

UNIT: HEALTH SERVICES  
 CBU CODE: 130  
 UNION: DC 37  
 EFFECTIVE DATE: OCTOBER 26, 2019 3%

TITLE CODE	TITLE	Effective 10/25/19			Effective 10/26/19		
		Hiring Rate *	Incumbent Rate	Max	Hiring Rate *	Incumbent Rate	Max
004780, 790, 800	Activity Therapist #						
	Level I	\$40,447	\$46,514	\$62,964	\$41,660	\$47,909	\$64,853
	Level II	\$44,502	\$51,177	\$69,266	\$45,837	\$52,712	\$71,344
	Level III	\$50,037	\$57,543	\$77,088	\$51,538	\$59,269	\$79,401
<b>1003C</b>	<b>Administrative Public Health Nurse</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>
<b>8298D</b>	<b>Administrative Public Health Sanitarian</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>
531010	Anaesthetist #, ##	\$58,267	\$67,007	\$80,092	\$60,015	\$69,017	\$82,495
60490	Arts Program Analyst	\$40,447	\$46,514	\$62,964	\$41,660	\$47,909	\$64,853
60495	Arts Program Specialist	\$40,447	\$46,514	\$62,964	\$41,660	\$47,909	\$64,853
60385	Assistant Director of Rehabilitation	\$62,689	\$72,092	\$82,792	\$64,570	\$74,255	\$85,276
000300	Assistant Health Care Programmer Analyst #, ###	\$32,435	\$37,300	\$69,072	\$33,408	\$38,419	\$71,144
51190	Assistant Public Health Advisor (C.D.C.)	\$32,591	\$37,480	\$41,944	\$33,569	\$38,604	\$43,202
60435	Assistant Supervisor of Recreation	\$50,037	\$57,543	\$77,088	\$51,538	\$59,269	\$79,401
60491	Associate Arts Program Analyst	\$50,037	\$57,543	\$77,088	\$51,538	\$59,269	\$79,401
60496	Associate Arts Program Specialist	\$50,037	\$57,543	\$77,088	\$51,538	\$59,269	\$79,401
508360	Associate Medical Record Specialist (HHC) #	\$48,629	\$55,923	\$60,666	\$50,088	\$57,601	\$62,486
51183	Associate Public Health Epidemiologist ##, **	\$61,217	\$70,399	\$86,407	\$63,053	\$72,511	\$88,999
31220	Associate Public Health Sanitarian						
	Level I	\$58,677	\$67,479	\$91,199	\$60,437	\$69,503	\$93,935
	Level II	\$65,374	\$75,180	\$98,908	\$67,335	\$77,435	\$101,875
	Level III	\$71,535	\$82,265	\$104,924	\$73,681	\$84,733	\$108,072
	Associate Respiratory Therapist #						
980210	Level I	\$66,698	\$76,703	\$86,690	\$68,699	\$79,004	\$89,291
980220	Level II	\$72,825	\$83,749	\$95,352	\$75,010	\$86,261	\$98,213
965110	Associate Staff Anaesthetist Level A #, ##	\$62,903	\$72,338	\$78,979	\$64,790	\$74,508	\$81,348
965120	Associate Staff Anaesthetist Level B #, ##	\$67,937	\$78,127	\$83,453	\$69,975	\$80,471	\$85,957
965910,20	Associate Staff Audiologist #	\$54,990	\$63,238	\$76,286	\$56,639	\$65,135	\$78,575
	Level I	\$54,990	\$63,238	\$70,093	\$56,639	\$65,135	\$72,196
	Level II	\$59,131	\$68,001	\$76,286	\$60,905	\$70,041	\$78,575
966010,20	Associate Staff Speech Pathologist #	\$54,990	\$63,238	\$76,286	\$56,639	\$65,135	\$78,575
	Level I	\$54,990	\$63,238	\$70,093	\$56,639	\$65,135	\$72,196
	Level II	\$59,131	\$68,001	\$76,286	\$60,905	\$70,041	\$78,575
51238	Audiologist @	\$54,990	\$63,238	\$70,093	\$56,639	\$65,135	\$72,196
51237	Audiologist (Department of Health) ***	\$52,886	\$60,819	\$67,638	\$54,473	\$62,644	\$69,667
003800	Audiology Clinician #	\$50,790	\$58,409	\$65,174	\$52,314	\$60,161	\$67,129
003430	Certified Occupational Therapy Assistant #	\$37,004	\$42,555	\$55,973	\$38,115	\$43,832	\$57,652
003840	Certified Physical Therapy Assistant #	\$37,004	\$42,555	\$55,973	\$38,115	\$43,832	\$57,652
52170, 521700	Chief Psychologist **, ***	\$82,843	\$95,269	\$105,102	\$85,328	\$98,127	\$108,255
51012, 14 15, 17, 18, 21	Consultant Public Health Nurse(incl.all spec.)	N/A	\$81,798		N/A	\$84,252	
510150	Consultant Public Health Nurse(child health)	N/A	\$81,798		N/A	\$84,252	
511150	Consultant Public Health Nurse(child health) (per hour)	N/A	\$44.75		N/A	\$46.09	
510170	Consultant Public Health Nurse(HS)	N/A	\$81,798		N/A	\$84,252	
511170	Consultant Public Health Nurse(HS) (per hour)	N/A	\$44.75		N/A	\$46.09	
005780, 90, 800	Creative Arts Therapist ###						
	Level I	N/A	\$56,045	\$66,718	N/A	\$57,726	\$68,720
	Level II	N/A	\$66,719	\$80,062	N/A	\$68,721	\$82,464
	Level III	N/A	\$80,062	\$93,409	N/A	\$82,464	\$96,211
50101, 501010	Dental Assistant ##	\$31,199	\$35,879	\$46,781	\$32,135	\$36,955	\$48,184
50101, 501010	Dental Assistant (Hourly)		SEE APPX "B"			SEE APPX "B"	
50102, 501020	Dental Hygienist #, ##, ***						
	Level I	\$39,704	\$45,660	\$53,165	\$40,896	\$47,030	\$54,760

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TITLE CODE	TITLE	Effective 10/25/19			Effective 10/26/19			
		Minimum	Hiring Rate *	Incumbent Rate	Max	Minimum	Hiring Rate *	Incumbent Rate
60416	Director of Puppetry	Level II	\$51,070	\$58,731	\$73,411	\$52,603	\$60,493	\$75,613
	Discharge Planning Assessment Specialist #, ***		\$50,037	\$57,543	\$77,088	\$51,538	\$59,269	\$79,401
005100		Level I	\$55,829	\$64,203	\$80,258	\$57,503	\$66,129	\$82,666
005200		Level II	\$59,406	\$68,317	\$85,397	\$61,189	\$70,367	\$87,959
51065	District Supervising Public Health Nurse **		N/A	\$81,798		N/A	\$84,252	
510650	District Supervising Public Health Nurse		N/A	\$81,798		N/A	\$84,252	
511650	District Supervising Public Health Nurse (per hour)		N/A	\$44.75		N/A	\$46.09	
51380	Environmental Health Technician		\$34,622	\$39,815	\$43,704	\$35,660	\$41,009	\$45,015
06776	Family Public Health Nurse (HMH) ***		N/A	\$86,194	N/A	N/A	\$88,780	N/A
51225	Fitness Instructor							
		Level I	\$44,846	\$51,573	\$63,034	\$46,191	\$53,120	\$64,925
		Level II	\$49,827	\$57,301	\$66,853	\$51,322	\$59,020	\$68,859
51102	Health Aide		\$29,136	\$33,506	Flat Rate	\$30,010	\$34,511	Flat Rate
51102	Health Aide (Hourly)			SEE APPX "B"		SEE APPX "B"		
51111	Health Resource Coordinator		\$42,707	\$49,113	\$61,064	\$43,988	\$50,586	\$62,896
31415	Institutional Inspector ##		\$51,075	\$58,736	\$66,136	\$52,607	\$60,498	\$68,120
51008, 510080	Jr. Public Health Nurse ***		N/A	\$73,955		N/A	\$76,174	
5100B, 510180	Jr. Public Health Nurse (per hour) (School Health) ++++		N/A	\$40.48		N/A	\$41.69	
50811	Medical Record Librarian *							
		Level I	\$43,154	\$49,627	\$56,210	\$44,449	\$51,116	\$57,896
		Level II	\$48,629	\$55,923	\$60,666	\$50,088	\$57,601	\$62,486
		Level III	\$53,059	\$61,018	\$65,318	\$54,651	\$62,849	\$67,278
508110	Medical Record Specialist (HHC) #		\$43,154	\$49,627	\$56,210	\$44,449	\$51,116	\$57,896
001210	Medical Utilization Review Analyst #		\$48,957	\$56,300	\$72,402	\$50,425	\$57,989	\$74,574
53299	Medicolegal Investigator ***							
		Level I ****	N/A	\$71,723	\$83,362	N/A	\$73,875	\$85,863
		Level II	N/A	\$90,845	\$103,829	N/A	\$93,570	\$106,944
		Level III	N/A	\$105,472	\$120,022	N/A	\$108,636	\$123,623
001610	Mental Health Assistant		\$36,503	\$41,979	\$47,569	\$37,598	\$43,238	\$48,996
306110, 306120, 306130	Mental Health Counselor+++++							
		Level I	See Footnote	\$55,307	\$66,370	See Footnote	\$56,966	\$68,361
		Level II	See Footnote	\$65,422	\$79,159	See Footnote	\$67,385	\$81,534
		Level III	See Footnote	\$77,198	\$90,319	See Footnote	\$79,514	\$93,029
06611	Nurse Practitioner(DOH-Public Health)							
		Level I	\$61,320	\$70,518	\$97,593	\$63,160	\$72,634	\$100,521
		Level II	\$65,611	\$75,453	\$101,368	\$67,580	\$77,717	\$104,409
		Level III	\$70,363	\$80,918	\$107,991	\$72,475	\$83,346	\$111,231
50415	Nutrition Consultant		\$60,184	\$69,212	\$75,836	\$61,990	\$71,288	\$78,111
50410,09534	Nutritionist(JOP)		\$57,610	\$66,251	\$91,322	\$59,338	\$68,239	\$94,062
		Level I	\$57,610	\$66,251	\$72,874	\$59,338	\$68,239	\$75,060
		Level II	\$68,743	\$79,055	\$85,131	\$70,806	\$81,427	\$87,685
		Level III	\$75,217	\$86,499	\$91,322	\$77,473	\$89,094	\$94,062
50410	Nutritionist (P.S.)		\$29.49	\$33.91	Hourly	\$30.37	\$34.93	Hourly
50411	Nutritionist (Part-time)		\$53,270	\$61,260	\$66,000	\$54,868	\$63,098	\$67,980
50405	Nutritionist Trainee **		\$44,976	\$51,722	Flat Rate	\$46,325	\$53,274	Flat Rate
51210, 512100	Occupational Therapist #, ***		\$51,466	\$59,186	\$65,955	\$53,010	\$60,962	\$67,934
95440, 954400	Pediatric Nurse Associate		N/A	\$79,270		N/A	\$81,648	
955400	Pediatric Nurse Associate (per hour)		N/A	\$43.37		N/A	\$44.67	
001970	Pediatric Nurse Practitioner (FHS)		N/A	\$85,699		N/A	\$88,270	
51211, 512110	Physical Therapist #, ***		\$51,466	\$59,186	\$65,955	\$53,010	\$60,962	\$67,934

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		Hiring Rate *	Incumbent Rate	Max	Hiring Rate *	Incumbent Rate	Max
52700	Physician's Assistant ##, ***						
	Level I	\$69,546	\$79,978	\$94,522	\$71,632	\$82,377	\$97,358
	Level II	\$75,870	\$87,251	\$99,977	\$78,147	\$89,869	\$102,976
001730	Physician Assistant #, ##, ***	\$69,546	\$79,978	\$94,522	\$71,632	\$82,377	\$97,358
004730	Physician Assistant II (HHC only) #, ##	\$75,870	\$87,251	\$99,977	\$78,147	\$89,869	\$102,976
60405	Playground Assistant		SEE APPX "B"			SEE APPX "B"	
06664	Playground Associate	\$17.21	\$19.79	\$26.87	\$17.72	\$20.38	\$27.68
31465	Principal Institutional Inspector	\$71,312	\$82,009	Flat Rate	\$73,451	\$84,469	Flat Rate
50416	Principal Nutrition Consultant	\$71,321	\$82,019	\$88,101	\$73,461	\$84,480	\$90,744
50465	Principal Nutritionist **	\$75,217	\$86,499	\$91,322	\$77,473	\$89,094	\$94,062
31260	Principal Public Health Sanitarian **	\$71,535	\$82,265	\$104,924	\$73,681	\$84,733	\$108,072
52110, 521100-350, 700	Psychologist #, ***						
	Level I	\$62,458	\$71,827	\$81,131	\$64,332	\$73,982	\$83,565
	Level II	\$71,404	\$82,115	\$93,210	\$73,546	\$84,578	\$96,006
	Level III	\$82,843	\$95,269	\$105,102	\$85,328	\$98,127	\$108,255
52110	Psychologist (per session)	\$41.28	\$47.47	Hourly	\$42.51	\$48.89	Hourly
51191	Public Health Adviser +++						
	Level I	\$37,957	\$43,650	\$49,018	\$39,096	\$44,960	\$50,489
	Level II	\$45,782	\$52,649	\$58,338	\$47,155	\$54,228	\$60,088
	Public Health Adviser						
511910	Level I	\$37,957	\$43,650	\$49,018	\$39,096	\$44,960	\$50,489
511920	Level II	\$45,782	\$52,649	\$58,338	\$47,155	\$54,228	\$60,088
51191	Public Health Advisor (C.D.C.) **	\$37,957	\$43,650	\$49,018	\$39,096	\$44,960	\$50,489
51195	Public Health Adviser (School Health)						
	Level I	\$20.78	\$23.90	\$26.82	\$21.41	\$24.62	\$27.62
	Level II	\$25.03	\$28.78	\$31.92	\$25.77	\$29.64	\$32.88
81805, 818050	Public Health Assistant ##	\$31,199	\$35,879	\$46,781	\$32,135	\$36,955	\$48,184
81815	Public Health Assistant (School Health)	\$17.06	\$19.62	\$25.60	\$17.57	\$20.21	\$26.37
51181, 511810++	Public Health Epidemiologist ##						
	Level I	\$53,857	\$61,936	\$72,224	\$55,473	\$63,794	\$74,391
	Level II	\$61,217	\$70,399	\$86,407	\$63,053	\$72,511	\$88,999
51011	Public Health Nurse						
	Level I	N/A	\$74,482	N/A	N/A	\$76,716	N/A
	Level II	N/A	\$76,737	N/A	N/A	\$79,039	N/A
	Level III	N/A	\$81,798	N/A	N/A	\$84,252	N/A
51006	Public Health Nurse (Per Session)	N/A	\$40.79	N/A	N/A	\$42.01	N/A
	Public Health Nurse +++++						
510110	Level I	N/A	\$74,482	N/A	N/A	\$76,716	N/A
510210	Level I (Per Hour) (School Health)	N/A	\$40.79	N/A	N/A	\$42.01	N/A
510060	Level I ( Per Session) ++	N/A	\$40.79	N/A	N/A	\$42.01	N/A
510600	Level II	N/A	\$76,737	N/A	N/A	\$79,039	N/A
510650	Level III	N/A	\$81,798	N/A	N/A	\$84,252	N/A
510160	Public Health Nurse (Per Session) (Per Hour) **	N/A	\$74,482	N/A	N/A	\$76,716	N/A
51022	Public Health Nurse (School Health) ***						
	Level I	N/A	\$40.79	N/A	N/A	\$42.01	N/A

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		Minimum	Hiring Rate *	Incumbent Rate	Max	Minimum	Hiring Rate *	Incumbent Rate	Max
		Level II	N/A	\$42.03	N/A	N/A	\$43.29	N/A	N/A
		Level III	N/A	\$44.44	N/A	N/A	\$45.77	N/A	N/A
31215	Public Health Sanitarian								
		Level I	\$44,390	\$51,049	Flat Rate	\$45,722	\$52,580	Flat Rate	
		Level II	\$52,793	\$60,712	\$78,859	\$54,377	\$62,533	\$81,225	
31211	Public Health Sanitarian Trainee **		\$44,390	\$51,049	Flat Rate	\$45,722	\$52,580	Flat Rate	
60414	Puppeteer		\$40,447	\$46,514	\$62,964	\$41,660	\$47,909	\$64,853	
60407	Recreation Assistant		\$29,608	\$34,049	\$35,498	\$30,496	\$35,070	\$36,563	
60431	Recreation Director (Part-time)		\$40,447	\$46,514	\$62,964	\$41,660	\$47,909	\$64,853	
60430,09535	Recreation Director(JOP)		\$40,447	\$46,514	\$62,964	\$41,660	\$47,909	\$64,853	
95860	Recreation Specialist (Part-time)		\$21.02	\$24.17	Hourly	\$21.65	\$24.90	Hourly	
06070	Recreation Specialist (Parks & Recreation)		\$21.02	\$24.17	Hourly	\$21.65	\$24.90	Hourly	
06151	Recreation Specialist (Part-time) (DJJ)		\$21.02	\$24.17	Hourly	\$21.65	\$24.90	Hourly	
60440	Recreation Supervisor		\$50,037	\$57,543	\$77,088	\$51,538	\$59,269	\$79,401	
51003	Registered Nurse (Per Session)		\$24.14	\$27.76	Hourly	\$24.86	\$28.59	Hourly	
51213, 512130	Rehabilitation Counselor #		\$50,790	\$58,409	\$65,174	\$52,314	\$60,161	\$67,129	
	Respiratory Therapist #								
980110		Level I	\$52,310	\$60,157	\$70,358	\$53,880	\$61,962	\$72,469	
980120		Level II	\$60,982	\$70,129	\$77,398	\$62,811	\$72,233	\$79,720	
004790	Senior Activity Therapist #, **		\$44,502	\$51,177	\$69,266	\$45,837	\$52,712	\$71,344	
00124	Senior Anaesthetist ##		\$62,903	\$72,338	\$83,453	\$64,790	\$74,508	\$85,957	
965810,20	Senior Associate Occupational Therapist #								
		Level I	\$55,723	\$64,081	\$70,939	\$57,394	\$66,003	\$73,067	
		Level II	\$59,926	\$68,915	\$77,194	\$61,723	\$70,982	\$79,510	
965710, 20	Senior Associate Physical Therapist #								
		Level I	\$55,723	\$64,081	\$70,939	\$57,394	\$66,003	\$73,067	
		Level II	\$59,926	\$68,915	\$77,194	\$61,723	\$70,982	\$79,510	
51112	Senior Health Resources Coordinator		\$47,326	\$54,425	\$69,025	\$48,746	\$56,058	\$71,096	
31435	Senior Institutional Inspector		\$56,607	\$65,098	\$73,496	\$58,305	\$67,051	\$75,701	
50836	Senior Medical Record Librarian **		\$48,629	\$55,923	\$60,666	\$50,088	\$57,601	\$62,486	
002750	Senior Medical Utilization Review Analyst #		\$53,131	\$61,101	\$76,299	\$54,725	\$62,934	\$78,588	
51235	Senior Occupational Therapist ***		\$55,723	\$64,081	\$70,939	\$57,394	\$66,003	\$73,067	
51236	Senior Physical Therapist		\$55,723	\$64,081	\$70,939	\$57,394	\$66,003	\$73,067	
52135, 521350	Senior Psychologist **, ***		\$71,404	\$82,115	\$93,210	\$73,546	\$84,578	\$96,006	
51192	Senior Public Health Advisor (C.D.C.) **		\$45,782	\$52,649	\$58,338	\$47,155	\$54,228	\$60,088	
31235	Senior Public Health Sanitarian **		\$58,677	\$67,479	\$91,199	\$60,437	\$69,503	\$93,935	
51215, 512150	Senior Rehabilitation Counselor #		\$54,990	\$63,238	\$70,093	\$56,639	\$65,135	\$72,196	
966930	Senior Respiratory Care Therapist **								
		Level I	\$59,837	\$68,812	\$86,690	\$61,631	\$70,876	\$89,291	
966940		Level II	\$65,818	\$75,691	\$95,352	\$67,793	\$77,962	\$98,213	
51212	Speech and Hearing Therapist		\$51,521	\$59,249	\$66,020	\$53,066	\$61,026	\$68,001	
003790	Speech Clinician #		\$51,466	\$59,186	\$65,955	\$53,010	\$60,962	\$67,934	
51252	Speech Pathologist (DOH)		\$52,886	\$60,819	\$67,638	\$54,473	\$62,644	\$69,667	
51239	Staff Audiologist ***		\$54,990	\$63,238	\$70,093	\$56,639	\$65,135	\$72,196	
51253	Staff Speech Pathologist		\$54,990	\$63,238	\$70,093	\$56,639	\$65,135	\$72,196	
004800	Supervising Activity Therapist #, **		\$50,037	\$57,543	\$77,088	\$51,538	\$59,269	\$79,401	
51240, 512400	Supervising Audiologist #, ***		\$62,689	\$72,092	\$82,792	\$64,570	\$74,255	\$85,276	
002210	Supervising Dental Assistant ##		\$34,862	\$40,091	\$49,913	\$35,908	\$41,294	\$51,410	
51113	Supervising Health Resources Coordinator		\$57,713	\$66,370	\$82,297	\$59,444	\$68,361	\$84,766	
31455	Supervising Institutional Inspector		\$61,156	\$70,329	\$79,451	\$62,990	\$72,439	\$81,835	
50837	Supervising Medical Record Librarian **		\$53,059	\$61,018	\$65,318	\$54,651	\$62,849	\$67,278	

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508370	Supervising Medical Record Specialist (HHC) #	\$53,059	\$61,018	\$65,318	\$54,651	\$62,849	\$67,278
50460	Supervising Nutritionist **	\$68,743	\$79,055	\$85,131	\$70,806	\$81,427	\$87,685
51193, 511930	Supervising Public Health Advisor +	\$52,689	\$60,592	\$74,392	\$54,270	\$62,410	\$76,624
51196	Supervising Public Health Adviser (School Health)	\$28.83	\$33.15	\$40.72	\$29.69	\$34.14	\$41.94
51060	Supervising Public Health Nurse**, ***	N/A	\$76,737		N/A	\$79,039	
510600	Supervising Public Health Nurse	N/A	\$76,737		N/A	\$79,039	
511600	Supervising Public Health Nurse (per hour)	N/A	\$41.99		N/A	\$43.25	
31255	Supervising Public Health Sanitarian **	\$65,374	\$75,180	\$98,908	\$67,335	\$77,435	\$101,875
51254, 512540	Supervising Speech Pathologist #	\$62,689	\$72,092	\$82,792	\$64,570	\$74,255	\$85,276
51241, 512410	Supervising Therapist #, ***	\$63,529	\$73,058	\$83,759	\$65,435	\$75,250	\$86,272
005080,90	Utilization Review/Management Coordinator #						
	Level I	\$55,829	\$64,203	\$80,258	\$57,503	\$66,129	\$82,666
	Level II	\$59,406	\$68,317	\$85,397	\$61,189	\$70,367	\$87,959

**NOTE:**

\* Employees hired on or after 10/26/19 shall be paid the hiring rate effective 10/26/19. 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 10/26/19 minimum will be handled on a case by case basis.

\*\*\*\* Effective September 26, 2017, minimum rate of \$82,683 and maximum rate of \$96,101. Rates listed above are effective as of October 26, 2019.

# Each appointment to this position at HHC above the 10/26/19 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.

+++++ 11 OCB2d 12 (BOC 2018), Voluntary Recognition effective May 23, 2018