

Article 9

SALARIES AND WAGES

9.1
GRADE LEVELS AND
ASSOCIATED TITLES

The job titles covered by this contract are assigned to salary grades according to the following table:

GRADE	TITLES
III	Administrative Services Assistant Document Imaging Clerk OTPS Clerk Receptionist
IV	Accounting Assistant Accounting Clerk Administrative Assistant Assistant Cashier Customer Service Representative OTPS Administrator Senior Administrative Services Assistant Senior OTPS Clerk
V	Assistant Project Administrator Assistant PSC-CUNY Program Administrator Campus Coordinator, Benefits Campus Coordinator, General Campus Coordinator, Payroll Campus Coordinator, Personnel Cashier Junior Staff Accountant Senior Administrative Assistant Senior OTPS Administrator
VI	Applications/Reports Developer Assistant Web Master and Developer Business Systems Analyst Contract Specialist Desktop/Telecommunications Specialist Field Services Representative Field Services Representative – Grants Plus Leaves Management Administrator Project Administrator Property Assistant PSC-CUNY Program Administrator Release Time and Summer Salary Coordinator Senior Desktop/Telecommunications Specialist Staff Accountant Technical Support/Developer Web UI Designer/Developer

VII Applications Developer/Analyst
Cost Accountant
Internet Developer
Senior Business Systems Analyst
Senior Staff Accountant
Senior Technical Support Developer
Software Developer
Systems Administrator B
Systems Administrator – Information Technology
Web Master and Developer

9.2
 SCHEDULE OF MINIMUM AND
 MAXIMUM SALARIES BY
 GRADE LEVELS

For job titles within a given salary category, as defined in Section 9.1 above, the effective minimum and maximum salaries for the duration of this Agreement applicable in each year of the Agreement are indicated in the following table. No employee shall receive a salary that is less than the minimum for his/her grade level.

SCHEDULE OF MINIMUM AND MAXIMUM SALARIES BY GRADE LEVELS

	Minimum Effective	Maximum Effective	Minimum Effective	Maximum Effective	Minimum Effective	Maximum Effective	Minimum Effective	Maximum Effective	Minimum Effective	Maximum Effective
	1/1/2013	1/1/2013	1/1/2014	1/1/2014	1/1/2015	1/1/2015	1/1/2016	1/1/2016	1/1/2017	1/1/2017
Grade										
III	38,437.85	47,816.68	39,398.80	49,012.10	40,580.76	50,482.46	41,899.64	52,123.14	43,366.12	53,947.45
IV	43,511.64	55,965.50	44,599.43	57,364.64	45,937.41	59,085.58	47,430.38	61,005.86	49,090.44	63,141.07
V	50,276.70	66,881.86	51,533.62	68,553.90	53,079.63	70,610.52	54,804.72	72,905.36	56,722.88	75,457.05
VI	58,579.28	80,719.48	60,043.76	82,737.47	61,845.08	85,219.59	63,855.04	87,989.23	66,089.97	91,068.85
VII	68,573.12	97,324.63	70,287.45	99,757.74	72,396.08	102,750.48	74,748.95	106,089.87	77,365.16	109,803.01

9.3
ANNUAL SALARY INCREASES

Under the terms of this Agreement annual salary increases will be given according to the following table:

INCREASE	DATE OF INCREASE
2.25% + \$500 signing bonus for all employees on payroll on the contract ratification date	January 1, 2013
2.50% + \$250 bonus for all employees on the payroll on 7/1/14	January 1, 2014, compounded
3.00%	January 1, 2015, compounded
3.25%	January 1, 2016, compounded
3.50%	January 1, 2017, compounded

Across the board salary increases shall be applied to the minimum and maximum salaries in each salary grade. Any employee whose salary, during the term of this Agreement, is at or above the maximum salary for his/her salary grade shall receive all across the board increases.

9.4
LONGEVITY RECOGNITION

In addition to salary increases provided in Section 9.3 above, Foundation recognizes certain employment milestones by granting salary increments to covered employees effective on the anniversary date of their employment.

Effective January 1, 2013, the following longevity increments shall be in effect:

EMPLOYMENT ANNIVERSARY	INCREMENT
5 years	\$675.00
7 years	\$925.00
10 years	\$1,675.00
15 years	\$2,175.00
20 years	\$2,675.00
25 years	\$3,175.00
30 years	\$3,675.00

9.5
MERIT RAISES

To reward meritorious service management may provide salary increases or bonuses to covered employees in addition to negotiated wage increases detailed in Section 9.3. In doing this, Foundation will take into account overall professional performance, experience, initiative, and qualifications.

9.6
INITIAL APPOINTMENTS

Management reserves the right to appoint new employees at any level within the appropriate grade bracket.