

SALARY SCALES

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, 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 and those employees designated Confidential.

Pay Scale II, in effect for the period January 1, 2005 through December 31, 2005, applies to all salaried persons represented by Teamsters for 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.

Pay Scale IV, in effect for the period January 1, 2005 through December 31, 2006, 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, 2004 through December 31, 2004, applies to all salaried positions represented by the United Federation of Police.

Pay Scale VI, in effect for the period January 1, 2002 through December 31, 2005, applies to all salaried positions represented by the New York State Nurses Association.

Pay Scale VII, in effect for the period January 1, 2005 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, 2004 through December 31, 2004, 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.

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.

Salary Scales

PAY SCALE I (Effective January 1, 2005)

CIVIL SERVICE EMPLOYEES ASSOCIATION

STEPS

Group	1	2	3	4	5
I	25,670	26,615	27,635	28,610	29,615
II	26,615	27,670	28,695	29,755	30,875
III	27,505	28,610	29,755	30,995	32,330
IV	28,800	30,070	31,475	32,890	34,415
V	30,515	32,015	33,595	35,235	36,855
VI	32,990	34,795	36,605	38,405	40,200
VII	35,900	37,940	40,040	42,125	44,210
VIII	39,015	41,395	43,775	46,235	48,625
IX	42,840	45,510	48,135	50,780	53,405
X	47,325	50,220	53,090	55,980	58,865
XI	50,600	54,730	58,900	63,015	67,185
XII	56,210	60,890	65,580	70,265	74,920
XIII	62,295	67,395	72,555	77,695	82,265
XIV	68,940	74,630	80,120	84,995	89,905
XV	76,390	82,120	87,500	92,900	98,280

Salary Scales

PAY SCALE I (Effective July 1, 2005)

CIVIL SERVICE EMPLOYEES ASSOCIATION

Group	STEPS				
	1	2	3	4	5
I	26,185	27,145	28,190	29,180	30,205
II	27,145	28,225	29,270	30,350	31,495
III	28,055	29,180	30,350	31,615	32,975
IV	29,375	30,670	32,105	33,550	35,105
V	31,125	32,655	34,265	35,940	37,590
VI	33,650	35,490	37,335	39,175	41,005
VII	36,620	38,700	40,840	42,970	45,095
VIII	39,795	42,225	44,650	47,160	49,600
IX	43,695	46,420	49,100	51,795	54,475
X	48,270	51,225	54,150	57,100	60,040
XI	51,610	55,825	60,080	64,275	68,530
XII	57,335	62,110	66,890	71,670	76,420
XIII	63,540	68,745	74,005	79,250	83,910
XIV	70,320	76,125	81,720	86,695	91,705
XV	77,920	83,760	89,250	94,760	100,245

Longevity Rates (Effective July 1, 2005)

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

Salary Scales

PAY SCALE II (Effective July 1, 2005)

TEAMSTERS SALARY PLAN

STEPS

Group	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

Salary Scales

PAY SCALE IIA (Effective January 1, 2007)

EXECUTIVE SALARY PLAN

STEPS

Group	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	147,075

Longevity Rates

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

Salary Scales

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.

Salary Scales

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)

Salary Scales

PAY SCALE IIB (Effective January 1, 2006)

BOARD OF LEGISLATORS STAFF SALARY PLAN

	Minimum	<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.

Salary Scales

PAY SCALE III (Effective January 1, 2006)

WESTCHESTER COUNTY POLICE BENEVOLENT ASSOCIATION

Police Officer	Salary
Step 1	43,975
Step 2	53,085
Step 3	62,175
Step 4	71,280
Step 5	80,365

Sergeant One Salary 94,030

Longevity Rates

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

Salary Scales

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

Salary Scales

PAY SCALE V

UNITED FEDERATION OF POLICE (As of January 1, 2004)

Criminal Investigators

Start	61,315
After 1 year	67,695
After 2 years	74,060
After 3 years	80,425
After 4 years	86,735

Sr. Criminal Investigator	101,460
Deputy Chief	118,705
Chief	125,020

Shift	20.00/shift
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Longevity Rates

5 Years	\$2,300
10 Years	\$2,500
15 Years	\$2,700
20 Years	\$2,900

Salary Scales

PAY SCALE VI (Effective July 1, 2005)

NEW YORK STATE NURSES ASSOCIATION

General Staff Nurse/Nursing Practitioner

STEPS	0	1	2	3	4	5	6	7	8	9
	47,410	48,990	50,570	52,150	53,730	55,310	56,890	58,470	60,050	61,630
STEPS	10	11	12	13	14	15	16	17	18	19
	63,210	64,790	66,370	67,950	69,530	71,110	72,690	74,270	75,850	77,430
STEPS	20	21	22	23	24	25				
	79,010	80,590	82,170	83,750	85,330	86,910				

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
	51,690	53,270	54,850	56,430	58,010	59,590	61,170	62,750	64,330	65,910
STEPS	10	11	12	13	14	15	16	17	18	19
	67,490	69,070	70,650	72,230	73,810	75,390	76,970	78,550	80,130	81,710
STEPS	20	21	22	23	24	25				
	83,290	84,870	86,450	88,030	89,610	91,190				

Salary Scales

PAY SCALE VI (Effective July 1, 2005) (cont.)

NEW YORK STATE NURSES ASSOCIATION
 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
	54,730	56,310	57,890	59,470	61,050	62,630	64,210	65,790	67,370	68,950
STEPS	10	11	12	13	14	15	16	17	18	19
	70,530	72,110	73,690	75,270	76,850	78,430	80,010	81,590	83,170	84,750
STEPS	20	21	22	23	24	25				
	86,330	87,910	89,490	91,070	92,650	94,230				

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
	59,690	61,270	62,850	64,430	66,010	67,590	69,170	70,750	72,330	73,910
STEPS	10	11	12	13	14	15	16	17	18	19
	75,490	77,070	78,650	80,230	81,810	83,390	84,970	86,550	88,130	89,710
STEPS	20	21	22	23	24	25				
	91,290	92,870	94,450	96,030	97,610	99,190				

Salary Scales

PAY SCALE VII (January 1, 2006)

WESTCHESTER COUNTY CORRECTION OFFICERS BENEVOLENT ASSOCIATION

	Effective 1/1/2006
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

Salary Scales

PAY SCALE VIII (Effective January 1, 2004)

WESTCHESTER COUNTY CORRECTION SUPERIOR OFFICERS UNIT

	Effective
	1/1/2004
Correction Officer Sergeant And Specialist	79,000
Correction Officer Captain	92,430
Assistant Warden	108,150

Longevity Rates

- 5 years = \$2,300
- 10 years = \$2,500
- 15 years = \$2,700
- 20 years = \$2,900

Salary Scales

PAY SCALE IX (Effective January 1, 2007)

DISTRICT ATTORNEY SALARY PLAN

	Minimum	Maximum
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

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