



# THE CITY RECORD

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## THE CITY RECORD

**BILL DE BLASIO**

Mayor

**LISETTE CAMILO**

Commissioner, Department of Citywide  
Administrative Services

**JANAE C. FERREIRA**

Editor, The City Record

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## PUBLIC HEARINGS AND MEETINGS

See Also: Procurement; Agency Rules

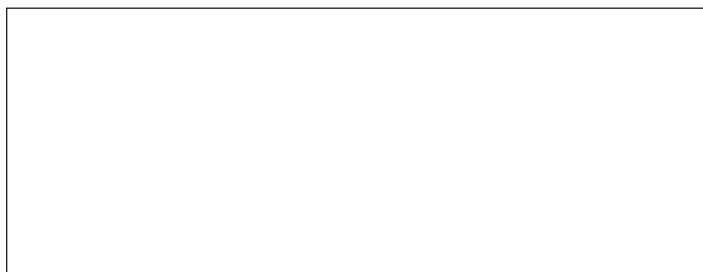
## COMMUNITY BOARDS

### ■ PUBLIC HEARINGS

NOTICE IS HEREBY GIVEN that the following matter has been scheduled for public hearing by Community Board:

BOROUGH OF MANHATTAN

COMMUNITY BOARD NO. 06 - Monday, June 28, 2021, at 6:30 P.M.,



on Zoom. A link to the hearing on Zoom can be found here: [https://zoom.us/webinar/register/WN\\_zLJ-YSu0Gev\\_Htjuaw](https://zoom.us/webinar/register/WN_zLJ-YSu0Gev_Htjuaw)

A public hearing with respect to a ULURP application by Commodore Owner LLC and the Department of Citywide Administrative Services for a zoning text amendment (N 210416 ZRM), special permits (210412 ZSM, 210413 ZSM, 210414 ZSM, 210415 ZSM), certifications and disposition of City-owned property (210417 PPM), to facilitate the construction of a new 1,646 ft tall, 2.25 million sf, office and hotel building at 109 East 42nd Street/175 Park Avenue.

j8-28

## BOARD OF EDUCATION RETIREMENT SYSTEM

### ■ NOTICE

The Board of Education Retirement System Board of Trustees Meeting will be held, on Thursday, June 24, 2021, from 4:00 - 6:00 P.M. via Webex. If you would like to, attend this meeting, please contact BERS Executive Director, Sanford Rich, at [Srich4@Bers.nyc.gov](mailto:Srich4@Bers.nyc.gov).

j16-24

## HOUSING AUTHORITY

### ■ MEETING

Because of the ongoing COVID-19 health crisis and in relation to Governor Andrew Cuomo's Executive Orders, the Board Meeting of the New York City Housing Authority, scheduled for Wednesday, June 30, 2021, at 10:00 A.M., will be limited to viewing the livestream or listening, via phone, instead of attendance in person.

For public access, the meeting will be streamed live on NYCHA's

Website, <http://nyc.gov/nycha> and <http://on.nyc.gov/boardmeetings>, or can be accessed by calling (646) 558-8656 using Webinar ID: 822 7060 5738 and Passcode: 3881717485.

For those wishing to provide public comment, pre-registration is required, via email, to [corporate.secretary@nycha.nyc.gov](mailto:corporate.secretary@nycha.nyc.gov), or by contacting (212) 306-6088, no later than 5:00 P.M., on the day prior to the Board Meeting. When pre-registering, please provide your name, development or organization name, contact information and item you wish to comment on. You will then be contacted with instructions for providing comment.

Comments are limited to the items on the Calendar.

Speaking time will be limited to three minutes. Speakers will provide comment in the order in which the requests to comment are received. The public comment period will conclude upon all speakers being heard, or at the expiration of 30 minutes allotted for public comment, whichever occurs first.

Copies of the Calendar will be available on NYCHA's Website, no earlier than 24 hours before the upcoming Board Meeting. Copies of the Minutes will also be available on NYCHA's Website, no earlier than 3:00 P.M., on the Thursday following the Board Meeting.

Any changes to the schedule will be posted here and on NYCHA's Website, at <http://www1.nyc.gov/site/nycha/about/board-calendar.page>, to the extent practicable, at a reasonable time before the meeting.

For additional information, please visit NYCHA's Website, or contact (212) 306-6088.

j9-30

## PROPERTY DISPOSITION

### CITYWIDE ADMINISTRATIVE SERVICES

#### SALE

The City of New York in partnership with PropertyRoom.com posts vehicle and heavy machinery auctions online every week, at: <https://www.propertyroom.com/s/nyc+fleet>

All auctions are open, to the public and registration is free.

Vehicles can be viewed in person, at:  
Kenben Industries Ltd., 1908 Shore Parkway, Brooklyn, NY 11214  
Phone: (718) 802-0022

No previous arrangements or phone calls are needed to preview.  
Hours are Monday and Tuesday from 10:00 A.M. – 2:00 P.M.

f23-a4

### OFFICE OF CITYWIDE PROCUREMENT

#### SALE

The Department of Citywide Administrative Services, Office of Citywide Procurement is currently selling surplus assets on the Internet. Visit <http://www.publicsurplus.com/sms/nycdcas.ny/browse/home>

To begin bidding, simply click on 'Register' on the home page.

There are no fees to register. Offerings may include but are not limited to: office supplies/equipment, furniture, building supplies, machine tools, HVAC/plumbing/electrical equipment, lab equipment, marine equipment, and more.

Public access to computer workstations and assistance with placing bids is available, at the following locations:

- DCAS Central Storehouse, 66-26 Metropolitan Avenue, Middle Village, NY 11379
- DCAS, Office of Citywide Procurement, 1 Centre Street, 18th Floor, New York, NY 10007

j4-j30

## HOUSING PRESERVATION AND DEVELOPMENT

### PUBLIC HEARINGS

All Notices Regarding Housing Preservation and Development Dispositions of City-Owned Property appear in the Public Hearing Section.

j4-d30

## PROCUREMENT

### "Compete To Win" More Contracts!

**Thanks to a new City initiative - "Compete To Win" - the NYC Department of Small Business Services offers a new set of FREE services to help create more opportunities for minority and Women-Owned Businesses to compete, connect and grow their business with the City. With NYC Construction Loan, Technical Assistance, NYC Construction Mentorship, Bond Readiness, and NYC Teaming services, the City will be able to help even more small businesses than before.**

- Win More Contracts, at [nyc.gov/competetowin](http://nyc.gov/competetowin)

*"The City of New York is committed to achieving excellence in the design and construction of its capital program, and building on the tradition of innovation in architecture and engineering that has contributed to the City's prestige as a global destination. The contracting opportunities for construction/construction services and construction-related services that appear in the individual agency listings below reflect that commitment to excellence."*

### HHS ACCELERATOR

To respond to human services Requests for Proposals (RFPs), in accordance with Section 3-16 of the Procurement Policy Board Rules of the City of New York ("PPB Rules"), vendors must first complete and submit an electronic prequalification application using the City's Health and Human Services (HHS) Accelerator System. The HHS Accelerator System is a web-based system maintained by the City of New York for use by its human services Agencies to manage procurement. The process removes redundancy by capturing information about boards, filings, policies, and general service experience centrally. As a result, specific proposals for funding are more focused on program design, scope, and budget.

Important information about the new method

- Prequalification applications are required every three years.
- Documents related to annual corporate filings must be submitted on an annual basis to remain eligible to compete.
- Prequalification applications will be reviewed to validate compliance with corporate filings, organizational capacity, and relevant service experience.
- Approved organizations will be eligible to compete and would submit electronic proposals through the system.

The Client and Community Service Catalog, which lists all Prequalification service categories and the NYC Procurement Roadmap, which lists all RFPs to be managed by HHS Accelerator may be viewed, at <http://www.nyc.gov/html/hhsaccelerator/html/roadmap/roadmap.shtml>. All current and prospective vendors should frequently review information listed on roadmap to take full advantage of upcoming opportunities for funding.

### Participating NYC Agencies

HHS Accelerator, led by the Office of the Mayor, is governed by an Executive Steering Committee of Agency Heads who represent the following NYC Agencies:

- Administration for Children's Services (ACS)
- Department for the Aging (DFTA)
- Department of Consumer Affairs (DCA)
- Department of Corrections (DOC)
- Department of Health and Mental Hygiene (DOHMH)
- Department of Homeless Services (DHS)
- Department of Probation (DOP)
- Department of Small Business Services (SBS)

Department of Youth and Community Development (DYCD)  
 Housing and Preservation Department (HPD)  
 Human Resources Administration (HRA)  
 Office of the Criminal Justice Coordinator (CJC)

To sign up for training on the new system, and for additional information about HHS Accelerator, including background materials, user guides and video tutorials, please visit [www.nyc.gov/hhsaccelerator](http://www.nyc.gov/hhsaccelerator)

**ADMINISTRATION FOR CHILDREN'S SERVICES**

■ AWARD

*Human Services/Client Services*

**TREATMENT FAMILY FOSTER CARE** - Negotiated Acquisition - Other - PIN# 06821N0057001 - AMT: \$3,018,849.13 - TO: Coalition for Hispanic Family Services, 315 Wyckoff Avenue, Brooklyn, NY 11237.

Negotiated Acquisition Extension (One Year Ext.) The Administration for Children's Services is extending this Family Foster Care contract by one year from July 1, 2021 thru June 30, 2022, to continue providing these critical mandated services to our youth while ACS completes the RFP process for new awards. The RFP is anticipated to be released spring 2021, with new awards to begin on 7/1/2022.

The Administration for Children's Services is extending this Family Foster Care contract by one year from July 1, 2021 thru June 30, 2022, to continue providing these critical mandated services to our youth while ACS completes the RFP process for new awards. The RFP is anticipated to be released spring 2021, with new awards to begin on 7/1/2022.

◀ j24

**ADMINISTRATION**

■ INTENT TO AWARD

*Services (other than human services)*

**COACH BUS SERVICES** - Negotiated Acquisition - Other - PIN# 06821N0041 - Due 7-12-21 at 9:00 A.M.

The Administration for Children's Services (ACS) intends to enter negotiations with Corporate Transportation Group., for the continued provision of Coach Bus Services. In accordance with Section 3-04(b)(2) (iii) of the Procurement Policy Board Rules, ACS intends to use the negotiated acquisition extension process to extend their contract for one year from July 1, 2021 to June 30, 2022. This notice is for informational purposes only. Organizations interested in future solicitations for these services, are invited to do so by registering the NYC Mayor's Office of Contract Services (MOCS) PASSPort system. To register with PASSPort, please go to [www.nyc.gov/PASSPort](http://www.nyc.gov/PASSPort). There you will find additional guides to assist you with the registration process.

Use the following address unless otherwise specified in notice, to secure, examine or submit bid/proposal documents, vendor pre-qualification and other forms; specifications/blueprints; other information; and for opening and reading of bids at date and time specified above.

Administration for Children's Services, 150 William Street, 9th Floor, New York, NY 10038. Alex Linetskiy (212) 341-3488; [Doron.Pinchas@acs.nyc.gov](mailto:Doron.Pinchas@acs.nyc.gov)

◀ j24-30

**CITYWIDE ADMINISTRATIVE SERVICES**

■ AWARD

*Services (other than human services)*

**PROF. DEVEL. TRAINING FOR CITY EMPLOYEES-RENEWAL #1** - Renewal - PIN# 85619P8212KXLR001 - AMT: \$525,333.06 - TO: Executive Essentials LLC, 75 Duffield Drive, South Orange, NJ 07079.

Renewal Agreement

◀ j24

**ADMINISTRATION**

■ INTENT TO AWARD

*Goods and Services*

**6-MONTH NAE FOR CITYWIDE PROCUREMENT CARD SERVICE PROGRAM** - Negotiated Acquisition - Other - PIN#85721N0003 - Due 6-29-21 at 10:00 AM.

In accordance with Section 3-04(b)(2)(D) of the Procurement Policy Board Rules, the Department of Citywide Administrative Services

(DCAS), is seeking to use the Negotiated Acquisition method to extend its current contract with U.S. Bank National Association, whose primary office is located at, 901 Marquette Avenue, Minneapolis, MN 55402, to maintain an uninterrupted Citywide procurement card service program for a period of six months. The contract term shall be from June 9, 2021 to December 8, 2021. Contract Amount: \$48,987,237. This advertisement is for informational purposes only.

There is a compelling need for services that cannot be timely met via competitive sealed bidding. The proposed term of the extension, is the minimum time necessary to meet the need, until a new contract is available. There is a compelling need for services that cannot be timely met via competitive sealed bidding. The proposed term of the extension, is the minimum time necessary to meet the need, until a new contract is available.

Use the following address unless otherwise specified in notice, to secure, examine or submit bid/proposal documents, vendor pre-qualification and other forms; specifications/blueprints; other information; and for opening and reading of bids at date and time specified above.

Citywide Administrative Services, 1 Centre Street, 18th Floor, New York, NY 10007. Nazmije Toci (212) 386-0441; [ntoci@dcas.nyc.gov](mailto:ntoci@dcas.nyc.gov)

j23-29

**FLEET**

■ INTENT TO AWARD

*Services (other than human services)*

**85621T0286-VOLPE AGREEMENT FOR CFTP AND SFTP** - Government to Government - PIN# 85621T0286 - Due 7-2-21 at 12:00 P.M.

Pursuant to Section 3-13 of the Procurement Policy Board Rules, the New York City Department of Citywide Administrative Services ("DCAS"), intends to enter into a contract with the Department of Transportation, Volpe Center, to procure via government-to-government purchase services to create a Clean Fleet Transition Plan and Safe Fleet Transition Plan in accordance with Executive order 53 NYC. The term of the agreement is for a five year agreement to support NYC Fleet efforts for sustainable and safe fleet operations. The proposed contract amount is Five Hundred Forty Two Thousand Dollars(\$542,000.00). The term of the contract will be from May 13, 2021 to June 30, 2026. The proposed contract is procured via Government to Government Purchase, pursuant to Section 3-13 of the Procurement Policy Board Rules.

Use the following address unless otherwise specified in notice, to secure, examine or submit bid/proposal documents, vendor pre-qualification and other forms; specifications/blueprints; other information; and for opening and reading of bids at date and time specified above.

Citywide Administrative Services, 1 Centre Street. Andrew Dworjan (212) 386-5028; [adworjan@dcas.nyc.gov](mailto:adworjan@dcas.nyc.gov)

◀ j24-30

**COMPTROLLER**

■ AWARD

*Services (other than human services)*

**ENHANCED YIELD FIXED INCOME INVESTMENT MANAGEMENT AGREEMENT** - Renewal - PIN# 01517819607EY-R1 - AMT: \$11,176,000.00 - TO: Sherkman Capital Management Inc., 461 Fifth Avenue, 22nd Floor, New York, NY 10017.

◀ j24

**DISTRICT ATTORNEY - NEW YORK COUNTY**

■ AWARD

*Human Services/Client Services*

**NEW YORK COUNTY RE-ENTRY TASK FORCE RENEWAL** - Negotiated Acquisition - Judgment required in evaluating proposals - PIN# 2020NA001 - AMT: \$450,000.00 - TO: Exodus Transitional Community Inc., 2271 Third Avenue, New York, NY 10035.

This NY County Re-entry Task Force renewal contract is to reduce recidivism and support reintegration back into the community after incarceration and to create a continuum for services for individuals returning from prison.

Pursuant to Section 3-04 (b)(2)(iii) of the Procurement Policy Board Rules, the District Attorney's Office of New York County is renewing

the NY Re-entry Task Force contract from April 1, 2021 thru March 31, 2022, to continue providing these services.

☛ j24

**INFORMATION TECHNOLOGY**

■ INTENT TO AWARD

*Goods and Services*

**INTENT TO NEGOTIATE: DOCUWARE ENTERPRISE AND DOKMEE CAPTURE SOFTWARE SUBSCRIPTION RENEWAL**

- Sole Source - Available only from a single source - PIN#901DOCUWARE22 - Due 6-28-21 at 4:00 P.M.

PPB RULES SOLE SOURCE PROCUREMENT SECTION 3-05

Use the following address unless otherwise specified in notice, to secure, examine or submit bid/proposal documents, vendor pre-qualification and other forms; specifications/blueprints; other information; and for opening and reading of bids, at date and time specified above.

District Attorney - New York County, 80 Centre Street, 409-WS-02, New York, NY 10013. Ana Belis Molinar Montano (212) 335-3484; molinarmontanoa@dany.nyc.gov

j22-28

**BOARD OF ELECTIONS**

■ AWARD

*Goods and Services*

**ADA RAMP EQUIPMENT FOR ELECTIONS** - Request for Proposals - PIN# 003 20211424139 - AMT: \$98,054.33 - TO: Global Domestic Advisory Partners LLC, 80 Bay Street Landing, Suite 5A, Staten Island, NY 10301.

☛ j24

**FIRE DEPARTMENT**

■ AWARD

*Goods*

**057210000493- DARKWATER VISION SYSTEM** - Intergovernmental Purchase - PIN# 05721G0003001 - AMT: \$113,057.60 - TO: H.L. Dalis Inc., 35-35 24th Street, Long Island City, NY 11106.

Darkwater Vision Systems for SOC Scuba

☛ j24

**HEALTH AND MENTAL HYGIENE**

■ AWARD

*Human Services/Client Services*

**AUTISM AWARENESS SERVICES** - BP/City Council Discretionary - PIN# 21MR026301R0X00 - AMT: \$124,187.00 - TO: Ramapo for Children Inc., 49 West 38th Street, 5th Floor, New York, NY 10018.

☛ j24

**SUPPORT ENHANCE SERVICES INDIVIDUALS WITH AUTISM SPECTRUM** - BP/City Council Discretionary - PIN# 21MR036601R0X00 - AMT: \$251,970.00 - TO: QSAC Inc., 253 West 35th Street, 16th Floor, New York, NY 10001.

☛ j24

**HOUSING AUTHORITY**

**PROCUREMENT**

■ SOLICITATION

*Construction Related Services*

**SMD SERVICES OIL SPILL CLEAN-UP AND HAZARDOUS/ NON-HAZARDOUS WASTE DISPOSAL COLLECTED FROM VARIOUS DEVELOPMENTS WITHIN ALL FIVE (5) BOROUGHES OF NEW YORK CITY** - Competitive Sealed Bids - PIN# 331885 - Due 7-20-21 at 10:00 A.M.

Without limiting the generality of this Contract, the work will include furnishing of labor, materials, tools, equipment, services, insurance and other incidentals necessary for removal, transport and disposal of hazardous/non-hazardous and/or industrial waste and emergency oil spill clean-up. The Contractor must provide labor, material and equipment including sampling and analytical services necessary for the management and legal disposal of hazardous and/or industrial liquid, soil and other contaminated debris. Waste may include, but not limited to, chlorinated solvents, corrosives, acids, flammable liquids, pesticides, herbicides, simazine, mineral spirits, paint thinners, sodium sulfide, sodium hydroxide, amine, formula I (NTA), sludge etc.

Interested vendors are invited to obtain a copy of the opportunity at NYCHA's website, by going to the <http://www.nyc.gov/nychabusiness>. On the left side, click on "iSupplier Vendor Registration/Login" link. (1) If you have an iSupplier account, then click on the "Login for registered vendors" link and sign into your iSupplier account. (2) If you do not have an iSupplier account you can Request an account by clicking on "New suppliers register in iSupplier" to apply for log-in credentials. Once you have accessed your iSupplier account, log into your account, then choose under the Oracle Financials home page, the menu option "Sourcing Supplier", then choose "Sourcing", then choose "Sourcing Homepage"; and conduct a search in the "Search Open Negotiations" box for the RFQ Number (s) 331885.

Note: In response to the COVID-19 outbreak, we are accepting only electronic bids submitted online via iSupplier. Paper bids will not be accepted or considered. Please contact NYCHA Procurement, at [procurement@nychanyc.gov](mailto:procurement@nychanyc.gov), for assistance.

Use the following address unless otherwise specified in notice, to secure, examine or submit bid/proposal documents, vendor pre-qualification and other forms; specifications/blueprints; other information; and for opening and reading of bids at date and time specified above.

Housing Authority, 90 Church Street, 6th Floor, New York, NY 10007. Miriam Rodgers (212) 306-4718; [miriam.rodgers@nychanyc.gov](mailto:miriam.rodgers@nychanyc.gov)

☛ j24

*Construction/Construction Services*

**UNDERGROUND FIRE AND DOMESTIC WATER PIPING REPLACEMENT @ MITCHEL HOUSES.** - Competitive Sealed Bids - PIN# 216847 - Due 7-23-21 at 11:00 A.M.

Event	Date	Time
Public Advertisement Begins	6/24/21	
RFQ Question Deadline	7/9/21	2:00 P.M.
Question and Answer Release Date	7/16/21	2:00 P.M.
RFQ Bid Submission Deadline	7/23/21	11:00 A.M.

RFQ Solicitation Timetable

- a. The release date of this RFQ is June 24th, 2021
- b. All questions related to this RFQ are to be submitted via email to the CPD Procurement Unit, at [cpd.procurement@nychanyc.gov](mailto:cpd.procurement@nychanyc.gov), with the RFQ number as the Subject line by no later than 2:00 P.M., on July 9th, 2021. Responses to all submitted questions will be available for public viewing in Sourcing under the RFQ.
- c. Bids are due July 23rd, 2021 at 11:00 A.M., via iSupplier portal.

Bid Submission Requirements

Vendors shall electronically upload a single .pdf containing ALL components of the bid into iSupplier by the RFQ Bid Submission Deadline. NYCHA will NOT accept hardcopy Bids or bids via email, fax, or mail.

Instructions for registering for iSupplier can be found at, <http://www1.nyc.gov/site/nycha/business/isupplier-vendor-registration>. page. After Proposer registers for iSupplier, it typically takes 24 to 72 hours for Proposer's iSupplier profile to be approved.

It is Vendors sole responsibility to complete iSupplier registration and submit its Bid before the RFQ Bid Submission Deadline. NYCHA is not responsible for delays caused by technical difficulty or caused by any other occurrence.

For assistance regarding iSupplier please email, [procurement@nychanyc.gov](mailto:procurement@nychanyc.gov).

Use the following address unless otherwise specified in notice, to secure, examine or submit bid/proposal documents, vendor pre-qualification and other forms; specifications/blueprints; other information; and for opening and reading of bids at date and time specified above.

Housing Authority, 90 Church Street, 6th Floor, New York, NY 10007.  
Shauntae Davis (212) 306-3127; shauntae.davis@nycha.nyc.gov

◀ j24

Services (other than human services)

**THIRD PARTY VENDOR RISK MANAGEMENT (VRM) SERVICES** - Request for Proposals - PIN# 325887 - Due 7-16-21 at 2:00 P.M.

NYCHA, by issuing this RFP, seeks proposals (“**Proposals**”) from Service firms (the “**Proposers**”) to provide NYCHA with cybersecurity ratings (the “**Ratings**”) of NYCHA’s third party vendors (“**Vendors**”) and continuous monitoring of those Vendors of which NYCHA requests a cybersecurity rating (the “**Continuous Monitoring**”) as detailed more fully within **Section II** of this RFP (collectively, the “**Services**”).

The release date of this RFP is **June 24, 2021** (the “**Release Date**”).

Proposals must be received by NYCHA no later than **2:00 P.M.**, on **July 16, 2021** (the “**Proposal Submission Deadline**”), through iSupplier. Proposers should confirm access to iSupplier prior to the Proposal Submission Deadline and ensure sufficient time to manage the submission process to comply with the Proposal Submission Deadline. Proposers should refer to **Section IV(2)** of this RFP for details on Proposal packaging and submission requirements.

The anticipated award date of the Agreement(s) to the Selected Proposer(s) is on or about **October 2021**.

All times stated above are Eastern Standard Time (EST).

Interested firms are invited to obtain a copy of the RFP on NYCHA’s website. To conduct a search for the RFP number; vendors are instructed to open the link: <http://www1.nyc.gov/site/nycha/business/isupplier-vendor-registration.page>. Proposers should refer to Section IV(2) of this RFP for details on Proposal packaging and submission requirements. In order to be considered Proposers MUST electronically upload single .pdf containing all components of the Proposal, which may not exceed 4GB, into iSupplier. Instructions for registering for iSupplier can be found at, <http://www1.nyc.gov/site/nycha/business/isupplier-vendor-registration.page>. After the Proposers registers for iSupplier, it typically takes 24 to 72 hours for Proposer’s iSupplier profile to be approved. It is Proposer’s sole responsibility to leave ample time to complete iSupplier registration and submit its Proposal through iSupplier before the Proposal Submission Deadline.

NYCHA is not responsible for delays caused by technical difficulty or caused by any other occurrence. NYCHA will not accept Proposals via email or facsimile. The submission of attachments containing embedded documents or proprietary file extensions is prohibited. All Responses shall become the property of NYCHA. Further, NYCHA shall have the right to request any documents or instruments including, but not limited to, corporate resolutions, incumbency certificates, or other forms of verification for purpose of confirming that signatory thereon is duly authorized to execute and deliver such Response of behalf of the Respondent. Electronic Responses must include all required components and can be uploaded via iSupplier by no later than 2:00 P.M., on the RFP Submission Deadline date.

Note: In response to the COVID-19 outbreak, we are accepting only electronic bids submitted online via iSupplier. Paper bids will not be accepted or considered.

Use the following address unless otherwise specified in notice, to secure, examine or submit bid/proposal documents, vendor pre-qualification and other forms; specifications/blueprints; other information; and for opening and reading of bids at date and time specified above.

Housing Authority, 90 Church Street, 6th Floor, New York, NY, 10007.  
Robert Thomas (212) 305-4540; Robert.Thomas@nycha.nyc.gov

◀ j24

**PARKS AND RECREATION**

**REVENUE AND CONCESSIONS**

■ SOLICITATION

Construction / Construction Services

**THE CONSTRUCTION OF A MULTI-PURPOSE AREA BETWEEN BEACH 81ST STREET AND BEACH 77TH STREET, ALONG SHORE FRONT PARKWAY, QUEENS.** - Competitive Sealed Bids - PIN# Q163-618M - Due 7-19-21 at 3:30 P.M.

The construction of a multi-purpose area between Beach 81st Street and Beach 77th Street, along Shore Front Parkway, Borough of Queens.

This procurement is subject to:

- Participation goals for MBEs and/or WBEs, as required by Local Law 1 of 2013.

- Apprenticeship Program Requirements.

Bid Documents Available Starting on: June 24, 2021.

Bid Submission Due Date: July 19, 2021, Time: 3:30 P.M., by Mail or Drop Box at Olmsted Center Annex.

Date of Bid Opening: July 21, 2021, Time: 10:30 A.M., via Zoom Conference Call

Conf. Number: +1 (929) 205-6099, 9573076290#, \*118035# or

Zoom video link: <https://us02web.zoom.us/j/9573076290?pwd=cnVXVzN2Q014SjBLaktvVzIzWnlvUT09>

Zoom Meeting ID: 957 307 6290 Zoom Passcode: 118035

Bid Security: Bid Bond or Deposit in the amount of 5% of Bid Amount

Cost Estimate Range: \$5,000,000.00 - \$10,000,000.00

Bid documents are available online for free through NYC Parks’ Capital Bid System website, [nyc.gov/parks/capital-bids](http://nyc.gov/parks/capital-bids). To download the bid solicitation documents (including drawings if any), you must have an NYC ID Account and Login. If you are already in PASSPort, then you will use the same username and password to log into the Capital Bid Solicitations website. If you do not currently have an NYC ID account, you will be prompted to register for one through the Capital Bids Solicitation website. Also visit website for updated bid submission and bid opening procedures.

Use the following address unless otherwise specified in notice, to secure, examine or submit bid/proposal documents, vendor pre-qualification and other forms; specifications/blueprints; other information; and for opening and reading of bids at date and time specified above.

Parks and Recreation, Olmsted Center Annex, Flushing Meadows - Corona Park, Flushing, NY 11368. Kylie Murphy (718) 760-6686; [kylie.murphy@parks.nyc.gov](mailto:kylie.murphy@parks.nyc.gov)

◀ j24

**THE RECONSTRUCTION OF JACOB SCHIFF PLAYGROUND SYNTHETIC TURF FIELD, MANHATTAN** - Competitive Sealed Bids - PIN# M223-119M - Due 7-19-21 at 3:30 P.M.

The reconstruction of Jacob Schiff Playground Synthetic Turf Field, located on Amsterdam Avenue Between West 136th and West 138th Streets, Manhattan.

This procurement is subject to:

Participation goals for MBEs and/or WBEs, as required by Local Law 1 of 2013.

Bid Documents Available Starting on: June 24, 2021.

Bid Submission Due Date: July 19, 2021 Time: 3:30 P.M., by Mail or Drop Box at Olmsted Center Annex

Date of Bid Opening: July 21, 2021 Time: 10:30 A.M., via Zoom Conference Call

Conf. Number: +1 (929) 205-6099, 9573076290#, \*118035# or

Zoom video link: <https://us02web.zoom.us/j/9573076290?pwd=cnVXVzN2Q014SjBLaktvVzIzWnlvUT09>

Zoom Meeting ID: 957 307 6290 Zoom Passcode: 118035

Bid Security: Bid Bond or Deposit in the amount of 5% of Bid Amount.

Cost Estimate Range: \$1,000,000.00 - \$3,000,000.00

Bid documents are available online for free through NYC Parks’ Capital Bid System website, [nyc.gov/parks/capital-bids](http://nyc.gov/parks/capital-bids). To download the bid solicitation documents (including drawings if any), you must have an NYC ID Account and Login. If you are already in PASSPort, then you will use the same username and password to log into the Capital Bid Solicitations website. If you do not currently have an NYC ID account, you will be prompted to register for one through the Capital Bids Solicitation website. Also visit website for updated bid submission and bid opening procedures.

Use the following address unless otherwise specified in notice, to secure, examine or submit bid/proposal documents, vendor pre-qualification and other forms; specifications/blueprints; other information; and for opening and reading of bids at date and time specified above.

Parks and Recreation, Olmsted Center Annex, Flushing Meadows - Corona Park, Flushing, NY 11368. Kylie Murphy (718) 760-6686; [kylie.murphy@parks.nyc.gov](mailto:kylie.murphy@parks.nyc.gov)

◀ j24

PROBATION

CONTRACT PROCUREMENT

INTENT TO AWARD

Human Services/Client Services

WORKS PLUS EXPANSION NA - Negotiated Acquisition - PIN# 78121N0294 - Due 6-30-21 at 2:00 P.M.

Pursuant to Section 3-04(b)(2)(i) and 3-04 (b)(2)(ii) of the Procurement Policy Board Rules, the Department of Probation (DOP), intends to enter into negotiations with Center for Community Alternatives Inc., located at 115 East Jefferson Street, Syracuse, NY 13202, for the Works Plus program in the 69th & 70th precincts. The term of the contract will be from July 1, 2021 to June 30, 2022. The proposed contract total budget for this negotiated acquisition is \$258,800.00.

This notice is for informational purposes only. Organizations interested in future solicitations for these services are invited to do so by registering the NYC Mayor's Office of Contract Services (MOCS) PASSPort system. To register with PASSPort, please go to, www.nyc.gov/PASSPort. There you will find additional guides to assist you with the registration process.

Use the following address unless otherwise specified in notice, to secure, examine or submit bid/proposal documents, vendor pre-qualification and other forms; specifications/blueprints; other information; and for opening and reading of bids at date and time specified above.

Probation, 33 Beaver Street, 21st Floor, New York, NY 10004. Eileen Parfrey-Smith (212) 510-3790; acco@probation.nyc.gov

j21-25

SANITATION

INTENT TO AWARD

Services (other than human services)

MONITOR AND MITIGATE THE DAMAGE CAUSED BY WILDLIFE - Government to Government - PIN# 82721T0001 - Due 6-28-21 at 2:00 P.M.

The Department of Sanitation (DSNY), intends to enter into negotiations with United States Department of Agriculture Animal and Plant Health Inspection Service, to monitor and mitigate the damage caused by wildlife at DSNY facilities from July 1, 2021 to June 30, 2026. The procurement method utilized is Government to Government in accordance to PPB Rule 3-13.

Vendors interested in responding to other future solicitations for these types of services should contact the Department of Sanitation, to dsnyprocurements@dsny.nyc.gov.

Use the following address unless otherwise specified in notice, to secure, examine or submit bid/proposal documents, vendor pre-qualification and other forms; specifications/blueprints; other information; and for opening and reading of bids at date and time specified above.

Sanitation, 44 Beaver Street, Suite 203, New York, NY 10004. Mehak Kapoor (212) 437-5053; mkapoor@dsny.nyc.gov

j18-24

SCHOOL CONSTRUCTION AUTHORITY

PROCUREMENT

SOLICITATION

Goods

MEDICAL EQUIPMENT - Competitive Sealed Proposals - Other - PIN# SCA-2102P - Due 7-1-21 at 5:00 P.M.

Use the following address unless otherwise specified in notice, to secure, examine or submit bid/proposal documents, vendor pre-qualification and other forms; specifications/blueprints; other information; and for opening and reading of bids at date and time specified above.

School Construction Authority, 30-30 Thomson Avenue, Long Island City, NY 11101. Rookmin Singh (718) 752-5843; rsingh@nycsca.org

j24

TRANSPORTATION

AWARD

Services (other than human services)

NOTICE OF AWARD: FORDHAM PLAZA CAFE BUILDING - Request for Proposals - PIN# 84119BXAD337 - AMT: \$1.00 - TO: Cafe Lalo Fordham Plaza, 201 West 83rd Street, New York, NY 10024.

New York City Department of Transportation ("DOT")

Office of Cityscape & Franchises

NOTICE OF AWARD

To Cafe Lalo Fordham Road Inc. d/b/a CAFÉ Lalo Fordham Plaza ("Concessionaire"). To provide for the development, operation, and maintenance of a food, beverage and/or merchandise cafe, located at Fordham Plaza in The Bronx.

DOT's Office of Cityscape & Franchises has awarded a License Agreement ("License"), pursuant to Section 1-13 of the Concession Rules of the City of New York, to Cafe Lalo Fordham Road Inc. d/b/a Café Lalo Fordham Plaza ("Concessionaire"), whose address is 201 West 83rd Street, New York, NY 10024, to provide for the development, operation, and maintenance of a food, beverage and/or merchandise cafe, located at Fordham Plaza in the borough of the Bronx ("Licensed Plaza"). The term of the License will provide for one (1) ten-year term, commencing upon written Notice to Proceed, with two (2) five-year renewal options, exercisable at the sole discretion of DOT.

j24

YOUTH AND COMMUNITY DEVELOPMENT

PROCUREMENT

INTENT TO AWARD

Human Services/Client Services

FY22 COMPREHENSIVE LITERACY NEGOTIATED ACQUISITION EXTENSIONS - Negotiated Acquisition - Specifications cannot be made sufficiently definite - PIN# SEE BELOW - Due 6-25-21 at 9:00 A.M.

In accordance with Section 3-04(b)(2)(iii) of the Procurement Policy Board Rules, the Department of Youth and Community Development (DYCD), wishes to extend the following Comprehensive Literacy contracts through Negotiated Acquisition Extensions. The contractors listed below, will provide Adult and Adolescent literacy services Citywide.

The term of these contract extensions shall be for a two -year period from 7/1/2021 to 6/30/2023, with no option to renew.

Below are the contract numbers, contractor names, contractor addresses and contract amounts

Contract Number: 26022766600B
Contractor Name: Agudath Israel of America Community Services, Inc.
Contractor Address: 42 Broadway, 14th Floor New York, NY 10004
Contract Amount: \$217,292.00

Contract Number: 26022766575B
Contractor Name: Brooklyn Chinese American Association Inc.
Contractor Address: 5002 8th Avenue , Brooklyn, NY 11220
Contract Amount: \$215,600.00

Contract Number: 26022766603B
Contractor Name: Catholic Charities Neighborhood Services, Inc.
Contractor Address: 191 Joralemon Street, 14th Floor, Brooklyn, NY 11201
Contract Amount: \$501,364.00

Contract Number: 26022766602B
Contractor Name: CAMBA, Inc.
Contractor Address: 1720 Church Avenue, 2nd Floor, Brooklyn, NY 11226
Contract Amount: \$287,416.00

Contract Number: 26022766620B
Contractor Name: CAMBA, Inc.
Contractor Address: 1720 Church Avenue, 2nd Floor, Brooklyn, NY 11226
Contract Amount: \$315,322.00

**Contract Number:** 26022766623B  
**Contractor Name:** The Children's Aid Society  
**Contractor Address:** 117 W 124th Street, New York, NY 10027  
**Contract Amount:** \$207,662.00

**Contract Number:** 26022766624B  
**Contractor Name:** The Children's Aid Society  
**Contractor Address:** 117 W 124th Street, New York, NY 10027  
**Contract Amount:** \$295,342.00

**Contract Number:** 26022766601B  
**Contractor Name:** BronxWorks, Inc.  
**Contractor Address:** 60 East Tremont Avenue, Bronx, NY 10453  
**Contract Amount:** \$303,922.00

**Contract Number:** 26022766614B  
**Contractor Name:** Council of Jewish Organizations of Flatbush Inc.  
**Contractor Address:** 1523 Avenue M, 3rd Floor, Brooklyn, NY 11230  
**Contract Amount:** \$289,946.00

**Contract Number:** 26022766570B  
**Contractor Name:** Cypress Hills Local Development Corporation, Inc.  
**Contractor Address:** 625 Jamaica Avenue, Brooklyn, NY 11208-1203  
**Contract Amount:** \$90,112.00

**Contract Number:** 26022766615B  
**Contractor Name:** The Door-A Center of Alternatives, Inc.  
**Contractor Address:** 121 6th Avenue, New York, NY 10013-1510  
**Contract Amount:** \$218,046.00

**Contract Number:** 26022766611B  
**Contractor Name:** Queens Community House, Inc.  
**Contractor Address:** 108-25 62nd Drive, Forest Hills, NY 11375-1217  
**Contract Amount:** \$278,372.00

**Contract Number:** 26022766619B  
**Contractor Name:** The Fortune Society, Inc.  
**Contractor Address:** 29-76 Northern Boulevard, Long Island City, NY 11101  
**Contract Amount:** \$224,400.00

**Contract Number:** 26022766577B  
**Contractor Name:** HANAC INC  
**Contractor Address:** 27-40 Hoyt Avenue South, 2nd Floor, Astoria, NY 11102  
**Contract Amount:** \$215,998.00

**Contract Number:** 26022766571B  
**Contractor Name:** Henry Street Settlement  
**Contractor Address:** 265 Henry Street, New York, NY 10002-4899  
**Contract Amount:** \$217,072.00

**Contract Number:** 26022766604B  
**Contractor Name:** Henry Street Settlement  
**Contractor Address:** 265 Henry Street, New York, NY 10002-4899  
**Contract Amount:** \$222,836.00

**Contract Number:** 26022766606B  
**Contractor Name:** Inwood Community Services, Inc.  
**Contractor Address:** 651 Academy Street, Top Floor, New York, NY 10034  
**Contract Amount:** \$243,528.00

**Contract Number:** 26022766694B  
**Contractor Name:** Jacob A. Riis Neighborhood Settlement  
**Contractor Address:** 10-25 41st Avenue, Long Island City, NY 11101  
**Contract Amount:** \$216,858.00

**Contract Number:** 26022766578B  
**Contractor Name:** Jewish Community Center of Staten Island, Inc.  
**Contractor Address:** 1466 Manor Road, Staten Island, NY 10314  
**Contract Amount:** \$225,476.00

**Contract Number:** 26022766616B  
**Contractor Name:** Jewish Community Center of Staten Island, Inc.  
**Contractor Address:** 1466 Manor Road, Staten Island, NY 10314  
**Contract Amount:** \$533,000.00

**Contract Number:** 26022766628B  
**Contractor Name:** Jewish Community Center of Staten Island, Inc.  
**Contractor Address:** 1466 Manor Road, Staten Island, NY 10314  
**Contract Amount:** \$158,018.00

**Contract Number:** 26022766607B  
**Contractor Name:** Jewish Community Council of Greater Coney Island, Inc.  
**Contractor Address:** 3001 West 37th Street, Brooklyn, NY 11224-1479  
**Contract Amount:** \$346,986.00

**Contract Number:** 26022766576B  
**Contractor Name:** Edith & Carl Marks Jewish Community House of Bensonhurst Inc.  
**Contractor Address:** 7802 Bay Parkway, Brooklyn, NY 11214  
**Contract Amount:** \$208,158.00

**Contract Number:** 26022766608B  
**Contractor Name:** Kingsbridge Heights Community Center Inc  
**Contractor Address:** 3101 Kingsbridge Terrace, Bronx, NY 10463  
**Contract Amount:** \$263,406.00

**Contract Number:** 26022766580B  
**Contractor Name:** Northern Manhattan Improvement Corporation  
**Contractor Address:** 45 Wadsworth Avenue, New York, NY 10033  
**Contract Amount:** \$210,906.00

**Contract Number:** 26022766617B  
**Contractor Name:** Northern Manhattan Improvement Corporation  
**Contractor Address:** 45 Wadsworth Avenue, New York, NY 10033  
**Contract Amount:** \$278,014.00

**Contract Number:** 20622766610B  
**Contractor Name:** Opportunities for a Better Tomorrow Inc  
**Contractor Address:** 882 3rd Avenue, 1010NE, Brooklyn, NY 11232  
**Contract Amount:** \$360,000.00

**Contract Number:** 26022766573B  
**Contractor Name:** RiseBoro Community Partnership Inc  
**Contractor Address:** 565 Bushwick Avenue, Brooklyn, NY 11206  
**Contract Amount:** \$217,966.00

**Contract Number:** 26022766581B  
**Contractor Name:** RiseBoro Community Partnership Inc  
**Contractor Address:** 565 Bushwick Avenue, Brooklyn, NY 11206  
**Contract Amount:** \$185,978.00

**Contract Number:** 26022766582B  
**Contractor Name:** Riverside Language Program, Inc.  
**Contractor Address:** 270 W 89th Street, New York, NY 10024  
**Contract Amount:** \$200,00.00

**Contract Number:** 26022766612B  
**Contractor Name:** Shorefront YM-YWHA of Brighton-Manhattan Beach, Inc  
**Contractor Address:** 3300 Coney Island Avenue, Brooklyn, NY 11235  
**Contract Amount:** \$204,034.00

**Contract Number:** 26022766618B  
**Contractor Name:** ST. NICKS ALLIANCE CORP.  
**Contractor Address:** 2 Kingsland Avenue, Brooklyn, NY 11211  
**Contract Amount:** \$297,592.00

**Contract Number:** 26022766583B  
**Contractor Name:** Sunnyside Community Services Inc  
**Contractor Address:** 43-31 39th Street, Long Island City, NY 11104  
**Contract Amount:** \$217,024.00

**Contract Number:** 26022766584B  
**Contractor Name:** Union Settlement Association Inc  
**Contractor Address:** 237 E. 104th Street, New York, NY 10029  
**Contract Amount:** \$239,160.00

**Contract Number:** 26022766585B  
**Contractor Name:** YMCA of Greater New York/Flatbush Branch  
**Contractor Address:** C/O YMCA of Greater New York/Corporate 5 West 63rd Street, 6th Fl. New York, NY 10023  
**Contract Amount:** \$213,934.00

**Contract Number:** 26022766625B  
**Contractor Name:** The Lower Eastside Girls Club of New York Inc.  
**Contractor Address:** 101 Avenue D, 12E, New York, NY 10009  
**Contract Amount:** \$170,000.00

**Contract Number:** 26022766609B  
**Contractor Name:** Make the Road New York  
**Contractor Address:** 301 Grove Street, Brooklyn, NY 11237  
**Contract Amount:** \$257,600.00

**Contract Number:** 260227666572B  
**Contractor Name:** Mosholu Montefiore Community Center, Inc.  
**Contractor Address:** 3450 Dekalb Avenue, Bronx, NY 10467  
**Contract Amount:** \$218,132.00

**Contract Number:** 26022766574B  
**Contractor Name:** The Young Women's Christian Association of Queens  
**Contractor Address:** 42-07 Parsons Boulevard, Flushing, NY 11355  
**Contract Amount:** \$218,508.00

**Contract Number:** 26022766613B  
**Contractor Name:** The Young Women's Christian Association of Queens  
**Contractor Address:** 42-07 Parsons Boulevard, Flushing, NY 11355  
**Contract Amount:** \$437,196.00

**Contract Number:** 26022766579B  
**Contractor Name:** Mercy Center Inc.  
**Contractor Address:** 377 East 145th Street, Bronx, NY 10454-1006  
**Contract Amount:** \$217,390.00

**Contract Number:** 26022766605B  
**Contractor Name:** Mercy Center Inc  
**Contractor Address:** 377 East 145th Street, Bronx, NY 10454-1006  
**Contract Amount:** \$497,196.00

**Contract Number:** 26022766621B  
**Contractor Name:** Research Foundation of CUNY/CUNY Creative Arts Team  
**Contractor Address:** 230 West 41 Street, 7th Fl., New York, NY 10036  
**Contract Amount:** \$170,000.00

**Contract Number:** 26022766622B  
**Contractor Name:** Research Foundation of CUNY/CUNY Creative Arts Team  
**Contractor Address:** 230 West 41 Street, 7th Fl., New York, NY 10036  
**Contract Amount:** \$200,000.00

**Contract Number:** 26022766627B  
**Contractor Name :** Research Foundation of CUNY/CUNY Creative Arts Team  
**Contractor Address:** 230 West 41 Street, 7th Fl., New York, NY 10036  
**Contract Amount:** \$200,000.00

Please be advised that this is for information purposes only. If you wish to contact DYCD for further information, please send an email to ACCO@dycd.nyc.gov.

Posting will also be available on the DYCD website, <https://www1.nyc.gov/site/dycd/involved/funding-and-support/contracting-opportunities.pageswww1.nyc.govsiedydcinvolvedfunding-and-suorconracing-ooruniies.age>

Use the following address unless otherwise specified in notice, to secure, examine or submit bid/proposal documents, vendor pre-qualification and other forms; specifications/blueprints; other information; and for opening and reading of bids at date and time specified above.

Youth and Community Development, 2 Lafayette Street, 14th Floor, New York, NY 10007. Renise Ferguson (646) 343-6320; [referguson@dycd.nyc.gov](mailto:referguson@dycd.nyc.gov)

j18-24

## AGENCY RULES

### HOUSING PRESERVATION AND DEVELOPMENT

#### ■ NOTICE

#### Notice of Public Hearing and Opportunity to Comment on Proposed Rules

**What are we proposing?** The Department of Housing Preservation and Development (“HPD”) is proposing amendments to Chapter 11 of Title 28 of the Rules of the City of New York, concerning lead poisoning prevention and control, to amend the definition of lead-based paint and other conforming amendments. Additional information about the rule is available under the Local Law and Rules tab on the HPD website: [www.nyc.gov/lead-based-paint](http://www.nyc.gov/lead-based-paint).

**When and where is the hearing?** HPD will hold a public hearing on the proposed rule online. The public hearing will take place from 10:00 AM to 11:00 AM on July 29, 2021. To participate in the public hearing, enter the Webex URL:

<https://nychpd.webex.com/nychpd/j.php?MTID=m9cb4fe6de1bc1789890754b5246225c7>

If prompted to provide a password or number, please enter the following:  
 Meeting Number: 173 768 6263 Password: v6uPFExtxm87

You may also join the hearing via audio device or dial in via phone.

Join by video system

Dial 1737686263@webex.com  
 You can also dial 173.243.2.68 and enter your meeting number

To dial in via phone, please use the following dial-in phone number and participant access code:

+1-646-992-2010 United States Toll (New York City)  
 +1-408-418-9388 United States Toll  
 Access code: 173 768 6263

Password if requested: (v6uPFExtxm87)

If you have low bandwidth or inconsistent internet connection, use the dial-in option for the hearing. This will reduce the possibility of dropped audio and stutters.

**How do I comment on the proposed rules?** Anyone can comment on the proposed rules by:

- **Website.** You can submit comments to HPD through the NYC rules website at <http://rules.cityofnewyork.us>.
- **Email.** You can email comments to [rules@hpd.nyc.gov](mailto:rules@hpd.nyc.gov).
- **Mail.** You can mail comments to Deputy Commissioner AnnMarie Santiago, Department of Housing Preservation and Development, 100 Gold Street, Room 601, New York, N.Y. 10038.
- **Fax.** You can fax comments to AnnMarie Santiago at 212-863-7010.
- **By speaking at the hearing.** Anyone who wants to comment on the proposed rule at the public hearing must sign up to speak. You can sign up before the hearing by calling 212-863-8602 or by emailing at [rifenm@hpd.nyc.gov](mailto:rifenm@hpd.nyc.gov) by July 28, 2021 at 5:00 PM. While you will be given the opportunity during the hearing to indicate that you would like to provide comments, we prefer that you sign up in advance. You can speak for up to three minutes.

**Is there a deadline to submit comments?** The deadline for submission of comments is July 29, 2021.

**What if I need assistance to participate in the hearing?** You must tell HPD if you need a reasonable accommodation of a disability at the hearing. You can tell us by mail at the address given above or by email at [rifenm@hpd.nyc.gov](mailto:rifenm@hpd.nyc.gov). You may also tell us by telephone at 212-863 8602. Advance notice is requested to allow sufficient time to arrange the accommodation. Please tell us by July 15, 2021. This hearing has the following accessibility options available: Simultaneous transcription for people who are deaf or hard of hearing and audio only access.

**Can I review the comments made on the proposed rules?** You can review the comments made online on the proposed rules by going to the website at <http://rules.cityofnewyork.us/>. A few days after the hearing, copies of all comments submitted online and copies of all written comments concerning the proposed rules will be available to the public at the Office of Legal Affairs, 100 Gold Street, fifth floor, New York, N.Y. 10038.

**What authorizes HPD to make these rules?** Sections 1043 and 1802 of the New York City Charter (“City Charter”), Local Law number 66 for the year 2019, and section 27-2090 of the Administrative Code of the City of New York authorize HPD to make these proposed rules. These rules were not included in HPD’s regulatory agenda for this Fiscal Year because their need was not anticipated at the time the regulatory agenda was developed.

**Where can I find HPD’s rules?** The agency’s rules are in title 28 of the Rules of the City of New York.

**What laws govern the rulemaking process?** HPD must meet the requirements of Section 1043 of the City Charter when creating or changing rules. This notice is made according to the requirements of Section 1043 of the City Charter.

#### Statement of Basis and Purpose of Proposed Rules

The proposed amendments to Chapter 11 of Title 28 of the Rules of the City of New York implement Local Law number 66 for the year 2019 (Local Law 66), which provides for amendment to the definition of lead-based paint once HPD promulgates a rule stating that the federal Department of Housing and Urban Development (HUD) has provided at least one performance characteristic sheet (PCS) approving a commercially available x-ray fluorescence analyzer tested at the level of 0.5 milligrams of lead per square centimeter. HUD has approved a PCS which provides for use of an x-ray fluorescence analyzer (Viken Detection Model Pb200i) to test for lead paint at the level of 0.5 milligrams of lead per square centimeter. Therefore, HPD is amending its lead paint rules to include a statement about HUD’s approval and to incorporate the definition of lead-based paint at the level of 0.5 milligrams of lead per square centimeter, as provided under Local Law 66. The proposed amendments also clarify that the presumption of lead paint will be based upon the new lead paint definition. In addition, under the proposed amendments, owners would be permitted to submit exemption applications using the current lead paint definition until March 1, 2022, as long as the testing for such exemption application was performed prior to December 1, 2021, which is the effective date of the new lead paint definition. The new definition applies to all activities under Article 14 of the Housing Maintenance Code. Additional information about the rule is available under the Local Law and Rules tab on the HPD website: [www.nyc.gov/lead-based-paint](http://www.nyc.gov/lead-based-paint).



New material is underlined.  
[Deleted material is bracketed]

Section 1. Subdivision (t) of section 11-01 of chapter 11 of title 28 of the rules of the city of New York is amended to read as follows:

(t) **Lead-based paint.** (1) “Lead-based paint” shall mean paint or other similar surface coating material containing 1.0 milligrams of lead per square centimeter or greater, as determined by laboratory analysis, or by an x-ray fluorescence analyzer. If an x-ray fluorescence analyzer is used, readings shall be corrected for substrate bias when necessary as specified by the performance characteristic sheets released by the United States environmental protection agency and the United States department of housing and urban development for the specific x-ray fluorescence analyzer used. X-ray fluorescence readings shall be classified as positive, negative or inconclusive in accordance with the United States department of housing and urban development “Guidelines for the Evaluation and Control of Lead-Based Paint Hazards in Housing” (July 2012) and the performance characteristic sheets released by the United States environmental protection agency and the United States department of housing and urban development for the specific x-ray fluorescence analyzer used. X-ray fluorescence readings that fall within the inconclusive zone, as determined by the performance characteristic sheets, shall be confirmed by laboratory analysis of paint chips, results shall be reported in milligrams of lead per square centimeter and the measure of such laboratory analysis shall be definitive. If laboratory analysis is used to determine lead content, results shall be reported in milligrams of lead per square centimeter. Where the surface area of a paint chip sample cannot be accurately measured or if an accurately measured paint chip sample cannot be removed, a laboratory analysis may be reported in percent by weight. In such case, lead-based paint shall mean any paint or other similar surface-coating material containing more than 0.5 percent of metallic lead, based on the non-volatile content of the paint or other similar surface-coating material.

(2) The federal department of housing and urban development has provided a performance characteristic sheet approving a commercially available x-ray fluorescence analyzer for testing at the level of 0.5 milligrams of lead per square centimeter. Therefore, notwithstanding paragraph (1) of this subdivision, upon the effective date of this paragraph, “lead-based paint” shall mean paint or other similar surface coating material containing 0.5 milligrams of lead per square centimeter or greater, as determined by laboratory analysis, or by an x-ray fluorescence analyzer. X-ray fluorescence readings shall be classified as positive or negative in accordance with such performance characteristic sheet or other guidance. If laboratory analysis is used to determine lead content, results shall be reported in milligrams of lead per square centimeter. Where the surface area of a paint chip sample cannot be accurately measured or if an accurately measured paint chip sample cannot be removed, a laboratory analysis may be reported in percent by weight. In such case, lead-based paint shall mean any paint or other similar surface-coating material containing more than 0.25 percent of metallic lead, based on the non-volatile content of the paint or other similar surface-coating material.

§2. Subdivisions (a), (b), and (c) of section 11-07 of chapter 11 of title 28 of the rules of the city of New York are amended to read as follows:

#### §11-07 Presumption.

(a) In any multiple dwelling erected prior to January first, nineteen hundred sixty, it shall be presumed that the paint or other similar surface-coating material in any dwelling unit where a child of applicable age resides or in the common areas of such multiple dwelling is lead-based paint if such paint or other similar surface-coating material has not been tested by an x-ray fluorescence analyzer and measured to be negative for lead-based paint or has been tested by an x-ray fluorescence analyzer as described in subdivision (t)(2) of section 11-01 of these rules and such test result is inconclusive, and a laboratory analysis of a paint chip sample has not been performed or has not measured such sample to be negative for lead-based paint.

(b)(1) The presumption established in this section may only be rebutted as provided in paragraph (2) of this subdivision by the registered owner, registered officer or director of a corporate owner or by a registered managing agent of such multiple dwelling by submitting to the department:

(i) a sworn written statement, supported by lead-based paint testing or sampling results, including a description of the testing methodology and manufacturer and model of instrument used to perform such testing or sampling;

(ii) a sworn written statement by the person who performed the testing if performed by an employee or agent of the owner which shall include a copy of the certificate of training as a certified lead-based paint inspector or risk assessor as provided in subdivision (d) of this section;

(iii) a copy of the inspection report provided by the person who performed the testing or sampling which shall include a description of the surfaces in each room where such testing or sampling was performed; and

(iv) a copy of the results of such testing and/or such laboratory tests of paint chip samples performed by an independent laboratory certified by the state of New York where such testing has been performed.

(2) Such written statement and all supporting documentation shall be submitted to the department not later than [six (6) days before] the date set for correction in the notice of violation in accordance with paragraph (1) of this subdivision, and may only be submitted to rebut the presumption where the department has not performed an XRF test prior to issuing such violation or where the department has performed an XRF test with a result classified as inconclusive for lead-based paint. [Receipt by the department of a complete application in accordance with this subdivision including such written statement and such supporting documentation shall toll the time period to correct the violation. Receipt of an incomplete application shall not toll the time period for correction of the violation.]

(3) The department shall notify the registered owner, registered officer or director of a corporate owner or registered managing agent of such multiple dwelling of its determination in writing[, and, if the department determines that such presumption has not been rebutted, such notice shall set a date for correction of the violation].

(c) Where testing or sampling is performed to rebut the presumption established in this section, the performance of such testing shall be in accordance with the applicable definition for lead-based paint established in §11-01(t) of these rules and §27-2056.2(7) of article 14 of the housing maintenance code. Laboratory analysis for paint chip samples shall be permitted only where XRF tests fall within the inconclusive zone for the particular XRF machine or where the configuration of the surface or component to be tested is such that an XRF machine cannot accurately measure the lead content of such surface or component. Laboratory tests of paint chip samples, where performed, shall be reported in mg/cm<sup>2</sup>, unless the surface area of a paint chip sample cannot be accurately measured, or if an accurately measured paint chip sample cannot be removed, in which circumstance the laboratory test may be reported in percent by weight as provided in such lead-based paint definition. Where paint chip sampling has been performed, the sworn written statement by the person who performed the testing shall include a statement that such sampling was done in accordance with 40 CFR §745.227 or successor provisions.

§3. Subdivisions (b), (e), and (f) of section 11-08 of chapter 11 of title 28 of the rules of the city of New York are amended to read as follows:

#### §11-08 Exemption from Presumption—Lead Free and Lead Safe.

(b) (1) Lead Free Exemption. A lead free exemption will be granted where such owner or such other person specified in subdivision (a) of this section submits a written determination made by a lead-based paint inspector or risk assessor certified pursuant to subparts L and Q of 40 CFR part 745 or successor provisions, and in accordance with 40 CFR §745.227(b), or Chapter 7 of the department of housing and urban development’s Guidelines for Evaluation and Control of Lead-Based Paint Hazards in Housing (2012), that each tested surface and component in each dwelling unit in such multiple dwelling or in the individual dwelling unit, if applying for an exemption of a particular dwelling unit in such multiple dwelling, or in a common area of a multiple dwelling, (i) is free of lead-based paint, [as defined] in accordance with the applicable definition for lead-based paint established in §11-01(t) of these rules and §27-2056.2(7) of article 14 of the housing maintenance code, or (ii) has been made free of lead-based paint through the complete removal of lead-based paint from any surface or component, or the removal or replacement of any surface or component that may have contained lead-based paint. In applying for a lead free exemption, such owner or other specified person shall confirm in the exemption application that, to the best of his or her knowledge, no surfaces in the dwelling unit, dwelling, or common area for which the exemption is sought that contain paint have been encapsulated or contained.

(2) Lead Safe Exemption. A lead safe exemption will be granted where the owner or such other person specified in subdivision (a) of this section submits a written determination made by a lead-based paint inspector or risk assessor certified pursuant to subparts L and Q of 40 CFR part 745 or successor provisions, and in accordance with 40 CFR §745.227(b), or Chapter 7 of the department of housing and urban development’s Guidelines for Evaluation and Control of Lead-Based Paint Hazards in Housing (2012), that lead-based paint, in accordance with the applicable definition for lead-based paint established in §11-01(t) of these rules and §27-2056.2(7) of article 14 of the housing maintenance code, on each surface and component (i) in each dwelling unit from which lead-based paint was not fully removed or replaced, or (ii) in each dwelling unit in a property if the exemption is based upon the appropriate sampling combination of components and surfaces in each unit, or (iii) in a common area of a multiple dwelling, has been contained so that each surface tested is negative for such lead-based paint or has been encapsulated. For purposes of this section, the term

“contained” shall mean that every surface containing lead-based paint has been temporarily covered, enclosed and sealed with sheetrock or similar durable construction material to eliminate gaps which may allow access to or dispersion of dust or other matter from the underlying surface.

(e)(1) Upon submission of a complete application for exemption to the department, such multiple dwelling or common area or other part thereof, or dwelling unit, the department shall review such application and notify the applicant whether the multiple dwelling, or common area or other part thereof, or dwelling unit, has been granted a lead safe or lead free exemption from application of the presumption established under article 14 of the housing maintenance code and §11-07 of these rules.

(2)(i) The department may revoke a lead safe exemption granted pursuant to this section where the department determines, after inspection, that a surface in any dwelling unit for which lead-based paint was contained or to which an encapsulant was applied is no longer intact or sealed.

(ii) The department may revoke a lead safe or lead free exemption upon failure by an owner to provide records related to encapsulation or containment monitoring as requested by the Department.

(3) The department shall revoke a lead safe or lead free exemption upon the:

(i) issuance of a denial of a rebuttal of a lead-based paint violation based upon the presumption of lead paint for such dwelling unit filed pursuant to subdivision a of section 27-2056.5 where the department finds that lead-based paint was present on a surface that was subject to such exemption,

(ii) issuance of a lead-based paint violation based upon testing by the department for such dwelling unit,

(iii) issuance of an order to abate lead-based paint hazards or unsafe lead-based paint by the department of health and mental hygiene,

(iv) issuance of a denial of an objection to such a commissioner’s order to abate filed pursuant to section 173.13 of the health code, or

(v) issuance of a determination that the exemption was based upon fraud, mistake, or misrepresentation.

(4) For exemptions that were approved prior to [the effective date of the rule promulgated by the department pursuant to paragraph (b) of subdivision (7) of section 27-2056.2 of the administrative code] December 1, 2021 pursuant to the definition of lead-based paint in paragraph (a) of subdivision (7) of section 27-2056.2 of the administrative code and subdivision (t)(1) of section 11-01 of these rules, a lead free or lead safe exemption shall be deemed revoked upon the turnover of a dwelling unit [on or after such effective date and subject to subdivision (f) of this section] on or after December 1, 2021. Owners may continue to submit applications for exemptions using the definition of lead-based paint in paragraph (a) of subdivision (7) of section 27-2056.2 of the administrative code and paragraph (1) of subdivision (t) of section 11-01 of these rules, if the testing for lead-based paint was conducted prior to December 1, 2021, and the complete application for exemption is submitted to the department on or before March 1, 2022 and there was no turnover of the unit between December 1, 2021 and March 1, 2022. Exemptions that are granted using such definition shall be deemed revoked upon the turnover of a dwelling unit after December 1, 2021.

(f)(1) On or after [the effective date of the rule promulgated by the department pursuant to paragraph (b) of subdivision (7) of section 27-2056.2 of the administrative code] December 1, 2021, an owner who had received a lead free or lead safe exemption prior to such date must notify the department whenever an exempted unit becomes vacant. The exemption from the presumption for such vacant unit shall be deemed revoked on the date of the vacancy, regardless of whether an owner has failed to provide the required notification, and such unit shall be subject to all of the requirements of law relating to units that are not exempt from the presumption of lead-based paint. The owner of such unit may apply for a new exemption by submitting an application as provided in this section, and the testing required pursuant to this section shall be performed using the definition of lead-based paint in effect on and after [such date] December 1, 2021.

(2) An owner may also apply for a lead free or lead safe exemption [for the first time] on or after [the effective date of the rule promulgated by the department pursuant to paragraph (b) of subdivision (7) of section 27-2056.2 of the administrative code as provided in this section] November 1, 2021, and the testing required pursuant to this section shall be performed using the definition of lead-based paint [in effect on and after such date] in paragraph (b) of subdivision (7) of section 27-2056.2 of the administrative code and paragraph (2) of subdivision (t) of section 11-01 of these rules.

§3. This rule shall take effect on December 1, 2021, provided, however, that paragraph (2) of subdivision (f) of section 11-08 of these rules shall be deemed to have been in effect on November 1, 2021 for purposes of submission of exemption applications.

**NEW YORK CITY LAW DEPARTMENT  
DIVISION OF LEGAL COUNSEL  
100 CHURCH STREET  
NEW YORK, NY 10007  
212-356-4028**

**CERTIFICATION PURSUANT TO  
CHARTER §1043(d)**

**RULE TITLE:** Amendment of Lead Poisoning and Prevention Rules

**REFERENCE NUMBER:** 2021 RG 027

**RULEMAKING AGENCY:** Department of Housing Preservation and Development

I certify that this office has reviewed the above-referenced proposed rule as required by section 1043(d) of the New York City Charter, and that the above-referenced proposed rule:

- (i) is drafted so as to accomplish the purpose of the authorizing provisions of law;
- (ii) is not in conflict with other applicable rules;
- (iii) to the extent practicable and appropriate, is narrowly drawn to achieve its stated purpose; and
- (iv) to the extent practicable and appropriate, contains a statement of basis and purpose that provides a clear explanation of the rule and the requirements imposed by the rule.

/s/ STEVEN GOULDEN  
Acting Corporation Counsel

Date: May 27, 2021

**NEW YORK CITY MAYOR’S OFFICE OF OPERATIONS  
253 BROADWAY, 10<sup>th</sup> FLOOR  
NEW YORK, NY 10007  
212-788-1400**

**CERTIFICATION / ANALYSIS  
PURSUANT TO CHARTER SECTION 1043(d)**

**RULE TITLE:** Amendment of Lead Poisoning and Prevention Rules

**REFERENCE NUMBER:** HPD-80

**RULEMAKING AGENCY:** Department of Housing Preservation and Development

I certify that this office has analyzed the proposed rule referenced above as required by Section 1043(d) of the New York City Charter, and that the proposed rule referenced above:

- (i) Is understandable and written in plain language for the discrete regulated community or communities;
- (ii) Minimizes compliance costs for the discrete regulated community or communities consistent with achieving the stated purpose of the rule; and
- (iii) Does not provide a cure period because it does not establish a violation, modification of a violation, or modification of the penalties associated with a violation.

/s/ Francisco X. Navarro  
Mayor’s Office of Operations

May 28, 2021  
Date



◀ j24

**TAXI AND LIMOUSINE COMMISSION**

■ NOTICE

**Notice of Promulgation of Rules**

**NOTICE IS HEREBY GIVEN** in accordance with section 1043(b) of the New York City Charter (“Charter”) that the Taxi and Limousine Commission (“TLC”) promulgates amendments to its rules regarding the battery electric vehicle exception to the for-hire vehicle license issuance pause. The promulgated rules eliminate the exception and require the TLC to consider issues surrounding battery electric vehicles when determining how many for-hire vehicle licenses to issue every six months.

This rule is promulgated pursuant to sections 1043 and 2303 of the Charter and section 19-503 of the Administrative Code of the City of New York. This rule was published in the City Record on May 20, 2021 for public comment. On June 22, 2021, a public hearing was held virtually by the TLC and the rule was adopted by the Commission at the June 22, 2021 Commission meeting. Pursuant to section 1043(f)(1)

(d) and the Statement of Substantial Need for Earlier implementation attached to this notice, this rule will take effect immediately upon publication in the City Record.

**Statement of Basis and Purpose**

On August 7, 2019, the New York City Taxi and Limousine Commission (TLC) adopted rules implementing Local Law 147 of 2018. Local Law 147 paused the issuance of new FHV licenses for one year and gave TLC the authority to determine whether to authorize any additional FHV licenses after that time and, if it determined that such additional licenses were warranted, to establish their number. The rules issued by TLC, among other things, provided that the pause on the issuance of new For-Hire Vehicle (FHV) licenses would remain in effect, and required the TLC to review the current number of existing FHV licenses every six months and, on the basis of such review, to determine the number of new FHV licenses, if any, the TLC will issue over the next six months.

TLC's rules followed a study of traffic congestion in NYC, conducted by TLC and the New York City Department of Transportation pursuant to Local Law 147. The study found that FHVs were a significant contributor to traffic congestion in Manhattan and was the basis of TLC's determination that the pause on the issuance of new FHV licenses should remain in effect. However, in keeping the pause in effect, TLC exempted licenses issued to wheelchair accessible vehicles (WAVs) and battery electric vehicles (BEVs) from the licensing pause, permitting the issuance of new FHV licenses to such vehicles.

The TLC requires all FHV bases to provide wheelchair accessible service and, as such, TLC permitted the continued issuance of FHV licenses to wheelchair accessible vehicles. In contrast, the TLC does not require any individual driver or FHV base to use battery electric vehicles, nor does Local Law 147 require the continued issuance of FHV licenses to BEVs. The exemption for BEVs was meant to provide a limited means for FHV drivers who did not possess their own FHV license to be able to obtain an FHV license without significantly increasing greenhouse gas emissions, one of the negative consequences of licensing a new vehicle. In 2019 when TLC issued the rules, BEVs, while not novel, were relatively rare and not widely commercially available. The TLC anticipated that a minimal number of new BEVs would be added to the FHV fleet.

However, since the enactment of the FHV licensing pause, TLC has issued nearly 400 new FHV licenses under the BEV exception. As charging infrastructure is constructed throughout the City and as BEVs become more commercially available, TLC anticipates the number of applications for a new FHV license under the BEV exemption will likely increase exponentially. In order to prevent what was meant as a limited exemption to the FHV licensing pause from subverting the goals of the original pause, these rules eliminate the exemption for battery electric vehicles and make the issuance of FHV licenses to BEVs part of the semi-annual review of FHV licenses TLC is required to conduct.

Eliminating the exemption will better align TLC's FHV license issuance policy with two of the important goals of the licensing pause: reducing traffic congestion and greenhouse gas emissions. Current FHV license holders will still be allowed, as they have always been allowed, to transfer their FHV licenses from their current vehicles to BEVs. Traffic reduction and greenhouse gas emission reduction is best achieved by replacing the current fleet of greenhouse gas emitting FHVs with battery electric vehicles, not by adding new FHVs to the existing fleet of vehicles. Adding more vehicles to the FHV fleet, battery electric or otherwise, will increase traffic congestion and, in doing so, slow the movement of traffic and increase greenhouse gas emissions. Eliminating this exemption and incorporating the issuance of FHV licenses to BEVs into its biannual review of all FHV licenses will allow TLC to better control the impact of an increase in vehicles, including BEVs, on traffic congestion and greenhouse gas emissions.

TLC's authority for these rules is found in section 2303 of the New York City Charter and section 19-503 of the New York City Administrative Code.

New material is underlined.  
[Deleted material is in brackets.]

"Shall" and "must" denote mandatory requirements and may be used interchangeably in the rules of this department, unless otherwise specified or unless the context clearly indicates otherwise.

Section 1. Paragraphs (1) and (2) of subdivision (a) of section 59A-06 of Title 35 of the Rules of the City of New York is amended to read as follows:

- (a) *New License*. The term of a new For-Hire Vehicle License is two years.
  - (1) *New License Issuance*. One year following the effective date of this rule, and every six months thereafter, the Commission will review the number of For-Hire Vehicle Licenses, pursuant to section 19-550(b)(2) of the Administrative Code of the City of New York and

determine the number of For-Hire Vehicle Licenses, if any, to issue in the six (6) months following such review and the types of vehicles to which the Commission will issue such new Licenses. In reviewing the number of Licenses to issue in the next six months, the Commission will review congestion levels, driver pay, License attrition rates, outer borough service, availability and demand for battery electric vehicles, availability of battery electric vehicle charging infrastructure, and any other information it deems relevant to determine the number of Licenses to issue. The results of such review, and the number of new For-Hire Vehicle Licenses the Commission will issue, will be posted on the Commission's website. The Commission will not issue new For-Hire Vehicle Licenses until such time as it completes its first review of the number of For-Hire Vehicle Licenses pursuant to this section.

- (2) *Exceptions*. [Prior to the results of the first review performed pursuant to] Notwithstanding paragraph (1) of this subdivision, the Commission will continue to issue new Licenses to:
  - (i) Wheelchair accessible vehicles, and
  - (ii) [Battery electric vehicles, and
  - (iii)] An applicant who possesses a TLC Driver's License, provides written proof that the applicant entered into a lease for the use of a licensed for-hire vehicle that contains a conditional purchase agreement for the vehicle prior to August 14, 2018, and demonstrates that the term of such lease is no less than two (2) years.

Statement of Substantial Need for Earlier Implementation

I hereby find, pursuant to Section 1043(f)(1)(d) of the New York City Charter, that there is a substantial need for the implementation of the rule eliminating the Battery Electric Vehicle exception to the For-Hire Vehicle License issuance pause immediately upon publication of the promulgated rule in the City Record.

On August 7, 2019, the New York City Taxi and Limousine Commission (TLC) adopted rules implementing Local Law 147 of 2018. Local Law 147 paused the issuance of new FHV licenses for one year and gave TLC the authority to determine whether to authorize any additional FHV licenses after that time and, if it determined that such additional licenses were warranted, to establish their number. In maintaining the pause, the TLC exempted licenses issues to battery electric vehicles (BEVs), permitting the issuance of new FHV licenses to such vehicles.

While TLC anticipated the BEV exception to yield a minimal number of new FHV licenses, since the enactment of the FHV licensing pause, TLC has issued nearly 400 new FHV licenses under the BEV exception. As charging infrastructure is constructed throughout the City and as BEVs become more commercially available, TLC anticipates the number of applications for a new FHV license under the BEV exception will likely increase exponentially.

By this rule, the TLC will close the BEV exception to the FHV licensing pause to ensure the FHV licensing pause is not undercut by the proliferation of new vehicles added to the fleet. Immediate implementation of this rule is necessary to prevent such growth in the size of the for-hire vehicle fleet, which would undercut the very purpose of eliminating the exception.

s/Aloysee Heredia Jarmoszuk /s  
Aloysee Heredia Jarmoszuk, Commissioner  
New York City Taxi and Limousine Commission

Approved: s/Bill de Blasio /s  
Bill de Blasio, Mayor

Date: 6/22/2021

# SPECIAL MATERIALS

## ADMINISTRATION FOR CHILDREN'S SERVICES

■ NOTICE

This concept paper is being offered to inform New York City community-based organizations and the general public of a Request for Proposals (RFP) that ACS expects to release in the summer of 2021 and to solicit feedback to inform the development of the RFP.

The RFP will seek appropriately qualified organizations to provide year-round support services (e.g. career readiness, work readiness, career pathways, vocational education and training, labor market readiness, and life skills) to youth ages 14-23, in ACS' Secure and Specialized Detention (SD/SSD) and Limited Secure Placement (LSP) facilities.

ACS is seeking to establish a Workforce Development program that utilizes professional staff and providers to offer high-quality education and/or training programs to youth to promote opportunities for career development. Focusing on a holistic approach, these activities will enable youth to develop competencies to imagine their career interests and promote pathways to pursue them.

To submit feedback on this Concept Paper, please submit your comments through the PASSPort system either by submitting a response in the Manage Responses tab or submitting a comment/question in the Discussion Forum.

j18-24

## HEALTH AND MENTAL HYGIENE

■ NOTICE

DOHMH, intends to issue an RFP to procure services from community-based organizations to provide home visiting services to expand existing community-based initiatives that increase community residents' knowledge and influence behaviors to improve maternal and infant health outcomes throughout New York City. These activities would be in alignment with other NYC DOHMH initiatives such as Newborn Home Visiting Program, Maternal Health Quality Improvement Network Initiative (MHQIN), as well as the work of the DOHMH's Sexual and Reproductive Health Unit (SRHU) and the Center for Health Equity and Community Wellness (CHECW). The overarching goal of this funding is to make progress towards two key DOHMH priorities: 1) advancing health equity and 2) reducing poor maternal and child health outcomes.

DOHMH will host a provider conference for interested providers on Thursday, July 8, 2021, from 1:00 P.M. – 2:30 P.M., via WebEx. In order to obtain access to the meeting, vendors must RSVP via email to RFP@health.nyc.gov, on or before July 6, 2021, with the attendee name(s) and email contact(s) and indicate "MIH RSVP" in the subject line.

The Concept Paper will be posted on PASSPort [https://passport.cityofnewyork.us/page.aspx/en/rfp/request\\_browse\\_public](https://passport.cityofnewyork.us/page.aspx/en/rfp/request_browse_public), from June 25, 2021 through August 9, 2021. DOHMH invites written comments submitted to RFP@health.nyc.gov, through the end of the posting period. Indicate "MIH Concept Paper" in the subject line.

j18-24

## OFFICE OF LABOR RELATIONS

■ NOTICE

### 2010 - 2017 SOCIAL SERVICES & RELATED TITLES

AGREEMENT entered into this 4th day of May, 2021 by and between the City of New York and related public employers pursuant to and limited to their respective elections or statutory requirement to be covered by the New York City Collective Bargaining Law and their respective authorizations to the City to bargain on their behalf and the New York City Health and Hospitals Corporation (d/b/a) NYC

Health + Hospitals ("NYC H+H") (hereinafter referred to jointly as the "Employer"), and District Council 37, AFSCME, AFLCIO, and its affiliated Locals 154, 371, 768, 957, 1070, and 1113 (hereinafter referred to jointly as the "Union"), for the 90 months, 23 days period from March 3, 2010 to September 25, 2017.

**WITNESSETH:**

WHEREAS, the parties hereto have entered into collective bargaining and desire to reduce the results thereof to writing,

NOW, THEREFORE, it is mutually agreed as follows:

**ARTICLE I UNION RECOGNITION AND UNIT DESIGNATION**

**Section 1.**

The Employer recognizes the Union as the sole and exclusive collective bargaining representative for the bargaining unit set forth below, consisting of employees of the Employer, wherever employed, whether fulltime, parttime per annum, hourly or per diem, in the below listed title(s), and in any successor title(s) that may be certified by the Board of Certification of the Office of Collective Bargaining to be part of the unit herein for which the Union is the exclusive collective bargaining representative and in any positions in Restored Rule X titles of the Classified Service the duties of which are or shall be equated by the City Personnel Director and the Director of the Budget for salary purposes to any of the below listed title(s):

Title	Title Code Number
Addiction Counselor (including Levels)	000550, 000530
Addiction Program Administrator	000560
Addiction Specialist (including specialties)	56070/71, 560700
Administrator of Youth Services (including specialties)	51450/52
After School Program Specialist (Youth Board)	05164
Alcoholism Counselor	95437
Area Services Coordinator	22557
Assistant Addiction Counselor	000540
Assistant Administrator of Youth Services	51448
Assistant Area Services Coordinator	22556
Assistant Community Liaison Worker	56092, 560920
Assistant Community Liaison Worker (JOP)	09525
Assistant Educational Counselor (JJ)	05056
Assistant Institutional Teacher (JJ)	60370
Assistant Program Specialist (DOC) **	60947
Assistant Superintendent of Bridge House	52276
Assistant Superintendent of Welfare Shelters	52275
Assistant Supervisor of Youth Services (including specialties)	51440, 51442
Assistant Youth Services Specialist	51436
Associate Claim Examiner (including Levels)	30721
Associate Contract Specialist	40562
Associate Correctional Counselor (including Levels)	51274, 512740/50
Associate Fraud Investigator (including Levels)	31118
Associate Human Rights Specialist (including Levels)	55038
Associate Inspector (DCA) (including Levels)	33996
Associate Investigator (including Levels)	31121
Associate Job Opportunity Specialist (including Levels)	52316
Associate Juvenile Counselor (including Levels)	52300
Associate Market Agent (including Levels)	33973
Associate Personnel Investigator (including Levels)	31122

Associate Program Officer (DFTA)	51455	Hospital Care Investigator	52342, 523420
Case Aide	52291	Houseparent	52437
Caseworker	52304, 523040	Houseparent Aide	09715, 52434
Caseworker Trainee	52301	Human Resources Aide	56001
Child and Family Specialist	52408	Human Resources Specialist (including specialties)	56020, 56021
Child Protective Specialist Level I, II	52366	Human Resources Technician (including specialties)	56006, 56007
Child Protective Specialist Supervisor Level I, II	52367	Human Rights Specialist	55016
Child Welfare Specialist Level I, II	52369	Human Rights Specialist (CCHR)	55018, 06042
Child Welfare Specialist Supervisor Level I, II	52370	Inspector (DCA) (including Levels)	33995
Children's Counselor (Per Diem)	51510	Institutional Teacher (JJ) (including Levels)	60371
Children's Counselor	51510, 515100	Investigator Trainee	31101
Claim Examiner	30705	Investigator	31105, 311060
Claim Specialist (including Levels)	30726, 307260/70/80	Investigator (CCRB)	31165
Community Assistant	56056, 560560	Investigator (Discipline) [DOS, HRA, JJ, DOC, DOH, & DPR only]	06316
Community Associate	56057, 560570	Investigator (Employee Discipline)	06688
Community Coordinator	56058, 560580	Job Opportunity Specialist	52314
Community Liaison Trainee	56091, 560910	Junior Human Rights Specialist	55017
Community Liaison Worker (including Levels)	56093, 560920/30/40/50	Juvenile Counselor (including Levels)	52295
Community Liaison Worker (JOP)	09528	Market Aide	33971
Community Organization Specialist (Urban Renewal)	22116	Market Agent (including Levels)	33972
Community Service Aide (including SAP)	52406, 524060	Mental Health Worker	51262
Community Service Aide (JOP)	09529	Peer Counselor (including Levels)	51218, 983510-30
Compliance Aide (JOP)	09530	Personnel Investigator	31107
Congregate Care Specialist (including Levels)	52450	Precinct Community Relations Aide	56059
Consultant (Day Camp)	51614	Precinct Community Relations Assoc.	56064
Consultant (Early Childhood Education) (including Levels)	51611	Precinct Community Relations Coordinator	56065
Consultant (Mental Health Standards & Services)	51000	Principal Children's Counselor	51565, 515650
Consultant (Public Health Social Work)	51613, 516130	Principal Community Liaison Worker (w/ certain exceptions)	56095, 560950
Contract Specialist (including Levels)	40561	Principal Correctional Counselor	51277
Correctional Counselor	51273, 512730	Principal Home Economist	50565
Correctional Standards Review Specialist (including Levels)	52615, 06140	Principal Hospital Care Investigator	52345, 523450
Counselor (Addiction Treatment) (Including Levels)	51214	Principal Human Rights Specialist	55076
Day Care Eligibility Worker	09551, 52305	Principal Human Rights Specialist (CCHR)	55077
Decedent Property Agent	10142	Principal Juvenile Counselor	52297
Decedent Property Agent (Queens County)	06665	Principal Senior Citizen Specialist	09223
Decedent Property Agent (Kings County)	06775	Program Coordinator (JJ)	51597
Educational Counselor (JJ)	05055	Program Evaluator (ACS)	52416
Equal Rights Compliance Specialist (DOE) (including Levels)	55050	Program Officer (DFTA) (including Levels)	51454
Family Preservationist (JJ)	51595	Program Specialist (Correction) (including Levels)	60948
Field Investigation Specialist (Law Department) (including Levels)	06426	Research Assistant (Behavioral Sciences)	21740
Fraud Investigator (DOSS)	05148	Protection Agent (ACS) (including Levels)	06771
Fraud Investigator (including Levels)	31113	Sanitation Compliance Agent	71685
Head Juvenile Counselor	52299	Senior Addiction Counselor (including Levels)	966970, 966980
Home Aide	52404	Senior Addiction Specialist (including specialties)	56072, 56075
Home Economist	50510	Senior Area Services Coordinator	22558
Home Economist Trainee	50501	Senior Children's Counselor	51535, 515350
Homemaker (including Levels)	52405	Senior Citizen Aide (DFTA)	02828, 52402

Senior Citizen Specialist I (DFTA)	02735
Senior Citizen Specialist II (DFTA)	02899
Senior Citizen Specialist II (JOP)	09538
Senior Claim Examiner	30710
Senior Community Liaison Worker	56094, 560940
Senior Community Organization Specialist (Urban Renewal)	22126
Senior Consultant (Early Childhood Education)	51636, 516360
Senior Consultant (Mental Health Standards & Services)	54810
Senior Consultant (Psychiatric Nursing)	51019
Senior Consultant (Public Health Social Work)	51638
Senior Counselor (Addiction Treatment) (To be deleted)	51216
Senior Homemaker	52407
Senior Hospital Care Investigator	52343, 523430
Senior Houseparent	52438
Senior Human Resources Specialist (including specialties)	56030, 56031
Senior Human Resources Technician (including specialties)	56011, 56012
Senior Institutional Teacher (JJ)	05054
Senior Inspector of Ports and Terminals	33986
Senior Investigator	31110
Senior Juvenile Counselor	52296
Senior Mental Health Worker	51263
Senior Program Specialist (Correction) (To be deleted)	60949
Senior Social Worker (HCF)	004770
Social Worker (including Levels)	52613, 526130-80
Special Consultant (Mntl Health Stndrd & Serv.) (including Levels)	51001
Special Consultant (Mntl Health Stndrd & Serv. Level II)	510010
Superintendent of Adult Institutions	52279
Superintendent of Bridge House	52281
Supervising Area Services Coordinator	22559
Supervising Children's Counselor	51560, 515600
Supervising Claim Examiner	30715
Supervising Correctional Counselor	51275
Supervising Counselor (Addiction Treatment) (To be deleted)	51217
Supervising Custodian of Children	52298
Supervising Home Economist	50560
Supervising Hospital Care Investigator	52344, 523440
Supervising Human Resources Specialist (including specialties)	56040, 56045
Supervising Human Rights Specialist	55036
Supervising Human Rights Specialist (CCHR)	55037
Supervising Inspector of Ports & Terminals	33987
Supervising Investigator	31115
Supervising Mental Health Worker	51264
Supervisor (Methadone Treatment Center)	51247
Supervisor of Child Care	52315
Supervisor of Investigators (CCRB)	31166

Supervisor of Youth Services (including specialties)	51444, 51446
Supervisor I (Social Work)	52631, 526310
Supervisor II (Social Work)	52632, 526320
Supervisor III (Social Work)	52633, 526330
Supervisor I (Social Services)	52311
Supervisor II (Social Services)	52312
Supervisor III (Social Services)	52313
Teacher Aide (Day Care Center)	02933, 029330
Youth Coordinator (Youth Services)	51402
Youth Services Specialist	51438

**\*\* To be deleted****Section 2.**

The terms "Employee" and "Employees" as used in this Agreement shall mean only those persons in the unit described in Section 1 of this Article.

**ARTICLE II - DUES CHECKOFF****Section 1.**

- a. The Union shall have the exclusive right to the checkoff and transmittal of dues on behalf of each employee in accordance with the Mayor's Executive Order No. 98, dated May 15, 1969, entitled "Regulations Relating to the Checkoff of Union Dues" and in accordance with the Mayor's Executive Order No. 107, dated December 29, 1986, entitled "Procedures for Orderly Payroll Check-Off of Union Dues and Agency Shop Fees."
- b. Any Employee may consent in writing to the authorization of the deduction of dues from the Employee's wages and to the designation of the Union as the recipient thereof. Such consent, if given, shall be in a proper form acceptable to the City, which bears the signature of the Employee.

**Section 2.**

The parties agree to an agency shop to the extent permitted by applicable law, as described in a supplemental agreement hereby incorporated by reference into this Agreement.

**ARTICLE III - SALARIES****Section 1.**

- a. This Article III is subject to the provisions, terms and conditions of the Alternative Career and Salary Pay Plan Regulations, dated March 15, 1967 as amended, except that the specific terms and conditions of this Article shall supersede any provisions of such Regulations inconsistent with this Agreement subject to the limitations of applicable provisions of law.
- b. Except as otherwise specified, all salary provisions of this Agreement, including minimum and maximum salaries, advancement increases, general increases, education differentials and any other salary adjustments, are based upon a normal work week of 35 hours. The normal work week for Employees in the titles Houseparent Aide shall be 40 hours and for employees in the titles Houseparent and Senior Houseparent shall be 60 hours. In accordance with Article IX, Section 24 of the 1995 - 2001 Citywide Agreement, an Employee who works on a full-time, per-diem basis shall receive their base salary (including salary increment schedules) and/or additions-to-gross payment in the same manner as a full-time, per-annum employee. An Employee who works on a parttime per annum basis and who is eligible for any salary adjustments provided in this Agreement shall receive the appropriate prorata portion of such salary adjustment computed on the relationship between the number of hours regularly worked each week by such Employee and the number of hours in the said normal work week, unless otherwise specified.
- c. Employees who work on a part time per diem or hourly basis and who are eligible for any salary adjustment provided in this Agreement shall receive the appropriate prorata portion of such salary adjustment computed as follows, unless otherwise specified:

Per diem rate	1/261 of the appropriate minimum basic salary.
Hourly Rate	35 hour week basis 1/1827 of the appropriate minimum basic salary.
	37-1/2 hour week basis - 1/1957.5 of the appropriate minimum basic salary.
	40 hour week basis 1/2088 of the appropriate minimum basic salary.

60 hour week\* basis 1/3132 of the appropriate minimum basic salary.

\* All time in full pay status in a calendar week in excess of 40 hours shall be paid at the rate of time and one-half (1-1/2X).

d. The maximum salary for a title shall not constitute a bar to the payment of any salary adjustment or pay differentials provided for in this Agreement but the said increase above the maximum shall not be deemed a promotion.

**Section 2.**

Employees in the following title(s) shall be subject to the following specified salary(ies), salary adjustment(s), and/or salary range(s):

**a. Effective March 3, 2010**

i. Minimum

	(1) Hiring Rate #	(2) Incumbent Rate	ii. Maximum
Addiction Counselor ####			
Level I	\$41,686	\$47,939	\$61,233
Level II	\$45,061	\$51,820	\$64,906
Addiction Program Administrator NYC H+H	\$41,303	\$44,541	\$96,747
Addiction Specialist (incl. spec.) ####	\$30,933	\$35,573	\$41,820
Admin. of Youth Services (incl. spec.)	\$56,021	\$64,424	\$76,981
After School Program Spec. (YB) *	\$28.59	\$32.88	Per Hour
Alcoholism Counselor	\$34,977	\$40,224	\$53,788
Area Services Coordinator	\$43,068	\$49,528	\$62,831
Assistant Addiction Counselor	\$34,977	\$40,224	\$53,788
Asst. Administrator of Youth Services	\$50,702	\$58,307	\$71,340
Asst. Area Services Coordinator	\$34,977	\$40,224	\$53,788
Asst. Community Liaison Worker**	\$27,464	\$31,584	\$38,626
Asst. Community Liaison Worker (JOP)	\$27,464	\$31,584	\$38,626
Asst. Educational Counselor (JJ) Counselor C (JJ Justice JUSTICE)	\$28,617	\$32,910	\$39,218
Assistant Institutional Teacher (JJ)	\$28,617	\$32,910	\$39,218
Asst. Program Specialist (DOC) **	\$37,751	\$43,414	\$58,307
Asst. Superintendent of Bridge House	\$30,933	\$35,573	\$38,626
Asst. Superintendent of Welfare Shelters	\$50,702	\$58,307	\$71,340
Asst. Supvr. of Youth Services (incl spec.)	\$39,143	\$45,014	\$58,307
Assistant Youth Services Specialist	\$29,775	\$34,241	\$38,626
Associate Claim Examiner **			
Level I	\$43,068	\$49,528	\$64,983
Level II	\$50,702	\$58,307	\$72,363
Associate Contract Specialist	\$50,752	\$58,365	\$76,478
Associate Correctional Counselor			

Level I	\$43,068	\$49,528	\$62,831
Level II	\$50,702	\$58,307	\$69,211
Associate Fraud Investigator			
Level I	\$50,702	\$58,307	\$76,924
Level II	\$56,021	\$64,424	\$80,594
Associate Human Rights Specialist			
Level I	\$49,282	\$56,674	\$75,635
Level II	\$58,689	\$67,492	\$88,295
Associate Job Opportunity Specialist			
Level I	\$43,734	\$50,294	\$69,211
Level II	\$51,258	\$58,947	\$76,924
Level III	\$56,491	\$64,965	\$83,038
Associate Inspector(DCA)			
Level I	\$52,430	\$60,294	\$71,193
Level II	\$57,743	\$66,404	\$78,907
Associate Investigator			
Level I	\$43,068	\$49,528	\$64,358
Level II	\$50,702	\$58,307	\$71,340
Associate Juvenile Counselor ###			
Level I	\$43,068	\$49,528	\$64,358
Level II	\$50,702	\$58,307	\$71,340
Associate Market Agent **			
Level I	\$43,068	\$49,528	\$69,211
Level II	\$56,021	\$64,424	\$76,924
Associate Personnel Investigator			
Level I	\$43,068	\$49,528	\$64,358
Level II	\$50,702	\$58,307	\$71,340
Associate Program Officer (DFTA) **	\$56,021	\$64,424	\$76,924
Case Aide	\$28,617	\$32,910	\$38,626
Caseworker ###, ####	\$34,977	\$40,224	\$59,903
Caseworker Trainee *****	\$27,197	\$31,277	\$38,498
Child and Family Specialist	\$61,574	\$70,810	\$83,038
Child Protective Specialist ###, #####			
Level I	See footnote	\$42,797	Flat Rate
Level II	See footnote		
After 6 months in title		\$46,479	Flat Rate
After 18 months in title and satisfactory completion of probation		\$49,561	\$70,270
Child Protective Specialist Supervisor ###, #####			
Level I	See footnote	\$56,821	\$77,361
Level II	See footnote	\$72,592	\$88,001
Child Welfare Specialist ###, #####			
Level I	See footnote	\$40,232	Flat Rate

Level II	See footnote				Level II	\$43,112	\$49,579	\$66,581
After 6 months in title		\$43,843	Flat Rate		Correctional Counselor	\$34,977	\$40,224	\$53,788
After 18 months in title and satisfactory completion of probation		\$46,872	\$67,155		Corr. Standards Review Specialist	\$41,693	\$47,947	\$73,797
Child Welfare Specialist Supervisor ###, #####					Level I	\$41,693	\$47,947	\$59,441
Level I	See footnote	\$56,821	\$77,102		Level II	\$51,688	\$59,441	\$73,797
Level II	See footnote	\$68,402	\$85,026		Counselor (Addiction Treatment)			
Children's Counselor (Per Diem)	\$134.01	\$154.11	\$213.98		Level I	\$41,686	\$47,939	\$61,233
Children's Counselor #####	\$34,977	\$40,224	\$55,848		Level II	\$50,702	\$58,307	\$69,211
Claim Examiner **	\$34,977	\$40,224	\$55,848		Level III	\$56,021	\$64,424	\$76,924
Claim Specialist					Day Care Eligibility Worker			
Level I	\$34,977	\$40,224	\$55,848		Decedent Property Agent	\$34,977	\$40,224	\$53,788
Level II	\$43,068	\$49,528	\$64,983		Decedent Property Agent (Queens Co.)	\$34,977	\$40,224	\$53,788
Level III	\$50,702	\$58,307	\$72,363		Decedent Property Agent (Kings Co.)	\$34,977	\$40,224	\$53,788
Community Assistant	\$27,421	\$31,534	\$35,573		Educational Counselor (JJ)	\$33,496	\$38,520	\$53,176
Community Associate	\$32,321	\$37,169	\$53,788		Equal Rights Compliance Specialist (DOE) @@			
Community Coordinator	\$45,615	\$52,457	\$70,810		Level I	\$39,496	\$42,592	\$58,564
Community Liaison Trainee **	\$26,385	\$30,343	\$34,241		Level II	\$54,306	\$58,564	\$79,860
Community Liaison Trainee	\$26,385	\$30,343	\$34,241		Family Preservationist (JJ)	\$38,243	\$43,980	\$63,699
Community Liaison Worker	\$34,977	\$40,224	\$53,788		Field Investigation Specialist (LD)			
Community Liaison Worker					Level I	\$35,590	\$40,929	\$53,615
Level I	\$27,464	\$31,584	\$38,626		Level II	\$42,566	\$48,951	\$60,602
Level II	\$34,977	\$40,224	\$53,788		Level III	\$50,670	\$58,271	\$75,588
Level III	\$39,143	\$45,014	\$58,307		Fraud Investigator (DOSS)	\$34,977	\$40,224	\$55,848
Level IV	\$50,702	\$58,307	\$71,340		Fraud Investigator			
Community Liaison Worker (JOP)	\$34,977	\$40,224	\$53,788		Level I	\$34,977	\$40,224	\$59,903
Comm. Organization Spec. (Urban Renewal)	\$50,702	\$58,307	\$69,211		Level II	\$43,068	\$49,528	\$67,856
Community Service Aide (incl SAP)	\$24,756	\$28,469	\$29,735		Head Juvenile Counselor ###	\$56,021	\$64,424	\$76,981
Community Service Aide (JOP)	\$24,756	\$28,469	\$29,735		Home Aide	\$26,385	\$30,343	\$34,241
Compliance Aide (JOP)	\$29,775	\$34,241	Flat Rate		Home Economist	\$43,068	\$49,528	\$69,211
Congregate Care Specialist (ACS) (JJ) #####					Home Economist Trainee	\$34,977	\$40,224	\$53,788
Level I	See footnote	\$36,027	\$56,834		Homemaker			
Level II	See footnote	\$43,327	\$64,068		Level I	\$27,464	\$31,584	\$38,626
Consultant (Day Camp)	\$56,021	\$64,424	\$76,924		Level II	\$34,977	\$40,224	\$55,848
Consultant (Early Childhood Education)					Hospital Care Investigator #####	\$34,977	\$40,224	\$53,788
Level I	\$56,021	\$64,424	\$76,924		Houseparent Aide	\$29,394	\$33,803	Flat Rate
Level II	\$60,183	\$69,211	\$83,038		Human Resources Aide **	\$26,385	\$30,343	\$34,241
Consultant(Mntl Hlth Stands & Serv.) **	\$50,702	\$58,307	\$69,211		Human Resources Spec. (incl. spec.)	\$34,977	\$40,224	\$55,848
Consultant (Public Health Social Work)	\$56,021	\$64,424	\$76,924		Human Resources Tech. (incl. spec.)	\$26,385	\$30,343	\$34,241
Contract Specialist					Human Rights Specialist	\$41,627	\$47,871	\$66,075
Level I	\$35,011	\$40,263	\$59,381		Human Rights Specialist (CCHR)	\$41,627	\$47,871	\$66,075
					Inspector(DCA)	\$35,841	\$41,217	\$57,102



Level I	\$35,841	\$41,217	\$50,523	Prin. Comm. Liaison Worker (w/certain exceptions)	\$50,702	\$58,307	\$71,340
Level II	\$44,794	\$51,513	\$57,102	Principal Correctional Counselor	\$50,702	\$58,307	\$69,211
Institutional Teacher (JJ)				Principal Home Economist	\$56,021	\$64,424	\$76,760
Level I	\$38,003	\$43,703	\$53,176	Principal Hospital Care Investigator #####	\$56,021	\$64,424	\$76,924
Level II	\$47,540	\$54,671	\$66,824	Principal Human Rights Specialist	\$58,689	\$67,492	\$88,295
Investigator Trainee ****	\$27,197	\$31,277	\$38,498	Prin. Human Rights Specialist (CCHR)	\$58,689	\$67,492	\$88,295
Investigator	\$34,977	\$40,224	\$55,848	Principal Juvenile Counselor	\$50,702	\$58,307	\$71,340
Investigator (Discipline) DOS, HRA, JJ, DOC, DOH, DPR ONLY				Principal Senior Citizen Specialist	\$50,702	\$58,307	\$69,211
Level I	\$35,659	\$41,008	\$53,712	Program Coordinator (JJ)	\$47,145	\$54,217	\$73,819
Level II	\$42,648	\$49,045	\$60,719	Program Evaluator (ACS)	\$56,021	\$64,424	\$83,038
Level III	\$50,770	\$58,385	\$75,735	Program Officer (DFTA)	\$47,930	\$55,119	\$76,924
Investigator Employee Discipline***				Level I	\$47,930	\$55,119	\$69,211
Level I	\$35,670	\$41,021	\$54,548	Level II	\$56,021	\$64,424	\$76,924
Level II	\$42,660	\$49,059	\$61,668	Program Specialist (Correction)			
Level III	\$50,783	\$58,401	\$76,913	Level I	\$37,751	\$43,414	\$58,307
Investigator (CCRB)				Level II	\$50,702	\$58,307	\$69,211
Level I	\$35,659	\$41,008	\$53,712	Level III	\$56,021	\$64,424	\$76,924
Level II	\$42,648	\$49,045	\$60,719	Protection Agent (ACS)			
Level III	\$50,770	\$58,385	\$75,735	Level I	\$48,983	\$56,330	\$75,137
Job Opportunity Specialist	\$35,740	\$41,101	\$59,903	Level II	\$51,561	\$59,295	\$77,495
Junior Human Rights Specialist	\$34,630	\$39,824	\$45,694	Research Asst. (Behavioral Sciences)	\$34,977	\$40,224	\$53,788
Juvenile Counselor ###				Sanitation Compliance Agent	\$28,850	\$33,177	\$36,564
Level I	\$34,977	\$40,224	\$50,641	Special Consultant(Mntl Health Stndrd & Services)			
Level II	\$41,096	\$47,260	\$55,848	Level I	\$50,702	\$58,307	\$69,211
Market Agent	\$34,977	\$40,224	\$76,924	Level II	\$60,183	\$69,211	\$83,038
Level I	\$34,977	\$40,224	\$49,528	Sr. Addiction Counselor #####			
Level II	\$43,068	\$49,528	\$69,211	Level I	\$48,669	\$55,969	\$70,099
Level III	\$56,021	\$64,424	\$76,924	Level II	\$53,534	\$61,564	\$77,108
Mental Health Worker	\$29,003	\$33,353	\$36,369	Sr. Addiction Specialist (incl. spec.)	\$34,977	\$40,224	\$53,788
Peer Counselor #####				Sr. Area Services Coordinator	\$50,702	\$58,307	\$69,211
Level I	See footnote	\$31,665	\$34,417	Sr. Children's Counselor #####	\$43,068	\$49,528	\$64,358
Level II	See footnote	\$34,417	\$38,547	Sr. Citizen Aide (DFTA) hired aft 6/30/86	\$9.37	\$10.77	Per Hour
Level III	See footnote	\$39,010	\$43,599	Hired 7/1/85-6/30/86	N/A	\$11.12	Per Hour
Personnel Investigator	\$34,977	\$40,224	\$55,848	Hired 7/1/84-6/30/85	N/A	\$11.40	Per Hour
Precinct Community Relations Aide				Hired Before 7/1/84	N/A	\$11.74	Per Hour
Hired aft 6/30/86	\$13.67	\$15.72	Per Hour	Sr. Citizen Specialist I (DFTA)	\$34,977	\$40,224	\$53,788
Hired 7/1/85-6/30/86	N/A	\$15.80	Per Hour	Sr. Citizen Specialist II (DFTA)	\$43,068	\$49,528	\$62,831
Hired 7/1/84-6/30/85	N/A	\$15.86	Per Hour	Sr. Citizen Specialist II (JOP)	\$43,068	\$49,528	\$62,831
Hired Before 7/1/84	N/A	\$15.95	Per Hour				
Precinct Community Relations Assoc.	\$16.30	\$18.75	Per Hour				
Precinct Community Relations Cordntr.	\$24.40	\$28.06	Per Hour				
Principal Children's Counselor #####	\$56,021	\$64,424	\$76,981				
Prin. Comm. Liaison Worker (w/certain exceptions) **	\$50,702	\$58,307	\$71,340				

Sr. Claim Examiner	\$43,068	\$49,528	\$64,983	Supervising Hospital Care Investigator #####	\$50,702	\$58,307	\$69,211
Sr. Community Liaison Worker **	\$39,143	\$45,014	\$58,307	Supvsg Human Res. Spec. (incl spec.)	\$50,702	\$58,307	\$71,340
Sr. Comm. Organization Spec. (Urban Renewal)	\$56,021	\$64,424	\$76,924	Supervising Human Rights Specialist	\$50,702	\$58,307	\$71,340
Sr. Consultant (Early Childhood Educ.) **	\$60,183	\$69,211	\$83,038	Supvsgng Human Rights Spec.(CCHR)	\$49,281	\$56,673	\$75,635
Sr. Consultant (Early Childhood Educ.)	\$60,183	\$69,211	\$83,038	Supvsg. Inspector of Ports & Terminals	\$50,702	\$58,307	\$69,211
Sr. Consultant (Mntl Hlth Stnds & Serv.) **	\$60,183	\$69,211	\$83,038	Supervising Investigator	\$50,702	\$58,307	\$71,340
Sr. Consultant (Psychiatric Nursing)	\$60,183	\$69,211	\$83,038	Supervising Mental Health Worker	\$34,547	\$39,729	\$46,781
Sr. Consultant (Pub. Health Social Wk)	\$60,183	\$69,211	\$83,038	Suprvsr. (Methadone Treatment Center) **	\$56,021	\$64,424	\$76,924
Sr. Counselor (Addiction Treatment) **	\$50,702	\$58,307	\$69,211	Supervisor of Child Care	\$50,702	\$58,307	\$76,924
Sr. Homemaker	\$34,977	\$40,224	\$55,848	Supervisor of Investigations (CCRB) #####	See footnote	\$64,560	\$82,339
Sr. Hospital Care Investigator #####	\$43,068	\$49,528	\$62,831	Supvrsr. of Youth Services (incl. spec.)	\$43,068	\$49,528	\$64,358
Sr. Human Resources Spec.(incl. spec.)	\$43,068	\$49,528	\$64,358	Supervisor I (Social Work) #####	\$47,930	\$55,119	\$69,211
Sr. Human Resources Tech.(incl. spec.)	\$30,933	\$35,573	\$41,820	Supervisor II (Social Work) #####	\$56,021	\$64,424	\$76,924
Sr. Institutional Teacher (JJ)**	\$43,068	\$49,528	\$66,824	Supervisor III (Social Work) #####	\$61,574	\$70,810	\$83,038
Sr. Inspector of Ports and Terminals	\$43,068	\$49,528	\$62,831	Supervisor I (Social Services) ###	\$43,170	\$49,646	\$69,211
Sr. Investigator	\$43,068	\$49,528	\$64,358	Supervisor II (Social Services) ###	\$50,702	\$58,307	\$76,924
Sr. Juvenile Counselor	\$43,068	\$49,528	\$64,358	Supervisor III (Social Services) ###	\$56,021	\$64,424	\$83,038
Sr. Mental Health Worker	\$30,000	\$34,500	\$40,236	Teacher Aide (Day Care Center)	\$26,385	\$30,343	\$34,241
Sr. Program Specialist (Correction) **	\$56,021	\$64,424	\$76,924	Youth Coordinator (Youth Services)	\$43,068	\$49,528	\$55,034
Sr. Social Worker (HCF) #####	\$45,463	\$52,283	\$65,222	Youth Services Specialist	\$34,977	\$40,224	\$55,848
Social Worker #####	\$43,068	\$49,528	\$61,233				
Social Worker #####							
Level I	\$43,068	\$49,528	\$61,233	<b>b. Effective September 3, 2011</b>			
Level II	\$45,463	\$52,283	\$65,222	i. Minimum			
Level III	\$47,930	\$55,119	\$69,211		(1) Hiring Rate #	(2) Incumbent Rate	ii. Maximum
Level IV	\$56,021	\$64,424	\$76,924	Addiction Counselor #####			
Level V	\$61,574	\$70,810	\$83,038	Level I	\$42,103	\$48,418	\$61,845
Superintendent of Adult Institutions ##	\$56,021	\$64,424	\$83,038	Level II	\$45,511	\$52,338	\$65,555
Superintendent of Bridge House	\$43,068	\$49,528	\$62,831	Addiction Program Administrator NYC H+H	\$41,716	\$44,986	\$97,714
Supervising Area Services Coordinator	\$56,021	\$64,424	\$76,924	Addiction Specialist (incl. spec.) #####	\$31,243	\$35,929	\$42,238
Supervising Children's Counselor #####, #####	See footnote	\$58,307	\$71,340	Admin. of Youth Services (incl. spec.)	\$56,581	\$65,068	\$77,751
Supervising Claim Examiner	\$50,702	\$58,307	\$72,363	After School Program Spec. (YB) *	\$28.88	\$33.21	Per Hour
Supervising Correctional Counselor	\$43,068	\$49,528	\$62,831	Alcoholism Counselor	\$35,327	\$40,626	\$54,326
Suprvsg. Counselor (Add. Treatment) **	\$56,021	\$64,424	\$76,924	Area Services Coordinator	\$43,498	\$50,023	\$63,459
Supervising Custodian of Children	\$50,702	\$58,307	\$69,211	Assistant Addiction Counselor	\$35,327	\$40,626	\$54,326
Supervising Home Economist	\$50,702	\$58,307	\$76,924				

Asst. Administrator of Youth Services	\$51,209	\$58,890	\$72,053	Associate Personnel Investigator			
Asst. Area Services Coordinator	\$35,327	\$40,626	\$54,326	Level I	\$43,498	\$50,023	\$65,002
Asst. Community Liaison Worker**	\$27,739	\$31,900	\$39,012	Level II	\$51,209	\$58,890	\$72,053
Asst. Community Liaison Worker (JOP)	\$27,739	\$31,900	\$39,012	Associate Program Officer (DFTA) **	\$56,581	\$65,068	\$77,693
Asst. Educational Counselor (JJ)	\$28,903	\$33,239	\$39,610	Case Aide	\$28,903	\$33,239	\$39,012
Assistant Institutional Teacher (JJ)	\$28,903	\$33,239	\$39,610	Caseworker ###, ####	\$35,327	\$40,626	\$60,502
Asst. Program Specialist (DOC) **	\$38,129	\$43,848	\$58,890	Caseworker Trainee ****	\$27,470	\$31,590	\$38,883
Asst. Superintendent of Bridge House	\$31,243	\$35,929	\$39,012	Child and Family Specialist	\$62,190	\$71,518	\$83,868
Asst. Superintendent of Welfare Shelters	\$51,209	\$58,890	\$72,053	Child Protective Specialist ###, #####			
Asst. Supvr. of Youth Services (incl spec.)	\$39,534	\$45,464	\$58,890	Level I	See footnote	\$43,225	Flat Rate
Assistant Youth Services Specialist	\$30,072	\$34,583	\$39,012	Level II	See footnote		
Associate Claim Examiner **				After 6 months in title		\$46,944	Flat Rate
Level I	\$43,498	\$50,023	\$65,633	After 18 months in title and satisfactory completion of probation		\$50,057	\$70,973
Level II	\$51,209	\$58,890	\$73,087	Child Protective Specialist Supervisor ###, #####			
Associate Contract Specialist	\$51,260	\$58,949	\$77,243	Level I	See footnote	\$57,389	\$78,135
Associate Correctional Counselor				Level II	See footnote	\$73,318	\$88,881
Level I	\$43,498	\$50,023	\$63,459	Child Welfare Specialist ###, #####			
Level II	\$51,209	\$58,890	\$69,903	Level I	See footnote	\$40,634	Flat Rate
Associate Fraud Investigator				Level II	See footnote		
Level I	\$51,209	\$58,890	\$77,693	After 6 months in title		\$44,281	Flat Rate
Level II	\$56,581	\$65,068	\$81,400	After 18 months in title and satisfactory completion of probation		\$47,341	\$67,827
Associate Human Rights Specialist				Child Welfare Specialist Supervisor ###, #####			
Level I	\$49,775	\$57,241	\$76,391	Level I	See footnote	\$57,389	\$77,873
Level II	\$59,276	\$68,167	\$89,178	Level II	See footnote	\$69,086	\$85,876
Associate Job Opportunity Specialist				Children's Counselor (Per Diem)	\$135.35	\$155.65	\$216.12
Level I	\$44,171	\$50,797	\$69,903	Children's Counselor ####	\$35,327	\$40,626	\$56,406
Level II	\$51,770	\$59,536	\$77,693	Claim Examiner **	\$35,327	\$40,626	\$56,406
Level III	\$57,057	\$65,615	\$83,868	Claim Specialist			
Associate Inspector(DCA)				Level I	\$35,327	\$40,626	\$56,406
Level I	\$52,954	\$60,897	\$71,905	Level II	\$43,498	\$50,023	\$65,633
Level II	\$58,320	\$67,068	\$79,696	Level III	\$51,209	\$58,890	\$73,087
Associate Investigator				Community Assistant	\$27,695	\$31,849	\$35,929
Level I	\$43,498	\$50,023	\$65,002	Community Associate	\$32,644	\$37,541	\$54,326
Level II	\$51,209	\$58,890	\$72,053	Community Coordinator	\$46,071	\$52,982	\$71,518
Associate Juvenile Counselor ###				Community Liaison Trainee **	\$26,649	\$30,646	\$34,583
Level I	\$43,498	\$50,023	\$65,002	Community Liaison Trainee	\$26,649	\$30,646	\$34,583
Level II	\$51,209	\$58,890	\$72,053	Community Liaison Worker	\$35,327	\$40,626	\$54,326
Associate Market Agent **				Community Liaison Worker			
Level I	\$43,498	\$50,023	\$69,903				
Level II	\$56,581	\$65,068	\$77,693				

Level I	\$27,739	\$31,900	\$39,012	Level I	\$35,946	\$41,338	\$54,151
Level II	\$35,327	\$40,626	\$54,326	Level II	\$42,992	\$49,441	\$61,208
Level III	\$39,534	\$45,464	\$58,890	Level III	\$51,177	\$58,854	\$76,344
Level IV	\$51,209	\$58,890	\$72,053	Fraud Investigator (DOSS)	\$35,327	\$40,626	\$56,406
Community Liaison Worker (JOP)	\$35,327	\$40,626	\$54,326	Fraud Investigator			
Comm. Organization Spec. (Urban Renewal)	\$51,209	\$58,890	\$69,903	Level I	\$35,327	\$40,626	\$60,502
Community Service Aide (incl SAP)	\$25,003	\$28,754	\$30,032	Level II	\$43,498	\$50,023	\$68,535
Community Service Aide (JOP)	\$25,003	\$28,754	\$30,032	Head Juvenile Counselor ###	\$56,581	\$65,068	\$77,751
Compliance Aide (JOP)	\$30,072	\$34,583	Flat Rate	Home Aide	\$26,649	\$30,646	\$34,583
Congregate Care Specialist (ACS) (JJ) #####				Home Economist	\$43,498	\$50,023	\$69,903
Level I	See footnote	\$36,387	\$57,402	Home Economist Trainee	\$35,327	\$40,626	\$54,326
Level II	See footnote	\$43,760	\$64,709	Homemaker			
Consultant (Day Camp)	\$56,581	\$65,068	\$77,693	Level I	\$27,739	\$31,900	\$39,012
Consultant (Early Childhood Education)				Level II	\$35,327	\$40,626	\$56,406
Level I	\$56,581	\$65,068	\$77,693	Hospital Care Investigator ####	\$35,327	\$40,626	\$54,326
Level II	\$60,785	\$69,903	\$83,868	Houseparent Aide	\$29,688	\$34,141	Flat Rate
Consultant(Mntl Hlth Stands & Serv.) **	\$51,209	\$58,890	\$69,903	Human Resources Aide **	\$26,649	\$30,646	\$34,583
Consultant (Public Health Social Work)	\$56,581	\$65,068	\$77,693	Human Resources Spec. (incl. spec.)	\$35,327	\$40,626	\$56,406
Contract Specialist				Human Resources Tech. (incl. spec.)	\$26,649	\$30,646	\$34,583
Level I	\$35,362	\$40,666	\$59,975	Human Rights Specialist	\$42,043	\$48,350	\$66,736
Level II	\$43,543	\$50,075	\$67,247	Human Rights Specialist (CCHR)	\$42,043	\$48,350	\$66,736
Correctional Counselor	\$35,327	\$40,626	\$54,326	Inspector(DCA)	\$36,199	\$41,629	\$57,673
Corr. Standards Review Specialist	\$42,110	\$48,426	\$74,535	Level I	\$36,199	\$41,629	\$51,028
Level I	\$42,110	\$48,426	\$60,035	Level II	\$45,242	\$52,028	\$57,673
Level II	\$52,204	\$60,035	\$74,535	Institutional Teacher (JJ)			
Counselor (Addiction Treatment)				Level I	\$38,383	\$44,140	\$53,708
Level I	\$42,103	\$48,418	\$61,845	Level II	\$48,016	\$55,218	\$67,492
Level II	\$51,209	\$58,890	\$69,903	Investigator Trainee ****	\$27,470	\$31,590	\$38,883
Level III	\$56,581	\$65,068	\$77,693	Investigator	\$35,327	\$40,626	\$56,406
Day Care Eligibility Worker	\$35,327	\$40,626	\$56,406	Investigator (Discipline) DOS, HRA, JJ, DOC, DOH, DPR ONLY			
Decedent Property Agent	\$35,327	\$40,626	\$54,326	Level I	\$36,016	\$41,418	\$54,249
Decedent Property Agent (Queens Co.)	\$35,327	\$40,626	\$54,326	Level II	\$43,074	\$49,535	\$61,326
Decedent Property Agent (Kings Co.)	\$35,327	\$40,626	\$54,326	Level III	\$51,277	\$58,969	\$76,492
Educational Counselor (JJ)	\$33,830	\$38,905	\$53,708	Investigator Employee Discipline***			
Equal Rights Compliance Specialist (DOE) @@				Level I	\$36,027	\$41,431	\$55,093
Level I	\$39,891	\$43,018	\$59,150	Level II	\$43,087	\$49,550	\$62,285
Level II	\$54,849	\$59,150	\$80,659	Level III	\$51,291	\$58,985	\$77,682
Family Preservationist (JJ)	\$38,626	\$44,420	\$64,336	Investigator (CCRB)			
Field Investigation Specialist (LD)				Level I	\$36,016	\$41,418	\$54,249
				Level II	\$43,074	\$49,535	\$61,326
				Level III	\$51,277	\$58,969	\$76,492
				Job Opportunity Specialist	\$36,097	\$41,512	\$60,502

Junior Human Rights Specialist	\$34,976	\$40,222	\$46,151	Level III	\$56,581	\$65,068	\$77,693
Juvenile Counselor ###				Protection Agent (ACS)			
Level I	\$35,327	\$40,626	\$51,147	Level I	\$49,472	\$56,893	\$75,888
Level II	\$41,507	\$47,733	\$56,406	Level II	\$52,077	\$59,888	\$78,270
Market Agent	\$35,327	\$40,626	\$77,693	Research Asst. (Behavioral Sciences)	\$35,327	\$40,626	\$54,326
Level I	\$35,327	\$40,626	\$50,023	Sanitation Compliance Agent	\$29,138	\$33,509	\$36,930
Level II	\$43,498	\$50,023	\$69,903	Special Consultant(Mntl Health Stndrd & Services)			
Level III	\$56,581	\$65,068	\$77,693	Level I	\$51,209	\$58,890	\$69,903
Mental Health Worker	\$29,293	\$33,687	\$36,733	Level II	\$60,785	\$69,903	\$83,868
Peer Counselor #####				Sr. Addiction Counselor #####			
Level I	See footnote	\$31,982	\$34,761	Level I	\$49,156	\$56,529	\$70,800
Level II	See footnote	\$34,761	\$38,932	Level II	\$54,070	\$62,180	\$77,879
Level III	See footnote	\$39,400	\$44,035	Sr. Addiction Specialist (incl. spec.)	\$35,327	\$40,626	\$54,326
Personnel Investigator	\$35,327	\$40,626	\$56,406	Sr. Area Services Coordinator	\$51,209	\$58,890	\$69,903
Precinct Community Relations Aide				Sr. Children's Counselor #####	\$43,498	\$50,023	\$65,002
Hired aft 6/30/86	\$13.81	\$15.88	Per Hour	Sr. Citizen Aide (DFTA) hired aft 6/30/86	\$9.46	\$10.88	Per Hour
Hired 7/1/85-6/30/86	N/A	\$15.96	Per Hour	Hired 7/1/85-6/30/86	N/A	\$11.23	Per Hour
Hired 7/1/84-6/30/85	N/A	\$16.02	Per Hour	Hired 7/1/84-6/30/85	N/A	\$11.51	Per Hour
Hired Before 7/1/84	N/A	\$16.11	Per Hour	Hired Before 7/1/84	N/A	\$11.86	Per Hour
Precinct Community Relations Assoc.	\$16.47	\$18.94	Per Hour	Sr. Citizens Aide (DFTA)			
Precinct Community Relations Cordntr.	\$24.64	\$28.34	Per Hour	Sr. Citizen Specialist I (DFTA)	\$35,327	\$40,626	\$54,326
Principal Children's Counselor #####	\$56,581	\$65,068	\$77,751	Sr. Citizen Specialist II (DFTA)	\$43,498	\$50,023	\$63,459
Prin. Comm. Liaison Worker (w/certain exceptions) **	\$51,209	\$58,890	\$72,053	Sr. Citizen Specialist II (JOP)	\$43,498	\$50,023	\$63,459
Prin. Comm. Liaison Worker (w/certain exceptions)	\$51,209	\$58,890	\$72,053	Sr. Claim Examiner	\$43,498	\$50,023	\$65,633
Principal Correctional Counselor	\$51,209	\$58,890	\$69,903	Sr. Community Liaison Worker **	\$39,534	\$45,464	\$58,890
Principal Home Economist	\$56,581	\$65,068	\$77,528	Sr. Comm. Organization Spec. (Urban Renewal)	\$56,581	\$65,068	\$77,693
Principal Hospital Care Investigator #####	\$56,581	\$65,068	\$77,693	Sr. Consultant (Early Childhood Educ.) ***	\$60,785	\$69,903	\$83,868
Principal Human Rights Specialist	\$59,276	\$68,167	\$89,178	Sr. Consultant (Early Childhood Educ.)	\$60,785	\$69,903	\$83,868
Prin. Human Rights Specialist (CCHR)	\$59,276	\$68,167	\$89,178	Sr. Consulnt (Mntl Hlth Stnds & Serv.) **	\$60,785	\$69,903	\$83,868
Principal Juvenile Counselor	\$51,209	\$58,890	\$72,053	Sr. Consultant (Psychiatric Nursing)	\$60,785	\$69,903	\$83,868
Principal Senior Citizen Specialist	\$51,209	\$58,890	\$69,903	Sr. Consultant (Pub. Health Social Wk)	\$60,785	\$69,903	\$83,868
Program Coordinator (JJ)	\$47,617	\$54,759	\$74,557	Sr. Counselor (Addiction Treatment) ***	\$51,209	\$58,890	\$69,903
Program Evaluator (ACS)	\$56,581	\$65,068	\$83,868	Sr. Homemaker	\$35,327	\$40,626	\$56,406
Program Officer (DFTA)	\$48,409	\$55,670	\$77,693	Sr. Hospital Care Investigator #####	\$43,498	\$50,023	\$63,459
Level I	\$48,409	\$55,670	\$69,903	Sr. Human Resources Spec.(incl. spec.)	\$43,498	\$50,023	\$65,002
Level II	\$56,581	\$65,068	\$77,693	Sr. Human Resources Tech.(incl. spec.)	\$31,243	\$35,929	\$42,238
Program Specialist (Correction)							
Level I	\$38,129	\$43,848	\$58,890				
Level II	\$51,209	\$58,890	\$69,903				

Sr. Institutional Teacher (JJ)**	\$43,498	\$50,023	\$67,492
Sr. Inspector of Ports and Terminals	\$43,498	\$50,023	\$63,459
Sr. Investigator	\$43,498	\$50,023	\$65,002
Sr. Juvenile Counselor	\$43,498	\$50,023	\$65,002
Sr. Mental Health Worker	\$30,300	\$34,845	\$40,638
Sr. Program Specialist (Correction) **	\$56,581	\$65,068	\$77,693
Sr. Social Worker (HCF) #####	\$45,918	\$52,806	\$65,874
Social Worker #####	\$43,498	\$50,023	\$61,845
Social Worker #####			
Level I	\$43,498	\$50,023	\$61,845
Level II	\$45,918	\$52,806	\$65,874
Level III	\$48,409	\$55,670	\$69,903
Level IV	\$56,581	\$65,068	\$77,693
Level V	\$62,190	\$71,518	\$83,868
Superintendent of Adult Institutions ##	\$56,581	\$65,068	\$83,868
Superintendent of Bridge House	\$43,498	\$50,023	\$63,459
Supervising Area Services Coordinator	\$56,581	\$65,068	\$77,693
Supervising Children's Counselor #####, #####	See footnote	\$58,890	\$72,053
Supervising Claim Examiner	\$51,209	\$58,890	\$73,087
Supervising Correctional Counselor	\$43,498	\$50,023	\$63,459
Suprvsg. Counselor (Add. Treatment) **	\$56,581	\$65,068	\$77,693
Supervising Custodian of Children	\$51,209	\$58,890	\$69,903
Supervising Home Economist	\$51,209	\$58,890	\$77,693
Supervising Hospital Care Investigator #####	\$51,209	\$58,890	\$69,903
Supvsg Human Res. Spec. (incl spec.)	\$51,209	\$58,890	\$72,053
Supervising Human Rights Specialist	\$49,774	\$57,240	\$76,391
Supvsng Human Rights Spec.(CCHR)	\$49,774	\$57,240	\$76,391
Supvsg. Inspector of Ports & Terminals	\$51,209	\$58,890	\$69,903
Supervising Investigator	\$51,209	\$58,890	\$72,053
Supervising Mental Health Worker	\$34,892	\$40,126	\$47,249
Suprvsr. (Methadone Treatment Center) **	\$56,581	\$65,068	\$77,693
Supervisor of Child Care	\$51,209	\$58,890	\$77,693
Supervisor of Investigations (CCRB) #####	See footnote	\$65,206	\$83,162
Supvsr. of Youth Services (incl. spec.)	\$43,498	\$50,023	\$65,002
Supervisor I (Social Work) #####	\$48,409	\$55,670	\$69,903

Supervisor II (Social Work) #####	\$56,581	\$65,068	\$77,693
Supervisor III (Social Work) #####	\$62,190	\$71,518	\$83,868
Supervisor I (Social Services) ###	\$43,602	\$50,142	\$69,903
Supervisor II (Social Services) ###	\$51,209	\$58,890	\$77,693
Supervisor III (Social Services) ###	\$56,581	\$65,068	\$83,868
Teacher Aide (Day Care Center)	\$26,649	\$30,646	\$34,583
Youth Coordinator (Youth Services)	\$43,498	\$50,023	\$55,584
Youth Services Specialist	\$35,327	\$40,626	\$56,406

**c. Effective September 3, 2012**

	i. Minimum		ii.
	(1) Hiring Rate #	(2) Incumbent Rate	Maximum
Addiction Counselor #####			
Level I	\$42,523	\$48,902	\$62,463
Level II	\$45,966	\$52,861	\$66,211
Addiction Program Administrator NYC H+H	\$42,133	\$45,436	\$98,691
Addiction Specialist (incl. spec.) #####	\$31,555	\$36,288	\$42,660
Admin. of Youth Services (incl. spec.)	\$57,147	\$65,719	\$78,529
After School Program Spec. (YB) *	\$29.17	\$33.54	Per Hour
Alcoholism Counselor	\$35,680	\$41,032	\$54,869
Area Services Coordinator	\$43,933	\$50,523	\$64,094
Assistant Addiction Counselor	\$35,680	\$41,032	\$54,869
Asst. Administrator of Youth Services	\$51,721	\$59,479	\$72,774
Asst. Area Services Coordinator	\$35,680	\$41,032	\$54,869
Asst. Community Liaison Worker**	\$28,017	\$32,219	\$39,402
Asst. Community Liaison Worker (JOP)	\$28,017	\$32,219	\$39,402
Asst. Educational Counselor (JJ)	\$29,192	\$33,571	\$40,006
Assistant Institutional Teacher (JJ)	\$29,192	\$33,571	\$40,006
Asst. Program Specialist (DOC) **	\$38,510	\$44,286	\$59,479
Asst. Superintendent of Bridge House	\$31,555	\$36,288	\$39,402
Asst. Superintendent of Welfare Shelters	\$51,721	\$59,479	\$72,774
Asst. Supvr. of Youth Services (incl spec.)	\$39,930	\$45,919	\$59,479
Assistant Youth Services Specialist	\$30,373	\$34,929	\$39,402
Associate Claim Examiner **			
Level I	\$43,933	\$50,523	\$66,289

Level II	\$51,721	\$59,479	\$73,818	Level I	See footnote	\$57,963	\$78,916
Associate Contract Specialist	\$51,772	\$59,538	\$78,015	Level II	See footnote	\$74,051	\$89,770
Associate Correctional Counselor				Child Welfare Specialist ###, #####			
Level I	\$43,933	\$50,523	\$64,094	Level I	See footnote	\$41,040	Flat Rate
Level II	\$51,721	\$59,479	\$70,602	Level II	See footnote		
Associate Fraud Investigator				After 6 months in title		\$44,724	Flat Rate
Level I	\$51,721	\$59,479	\$78,470	After 18 months in title and satisfactory completion of probation		\$47,814	\$68,505
Level II	\$57,147	\$65,719	\$82,214	Child Welfare Specialist Supervisor ###, #####			
Associate Human Rights Specialist				Level I	See footnote	\$57,963	\$78,652
Level I	\$50,272	\$57,813	\$77,155	Level II	See footnote	\$69,777	\$86,735
Level II	\$59,869	\$68,849	\$90,070	Children's Counselor (Per Diem)	\$136.70	\$157.21	\$218.28
Associate Job Opportunity Specialist				Children's Counselor ####	\$35,680	\$41,032	\$56,970
Level I	\$44,613	\$51,305	\$70,602	Claim Examiner **	\$35,680	\$41,032	\$56,970
Level II	\$52,288	\$60,131	\$78,470	Claim Specialist			
Level III	\$57,627	\$66,271	\$84,707	Level I	\$35,680	\$41,032	\$56,970
Associate Inspector(DCA)				Level II	\$43,933	\$50,523	\$66,289
Level I	\$53,483	\$61,506	\$72,624	Level III	\$51,721	\$59,479	\$73,818
Level II	\$58,903	\$67,739	\$80,493	Community Assistant	\$27,971	\$32,167	\$36,288
Associate Investigator				Community Associate	\$32,970	\$37,916	\$54,869
Level I	\$43,933	\$50,523	\$65,652	Community Coordinator	\$46,532	\$53,512	\$72,233
Level II	\$51,721	\$59,479	\$72,774	Community Liaison Trainee **	\$26,915	\$30,952	\$34,929
Associate Juvenile Counselor ###				Community Liaison Trainee	\$26,915	\$30,952	\$34,929
Level I	\$43,933	\$50,523	\$65,652	Community Liaison Worker	\$35,680	\$41,032	\$54,869
Level II	\$51,721	\$59,479	\$72,774	Community Liaison Worker			
Associate Market Agent **				Level I	\$28,017	\$32,219	\$39,402
Level I	\$43,933	\$50,523	\$70,602	Level II	\$35,680	\$41,032	\$54,869
Level II	\$57,147	\$65,719	\$78,470	Level III	\$39,930	\$45,919	\$59,479
Associate Personnel Investigator				Level IV	\$51,721	\$59,479	\$72,774
Level I	\$43,933	\$50,523	\$65,652	Community Liaison Worker (JOP)	\$35,680	\$41,032	\$54,869
Level II	\$51,721	\$59,479	\$72,774	Comm. Organization Spec. (Urban Renewal)	\$51,721	\$59,479	\$70,602
Associate Program Officer (DFTA) **	\$57,147	\$65,719	\$78,470	Community Service Aide (incl SAP)	\$25,254	\$29,042	\$30,332
Case Aide	\$29,192	\$33,571	\$39,402	Community Service Aide (JOP)	\$25,254	\$29,042	\$30,332
Caseworker ###, ####	\$35,680	\$41,032	\$61,107	Compliance Aide (JOP)	\$30,373	\$34,929	Flat Rate
Caseworker Trainee ****	\$27,744	\$31,906	\$39,272	Congregate Care Specialist (ACS) (JJ) #####			
Child and Family Specialist	\$62,811	\$72,233	\$84,707	Level I	See footnote	\$36,751	\$57,976
Child Protective Specialist ###, #####				Level II	See footnote	\$44,198	\$65,356
Level I	See footnote	\$43,657	Flat Rate	Consultant (Day Camp)	\$57,147	\$65,719	\$78,470
Level II	See footnote			Consultant (Early Childhood Education)			
After 6 months in title		\$47,413	Flat Rate	Level I	\$57,147	\$65,719	\$78,470
After 18 months in title and satisfactory completion of probation		\$50,558	\$71,683				
Child Protective Specialist Supervisor ###, #####							

Level II	\$61,393	\$70,602	\$84,707	Human Resources Spec. (incl. spec.)	\$35,680	\$41,032	\$56,970
Consultant(Mntl Hlth Stands & Serv.) **	\$51,721	\$59,479	\$70,602	Human Resources Tech. (incl. spec.)	\$26,915	\$30,952	\$34,929
Consultant (Public Health Social Work)	\$57,147	\$65,719	\$78,470	Human Rights Specialist	\$42,464	\$48,834	\$67,403
Contract Specialist				Human Rights Specialist (CCHR)	\$42,464	\$48,834	\$67,403
Level I	\$35,716	\$41,073	\$60,575	Inspector(DCA)	\$36,561	\$42,045	\$58,250
Level II	\$43,979	\$50,576	\$67,919	Level I	\$36,561	\$42,045	\$51,538
Correctional Counselor	\$35,680	\$41,032	\$54,869	Level II	\$45,694	\$52,548	\$58,250
Corr. Standards Review Specialist	\$42,530	\$48,910	\$75,280	Institutional Teacher (JJ)			
Level I	\$42,530	\$48,910	\$60,635	Level I	\$38,766	\$44,581	\$54,245
Level II	\$52,726	\$60,635	\$75,280	Level II	\$48,496	\$55,770	\$68,167
Counselor (Addiction Treatment)				Investigator Trainee ****	\$27,744	\$31,906	\$39,272
Level I	\$42,523	\$48,902	\$62,463	Investigator	\$35,680	\$41,032	\$56,970
Level II	\$51,721	\$59,479	\$70,602	Investigator (Discipline) DOS, HRA, JJ,			
Level III	\$57,147	\$65,719	\$78,470	DOC, DOH, DPR ONLY			
Day Care Eligibility Worker	\$35,680	\$41,032	\$56,970	Level I	\$36,376	\$41,832	\$54,791
Decedent Property Agent	\$35,680	\$41,032	\$54,869	Level II	\$43,504	\$50,030	\$61,939
Decedent Property Agent (Queens Co.)	\$35,680	\$41,032	\$54,869	Level III	\$51,790	\$59,559	\$77,257
Decedent Property Agent (Kings Co.)	\$35,680	\$41,032	\$54,869	Investigator Employee Discipline****			
Educational Counselor (JJ)	\$34,169	\$39,294	\$54,245	Level I	\$36,387	\$41,845	\$55,644
Equal Rights Compliance Specialist (DOE) @@				Level II	\$43,518	\$50,046	\$62,908
Level I	\$40,290	\$43,448	\$59,742	Level III	\$51,804	\$59,575	\$78,459
Level II	\$55,397	\$59,742	\$81,466	Investigator (CCRB)			
Family Preservationist (JJ)	\$39,012	\$44,864	\$64,979	Level I	\$36,376	\$41,832	\$54,791
Field Investigation Specialist (LD)				Level II	\$43,504	\$50,030	\$61,939
Level I	\$36,305	\$41,751	\$54,693	Level III	\$51,790	\$59,559	\$77,257
Level II	\$43,422	\$49,935	\$61,820	Job Opportunity Specialist	\$36,458	\$41,927	\$61,107
Level III	\$51,690	\$59,443	\$77,107	Junior Human Rights Specialist	\$35,325	\$40,624	\$46,613
Fraud Investigator (DOSS)	\$35,680	\$41,032	\$56,970	Juvenile Counselor ###			
Fraud Investigator				Level I	\$35,680	\$41,032	\$51,658
Level I	\$35,680	\$41,032	\$61,107	Level II	\$41,922	\$48,210	\$56,970
Level II	\$43,933	\$50,523	\$69,220	Market Agent	\$35,680	\$41,032	\$78,470
Head Juvenile Counselor ###	\$57,147	\$65,719	\$78,529	Level I	\$35,680	\$41,032	\$50,523
Home Aide	\$26,915	\$30,952	\$34,929	Level II	\$43,933	\$50,523	\$70,602
Home Economist	\$43,933	\$50,523	\$70,602	Level III	\$57,147	\$65,719	\$78,470
Home Economist Trainee	\$35,680	\$41,032	\$54,869	Mental Health Worker	\$29,586	\$34,024	\$37,100
Homemaker				Peer Counselor #####			
Level I	\$28,017	\$32,219	\$39,402	Level I	See footnote	\$32,302	\$35,109
Level II	\$35,680	\$41,032	\$56,970	Level II	See footnote	\$35,109	\$39,321
Hospital Care Investigator #####	\$35,680	\$41,032	\$54,869	Level III	See footnote	\$39,794	\$44,475
Houseparent Aide	\$29,984	\$34,482	Flat Rate	Personnel Investigator	\$35,680	\$41,032	\$56,970
Human Resources Aide **	\$26,915	\$30,952	\$34,929	Precinct Community Relations Aide			
				Hired aft 6/30/86	\$13.95	\$16.04	Per Hour
				Hired 7/1/85-6/30/86	N/A	\$16.12	Per Hour



Hired 7/1/84-6/30/85	N/A	\$16.18	Per Hour	Sr. Citizen Aide (DFTA) hired aft 6/30/86	\$9.56	\$10.99	Per Hour
Hired Before 7/1/84	N/A	\$16.27	Per Hour	Hired 7/1/85-6/30/86	N/A	\$11.34	Per Hour
Precinct Community Relations Assoc.	\$16.63	\$19.13	Per Hour	Hired 7/1/84-6/30/85	N/A	\$11.63	Per Hour
Precinct Community Relations Cordntr.	\$24.89	\$28.62	Per Hour	Hired Before 7/1/84	N/A	\$11.98	Per Hour
Principal Children's Counselor #####	\$57,147	\$65,719	\$78,529	Sr. Citizen Specialist I (DFTA)	\$35,680	\$41,032	\$54,869
Prin. Comm. Liaison Worker (w/certain exceptions) **	\$51,721	\$59,479	\$72,774	Sr. Citizen Specialist II (DFTA)	\$43,933	\$50,523	\$64,094
Prin. Comm. Liaison Worker (w/certain exceptions)	\$51,721	\$59,479	\$72,774	Sr. Citizen Specialist II (JOP)	\$43,933	\$50,523	\$64,094
Principal Correctional Counselor	\$51,721	\$59,479	\$70,602	Sr. Claim Examiner	\$43,933	\$50,523	\$66,289
Principal Home Economist	\$57,147	\$65,719	\$78,303	Sr. Community Liaison Worker **	\$39,930	\$45,919	\$59,479
Principal Hospital Care Investigator #####	\$57,147	\$65,719	\$78,470	Sr. Comm. Organization Spec. (Urban Renewal)	\$57,147	\$65,719	\$78,470
Principal Human Rights Specialist	\$59,869	\$68,849	\$90,070	Sr. Consultant (Early Childhood Educ.) **	\$61,393	\$70,602	\$84,707
Prin. Human Rights Specialist (CCHR)	\$59,869	\$68,849	\$90,070	Sr. Consultant (Early Childhood Educ.)	\$61,393	\$70,602	\$84,707
Principal Juvenile Counselor	\$51,721	\$59,479	\$72,774	Sr. Consultant (Mntl Hlth Stnds & Serv.) **	\$61,393	\$70,602	\$84,707
Principal Senior Citizen Specialist	\$51,721	\$59,479	\$70,602	Sr. Consultant (Psychiatric Nursing)	\$61,393	\$70,602	\$84,707
Program Coordinator (JJ)	\$48,093	\$55,307	\$75,303	Sr. Consultant (Pub. Health Social Wk)	\$61,393	\$70,602	\$84,707
Program Evaluator (ACS)	\$57,147	\$65,719	\$84,707	Sr. Counselor (Addiction Treatment) **	\$51,721	\$59,479	\$70,602
Program Officer (DFTA)	\$48,893	\$56,227	\$78,470	Sr. Homemaker	\$35,680	\$41,032	\$56,970
Level I	\$48,893	\$56,227	\$70,602	Sr. Hospital Care Investigator #####	\$43,933	\$50,523	\$64,094
Level II	\$57,147	\$65,719	\$78,470	Sr. Human Resources Spec.(incl. spec.)	\$43,933	\$50,523	\$65,652
Program Specialist (Correction)				Sr. Human Resources Tech.(incl. spec.)	\$31,555	\$36,288	\$42,660
Level I	\$38,510	\$44,286	\$59,479	Sr. Institutional Teacher (JJ)**	\$43,933	\$50,523	\$68,167
Level II	\$51,721	\$59,479	\$70,602	Sr. Inspector of Ports and Terminals	\$43,933	\$50,523	\$64,094
Level III	\$57,147	\$65,719	\$78,470	Sr. Investigator	\$43,933	\$50,523	\$65,652
Protection Agent (ACS)				Sr. Juvenile Counselor	\$43,933	\$50,523	\$65,652
Level I	\$49,967	\$57,462	\$76,647	Sr. Mental Health Worker	\$30,603	\$35,193	\$41,044
Level II	\$52,597	\$60,487	\$79,053	Sr. Program Specialist (Correction) **	\$57,147	\$65,719	\$78,470
Research Asst. (Behavioral Sciences)	\$35,680	\$41,032	\$54,869	Sr. Social Worker (HCF) #####	\$46,377	\$53,334	\$66,533
Sanitation Compliance Agent	\$29,430	\$33,844	\$37,299	Social Worker #####	\$43,933	\$50,523	\$62,463
Special Consultant( Mntl Health Stndrd & Services)				Social Worker #####			
Level I	\$51,721	\$59,479	\$70,602	Level I	\$43,933	\$50,523	\$62,463
Level II	\$61,393	\$70,602	\$84,707	Level II	\$46,377	\$53,334	\$66,533
Sr. Addiction Counselor #####				Level III	\$48,893	\$56,227	\$70,602
Level I	\$49,647	\$57,094	\$71,508	Level IV	\$57,147	\$65,719	\$78,470
Level II	\$54,610	\$62,802	\$78,658	Level V	\$62,811	\$72,233	\$84,707
Sr. Addiction Specialist (incl. spec.)	\$35,680	\$41,032	\$54,869	Superintendent of Adult Institutions ##	\$57,147	\$65,719	\$84,707
Sr. Area Services Coordinator	\$51,721	\$59,479	\$70,602	Superintendent of Bridge House	\$43,933	\$50,523	\$64,094
Sr. Children's Counselor #####	\$43,933	\$50,523	\$65,652	Supervising Area Services Coordinator	\$57,147	\$65,719	\$78,470

Supervising Children's Counselor #####, #####	See footnote	\$59,479	\$72,774	Addiction Specialist (incl. spec.) #####	\$31,870	\$36,651	\$43,087
Supervising Claim Examiner	\$51,721	\$59,479	\$73,818	Admin. of Youth Services (incl. spec.)	\$57,718	\$66,376	\$79,314
Supervising Correctional Counselor	\$43,933	\$50,523	\$64,094	After School Program Spec. (YB) *	\$29.46	\$33.88	Per Hour
Suprvsg. Counselor (Add. Treatment) **	\$57,147	\$65,719	\$78,470	Alcoholism Counselor	\$36,037	\$41,442	\$55,418
Supervising Custodian of Children	\$51,721	\$59,479	\$70,602	Area Services Coordinator	\$44,372	\$51,028	\$64,735
Supervising Home Economist	\$51,721	\$59,479	\$78,470	Assistant Addiction Counselor	\$36,037	\$41,442	\$55,418
Supervising Hospital Care Investigator #####	\$51,721	\$59,479	\$70,602	Asst. Administrator of Youth Services	\$52,238	\$60,074	\$73,502
Supvsg Human Res. Spec. (incl spec.)	\$51,721	\$59,479	\$72,774	Asst. Area Services Coordinator	\$36,037	\$41,442	\$55,418
Supervising Human Rights Specialist	\$50,271	\$57,812	\$77,155	Asst. Community Liaison Worker**	\$28,297	\$32,541	\$39,796
Supvsng Human Rights Spec.(CCHR)	\$50,271	\$57,812	\$77,155	Asst. Community Liaison Worker (JOP)	\$28,297	\$32,541	\$39,796
Supvsg. Inspector of Ports & Terminals	\$51,721	\$59,479	\$70,602	Asst. Educational Counselor (JJ)	\$29,484	\$33,907	\$40,406
Supervising Investigator	\$51,721	\$59,479	\$72,774	Assistant Institutional Teacher (JJ)	\$29,484	\$33,907	\$40,406
Supervising Mental Health Worker	\$35,241	\$40,527	\$47,721	Asst. Program Specialist (DOC) **	\$38,895	\$44,729	\$60,074
Suprvsr. (Methadone Treatment Center) **	\$57,147	\$65,719	\$78,470	Asst. Superintendent of Bridge House	\$31,870	\$36,651	\$39,796
Supervisor of Child Care	\$51,721	\$59,479	\$78,470	Asst. Superintendent of Welfare Shelters	\$52,238	\$60,074	\$73,502
Supervisor of Investigations (CCRB) #####	See footnote	\$65,858	\$83,994	Asst. Supvr. of Youth Services (incl spec.)	\$40,329	\$46,378	\$60,074
Supvsr. of Youth Services (incl. spec.)	\$43,933	\$50,523	\$65,652	Assistant Youth Services Specialist	\$30,677	\$35,278	\$39,796
Supervisor I (Social Work) #####	\$48,893	\$56,227	\$70,602	Associate Claim Examiner **			
Supervisor II (Social Work) #####	\$57,147	\$65,719	\$78,470	Level I	\$44,372	\$51,028	\$66,952
Supervisor III (Social Work) #####	\$62,811	\$72,233	\$84,707	Level II	\$52,238	\$60,074	\$74,556
Supervisor I (Social Services) ###	\$44,037	\$50,643	\$70,602	Associate Contract Specialist	\$52,290	\$60,133	\$78,795
Supervisor II (Social Services) ###	\$51,721	\$59,479	\$78,470	Associate Correctional Counselor			
Supervisor III (Social Services) ###	\$57,147	\$65,719	\$84,707	Level I	\$44,372	\$51,028	\$64,735
Teacher Aide (Day Care Center)	\$26,915	\$30,952	\$34,929	Level II	\$52,238	\$60,074	\$71,308
Youth Coordinator (Youth Services)	\$43,933	\$50,523	\$56,140	Associate Fraud Investigator			
Youth Services Specialist	\$35,680	\$41,032	\$56,970	Level I	\$52,238	\$60,074	\$79,255
				Level II	\$57,718	\$66,376	\$83,036
				Associate Human Rights Specialist			
				Level I	\$50,775	\$58,391	\$77,927
				Level II	\$60,467	\$69,537	\$90,971
				Associate Job Opportunity Specialist			
				Level I	\$45,059	\$51,818	\$71,308
				Level II	\$52,810	\$60,732	\$79,255
				Level III	\$58,203	\$66,934	\$85,554
				Associate Inspector(DCA)			
				Level I	\$54,018	\$62,121	\$73,350
				Level II	\$59,492	\$68,416	\$81,298
				Associate Investigator			

**d. Effective September 3, 2013**

i. Minimum

(1) Hiring Rate #      (2) Incumbent Rate      ii. Maximum

Addiction Counselor #####			
Level I	\$42,949	\$49,391	\$63,088
Level II	\$46,426	\$53,390	\$66,873
Addiction Program Administrator NYC H+H	\$42,554	\$45,890	\$99,678

Level I	\$44,372	\$51,028	\$66,309	Community Associate	\$33,300	\$38,295	\$55,418
Level II	\$52,238	\$60,074	\$73,502	Community Coordinator	\$46,997	\$54,047	\$72,955
Associate Juvenile Counselor ###				Community Liaison Trainee **	\$27,184	\$31,262	\$35,278
Level I	\$44,372	\$51,028	\$66,309	Community Liaison Trainee	\$27,184	\$31,262	\$35,278
Level II	\$52,238	\$60,074	\$73,502	Community Liaison Worker	\$36,037	\$41,442	\$55,418
Associate Market Agent **				Community Liaison Worker			
Level I	\$44,372	\$51,028	\$71,308	Level I	\$28,297	\$32,541	\$39,796
Level II	\$57,718	\$66,376	\$79,255	Level II	\$36,037	\$41,442	\$55,418
Associate Personnel Investigator				Level III	\$40,329	\$46,378	\$60,074
Level I	\$44,372	\$51,028	\$66,309	Level IV	\$52,238	\$60,074	\$73,502
Level II	\$52,238	\$60,074	\$73,502	Community Liaison Worker (JOP)	\$36,037	\$41,442	\$55,418
Associate Program Officer (DFTA) **	\$57,718	\$66,376	\$79,255	Comm. Organization Spec. (Urban Renewal)	\$52,238	\$60,074	\$71,308
Case Aide	\$29,484	\$33,907	\$39,796	Community Service Aide (incl SAP)	\$25,506	\$29,332	\$30,635
Caseworker ###, ####	\$36,037	\$41,442	\$61,718	Community Service Aide (JOP)	\$25,506	\$29,332	\$30,635
Caseworker Trainee ****	\$28,022	\$32,225	\$39,665	Compliance Aide (JOP)	\$30,677	\$35,278	Flat Rate
Child and Family Specialist	\$63,439	\$72,955	\$85,554	Congregate Care Specialist (ACS) (JJ) #####			
Child Protective Specialist ###, #####				Level I	See footnote	\$37,119	\$58,556
Level I	See footnote	\$44,094	Flat Rate	Level II	See footnote	\$44,640	\$66,010
Level II	See footnote			Consultant (Day Camp)	\$57,718	\$66,376	\$79,255
After 6 months in title		\$47,887	Flat Rate	Consultant (Early Childhood Education)			
After 18 months in title and satisfactory completion of probation		\$51,064	\$72,400	Level I	\$57,718	\$66,376	\$79,255
Child Protective Specialist Supervisor ###, #####				Level II	\$62,007	\$71,308	\$85,554
Level I	See footnote	\$58,543	\$79,705	Consultant (Mntl Hlth Stands & Serv.) **	\$52,238	\$60,074	\$71,308
Level II	See footnote	\$74,792	\$90,668	Consultant (Public Health Social Work)	\$57,718	\$66,376	\$79,255
Child Welfare Specialist ###, #####				Contract Specialist			
Level I	See footnote	\$41,450	Flat Rate	Level I	\$36,073	\$41,484	\$61,181
Level II	See footnote			Level II	\$44,419	\$51,082	\$68,598
After 6 months in title		\$45,171	Flat Rate	Correctional Counselor	\$36,037	\$41,442	\$55,418
After 18 months in title and satisfactory completion of probation		\$48,292	\$69,190	Corr. Standards Review Specialist	\$42,956	\$49,399	\$76,033
Child Welfare Specialist Supervisor ###, #####				Level I	\$42,956	\$49,399	\$61,241
Level I	See footnote	\$58,543	\$79,439	Level II	\$53,253	\$61,241	\$76,033
Level II	See footnote	\$70,475	\$87,602	Counselor (Addiction Treatment)			
Children's Counselor (Per Diem)	\$138.07	\$158.78	\$220.46	Level I	\$42,949	\$49,391	\$63,088
Children's Counselor ####	\$36,037	\$41,442	\$57,540	Level II	\$52,238	\$60,074	\$71,308
Claim Examiner **	\$36,037	\$41,442	\$57,540	Level III	\$57,718	\$66,376	\$79,255
Claim Specialist				Day Care Eligibility Worker	\$36,037	\$41,442	\$57,540
Level I	\$36,037	\$41,442	\$57,540	Decedent Property Agent	\$36,037	\$41,442	\$55,418
Level II	\$44,372	\$51,028	\$66,952	Decedent Property Agent (Queens Co.)	\$36,037	\$41,442	\$55,418
Level III	\$52,238	\$60,074	\$74,556	Decedent Property Agent (Kings Co.)	\$36,037	\$41,442	\$55,418
Community Assistant	\$28,251	\$32,489	\$36,651				

Educational Counselor (JJ)	\$34,510	\$39,687	\$54,787	Level I	\$36,750	\$42,263	\$56,200
Equal Rights Compliance Specialist (DOE) @@				Level II	\$43,953	\$50,546	\$63,537
Level I	\$40,693	\$43,882	\$60,339	Level III	\$52,323	\$60,171	\$79,244
Level II	\$55,951	\$60,339	\$82,281	Investigator (CCRB)			
Family Preservationist (JJ)	\$39,403	\$45,313	\$65,629	Level I	\$36,739	\$42,250	\$55,339
Field Investigation Specialist (LD)				Level II	\$43,939	\$50,530	\$62,558
Level I	\$36,669	\$42,169	\$55,240	Level III	\$52,309	\$60,155	\$78,030
Level II	\$43,856	\$50,434	\$62,438	Job Opportunity Specialist	\$36,823	\$42,346	\$61,718
Level III	\$52,206	\$60,037	\$77,878	Junior Human Rights Specialist	\$35,678	\$41,030	\$47,079
Fraud Investigator (DOSS)	\$36,037	\$41,442	\$57,540	Juvenile Counselor ###			
Fraud Investigator				Level I	\$36,037	\$41,442	\$52,175
Level I	\$36,037	\$41,442	\$61,718	Level II	\$42,341	\$48,692	\$57,540
Level II	\$44,372	\$51,028	\$69,912	Market Agent	\$36,037	\$41,442	\$79,255
Head Juvenile Counselor ###	\$57,718	\$66,376	\$79,314	Level I	\$36,037	\$41,442	\$51,028
Home Aide	\$27,184	\$31,262	\$35,278	Level II	\$44,372	\$51,028	\$71,308
Home Economist	\$44,372	\$51,028	\$71,308	Level III	\$57,718	\$66,376	\$79,255
Home Economist Trainee	\$36,037	\$41,442	\$55,418	Mental Health Worker	\$29,882	\$34,364	\$37,471
Homemaker				Peer Counselor #####			
Level I	\$28,297	\$32,541	\$39,796	Level I	See footnote	\$32,625	\$35,460
Level II	\$36,037	\$41,442	\$57,540	Level II	See footnote	\$35,460	\$39,714
Hospital Care Investigator #####	\$36,037	\$41,442	\$55,418	Level III	See footnote	\$40,192	\$44,920
Houseparent Aide	\$30,284	\$34,827	Flat Rate	Personnel Investigator	\$36,037	\$41,442	\$57,540
Human Resources Aide **	\$27,184	\$31,262	\$35,278	Precinct Community Relations Aide			
Human Resources Spec. (incl. spec.)	\$36,037	\$41,442	\$57,540	Hired aft 6/30/86	\$14.09	\$16.20	Per Hour
Human Resources Tech. (incl. spec.)	\$27,184	\$31,262	\$35,278	Hired 7/1/85-6/30/86	N/A	\$16.28	Per Hour
Human Rights Specialist	\$42,889	\$49,322	\$68,077	Hired 7/1/84-6/30/85	N/A	\$16.34	Per Hour
Human Rights Specialist (CCHR)	\$42,889	\$49,322	\$68,077	Hired Before 7/1/84	N/A	\$16.43	Per Hour
Inspector(DCA)	\$36,926	\$42,465	\$58,833	Precinct Community Relations Assoc.	\$16.80	\$19.32	Per Hour
Level I	\$36,926	\$42,465	\$52,053	Precinct Community Relations Cordntr.	\$25.14	\$28.91	Per Hour
Level II	\$46,150	\$53,073	\$58,833	Principal Children's Counselor #####	\$57,718	\$66,376	\$79,314
Institutional Teacher (JJ)				Prin. Comm. Liaison Worker (w/certain exceptions) **	\$52,238	\$60,074	\$73,502
Level I	\$39,154	\$45,027	\$54,787	Prin. Comm. Liaison Worker (w/certain exceptions)	\$52,238	\$60,074	\$73,502
Level II	\$48,981	\$56,328	\$68,849	Principal Correctional Counselor	\$52,238	\$60,074	\$71,308
Investigator Trainee ****	\$28,022	\$32,225	\$39,665	Principal Home Economist	\$57,718	\$66,376	\$79,086
Investigator	\$36,037	\$41,442	\$57,540	Principal Hospital Care Investigator #####	\$57,718	\$66,376	\$79,255
Investigator (Discipline) DOS, HRA, JJ,				Principal Human Rights Specialist	\$60,467	\$69,537	\$90,971
DOC, DOH, DPR ONLY				Prin. Human Rights Specialist (CCHR)	\$60,467	\$69,537	\$90,971
Level I	\$36,739	\$42,250	\$55,339	Principal Juvenile Counselor	\$52,238	\$60,074	\$73,502
Level II	\$43,939	\$50,530	\$62,558	Principal Senior Citizen Specialist	\$52,238	\$60,074	\$71,308
Level III	\$52,309	\$60,155	\$78,030	Program Coordinator (JJ)	\$48,574	\$55,860	\$76,056
Investigator Employee Discipline***				Program Evaluator (ACS)	\$57,718	\$66,376	\$85,554

Program Officer (DFTA)	\$49,382	\$56,789	\$79,255	Sr. Homemaker	\$36,037	\$41,442	\$57,540
Level I	\$49,382	\$56,789	\$71,308	Sr. Hospital Care Investigator #####	\$44,372	\$51,028	\$64,735
Level II	\$57,718	\$66,376	\$79,255	Sr. Human Resources Spec.(incl. spec.)	\$44,372	\$51,028	\$66,309
Program Specialist (Correction)				Sr. Human Resources Tech.(incl. spec.)	\$31,870	\$36,651	\$43,087
Level I	\$38,895	\$44,729	\$60,074	Sr. Institutional Teacher (JJ)**	\$44,372	\$51,028	\$68,849
Level II	\$52,238	\$60,074	\$71,308	Sr. Inspector of Ports and Terminals	\$44,372	\$51,028	\$64,735
Level III	\$57,718	\$66,376	\$79,255	Sr. Investigator	\$44,372	\$51,028	\$66,309
Protection Agent (ACS)				Sr. Juvenile Counselor	\$44,372	\$51,028	\$66,309
Level I	\$50,467	\$58,037	\$77,413	Sr. Mental Health Worker	\$30,909	\$35,545	\$41,454
Level II	\$53,123	\$61,092	\$79,844	Sr. Program Specialist (Correction) **	\$57,718	\$66,376	\$79,255
Research Asst. (Behavioral Sciences)	\$36,037	\$41,442	\$55,418	Sr. Social Worker (HCF) #####	\$46,841	\$53,867	\$67,198
Sanitation Compliance Agent	\$29,723	\$34,182	\$37,672	Social Worker #####	\$44,372	\$51,028	\$63,088
Special Consultant( Mntl Health Stndrd & Services)				Level I	\$44,372	\$51,028	\$63,088
Level I	\$52,238	\$60,074	\$71,308	Level II	\$46,841	\$53,867	\$67,198
Level II	\$62,007	\$71,308	\$85,554	Level III	\$49,382	\$56,789	\$71,308
Sr. Addiction Counselor #####				Level IV	\$57,718	\$66,376	\$79,255
Level I	\$50,143	\$57,665	\$72,223	Level V	\$63,439	\$72,955	\$85,554
Level II	\$55,157	\$63,430	\$79,445	Superintendent of Adult Institutions ##	\$57,718	\$66,376	\$85,554
Sr. Addiction Specialist (incl. spec.)	\$36,037	\$41,442	\$55,418	Superintendent of Bridge House	\$44,372	\$51,028	\$64,735
Sr. Area Services Coordinator	\$52,238	\$60,074	\$71,308	Supervising Area Services Coordinator	\$57,718	\$66,376	\$79,255
Sr. Children's Counselor #####	\$44,372	\$51,028	\$66,309	Supervising Children's Counselor #####, #####	See footnote	\$60,074	\$73,502
Sr. Citizen Aide (DFTA) hired aft 6/30/86	\$9.65	\$11.10	Per Hour	Supervising Claim Examiner	\$52,238	\$60,074	\$74,556
Hired 7/1/85-6/30/86	N/A	\$11.45	Per Hour	Supervising Correctional Counselor	\$44,372	\$51,028	\$64,735
Hired 7/1/84-6/30/85	N/A	\$11.75	Per Hour	Suprvsg. Counselor (Add. Treatment) **	\$57,718	\$66,376	\$79,255
Hired Before 7/1/84	N/A	\$12.10	Per Hour	Supervising Custodian of Children	\$52,238	\$60,074	\$71,308
Sr. Citizen Specialist I (DFTA)	\$36,037	\$41,442	\$55,418	Supervising Home Economist	\$52,238	\$60,074	\$79,255
Sr. Citizen Specialist II (DFTA)	\$44,372	\$51,028	\$64,735	Supervising Hospital Care Investigator #####	\$52,238	\$60,074	\$71,308
Sr. Citizen Specialist II (JOP)	\$44,372	\$51,028	\$64,735	Supvsg Human Res. Spec. (incl spec.)	\$52,238	\$60,074	\$73,502
Sr. Claim Examiner	\$44,372	\$51,028	\$66,952	Supervising Human Rights Specialist	\$50,774	\$58,390	\$77,927
Sr. Community Liaison Worker **	\$40,329	\$46,378	\$60,074	Supvsng Human Rights Spec.(CCHR)	\$50,774	\$58,390	\$77,927
Sr. Comm. Organization Spec. (Urban Renewal)	\$57,718	\$66,376	\$79,255	Supvsg. Inspector of Ports & Terminals	\$52,238	\$60,074	\$71,308
Sr. Consultant (Early Childhood Educ.) **	\$62,007	\$71,308	\$85,554	Supervising Investigator	\$52,238	\$60,074	\$73,502
Sr. Consultant (Early Childhood Educ.)	\$62,007	\$71,308	\$85,554	Supervising Mental Health Worker	\$35,593	\$40,932	\$48,198
Sr. Consultant (Mntl Hlth Stnds & Serv.) **	\$62,007	\$71,308	\$85,554	Suprvsr. (Methadone Treatment Center) **	\$57,718	\$66,376	\$79,255
Sr. Consultant (Psychiatric Nursing)	\$62,007	\$71,308	\$85,554	Supervisor of Child Care	\$52,238	\$60,074	\$79,255
Sr. Consultant (Pub. Health Social Wk)	\$62,007	\$71,308	\$85,554				
Sr. Counselor (Addiction Treatment) **	\$52,238	\$60,074	\$71,308				

Supervisor of Investigations (CCRB) #####	See footnote	\$66,517	\$84,834	Assistant Youth Services Specialist	\$31,137	\$35,807	\$40,393
Supvsr. of Youth Services (incl. spec.)	\$44,372	\$51,028	\$66,309	Associate Claim Examiner **			
Supervisor I (Social Work) #####	\$49,382	\$56,789	\$71,308	Level I	\$45,037	\$51,793	\$67,956
Supervisor II (Social Work) #####	\$57,718	\$66,376	\$79,255	Level II	\$53,022	\$60,975	\$75,674
Supervisor III (Social Work) #####	\$63,439	\$72,955	\$85,554	Associate Contract Specialist	\$53,074	\$61,035	\$79,977
Supervisor I (Social Services) ###	\$44,477	\$51,149	\$71,308	Associate Correctional Counselor			
Supervisor II (Social Services) ###	\$52,238	\$60,074	\$79,255	Level I	\$45,037	\$51,793	\$65,706
Supervisor III (Social Services) ###	\$57,718	\$66,376	\$85,554	Level II	\$53,022	\$60,975	\$72,378
Teacher Aide (Day Care Center)	\$27,184	\$31,262	\$35,278	Associate Fraud Investigator			
Youth Coordinator (Youth Services)	\$44,372	\$51,028	\$56,701	Level I	\$53,022	\$60,975	\$80,444
Youth Services Specialist	\$36,037	\$41,442	\$57,540	Level II	\$58,584	\$67,372	\$84,282
<b>e. Effective September 3, 2014</b>				Associate Human Rights Specialist			
				Level I	\$51,537	\$59,267	\$79,096
				Level II	\$61,374	\$70,580	\$92,336
				Associate Job Opportunity Specialist			
				Level I	\$45,735	\$52,595	\$72,378
				Level II	\$53,603	\$61,643	\$80,444
				Level III	\$59,077	\$67,938	\$86,837
				Associate Inspector(DCA)			
				Level I	\$54,829	\$63,053	\$74,450
				Level II	\$60,384	\$69,442	\$82,517
				Associate Investigator			
				Level I	\$45,037	\$51,793	\$67,304
				Level II	\$53,022	\$60,975	\$74,605
				Associate Juvenile Counselor ###			
				Level I	\$45,037	\$51,793	\$67,304
				Level II	\$53,022	\$60,975	\$74,605
				Associate Market Agent **			
				Level I	\$45,037	\$51,793	\$72,378
				Level II	\$58,584	\$67,372	\$80,444
				Associate Personnel Investigator			
				Level I	\$45,037	\$51,793	\$67,304
				Level II	\$53,022	\$60,975	\$74,605
				Associate Program Officer (DFTA) **	\$58,584	\$67,372	\$80,444
				Case Aide	\$29,927	\$34,416	\$40,393
				Caseworker ###, #####	\$36,577	\$42,064	\$62,644
				Caseworker Trainee ****	\$28,442	\$32,708	\$40,260
				Child and Family Specialist	\$64,390	\$74,049	\$86,837
				Child Protective Specialist ###, #####			
				Level I	See footnote	\$44,755	Flat Rate
				Level II	See footnote		
				After 6 months in title		\$48,605	Flat Rate

i. Minimum

(1) Hiring Rate #      (2) Incumbent Rate      ii. Maximum

Addiction Counselor #####

Level I      \$43,593      \$50,132      \$64,034  
 Level II      \$47,123      \$54,191      \$67,876

Addiction Program Administrator NYC H+H      \$43,192      \$46,578      \$101,173

Addiction Specialist (incl. spec.) #####      \$32,349      \$37,201      \$43,733

Admin. of Youth Services (incl. spec.)      \$58,584      \$67,372      \$80,504

After School Program Spec. (YB) \*      \$29.90      \$34.39      Per Hour

Alcoholism Counselor      \$36,577      \$42,064      \$56,249

Area Services Coordinator      \$45,037      \$51,793      \$65,706

Assistant Addiction Counselor      \$36,577      \$42,064      \$56,249

Asst. Administrator of Youth Services      \$53,022      \$60,975      \$74,605

Asst. Area Services Coordinator      \$36,577      \$42,064      \$56,249

Asst. Community Liaison Worker\*\*      \$28,721      \$33,029      \$40,393

Asst. Community Liaison Worker (JOP)      \$28,721      \$33,029      \$40,393

Asst. Educational Counselor (JJ)      \$29,927      \$34,416      \$41,012

Assistant Institutional Teacher (JJ)      \$29,927      \$34,416      \$41,012

Asst. Program Specialist (DOC) \*\*      \$39,478      \$45,400      \$60,975

Asst. Superintendent of Bridge House      \$32,349      \$37,201      \$40,393

Asst. Superintendent of Welfare Shelters      \$53,022      \$60,975      \$74,605

Asst. Supvr. of Youth Services (incl spec.)      \$40,934      \$47,074      \$60,975

After 18 months in title and satisfactory completion of probation	\$51,830	\$73,486		Level I	See footnote	\$37,676	\$59,434
Child Protective Specialist Supervisor ###, #####				Level II	See footnote	\$45,310	\$67,000
Level I	See footnote	\$59,421	\$80,901	Consultant (Day Camp)		\$58,584	\$67,372
Level II	See footnote	\$75,914	\$92,028	Consultant (Early Childhood Education)			
Child Welfare Specialist ###, #####				Level I	\$58,584	\$67,372	\$80,444
Level I	See footnote	\$42,072	Flat Rate	Level II	\$62,937	\$72,378	\$86,837
Level II	See footnote			Consultant (Mntl Hlth Stands & Serv.) **	\$53,022	\$60,975	\$72,378
After 6 months in title	\$45,849	Flat Rate		Consultant (Public Health Social Work)	\$58,584	\$67,372	\$80,444
After 18 months in title and satisfactory completion of probation	\$49,016	\$70,228		Contract Specialist			
Child Welfare Specialist Supervisor ###, #####				Level I	\$36,614	\$42,106	\$62,099
Level I	See footnote	\$59,421	\$80,631	Level II	\$45,085	\$51,848	\$69,627
Level II	See footnote	\$71,532	\$88,916	Correctional Counselor	\$36,577	\$42,064	\$56,249
Children's Counselor (Per Diem)	\$140.14	\$161.16	\$223.77	Corr. Standards Review Specialist	\$43,600	\$50,140	\$77,173
Children's Counselor #####	\$36,577	\$42,064	\$58,403	Level I	\$43,600	\$50,140	\$62,160
Claim Examiner **	\$36,577	\$42,064	\$58,403	Level II	\$54,052	\$62,160	\$77,173
Claim Specialist				Counselor (Addiction Treatment)			
Level I	\$36,577	\$42,064	\$58,403	Level I	\$43,593	\$50,132	\$64,034
Level II	\$45,037	\$51,793	\$67,956	Level II	\$53,022	\$60,975	\$72,378
Level III	\$53,022	\$60,975	\$75,674	Level III	\$58,584	\$67,372	\$80,444
Community Assistant	\$28,675	\$32,976	\$37,201	Day Care Eligibility Worker	\$36,577	\$42,064	\$58,403
Community Associate	\$33,799	\$38,869	\$56,249	Decedent Property Agent	\$36,577	\$42,064	\$56,249
Community Coordinator	\$47,703	\$54,858	\$74,049	Decedent Property Agent (Queens Co.)	\$36,577	\$42,064	\$56,249
Community Liaison Trainee **	\$27,592	\$31,731	\$35,807	Decedent Property Agent (Kings Co.)	\$36,577	\$42,064	\$56,249
Community Liaison Trainee	\$27,592	\$31,731	\$35,807	Educational Counselor (JJ)	\$35,028	\$40,282	\$55,609
Community Liaison Worker	\$36,577	\$42,064	\$56,249	Equal Rights Compliance Specialist (DOE) @@			
Community Liaison Worker				Level I	\$41,303	\$44,540	\$61,244
Level I	\$28,721	\$33,029	\$40,393	Level II	\$56,790	\$61,244	\$83,515
Level II	\$36,577	\$42,064	\$56,249	Family Preservationist (JJ)	\$39,994	\$45,993	\$66,613
Level III	\$40,934	\$47,074	\$60,975	Field Investigation Specialist (LD)			
Level IV	\$53,022	\$60,975	\$74,605	Level I	\$37,219	\$42,802	\$56,069
Community Liaison Worker (JOP)	\$36,577	\$42,064	\$56,249	Level II	\$44,514	\$51,191	\$63,375
Comm. Organization Spec. (Urban Renewal)	\$53,022	\$60,975	\$72,378	Level III	\$52,990	\$60,938	\$79,046
Community Service Aide (incl SAP)	\$25,889	\$29,772	\$31,095	Fraud Investigator (DOSS)	\$36,577	\$42,064	\$58,403
Community Service Aide (JOP)	\$25,889	\$29,772	\$31,095	Fraud Investigator			
Compliance Aide (JOP)	\$31,137	\$35,807	Flat Rate	Level I	\$36,577	\$42,064	\$62,644
Congregate Care Specialist (ACS) (JJ) #####				Level II	\$45,037	\$51,793	\$70,961
				Head Juvenile Counselor ###	\$58,584	\$67,372	\$80,504
				Home Aide	\$27,592	\$31,731	\$35,807
				Home Economist	\$45,037	\$51,793	\$72,378
				Home Economist Trainee	\$36,577	\$42,064	\$56,249
				Homemaker			

Level I	\$28,721	\$33,029	\$40,393	Level III	See footnote	\$40,795	\$45,594
Level II	\$36,577	\$42,064	\$58,403	Personnel Investigator	\$36,577	\$42,064	\$58,403
Hospital Care Investigator #####	\$36,577	\$42,064	\$56,249	Precinct Community Relations Aide			
Houseparent Aide	\$30,738	\$35,349	Flat Rate	Hired aft 6/30/86	\$14.30	\$16.44	Per Hour
Human Resources Aide **	\$27,592	\$31,731	\$35,807	Hired 7/1/85-6/30/86	N/A	\$16.52	Per Hour
Human Resources Spec. (incl. spec.)	\$36,577	\$42,064	\$58,403	Hired 7/1/84-6/30/85	N/A	\$16.59	Per Hour
Human Resources Tech. (incl. spec.)	\$27,592	\$31,731	\$35,807	Hired Before 7/1/84	N/A	\$16.68	Per Hour
Human Rights Specialist	\$43,532	\$50,062	\$69,098	Precinct Community Relations Assoc.	\$17.05	\$19.61	Per Hour
Human Rights Specialist (CCHR)	\$43,532	\$50,062	\$69,098	Precinct Community Relations Cordntr.	\$25.51	\$29.34	Per Hour
Inspector(DCA)	\$37,480	\$43,102	\$59,715	Principal Children's Counselor #####	\$58,584	\$67,372	\$80,504
Level I	\$37,480	\$43,102	\$52,834	Prin. Comm. Liaison Worker (w/certain exceptions) **	\$53,022	\$60,975	\$74,605
Level II	\$46,843	\$53,869	\$59,715	Prin. Comm. Liaison Worker (w/certain exceptions)	\$53,022	\$60,975	\$74,605
Institutional Teacher (JJ)				Principal Correctional Counselor	\$53,022	\$60,975	\$72,378
Level I	\$39,741	\$45,702	\$55,609	Principal Home Economist	\$58,584	\$67,372	\$80,272
Level II	\$49,716	\$57,173	\$69,882	Principal Hospital Care Investigator #####	\$58,584	\$67,372	\$80,444
Investigator Trainee *****	\$28,442	\$32,708	\$40,260	Principal Human Rights Specialist	\$61,374	\$70,580	\$92,336
Investigator	\$36,577	\$42,064	\$58,403	Prin. Human Rights Specialist (CCHR)	\$61,374	\$70,580	\$92,336
Investigator (Discipline) DOS, HRA, JJ, DOC, DOH, DPR ONLY				Principal Juvenile Counselor	\$53,022	\$60,975	\$74,605
Level I	\$37,290	\$42,884	\$56,169	Principal Senior Citizen Specialist	\$53,022	\$60,975	\$72,378
Level II	\$44,598	\$51,288	\$63,496	Program Coordinator (JJ)	\$49,303	\$56,698	\$77,197
Level III	\$53,093	\$61,057	\$79,200	Program Evaluator (ACS)	\$58,584	\$67,372	\$86,837
Investigator Employee Discipline***				Program Officer (DFTA)	\$50,123	\$57,641	\$80,444
Level I	\$37,302	\$42,897	\$57,043	Level I	\$50,123	\$57,641	\$72,378
Level II	\$44,612	\$51,304	\$64,490	Level II	\$58,584	\$67,372	\$80,444
Level III	\$53,108	\$61,074	\$80,433	Program Specialist (Correction)			
Investigator (CCRB)				Level I	\$39,478	\$45,400	\$60,975
Level I	\$37,290	\$42,884	\$56,169	Level II	\$53,022	\$60,975	\$72,378
Level II	\$44,598	\$51,288	\$63,496	Level III	\$58,584	\$67,372	\$80,444
Level III	\$53,093	\$61,057	\$79,200	Protection Agent (ACS)			
Job Opportunity Specialist	\$37,375	\$42,981	\$62,644	Level I	\$51,224	\$58,908	\$78,574
Junior Human Rights Specialist	\$36,213	\$41,645	\$47,785	Level II	\$53,920	\$62,008	\$81,042
Juvenile Counselor ###				Research Asst. (Behavioral Sciences)	\$36,577	\$42,064	\$56,249
Level I	\$36,577	\$42,064	\$52,958	Sanitation Compliance Agent	\$30,170	\$34,695	\$38,237
Level II	\$42,976	\$49,422	\$58,403	Special Consultant (Mntl Health Stndrd & Services)			
Market Agent	\$36,577	\$42,064	\$80,444	Level I	\$53,022	\$60,975	\$72,378
Level I	\$36,577	\$42,064	\$51,793	Level II	\$62,937	\$72,378	\$86,837
Level II	\$45,037	\$51,793	\$72,378	Sr. Addiction Counselor #####			
Level III	\$58,584	\$67,372	\$80,444				
Mental Health Worker	\$30,330	\$34,879	\$38,033				
Peer Counselor #####							
Level I	See footnote	\$33,114	\$35,992				
Level II	See footnote	\$35,992	\$40,310				



Level I	\$50,896	\$58,530	\$73,306	Level III	\$50,123	\$57,641	\$72,378
Level II	\$55,983	\$64,381	\$80,637	Level IV	\$58,584	\$67,372	\$80,444
Sr. Addiction Specialist (incl. spec.)	\$36,577	\$42,064	\$56,249	Level V	\$64,390	\$74,049	\$86,837
Sr. Area Services Coordinator	\$53,022	\$60,975	\$72,378	Superintendent of Adult Institutions ##	\$58,584	\$67,372	\$86,837
Sr. Children's Counselor #####	\$45,037	\$51,793	\$67,304	Superintendent of Bridge House	\$45,037	\$51,793	\$65,706
Sr. Citizen Aide (DFTA) hired aft 6/30/86	\$9.80	\$11.27	Per Hour	Supervising Area Services Coordinator	\$58,584	\$67,372	\$80,444
Hired 7/1/85-6/30/86	N/A	\$11.62	Per Hour	Supervising Children's Counselor ####, #####	See footnote	\$60,975	\$74,605
Hired 7/1/84-6/30/85	N/A	\$11.93	Per Hour	Supervising Claim Examiner	\$53,022	\$60,975	\$75,674
Hired Before 7/1/84	N/A	\$12.28	Per Hour	Supervising Correctional Counselor	\$45,037	\$51,793	\$65,706
Sr. Citizen Specialist I (DFTA)	\$36,577	\$42,064	\$56,249	Suprvsg. Counselor (Add. Treatment) **	\$58,584	\$67,372	\$80,444
Sr. Citizen Specialist II (DFTA)	\$45,037	\$51,793	\$65,706	Supervising Custodian of Children	\$53,022	\$60,975	\$72,378
Sr. Citizen Specialist II (JOP)	\$45,037	\$51,793	\$65,706	Supervising Home Economist	\$53,022	\$60,975	\$80,444
Sr. Claim Examiner	\$45,037	\$51,793	\$67,956	Supervising Hospital Care Investigator #####	\$53,022	\$60,975	\$72,378
Sr. Community Liaison Worker **	\$40,934	\$47,074	\$60,975	Supvsg Human Res. Spec. (incl spec.)	\$53,022	\$60,975	\$74,605
Sr. Comm. Organization Spec. (Urban Renewal)	\$58,584	\$67,372	\$80,444	Supervising Human Rights Specialist	\$51,536	\$59,266	\$79,096
Sr. Consultant (Early Childhood Educ.) **	\$62,937	\$72,378	\$86,837	Supvsng Human Rights Spec.(CCHR)	\$51,536	\$59,266	\$79,096
Sr. Consultant (Early Childhood Educ.)	\$62,937	\$72,378	\$86,837	Supvsg. Inspector of Ports & Terminals	\$53,022	\$60,975	\$72,378
Sr. Consultant (Mntl Hlth Stnds & Serv.) **	\$62,937	\$72,378	\$86,837	Supervising Investigator	\$53,022	\$60,975	\$74,605
Sr. Consultant (Psychiatric Nursing)	\$62,937	\$72,378	\$86,837	Supervising Mental Health Worker	\$36,127	\$41,546	\$48,921
Sr. Consultant (Pub. Health Social Wk)	\$62,937	\$72,378	\$86,837	Suprvsr. (Methadone Treatment Center) **	\$58,584	\$67,372	\$80,444
Sr. Counselor (Addiction Treatment) **	\$53,022	\$60,975	\$72,378	Supervisor of Child Care	\$53,022	\$60,975	\$80,444
Sr. Homemaker	\$36,577	\$42,064	\$58,403	Supervisor of Investigations (CCRB) #####	See footnote	\$67,515	\$86,107
Sr. Hospital Care Investigator #####	\$45,037	\$51,793	\$65,706	Supvsr. of Youth Services (incl. spec.)	\$45,037	\$51,793	\$67,304
Sr. Human Resources Spec.(incl. spec.)	\$45,037	\$51,793	\$67,304	Supervisor I (Social Work) #####	\$50,123	\$57,641	\$72,378
Sr. Human Resources Tech.(incl. spec.)	\$32,349	\$37,201	\$43,733	Supervisor II (Social Work) #####	\$58,584	\$67,372	\$80,444
Sr. Institutional Teacher (JJ)**	\$45,037	\$51,793	\$69,882	Supervisor III (Social Work) #####	\$64,390	\$74,049	\$86,837
Sr. Inspector of Ports and Terminals	\$45,037	\$51,793	\$65,706	Supervisor I (Social Services) ###	\$45,144	\$51,916	\$72,378
Sr. Investigator	\$45,037	\$51,793	\$67,304	Supervisor II (Social Services) ###	\$53,022	\$60,975	\$80,444
Sr. Juvenile Counselor	\$45,037	\$51,793	\$67,304	Supervisor III (Social Services) ###	\$58,584	\$67,372	\$86,837
Sr. Mental Health Worker	\$31,372	\$36,078	\$42,076	Teacher Aide (Day Care Center)	\$27,592	\$31,731	\$35,807
Sr. Program Specialist (Correction) **	\$58,584	\$67,372	\$80,444	Youth Coordinator (Youth Services)	\$45,037	\$51,793	\$57,552
Sr. Social Worker (HCF) #####	\$47,543	\$54,675	\$68,206	Youth Services Specialist	\$36,577	\$42,064	\$58,403
Social Worker #####	\$45,037	\$51,793	\$64,034				
Social Worker #####							
Level I	\$45,037	\$51,793	\$64,034				
Level II	\$47,543	\$54,675	\$68,206				

**f. Effective January 1, 2015**

**i. Minimum**

(1) Hiring Rate # (2) Incumbent Rate ii. Maximum

Social Worker  
####

Level I	\$48,005	\$55,206	\$64,034
Level II	\$51,071	\$58,732	\$68,206
Level III	\$54,766	\$62,981	\$72,378
Level IV	\$61,710	\$70,966	\$80,444
Level V	\$68,076	\$78,287	\$86,837

**g. Effective September 3, 2015**

**i. Minimum**

(1) Hiring Rate # (2) Incumbent Rate ii. Maximum

Addiction Counselor  
####

Level I	\$44,683	\$51,385	\$65,635
Level II	\$48,301	\$55,546	\$69,573
Addiction Program Administrator NYC H+H	\$44,272	\$47,742	\$103,702
Addiction Specialist (incl. spec.) ####	\$33,157	\$38,131	\$44,826
Admin. of Youth Services (incl. spec.)	\$60,049	\$69,056	\$82,517
After School Program Spec. (YB) *	\$30.65	\$35.25	Per Hour
Alcoholism Counselor	\$37,492	\$43,116	\$57,655
Area Services Coordinator	\$46,163	\$53,088	\$67,349
Assistant Addiction Counselor	\$37,492	\$43,116	\$57,655
Asst. Administrator of Youth Services	\$54,347	\$62,499	\$76,470
Asst. Area Services Coordinator	\$37,492	\$43,116	\$57,655
Asst. Community Liaison Worker**	\$29,439	\$33,855	\$41,403
Asst. Community Liaison Worker (JOP)	\$29,439	\$33,855	\$41,403
Asst. Educational Counselor (JJ)	\$30,675	\$35,276	\$42,037
Assistant Institutional Teacher (JJ)	\$30,675	\$35,276	\$42,037
Asst. Program Specialist (DOC) **	\$40,465	\$46,535	\$62,499
Asst. Superintendent of Bridge House	\$33,157	\$38,131	\$41,403
Asst. Superintendent of Welfare Shelters	\$54,347	\$62,499	\$76,470
Asst. Supvr. of Youth Services (incl spec.)	\$41,957	\$48,251	\$62,499
Assistant Youth Services Specialist	\$31,915	\$36,702	\$41,403
Associate Claim Examiner **			

Level I	\$46,163	\$53,088	\$69,655
Level II	\$54,347	\$62,499	\$77,566
Associate Contract Specialist	\$54,401	\$62,561	\$81,976
Associate Correctional Counselor			
Level I	\$46,163	\$53,088	\$67,349
Level II	\$54,347	\$62,499	\$74,187
Associate Fraud Investigator			
Level I	\$54,347	\$62,499	\$82,455
Level II	\$60,049	\$69,056	\$86,389
Associate Human Rights Specialist			
Level I	\$52,825	\$60,749	\$81,073
Level II	\$62,909	\$72,345	\$94,644
Associate Job Opportunity Specialist			
Level I	\$46,878	\$53,910	\$74,187
Level II	\$54,943	\$63,184	\$82,455
Level III	\$60,553	\$69,636	\$89,008
Associate Inspector(DCA)			
Level I	\$56,199	\$64,629	\$76,311
Level II	\$61,894	\$71,178	\$84,580
Associate Investigator			
Level I	\$46,163	\$53,088	\$68,987
Level II	\$54,347	\$62,499	\$76,470
Associate Juvenile Counselor ###			
Level I	\$46,163	\$53,088	\$68,987
Level II	\$54,347	\$62,499	\$76,470
Associate Market Agent **			
Level I	\$46,163	\$53,088	\$74,187
Level II	\$60,049	\$69,056	\$82,455
Associate Personnel Investigator			
Level I	\$46,163	\$53,088	\$68,987
Level II	\$54,347	\$62,499	\$76,470
Associate Program Officer (DFTA) **	\$60,049	\$69,056	\$82,455
Case Aide	\$30,675	\$35,276	\$41,403
Caseworker ####, #####	\$37,492	\$43,116	\$64,210
Caseworker Trainee *****	\$29,153	\$33,526	\$41,267
Child and Family Specialist	\$66,000	\$75,900	\$89,008
Child Protective Specialist ###, #####			
Level I	See footnote	\$45,874	Flat Rate
Level II	See footnote		
After 6 months in title		\$49,820	Flat Rate

After 18 months in title and satisfactory completion of probation		\$53,126	\$75,323	Compliance Aide (JOP)	\$31,915	\$36,702	Flat Rate
Child Protective Specialist Supervisor ###, #####				Congregate Care Specialist (ACS) (JJ) #####			
Level I	See footnote	\$60,907	\$82,924	Level I	See footnote	\$38,618	\$60,920
Level II	See footnote	\$77,812	\$94,329	Level II	See footnote	\$46,443	\$68,675
Child Welfare Specialist ###, #####				Consultant (Day Camp)	\$60,049	\$69,056	\$82,455
Level I	See footnote	\$43,124	Flat Rate	Consultant (Early Childhood Education)			
Level II	See footnote			Level I	\$60,049	\$69,056	\$82,455
After 6 months in title		\$46,995	Flat Rate	Level II	\$64,510	\$74,187	\$89,008
After 18 months in title and satisfactory completion of probation		\$50,241	\$71,984	Consultant (Mntl Hlth Stands & Serv.) **	\$54,347	\$62,499	\$74,187
Child Welfare Specialist Supervisor ###, #####				Consultant (Public Health Social Work)	\$60,049	\$69,056	\$82,455
Level I	See footnote	\$60,907	\$82,647	Contract Specialist			
Level II	See footnote	\$73,320	\$91,139	Level I	\$37,530	\$43,159	\$63,651
Children's Counselor (Per Diem)	\$143.48	\$165	\$229.36	Level II	\$46,212	\$53,144	\$71,368
Children's Counselor #####	\$37,492	\$43,116	\$59,863	Correctional Counselor	\$37,492	\$43,116	\$57,655
Claim Examiner **	\$37,492	\$43,116	\$59,863	Corr. Standards Review Specialist	\$44,690	\$51,394	\$79,102
Claim Specialist				Level I	\$44,690	\$51,394	\$63,714
Level I	\$37,492	\$43,116	\$59,863	Level II	\$55,403	\$63,714	\$79,102
Level II	\$46,163	\$53,088	\$69,655	Counselor (Addiction Treatment)			
Level III	\$54,347	\$62,499	\$77,566	Level I	\$44,683	\$51,385	\$65,635
Community Assistant	\$29,391	\$33,800	\$38,131	Level II	\$54,347	\$62,499	\$74,187
Community Associate	\$34,644	\$39,841	\$57,655	Level III	\$60,049	\$69,056	\$82,455
Community Coordinator	\$48,895	\$56,229	\$75,900	Day Care Eligibility Worker	\$37,492	\$43,116	\$59,863
Community Liaison Trainee **	\$28,282	\$32,524	\$36,702	Decedent Property Agent	\$37,492	\$43,116	\$57,655
Community Liaison Trainee	\$28,282	\$32,524	\$36,702	Decedent Property Agent (Queens Co.)	\$37,492	\$43,116	\$57,655
Community Liaison Worker	\$37,492	\$43,116	\$57,655	Decedent Property Agent (Kings Co.)	\$37,492	\$43,116	\$57,655
Community Liaison Worker				Educational Counselor (JJ)	\$35,903	\$41,289	\$56,999
Level I	\$29,439	\$33,855	\$41,403	Equal Rights Compliance Specialist (DOE) @@			
Level II	\$37,492	\$43,116	\$57,655	Level I	\$42,336	\$45,654	\$62,775
Level III	\$41,957	\$48,251	\$62,499	Level II	\$58,210	\$62,775	\$85,603
Level IV	\$54,347	\$62,499	\$76,470	Family Preservationist (JJ)	\$40,994	\$47,143	\$68,278
Community Liaison Worker (JOP)	\$37,492	\$43,116	\$57,655	Field Investigation Specialist (LD)			
Comm. Organization Spec. (Urban Renewal)	\$54,347	\$62,499	\$74,187	Level I	\$38,150	\$43,872	\$57,471
Community Service Aide (incl SAP)	\$26,536	\$30,516	\$31,872	Level II	\$45,627	\$52,471	\$64,959
Community Service Aide (JOP)	\$26,536	\$30,516	\$31,872	Level III	\$54,314	\$62,461	\$81,022
				Fraud Investigator (DOSS)	\$37,492	\$43,116	\$59,863
				Fraud Investigator			
				Level I	\$37,492	\$43,116	\$64,210
				Level II	\$46,163	\$53,088	\$72,735
				Head Juvenile Counselor ###	\$60,049	\$69,056	\$82,517

Home Aide	\$28,282	\$32,524	\$36,702	Level II	\$46,163	\$53,088	\$74,187
Home Economist	\$46,163	\$53,088	\$74,187	Level III	\$60,049	\$69,056	\$82,455
Home Economist Trainee	\$37,492	\$43,116	\$57,655	Mental Health Worker	\$31,088	\$35,751	\$38,984
Homemaker				Peer Counselor #####			
Level I	\$29,439	\$33,855	\$41,403	Level I	See footnote	\$33,942	\$36,892
Level II	\$37,492	\$43,116	\$59,863	Level II	See footnote	\$36,892	\$41,318
Hospital Care Investigator #####	\$37,492	\$43,116	\$57,655	Level III	See footnote	\$41,815	\$46,734
Houseparent Aide	\$31,507	\$36,233	Flat Rate	Personnel Investigator	\$37,492	\$43,116	\$59,863
Human Resources Aide **	\$28,282	\$32,524	\$36,702	Precinct Community Relations Aide			
Human Resources Spec. (incl. spec.)	\$37,492	\$43,116	\$59,863	Hired aft 6/30/86	\$14.65	\$16.85	Per Hour
Human Resources Tech. (incl. spec.)	\$28,282	\$32,524	\$36,702	Hired 7/1/85-6/30/86	N/A	\$16.93	Per Hour
Human Rights Specialist	\$44,621	\$51,314	\$70,825	Hired 7/1/84-6/30/85	N/A	\$17.00	Per Hour
Human Rights Specialist (CCHR)	\$44,621	\$51,314	\$70,825	Hired Before 7/1/84	N/A	\$17.10	Per Hour
Inspector(DCA)	\$38,417	\$44,180	\$61,208	Precinct Community Relations Assoc.	\$17.48	\$20.10	Per Hour
Level I	\$38,417	\$44,180	\$54,155	Precinct Community Relations Cordntr.	\$26.15	\$30.07	Per Hour
Level II	\$48,014	\$55,216	\$61,208	Principal Children's Counselor #####	\$60,049	\$69,056	\$82,517
Institutional Teacher (JJ)				Prin. Comm. Liaison Worker (w/certain exceptions) **	\$54,347	\$62,499	\$76,470
Level I	\$40,735	\$46,845	\$56,999	Prin. Comm. Liaison Worker (w/certain exceptions)	\$54,347	\$62,499	\$76,470
Level II	\$50,958	\$58,602	\$71,629	Principal Correctional Counselor	\$54,347	\$62,499	\$74,187
Investigator Trainee ****	\$29,153	\$33,526	\$41,267	Principal Home Economist	\$60,049	\$69,056	\$82,279
Investigator	\$37,492	\$43,116	\$59,863	Principal Hospital Care Investigator #####	\$60,049	\$69,056	\$82,455
Investigator (Discipline) DOS, HRA, JJ, DOC, DOH, DPR ONLY				Principal Human Rights Specialist	\$62,909	\$72,345	\$94,644
Level I	\$38,223	\$43,956	\$57,573	Prin. Human Rights Specialist (CCHR)	\$62,909	\$72,345	\$94,644
Level II	\$45,713	\$52,570	\$65,083	Principal Juvenile Counselor	\$54,347	\$62,499	\$76,470
Level III	\$54,420	\$62,583	\$81,180	Principal Senior Citizen Specialist	\$54,347	\$62,499	\$74,187
Investigator Employee Discipline****				Program Coordinator (JJ)	\$50,535	\$58,115	\$79,127
Level I	\$38,234	\$43,969	\$58,469	Program Evaluator (ACS)	\$60,049	\$69,056	\$89,008
Level II	\$45,728	\$52,587	\$66,102	Program Officer (DFTA)	\$51,376	\$59,082	\$82,455
Level III	\$54,436	\$62,601	\$82,444	Level I	\$51,376	\$59,082	\$74,187
Investigator (CCRB)				Level II	\$60,049	\$69,056	\$82,455
Level I	\$38,223	\$43,956	\$57,573	Program Specialist (Correction)			
Level II	\$45,713	\$52,570	\$65,083	Level I	\$40,465	\$46,535	\$62,499
Level III	\$54,420	\$62,583	\$81,180	Level II	\$54,347	\$62,499	\$74,187
Job Opportunity Specialist	\$38,310	\$44,056	\$64,210	Level III	\$60,049	\$69,056	\$82,455
Junior Human Rights Specialist	\$37,118	\$42,686	\$48,980	Protection Agent (ACS)			
Juvenile Counselor ###				Level I	\$52,505	\$60,381	\$80,538
Level I	\$37,492	\$43,116	\$54,282	Level II	\$55,268	\$63,558	\$83,068
Level II	\$44,050	\$50,658	\$59,863				
Market Agent	\$37,492	\$43,116	\$82,455				
Level I	\$37,492	\$43,116	\$53,088				

Research Asst. (Behavioral Sciences)	\$37,492	\$43,116	\$57,655	Sr. Inspector of Ports and Terminals	\$46,163	\$53,088	\$67,349
Sanitation Compliance Agent	\$30,923	\$35,562	\$39,193	Sr. Investigator	\$46,163	\$53,088	\$68,987
Special Consultant (Mntl Health Stndrd & Services)				Sr. Juvenile Counselor	\$46,163	\$53,088	\$68,987
Level I	\$54,347	\$62,499	\$74,187	Sr. Mental Health Worker	\$32,157	\$36,980	\$43,128
Level II	\$64,510	\$74,187	\$89,008	Sr. Program Specialist (Correction) **	\$60,049	\$69,056	\$82,455
Sr. Addiction Counselor #####				Sr. Social Worker (HCF) #####	\$48,732	\$56,042	\$69,911
Level I	\$52,168	\$59,993	\$75,139	Social Worker #####	\$46,163	\$53,088	\$65,635
Level II	\$57,383	\$65,991	\$82,653	Social Worker #####			
Sr. Addiction Specialist (incl. spec.)	\$37,492	\$43,116	\$57,655	Level I	\$49,205	\$56,586	\$65,635
Sr. Area Services Coordinator	\$54,347	\$62,499	\$74,187	Level II	\$52,348	\$60,200	\$69,911
Sr. Children's Counselor #####	\$46,163	\$53,088	\$68,987	Level III	\$56,136	\$64,556	\$74,187
Sr. Citizen Aide (DFTA) hired aft 6/30/86	\$10.04	\$11.55	Per Hour	Level IV	\$63,252	\$72,740	\$82,455
Hired 7/1/85-6/30/86	N/A	\$11.91	Per Hour	Level V	\$69,777	\$80,244	\$89,008
Hired 7/1/84-6/30/85	N/A	\$12.23	Per Hour	Superintendent of Adult Institutions ##	\$60,049	\$69,056	\$89,008
Hired Before 7/1/84	N/A	\$12.59	Per Hour	Superintendent of Bridge House	\$46,163	\$53,088	\$67,349
Sr. Citizen Specialist I (DFTA)	\$37,492	\$43,116	\$57,655	Supervising Area Services Coordinator	\$60,049	\$69,056	\$82,455
Sr. Citizen Specialist II (DFTA)	\$46,163	\$53,088	\$67,349	Supervising Children's Counselor #####, #####	See footnote	\$62,499	\$76,470
Sr. Citizen Specialist II (JOP)	\$46,163	\$53,088	\$67,349	Supervising Claim Examiner	\$54,347	\$62,499	\$77,566
Sr. Claim Examiner	\$46,163	\$53,088	\$69,655	Supervising Correctional Counselor	\$46,163	\$53,088	\$67,349
Sr. Community Liaison Worker **	\$41,957	\$48,251	\$62,499	Suprvsg. Counselor (Add. Treatment) **	\$60,049	\$69,056	\$82,455
Sr. Comm. Organization Spec. (Urban Renewal)	\$60,049	\$69,056	\$82,455	Supervising Custodian of Children	\$54,347	\$62,499	\$74,187
Sr. Consultant (Early Childhood Educ.) **	\$64,510	\$74,187	\$89,008	Supervising Home Economist	\$54,347	\$62,499	\$82,455
Sr. Consultant (Early Childhood Educ.)	\$64,510	\$74,187	\$89,008	Supervising Hospital Care Investigator #####	\$54,347	\$62,499	\$74,187
Sr. Consultant (Mntl Hlth Stnds & Serv.) **	\$64,510	\$74,187	\$89,008	Supvsg Human Res. Spec. (incl spec.)	\$54,347	\$62,499	\$76,470
Sr. Consultant (Psychiatric Nursing)	\$64,510	\$74,187	\$89,008	Supervising Human Rights Specialist	\$52,824	\$60,748	\$81,073
Sr. Consultant (Pub. Health Social Wk)	\$64,510	\$74,187	\$89,008	Supvsng Human Rights Spec.(CCHR)	\$52,824	\$60,748	\$81,073
Sr. Counselor (Addiction Treatment) **	\$54,347	\$62,499	\$74,187	Supvsg. Inspector of Ports & Terminals	\$54,347	\$62,499	\$74,187
Sr. Homemaker	\$37,492	\$43,116	\$59,863	Supervising Investigator	\$54,347	\$62,499	\$76,470
Sr. Hospital Care Investigator #####	\$46,163	\$53,088	\$67,349	Supervising Mental Health Worker	\$37,030	\$42,585	\$50,144
Sr. Human Resources Spec.(incl. spec.)	\$46,163	\$53,088	\$68,987	Suprvsr. (Methadone Treatment Center) **	\$60,049	\$69,056	\$82,455
Sr. Human Resources Tech.(incl. spec.)	\$33,157	\$38,131	\$44,826	Supervisor of Child Care	\$54,347	\$62,499	\$82,455
Sr. Institutional Teacher (JJ)**	\$46,163	\$53,088	\$71,629	Supervisor of Investigations (CCRB) #####	See footnote	\$69,203	\$88,260

Supvsn. of Youth Services (incl. spec.)	\$46,163	\$53,088	\$68,987
Supervisor I (Social Work) #####	\$51,376	\$59,082	\$74,187
Supervisor II (Social Work) #####	\$60,049	\$69,056	\$82,455
Supervisor III (Social Work) #####	\$66,000	\$75,900	\$89,008
Supervisor I (Social Services) ###	\$46,273	\$53,214	\$74,187
Supervisor II (Social Services) ###	\$54,347	\$62,499	\$82,455
Supervisor III (Social Services) ###	\$60,049	\$69,056	\$89,008
Teacher Aide (Day Care Center)	\$28,282	\$32,524	\$36,702
Youth Coordinator (Youth Services)	\$46,163	\$53,088	\$58,991
Youth Services Specialist	\$37,492	\$43,116	\$59,863

**h. Effective September 3, 2016**

i. Minimum

	(1) Hiring Rate #	(2) Incumbent Rate	ii. Maximum
Addiction Counselor #####			
Level I	\$46,023	\$52,927	\$67,604
Level II	\$49,750	\$57,212	\$71,660
Addiction Program Administrator NYC H+H	\$45,600	\$49,174	\$106,813
Addiction Specialist (incl. spec.) #####	\$34,152	\$39,275	\$46,171
Admin. of Youth Services (incl. spec.)	\$61,850	\$71,128	\$84,993
After School Program Spec. (YB) *	\$31.57	\$36.31	Per Hour
Alcoholism Counselor	\$38,617	\$44,409	\$59,385
Area Services Coordinator	\$47,549	\$54,681	\$69,369
Assistant Addiction Counselor	\$38,617	\$44,409	\$59,385
Asst. Administrator of Youth Services	\$55,977	\$64,374	\$78,764
Asst. Area Services Coordinator	\$38,617	\$44,409	\$59,385
Asst. Community Liaison Worker**	\$30,323	\$34,871	\$42,645
Asst. Community Liaison Worker (JOP)	\$30,323	\$34,871	\$42,645
Asst. Educational Counselor (JJ)	\$31,595	\$36,334	\$43,298
Assistant Institutional Teacher (JJ)	\$31,595	\$36,334	\$43,298
Asst. Program Specialist (DOC) **	\$41,679	\$47,931	\$64,374
Asst. Superintendent of Bridge House	\$34,152	\$39,275	\$42,645
Asst. Superintendent of Welfare Shelters	\$55,977	\$64,374	\$78,764
Asst. Supvr. of Youth Services (incl. spec.)	\$43,217	\$49,699	\$64,374
Assistant Youth Services Specialist	\$32,872	\$37,803	\$42,645

Associate Claim Examiner **			
Level I	\$47,549	\$54,681	\$71,745
Level II	\$55,977	\$64,374	\$79,893
Associate Contract Specialist	\$56,033	\$64,438	\$84,435
Associate Correctional Counselor			
Level I	\$47,549	\$54,681	\$69,369
Level II	\$55,977	\$64,374	\$76,413
Associate Fraud Investigator			
Level I	\$55,977	\$64,374	\$84,929
Level II	\$61,850	\$71,128	\$88,981
Associate Human Rights Specialist			
Level I	\$54,410	\$62,571	\$83,505
Level II	\$64,796	\$74,515	\$97,483
Associate Job Opportunity Specialist			
Level I	\$48,284	\$55,527	\$76,413
Level II	\$56,591	\$65,080	\$84,929
Level III	\$62,370	\$71,725	\$91,678
Associate Inspector (DCA)			
Level I	\$57,885	\$66,568	\$78,600
Level II	\$63,750	\$73,313	\$87,117
Associate Investigator			
Level I	\$47,549	\$54,681	\$71,057
Level II	\$55,977	\$64,374	\$78,764
Associate Juvenile Counselor ###			
Level I	\$47,549	\$54,681	\$71,057
Level II	\$55,977	\$64,374	\$78,764
Associate Market Agent **			
Level I	\$47,549	\$54,681	\$76,413
Level II	\$61,850	\$71,128	\$84,929
Associate Personnel Investigator			
Level I	\$47,549	\$54,681	\$71,057
Level II	\$55,977	\$64,374	\$78,764
Associate Program Officer (DFTA) **	\$61,850	\$71,128	\$84,929
Case Aide	\$31,595	\$36,334	\$42,645
Caseworker ###, #####	\$38,617	\$44,409	\$66,136
Caseworker Trainee *****	\$30,028	\$34,532	\$42,505
Child and Family Specialist	\$67,980	\$78,177	\$91,678
Child Protective Specialist ###, #####			
Level I	See footnote	\$47,250	Flat Rate
Level II	See footnote		
After 6 months in title		\$51,315	Flat Rate
After 18 months in title and satisfactory completion of probation		\$54,720	\$77,583

Child Protective Specialist Supervisor ###, #####					Consultant (Early Childhood Education)				
Level I	See footnote	\$62,734	\$85,412		Level I	\$61,850	\$71,128	\$84,929	
Level II	See footnote	\$80,146	\$97,159		Level II	\$66,446	\$76,413	\$91,678	
Child Welfare Specialist ###, #####					Consultant (Mntl Hlth Stands & Serv.) **	\$55,977	\$64,374	\$76,413	
Level I	See footnote	\$44,418	Flat Rate		Consultant (Public Health Social Work)	\$61,850	\$71,128	\$84,929	
Level II	See footnote				Contract Specialist				
After 6 months in title		\$48,405	Flat Rate		Level I	\$38,656	\$44,454	\$65,561	
After 18 months in title and satisfactory completion of probation		\$51,748	\$74,144		Level II	\$47,598	\$54,738	\$73,509	
Child Welfare Specialist Supervisor ###, #####					Correctional Counselor	\$38,617	\$44,409	\$59,385	
Level I	See footnote	\$62,734	\$85,126		Corr. Standards Review Specialist	\$46,031	\$52,936	\$81,475	
Level II	See footnote	\$75,520	\$93,873		Level I	\$46,031	\$52,936	\$65,625	
Children's Counselor (Per Diem)	\$147.78	\$169.95	\$236.24		Level II	\$57,065	\$65,625	\$81,475	
Children's Counselor ####	\$38,617	\$44,409	\$61,659		Counselor (Addiction Treatment)				
Claim Examiner **	\$38,617	\$44,409	\$61,659		Level I	\$46,023	\$52,927	\$67,604	
Claim Specialist					Level II	\$55,977	\$64,374	\$76,413	
Level I	\$38,617	\$44,409	\$61,659		Level III	\$61,850	\$71,128	\$84,929	
Level II	\$47,549	\$54,681	\$71,745		Day Care Eligibility Worker	\$38,617	\$44,409	\$61,659	
Level III	\$55,977	\$64,374	\$79,893		Decedent Property Agent	\$38,617	\$44,409	\$59,385	
Community Assistant	\$30,273	\$34,814	\$39,275		Decedent Property Agent (Queens Co.)	\$38,617	\$44,409	\$59,385	
Community Associate	\$35,683	\$41,036	\$59,385		Decedent Property Agent (Kings Co.)	\$38,617	\$44,409	\$59,385	
Community Coordinator	\$50,362	\$57,916	\$78,177		Educational Counselor (JJ)	\$36,981	\$42,528	\$58,709	
Community Liaison Trainee **	\$29,130	\$33,500	\$37,803		Equal Rights Compliance Specialist (DOE) @@				
Community Liaison Trainee	\$29,130	\$33,500	\$37,803		Level I	\$43,606	\$47,024	\$64,658	
Community Liaison Worker	\$38,617	\$44,409	\$59,385		Level II	\$59,956	\$64,658	\$88,171	
Community Liaison Worker					Family Preservationist (JJ)	\$42,223	\$48,557	\$70,326	
Level I	\$30,323	\$34,871	\$42,645		Field Investigation Specialist (LD)				
Level II	\$38,617	\$44,409	\$59,385		Level I	\$39,294	\$45,188	\$59,195	
Level III	\$43,217	\$49,699	\$64,374		Level II	\$46,996	\$54,045	\$66,908	
Level IV	\$55,977	\$64,374	\$78,764		Level III	\$55,943	\$64,335	\$83,453	
Community Liaison Worker (JOP)	\$38,617	\$44,409	\$59,385		Fraud Investigator (DOSS)	\$38,617	\$44,409	\$61,659	
Comm. Organization Spec. (Urban Renewal)	\$55,977	\$64,374	\$76,413		Fraud Investigator				
Community Service Aide (incl SAP)	\$27,331	\$31,431	\$32,828		Level I	\$38,617	\$44,409	\$66,136	
Community Service Aide (JOP)	\$27,331	\$31,431	\$32,828		Level II	\$47,549	\$54,681	\$74,917	
Compliance Aide (JOP)	\$32,872	\$37,803	Flat Rate		Head Juvenile Counselor ###	\$61,850	\$71,128	\$84,993	
Congregate Care Specialist (ACS) (JJ) #####					Home Aide	\$29,130	\$33,500	\$37,803	
Level I	See footnote	\$39,777	\$62,748		Home Economist	\$47,549	\$54,681	\$76,413	
Level II	See footnote	\$47,836	\$70,735		Home Economist Trainee	\$38,617	\$44,409	\$59,385	
Consultant (Day Camp)	\$61,850	\$71,128	\$84,929		Homemaker				
					Level I	\$30,323	\$34,871	\$42,645	
					Level II	\$38,617	\$44,409	\$61,659	
					Hospital Care Investigator #####	\$38,617	\$44,409	\$59,385	

Houseparent Aide	\$32,452	\$37,320	Flat Rate	Hired 7/1/85-6/30/86	N/A	\$17.44	Per Hour
Human Resources Aide **	\$29,130	\$33,500	\$37,803	Hired 7/1/84-6/30/85	N/A	\$17.51	Per Hour
Human Resources Spec. (incl. spec.)	\$38,617	\$44,409	\$61,659	Hired Before 7/1/84	N/A	\$17.61	Per Hour
Human Resources Tech. (incl. spec.)	\$29,130	\$33,500	\$37,803	Precinct Community Relations Assoc.	\$18.00	\$20.70	Per Hour
Human Rights Specialist	\$45,959	\$52,853	\$72,950	Precinct Community Relations Cordntr.	\$26.93	\$30.97	Per Hour
Human Rights Specialist (CCHR)	\$45,959	\$52,853	\$72,950	Principal Children's Counselor #####	\$61,850	\$71,128	\$84,993
Inspector(DCA)	\$39,570	\$45,505	\$63,044	Prin. Comm. Liaison Worker (w/certain exceptions)	\$55,977	\$64,374	\$78,764
Level I	\$39,570	\$45,505	\$55,780	Prin. Comm. Liaison Worker (w/certain exceptions) **	\$55,977	\$64,374	\$78,764
Level II	\$49,454	\$56,872	\$63,044	Principal Correctional Counselor	\$55,977	\$64,374	\$76,413
Institutional Teacher (JJ)				Principal Home Economist	\$61,850	\$71,128	\$84,747
Level I	\$41,957	\$48,250	\$58,709	Principal Hospital Care Investigator #####	\$61,850	\$71,128	\$84,929
Level II	\$52,487	\$60,360	\$73,778	Principal Human Rights Specialist	\$64,796	\$74,515	\$97,483
Investigator Trainee ****	\$30,028	\$34,532	\$42,505	Prin. Human Rights Specialist (CCHR)	\$64,796	\$74,515	\$97,483
Investigator	\$38,617	\$44,409	\$61,659	Principal Juvenile Counselor	\$55,977	\$64,374	\$78,764
Investigator (Discipline) DOS, HRA, JJ, DOC, DOH, DPR ONLY				Principal Senior Citizen Specialist	\$55,977	\$64,374	\$76,413
Level I	\$39,370	\$45,275	\$59,300	Program Coordinator (JJ)	\$52,050	\$59,858	\$81,501
Level II	\$47,084	\$54,147	\$67,035	Program Evaluator (ACS)	\$61,850	\$71,128	\$91,678
Level III	\$56,052	\$64,460	\$83,615	Program Officer (DFTA)	\$52,917	\$60,854	\$84,929
Investigator Employee Discipline***				Level I	\$52,917	\$60,854	\$76,413
Level I	\$39,381	\$45,288	\$60,223	Level II	\$61,850	\$71,128	\$84,929
Level II	\$47,100	\$54,165	\$68,085	Program Specialist (Correction)			
Level III	\$56,069	\$64,479	\$84,917	Level I	\$41,679	\$47,931	\$64,374
Investigator (CCRB)				Level II	\$55,977	\$64,374	\$76,413
Level I	\$39,370	\$45,275	\$59,300	Level III	\$61,850	\$71,128	\$84,929
Level II	\$47,084	\$54,147	\$67,035	Protection Agent (ACS)			
Level III	\$56,052	\$64,460	\$83,615	Level I	\$54,080	\$62,192	\$82,954
Job Opportunity Specialist	\$39,459	\$45,378	\$66,136	Level II	\$56,926	\$65,465	\$85,560
Junior Human Rights Specialist	\$38,232	\$43,967	\$50,449	Research Asst. (Behavioral Sciences)	\$38,617	\$44,409	\$59,385
Juvenile Counselor ###				Sanitation Compliance Agent	\$31,851	\$36,629	\$40,369
Level I	\$38,617	\$44,409	\$55,910	Special Consultant (Mntl Health Stndrd & Services)			
Level II	\$45,372	\$52,178	\$61,659	Level I	\$55,977	\$64,374	\$76,413
Market Agent	\$38,617	\$44,409	\$84,929	Level II	\$66,446	\$76,413	\$91,678
Level I	\$38,617	\$44,409	\$54,681	Sr. Addiction Counselor ####			
Level II	\$47,549	\$54,681	\$76,413	Level I	\$53,733	\$61,793	\$77,393
Level III	\$61,850	\$71,128	\$84,929	Level II	\$59,105	\$67,971	\$85,133
Mental Health Worker	\$32,021	\$36,824	\$40,154	Sr. Addiction Specialist (incl. spec.)	\$38,617	\$44,409	\$59,385
Peer Counselor #####				Sr. Area Services Coordinator	\$55,977	\$64,374	\$76,413
Level I	See footnote	\$34,960	\$37,999				
Level II	See footnote	\$37,999	\$42,558				
Level III	See footnote	\$43,069	\$48,136				
Personnel Investigator	\$38,617	\$44,409	\$61,659				
Precinct Community Relations Aide							
Hired aft 6/30/86	\$15.10	\$17.36	Per Hour				



Sr. Children's Counselor #####	\$47,549	\$54,681	\$71,057	Supervising Area Services Coordinator	\$61,850	\$71,128	\$84,929	
Sr. Citizen Aide (DFTA) hired aft 6/30/86	\$10.35	\$11.90	Per Hour	Supervising Children's Counselor #####, #####	See footnote	\$64,374	\$78,764	
Hired 7/1/85-6/30/86	N/A	\$12.27	Per Hour	Supervising Claim Examiner	\$55,977	\$64,374	\$79,893	
Hired 7/1/84-6/30/85	N/A	\$12.60	Per Hour	Supervising Correctional Counselor	\$47,549	\$54,681	\$69,369	
Hired Before 7/1/84	N/A	\$12.97	Per Hour	Suprvsg. Counselor (Add. Treatment) **	\$61,850	\$71,128	\$84,929	
Sr. Citizen Specialist I (DFTA)	\$38,617	\$44,409	\$59,385	Supervising Custodian of Children	\$55,977	\$64,374	\$76,413	
Sr. Citizen Specialist II (DFTA)	\$47,549	\$54,681	\$69,369	Supervising Home Economist	\$55,977	\$64,374	\$84,929	
Sr. Citizen Specialist II (JOP)	\$47,549	\$54,681	\$69,369	Supervising Hospital Care Investigator #####	\$55,977	\$64,374	\$76,413	
Sr. Claim Examiner	\$47,549	\$54,681	\$71,745	Supvsg Human Res. Spec. (incl spec.)	\$55,977	\$64,374	\$78,764	
Sr. Community Liaison Worker **	\$43,217	\$49,699	\$64,374	Supervising Human Rights Specialist	\$54,409	\$62,570	\$83,505	
Sr. Comm. Organization Spec. (Urban Renewal)	\$61,850	\$71,128	\$84,929	Supvsng Human Rights Spec.(CCHR)	\$54,409	\$62,570	\$83,505	
Sr. Consultant (Early Childhood Educ.) **	\$66,446	\$76,413	\$91,678	Supvsg. Inspector of Ports & Terminals	\$55,977	\$64,374	\$76,413	
Sr. Consultant (Early Childhood Educ.)	\$66,446	\$76,413	\$91,678	Supervising Investigator	\$55,977	\$64,374	\$78,764	
Sr. Consultant (Mntl Hlth Stnds & Serv.) **	\$66,446	\$76,413	\$91,678	Supervising Mental Health Worker	\$38,142	\$43,863	\$51,648	
Sr. Consultant (Psychiatric Nursing)	\$66,446	\$76,413	\$91,678	Suprvsr. (Methadone Treatment Center) **	\$61,850	\$71,128	\$84,929	
Sr. Consultant (Pub. Health Social Wk)	\$66,446	\$76,413	\$91,678	Supervisor of Child Care	\$55,977	\$64,374	\$84,929	
Sr. Counselor (Addiction Treatment) **	\$55,977	\$64,374	\$76,413	Supervisor of Investigations (CCRB) #####	See footnote	\$71,279	\$90,908	
Sr. Homemaker	\$38,617	\$44,409	\$61,659	Supvsr. of Youth Services (incl. spec.)	\$47,549	\$54,681	\$71,057	
Sr. Hospital Care Investigator #####	\$47,549	\$54,681	\$69,369	Supervisor I (Social Work) #####	\$52,917	\$60,854	\$76,413	
Sr. Human Resources Spec.(incl. spec.)	\$47,549	\$54,681	\$71,057	Supervisor II (Social Work) #####	\$61,850	\$71,128	\$84,929	
Sr. Human Resources Tech.(incl. spec.)	\$34,152	\$39,275	\$46,171	Supervisor III (Social Work) #####	\$67,980	\$78,177	\$91,678	
Sr. Institutional Teacher (JJ)**	\$47,549	\$54,681	\$73,778	Supervisor I (Social Services) ###	\$47,661	\$54,810	\$76,413	
Sr. Inspector of Ports and Terminals	\$47,549	\$54,681	\$69,369	Supervisor II (Social Services) ###	\$55,977	\$64,374	\$84,929	
Sr. Investigator	\$47,549	\$54,681	\$71,057	Supervisor III (Social Services) ###	\$61,850	\$71,128	\$91,678	
Sr. Juvenile Counselor	\$47,549	\$54,681	\$71,057	Teacher Aide (Day Care Center)	\$29,130	\$33,500	\$37,803	
Sr. Mental Health Worker	\$33,121	\$38,089	\$44,422	Youth Coordinator (Youth Services)	\$47,549	\$54,681	\$60,761	
Sr. Program Specialist (Correction) **	\$61,850	\$71,128	\$84,929	Youth Services Specialist	\$38,617	\$44,409	\$61,659	
Sr. Social Worker (HCF) #####	\$50,194	\$57,723	\$72,008					
Social Worker #####	\$47,549	\$54,681	\$67,604					
Social Worker #####								
Level I	\$50,682	\$58,284	\$67,604	*	Sept thru June: not to exceed 15 hours per week.			
Level II	\$53,918	\$62,006	\$72,008	**	To be deleted when vacant			
Level III	\$57,820	\$66,493	\$76,413	***	Pursuant to Decision and Order 404461/06 dated September 19, 2007.			
Level IV	\$65,150	\$74,922	\$84,929	****	Appointment rate shall be the minimum of the salary range for the Trainee title or the appointee's current salary in the eligible title, whichever is greater. Upon satisfactory completion of one year of training, each Trainee earning below the maximum salary shall continue to be paid \$1,308 eff. 9/3/11, 9/3/12, 9/3/13, 9/3/14, 9/3/15, 9/3/16. Maturing Trainees are guaranteed an advancement increase of \$1,308 eff. 9/3/11, 9/3/12, 9/3/13, 9/3/14, 9/3/15, 9/3/16.			
Level V	\$71,870	\$82,651	\$91,678					
Superintendent of Adult Institutions ##	\$61,850	\$71,128	\$91,678	#	See Article III, Section 4 "New Hires"			
Superintendent of Bridge House	\$47,549	\$54,681	\$69,369					

- ## Pursuant to the 1994 Addendum to the 95-00 Social Services Agreement dated December 9, 1999, the salary of the above-referenced title equated to the salary of Supervisor III (Social Services) effective July 1, 1994.
- ### Each appointment to this position above the September 3, 2011, September 3, 2012, September 3, 2013, September 3, 2014, September 3, 2015 or September 3, 2016 hiring rate will be handled on a case by case basis.
- #### Each appointment to this position at NYC H+H above the September 3, 2011, September 3, 2012, September 3, 2013, September 3, 2014, September 3, 2015 or September 3, 2016 hiring rate will be handled on a case by case basis.
- ##### Footnote (#) is not applicable
- @@ This title was included in the Non-Competitive Class, subject to Rule XI, Part II pursuant to DCAS Resolution #2013-17 dated July 17, 2013
- + Effective July 31, 2015, this title is established and designated for use by Correction Health Services only
- ++ To be deleted

**Section 3. Wage Increases**

**a. Ratification Bonus**

A lump sum cash payment in the amount of \$1,000, pro-rated for other than full-time employees, shall be payable as soon as practicable upon ratification of the Agreement to those employees who are on payroll as of the date of ratification. The lump sum cash payment shall be pensionable, consistent with applicable law.

- i. Full-time per annum and full-time per diem Employees shall receive a pro-rata lump sum cash payment the computation of which shall be based on service during the period from July 1, 2013 through June 30, 2014.
- ii. Where the regular and customary work year for a title is less than a twelve-month year, such as a school year, such computations shall be based on service during the period from September 5, 2013 through June 26, 2014 or other applicable dates for other school-based employees.
- iii. Part-time per annum, part-time per diem (including seasonal appointees), per session, hourly paid Employees and Employees whose normal work year is less than a full calendar year shall receive a pro-rata portion of the lump sum cash payment based on their regularly scheduled hours and the hours in a full calendar year.
- iv. The lump sum cash payments shall not become part of the Employee's basic salary rate nor be added to the Employee's basic salary for the calculation of any salary based benefits including the calculation of future collective bargaining increases.

For circumstances that were not anticipated by the parties, the First Deputy Commissioner of Labor Relations may elect to issue, on a case-by-case basis, interpretations concerning the application of Section 2. of the 2010-2017 DC 37 MEA. Such case-by-case interpretations shall not be subject to any dispute resolution procedures as per past practice of the parties.

**b. General Wage Increase**

- i. The general wage increases, effective as indicated, shall be:
  - 1. Effective September 3, 2011, Employees shall receive a general increase of 1.00%.
  - 2. Effective September 3, 2012, Employees shall receive an additional general increase of 1.00%.
  - 3. Effective September 3, 2013, Employees shall receive an additional general increase of 1.00%.
  - 4. Effective September 3, 2014, Employees shall receive an additional general increase of 1.50%.
  - 5. Effective September 3, 2015, Employees shall receive an additional general increase of 2.50%.
  - 6. Effective September 3, 2016, Employees shall receive an additional general increase of 3.00%.
  - 7. Part-time per annum, part-time per diem Employees (including seasonal appointees), per session and hourly paid Employees and Employees whose normal work year is less than a full calendar year shall receive the increases provided in Section 3, subsections b(i)(1)-(6) on the basis of computations heretofore utilized by the parties for all such Employees.
- ii. The increases provided for in Section 3(b)(i) above shall be calculated as follows:
  - 1. The general increase in Section 3(b)(i)(1) shall be based upon the base rates (including salary or incremental salary schedules) of the applicable titles in effect on September 2, 2011;
  - 2. The general increase in Section 3(b)(i)(2) shall be based upon the base rates (including salary or incremental

salary schedules) of the applicable titles in effect on September 2, 2012;

- 3. The general increase in Section 3(b)(i)(3) shall be based upon the base rates (including salary or incremental salary schedules) of the applicable titles in effect on September 2, 2013;
- 4. The general increase in Section 3(b)(i)(4) shall be based upon the base rates (including salary or incremental salary schedules) of the applicable titles in effect on September 2, 2014;
- 5. The general increase in Section 3(b)(i)(5) shall be based upon the base rates (including salary or incremental salary schedules) of the applicable titles in effect on September 2, 2015;
- 6. The general increase in Section 3(b)(i)(6) shall be based upon the base rates (including salary or incremental salary schedules) of the applicable titles in effect on September 2, 2016;

**iii.**

- 1. The general increases provided for in this 3(b)(i)(1)-(6) shall be applied to the base rates, incremental salary levels and the minimum "hiring rates," minimum "incumbent rates" and maximum rates (including levels), if any, fixed for the applicable titles.
- 2. Effective September 3, 2016 or the applicable date of the Successor Separate Unit Agreement, the general increase provided for in subsections 3(b)(i)(6) shall be applied to "additions to gross." "Additions to gross" shall be defined to include uniform allowances, equipment allowances, transportation allowances, uniform maintenance allowance, assignment differentials, service increments, longevity differentials, advancement increases, assignment (level) increases, and experience, certification, educational, license, evening, or night shift differentials.
- 3. Section 3(b)(iii)(2) does not apply to Recurring Increment Payments (RIPs) that automatically increase with wage increases.
- 4. Section 3(b)(iii)(2) does not apply to Service Increments once earned for two years that are rolled into base salary and increased with wage increases.

**Section 4. New Hires.**

- a. The appointment rate for an employee newly hired on or after March 3, 2010 and appointed at a reduced hiring rate shall be the applicable minimum "hiring rate" set forth in subsections 2(a)(i)(1) through 2(h)(i)(1). On the twoone year anniversary of the employee's original date of appointment, such employee shall be paid the indicated minimum "incumbent rate" for the applicable title that is in effect on such twoone year anniversary as set forth in subsections 2(a)(i)(2) through 2(h)(i)(2) of this Article III.
- b. i. For a title subject to an incremental pay plan, the employee shall be paid the appropriate increment based upon the employee's length of service. Section 2 of this Article III reflects the correct amounts and has been adjusted in accordance with the provisions of Section 3(b)(iii)(1) of this Article III.
  - ii. Employees who change titles or levels before attaining twoone years of service will be treated in the new title or level as if they had been originally appointed to said title or level on their original hiring date.
- c. For the purposes of Sections 4(a) and 4(b), employees 1) who were in active pay status before March 3, 2010, and 2) who are affected by the following personnel actions after said date shall not be treated as "newly hired" employees and shall be entitled to receive the indicated minimum "incumbent rate" set forth in subsections 2(a)(i)(2) through 2(h)(i)(2) of this Article III:
  - i. Employees who return to active status from an approved leave of absence.
  - ii. Employees in active status (whether full or part-time) appointed to permanent status from a civil service list, or to a new title (regardless of jurisdictional class or civil service status) without a break in service of more than 31 days.
  - iii. Employees who were laid off or terminated for economic reasons who are appointed from a recall/preferred list or who were subject to involuntary redeployment.
  - iv. Provisional employees who were terminated due to a civil service list who are appointed from a civil service list within one year of such termination.
  - v. Permanent employees who resign and are reinstated or who

are appointed from a civil service list within one year of such resignation.

vi. Employees (regardless of jurisdictional class or civil service status) who resign and return within 31 days of such resignation.

vii. A provisional employee who is appointed directly from one provisional appointment to another.

viii. For employees whose circumstances were not anticipated by the parties, the First Deputy Commissioner of Labor Relations is empowered to issue, on a case-by-case basis, interpretations concerning application of this Section 4. Such case-by-case interpretations shall not be subject to the dispute resolution procedures set forth in Article VI of this Agreement.

d. The First Deputy Commissioner of Labor Relations may, after notification to the affected union(s), exempt certain hard to recruit titles from the provisions of subsection 4.

**Section 5.**

Each general increase provided herein, effective as of each indicated date, shall be applied to the rate in effect on the date as specified in Section 3 of this Article. In the case of a promotion or other advancement to the indicated title on the effective date of the general increase specified in Section 3 of this Article, such general increase shall not be applied, but the general increase, if any, for the title formerly occupied, effective on the date indicated shall be applied.

**Section 6.**

In the case of an Employee on leave of absence without pay the salary rate of such Employee shall be changed to reflect the salary adjustments specified in Article III.

**Section 7.**

a. A person permanently employed by the Employer who is appointed or promoted on a permanent, provisional, or temporary basis in accordance with the Personnel Rules and Regulations of the City of New York or, where the Personnel Rules and Regulations of the City of New York are inapplicable to a public employer, such other Rules or Regulations as are applicable to the public employer, without a break in service to any of the following title(s) from another title in the direct line of promotion or from another title in the Career and Salary Plan, the minimum rate of which is exceeded by at least 8 percent by the minimum rate of the title to which appointed or promoted, shall receive upon the date of such appointment or promotion either the minimum basic salary for the title to which such appointment or promotion is made, or the salary received or receivable in the lower title plus the specified advancement increase, whichever is greater:

TITLE	3/3/10	9/3/16
Addiction Counselor Level I	\$1,364	\$1,405
Addiction Specialist (incl approved spec)	\$1,242	\$1,279
Assistant Supervisor of Youth Services (incl spec)	\$1,300	\$1,339
Associate Correctional Counselor Level I	\$1,364	\$1,405
Associate Fraud Investigator	\$1,616	\$1,664
Associate Human Rights Specialist	\$1,616	\$1,664
Associate Inspector (DCA)Level I	\$1,616	\$1,664
Associate Investigator	\$1,364	\$1,405
Associate Juvenile Counselor Level I	\$1,364	\$1,405
Caseworker	\$1,242	\$1,279
Child Protective Specialist Supervisor Level I	\$2,112	\$2,175
Child Welfare Specialist Supervisor Level I	\$2,112	\$2,175
Claim Specialist Level II	\$1,616	\$1,664
Community Associate	\$1,300	\$1,339
Community Coordinator (with certain exceptions)	\$1,489	\$1,534

Community Liaison Worker	\$1,242	\$1,279
Consultant (Day Camp)	\$1,858	\$1,914
Consultant (Early Childhood Education)	\$1,858	\$1,914
Consultant (Public Health Social Work)	\$1,858	\$1,914
Correctional Counselor	\$1,242	\$1,279
Correctional Standards Review Specialist Level I	\$1,242	\$1,279
Counselor (Addiction Treatment) Level I	\$1,364	\$1,405
Inspector (DCA)	\$1,489	\$1,534
Principal Children's Counselor	\$1,858	\$1,914
Principal Community Liaison Worker (w/certain exceptions)	\$1,616	\$1,664
Principal Consumer Affairs Inspector *, ***	\$1,858	\$1,914
Principal Hospital Care Investigator	\$1,858	\$1,914
Senior Addiction Counselor Level I	\$1,917	\$1,975
Senior Addiction Specialist (incl approved spec)	\$1,242	\$1,279
Senior Children's Counselor	\$1,364	\$1,405
Senior Community Liaison Worker *	\$1,489	\$1,534
Senior Community Liaison Worker	\$1,489	\$1,534
Senior Community Organization Specialist (Urban Renewal)	\$1,858	\$1,914
Senior Consultant (Early Childhood Education)	\$1,858	\$1,914
Senior Consultant (Psychiatric Nursing)	\$1,858	\$1,914
Senior Consultant (Public Health Social Work)	\$1,858	\$1,914
Senior Consumer Affairs Inspector	\$1,489	\$1,534
Senior Hospital Care Investigator	\$1,364	\$1,405
Senior Mental Health Worker	\$1,242	\$1,279
Senior Social Worker	\$1,252	\$1,290
Social Worker **	\$1,364	\$1,405
Social Worker		
Level I	\$1,364	\$1,405
Level II	\$1,252	\$1,290
Level III	\$1,364	\$1,405
Level IV	\$1,616	\$1,664
Level V	\$1,858	\$1,914
Superintendent of Adult Institutions	\$1,858	\$1,914
Supervising Consumer Affairs Inspector	\$1,616	\$1,664
Supervising Hospital Care Investigator	\$1,616	\$1,664
Supervising Human Resources Specialist (incl spec)	\$1,858	\$1,914
Supervising Mental Health Worker	\$1,489	\$1,534
Supervisor I (Social Work)	\$1,364	\$1,405
Supervisor II (Social Work)	\$1,616	\$1,664
Supervisor III (Social Work)	\$1,858	\$1,914

Supervisor I (Social Services)	\$1,364	\$1,405
Supervisor II (Social Services)	\$1,616	\$1,664
Supervisor III (Social Services)	\$1,858	\$1,914

\* To be deleted when vacant

\*\* An advancement increase shall be paid to employees in the title of Caseworker who are appointed to the title of Social Worker.

\*\*\* An advancement increase shall be paid to employees in the title of Supervising Consumer Affairs Inspector who are appointed to the title of Principal Consumer Affairs Inspector.

b. An Employee assigned to a higher assignment *level* shall receive as of the effective date of such assignment, either the appointment rate for the assigned *level* or the rate received in the former *level* plus the specified level increase set forth below, whichever is greater.

TITLE	3/3/2010	9/3/2016
Addiction Counselor Level II	\$1,597	\$1,645
Associate Claim Examiner Level II **	\$1,677	\$1,727
Associate Correctional Counselor Level II	\$1,427	\$1,470
Associate Fraud Investigator Level II	\$1,858	\$1,914
Associate Human Rights Specialist Level II	\$2,046	\$2,107
Associate Inspector(DCA) Level II	\$1,858	\$1,914
Associate Investigator Level II	\$1,616	\$1,664
Associate Juvenile Counselor Level II	\$1,616	\$1,664
Child Protective Specialist Supervisor Level II	\$2,112	\$2,175
Child Welfare Specialist Supervisor Level II	\$2,112	\$2,175
Claim Specialist Level III	\$1,677	\$1,727
Community Liaison Worker Level II	\$1,242	\$1,279
Community Liaison Worker Level III	\$1,489	\$1,534
Community Liaison Worker Level IV	\$1,616	\$1,664
Consultant (Early Childhood Education) Level II	\$1,858	\$1,914
Contract Specialist Level II	\$1,616	\$1,664
Correctional Standards Review Specialist Level II	\$1,364	\$1,405
Counselor (Addiction Treatment) Level II	\$1,616	\$1,664
Counselor (Addiction Treatment) Level III	\$1,858	\$1,914
Fraud Investigator Level II	\$1,364	\$1,405
Homemaker Level II	\$1,242	\$1,279
Inspector (DCA) Level II	\$1,489	\$1,534
Institutional Teacher Level II	\$1,364	\$1,405
Juvenile Counselor Level II	\$1,242	\$1,279
Market Agent Level II	\$1,364	\$1,405
Market Agent Level III	\$1,616	\$1,664
Senior Addiction Counselor Level II	\$2,396	\$2,468
Special Consultant (MHSS) Level II	\$1,858	\$1,914

\* Level Increase - Denotes payment due to assignment to a higher level within a title.

**\*\*To be deleted when vacant**

c. If a class of positions is reclassified by the Department of Citywide Administrative Services, advancement increase(s) for the affected class of positions set forth in Section 7(a) shall be deemed to be level increase(s), as appropriate.

**Section 8. Longevity Increment:**

- a. Employees with 15 years or more of "City" service in pay status shall receive a longevity increment of \$800 per annum, except those eligible for a longevity differential pursuant to Section 9 below shall not be eligible to receive this longevity increment unless specifically entitled.
- b. The rules for eligibility for the longevity increment described above in Section 8(a) shall be set forth in Appendix A of this Agreement and are incorporated by reference herein.
- c. The provisions of Section 3(b)(iii)(1) of this Agreement shall not apply to the longevity increment set forth in this Section 8.

**Section 9. Longevity Differential:**

a. Employees in the titles indicated below shall be entitled to the following longevity differentials based on service within the appropriate *occupational group*:

**i. Effective March 3, 2010**

TITLE	After 1 Year of Service	After 3 Years of Service	After 5 Years of Service	After 7 ½ Years of Service	After 15 Years of Service
Sr. Social Worker	\$799	\$1,598	\$2,396	\$3,356	\$4,638
Social Worker	\$799	\$1,598	\$2,396	\$3,356	\$4,638
Supervisor I, II, III (Social Work)	\$799	\$1,598	\$2,396	\$3,356	\$4,638
Associate Job Opportunity Specialist +	\$799	\$1,598	\$2,396	\$3,356	N/A
Associate Juvenile Counselor Level I, II *	\$799	\$1,598	\$2,396	\$3,356	N/A
Caseworker *	\$799	\$1,598	\$2,396	\$3,356	N/A
Child Protective Specialist Level I, II ***	\$799	\$1,598	\$2,396	\$3,356	N/A
Child Protective Specialist Supervisor Level I, II ****	\$799	\$1,598	\$2,396	\$3,356	N/A
Child Welfare Specialist Level I, II ***	\$799	\$1,598	\$2,396	\$3,356	N/A
Child Welfare Specialist Supervisor Level I, II ****	\$799	\$1,598	\$2,396	\$3,356	N/A
Head Juvenile Counselor *	\$799	\$1,598	\$2,396	\$3,356	N/A
Institutional Teacher (JJ)	\$799	\$1,598	\$2,396	\$3,356	N/A
Investigator (HRA ONLY) *	\$799	\$1,598	\$2,396	\$3,356	N/A
Job Opportunity Specialist +	\$799	\$1,598	\$2,396	\$3,356	N/A
Juvenile Counselor *	\$799	\$1,598	\$2,396	\$3,356	N/A
Principal Juvenile Counselor *, **	\$799	\$1,598	\$2,396	\$3,356	N/A
Sr. Investigator (HRA ONLY) *	\$799	\$1,598	\$2,396	\$3,356	N/A
Sr. Juvenile Counselor *, **	\$799	\$1,598	\$2,396	\$3,356	N/A
Supervising Investigator (HRA ONLY) *	\$799	\$1,598	\$2,396	\$3,356	N/A
Supervisor I, II, III (Social Services) *	\$799	\$1,598	\$2,396	\$3,356	N/A

TITLE	After 1 Year of Service	After 3 Years of Service	After 5 Years of Service	After 7 ½ Years of Service	After 15 Years of Service
Associate Claim Examiner *, ##	\$775	\$1,551	\$2,330	\$3,259	N/A
Associate Fraud Investigator *	\$775	\$1,551	\$2,330	\$3,259	N/A
Associate Human Rights Specialist *	\$775	\$1,551	\$2,330	\$3,259	N/A
Associate Investigator *	\$775	\$1,551	\$2,330	\$3,259	N/A
Associate Personnel Investigator *	\$775	\$1,551	\$2,330	\$3,259	N/A
Claim Examiner *, ##	\$775	\$1,551	\$2,330	\$3,259	N/A
Claim Specialist Level I, II, III *	\$775	\$1,551	\$2,330	\$3,259	N/A
Consultant(MHSS) *, #	\$775	\$1,551	\$2,330	\$3,259	N/A
Consultant(Day Camp) *	\$775	\$1,551	\$2,330	\$3,259	N/A
Consultant(PHSW) *	\$775	\$1,551	\$2,330	\$3,259	N/A
Consultant (ECE) Level I, II *	\$775	\$1,551	\$2,330	\$3,259	N/A
Field Investigator Spec. (Law Dept.) *	\$775	\$1,551	\$2,330	\$3,259	N/A
Fraud Investigator *	\$775	\$1,551	\$2,330	\$3,259	N/A
Fraud Investigator(DOSS) *	\$775	\$1,551	\$2,330	\$3,259	N/A
Human Rights Specialist *	\$775	\$1,551	\$2,330	\$3,259	N/A
Human Rights Specialist(CHR) *	\$775	\$1,551	\$2,330	\$3,259	N/A
Investigator *	\$775	\$1,551	\$2,330	\$3,259	N/A
Junior Human Rights Specialist *	\$775	\$1,551	\$2,330	\$3,259	N/A
Personnel Investigator *	\$775	\$1,551	\$2,330	\$3,259	N/A
Principal Human Rights Specialist *	\$775	\$1,551	\$2,330	\$3,259	N/A
Principal Human Rights Specialist(CHR) *	\$775	\$1,551	\$2,330	\$3,259	N/A
Senior Claim Examiner *	\$775	\$1,551	\$2,330	\$3,259	N/A
Senior Consultant(ECE) *, #, ##	\$775	\$1,551	\$2,330	\$3,259	N/A
Senior Consultant(MHSS) *, #, ##	\$775	\$1,551	\$2,330	\$3,259	N/A
Senior Consultant(PHS) *, #	\$775	\$1,551	\$2,330	\$3,259	N/A
Senior Consultant(Psy. Nursing) *, #	\$775	\$1,551	\$2,330	\$3,259	N/A
Special Consultant(Mntl Health Stndrd & Services) Level I, II *	\$775	\$1,551	\$2,330	\$3,259	N/A
Sr. Investigator (ALL AGENCIES) *	\$775	\$1,551	\$2,330	\$3,259	N/A
Supervising Claim Examiner *	\$775	\$1,551	\$2,330	\$3,259	N/A
Supervising Human Rights Specialist *	\$775	\$1,551	\$2,330	\$3,259	N/A

Supervising Human Rights Specialist(CHR) *	\$775	\$1,551	\$2,330	\$3,259	N/A
Supervising Investigator (ALL AGENCIES) *	\$775	\$1,551	\$2,330	\$3,259	N/A
Hospital Care Investigator *	N/A	N/A	N/A	\$958	N/A
Principal Hospital Care Investigator *	N/A	N/A	N/A	\$958	N/A
Sr. Hospital Care Investigator *	N/A	N/A	N/A	\$958	N/A
Supervising Hospital Care Investigator *	N/A	N/A	N/A	\$958	N/A
* Shall be eligible to receive the Longevity Increment set forth in Article III, Section 8					
** For present incumbents only.					
*** Employees reclassified from Social Worker who were receiving the 15-year longevity differential, shall continue to receive it in lieu of the 15-year longevity increment.					
**** Employees reclassified from Supervisor I, II, III (Social Work) who were receiving the 15-year longevity differential, shall continue to receive it in lieu of the 15-year longevity increment.					
# The longevity differential schedule set forth above supersedes the 10 year longevity differential set forth in Article III, Section 9(b) of the 1992-95 Social Services and Related Titles Agreement for the indicated titles.					
## To be deleted					
+ Applies prospectively to employees in the titles of Job Opportunity Specialist and Associate Job Opportunity Specialist (I, II , III). For the purpose of computing credited service for incumbent employees, eligibility shall be based on time in City service. For new appointments thereafter, eligibility for the longevity differentials shall be based on service within the appropriate <i>occupational group</i> . This schedule shall be in lieu of any other "additions-to-gross" provided under any other applicable collective bargaining Unit Agreement (exclusive of the Citywide Agreement) that may have been payable to employees in the affected titles.					
<b>ii. Effective September 3, 2016</b>					
TITLE	After 1 Year of Service	After 3 Years of Service	After 5 Years of Service	After 7 ½ Years of Service	After 15 Years of Service
Sr. Social Worker	\$823	\$1,646	\$2,468	\$3,457	\$4,777
Social Worker	\$823	\$1,646	\$2,468	\$3,457	\$4,777
Supervisor I, II, III (Social Work)	\$823	\$1,646	\$2,468	\$3,457	\$4,777
Associate Job Opportunity Specialist +	\$823	\$1,646	\$2,468	\$3,457	N/A
Associate Juvenile Counselor Level I, II *	\$823	\$1,646	\$2,468	\$3,457	N/A
Caseworker *	\$823	\$1,646	\$2,468	\$3,457	N/A
Child Protective Specialist Level I, II ***	\$823	\$1,646	\$2,468	\$3,457	N/A
Child Protective Specialist Supervisor Level I, II ****	\$823	\$1,646	\$2,468	\$3,457	N/A
Child Welfare Specialist Level I, II ***	\$823	\$1,646	\$2,468	\$3,457	N/A
Child Welfare Specialist Supervisor Level I, II ****	\$823	\$1,646	\$2,468	\$3,457	N/A

TITLE	After 1 Year of Service	After 3 Years of Service	After 5 Years of Service	After 7 ½ Years of Service	After 15 Years of Service							
Head Juvenile Counselor *	\$823	\$1,646	\$2,468	\$3,457	N/A		Principal Human Rights Specialist(CHR) *	\$798	\$1,598	\$2,400	\$3,357	N/A
Institutional Teacher (JJ)	\$823	\$1,646	\$2,468	\$3,457	N/A		Senior Claim Examiner *	\$798	\$1,598	\$2,400	\$3,357	N/A
Investigator (HRA ONLY) *	\$823	\$1,646	\$2,468	\$3,457	N/A		Senior Consultant(ECE) *, #, ##	\$798	\$1,598	\$2,400	\$3,357	N/A
Job Opportunity Specialist +	\$823	\$1,646	\$2,468	\$3,457	N/A		Senior Consultant (MHSS) *, #, ##	\$798	\$1,598	\$2,400	\$3,357	N/A
Juvenile Counselor *	\$823	\$1,646	\$2,468	\$3,457	N/A		Senior Consultant(PHS) *, #	\$798	\$1,598	\$2,400	\$3,357	N/A
Principal Juvenile Counselor *, **	\$823	\$1,646	\$2,468	\$3,457	N/A		Senior Consultant(Psy. Nursing) *, #	\$798	\$1,598	\$2,400	\$3,357	N/A
Sr. Investigator (HRA ONLY) *	\$823	\$1,646	\$2,468	\$3,457	N/A		Special Consultant(Mntl Health Stndrd & Services) Level I, II *	\$798	\$1,598	\$2,400	\$3,357	N/A
Sr. Juvenile Counselor *, **	\$823	\$1,646	\$2,468	\$3,457	N/A		Sr. Investigator (ALL AGENCIES) *	\$798	\$1,598	\$2,400	\$3,357	N/A
Supervising Investigator (HRA ONLY) *	\$823	\$1,646	\$2,468	\$3,457	N/A		Supervising Claim Examiner *	\$798	\$1,598	\$2,400	\$3,357	N/A
Supervisor I, II, III (Social Services) *	\$823	\$1,646	\$2,468	\$3,457	N/A		Supervising Human Rights Specialist *	\$798	\$1,598	\$2,400	\$3,357	N/A
Associate Claim Examiner *, ##	\$798	\$1,598	\$2,400	\$3,357	N/A		Supervising Human Rights Specialist(CHR) *	\$798	\$1,598	\$2,400	\$3,357	N/A
Associate Fraud Investigator *	\$798	\$1,598	\$2,400	\$3,357	N/A		Supervising Investigator (ALL AGENCIES) *	\$798	\$1,598	\$2,400	\$3,357	N/A
Associate Human Rights Specialist *	\$798	\$1,598	\$2,400	\$3,357	N/A		Hospital Care Investigator *	N/A	N/A	N/A	\$987	N/A
Associate Investigator *	\$798	\$1,598	\$2,400	\$3,357	N/A		Principal Hospital Care Investigator *	N/A	N/A	N/A	\$987	N/A
Associate Personnel Investigator *	\$798	\$1,598	\$2,400	\$3,357	N/A		Sr. Hospital Care Investigator *	N/A	N/A	N/A	\$987	N/A
Claim Examiner *, ##	\$798	\$1,598	\$2,400	\$3,357	N/A		Supervising Hospital Care Investigator *	N/A	N/A	N/A	\$987	N/A
Claim Specialist Level I, II, III *	\$798	\$1,598	\$2,400	\$3,357	N/A							
Consultant(MHSS) *, #	\$798	\$1,598	\$2,400	\$3,357	N/A							
Consultant(Day Camp) *	\$798	\$1,598	\$2,400	\$3,357	N/A							
Consultant(PHSW) *	\$798	\$1,598	\$2,400	\$3,357	N/A							
Consultant (ECE) Level I, II *	\$798	\$1,598	\$2,400	\$3,357	N/A							
Field Investigator Spec. (Law Dept.) *	\$798	\$1,598	\$2,400	\$3,357	N/A							
Fraud Investigator *	\$798	\$1,598	\$2,400	\$3,357	N/A							
Fraud Investigator (DOSS) *	\$798	\$1,598	\$2,400	\$3,357	N/A							
Human Rights Specialist *	\$798	\$1,598	\$2,400	\$3,357	N/A							
Human Rights Specialist(CHR) *	\$798	\$1,598	\$2,400	\$3,357	N/A							
Investigator *	\$798	\$1,598	\$2,400	\$3,357	N/A							
Junior Human Rights Specialist *	\$798	\$1,598	\$2,400	\$3,357	N/A							
Personnel Investigator *	\$798	\$1,598	\$2,400	\$3,357	N/A							
Principal Human Rights Specialist *	\$798	\$1,598	\$2,400	\$3,357	N/A							

\* Shall be eligible to receive the Longevity Increment set forth in Article III, Section 8  
 \*\* For present incumbents only.  
 \*\*\* Employees reclassified from Social Worker who were receiving the 15-year longevity differential, shall continue to receive it in lieu of the 15-year longevity increment.  
 \*\*\*\* Employees reclassified from Supervisor I, II, III (Social Work) who were receiving the 15-year longevity differential, shall continue to receive it in lieu of the 15-year longevity increment.  
 # The longevity differential schedule set forth above supersedes the 10 year longevity differential set forth in Article III, Section 9(b) of the 1992-95 Social Services and Related Titles Agreement for the indicated titles.  
 ## To be deleted  
 + Applies prospectively to employees in the titles of Job Opportunity Specialist and Associate Job Opportunity Specialist (I, II, III). For the purpose of computing credited service for incumbent employees, eligibility shall be based on time in City service. For new appointments thereafter, eligibility for the longevity differentials shall be based on service within the appropriate occupational group. This schedule shall be in lieu of any other "additions-to-gross" provided under any other applicable collective bargaining Unit Agreement (exclusive of the Citywide Agreement) that may have been payable to employees in the affected titles.  
 b. Employees in the titles indicated below shall be entitled to the following longevity differentials based on service in the indicated title:  
 i. **Effective March 3, 2010**

	After 2 Years of Service	After 5 Years of Service	After 7 Years of Service	After 15 Years of Service
(1) Inspector (Consumer Affairs) Level I * Consumer Affairs Inspector*	\$400	\$799	\$1,199	N/A
(2) Inspector (Consumer Affairs) Level II * Senior Consumer Affairs Inspector *	\$479	\$957	\$1,437	N/A
(3) Associate Inspector (Consumer Affairs) Level I * Supervising Consumer Affairs Inspector *	\$560	\$1,119	\$1,916	N/A
(4) Associate Inspector (Consumer Affairs) Level II * Principal Consumer Affairs Inspector *	\$638	\$1,277	\$1,916	N/A
(5) Market Aide * Sanitation Compliance Agent *	\$389	\$775	\$1,164	N/A
(6) Market Agent Level I *	\$466	\$930	\$1,395	N/A
(7) Associate Market Agent Level I * **, Market Agent Level II *	\$543	\$1,087	\$1,628	N/A
(8) Associate Market Agent Level II * **, Market Agent Level III *	\$619	\$1,241	\$1,862	N/A
<b>ii. Effective September 3, 2016</b>				
	After 2 Years of Service	After 5 Years of Service	After 7 Years of Service	After 15 Years of Service
(1) Inspector (Consumer Affairs) Level I * Consumer Affairs Inspector*	\$412	\$823	\$1,235	N/A
(2) Inspector (Consumer Affairs) Level II * Senior Consumer Affairs Inspector *	\$493	\$986	\$1,480	N/A
(3) Associate Inspector (Consumer Affairs) Level I * Supervising Consumer Affairs Inspector *	\$577	\$1,153	\$1,729	N/A

(4) Associate Inspector (Consumer Affairs) Level II * Principal Consumer Affairs Inspector *	\$657	\$1,315	\$1,973	N/A
(5) Market Aide * Sanitation Compliance Agent *	\$401	\$798	\$1,199	N/A
(6) Market Agent Level I *	\$480	\$958	\$1,437	N/A
(7) Associate Market Agent Level I * **, Market Agent Level II *	\$559	\$1,120	\$1,677	N/A
(8) Associate Market Agent Level II * **, Market Agent Level III *	\$638	\$1,278	\$1,918	N/A
* Shall be eligible to receive the Longevity Increment set forth in Article III, Section 8				
** To Be Deleted				
c. The Longevity Differentials set forth in this Section 9 shall not become part of the basic salary rate and shall not be pensionable until they have been received by the Employee for two years. The longevity shall be effective on the January 1st, April 1st, July 1st, or October 1st immediately following the Employee's anniversary date.				
<b>Section 10 Assignment Differentials:</b>				
a. The Employer agrees to pay the following per annum assignment differentials to Homemakers Level II and Senior Homemakers assigned additional duties of a supervisory or administrative nature:				
	Effective March 3, 2010		Effective September 3, 2016	
	\$1,430		\$1,473	
<b>b. New York City Health + Hospitals Only:</b>				
i. A differential in an amount equal to the advancement increase to Senior Hospital Care Investigator shall continue to be provided to each incumbent in the titles of Senior Hospital Care Investigator and Supervising Hospital Care Investigator who is regularly assigned to the New York City Health + Hospitals Central Office Training and Liaison Unit.				
	Effective March 3, 2010		Effective September 3, 2016	
	\$1,364		\$1,405	
ii. Assignment differentials shall be paid to employees in the Hospital Care Investigator occupational group who are assigned to the Central Support Group. Such differential shall be in addition to any other differential paid pursuant to this Section 10 and shall continue for the period of such assignment. The prorated annual amounts for this differential are:				
	Effective March 3, 2010		Effective September 3, 2016	
	\$520		\$536	
c. Assignment differentials shall be paid to Employees in the title of Community Assistant in the prorata annual amount listed below who are assigned the following duties:				

**i. For Supervisory Responsibility:**

Effective	Effective
March 3, 2010	September 3, 2016
\$520	\$536

**ii. For Senior Supervisory Responsibility:**

Effective	Effective
March 3, 2010	September 3, 2016
\$1,037	\$1,068

**d.** Employees in the Mental Health Worker occupational group who are assigned on a fulltime basis to a correctional prison facility shall be paid a differential in the prorated annual amounts indicated below:

Effective	Effective
March 3, 2016	September 3, 2016
\$776	\$799

**e.** An Employee who is on the payroll as of May 1, 1979 in the title(s) Social Worker, Supervisor I, Supervisor II, Supervisor III and who is assigned by the Department of Health to a Department of Correction prison facility shall receive a differential in the prorated annual amounts listed below: In addition, up to fourteen (14) additional Employees in titles covered by this Agreement who are assigned to Riker's Island on a fulltime basis shall be deemed eligible for the abovesited assignment differential based upon seniority in such assignment.

Effective	Effective
March 3, 2010	September 3, 2016
\$1,346	\$1,386

**f.** Employees in the titles of Juvenile Counselor, Associate Juvenile Counselor level I and Level II, Incumbent Senior Juvenile Counselor, and Incumbent Principal Juvenile Counselor who have valid New York State driver's licenses *and are required to drive* shall receive prorated annual differentials as follows:

Effective	Effective
March 3, 2010	September 3, 2016
\$649	\$668

**g.** Caseworkers, Social Workers, Supervisors I, II and III employed in the Administration for Children's Services (formerly Child Welfare Administration/HRA) Field Offices and in specific units authorized and funded pursuant to the Equity Panel Reports dated September 13, 1983, May 27, 1986 and November 22, 1994): Confidential Investigations Unit, Emergency Children's Services, the Office of Case Management, the Office of Adoption and Placement Services, the Division of Adoption and Foster Care Services, Congregate Care and Auxiliary Services shall receive an assignment differential in the prorated annual amounts listed below.

Effective	Effective
March 3, 2010	September 3, 2016
\$1,936	\$1,994

**h.** Pursuant to the terms set forth in the letter agreement entitled "SSC Reorganization" (dated December 29, 1987) employees of the Child Welfare Administration in the titles indicated below who are specifically assigned to Protective/Diagnostic, Family Services, Preventive Services, and Court Ordered Supervision Units shall receive an assignment differential in the pro-rated annual amounts listed below:

<b>Title:</b>	<b>Effective</b>	<b>Effective</b>
	<b>March 3, 2010</b>	<b>September 3, 2016</b>
Caseworker	\$1,646	\$1,695
Social Worker	\$2,419	\$2,492

Supervisor I (Social Services)	\$2,419	\$2,492
Supervisor II (Social Services)	\$2,660	\$2,740
Supervisor III (Social Services)	\$2,901	\$2,988
Supervisor I (Social Work)	\$2,419	\$2,492
Supervisor II (Social Work)	\$2,660	\$2,740
Supervisor III (Social Work)	\$2,901	\$2,988

**i.** An assignment differential in the pro rata annual amount set forth below shall be paid to Employees in the titles listed below who are assigned to work in shelters in Family and Adult Services, Crisis Intervention Services, and the Emergency Assistance Units of HRA/DHS, in positions either with direct client contact or responsible for the supervision of Employees with direct client contact. Effective July 1, 1990, this assignment differential was extended to positions in the Crisis Unit, Family Hotel Program, and Single Room Occupancy Program assigned to positions with direct client contact or with supervision of employees with direct client contact.

**Eligible Titles**

Assistant Superintendent of Welfare Shelters	Senior Community Liaison Worker
Caseworker	Social Worker
Community Liaison Worker	Supervising Human Resource Specialist
Human Resources Specialist	Supervisor I, II, III
Principal Community Liaison Worker	

Effective	Effective
March 3, 2010	September 3, 2016
\$1,451	\$1,495

**j.** An assignment differential in the pro rata annual amount set forth below shall be paid to those Employees of HRA assigned to Caseworker, Social Worker, and Supervisor I, II, III positions in Protective Service for Adults Units.

Effective	Effective
March 3, 2010	September 3, 2016
\$3,581	\$3,688

**k.** An assignment differential in the pro rata annual amount set forth below shall be paid to those Investigators and Associate Investigators assigned to work as "Vault Inspectors" in the Finance Department.

Effective	Effective
March 3, 2010	September 3, 2016
\$2,772	\$2,855

**l.** An assignment differential in the prorata annual amounts listed below shall be paid to Employees of HRA serving in the positions of Senior Center Director provided that they were so serving as of July 19, 1983; continued to serve as of December 13, 1984; and have not been appointed to the Civil Service title of Supervisor II (Social Services).

Effective	Effective
March 3, 2010	September 3, 2016
\$1,346	\$1,386

**m.** An assignment differential in the prorata annual amounts listed below shall be paid to Community Assistants employed by the Department of Sanitation while assigned to the Lot Cleaning Program.

Effective	Effective
March 3, 2010	September 3, 2016
\$834	\$859



n. An assignment differential in the prorata annual amounts listed below shall be paid to Assistant Community Liaison Workers and Community Liaison Workers Level I and Level II while assigned to the Department of Housing Preservation and Development as compensation for the loss of promotional opportunities.

Effective March 3, 2010	Effective September 3, 2016
\$834	\$859

o. Unless otherwise specified in this Agreement, the assignment differentials listed in this Section 10 shall be continued only during the period of such assignment. In the event that an affected Employee is removed from such assignment, the assignment differential shall be discontinued. The payment of such differential shall not be considered as a promotion or change of title.

**Section 11. Merit Increases**

The Employer agrees to notify the Union of its intent to grant merit increases.

**Section 12. Uniform Allowance:**

a. A uniform allowance in the annual amounts listed below shall be provided for Employees in the Homemaker occupational group and the title Home Aide who are required to wear a uniform:

Effective March 3, 2010	Effective September 3, 2016
\$141	\$145

- b.
  - i. The Department of Health will supply Employees, who are required to wear a uniform, with a uniform. The uniform shall consist of not less than 2 shirts, 2 pairs of pants, 2 sets of long johns, 1 helmet, 1 pair of work shoes, 1 pair of work gloves, 1 rain slicker and a lined winter coat.
  - ii. No Employee shall be disciplined for reporting to work without an adequate uniform if that portion of his uniform which is missing was not issued by the Department or if a portion of said uniform is no longer functional for its prescribed purpose due to wear or job related damage. The Department will replace said uniform as soon as practicable.
  - iii. The Department shall maintain a varying supply of uniforms to cover the different sizes needed by its employees.
  - iv. First aid kits and heavy-duty cleaning facilities shall be provided at each work site for employees who work in the field. The hand cleaning facilities shall be adequate for cleanup after dealing with poisons and litter.

c. A uniform allowance in the prorata annual amount set forth below shall be provided to those Employees of the Department of Sanitation in the titles of Community Assistant, Community Associate and Community Coordinator assigned to the Lot Cleaning Program and required to wear uniforms.

TITLE	Effective March 3, 2010	Effective September 3, 2016
Community Assistant	\$595	\$613
Community Associate	\$354	\$365
Community Coordinator	\$354	\$365

d. A uniform allowance in the prorata annual amount set forth below shall be provided to those employees of the Department of Sanitation in the title of Sanitation Compliance Agent.

Effective March 3, 2010	Effective September 3, 2016
\$576	\$593

e. A uniform allowance in the prorata annual amount set forth below shall be provided to those employees of the Department of Sanitation in the title of Investigator assigned to the Medical Compliance Unit and required to wear uniforms.

Effective March 3, 2010	Effective September 3, 2016
\$354	\$365

f. A uniform allowance in the prorata annual amount set forth below shall be provided to those employees of the Department of Housing Preservation and Development who are assigned to the Office of Enforcement and Neighborhood Services in the following divisions: Housing Litigation Division (HLD); Special Enforcement Unit (SEU); Division of Maintenance (DOM); Alternative Enforcement Services; and Division of Neighborhood Preservation, and who are required to wear uniforms.

Effective November 1, 2010	Effective September 3, 2016
\$100	\$103

**g. Uniform Maintenance Allowance**

A uniform maintenance allowance in the prorata annual amount set forth below shall be provided to Juvenile Counselors and Associate Juvenile Counselors who are required to wear uniforms and are assigned to secure detention facilities in the ACS Division of Youth and Family Justice (DYFJ).

Effective July 11, 2011	Effective September 3, 2016
\$100	\$103

**Section 13.**

Persons reinstated to a title included in this Agreement shall receive, effective as of the date of such reinstatement, either the individual rate last received in such a position, or the minimum as of the date of reinstatement for the title to which reinstated, whichever of these alternative rates is higher.

**Section 14. Training Fund:**

A training fund contribution shall be paid in the amount of twentyfive (\$25) dollars per annum to the District Council 37 Educational Fund on behalf of each Employee in the titles listed below:

- Addiction Specialist (including approved specialties)
- Community Liaison Worker Level I
- Case Aide
- Community Assistant
- Community Liaison Trainee
- Community Service Aide
- Correctional Aide
- Home Aide
- Homemaker
- Mental Health Worker
- Senior Mental Health Worker
- Supervising Mental Health Worker
- Teacher Aide (Day Care Center)

Employees of non-Mayoral agencies shall be covered by such contribution provided the affected agency elects to have its Employees so covered and becomes an employer party to the agreement between the City and the Union, dated July 13, 1971, concerning the District Council 37 Education Fund.

This Section shall be subject to the waiver in Article IV, Section 1(b) and 1(c) of this Agreement.

**Section 15. Annuity Fund.**

a. Effective March 3, 2010, the Employer shall continue to contribute to an existing annuity fund on behalf of full-time per annum and full-time per diem Employees, on a twenty-eight (28) day cycle basis, a pro-rata daily contribution for each paid working day which amount shall not exceed \$684 for each Employee in full pay status in the prescribed twelve (12) month period, subject to the terms of a signed supplemental agreement approved by the Corporation Counsel. For Employees who work less than the number of hours for their full-time equivalent title, the employer shall pay into the fund, on a twenty-eight (28) day cycle basis, a pro-rata daily contribution calculated against the number of hours associated with their full time equivalent title, which amount shall not exceed \$684 per annum for each Employee in full pay status in the prescribed twelve (12) month period.

Effective March 3, 2017, the employer shall contribute an additional \$40 per annum, which shall be paid as above, for a total amount not to exceed \$724 per annum for each Employee in full-pay status in the prescribed twelve (12) month period.

b. Effective March 3, 2010 for Employees who work a compressed

work week, the Employer shall pay into the fund, on a twenty-eight (28) day cycle basis, a pro-rata daily contribution for each set of paid working hours which equate to the daily number of hours that title is regularly scheduled to work, which amount shall not exceed \$684 per annum for each Employee in full-pay status in the prescribed twelve (12) month period.

Effective March 3, 2017, the employer shall contribute an additional \$40 per annum, which shall be paid as above, for a total amount not to exceed \$724 per annum for each Employee in full-pay status in the prescribed twelve (12) month period.

- c. For those Employees who are appointed on a seasonal basis, the Employer shall pay into the fund, on a twenty-eight (28) day cycle basis, a pro-rata daily contribution for each paid working day, which amount shall not exceed \$684 per annum for each Employee in full pay status in the prescribed twelve (12) month period.

Effective March 3, 2017, the employer shall contribute an additional \$40 per annum, which shall be paid as above, for a total amount not exceed \$724 per annum for each Employee in full pay status in the prescribed twelve (12) month period.

**d. CONTRIBUTIONS:**

For the purpose of Section 15(a), excluded from paid working days are all scheduled days off, all days in non-pay status, and all paid overtime. "All days in non-pay status" as used in this Section 15(d) shall be defined as including, but not limited to, the following:

- (1) time on preferred or recall lists;
- (2) time on the following approved unpaid leaves:
  - (a) maternity/child care leave;
  - (b) military leave;
  - (c) unpaid time while on jury duty;
  - (d) unpaid leave for union business pursuant to Executive Order 75;
  - (e) unpaid leave pending workers' compensation determination;
  - (f) unpaid leave while on workers' compensation option 2;
  - (g) approved unpaid time off due to illness or exhaustion of paid sick leave;
  - (h) approved unpaid time off due to family illness; and
  - (i) other pre-approved leaves without pay;
- (3) time while on absence without leave;
- (4) time while on unapproved leave without pay; or
- (5) time while on unpaid suspensions.

**e. DEFINITIONS:**

"scheduled days off" shall mean: An Employee's regular days off ("RDOs"). For example, Saturday and Sunday would be the scheduled days off for a full-time per annum employee working a Monday through Friday schedule.

**Section 16. Recurring Increment Payment.**

- a. Full-time per annum and full time per diem employees covered by this Agreement shall be eligible to receive the Recurring Increment Payment set forth below effective March 3, 2017.

<u>Years of Service</u>	<u>Increment</u>	<u>Total RIP</u>
After 10	\$500	\$500

- b. The RIPs shall be based upon years of City service and shall be paid in addition to the longevity increment set forth in Section 8. RIPs shall be payable on the January 1, April 1, July 1, or October 1 subsequent to the qualifying employee's anniversary date, subject to the rules for eligibility set forth in Appendix B of this Agreement.

**ARTICLE IV WELFARE FUND**

**Section 1.**

- a. In accordance with the election by the Union pursuant to the provisions of Article XIII of the Citywide Agreement between the City of New York and related public employers and District Council 37, AFSCME, AFLCIO, the Welfare Fund provisions of the 1995-2001 Citywide Agreement, as amended or any successor agreement(s) thereto, shall apply to Employees covered by this Agreement.
- b. When an election is made by the Union pursuant to the provisions of Article XIII, Section 1 (b), of the Citywide Agreement between

the City of New York and related public employers and District Council 37, AFSCME, AFLCIO, the provisions of Article XIII, Section 1 (b) of the 1995-2001 Citywide Agreement, as amended or any successor agreement(s) thereto, shall apply to Employees in the titles listed below, and when such election is made, the Union hereby waives its right to training, education and/or legal services contributions provided in this Agreement, if any. In no case shall the single contribution provided in Article XIII, Section 1(b) of the 1995-2001 Citywide Agreement, as amended or any successor agreement(s) thereto, exceed the total amount that the Union would have been entitled to receive if the separate contributions had continued.

- Assistant Educational Counselor (JJ)
- Associate Inspector (DCA)
- Claim Examiner
- Claim Specialist
- Compliance Agent (Sanitation)
- Compliance Aide (JOP)
- Consultant (Public Health Social Work)
- Consumer Affairs Inspector
- Decedent Property Agent
- Decedent Property Agent (Queens County)
- Decedent Property Agent (Kings County)
- Educational Counselor (JJ)
- Employee Assistance Counselor
- Human Rights Specialist
- Inspector of Ports and Terminals
- Investigator \*
- Inspector (DCA)
- Investigator (CCRB)
- Investigator (Discipline) \*
- Investigator (Employee Discipline)
- Junior Human Rights Specialist
- Principal Consumer Affairs Inspector
- Principal Human Rights Specialist
- Principal Inspector of Ports and Terminals
- Senior Claim Examiner
- Senior Consultant (Psychiatric Nursing)
- Senior Consumer Affairs Inspector
- Senior Institutional Teacher (JJ)
- Senior Investigator \*
- Senior Inspector of Ports and Terminals
- Supervising Claim Examiner
- Supervising Consumer Affairs Inspector
- Supervising Custodian of Children
- Supervising Human Rights Specialist
- Supervising Inspector of Ports and Terminals
- Supervising Investigator \*

\* Except in HRA or successor agencies thereto.

The provisions of Section 1(c) of this Article shall be applicable to all other employees in titles covered by this Agreement.

- c. When an election is made by Local 371 or any locals affiliated with the Union pursuant to the provisions of Article XIII, Section 1(b), of the 1995-2001 Citywide Agreement or any successor(s) thereto, the provisions of Article XIII, Section 1(b), of the Citywide Agreement or any successor(s) thereto, shall be applicable to all employees in titles covered by this Agreement who are not listed in subsection 1(b) above and when such election is made, the Union hereby waives its right to training fund contributions provided in this Agreement. The single contribution provided in Article XIII, Section 1(b) of the Citywide Agreement or any successor agreement(s) thereto shall be paid into the Social Service Employees Union Local 371 Administrative Fund and shall be held by the trustees of that fund for the exclusive purpose of providing, through other trustee funds, welfare, training, education and legal service benefits for the employees so covered as well as any other benefits the Employer and the local(s) agree upon. In no case shall the single contribution provided herein, exceed the total amount that the local(s) would have been entitled to receive if the separate contributions had continued.

**Section 2.**

Employees in the following titles employed on a per diem basis, and who average twenty (20) days of employment per month, shall receive the Administrative Fund coverage that applied to per annum Employees in their respective titles:

- Children's Counselor
- Community Liaison Worker
- Juvenile Counselor

This section shall be subject to the waiver in Section 1(b) of this Article IV.

**Section 3.**

The Human Resources Administration agrees to continue the policy of cooperation with graduate schools of social work allowing employees to remain on payroll as part of the school field placement as per existing practice.

**Section 4.**

For the purpose of Administrative Fund and contractual benefits other than pay, Employees in the title Community Assistant whose normal work week is 35 hours in training programs (other than in the Police and Fire and Sanitation Departments) shall be considered fulltime Employees.

**Section 5.**

The Unions agree to provide welfare fund benefits to domestic partners of covered Employees in the same manner as those benefits are provided to spouses of married covered Employees.

**Section 6.**

In accordance with the Health Benefits Agreement dated January 11, 2001, each welfare fund shall provide welfare fund benefits equal to the benefits provided on behalf of an active Employee to widow(er)s, domestic partners and/or children of any Employee who dies in the line of duty as that term is referenced in Section 12-126(b)(2) of the New York City Administrative Code. The cost of providing this benefit shall be funded by the Stabilization Fund.

**Section 7.**

This Agreement incorporates the terms of the May 5, 2014 Letter Agreement regarding health savings and welfare fund contributions between the City of New York and the Municipal Labor Committee, as appended to this agreement.

**Section 8.**

This Agreement incorporates the terms of the January 12, 2017 Letter Agreement regarding welfare fund contributions, as appended to this agreement.

**ARTICLE V PRODUCTIVITY AND PERFORMANCE****Introduction**

**Delivery of municipal services in the most efficient, effective and courteous manner is of paramount importance to the Employer and the Union. Such achievement is recognized to be a mutual obligation of both parties within their respective roles and responsibilities. To achieve and maintain a high level of effectiveness, the parties hereby agree to the following terms:**

**Section 1. Performance Levels**

- (a) The Union recognizes the Employer's right under the New York City Collective Bargaining Law to establish and/or revise performance standards or norms notwithstanding the existence of prior performance levels, norms or standards. Such standards, developed by usual work measurement procedures, may be used to determine acceptable performance levels, to prepare work schedules and to measure the performance of each Employee or group of Employees. Notwithstanding the above, questions concerning the practical impact that decisions on the above matters have on Employees are within the scope of collective bargaining. The Employer will give the Union prior notice of the establishment and/or revision of performance standards or norms hereunder.
- (b) Employees who work at less than acceptable levels of performance may be subject to disciplinary measures in accordance with applicable law.

**Section 2. Supervisory Responsibility**

- (a) The Union recognizes the Employer's right under the New York City Collective Bargaining Law to establish and/or revise standards for supervisory responsibility in achieving and maintaining performance levels of supervised Employees for Employees in supervisory positions listed in Article I, Section 1, of this Agreement. Notwithstanding the above, questions concerning the practical impact that decisions on the above matters have on employees are within the scope of collective bargaining. The Employer will give the Union prior notice of the establishment and/or revision of standards for supervisory responsibility hereunder.
- (b) Employees who fail to meet such standards may be subject to disciplinary measures in accordance with applicable law.

**Section 3. Performance Compensation**

The Union acknowledges the Employer's right to pay additional compensation for outstanding performance.

The Employer agrees to notify the Union of its intent to pay such additional compensation.

**ARTICLE VI GRIEVANCE PROCEDURE****Section 1. Definition:**

The term "Grievance" shall mean:

- a. A dispute concerning the application or interpretation of the terms of this Agreement;
- b. A claimed violation, misinterpretation or misapplication of the rules or regulations, written policy or orders of the Employer applicable to the agency which employs the grievant affecting terms and conditions of employment; provided, disputes involving the Personnel Rules and Regulations of the City of New York or the Rules and Regulations of the New York City Health + Hospitals with respect to those matters set forth in the first paragraph of Section 7390.1 of the Unconsolidated Laws shall not be subject to the grievance procedure or arbitration;
- c. A claimed assignment of Employees to duties substantially different from those stated in their job specifications;
- d. A claimed improper holding of an opencompetitive rather than a promotional examination;
- e. A claimed wrongful disciplinary action taken against a permanent Employee covered by Section 75(1) of the Civil Service Law or a permanent Employee covered by the Rules and Regulations of the New York City Health + Hospitals upon whom the agency head has served written charges of incompetence or misconduct while the Employee is serving in the Employee's permanent title or which affects the Employee's permanent status.
- f. A claimed wrongful disciplinary action taken against a full-time noncompetitive class Employee with six (6) months service in title, except for Employees during the period of a mutually agreed upon extension of probation. This provision shall not apply to non-competitive class Employees with rights pursuant to Section 75(1) of the Civil Service Law.
- g. Failure to serve written charges as required by Section 75 of the Civil Service Law or the Rules and Regulations of the New York City Health + Hospitals upon a permanent Employee covered by Section 75(1) of the Civil Service Law or a permanent Employee covered by the Rules and Regulations of the New York City Health + Hospitals where any of the penalties (including a fine) set forth in Section 75(3) of the Civil Service Law have been imposed.
- h. A claimed wrongful disciplinary action taken against an eligible provisional employee. In any case involving a grievance by an employee under this Section 1(h) of this Article, all terms of the "Disciplinary Procedure for Provisional Employees" shall govern, as set forth in the agreements between DC37 and the City of New York dated August 30, 2011 and April 27, 2018 (appended), or in equivalent agreements at non-mayoral agencies (e.g. the September 18, 2015 agreement between DC37 and NYC Health + Hospitals).

**Section 2.**

The Grievance Procedure, except for grievances as defined in Sections 1(d), 1(e), 1(f), and 1(h) of this Article, shall be as follows:

Employees may at any time informally discuss with their supervisors a matter which may become a grievance. If the results of such a discussion are unsatisfactory, the employees may present the grievance at Step I. All grievances must be presented in writing at all steps in the grievance procedure. For all grievances as defined in Section 1(c), no monetary award shall in any event cover any period prior to the date of the filing of the Step I grievance unless such grievance has been filed within thirty (30) days of the assignment to alleged outoftitle work. No monetary award for a grievance alleging a miscalculation of salary rate resulting in a payroll error of a continuing nature shall be issued unless such grievance has been filed within the time limitation set forth in Step I below for such grievances; if the grievance is so filed, any monetary award shall in any event cover only the period up to six years prior to the date of the filing of the grievance.

**STEP I**

**The Employee and/or the Union shall present the grievance in the form of a memorandum to the person designated for such purpose by the agency head no later than 120 days after the date on which the grievance arose except that grievances alleging a miscalculation of salary rate resulting in a payroll error of a continuing nature shall be presented no later than 120 days after the first date on which the grievant discovered the payroll error. The Employee may also request an appointment to discuss the grievance and such request shall be granted. The person designated by the Employer to hear the grievance shall take any steps necessary to a proper disposition of the grievance and**

shall issue a determination in writing by the end of the third work day following the date of submission.

*The following STEP I(a) shall be applicable only in the New York City Health + Hospitals in the case of grievances arising under Section 1(a) through 1(c) of this Article and shall be applied prior to Step II of this Section:*

**STEP I(a)** An appeal from an unsatisfactory determination at STEP I shall be presented in writing to the person designated by the agency head for such purpose. An appeal must be made within five (5) work days of the receipt of the STEP I determination. A copy of the grievance appeal shall be sent to the person who initially passed upon the grievance. The person designated to receive the appeal at this STEP I shall meet with the Employee and/or the Union for review of the grievance and shall issue a determination to the Employee and/or the Union by the end of the fifth work day following the day on which the appeal was filed.

**STEP II** An appeal from an unsatisfactory determination at STEP I or STEP I(a), where applicable, shall be presented in writing to the agency head or the agency head's designated representative who shall not be the same person designated in STEP I. An appeal must be made within five (5) work days of the receipt of the STEP I or STEP I(a) determination. The agency head or designated representative, if any, shall meet with the Employee and/or the Union for review of the grievance and shall issue a determination in writing by the end of the tenth work day following the date on which the appeal was filed.

**STEP III** An appeal from an unsatisfactory determination at STEP II shall be presented by the Employee and/or the Union to the Commissioner of Labor Relations in writing within ten (10) work days of the receipt of the STEP II determination. The grievant or the Union should submit copies of the STEP I and STEP II grievance filings and any agency responses thereto. Copies of such appeal shall be sent to the agency head. The Commissioner of Labor Relations or the Commissioner's designee shall review all appeals from STEP II determinations and shall issue a determination on such appeals within fifteen (15) work days following the date on which the appeal was filed.

**STEP IV** An appeal from an unsatisfactory determination at STEP III may be brought solely by the Union to the Office of Collective Bargaining for impartial arbitration within fifteen (15) work days of receipt of the STEP III determination. In addition, the Employer shall have the right to bring directly to arbitration any dispute between the parties concerning any matter defined herein as a "grievance". The Employer shall commence such arbitration by submitting a written request therefor to the Office of Collective Bargaining. A copy of the notice requesting impartial arbitration shall be forwarded to the opposing party. The arbitration shall be conducted in accordance with Title 61 of the Rules of the City Of New York. The costs and fees of such arbitration shall be borne equally by the Union and the Employer.

The arbitrator's decision, order or award (if any) shall be limited to the application and interpretation of the Agreement, and the arbitrator shall not add to, subtract from or modify the Agreement. The arbitrator's award shall be final and binding and enforceable in any appropriate tribunal in accordance with Article 75 of the Civil Practice Law and Rules. The arbitrator may provide for and direct such relief as the arbitrator deems necessary and proper, subject to the limitations set forth above and any applicable limitations of law.

**Section 3.**

As a condition to the right of the Union to invoke impartial arbitration set forth in this Article, including the arbitration of a grievance involving a claimed improper holding of an opencompetitive rather than a promotional examination, the Employee or Employees and the

Union shall be required to file with the Director of the Office of Collective Bargaining a written waiver of the right, if any, of the Employee(s) and the Union to submit the underlying dispute to any other administrative or judicial tribunal except for the purpose of enforcing the arbitrator's award.

**Section 4.**

- a. Any grievance under Section 1 (d) relating to a claimed improper holding of an opencompetitive rather than a promotional examination shall be presented in writing by the Employee or the Union representative to the Commissioner of Labor Relations not later than thirty (30) days after the notice of the intention to conduct such opencompetitive examination, or copy of the appointing officer's request for such opencompetitive examination, as the case may be, has been posted in accordance with Section 51 of the Civil Service Law. The grievance shall be considered and passed upon within ten (10) days after its presentation. The determination shall be in writing, copies of which shall be transmitted to both parties to the grievance upon issuance.
- b. A grievance relating to the use of an opencompetitive rather than a promotional examination which is unresolved by the Commissioner of Labor Relations may be brought to impartial arbitration as provided in Sections 2 and 3 above. Such a grievance shall be presented by the Union, in writing, for arbitration within 15 days of the presentation of such grievance to the Commissioner of Labor Relations, and the arbitrator shall decide such grievance within 75 days of its presentation to the arbitrator. The party requesting such arbitration shall send a copy of such request to the other party. The costs and fees of such arbitration shall be borne equally by the Employer and the Union.

**Section 5. Disciplinary Procedure for Permanent Competitive Employees**

In any case involving a grievance under Section 1 (e) of this Article, the following procedure shall govern upon service of written charges of incompetence or misconduct:

**STEP A** Following the service of written charges, a conference with such Employee shall be held with respect to such charges by the person designated by the agency head to review a grievance at STEP I of the Grievance Procedure set forth in this Agreement. The Employee may be represented at such conference by a representative of the Union. The person designated by the agency head to review the charges shall take any steps necessary to a proper disposition of the charges and shall issue a determination in writing by the end of the fifth day following the date of the conference.

If the Employee is satisfied with the determination in STEP A above, the Employee may choose to accept such determination as an alternative to and in lieu of a determination made pursuant to the procedures provided for in Section 75 of the Civil Service Law or the Rules and Regulations of the New York City Health + Hospitals. As a condition of accepting such determination, the Employee shall sign a waiver of the Employee's right to the procedures available to him or her under Sections 75 and 76 of the Civil Service Law or the Rules and Regulations of the New York City Health + Hospitals.

**STEP B (i)** If the Employee is not satisfied with the determination at STEP A above then the Employer shall proceed in accordance with the disciplinary procedures set forth in Section 75 of the Civil Service Law or the Rules and Regulations of the New York City Health + Hospitals. As an alternative, the Union with the consent of the Employee may choose to proceed in accordance with the Grievance Procedure set forth in this Agreement, including the right to proceed to binding arbitration pursuant to STEP IV of such Grievance Procedure. As a condition for submitting the matter to the Grievance Procedure the Employee and the Union shall file a written waiver of the right to utilize the procedures available to the Employee pursuant to Sections 75 and 76 of the Civil Service Law or the Rules and Regulations of the New York City Health + Hospitals or any other administrative or judicial tribunal, except for the purpose of enforcing an arbitrator's award, if any. Notwithstanding such waiver, the period of an Employee's suspension without pay pending hearing and determination of charges shall not exceed thirty (30) days.

**STEP B (ii)** If the election is made to proceed pursuant to the Grievance Procedure, an appeal from the determination of STEP A above, shall be made to the agency head or designated representative. The appeal must be made in writing within five (5) work days of the receipt of

the determination. The agency head or designated representative shall meet with the Employee and the Union for review of the grievance and shall issue a determination to the Employee and the Union by the end of the tenth work day following the day on which the appeal was filed. The agency head or designated representative shall have the power to impose the discipline, if any, decided upon, up to and including termination of the accused Employee's employment. In the event of such termination or suspension without pay totaling more than thirty (30) days, the Union with the consent of the grievant may elect to skip STEP C of this Section and proceed directly to STEP D.

**STEP C** If the grievant is not satisfied with the determination of the agency head or designated representative the grievant or the Union may appeal to the Commissioner of Labor Relations in writing within ten (10) days of the determination of the agency head or designated representative. The Commissioner of Labor Relations shall issue a written reply to the grievant and the Union within fifteen (15) work days.

**STEP D** If the grievant is not satisfied with the determination of the Commissioner of Labor Relations, the Union with the consent of the grievant may proceed to arbitration pursuant to the procedures set forth in STEP IV of the Grievance Procedure set forth in this Agreement.

#### **Section 6. Disciplinary Procedure for NonCompetitive Employees**

In any case involving a grievance under Section 1(f) of this Article, the following procedures shall govern upon service of written charges of incompetence or misconduct:

**STEP I** Following the service of written charges, a conference with such Employee shall be held with respect to such charges by the person designated by the agency head to review a grievance at STEP I of the Grievance Procedure set forth in this Agreement. The Employee may be represented at such conference by a representative of the Union. The person designated by the agency head to review the charges shall take any steps necessary to a proper disposition of the charges and shall issue a determination in writing by the end of the fifth day following the date of the conference.

**STEP II** If the Employee is dissatisfied with the determination in Step I above, he or she may appeal such determination. The appeal must be made within five (5) working days of the receipt of such determination. Such appeal shall be treated as a grievance appeal beginning with Step II of the Grievance Procedure set forth herein.

#### **Section 7. Disciplinary Procedure for Provisional Employees**

In any case involving a grievance under Section 1(h) of this Article, all terms of the "Disciplinary Procedure for Provisional Employees", as set forth in the agreements between DC 37 and the City of New York dates August 30, 2011 and any subsequent agreements, shall govern.

#### **Section 8. Group Grievances**

A grievance concerning a large number of Employees and which concerns a claimed misinterpretation, inequitable application, violation or failure to comply with the provisions of this Agreement may be filed directly at STEP III of the grievance procedure except that a grievance concerning Employees of the New York City Health + Hospitals may be filed directly at STEP II of the grievance procedure. Such "group" grievance must be filed no later than 120 days after the date on which the grievance arose, and all other procedural limits, including time limits, set forth in this Article shall apply. All other individual grievances in process concerning the same issue shall be consolidated with the "group" grievance.

#### **Section 9.**

If a determination satisfactory to the Union at any level of the Grievance Procedure is not implemented within a reasonable time, the Union may reinstitute the original grievance at STEP III of the Grievance Procedure; or if a satisfactory STEP III determination has not been so implemented, the Union may institute a grievance concerning such failure to implement at STEP IV of the Grievance Procedure.

#### **Section 10.**

If the Employer exceeds any time limit prescribed at any step in the Grievance Procedure, the grievant and/or the Union may invoke the next step of the procedure, except that only the Union may invoke impartial arbitration under STEP IV.

#### **Section 11.**

The Employer shall notify the Union in writing of all grievances filed by Employees, all grievance hearings, and all determinations. The Union shall have the right to have a representative present at any grievance hearing and shall be given fortyeight (48) hours' notice of all grievance hearings.

#### **Section 12.**

Each of the steps in the Grievance Procedure, as well as time limits prescribed at each step of this Grievance Procedure, may be waived by mutual agreement of the parties.

#### **Section 13.**

A nonMayoral agency not covered by this Agreement but which employs Employees in titles identical to those covered by this Agreement may elect to permit the Union to appeal an unsatisfactory determination received at the last step of its Grievance Procedure prior to arbitration on fiscal matters only to the Commissioner of Labor Relations. If such election is made, the Union shall present its appeal to the Commissioner of Labor Relations in writing within ten (10) work days of the receipt of the last step determination. The Union should submit copies of the grievance filings at the prior steps of its Grievance Procedure and any agency responses thereto. Copies of such appeals shall be sent to the agency head. The Commissioner of Labor Relations, or the Commissioner's designee, shall review all such appeals and answer all such appeals within fifteen (15) work days. An appeal from a determination of the Commissioner of Labor Relations may be taken to arbitration under procedures, if any, applicable to the nonMayoral agency involved.

#### **Section 14.**

The grievance and the arbitration procedures contained in this Agreement shall be the exclusive remedy for the resolution of disputes defined as "grievances" herein. This shall not be interpreted to preclude either party from enforcing the arbitrator's award in court. This Section shall not be construed in any manner to limit the statutory rights and obligations of the Employer under Article XIV of the Civil Service Law.

#### **Section 15. Expedited Arbitration Procedure.**

- a. The parties agree that there is a need for an expedited arbitration process which would allow for the prompt adjudication of grievances as set forth below.
- b. The parties voluntarily agree to submit matters to final and binding arbitration pursuant to the New York City Collective Bargaining Law and under the jurisdiction of the Office of Collective Bargaining. An arbitrator or panel of arbitrators, as agreed to by the parties, will act as the arbitrator of any issue submitted under the expedited procedure herein.
- c. The selection of those matters which will be submitted shall include, but not limited to, out-of-title cases concerning all titles, disciplinary cases wherein the proposed penalty is a monetary fine of one week or less or written reprimand, and other cases pursuant to mutual agreement by the parties. The following procedures shall apply:

##### **i. SELECTION AND SCHEDULING OF CASES:**

- (1) The Deputy Chairperson for Disputes of the Office of Collective Bargaining shall propose which cases shall be subject to the procedures set forth in this Section 15 and notify the parties of proposed hearing dates for such cases.
- (2) The parties shall have ten business days from the receipt of the Deputy Chairperson's proposed list of cases and hearing schedule(s) to raise any objections thereto.
- (3) If a case is not proposed by the Deputy Chairperson for expedited handling, either party may, at any time prior to the scheduling of an arbitration hearing date for such case, request in writing to the other party and to the Deputy Chairperson of Disputes of the Office of Collective Bargaining that said case be submitted to the expedited procedure. The party receiving such request shall have ten business days from the receipt of the request to raise any objections thereto.
- (4) No case shall be submitted to the expedited arbitration process without the mutual agreement of the parties.

##### **ii. CONDUCT OF HEARINGS:**

- (1) The presentation of the case, to the extent possible, shall be made in the narrative form. To the degree that witnesses are necessary, examination will be limited to questions of material fact and cross examination will be similarly limited. Submission of relevant documents, etc., will not be unreasonably limited and may be submitted as a "packet" exhibit.

- (2) In the event either party is unable to proceed with hearing a particular case, the case shall be rescheduled. However, only one adjournment shall be permitted. In the event that either party is unable to proceed on a second occasion, a default judgment may be entered against the adjourning party at the Arbitrator's discretion absent good cause shown.
- (3) The Arbitrator shall not be precluded from attempting to assist the parties in settling a particular case.
- (4) A decision will be issued by the Arbitrator within two weeks. It will not be necessary in the Award to recount any of the facts presented. However, a brief explanation of the Arbitrator's rationale may be included. Bench decisions may also be issued by the Arbitrator.
- (5) Decisions in this expedited procedure shall not be considered as precedent for any other case nor entered into evidence in any other forum or dispute except to enforce the Arbitrator's award.
- (6) The parties shall, whenever possible, exchange any documents intended to be offered in evidence at least one week in advance of the first hearing date and shall endeavor to stipulate to the issue in advance of the hearing date.

**ARTICLE VII TRANSFER POLICY**

This Article shall apply only to the Administration for Children's Services ("ACS"), ACS's JJ ("JJ"), the Department of Correction ("DOC"), the Department of Citywide Administrative Services ("DCAS"), the Department of Health & Mental Hygiene ("DOHMH"), the Department of Homeless Services ("DHS"), the Department of Housing Preservation and Development ("HPD"), the Department of Small Business Services, the Department of Youth and Community Development ("DYCD"), the New York City Health + Hospitals ("NYC H+H"), the Human Resources Administration ("HRA"), and successor agencies thereto.

**Section 1. Definitions:**

- a. **TRANSFER:** The term transfer shall mean the shifting of an Employee from one program, division, NYC H+H institution, or site used by an agency to another, without any significant change in duties, responsibilities and remuneration, except the following personnel actions shall not be considered transfers:
  - i. The movement within the Human Resources Administration as defined in Section 2(d) below shall not be considered a transfer.
  - ii. A change of physical location within a New York City Health + Hospital institution or Central Office Cost Group does not constitute a transfer.
  - iii. The initial assignment of newly appointed Employees after an initial period of training.
  - iv. Reassignment of Employees returning from unpaid leave of more than twentythree (23) working days. Where feasible, Employees returning from such leaves shall not be assigned to a location which creates a hardship for them.
- b. **HARDSHIP:** The term hardship shall mean an undue burden to an Employee resulting from a proposed involuntary transfer which results in:
  - i. An increase in travel time to fiftyfive (55) minutes or more for any Employee who is a City resident;
  - ii. An increase in travel time to one and onequarter (1-1/4) hours or more if the Employee is not a City resident;
  - iii. Documented serious family, personal or medical problems.
- c. **TRAVEL TIME:** The term travel time shall mean running time as established by the Transit Authority and/or any private carrier.
- d. **VOLUNTARY TRANSFER REQUEST FILE:**
  - i. The term voluntary transfer request file for Mayoral Agencies shall mean a file maintained by the Agency of all requests for transfers made by Employees. All voluntary transfer requests shall expire at the end of the calendar year except for those submitted in the last three (3) months of the year. These requests shall remain in effect during the following calendar year.
  - ii. **For the New York City Health + Hospitals only:**  
**Voluntary Transfer Request List:** The term voluntary transfer request list shall mean a list maintained by Central Office and each institution or other premises used by NYC H+H of all requests for transfer made

**by Employees in the Hospital Care Investigator occupational group.**

- (1) The original of the transfer request is to be sent to the Patient Accounts Manager of the institution to which the employee wishes to transfer. Copies are to be sent to the Personnel Director of the institution to which the Employee wishes to transfer, Central Office, and the Patient Accounts Manager and the Personnel Director of the institution where the Employee is currently working. The Transfer Request List maintained at the Central Office shall take precedence.
- (2) The life of the list shall be one calendar year. All requests submitted on or after December 15th shall remain in effect for the following calendar year.
- (3) If an Employee is offered an opportunity to transfer and declines such transfer, the transfer request shall be removed from the file and Central Office shall be notified of such action. All declinations shall be in writing.

**e. SENIORITY:**

- i. In Mayoral Agencies, the term seniority shall mean an Employee's service in title, including uninterrupted provisional service and temporary Civil Service, time spent on a preferred list and time spent in a previous title if the Employee has been "6.1.9d" into his/her current title.
- ii. For Employees in the Hospital Care Investigator occupational group the term seniority shall mean an Employee's service in title, including uninterrupted provisional and temporary service. An Employee who worked in the Department of Social Services prior to July 1, 1970, in the Caseworker occupational group whose title was changed to the equivalent title within the Hospital Care Investigator occupational group, retains as his or her date of entry into that title, his or her date of appointment to his or her former Caseworker occupational group title.
- iii. **For all other Employees in NYC H+H covered by this Agreement the term seniority shall mean:**

- (1) The length of continuous service in the parent affiliate and continuous fulltime H+H employment since July 1, 1972 or July 1, 1973, depending upon when they were transferred to the NYC H+H payroll.

or

- (2) The length of continuous fulltime NYC H+H employment in the Employee's current and previous title (or titles) including all provisional and temporary service.

- f. **QUALIFICATIONS:** In HRA, the term qualifications shall mean the skills or abilities required for the performance of the tasks of a position as identified in the nonmanagerial performance evaluation Functionally Assigned Cluster of Tasks (FACT), and/or education, training or work experience identified by HRA as required for the position.

- g. **SECONDARY VACANCY:** The term secondary vacancy shall mean a vacancy created by the voluntary transfer of an Employee which vacancy the Agency has decided to fill.

**Section 2. ACS, HRA, DHS, JJ, DCAS and SBS Transfer Procedure:**

When the Agency (ACS, HRA, DHS, JJ, DCAS, or SBS) decides it is necessary to transfer Employees in any title into a particular work location or locations, such transfers shall be made in accordance with the following provisions:

**a. VOLUNTARY TRANSFERS:**

- i. Employees who possess the required qualifications, if any, from the Voluntary Transfer Request File, regardless of location, in seniority order.
- ii. Any additional volunteers, who possess the required qualifications, if any, regardless of location, in seniority order.
- iii. Notwithstanding the above, the Agency reserves the right to limit the number of volunteers transferring from any particular location to fill a vacancy in the period of a year to no more than 10 percent of Employees, but not less than one (1) Employee, in the title affected. For purposes of this clause, the year shall be defined as July 1 to June 30.

**b. INVOLUNTARY TRANSFERS:**

If there are insufficient volunteers to fill the vacancies the Agency desires to fill, or if secondary vacancies are created, the following procedure shall govern:

- i. The Agency shall select a location or locations as a source for such transfers. The Agency may establish limits on the number of Employees in a particular title to be involuntarily transferred from any particular work location.
- ii. The following order of priority among Employees possessing the required qualifications, if any, shall be followed:
- (1) Volunteers from within the designated locations up to the established limits, if any.
  - (2) Nonvolunteers by inverse order of seniority, except employees who fall within the Section 2(b)(ii)(3) shall, for the purpose of this Section 2(b)(ii) be the last to be involuntarily transferred. If such employees are transferred involuntarily, they shall be transferred in order set forth in Section 2(b)(ii)(3).
  - (3) Exceptions:
    - (a) Employees under extended probation or special evaluatory supervision who have received written notice of such status.
    - (b) Employees involuntarily transferred twice within the previous twelve (12) months.
    - (c) Travel hardship cases.
    - (d) Medical or personal hardship cases.
- c. MISCELLANEOUS PROVISIONS:**
- i. Requests for transfer to any position which the Agency may decide to fill by transfer shall be submitted on a form provided by the Agency for this purpose directly to the HRA Transfer Unit with a copy to the location administration. The Transfer Unit shall maintain a voluntary transfer request file of such requests.
- ii. When the Agency decides to fill a vacancy by transfer, the Union will be advised of the date of such decision and whether there are sufficient volunteers on file.
- iii. Employees in the voluntary request file shall be granted transfers in order of seniority to positions which the Agency has decided to fill by transfer. Such transfers may not be granted to employees falling within the priority category in Section 2(b)(ii)(3).
- iv. At least five (5) working days prior to the filling of a vacancy which the Agency decides to fill by transfer and has the authority to fill (except for vacancies filled pursuant to Section 2(c)(x) on an emergency basis), notice of such vacancy shall be posted on relevant Agency bulletin boards. Qualified Employees wishing to volunteer shall submit a written request. *This subsection shall not be applicable if there are sufficient names in the voluntary transfer request file to fill the vacancies.*
- v. Employees shall receive receipts for voluntary transfer requests and rescissions.
- vi. Notwithstanding any other provisions, the Agency may limit the number of voluntary transfers for any employee to no more than one in any twelve (12) month period.
- vii. Hardships:**
- (1) Travel hardship cases shall be judged by the Agency based upon the Employee's last official address on file with the Agency's personnel division or bureau. Employees notifying the Agency's personnel division or bureau of a change of address shall receive a receipt attesting to the fact that he/she has filed the necessary change.
  - (2) When an Employee submits a medical or personal hardship, the Agency must immediately give a receipt and give a written decision to the Employee in a timely manner. Approval of such a request shall include the length of time of such approval.
  - (3) In the event that a claimed hardship is invalidated or disallowed by the Agency, the matter shall be subject to the grievance procedure directly to Step II or, at the option of the Union, directly to arbitration. If an involuntary transfer is imminent, an expedited Step III determination shall be issued.
  - (4) An Employee who has requested exemption from the performance of some of the duties of his/her title and has been determined by the Agency to have a medical hardship which makes it unfeasible for said employee to perform field or other duties shall, where feasible, be reassigned to an appropriate vacancy within the work location or be given preference when there is an appropriate vacancy which the agency has determined to fill by transfer. Otherwise, at the Agency's discretion, such an employee may be involuntarily transferred to an appropriate vacancy. Involuntary transfers shall be in inverse order of seniority from among any such affected employees, and the hardship priorities of Section 2(b)(ii)(3) shall apply.
- viii. The Agency shall not transfer any Employee as a penalty without the presentation of charges in accordance with established disciplinary procedures.
- ix. Upon notification by the Union, the Agency, where feasible, agrees to effectuate a mutual exchange of employees wishing to transfer between two locations. Such exchanges shall be based on seniority within the respective locations. Denial of such exchanges shall not be arbitrary and capricious.
- x. The Agency shall have the right to transfer an Employee on an emergency basis for not more than fifteen (15) working days. Extensions of this period shall be made by mutual consent of the parties. Where feasible, the Agency will not assign an Employee on an emergency basis more than once every six (6) months. The need for an emergency transfer shall be declared by the agency head or his/her designee.
- xi. Employees to be involuntarily transferred shall be given a list of vacancies which are to be filled. The Employee shall have the right, in seniority order, to select any such vacancy for which he/she meets the requirements, if any.
- xii. The Agency agrees that workers to be involuntarily transferred shall receive five (5) working days notice in writing, where feasible.
- xiii. Where feasible, the voluntary transfer request file shall be utilized before Employees are reassigned to new locations.
- xiv. The reporting date of an Employee selected for voluntary transfer shall not be unreasonably delayed.
- xv. The Office of Personnel Services shall return to the Employee any request for transfer submitted which does not contain the qualifications, if any, for the position.
- d. If the Agency wishes to reassign Employees between two locations performing the same or similar functions in the same site and program, the following procedure shall govern:
- i. The Agency after determining the number of Employees in title to be transferred, shall reassign between the locations in order of seniority from the available volunteers.
  - ii. If there are insufficient volunteers, the Agency shall reassign involuntarily in accordance with the applicable provisions of Section 2(b)(ii) above.
- e. Variations of this Section 2 may be made with the mutual consent of the Agency and the Union.
- Section 3. NYC H+H Transfer Procedure (Hospital Care Investigator Occupational Group Only):**
- a. Transfers shall be made on the basis of greatest seniority from among Employees on the voluntary transfer request list; provided, however, that an institution or Central Office Cost Group may require facility in a specified foreign language, in which event the most senior employee possessing facility in such language shall be transferred. The vacancy shall be for specific shifts and work days if so stated but in no event shall such work schedule be considered permanent.
- b. LIMITATIONS TO AN EMPLOYEE'S ENTITLEMENT TO TRANSFER:**
- i. An Employee who is on his or her probationary period following permanent appointment from the Civil Service List shall not be entitled under the terms of this Agreement to a transfer until completion of such probationary period.
  - ii. A provisional Employee with less than six (6) months of service in the title shall not be entitled under the terms of this Agreement to a transfer.
  - iii. An Employee who has disciplinary action pending or who is under special evaluatory supervision shall not be entitled under the terms of this Agreement to a transfer.
  - iv. An Employee shall not be entitled under the terms of this Agreement to a transfer until completion of one (1) year of service following a voluntary transfer to the Employee's current location.
  - v. An institution or Central Office Cost Group may refuse to honor a transfer request from an Employee who has previously worked at such location and whose services were not satisfactory at such location during the period of employment at such location. Such refusal shall not be arbitrary and capricious. However, the employee will not be

denied eligibility to transfer to any other available vacancy.

**c. POSTING:**

At least five (5) working days prior to the filling of a vacancy which the institution or Central Office Cost Group decides to fill and has authority to fill, notice of such vacancy shall be posted on the bulletin board and a copy of such posting given to the local Union representative of that institution or Central Office Cost Group.

**d.** Variations of this Section 3 may be made with the mutual consent of NYC H+H and the Union.

**Section 4. NYC H+H Transfer Procedure (Except Hospital Care Investigator Occupational Group):**

**a.** Voluntary transfers between hospitals when vacancies arise shall be made on the basis of greatest seniority in the hospital or other work location from among per annum Employees who are qualified. Involuntary transfers shall be made on the basis of least seniority within a hospital. However, if transfers are directed out of seniority, such transfers should not be arbitrary and capricious. Any complaint with respect to such transfers shall constitute a grievance subject to the grievance procedure under this Agreement.

**b. POSTING:**

**i.** At least five (5) working days prior to the filling of a vacancy which the institution or central office location decides to fill and has authority to fill, notice of such vacancy shall be posted on the bulletin board and a copy of such posting given to the local Union representative of that institution or central office location.

**ii.** Within five (5) working days of the posting of such notice, any qualified Employee wishing to volunteer for such vacancy shall submit a written memorandum to the Personnel Director of the institution or central office location where the vacancy occurs, stating his or her name, title, present position, length of time on staff and in a brief statement any other data which he or she believes to be relevant.

**c.** Variations of this Section 4 may be made with the mutual consent of NYC H+H and the Union.

**Section 5. DOC, DOHMH (except Community Service Aides) & HPD Transfer Procedure:**

When the Agency [DOC, DOHMH or HPD] decides to transfer Employees in any title (except Community Service Aides) into or out of a particular work location or locations, such transfers shall be made in accordance with the following provisions:

**a. VOLUNTARY TRANSFERS: The following order of priority for voluntary transfers shall be followed:**

- i.** Employees from the voluntary transfer request list in order of seniority.
- ii.** Any additional volunteers in seniority order.

**b. INVOLUNTARY TRANSFERS: The following order of priority shall be followed:**

- i.** Nonvolunteers by inverse order of seniority, except Employees who fall within the Section 5(b)(ii) shall, for the purpose of this Section 5(b) be the last to be involuntarily transferred. If such Employees are transferred involuntarily, they shall be transferred in order set forth in Section 5(b)(ii).
- ii.** Exceptions:
  - (a)** Employees under extended probation or special evaluatory supervision who have received written notice of such status.
  - (b)** Employees involuntarily transferred twice within the previous twelve (12) months.
  - (c)** Travel hardship cases.
  - (d)** Medical or personal hardship cases.

**c. MISCELLANEOUS PROVISIONS:**

- i.** The Agency shall grant normal transfers from the voluntary transfer request list in seniority order on a regular routine basis. Such transfers may not be granted to Employees falling within the priority subsections listed in Section 5(b)(ii)(a) and 5(b)(ii)(b). Notwithstanding the preceding limitation, Employees who have been involuntarily transferred twice within the last twelve (12) months may be granted a voluntary transfer.
- ii.** Notwithstanding any other provisions, the Agency may limit the number of voluntary transfers for any Employee to no more than one (1) in any twelve (12) month period.

**iii.** The Agency shall not transfer any Employee as a penalty without the presentation of charges in accordance with established disciplinary procedures.

**iv.** Travel hardship cases shall be judged by the Agency based upon the Employee's last official address on file with the Agency's personnel division or bureau. Employees notifying the Agency's personnel division or bureau of a change in address shall receive a receipt attesting to the fact that he or she has filed the necessary change.

**v.** The validity of an Employee's claim for medical or personal hardship shall be mutually agreed upon by the Agency and the Union. In the event of a dispute, the Agency shall have the right to transfer or pass over the employee pending the final resolution of the dispute.

**vi.** In the event that a claimed hardship is invalidated or disallowed by the Agency, the matter shall be subject to the grievance procedure directly to Step II or, at the option of the Union, directly to arbitration.

**vii.** The Agency may establish eligibility requirements for transfers to fill vacancies limited to time in service and specialized skills, or specialized training.

**viii.** The Agency shall have the right to transfer an Employee on an emergency basis for not more than fifteen (15) working days.

**ix.** At least five (5) working days prior to the filling of a vacancy which the Agency decides to fill by transfer and has the authority to fill (except for vacancies filled pursuant to Section 5(c)(viii) on an emergency basis), notice of such vacancy shall be posted on relevant Agency bulletin boards. Qualified Employees wishing to volunteer shall submit a written request. This clause shall not be applicable if there are sufficient names on the voluntary transfer request list to fill the vacancies.

**x.** Employees to be involuntarily transferred shall be given a list of vacancies which are to be filled. The Employee shall have the right, in seniority order, to select any such vacancy for which he/she meets the requirements, if any.

**d.** Variations of this Section 5 may be made with the mutual consent of the Agency and the Union.

**ARTICLE VIII - PERSONNEL PRACTICES**

**Section 1.**

The Employer agrees to put new Employees and Employees returning from unpaid leave on payroll within two (2) pay periods to ensure the timely coverage of Health Insurance Benefits, Welfare Fund Benefits and/or any other benefits obtained while in regular pay status.

**Section 2.**

Employees of the Human Resources Administration who are newly hired, reinstated or due to be restored to payroll and who are not paid on the first pay day after their appointment date or return to active employment shall, upon request, until paid, receive an advance each pay day in an amount equal to the amount specified for new hires in relevant Human Resources Administration procedures.

**Section 3.**

Any Employee shall be given a one day leave with pay, without charge to annual leave or overtime credits, on each day that such Employee is scheduled and required to take a G.E.D. examination, up to a limit of four (4) examinations per annum.

**Section 4.**

Any Employee required by the Employer to take a physical examination shall be allowed sufficient time to do so without charge to leave credits. For the Homemaker occupational group, or the Home Aide title, wherever possible such examinations shall be scheduled in the morning, and if the examination must be scheduled in the afternoon, the Employee shall be allowed a full day without charge to leave credits for such examination.

**Section 5.**

Upon assignment to a new case a Homemaker or Home Aide shall be given available pertinent information required to effectively perform their duties with respect to such case.

**Section 6.**

When Employees receive their pay checks in advance of their normal pay day and when the agency has advance notice of the alternate pay procedure, every reasonable effort will be made to have the Employees in the Homemaker occupational group and Home Aide title paid at the same time as other employees.

**Section 7.**

Wherever possible, travel time shall be taken into consideration in the



assignment of Homemakers and Home Aides.

**Section 8.**

Searches of Employees in the Correctional Counselor occupational group shall be done in accordance with Department of Correction procedures.

**Section 9.**

Employees in the Human Resources Administration, in agency-approved school programs, shall be given field placements as agreed to by the educational institution and the Agency.

**Section 10.**

For Community Assistants, Community Associates, and Community Coordinators only, if equipment is lost or stolen or damaged while the Employee is properly executing his or her job function and through no fault of his or her own, such lost, stolen or damaged property shall not be charged against the Employee.

**Section 11.**

Any Employee who is shifted to duties or functions substantially different from those performed prior to the shift shall be provided with the appropriate training as may be required by the Agency.

**Section 12.**

The parties agree that the relationship between Employer and Employee shall be dignified and professional at all times. This means that the Employer and Employees shall not use indecent, abusive, profane language and/or behavior. Claimed violations of this provision are limited to such language and/or behavior.

**Section 13.**

Each Employee of the Department of Health in the Community Service Aide title who works with poisons or litter shall be entitled to a physical examination and tetanus inoculation prior to employment. Thereafter, on paid working time, on a biannual basis, an examination shall be conducted for the detection of poisons. If a medical condition develops in the course of and as a result of working with poisons or litter, that Employee shall be entitled to another such examination immediately.

**Section 14.**

On satisfactory completion of the probationary period, all Employees in the Juvenile Counselor occupational group shall have institutional seniority from the date of first employment in any classification and departmental seniority from the date of first employment in a department. Regularly parttime employees in such occupational group shall have separate seniority from regular employees and shall be subordinate to regular employees. Any reassignment within the Agency shall not affect the departmental seniority of an employee in such occupational group as long as that Employee is in an equivalent department and holding the same title.

**Section 15.**

The Employer agrees to provide for all Mayoral agency employees covered by this Agreement, if the size of the affected staff warrants, a lounge area in (1) a building where the Employer moves into newly rented offices; (2) a newly constructed building owned by the Employer; and (3) Employer offices in existence at the time of signing this Agreement if space is available.

**Section 16.**

In the Human Resources Administration the Employer agrees that Employees who are promoted and assigned to a new work location shall report to their new assignment on the date determined by OPS except in the case of an emergency determined by OPS.

**Section 17.**

The Agency shall review the voluntary transfer request file and, where feasible, transfer qualified volunteers before new hires or promotions.

**ARTICLE IX - HOURS AND SCHEDULES**

**Section 1.**

All Employees in the Homemaker occupational group and Home Aide title shall be allowed necessary travel time to obtain their paychecks on pay day. Where possible all other Employees shall be allowed necessary time to obtain their paychecks on pay day. If time cannot be granted, every effort shall be made to deliver the checks to the employee's work assignment on pay day.

**Section 2.**

Homemakers assigned to a child care case for a whole day shall not be replaced by any other Homemaker for any part of that day, except in an emergency.

**Section 3.**

The Employer, when administratively possible, shall grant an alternate

work schedule to an employee who requests such schedule for good and sufficient reason. The decision on such requests shall be made by the agency head or his/her designee. Rejection of such request shall be subject to the grievance procedure.

**Section 4.**

Employees who have physical handicaps which make it difficult for them to use public transportation during rush hours shall be granted fifteen (15) minute travel periods at the beginning and end of their normal work shift or a single thirty (30) minute travel period either at the beginning or end of their normal work shift.

**Section 5.**

Each Employee who is eligible for a uniform allowance shall be allowed one-half day per year without loss of pay or loss of leave time or overtime to purchase uniforms, so long as the business hours of the uniform vendors coincide with the respective working schedules of such Employees.

**Section 6.**

The following shall apply when an individual's normal work week schedule is to be changed within the same work location:

- i. Volunteers who are qualified in order of seniority.
- ii. Nonvolunteers who are qualified in inverse order of seniority.

**Section 7.**

Voluntary changes from one shift to another shall be made on the basis of greatest seniority in the work location from among per annum employees who are qualified. Involuntary changes shall generally be made on the basis of least seniority of those qualified within a work location; however, if changes are directed out of seniority, such changes should not be arbitrary and capricious. In the event that HRA establishes new shifts, qualified incumbent per annum Employees at the affected work location whose shifts most closely approximate the new shifts shall have, if practicable, priority according their seniority in filling vacancies on the new shift. A complaint with respect to such changes shall constitute a grievance subject to the grievance procedure under this Agreement.

**Section 8.**

For Home Aides who are not assigned to a normal Monday through Friday work week there shall be an equitable rotation of weekend and holiday assignments.

**Section 9.**

Work schedules for employees in the Houseparent occupational group shall be posted two (2) weeks in advance. No changes shall occur in these schedules except in an emergency.

**Section 10.**

In lieu of the provisions of Article III, Section 2 of the Citywide Agreement [Holiday Premium Pay] or any successor agreement thereto, employees in the Juvenile Counselor Occupational Group assigned to "seven day work charts" shall receive two (2) "chart days" off every six (6) weeks. In addition, such Employees assigned to "seven day work charts" which include a shift overlap shall receive an additional "chart day" off every nine (9) weeks. Such "chart days" shall be fixed as a part of the aforementioned "seven day charts." The Department of JJ shall inform the Union in advance of any modifications of the work charts.

Effective as soon as practicable on or after March 14, 2007, to coincide with the beginning of a regularly scheduled pay period, "Employees assigned to 'seven day work charts' which include a shift overlap" shall receive for each such day actually worked an additional fifteen minutes (00:15:00) compensation in cash at the straight-time rate in lieu of the above-referenced "additional 'chart day' off every nine (9) weeks."

**Section 11.**

Where feasible, Employees shall be assigned to a schedule to enable them to attend school. This provision shall not be subject to the grievance procedure.

**Section 12.**

In the Human Resources Administration, transfers and transfer requests shall be for specific shifts, but in no event shall such work schedule be considered permanent.

**ARTICLE X - HOLIDAYS AND LEAVE**

**Section 1.**

In the scheduling of vacations for Employees pursuant and subject to the vacation policy and procedures of the respective agency, the Employer agrees that all authorized vacation picks for Employees shall be by seniority in the employees' Civil Service title, including all uninterrupted provisional and temporary time. Choice for Employees assigned to work units which require unitwide coverage shall be determined by title seniority among Employees in the respective

unit. Choice for Employees assigned to work units which require broader coverage shall be determined by title seniority among affected Employees.

### **Section 2.**

- a. The Human Resources Administration shall authorize leave with pay for Employees to attend approved work related conferences with preference given to the most senior employee in title who has not attended another conference within the calendar year preceding the first day of the conference. The Administrator/Commissioner or the Office or person delegated by the Administrator/Commissioner shall make the determination of those titles and functions which are eligible for attendance, and the number of days to be credited under conference leave provisions. Whole bureaus shall not be excluded from attending a specific conference except by the determination of the Administrator/Commissioner or the Office or person delegated to make such determinations. The HRA retains the right to limit authorization for leave to attend such conferences based upon staff needed in specific locations.
- b. Employees of other agencies may obtain leave with pay to attend approved work related conferences upon the approval of the agency head or his or her designee(s).
- c. The Union and the Employees shall be notified sufficiently in advance of approved conferences.
- d. Time required and spent by an Employee in traveling to and from an approved conference or educational seminar during his or her normal work schedule shall be included in any paid leave of absence granted for such purpose by the Employer, provided that the employee travels to and from the conference by the most expeditious means.

### **Section 3.**

All Employees of the Human Resources Administration shall be permitted to take annual leave and sick leave allowances as such allowances accrue, subject to the rules and regulations of the agency.

### **Section 4.**

The Employer agrees for Employees in the Human Resources Administration to consider, upon application of the Employee involved, the granting of up to one (1) additional year of leave of absence for purposes of child care, beyond the three (3) years of combined confinement and child care leave, pursuant to Section 5.1 of the Leave Regulations.

### **Section 5.**

Decisions on requests for annual leave or for leave with pay to attend approved conferences pursuant to Article X, Section 2, shall be made within seven (7) working days of submission except for requests which cannot be approved at the local level or requests for leave during the summer peak vacation period or other such periods for which the Employer has established and promulgated a schedule for submission and decision of leave requests.

### **Section 6.**

All Employees shall be notified by posting on bulletin boards of professional enhancement programs authorized by the Agency and relevant to their title and program with equal opportunity to apply for same regardless of location or bureau.

### **Section 7.**

Vacations for Employees in Juvenile Counselor occupational group may be taken at any time of the year subject to the approval and staffing needs of the Agency.

### **Section 8.**

Employees requesting leave without pay shall receive a definitive response from the Agency within thirty (30) calendar days of the date of submission.

## **ARTICLE XI - TRANSPORTATION AND REIMBURSEMENT**

### **Section 1.**

Each Employee who is assigned to a car territory shall be supplied by the Employer with a sign suitable for display from a car visor and/or windshield. Such sign shall bear the words "Official Business... (Department or Agency)" and shall bear a reproduction of the Official Seal.

### **Section 2.**

The Employer shall make every possible effort to provide free parking facilities close to the work location for employees assigned to car territory assignments.

### **Section 3.**

Employees shall be reimbursed for actual expenses for transportation in the field on bus, subway, or elevated lines over the fastest route of

such transportation when the distance to be traveled by any mode is six (6) city blocks or more or the equivalent.

### **Section 4.**

All money for the reimbursement of Employee expenses not collected by an Employee within two (2) months following its availability, shall be mailed to the home of the Employee, whether or not such Employee's services have terminated.

### **Section 5.**

Employees who are authorized and required to spend part of a work day at a school shall be reimbursed for necessary transportation between the school and the Employee's work location.

### **Section 6.**

An Imprest Fund to pay in advance for the transport of children shall be continued. Any Employee authorized and required to transport a minor child after 4:00 p.m. may use a taxi to do so (within the New York City limits and the counties of Nassau, Suffolk, Westchester, Rockland, Bergen, Union, Hudson, Middlesex and Essex) and shall be entitled to use a taxi to return from the transport destination to the Employee's home.

When an Employee is authorized and required to transport a minor child after 4:00 p.m. to other than the above listed counties: 1) he/she may use taxis to the public transportation's embarkation point; 2) from the public transportation's debarkation point to the transport destination; 3) from the transport destination back to public transportation, and 4) from the public transportation's debarkation point in the New York City area back to the Employee's home.

### **Section 7.**

Every effort shall be made to maintain sufficient sums in the Imprest Fund so that Employees authorized and required to transport a minor child or adult shall be able to do so without using their personal funds.

### **Section 8.**

Employees in the titles Community Assistant, Community Associate and Community Coordinator shall be reimbursed for all authorized and required job related expenses. Such authorization shall be in writing.

### **Section 9.**

Any field worker assignment in the Human Resources Administration which contains a substantial number of cases, the addresses for which are not readily accessible to public transportation, shall be considered a car territory assignment.

### **Section 10.**

Any Employee required by HRA to transport an adult shall be provided with transportation by HRA or given taxi fare in lieu thereof.

## **ARTICLE XII - LABOR-MANAGEMENT COMMITTEE**

### **Section 1.**

- a. The Employer and the Union, having recognized that cooperation between management and employees is indispensable to the accomplishment of sound and harmonious labor relations, shall jointly maintain and support a labormanagement committee in each of the agencies having at least fifty (50) employees [For the Human Rights Specialist occupational group, the number of Employees shall be ten (10)].
- b. Each labormanagement committee shall consider and recommend to the agency head changes in the working conditions of the Employees within the agency, including developments in the reorganization of the Human Resources Administration and the decentralization of billings and collections procedures of the New York City Health + Hospitals, and the practical impact of such developments upon Employees. The labormanagement committee shall not consider items subject to the grievance procedure.
- c. Each labormanagement committee shall consist of six (6) members who shall serve for the term of this Agreement. The Union shall designate three (3) members and the agency head shall designate three (3) members. The appointing party shall have the right to remove its designees upon notice to the other party. Each member may designate one (1) alternate. Each committee shall select a chairperson from among its members at each meeting. The Union may, through its members on the committee, designate up to a maximum of four (4) consultants to attend a particular meeting. The agency shall have the same right. The chair of each committee shall alternate between the members designated by the agency head and the members designated by the Union. A quorum shall consist of a majority of the total membership of a committee. A committee shall make its recommendations to the agency head in writing.
- d. The labormanagement committee shall meet at the request of

either the Union members or the Employer members at times mutually agreeable to both parties. At least one week in advance of a meeting, the party calling the meeting shall provide the other party with a written agenda of matters to be discussed. Minutes shall be kept and copies supplied to all members of a committee.

**Section 2.**

Time spent by Employee representatives in the conduct of labor relations with the City and on Union activities shall be governed by the terms of Executive Order No. 75, as amended dated March 22, 1973, entitled "Time Spent on the Conduct of Labor Relations between the City and Its Employees and on Union Activity" or any other applicable Executive Order.

**Section 3.**

Upon request to the responsible official in charge of a work location, the Union may use Employer premises for meetings during employees' lunch hours, subject to availability of appropriate space and provided such meetings do not interfere with Employer business.

**Section 4.**

- a. The Human Resources Administration shall provide a bulletin board or portion of a bulletin board in each location for the posting of legitimate and proper Union material. Sufficient space shall be made available to permit 8 1/2 inch by 14 inch notices to appear. The Union shall have the sole and exclusive use of such bulletin boards or portions thereof.
- b. In other agencies the Union may post notices on bulletin boards in places and locations where notices usually are posted by the Employer for the Employees to read.
- c. All notices shall be on Union stationery, and shall be used only to notify Employees of matters pertaining to Union affairs.

**Section 5.**

The Employer agrees to make every reasonable effort to supply the Union with information regarding changes in working conditions, changes in job content, changes in programs, or functions prior to proposed implementation of such changes.

**Section 6.**

The Employer shall provide the Union every three (3) months with a seniority list covering all employees in the Human Resources Administration. The Employer also shall provide a monthly list of all newly hired employees.

**Section 7.**

The Employer agrees in Mayoral agencies only, to grant super-seniority in all involuntary transfers to one (1) duly designated and registered Union representative in each work location of the Department of Social Services, and the Human Resources Administration with from 1 to 24 employees; two (2) such representatives for locations with 25 to 124 employees; three (3) such representatives for locations with 125 to 174 employees and one (1) such additional representative for every 50 additional employees; and one (1) such representative in each work location in other agencies where there are more than twentyfive (25) employees.

**Section 8.**

Designated Union Chapter officers shall receive superseniority for those involuntary transfers which would remove them from their Chapter as follows: three (3) designated Union representatives from the Social Services Employees Chapter of Local 371; and two (2) designated Union representatives each from the Local 371 Bureau of Child Welfare Chapter and the Shelter and Institutional Employees Chapter.

**Section 9.**

The Employer, recognizing that adequate training and staff development programs are desirable management goals, agrees to discuss these items with the Union within the respective labormanagement committees.

**Section 10.**

The question of appropriate training for Employees to perform their duties under any form of reorganization shall be referred to the labormanagement committee.

**Section 11.**

In the Human Resources Administration the Union shall be notified in advance of any final decision with respect to any change in classification of positions occupied by employees covered by this Agreement.

**ARTICLE XIII - DISCIPLINARY PROCEEDINGS**

**This Article shall apply when an Employee of the Human Resources Administration is summoned to an interview which may lead to a disciplinary action which**

**is conducted by someone outside the normal supervisory chain of command.**

- a. Employees who are summoned to the appropriate office of the Department shall be notified in writing at least two (2) work days in advance of the day on which the interview or hearing is to be held, and a statement of the reason for the summons shall be attached, except where an emergency is present or where considerations of confidentiality are involved.
- b. i. Whenever such an Employee is summoned for an interview or hearing for the record which may lead to disciplinary action, he or she shall be entitled to be accompanied by no more than two (2) Union representatives, one of whom may be a lawyer, and he or she shall be informed of this right. If a statement is taken, he or she shall be entitled to a copy.
- ii. An interview may be held which is not in accordance with these conditions.  
However, such an interview shall not be considered a part of the Employee's personnel file or record and neither the fact of the interview nor any statements made at the interview by either the Employer or the Employee may be used in any subsequent Employer proceeding against the Employee.
- iii. Wherever possible, such hearings and interviews shall be held in physical surroundings which are conducive to privacy and confidentiality.

**ARTICLE XIV - CITYWIDE ISSUES**

This Agreement is subject to the provisions, terms and conditions of the Agreement which has been or may be negotiated between the City and the Union recognized as the exclusive collective bargaining representative on Citywide matters which must be uniform for specified employees, including the Employees covered by this Agreement.

Employees in Rule X titles shall receive the benefits of the *Citywide Agreement* unless otherwise specifically excluded herein.

**ARTICLE XV - NO STRIKES**

In accordance with the New York City Collective Bargaining Law, as amended, neither the Union nor any employee shall induce or engage in any strikes, slowdowns, work stoppages, mass absenteeism, or induce any mass resignations during the term of this Agreement.

**ARTICLE XVI - FINANCIAL EMERGENCY ACT**

The provisions of this Agreement are subject to applicable provisions of law, including the New York State Financial Emergency Act for the City of New York as amended.

**ARTICLE XVII - APPENDICES**

The Appendix or Appendices, if any, attached hereto and initialed by the undersigned shall be deemed a part of this Agreement as if fully set forth herein.

**ARTICLE XVIII - SAVINGS CLAUSE**

In the event that any provision of this Agreement is found to be invalid, such invalidity shall not impair the validity and enforceability of the remaining provisions of this Agreement.

**ARTICLE XIX - CONTRACTING-OUT CLAUSE**

The problem of "Contracting Out" or "Farming Out" of work normally performed by personnel covered by this Agreement shall be referred to the LaborManagement Committee as provided for in Article XII of this Agreement.

**ARTICLE XX - CIVIL SERVICE AND CAREER DEVELOPMENT**

A joint committee composed of representatives of the Office of Management and Budget, the Office of Labor Relations, Department of Citywide Administrative Services, the New York City Health + Hospitals, and the Union shall meet to study problems related to career development and retention of personnel, and where deemed necessary make recommendations to the appropriate Employer officials.

**WHEREFORE, we have hereunto set our hands and seals this 4th day of May, 2021.**

FOR THE CITY OF NEW YORK AND FOR DISTRICT COUNCIL 37,  
RELATED PUBLIC EMPLOYERS AS AFSCME, AFLCIO:  
DEFINED HEREIN:

BY: /s/  
Renee Campion  
Commissioner of Labor Relations

BY: /s/  
Henry Garrido  
Executive Director

/s/

FOR NEW YORK CITY HEALTH  
AND HOSPITALS:

FOR SSEU, LOCAL 371,  
AFSCME, AFL-CIO

/s/

BY: /s/ Andrea G. Cohen Senior Vice President and General Counsel

BY: /s/ Anthony Wells President

/s/

APPROVED AS TO FORM:

/s/

BY: /s/

ERIC EICHENHOLTZ Acting Corporation Counsel

UNIT: Social Services & Related Titles ("SSRT")

TERM: March 3, 2010 – September 25, 2017

Appendix A

Longevity Increment Eligibility Rules

The following rules shall govern the eligibility of Employees for the longevity increments provided for in Article III, Section 8 of the 2010 - 2017 Social Services & Related Titles Agreement.

- 1. Only service in pay status shall be used to calculate the 15 years of service...
2. Service in pay status prior to any breaks in service of more than one year shall not be used to calculate the 15 years of service...
3. The following time in which an Employee is not in pay status shall not constitute a break in service as specified in paragraph 2 above:
a. Time on a leave approved by the proper authority...
b. Time prior to a reinstatement.
c. Time on a preferred list pursuant to Civil Service Law...
d. Time not in pay status of 31 days or less.

Notwithstanding the above, such time as specified in subsections a, b and c above shall not be used to calculate the 15 years of service.

- 4. Once an Employee has completed the 15 years of "City" service in pay status and is eligible to receive the \$800 longevity increment, the \$800 shall become part of the Employee's base rate for all purposes...
5. The \$800 longevity increment shall not become pensionable until fifteen months after the Employee begins to receive such \$800 increment.

Appendix B

Recurring Increment Payment Eligibility Rules

The following rules shall govern the eligibility of Employees for the Recurring Increment Payment ("RIP") provided for in Article III, Section 16 of the 2010-2017 Social Services and Related Titles Unit Agreement.

- 1. Only service in pay status shall be used to calculate the qualifying years of service. A continuous year of service shall be a full year of service without a break of more than 31 days.

as a school year, such regular and customary year shall be credited as a continuous year of service counting towards the qualifying years of service. If the normal work year for an employee is less than the regular and customary work year for the employee's title, it shall be counted as a continuous year of service if the employee has customarily worked that length work year and the applicable agency verifies that information.

2. Part-time employees shall be ineligible to receive RIPs, but prior part-time service shall be credited to full-time employees on a pro rata basis, provided all other terms and conditions set forth herein are met.

a. An employee must have regularly worked at least one half the regular hours of full time employees in the same title or if no fulltime equivalent title exists then at least 17-1/2 hours for white collar positions or 20 hours for blue collar positions.

b. Such part time service shall be prorated by dividing the number of hours worked per week by a part-time employee by the number of hours worked per week by a fulltime employee in the same title. If no fulltime equivalent title exists then the divisor shall be 35 hours for white collar positions or 40 hours for blue collar positions.

3. Service in pay status prior to a break in service of more than one year shall not be used to calculate the qualifying years of service.

4. The following time in which an Employee is not in pay status shall not constitute a break in service, but such time shall not be used to calculate the qualifying years of service:

- a. time on a leave approved by the proper authority which is consistent with the Personnel Rules and Regulations of the City of New York or the appropriate personnel authority of a covered organization,
b. time prior to a reinstatement,
c. time on a preferred or recall list, and
d. time not in pay status of 31 days or less.

5. RIPs shall be considered a salary adjustment for the purposes of Article III, Section 1(d) of this Agreement and the maximum salary of an eligible title shall not constitute a bar to the payment thereof.

6. Once an Employee has qualified for a RIP and is receiving it, the RIP shall become part of the Employee's base rate and included in calculating all salary based payments, except as provided in paragraph 7 below. Any future negotiated general increases shall be applied to RIPs.

7. A RIP shall not become pensionable until two years after the Employee begins to receive such RIP.

Henry Garrido, Executive Director District Council 37, AFSCME, AFL-CIO 125 Barclay Street New York, NY 10007

Anthony Wells, President SSEU, Local 371, AFSCME, AFL-CIO 817 Broadway New York, NY 10003

RE: Disciplinary Procedures and the District Attorneys

Dear Mr. Garrido and Mr. Wells:

This is to confirm our mutual understanding regarding Article VI of the Social Services and Related Titles Agreement and its applicability to the District Attorneys' Offices.

- 1. It is understood that the District Attorneys have not elected to be covered by subsections 1(e), 1(f), 1(g), and 1(h) of said Article VI and that these subsections do not currently apply to the employees of the District Attorneys' Offices.
2. It is further understood that disciplinary procedures are a mandatory subject of bargaining for non-exempt, non-confidential employees of the District Attorney Offices.
3. This letter shall be deemed an appendix to the 2010- 2017 SSRT. The terms set forth herein shall remain in force until the termination date of the 2010-2017 SSRT, except as may be modified by any written agreement(s) approved by the District Attorneys' Offices, collectively or individually.

If the above accords with your understanding please execute the signature line provided below.

Sincerely, /s/ Renee Campion

AGREED OF BEHALF OF DC 37

AGREED OF BEHALF OF LOCAL 371

BY: /s/ Henry Garrido Executive Director

BY: /s/ Anthony Wells President