

The following salary schedules reflect the City's non-union employees and seven unions.

| <u>Union</u> | <u>Contract Expiration Date</u> |
|--|---------------------------------|
| Service Employees International Union (SEIU) | December 31, 2018 |
| American Federation of State, County and Municipal Employees (AFSCME) | June 30, 2020 |
| Teamster Local 456 | December 31, 2018 |
| Yonkers Police Benevolent Association (PBA) | June 30, 2019 |
| Yonkers Police Captains, Lieutenants, and Sergeants Association (CLSA) | June 30, 2019 |
| Yonkers Firefighters Local 628 | June 30, 2019 |
| Yonkers Uniformed Fire Officers Association (UFOA) | June 30, 2019 |
| Teamster Managers Local 456 | June 30, 2020 |

* Please see page E-3 for the City of Yonkers Position Schedule.

Unrepresented Salary Schedule

| Salary Band | Salary Range A | Salary Range B | Salary Range C | Salary Band Control Point |
|--------------------|------------------------|------------------------|------------------------|----------------------------------|
| 1 | \$39,449 to \$47,586 | \$47,587 to \$55,862 | \$55,863 to \$64,001 | \$51,725 |
| 2 | \$45,518 to \$54,907 | \$54,908 to \$64,457 | \$64,458 to \$73,848 | \$59,683 |
| 3 | \$50,575 to \$61,008 | \$61,009 to \$71,618 | \$71,619 to \$82,053 | \$66,314 |
| 4 | \$53,104 to \$64,059 | \$64,060 to \$75,199 | \$75,200 to \$86,156 | \$69,630 |
| 5 | \$57,908 to \$69,855 | \$69,856 to \$82,003 | \$82,004 to \$93,951 | \$75,930 |
| 6 | \$65,747 to \$79,310 | \$79,311 to \$93,104 | \$93,105 to \$106,669 | \$86,208 |
| 7 | \$70,806 to \$85,412 | \$85,413 to \$100,266 | \$100,267 to \$114,874 | \$92,840 |
| 8 | \$75,863 to \$91,513 | \$91,514 to \$107,429 | \$107,430 to \$123,080 | \$99,472 |
| 9 | \$80,920 to \$97,613 | \$97,614 to \$114,589 | \$114,590 to \$131,284 | \$106,102 |
| 10 | \$85,978 to \$103,715 | \$103,716 to \$121,753 | \$121,754 to \$139,491 | \$112,735 |
| 11 | \$96,093 to \$115,916 | \$115,917 to \$136,076 | \$136,077 to \$155,901 | \$125,997 |
| 12 | \$101,150 to \$122,018 | \$122,019 to \$143,238 | \$143,239 to \$164,107 | \$132,629 |
| 13 | \$106,207 to \$128,118 | \$128,119 to \$150,400 | \$150,401 to \$172,312 | \$139,260 |
| 14 | \$111,265 to \$134,219 | \$134,220 to \$157,561 | \$157,562 to \$180,517 | \$145,891 |
| 15 | \$116,323 to \$140,320 | \$140,321 to \$164,724 | \$164,725 to \$188,722 | \$152,523 |

SALARY BAND CONTROL POINT

The average of each salary band

Teamster Local 456 Salary Schedule

| Hired prior to November 18, 2015 Effective July 1, 2016 | | | | |
|--|----------------------|---------------------|---------------------|-----------------|
| Grade | 18 months | 10 years | 15 years | 20 years |
| DPA | \$55,861 | \$58,655 | \$60,889 | \$63,682 |
| DPB | \$65,017 | \$68,268 | \$70,868 | \$74,119 |
| DPC | \$67,133 | \$70,490 | \$73,175 | \$76,532 |
| DPD | \$69,559 | \$73,037 | \$75,819 | \$79,297 |
| DPF | \$70,426 | \$73,947 | \$76,764 | \$80,285 |
| DPG | \$71,070 | \$74,623 | \$77,466 | \$81,020 |
| DPH | \$74,221 | \$77,932 | \$80,901 | \$84,612 |
| DPI | \$80,401 | \$84,421 | \$87,637 | \$91,657 |
| DPJ | \$81,920 | \$86,016 | \$89,293 | \$93,389 |
| DPK | \$83,432 | \$87,604 | \$90,941 | \$95,113 |
| DPL | \$84,947 | \$89,194 | \$92,592 | \$96,840 |
| DPM | \$87,968 | \$92,367 | \$95,886 | \$100,284 |

| Hired prior to November 18, 2015 Effective January 1, 2017 | | | | |
|---|----------------------|---------------------|---------------------|-----------------|
| Grade | 18 months | 10 years | 15 years | 20 years |
| DPA | \$56,979 | \$59,828 | \$62,107 | \$64,956 |
| DPB | \$66,317 | \$69,633 | \$72,286 | \$75,602 |
| DPC | \$68,476 | \$71,900 | \$74,639 | \$78,062 |
| DPD | \$70,950 | \$74,497 | \$77,335 | \$80,883 |
| DPF | \$71,834 | \$75,426 | \$78,299 | \$81,891 |
| DPG | \$72,491 | \$76,116 | \$79,016 | \$82,640 |
| DPH | \$75,705 | \$79,490 | \$82,519 | \$86,304 |
| DPI | \$82,009 | \$86,109 | \$89,390 | \$93,490 |
| DPJ | \$83,558 | \$87,736 | \$91,079 | \$95,256 |
| DPK | \$85,101 | \$89,356 | \$92,760 | \$97,015 |
| DPL | \$86,646 | \$90,978 | \$94,444 | \$98,776 |
| DPM | \$89,728 | \$94,214 | \$97,803 | \$102,290 |

Teamster Local 456 Salary Schedule cont.

| Hired after November 17, 2015 | | | | | Effective July 1, 2016 | | | |
|--------------------------------------|---------------|---------------|---------------|---------------|-------------------------------|--------------------------|--------------------------|--------------------------|
| Grade | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | After Year 10 | After Year 15 | After Year 20 |
| DPA | \$44,689 | \$47,482 | \$50,275 | \$53,068 | \$55,861 | \$58,655 | \$60,889 | \$63,682 |
| DPB | \$52,014 | \$55,264 | \$58,515 | \$61,766 | \$65,017 | \$68,268 | \$70,868 | \$74,119 |
| DPC | \$53,707 | \$57,063 | \$60,420 | \$63,776 | \$67,133 | \$70,490 | \$73,175 | \$76,532 |
| DPD | \$55,647 | \$59,125 | \$62,603 | \$66,081 | \$69,559 | \$73,037 | \$75,819 | \$79,297 |
| DPF | \$56,340 | \$59,862 | \$63,383 | \$66,904 | \$70,426 | \$73,947 | \$76,764 | \$80,285 |
| DPG | \$56,856 | \$60,409 | \$63,963 | \$67,516 | \$71,070 | \$74,623 | \$77,466 | \$81,020 |
| DPH | \$59,377 | \$63,088 | \$66,799 | \$70,510 | \$74,221 | \$77,932 | \$80,901 | \$84,612 |
| DPI | \$64,321 | \$68,341 | \$72,361 | \$76,381 | \$80,401 | \$84,421 | \$87,637 | \$91,657 |
| DPJ | \$65,536 | \$69,632 | \$73,728 | \$77,824 | \$81,920 | \$86,016 | \$89,293 | \$93,389 |
| DPK | \$66,746 | \$70,917 | \$75,089 | \$79,261 | \$83,432 | \$87,604 | \$90,941 | \$95,113 |
| DPL | \$67,958 | \$72,205 | \$76,452 | \$80,700 | \$84,947 | \$89,194 | \$92,592 | \$96,840 |
| DPM | \$70,375 | \$74,773 | \$79,172 | \$83,570 | \$87,968 | \$92,367 | \$95,886 | \$100,284 |

| Hired after November 17, 2015 | | | | | Effective January 1, 2017 | | | |
|--------------------------------------|---------------|---------------|---------------|---------------|----------------------------------|--------------------------|--------------------------|--------------------------|
| Grade | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | After Year 10 | After Year 15 | After Year 20 |
| DPA | \$45,583 | \$48,432 | \$51,281 | \$54,130 | \$56,979 | \$59,828 | \$62,107 | \$64,956 |
| DPB | \$53,054 | \$56,370 | \$59,686 | \$63,001 | \$66,317 | \$69,633 | \$72,286 | \$75,602 |
| DPC | \$54,781 | \$58,204 | \$61,628 | \$65,052 | \$68,476 | \$71,900 | \$74,639 | \$78,062 |
| DPD | \$56,760 | \$60,307 | \$63,855 | \$67,402 | \$70,950 | \$74,497 | \$77,335 | \$80,883 |
| DPF | \$57,467 | \$61,059 | \$64,651 | \$68,242 | \$71,834 | \$75,426 | \$78,299 | \$81,891 |
| DPG | \$57,993 | \$61,618 | \$65,242 | \$68,867 | \$72,491 | \$76,116 | \$79,016 | \$82,640 |
| DPH | \$60,564 | \$64,349 | \$68,135 | \$71,920 | \$75,705 | \$79,490 | \$82,519 | \$86,304 |
| DPI | \$65,607 | \$69,707 | \$73,808 | \$77,908 | \$82,009 | \$86,109 | \$89,390 | \$93,490 |
| DPJ | \$66,847 | \$71,025 | \$75,202 | \$79,380 | \$83,558 | \$87,736 | \$91,079 | \$95,256 |
| DPK | \$68,081 | \$72,336 | \$76,591 | \$80,846 | \$85,101 | \$89,356 | \$92,760 | \$97,015 |
| DPL | \$69,317 | \$73,649 | \$77,981 | \$82,314 | \$86,646 | \$90,978 | \$94,444 | \$98,776 |
| DPM | \$71,782 | \$76,269 | \$80,755 | \$85,241 | \$89,728 | \$94,214 | \$97,803 | \$102,290 |

AFSCME Salary Schedule*

| Hired Prior to October 1, 2014 Effective July 1, 2016 | | |
|--|----------------|----------------|
| Salary Band | Minimum | Maximum |
| 1 | \$56,243 | \$87,061 |
| 2 | \$68,571 | \$97,077 |
| 3 | \$76,275 | \$105,552 |
| 4 | \$81,976 | \$120,962 |
| 5 | \$93,225 | \$131,748 |
| 6 | \$100,930 | \$145,615 |

| Hired After September 30, 2014 Effective July 1, 2016 | | |
|--|----------------|----------------|
| Salary Band | Minimum | Maximum |
| 1 | \$47,807 | \$74,002 |
| 2 | \$58,285 | \$82,515 |
| 3 | \$64,834 | \$89,720 |
| 4 | \$69,680 | \$102,818 |
| 5 | \$79,241 | \$111,986 |
| 6 | \$85,791 | \$123,773 |

*Not included in tables; Longevity Premium for Years of Service, 10 years of service (4%), 15 years of service (8%), 20 years of service (12%), 25 years of service (14%), 30 years of service (16%).

SEIU Salary Schedule

| Hired prior to December 22, 2014 Effective July 1, 2016 | | | | | | | | |
|--|-------------|------------------|------------------|----------------|----------------|-----------------|-----------------|-----------------|
| Step | 2 | 3 | 4 | 5 | 6 | | | |
| Grade | Hire | 12 Months | 18 Months | 2 Years | 3 Years | 10 Years | 15 Years | 20 Years |
| 1 | \$36,607 | \$37,970 | \$39,322 | \$40,816 | \$43,551 | \$45,728 | \$47,470 | \$49,648 |
| 2 | \$37,284 | \$38,650 | \$40,724 | \$42,380 | \$45,404 | \$47,674 | \$49,490 | \$51,760 |
| 3 | \$38,377 | \$40,283 | \$42,283 | \$44,166 | \$47,468 | \$49,842 | \$51,741 | \$54,114 |
| 4 | \$41,104 | \$43,015 | \$44,087 | \$46,260 | \$49,903 | \$52,398 | \$54,394 | \$56,889 |
| 5 | \$43,435 | \$44,853 | \$46,187 | \$48,594 | \$52,547 | \$55,174 | \$57,276 | \$59,903 |
| 6 | \$46,272 | \$47,405 | \$48,697 | \$51,438 | \$55,825 | \$58,617 | \$60,850 | \$63,641 |
| 7 | \$48,395 | \$49,815 | \$51,762 | \$54,801 | \$59,610 | \$62,591 | \$64,975 | \$67,956 |
| 8 | \$53,361 | \$55,045 | \$56,728 | \$58,412 | \$63,765 | \$66,954 | \$69,504 | \$72,692 |
| 9 | \$58,109 | \$59,407 | \$61,332 | \$63,278 | \$69,283 | \$72,747 | \$75,519 | \$78,983 |
| 10 | \$63,453 | \$64,971 | \$67,217 | \$69,466 | \$76,280 | \$80,094 | \$83,145 | \$86,959 |
| 11 | \$68,722 | \$70,083 | \$72,464 | \$74,504 | \$81,400 | \$85,470 | \$88,726 | \$92,796 |
| 12 | \$73,824 | \$75,185 | \$77,568 | \$79,608 | \$86,662 | \$90,995 | \$94,461 | \$98,794 |

| Hired prior to December 22, 2014 Effective January 1, 2017 | | | | | | | | |
|---|-------------|------------------|------------------|----------------|----------------|-----------------|-----------------|-----------------|
| Step | 2 | 3 | 4 | 5 | 6 | | | |
| Grade | Hire | 12 Months | 18 Months | 2 Years | 3 Years | 10 Years | 15 Years | 20 Years |
| 1 | \$37,339 | \$38,729 | \$40,108 | \$41,632 | \$44,422 | \$46,643 | \$48,420 | \$50,641 |
| 2 | \$38,030 | \$39,423 | \$41,538 | \$43,228 | \$46,312 | \$48,628 | \$50,480 | \$52,796 |
| 3 | \$39,145 | \$41,089 | \$43,129 | \$45,049 | \$48,418 | \$50,839 | \$52,775 | \$55,196 |
| 4 | \$41,926 | \$43,876 | \$44,969 | \$47,185 | \$50,901 | \$53,446 | \$55,482 | \$58,027 |
| 5 | \$44,304 | \$45,750 | \$47,110 | \$49,566 | \$53,597 | \$56,277 | \$58,421 | \$61,101 |
| 6 | \$47,197 | \$48,354 | \$49,671 | \$52,467 | \$56,942 | \$59,789 | \$62,067 | \$64,914 |
| 7 | \$49,363 | \$50,811 | \$52,797 | \$55,897 | \$60,803 | \$63,843 | \$66,275 | \$69,315 |
| 8 | \$54,428 | \$56,146 | \$57,863 | \$59,580 | \$65,041 | \$68,293 | \$70,894 | \$74,146 |
| 9 | \$59,271 | \$60,595 | \$62,559 | \$64,544 | \$70,669 | \$74,202 | \$77,029 | \$80,562 |
| 10 | \$64,722 | \$66,270 | \$68,562 | \$70,856 | \$77,805 | \$81,695 | \$84,808 | \$88,698 |
| 11 | \$70,096 | \$71,484 | \$73,914 | \$75,994 | \$83,028 | \$87,180 | \$90,501 | \$94,652 |
| 12 | \$75,300 | \$76,689 | \$79,120 | \$81,200 | \$88,395 | \$92,815 | \$96,351 | \$100,770 |

SEIU Salary Schedule cont.

| Hired after December 21, 2014 Effective July 1, 2016 | | | | | | | | |
|---|---------------|---------------|---------------|---------------|---------------|-----------------------|-----------------------|-----------------------|
| Step | 1 | 2 | 3 | 4 | 5 | | | |
| Grade | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | After 10 Years | After 15 Years | After 20 Years |
| 1 | \$37,018 | \$37,018 | \$39,196 | \$41,373 | \$43,551 | \$45,728 | \$47,470 | \$49,648 |
| 2 | \$38,593 | \$38,593 | \$40,863 | \$43,134 | \$45,404 | \$47,674 | \$49,490 | \$51,760 |
| 3 | \$40,348 | \$40,348 | \$42,722 | \$45,095 | \$47,468 | \$49,842 | \$51,741 | \$54,114 |
| 4 | \$42,417 | \$42,417 | \$44,913 | \$47,408 | \$49,903 | \$52,398 | \$54,394 | \$56,889 |
| 5 | \$44,665 | \$44,665 | \$47,292 | \$49,919 | \$52,547 | \$55,174 | \$57,276 | \$59,903 |
| 6 | \$47,452 | \$47,452 | \$50,243 | \$53,034 | \$55,825 | \$58,617 | \$60,850 | \$63,641 |
| 7 | \$50,669 | \$50,669 | \$53,649 | \$56,630 | \$59,610 | \$62,591 | \$64,975 | \$67,956 |
| 8 | \$54,201 | \$54,201 | \$57,389 | \$60,577 | \$63,765 | \$66,954 | \$69,504 | \$72,692 |
| 9 | \$58,891 | \$58,891 | \$62,355 | \$65,819 | \$69,283 | \$72,747 | \$75,519 | \$78,983 |
| 10 | \$64,838 | \$64,838 | \$68,652 | \$72,466 | \$76,280 | \$80,094 | \$83,145 | \$86,959 |
| 11 | \$69,190 | \$69,190 | \$73,260 | \$77,330 | \$81,400 | \$85,470 | \$88,726 | \$92,796 |
| 12 | \$73,663 | \$73,663 | \$77,996 | \$82,329 | \$86,662 | \$90,995 | \$94,461 | \$98,794 |

| Hired after December 21, 2014 Effective January 1, 2017 | | | | | | | | |
|--|---------------|---------------|---------------|---------------|---------------|-----------------------|-----------------------|-----------------------|
| Step | 1 | 2 | 3 | 4 | 5 | | | |
| Grade | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | After 10 Years | After 15 Years | After 20 Years |
| 1 | \$37,758 | \$37,758 | \$39,980 | \$42,201 | \$44,422 | \$46,643 | \$48,420 | \$50,641 |
| 2 | \$39,365 | \$39,365 | \$41,681 | \$43,996 | \$46,312 | \$48,628 | \$50,480 | \$52,796 |
| 3 | \$41,155 | \$41,155 | \$43,576 | \$45,997 | \$48,418 | \$50,839 | \$52,775 | \$55,196 |
| 4 | \$43,266 | \$43,266 | \$45,811 | \$48,356 | \$50,901 | \$53,446 | \$55,482 | \$58,027 |
| 5 | \$45,558 | \$45,558 | \$48,238 | \$50,918 | \$53,597 | \$56,277 | \$58,421 | \$61,101 |
| 6 | \$48,401 | \$48,401 | \$51,248 | \$54,095 | \$56,942 | \$59,789 | \$62,067 | \$64,914 |
| 7 | \$51,682 | \$51,682 | \$54,722 | \$57,763 | \$60,803 | \$63,843 | \$66,275 | \$69,315 |
| 8 | \$55,285 | \$55,285 | \$58,537 | \$61,789 | \$65,041 | \$68,293 | \$70,894 | \$74,146 |
| 9 | \$60,068 | \$60,068 | \$63,602 | \$67,135 | \$70,669 | \$74,202 | \$77,029 | \$80,562 |
| 10 | \$66,134 | \$66,134 | \$70,025 | \$73,915 | \$77,805 | \$81,695 | \$84,808 | \$88,698 |
| 11 | \$70,574 | \$70,574 | \$74,726 | \$78,877 | \$83,028 | \$87,180 | \$90,501 | \$94,652 |
| 12 | \$75,136 | \$75,136 | \$79,556 | \$83,975 | \$88,395 | \$92,815 | \$96,351 | \$100,770 |

PBA Salary Schedule

| Hired Prior to December 6, 2013 | | Effective July 1, 2016 | | | | |
|--|----------|-------------------------------|-----------|-----------|-----------|-----------|
| Classification | 2 years | 3 years | 4 years | 9 years | 14 years | 18 years |
| Police Officer | \$77,903 | \$91,217 | \$94,544 | \$97,380 | \$100,217 | \$103,053 |
| Detective Officer | n/a | n/a | \$103,998 | \$106,834 | \$109,671 | \$112,507 |

| Hired After December 5, 2013 | | Effective July 1, 2016 | | | | | | | |
|-------------------------------------|-----------------|-------------------------------|----------|----------|----------|----------|----------|-----------|-----------|
| Classification | Academy Trainee | 1 Year | 2 years | 3 years | 4 years | 5 years | 9 years | 14 years | 18 years |
| Police Officer | \$66,784 | \$74,324 | \$77,903 | \$83,058 | \$91,217 | \$94,544 | \$97,380 | \$100,217 | \$103,053 |

CLSA Salary Schedule

| Effective July 1, 2016 | | | | |
|-------------------------------|-----------|-----------|-----------|-----------|
| Classification | Hire Rate | 9 years | 14 years | 18 years |
| Sergeant | \$112,101 | \$115,464 | \$118,827 | \$122,190 |
| Lieutenant | \$127,542 | \$131,368 | \$135,195 | \$139,021 |
| Captain | \$139,457 | \$143,641 | \$147,824 | \$152,008 |
| Detective Sergeant | \$123,311 | \$126,674 | \$130,037 | \$133,400 |
| Detective Lieutenant | \$138,752 | \$142,578 | \$146,405 | \$150,231 |
| Detective Captain | \$150,667 | \$154,851 | \$159,034 | \$163,218 |

Local 628, I.A.F.F. Salary Schedule
Firefighters

| Hired After March 30, 2015 | Effective July 1, 2016 |
|-----------------------------------|-------------------------------|
| Hire Rate | \$66,203 |
| After 1 year | \$74,500 |
| After 2 years | \$79,775 |
| After 3 years | \$85,148 |
| After 4 years | \$89,630 |

| Hired Prior to April 1, 2015 | Effective July 1, 2016 | Effective Jan 1, 2017 |
|-------------------------------------|-------------------------------|------------------------------|
| Hire Rate | \$82,753 | \$82,753 |
| After 1 year | \$87,647 | \$87,647 |
| After 2 years | \$88,638 | \$88,638 |
| After 3 years | \$89,630 | \$89,630 |
| After 9 years | \$93,215 | \$94,111 |
| After 14 years | \$96,800 | \$98,593 |
| After 18 years | \$100,385 | \$101,282 |

Arson Firefighters

| Hired After March 30, 2015 | Effective July 1, 2016 | Effective Jan 1, 2017 |
|-----------------------------------|-------------------------------|------------------------------|
| Hire Rate | \$98,593 | \$98,593 |
| After 9 years | \$102,178 | \$103,074 |
| After 14 years | \$105,763 | \$107,556 |
| After 18 years | \$109,348 | \$110,245 |

UFOA Salary Schedule

| Effective July, 2016 | | | | |
|-----------------------------|------------------|----------------------|-----------------------|-----------------------|
| Classification | Hire Rate | After 9 Years | After 14 Years | After 18 years |
| Lieutenant | \$110,057 | \$113,358 | \$116,660 | \$119,962 |
| Captain | \$125,141 | \$128,895 | \$132,649 | \$136,404 |
| Assistant Chief | \$136,779 | \$140,883 | \$144,986 | \$149,090 |

TEAMSTER MANAGERS, LOCAL 456 SALARY SCHEDULE*

Proposed Effective July, 2016

| Salary Band | Minimum | Maximum |
|-------------|---------|---------|
| I | 42,701 | 69,277 |
| II | 49,270 | 79,935 |
| III | 54,744 | 88,817 |
| IV | 57,481 | 93,258 |
| V | 62,681 | 101,696 |
| VI | 71,167 | 115,462 |
| VII | 76,643 | 124,343 |
| VIII | 82,117 | 133,226 |
| IX | 87,590 | 142,106 |
| X | 93,065 | 150,990 |
| XI | 104,014 | 168,752 |
| XII | 109,488 | 177,635 |
| XIII | 114,962 | 186,516 |

*Not included in tables; Longevity Premium for Years of Service, 10 years of service (1%), 15 years of service (3%), 20 years of service (5%).