

CC # 200399 – Actual Salary Ordinance Changes

PART I

SECTION 2: PROFESSIONALS

Pay Range 2FX

Official Rate Biweekly

ASSOCIATE AUDITOR (6) (12)
BUDGET AND MANAGEMENT ANALYST – SENIOR
CERTIFICATION AND COMMUNICATIONS COORDINATOR
CLAIMS ADJUSTER SPECIALIST
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
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 2HX

Official Rate Biweekly

ACCOUNTING AND GRANT SPECIALIST (1) (6)
ACCOUNTANT LEAD
ACCOUNTING SUPERVISOR
AUDITOR LEAD
BENEFITS AND WELLNESS COORDINATOR (4) (9)
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
EMPLOYEE ASSISTANCE AND RESOURCE COORDINATOR
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

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
Annual	60,569.60

- (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
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- (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.

SECTION 5: PARAPROFESSIONALS

Pay Range 5IN

Official Rate Biweekly

ADMINISTRATIVE ASSISTANT IV (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 9AN

Official Rate Daily

ELECTION INSPECTOR (1)

Rate:

Daily	130.00
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- (1) Election Inspector to receive an additional \$15.00 for each instruction class attended prior to each election.

Pay Range 9AX

Official Rate Biweekly

TEMPORARY DATA AND EVALUATION COORDINATOR (1) (4)

TEMPORARY PUBLIC HEALTH STRATEGIST (2) (5)
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TEMPORARY PUBLIC RELATIONS SPECIALIST (3) (6)

Wage Rate:

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

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

Biweekly	2,110.18	2,954.08
Annual	54,864.68	76,806.08

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

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

Biweekly	1,979.57	2,771.65
Annual	51,468.82	72,062.90

Resident Wage Incentive:

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

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

Biweekly	2,173.49	3,042.70
Annual	56,510.74	79,110.20

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

Biweekly	2,038.96	2,854.80
Annual	53,012.96	74,224.80

Pay Range 9EN

Official Rate Hourly

TEMPORARY PROGRAM ASSISTANT I
TEMPORARY ADMINISTRATIVE ASSISTANT II (1) (2)

Wage Rate:

Hourly	19.47
Biweekly	1,557.72
Annual	40,500.72

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

Biweekly	1,455.01	1,610.13
Annual	37,830.26	41,863.38

Resident Wage Incentive:

Hourly	20.06
Biweekly	1,604.45
Annual	41,715.70

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

Biweekly	1,498.68	1,658.43
Annual	38,965.16	43,119.18

Pay Range 9HN

Official Rate Hourly

TEMPORARY ELECTION SERVICES OFFICE ADMINISTRATOR
TEMPORARY MICROBIOLOGIST (1) (2)

Wage Rate:

Hourly	23.22
Biweekly	1,857.47
Annual	48,294.22

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

Biweekly	1,857.47	2,600.60
Annual	48,294.22	67,615.60

Resident Wage Incentive:

Hourly	23.91
Biweekly	1,913.19
Annual	49,742.94

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

Biweekly	1,913.19	2,678.62
Annual	49,742.94	69,644.12

Pay Range 9RN

Official Rate Biweekly

TEMPORARY ADMINISTRATIVE ASSISTANT III (3) (7)
TEMPORARY DISEASE INTERVENTION SPECIALIST COORDINATOR (1) (5)
TEMPORARY GRAPHIC DESIGNER II (4) (8)
TEMPORARY HUMAN RESOURCES ANALYST (2) (6)

Wage Rate:

Biweekly	1,748.96	2,147.11
Annual	45,472.96	55,824.86

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

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

Biweekly	1,636.11	1,855.70
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Annual	42,538.86	48,248.20
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- (4) Employees to be paid in the following range. Recruitment at any point in the range with DER approval.

Biweekly	1,682.03	2,015.04
Annual	43,732.78	52,391.04

Resident Wage Incentive:

Biweekly	1,801.43	2,211.52
Annual	46,837.18	57,499.52

- (5) Recruitment at any point of the range with DER approval.
 (6) Employees to be paid in 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

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

Biweekly	1,685.19	1,911.37
Annual	43,814.94	49,695.62

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

Biweekly	1,732.49	2,075.49
Annual	45,044.74	53,962.74