

## **SALARY SCALES**

Shown on the following pages are the various salary scales in effect at the issuance of the Adopted Budget.

Pay Scale I, in effect for the period January 1, 2000 through December 31, 2000, applies to all salaried positions represented by the Civil Service Employees Association.

Pay Scale II in effect for the period January 1, 2000 through December 31, 2000, applies to represented Managerial positions Group X through Group XVIII.

Pay Scale IIA, in effect for the period January 1, 2000 through December 31, 2000, applies to all salaried positions not represented by any union.

Pay Scale III, in effect for the period January 1, 2000 through December 31, 2000, applies to all salaried positions represented by the Westchester County Police Benevolent Association.

Pay Scale IV, in effect for the period January 1, 2000 through December 31, 2000, applies to all salaried positions represented by the Westchester County Police Superior Officers Benevolent Association.

Pay Scale V, in effect for the period January 1, 1997 through December 31, 1998, applies to all salaried positions represented by the United Federation of Police.

Pay Scale VI, in effect for the period April 1, 1999 through March 31, 2000, applies to all salaried positions represented by the New York State Nurses Association.

Pay Scale VII, in effect for the period January 1, 1994 through December 31, 1995, applies to all salaried positions represented by the Westchester County Correction Officers Benevolent Association.

Pay Scale VIII, in effect for the period January 1, 1994 through December 31, 1995, applies to all salaried positions represented by the Westchester County Correction Superior Officers Unit.

Pay Scale IX, effective January 1, 2000, a separate pay plan established by the County for the District Attorney's Department. It applies to all salaried Attorney positions for that Department.

To find the salary scale of a particular position in Pay Scales I and II, find the Roman numeral job group opposite the position title in the budget proper; then find the corresponding group and applicable scales below. Each job group has a multi-step scale, representing the beginning rate and annual increases for which an employee is eligible.

Pay Scale III increments for Police Officers are granted after nine month intervals until the third step is reached, at which time increments are granted annually.

Salaries of flat-rated positions are shown opposite their respective titles. The salaries of elected officials are budgeted at the maximum of the job groups indicated.

PAY SCALE I (Effective January 1, 2000)

CIVIL SERVICE EMPLOYEES ASSOCIATION

Group	STEPS				
	1	2	3	4	5
I	22460	23300	24190	25035	25920
II	23300	24215	25110	26040	27020
III	24065	25035	26040	27120	28295
IV	25205	26315	27545	28785	30115
V	26700	28015	29395	30835	32245
VI	28870	30450	32030	33605	35170
VII	31415	33205	35040	36860	38690
VIII	34145	36225	38305	40460	42550
IX	37495	39825	42125	44440	46740
X	41415	43945	46465	48985	51510
XI	44280	47900	51545	55145	58800
XII	49190	53280	57390	61485	65565
XIII	54510	58980	63495	67990	71990
XIV	60330	65310	70115	74380	78670
XV	66845	71860	76575	81300	86010

Longevity Rates

5 years = \$ 475  
10 years = \$ 650  
15 years = \$ 750  
20 years = \$ 925  
25 years = \$1,000

PAY SCALE II (Effective January 1, 2000)

TEAMSTERS SALARY PLAN

Group	STEPS				
	1	2	3	4	5
X	42455	45050	47635	50225	52800
XI	45400	50335	52835	56530	60285
XII	50420	54625	58830	63030	67215
XIII	55880	60470	65090	69695	73800
XIV	61840	66960	71880	76245	80645
XV	68525	73660	78505	83350	88170
XVI	74775	80150	85510	90870	96210
XVII	80120	86550	93000	99205	105145
XVIII	87230	94510	101375	107970	114355
XIX	94715	102410	109730	116940	124135

Longevity Rates

5 years = \$1050  
10 years = \$1225  
15 years = \$1325  
20 years = \$1500  
25 years = \$1575

PAY SCALE IIA (Effective January 1, 2000)

EXECUTIVE SALARY PLAN

Group	STEPS				
	1	2	3	4	5
X	42455	45050	47635	50225	52800
XI	45400	50335	52835	56530	60285
XII	50420	54625	58830	63030	67215
XIII	55880	60470	65090	69695	73800
XIV	61840	66960	71880	76245	80645
XV	68525	73660	78505	83350	88170
XVI	74775	80150	85510	90870	96210
XVII	80120	86550	93000	99205	105145
XVIII	87230	94510	101375	107970	114355
XIX	94715	102410	109730	116940	124135

Longevity Rates

5 years = \$1050  
10 years = \$1225  
15 years = \$1325  
20 years = \$1500  
25 years = \$1575

PAY SCALE IIA (cont.)

EXECUTIVE SALARY PLAN

The following titles to be paid at an annual flat rate, not to exceed \$135,335:

Budget Director  
Chief Advisor to the County Executive  
Commissioner of Community Mental Health  
Commissioner of Correction  
Commissioner of Environmental Facilities  
Commissioner of Emergency Services  
Commissioner of Finance  
Commissioner of Parks, Recreation and Conservation  
Commissioner of Planning  
Commissioner of Public Works  
Commissioner of Social Services  
Commissioner of Transportation  
Commissioner of Probation  
Commissioner/Sheriff\*  
County Attorney  
Deputy County Executive  
Personnel Officer

\* As it applies to the position of Commissioner/Sheriff, the applicable annual flat rate or the amount authorized pursuant to the General Municipal Law Section 207-m, whichever is greater.

The following titles to be paid at annual flat rates as indicated, not to exceed:

Commissioner of Health	\$151,405
Chief Information Officer	\$150,950
District Attorney	\$136,700 or amount authorized pursuant to the New York State Judiciary Law Section 183-a, whichever is greater
Pathologist – Medical Examiner	\$151,405
Pathologist – Deputy Medical Examiner	\$136,470
County Legislator	\$ 43,060
County Executive	\$119,085
County Clerk	\$118,345

PAY SCALE X (Effective September 1, 1994)

WESTCHESTER COMMUNITY COLLEGE FEDERATION OF TEACHERS

STEPS							
Group	1	2	3	4	5	6	6.5
<u>Instructor, Instructor-Librarian, Instructor-Counselor:</u>							
	31965	33650	35350	37045	38735		
<u>Assistant Professor, Assistant Professor-Librarian, Assistant Professor-Counselor, Coordinator of Student Health Services:</u>							
	41075	44465	47855	51250	54675	58040	59725
<u>Associate Professor:</u>							
	47040	50595	54165	57720	61270	64840	65865
<u>Professor:</u>							
	52780	57120	61500	65865	70230	74590	75280
<u>Academic Support Center Coordinator:</u>							
I	30800	32410	34020	35630	37220		
II	39580	42830	46060	49290	52535	55780 MA	
III	45335	48735	52130	55510	58880	63295 MA+180 Credits	
IV	50865	55020	59190	63340	67485	71670 MA+200 Credits	

Longevity Rate

14 years = \$2,100

PAY SCALE III (Effective January 1, 2000)

WESTCHESTER COUNTY POLICE BENEVOLENT ASSOCIATION

<u>Police Officer</u>	<u>Salary</u>	<u>Hired after 1/1/96</u>
Starting Salary	45210	34755
After 1 year	50555	41950
After 2 years	54345	49135
After 3 years	58915	56330
After 4 years	63520	63520

Detectives (Effective January 1, 2000)

1 & 2 Years	67905
3 & 4 Years	68350
5 Years & Over	68920
Sergeant One Salary	74320

Longevity Rates

After 5 years	\$1,800
After 10 years	\$2,000
After 15 years	\$2,200

PAY SCALE IV (Effective January 1, 2000)

WESTCHESTER COUNTY POLICE SUPERIOR OFFICERS BENEVOLENT ASSOCIATION

Lieutenants	86955
Captains	101740

Longevity Rates 1998

5 Years	\$1,800
10 Years	\$2,000
15 Years	\$2,200

PAY SCALE V

UNITED FEDERATION OF POLICE

Criminal Investigators

	Effective 1/1/97	Effective 1/1/98
Start	46930	48575
After 1 year	51810	53625
After 2 years	56685	58670
After 3 years	61560	63715
After 4 years	66385	68710

Sr. Criminal Investigator	77660	80380
Deputy Chief	90865	94045
Chief	95865	99045

Shift 16.50/shift

<u>Longevity Rates</u>	<u>1997</u>	<u>1998</u>
5 Years	\$1,725	\$1,800
10 Years	\$1,925	\$2,000
15 Years	\$2,125	\$2,200

PAY SCALE VI (Effective April 1, 1999)

NEW YORK STATE NURSES ASSOCIATION

General Staff Nurse/Nursing Practitioner

STEPS	0	1	2	3	4	5	6	7	8	9	10
	40400	41700	43000	44300	45600	46800	48000	49200	50400	51600	52800
STEPS	11	12	13	14	15	16	17	18	19	20	21
	54000	55200	56400	57600	58800	60000	61200	62400	63600	64800	66000

Charge Nurse/Assistant Nursing Care Coordinator/Field Nurse  
(Operating Room Nurse/I.V. Therapy Nurse)

STEPS	0	1	2	3	4	5	6	7	8	9	10
	43800	45100	46400	47700	49000	50200	51400	52600	53800	55000	56200
STEPS	11	12	13	14	15	16	17	18	19	20	21
	57400	58600	59800	60000	62200	63400	64600	65800	67000	68200	69400

Head Nurse/Associate Nursing Care Coordinator/  
Employee Health Nurse/Nurse Epidemiologist/Public Health Nurse

STEPS	0	1	2	3	4	5	6	7	8	9	10
	46500	47800	49100	50400	51700	52900	54100	55300	56500	57700	58900
STEPS	11	12	13	14	15	16	17	18	19	20	21
	60100	61300	62500	63700	64900	66000	67300	68500	69700	70900	72100

Supervising Public Health Nurse/Clinical Health Specialist/Adult Nurse/Practitioner/Pediatric Nurse  
Practitioner/Family Planning Nurse/Practitioner/Coordinator of Continued Patient Care/  
Health Services Coordinator Supervisor of Nursing/Nursing Care Coordinator/  
Instructor of Nursing

STEPS	0	1	2	3	4	5	6	7	8	9	10
	50900	52200	53500	54800	56100	57300	58500	59700	60900	62100	63300
STEPS	11	12	13	14	15	16	17	18	19	20	21
	64500	65700	66900	68100	69300	70500	71700	72900	74100	75300	76500

PAY SCALE VI (Effective April 1, 2000)

NEW YORK STATE NURSES ASSOCIATION

General Staff Nurse/Nursing Practitioner

STEPS	0	1	2	3	4	5	6	7	8	9
	41300	42600	43900	45200	46500	47800	49100	50400	51700	53000
STEPS	10	11	12	13	14	15	16	17	18	19
	54300	55600	56900	57200	59500	60800	62100	63400	64700	66000
STEPS	20	21	22							
	67300	68600	69990							

Charge Nurse/Assistant Nursing Care Coordinator/Field Nurse  
(Operating Room Nurse/I.V. Therapy Nurse)

STEPS	0	1	2	3	4	5	6	7	8	9
	45000	46300	47600	48900	50200	51500	52800	54100	55400	56700
STEPS	10	11	12	13	14	15	16	17	18	19
	58000	59300	60600	61900	63200	64500	65800	67100	68400	69700
STEPS	20	21	22							
	71000	72300	73600							

Head Nurse/Associate Nursing Care Coordinator/  
Employee Health Nurse/Nurse Epidemiologist/Public Health Nurse

STEPS	0	1	2	3	4	5	6	7	8	9
	47700	49000	50300	51600	52900	54200	55500	56800	58100	59400
STEPS	10	11	12	13	14	15	16	17	18	19
	60700	62000	63300	64600	65900	67200	68500	69800	71100	72400
STEPS	20	21	22							
	73700	75000	76300							

PAY SCALE VI (Effective April 1, 2000) (cont.)

NEW YORK STATE NURSES ASSOCIATION

Supervising Public Health Nurse/Clinical Health Specialist/Adult Nurse/Practitioner/Pediatric Nurse  
Practitioner/Family Planning Nurse/Practitioner/Coordinator of Continued Patient Care/  
Health Services Coordinator Supervisor of Nursing/Nursing Care Coordinator/  
Instructor of Nursing

STEPS	0	1	2	3	4	5	6	7	8	9
	52100	53400	54700	56000	57300	58600	59900	61200	62500	63800
STEPS	10	11	12	13	14	15	16	17	18	19
	65100	66400	67700	69000	70300	71600	72900	74200	75500	76800
STEPS	20	21	22							
	78100	79400	80700							

PAY SCALE VII (Effective January 1, 1995)

WESTCHESTER COUNTY CORRECTION OFFICERS BENEVOLENT ASSOCIATION

		STEPS			
	Starting Salary	1	2	3	4
Correction Officer	29925	34450	37815	41495	47050

Longevity Rates

5 years = \$1,300  
10 years = \$1,500  
15 years = \$1,700

PAY SCALE VIII (Effective January 1, 1995)

WESTCHESTER COUNTY CORRECTION SUPERIOR OFFICERS UNIT

Correction Officer Sergeant and Specialist	55050
Correction Officer Captain	64410
Assistant Warden	75360

Longevity Rates

5 years = \$1,300  
10 years = \$1,500  
15 years = \$1,700

PAY SCALE IX (Effective January 1, 2000)

DISTRICT ATTORNEY SALARY PLAN

	Minimum	Maximum
Junior Assistant District Attorney	45390	50871
Assistant District Attorney	55870	84164
Senior Assistant District Attorney	83297	86891
Deputy Chief of Bureau - District Attorney	91170	103527
Chief of Bureau - District Attorney	110178	117333
Deputy District Attorney	113104	119329
Second Deputy District Attorney	121666	125622
First Deputy District Attorney	127482	133167