

**New York City Department of Correction
Civilianization Report
Fiscal Year 2020 (January 1, 2020 to June 30, 2020)**

Rank	Civilian Title	Salary Range (Hiring/Incumbent/Max)*	Average Salary	Total
	CLERICAL ASSOCIATE 4	\$40,017/\$46,019/\$62,820	\$45,779	5
	COMMUNITY COORDINATOR	\$54,100/\$62,215/\$83,981	\$65,420	2
	MOTOR VEHICLE OPERATOR	\$41,314/\$47,511/\$49,927	\$47,917	3
	PRINICIPAL ADMINISTRATIVE ASSOCIATE 1	\$46,037/\$52,943/\$67,439	\$53,366	13
	PRINICIPAL ADMINISTRATIVE ASSOCIATE 2	\$51,511/\$59,238/\$74,878	\$61,826	7
	PRINICIPAL ADMINISTRATIVE ASSOCIATE 3	\$56,985/\$65,533/\$87,086	\$75,939	1
	PROGRAM SPECIALIST 1	\$44,744 /\$51,490/\$69,152	\$53,870	4
	PROGRAM SPECIALIST 2	\$60,132/\$69,152/\$82,086	\$71,123	4
	PROGRAM SPECIALIST 3	\$66,442/\$76,408/\$91,234	\$82,614	3
Correction Officer Total				
Grand Total				42

* Reflects the salary range for each Civil Service Title. "Hiring" rate is for employees with less than two years of city service. The "incumbent" rate is for employees with more than two years of service and the "max" rate is the highest one can be paid in the title.