

CC # 221156 – Actual Salary Ordinance Changes

PART I

SECTION 2: PROFESSIONALS

Pay Range 2CN

Official Rate Biweekly

ADMINISTRATIVE SPECIALIST
ARTS PROJECT COORDINATOR (4) (13)
BUILDING MAINTENANCE SUPERVISOR I
BUILDING SERVICES SUPERVISOR
DOCUMENT SERVICES SUPERVISOR (7) (8) (9) (16) (17) (18)
EXECUTIVE ADMINISTRATIVE ASSISTANT II
GRAPHIC DESIGNER – LEAD (4) (13)
LEGISLATIVE ASSISTANT (2) (11)
LIBRARIAN ASSOCIATE (7) (8) (16) (17)
LIBRARY COPY CATALOGING SPECIALIST (7) (8) (16) (17)
LIBRARY NOW PROGRAM SPECIALIST (4) (13)
LIBRARY REFERENCE ASSISTANT (7) (8) (16) (17)
LIBRARY TECHNOLOGY TRAINING COORDINATOR (6) (8) (15) (17)
MEDIA SPECIALIST (5) (14)
MUNICIPAL RESEARCH LIBRARY SERVICES ASSISTANT (6) (8) (15) (17)
NETWORK COORDINATOR – ASSISTANT
OFFICE SUPERVISOR II
PUBLIC HEALTH EDUCATOR II (4) (13)
RECORDS SERVICES SUPERVISOR (7) (8) (16) (17)
RENT ASSISTANCE INSPECTOR (5) (14)
RENT ASSISTANCE SPECIALIST II (5) (14)

Wage Rate:

Hourly	19.56	27.38
Biweekly	1,564.55	2,190.05
Annual	40,678.30	56,941.30

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

Biweekly	1,618.08	2,264.98
Annual	42,070.08	58,889.48

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

- (3) Recruitment is at:

Biweekly	1,818.24
Annual	47,274.24

- (4) Recruitment is at:

Biweekly	1,783.94
Annual	46,382.44

(5) Recruitment is at:

Biweekly	1,765.89
Annual	45,913.14

(6) Recruitment is at:

Biweekly	1,689.64
Annual	43,930.64

(7) Recruitment is at:

Biweekly	1,902.69
Annual	49,469.94

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

(9) An employee possessing an ICRM certification to be paid an additional 3%.

Resident Wage Incentive:

Hourly	20.14	28.20
Biweekly	1,611.49	2,255.75
Annual	41,898.74	58,649.50

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

Biweekly	1,666.62	2,332.93
Annual	43,332.12	60,656.18

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

(12) Recruitment is at:

Biweekly	1,872.79
Annual	48,692.54

(13) Recruitment is at:

Biweekly	1,837.46
Annual	47,773.96

(14) Recruitment is at:

Biweekly	1,818.87
Annual	47,290.62

(15) Recruitment is at:

Biweekly	1,740.33
Annual	45,248.58

(16) Recruitment is at:

Biweekly	1,959.77
Annual	50,954.02

(17) Appointment may be at any rate in the pay range with the approval of DER

(18) An employee possessing an ICRM certification to be paid an additional 3%.

Pay Range 2EN

Official Rate Biweekly

ABSENTEE SERVICES COORDINATOR (13) (14) (30) (31)
ARCHITECTURAL DESIGNER I (1) (13) (15) (18) (30) (32)
CIVIL ENGINEER I (1) (9) (13) (18) (26) (30)
COMMUNITY OUTREACH SPECIALIST (12) (29)
DISEASE INTERVENTION SPECIALIST 2 (13) (14) (30) (31)
DOULA
ELECTION ADMINISTRATIVE SERVICES COORDINATOR (13) (14) (30) (31)
ELECTION SERVICES FIELD COORDINATOR (13) (14) (30) (31)
ELECTRICAL ENGINEER I (1) (9) (13) (18) (26) (30)
FATHERHOOD INVOLVEMENT SPECIALIST 2 (13) (14) (30) (31)
FIRE PROTECTION ENGINEER I (13) (30)
HOUSING PROGRAMS SPECIALIST (10) (13) (27) (30)
IT SUPPORT SPECIALIST (3) (13) (20) (30)
LABORATORY DATA SPECIALIST (12) (13) (29) (30)
LACTATION COUNSELOR (12) (29)
LEAD PROJECT SPECIALIST
LIBRARIAN I (8) (13) (25) (30)
LIBRARY CIRCULATION SERVICES COORDINATOR (3) (13) (20) (30)
LIBRARY MARKETING SPECIALIST
LIBRARY SECURITY INVESTIGATOR (13) (17) (30) (34)
LIBRARY SERVICES COORDINATOR (3) (13) (16) (20) (30) (33)
LIBRARY TECHNICAL SERVICES COORDINATOR (3) (13) (20) (30)
LIBRARY VOLUNTEER COORDINATOR (13) (17) (30) (34)
MECHANICAL ENGINEER I (1) (9) (13) (18) (26) (30)
MEDIA PRODUCER (4) (21)
PARALEGAL (2) (13) (19) (30)
PLAN EXAMINER SPECIALIST (5) (22)
PUBLIC HEALTH NURSE 2 (6) (7) (13) (23) (24) (30)
PUBLIC HEALTH SOCIAL WORKER 2 (13) (14) (30) (31)
WATER TREATMENT PLANT OPERATOR (11) (13) (28) (30)

Wage Rate:

Hourly	22.22	31.10
Biweekly	1,777.38	2,488.27
Annual	46,211.88	64,695.02

(1) Recruitment is at:

Biweekly	2,312.42
Annual	60,122.92

(2) Recruitment is at:

Biweekly	2,218.88
Annual	57,690.88

(3) Recruitment is at:

Biweekly	1,989.63
Annual	51,730.38

(4) Recruitment is at the minimum of the following range:

Biweekly	1,963.63	2,524.07
Annual	51,054.38	65,625.82

(5) Recruitment is at:

Biweekly	2,488.27	2,621.95
Annual	64,695.02	68,170.70

(6) Recruitment is at the minimum of the following range:

Biweekly	2,184.99	2,488.27
Annual	56,809.74	64,695.02

(7) 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.

(8) Recruitment is at:

Biweekly	2,243.41
Annual	58,328.66

(9) An employee possessing a Professional Engineer License to be paid an additional 3%.

(10) Recruitment is at the minimum of the following range:

Biweekly	2,290.54	2,488.27
Annual	59,554.04	64,695.02

(11) Recruitment is at:

Biweekly	1,798.07
Annual	46,749.82

(12) Recruitment is at:

Biweekly	2,080.95
Annual	54,104.70

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

(14) Recruitment is at:

Biweekly	2,185.33
Annual	56,818.58

(15) An employee possessing a Registered Architect License to be paid an additional 3%.

(16) Additional one-time \$400 incentive for completing reference coursework.

(17) Recruitment is at:

Biweekly	1,990.65
Annual	51,756.90

Resident Wage Incentive:

Hourly	22.88	32.04
Biweekly	1,830.70	2,562.92
Annual	47,598.20	66,635.92

(18) Recruitment is at:

Biweekly	2,381.79
Annual	61,926.54

(19) Recruitment is at:

Biweekly	2,285.45
Annual	59,421.70

(20) Recruitment is at:

- | | |
|----------|-----------|
| Biweekly | 2,049.32 |
| Annual | 53,282.32 |
- (21) Recruitment is at the minimum of the following range:
- | | | |
|----------|-----------|-----------|
| Biweekly | 2,022.54 | 2,599.79 |
| Annual | 52,586.04 | 67,594.54 |
- (22) Recruitment is at:
- | | | |
|----------|-----------|-----------|
| Biweekly | 2,562.92 | 2,700.61 |
| Annual | 66,635.92 | 70,215.86 |
- (23) Recruitment is at the minimum of the following range:
- | | | |
|----------|-----------|-----------|
| Biweekly | 2,250.54 | 2,562.92 |
| Annual | 58,514.04 | 66,635.92 |
- (24) 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.
- (25) Recruitment is at:
- | | |
|----------|-----------|
| Biweekly | 2,310.71 |
| Annual | 60,078.46 |
- (26) An employee possessing a Professional Engineer License to be paid an additional 3%.
- (27) Recruitment is at the minimum of the following range:
- | | | |
|----------|-----------|-----------|
| Biweekly | 2,359.26 | 2,562.92 |
| Annual | 61,340.76 | 66,635.92 |
- (28) Recruitment is at:
- | | |
|----------|-----------|
| Biweekly | 1,852.01 |
| Annual | 48,152.26 |
- (29) Recruitment is at:
- | | |
|----------|-----------|
| Biweekly | 2,143.38 |
| Annual | 55,727.88 |
- (30) Appointment may be at any rate in the pay range with the approval of DER.
- (31) Recruitment is at:
- | | |
|----------|-----------|
| Biweekly | 2,250.89 |
| Annual | 58,523.14 |
- (32) An employee possessing a Registered Architect License to be paid an additional 3%.
- (33) Additional one-time \$400 incentive for completing reference coursework.
- (34) Recruitment is at:
- | | |
|----------|-----------|
| Biweekly | 2,050.37 |
| Annual | 53,309.62 |

Pay Range 2GN

Official Rate Biweekly

ARCHITECTURAL DESIGNER II (4) (12) (15) (23) (31) (34)
BENEFITS SERVICE COORDINATOR (15) (18) (34) (37)
CIVIL ENGINEER II (4) (5) (15) (23) (24) (34)
CRIME ANALYST (1) (11) (20) (30)
DISEASE INTERVENTION SPECIALIST COORDINATOR (14) (15) (33) (34)

DOULA PROGRAM COORDINATOR (15) (16) (34) (35)
ELECTRICAL ENGINEER II (4) (5) (15) (23) (24) (34)
FIRE PROTECTION ENGINEER II (17) (36)
GIS ANALYST (3) (22)
HOUSING REHABILITATION SPECIALIST (6) (15) (25) (34)
HRIS AUDIT COORDINATOR (14) (18) (19) (34) (37) (38)
INTELLIGENCE ANALYST (1) (11) (20) (30)
IT SUPPORT SPECIALIST – SENIOR (3) (11) (22) (30)
LEAD PROGRAM INFORMATION SPECIALIST (15) (34)
LIBRARIAN III (13) (15) (32) (34)
MECHANICAL ENGINEER II (4) (5) (15) (23) (24) (34)
MECHANICAL PLAN EXAMINER II (17) (36)
NEIGHBORHOOD IMPROVEMENT PROJECT INSPECTOR (6) (25)
PLAN EXAMINER II (17) (36)
PROGRAMMER ANALYST (3) (11) (22) (30)
PUBLIC HEALTH NURSE COORDINATOR (2) (8) (21) (27)
SENIOR WATER TREATMENT PLANT OPERATOR (10) (15) (29) (34)
SPECIAL ENFORCEMENT INSPECTOR (6) (7) (25) (26)
TEST ADMINISTRATION COORDINATOR (15) (18) (34) (37)

Wage Rate:

Hourly	25.24	35.34
Biweekly	2,019.16	2,827.08
Annual	52,498.16	73,504.08

(1) Recruitment is at:

Biweekly	2,128.31
Annual	55,336.06

(2) Recruitment is at the minimum of the following range:

Biweekly	2,206.11	2,827.08
Annual	57,358.86	73,504.08

(3) Recruitment is at:

Biweekly	2,227.01
Annual	57,902.26

(4) Recruitment is at:

Biweekly	2,543.69
Annual	66,135.94

(5) An employee possessing a Professional Engineer License to be paid an additional 3%.

(6) Recruitment is at the minimum of the following range:

Biweekly	2,438.27	2,900.33
Annual	63,395.02	75,408.58

(7) An employee designated as a lead worker by the DNS Commissioner will receive an additional 5% when assigned those functions.

(8) 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:

Biweekly	2,391.65
Annual	62,182.90

(10) Recruitment is at:

Biweekly	2,246.74
Annual	58,415.24

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. An employee assigned as ‘Operator in Charge’ and to peer training by a manager to be paid an additional 12% of their base rate while performing those functions.

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

(12) An employee possessing a Registered Architect License to be paid an additional 3%.

(13) Recruitment is at:

Biweekly	2,568.48
Annual	66,780.48

(14) Recruitment is at:

Biweekly	2,455.22
Annual	63,835.72

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

(16) Recruitment is at:

Biweekly	2,175.15
Annual	56,553.90

(17) Recruitment is at:

Biweekly	2,827.08
Annual	73,504.08

(18) Recruitment is at:

Biweekly	2,451.12
Annual	63,729.12

(19) To be paid rates consistent with a promotion to a HRIS Analyst in Pay Range 2IX when assigned to perform the work of a HRIS Analyst.

Resident Wage Incentive:

Hourly	26.00	36.40
Biweekly	2,079.73	2,911.89
Annual	54,072.98	75,709.14

(20) Recruitment is at:

Biweekly	2,192.16
Annual	56,996.16

(21) Recruitment is at the minimum of the following range:

Biweekly	2,272.29	2,911.89
Annual	59,079.54	75,709.14

(22) Recruitment is at:

Biweekly	2,293.82
Annual	59,639.32

(23) Recruitment is at:

Biweekly	2,619.99
Annual	68,119.74

(24) An employee possessing a Professional Engineer License to be paid an additional 3%.

(25) Recruitment is at the minimum of the following range:

Biweekly	2,511.42	2,987.34
Annual	65,296.92	77,670.84

(26) An employee designated as a lead worker by the DNS Commissioner will receive an additional 5% when assigned those functions.

(27) 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.

(28) Recruitment is at:

Biweekly	2,463.40
Annual	64,048.40

(29) Recruitment is at:

Biweekly	2,314.14
Annual	60,167.64

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. An employee assigned as 'Operator in Charge' and to peer training by a manager to be paid an additional 12% of their base rate while performing those functions.

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

(31) An employee possessing a Registered Architect License to be paid an additional 3%.

(32) Recruitment is at:

Biweekly	2,645.53
Annual	68,783.78

(33) Recruitment is at:

Biweekly	2,528.88
Annual	65,750.88

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

(35) Recruitment is at:

Biweekly	2,240.40
Annual	58,250.40

(36) Recruitment is at:

Biweekly	2,911.89
Annual	75,709.14

(37) Recruitment is at:

Biweekly	2,524.65
Annual	65,640.90

(38) To be paid rates consistent with a promotion to a HRIS Analyst in Pay Range 2IX when assigned to perform the work of a HRIS Analyst.

Pay Range 2IX

Official Rate Biweekly

ADA COORDINATOR
ASSISTANT CITY ATTORNEY I (2) (14)
ASSOCIATE AUDITOR (1) (4) (13) (16)
ATHLETIC TRAINER (1) (4) (13) (16)
BENEFITS SYSTEMS ANALYST (4) (10) (16) (22)
BUDGET AND FISCAL POLICY ANALYST I (1) (4) (13) (16)
BUSINESS ANALYST (1) (4) (13) (16)
BUSINESS FINANCE OFFICER (1) (4) (13) (16)
BUSINESS SYSTEMS COORDINATOR
COMMUNITY VIOLENCE PREVENTION MANAGER (4) (11) (16) (23)
DISABILITY SPECIALIST (1) (4) (13) (16)
EMERGENCY COMMUNICATIONS BUSINESS INTELLIGENCE ANALYST (1) (4) (13) (16)
ENVIRONMENTAL SUSTAINABILITY PROGRAM COORDINATOR
FAMILY VIOLENCE PREVENTION MANAGER (4) (11) (16) (23)
FINANCE SPECIALIST (1) (4) (13) (16)
GIS DEVELOPER – SENIOR
HRIS ANALYST (4) (10) (16) (22)
HUMAN RESOURCES ANALYST (1) (4) (13) (16)
INSPECTOR GENERAL (5) (17)
INVESTIGATOR / ADJUSTER (1) (4) (13) (16)
INVESTMENTS AND FINANCIAL SERVICES SPECIALIST (1) (4) (13) (16)
IT SECURITY AND AUDIT COMPLIANCE ANALYST (4) (16)
LEGISLATIVE ANALYST – ASSOCIATE (1) (4) (13) (16)
LIBRARY CONSTRUCTION PROJECT MANAGER (3) (15)
MANAGEMENT SERVICES ANALYST (1) (4) (13) (16)
NETWORK ADMINISTRATOR
PENSION SPECIALIST (1) (4) (13) (16)
PUBLIC HEALTH PLANNER
PUBLIC HEALTH STRATEGIST (4) (9) (16) (21)
PUBLIC SAFETY GEOGRAPHIC INFORMATION ANALYST (5) (17)
PURCHASING AGENT (1) (4) (13) (16)
RECAST PROGRAM MANAGER (4) (11) (16) (23)
SAFETY SPECIALIST (1) (4) (12) (13) (16) (24)
SENIOR PLANNER (4) (6) (7) (8) (16) (18) (19) (20)
SENIOR PLANNER – URBAN DESIGN (4) (6) (7) (16) (18) (19)
STAFF ASSISTANT – SENIOR
SUICIDE PREVENTION MANAGER (4) (11) (16) (23)
SYSTEMS ANALYST – SENIOR (4) (16)
SYSTEMS SECURITY ADMINISTRATOR
TELECOMMUNICATIONS ANALYST – SENIOR
TEST ADMINISTRATION SPECIALIST (4) (10) (16) (22)
TRADE DEVELOPMENT REPRESENTATIVE (4) (16)
WATER CLAIMS SPECIALIST (1) (4) (13) (16)
WATER SYSTEMS ANALYST – SENIOR
WORKFORCE GRANT SPECIALIST (1) (4) (13) (16)
WORKFORCE OUTREACH SPECIALIST (1) (4) (13) (16)
YOUTH DEVELOPMENT COORDINATOR

Wage Rate:

Hourly	28.67	40.14
Biweekly	2,293.52	3,210.82
Annual	59,631.52	83,481.32

(1) Recruitment is at:

Biweekly	2,522.85
Annual	65,594.10

(2) Appointment may be at any rate in the pay range at the discretion of the City Attorney.

(3) Recruitment is at:

Biweekly	2,503.31
Annual	65,086.06

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

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

(6) Recruitment is at:

Biweekly	2,798.05
Annual	72,749.30

(7) An employee possessing an AICP certification to be paid an additional 3%.

(8) An employee who is an APT Recognized Professional shall be paid an additional 3%.

(9) Recruitment is at:

Biweekly	2,434.69
Annual	63,301.94

(10) Recruitment is at:

Biweekly	2,612.62
Annual	67,928.12

(11) Recruitment is at:

Biweekly	2,735.92
Annual	71,133.92

(12) 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.

Resident Wage Incentive:

Hourly	29.53	41.34
Biweekly	2,362.33	3,307.14
Annual	61,420.58	85,985.64

(13) Recruitment is at:

Biweekly	2,598.54
Annual	67,562.04

(14) Appointment may be at any rate in the pay range at the discretion of the City Attorney.

(15) Recruitment is at:

Biweekly	2,578.41
Annual	67,038.66

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

(17) Appointment 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) Recruitment is at:

Biweekly	2,881.99
Annual	74,931.74

(19) An employee possessing an AICP certification to be paid an additional 3%.

(20) An employee who is an APT Recognized Professional shall be paid an additional 3%.

(21) Recruitment is at:

Biweekly	2,507.73
Annual	65,200.98

(22) Recruitment is at:

Biweekly	2,691.00
Annual	69,966.00

(23) Recruitment is at:

Biweekly	2,818.00
Annual	73,268.00

(24) 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.

SECTION 3: TECHNICIANS

Pay Range 3BN

Official Rate Biweekly

GEOGRAPHIC INFORMATION TECHNICIAN I
SANITATION INSPECTOR (1) (2) (3) (4)

Wage Rate:

Hourly	16.23	19.60
Biweekly	1,298.61	1,568.05
Annual	33,763.86	40,769.30

(1) Recruitment is at:

Biweekly	1,422.20
Annual	36,977.20

(2) Employees will receive an additional 5% when performing special assignments.

Resident Wage Incentive:

Hourly	16.72	20.19
Biweekly	1,337.57	1,615.09
Annual	34,776.82	41,992.34

(3) Recruitment is at:

Biweekly	1,464.86
Annual	38,086.36

(4) Employees will receive an additional 5% when performing special assignments.

PART II

SECTION 5: PROMOTIONS AND SPECIAL PAY PRACTICES

C. Pay Equity Adjustments: In order to establish flexibility to address internal equity problems, the Department of Employee Relations is authorized to recommend pay equity salary adjustments at the request of appointing authorities for employees holding positions in the Officials and Administrators (Section 1), Professionals (Section 2), Technicians (Section 3), Protective Service Workers (Section 4) with the exception of represented sworn employees, Paraprofessionals (Section 5), Administrative Support (Section 6), Skilled Craft (Section 7), and Service and Maintenance (Section 8).

Equity adjustments may be requested when an employee is being compensated at a rate of pay that is below the rate of a newer employee with less experience performing similar work within the same department. Such adjustment is to be administered per the guidelines created and maintained by the Department of Employee Relations.