



Department of Employee Relations

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March 10, 2023

To: The City Service Commission
 From: Andrea Knickerbocker, Human Resources Manager
 Subject: Probationary Period Recommendations for Reclassified Positions

The following positions are being recommended for reclassification at the March 14, 2023 meeting of the City Service Commission. Accordingly, we make the following recommendations related to the probationary period.

Assessor's Office

Current	Recommended
Program Assistant II PR 5FN (\$42,153 - \$50,197) FN: Recruitment rate of \$44,257 FN: Appointment at any rate in the pay range with the approval of DER (One Position)	Program Assistant III PR 5IN (\$48,220 - \$56,878) FN: Recruitment rate of \$49,710 (One Position)
No new probationary period is recommended as the current incumbent has been performing the duties and responsibilities for some time.	

Health

Current	Recommended
Public Health Nurse 3 PR 2FN (\$50,245 - \$70,347) FN: Recruitment is at \$64,567. FN: \$30 biweekly special attainment rate for a related master's degree or nursing certification. (31 Positions) (9 ARPA Positions)	Public Health Nurse 3 PR 2IN (\$60,824 - \$85,151) FN: Recruitment is at \$76,491 FN: \$30 biweekly special attainment rate for a related master's degree or nursing certification. (31 Positions) (9 ARPA Positions)
Public Health Nurse 2 PR 2EN (\$47,136 - \$65,989) FN: Recruitment is at \$57,946 FN: \$30 biweekly special attainment rate for a related master's degree or nursing certification. (Underfill Title)	Public Health Nurse 2 PR 2HN (\$57,081 - \$79,909) FN: Recruitment is at \$71,487 FN: \$30 biweekly special attainment rate for a related master's degree or nursing certification. (Underfill Title)
Public Health Nurse 1 PR 2DN (\$44,217 - \$61,902) FN: Recruitment is at \$49,506 FN: \$30 biweekly special attainment rate for a related master's degree or nursing certification. (Underfill Title)	Public Health Nurse 1 PR 2GN (\$53,548 - \$74,974) FN: Recruitment is at \$66,810 FN: \$30 biweekly special attainment rate for a related master's degree or nursing certification. (Underfill Title)
No new probationary periods are recommended as this is a labor market study only.	

Health

Current	Recommended
Public Health Social Worker 3 PR 2FN (\$50,245 - \$70,347) FN: Recruitment is at \$60,852 (Seven Positions) (Four ARPA Positions)	Public Health Social Worker 3 PR 2HN (\$57,081 - \$79,909) FN: Recruitment is at \$72,781 (Seven Positions) (Four ARPA Positions)
Public Health Social Worker 2 PR 2EN (\$47,136 - \$65,989) FN: Recruitment is at \$57,468 (Underfill Title)	Public Health Social Worker 2 PR 2GN (\$53,548- \$74,974) FN: Recruitment is at \$68,020 (Underfill Title)
Public Health Social Worker 1 PR 2DN (\$44,217 - \$61,902) FN: Recruitment is at \$55,195 (Underfill Title)	Public Health Social Worker 1 PR 2FN (\$50,245 - \$70,347) FN: Recruitment is at \$63,570 (Underfill Title)
Fatherhood Involvement Specialist 3 PR 2FN (\$50,245 - \$70,347) FN: Recruitment is at \$60,852 (Three Positions)	Fatherhood Involvement Specialist 3 PR 2HN (\$57,081 - \$79,909) FN: Recruitment is at \$72,060 FN: An employee possessing a Social Worker Certification to be paid an additional 1% and is subject to the max of the pay range. (Three Positions)
Fatherhood Involvement Specialist 2 PR 2EN (\$47,136 - \$65,989) FN: Recruitment is at \$57,468 (Underfill Title)	Fatherhood Involvement Specialist 2 PR 2GN (\$53,548- \$74,974) FN: Recruitment is at \$67,373 FN: An employee possessing a Social Worker Certification to be paid an additional 1% and is subject to the max of the pay range. (Underfill Title)
Fatherhood Involvement Specialist 1 PR 2DN (\$44,217 - \$61,902) FN: Recruitment is at \$55,195 (Underfill Title)	Fatherhood Involvement Specialist 1 PR 2FN (\$50,245 - \$70,347) FN: Recruitment is at \$62,941 FN: An employee possessing a Social Worker Certification to be paid an additional 1% and is subject to the max of the pay range. (Underfill Title)
No new probationary periods are recommended as this is a labor market study only.	

Municipal Court

Current	Recommended
Programmer Analyst PR 2GN (\$53,548 - \$74,974) FN: Recruitment rate of \$59,060 FN: Appointment at any rate in the pay range with the approval of DER and Chair of Finance and Personnel (Two Positions)	Court Applications and Software Developer PR 2LX (\$73,688 - \$103,160) FN: Recruitment rate of \$81,056 (Two Positions)
No new probationary periods are recommended as one position is vacant and the incumbent of the other position has been performing the duties and responsibilities for some time.	