

Senior Community Organization Specialist (Urban Renewal)	22126
Senior Consultant (Early Childhood Education)	51636, 516360
Senior Consultant (Mental Health Standards & Services)	54810
Senior Consultant (Psychiatric Nursing)	51019
Senior Consultant (Public Health Social Work)	51638
Senior Counselor (Addiction Treatment)	51216
Senior Homemaker	52407
Senior Hospital Care Investigator	52343, 523430
Senior Houseparent	52438
Senior Human Resources Specialist (including specialties)	56030, 56031
Senior Human Resources Technician (including specialties)	56011, 56012
Senior Institutional Teacher (DJJ)	05054
Senior Inspector of Ports and Terminals	33986
Senior Investigator	31110
Senior Investigator (OTB)	03805
Senior Juvenile Counselor	52296
Senior Mental Health Worker	51263
Senior Program Specialist (Correction)	60949
Senior Social Worker (HCF)	004770
Social Worker	52613, 526130
Superintendent of Adult Institutions	52279
Superintendent of Bridge House	52281
Supervising Area Services Coordinator	22559
Supervising Children's Counselor	51560
Supervising Claim Examiner	30715
Supervising Correctional Counselor	51275
Supervising Counselor (Addiction Treatment)	51217
Supervising Custodian of Children	52298
Supervising Home Economist	50560
Supervising Hospital Care Investigator	52344, 523440
Supervising Human Resources Specialist (including specialties)	56040, 56045
Supervising Human Rights Specialist	55036
Supervising Human Rights Specialist (CCHR)	55037
Supervising Inspector of Ports & Terminals	33987
Supervising Investigator	31115
Supervising Investigator (OTB)	03764
Supervising Mental Health Worker	51264
Supervisor (Methadone Treatment Center)	51247
Supervisor of Child Care	52315
Supervisor of Investigators (CCRB)	31166
Supervisor of Youth Services (including specialties)	51444, 51446
Supervisor I (Social Work)	52631, 526310
Supervisor II (Social Work)	52632, 526320
Supervisor III (Social Work)	52633, 526330
Supervisor I (Welfare)	52311
Supervisor II (Welfare)	52312
Supervisor III (Welfare)	52313
Teacher Aide (Day Care Center)	02933, 029330
Youth Coordinator (Youth Services)	51402
Youth Services Specialist	51438

SECTION 2.

The terms "Employee" and "Employees" as used in this Agreement shall mean only those persons in the unit described in Section 1 of this Article.

ARTICLE II – DUES CHECKOFF

SECTION 1.

a. The Union shall have the exclusive right to the checkoff and transmittal of dues on behalf of each employee in accordance with the Mayor's Executive Order No. 98, dated May 15, 1969, entitled "Regulations Relating to the Checkoff of Union Dues" and in accordance with the Mayor's Executive Order No. 107, dated December 29, 1986, entitled "Procedures for Orderly Payroll Check-Off of Union Dues and Agency Shop Fees."

b. Any Employee may consent in writing to the authorization of the deduction of dues from the Employee's wages and to the designation of the Union as the recipient thereof. Such consent, if given, shall be in a proper form acceptable to the City, which bears the signature of the Employee.

SECTION 2.

The parties agree to an agency shop to the extent permitted by applicable law, as described in a supplemental agreement hereby incorporated by reference into this Agreement.

ARTICLE III – SALARIES

SECTION 1.

a. This Article III is subject to the provisions, terms and conditions of the Alternative Career and Salary Pay Plan Regulations, dated March 15, 1967 as amended, except that the specific terms and conditions of this Article shall supersede any provisions of such Regulations inconsistent with this Agreement subject to the limitations of applicable provisions of law.

b. Except as otherwise specified, all salary provisions of this Agreement, including minimum and maximum salaries, advancement increases, general increases, education differentials and any other salary adjustments, are based upon a normal work week of 35 hours. The normal work week for Employees in the titles of Community Assistant and Houseparent Aide shall be 40 hours and for employees in the titles of Houseparent and Senior Houseparent shall be 60 hours. In accordance with Article IX, Section 24 of the 1995 – 2001 Citywide Agreement, an Employee who works on a full-time, per-diem basis

shall receive their base salary (including salary increment schedules) and/or additions-to-gross payment in the same manner as a full-time, per-annum employee. An Employee who works on a part-time per annum basis and who is eligible for any salary adjustments provided in this Agreement shall receive the appropriate pro-rata portion of such salary adjustment computed on the relationship between the number of hours regularly worked each week by such Employee and the number of hours in the said normal work week, unless otherwise specified.

c. Employees who work on a part-time per diem or hourly basis and who are eligible for any salary adjustment provided in this Agreement shall receive the appropriate pro-rata portion of such salary adjustment computed as follows, unless otherwise specified:

Per diem rate	1/261 of the appropriate minimum basic salary.
Hourly Rate	35 hour week basis 1/1827 of the appropriate minimum basic salary.
	37-1/2 hour week basis - 1/1957.5 of the appropriate minimum basic salary.
	40 hour week basis 1/2088 of the appropriate minimum basic salary.
	60 hour week* basis 1/3132 of the appropriate minimum basic salary.

* All time in full pay status in a calendar week in excess of 40 hours shall be paid at the rate of time and one-half (1-1/2x).

d. The maximum salary for a title shall not constitute a bar to the payment of any salary adjustment or pay differentials provided for in this Agreement but the said increase above the maximum shall not be deemed a promotion.

SECTION 2.

Employees in the following title(s) shall be subject to the following specified salary(ies), salary adjustment(s), and/or salary range(s):

a. Effective July 1, 2002

	(1) Hiring Rate	i. Minimum (2) Incumbent Rate	ii. Maximum
Addiction Counselor #####			
Level I	\$35,629	\$38,180	\$48,769
Level II	\$38,514	\$41,273	\$51,695
Addiction Specialist (incl. spec.) #####	\$26,436	\$28,331	\$33,308
Admin. of Youth Services (incl. spec.)	\$47,881	\$51,310	\$61,311
After School Program Spec. (YB) *	\$24.43	\$26.18	Per Hour
Alcoholism Counselor	\$29,895	\$32,036	\$42,839
Area Services Coordinator	\$36,813	\$39,447	\$50,042
Assistant Addiction Counselor	\$29,895	\$32,036	\$42,839
Asst. Administrator of Youth Services	\$43,336	\$46,439	\$56,818
Asst. Area Services Coordinator	\$29,895	\$32,036	\$42,839
Asst. Community Liaison Worker	\$23,475	\$25,154	\$30,763
Asst. Community Liaison Worker (JOP)	\$23,475	\$25,154	\$30,763
Asst. Community Liaison Worker (OTB)	\$23,475	\$25,154	\$30,763
Asst. Educational Counselor (DJJ)	\$24,460	\$26,211	\$31,235
Assistant Institutional Teacher (DJJ)	\$24,460	\$26,211	\$31,235
Asst. Program Specialist (DOC)	\$32,264	\$34,577	\$46,439
Asst. Superintendent of Bridge House	\$26,436	\$28,331	\$30,763
Asst. Superintendent of Welfare Shelters	\$43,336	\$46,439	\$56,818
Asst. Supvr. of Youth Services (incl spec.)	\$33,454	\$35,850	\$46,439
Assistant Youth Services Specialist	\$25,447	\$27,271	\$30,763
Associate Claim Examiner **			
Level I	\$36,813	\$39,447	\$51,755
Level II	\$43,336	\$46,439	\$57,634
Associate Contract Specialist	\$43,377	\$46,485	\$60,911
Associate Correctional Counselor			
Level I	\$36,813	\$39,447	\$50,042
Level II	\$43,336	\$46,439	\$55,122
Associate Fraud Investigator			
Level I	\$43,336	\$46,439	\$61,266
Level II	\$47,881	\$51,310	\$64,188
Associate Human Rights Specialist			
Level I	\$42,122	\$45,138	\$60,240
Level II	\$50,162	\$53,754	\$70,322
Associate Inspector (DCA)			
Level I	\$44,809	\$48,020	\$56,701
Level II	\$49,354	\$52,887	\$62,846
Associate Investigator			
Level I	\$36,813	\$39,447	\$51,257
Level II	\$43,336	\$46,439	\$56,818
Associate Juvenile Counselor			
Level I	\$36,813	\$39,447	\$51,257
Level II	\$43,336	\$46,439	\$56,818
Associate Market Agent			
Level I	\$36,813	\$39,447	\$55,122
Level II	\$47,881	\$51,310	\$61,266
Associate Personnel Investigator			
Level I	\$36,813	\$39,447	\$51,257
Level II	\$43,336	\$46,439	\$56,818
Associate Program Officer (DFTA)	\$47,881	\$51,310	\$61,266
Case Aide	\$24,460	\$26,211	\$30,763
Caseworker ###, ####	\$29,895	\$32,036	\$47,711
Caseworker Trainee ****	\$23,246	\$24,911	\$30,660
Child Protective Specialist ###, #####, +			
Level I	See footnote	\$34,085	Flat Rate
Level II	See footnote		