution and conviction of persons responsible for committing crimes by distinguishing probative DNA evidence from non-probative DNA evidence through the identification of the source of extraneous DNA profiles;

WHEREAS, the OCME conducts contamination² screening for DNA evidence to ensure the integrity of the DNA evidence and to resolve quality control issues that may arise within the laboratory or while processing a crime scene; and

WHEREAS, Local 375, District Council 37, AFSCME, having met and conferred with the City of New York, desires to cooperate with the New York City Police Department and to reduce certain mutual understandings to writing;

NOW, THEREFORE, it is jointly agreed as follows:

I. Employee DNA Elimination Exemplar Collection and Storage Protocol

The collection, analysis, storage and safeguarding of an employee's DNA elimination exemplar will be performed in accordance with the following procedures:

The employee, under direct observation by a representative from the NYPD's Forensic Investigations Division (FID), will swab his/her own cheek/mouth. This should take no longer than a minute and should not cause any discomfort. After this oral swab is collected, the DNA elimination exemplar will be properly packaged, marked and sealed in the presence of the submitting member and hand delivered to the Department of Forensic Biology OCME by the FID Integrity Control Officer, where the DNA elimination exemplar will be used to generate the employee's DNA profile.

¹ The OCME Department of Forensic Biology is accredited by the American Society of Crime Laboratory Directors/Laboratory Accreditation Board and the New York State Commission on Forensic Science.

² The Department of Forensic Biology defines "contamination" as the addition of one's DNA to an item of evidence subsequent to the occurrence of the actual crime.

Once the employee's DNA profile is generated, it will be placed in the OCME DNA Employee Database, which is comprised of profiles belonging to NYPD employees, OCME employees and other persons who have access to OCME Forensic Biology laboratories. This database, maintained by the OCME, will only be searched by the Department of Forensic Biology to identify unknown forensic DNA profiles. The NYPD has no access to the OCME DNA Employee Database.

The employee's DNA profile will not be used for any other medical, research, testing, or other purpose.

The employee's DNA profile will not be stored in the OCME DNA Employee Database in association with his/her name or employee ID number. Rather, the employee's name and tax ID number will remain anonymous to the OCME and replaced with a unique NYPD control number and unique OCME identification number. Only a limited number of authorized staff within the Department of Forensic Biology will have access to these unique numbers. OCME will not possess the name of the NYPD employee. Therefore, OCME will not maintain a record of, nor document at anytime, the name of the NYPD employee.

Once OCME places the employee's DNA profile within the OCME DNA Employee Database, the NYPD will return the oral swab and remaining portion of the DNA extract to the employee.

II. Retention of DNA Exemplars

In order to ensure that an employee has not contaminated any samples in the months preceding his/her departure, one year from the date of the conclusion of the employee's assignment to the Police Laboratory, the Commanding Officer of the NYPD's Forensic Investigations Division will notify the Department of Forensic Biology, at which time the employee's DNA profile will be removed from the OCME DNA Employee Database. The employee shall be notified in writing that the employee's DNA profile has been removed from the OCME DNA Employee Database. This expungement will automatically be done unless the employee executes a waiver in the form approved by the Commanding Officer of the NYPD's Forensic Investigations Division. If the employee executes such a waiver, then the employee's DNA profile will be retained indefinitely within the OCME DNA Employee Database unless and until the individual submits a subsequent written request to expunge his/her DNA profile from the database.

III. Investigation in the Course of Contamination Screening

If, in the course of contamination screening, the OCME detects an employee's DNA profile, the OCME will inform the Commanding Officer of the NYPD's Forensic Investigations Division of the fact that an employee's DNA is present on case evidence, and provide the unique NYPD control number.

In the event a contamination occurs, the NYPD shall notify the employee in accordance with the following procedures:

1. The Commanding Officer of the NYPD's Forensic Investigations Division will notify the Director, Police Laboratory.
2. The Director, Police Laboratory will have a preliminary investigation conducted by the Quality Assurance Section to determine the identification of the member and if that member had access to the evidence.
3. The Director, Police Laboratory, or Deputy Director, Police Laboratory or Quality Assurance Manager will notify the employee that his/her DNA is present on case evidence.
4. The Quality Assurance Manager or designee will interview the employee in an effort to determine how the employee's DNA profile may have come to be deposited on an item (or items) of evidence, and may initiate corrective action or a preventive action as deemed necessary by the Quality Assurance Manager. An employee will have the right to representation during the interview.
5. If the cause of the contamination is due to the fact that the member submitting the sample is a "shedder," then measures will be agreed upon to mitigate the contamination problem. Every person is a shedder; every person sheds DNA; the degree to which a person sheds varies.
6. If the contamination is caused by performance issues the member will be notified and given guidance and a reasonable opportunity to correct the performance issues before any evaluation is prepared.
7. The NYPD will provide the employee with additional training, education and support to mitigate future occurrences of contamination, if necessary.
8. If a corrective action is deemed necessary, as per accreditation requirements, a summary of the corrective action will be provided to ASCLD/LAB and the New York State Commission on Forensic Science. The name of the Criminalist will not be provided in this summary report.
9. A confidential record of the contamination will be recorded and maintained at the NYPD's Police Laboratory.
10. Discipline will be the last resort used to address contamination problems.

NYPD will provide training for Members of the Service concerning appropriate responses for dealing with contamination issues under questioning.

IV. Limitations on Use of DNA Exemplar

The collected DNA sample will not to be used against a contributing member unless the sample has been subpoenaed, with good cause, through either a Grand Jury or a court, with the member placed on sufficient advance notice to the extent practicable to permit the member to challenge the subpoena. In addition, to the extent practicable, employees will receive written notice if their DNA profile is produced in any criminal proceeding.

V. Assignments That Require Submission of DNA Exemplar

Criminalistics Section

- a. Latent Print Development Unit
- b. Questioned Document Unit
- c. Hair and Fiber Unit
- d. Trace Unit
- e. Chemistry Unit
- f. Case Management Unit
- g. Quality Assurance/Quality Control in Criminalistics Section
- h. Training and Professional Development Unit

Controlled Substance Analysis Section

- i. Collection of DNA from drug evidence

In the event the NYPD or the City wishes to include additional titles and/or identify additional assignments of Criminalists required to submit a DNA exemplar, the NYPD/City will meet with the Union prior to implementation

VI. Reassignment Upon Declination to Submit DNA Exemplar

A Criminalist who declines to submit a DNA sample and is assigned to a section of the NYPD's Police Laboratory requiring a DNA sample, will be reassigned within the NYPD's Police Laboratory to another Criminalist position not requiring a sample, provided that a suitable position exists to which they can be assigned and for which they must complete training. Such employee will not be subject to discipline solely on account their declination to be tested. The Department will use best efforts to accommodate the employee's request for reassignment. In the event that an employee's request for reassignment cannot be accommodated, the City and the NYPD shall meet with the union to discuss other alternative arrangements.

VII. Previous Versions Superseded

Any consent form previously signed by a Criminalist is hereby superseded by the NYPD Employee DNA Elimination Exemplar Consent Form attached to and made part of this MOA as if said Consent Form had originally been executed.

VIII. New York State Executive Law §995(f)

New York State Executive Law §995(f) states:

"Any person who (a) intentionally discloses a DNA record, or the results of a forensic DNA test or analysis, to an individual or agency other than one authorized to have access to such records or (b) intentionally uses or receives DNA records, or the results of a forensic DNA test or analysis, for purposes other than those authorized pursuant to this article or (c) any person who knowingly tampers or attempts to tamper with any DNA sample or the collection container without lawful authority shall be guilty of a class E felony."

IX. NYPD Employee DNA Elimination Exemplar Consent Form

NYPD EMPLOYEE DNA ELIMINATION EXEMPLAR CONSENT

I have read and understand the NYPD Employee DNA Elimination Exemplar Collection and Storage Protocol described above, and I have provided a DNA Elimination Exemplar in accordance with the procedures set forth in the Memorandum of Agreement Between the City of New York on behalf of the New York City Police Department and Local 375, District Council 37, AFSCME and incorporated by reference herein.

By my providing a DNA Elimination Exemplar, I do not waive any rights that may be afforded to me under Section 75 of the Civil Service Law, if applicable, or under any collective bargaining agreement, if applicable.

NYPD Employee: Print Name

NYPD Tax Number/Employee ID number

NYPD Employee: Signature

Date of Signature

WHEREFORE, we have hereunto set our hands and seals this 25 day of April, 2011.

FOR THE CITY OF NEW YORK

By: James F. Hanley Jr.
JAMES F. HANLEY
Commissioner of Labor Relations

**LOCAL 375, DISTRICT COUNCIL 37,
AFSCME**

By: Behnam Fathi

DISTRICT COUNCIL 37, AFSCME

By: Ernestine Seinfeld