

SALARY SCALES

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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, 2005 through June 30, 2005, and July 1, 2005 through December 31, 2005 applies to all salaried positions represented by the Civil Service Employees Association.

Pay Scale II, in effect for the period January 1, 2005 through December 31, 2005, applies to represented Managerial positions Group X through Group XIX.

Pay Scale IIA, in effect for the period January 1, 2007 through December 31, 2007, applies to all salaried positions not represented by any union.

Pay Scale IIB, in effect for the period January 1, 2006 through December 31, 2006, applies to all salaried positions of the staff of the Board of Legislators.

Pay Scale III, in effect for the period January 1, 2005 through December 31, 2006, applies to all salaried positions represented by the Westchester County Police Benevolent Association. Increments for Police Officers are granted after nine month intervals until the third step is reached, at which time increments are granted annually.

Pay Scale IV, in effect for the period January 1, 2004 through December 31, 2004, 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, 2006 through December 31, 2006, applies to all salaried positions represented by the United Federation of Police.

Pay Scale VI, in effect for the period January 1, 2008 through December 31, 2008, applies to all salaried positions represented by the New York State Nurses Association.

Pay Scale VII, in effect for the period January 1, 2006 through December 31, 2006, applies to all salaried positions represented by the Westchester County Correction Officers Benevolent Association.

Pay Scale VIII, in effect for the period January 1, 2006 through December 31, 2006, applies to all salaried positions represented by the Westchester County Correction Superior Officers Unit.

Pay Scale IX, effective January 1, 2007 through December 31, 2007, is 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. 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, 2009)

CIVIL SERVICE EMPLOYEES ASSOCIATION

STEPS

Group	1	2	3	4	5
I	29,545	30,630	31,800	32,920	34,080
II	30,630	31,840	33,025	34,245	35,535
III	31,650	32,920	34,245	35,670	37,205
IV	33,145	34,605	36,220	37,850	39,605
V	35,115	36,845	38,660	40,550	42,410
VI	37,965	40,040	42,125	44,195	46,260
VII	41,315	43,660	46,075	48,485	50,880
VIII	44,900	47,640	50,375	53,205	55,965
IX	49,295	52,380	55,400	58,440	61,465
X	54,460	57,795	61,100	64,425	67,735
XI	58,235	62,985	67,780	72,520	77,320
XII	64,685	70,075	75,465	80,860	86,220
XIII	71,685	77,560	83,495	89,415	94,670
XIV	79,340	85,890	92,195	97,815	103,465
XV	87,915	94,505	100,700	106,915	113,100

Longevity Rates
(Effective January 1, 2009)

- 5 years = \$1,000
- 10 years = \$1,200
- 15 years = \$1,500
- 20 years = \$2,000
- 25 years = \$2,900

PAY SCALE II (Effective July 1, 2005)

TEAMSTERS SALARY PLAN

Group	STEPS				
	1	2	3	4	5
X	49,485	52,510	55,515	58,545	61,545
XI	52,920	58,670	61,590	65,890	70,275
XII	58,770	63,670	68,570	73,460	78,345
XIII	65,130	70,475	75,870	81,235	86,025
XIV	72,080	78,045	83,790	88,875	94,000
XV	79,870	85,860	91,510	97,150	102,765
XVI	87,160	93,415	99,670	105,910	112,135
XVII	93,385	100,880	108,405	115,630	122,555
XVIII	101,675	110,160	118,160	125,850	133,285
XIX	110,395	119,365	127,900	136,310	144,685

Longevity Rates

- 5 years = \$1,725
- 10 years = \$1,900
- 15 years = \$2,000
- 20 years = \$2,500
- 25 years = \$2,900

PAY SCALE IIA (Effective January 1, 2007)

EXECUTIVE SALARY PLAN

Group	STEPS				
	1	2	3	4	5
X	52,500	55,710	58,895	62,100	65,290
XI	56,145	62,245	65,345	69,900	74,555
XII	62,350	67,545	72,745	77,935	83,115
XIII	69,100	74,770	80,490	86,180	91,265
XIV	76,465	82,795	88,895	94,285	99,725
XV	84,735	91,090	97,085	103,065	109,025
XVI	92,470	99,100	105,740	112,360	118,965
XVII	99,645	106,705	113,790	120,600	127,125
XVIII	107,455	115,450	122,985	130,230	137,230
XIX	115,670	124,120	132,155	140,075	147,975

Longevity Rates

- 5 years = \$2225
- 10 years = \$2425
- 15 years = \$2725
- 20 years = \$3725
- 25 years = \$5125

PAY SCALE IIA (cont.)

EXECUTIVE SALARY PLAN

The following titles to be paid at an annual flat rate, not to exceed \$155,245

- 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 Human Resources
- Commissioner of Parks, Recreation and Conservation
- Commissioner of Planning
- Commissioner of Public Works
- Commissioner of Senior Programs and Services
- Commissioner of Social Services
- Commissioner of Transportation
- Commissioner of Probation
- Commissioner/Sheriff*
- County Attorney
- Director of Real Estate

* 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.

PAY SCALE IIA (cont.)

EXECUTIVE SALARY PLAN

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

Deputy County Executive	\$157,370
Commissioner of Health	\$172,295
Chief Information Officer	\$171,815
District Attorney	\$136,700 or amount authorized pursuant to the New York State Judiciary Law Section 183-a, whichever is greater
Pathologist – Medical Examiner	\$172,295
Pathologist – Deputy Medical Examiner	\$156,450
County Legislator	\$ 49,200 (Effective January 1, 2006 as per Board Act #264-2005)
County Executive	\$160,760 (Effective January 1, 2006 as per Board Act #265-2005)
County Clerk	\$153,105 (Effective January 1, 2006 as per Board Act #265-2005)

PAY SCALE IIB (Effective January 1, 2006)

BOARD OF LEGISLATORS STAFF SALARY PLAN

	<u>Minimum</u>	<u>Maximum</u>
Clerk to the County Board of Legislators and Chief of Staff	95,000	140,000
Chief Advisor to the Chair of the Board of Legislators	95,000	156,000
Communications Officer – Board of Legislators	65,000	95,000
Director of Fiscal Affairs – Board of Legislators	95,000	140,000
Fiscal Analyst – Board of Legislators	57,000	75,000
Deputy Clerk to the County Board of Legislators and Deputy Chief of Staff	72,000	99,725
Sr. Office Assistant – Board of Legislators	36,000	45,000
Legislative Aide I	43,000	54,000
Legislative Aide II	48,000	65,000
Legislative Aide III	51,000	80,000
Office Assistant – Board of Legislators	33,000	41,000

The salary of any individual covered by this schedule may not increase more than \$7,500 in any one (1) year, exclusive of any change in pay grade and/or any generic salary plan increase.

PAY SCALE III (Effective January 1, 2006)

WESTCHESTER COUNTY POLICE BENEVOLENT ASSOCIATION

<u>Police Officer</u>	<u>Salary</u>
Step 1	43,975
Step 2	53,085
Step 3	62,175
Step 4	71,280
Step 5	80,365
Sergeant One Salary	86,725

Longevity Rates

- 5 years = \$2,700
- 10 years = \$2,900
- 15 years = \$3,100
- 20 years = \$3,300

PAY SCALE IV (Effective January 1, 2006)

WESTCHESTER COUNTY POLICE SUPERIOR OFFICERS BENEVOLENT ASSOCIATION

Lieutenants	110,025
Captains	128,730

Longevity Rates

- 5 Years = \$2,700
- 10 Years = \$2,900
- 15 Years = \$3,100
- 20 Years = \$3,300

PAY SCALE V (Effective January 1, 2006)

UNITED FEDERATION OF POLICE

Criminal Investigators

Start	66,480
After 1 year	73,395
After 2 years	80,295
After 3 years	87,195
After 4 years	94,040

Sr. Criminal Investigator	110,005
Deputy Chief	128,700
Chief	135,545

Longevity Rates

5 Years = \$2,700
10 Years = \$2,900
15 Years = \$3,100
20 Years = \$3,300
25 Years = \$3,300

PAY SCALE VI (Effective January 1, 2008)

NEW YORK STATE NURSES ASSOCIATION

Staff Nurse

STEPS	0	1	2	3	4	5	6	7	8	9
	51,810	53,540	55,270	57,000	58,730	60,460	62,190	63,920	65,650	67,380
STEPS	10	11	12	13	14	15	16	17	18	19
	69,110	70,840	72,570	74,300	76,030	77,760	79,490	81,220	82,950	84,680
STEPS	20	21	22	23	24	25				
	86,410	88,140	89,870	91,600	93,330	95,060				

Charge Nurse

STEPS	0	1	2	3	4	5	6	7	8	9
	56,490	58,220	59,950	61,680	63,410	65,140	66,870	68,600	70,330	72,060
STEPS	10	11	12	13	14	15	16	17	18	19
	73,790	75,520	77,250	78,980	80,710	82,440	84,170	85,900	87,630	89,360
STEPS	20	21	22	23	24	25				
	91,090	92,820	94,550	96,280	98,010	99,740				

PAY SCALE VI (Effective January 1, 2008) (cont.)

NEW YORK STATE NURSES ASSOCIATION

Public Health Nurse/Nurse Epidemiologist/Employee Health Nurse

STEPS	0	1	2	3	4	5	6	7	8	9
	59,800	61,530	63,260	64,990	66,720	68,450	70,180	71,910	73,640	75,370
STEPS	10	11	12	13	14	15	16	17	18	19
	77,100	78,830	80,560	82,290	84,020	85,750	87,480	89,210	90,940	92,670
STEPS	20	21	22	23	24	25				
	94,400	96,130	97,860	99,590	101,320	103,050				

**Supervising Public Health Nurse/Health Services Coordinator/Adult Nurse Practitioner/
Family Planning Nurse Practitioner/Pediatric Nurse Practitioner/ /**

STEPS	0	1	2	3	4	5	6	7	8	9
	65,220	66,950	68,680	70,410	72,140	73,870	75,600	77,330	79,060	80,790
STEPS	10	11	12	13	14	15	16	17	18	19
	82,520	84,250	85,980	87,710	89,440	91,170	92,900	94,630	96,360	98,090
STEPS	20	21	22	23	24	25				
	99,820	101,550	103,280	105,010	106,740	108,470				

PAY SCALE VII (Effective January 1, 2006)

WESTCHESTER COUNTY CORRECTION OFFICERS BENEVOLENT ASSOCIATION

Starting Salary	46,565
Step 1	53,595
Step 2	58,835
Step 3	64,560
Step 4	73,200

Longevity Rates

5 years = \$2,700
10 years = \$2,900
15 years = \$3,100
20 years = \$3,300

PAY SCALE VIII (Effective January 1, 2006)

WESTCHESTER COUNTY CORRECTION SUPERIOR OFFICERS UNIT

	Effective <u>1/1/2006</u>
Correction Officer Sergeant And Specialist	\$ 85,650
Correction Officer Captain	\$100,210
Assistant Warden	\$117,255

Longevity Rates

5 years = \$2,700
10 years = \$2,900
15 years = \$3,100
20 years = \$3,300
25 years = \$3,300

PAY SCALE IX (Effective January 1, 2007)

DISTRICT ATTORNEY SALARY PLAN

	<u>Minimum</u>	<u>Maximum</u>
Junior Assistant District Attorney	56,130	62,900
Assistant District Attorney	69,085	104,075
Senior Assistant District Attorney	103,000	107,445
Deputy Chief of Bureau - District Attorney	111,775	125,345
Chief of Bureau - District Attorney	132,650	140,505
Deputy District Attorney	135,860	142,695
Second Deputy District Attorney	145,260	149,610
First Deputy District Attorney	151,645	158,640

Longevity Rates

- 5 years = \$2,225
- 10 years = \$2,425
- 15 years = \$2,725
- 20 years = \$3,725
- 25 years = \$5,125