



# Office of Labor Relations

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nyc.gov/olr

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Commissioner

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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: Accounting and EDP

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

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

DATED: *December 16, 2021*



**Accounting/EDP Unit  
2010-2017 Agreement**

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## 2010 - 2017 Accounting and EDP Unit Agreement

AGREEMENT entered into this 16 day of December, 2021, 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 District Council 37, AFSCME, AFL-CIO (hereinafter 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):

| <u>Title Code</u> | <u>Title</u>                           |
|-------------------|--|
| 40510, 405100     | Accountant                             |
| 09521             | Accountant (JOP)                       |
| 40710             | Actuary                                |
| 40731             | Actuarial Specialist, Level I and I-A  |
| 40505, 405050     | Assistant Accountant                   |
| 09523             | Assistant Accountant (JOP)             |
| 40705             | Assistant Actuary                      |
| 40905             | Assistant Economist ***                |
| 09526             | Assistant Research Aide (JOP)          |
| 40491             | Assistant Retirement Benefits Examiner |
| 40605, 406050     | Assistant Statistician ***             |
| 040010            | Assistant Systems Analyst (EDP)        |
| 12646             | Assistant Systems Analyst (Finance)    |
| 039310            | Assistant Systems Analyst (Finance)    |

|                       |   |
|-----------------------|---|
| 40481                 | Assistant Workers' Compensation Benefits Examiner |
| 40517, 405170         | Associate Accountant                              |
| 40527, 405270         | Associate Bookkeeper ***                          |
| 60861                 | Associate Business Promotion Coordinator ***      |
| 40503, 09762          | Associate Management Auditor ***                  |
| 40493                 | Associate Retirement Benefits Examiner            |
| 40522                 | Associate Tax Auditor                             |
| 40483                 | Associate Workers' Compensation Benefits Examiner |
| 40526, 405260, 360    | Bookkeeper (Level I, II, III)                     |
| 60860                 | Business Promotion Coordinator (Level I, II, III) |
| 06748*, 13693         | Certified Applications Developer                  |
| 06749*, 13694         | Certified Database Administrator                  |
| 06746*, 13691         | Certified Local Area Network Administrator        |
| 06747*, 13692         | Certified Wide Area Network Administrator         |
| 13641                 | Certified IT Administrator (LAN)***               |
| 13642                 | Certified IT Administrator (WAN)***               |
| 13652                 | Certified IT Administrator (LAN/WAN)              |
| 13643                 | Certified IT Developer (Applications)             |
| 13644                 | Certified IT Administrator (Database)             |
| 40523                 | City Tax Auditor                                  |
| 1020B                 | College Aide (Level II, III)*                     |
| 13620, 961410, 20     | Computer Aide                                     |
| 13621, 961310, 20, 30 | Computer Associate (Operations)                   |
| 13631, 963110, 20, 30 | Computer Associate (Software)                     |
| 13511                 | Computer Operator                                 |
| 13651, 961110, 20     | Computer Programmer Analyst                       |
| 13650, 961500         | Computer Programmer Analyst Trainee               |
| 13530                 | Computer Programmer                               |
| 13615                 | Computer Service Technician                       |
| 13632, 966710, 20     | Computer Specialist (Software)                    |
| 13622                 | Computer Specialist (Operations)                  |
| 40910                 | Economist (Level I, II, III)                      |
| 001040, 001050        | Health Information Management Specialist**        |
| 13125                 | Income Tax Systems Analyst                        |
| 40925                 | Investment Analyst                                |
| 40924                 | Investment Analyst Trainee ***                    |
| 40501, 09764          | Management Auditor Trainee                        |
| 40502                 | Management Auditor (Level I, II)                  |
| 13514                 | Principal Computer Operator                       |
| 13550                 | Principal Computer Programmer                     |
| 40495                 | Principal Retirement Benefits Examiner            |
| 40625, 406250         | Principal Statistician ***                        |
| 60910, 609100         | Research Assistant                                |
| 40492                 | Retirement Benefits Examiner                      |
| 40515, 405150         | Senior Accountant                                 |

|                      |   |
|----------------------|---|
| 40715                | Senior Actuary                          |
| 40725                | Senior Actuary (Group Chief)            |
| 002630               | Senior Associate Accountant             |
| 40915                | Senior Economist ***                    |
| 40926                | Senior Investment Analyst ***           |
| 40615, 406150        | Senior Statistician ***                 |
| 040030               | Senior Systems Analyst (EDP)            |
| 039330               | Senior Systems Analyst (Finance)        |
| 40610, 03719, 406100 | Statistician (Level I, II, III)         |
| 40520                | Supervising Accountant                  |
| 13513                | Supervising Computer Operator           |
| 13616                | Supervising Computer Service Technician |
| 40920                | Supervising Economist ***               |
| 40927                | Supervising Investment Analyst ***      |
| 06602                | Systems Administrator (CFB)             |
| 040020               | Systems Analyst (EDP)                   |
| 039320               | Systems Analyst (Finance)               |
| 40521                | Tax Auditor                             |
| 20243, 966210, 20    | Telecommunications Associate***         |
| 20245                | Telecommunications Specialist***        |
| 20246, 202410-30     | Telecommunications Associate (Data)     |
| 20247, 202510-30     | Telecommunications Associate (Voice)    |
| 20248, 202440        | Telecommunications Specialist (Data)    |
| 20249, 202540        | Telecommunications Specialist (Voice)   |
| 40482                | Workers' Compensation Benefits Examiner |

\*Certified December 10, 2013 – OCB Docket #AC-68-12

\*\*Certified March 26, 2015 – OCB Docket #AC-1596-15

\*\*\* To be deleted.

## 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 Checkoff 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. 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.
- 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.**

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

|  |             | <u>Effective 3/3/10</u>       |                                 |                        |
|--|-------------|-------------------------------|---------------------------------|------------------------|
|  |             | i. Minimum                    |                                 | ii.                    |
| TITLE  |             | (1)<br>Hiring<br><u>Rate*</u> | (2)<br>Incumbent<br><u>Rate</u> | Maximum<br><u>Rate</u> |
| Accountant                                   | Level I     | \$38,303                      | \$44,048                        | \$57,533               |
|  | Level II    | \$47,228                      | \$54,312                        | \$75,555               |
| Accountant (JOP)                             |             | \$38,303                      | \$44,048                        | \$57,533               |
| Actuarial Specialist Level I                 |             | \$38,303                      | \$44,048                        | \$75,555               |
| Actuarial Specialist Level I-A               |             | \$38,303                      | \$44,048                        | \$94,680               |
| Actuary ###                                  |             | \$38,303                      | \$44,048                        | \$57,533               |
| Assistant Accountant                         |             | \$33,914                      | \$39,001                        | \$48,857               |
| Assistant Accountant (JOP)                   |             | \$33,914                      | \$39,001                        | \$48,857               |
| Assistant Actuary ###                        |             | \$33,914                      | \$39,001                        | \$48,857               |
| Assistant Economist ###                      |             | \$33,914                      | \$39,001                        | \$47,336               |
| Assistant Systems Analyst (EDP) ##           |             | \$27,738                      | \$31,899                        | \$59,067               |
| Assistant Systems Analyst (Finance)          |             | \$27,738                      | \$31,899                        | \$59,067               |
| Assistant Systems Analyst (Finance) ##       |             | \$27,738                      | \$31,899                        | \$59,067               |
| Assistant Research Aide (JOP)                |             | \$31,321                      | \$36,019                        | Flat Rate              |
| Asst. Retirement Benefits Examiner ###       |             |                               |                                 |                        |
|  | At Appt.    | \$34,898                      | \$40,133                        | Flat Rate              |
|  | After 1 yr. | \$36,694                      | \$42,198                        | \$47,080               |
| Assistant Statistician                       |             | \$33,914                      | \$39,001                        | \$48,857               |
| Asst. Workers' Comp. Benefits Examiner       |             |                               |                                 |                        |
|  | At Appt.    | \$34,898                      | \$40,133                        | Flat Rate              |
|  | After 1 yr. | \$36,694                      | \$42,198                        | \$47,080               |
| Associate Accountant ###                     |             | \$47,228                      | \$54,312                        | \$75,555               |
| Associate Bookkeeper ###                     |             | \$39,376                      | \$45,282                        | \$57,412               |
| Associate Business Promotion Coordinator ### |             |                               |                                 |                        |
|  | Level I     | \$54,087                      | \$62,200                        | \$67,236               |
|  | Level II    | \$58,468                      | \$67,238                        | \$80,675               |
| Associate Management Auditor ###             |             | \$54,684                      | \$62,887                        | \$82,715               |
| Assoc. Retirement Benefits Examiner          |             |                               |                                 |                        |
|  | Level I     | \$39,979                      | \$45,976                        | \$57,560               |

|   |           |          |          |           |
|---|-----------|----------|----------|-----------|
|   | Level II  | \$43,266 | \$49,756 | \$64,067  |
|   | Level III | \$50,963 | \$58,608 | \$73,737  |
| Associate Tax Auditor ###                     |           | \$47,228 | \$54,312 | \$75,555  |
| Assoc. Workers' Comp. Benefits Examiner ###   |           | \$43,266 | \$49,756 | \$64,067  |
| Bookkeeper                                    |           |          |          |           |
|   | Level I   | \$32,345 | \$37,197 | \$42,858  |
|   | Level II  | \$36,564 | \$42,049 | \$48,515  |
|   | Level III | \$39,376 | \$45,282 | \$57,412  |
| Business Promotion Coordinator                |           |          |          |           |
|   | Level I   | \$35,686 | \$41,039 | \$61,359  |
|   | Level II  | \$54,087 | \$62,200 | \$67,236  |
|   | Level III | \$58,468 | \$67,238 | \$80,675  |
| Certified Applications Developer ##           |           |          |          |           |
|   | Level I   | \$69,097 | \$79,462 | \$93,867  |
|   | Level II  | \$71,982 | \$82,779 | \$101,080 |
|   | Level III | \$77,733 | \$89,393 | \$109,925 |
|   | Level IV  | \$83,388 | \$95,896 | \$125,864 |
| Certified Database Administrator##            |           |          |          |           |
|   | Level I   | \$69,097 | \$79,462 | \$93,867  |
|   | Level II  | \$71,982 | \$82,779 | \$101,080 |
|   | Level III | \$77,733 | \$89,393 | \$109,925 |
|   | Level IV  | \$83,388 | \$95,896 | \$125,864 |
| Certified Local Area Network Administrator ## |           |          |          |           |
|   | Level I   | \$69,097 | \$79,462 | \$93,867  |
|   | Level II  | \$71,982 | \$82,779 | \$101,080 |
|   | Level III | \$77,733 | \$89,393 | \$109,925 |
|   | Level IV  | \$83,388 | \$95,896 | \$125,864 |
| Certified Wide Area Network Administrator ##  |           |          |          |           |
|   | Level I   | \$69,097 | \$79,462 | \$93,867  |
|   | Level II  | \$71,982 | \$82,779 | \$101,080 |
|   | Level III | \$77,733 | \$89,393 | \$109,925 |
|   | Level IV  | \$83,388 | \$95,896 | \$125,864 |
| Certified IT Administrator (LAN)              |           |          |          |           |
|   | Level I   | \$69,097 | \$79,462 | \$93,867  |
|   | Level II  | \$71,982 | \$82,779 | \$101,080 |
|   | Level III | \$77,733 | \$89,393 | \$109,925 |
|   | Level IV  | \$83,388 | \$95,896 | \$125,864 |
| Certified IT Administrator (WAN)              |           |          |          |           |
|   | Level I   | \$69,097 | \$79,462 | \$93,867  |
|   | Level II  | \$71,982 | \$82,779 | \$101,080 |
|   | Level III | \$77,733 | \$89,393 | \$109,925 |
|   | Level IV  | \$83,388 | \$95,896 | \$125,864 |
| Certified IT Developer (Applications)         |           |          |          |           |
|   | Level I   | \$69,097 | \$79,462 | \$93,867  |
|   | Level II  | \$71,982 | \$82,779 | \$101,080 |



|   |           |          |          |           |
|---|-----------|----------|----------|-----------|
|   | Level III | \$77,733 | \$89,393 | \$109,925 |
|   | Level IV  | \$83,388 | \$95,896 | \$125,864 |
| Certified IT Administrator (Database)     |           |          |          |           |
|   | Level I   | \$69,097 | \$79,462 | \$93,867  |
|   | Level II  | \$71,982 | \$82,779 | \$101,080 |
|   | Level III | \$77,733 | \$89,393 | \$109,925 |
|   | Level IV  | \$83,388 | \$95,896 | \$125,864 |
| City Tax Auditor **, ##                   |           |          |          |           |
|   | Level I   | \$38,303 | \$44,048 | \$57,533  |
|   | Level II  | \$47,228 | \$54,312 | \$75,555  |
| Computer Aide ##                          |           |          |          |           |
|   | Level I   | \$34,563 | \$39,747 | \$44,739  |
|   | Level II  | \$37,439 | \$43,055 | \$55,553  |
| Computer Associate (Operations) ##        |           |          |          |           |
|   | Level I   | \$43,197 | \$49,676 | \$62,943  |
|   | Level II  | \$51,830 | \$59,604 | \$77,224  |
|   | Level III | \$61,853 | \$71,131 | \$94,528  |
| Computer Associate (Software) ##          |           |          |          |           |
|   | Level I   | \$56,151 | \$64,574 | \$77,844  |
|   | Level II  | \$60,460 | \$69,529 | \$84,151  |
|   | Level III | \$64,571 | \$74,257 | \$94,528  |
| Computer Operator                         |           |          |          |           |
| Computer Programmer Analyst ##            |           |          |          |           |
|   | Level I   | \$43,197 | \$49,676 | \$59,642  |
|   | Level II  | \$50,393 | \$57,952 | \$70,607  |
| Computer Programmer Analyst Trainee ##### |           |          |          |           |
| Computer Programmer                       |           |          |          |           |
| Computer Service Technician               |           |          |          |           |
|   | Level I   | \$34,563 | \$39,747 | \$44,739  |
|   | Level II  | \$37,439 | \$43,055 | \$55,553  |
| Computer Specialist (Software) ##         |           |          |          |           |
|   | Level I   | \$69,097 | \$79,462 | \$86,117  |
|   | Level II  | \$71,982 | \$82,779 | \$92,738  |
|   | Level III | \$77,733 | \$89,393 | \$100,849 |
|   | Level IV  | \$83,388 | \$95,896 | \$115,470 |
| Computer Specialist(Operations) ##        |           |          |          |           |
| Economist                                 |           |          |          |           |
|   | Level I   | \$38,303 | \$44,048 | \$57,959  |
|   | Level II  | \$47,228 | \$54,312 | \$71,550  |
|   | Level III | \$50,103 | \$57,618 | \$78,208  |
| Income Tax Systems Analyst                |           |          |          |           |
| Investment Analyst                        |           |          |          |           |
|   | Level I   | \$38,303 | \$44,048 | \$56,967  |
|   | Level II  | \$47,228 | \$54,312 | \$71,550  |
|   | Level III | \$58,448 | \$67,215 | \$84,902  |

|  |          |          |           |
|--|----------|----------|-----------|
| Investment Analyst Trainee ###             | \$33,940 | \$39,031 | Flat Rate |
| Management Auditor Trainee                 | \$38,303 | \$44,048 | Flat Rate |
| Management Auditor                         |          |          |           |
| Level I                                    | \$47,228 | \$54,312 | \$75,555  |
| Level II                                   | \$54,684 | \$62,887 | \$82,715  |
| Principal Computer Operator                | \$44,422 | \$51,085 | \$66,545  |
| Principal Computer Programmer              | \$51,540 | \$59,271 | \$73,406  |
| Principal Retirement Benefits Examiner ### | \$50,963 | \$58,608 | \$73,737  |
| Principal Statistician                     | \$50,103 | \$57,618 | \$75,555  |
| Research Assistant                         | \$38,303 | \$44,048 | \$57,959  |
| Retirement Benefits Examiner               | \$39,979 | \$45,976 | \$57,560  |
| Senior Accountant #                        | \$42,402 | \$48,762 | \$67,382  |
| Senior Actuary ###                         | \$42,402 | \$48,762 | \$67,382  |
| Senior Actuary (Group Chief) ###           | \$47,228 | \$54,312 | \$75,555  |
| Senior Associate Accountant                | \$60,176 | \$69,202 | \$87,612  |
| Senior Economist ###                       | \$47,228 | \$54,312 | \$71,550  |
| Senior Investment Analyst ###              | \$47,228 | \$54,312 | \$71,550  |
| Senior Statistician                        | \$42,402 | \$48,762 | \$67,382  |
| Senior Systems Analyst (EDP) ##            | \$33,203 | \$38,183 | \$71,320  |
| Senior Systems Analyst (EDP)(HMH) @        | \$33,203 | \$38,183 | \$71,320  |
| Senior Systems Analyst (Finance) ##        | \$33,203 | \$38,183 | \$71,320  |
| Statistician                               |          |          |           |
| Level I                                    | \$38,303 | \$44,048 | \$57,533  |
| Level II                                   | \$42,402 | \$48,762 | \$67,382  |
| Level III                                  | \$50,103 | \$57,618 | \$75,555  |
| Supervising Accountant #                   | \$53,555 | \$61,588 | \$83,988  |
| Supervising Computer Operator              | \$39,018 | \$44,871 | \$62,200  |
| Supervising Computer Service Technician    | \$51,830 | \$59,604 | \$77,224  |
| Supervising Economist ###                  | \$50,103 | \$57,618 | \$78,208  |
| Supervising Investment Analyst ###         | \$58,448 | \$67,215 | \$84,902  |
| Systems Administrator(CFB)                 |          |          |           |
| Level I                                    | \$29,354 | \$33,757 | \$50,669  |
| Level II                                   | \$37,977 | \$43,674 | \$72,777  |
| Level III                                  | \$46,325 | \$53,274 | \$95,421  |
| Systems Analyst (EDP) ##                   | \$30,018 | \$34,521 | \$63,394  |
| Systems Analyst (Finance) ##               | \$30,018 | \$34,521 | \$63,394  |
| Tax Auditor ###                            | \$38,303 | \$44,048 | \$57,533  |
| Telecommunications Associate ###           |          |          |           |
| Level I                                    | \$36,587 | \$42,075 | \$63,605  |
| Level II                                   | \$51,053 | \$58,711 | \$69,969  |
| Level III                                  | \$54,867 | \$63,097 | \$76,326  |
| Telecommunications Associate (Data)        |          |          |           |
| Level I                                    | \$36,587 | \$42,075 | \$63,605  |
| Level II                                   | \$51,053 | \$58,711 | \$69,969  |
| Level III                                  | \$54,867 | \$63,097 | \$76,326  |

|   |          |          |           |
|---|----------|----------|-----------|
| Level IV                                | \$61,266 | \$70,456 | \$95,630  |
| Telecommunications Associate (Voice)    |          |          |           |
| Level I                                 | \$36,587 | \$42,075 | \$63,605  |
| Level II                                | \$51,053 | \$58,711 | \$69,969  |
| Level III                               | \$54,867 | \$63,097 | \$76,326  |
| Level IV                                | \$61,266 | \$70,456 | \$95,630  |
| Telecommunications Specialist ###       | \$61,266 | \$70,456 | \$95,630  |
| Telecommunications Specialist (Data)    | \$61,266 | \$70,456 | \$95,630  |
| Telecommunications Specialist (Voice)   | \$61,266 | \$70,456 | \$95,630  |
| Workers' Compensation Benefits Examiner |          |          |           |
| Level Ia                                | \$34,898 | \$40,133 | Flat Rate |
| Level Ib                                | \$36,694 | \$42,198 | \$47,080  |
| Level II                                | \$39,979 | \$45,976 | \$57,560  |
| Level III                               | \$43,266 | \$49,756 | \$64,067  |

\* Employees hired on or after 3/3/10 shall be paid the hiring rate effective 3/3/10. Upon completion of two (2) years of active or qualified inactive service, such employee shall be paid the indicated "minimum" for the applicable title that is in effect on the two year anniversary of their original appointment as set forth in applicable Successor Separate Unit Agreement. In no case shall an employee receive less than the stated hiring rate.

\*\* Upon completion of one year of satisfactory service in the title, employees shall be granted a \$1,000 per annum salary increase. However, in no case shall the salary of the employee exceed the maximum salary of the title. (CITY TAX AUDITOR LEVEL I ONLY)

# For present incumbents only

## Each appointment to this position above the March 3, 2010 hiring rate will be handled on a case by case basis.

### To be deleted.

#### This is a trainee class of positions with a twelve (12) month term for all employees. Trainees who satisfactorily complete the required trainee term in this class of positions will receive permanent appointment to the title of Computer Programmer Analyst.

@ Established pursuant to DCAS Resolution # 2007-7 dated August 1, 2007. For incumbents of this title who are transferred from HHC to HMH only. No new appointments shall be made to this title.

+ Certified pursuant to Board of Certification Decision 6 OCB2d 32 dated December

10, 2013.

b.)

Effective 9/3/11

| TITLE  | i. Minimum                    |                                 | ii.                    |
|--|-------------------------------|---------------------------------|------------------------|
|  | (1)<br>Hiring<br><u>Rate*</u> | (2)<br>Incumbent<br><u>Rate</u> | Maximum<br><u>Rate</u> |
| Accountant                                   |                               |                                 |                        |
| Level I                                      | \$38,685                      | \$44,488                        | \$58,108               |
| Level II                                     | \$47,700                      | \$54,855                        | \$76,311               |
| Accountant (JOP)                             | \$38,685                      | \$44,488                        | \$58,108               |
| Actuarial Specialist Level I                 | \$38,685                      | \$44,488                        | \$76,311               |
| Actuarial Specialist Level I-A               | \$38,685                      | \$44,488                        | \$95,627               |
| Actuary ###                                  | \$38,685                      | \$44,488                        | \$58,108               |
| Assistant Accountant                         | \$34,253                      | \$39,391                        | \$49,346               |
| Assistant Accountant (JOP)                   | \$34,253                      | \$39,391                        | \$49,346               |
| Assistant Actuary ###                        | \$34,253                      | \$39,391                        | \$49,346               |
| Assistant Economist ###                      | \$34,253                      | \$39,391                        | \$47,809               |
| Assistant Systems Analyst (EDP) ##           | \$28,016                      | \$32,218                        | \$59,658               |
| Assistant Systems Analyst (Finance)          | \$28,016                      | \$32,218                        | \$59,658               |
| Assistant Systems Analyst (Finance) ##       | \$28,016                      | \$32,218                        | \$59,658               |
| Assistant Research Aide (JOP)                | \$31,634                      | \$36,379                        | Flat Rate              |
| Asst. Retirement Benefits Examiner ###       |                               |                                 |                        |
| At Appt.                                     | \$35,247                      | \$40,534                        | Flat Rate              |
| After 1 yr.                                  | \$37,061                      | \$42,620                        | \$47,551               |
| Assistant Statistician                       | \$34,253                      | \$39,391                        | \$49,346               |
| Asst. Workers' Comp. Benefits Examiner       |                               |                                 |                        |
| At Appt.                                     | \$35,247                      | \$40,534                        | Flat Rate              |
| After 1 yr.                                  | \$37,061                      | \$42,620                        | \$47,551               |
| Associate Accountant ###                     | \$47,700                      | \$54,855                        | \$76,311               |
| Associate Bookkeeper ###                     | \$39,770                      | \$45,735                        | \$57,986               |
| Associate Business Promotion Coordinator ### |                               |                                 |                        |
| Level I                                      | \$54,628                      | \$62,822                        | \$67,908               |
| Level II                                     | \$59,052                      | \$67,910                        | \$81,482               |
| Associate Management Auditor ###             | \$55,231                      | \$63,516                        | \$83,542               |
| Assoc. Retirement Benefits Examiner          |                               |                                 |                        |
| Level I                                      | \$40,379                      | \$46,436                        | \$58,136               |
| Level II                                     | \$43,699                      | \$50,254                        | \$64,708               |
| Level III                                    | \$51,473                      | \$59,194                        | \$74,474               |
| Associate Tax Auditor ###                    | \$47,700                      | \$54,855                        | \$76,311               |
| Assoc. Workers' Comp. Benefits Examiner ###  | \$43,699                      | \$50,254                        | \$64,708               |
| Bookkeeper                                   |                               |                                 |                        |
| Level I                                      | \$32,669                      | \$37,569                        | \$43,287               |

|   |           |          |          |           |
|---|-----------|----------|----------|-----------|
|   | Level II  | \$36,930 | \$42,469 | \$49,000  |
|   | Level III | \$39,770 | \$45,735 | \$57,986  |
| Business Promotion Coordinator                |           |          |          |           |
|   | Level I   | \$36,043 | \$41,449 | \$61,973  |
|   | Level II  | \$54,628 | \$62,822 | \$67,908  |
|   | Level III | \$59,052 | \$67,910 | \$81,482  |
| Certified Applications Developer ##           |           |          |          |           |
|   | Level I   | \$69,789 | \$80,257 | \$94,806  |
|   | Level II  | \$72,702 | \$83,607 | \$102,091 |
|   | Level III | \$78,510 | \$90,287 | \$111,024 |
|   | Level IV  | \$84,222 | \$96,855 | \$127,123 |
| Certified Database Administrator##            |           |          |          |           |
|   | Level I   | \$69,789 | \$80,257 | \$94,806  |
|   | Level II  | \$72,702 | \$83,607 | \$102,091 |
|   | Level III | \$78,510 | \$90,287 | \$111,024 |
|   | Level IV  | \$84,222 | \$96,855 | \$127,123 |
| Certified Local Area Network Administrator ## |           |          |          |           |
|   | Level I   | \$69,789 | \$80,257 | \$94,806  |
|   | Level II  | \$72,702 | \$83,607 | \$102,091 |
|   | Level III | \$78,510 | \$90,287 | \$111,024 |
|   | Level IV  | \$84,222 | \$96,855 | \$127,123 |
| Certified Wide Area Network Administrator ##  |           |          |          |           |
|   | Level I   | \$69,789 | \$80,257 | \$94,806  |
|   | Level II  | \$72,702 | \$83,607 | \$102,091 |
|   | Level III | \$78,510 | \$90,287 | \$111,024 |
|   | Level IV  | \$84,222 | \$96,855 | \$127,123 |
| Certified IT Administrator (LAN)              |           |          |          |           |
|   | Level I   | \$69,789 | \$80,257 | \$94,806  |
|   | Level II  | \$72,702 | \$83,607 | \$102,091 |
|   | Level III | \$78,510 | \$90,287 | \$111,024 |
|   | Level IV  | \$84,222 | \$96,855 | \$127,123 |
| Certified IT Administrator (WAN)              |           |          |          |           |
|   | Level I   | \$69,789 | \$80,257 | \$94,806  |
|   | Level II  | \$72,702 | \$83,607 | \$102,091 |
|   | Level III | \$78,510 | \$90,287 | \$111,024 |
|   | Level IV  | \$84,222 | \$96,855 | \$127,123 |
| Certified IT Developer (Applications)         |           |          |          |           |
|   | Level I   | \$69,789 | \$80,257 | \$94,806  |
|   | Level II  | \$72,702 | \$83,607 | \$102,091 |
|   | Level III | \$78,510 | \$90,287 | \$111,024 |
|   | Level IV  | \$84,222 | \$96,855 | \$127,123 |
| Certified IT Administrator (Database)         |           |          |          |           |
|   | Level I   | \$69,789 | \$80,257 | \$94,806  |
|   | Level II  | \$72,702 | \$83,607 | \$102,091 |
|   | Level III | \$78,510 | \$90,287 | \$111,024 |

|   |           |          |          |           |
|---|-----------|----------|----------|-----------|
|   | Level IV  | \$84,222 | \$96,855 | \$127,123 |
| City Tax Auditor **                       | ##        |          |          |           |
|   | Level I   | \$38,685 | \$44,488 | \$58,108  |
|   | Level II  | \$47,700 | \$54,855 | \$76,311  |
| Computer Aide ##                          |           |          |          |           |
|   | Level I   | \$34,908 | \$40,144 | \$45,186  |
|   | Level II  | \$37,814 | \$43,486 | \$56,109  |
| Computer Associate (Operations) ##        |           |          |          |           |
|   | Level I   | \$43,629 | \$50,173 | \$63,572  |
|   | Level II  | \$52,348 | \$60,200 | \$77,996  |
|   | Level III | \$62,471 | \$71,842 | \$95,473  |
| Computer Associate (Software) ##          |           |          |          |           |
|   | Level I   | \$56,713 | \$65,220 | \$78,622  |
|   | Level II  | \$61,064 | \$70,224 | \$84,993  |
|   | Level III | \$65,217 | \$75,000 | \$95,473  |
| Computer Operator                         |           | \$30,928 | \$35,567 | \$46,135  |
| Computer Programmer Analyst ##            |           |          |          |           |
|   | Level I   | \$43,629 | \$50,173 | \$60,238  |
|   | Level II  | \$50,897 | \$58,532 | \$71,313  |
| Computer Programmer Analyst Trainee ##### |           | \$34,934 | \$40,174 | Flat Rate |
| Computer Programmer                       |           | \$40,649 | \$46,746 | \$61,431  |
| Computer Service Technician               |           |          |          |           |
|   | Level I   | \$34,908 | \$40,144 | \$45,186  |
|   | Level II  | \$37,814 | \$43,486 | \$56,109  |
| Computer Specialist (Software) ##         |           |          |          |           |
|   | Level I   | \$69,789 | \$80,257 | \$86,978  |
|   | Level II  | \$72,702 | \$83,607 | \$93,665  |
|   | Level III | \$78,510 | \$90,287 | \$101,857 |
|   | Level IV  | \$84,222 | \$96,855 | \$116,625 |
| Computer Specialist(Operations) ##        |           | \$65,255 | \$75,043 | \$101,857 |
| Economist                                 |           |          |          |           |
|   | Level I   | \$38,685 | \$44,488 | \$58,539  |
|   | Level II  | \$47,700 | \$54,855 | \$72,266  |
|   | Level III | \$50,603 | \$58,194 | \$78,990  |
| Income Tax Systems Analyst                |           | \$52,493 | \$60,367 | \$77,785  |
| Investment Analyst                        |           |          |          |           |
|   | Level I   | \$38,685 | \$44,488 | \$57,537  |
|   | Level II  | \$47,700 | \$54,855 | \$72,266  |
|   | Level III | \$59,032 | \$67,887 | \$85,751  |
| Investment Analyst Trainee ###            |           | \$34,279 | \$39,421 | Flat Rate |
| Management Auditor Trainee                |           | \$38,685 | \$44,488 | Flat Rate |
| Management Auditor                        |           |          |          |           |
|   | Level I   | \$47,700 | \$54,855 | \$76,311  |
|   | Level II  | \$55,231 | \$63,516 | \$83,542  |
| Principal Computer Operator               |           | \$44,866 | \$51,596 | \$67,210  |



|  |          |          |          |
|--|----------|----------|----------|
| Principal Computer Programmer              | \$52,056 | \$59,864 | \$74,140 |
| Principal Retirement Benefits Examiner ### | \$51,473 | \$59,194 | \$74,474 |
| Principal Statistician                     | \$50,603 | \$58,194 | \$76,311 |
| Research Assistant                         | \$38,685 | \$44,488 | \$58,539 |
| Retirement Benefits Examiner               | \$40,379 | \$46,436 | \$58,136 |
| Senior Accountant #                        | \$42,826 | \$49,250 | \$68,056 |
| Senior Actuary ###                         | \$42,826 | \$49,250 | \$68,056 |
| Senior Actuary (Group Chief) ###           | \$47,700 | \$54,855 | \$76,311 |
| Senior Associate Accountant                | \$60,777 | \$69,894 | \$88,488 |
| Senior Economist ###                       | \$47,700 | \$54,855 | \$72,266 |
| Senior Investment Analyst ###              | \$47,700 | \$54,855 | \$72,266 |
| Senior Statistician                        | \$42,826 | \$49,250 | \$68,056 |
| Senior Systems Analyst (EDP) ##            | \$33,535 | \$38,565 | \$72,033 |
| Senior Systems Analyst (EDP)(HMH) @        | \$33,535 | \$38,565 | \$72,033 |
| Senior Systems Analyst (Finance) ##        | \$33,535 | \$38,565 | \$72,033 |
| Statistician                               |          |          |          |
| Level I                                    | \$38,685 | \$44,488 | \$58,108 |
| Level II                                   | \$42,826 | \$49,250 | \$68,056 |
| Level III                                  | \$50,603 | \$58,194 | \$76,311 |
| Supervising Accountant #                   | \$54,090 | \$62,204 | \$84,828 |
| Supervising Computer Operator              | \$39,409 | \$45,320 | \$62,822 |
| Supervising Computer Service Technician    | \$52,348 | \$60,200 | \$77,996 |
| Supervising Economist ###                  | \$50,603 | \$58,194 | \$78,990 |
| Supervising Investment Analyst ###         | \$59,032 | \$67,887 | \$85,751 |
| Systems Administrator(CFB)                 |          |          |          |
| Level I                                    | \$29,648 | \$34,095 | \$51,176 |
| Level II                                   | \$38,357 | \$44,111 | \$73,505 |
| Level III                                  | \$46,789 | \$53,807 | \$96,375 |
| Systems Analyst (EDP) ##                   | \$30,318 | \$34,866 | \$64,028 |
| Systems Analyst (Finance) ##               | \$30,318 | \$34,866 | \$64,028 |
| Tax Auditor ###                            | \$38,685 | \$44,488 | \$58,108 |
| Telecommunications Associate ###           |          |          |          |
| Level I                                    | \$36,953 | \$42,496 | \$64,241 |
| Level II                                   | \$51,563 | \$59,298 | \$70,669 |
| Level III                                  | \$55,416 | \$63,728 | \$77,089 |
| Telecommunications Associate (Data)        |          |          |          |
| Level I                                    | \$36,953 | \$42,496 | \$64,241 |
| Level II                                   | \$51,563 | \$59,298 | \$70,669 |
| Level III                                  | \$55,416 | \$63,728 | \$77,089 |
| Level IV                                   | \$61,879 | \$71,161 | \$96,586 |
| Telecommunications Associate (Voice)       |          |          |          |
| Level I                                    | \$36,953 | \$42,496 | \$64,241 |
| Level II                                   | \$51,563 | \$59,298 | \$70,669 |
| Level III                                  | \$55,416 | \$63,728 | \$77,089 |
| Level IV                                   | \$61,879 | \$71,161 | \$96,586 |

|   |          |          |           |
|---|----------|----------|-----------|
| Telecommunications Specialist ###       | \$61,879 | \$71,161 | \$96,586  |
| Telecommunications Specialist (Data)    | \$61,879 | \$71,161 | \$96,586  |
| Telecommunications Specialist (Voice)   | \$61,879 | \$71,161 | \$96,586  |
| Workers' Compensation Benefits Examiner |          |          |           |
| Level Ia                                | \$35,247 | \$40,534 | Flat Rate |
| Level Ib                                | \$37,061 | \$42,620 | \$47,551  |
| Level II                                | \$40,379 | \$46,436 | \$58,136  |
| Level III                               | \$43,699 | \$50,254 | \$64,708  |

\* Employees hired on or after 9/3/11 shall be paid the hiring rate effective 9/3/11. Upon completion of two (2) years of active or qualified inactive service, such employee shall be paid the indicated "minimum" for the applicable title that is in effect on the two year anniversary of their original appointment as set forth in applicable Successor Separate Unit Agreement. In no case shall an employee receive less than the stated hiring rate.

\*\* Upon completion of one year of satisfactory service in the title, employees shall be granted a \$1,000 per annum salary increase. However, in no case shall the salary of the employee exceed the maximum salary of the title. (CITY TAX AUDITOR LEVEL I ONLY)

# For present incumbents only

## Each appointment to this position above the September 3, 2011 hiring rate will be handled on a case by case basis.

### To be deleted.

#### This is a trainee class of positions with a twelve (12) month term for all employees. Trainees who satisfactorily complete the required trainee term in this class of positions will receive permanent appointment to the title of Computer Programmer Analyst.

@ Established pursuant to DCAS Resolution # 2007-7 dated August 1, 2007. For incumbents of this title who are transferred from IHC to HMH only. No new appointments shall be made to this title.

+ Certified pursuant to Board of Certification Decision 6 OCB2d 32 dated December 10, 2013.

c.) Effective 9/3/12

i. Minimum  
(1)                      (2)                      ii.

| TITLE  | Hiring<br>Rate* | Incumbent<br>Rate | Maximum<br>Rate |
|--|-----------------|-------------------|-----------------|
| Accountant                                   |                 |                   |                 |
| Level I                                      | \$39,072        | \$44,933          | \$58,689        |
| Level II                                     | \$48,177        | \$55,404          | \$77,074        |
| Accountant (JOP)                             | \$39,072        | \$44,933          | \$58,689        |
| Actuarial Specialist Level I                 | \$39,072        | \$44,933          | \$77,074        |
| Actuarial Specialist Level I-A               | \$39,072        | \$44,933          | \$96,583        |
| Actuary ###                                  | \$39,072        | \$44,933          | \$58,689        |
| Assistant Accountant                         | \$34,596        | \$39,785          | \$49,839        |
| Assistant Accountant (JOP)                   | \$34,596        | \$39,785          | \$49,839        |
| Assistant Actuary ###                        | \$34,596        | \$39,785          | \$49,839        |
| Assistant Economist ###                      | \$34,596        | \$39,785          | \$48,287        |
| Assistant Systems Analyst (EDP) ##           | \$28,296        | \$32,540          | \$60,255        |
| Assistant Systems Analyst (Finance)          | \$28,296        | \$32,540          | \$60,255        |
| Assistant Systems Analyst (Finance) ##       | \$28,296        | \$32,540          | \$60,255        |
| Assistant Research Aide (JOP)                | \$31,950        | \$36,743          | Flat Rate       |
| Asst. Retirement Benefits Examiner ###       |                 |                   |                 |
| At Appt.                                     | \$35,599        | \$40,939          | Flat Rate       |
| After 1 yr.                                  | \$37,431        | \$43,046          | \$48,027        |
| Assistant Statistician                       | \$34,596        | \$39,785          | \$49,839        |
| Asst. Workers' Comp. Benefits Examiner       |                 |                   |                 |
| At Appt.                                     | \$35,599        | \$40,939          | Flat Rate       |
| After 1 yr.                                  | \$37,431        | \$43,046          | \$48,027        |
| Associate Accountant ###                     | \$48,177        | \$55,404          | \$77,074        |
| Associate Bookkeeper ###                     | \$40,167        | \$46,192          | \$58,566        |
| Associate Business Promotion Coordinator ### |                 |                   |                 |
| Level I                                      | \$55,174        | \$63,450          | \$68,587        |
| Level II                                     | \$59,643        | \$68,589          | \$82,297        |
| Associate Management Auditor ###             | \$55,783        | \$64,151          | \$84,377        |
| Assoc. Retirement Benefits Examiner          |                 |                   |                 |
| Level I                                      | \$40,783        | \$46,900          | \$58,717        |
| Level II                                     | \$44,137        | \$50,757          | \$65,355        |
| Level III                                    | \$51,988        | \$59,786          | \$75,219        |
| Associate Tax Auditor ###                    | \$48,177        | \$55,404          | \$77,074        |
| Assoc. Workers' Comp. Benefits Examiner ###  | \$44,137        | \$50,757          | \$65,355        |
| Bookkeeper                                   |                 |                   |                 |
| Level I                                      | \$32,996        | \$37,945          | \$43,720        |
| Level II                                     | \$37,299        | \$42,894          | \$49,490        |
| Level III                                    | \$40,167        | \$46,192          | \$58,566        |
| Business Promotion Coordinator               |                 |                   |                 |
| Level I                                      | \$36,403        | \$41,863          | \$62,593        |
| Level II                                     | \$55,174        | \$63,450          | \$68,587        |
| Level III                                    | \$59,643        | \$68,589          | \$82,297        |
| Certified Applications Developer ##          |                 |                   |                 |

|   |           |          |          |           |
|---|-----------|----------|----------|-----------|
|   | Level I   | \$70,487 | \$81,060 | \$95,754  |
|   | Level II  | \$73,429 | \$84,443 | \$103,112 |
|   | Level III | \$79,296 | \$91,190 | \$112,134 |
|   | Level IV  | \$85,064 | \$97,824 | \$128,394 |
| Certified Database Administrator##            |           |          |          |           |
|   | Level I   | \$70,487 | \$81,060 | \$95,754  |
|   | Level II  | \$73,429 | \$84,443 | \$103,112 |
|   | Level III | \$79,296 | \$91,190 | \$112,134 |
|   | Level IV  | \$85,064 | \$97,824 | \$128,394 |
| Certified Local Area Network Administrator ## |           |          |          |           |
|   | Level I   | \$70,487 | \$81,060 | \$95,754  |
|   | Level II  | \$73,429 | \$84,443 | \$103,112 |
|   | Level III | \$79,296 | \$91,190 | \$112,134 |
|   | Level IV  | \$85,064 | \$97,824 | \$128,394 |
| Certified Wide Area Network Administrator ##  |           |          |          |           |
|   | Level I   | \$70,487 | \$81,060 | \$95,754  |
|   | Level II  | \$73,429 | \$84,443 | \$103,112 |
|   | Level III | \$79,296 | \$91,190 | \$112,134 |
|   | Level IV  | \$85,064 | \$97,824 | \$128,394 |
| Certified IT Administrator (LAN)              |           |          |          |           |
|   | Level I   | \$70,487 | \$81,060 | \$95,754  |
|   | Level II  | \$73,429 | \$84,443 | \$103,112 |
|   | Level III | \$79,296 | \$91,190 | \$112,134 |
|   | Level IV  | \$85,064 | \$97,824 | \$128,394 |
| Certified IT Administrator (WAN)              |           |          |          |           |
|   | Level I   | \$70,487 | \$81,060 | \$95,754  |
|   | Level II  | \$73,429 | \$84,443 | \$103,112 |
|   | Level III | \$79,296 | \$91,190 | \$112,134 |
|   | Level IV  | \$85,064 | \$97,824 | \$128,394 |
| Certified IT Developer (Applications)         |           |          |          |           |
|   | Level I   | \$70,487 | \$81,060 | \$95,754  |
|   | Level II  | \$73,429 | \$84,443 | \$103,112 |
|   | Level III | \$79,296 | \$91,190 | \$112,134 |
|   | Level IV  | \$85,064 | \$97,824 | \$128,394 |
| Certified IT Administrator (Database)         |           |          |          |           |
|   | Level I   | \$70,487 | \$81,060 | \$95,754  |
|   | Level II  | \$73,429 | \$84,443 | \$103,112 |
|   | Level III | \$79,296 | \$91,190 | \$112,134 |
|   | Level IV  | \$85,064 | \$97,824 | \$128,394 |
| City Tax Auditor **, ##                       |           |          |          |           |
|   | Level I   | \$39,072 | \$44,933 | \$58,689  |
|   | Level II  | \$48,177 | \$55,404 | \$77,074  |
| Computer Aide ##                              |           |          |          |           |
|   | Level I   | \$35,257 | \$40,545 | \$45,638  |
|   | Level II  | \$38,192 | \$43,921 | \$56,670  |

|  |          |          |           |
|--|----------|----------|-----------|
| Computer Associate (Operations) ##         |          |          |           |
| Level I                                    | \$44,065 | \$50,675 | \$64,208  |
| Level II                                   | \$52,871 | \$60,802 | \$78,776  |
| Level III                                  | \$63,096 | \$72,560 | \$96,428  |
| Computer Associate (Software) ##           |          |          |           |
| Level I                                    | \$57,280 | \$65,872 | \$79,408  |
| Level II                                   | \$61,675 | \$70,926 | \$85,843  |
| Level III                                  | \$65,870 | \$75,750 | \$96,428  |
| Computer Operator                          | \$31,237 | \$35,923 | \$46,596  |
| Computer Programmer Analyst ##             |          |          |           |
| Level I                                    | \$44,065 | \$50,675 | \$60,840  |
| Level II                                   | \$51,406 | \$59,117 | \$72,026  |
| Computer Programmer Analyst Trainee #####  | \$35,283 | \$40,576 | Flat Rate |
| Computer Programmer                        | \$41,055 | \$47,213 | \$62,045  |
| Computer Service Technician                |          |          |           |
| Level I                                    | \$35,257 | \$40,545 | \$45,638  |
| Level II                                   | \$38,192 | \$43,921 | \$56,670  |
| Computer Specialist (Software) ##          |          |          |           |
| Level I                                    | \$70,487 | \$81,060 | \$87,848  |
| Level II                                   | \$73,429 | \$84,443 | \$94,602  |
| Level III                                  | \$79,296 | \$91,190 | \$102,876 |
| Level IV                                   | \$85,064 | \$97,824 | \$117,791 |
| Computer Specialist(Operations) ##         | \$65,907 | \$75,793 | \$102,876 |
| Economist                                  |          |          |           |
| Level I                                    | \$39,072 | \$44,933 | \$59,124  |
| Level II                                   | \$48,177 | \$55,404 | \$72,989  |
| Level III                                  | \$51,110 | \$58,776 | \$79,780  |
| Income Tax Systems Analyst                 | \$53,018 | \$60,971 | \$78,563  |
| Investment Analyst                         |          |          |           |
| Level I                                    | \$39,072 | \$44,933 | \$58,112  |
| Level II                                   | \$48,177 | \$55,404 | \$72,989  |
| Level III                                  | \$59,623 | \$68,566 | \$86,609  |
| Investment Analyst Trainee ###             | \$34,622 | \$39,815 | Flat Rate |
| Management Auditor Trainee                 | \$39,072 | \$44,933 | Flat Rate |
| Management Auditor                         |          |          |           |
| Level I                                    | \$48,177 | \$55,404 | \$77,074  |
| Level II                                   | \$55,783 | \$64,151 | \$84,377  |
| Principal Computer Operator                | \$45,315 | \$52,112 | \$67,882  |
| Principal Computer Programmer              | \$52,577 | \$60,463 | \$74,881  |
| Principal Retirement Benefits Examiner ### | \$51,988 | \$59,786 | \$75,219  |
| Principal Statistician                     | \$51,110 | \$58,776 | \$77,074  |
| Research Assistant                         | \$39,072 | \$44,933 | \$59,124  |
| Retirement Benefits Examiner               | \$40,783 | \$46,900 | \$58,717  |
| Senior Accountant #                        | \$43,255 | \$49,743 | \$68,737  |
| Senior Actuary ###                         | \$43,255 | \$49,743 | \$68,737  |

|   |          |          |           |
|---|----------|----------|-----------|
| Senior Actuary (Group Chief) ###        | \$48,177 | \$55,404 | \$77,074  |
| Senior Associate Accountant             | \$61,385 | \$70,593 | \$89,373  |
| Senior Economist ###                    | \$48,177 | \$55,404 | \$72,989  |
| Senior Investment Analyst ###           | \$48,177 | \$55,404 | \$72,989  |
| Senior Statistician                     | \$43,255 | \$49,743 | \$68,737  |
| Senior Systems Analyst (EDP) ##         | \$33,870 | \$38,951 | \$72,753  |
| Senior Systems Analyst (EDP)(HMH) @     | \$33,870 | \$38,951 | \$72,753  |
| Senior Systems Analyst (Finance) ##     | \$33,870 | \$38,951 | \$72,753  |
| Statistician                            |          |          |           |
| Level I                                 | \$39,072 | \$44,933 | \$58,689  |
| Level II                                | \$43,255 | \$49,743 | \$68,737  |
| Level III                               | \$51,110 | \$58,776 | \$77,074  |
| Supervising Accountant #                | \$54,631 | \$62,826 | \$85,676  |
| Supervising Computer Operator           | \$39,803 | \$45,773 | \$63,450  |
| Supervising Computer Service Technician | \$52,871 | \$60,802 | \$78,776  |
| Supervising Economist ###               | \$51,110 | \$58,776 | \$79,780  |
| Supervising Investment Analyst ###      | \$59,623 | \$68,566 | \$86,609  |
| Systems Administrator(CFB)              |          |          |           |
| Level I                                 | \$29,944 | \$34,436 | \$51,688  |
| Level II                                | \$38,741 | \$44,552 | \$74,240  |
| Level III                               | \$47,257 | \$54,345 | \$97,339  |
| Systems Analyst (EDP) ##                | \$30,622 | \$35,215 | \$64,668  |
| Systems Analyst (Finance) ##            | \$30,622 | \$35,215 | \$64,668  |
| Tax Auditor ###                         | \$39,072 | \$44,933 | \$58,689  |
| Telecommunications Associate ###        |          |          |           |
| Level I                                 | \$37,323 | \$42,921 | \$64,883  |
| Level II                                | \$52,079 | \$59,891 | \$71,376  |
| Level III                               | \$55,970 | \$64,365 | \$77,860  |
| Telecommunications Associate (Data)     |          |          |           |
| Level I                                 | \$37,323 | \$42,921 | \$64,883  |
| Level II                                | \$52,079 | \$59,891 | \$71,376  |
| Level III                               | \$55,970 | \$64,365 | \$77,860  |
| Level IV                                | \$62,498 | \$71,873 | \$97,552  |
| Telecommunications Associate (Voice)    |          |          |           |
| Level I                                 | \$37,323 | \$42,921 | \$64,883  |
| Level II                                | \$52,079 | \$59,891 | \$71,376  |
| Level III                               | \$55,970 | \$64,365 | \$77,860  |
| Level IV                                | \$62,498 | \$71,873 | \$97,552  |
| Telecommunications Specialist ###       | \$62,498 | \$71,873 | \$97,552  |
| Telecommunications Specialist (Data)    | \$62,498 | \$71,873 | \$97,552  |
| Telecommunications Specialist (Voice)   | \$62,498 | \$71,873 | \$97,552  |
| Workers' Compensation Benefits Examiner |          |          |           |
| Level Ia                                | \$35,599 | \$40,939 | Flat Rate |
| Level Ib                                | \$37,431 | \$43,046 | \$48,027  |
| Level II                                | \$40,783 | \$46,900 | \$58,717  |





|  |          |          |           |
|--|----------|----------|-----------|
| Actuary ###                                  | \$39,463 | \$45,382 | \$59,276  |
| Assistant Accountant                         | \$34,942 | \$40,183 | \$50,337  |
| Assistant Accountant (JOP)                   | \$34,942 | \$40,183 | \$50,337  |
| Assistant Actuary ###                        | \$34,942 | \$40,183 | \$50,337  |
| Assistant Economist ###                      | \$34,942 | \$40,183 | \$48,770  |
| Assistant Systems Analyst (EDP) ##           | \$28,578 | \$32,865 | \$60,858  |
| Assistant Systems Analyst (Finance)          | \$28,578 | \$32,865 | \$60,858  |
| Assistant Systems Analyst (Finance) ##       | \$28,578 | \$32,865 | \$60,858  |
| Assistant Research Aide (JOP)                | \$32,270 | \$37,110 | Flat Rate |
| Asst. Retirement Benefits Examiner ###       |          |          |           |
| At Appt.                                     | \$35,955 | \$41,348 | Flat Rate |
| After 1 yr.                                  | \$37,805 | \$43,476 | \$48,507  |
| Assistant Statistician                       | \$34,942 | \$40,183 | \$50,337  |
| Asst. Workers' Comp. Benefits Examiner       |          |          |           |
| At Appt.                                     | \$35,955 | \$41,348 | Flat Rate |
| After 1 yr.                                  | \$37,805 | \$43,476 | \$48,507  |
| Associate Accountant ###                     | \$48,659 | \$55,958 | \$77,845  |
| Associate Bookkeeper ###                     | \$40,569 | \$46,654 | \$59,152  |
| Associate Business Promotion Coordinator ### |          |          |           |
| Level I                                      | \$55,726 | \$64,085 | \$69,273  |
| Level II                                     | \$60,239 | \$69,275 | \$83,120  |
| Associate Management Auditor ###             | \$56,342 | \$64,793 | \$85,221  |
| Assoc. Retirement Benefits Examiner          |          |          |           |
| Level I                                      | \$41,190 | \$47,369 | \$59,304  |
| Level II                                     | \$44,578 | \$51,265 | \$66,009  |
| Level III                                    | \$52,508 | \$60,384 | \$75,971  |
| Associate Tax Auditor ###                    | \$48,659 | \$55,958 | \$77,845  |
| Assoc. Workers' Comp. Benefits Examiner ###  | \$44,578 | \$51,265 | \$66,009  |
| Bookkeeper                                   |          |          |           |
| Level I                                      | \$33,325 | \$38,324 | \$44,157  |
| Level II                                     | \$37,672 | \$43,323 | \$49,985  |
| Level III                                    | \$40,569 | \$46,654 | \$59,152  |
| Business Promotion Coordinator               |          |          |           |
| Level I                                      | \$36,767 | \$42,282 | \$63,219  |
| Level II                                     | \$55,726 | \$64,085 | \$69,273  |
| Level III                                    | \$60,239 | \$69,275 | \$83,120  |
| Certified Applications Developer ##          |          |          |           |
| Level I                                      | \$71,192 | \$81,871 | \$96,712  |
| Level II                                     | \$74,163 | \$85,287 | \$104,143 |
| Level III                                    | \$80,089 | \$92,102 | \$113,255 |
| Level IV                                     | \$85,915 | \$98,802 | \$129,678 |
| Certified Database Administrator##           |          |          |           |
| Level I                                      | \$71,192 | \$81,871 | \$96,712  |
| Level II                                     | \$74,163 | \$85,287 | \$104,143 |
| Level III                                    | \$80,089 | \$92,102 | \$113,255 |

|   |               |          |          |           |
|---|---------------|----------|----------|-----------|
|   | Level IV      | \$85,915 | \$98,802 | \$129,678 |
| Certified Local Area Network Administrator ## | Level I       | \$71,192 | \$81,871 | \$96,712  |
|   | Level II      | \$74,163 | \$85,287 | \$104,143 |
|   | Level III     | \$80,089 | \$92,102 | \$113,255 |
|   | Level IV      | \$85,915 | \$98,802 | \$129,678 |
| Certified Wide Area Network Administrator ##  | Level I       | \$71,192 | \$81,871 | \$96,712  |
|   | Level II      | \$74,163 | \$85,287 | \$104,143 |
|   | Level III     | \$80,089 | \$92,102 | \$113,255 |
|   | Level IV      | \$85,915 | \$98,802 | \$129,678 |
| Certified IT Administrator (LAN)              | Level I       | \$71,192 | \$81,871 | \$96,712  |
|   | Level II      | \$74,163 | \$85,287 | \$104,143 |
|   | Level III     | \$80,089 | \$92,102 | \$113,255 |
|   | Level IV      | \$85,915 | \$98,802 | \$129,678 |
| Certified IT Administrator (WAN)              | Level I       | \$71,192 | \$81,871 | \$96,712  |
|   | Level II      | \$74,163 | \$85,287 | \$104,143 |
|   | Level III     | \$80,089 | \$92,102 | \$113,255 |
|   | Level IV      | \$85,915 | \$98,802 | \$129,678 |
| Certified IT Developer (Applications)         | Level I       | \$71,192 | \$81,871 | \$96,712  |
|   | Level II      | \$74,163 | \$85,287 | \$104,143 |
|   | Level III     | \$80,089 | \$92,102 | \$113,255 |
|   | Level IV      | \$85,915 | \$98,802 | \$129,678 |
| Certified IT Administrator (Database)         | Level I       | \$71,192 | \$81,871 | \$96,712  |
|   | Level II      | \$74,163 | \$85,287 | \$104,143 |
|   | Level III     | \$80,089 | \$92,102 | \$113,255 |
|   | Level IV      | \$85,915 | \$98,802 | \$129,678 |
| City Tax Auditor **, ##                       | Level I       | \$39,463 | \$45,382 | \$59,276  |
|   | Level II      | \$48,659 | \$55,958 | \$77,845  |
| College Aide Level II +                       | Undergraduate | N/A      | \$13.92  | Flat Rate |
|   | Graduate      | N/A      | \$16.77  | \$18.00   |
| College Aide Level III +                      | Undergraduate | N/A      | \$14.48  | Flat Rate |
|   | Graduate      | N/A      | \$17.35  | \$18.57   |
| Computer Aide ##                              | Level I       | \$35,609 | \$40,950 | \$46,094  |
|   | Level II      | \$38,574 | \$44,360 | \$57,237  |
| Computer Associate (Operations) ##            | Level I       | \$44,506 | \$51,182 | \$64,850  |

|  |           |          |          |           |
|--|-----------|----------|----------|-----------|
|  | Level II  | \$53,400 | \$61,410 | \$79,564  |
|  | Level III | \$63,727 | \$73,286 | \$97,392  |
| Computer Associate (Software) ##           |           |          |          |           |
|  | Level I   | \$57,853 | \$66,531 | \$80,202  |
|  | Level II  | \$62,291 | \$71,635 | \$86,701  |
|  | Level III | \$66,529 | \$76,508 | \$97,392  |
| Computer Operator                          |           | \$31,550 | \$36,282 | \$47,062  |
| Computer Programmer Analyst ##             |           |          |          |           |
|  | Level I   | \$44,506 | \$51,182 | \$61,448  |
|  | Level II  | \$51,920 | \$59,708 | \$72,746  |
| Computer Programmer Analyst Trainee #####  |           | \$35,637 | \$40,982 | Flat Rate |
| Computer Programmer                        |           | \$41,465 | \$47,685 | \$62,665  |
| Computer Service Technician                |           |          |          |           |
|  | Level I   | \$35,609 | \$40,950 | \$46,094  |
|  | Level II  | \$38,574 | \$44,360 | \$57,237  |
| Computer Specialist (Software) ##          |           |          |          |           |
|  | Level I   | \$71,192 | \$81,871 | \$88,726  |
|  | Level II  | \$74,163 | \$85,287 | \$95,548  |
|  | Level III | \$80,089 | \$92,102 | \$103,905 |
|  | Level IV  | \$85,915 | \$98,802 | \$118,969 |
| Computer Specialist(Operations) ##         |           | \$66,566 | \$76,551 | \$103,905 |
| Economist                                  |           |          |          |           |
|  | Level I   | \$39,463 | \$45,382 | \$59,715  |
|  | Level II  | \$48,659 | \$55,958 | \$73,719  |
|  | Level III | \$51,621 | \$59,364 | \$80,578  |
| Income Tax Systems Analyst                 |           | \$53,549 | \$61,581 | \$79,349  |
| Investment Analyst                         |           |          |          |           |
|  | Level I   | \$39,463 | \$45,382 | \$58,693  |
|  | Level II  | \$48,659 | \$55,958 | \$73,719  |
|  | Level III | \$60,219 | \$69,252 | \$87,475  |
| Investment Analyst Trainee ###             |           | \$34,968 | \$40,213 | Flat Rate |
| Management Auditor Trainee                 |           | \$39,463 | \$45,382 | Flat Rate |
| Management Auditor                         |           |          |          |           |
|  | Level I   | \$48,659 | \$55,958 | \$77,845  |
|  | Level II  | \$56,342 | \$64,793 | \$85,221  |
| Principal Computer Operator                |           | \$45,768 | \$52,633 | \$68,561  |
| Principal Computer Programmer              |           | \$53,103 | \$61,068 | \$75,630  |
| Principal Retirement Benefits Examiner ### |           | \$52,508 | \$60,384 | \$75,971  |
| Principal Statistician                     |           | \$51,621 | \$59,364 | \$77,845  |
| Research Assistant                         |           | \$39,463 | \$45,382 | \$59,715  |
| Retirement Benefits Examiner               |           | \$41,190 | \$47,369 | \$59,304  |
| Senior Accountant #                        |           | \$43,687 | \$50,240 | \$69,424  |
| Senior Actuary ###                         |           | \$43,687 | \$50,240 | \$69,424  |
| Senior Actuary (Group Chief) ###           |           | \$48,659 | \$55,958 | \$77,845  |
| Senior Associate Accountant                |           | \$61,999 | \$71,299 | \$90,267  |

|   |          |          |           |
|---|----------|----------|-----------|
| Senior Economist ###                                | \$48,659 | \$55,958 | \$73,719  |
| Senior Investment Analyst ###                       | \$48,659 | \$55,958 | \$73,719  |
| Senior Statistician                                 | \$43,687 | \$50,240 | \$69,424  |
| Senior Systems Analyst (EDP) ##                     | \$34,210 | \$39,341 | \$73,481  |
| Senior Systems Analyst (EDP)(HMH) @                 | \$34,210 | \$39,341 | \$73,481  |
| Senior Systems Analyst (Finance) ##<br>Statistician | \$34,210 | \$39,341 | \$73,481  |
| Level I   | \$39,463 | \$45,382 | \$59,276  |
| Level II  | \$43,687 | \$50,240 | \$69,424  |
| Level III   | \$51,621 | \$59,364 | \$77,845  |
| Supervising Accountant #                            | \$55,177 | \$63,454 | \$86,533  |
| Supervising Computer Operator                       | \$40,201 | \$46,231 | \$64,085  |
| Supervising Computer Service Technician             | \$53,400 | \$61,410 | \$79,564  |
| Supervising Economist ###                           | \$51,621 | \$59,364 | \$80,578  |
| Supervising Investment Analyst ###                  | \$60,219 | \$69,252 | \$87,475  |
| Systems Administrator(CFB)                          |          |          |           |
| Level I   | \$30,243 | \$34,780 | \$52,205  |
| Level II  | \$39,129 | \$44,998 | \$74,982  |
| Level III   | \$47,729 | \$54,888 | \$98,312  |
| Systems Analyst (EDP) ##                            | \$30,928 | \$35,567 | \$65,315  |
| Systems Analyst (Finance) ##                        | \$30,928 | \$35,567 | \$65,315  |
| Tax Auditor ###                                     | \$39,463 | \$45,382 | \$59,276  |
| Telecommunications Associate ###                    |          |          |           |
| Level I   | \$37,696 | \$43,350 | \$65,532  |
| Level II  | \$52,600 | \$60,490 | \$72,090  |
| Level III   | \$56,530 | \$65,009 | \$78,639  |
| Telecommunications Associate (Data)                 |          |          |           |
| Level I   | \$37,696 | \$43,350 | \$65,532  |
| Level II  | \$52,600 | \$60,490 | \$72,090  |
| Level III   | \$56,530 | \$65,009 | \$78,639  |
| Level IV  | \$63,123 | \$72,592 | \$98,528  |
| Telecommunications Associate (Voice)                |          |          |           |
| Level I   | \$37,696 | \$43,350 | \$65,532  |
| Level II  | \$52,600 | \$60,490 | \$72,090  |
| Level III   | \$56,530 | \$65,009 | \$78,639  |
| Level IV  | \$63,123 | \$72,592 | \$98,528  |
| Telecommunications Specialist ###                   | \$63,123 | \$72,592 | \$98,528  |
| Telecommunications Specialist (Data)                | \$63,123 | \$72,592 | \$98,528  |
| Telecommunications Specialist (Voice)               | \$63,123 | \$72,592 | \$98,528  |
| Workers' Compensation Benefits Examiner             |          |          |           |
| Level Ia  | \$35,955 | \$41,348 | Flat Rate |
| Level Ib  | \$37,805 | \$43,476 | \$48,507  |
| Level II  | \$41,190 | \$47,369 | \$59,304  |
| Level III   | \$44,578 | \$51,265 | \$66,009  |

- \* Employees hired on or after 9/3/13 shall be paid the hiring rate effective 9/3/13. Upon completion of two (2) years of active or qualified inactive service, such employee shall be paid the indicated "minimum" for the applicable title that is in effect on the two year anniversary of their original appointment as set forth in applicable Successor Separate Unit Agreement. In no case shall an employee receive less than the stated hiring rate.
- \*\* Upon completion of one year of satisfactory service in the title, employees shall be granted a \$1,000 per annum salary increase. However, in no case shall the salary of the employee exceed the maximum salary of the title. (CITY TAX AUDITOR LEVEL I ONLY)
- # For present incumbents only
- ## Each appointment to this position above the September 3, 2013 hiring rate will be handled on a case by case basis.
- ### To be deleted.
- #### This is a trainee class of positions with a twelve (12) month term for all employees. Trainees who satisfactorily complete the required trainee term in this class of positions will receive permanent appointment to the title of Computer Programmer Analyst.
- @ Established pursuant to DCAS Resolution # 2007-7 dated August 1, 2007. For incumbents of this title who are transferred from HHC to HMH only. No new appointments shall be made to this title.
- + Certified pursuant to Board of Certification Decision 6 OCB2d 32 dated December 10, 2013.

**e.) Effective 9/3/14**

| TITLE                          | i. Minimum       |                    | ii. Maximum Rate |
|--------------------------------|------------------|--------------------|------------------|
|                                | (1) Hiring Rate* | (2) Incumbent Rate |                  |
| Accountant                     |                  |                    |                  |
|                                | Level I          | \$40,055           | \$46,063         |
|                                | Level II         | \$49,389           | \$56,797         |
| Accountant (JOP)               |                  | \$40,055           | \$46,063         |
| Actuarial Specialist Level I   |                  | \$40,055           | \$46,063         |
| Actuarial Specialist Level I-A |                  | \$40,055           | \$46,063         |
| Actuary ###                    |                  | \$40,055           | \$46,063         |



|  |          |           |           |
|--|----------|-----------|-----------|
| Assistant Accountant                         | \$35,466 | \$40,786  | \$51,092  |
| Assistant Accountant (JOP)                   | \$35,466 | \$40,786  | \$51,092  |
| Assistant Actuary ###                        | \$35,466 | \$40,786  | \$51,092  |
| Assistant Economist ###                      | \$35,466 | \$40,786  | \$49,502  |
| Assistant Systems Analyst (EDP) ##           | \$29,007 | \$33,358  | \$61,771  |
| Assistant Systems Analyst (Finance)          | \$29,007 | \$33,358  | \$61,771  |
| Assistant Systems Analyst (Finance) ##       | \$29,007 | \$33,358  | \$61,771  |
| Assistant Research Aide (JOP)                | \$32,754 | \$37,667  | Flat Rate |
| Asst. Retirement Benefits Examiner ###       |          |           |           |
| At Appt.                                     | \$36,494 | \$41,968  | Flat Rate |
| After 1 yr.                                  | \$38,372 | \$44,128  | \$49,235  |
| Assistant Statistician                       | \$35,466 | \$40,786  | \$51,092  |
| Asst. Workers' Comp. Benefits Examiner       |          |           |           |
| At Appt.                                     | \$36,494 | \$41,968  | Flat Rate |
| After 1 yr.                                  | \$38,372 | \$44,128  | \$49,235  |
| Associate Accountant ###                     | \$49,389 | \$56,797  | \$79,013  |
| Associate Bookkeeper ###                     | \$41,177 | \$47,354  | \$60,039  |
| Associate Business Promotion Coordinator ### |          |           |           |
| Level I                                      | \$56,562 | \$65,046  | \$70,312  |
| Level II                                     | \$61,143 | \$70,314  | \$84,367  |
| Associate Management Auditor ###             | \$57,187 | \$65,765  | \$86,499  |
| Assoc. Retirement Benefits Examiner          |          |           |           |
| Level I                                      | \$41,809 | \$48,080  | \$60,194  |
| Level II                                     | \$45,247 | \$52,034  | \$66,999  |
| Level III                                    | \$53,296 | \$61,290  | \$77,111  |
| Associate Tax Auditor ###                    | \$49,389 | \$56,797  | \$79,013  |
| Assoc. Workers' Comp. Benefits Examiner ###  | \$45,247 | \$52,034  | \$66,999  |
| Bookkeeper                                   |          |           |           |
| Level I                                      | \$33,825 | \$38,899  | \$44,819  |
| Level II                                     | \$38,237 | \$43,973  | \$50,735  |
| Level III                                    | \$41,177 | \$47,354  | \$60,039  |
| Business Promotion Coordinator               |          |           |           |
| Level I                                      | \$37,318 | \$42,916  | \$64,167  |
| Level II                                     | \$56,562 | \$65,046  | \$70,312  |
| Level III                                    | \$61,143 | \$70,314  | \$84,367  |
| Certified Applications Developer ##          |          |           |           |
| Level I                                      | \$72,260 | \$83,099  | \$98,163  |
| Level II                                     | \$75,275 | \$86,566  | \$105,705 |
| Level III                                    | \$81,290 | \$93,484  | \$114,954 |
| Level IV                                     | \$87,203 | \$100,284 | \$131,623 |
| Certified Database Administrator##           |          |           |           |
| Level I                                      | \$72,260 | \$83,099  | \$98,163  |
| Level II                                     | \$75,275 | \$86,566  | \$105,705 |
| Level III                                    | \$81,290 | \$93,484  | \$114,954 |
| Level IV                                     | \$87,203 | \$100,284 | \$131,623 |

|   |          |           |           |
|---|----------|-----------|-----------|
| Certified Local Area Network Administrator ## |          |           |           |
| Level I                                       | \$72,260 | \$83,099  | \$98,163  |
| Level II                                      | \$75,275 | \$86,566  | \$105,705 |
| Level III                                     | \$81,290 | \$93,484  | \$114,954 |
| Level IV                                      | \$87,203 | \$100,284 | \$131,623 |
| Certified Wide Area Network Administrator ##  |          |           |           |
| Level I                                       | \$72,260 | \$83,099  | \$98,163  |
| Level II                                      | \$75,275 | \$86,566  | \$105,705 |
| Level III                                     | \$81,290 | \$93,484  | \$114,954 |
| Level IV                                      | \$87,203 | \$100,284 | \$131,623 |
| Certified IT Administrator (LAN)              |          |           |           |
| Level I                                       | \$72,260 | \$83,099  | \$98,163  |
| Level II                                      | \$75,275 | \$86,566  | \$105,705 |
| Level III                                     | \$81,290 | \$93,484  | \$114,954 |
| Level IV                                      | \$87,203 | \$100,284 | \$131,623 |
| Certified IT Administrator (WAN)              |          |           |           |
| Level I                                       | \$72,260 | \$83,099  | \$98,163  |
| Level II                                      | \$75,275 | \$86,566  | \$105,705 |
| Level III                                     | \$81,290 | \$93,484  | \$114,954 |
| Level IV                                      | \$87,203 | \$100,284 | \$131,623 |
| Certified IT Developer (Applications)         |          |           |           |
| Level I                                       | \$72,260 | \$83,099  | \$98,163  |
| Level II                                      | \$75,275 | \$86,566  | \$105,705 |
| Level III                                     | \$81,290 | \$93,484  | \$114,954 |
| Level IV                                      | \$87,203 | \$100,284 | \$131,623 |
| Certified IT Administrator (Database)         |          |           |           |
| Level I                                       | \$72,260 | \$83,099  | \$98,163  |
| Level II                                      | \$75,275 | \$86,566  | \$105,705 |
| Level III                                     | \$81,290 | \$93,484  | \$114,954 |
| Level IV                                      | \$87,203 | \$100,284 | \$131,623 |
| City Tax Auditor **, ##                       |          |           |           |
| Level I                                       | \$40,055 | \$46,063  | \$60,165  |
| Level II                                      | \$49,389 | \$56,797  | \$79,013  |
| College Aide Level II +                       |          |           |           |
| Undergraduate                                 | N/A      | \$14.13   | Flat Rate |
| Graduate                                      | N/A      | \$17.02   | \$18.27   |
| College Aide Level III +                      |          |           |           |
| Undergraduate                                 | N/A      | \$14.70   | Flat Rate |
| Graduate                                      | N/A      | \$17.61   | \$18.85   |
| Computer Aide ##                              |          |           |           |
| Level I                                       | \$36,143 | \$41,564  | \$46,785  |
| Level II                                      | \$39,152 | \$45,025  | \$58,096  |
| Computer Associate (Operations) ##            |          |           |           |
| Level I                                       | \$45,174 | \$51,950  | \$65,823  |
| Level II                                      | \$54,201 | \$62,331  | \$80,757  |

|  |           |          |           |           |
|--|-----------|----------|-----------|-----------|
| Computer Associate (Software) ##           | Level III | \$64,683 | \$74,385  | \$98,853  |
|  | Level I   | \$58,721 | \$67,529  | \$81,405  |
|  | Level II  | \$63,226 | \$72,710  | \$88,002  |
| Computer Operator                          | Level III | \$67,527 | \$77,656  | \$98,853  |
| Computer Programmer Analyst ##             |           | \$32,023 | \$36,826  | \$47,768  |
|  | Level I   | \$45,174 | \$51,950  | \$62,370  |
|  | Level II  | \$52,699 | \$60,604  | \$73,837  |
| Computer Programmer Analyst Trainee #####  |           | \$36,171 | \$41,597  | Flat Rate |
| Computer Programmer                        |           | \$42,087 | \$48,400  | \$63,605  |
| Computer Service Technician                |           |          |           |           |
|  | Level I   | \$36,143 | \$41,564  | \$46,785  |
|  | Level II  | \$39,152 | \$45,025  | \$58,096  |
| Computer Specialist (Software) ##          |           |          |           |           |
|  | Level I   | \$72,260 | \$83,099  | \$90,057  |
|  | Level II  | \$75,275 | \$86,566  | \$96,981  |
|  | Level III | \$81,290 | \$93,484  | \$105,464 |
|  | Level IV  | \$87,203 | \$100,284 | \$120,754 |
| Computer Specialist(Operations) ##         |           | \$67,564 | \$77,699  | \$105,464 |
| Economist                                  |           |          |           |           |
|  | Level I   | \$40,055 | \$46,063  | \$60,611  |
|  | Level II  | \$49,389 | \$56,797  | \$74,825  |
|  | Level III | \$52,395 | \$60,254  | \$81,787  |
| Income Tax Systems Analyst                 |           | \$54,352 | \$62,505  | \$80,539  |
| Investment Analyst                         |           |          |           |           |
|  | Level I   | \$40,055 | \$46,063  | \$59,573  |
|  | Level II  | \$49,389 | \$56,797  | \$74,825  |
|  | Level III | \$61,123 | \$70,291  | \$88,787  |
| Investment Analyst Trainee ###             |           | \$35,492 | \$40,816  | Flat Rate |
| Management Auditor Trainee                 |           | \$40,055 | \$46,063  | Flat Rate |
| Management Auditor                         |           |          |           |           |
|  | Level I   | \$49,389 | \$56,797  | \$79,013  |
|  | Level II  | \$57,187 | \$65,765  | \$86,499  |
| Principal Computer Operator                |           | \$46,454 | \$53,422  | \$69,589  |
| Principal Computer Programmer              |           | \$53,899 | \$61,984  | \$76,764  |
| Principal Retirement Benefits Examiner ### |           | \$53,296 | \$61,290  | \$77,111  |
| Principal Statistician                     |           | \$52,395 | \$60,254  | \$79,013  |
| Research Assistant                         |           | \$40,055 | \$46,063  | \$60,611  |
| Retirement Benefits Examiner               |           | \$41,809 | \$48,080  | \$60,194  |
| Senior Accountant #                        |           | \$44,343 | \$50,994  | \$70,465  |
| Senior Actuary ###                         |           | \$44,343 | \$50,994  | \$70,465  |
| Senior Actuary (Group Chief) ###           |           | \$49,389 | \$56,797  | \$79,013  |
| Senior Associate Accountant                |           | \$62,929 | \$72,368  | \$91,621  |
| Senior Economist ###                       |           | \$49,389 | \$56,797  | \$74,825  |

|   |          |          |           |
|---|----------|----------|-----------|
| Senior Investment Analyst ###           | \$49,389 | \$56,797 | \$74,825  |
| Senior Statistician                     | \$44,343 | \$50,994 | \$70,465  |
| Senior Systems Analyst (EDP) ##         | \$34,723 | \$39,931 | \$74,583  |
| Senior Systems Analyst (EDP)(HMH) @     | \$34,723 | \$39,931 | \$74,583  |
| Senior Systems Analyst (Finance) ##     | \$34,723 | \$39,931 | \$74,583  |
| Statistician                            |          |          |           |
| Level I                                 | \$40,055 | \$46,063 | \$60,165  |
| Level II                                | \$44,343 | \$50,994 | \$70,465  |
| Level III                               | \$52,395 | \$60,254 | \$79,013  |
| Supervising Accountant #                | \$56,005 | \$64,406 | \$87,831  |
| Supervising Computer Operator           | \$40,803 | \$46,924 | \$65,046  |
| Supervising Computer Service Technician | \$54,201 | \$62,331 | \$80,757  |
| Supervising Economist ###               | \$52,395 | \$60,254 | \$81,787  |
| Supervising Investment Analyst ###      | \$61,123 | \$70,291 | \$88,787  |
| Systems Administrator(CFB)              |          |          |           |
| Level I                                 | \$30,697 | \$35,302 | \$52,988  |
| Level II                                | \$39,716 | \$45,673 | \$76,107  |
| Level III                               | \$48,444 | \$55,711 | \$99,787  |
| Systems Analyst (EDP) ##                | \$31,392 | \$36,101 | \$66,295  |
| Systems Analyst (Finance) ##            | \$31,392 | \$36,101 | \$66,295  |
| Tax Auditor ###                         | \$40,055 | \$46,063 | \$60,165  |
| Telecommunications Associate ###        |          |          |           |
| Level I                                 | \$38,261 | \$44,000 | \$66,515  |
| Level II                                | \$53,389 | \$61,397 | \$73,171  |
| Level III                               | \$57,377 | \$65,984 | \$79,819  |
| Telecommunications Associate (Data)     |          |          |           |
| Level I                                 | \$38,261 | \$44,000 | \$66,515  |
| Level II                                | \$53,389 | \$61,397 | \$73,171  |
| Level III                               | \$57,377 | \$65,984 | \$79,819  |
| Level IV                                | \$64,070 | \$73,681 | \$100,006 |
| Telecommunications Associate (Voice)    |          |          |           |
| Level I                                 | \$38,261 | \$44,000 | \$66,515  |
| Level II                                | \$53,389 | \$61,397 | \$73,171  |
| Level III                               | \$57,377 | \$65,984 | \$79,819  |
| Level IV                                | \$64,070 | \$73,681 | \$100,006 |
| Telecommunications Specialist ###       | \$64,070 | \$73,681 | \$100,006 |
| Telecommunications Specialist (Data)    | \$64,070 | \$73,681 | \$100,006 |
| Telecommunications Specialist (Voice)   | \$64,070 | \$73,681 | \$100,006 |
| Workers' Compensation Benefits Examiner |          |          |           |
| Level Ia                                | \$36,494 | \$41,968 | Flat Rate |
| Level Ib                                | \$38,372 | \$44,128 | \$49,235  |
| Level II                                | \$41,809 | \$48,080 | \$60,194  |
| Level III                               | \$45,247 | \$52,034 | \$66,999  |

- \* Employees hired on or after 9/3/14 shall be paid the hiring rate effective 9/3/14. Upon completion of two (2) years of active or qualified inactive service, such employee shall be paid the indicated "minimum" for the applicable title that is in effect on the two year anniversary of their original appointment as set forth in applicable Successor Separate Unit Agreement. In no case shall an employee receive less than the stated hiring rate.
- \*\* Upon completion of one year of satisfactory service in the title, employees shall be granted a \$1,000 per annum salary increase. However, in no case shall the salary of the employee exceed the maximum salary of the title. (CITY TAX AUDITOR LEVEL I ONLY)
- # For present incumbents only
- ## Each appointment to this position above the September 3, 2014 hiring rate will be handled on a case by case basis.
- ### To be deleted.
- #### This is a trainee class of positions with a twelve (12) month term for all employees. Trainees who satisfactorily complete the required trainee term in this class of positions will receive permanent appointment to the title of Computer Programmer Analyst.
- @ Established pursuant to DCAS Resolution # 2007-7 dated August 1, 2007. For incumbents of this title who are transferred from IHC to HMH only. No new appointments shall be made to this title.
- + Certified pursuant to Board of Certification Decision 6 OCB2d 32 dated December 10, 2013.

f.) Effective 9/3/15

| TITLE                        | i. Minimum             |                          |                        |
|------------------------------|------------------------|--------------------------|------------------------|
|                              | (1)<br>Hiring<br>Rate* | (2)<br>Incumbent<br>Rate | ii.<br>Maximum<br>Rate |
| Accountant (Mayoral)         |                        |                          |                        |
| Level I                      | \$45,385               | \$52,193                 | \$61,669               |
| Level II                     | \$50,623               | \$58,217                 | \$80,988               |
| Accountant (H+H)             |                        |                          |                        |
| Level I                      | \$41,057               | \$47,215                 | \$61,669               |
| Level II                     | \$50,623               | \$58,217                 | \$80,988               |
| Accountant (JOP)             | \$41,057               | \$47,215                 | \$61,669               |
| Actuarial Specialist Level I | \$41,057               | \$47,215                 | \$80,988               |

|  |          |           |           |
|--|----------|-----------|-----------|
| Actuarial Specialist Level I-A               | \$41,057 | \$47,215  | \$101,487 |
| Actuary ###                                  | \$41,057 | \$47,215  | \$61,669  |
| Assistant Accountant                         | \$36,353 | \$41,806  | \$52,369  |
| Assistant Accountant (JOP)                   | \$36,353 | \$41,806  | \$52,369  |
| Assistant Actuary ###                        | \$36,353 | \$41,806  | \$52,369  |
| Assistant Economist ###                      | \$36,353 | \$41,806  | \$50,740  |
| Assistant Systems Analyst (EDP) ##           | \$29,732 | \$34,192  | \$63,315  |
| Assistant Systems Analyst (Finance)          | \$29,732 | \$34,192  | \$63,315  |
| Assistant Systems Analyst (Finance) ##       | \$29,732 | \$34,192  | \$63,315  |
| Assistant Research Aide (JOP)                | \$33,573 | \$38,609  | Flat Rate |
| Asst. Retirement Benefits Examiner ###       |          |           |           |
| At Appt.                                     | \$37,406 | \$43,017  | Flat Rate |
| After 1 yr.                                  | \$39,331 | \$45,231  | \$50,466  |
| Assistant Statistician                       | \$36,353 | \$41,806  | \$52,369  |
| Asst. Workers' Comp. Benefits Examiner       |          |           |           |
| At Appt.                                     | \$37,406 | \$43,017  | Flat Rate |
| After 1 yr.                                  | \$39,331 | \$45,231  | \$50,466  |
| Associate Accountant ###                     | \$50,623 | \$58,217  | \$80,988  |
| Associate Bookkeeper ###                     | \$42,207 | \$48,538  | \$61,540  |
| Associate Business Promotion Coordinator ### |          |           |           |
| Level I                                      | \$57,976 | \$66,672  | \$72,070  |
| Level II                                     | \$62,671 | \$72,072  | \$86,476  |
| Associate Management Auditor ###             | \$58,617 | \$67,409  | \$88,661  |
| Assoc. Retirement Benefits Examiner          |          |           |           |
| Level I                                      | \$42,854 | \$49,282  | \$61,699  |
| Level II                                     | \$46,378 | \$53,335  | \$68,674  |
| Level III                                    | \$54,628 | \$62,822  | \$79,039  |
| Associate Tax Auditor ###                    | \$50,623 | \$58,217  | \$80,988  |
| Assoc. Workers' Comp. Benefits Examiner ###  | \$46,378 | \$53,335  | \$68,674  |
| Bookkeeper                                   |          |           |           |
| Level I                                      | \$34,670 | \$39,871  | \$45,939  |
| Level II                                     | \$39,193 | \$45,072  | \$52,003  |
| Level III                                    | \$42,207 | \$48,538  | \$61,540  |
| Business Promotion Coordinator               |          |           |           |
| Level I                                      | \$38,251 | \$43,989  | \$65,771  |
| Level II                                     | \$57,976 | \$66,672  | \$72,070  |
| Level III                                    | \$62,671 | \$72,072  | \$86,476  |
| Certified Applications Developer ##          |          |           |           |
| Level I                                      | \$74,066 | \$85,176  | \$100,617 |
| Level II                                     | \$77,157 | \$88,730  | \$108,348 |
| Level III                                    | \$83,323 | \$95,821  | \$117,828 |
| Level IV                                     | \$89,383 | \$102,791 | \$134,914 |
| Certified Database Administrator ##          |          |           |           |
| Level I                                      | \$74,066 | \$85,176  | \$100,617 |
| Level II                                     | \$77,157 | \$88,730  | \$108,348 |



|   |                 |          |           |           |
|---|-----------------|----------|-----------|-----------|
|   | Level III       | \$83,323 | \$95,821  | \$117,828 |
|   | Level IV        | \$89,383 | \$102,791 | \$134,914 |
| Certified Local Area Network Administrator ## |                 |          |           |           |
|   | Level I         | \$74,066 | \$85,176  | \$100,617 |
|   | Level II        | \$77,157 | \$88,730  | \$108,348 |
|   | Level III       | \$83,323 | \$95,821  | \$117,828 |
|   | Level IV        | \$89,383 | \$102,791 | \$134,914 |
| Certified Wide Area Network Administrator ##  |                 |          |           |           |
|   | Level I         | \$74,066 | \$85,176  | \$100,617 |
|   | Level II        | \$77,157 | \$88,730  | \$108,348 |
|   | Level III       | \$83,323 | \$95,821  | \$117,828 |
|   | Level IV        | \$89,383 | \$102,791 | \$134,914 |
| Certified IT Administrator (LAN)              |                 |          |           |           |
|   | Level I         | \$74,066 | \$85,176  | \$100,617 |
|   | Level II        | \$77,157 | \$88,730  | \$108,348 |
|   | Level III       | \$83,323 | \$95,821  | \$117,828 |
|   | Level IV        | \$89,383 | \$102,791 | \$134,914 |
| Certified IT Administrator (WAN)              |                 |          |           |           |
|   | Level I         | \$74,066 | \$85,176  | \$100,617 |
|   | Level II        | \$77,157 | \$88,730  | \$108,348 |
|   | Level III       | \$83,323 | \$95,821  | \$117,828 |
|   | Level IV        | \$89,383 | \$102,791 | \$134,914 |
| Certified IT Developer (Applications)         |                 |          |           |           |
|   | Level I         | \$74,066 | \$85,176  | \$100,617 |
|   | Level II        | \$77,157 | \$88,730  | \$108,348 |
|   | Level III       | \$83,323 | \$95,821  | \$117,828 |
|   | Level IV        | \$89,383 | \$102,791 | \$134,914 |
| Certified IT Administrator (Database)         |                 |          |           |           |
|   | Level I         | \$74,066 | \$85,176  | \$100,617 |
|   | Level II        | \$77,157 | \$88,730  | \$108,348 |
|   | Level III       | \$83,323 | \$95,821  | \$117,828 |
|   | Level IV        | \$89,383 | \$102,791 | \$134,914 |
| City Tax Auditor **, ##, +++++                |                 |          |           |           |
|   | Level I         | \$41,057 | \$47,215  | \$61,669  |
|   | Level II        | \$50,623 | \$58,217  | \$80,988  |
|   | Level III +++++ | \$59,883 | \$68,866  | \$87,467  |
|   | Level IV        | \$64,231 | \$73,866  | \$92,467  |
| College Aide Level II +++++                   |                 |          |           |           |
|   | Undergraduate   | N/A      | \$14.48   | Flat Rate |
|   | Graduate        | N/A      | \$17.45   | \$18.73   |
| College Aide Level III +++++                  |                 |          |           |           |
|   | Undergraduate   | N/A      | \$15.07   | Flat Rate |
|   | Graduate        | N/A      | \$18.05   | \$19.32   |
| Computer Aide ##                              |                 |          |           |           |
|   | Level I         | \$37,046 | \$42,603  | \$47,955  |

|   |           |          |           |           |
|---|-----------|----------|-----------|-----------|
| Computer Associate (Operations) ##                | Level II  | \$40,131 | \$46,151  | \$59,548  |
|   | Level I   | \$46,303 | \$53,249  | \$67,469  |
|   | Level II  | \$55,556 | \$63,889  | \$82,776  |
| Computer Associate (Software) ##                  | Level III | \$66,300 | \$76,245  | \$101,324 |
|   | Level I   | \$60,189 | \$69,217  | \$83,440  |
|   | Level II  | \$64,807 | \$74,528  | \$90,202  |
| Computer Operator                                 | Level III | \$69,215 | \$79,597  | \$101,324 |
| Computer Programmer Analyst ##                    |           | \$32,823 | \$37,747  | \$48,962  |
|   | Level I   | \$46,303 | \$53,249  | \$63,929  |
|   | Level II  | \$54,017 | \$62,119  | \$75,683  |
| Computer Programmer Analyst Trainee #####         |           | \$37,076 | \$42,637  | Flat Rate |
| Computer Programmer                               |           | \$43,139 | \$49,610  | \$65,195  |
| Computer Service Technician                       |           |          |           |           |
|   | Level I   | \$37,046 | \$42,603  | \$47,955  |
|   | Level II  | \$40,131 | \$46,151  | \$59,548  |
| Computer Specialist (Software) ##                 |           |          |           |           |
|   | Level I   | \$74,066 | \$85,176  | \$92,308  |
|   | Level II  | \$77,157 | \$88,730  | \$99,406  |
|   | Level III | \$83,323 | \$95,821  | \$108,101 |
|   | Level IV  | \$89,383 | \$102,791 | \$123,773 |
| Computer Specialist(Operations) ##                |           | \$69,253 | \$79,641  | \$108,101 |
| Economist   |           |          |           |           |
|   | Level I   | \$41,057 | \$47,215  | \$62,126  |
|   | Level II  | \$50,623 | \$58,217  | \$76,696  |
|   | Level III | \$53,704 | \$61,760  | \$83,832  |
| Health Information Management Specialist +, ##### |           |          |           |           |
|   | Level I   | N/A      | \$71,750  | \$102,500 |
|   | Level II  | N/A      | \$82,000  | \$123,000 |
| Income Tax Systems Analyst                        |           | \$55,711 | \$64,068  | \$82,552  |
| Investment Analyst                                |           |          |           |           |
|   | Level I   | \$41,057 | \$47,215  | \$61,062  |
|   | Level II  | \$50,623 | \$58,217  | \$76,696  |
|   | Level III | \$62,650 | \$72,048  | \$91,007  |
| Investment Analyst Trainee ###                    |           | \$36,379 | \$41,836  | Flat Rate |
| Management Auditor Trainee                        |           | \$41,057 | \$47,215  | Flat Rate |
| Management Auditor                                |           |          |           |           |
|   | Level I   | \$50,623 | \$58,217  | \$80,988  |
|   | Level II  | \$58,617 | \$67,409  | \$88,661  |
| Principal Computer Operator                       |           | \$47,616 | \$54,758  | \$71,329  |
| Principal Computer Programmer                     |           | \$55,247 | \$63,534  | \$78,683  |
| Principal Retirement Benefits Examiner ###        |           | \$54,628 | \$62,822  | \$79,039  |

|   |           |          |          |           |
|---|-----------|----------|----------|-----------|
| Principal Statistician                  |           | \$53,704 | \$61,760 | \$80,988  |
| Research Assistant                      |           | \$41,057 | \$47,215 | \$62,126  |
| Retirement Benefits Examiner            |           | \$42,854 | \$49,282 | \$61,699  |
| Senior Accountant #                     |           | \$45,451 | \$52,269 | \$72,227  |
| Senior Actuary ###                      |           | \$45,451 | \$52,269 | \$72,227  |
| Senior Actuary (Group Chief) ###        |           | \$50,623 | \$58,217 | \$80,988  |
| Senior Associate Accountant             |           | \$64,502 | \$74,177 | \$93,912  |
| Senior Economist ###                    |           | \$50,623 | \$58,217 | \$76,696  |
| Senior Investment Analyst ###           |           | \$50,623 | \$58,217 | \$76,696  |
| Senior Statistician                     |           | \$45,451 | \$52,269 | \$72,227  |
| Senior Systems Analyst (EDP) ##         |           | \$35,590 | \$40,929 | \$76,448  |
| Senior Systems Analyst (EDP)(HMH) @     |           | \$35,590 | \$40,929 | \$76,448  |
| Senior Systems Analyst (Finance) ##     |           | \$35,590 | \$40,929 | \$76,448  |
| Statistician                            |           |          |          |           |
|   | Level I   | \$41,057 | \$47,215 | \$61,669  |
|   | Level II  | \$45,451 | \$52,269 | \$72,227  |
|   | Level III | \$53,704 | \$61,760 | \$80,988  |
| Supervising Accountant #                |           | \$57,405 | \$66,016 | \$90,027  |
| Supervising Computer Operator           |           | \$41,823 | \$48,097 | \$66,672  |
| Supervising Computer Service Technician |           | \$55,556 | \$63,889 | \$82,776  |
| Supervising Economist ###               |           | \$53,704 | \$61,760 | \$83,832  |
| Supervising Investment Analyst ###      |           | \$62,650 | \$72,048 | \$91,007  |
| Systems Administrator(CFB)              |           |          |          |           |
|   | Level I   | \$31,465 | \$36,185 | \$54,313  |
|   | Level II  | \$40,709 | \$46,815 | \$78,010  |
|   | Level III | \$49,656 | \$57,104 | \$102,282 |
| Systems Analyst (EDP) ##                |           | \$32,177 | \$37,004 | \$67,952  |
| Systems Analyst (Finance) ##            |           | \$32,177 | \$37,004 | \$67,952  |
| Tax Auditor ###                         |           | \$41,057 | \$47,215 | \$61,669  |
| Telecommunications Associate ###        |           |          |          |           |
|   | Level I   | \$39,217 | \$45,100 | \$68,178  |
|   | Level II  | \$54,723 | \$62,932 | \$75,000  |
|   | Level III | \$58,812 | \$67,634 | \$81,814  |
| Telecommunications Specialist ###       |           | \$65,672 | \$75,523 | \$102,506 |
| Telecommunications Associate (Data)     |           |          |          |           |
|   | Level I   | \$39,217 | \$45,100 | \$68,178  |
|   | Level II  | \$54,723 | \$62,932 | \$75,000  |
|   | Level III | \$58,812 | \$67,634 | \$81,814  |
|   | Level IV  | \$65,672 | \$75,523 | \$102,506 |
| Telecommunications Associate (Voice)    |           |          |          |           |
|   | Level I   | \$39,217 | \$45,100 | \$68,178  |
|   | Level II  | \$54,723 | \$62,932 | \$75,000  |
|   | Level III | \$58,812 | \$67,634 | \$81,814  |
|   | Level IV  | \$65,672 | \$75,523 | \$102,506 |
| Telecommunications Specialist (Data)    |           | \$65,672 | \$75,523 | \$102,506 |

\* Employees hired on or after 9/3/15 shall be paid the hiring rate effective 9/3/15. Upon completion of two (2) years of active or qualified inactive service, such employee shall be paid the indicated "minimum" for the applicable title that is in effect on the two year anniversary of their original appointment as set forth in applicable Successor Separate Unit Agreement. In no case shall an employee receive less than the stated hiring rate.

\*\* Upon completion of one year of satisfactory service in the title, employees shall be granted a \$1,000 per annum salary increase. However, in no case shall the salary of the employee exceed the maximum salary of the title. (CITY TAX AUDITOR LEVEL I ONLY)

# For present incumbents only

## Each appointment to this position above the September 3, 2015 hiring rate will be handled on a case by case basis.

### To be deleted.

#### This is a trainee class of positions with a twelve (12) month term for all employees. Trainees who satisfactorily complete the required trainee term in this class of positions will receive permanent appointment to the title of Computer Programmer Analyst.

##### Footnote \*\*\* does not apply.

@ Established pursuant to DCAS Resolution # 2007-7 dated August 1, 2007. For incumbents of this title who are transferred from HHC to HMH only. No new appointments shall be made to this title.

+ Established pursuant to Board of Certification Decision 8 OCB2d7 dated March 26, 2015. For incumbents of this title who are transferred from HMH to HHC only. No new appointments shall be made to this title.

++ Established and designated only for present Correctional Health Services incumbent(s) functionally transferred from HMH to HHC.

+++ Expanded to include Assignment Level III and is designated for corporate-wide use.

++++ Established Assignment Level III pursuant to DCAS Resolution # 2015-3 dated May 20, 2015.

+++++ Established pursuant to Board of Certification Decision 6 OCB2d 32 dated December 10, 2013.

g.)

Effective 9/3/16

| TITLE  | i. Minimum             |                          | ii.<br>Maximum<br>Rate |
|--|------------------------|--------------------------|------------------------|
|  | (1)<br>Hiring<br>Rate* | (2)<br>Incumbent<br>Rate |                        |
| Accountant (Mayoral)                         |                        |                          |                        |
| Level I                                      | \$46,747               | \$53,759                 | \$63,519               |
| Level II                                     | \$52,143               | \$59,964                 | \$83,418               |
| Accountant (H+H)                             |                        |                          |                        |
| Level I                                      | \$42,288               | \$48,631                 | \$63,519               |
| Level II                                     | \$52,143               | \$59,964                 | \$83,418               |
| Accountant (JOP)                             | \$42,288               | \$48,631                 | \$63,519               |
| Actuarial Specialist Level I                 | \$42,288               | \$48,631                 | \$83,418               |
| Actuarial Specialist Level I-A               | \$42,288               | \$48,631                 | \$104,532              |
| Actuary ###                                  | \$42,288               | \$48,631                 | \$63,519               |
| Assistant Accountant                         | \$37,443               | \$43,060                 | \$53,940               |
| Assistant Accountant (JOP)                   | \$37,443               | \$43,060                 | \$53,940               |
| Assistant Actuary ###                        | \$37,443               | \$43,060                 | \$53,940               |
| Assistant Economist ###                      | \$37,443               | \$43,060                 | \$52,262               |
| Assistant Systems Analyst (EDP) ##           | \$30,624               | \$35,218                 | \$65,214               |
| Assistant Systems Analyst (Finance)          | \$30,624               | \$35,218                 | \$65,214               |
| Assistant Systems Analyst (Finance) ##       | \$30,624               | \$35,218                 | \$65,214               |
| Assistant Research Aide (JOP)                | \$34,580               | \$39,767                 | Flat Rate              |
| Asst. Retirement Benefits Examiner ###       |                        |                          |                        |
| At Appt.                                     | \$38,529               | \$44,308                 | Flat Rate              |
| After 1 yr.                                  | \$40,511               | \$46,588                 | \$51,980               |
| Assistant Statistician                       | \$37,443               | \$43,060                 | \$53,940               |
| Asst. Workers' Comp. Benefits Examiner       |                        |                          |                        |
| At Appt.                                     | \$38,529               | \$44,308                 | Flat Rate              |
| After 1 yr.                                  | \$40,511               | \$46,588                 | \$51,980               |
| Associate Accountant ###                     | \$52,143               | \$59,964                 | \$83,418               |
| Associate Bookkeeper ###                     | \$43,473               | \$49,994                 | \$63,386               |
| Associate Business Promotion Coordinator ### |                        |                          |                        |
| Level I                                      | \$59,715               | \$68,672                 | \$74,232               |
| Level II                                     | \$64,551               | \$74,234                 | \$89,070               |
| Associate Management Auditor ###             | \$60,375               | \$69,431                 | \$91,321               |
| Assoc. Retirement Benefits Examiner          |                        |                          |                        |
| Level I                                      | \$44,139               | \$50,760                 | \$63,550               |
| Level II                                     | \$47,770               | \$54,935                 | \$70,734               |
| Level III                                    | \$56,267               | \$64,707                 | \$81,410               |
| Associate Tax Auditor ###                    | \$52,143               | \$59,964                 | \$83,418               |
| Assoc. Workers' Comp. Benefits Examiner ###  | \$47,770               | \$54,935                 | \$70,734               |
| Bookkeeper                                   |                        |                          |                        |
| Level I                                      | \$35,710               | \$41,067                 | \$47,317               |
| Level II                                     | \$40,369               | \$46,424                 | \$53,563               |

|   |           |          |           |           |
|---|-----------|----------|-----------|-----------|
| Business Promotion Coordinator                | Level III | \$43,473 | \$49,994  | \$63,386  |
|   | Level I   | \$39,399 | \$45,309  | \$67,744  |
|   | Level II  | \$59,715 | \$68,672  | \$74,232  |
| Certified Applications Developer ##           | Level III | \$64,551 | \$74,234  | \$89,070  |
|   | Level I   | \$76,288 | \$87,731  | \$103,636 |
|   | Level II  | \$79,471 | \$91,392  | \$111,598 |
| Certified Database Administrator ##           | Level III | \$85,823 | \$98,696  | \$121,363 |
|   | Level IV  | \$92,065 | \$105,875 | \$138,961 |
|   | Level I   | \$76,288 | \$87,731  | \$103,636 |
|   | Level II  | \$79,471 | \$91,392  | \$111,598 |
| Certified Local Area Network Administrator ## | Level III | \$85,823 | \$98,696  | \$121,363 |
|   | Level IV  | \$92,065 | \$105,875 | \$138,961 |
|   | Level I   | \$76,288 | \$87,731  | \$103,636 |
|   | Level II  | \$79,471 | \$91,392  | \$111,598 |
| Certified Wide Area Network Administrator ##  | Level III | \$85,823 | \$98,696  | \$121,363 |
|   | Level IV  | \$92,065 | \$105,875 | \$138,961 |
|   | Level I   | \$76,288 | \$87,731  | \$103,636 |
|   | Level II  | \$79,471 | \$91,392  | \$111,598 |
| Certified IT Administrator (LAN)              | Level III | \$85,823 | \$98,696  | \$121,363 |
|   | Level IV  | \$92,065 | \$105,875 | \$138,961 |
|   | Level I   | \$76,288 | \$87,731  | \$103,636 |
|   | Level II  | \$79,471 | \$91,392  | \$111,598 |
| Certified IT Administrator (WAN)              | Level III | \$85,823 | \$98,696  | \$121,363 |
|   | Level IV  | \$92,065 | \$105,875 | \$138,961 |
|   | Level I   | \$76,288 | \$87,731  | \$103,636 |
|   | Level II  | \$79,471 | \$91,392  | \$111,598 |
| Certified IT Administrator (LAN/WAN)          | Level III | \$85,823 | \$98,696  | \$121,363 |
|   | Level IV  | \$92,065 | \$105,875 | \$138,961 |
|   | Level I   | \$76,288 | \$87,731  | \$103,636 |
|   | Level II  | \$79,471 | \$91,392  | \$111,598 |
| Certified IT Developer (Applications)         | Level III | \$85,823 | \$98,696  | \$121,363 |
|   | Level IV  | \$92,065 | \$105,875 | \$138,961 |
|   | Level I   | \$76,288 | \$87,731  | \$103,636 |
|   | Level II  | \$79,471 | \$91,392  | \$111,598 |
|   | Level III | \$85,823 | \$98,696  | \$121,363 |
|   | Level IV  | \$92,065 | \$105,875 | \$138,961 |



|   |          |           |           |
|---|----------|-----------|-----------|
| Certified IT Administrator (Database)     |          |           |           |
| Level I                                   | \$76,288 | \$87,731  | \$103,636 |
| Level II                                  | \$79,471 | \$91,392  | \$111,598 |
| Level III                                 | \$85,823 | \$98,696  | \$121,363 |
| Level IV                                  | \$92,065 | \$105,875 | \$138,961 |
| City Tax Auditor **, ##, +++++            |          |           |           |
| Level I                                   | \$42,288 | \$48,631  | \$63,519  |
| Level II                                  | \$52,143 | \$59,964  | \$83,418  |
| Level III +++++                           | \$61,680 | \$70,932  | \$90,091  |
| Level IV                                  | \$66,158 | \$76,082  | \$95,241  |
| College Aide Level II +++++               |          |           |           |
| Undergraduate                             | N/A      | \$14.91   | Flat Rate |
| Graduate                                  | N/A      | \$17.97   | \$19.29   |
| College Aide Level III +++++              |          |           |           |
| Undergraduate                             | N/A      | \$15.52   | Flat Rate |
| Graduate                                  | N/A      | \$18.59   | \$19.90   |
| Computer Aide ##                          |          |           |           |
| Level I                                   | \$38,157 | \$43,881  | \$49,394  |
| Level II                                  | \$41,336 | \$47,536  | \$61,334  |
| Computer Associate (Operations) ##        |          |           |           |
| Level I                                   | \$47,692 | \$54,846  | \$69,493  |
| Level II                                  | \$57,223 | \$65,806  | \$85,259  |
| Level III                                 | \$68,289 | \$78,532  | \$104,364 |
| Computer Associate (Software) ##          |          |           |           |
| Level I                                   | \$61,995 | \$71,294  | \$85,943  |
| Level II                                  | \$66,751 | \$76,764  | \$92,908  |
| Level III                                 | \$71,291 | \$81,985  | \$104,364 |
| Computer Operator                         | \$33,808 | \$38,879  | \$50,431  |
| Computer Programmer Analyst ##            |          |           |           |
| Level I                                   | \$47,692 | \$54,846  | \$65,847  |
| Level II                                  | \$55,637 | \$63,983  | \$77,953  |
| Computer Programmer Analyst Trainee ##### | \$38,188 | \$43,916  | Flat Rate |
| Computer Programmer                       | \$44,433 | \$51,098  | \$67,151  |
| Computer Service Technician               |          |           |           |
| Level I                                   | \$38,157 | \$43,881  | \$49,394  |
| Level II                                  | \$41,336 | \$47,536  | \$61,334  |
| Computer Specialist (Software) ##         |          |           |           |
| Level I                                   | \$76,288 | \$87,731  | \$95,077  |
| Level II                                  | \$79,471 | \$91,392  | \$102,388 |
| Level III                                 | \$85,823 | \$98,696  | \$111,344 |
| Level IV                                  | \$92,065 | \$105,875 | \$127,486 |
| Computer Specialist(Operations) ##        | \$71,330 | \$82,030  | \$111,344 |
| Economist                                 |          |           |           |
| Level I                                   | \$42,288 | \$48,631  | \$63,990  |
| Level II                                  | \$52,143 | \$59,964  | \$78,997  |

|  |          |          |           |
|--|----------|----------|-----------|
| Level III  | \$55,316 | \$63,613 | \$86,347  |
| Health Information Management Specialist +,<br>##### |          |          |           |
| Level I  |          |          |           |
| Level II   | N/A      | \$73,903 | \$105,575 |
| Income Tax Systems Analyst                           | N/A      | \$84,460 | \$126,690 |
| Investment Analyst                                   | \$57,383 | \$65,990 | \$85,029  |
| Level I  |          |          |           |
| Level II   | \$42,288 | \$48,631 | \$62,894  |
| Level III  | \$52,143 | \$59,964 | \$78,997  |
| Investment Analyst Trainee ###                       | \$64,530 | \$74,209 | \$93,737  |
| Management Auditor Trainee                           | \$37,470 | \$43,091 | Flat Rate |
| Management Auditor                                   | \$42,288 | \$48,631 | Flat Rate |
| Level I  |          |          |           |
| Level II   | \$52,143 | \$59,964 | \$83,418  |
| Principal Computer Operator                          | \$60,375 | \$69,431 | \$91,321  |
| Principal Computer Programmer                        | \$49,044 | \$56,401 | \$73,469  |
| Principal Retirement Benefits Examiner ###           | \$56,904 | \$65,440 | \$81,043  |
| Principal Statistician                               | \$56,267 | \$64,707 | \$81,410  |
| Research Assistant                                   | \$55,316 | \$63,613 | \$83,418  |
| Retirement Benefits Examiner                         | \$42,288 | \$48,631 | \$63,990  |
| Senior Accountant #                                  | \$44,139 | \$50,760 | \$63,550  |
| Senior Actuary ###                                   | \$46,815 | \$53,837 | \$74,394  |
| Senior Actuary (Group Chief) ###                     | \$46,815 | \$53,837 | \$74,394  |
| Senior Associate Accountant                          | \$52,143 | \$59,964 | \$83,418  |
| Senior Economist ###                                 | \$66,437 | \$76,402 | \$96,729  |
| Senior Investment Analyst ###                        | \$52,143 | \$59,964 | \$78,997  |
| Senior Statistician                                  | \$52,143 | \$59,964 | \$78,997  |
| Senior Systems Analyst (EDP) ##                      | \$46,815 | \$53,837 | \$74,394  |
| Senior Systems Analyst (EDP)(HMH) @                  | \$36,658 | \$42,157 | \$78,741  |
| Senior Systems Analyst (Finance) ##                  | \$36,658 | \$42,157 | \$78,741  |
| Statistician   | \$36,658 | \$42,157 | \$78,741  |
| Level I  |          |          |           |
| Level II   | \$42,288 | \$48,631 | \$63,519  |
| Level III  | \$46,815 | \$53,837 | \$74,394  |
| Supervising Accountant #                             | \$55,316 | \$63,613 | \$83,418  |
| Supervising Computer Operator                        | \$59,127 | \$67,996 | \$92,728  |
| Supervising Computer Service Technician              | \$43,078 | \$49,540 | \$68,672  |
| Supervising Economist ###                            | \$57,223 | \$65,806 | \$85,259  |
| Supervising Investment Analyst ###                   | \$55,316 | \$63,613 | \$86,347  |
| Systems Administrator(CFB)                           | \$64,530 | \$74,209 | \$93,737  |
| Level I  |          |          |           |
| Level II   | \$32,410 | \$37,271 | \$55,942  |
| Level III  | \$41,930 | \$48,219 | \$80,350  |
| Systems Analyst (EDP) ##                             | \$51,145 | \$58,817 | \$105,350 |

|                                      |          |          |           |
|--------------------------------------|----------|----------|-----------|
| Systems Analyst (Finance) ##         | \$33,143 | \$38,114 | \$69,991  |
| Tax Auditor ###                      | \$33,143 | \$38,114 | \$69,991  |
| Telecommunications Associate ###     | \$42,288 | \$48,631 | \$63,519  |
| Level I                              |          |          |           |
| Level II                             | \$40,394 | \$46,453 | \$70,223  |
| Level III                            | \$56,365 | \$64,820 | \$77,250  |
| Telecommunications Specialist ###    | \$60,577 | \$69,663 | \$84,268  |
| Telecommunications Associate (Data)  | \$67,643 | \$77,789 | \$105,581 |
| Level I                              |          |          |           |
| Level II                             | \$40,394 | \$46,453 | \$70,223  |
| Level III                            | \$56,365 | \$64,820 | \$77,250  |
| Level IV                             | \$60,577 | \$69,663 | \$84,268  |
| Telecommunications Associate (Voice) | \$67,643 | \$77,789 | \$105,581 |
| Level I                              |          |          |           |
| Level II                             | \$40,394 | \$46,453 | \$70,223  |
| Level III                            | \$56,365 | \$64,820 | \$77,250  |
| Level IV                             | \$60,577 | \$69,663 | \$84,268  |
| Telecommunications Specialist (Data) | \$67,643 | \$77,789 | \$105,581 |

\* Employees hired on or after 9/3/16 shall be paid the hiring rate effective 9/3/16. Upon completion of two (2) years of active or qualified inactive service, such employee shall be paid the indicated "minimum" for the applicable title that is in effect on the two year anniversary of their original appointment as set forth in applicable Successor Separate Unit Agreement. In no case shall an employee receive less than the stated hiring rate.

\*\* Upon completion of one year of satisfactory service in the title, employees shall be granted a \$1,000 per annum salary increase. However, in no case shall the salary of the employee exceed the maximum salary of the title. (CITY TAX AUDITOR LEVEL I ONLY)

# For present incumbents only

## Each appointment to this position above the September 3, 2016 hiring rate will be handled on a case by case basis.

### To be deleted.

#### This is a trainee class of positions with a twelve (12) month term for all employees. Trainees who satisfactorily complete the required trainee term in this class of positions will receive permanent appointment to the title of Computer Programmer Analyst.

##### Footnote \*\*\* does not apply.

@ Established pursuant to DCAS Resolution # 2007-7 dated August 1, 2007. For incumbents of this title who are transferred from HHC to HMIH only. No new appointments

shall be made to this title.

+ Established pursuant to Board of Certification Decision 8 OCB2d7 dated March 26, 2015. For incumbents of this title who are transferred from HMH to HHC only. No new appointments shall be made to this title.

++ Established and designated only for present Correctional Health Services incumbent(s) functionally transferred from HMH to HHC.

+++ Expanded to include Assignment Level III and is designated for corporate-wide use.

++++ Established Assignment Level III pursuant to DCAS Resolution # 2015-3 dated May 20, 2015.

+++++ Established pursuant to Board of Certification Decision 6 OCB2d 32 dated December 10, 2013.

### **Section 3. Wage Increases.**

#### **a. Ratification Bonus**

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

- i.** Full-time per annum and full-time per diem Employees shall receive a pro-rata lump sum cash payment the computation of which shall be based on service during the period from July 1, 2013 through June 30, 2014.
- ii.** 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 Section 3(A) of this agreement. Such case-by-case interpretations shall not be subject to any dispute resolution procedures as per past practice of the parties.

**b. General Wage Increase**

i. The general wage increases, effective as indicated, shall be:

1. Effective September 3, 2011, Employees shall receive a general increase of 1.00%.
2. Effective September 3, 2012, Employees shall receive an additional general increase of 1.00%.
3. Effective September 3, 2013, Employees shall receive an additional general increase of 1.00%.
4. Effective September 3, 2014, Employees shall receive an additional general increase of 1.50%.
5. Effective September 3, 2015, Employees shall receive an additional general increase of 2.50%.
6. Effective September 3, 2016, Employees shall receive an additional general increase of 3.00%.
7. 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 Section 3, subsections a(i)(1)-(6) on the basis of computations heretofore utilized by the parties for all such Employees.

ii. The increases provided for in Section 3(b)(i) above shall be calculated as follows:

1. The general increase in Section 3(b)(i)(1) shall be based upon the base rates (including salary or incremental salary schedules) of the applicable titles in effect on September 2, 2011;
2. The general increase in Section 3(b)(i)(2) shall be based upon the base rates (including salary or incremental salary schedules) of the applicable titles in effect on September 2, 2012;
3. The general increase in Section 3(b)(i)(3) shall be based upon the base rates

(including salary or incremental salary schedules) of the applicable titles in effect on September 2, 2013;

4. The general increase in Section 3(b)(i)(4) shall be based upon the base rates (including salary or incremental salary schedules) of the applicable titles in effect on September 2, 2014;
5. The general increase in Section 3(b)(i)(5) shall be based upon the base rates (including salary or incremental salary schedules) of the applicable titles in effect on September 2, 2015;
6. The general increase in Section 3(b)(i)(6) shall be based upon the base rates (including salary or incremental salary schedules) of the applicable titles in effect on September 2, 2016;

**iii.**

1. The general increases provided for in this Section 3(b)(i)(1)-(6) shall be applied to the base rates, incremental salary levels, and the minimum “hiring rate” and “incumbent rate” and maximum rates (including levels), for the applicable titles.
2. Effective September 3, 2016, the general increase provided for in this Section 3(b)(i)(6) shall be applied to “additions to gross.” “Additions to gross” shall be defined to include uniform allowances, equipment allowances, transportation allowances, uniform maintenance allowance, assignment differentials, service increments, longevity differentials, advancement increases, assignment (level) increases, and experience, certification, educational, license, evening, or night shift differentials.
3. Section 3(b)(iii)(2) does not apply to Recurring Increment Payments (RIPs) that automatically increase with wage increases.
4. Section 3(b)(iii)(2) does not apply to Service Increments once earned for two years that are rolled into base salary and increased with wage increases.

- iv.** Employees in titles certified to the bargaining unit during the term of this agreement shall receive only the general wage increases in Section 3(b)(i) that occur after the date of certification.

**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). 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 subsection 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)(2) 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(b)(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(a) and 4(b), 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), 2(f)(i)(2), and 2(g)(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.

**Section 5.**

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

**Section 6.**

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

**Section 7.**

A person permanently employed by the **Employer** who is appointed or promoted on a permanent, provisional, or temporary basis in accordance with the Rules and Regulations of the New York City Personnel Director or, where the Rules and Regulations of the New York City Personnel Director 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:

**ADVANCEMENT INCREASES**

| <b><u>TITLE</u></b>                            | <b><u>3/3/10</u></b> | <b><u>9/3/16</u></b> |
|--|----------------------|----------------------|
| Accountant                                     | \$1,592              | \$1,640              |
| Accountant JOP)                                | \$1,592              | \$1,640              |
| Actuary **                                     | \$1,592              | \$1,640              |
| Associate Accountant                           | \$1,833              | \$1,888              |
| Associate Management Auditor                   | \$1,833              | \$1,888              |
| Associate Retirement Benefits Examiner Level I | \$1,592              | \$1,640              |
| Associate Tax Auditor **                       | \$1,833              | \$1,888              |
| City Tax Auditor Level I                       | \$1,592              | \$1,640              |
| Computer Aide Level I                          | \$978                | \$1,007              |
| Computer Associate (Operations) Level I        | \$1,405              | \$1,447              |

|   |         |         |
|---|---------|---------|
| Computer Associate (Software) Level I           | \$1,954 | \$2,013 |
| Computer Operator                               | \$982   | \$1,011 |
| Computer Programmer                             | \$1,468 | \$1,512 |
| Computer Programmer Analyst Level I             | \$1,468 | \$1,512 |
| Computer Specialist (Operations)                | \$1,901 | \$1,958 |
| Computer Specialist (Software) Level I          | \$2,199 | \$2,265 |
| Economist (Level I)                             | \$1,527 | \$1,573 |
| Management Auditor (Level II)                   | \$1,655 | \$1,705 |
| Principal Computer Operator                     | \$1,954 | \$2,013 |
| Principal Computer Programmer                   | \$1,833 | \$1,888 |
| Principal Retirement Benefits Examiner **       | \$1,954 | \$2,013 |
| Principal Statistician (Statistician Level III) | \$1,592 | \$1,640 |
| Senior Accountant *                             | \$1,592 | \$1,640 |
| Senior Actuary **                               | \$1,833 | \$1,888 |
| Senior Actuary (Group Chief) **                 | \$2,199 | \$2,265 |
| Senior Associate Accountant                     | \$1,715 | \$1,766 |
| Senior Economist (Economist Level II)           | \$1,715 | \$1,766 |
| Senior Investment Analyst                       | \$1,592 | \$1,640 |
| Senior Statistician (Statistician Level II)     | \$1,029 | \$1,060 |
| Senior Systems Analyst (EDP)                    | \$1,029 | \$1,060 |
| Senior Systems Analyst (Finance)                | \$1,592 | \$1,640 |
| Statistician (Level I)                          | \$2,079 | \$2,141 |
| Supervising Accountant *                        | \$1,405 | \$1,447 |
| Supervising Computer Operator                   | \$1,833 | \$1,888 |
| Supervising Economist (Economist Level III)     | \$1,954 | \$2,013 |
| Supervising Investment Analyst                  | \$1,029 | \$1,060 |
| Systems Analyst (EDP)                           | \$1,029 | \$1,060 |
| Systems Analyst (Finance)                       | \$1,592 | \$1,640 |
| Tax Auditor **                                  | \$1,592 | \$1,640 |

NOTE:

\* For present incumbents only

\*\* To be deleted

Section 8.

An employee assigned to a higher level in the titles listed below shall receive upon the effective date of such assignment either the minimum salary rate of the new level or the advancement increase listed below, whichever is greater. Neither an advancement to a higher level nor the receipt of an advancement increase for such an assignment shall be considered a promotion.

LEVEL INCREASE

| <u>TITLE</u> | <u>3/3/10</u> | <u>9/3/16</u> |
|--------------|---------------|---------------|
|--------------|---------------|---------------|

|  |         |         |
|--|---------|---------|
| Accountant Level II                    | \$1,833 | \$1,888 |
| Associate Management Auditor Level II  | \$1,833 | \$1,888 |
| Associate Retirement Benefits Examiner |         |         |
| Level II                               | \$1,592 | \$1,640 |
| Level III                              | \$1,833 | \$1,888 |
| City Tax Auditor                       |         |         |
| Level II                               | \$1,833 | \$1,888 |
| Level III                              | \$1,833 | \$1,888 |
| Level IV                               | \$1,833 | \$1,888 |
| Computer Aide                          |         |         |
| Level II                               | \$1,227 | \$1,264 |
| Computer Associate (Operations)        |         |         |
| Level II                               | \$1,655 | \$1,705 |
| Level III                              | \$1,901 | \$1,958 |
| Computer Associate (Software)          |         |         |
| Level II                               | \$2,078 | \$2,140 |
| Level III                              | \$2,199 | \$2,265 |
| Computer Programmer Analyst            |         |         |
| Level II                               | \$1,778 | \$1,831 |
| Computer Specialist (Software)         |         |         |
| Level II                               | \$2,328 | \$2,398 |
| Level III                              | \$2,448 | \$2,521 |
| Economist                              |         |         |
| Level II                               | \$1,715 | \$1,766 |
| Level III                              | \$1,833 | \$1,888 |
| Investment Analyst                     |         |         |
| Level II                               | \$1,715 | \$1,766 |
| Level III                              | \$1,954 | \$2,013 |
| Management Auditor Level II            | \$1,833 | \$1,888 |
| Statistician                           |         |         |
| Level II                               | \$1,592 | \$1,640 |
| Level III                              | \$1,954 | \$2,013 |

**Section 9. Longevity Increment.**

- a. Employees with 15 years or more of "City" service in pay status (except those eligible for a service increment pursuant to section 11 or a longevity differential pursuant to section 12 shall receive a longevity increment of \$800 per annum.
- b. The rules for eligibility for the longevity increment described above in subsection a, shall be set forth in Appendix A of this Agreement and are incorporated by reference

herein.

**Section 10 - Differentials.**

**a. Thirty Six Hour Week - EDP Titles**

Incumbents in the electronic data processing related titles covered by this Agreement, duly assigned to and working a three day per week, twelve hour per day schedule shall be paid, in addition to their regular annual salary, one (1) hour's pay at straight time, for the 36th hour in each week plus a ten percent (10%) premium. Said one (1) hour's pay shall be calculated as 1/1827 of the employee's annual salary as described in Article III, Section 2. Employees shall receive the payment for the 36th hour of work described above as long as the employee is regularly assigned to a 3-day, 12 hour per day work week and remains in pay status.

**b. Associate Accountants**

i. An Associate Accountant who is duly assigned in writing by the agency head to supervise on a regular basis a clearly differentiated accounting unit comprised of at least six employees in the Accounting Occupational Group shall during the period so assigned continue to receive a differential in the prorated annual amount stated below:

| <u>Effective Date</u> | <u>Annual Amount</u> |
|-----------------------|----------------------|
| 3/3/10                | \$1,916              |
| 9/3/16                | \$1,973              |

Said differentials shall remain in effect only for such time as the requisite number of employees remain in the supervised unit.

ii. An Associate Accountant who is duly so assigned in writing by the agency head to supervise a clearly differentiated accounting unit comprised of at least five employees in the Accounting Occupational Group, at least two of whom are Associate Accountants, shall during the period so assigned receive a differential in the prorated annual amount stated below:

| <u>Effective Date</u> | <u>Annual Amount</u> |
|-----------------------|----------------------|
| 3/3/10                | \$2,559              |
| 9/3/16                | \$2,636              |

Said differentials shall remain in effect only for such time as the requisite number of employees remain in the supervised unit.

iii. No Associate Accountant shall receive both of the differentials in this subsection b. An Associate Accountant who is receiving one of these differentials and who is reclassified into the Tax Auditor series shall have the assignment differentials rolled into the employee's

rate.

c. Group Chief - Special Auditor

i. Incumbents in the title of Associate Tax Auditor when assigned as Group Chief or Special Auditor as described in the class specification shall be paid an assignment differential in the amount stated below in order to bring their annual salary to an amount above the minimum salary for Associate Tax Auditor equal to the amounts stated below. Payment of this pro-rata annual differential shall be continued only for so long as the incumbents continue to perform these duties. This assignment differential does not become part of the basic salary of affected individuals.

| <u>Effective Date</u> | <u>Annual Amount</u> |
|-----------------------|----------------------|
| 3/3/10                | \$10,389             |
| 9/3/16                | \$10,701             |

ii. Incumbents in the title of City Tax Auditor Level II, when assigned as Special Auditor as described in the class specification shall be paid an assignment differential in the amount stated below in order to bring their annual salary to an amount above the minimum salary for Associate Tax Auditor equal to the amounts stated below. Payment of this pro-rata annual differential shall be continued only for so long as the incumbents continue to perform these duties. This assignment differential does not become part of the basic salary of affected individuals. Effective May 6, 2015, this differential shall be eliminated.

| <u>Effective Date</u> | <u>Annual Amount</u> |
|-----------------------|----------------------|
| 3/3/10                | \$10,389             |

iii. Incumbents in the title of City Tax Auditor Level II, III, or IV, when assigned as Group Chief as described in the class specification shall be paid an assignment differential in the amount stated below. Payment of this pro-rata annual differential shall be continued only for so long as the incumbents continue to perform these duties. This assignment differential does not become part of the basic salary of affected individuals.

| <u>Effective Date</u> | <u>Annual Amount</u> |
|-----------------------|----------------------|
| 3/3/10                | \$10,389             |
| 5/6/15                | \$6,500              |
| 9/3/16                | \$6,695              |

NOTE: Incumbent Group Chiefs earning a Group Chief assignment differential other than the amounts listed in Section 10(c)(iii), pursuant to the May 6, 2015 and August 9, 2016 letter agreements regarding the creation of assignment levels III and IV, shall continue to receive such differential and, effective 9/3/16, such differential shall be increased by 3%.



**d. Accountant Hiring Rate**

Employees hired into the title Accountant on or after July 1, 1984, who graduated in the top 25% of their class shall be paid \$1,000 above the minimum.

**Section 11. Service Increments**

The service increment becomes part of each eligible employee's basic salary rate. Service eligibility is related to length of City service in the appropriate occupational group, except that time served as an Assistant Workers Compensation Benefits Examiner (Workers Compensation Benefits Examiner, Level Ia) does not count toward eligibility for the one year service increment for the titles Workers Compensation Benefits Examiner and Associate Worker Compensation Benefits Examiner. An Accountant or Management Auditor who has received a service increment and is subsequently promoted to Associate Accountant or Associate Management Auditor will receive the difference between the increment amounts of the titles. Future eligibility shall be effective 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.

**a. For Employees who had a pensionable service increment on or before 3/3/08:**

(1) Employees in the below listed titles shall receive service increments as follows:

Eligible Titles

Accountant Level I  
City Tax Auditor Level I  
Management Auditor Level I  
Tax Auditor

| <u>Service</u>            | <u>3/3/10</u> | <u>9/3/16</u> |
|---------------------------|---------------|---------------|
| After 3 years of service  | \$2,121       | \$2,185       |
| After 5 years of service  | \$5,234       | \$5,391       |
| (An additional)           | (\$3,113)     | (\$3,206)     |
| After 12 years of service | \$8,079       | \$8,321       |
| (An additional)           | (\$2,845)     | (\$2,930)     |

(2) Employees in the below listed titles shall receive service increments as follows:

Eligible Titles

Associate Accountant  
Accountant Level II  
Associate Business Promotion Coordinator  
Associate Management Auditor  
Business Promotion Coordinator Level I, II, III  
City Tax Auditor Level II, III, and IV  
Management Auditor Level II  
Senior Associate Accountant

| <u>Years of Service</u>   | <u>3/3/10</u> | <u>9/3/16</u> |
|---------------------------|---------------|---------------|
| After 3 years of Service  | \$2,121       | \$2,185       |
| After 5 years of service  | \$5,687       | \$5,858       |
| (An additional)           | (\$3,566)     | (\$3,673)     |
| After 12 years of service | \$8,534       | \$8,790       |
| (An additional)           | (\$2,847)     | (\$2,932)     |

(3) Employees in the below listed titles shall receive service increments as follows:

Eligible Titles

Actuary  
Associate Retirement Benefits Examiner I  
Economist Level I  
Investment Analyst Level I  
Statistician Level I

| <u>Years of Service</u>   | <u>3/3/10</u> | <u>9/3/16</u> |
|---------------------------|---------------|---------------|
| After 3 Years of Service  | \$1,092       | \$1,125       |
| After 5 Years of Service  | \$4,209       | \$4,335       |
| (An additional)           | (\$3,117)     | (\$3,210)     |
| After 12 Years of Service | \$7,262       | \$7,480       |
| (An additional)           | (\$3,053)     | (\$3,145)     |

Eligible Title

Retirement Benefits Examiner

| <u>Years of Service</u>  | <u>3/3/10</u> | <u>9/3/16</u> |
|--------------------------|---------------|---------------|
| After 3 years of service | \$628         | \$647         |
| After 5 years of service | \$3,644       | \$3,753       |
| (An additional)          | (\$3,016)     | (\$3,106)     |

|                           |           |           |
|---------------------------|-----------|-----------|
| After 12 years of service | \$6,602   | \$6,800   |
| (An additional)           | (\$2,958) | (\$3,047) |

((4) Employees in the below listed titles shall receive service increments as follows:

Eligible Titles

Associate Retirement Benefits Examiner II, III  
Economist Level II, III  
Investment Analyst Level II, III  
Principal Retirement Benefits Examiner  
Principal Statistician  
Senior Actuary  
Senior Actuary (Group Chief)  
Senior Economist  
Senior Investment Analyst  
Senior Statistician  
Statistician Level II, III  
Supervising Economist  
Supervising Investment Analyst

| <u>Years of Service</u>   | <u>3/3/10</u> | <u>9/3/16</u> |
|---------------------------|---------------|---------------|
| After 3 Years of Service  | \$1,092       | \$1,1125      |
| After 5 Years of Service  | \$4,664       | \$4,804       |
| (An additional)           | (\$3,572)     | (\$3,679)     |
| After 12 Years of Service | \$7,714       | \$7,945       |
| (An additional)           | (\$3,050)     | (\$3,141)     |

(5) Employees in the below listed title shall receive service increments as follows:

Eligible Title

Income Tax Systems Analyst

| <u>Years of Service</u>   | <u>3/3/10</u> | <u>9/3/16</u> |
|---------------------------|---------------|---------------|
| After 3 years of service  | \$628         | \$647         |
| After 5 years of service  | \$4,099       | \$4,222       |
| (An additional)           | (\$3,471)     | (\$3,575)     |
| After 12 years of service | \$7,054       | \$7,266       |
| (An additional)           | (\$2,955)     | (\$3,044)     |

(6) Employees in the below listed title shall receive service increments as follows:

Eligible Title

Research Assistant

| <u>Years of Service</u>                     | <u>3/3/10</u>      | <u>9/3/16</u>      |
|---|--------------------|--------------------|
| After 3 Years of Service                    | \$809              | \$833              |
| After 5 Years of Service<br>(An Additional) | \$1,623<br>(\$814) | \$1,672<br>(\$839) |

Employees in the above-listed title shall also be entitled to the 15-year longevity increment described in Article III, Section 9.

(7) Employees in the below listed titles shall receive service increments as follows:

Eligible Titles

Assistant Systems Analyst (EDP)  
Systems Analyst (EDP)  
Senior Systems Analyst (EDP)

| <u>Years of Service</u>  | <u>3/3/10</u> | <u>9/3/16</u> |
|--------------------------|---------------|---------------|
| After 3 Years of Service | \$1,748       | \$1,800       |

Employees in the above-listed titles shall also be entitled to the 15-year longevity increment described in Article III, Section 9.

(8) Employees in the below listed title shall receive service increment as follows:

Eligible Titles

Workers Compensation Benefits Examiner Level Ib and II

| <u>Years of Service (See: Note)</u>          | <u>3/3/10</u>         | <u>9/3/16</u>         |
|--|-----------------------|-----------------------|
| After 1 Year of Service                      | \$3,139               | \$3,233               |
| After 3 Years of Service<br>(An additional)  | \$4,232<br>(\$1,093)  | \$4,359<br>(\$1,126)  |
| After 5 Years of Service<br>(An additional)  | \$7,349<br>(\$3,117)  | \$7,569<br>(\$3,210)  |
| After 12 Years of Service<br>(An additional) | \$10,401<br>(\$3,052) | \$10,713<br>(\$3,144) |

Note: Effective June 6, 2004, the above schedule applies after one (1) year of service in Level Ib. Time served in the title that counted toward the longevity differential in Section 12 (2) shall count toward the service increment.

(9) Employees in the below listed title shall receive service increment as follows

Eligible Title

Associate Workers Compensation Benefits Examiner  
Workers Compensation Benefits Examiner, Level III

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| <u>Years of Service</u>   | <u>3/3/10</u> | <u>9/3/16</u> |
|---------------------------|---------------|---------------|
| After 1 year of service   | \$3,139       | \$3,233       |
| After 3 years of service  | \$4,232       | \$4,359       |
| (An additional)           | (\$1,093)     | (\$1,126)     |
| After 5 years of service  | \$7,803       | \$8,037       |
| (An additional)           | (\$3,571)     | (\$3,678)     |
| After 12 years of service | \$10,854      | \$11,180      |
| (An additional)           | (\$3,051)     | (\$3,143)     |

(10) Employees in the below listed title shall receive service increment as follows

Eligible Title

Management Auditor Trainee

| <u>Years of Service</u>   | <u>3/3/10</u> | <u>9/3/16</u> |
|---------------------------|---------------|---------------|
| After 3 years of service  | \$464         | \$478         |
| After 5 years of service  | \$566         | \$583         |
| (An additional)           | (\$102)       | (\$105)       |
| After 12 years of service | \$660         | \$680         |
| (An additional)           | (\$94)        | (\$97)        |

(11) Employees in the below listed title shall receive service increment as follows

Eligible Title

Actuarial Specialist Level I

Hired After January 1, 2000

| <u>Years of Service</u>   | <u>3/3/10</u> | <u>9/3/16</u> |
|---------------------------|---------------|---------------|
| After 3 years of service  | \$1,092       | \$1,125       |
| After 5 years of service  | \$4,437       | \$4,570       |
| (An additional)           | (\$3,345)     | (\$3,445)     |
| After 12 years of service | \$7,490       | \$7,715       |
| (An additional)           | (\$3,053)     | (\$3,145)     |

Actuarial Specialist Level I

Hired Before January 1, 2000

| <u>Years of Service</u>   | <u>3/3/10</u> | <u>9/3/16</u> |
|---------------------------|---------------|---------------|
| After 3 years of service  | \$1,092       | \$1,125       |
| After 5 years of service  | \$4,664       | \$4,804       |
| (An additional)           | (\$3,572)     | (\$3,679)     |
| After 12 years of service | \$7,714       | \$7,945       |
| (An additional)           | (\$3,050)     | (\$3,141)     |

(12) Employees in the below listed titles shall receive service increment as follows:

Associate Tax Auditor  
Senior Accountant  
Supervising Accountant

| <u>Years of Service</u>   | <u>3/3/10</u> | <u>9/3/16</u> |
|---------------------------|---------------|---------------|
| After 3 years of service  | \$1,656       | \$1,706       |
| After 5 years of service  | \$5,121       | \$5,275       |
| (An additional)           | (\$3,465)     | (\$3,569)     |
| After 12 years of service | \$7,873       | \$8,109       |
| (An additional)           | (\$2,752)     | (\$2,834)     |

(13) Employees in the below listed titles shall receive service increment as follows:

Accountant Level I, II  
Accountant (JOP)  
Actuarial Specialist Level I, I-A  
Actuary  
Assistant Accountant  
Assistant Accountant (JOP)  
Assistant Actuary  
Assistant Economist  
Assistant Retirement benefits Examiner  
Assistant Statistician  
Assistant Systems Analyst (Finance)  
Assistant Workers Compensation Benefits Examiner  
Associate Accountant  
Associate Bookkeeper  
Associate Business Promotion Coordinator  
Associate Management Auditor  
Associate Retirement Benefits Examiner  
Associate Tax Auditor  
Associate Workers Compensation Benefits Examiner  
Bookkeeper  
Business Promotion Coordinator Level I, II, III



City Tax Auditor  
 Economist Level I, II, III  
 Investment Analyst Level I, II, III  
 Investment Analyst Trainee  
 Management Auditor Trainee\*  
 Management Auditor Level I, II  
 Principal Retirement benefits Examiner  
 Principal Statistician  
 Retirement Benefits Examiner  
 Senior Accountant  
 Senior Actuary  
 Senior Actuary (Group Chief)  
 Senior Associate Accountant  
 Senior Economist  
 Senior Investment Analyst  
 Senior Statistician  
 Senior Systems Analyst (Finance)  
 Statistician Level I, II, III  
 Supervising Accountant  
 Supervising Economist  
 Senior Investment Analyst  
 Senior Statistician  
 Senior Systems Analyst (Finance)  
 Statistician Level I, II, III  
 Supervising Accountant  
 Supervising Economist  
 Supervising Investment Analyst  
 Systems Analyst (Finance)  
 Tax Auditor  
 Workers Compensation Benefits Examiner

\* Employees in the asterisked title shall also be entitled to the 15-year longevity increment described in Article III, Section 9.

|                           | <u>3/3/10</u> | <u>9/3/16</u> | <u>3/3/17</u> |
|---------------------------|---------------|---------------|---------------|
| <u>Years of Service</u>   |               |               |               |
| After 15 years of service | \$379         | \$390         | \$627         |

**b. For Employees who did not have a Pensionable Service Increment prior to 3/3/08:**

(1) Employees in the below listed titles shall receive service increments as follows:

Eligible Titles

Accountant Level I  
 City Tax Auditor Level I  
 Management Auditor Level I  
 Tax Auditor

| <u>Service</u>            | <u>3/3/10</u> | <u>9/3/16</u> |
|---------------------------|---------------|---------------|
| After 3 years of service  | \$2,237       | \$2,304       |
| After 5 years of service  | \$5,520       | \$5,686       |
| (An additional)           | (\$3,283)     | (\$3,382)     |
| After 12 years of service | \$8,521       | \$8,777       |
| (An additional)           | (\$3,001)     | (\$3,091)     |

(2) Employees in the below listed titles shall receive service increments as follows:

Eligible Titles

Associate Accountant  
 Accountant Level II  
 Associate Business Promotion Coordinator  
 Associate Management Auditor  
 Business Promotion Coordinator Level I, II, III  
 City Tax Auditor Level II, III, and IV  
 Management Auditor Level II  
 Senior Associate Accountant

| <u>Years of Service</u>   | <u>3/3/10</u> | <u>9/3/16</u> |
|---------------------------|---------------|---------------|
| After 3 years of Service  | \$2,237       | \$2,304       |
| After 5 years of service  | \$5,998       | \$6,178       |
| (An additional)           | (\$3,761)     | (\$3,874)     |
| After 12 years of service | \$9,001       | \$9,271       |
| (An additional)           | (\$3,003)     | (\$3,093)     |

(3) Employees in the below listed titles shall receive service increments as follows:

Eligible Titles

Actuary  
 Associate Retirement Benefits Examiner I  
 Economist Level I  
 Investment Analyst Level I  
 Statistician Level I

| <u>Years of Service</u>  | <u>3/3/10</u> | <u>9/3/16</u> |
|--------------------------|---------------|---------------|
| After 3 years of Service | \$1,152       | \$1,187       |
| After 5 years of service | \$4,439       | \$4,572       |

|                           |           |           |
|---------------------------|-----------|-----------|
| (An additional)           | (\$3,287) | (\$3,385) |
| After 12 years of service | \$7,659   | \$7,889   |
| (An additional)           | (\$3,220) | (\$3,317) |

Eligible Title

Retirement Benefits Examiner

| <u>Years of Service</u>   | <u>3/3/10</u> | <u>9/3/16</u> |
|---------------------------|---------------|---------------|
| After 3 years of service  | \$662         | \$682         |
| After 5 years of service  | \$3,843       | \$3,958       |
| (An additional)           | (\$3,181)     | (\$3,276)     |
| After 12 years of service | \$6,963       | \$7,172       |
| (An additional)           | (\$3,120)     | (\$3,214)     |

(4) Employees in the below listed titles shall receive service increments as follows:

Eligible Titles

Associate Retirement Benefits Examiner II, III  
Economist Level II, III  
Investment Analyst Level II, III  
Principal Retirement Benefits Examiner  
Principal Statistician  
Senior Actuary  
Senior Actuary (Group Chief)  
Senior Economist  
Senior Investment Analyst  
Senior Statistician  
Statistician Level II, III  
Supervising Economist  
Supervising Investment Analyst

| <u>Years of Service</u>   | <u>3/3/10</u> | <u>9/3/16</u> |
|---------------------------|---------------|---------------|
| After 3 years of Service  | \$1,152       | \$1,187       |
| After 5 years of service  | \$4,919       | \$5,067       |
| (An additional)           | (\$3,767)     | (\$3,880)     |
| After 12 years of service | \$8,136       | \$8,380       |
| (An additional)           | (\$3,217)     | (\$3,313)     |

(5) Employees in the below listed title shall receive service increments as follows:

Eligible Title

Income Tax Systems Analyst

| <u>Years of Service</u>   | <u>3/3/10</u> | <u>9/3/16</u> |
|---------------------------|---------------|---------------|
| After 3 years of service  | \$662         | \$682         |
| After 5 years of service  | \$4,323       | \$4,453       |
| (An additional)           | (\$3,661)     | (\$3,771)     |
| After 12 years of service | \$7,440       | \$7,663       |
| (An additional)           | (\$3,117)     | (\$3,210)     |

(6) Employees in the below listed title shall receive service increments as follows:

Eligible Title

Research Assistant

| <u>Years of Service</u>  | <u>3/3/10</u> | <u>9/3/16</u> |
|--------------------------|---------------|---------------|
| After 3 years of service | \$853         | \$879         |
| After 5 years of service | \$1,712       | \$1,763       |
| (An Additional)          | (\$859)       | (\$884)       |

Employees in the above-listed title shall also be entitled to the 15-year longevity increment described in Article III, Section 9.

(7) Employees in the below listed titles shall receive service increments as follows:

Eligible Titles

Assistant Systems Analyst (EDP)  
Systems Analyst (EDP)  
Senior Systems Analyst (EDP)

| <u>Years of Service</u>  | <u>3/3/10</u> | <u>9/3/16</u> |
|--------------------------|---------------|---------------|
| After 3 years of service | \$1,844       | \$1,899       |

Employees in the above-listed title shall also be entitled to the 15-year longevity increment described in Article III, Section 9.

(8) Employees in the below listed title shall receive service increment as follows:

Eligible Titles

Workers Compensation Benefits Examiner Levels Ib and II

| <u>Years of Service (See: Note)</u> | <u>3/3/10</u> | <u>9/3/16</u> |
|-------------------------------------|---------------|---------------|
| After 1 year of service             | \$3,311       | \$3,410       |

|                           |           |           |
|---------------------------|-----------|-----------|
| After 3 years of service  | \$4,463   | \$4,597   |
| (An additional)           | (\$1,152) | (\$1,187) |
| After 5 years of service  | \$7,751   | \$7,984   |
| (An additional)           | (\$3,288) | (\$3,387) |
| After 12 years of service | \$10,970  | \$11,299  |
| (An additional)           | (\$3,219) | (\$3,315) |

Note: Effective June 6, 2004, the above schedule applies after one (1) year of service in Level Ib. Time served in the title that counted toward the longevity differential in Section 12 (2) shall count toward the service increment.

(9) Employees in the below listed title shall receive service increment as follows

Eligible Title

Associate Workers Compensation Benefits Examiner  
Workers Compensation Benefits Examiner, Level III

| <u>Years of Service</u>   | <u>3/3/10</u> | <u>9/3/16</u> |
|---------------------------|---------------|---------------|
| After 1 year of service   | \$3,311       | \$3,410       |
| After 3 years of service  | \$4,463       | \$4,597       |
| (An additional)           | (\$1,152)     | (\$1,187)     |
| After 5 years of service  | \$8,230       | \$8,477       |
| (An additional)           | (\$3,767)     | (\$3,880)     |
| After 12 years of service | \$11,448      | \$11,791      |
| (An additional)           | (\$3,218)     | (\$3,314)     |

(10) Employees in the below listed title shall receive service increment as follows

Eligible Title

Management Auditor Trainee

| <u>Years of Service</u>   | <u>3/3/10</u> | <u>9/3/16</u> |
|---------------------------|---------------|---------------|
| After 3 years of service  | \$489         | \$504         |
| After 5 years of service  | \$597         | \$615         |
| (An additional)           | (\$108)       | (\$111)       |
| After 12 years of service | \$696         | \$717         |
| (An additional)           | (\$99)        | (\$102)       |

(11) Employees in the below listed title shall receive service increment as follows

Eligible Title

Actuarial Specialist Level I

| <u>Years of Service</u>   | Hired <u>After</u> January 1, 2000 |               |
|---------------------------|------------------------------------|---------------|
|                           | <u>3/3/10</u>                      | <u>9/3/16</u> |
| After 3 years of service  | \$1,152                            | \$1,187       |
| After 5 years of service  | \$4,680                            | \$4,820       |
| (An additional)           | (\$3,528)                          | (\$3,633)     |
| After 12 years of service | \$7,900                            | \$8,137       |
| (An additional)           | (\$3,220)                          | (\$3,317)     |

Actuarial Specialist Level I

| <u>Years of Service</u>   | Hired <u>Before</u> January 1, 2000 |               |
|---------------------------|-------------------------------------|---------------|
|                           | <u>3/3/10</u>                       | <u>9/3/16</u> |
| After 3 years of service  | \$1,152                             | \$1,187       |
| After 5 years of service  | \$4,919                             | \$5,067       |
| (An additional)           | (\$3,767)                           | (\$3,880)     |
| After 12 years of service | \$8,136                             | \$8,380       |
| (An additional)           | (\$3,217)                           | (\$3,313)     |

(12) Employees in the below listed titles shall receive service increment as follows:

Associate Tax Auditor  
Senior Accountant  
Supervising Accountant

| <u>Years of Service</u>   | <u>3/3/10</u> | <u>9/3/16</u> |
|---------------------------|---------------|---------------|
| After 3 years of service  | \$1,747       | \$1,799       |
| After 5 years of service  | \$5,401       | \$5,563       |
| (An additional)           | (\$3,654)     | (\$3,764)     |
| After 12 years of service | \$8,304       | \$8,553       |
| (An additional)           | (\$2,903)     | (\$2,990)     |

(13) Employees in the below listed titles shall receive service increment as follows:

Accountant Level I, II  
Accountant (JOP)  
Actuarial Specialist Level I, I-A  
Actuary  
Assistant Accountant  
Assistant Accountant (JOP)  
Assistant Actuary  
Assistant Economist



Assistant Retirement benefits Examiner  
Assistant Statistician  
Assistant Systems Analyst (Finance)  
Assistant Workers Compensation Benefits Examiner  
Associate Accountant  
Associate Bookkeeper  
Associate Business Promotion Coordinator  
Associate Management Auditor  
Associate Retirement Benefits Examiner  
Associate Tax Auditor  
Associate Workers Compensation Benefits Examiner  
Bookkeeper  
Business Promotion Coordinator Level I, II, III  
City Tax Auditor  
Economist Level I, II, III  
Investment Analyst Level I, II, III  
Investment Analyst Trainee  
Management Auditor Trainee\*  
Management Auditor Level I, II  
Principal Retirement benefits Examiner  
Principal Statistician  
Retirement Benefits Examiner  
Senior Accountant  
Senior Actuary  
Senior Actuary (Group Chief)  
Senior Associate Accountant  
Senior Economist  
Senior Investment Analyst  
Senior Statistician  
Senior Systems Analyst (Finance)  
Statistician Level I, II, III  
Supervising Accountant  
Supervising Economist  
Senior Investment Analyst  
Senior Statistician  
Senior Systems Analyst (Finance)  
Statistician Level I, II, III  
Supervising Accountant  
Supervising Economist  
Supervising Investment Analyst  
Systems Analyst (Finance)  
Tax Auditor  
Workers Compensation Benefits Examiner

\* Employees in the asterisked title shall also be entitled to the 15-year longevity

increment described in Article III, Section 9.

| <u>Years of Service</u>   | <u>3/3/10</u> | <u>9/3/16</u> | <u>3/3/17</u> |
|---------------------------|---------------|---------------|---------------|
| After 15 years of service | \$400         | \$412         | \$649         |

**Section 12. Longevity Differential**

The longevity differential does not become part of the basic salary rate and shall not be pensionable until the employee has received it for two years. Service eligibility is related to the length of service in the appropriate occupational group. Future eligibility shall be effective on January 1, April 1, July 1, or October 1 following the employee's anniversary date. When an employee receiving a longevity differential is promoted to a title eligible for the service increment in Section 10, the eligibility for the longevity ends and the employee would receive the appropriate service increment.

- a. Employees in the titles listed below shall receive longevity differential payments as follows:

Eligible Titles

Assistant Accountant  
 Assistant Actuary  
 Assistant Economist  
 Asst. Retirement Benefits Examiner  
 Assistant Statistician  
 Associate Bookkeeper  
 Bookkeeper Levels I, II, III

| <u>Years of Service</u>   | <u>3/3/10</u> | <u>9/3/16</u> |
|---------------------------|---------------|---------------|
| After 3 years of service  | \$1,274       | \$1,312       |
| After 5 years of service  | \$3,105       | \$3,198       |
| (An additional)           | (\$1,831)     | (\$1,886)     |
| After 12 years of service | \$4,366       | \$4,497       |
| (An additional)           | (\$1,261)     | (\$1,299)     |

- b. Employees in the titles listed below shall receive longevity differential payments as follows:

Eligible Titles

Certified Applications Developer

Certified Database Administrator  
 Certified Local Area Network Administrator  
 Certified Wide Area Network Administrator  
 Certified IT Administrator (LAN)  
 Certified IT Administrator (WAN)  
 Certified IT Administrator (LAN/WAN)\*  
 Certified IT Developer (Applications)  
 Certified IT Administrator (Database)  
 Computer Associate (Operations)  
 Computer Associate (Software)  
 Computer Service Technician  
 Computer Specialist (Operations)  
 Computer Specialist (Software)  
 Telecommunications Associate Levels I, II, III  
 Telecommunications Associate (Data)  
 Telecommunications Associate (Voice)  
 Telecommunications Specialist  
 Telecommunications Specialist (Data)  
 Telecommunications Specialist (Voice)  
 Supervising Computer Service Technician

\*Eligible effective 5/20/2015

|                          |               |               |
|--------------------------|---------------|---------------|
| <u>Years of Service</u>  | <u>3/3/10</u> | <u>9/3/16</u> |
| After 3 years of service | \$4,512       | \$4,647       |

Employees in the above-listed titles shall also be entitled to the 15 year longevity increment described in Article III, Section 9.

- c. Employee in the titles listed below shall receive longevity differential payments as follows:

Eligible Titles

Computer Aide  
 Computer Programmer Analyst Levels I, II

|                         |               |               |
|-------------------------|---------------|---------------|
| <u>Years of Service</u> | <u>3/3/10</u> | <u>9/3/16</u> |
| After 1 year of service | \$4,509       | \$4,644       |

Employees in the above-listed titles shall also be entitled to the 15-year longevity increment described in Article III, Section 9.

- d. Employee in the title listed below shall receive longevity differential payments as

follows:

Eligible Title

System Administrator (Campaign Finance Board)

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| <u>Years of Service</u>  | <u>3/3/10</u> | <u>9/3/16</u> |
|--------------------------|---------------|---------------|
| After 3 years of service | \$2,252       | \$2,320       |

Employees in the above-listed titles shall also be entitled to the 15-year longevity increment described in Article III, Section 9.

- c. Employees in the titles listed below shall receive longevity differential payments as follows:

Eligible Titles

Research Assistant

| <u>Years of Service</u>   | <u>3/3/10</u> | <u>9/3/16</u> |
|---------------------------|---------------|---------------|
| After 7 years of service  | \$225         | \$232         |
| After 10 years of service | \$450         | \$464         |
| (An additional)           | \$225         | \$232         |

**Section 13. Recurring Increment Payment**

- a. Full-time employees in the below listed titles shall be eligible to receive the Recurring Increment Payments ("RIP") set forth below.

Eligible Titles

Assistant Systems Analyst (Finance)  
Health Information Management Specialist\*  
Systems Analyst (Finance)  
Senior Systems Analyst (Finance)

\*Eligible effective 3/3/17

|                          | 9/2/11           | 9/2/11           | 9/3/11           | 9/3/11           | 9/3/12           | 9/3/12           |
|--------------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| <u>Years of Service</u>  | <u>Increment</u> | <u>Total RIP</u> | <u>Increment</u> | <u>Total RIP</u> | <u>Increment</u> | <u>Total RIP</u> |
| After 3 years of service | \$1,512          | \$1,512          | \$1,527          | \$1,527          | \$1,542          | \$1,542          |

|                          | 9/3/13           | 9/3/13           | 9/3/14           | 9/3/14           | 9/3/2015         | 9/3/2015         |
|--------------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| <u>Years of Service</u>  | <u>Increment</u> | <u>Total RIP</u> | <u>Increment</u> | <u>Total RIP</u> | <u>Increment</u> | <u>Total RIP</u> |
| After 3 years of service | \$1,557          | \$1,557          | \$1,580          | \$1,580          | \$1,620          | \$1,620          |

|                          | 9/3/2016         | 9/3/2016         |
|--------------------------|------------------|------------------|
| <u>Years of Service</u>  | <u>Increment</u> | <u>Total RIP</u> |
| After 3 years of service | \$1,669          | \$1,669          |

- b. Full-time employees in the below listed titles shall be eligible to receive the Recurring RIP set forth below.

Eligible Titles

Certified Applications Developer  
 Certified Database Administrator  
 Certified Local Area Network Administrator  
 Certified Wide Area Network Administrator  
 Sr Systems Analyst – EDP (HMH)  
 Asst Systems Analyst (EDP)  
 Certified It Administrator (Database)  
 Certified It Administrator (LAN)  
 Certified It Administrator (WAN)  
 Certified It Developer (Applications)  
 Computer Aide  
 Computer Associate (Operations)  
 Computer Associate (Software)  
 Computer Programmer Analyst  
 Computer Programmer Analyst Trainee  
 Computer Service Technician  
 Computer Specialist (Operations)  
 Computer Specialist (Software)  
 School Computer Technology Specialist (DOE)  
 Sr Systems Analyst (EDP)  
 Supervising Computer Service Technician  
 Systems Administrator-Cam Fin Bd  
 Systems Analyst (EDP)

Telecommunications Associate (Data)  
 Telecommunications Associate (Voice)  
 Telecommunications Specialist (Data)  
 Telecommunications Specialist (Voice)

| <u>Years of Service</u>  | <u>3/3/17</u><br><u>Increment</u> |
|--------------------------|-----------------------------------|
| After 3 years of service | \$468                             |

- c. Full-time employees in the below title of Research Assistant shall be eligible to receive RIP set forth below.

| <u>Years of Service</u>  | <u>3/3/17</u><br><u>Increment</u> |
|--------------------------|-----------------------------------|
| After 6 years of service | \$389                             |

- d. The RIPs shall be based upon years of City service and shall be paid in addition to the longevity increment set forth in Section 9. 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.

**Section 14. Training Fund**

Effective July 1980, the following Training Fund contributions shall be made to the District Council 37 Education Fund on behalf of each full time per annum employee in a designated class of positions included herein:

- a. For incumbents in all titles in the Computer Operation, Computer Programming and Computer Systems Analysis Occupational Groups and related classes of positions with the exception of incumbents in the titles Assistant Systems Analyst (EDP), Systems Analyst (EDP), and Senior Systems Analyst (EDP):

Twenty-five dollars (\$25) per annum.

- b. For incumbents in all titles in the Accounting, Actuarial, Rent and Rehabilitation, Economist, Statistical and Investment Analysis Occupational Groups and related classes of positions with the exception of incumbents in the titles Assistant Systems Analyst (Finance), Systems Analyst (Finance), Senior Systems Analyst (Finance), Bookkeeper, and Associate Bookkeeper:

The contribution rate shall be determined by dividing the total number of employees in B, above, in the bargaining unit at the time the contribution is made into \$20,000.

This Section shall be subject to the waiver in Article IV, Section 1b of this Contract.



## 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 1995-2001 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 1995-2001 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 1995-2001 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 for eligible part-time per annum, hourly paid, per session and per

diem (including seasonal appointees) whose normal work year is less than a full calendar year, 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 has been 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, as defined in Section 7 of this Article.

**Section 2.**

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

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

All grievances must be presented in writing at all steps in the grievance procedure. For all grievances as defined in Section 1c, 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.

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

**STEP I(a)** - An appeal from an unsatisfactory determination at Step I shall be presented in writing to the person designated by the agency head for such purpose. The appeal must be made within five (5) work days of the receipt of the Step I determination. 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 shall meet

with the employee and/or the Union for review of the grievance and shall issue a determination to the employee and/or the Union by the end of the fifth work day following the day on which the appeal was filed.

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

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

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

The 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 the employee and the Union to submit the underlying dispute to any other administrative or judicial tribunal except for the purpose of enforcing the arbitrator's award.

### **Section 4.**

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

### **Section 5.**

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

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



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

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- STEP B(i)-** If the Employee is not satisfied with the determination at STEP A above then the Employer shall proceed in accordance with the disciplinary procedures set forth in Section 75 of the Civil Service Law or the Rules and Regulations of the Health and Hospitals Corporation. As an alternative, the Union with the consent of the employee may choose to proceed in accordance with the Grievance Procedure set forth in this Agreement, including the right to proceed to binding arbitration pursuant to STEP IV of such Grievance Procedure. As a condition for submitting the matter to the Grievance Procedure the Employee and the Union shall file a written waiver of the right to utilize the procedures available to the employee pursuant to Sections 75 and 76 of the Civil Service Law or the Rules and Regulations of the Health and Hospitals Corporation or any other administrative or judicial tribunal, except for the purpose of enforcing an arbitrator's award, if any. Notwithstanding such waiver, the period of an employee's suspension without pay pending hearing and determination of charges shall not exceed thirty (30) days.
- STEP B(ii) -** If the election is made to proceed pursuant to the Grievance Procedure, an appeal from the determination of STEP A above, shall be made to the agency head or designated representative. The appeal must be made in writing within five (5) work days of the receipt of the determination. The agency head or designated representative shall meet with the employee and the Union for review of the grievance and shall issue a determination to the employee and the Union by the end of the tenth work day following the day on which the appeal was filed. The agency head or designated representative shall have the power to impose the discipline, if any, decided upon, up to and including termination of the accused Employee's employment. In the event of such termination or suspension without pay totaling more than thirty (30) days, the Union with the consent of the grievant may elect to skip STEP C of this Section and proceed directly to STEP D.
- STEP C -** If the grievant is not satisfied with the determination of the agency head or designated representative the grievant or the Union may appeal to the Commissioner of Labor Relations in writing within ten (10) days of the determination of the agency head or designated representative. The Commissioner of Labor Relations shall issue a written reply to the grievant and

the Union within fifteen (15) work days.

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

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**Section 6.**

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

**Section 7.**

Grievances relating to a claimed wrongful disciplinary action taken against a non-competitive employee shall be subject to and governed by the following special procedure:

The provisions contained in this section shall not apply to any of the following categories of employees covered by this contract:

- a. Per diem employees.
- b. Temporary employees.
- c. Probationary employees.
- d. Trainees, provisionals.
- e. Non-competitive employees with less than one year of service in the title.
- f. Competitive class employees.
- g. Employees covered by section 75(1) of the Civil Service Law or Section 7:5:1 of the Rules and Regulations of the Health and Hospitals Corporation.
- h. Non-competitive employees hired under Personnel Rule 3.2.10 or Section 3:3:3 or 3:3:4 of the New York City Health and Hospital Corporation’s Personnel Rules and Regulations

**Step I(n)** - Following the service of written charges upon an employee a conference shall be held with respect to such charges by a person who is designated by the agency head to review such charges. The employee may be represented by 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 decision in writing by the end of the fifth day following the date of the conference.

**Step II(n)** - If the employee is dissatisfied with the decision in the step I above, he may appeal such decision. The appeal must be within five (5) working days of the receipt of such decision. Such appeal shall be treated as a grievance appeal beginning with step II of the Grievance Procedure set forth herein.

## **Section 8.**

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 9.**

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 10.**

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 11.**

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 12.**

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 13.**

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 14.**

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 15.**

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 16. 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 16 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) to raise any objections thereto.
- (3) If a case is not proposed by the Deputy Chairperson for expedited handling, either party may, at any time prior to the scheduling of an arbitration hearing date for such case, request in writing to the other party and to the Deputy Chairperson of Disputes of the Office of Collective Bargaining that said case be submitted to the expedited procedure. The party receiving such request shall have ten business days from the receipt of the request to raise any objections thereto.
- (4) No case shall be submitted to the expedited arbitration process without the mutual agreement of the parties.

ii. **CONDUCT OF HEARINGS:**

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



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

#### **ARTICLE VII - BULLETIN BOARDS: EMPLOYER FACILITIES**

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

#### **ARTICLE VIII - NO STRIKES**

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

#### **ARTICLE IX - CITYWIDE ISSUES**

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

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



## ARTICLE X - UNION ACTIVITY

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

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## 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.

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### **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.

WHEREFORE, we have hereunto set our hands and seals this 16<sup>th</sup> day of December, 2021


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

FOR DISTRICT COUNCIL 37  
AFSCME, AFL-CIO

BY:   
RENEE CAMPION  
Commissioner of Labor Relations

BY:   
HENRY GARRIDO  
Executive Director

FOR NYC HEALTH + HOSPITALS

BY:   
ANDREA G. COHEN  
Senior Vice President and General Counsel

APPROVED AS TO FORM:

BY:   
Eric Eichenholtz  
Acting Corporation Counsel

SUBMITTED TO THE FINANCIAL CONTROL BOARD:

DATE: \_\_\_\_\_

UNIT: Accounting and EDP

TERM: March 3, 2010 to 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 9 of the *2010-2017 Accounting and EDP 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 Rules and Regulations of the New York City Personnel Director 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 3a of this Agreement.
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## 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 13 of the 2010-2017 Accounting and EDP Unit Agreement.

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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.