

CC # 200470 – Actual Salary Ordinance Changes

PART I

SECTION 1: OFFICIALS AND ADMINISTRATORS

Pay Range 1EX

Official Rate Biweekly

BENEFITS AND WELLNESS SUPERVISOR (3) (17)
BUSINESS OPERATIONS MANAGER
COMMERCIAL CORRIDOR MANAGER
COMMERCIAL PROPERTY DISPOSITION MANAGER
DISEASE INTERVENTION SPECIALIST SUPERVISOR (9) (23)
DISTRICT CODE ENFORCEMENT SUPERVISOR (2) (3) (16) (17)
DOULA PROGRAM MANAGER (9) (23)
DPW INVENTORY AND PURCHASING MANAGER
ELECTION SERVICES BUSINESS SYSTEMS COORDINATOR
ENVIRONMENTAL HEALTH SERVICES MANAGER (9) (23)
ERS BUSINESS OPERATIONS ANALYST
FACILITIES MAINTENANCE SUPERVISOR (14) (28)
FIRE DISPATCH ASSISTANT MANAGER (6) (20)
FIRE EQUIPMENT REPAIRS MANAGER (14) (28)
FIRE FLEET AND EQUIPMENT MANAGER (14) (28)
FLEET ACQUISITION MANAGER (4) (18)
FLEET OPERATIONS AND TRAINING MANAGER (4) (18)
GREENHOUSE AND NURSERY MANAGER
HEALTH COMMUNICATION OFFICER (3) (17)
HOUSING REHABILITATION MANAGER (12) (26)
LEGISLATIVE RESEARCH SUPERVISOR
LIBRARY BRANCH MANAGER (13) (27)
MANAGEMENT LIBRARIAN (7) (21)
MEN'S HEALTH MANAGER (9) (23)
MPD SAFETY DIVISION MANAGER
NEIGHBORHOOD IMPROVEMENT PROJECT MANAGER (3) (17)
PAY SERVICES SUPERVISOR (3) (17)
PENSION ACCOUNTING MANAGER
POLICE FACILITIES ASSISTANT MANAGER
PORT FACILITIES SUPERVISOR (10) (24)
PROCUREMENT AND COMPLIANCE MANAGER
PROCUREMENT MANAGER (13) (27)
PUBLIC HEALTH LABORATORY OPERATIONS MANAGER (1) (15)
PUBLIC HEALTH NURSE SUPERVISOR (8) (22)
STRONG BABIES PROGRAM MANAGER (8) (22)
TAX COLLECTION AND ENFORCEMENT COORDINATOR
TELECOMMUNICATIONS SUPERVISOR (5) (19)

TRAFFIC SIGN AND MACHINE SHOP SUPERVISOR (11) (25)
WATER ACCOUNTING MANAGER
WATER CUSTOMER SERVICE MANAGER
WATER DISTRIBUTION CONSTRUCTION MANAGER
WATER METER SERVICES MANAGER
WELL WOMEN'S PROGRAM MANAGER (9) (23)
WIC PROGRAM MANAGER
WORKFORCE PLANNING AND CERTIFICATION SUPERVISOR (3) (17)

Wage Rate:

Hourly	28.11	39.35
Biweekly	2,248.55	3,147.86
Annual	58,462.30	81,844.36

- (1) Recruitment may be up to the midpoint of the range with the approval of DER.
- (2) Recruitment is at:

Biweekly	2,454.23
Annual	63,809.98

- (3) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.
- (4) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being when appropriate, regularly involved in snow and ice control operations which results in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.
- (5) Recruitment is at:

Biweekly	2,729.50
Annual	70,967.00

- (6) Recruitment is at the following rate and may be at any point in the range with the approval of DER and the Chair of the Committee on Finance and Personnel:

Biweekly	2,510.03
Annual	65,260.78

- (7) Recruitment may be up to the following rate with the approval of DER:

Biweekly	2,608.27
Annual	67,815.02

- (8) Recruitment is at:

Biweekly	2,616.19
Annual	68,020.94

- (9) Recruitment is at:

Biweekly	2,454.12
Annual	63,807.12

- (10) Recruitment is at:

Biweekly	2,690.56
Annual	69,954.56

- (11) Recruitment is at:

Biweekly	2,379.86
Annual	61,876.36

(12) Recruitment is at:

Biweekly	2,646.25
Annual	68,802.50

(13) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.

(14) Recruitment is at:

Biweekly	2,612.19
Annual	67,916.94

Resident Wage Incentive:

Hourly	28.95	40.53
Biweekly	2,316.01	3,242.30
Annual	60,216.26	84,299.80

(15) Recruitment may be up to the midpoint of the range with the approval of DER.

(16) Recruitment is at:

Biweekly	2,527.86
Annual	65,724.36

(17) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(18) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being when appropriate, regularly involved in snow and ice control operations which results in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

(19) Recruitment is at:

Biweekly	2,811.39
Annual	73,096.14

(20) Recruitment is at the following rate and may be at any point in the range with the approval of DER and the Chair of the Committee on Finance and Personnel:

Biweekly	2,585.33
Annual	67,218.58

(21) Recruitment may be up to the following rate with the approval of DER:

Biweekly	2,686.52
Annual	69,849.52

(22) Recruitment is at:

Biweekly	2,694.68
Annual	70,061.68

(23) Recruitment is at:

Biweekly	2,527.74
Annual	65,721.24

(24) Recruitment is at:

Biweekly	2,771.28
Annual	72,053.28

(25) Recruitment is at:

Biweekly	2,451.26
Annual	63,732.76

(26) Recruitment is at:

Biweekly	2,725.64
Annual	70,866.64

(27) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.

(28) Recruitment is at:

Biweekly	2,690.56
Annual	69,954.56

SECTION 2: PROFESSIONALS

Pay Range 2CN

Official Rate Biweekly

ACCOUNTANT I (1) (4) (8) (11)
ADMINISTRATIVE SPECIALIST
ARTS PROJECT COORDINATOR (5) (12)
BRANCH LIBRARY SERVICES ASSISTANT (7) (14)
BUILDING MAINTENANCE SUPERVISOR I
BUILDING SERVICES SUPERVISOR
BUSINESS ANALYST
DISABILITY SPECIALIST
DISEASE INTERVENTION SPECIALIST COORDINATOR (5) (12)
DOCUMENT SERVICES SUPERVISOR
EXECUTIVE ADMINISTRATIVE ASSISTANT II
HEALTH INFORMATION SPECIALIST (2) (5) (9) (12)
GRAPHIC DESIGNER – LEAD (5) (12)
LEGISLATIVE ASSISTANT (3) (10)
LIBRARY TECHNICIAN IV (7) (14)
LIBRARY TECHNOLOGY TRAINING COORDINATOR (7) (14)
MEDIA SPECIALIST (6) (13)
MUNICIPAL RESEARCH LIBRARY SERVICES ASSISTANT (7) (14)
NETWORK COORDINATOR – ASSISTANT
OFFICE SUPERVISOR II
PUBLIC HEALTH EDUCATOR II (5) (12)
RECAST PROGRAM COORDINATOR (5) (12)
RENT ASSISTANCE INSPECTOR (6) (13)
RENT ASSISTANCE SPECIALIST II (6) (13)

Wage Rate:

Hourly	19.17	26.84
Biweekly	1,533.87	2,147.11
Annual	39,880.62	55,824.86

(1) Diane Kronberg is authorized to be paid the following biweekly rates:

Biweekly	1,586.35	2,220.57
Annual	41,245.10	57,734.82

(2) Recruitment may be up to the following rate with the approval of DER:

Biweekly	2,025.15
Annual	52,653.90

(3) Recruitment limited to the minimum of the salary grade except as provided for current City employees in Part II of the Salary Ordinance.

(4) Recruitment is at:

Biweekly	1,782.59
Annual	46,347.34

(5) Recruitment is at:

Biweekly	1,748.96
Annual	45,472.96

(6) Recruitment is at:

Biweekly	1,731.26
Annual	45,012.76

(7) Recruitment is at:

Biweekly	1,656.51
Annual	43,069.26

and may be up to the following rate with the approval of DER:

Biweekly	1,779.17
Annual	46,258.42

Resident Wage Incentive:

Hourly	19.75	27.64
Biweekly	1,579.89	2,211.52
Annual	41,077.14	57,499.52

(8) Diane Kronberg is authorized to be paid the following biweekly rates:

Biweekly	1,633.94	2,287.19
Annual	42,482.44	59,466.94

(9) Recruitment may be up to the following rate with the approval of DER:

Biweekly	2,085.90
Annual	54,233.40

(10) Recruitment limited to the minimum of the salary grade except as provided for current City employees in Part II of the Salary Ordinance.

(11) Recruitment is at:

Biweekly	1,836.07
Annual	47,737.82

(12) Recruitment is at:

Biweekly	1,801.43
Annual	46,837.18

(13) Recruitment is at:

Biweekly	1,783.20
Annual	46,363.20

(14) Recruitment is at:

Biweekly	1,706.21
Annual	44,361.46

and may be up to the following rate with the approval of DER:

Biweekly	1,832.55
Annual	47,646.30

Pay Range 2EN

Official Rate Biweekly

ARCHITECTURAL DESIGNER I (1) (17)
ATHLETIC TRAINER
CIVIL ENGINEER I (1) (17)
COMMUNITY OUTREACH SPECIALIST (14) (30)
DOULA
ELECTRICAL ENGINEER I (1) (17)
FIRE PROTECTION ENGINEER I (15) (31)
HOUSING PROGRAMS SPECIALIST (12) (28)
INVESTIGATOR/ADJUSTER (2) (3) (18) (19)
IT SUPPORT SPECIALIST (11) (27)
LABORATORY DATA SPECIALIST (4) (20)
LACTATION COUNSELOR (14) (30)
LEAD PROJECT SPECIALIST
LIBRARIAN II (10) (26)
LIBRARY MARKETING SPECIALIST
MECHANICAL ENGINEER I (1) (17)
MEDIA PRODUCER (6) (22)
PLAN EXAMINER SPECIALIST (7) (23)
PUBLIC HEALTH NURSE 2 (8) (9) (24) (25)
PUBLIC HEALTH SOCIAL WORKER 2 (16) (32)
WATER CHEMIST (5) (21)
WATER TREATMENT PLANT OPERATOR (13) (29)

Wage Rate:

Hourly	21.78	30.49
Biweekly	1,742.53	2,439.48
Annual	45,305.78	63,426.48

(1) Recruitment is at:

Biweekly	1,975.30
Annual	51,357.80

and may be up to the following rate with the approval of DER:

Biweekly	2,245.10
Annual	58,372.60

(2) Steven Carini is authorized to be paid the following biweekly rates:

Biweekly	1,802.13	2,522.97
Annual	46,855.38	65,597.22

(3) Recruitment is at:

Biweekly	2,028.83
Annual	52,749.58

(4) Recruitment is at:

Biweekly	1,950.62
Annual	50,716.12

(5) Recruitment is at the following rate and may be at any rate in the pay range with the approval of DER:

Biweekly	1,810.00
Annual	47,060.00

(6) To be paid the following biweekly rates:

Biweekly	1,925.13	2,474.58
Annual	50,053.38	64,339.08

(7) **Career Ladder Position.** Recruitment rate is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner – Building Inspection of having attained the required skills, job performance and demonstrated competencies:

Biweekly	2,160.38	2,262.92	2,365.46	2,468.00	2,570.54
Annual	56,169.88	58,835.92	61,501.96	64,168.00	66,834.04

(8) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment above minimum is allowed commensurate with experience and credentials with DER approval. Employees will advance at 2% of the employee’s base rate on an annual basis upon certification by the Commissioner of Health of having attained the required job performance, demonstrated competencies, and credentials:

Biweekly	2,142.15	2,439.48
Annual	55,695.90	63,426.48

(9) **Career Ladder Position.** An employee will receive a special attainment rate of \$30 biweekly for a related master’s degree or nursing certification as designated by the Commissioner of Public Health. Certifications must be maintained to continue to receive the additional rate.

(10) Recruitment is at:

Biweekly	1,881.93
Annual	48,930.18

and may be up to the following rate with the approval of DER:

Biweekly	2,021.31
Annual	52,554.06

(11) Recruitment is at the following rate and may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	1,950.62
Annual	50,716.12

(12) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment above minimum is allowed commensurate with experience and credentials with DER approval. Employees will advance to the next rate in the range upon certification by the Commissioner – City Development of having attained and maintained the required skills, job performance and demonstrated competencies:

Biweekly	2,042.62	2,135.33	2,232.25	2,333.56	2,439.48
Annual	53,108.12	55,518.58	58,038.50	60,672.56	63,426.48

(13) Minimum recruitment is at:

Biweekly	1,762.81
Annual	45,833.06

Structured recruitment flexibility based on experience and credentials may be at any point in the range with DER approval.

(14) Recruitment is at:

Biweekly	2,040.15
Annual	53,043.90

(15) Recruitment may be at any rate in the range based on experience and credentials with the approval of DER.

(16) Recruitment is at:

Biweekly	2,142.48
Annual	55,704.48

and may be at any point in the pay range based on experience and credentials with the approval of DER.

Resident Wage Incentive:

Hourly	22.44	31.41
Biweekly	1,794.81	2,512.66
Annual	46,665.06	65,329.16

(17) Recruitment is at:

Biweekly	2,034.56
Annual	52,898.56

and may be up to the following rate with the approval of DER:

Biweekly	2,312.45
Annual	60,123.70

(18) Steven Carini is authorized to be paid the following biweekly rates:

Biweekly	1,856.19	2,598.66
Annual	48,260.94	67,565.16

(19) Recruitment is at:

Biweekly	2,089.69
Annual	54,331.94

(20) Recruitment is at:

Biweekly	2,009.14
Annual	52,237.64

(21) Recruitment is at the following rate and may be at any rate in the pay range with the approval of DER:

Biweekly	1,864.30
Annual	48,471.80

(22) To be paid the following biweekly rates:

Biweekly	1,982.88	2,548.82
Annual	51,554.88	66,269.32

(23) **Career Ladder Position.** Recruitment rate is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner – Building Inspection of having attained the required skills, job performance and demonstrated competencies:

Biweekly	2,225.19	2,330.81	2,436.42	2,542.04	2,647.66
Annual	57,854.94	60,601.06	63,346.92	66,093.04	68,839.16

- (24) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment above minimum is allowed commensurate with experience and credentials with DER approval. Employees will advance at 2% of the employee's base rate on an annual basis upon certification by the Commissioner of Health of having attained the required job performance, demonstrated competencies, and credentials:

Biweekly	2,206.41	2,512.66
Annual	57,366.66	65,329.16

- (25) **Career Ladder Position.** An employee will receive a special attainment rate of \$30 biweekly for a related master's degree or nursing certification as designated by the Commissioner of Public Health. Certifications must be maintained to continue to receive the additional rate.

- (26) Recruitment is at:

Biweekly	1,938.39
Annual	50,398.14

and may be up to the following rate with the approval of DER:

Biweekly	2,081.95
Annual	54,130.70

- (27) Recruitment is at the following rate and may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	2,009.14
Annual	52,237.64

- (28) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment above minimum is allowed commensurate with experience and credentials with DER approval. Employees will advance to the next rate in the range upon certification by the Commissioner – City Development of having attained and maintained the required skills, job performance and demonstrated competencies:

Biweekly	2,103.90	2,199.39	2,299.22	2,403.57	2,512.66
Annual	54,701.40	57,184.14	59,779.72	62,492.82	65,329.16

- (29) Minimum recruitment is at:

Biweekly	1,815.69
Annual	47,207.94

Structured recruitment flexibility based on experience and credentials may be at any point in the range with DER approval.

- (30) Recruitment is at:

Biweekly	2,101.35
Annual	54,635.10

- (31) Recruitment may be at any rate in the range based on experience and credentials with the approval of DER.

- (32) Recruitment is at:

Biweekly	2,206.75
Annual	57,375.50

and may be at any point in the pay range based on experience and credentials with the approval of DER.

Pay Range 2EX

Official Rate Biweekly

ADMINISTRATIVE SPECIALIST – SENIOR
ASSOCIATE PLANNER (2) (5)
ASSOCIATE TRANSPORTATION PLANNER (2) (5)
AUDITOR – SENIOR
BUSINESS ANALYST – SENIOR
CLAIMS ADJUSTER – SENIOR
COMMUNITY OUTREACH LIAISON
CONTINUUM OF CARE SPECIALIST
DEFERRED COMPENSATION PLAN COORDINATOR
DISABILITY SPECIALIST – SENIOR
ENVIRONMENTAL PROJECT COORDINATOR
EQUAL RIGHTS SPECIALIST
HRIS ANALYST (3) (6)
LEGISLATIVE FISCAL ANALYST – ASSOCIATE
MANAGEMENT ACCOUNTANT – SENIOR
MANAGEMENT TRAINEE (1) (4)
NETWORK COORDINATOR ASSOCIATE
SENSITIVE CRIMES PROJECT COORDINATOR
SYSTEMS ANALYST – ASSISTANT (3) (6)
TELECOMMUNICATIONS ANALYST – ASSISTANT

Wage Rate:

Hourly	23.40	30.49
Biweekly	1,871.92	2,439.48
Annual	48,669.92	63,426.48

- (1) Incumbents are limited to the minimum of the pay range.
- (2) Recruitment is at:

Biweekly	1,975.30
Annual	51,357.80

and may be up to the following rate with the approval of DER:

Biweekly	2,245.10
Annual	58,372.60

- (3) Recruitment may be at any rate in the pay range based upon experience and credentials with DER approval.

Resident Wage Incentive:

Hourly	24.10	31.41
Biweekly	1,928.08	2,512.66
Annual	50,130.08	65,329.16

- (4) Incumbents are limited to the minimum of the pay range.
- (5) Recruitment is at:

Biweekly	2,034.56
Annual	52,898.56

and may be up to the following rate with the approval of DER:

Biweekly	2,312.45
Annual	60,123.70

- (6) Recruitment may be at any rate in the pay range based upon experience and credentials with DER approval.

Pay Range 2FX

Official Rate Biweekly

ASSOCIATE AUDITOR (6) (12)
BUDGET AND MANAGEMENT ANALYST – SENIOR
CERTIFICATION AND COMMUNICATIONS COORDINATOR
COMMUNITY OUTREACH PROJECT LIAISON
COMPLIANCE PROGRAMS COORDINATOR
CREATIVE DESIGN AND BRAND SPECIALIST
DIVERSITY RECRUITER
DPW OPERATIONS BUSINESS ANALYST
EVENTS AND OUTREACH COORDINATOR
FINANCE SPECIALIST
FIRE AND POLICE COMMISSION AUDITOR
HUMAN RESOURCES ANALYST – SENIOR (5) (11)
INJURY AND VIOLENCE PREVENTION PROGRAM COORDINATOR
LABOR RELATIONS ANALYST – SENIOR
LEAD PROJECT COORDINATOR (CDBG)
PERMITS AND COMMUNICATIONS SPECIALIST
PERSONNEL ANALYST – SENIOR
PURCHASING AGENT - SENIOR (4) (10)
RESEARCH AND POLICY ANALYST
RECRUITER
SAFETY SPECIALIST – SENIOR (1) (2) (3) (7) (8) (9)
SANITATION PROJECT ANALYST (1) (7)
WATER CLAIMS SPECIALIST
WATER MARKETING SPECIALIST
WORKER’S COMPENSATION ANALYST (5) (11)
WORKFORCE OUTREACH SPECIALIST

Wage Rate:

Hourly	23.40	32.51
Biweekly	1,871.92	2,600.60
Annual	48,669.92	67,615.60

- (1) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

- (2) Recruitment is at:

Biweekly	1,979.57
Annual	51,468.82

- (3) Additional 5% when assigned lead or supervisory assignments.
(4) Recruitment above the minimum based on structured recruitment flexibility subject to approval

- by DER.
- (5) Recruitment may be at any rate in the range with the approval of DER.
 - (6) Recruitment may be at any rate in the pay range based upon experience and credentials with DER approval.

Resident Wage Incentive:

Hourly	24.10	33.48
Biweekly	1,928.08	2,678.62
Annual	50,130.08	69,644.12

- (7) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

- (8) Recruitment is at:

Biweekly	2,038.96
Annual	53,012.96

- (9) Additional 5% when assigned lead or supervisory assignments.
- (10) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.
- (11) Recruitment may be at any rate in the range with the approval of DER.
- (12) Recruitment may be at any rate in the pay range based upon experience and credentials with DER approval.

Pay Range 2GN

Official Rate Biweekly

ARCHITECTURAL DESIGNER II (4) (16)
CIVIL ENGINEER II (4) (16)
CRIME ANALYST (1) (13)
DOULA PROGRAM COORDINATOR
ELECTION SERVICES ADMINISTRATOR
ELECTRICAL ENGINEER II (4) (16)
FIRE PROTECTION ENGINEER II (4) (12) (16) (24)
GIS ANALYST (5) (17)
HOUSING REHABILITATION SPECIALIST (10) (22)
INTELLIGENCE ANALYST (1) (13)
IT SUPPORT SPECIALIST – SENIOR (3) (15)
LANDSCAPE ARCHITECT
LEAD WATER CHEMIST (9) (21)
MECHANICAL ENGINEER II (4) (16)
NEIGHBORHOOD IMPROVEMENT PROJECT INSPECTOR (6) (18)
PROGRAMMER ANALYST (3) (15)
PUBLIC HEALTH NURSE COORDINATOR (2) (8) (14) (20)
SENIOR WATER TREATMENT PLANT OPERATOR (11) (23)
SPECIAL ENFORCEMENT INSPECTOR (6) (7) (18) (19)
WATER QUALITY ANALYST (5) (17)

Wage Rate:

Hourly	24.74	34.65
Biweekly	1,979.57	2,771.65
Annual	51,468.82	72,062.90

- (1) Recruitment is at:

Biweekly	2,086.58
Annual	54,251.08

and may be up to the following rate with the approval of DER and the Chair of the Committee on Finance and Personnel:

Biweekly	2,426.79
Annual	63,096.54

- (2) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance at 2% of the employee’s base rate on an annual basis upon certification by the Commissioner of Health of having attained the required job performance, demonstrated competencies, and credentials:

Biweekly	2,162.85	2,771.65
Annual	56,234.10	72,062.90

- (3) Recruitment is at the following rate and may be at any point in the range with DER and the Chair of the Committee on Finance and Personnel:

Biweekly	2,183.34
Annual	56,766.84

- (4) Recruitment is at:

Biweekly	2,245.10
Annual	58,372.60

- (5) Recruitment is at:

Biweekly	2,183.34
Annual	56,766.84

- (6) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner - Building Inspection of having attained the required skills, job performance, and demonstrated competencies:

Biweekly	2,390.46	2,481.04	2,571.65	2,662.27	2,752.85	2,843.46
Annual	62,151.96	64,507.04	66,862.90	69,219.02	71,574.10	73,929.96

- (7) **Career Ladder Position.** An employee designated as a leadworker by the DNS Commissioner will receive an additional 5% when assigned those functions.

- (8) **Career Ladder Position.** An employee will receive a special attainment rate of \$30 biweekly for a related master’s degree or nursing certification as designated by the Commissioner of Public Health. Certifications must be maintained to continue to receive the additional rate.

- (9) Recruitment is at the following rate and may be at any rate in the pay range with the approval of DER:

Biweekly	2,114.62
Annual	54,980.12

- (10) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment above the minimum is allowed commensurate with experience and credentials with DER approval. Employees will advance to the next rate in the range upon certification by the Commissioner –

City Development of having attained and maintained the required skills, job performance and demonstrated competencies:

Biweekly	2,390.46	2,496.45	2,607.14	2,722.74	2,843.46
Annual	62,151.96	64,907.70	67,785.64	70,791.24	73,929.96

(11) Minimum recruitment is at:

Biweekly	2,202.69
Annual	57,269.94

An employee assigned to peer training by a manager to be paid an additional 5% while performing that function. An employee assigned as ‘Operator in Charge’ by a manager to be paid an addition 7% while performing that function. Structured recruitment flexibility based on experience and credentials may be at any point in the range with DER approval.

(12) Recruitment may be at any rate in the range based on experience and credentials with the approval of DER.

Resident Wage Incentive:

Hourly	25.49	35.69
Biweekly	2,038.96	2,854.80
Annual	53,012.96	74,224.80

(13) Recruitment is at:

Biweekly	2,149.18
Annual	55,878.68

and may be up to the following rate with the approval of DER and the Chair of the Committee on Finance and Personnel:

Biweekly	2,499.59
Annual	64,989.34

(14) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance at 2% of the employee’s base rate on an annual basis upon certification by the Commissioner of Health of having attained the required job performance, demonstrated competencies, and credentials:

Biweekly	2,227.74	2,854.80
Annual	57,921.24	74,224.80

(15) Recruitment is at the following rate and may be at any point in the range with DER and the Chair of the Committee on Finance and Personnel:

Biweekly	2,248.84
Annual	58,469.84

(16) Recruitment is at:

Biweekly	2,312.45
Annual	60,123.70

(17) Recruitment is at:

Biweekly	2,248.84
Annual	58,469.84

(18) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner - Building Inspection of having attained the required skills, job performance, and demonstrated compe-

tencies:

Biweekly	2,462.17	2,555.47	2,648.80	2,742.14	2,835.44	2,928.76
Annual	64,016.42	66,442.22	68,868.80	71,295.64	73,721.44	76,147.76

- (19) **Career Ladder Position.** An employee designated as a leadworker by the DNS Commissioner will receive an additional 5% when assigned those functions.
- (20) **Career Ladder Position.** An employee will receive a special attainment rate of \$30 biweekly for a related master’s degree or nursing certification as designated by the Commissioner of Public Health. Certifications must be maintained to continue to receive the additional rate.
- (21) Recruitment is at the following rate and may be at any rate in the pay range with the approval of DER:

Biweekly	2,178.06
Annual	56,629.56

- (22) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment above the minimum is allowed commensurate with experience and credentials with DER approval. Employees will advance to the next rate in the range upon certification by the Commissioner – City Development of having attained and maintained the required skills, job performance and demonstrated competencies:

Biweekly	2,462.17	2,571.34	2,685.35	2,804.42	2,928.76
Annual	64,016.42	66,854.84	69,819.10	72,914.92	76,147.76

- (23) Minimum recruitment is at:

Biweekly	2,268.77
Annual	58,988.02

An employee assigned to peer training by a manager to be paid an additional 5% while performing that function. An employee assigned as ‘Operator in Charge’ by a manager to be paid an addition 7% while performing that function. Structured recruitment flexibility based on experience and credentials may be at any point in the range with DER approval.

- (24) Recruitment may be at any rate in the range based on experience and credentials with the approval of DER.

Pay Range 2GX

Official Rate Biweekly

ACCOUNTANT III
ACCOUNTING SPECIALIST
ASSOCIATE IT AUDITOR (10) (20)
AUDITOR (10) (20)
BENEFITS SYSTEMS ANALYST (3) (13)
BUDGET AND MANAGEMENT ANALYST – LEAD
BUSINESS OPERATIONS SPECIALIST (8) (18)
COMPTROLLER NETWORK ANALYST
CONTRACT COMPLIANCE OFFICER
DATABASE ASSOCIATE (8) (18)
ECONOMIC DEVELOPMENT SPECIALIST
ENVIRONMENTAL POLICY ANALYST
ENVIRONMENTAL PROJECT COORDINATOR – SENIOR (7) (17)
FINANCIAL SYSTEMS ANALYST

GIS DEVELOPER
GRANT MONITOR
INTERNET SERVICES COORDINATOR
INVESTMENTS AND FINANCIAL SERVICES SPECIALIST (2) (12)
IT PROJECT COORDINATOR (5) (15)
LEGISLATIVE FISCAL ANALYST – SENIOR
LIBRARIAN IV (4) (14)
MANAGEMENT AND ACCOUNTING OFFICER
NETWORK COORDINATOR – SENIOR (1) (3) (11) (13)
PARKING CITATION REVIEW MANAGER
PENSION ACCOUNTING SPECIALIST
PROCUREMENT SPECIALIST (9) (19)
PROGRAM MANAGER
REAL ESTATE SPECIALIST (6) (16)
STAFF ASSISTANT
STAFF ASSISTANT TO THE MAYOR
SYSTEMS ANALYST – ASSOCIATE
TELECOMMUNICATIONS ANALYST – ASSOCIATE
WORKFORCE DEVELOPMENT COORDINATOR

Wage Rate:

Hourly	24.74	34.65
Biweekly	1,979.57	2,771.65
Annual	51,468.82	72,062.90

- (1) Kimberly Berry is authorized to be paid rates consistent with Pay Range 2IN:

Biweekly	2,248.55	3,147.86
Annual	58,462.30	81,844.36

- (2) Recruitment is at:

Biweekly	2,314.33
Annual	60,172.58

- (3) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

- (4) Recruitment is at:

Biweekly	2,138.00
Annual	55,588.00

and may be up to the following rate with the approval of DER:

Biweekly	2,296.40
Annual	59,706.40

- (5) Recruitment is at:

Biweekly	2,183.35
Annual	56,767.10

- (6) Benjamin Timm is authorized at the following rate:

Biweekly	2,792.23
Annual	72,597.98

(7) Tory Kress is authorized at the following rate:

Biweekly	2,800.80
Annual	72,820.80

(8) Recruitment may be at any rate in the pay range with the approval of DER.

(9) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.

(10) Recruitment may be at any rate in the pay range based upon experience and credentials with DER approval.

Resident Wage Incentive:

Hourly	25.49	35.69
Biweekly	2,038.96	2,854.80
Annual	53,012.96	74,224.80

(11) Kimberly Berry is authorized to be paid rates consistent with Pay Range 2IN:

Biweekly	2,316.01	3,242.30
Annual	60,216.26	84,299.80

(12) Recruitment is at:

Biweekly	2,383.76
Annual	61,977.76

(13) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(14) Recruitment is at:

Biweekly	2,202.14
Annual	57,255.64

and may be up to the following rate with the approval of DER:

Biweekly	2,365.29
Annual	61,497.54

(15) Recruitment is at:

Biweekly	2,248.85
Annual	58,470.10

(16) Benjamin Timm is authorized at the following rate:

Biweekly	2,876.00
Annual	74,776.00

(17) Tory Kress is authorized at the following rate:

Biweekly	2,884.82
Annual	75,005.32

(18) Recruitment may be at any rate in the pay range with the approval of DER.

(19) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.

(20) Recruitment may be at any rate in the pay range based upon experience and credentials with DER approval.

Pay Range 2HX

Official Rate Biweekly

ACCOUNTING AND GRANT SPECIALIST (1) (6)
ACCOUNTANT LEAD
ACCOUNTING SUPERVISOR
AUDITOR LEAD
BUSINESS FINANCE OFFICER
BUSINESS SUPPORT LIAISON
BUSINESS SYSTEMS SPECIALIST
BUDGET AND POLICY SPECIALIST
CITY PAYROLL SPECIALIST
COMMUNITY ANALYTICS ANALYST
COMMUNITY OUTREACH COORDINATOR
DATA AND EVALUATION COORDINATOR
DATA COMMUNICATIONS SPECIALIST
FAMILY INJURY AND VIOLENCE PREVENTION MANAGER
FIRE AND POLICE COMMISSION COMPLIANCE AUDITOR
FIRE AND POLICE COMMISSION INVESTIGATOR
FUNCTIONAL APPLICATIONS ANALYST (2) (7)
HUMAN RESOURCES REPRESENTATIVE (4) (9)
INFRASTRUCTURE SERVICES PERSONNEL OFFICER
IT AUDITOR (5) (10)
LABOR RELATIONS REPRESENTATIVE
LEAVE ADMINISTRATION COORDINATOR (4) (9)
LEGISLATIVE FISCAL ANALYST – LEAD
MANAGEMENT SERVICES ANALYST
PUBLIC HEALTH EMERGENCY RESPONSE PLANNING COORDINATOR
RECAST PROGRAM MANAGER (4) (9)
SENIOR AUDITOR (5) (10)
SENIOR PLANNER (3) (8)
SENIOR PLANNER – ARCHITECTURAL DESIGN (3) (8)
STAFF ASSISTANT – COMMON COUNCIL PRESIDENT
STAFF ASSISTANT TO THE MAYOR – SENIOR
SYSTEMS COORDINATOR
VIOLENCE PREVENTION MANAGER
WATER SECURITY MANAGER (1) (6)
WATER WORKS PERSONNEL OFFICER
WORKER’S COMPENSATION SPECIALIST (4) (9)

Wage Rate:

Hourly	26.38	36.93
Biweekly	2,110.18	2,954.08
Annual	54,864.68	76,806.08

- (1) Recruitment may be at any rate in the pay range with the approval of DER.
- (2) Recruitment is authorized up to the following rate with the approval of DER:

Biweekly	2,329.60
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Annual	60,569.60
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(3) Recruitment is at:

Biweekly	2,307.70
Annual	60,000.20

- (4) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.
- (5) Recruitment may be at any rate in the pay range based upon experience and credentials with DER approval.

Resident Wage Incentive:

Hourly	27.17	38.03
Biweekly	2,173.49	3,042.70
Annual	56,510.74	79,110.20

- (6) Recruitment may be at any rate in the pay range with the approval of DER.
- (7) Recruitment is authorized up to the following rate with the approval of DER:

Biweekly	2,399.49
Annual	62,386.74

(8) Recruitment is at:

Biweekly	2,376.93
Annual	61,800.18

- (9) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel
- (10) Recruitment may be at any rate in the pay range based upon experience and credentials with DER approval.

Pay Range 2IN

Official Rate Biweekly

ARCHITECT III (1) (4)
BICYCLE AND PEDESTRIAN COORDINATOR (1) (4)
CIVIL ENGINEER III (2) (5)
ELECTRICAL ENGINEER III (1) (4)
ENGINEERING TECHNICIAN VI (1) (4)
FACILITIES PROJECT COORDINATOR (1) (4)
LAND SURVEYOR (2) (5)
MECHANICAL ENGINEER III (1) (4)
WATER PLANT AUTOMATION CONTROLS ENGINEER (3) (6)

Wage Rate:

Hourly	28.11	39.35
Biweekly	2,248.55	3,147.86
Annual	58,462.30	81,844.36

- (1) Recruitment is at:

Biweekly	2,550.94
Annual	66,324.44

(2) Recruitment is at:

Biweekly	2,550.94
Annual	66,324.44

and may be up to the following rate with the approval of the Department of Employee Relations and the Chair of the Committee on Finance and Personnel:

Biweekly	2,870.00
Annual	74,620.00

(3) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment may be at any step in the range based upon experience and credentials with the approval of DER. Employees will advance to the next rate in the range upon certification by the Commissioner of Public Works as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	2,428.12	2,548.08	2,668.03	2,787.99	2,907.95	3,027.90	3,147.86
Annual	63,131.12	66,250.08	69,368.78	72,487.74	75,606.70	78,725.40	81,844.36

Resident Wage Incentive:

Hourly	28.95	40.53
Biweekly	2,316.01	3,242.30
Annual	60,216.26	84,299.80

(4) Recruitment is at:

Biweekly	2,627.47
Annual	68,314.22

(5) Recruitment is at:

Biweekly	2,627.47
Annual	68,314.22

and may be up to the following rate with the approval of the Department of Employee Relations and the Chair of the Committee on Finance and Personnel:

Biweekly	2,956.10
Annual	76,858.60

(6) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment may be at any step in the range based upon experience and credentials with the approval of DER. Employees will advance to the next rate in the range upon certification by the Commissioner of Public Works as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	2,500.96	2,624.52	2,748.07	2,871.63	2,995.19	3,118.74	3,242.30
Annual	65,024.96	68,237.52	71,449.82	74,662.38	77,874.94	81,087.24	84,299.80

Pay Range 2IX

Official Rate Biweekly

ADA COORDINATOR
ASSISTANT CITY ATTORNEY I (2) (7)
ASSISTANT CITY PAYROLL MANAGER
BUDGET AND MANAGEMENT SPECIAL ASSISTANT

BUSINESS SYSTEMS COORDINATOR
DCD ACCOUNTANT LEAD
EMPLOYEE ASSISTANCE AND RESOURCE COORDINATOR (5) (10)
ENVIRONMENTAL SUSTAINABILITY PROGRAM COORDINATOR
FIRE HEALTH AND SAFETY MANAGER
FISCAL PLANNING SPECIALIST (1) (6)
GIS DEVELOPER – SENIOR
GRANT BUDGET SPECIALIST
INSPECTOR GENERAL (5) (10)
INVESTMENTS AND FINANCIAL SERVICES COORDINATOR
IT SECURITY AND AUDIT COMPLIANCE ANALYST (4) (9)
LIBRARY CONSTRUCTION PROJECT MANAGER (3) (8)
NETWORK ADMINISTRATOR
POLICE OPEN RECORDS LEGAL ADVISOR
PUBLIC HEALTH PLANNER
PUBLIC HEALTH STRATEGIST
STAFF ASSISTANT – SENIOR
SYSTEMS ANALYST – SENIOR (4) (9)
SYSTEMS SECURITY ADMINISTRATOR
TELECOMMUNICATIONS ANALYST – SENIOR
TRADE DEVELOPMENT REPRESENTATIVE (4) (9)
WATER SYSTEMS ANALYST – SENIOR
YOUTH DEVELOPMENT COORDINATOR

Wage Rate:

Hourly	28.11	39.35
Biweekly	2,248.55	3,147.86
Annual	58,462.30	81,844.36

- (1) Recruitment for one position in the DOA-Budget and Management Division authorized up to the following rate with the approval of DER :

Biweekly	2,898.02
Annual	75,348.52

- (2) **Career Ladder Position.** Recruitment is at any rate in the pay range at the discretion of the City Attorney.
- (3) Recruitment is at:

Biweekly	2,454.23
Annual	63,809.98

- (4) Recruitment at any rate in the pay range based upon experience and credentials with the approval of DER.
- (5) Recruitment at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

Resident Wage Incentive:

Hourly	28.95	40.53
Biweekly	2,316.01	3,242.30
Annual	60,216.26	84,299.80

- (6) Recruitment for one position in the DOA-Budget and Management Division authorized up to the following rate with the approval of DER :

Biweekly	2,984.96
Annual	77,608.96

- (7) **Career Ladder Position.** Recruitment is at any rate in the pay range at the discretion of the City Attorney.

- (8) Recruitment is at:

Biweekly	2,527.86
Annual	65,724.36

- (9) Recruitment at any rate in the pay range based upon experience and credentials with the approval of DER.
- (10) Recruitment at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

Pay Range 2JX

Official Rate Biweekly

BUSINESS SYSTEMS ADMINISTRATOR (2) (7)
COMMUNITY ENGAGEMENT AND ACHIEVEMENT COLLABORATIVE MANAGER
DATABASE ANALYST (2) (7)
EARLY CHILDHOOD PROGRAM DIRECTOR (2) (7)
ECONOMIC DEVELOPMENT SPECIALIST – LEAD (4) (9)
EPIDEMIOLOGIST
FUNCTIONAL APPLICATIONS ANALYST – SENIOR (5) (10)
GRANT COMPLIANCE MANAGER
HUMAN RESOURCES COMPLIANCE OFFICER
LABOR RELATIONS OFFICER
MARKETING AND COMMUNICATIONS OFFICER (2) (7)
MAYOR'S LIAISON OFFICER
PRINCIPAL PLANNER (3) (8)
RESOURCE RECOVERY PROGRAM MANAGER (1) (6)
RISK MANAGEMENT AND SAFETY OFFICER (2) (7)
STAFF ASSISTANT MANAGER
STRATEGIC DEVELOPMENT MANAGER
SYSTEMS ANALYST – LEAD
VIOLENCE PREVENTION RESEARCH COORDINATOR

Wage Rate:

Hourly	29.97	41.96
Biweekly	2,397.63	3,356.55
Annual	62,338.38	87,270.30

- (1) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.
- (2) Recruitment at any rate in the pay range with the approval of DER and the Chair of the Com-

mittee on Finance and Personnel.

- (3) Recruitment is at:

Biweekly	2,705.16
Annual	70,334.16

- (4) Dan Casanova is authorized at the following rate:

Biweekly	3,379.34
Annual	87,862.84

- (5) Recruitment may be at any rate in the pay range based upon experience and credentials with DER approval.

Resident Wage Incentive:

Hourly	30.87	43.22
Biweekly	2,469.56	3,457.25
Annual	64,208.56	89,888.50

- (6) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.
- (7) Recruitment at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

- (8) Recruitment is at:

Biweekly	2,786.31
Annual	72,444.06

- (9) Dan Casanova is authorized at the following rate:

Biweekly	3,480.72
Annual	90,498.72

- (10) Recruitment may be at any rate in the pay range based upon experience and credentials with DER approval.

Pay Range 2LX

Official Rate Biweekly

BUDGET AND POLICY MANAGER
CAPITAL AND DEBT SPECIALIST
DEVELOPMENT PROJECTS COORDINATOR
ENVIRONMENTAL SUSTAINABILITY PROGRAM MANAGER
ERS DATABASE ADMINISTRATOR (2) (4)
ERS SERVER ADMINISTRATOR (2) (4)
ERS SOFTWARE DEVELOPER (2) (4)
FMIS PROJECT MANAGER
LEGISLATIVE FISCAL MANAGER
POLICY AND ADMINISTRATION MANAGER
PORT FINANCE AND ADMINISTRATION OFFICER (3) (6)
SYSTEMS ANALYST – PROJECT LEADER
TELECOMMUNICATIONS ANALYST PROJECT LEADER (1) (3)

Wage Rate:

Hourly	34.05	47.67
Biweekly	2,724.12	3,813.63
Annual	70,827.12	99,154.38

(1) Recruitment is authorized up to the following rate with the approval of DER:

Biweekly	3,029.19
Annual	78,758.94

(2) Recruitment may be at any point in the range with DER approval.

(3) Recruitment is at:

Biweekly	2,939.54
Annual	76,428.04

Resident Wage Incentive:

Hourly	35.07	49.10
Biweekly	2,805.84	3,928.04
Annual	72,951.84	102,129.04

(4) Recruitment is authorized up to the following rate with the approval of DER:

Biweekly	3,120.07
Annual	81,121.82

(5) Recruitment may be at any point in the range with DER approval.

(6) Recruitment is at:

Biweekly	3,027.73
Annual	78,720.98

SECTION 5: PARAPROFESSIONALS

Pay Range 5FN

Official Rate Biweekly

ADMINISTRATIVE ASSISTANT III (2) (4)
CLAIMS REPRESENTATIVE
CLINIC OFFICE COORDINATOR (2) (4)
CUSTOMER SERVICES REPRESENTATIVE – LEAD (2) (4)
HEALTH ACCESS ASSISTANT (2) (4)
HEALTH PROJECT ASSISTANT (2) (4)
INTERNET ANALYST – SENIOR
LEAD PROJECT ASSISTANT (2) (4)
PROGRAM ASSISTANT II (1) (2) (3) (4)

Wage Rate:

Hourly	19.48	23.20
Biweekly	1,558.30	1,855.70
Annual	40,515.80	48,248.20

(1) Terri Grote is authorized at the following rate:

Biweekly	2,522.97
Annual	65,597.22

(2) Recruitment is at:

Biweekly	1,636.11
Annual	42,538.86

Resident Wage Incentive:

Hourly	20.06	23.89
Biweekly	1,605.05	1,911.37
Annual	41,731.30	49,695.62

(3) Terri Grote is authorized at the following rate:

Biweekly	2,598.66
Annual	67,565.16

(4) Recruitment is at:

Biweekly	1,685.19
Annual	43,814.94

Pay Range 5HN

Official Rate Biweekly

CERTIFICATION SERVICES SPECIALIST
ELECTION SERVICES COORDINATOR
LICENSE SPECIALIST III
WATER BILLING SPECIALIST

Wage Rate:

Hourly	21.64	24.72
Biweekly	1,731.26	1,977.23
Annual	45,012.76	51,407.98

Resident Wage Incentive:

Hourly	22.29	25.46
Biweekly	1,783.20	2,036.55
Annual	46,363.20	52,950.30

Pay Range 5IN

Official Rate Biweekly

ADMINISTRATIVE ASSISTANT IV (1) (10)

BENEFITS SERVICES SPECIALIST (1) (10)
EMERGENCY COMMUNICATIONS OPERATOR (2) (3) (4) (5) (6) (11) (12) (13) (14) (15)
FIRE DISPATCHER (3) (7) (8) (12) (16) (17)
HUMAN RESOURCES ASSISTANT (1) (10)
LIBRARY SECURITY INVESTIGATOR
PROGRAM ASSISTANT III (1) (10)
REVENUE COLLECTION SPECIALIST (1) (10)
WATER PLANT MAINTENANCE ASSISTANT (9) (18)

Wage Rate:

Hourly	22.28	26.28
Biweekly	1,782.59	2,102.67
Annual	46,347.34	54,669.42

(1) Recruitment is at:

Biweekly	1,837.67
Annual	47,779.42

- (2) Appointment at any rate in the range based upon related emergency communications experience and credentials with the approval of Employee Relations.
- (3) Recruitment is at the minimum of the following range for Emergency Communications Operator and Fire Dispatcher. Appointment may be at any rate in the range based upon related emergency communications experience and credentials with the approval of Employee Relations. An employee who receives a satisfactory performance assessment at the six-month point of the probationary period will be paid at the second increment. An employee who passes the 18-month probation period will be paid at the third increment.

Biweekly	1,666.38	1,782.59	1,857.90	2,192.36
Annual	43,325.88	46,347.34	48,305.40	57,001.36

(4) If an Emergency Communications Operator is assigned continuous peer training duties, that employee is to be paid an additional 5% but at least the minimum in the following range upon certification by the Chief of Police of having attained and maintained the required experience and credentials. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

Biweekly	2,258.13	2,325.87
Annual	58,711.38	60,472.62

If an Emergency Communications Operator is assigned intermittent peer training duties, that employee is to be paid an additional 5% when performing those duties.

(5) If an Emergency Communications Operator is assigned continuous lead worker duties, that employee is to be paid an additional 7% or at least the minimum of the following range upon certification by the Chief of Police of having attained and maintained the required experience and credentials. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

Biweekly	2,345.83	2,600.60
Annual	60,991.58	67,615.60

(6) The Emergency Communications Operators performing telecommunication duties, which are listed at the end of this footnote, are to be paid in the following range:

Biweekly	1,557.72	1,831.07
Annual	40,500.72	47,607.82

If an employee listed below is assigned continuous peer training duties, that employee is to be paid an additional 5% or at least the minimum of the following range upon certification by the Chief of Police of having attained and maintained the required experience and credentials. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

Biweekly	1,886.01	1,942.59
Annual	49,036.26	50,507.34

If an employee listed below is assigned either intermittent peer training or dispatch duties that employee is to be paid an additional 5% or at minimum the following rate when performing those duties.

Biweekly	1,857.90
Annual	48,305.40

Employees with this provision include: Daphynie Barbee-Matthews, Deborah Benavides, Jennifer Boylen, Shemeka Campbell, Michelle Cowan, Marilyn Dejohnett, Beatriz Ferreira, Tenine Fleck, Katherine Fulfer, Yvonne Gagliano-Williams, Katrina Gardner, David Grycowski, Kristin Gutkowski, Jessica Klos, David Lussier, Margaret Marr, Rose McCulla, Loreal McKinley, Timeka Parker, Lina Ramirez, Willie Mae Ray, Vanessa Reed, Corliss Shaw, Nicole Sprewer, Regenia Thomas Love, Jamaica Thompson, Aimee Tolefree, Patrice Toliver, Tina Torrez Cruz, Yvonne Williams, Cindy Wirth, Jasmine Words.

- (7) If a Fire Dispatcher is assigned continuous lead worker duties, that employee is to be paid an additional 5% but at least the minimum in the following range upon certification by the Fire Chief of having attained and maintained the required experience and credentials. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

Biweekly	2,258.13	2,325.88
Annual	58,711.38	60,472.88

- (8) A Fire Dispatcher assigned to Fire Dispatcher – Senior duties to be paid at the following rate while on that assignment:

Biweekly	2,345.83
Annual	60,991.58

- (9) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner of Public Works as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	1,837.65	1,890.65	1,943.65	1,996.65	2,049.65	2,102.65
Annual	47,778.90	49,156.90	50,534.90	51,912.90	53,290.90	54,668.90

Resident Wage Incentive:

Hourly	22.95	27.07
Biweekly	1,836.07	2,165.75
Annual	47,737.82	56,309.50

(10) Recruitment is at:

Biweekly	1,892.80
Annual	49,212.80

- (11) Appointment at any rate in the range based upon related emergency communications experience and credentials with the approval of Employee Relations.
- (12) Recruitment is at the minimum of the following range for Emergency Communications Operator and Fire Dispatcher. Appointment may be at any rate in the range based upon related emergency communications experience and credentials with the approval of Employee Relations. An employee who receives a satisfactory performance assessment at the six-month point of the probationary period will be paid at the second increment. An employee who passes the 18-month probation period will be paid at the third increment.

Biweekly	1,716.37	1,836.07	1,913.64	2,258.13
Annual	44,625.62	47,737.82	49,754.64	58,711.38

- (13) If an Emergency Communications Operator is assigned continuous peer training duties, that employee is to be paid an additional 5% but at least the minimum in the following range upon certification by the Chief of Police of having attained and maintained the required experience and credentials. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

Biweekly	2,325.87	2,395.65
Annual	60,472.62	62,286.90

If an Emergency Communications Operator is assigned intermittent peer training duties, that employee is to be paid an additional 5% when performing those duties.

- (14) If an Emergency Communications Operator is assigned continuous lead worker duties, that employee is to be paid an additional 7% or at least the minimum of the following range upon certification by the Chief of Police of having attained and maintained the required experience and credentials. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

Biweekly	2,416.20	2,678.62
Annual	62,821.20	69,644.12

- (15) The Emergency Communications Operators performing telecommunication duties, which are listed at the end of this footnote, are to be paid in the following range:

Biweekly	1,604.45	1,886.00
Annual	41,715.70	49,036.00

If an employee listed below is assigned continuous peer training duties, that employee is to be paid an additional 5% or at least the minimum of the following range upon certification by the Chief of Police of having attained and maintained the required experience and credentials. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

Biweekly	1,942.59	2,000.87
Annual	50,507.34	52,022.62

If an employee listed below is assigned either intermittent peer training or dispatch duties that employee is to be paid an additional 5% or at least the minimum rate below when performing those duties.

Biweekly	1,913.64
Annual	49,754.64

Employees with this provision include: Daphynie Barbee-Matthews, Deborah Benavides, Jennifer Boylen, Shemeka Campbell, Michelle Cowan, Marilyn Dejohnett, Beatriz Ferreira, Tenine Fleck, Katherine Fulfer, Yvonne Gagliano-Williams, Katrina Gardner, David Grycowski, Kristin Gutkowski, Jessica Klos, David Lussier, Margaret Marr, Rose McCulla, Loreal McKinley, Timeka Parker, Lina Ramirez, Willie Mae Ray, Vanessa Reed, Corliss Shaw, Nicole Sprewer, Regenia Thomas Love, Jamaica Thompson, Aimee Tolefree, Patrice Toliver, Tina Torrez Cruz, Yvonne Williams, Cindy Wirth, Jasmine Words.

- (16) If a Fire Dispatcher is assigned continuous lead worker duties, that employee is to be paid an additional 5% but at least the minimum in the following range upon certification by the Fire Chief of having attained and maintained the required experience and credentials. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

Biweekly	2,325.87	2,395.66
Annual	60,472.62	62,287.16

- (17) A Fire Dispatcher assigned to Fire Dispatcher – Senior duties to be paid at the following rate while on that assignment:

Biweekly	2,416.20
Annual	62,821.20

- (18) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner of Public Works as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	1,892.78	1,947.37	2,001.96	2,056.55	2,111.14	2,165.73
Annual	49,212.28	50,631.62	52,050.96	53,470.30	54,889.64	56,308.98

SECTION 9: HOURLY, PART-TIME, INTERMITTENT

Pay Range 9TX

Official Rate Biweekly

TEMPORARY EPIDEMIOLOGIST (1) (2)

Wage Rate:

Biweekly	2,397.63	3,356.55
Annual	62,338.38	87,270.30

- (1) Recruitment at any point of the range with DER approval.

Resident Wage Incentive:

Biweekly	2,469.56	3,457.25
Annual	64,208.56	89,888.50

(2) Recruitment at any point of the range with DER approval.

Pay Range 9QX

Official Rate Biweekly

MUNICIPAL COURT COMMISSIONER
TEMPORARY DISEASE INTERVENTION SPECIALIST SUPERVISOR (1) (2)

Wage Rate:

Hourly	46.95
Biweekly	3,755.72
Annual	97,648.72

(1) Employees to be paid the following range. Recruitment at any point in the range with DER approval.

Biweekly	1,634.62	2,288.38
Annual	42,500.12	59,497.88

Resident Wage Incentive:

Hourly	48.35
Biweekly	3,868.39
Annual	100,578.14

(2) Employees to be paid the following range. Recruitment at any point in the range with DER approval.

Biweekly	1,683.66	2,357.03
Annual	43,775.16	61,282.78