

# CC #191061– Actual Salary Ordinance Changes

## PART I

### SECTION 1: OFFICIALS AND ADMINISTRATORS

#### Pay Range 1HX

Official Rate Biweekly

ADMINISTRATIVE SERVICES MANAGER
ASSISTANT DIRECTOR – LIBRARY OPERATIONS (1) (6)
ASSOCIATE DIRECTOR
BUDGET AND MANAGEMENT REPORTING MANAGER
BUILDING CODES ENFORCEMENT MANAGER – COMMERCIAL (1) (6)
BUSINESS SYSTEMS MANAGER (2) (7)
CITY PAYROLL MANAGER
DATABASE ADMINISTRATOR
ELECTION SERVICES MANAGER
ELECTRICAL SERVICES MANAGER – SENIOR (4) (9)
FACILITIES MANAGER
FIRE AND POLICE COMMISSION OPERATIONS MANAGER
FLEET OPERATIONS MANAGER
FLEET REPAIRS MANAGER
GIS DEVELOPER – PROJECT LEADER
HEALTH BUDGET AND ADMINISTRATION MANAGER (1) (6)
HUMAN RESOURCES ADMINISTRATOR
IT PROJECT MANAGER
LEGISLATIVE REFERENCE BUREAU MANAGER (5) (10)
LIBRARY PUBLIC SERVICES AREA MANAGER
LICENSE DIVISION MANAGER
POLICE BUDGET AND ADMINISTRATION MANAGER
REAL ESTATE DEVELOPMENT SERVICES MANAGER
SANITATION AREA MANAGER
TAX BILLING AND COLLECTION MANAGER
URBAN FORESTRY DISTRICT MANAGER
WATER PLANT AUTOMATION MANAGER (3) (8)

#### Wage Rate:

Hourly	34.05	47.67
<b>Biweekly</b>	<b>2,724.12</b>	<b>3,813.63</b>
Annual	70,827.12	99,154.38

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

Biweekly	3,314.96
Annual	86,188.96

(3) Recruitment is at:

Biweekly	3,210.81
Annual	83,481.06

(4) Recruitment is at the following rate and may be at any point in the range with DER approval:

Biweekly	3,202.76
Annual	83,271.76

(5) Recruitment is at:

Biweekly	3,230.77
Annual	84,000.02

**Resident Wage Incentive:**

Hourly	35.07	49.10
<b>Biweekly</b>	<b>2,805.84</b>	<b>3,928.04</b>
Annual	72,951.84	102,129.04

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

(7) Recruitment is at:

Biweekly	3,414.41
Annual	88,774.66

(8) Recruitment is at:

Biweekly	3,307.13
Annual	85,985.38

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

Biweekly	3,298.84
Annual	85,769.84

(10) Recruitment is at:

Biweekly	3,327.69
Annual	86,519.94

**SECTION 2: PROFESSIONALS**

**Pay Range 2EN**

Official Rate Biweekly

ARCHITECTURAL DESIGNER I (1) (16)
ATHLETIC TRAINER
CIVIL ENGINEER I (1) (16)
COMMUNITY OUTREACH SPECIALIST (14) (29)
DOULA
ELECTRICAL ENGINEER I (1) (16)
FIRE PROTECTION ENGINEER (15) (30)

HOUSING PROGRAMS SPECIALIST (12) (27)
INVESTIGATOR/ADJUSTER (2) (3) (17) (18)
IT SUPPORT SPECIALIST (11) (26)
LABORATORY DATA SPECIALIST (4) (19)
LACTATION COUNSELOR (14) (29)
LEAD PROJECT SPECIALIST
LIBRARIAN II (10) (25)
LIBRARY MARKETING SPECIALIST
MECHANICAL ENGINEER I (1) (16)
MEDIA PRODUCER (6) (21)
PLAN EXAMINER SPECIALIST (7) (22)
PUBLIC HEALTH NURSE 2 (8) (9) (23) (24)
TRAFFIC CONTROL ENGINEER I (1) (16)
WATER CHEMIST (5) (20)
WATER TREATMENT PLANT OPERATOR (13) (28)

**Wage Rate:**

Hourly	21.78	30.49
<b>Biweekly</b>	<b>1,742.53</b>	<b>2,439.48</b>
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.

**Resident Wage Incentive:**

Hourly	22.44	31.41
<b>Biweekly</b>	<b>1,794.81</b>	<b>2,512.66</b>
Annual	46,665.06	65,329.16

(16) 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

(17) 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

(18) Recruitment is at:

Biweekly	2,089.69
Annual	54,331.94

(19) Recruitment is at:

Biweekly	2,009.14
Annual	52,237.64

(20) 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

(21) To be paid the following biweekly rates:

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

(22) **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

(23) **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

(24) **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.

(25) 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

(26) 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

(27) **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

(28) 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.

(29) Recruitment is at:

Biweekly	2,101.35
Annual	54,635.10

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

## Pay Range 2FN

Official Rate Biweekly

CHEMIST (5) (13)
ELECTION SERVICES OFFICE ADMINISTRATOR
ENVIRONMENTAL HEALTH COORDINATOR (8) (16)
ENVIRONMENTAL RISK OFFICER (1) (9)
FIRE DISPATCHER – SENIOR (6) (14)
LIBRARIAN III (7) (15)
MECHANICAL PLAN EXAMINER II (2) (10)
MICROBIOLOGIST (5) (13)
PLAN EXAMINER II (2) (10)
PUBLIC HEALTH NURSE 3 (3) (4) (11) (12)
VIROLOGIST (5) (13)
WATER MICROBIOLOGIST (5) (13)

## Wage Rate:

Hourly	23.22	32.51
<b>Biweekly</b>	<b>1,857.47</b>	<b>2,600.60</b>
Annual	48,294.22	67,615.60

- (1) **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	2,039.77	2,151.92	2,264.08	2,376.23	2,488.42	2,600.58
Annual	53,034.02	55,949.92	58,866.08	61,781.98	64,698.92	67,615.08

- (2) **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	2,554.73	2,656.92	2,757.88
Annual	66,422.98	69,079.92	71,704.88

- (3) **Career Ladder Position.** Recruitment is at 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	2,386.92	2,600.60
Annual	62,059.92	67,615.60

- (4) **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.

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

- (6) **Career Ladder Position.** Minimum recruitment is at the minimum of the following range. A Fire Dispatcher – Senior will advance to the appropriate increment in the following range upon certification by the Fire Chief as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	2,345.83	2,469.93	2,600.60
Annual	60,991.58	64,218.18	67,615.60

- (7) Recruitment is at:

Biweekly	2,006.12
Annual	52,159.12

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

Biweekly	2,154.74
Annual	56,023.24

- (8) Recruitment is at:

Biweekly	2,286.54
Annual	59,450.04

**Resident Wage Incentive:**

Hourly	23.91	33.48
<b>Biweekly</b>	<b>1,913.19</b>	<b>2,678.62</b>
Annual	49,742.94	69,644.12

- (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 – Building Inspection of having attained the required skills, job performance and demonstrated competencies:

Biweekly	2,100.96	2,216.48	2,332.00	2,447.52	2,563.07	2,678.60
Annual	54,624.96	57,628.48	60,632.00	63,635.52	66,639.82	69,643.60

- (10) **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	2,631.37	2,736.63	2,840.62
Annual	68,415.62	71,152.38	73,856.12

- (11) **Career Ladder Position.** Recruitment is at 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	2,458.53	2,678.62
Annual	63,921.78	69,644.12

- (12) **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.

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

- (14) **Career Ladder Position.** Minimum recruitment is at the minimum of the following range. A Fire Dispatcher – Senior will advance to the appropriate increment in the following range upon certification by the Fire Chief as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	2,416.20	2,544.03	2,678.62
Annual	62,821.20	66,144.78	69,644.12

- (15) Recruitment is at:

Biweekly	2,066.30
Annual	53,723.80

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

Biweekly	2,219.38
Annual	57,703.88

- (16) Recruitment is at:

Biweekly	2,355.14
Annual	61,233.64

## Pay Range 2GN

Official Rate Biweekly

ARCHITECTURAL DESIGNER II (4) (16)
CIVIL ENGINEER II (4) (16)
CRIME ANALYST (1) (13)
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)
TRAFFIC CONTROL ENGINEER II (4) (16)
WATER QUALITY ANALYST (5) (17)

**Wage Rate:**

Hourly	24.74	34.65
<b>Biweekly</b>	<b>1,979.57</b>	<b>2,771.65</b>
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
<b>Biweekly</b>	<b>2,038.96</b>	<b>2,854.80</b>
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 competencies:

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 2JN

Official Rate Biweekly

FIRE PROTECTION ENGINEER III (4)(8)
MECHANICAL PLAN EXAMINER III (1) (5)
MICROBIOLOGIST – LEAD (3) (7)
PLAN EXAMINER III (1) (2) (5) (6)

**Wage Rate:**

Hourly	29.97	41.96
<b>Biweekly</b>	<b>2,397.63</b>	<b>3,356.55</b>
Annual	62,338.38	87,270.30

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

Biweekly	2,705.15	2,813.73	2,922.31	3,030.88	3,139.46	3,248.04	3,356.54
Annual	70,333.90	73,156.98	75,980.06	78,802.88	81,625.96	84,449.04	87,270.04

- (2) **Career Ladder Position.** An employee selected as the Team Leader for the Arena Project by the DNS Commissioner will receive an additional 7% while holding that position.  
 (3) Recruitment may be at any rate in the pay range with the approval of DER.  
 (4) Recruitment is at the following rate and may be at any rate in the range based on experience and credentials with the approval of DER:

Biweekly	2,705.15
Annual	70,333.90

**Resident Wage Incentive:**

Hourly	30.87	43.22
<b>Biweekly</b>	<b>2,469.56</b>	<b>3,457.25</b>
Annual	64,208.56	89,888.50

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

Biweekly	2,786.30	2,898.14	3,009.98	3,121.81	3,233.64	3,345.48	3,457.24
Annual	72,443.80	75,351.64	78,259.48	81,167.06	84,074.64	86,982.48	89,888.24

- (6) **Career Ladder Position.** An employee selected as the Team Leader for the Arena Project by the DNS Commissioner will receive an additional 7% while holding that position.  
 (7) Recruitment may be at any rate in the pay range with the approval of DER.  
 (8) Recruitment is at the following rate and may be at any rate in the range based on experience and credentials with the approval of DER:

Biweekly	2,786.30
Annual	72,443.80