

SALARY SCALES

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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, 2011 through December 31, 2011 applies to all salaried positions represented by the Civil Service Employees Association (CSEA).

Pay Scale II, in effect for the period January 1, 2014 through December 31, 2014, applies to all managerial positions represented by the Teamsters.

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

Pay Scale IIB, in effect for the period January 1, 2010 through December 31, 2010, applies to all salaried positions of the staff of the Board of Legislators.

Pay Scale III, in effect for the period January 1, 2014 through December 31, 2014, applies to all salaried positions represented by the Westchester County Police Officer's Benevolent Association (PBA).

Pay Scale IV, in effect for the period January 1, 2014 through December 31, 2014, applies to all salaried positions represented by the Westchester County Police Officer's Benevolent Association – Superior Officers Unit (SPBA).

Pay Scale V, in effect for the period January 1, 2014 through December 31, 2014, applies to all salaried positions represented by the District Attorney's Investigators Police Benevolent Association of Westchester County (UFPO).

Pay Scale VI, in effect for the period January 1, 2014 through December 31, 2014, applies to all salaried positions represented by the New York State Nurses Association (NYSNA).

Pay Scale VIIA, in effect for the period January 1, 2014 through June 30, 2014, applies to all salaried positions represented by the Westchester County Correction Officers Benevolent Association (COBA).

Pay Scale VIIB, in effect for the period July 1, 2014 through December 31, 2014, applies to all salaried positions represented by the Westchester County Correction Officers Benevolent Association (COBA).

Pay Scale VIIIA, in effect for the period January 1, 2014 through June 30, 2014, applies to all salaried positions represented by the Westchester County Correction Superior Officers Unit (SOA).

Pay Scale VIIB, in effect for the period July 1, 2014 through December 31, 2014, applies to all salaried positions represented by the Westchester County Correction Superior Officers Unit (SOA).

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Pay Scale IXA, effective January 1, 2013 through June 30, 2014, 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.

Pay Scale IXB, effective July 1, 2014 through December 31, 2014, 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, II, and IIA, 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.

SALARY SCALES

PAY SCALE I (Effective January 1, 2011)

CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)

STEPS

Group	01	02	03	04	05
I	31,955	33,130	34,395	35,605	36,865
II	33,130	34,440	35,720	37,040	38,435
III	34,230	35,605	37,040	38,580	40,245
IV	35,850	37,430	39,175	40,940	42,840
V	37,980	39,855	41,815	43,855	45,870
VI	41,065	43,305	45,560	47,805	50,035
VII	44,690	47,220	49,835	52,440	55,030
VIII	48,565	51,525	54,485	57,550	60,535
IX	53,315	56,655	59,920	63,210	66,480
X	58,905	62,510	66,085	69,680	73,265
XI	62,990	68,125	73,310	78,435	83,630
XII	69,960	75,795	81,625	87,460	93,255
XIII	77,530	83,885	90,310	96,710	102,395
XIV	85,815	92,900	99,720	105,800	111,910
XV	95,085	102,215	108,920	115,640	122,330

Longevity Rates

- 5 years = \$1,200
- 10 years = \$1,400
- 15 years = \$1,700
- 20 years = \$2,200
- 25 years = \$3,100

SALARY SCALES

PAY SCALE II (Effective January 1, 2014)

TEAMSTERS SALARY PLAN (MGMT)

STEPS

Group	01	02	03	04	05
X	59,230	62,855	66,445	70,075	73,670
XI	63,345	70,225	73,725	78,860	84,120
XII	70,345	76,205	82,075	87,935	93,775
XIII	77,965	84,360	90,810	97,235	102,970
XIV	86,275	93,415	100,290	106,380	112,510
XV	95,600	102,775	109,540	116,280	123,005
XVI	104,330	111,810	119,295	126,765	134,220
XVII	111,775	120,740	129,755	138,405	146,685
XVIII	121,700	131,855	141,430	150,635	159,535
XIX	132,140	142,875	153,090	163,160	173,180

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 (Effective January 1, 2007)

EXECUTIVE SALARY PLAN (EXEC)

STEPS

Group	01	02	03	04	05
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 = \$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 (EXEC)

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 of Public Safety/Sheriff*
County Attorney	Director of Real Estate
Commissioner of Elections	

* As it applies to the position of Commissioner of Public Safety/Sheriff, the applicable annual flat rate or the amount authorized pursuant to the General Municipal Law Section 207-m, whichever is greater.

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 NYS 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)
Director of Communications	\$155,425
Director of Economic Development	\$155,425

SALARY SCALES

PAY SCALE IIB (Effective January 1, 2010)

BOARD OF LEGISLATORS (BOL) STAFF SALARY PLAN

	<u>Minimum</u>	<u>Maximum</u>
Chief of Staff/Assistant to the Chairman – Board of Legislators	80,000	135,000
Clerk of the County Board of Legislators and Chief Administrative Officer	80,000	135,000
Deputy Clerk of the County Board of Legislators and Deputy Administrative Officer	65,000	95,000
Director of Communications	85,000	125,000
Director of Fiscal Affairs – Board of Legislators	95,000	150,000
Deputy Director of Fiscal Affairs	80,000	135,000
Senior Legislative Counsel to the Board	85,000	135,000
Fiscal Analyst – Board of Legislators	35,000	80,000
Legislative Counsel to the Board	50,000	100,000
Committee Counsel	40,000	85,000
Sr. Office Assistant – Board of Legislators	36,000	45,000
Legislative Aide – Personal (Non-Hourly)	20,000	50,000
Legislative Aide – Central Staff	35,000	80,000
Committee Coordinator	35,000	80,000
Office Assistant – Board of Legislators	33,000	41,000
Executive Secretary	20,000	60,000

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, 2014)

WESTCHESTER COUNTY POLICE OFFICERS BENEVOLENT ASSOCIATION (PBA)

<u>Police Officer (PA1)</u>	<u>Salary</u>
Step 01	55,297
Step 02	66,747
Step 03	78,180
Step 04	89,631
Step 05	101,058
Sergeant (PO2)	118,693

Longevity Rates

5 years = \$3,175
10 years = \$3,375
15 years = \$3,575
20 years = \$3,775

PAY SCALE IV (Effective January 1, 2014)

WESTCHESTER COUNTY POLICE OFFICERS BENEVOLENT ASSOCIATION – SUPERIOR OFFICERS UNIT (SPBA)

	<u>Salary</u>
Lieutenant (PS1)	138,871
Captain (PS2)	162,479

Longevity Rates

5 Years = \$3,175
10 Years = \$3,375
15 Years = \$3,575
20 Years = \$3,775

SALARY SCALES

PAY SCALE V (Effective January 1, 2014)

DISTRICT ATTORNEY'S INVESTIGATORS POLICE BENEVOLENT ASSOCIATION OF WESTCHESTER COUNTY

<u>Criminal Investigator (D01)</u>	<u>Salary</u>
Step 01	83,595
Step 02	92,285
Step 03	100,965
Step 04	109,645
Step 05	118,250
Senior Criminal Investigator (D02)	138,325
Deputy Chief (D03)	161,835
Chief (D04)	170,440

Longevity Rates

5 Years = \$3,175
10 Years = \$3,375
15 Years = \$3,575
20 Years = \$3,775

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PAY SCALE VI (Effective January 1, 2014)

NEW YORK STATE NURSES ASSOCIATION

Staff Nurse (N01)

STEP	00	01	02	03	04	05	06	07	08	09
	59,016	60,987	62,957	64,928	66,899	68,869	70,840	72,811	74,781	76,752
STEP	10	11	12	13	14	15	16	17	18	19
	78,723	80,693	82,664	84,635	86,605	88,576	90,546	92,517	94,488	96,458
STEP	20	21	22	23	24	25				
	98,429	100,400	102,370	104,340	106,311	108,281				

Charge Nurse (N02)

STEP	00	01	02	03	04	05	06	07	08	09
	64,347	66,317	68,288	70,259	72,229	74,200	76,171	78,141	80,112	82,082
STEP	10	11	12	13	14	15	16	17	18	19
	84,053	86,024	87,994	89,965	91,936	93,906	95,877	97,848	99,818	101,789
STEP	20	21	22	23	24	25				
	103,760	105,730	107,701	109,671	111,642	113,613				

SALARY SCALES

PAY SCALE VI (Effective January 1, 2014) (cont.)

NEW YORK STATE NURSES ASSOCIATION

Public Health Nurse, Nurse Epidemiologist, Employee Health Nurse (N03)

STEP	00	01	02	03	04	05	06	07	08	09
	68,118	70,088	72,059	74,030	76,000	77,971	79,941	81,912	83,883	85,853
STEP	10	11	12	13	14	15	16	17	18	19
	87,824	89,795	91,765	93,736	95,707	97,676	99,647	101,618	103,588	105,559
STEP	20	21	22	23	24	25				
	107,529	109,500	111,471	113,441	115,412	117,383				

Supervising Public Health Nurse, Health Services Coordinator, Adult Nurse Practitioner, Family Planning Nurse Practitioner, Pediatric Nurse Practitioner (N04)

STEP	00	01	02	03	04	05	06	07	08	09
	74,292	76,262	87,233	80,204	82,173	84,144	86,115	88,085	90,056	92,026
STEP	10	11	12	13	14	15	16	17	18	19
	93,997	95,968	97,938	99,909	101,880	103,850	105,821	107,792	109,762	111,733
STEP	20	21	22	23	24	25				
	113,703	115,674	117,645	119,615	121,586	123,557				

SALARY SCALES

PAY SCALE VIIIA (Effective January 1, 2014)

WESTCHESTER COUNTY CORRECTION OFFICERS BENEVOLENT ASSOCIATION (COBA)

<u>Correction Officer</u>	<u>Salary for Officers Hired Before May 3, 2012 (M01)</u>	<u>Salary for Officers Hired On or After May 3, 2012 (MA1)</u>
Step 00	57,270	52,665
Step 01	65,915	57,685
Step 02	72,350	62,700
Step 03	79,390	67,720
Step 04	90,020	72,745
Step 05		77,760
Step 06		82,785

Longevity Rates

5 years = \$3,175
10 years = \$3,375
15 years = \$3,575
20 years = \$3,775

SALARY SCALES

PAY SCALE VIIB (Effective July 1, 2014)

WESTCHESTER COUNTY CORRECTION OFFICERS BENEVOLENT ASSOCIATION (COBA)

<u>Correction Officer</u>	<u>Salary for Officers Hired Before May 3, 2012 (M01)</u>	<u>Salary for Officers Hired On or After May 3, 2012 (MA1)</u>
Step 00	58,700	53,980
Step 01	67,565	59,125
Step 02	74,160	64,270
Step 03	81,375	69,415
Step 04	92,270	74,565
Step 05		79,705
Step 06		84,855

Longevity Rates

5 years = \$3,175
10 years = \$3,375
15 years = \$3,575
20 years = \$3,775

SALARY SCALES

PAY SCALE VIIIA (Effective January 1, 2013)

WESTCHESTER COUNTY CORRECTION SUPERIOR OFFICERS UNIT (SOA)

	<u>Salary for Officers Hired Before September 1, 2012</u>		<u>Salary for Officers Hired On or After September 1, 2012</u>	
Correction Officer Sergeant & Specialist (S01)	105,330	Start	ing	87,480
	Step		01	92,170
	Step		02	96,855
	Step		03	105,330
Correction Officer Captain (S02)	123,240	123,		240
Assistant Warden (S03)	144,195	144,		195

Longevity Rates

- 5 years = \$3,175
- 10 years = \$3,375
- 15 years = \$3,575
- 20 years = \$3,775

SALARY SCALES

PAY SCALE VIII B (Effective July 1, 2014)

WESTCHESTER COUNTY CORRECTION SUPERIOR OFFICERS UNIT (SOA)

	<u>Salary for Officers Hired Before September 1, 2012</u>		<u>Salary for Officers Hired On or After September 1, 2012</u>	
Correction Officer Sergeant & Specialist (S01)	107,965	Start	ing	89,665
	Step		01	94,475
	Step		02	99,275
	Step		03	107,965
Correction Officer Captain (S02)	126,320	126,		320
Assistant Warden (S03)	147,800	147,		800

Longevity Rates

5 years = \$3,175
 10 years = \$3,375
 15 years = \$3,575
 20 years = \$3,775

SALARY SCALES

PAY SCALE IXA (Effective January 1, 2013)

DISTRICT ATTORNEY SALARY PLAN (DA)

	<u>Minimum</u>	<u>Maximum</u>
Junior Assistant District Attorney (A01)	58,937	66,045
Assistant District Attorney (A02)	72,539	109,279
Senior Assistant District Attorney (A03)	108,150	112,817
Deputy Chief of Bureau - District Attorney (A04)	117,364	131,612
Chief of Bureau - District Attorney (A05)	139,283	147,530
Deputy District Attorney (A06)	142,653	149,830
Second Deputy District Attorney (A07)	152,523	157,091
First Deputy District Attorney (A08)	159,227	166,572

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 IXB (Effective July 1, 2014)

DISTRICT ATTORNEY SALARY PLAN (DA)

	<u>Minimum</u>	<u>Maximum</u>
Junior Assistant District Attorney (A01)	61,883	69,347
Assistant District Attorney (A02)	76,166	114,743
Senior Assistant District Attorney (A03)	113,558	118,458
Deputy Chief of Bureau - District Attorney (A04)	123,232	138,193
Chief of Bureau - District Attorney (A05)	146,247	154,907
Deputy District Attorney (A06)	149,786	157,321
Second Deputy District Attorney (A07)	160,149	164,945
First Deputy District Attorney (A08)	167,189	174,901

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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