

UNIT: HEALTH SERVICES  
 CBU CODE: 130  
 UNION: DC 37  
 EFFECTIVE DATE: September 3, 2015 2.5%

TITLE CODE	TITLE	Effective 9/2/15			Effective 9/3/15		
		Hiring Rate *	Incumbent Rate	Max	Hiring Rate *	Incumbent Rate	Max
004780, 790, 800	Activity Therapist #						
	Level I	\$36,623	\$42,116	\$57,011	\$37,538	\$43,169	\$58,436
	Level II	\$40,295	\$46,339	\$62,717	\$41,302	\$47,497	\$64,285
	Level III	\$45,307	\$52,103	\$69,800	\$46,440	\$53,406	\$71,545
531010	Anaesthetist #, ##	\$52,757	\$60,671	\$72,520	\$54,077	\$62,188	\$74,333
60490	Arts Program Analyst	\$36,623	\$42,116	\$57,011	\$37,538	\$43,169	\$58,436
60495	Arts Program Specialist	\$36,623	\$42,116	\$57,011	\$37,538	\$43,169	\$58,436
60385	Assistant Director of Rehabilitation	\$56,763	\$65,277	\$74,964	\$58,182	\$66,909	\$76,838
000300	Assistant Health Care Programmer Analyst #, ###	\$29,368	\$33,773	\$62,540	\$30,102	\$34,617	\$64,104
51190	Assistant Public Health Advisor (C.D.C.)	\$29,510	\$33,936	\$37,979	\$30,247	\$34,784	\$38,928
60435	Assistant Supervisor of Recreation	\$45,307	\$52,103	\$69,800	\$46,440	\$53,406	\$71,545
60491	Associate Arts Program Analyst	\$45,307	\$52,103	\$69,800	\$46,440	\$53,406	\$71,545
60496	Associate Arts Program Specialist	\$45,307	\$52,103	\$69,800	\$46,440	\$53,406	\$71,545
508360	Associate Medical Record Specialist (HHC) #	\$44,030	\$50,635	\$54,931	\$45,131	\$51,901	\$56,304
51183	Associate Public Health Epidemiologist ##, **	\$55,429	\$63,743	\$78,237	\$56,815	\$65,337	\$80,193
31220	Associate Public Health Sanitarian						
	Level I	\$53,130	\$61,099	\$82,577	\$54,457	\$62,626	\$84,641
	Level II	\$59,193	\$68,072	\$89,556	\$60,673	\$69,774	\$91,795
	Level III	\$64,771	\$74,487	\$95,004	\$66,390	\$76,349	\$97,379
	Associate Respiratory Therapist #						
	Level I	\$60,391	\$69,450	\$78,494	\$61,901	\$71,186	\$80,456
	Level II	\$65,939	\$75,830	\$86,337	\$67,588	\$77,726	\$88,495
980210	Associate Staff Anaesthetist Level A #, ##	\$56,956	\$65,499	\$71,511	\$58,379	\$67,136	\$73,299
980220	Associate Staff Anaesthetist Level B #, ##	\$61,513	\$70,740	\$75,563	\$63,051	\$72,509	\$77,452
965110	Associate Staff Audiologist #	\$49,790	\$57,258	\$69,073	\$51,034	\$58,689	\$70,800
965120	Level I	\$49,790	\$57,258	\$63,466	\$51,034	\$58,689	\$65,053
965910,20	Level II	\$53,542	\$61,573	\$69,073	\$54,880	\$63,112	\$70,800
	Associate Staff Speech Pathologist #	\$49,790	\$57,258	\$69,073	\$51,034	\$58,689	\$70,800
	Level I	\$49,790	\$57,258	\$63,466	\$51,034	\$58,689	\$65,053
	Level II	\$53,542	\$61,573	\$69,073	\$54,880	\$63,112	\$70,800
966010,20	Audiologist @	\$49,790	\$57,258	\$63,466	\$51,034	\$58,689	\$65,053
51238	Audiologist (Department of Health) ***	\$47,886	\$55,069	\$61,244	\$49,083	\$56,446	\$62,775
51237	Audiology Clinician #	\$45,989	\$52,887	\$59,012	\$47,138	\$54,209	\$60,487
003800	Certified Occupational Therapy Assistant #	\$33,506	\$38,532	\$50,681	\$34,343	\$39,495	\$51,948
003430	Certified Physical Therapy Assistant #	\$33,506	\$38,532	\$50,681	\$34,343	\$39,495	\$51,948
003840	Chief Psychologist **, ***	\$75,010	\$86,261	\$95,165	\$76,885	\$88,418	\$97,544
52170, 521700	Consultant Public Health Nurse(incl.all spec.)	N/A	\$74,064		N/A	\$75,916	
51012, 14, 15, 17, 18, 21	Consultant Public Health Nurse(child health)	N/A	\$74,064		N/A	\$75,916	
510150	Consultant Public Health Nurse(child health) (per hour)	N/A	\$40.52		N/A	\$41.53	
511150	Consultant Public Health Nurse(HS)	N/A	\$74,064		N/A	\$75,916	

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		Hiring Rate *	Incumbent Rate	Max	Minimum Hiring Rate *	Incumbent Rate	Max
511170	Consultant Public Health Nurse(HS) (per hour)	N/A	\$40.52		N/A	\$41.53	
005780, 90, 800	Creative Arts Therapist ###						
	Level I	N/A	\$50,746	\$60,410	N/A	\$52,015	\$61,920
	Level II	N/A	\$60,411	\$72,493	N/A	\$61,921	\$74,305
	Level III	N/A	\$72,493	\$84,578	N/A	\$74,305	\$86,692
50101, 501010	Dental Assistant ##	\$28,249	\$32,486	\$42,358	\$28,955	\$33,298	\$43,417
50101, 501010	Dental Assistant (Hourly)		SEE APPX "B"			SEE APPX "B"	
50102, 501020	Dental Hygienist #, ##, ***						
	Level I	\$35,950	\$41,342	\$48,138	\$36,849	\$42,376	\$49,341
	Level II	\$46,243	\$53,179	\$66,470	\$47,398	\$54,508	\$68,132
60416	Director of Puppetry	\$45,307	\$52,103	\$69,800	\$46,440	\$53,406	\$71,545
	Discharge Planning Assessment Specialist #, ***						
005100	Level I	\$50,550	\$58,133	\$72,669	\$51,814	\$59,586	\$74,486
005200	Level II	\$53,790	\$61,859	\$77,322	\$55,135	\$63,405	\$79,255
51065	District Supervising Public Health Nurse **	N/A	\$74,064		N/A	\$75,916	
510650	District Supervising Public Health Nurse	N/A	\$74,064		N/A	\$75,916	
511650	District Supervising Public Health Nurse (per hour)	N/A	\$40.52		N/A	\$41.53	
51380	Environmental Health Technician	\$31,348	\$36,050	\$39,572	\$32,131	\$36,951	\$40,561
06776	Family Public Health Nurse (HMH) ***	N/A	\$78,044	N/A	N/A	\$79,995	N/A
51225	Fitness Instructor						
	Level I	\$40,606	\$46,697	\$57,074	\$41,621	\$47,864	\$58,501
	Level II	\$45,116	\$51,883	\$60,533	\$46,243	\$53,180	\$62,046
51102	Health Aide	\$26,381	\$30,338	Flat Rate	\$27,040	\$31,096	Flat Rate
51102	Health Aide (Hourly)		SEE APPX "B"			SEE APPX "B"	
51111	Health Resource Coordinator	\$38,669	\$44,469	\$55,291	\$39,636	\$45,581	\$56,673
31415	Institutional Inspector ##	\$46,246	\$53,183	\$59,884	\$47,403	\$54,513	\$61,381
51008, 510080	Jr. Public Health Nurse ***	N/A	\$66,963		N/A	\$68,637	
5100B, 510180	Jr. Public Health Nurse (per hour) (School Health) +++++	N/A	\$36.64		N/A	\$37.56	
50811	Medical Record Librarian *						
	Level I	\$39,074	\$44,935	\$50,896	\$40,050	\$46,058	\$52,168
	Level II	\$44,030	\$50,635	\$54,931	\$45,131	\$51,901	\$56,304
	Level III	\$48,043	\$55,249	\$59,141	\$49,243	\$56,630	\$60,620
508110	Medical Record Specialist (HHC) #	\$39,074	\$44,935	\$50,896	\$40,050	\$46,058	\$52,168
001210	Medical Utilization Review Analyst #	\$44,327	\$50,976	\$65,557	\$45,435	\$52,250	\$67,196
53299	Medicolegal Investigator ***						
	Level I	N/A	\$76,550	\$88,973	N/A	\$78,464	\$91,197
	Level II	N/A	\$82,257	\$94,012	N/A	\$84,313	\$96,362
	Level III	N/A	\$95,499	\$108,673	N/A	\$97,886	\$111,390
001610	Mental Health Assistant	\$33,052	\$38,010	\$43,072	\$33,878	\$38,960	\$44,149

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		Hiring Rate *	Incumbent Rate	Max	Hiring Rate *	Incumbent Rate	Max
06611	Nurse Practitioner(DOH-Public Health)						
	Level I	\$55,523	\$63,851	\$88,366	\$56,910	\$65,447	\$90,575
	Level II	\$59,408	\$68,319	\$91,783	\$60,893	\$70,027	\$94,078
	Level III	\$63,710	\$73,266	\$97,780	\$65,303	\$75,098	\$100,225
50415	Nutrition Consultant	\$54,494	\$62,668	\$68,666	\$55,857	\$64,235	\$70,383
50410,09534	Nutritionist(JOP)	\$52,163	\$59,987	\$82,687	\$53,467	\$61,487	\$84,754
	Level I	\$52,163	\$59,987	\$65,983	\$53,467	\$61,487	\$67,633
	Level II	\$62,243	\$71,580	\$77,082	\$63,800	\$73,370	\$79,009
	Level III	\$68,105	\$78,321	\$82,687	\$69,808	\$80,279	\$84,754
50410	Nutritionist (P.S.)	\$26.70	\$30.70	Hourly	\$27.37	\$31.47	Hourly
50411	Nutritionist (Part-time)	\$48,232	\$55,467	\$59,759	\$49,438	\$56,854	\$61,253
50405	Nutritionist Trainee **	\$40,723	\$46,832	Flat Rate	\$41,742	\$48,003	Flat Rate
51210, 512100	Occupational Therapist #, ***	\$46,600	\$53,590	\$59,719	\$47,765	\$54,930	\$61,212
95440, 954400	Pediatric Nurse Associate	N/A	\$71,776		N/A	\$73,570	
955400	Pediatric Nurse Associate (per hour)	N/A	\$39.27		N/A	\$40.25	
001970	Pediatric Nurse Practitioner (FHS)	N/A	\$77,596		N/A	\$79,536	
51211, 512110	Physical Therapist #, ***	\$46,600	\$53,590	\$59,719	\$47,765	\$54,930	\$61,212
52700	Physician's Assistant ##, ***						
	Level I	\$62,970	\$72,416	\$85,584	\$64,544	\$74,226	\$87,724
	Level II	\$68,697	\$79,002	\$90,524	\$70,415	\$80,977	\$92,787
001730	Physician Assistant #, ##, ***	\$62,970	\$72,416	\$85,584	\$64,544	\$74,226	\$87,724
004730	Physician Assistant II (HHC only) #, ##	\$68,697	\$79,002	\$90,524	\$70,415	\$80,977	\$92,787
60405	Playground Assistant		SEE APPX "B"			SEE APPX "B"	
06664	Playground Associate	\$15.57	\$17.91	\$24.32	\$15.97	\$18.36	\$24.93
31465	Principal Institutional Inspector	\$64,570	\$74,255	Flat Rate	\$66,183	\$76,111	Flat Rate
50416	Principal Nutrition Consultant	\$64,577	\$74,263	\$79,771	\$66,191	\$76,120	\$81,765
50465	Principal Nutritionist **	\$68,105	\$78,321	\$82,687	\$69,808	\$80,279	\$84,754
31260	Principal Public Health Sanitarian **	\$64,771	\$74,487	\$95,004	\$66,390	\$76,349	\$97,379
52110, 521100-350, 700	Psychologist #, ***						
	Level I	\$56,553	\$65,036	\$73,460	\$57,967	\$66,662	\$75,297
	Level II	\$64,653	\$74,351	\$84,398	\$66,270	\$76,210	\$86,508
	Level III	\$75,010	\$86,261	\$95,165	\$76,885	\$88,418	\$97,544
52110	Psychologist (per session)	\$37.38	\$42.99	Hourly	\$38.31	\$44.06	Hourly
51191	Public Health Adviser +++						
	Level I	\$34,368	\$39,523	\$44,382	\$35,227	\$40,511	\$45,492
	Level II	\$41,452	\$47,670	\$52,821	\$42,489	\$48,862	\$54,142
511910	Public Health Adviser						
	Level I	\$34,368	\$39,523	\$44,382	\$35,227	\$40,511	\$45,492
511920		\$41,452	\$47,670	\$52,821	\$42,489	\$48,862	\$54,142
51191	Public Health Advisor (C.D.C.) **	\$34,368	\$39,523	\$44,382	\$35,227	\$40,511	\$45,492

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		Hiring Rate *	Incumbent Rate	Max	Hiring Rate *	Incumbent Rate	Max
51195	Public Health Adviser (School Health)						
	Level I	\$18.81	\$21.63	\$24.28	\$19.28	\$22.17	\$24.89
	Level II	\$22.67	\$26.07	\$28.91	\$23.23	\$26.72	\$29.63
81805, 818050	Public Health Assistant ##	\$28,249	\$32,486	\$42,358	\$28,955	\$33,298	\$43,417
81815	Public Health Assistant (School Health)	\$15.44	\$17.76	\$23.19	\$15.83	\$18.20	\$23.77
51181, <u>511810</u> ++	Public Health Epidemiologist ##						
	Level I	\$48,765	\$56,080	\$65,395	\$49,984	\$57,482	\$67,030
	Level II	\$55,429	\$63,743	\$78,237	\$56,815	\$65,337	\$80,193
51011	Public Health Nurse						
	Level I	N/A	\$67,440	N/A	N/A	\$69,126	N/A
	Level II	N/A	\$69,480	N/A	N/A	\$71,217	N/A
	Level III	N/A	\$74,064	N/A	N/A	\$75,916	N/A
51006	Public Health Nurse (Per Session)	N/A	\$36.93	N/A	N/A	\$37.85	N/A
	Public Health Nurse +++++						
510110	Level I	N/A	\$67,440	N/A	N/A	\$69,126	N/A
510210	Level I (Per Hour) (School Health)	N/A	\$36.93	N/A	N/A	\$37.85	N/A
510060	Level I ( Per Session) ++	N/A	\$36.93	N/A	N/A	\$37.85	N/A
510600	Level II	N/A	\$69,480	N/A	N/A	\$71,217	N/A
510650	Level III	N/A	\$74,064	N/A	N/A	\$75,916	N/A
510160	Public Health Nurse (Per Session) (Per Hour) **	N/A	\$67,440	N/A	N/A	\$69,126	N/A
51022	Public Health Nurse (School Health) ***						
	Level I	N/A	\$36.93	N/A	N/A	\$37.85	N/A
	Level II	N/A	\$38.06	N/A	N/A	\$39.01	N/A
	Level III	N/A	\$40.23	N/A	N/A	\$41.24	N/A
31215	Public Health Sanitarian						
	Level I	\$40,194	\$46,223	Flat Rate	\$41,199	\$47,379	Flat Rate
	Level II	\$47,803	\$54,973	\$71,403	\$48,997	\$56,347	\$73,188
31211	Public Health Sanitarian Trainee **	\$40,194	\$46,223	Flat Rate	\$41,199	\$47,379	Flat Rate
60414	Puppeteer	\$36,623	\$42,116	\$57,011	\$37,538	\$43,169	\$58,436
60407	Recreation Assistant	\$26,809	\$30,830	\$32,141	\$27,479	\$31,601	\$32,945
60431	Recreation Director (Part-time)	\$36,623	\$42,116	\$57,011	\$37,538	\$43,169	\$58,436
60430,09535	Recreation Director(JOP)	\$36,623	\$42,116	\$57,011	\$37,538	\$43,169	\$58,436
95860	Recreation Specialist (Part-time)	\$19.03	\$21.89	Hourly	\$19.51	\$22.44	Hourly
06070	Recreation Specialist (Parks & Recreation)	\$19.03	\$21.89	Hourly	\$19.51	\$22.44	Hourly
06151	Recreation Specialist (Part-time) (DJJ)	\$19.03	\$21.89	Hourly	\$19.51	\$22.44	Hourly
60440	Recreation Supervisor	\$45,307	\$52,103	\$69,800	\$46,440	\$53,406	\$71,545
51003	Registered Nurse (Per Session)	\$21.86	\$25.14	Hourly	\$22.41	\$25.77	Hourly
51213, 512130	Rehabilitation Counselor #	\$45,989	\$52,887	\$59,012	\$47,138	\$54,209	\$60,487

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	Respiratory Therapist #						
980110	Level I	\$47,363	\$54,468	\$63,706	\$48,548	\$55,830	\$65,299
980120	Level II	\$55,216	\$63,498	\$70,080	\$56,596	\$65,085	\$71,832
004790	Senior Activity Therapist #, **	\$40,295	\$46,339	\$62,717	\$41,302	\$47,497	\$64,285
00124	Senior Anaesthetist ##	\$56,956	\$65,499	\$75,563	\$58,379	\$67,136	\$77,452
965810,20	Senior Associate Occupational Therapist #						
	Level I	\$50,454	\$58,022	\$64,232	\$51,716	\$59,473	\$65,838
	Level II	\$54,260	\$62,399	\$69,896	\$55,617	\$63,959	\$71,643
965710, 20	Senior Associate Physical Therapist #						
	Level I	\$50,454	\$58,022	\$64,232	\$51,716	\$59,473	\$65,838
	Level II	\$54,260	\$62,399	\$69,896	\$55,617	\$63,959	\$71,643
51112	Senior Health Resources Coordinator	\$42,851	\$49,279	\$62,499	\$43,923	\$50,511	\$64,061
31435	Senior Institutional Inspector	\$51,255	\$58,943	\$66,548	\$52,537	\$60,417	\$68,212
50836	Senior Medical Record Librarian **	\$44,030	\$50,635	\$54,931	\$45,131	\$51,901	\$56,304
002750	Senior Medical Utilization Review Analyst #	\$48,107	\$55,323	\$69,086	\$49,310	\$56,706	\$70,813
51235	Senior Occupational Therapist ***	\$50,454	\$58,022	\$64,232	\$51,716	\$59,473	\$65,838
51236	Senior Physical Therapist	\$50,454	\$58,022	\$64,232	\$51,716	\$59,473	\$65,838
52135, 521350	Senior Psychologist **, ***	\$64,653	\$74,351	\$84,398	\$66,270	\$76,210	\$86,508
51192	Senior Public Health Advisor (C.D.C.) **	\$41,452	\$47,670	\$52,821	\$42,489	\$48,862	\$54,142
31235	Senior Public Health Sanitarian **	\$53,130	\$61,099	\$82,577	\$54,457	\$62,626	\$84,641
51215, 512150	Senior Rehabilitation Counselor #	\$49,790	\$57,258	\$63,466	\$51,034	\$58,689	\$65,053
966930	Senior Respiratory Care Therapist **						
	Level I	\$54,178	\$62,305	\$78,494	\$55,533	\$63,863	\$80,456
966940	Level II	\$59,596	\$68,535	\$86,337	\$61,085	\$70,248	\$88,495
51212	Speech and Hearing Therapist	\$46,650	\$53,647	\$59,778	\$47,816	\$54,988	\$61,272
003790	Speech Clinician #	\$46,600	\$53,590	\$59,719	\$47,765	\$54,930	\$61,212
51252	Speech Pathologist (DOH)	\$47,886	\$55,069	\$61,244	\$49,083	\$56,446	\$62,775
51239	Staff Audiologist ***	\$49,790	\$57,258	\$63,466	\$51,034	\$58,689	\$65,053
51253	Staff Speech Pathologist	\$49,790	\$57,258	\$63,466	\$51,034	\$58,689	\$65,053
004800	Supervising Activity Therapist #, **	\$45,307	\$52,103	\$69,800	\$46,440	\$53,406	\$71,545
51240, 512400	Supervising Audiologist #, ***	\$56,763	\$65,277	\$74,964	\$58,182	\$66,909	\$76,838
002210	Supervising Dental Assistant ##	\$31,565	\$36,300	\$45,194	\$32,355	\$37,208	\$46,324
51113	Supervising Health Resources Coordinator	\$52,257	\$60,095	\$74,516	\$53,563	\$61,597	\$76,379
31455	Supervising Institutional Inspector	\$55,373	\$63,679	\$71,939	\$56,757	\$65,271	\$73,737
50837	Supervising Medical Record Librarian **	\$48,043	\$55,249	\$59,141	\$49,243	\$56,630	\$60,620
508370	Supervising Medical Record Specialist (HHC) #	\$48,043	\$55,249	\$59,141	\$49,243	\$56,630	\$60,620
50460	Supervising Nutritionist **	\$62,243	\$71,580	\$77,082	\$63,800	\$73,370	\$79,009
51193, 511930	Supervising Public Health Advisor +	\$47,707	\$54,863	\$67,358	\$48,900	\$56,235	\$69,042
51196	Supervising Public Health Adviser (School Health)	\$26.10	\$30.01	\$36.87	\$26.75	\$30.76	\$37.79
51060	Supervising Public Health Nurse**, ***	N/A	\$69,480		N/A	\$71,217	

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510600	Supervising Public Health Nurse	N/A	\$69,480		N/A	\$71,217	
511600	Supervising Public Health Nurse (per hour)	N/A	\$38.02		N/A	\$38.97	
31255	Supervising Public Health Sanitarian **	\$59,193	\$68,072	\$89,556	\$60,673	\$69,774	\$91,795
51254, 512540	Supervising Speech Pathologist #	\$56,763	\$65,277	\$74,964	\$58,182	\$66,909	\$76,838
51241, 512410	Supervising Therapist #, ***	\$57,522	\$66,150	\$75,840	\$58,960	\$67,804	\$77,736
005080,90	Utilization Review/Management Coordinator #						
	Level I	\$50,550	\$58,133	\$72,669	\$51,814	\$59,586	\$74,486
	Level II	\$53,790	\$61,859	\$77,322	\$55,135	\$63,405	\$79,255

**NOTE:**

- \* Employees hired on or after 9/3/15 shall be paid the hiring rate effective 9/3/15. Upon completion of two (2) years of active or qualified inactive service, such employee shall be paid the indicated "minimum" for the applicable title that is in effect on the two year anniversary of their original appointment as set forth in the applicable Successor Separate Unit Agreement. In no case shall an employee receive less than the stated hiring rate.
- \*\* To be deleted
- \*\*\* Each appointment to this position above the September 3, 2015 minimum will be handled on a case by case basis.
- # Each appointment to this position at HHC above the September 3, 2015 minimum will be handled on a case by case basis.
- ## See attached Salary Step Schedule.
- ### Footnote(\*) is not applicable.
- @ For present incumbents only
- + For present incumbents only at HHC
- ++ Earmarked for DOH incumbents functionally transferred into HHC.
- +++ Pursuant to Pending Voluntary Recognition
- ++++ Pursuant to the Memorandum Of Agreement between the City & DC 37 dated August 1, 2006, employees assigned to DOH/MH School Health Program serving in either Junior Public Health Nurse or Public Health Nurse Level I in pay class O and W as well as those employees serving in these titles in pay class X assigned to non-public schools are to be paid 10/12ths of the hourly rate for all hours worked and in pay status during the DOE School Year and are to be paid 2/12ths of the hourly rate during the summer months when public schools are not in regular session.

UNIT: HEALTH SERVICES  
 CBU CODE: 130  
 UNION: DC37  
 EFFECTIVE DATE: SEPTEMBER 3, 2015 2.5%

**SALARY STEP SCHEDULES**

TITLE CODE	TITLE	Effective 9/2/15		Effective 9/3/15	
		Hiring Rate*	Incumbent Rate	Hiring Rate*	Incumbent Rate
52700 001730	Physician's Assistant Level I Physician Assistant				
	hiring rate	\$62,970	\$72,416	\$64,544	\$74,226
	1 year	\$63,270	\$72,716	\$64,844	\$74,526
	2 years	\$63,770	\$73,216	\$65,344	\$75,026
	3 years	\$64,270	\$73,716	\$65,844	\$75,526
	4 years	\$64,670	\$74,116	\$66,244	\$75,926
	5 years	\$65,070	\$74,516	\$66,644	\$76,326
	6 years	\$65,470	\$74,916	\$67,044	\$76,726
	7 years	\$65,870	\$75,316	\$67,444	\$77,126
	10 years	\$66,270	\$75,716	\$67,844	\$77,526
	15 years	\$66,670	\$76,116	\$68,244	\$77,926
52700 004730	Physician's Assistant Level II Physician Assistant II(HHC only)				
	hiring rate	\$68,697	\$79,002	\$70,415	\$80,977
	1 year	\$68,997	\$79,302	\$70,715	\$81,277
	2 years	\$69,497	\$79,802	\$71,215	\$81,777
	3 years	\$69,997	\$80,302	\$71,715	\$82,277
	4 years	\$70,397	\$80,702	\$72,115	\$82,677
	5 years	\$70,797	\$81,102	\$72,515	\$83,077
	6 years	\$71,197	\$81,502	\$72,915	\$83,477
	7 years	\$71,597	\$81,902	\$73,315	\$83,877
	10 years	\$71,997	\$82,302	\$73,715	\$84,277
	15 years	\$72,397	\$82,702	\$74,115	\$84,677
31415	Institutional Inspector				
	hiring rate	\$46,246	\$53,183	\$47,403	\$54,513
	2 years	\$46,546	\$53,483	\$47,703	\$54,813
	4 years	\$46,846	\$53,783	\$48,003	\$55,113
	5 years	\$47,146	\$54,083	\$48,303	\$55,413

**NOTE:**

\* Employees hired on or after 9/3/15 shall be paid the hiring rate effective 9/3/15. Upon completion of two (2) years of active or qualified inactive service, such employee shall be paid the indicated "minimum" for the applicable title that is in effect on the two year anniversary of their original appointment as set forth in the applicable Successor Separate Unit Agreement. In no case shall an employee receive less than the stated hiring rate.

UNIT: HEALTH SERVICES  
 CBU CODE: 130  
 UNION: DC37  
 EFFECTIVE DATE: SEPTEMBER 3, 2015 2.5%

SALARY STEP SCHEDULES

TITLE CODE	TITLE	Effective 9/2/15		Effective 9/3/15	
		Minimum Hiring Rate*	Incumbent Rate	Minimum Hiring Rate*	Incumbent Rate
531010	Anesthetist				
	hiring rate	\$52,757	\$60,671	\$54,077	\$62,188
	1 year	\$53,107	\$61,021	\$54,427	\$62,538
	2 years	\$53,657	\$61,571	\$54,977	\$63,088
	3 years	\$54,207	\$62,121	\$55,527	\$63,638
	4 years	\$54,657	\$62,571	\$55,977	\$64,088
	5 years	\$55,107	\$63,021	\$56,427	\$64,538
	6 years	\$55,557	\$63,471	\$56,877	\$64,988
	7 years	\$56,007	\$63,921	\$57,327	\$65,438
	10 years	\$56,457	\$64,371	\$57,777	\$65,888
	15 years	\$56,907	\$64,821	\$58,227	\$66,338
001240	Senior Anesthetist				
965110	Assoc. Staff Anaesthetist LV I				
	hiring rate	\$56,956	\$65,499	\$58,379	\$67,136
	1 year	\$57,306	\$65,849	\$58,729	\$67,486
	2 years	\$57,856	\$66,399	\$59,279	\$68,036
	3 years	\$58,406	\$66,949	\$59,829	\$68,586
	4 years	\$58,856	\$67,399	\$60,279	\$69,036
	5 years	\$59,306	\$67,849	\$60,729	\$69,486
	6 years	\$59,756	\$68,299	\$61,179	\$69,936
	7 years	\$60,206	\$68,749	\$61,629	\$70,386
	10 years	\$60,656	\$69,199	\$62,079	\$70,836
	15 years	\$61,106	\$69,649	\$62,529	\$71,286
965120	Assoc. Staff Anaesthetist LV II				
	hiring rate	\$61,513	\$70,740	\$63,051	\$72,509
	1 year	\$61,863	\$71,090	\$63,401	\$72,859
	2 years	\$62,413	\$71,640	\$63,951	\$73,409
	3 years	\$62,963	\$72,190	\$64,501	\$73,959
	4 years	\$63,413	\$72,640	\$64,951	\$74,409
	5 years	\$63,863	\$73,090	\$65,401	\$74,859
	6 years	\$64,313	\$73,540	\$65,851	\$75,309
	7 years	\$64,763	\$73,990	\$66,301	\$75,759
	10 years	\$65,213	\$74,440	\$66,751	\$76,209
	15 years	\$65,663	\$74,890	\$67,201	\$76,659

NOTE:

- \* Employees hired on or after 9/3/15 shall be paid the hiring rate effective 9/3/15. Upon completion of two (2) years of active or qualified inactive service, such employee shall be paid the indicated "minimum" for the applicable title that is in effect on the two year anniversary of their original appointment as set forth in the applicable Successor Separate Unit Agreement. In no case shall an employee receive less than the stated hiring rate.

7/28/2015



UNIT: HEALTH SERVICES  
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 EFFECTIVE DATE: SEPTEMBER 3, 2015 2.5%

**SALARY STEP SCHEDULES**

TITLE CODE	TITLE	Effective 9/2/15		Effective 9/3/15	
		Minimum Hiring Rate*	Incumbent Rate	Minimum Hiring Rate*	Incumbent Rate
50101, 501010 50102, 501020 81805, 818050 002210	DENTAL ASSISTANT DENTAL HYGENIST PUBLIC HEALTH ASSISTANT SUPERVISING DENTAL ASSISTANT	5 YR STEP \$1,000	5 YR STEP \$1,000	5 YR STEP \$1,000	5 YR STEP \$1,000
51181, <b>511810***</b>	PUBLIC HEALTH EPIDEMIOLOGIST				
	Level I	Minimum 2 yr step 5 yr step	\$48,765 \$56,080 \$56,974 \$57,864	\$49,984	\$57,482 \$58,398 \$59,311
	Level II	Minimum 2 yr step 5 yr step	\$55,429 \$63,743 \$64,637 \$65,530	\$56,815	\$65,337 \$66,253 \$67,168
51183	ASSOC. PUBLIC HEALTH EPIDEMIOLOGIST **	Minimum 2 yr step 5 yr step	\$55,429 \$63,743 \$64,637 \$65,530	\$56,815	\$65,337 \$66,253 \$67,168

**NOTE:**

\* Employees hired on or after 9/3/15 shall be paid the hiring rate effective 9/3/15. Upon completion of two (2) years of active or qualified inactive service, such employee shall be paid the indicated "minimum" for the applicable title that is in effect on the two year anniversary of their original appointment as set forth in the applicable Successor Separate Unit Agreement. In no case shall an employee receive less than the stated hiring rate.

\*\* To be deleted when vacant

\*\*\* **Earmarked for DOH incumbents functionally transferred into HHC.**

UNIT: HEALTH SERVICES  
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 EFFECTIVE DATE: SEPTEMBER 3, 2015 2.5%

**APPENDIX B**Effective 9/2/15

		Hiring rate *	Incumbent rate hired after 6/30/1986 w/1 year of service	Hired Between 7/1/1985 -	Hired Between 7/1/1984 -	Hired Before 7/1/1984
50101, 501010	DENTAL ASSISTANT (HOURLY)	\$15.21	\$17.49	\$17.50	\$17.52	\$17.63
51102	HEALTH AIDE (HOURLY)	\$14.03	\$16.14	\$16.17	\$16.26	\$16.46
60405	PLAYGROUND ASSISTANT	\$12.60	\$14.49	\$14.75	\$14.88	\$15.05

Effective 9/3/15

		Hiring rate *	Incumbent rate hired after 6/30/1986 w/1 year of service	Hired Between 7/1/1985 -	Hired Between 7/1/1984 -	Hired Before 7/1/1984
50101, 501010	DENTAL ASSISTANT (HOURLY)	\$15.59	\$17.93	\$17.94	\$17.96	\$18.07
51102	HEALTH AIDE (HOURLY)	\$14.38	\$16.54	\$16.57	\$16.67	\$16.87
60405	PLAYGROUND ASSISTANT	\$12.91	\$14.85	\$15.12	\$15.25	\$15.43

NOTE:

\*Employees hired on or after 9/3/15 shall be paid the hiring rate effective 9/3/15. Upon completion of two (2) years of active or qualified inactive service, such employee shall be paid the indicated "minimum" for the applicable title that is in effect on the two year anniversary of their original appointment as set forth in the applicable Successor Separate Unit Agreement. In no case shall an employee receive less than the stated hiring rate.

Rates are on a per hour basis

UNIT: HEALTH SERVICES  
 CBU CODE: 130  
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 EFFECTIVE DATE: September 3, 2015 2.5%

RECURRING INCREMENT PAYMENT \*\*

<u>Years of Service</u>	<u>9/2/15 Increment</u>	<u>9/2/15 Total RIP</u>	<u>9/3/15 Increment</u>	<u>9/3/15 Total RIP</u>
Less than 1	\$0	\$0	\$0	\$0
After 1	\$435	\$435	\$446	\$446
After 2	\$140	\$575	\$144	\$590
After 3	\$140	\$715	\$144	\$734
After 4	\$140	\$855	\$144	\$878
After 5	\$140	\$995	\$144	\$1,022
After 6	\$140	\$1,135	\$144	\$1,166
After 7	\$140	\$1,275	\$144	\$1,310
After 8	\$140	\$1,415	\$144	\$1,454
After 9	\$140	\$1,555	\$144	\$1,598
After 10	\$140	\$1,695	\$144	\$1,742
After 11	\$140	\$1,835	\$144	\$1,886
After 12	\$140	\$1,975	\$144	\$2,030
After 13	\$140	\$2,115	\$144	\$2,174
After 14	\$140	\$2,255	\$144	\$2,318
After 15	\$140	\$2,395	\$144	\$2,462
After 16	\$140	\$2,535	\$144	\$2,606
After 17	\$140	\$2,675	\$144	\$2,750
After 18	\$140	\$2,815	\$144	\$2,894
After 19	\$140	\$2,955	\$144	\$3,038
After 20	\$140	\$3,095	\$144	\$3,182

<u>TITLE CODE</u>	<u>TITLE</u>
004780, 790, 800	Activity Therapist Level I, II, III
53101, 531010	Anaesthetist
60490	Arts Program Analyst
60495	Arts Program Specialist
60385	Assistant Director of Rehabilitation
000300	Assistant Health Care Program Planner Analyst
51190	Assistant Public Health Advisor (C.D.C.)
60435	Assistant Supervisor of Recreation
60491	Associate Arts Program Analyst
60496	Associate Arts Program Specialist
508360	Associate Medical Record Specialist (HHC)
51183	Associate Public Health Epidemiologist @
31220	Associate Public Health Sanitarian
980210, 20	Associate Respiratory Therapist Level I, II
965110	Associate Staff Anaesthetist Level A
965120	Associate Staff Anaesthetist Level B
965910, 20	Associate Staff Audiologist Level I, II
966010, 20	Associate Staff Speech Pathologist Level I, II
51238	Audiologist @
51237	Audiologist (Department of Health)
003800	Audiology Clinician
003430	Certified Occupational Therapy Assistant
003840	Certified Physical Therapy Assistant
52170, 521700	Chief Psychologist @
51012, 14, 15, 17, 18, 21	Consultant Public Health Nurse(incl. all spec.)
510150	Consultant Public Health Nurse(Child Health)
510170	Consultant Public Health Nurse(Hospital Services)
50101, 501010	Dental Assistant
50102, 501020	Dental Hygienist
60416	Director of Puppetry
005100, 200	Discharge Planning Assessment Specialist Level I, II
51065	District Supervising Public Health Nurse @
51380	Environmental Health Technician
06776	Family Public Health Nurse
51225	Fitness Instructor
51102	Health Aide
51111	Health Resource Coordinator
31415	Institutional Inspector
51008, 51008B, 510080	Jr. Public Health Nurse (incl. School Health) ***
50811	Medical Record Librarian
508110	Medical Record Specialist (HHC)

UNIT: HEALTH SERVICES  
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 UNION: DC 37  
 EFFECTIVE DATE: September 3, 2015 2.5%

RECURRING INCREMENT PAYMENT \*\*

Years of Service	9/2/15 Increment	9/2/15 Total RiP	9/3/15 Increment	9/3/15 Total RiP
Less than 1	\$0	\$0	\$0	\$0
After 1	\$435	\$435	\$446	\$446
After 2	\$140	\$575	\$144	\$590
After 3	\$140	\$715	\$144	\$734
After 4	\$140	\$855	\$144	\$878
After 5	\$140	\$995	\$144	\$1,022
After 6	\$140	\$1,135	\$144	\$1,166
After 7	\$140	\$1,275	\$144	\$1,310
After 8	\$140	\$1,415	\$144	\$1,454
After 9	\$140	\$1,555	\$144	\$1,598
After 10	\$140	\$1,695	\$144	\$1,742
After 11	\$140	\$1,835	\$144	\$1,886
After 12	\$140	\$1,975	\$144	\$2,030
After 13	\$140	\$2,115	\$144	\$2,174
After 14	\$140	\$2,255	\$144	\$2,318
After 15	\$140	\$2,395	\$144	\$2,462
After 16	\$140	\$2,535	\$144	\$2,606
After 17	\$140	\$2,675	\$144	\$2,750
After 18	\$140	\$2,815	\$144	\$2,894
After 19	\$140	\$2,955	\$144	\$3,038
After 20	\$140	\$3,095	\$144	\$3,182

TITLE CODE	TITLE
001210	Medical Utilization Review Analyst
53299	Medicolegal Investigator
001610	Mental Health Assistant
06811	Nurse Practitioner(DOH-Public Health)
50415	Nutrition Consultant
50410,09534	Nutritionist (Incl. JOP) Level I, II, III
50405	Nutritionist Trainee @
51210, 512100	Occupational Therapist
95440, 954400	Pediatric Nurse Associate
51211, 512110	Physical Therapist
52700	Physician's Assistant
001730	Physician Assistant
004730	Physician Assistant II (HHC only)
60405	Playground Assistant
05664	Playground Associate
31465	Principal Institutional Inspector
50416	Principal Nutrition Consultant
50465	Principal Nutritionist @
31260	Principal Public Health Sanitarian @
52110	Psychologist
521100, 350, 700	Psychologist Level I, II, III
51191	Public Health Advisor (C.D.C.) @
51195	Public Health Advisor (School Health)
51191, 511910, 20	Public Health Advisor Level I, II
81805, 818060	Public Health Assistant
81815	Public Health Assistant (School Health)
51181, 511810*	Public Health Epidemiologist
51011, 51022, 510110	Public Health Nurse (incl. School Health) ***
510600	Public Health Nurse Level II
510650	Public Health Nurse Level III
31215	Public Health Sanitarian
31211	Public Health Sanitarian Trainee @
60414	Puppeteer
60407	Recreation Assistant
60430,09535	Recreation Director (Incl. JOP)
06070	Recreation Specialist (Parks & Recreation)
60440	Recreation Supervisor
51213, 512130	Rehabilitation Counselor
980110, 20	Respiratory Therapist Level I, II
004790	Senior Activity Therapist @
00124	Senior Anaesthetist

UNIT: HEALTH SERVICES  
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 UNION: DC 37  
 EFFECTIVE DATE: September 3, 2015 2.5%

**RECURRING INCREMENT PAYMENT \*\***

Years of Service	9/2/15 Increment	9/2/15 Total RIP	9/3/15 Increment	9/3/15 Total RIP
Less than 1	\$0	\$0	\$0	\$0
After 1	\$435	\$435	\$446	\$446
After 2	\$140	\$575	\$144	\$590
After 3	\$140	\$715	\$144	\$734
After 4	\$140	\$855	\$144	\$878
After 5	\$140	\$995	\$144	\$1,022
After 6	\$140	\$1,135	\$144	\$1,166
After 7	\$140	\$1,275	\$144	\$1,310
After 8	\$140	\$1,415	\$144	\$1,454
After 9	\$140	\$1,555	\$144	\$1,598
After 10	\$140	\$1,695	\$144	\$1,742
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After 12	\$140	\$1,975	\$144	\$2,030
After 13	\$140	\$2,115	\$144	\$2,174
After 14	\$140	\$2,255	\$144	\$2,318
After 15	\$140	\$2,395	\$144	\$2,462
After 16	\$140	\$2,535	\$144	\$2,606
After 17	\$140	\$2,675	\$144	\$2,750
After 18	\$140	\$2,815	\$144	\$2,894
After 19	\$140	\$2,955	\$144	\$3,038
After 20	\$140	\$3,095	\$144	\$3,182

TITLE CODE	TITLE
965810,20	Senior Associate Occupational Therapist Level I, II
965710, 20	Senior Associate Physical Therapist Level I, II
51112	Senior Health Resources Coordinator
31435	Senior Institutional Inspector
50836	Senior Medical Record Librarian @
002750	Senior Medical Utilization Review Analyst
51235	Senior Occupational Therapist
51236	Senior Physical Therapist
52135, 521350	Senior Psychologist @
51192	Senior Public Health Advisor (C.D.C.) @
31235	Senior Public Health Sanitarian @
51215, 512150	Senior Rehabilitation Counselor
966930, 40	Senior Respiratory Care Therapist @
51212	Speech and Hearing Therapist
003790	Speech Clinician
51252	Speech Pathologist (DOH)
51239	Staff Audiologist
51253	Staff Speech Pathologist
004800	Supervising Activity Therapist @
51240, 512400	Supervising Audiologist
002210	Supervising Dental Assistant
51113	Supervising Health Resources Coordinator
31455	Supervising Institutional Inspector
50837	Supervising Medical Record Librarian @
508370	Supervising Medical Record Specialist (HHC)
50460	Supervising Nutritionist @
51193	Supervising Public Health Advisor @
511930	Supervising Public Health Advisor @
51196	Supervising Public Health Advisor (School Health)
51060	Supervising Public Health Nurse @
31255	Supervising Public Health Sanitarian @
51254, 512540	Supervising Speech Pathologist
51241, 512410	Supervising Therapist
005080,90	Utilization Review/Management Coordinator

**NOTE:**

@ To be deleted

\*\* All full-time per annum and qualifying full-time per diem employees covered by this agreement shall be eligible to receive the RIP as set forth above.

UNIT: HEALTH SERVICES  
 CBU CODE: 130  
 UNION: DC 37  
 EFFECTIVE DATE: September 3, 2016 2.5%

RECURRING INCREMENT PAYMENT \*\*

<u>Years of Service</u>	<u>9/2/15</u>		<u>9/3/15</u>	
	<u>Increment</u>	<u>Total RIP</u>	<u>Increment</u>	<u>Total RIP</u>
Less than 1	\$0	\$0	\$0	\$0
After 1	\$435	\$435	\$446	\$446
After 2	\$140	\$575	\$144	\$590
After 3	\$140	\$715	\$144	\$734
After 4	\$140	\$855	\$144	\$878
After 5	\$140	\$995	\$144	\$1,022
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After 16	\$140	\$2,535	\$144	\$2,606
After 17	\$140	\$2,675	\$144	\$2,750
After 18	\$140	\$2,815	\$144	\$2,894
After 19	\$140	\$2,955	\$144	\$3,038
After 20	\$140	\$3,095	\$144	\$3,182

TITLE  
CODE

TITLE

The RIP shall be based upon years of City service and shall be paid in addition to the longevity differentials set forth in Section 12, and the longevity increment set forth in Section 10 of the 2008-2010 Health Services Agreement. RIPs shall be payable January 1, April 1, July 1, or October 1 subsequent to the qualifying employee's anniversary date, subject to the eligibility rules set forth in Appendix D of this agreement.

\*\*\* Pursuant to the Memorandum Of Agreement between the City & DC 37 dated August 1, 2006, employees assigned to DOH/MH School Health Program serving in either Jr. Public Health Nurse or Public Health Nurse Level I in pay class O and W as well as those employees serving in these titles in pay class X assigned to non-public schools are to be paid 10/12ths of the hourly rate for all hours worked and in pay status during the DOE School Year and are to be paid 2/12ths of the hourly rate during the summer months when public schools are not in regular session.

\* Earmarked for DOH Incumbents functionally transferred into HHC.