



THE CITY OF NEW YORK  
OFFICE OF THE MAYOR  
NEW YORK, N.Y. 10007

01/20/15

MAYOR'S PERSONNEL ORDER NO. 2015/1

TO THE HEADS OF ALL AFFECTED CITY DEPARTMENTS AND AGENCIES:

SUBJECT: Revision of Pay Plan for Management Employees and Salary Increases for Employees Covered by the Pay Plan for Management Employees effective September 1, 2011, September 1, 2012, September 1, 2013, September 1, 2014, September 1, 2015, September 1, 2016, and July 1, 2017.

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Pursuant to the powers vested in the Mayor by law, the salary increases provided herein are hereby ordered for incumbents for positions covered by the Pay Plan for Management Employees (PPME) and such pay plan shall be adjusted as provided herein:

I. Salary Increase Effective September 1, 2011

- A. Each manager, other than Agency Heads and Deputy Mayors, who was in active pay status in a position under the Pay Plan for Management Employees on August 31, 2011 and in active status on the date of this order, shall receive an increase of 1.0% effective September 1, 2011. The amount of the increase shall be calculated on the basis of the manager's August 31, 2011 salary.
- B. Each Manager, other than Agency Heads and Deputy Mayors, who was hired into a position under the Pay Plan for Management Employees between August 31, 2011 and the date of this Order and remains in active status on the date of this order, is eligible to receive an increase of 1.0%, effective and based on the salary on the date of such appointment, at the discretion of the Agency Head.
- C. Each Manager who was promoted into the Pay Plan for Management Employees or who received a level change/salary increase within the Pay Plan for Management Employee between September 1, 2011 and the date of this Order and remains in active status on the date of this order is eligible, at the discretion of the Agency Head, to have his/her current salary recomputed to include the 1.0% increase based on his/her August 31, 2011 salary to ensure that the manager receives the same percentage increase obtained when promoted.

II. Salary Increase Effective September 1, 2012

- A. Each manager, other than Agency Heads and Deputy Mayors, who was in active pay status in a position under the Pay Plan for Management Employees on August 31, 2012 and in active status on the date of this order, shall receive an increase of 1.0% effective September 1, 2012. The amount of the increase shall be calculated on the basis of the manager's August 31, 2012 salary.
- B. Each Manager, other than Agency Heads and Deputy Mayors, who was hired into a position under the Pay Plan for Management Employees between August 31, 2012 and the date of this Order and remains in active status on the date of this order is eligible to receive an increase of 1.0%, effective and based on the salary on the date of such appointment, at the discretion of the Agency Head.
- C. Each Manager who was promoted into the Pay Plan for Management Employees or who received a level change/salary increase within the Pay Plan for Management Employee between September 1, 2012 and the date of this Order and remains in active status on the date of this order, is eligible, at the discretion of the Agency Head, to have his/her current salary recomputed to include the 1.0% increase based on his/her August 31, 2012 salary to ensure that the manager receives the same percentage increase obtained when promoted.

III. Salary Increase Effective September 1, 2013

- A. Each manager, other than Agency Heads and Deputy Mayors, who was in active pay status in a position under the Pay Plan for Management Employees on August 31, 2013 and in active status on the date of this order, shall receive an increase of 1.0% effective September 1, 2013. The amount of the increase shall be calculated on the basis of the manager's August 31, 2013 salary.
- B. Each Manager, other than Agency Heads and Deputy Mayors, who was hired into a position under the Pay Plan for Management Employees between August 31, 2013 and the date of this Order and remains in active status on the date of this order is eligible to receive an increase of 1.0%, effective and based on the salary on the date of such appointment, at the discretion of the Agency Head.
- C. Each Manager who was promoted into the Pay Plan for Management Employees or who received a level change/salary increase within the Pay Plan for Management Employee between September 1, 2013 and the date of this Order and remains in active status on the date of this order is eligible, at the discretion of the Agency Head, to have his/her current salary recomputed to include the 1.0% increase based on his/her August 31, 2013 salary to ensure that the manager receives the same percentage increase obtained when promoted.

IV. Salary Increase Effective September 1, 2014

- A. Each manager, other than Agency Heads and Deputy Mayors, who was in active pay status in a position under the Pay Plan for Management Employees on August 31, 2014 and in active status on the date of this order, shall receive an increase of 1.5% effective September 1, 2014. The amount of the increase shall be calculated on the basis of the manager's August 31, 2014 salary.
- B. Each Manager, other than Agency Heads and Deputy Mayors, who was hired into a position under the Pay Plan for Management Employees between August 31, 2014 and the date of this Order and remains in active status on the date of this order is eligible to receive an increase of 1.5%, effective and based on the salary on the date of such appointment, at the discretion of the Agency Head.
- C. Each Manager who was promoted into the Pay Plan for Management Employees or who received a level change/salary increase within the Pay Plan for Management Employee between September 1, 2014 and the date of this Order and remains in active status on the date of this order is eligible, at the discretion of the Agency Head, to have his/her current salary recomputed to include the 1.5% increase based on his/her August 31, 2014 salary to ensure that the manager receives the same percentage increase obtained when promoted.

V Salary Increase Effective On the date of the Order

Agency Heads and Deputy Mayors only who are in active pay status as of the date of this order shall receive an increase of 4.5% effective the date of this order. The amount of the increase shall be calculated on the basis of the salary in effect on the date of this order.

VI. Salary Increase Effective September 1, 2015

Each manager, including each Agency Head and Deputy Mayor, who is in active pay status in a position under the Pay Plan for Management Employees on August 31, 2015, shall receive an increase of 2.5% effective September 1, 2015. The amount of the increase shall be calculated on the basis of the manager's August 31, 2015 salary.

VII. Salary Increase Effective September 1, 2016

Each manager, including each Agency Head and Deputy Mayor, who is in active pay status in a position under the Pay Plan for Management Employees on August 31, 2016, shall receive an increase of 3.0% effective September 1, 2016. The amount of the increase shall be calculated on the basis of the manager's August 31, 2016 salary.

VIII. Salary Increase Effective July 1, 2017

Each manager, including each Agency Head and Deputy Mayor, who is in active pay status in a position under the Pay Plan for Management Employees on June 30, 2017, shall receive an increase of 0.47% effective July 1, 2017. The amount of the increase shall be calculated on the basis of the manager's June 30, 2017 salary.

IX. Lump Sum Payment

All full-time Managers, except for Agency Heads and Deputy Mayors, will receive a \$1,000 lump sum payment effective the date this Order is signed. Part-time Managers, except for Agency Heads and Deputy Mayors, will receive a pro rata amount.

X. Terms and Conditions

- A. The Maximum Salary for a Pay Plan for Management Employee pay level shall not constitute a bar to the payment of any increase authorized by the provisions of this Order.
- B. For current Agency Heads and Deputy Mayors, salary increases authorized by this order shall be limited to those in paragraphs V, VI, VII and VIII and shall be prospective only.
- C. Any Manager who was on an authorized leave of absence without pay from a position in the Pay Plan for Management Employee on August 31, 2011 or thereafter is eligible to receive a salary increase, effective on the date of the manager's return to active pay status, in accordance with this Order, but shall not receive any increase for the period of such leave of absence.
- D. No manager shall be paid more than \$224,000 without the approval of the Mayor. No manager shall be paid more than \$1,000 less than his or her Agency Head is paid.

XI. Pay Plan Schedule

Effective September 1, 2011, the minimum and maximum salaries for assignment levels of the Pay Plan for Management Employees are hereby increased by an additional 1.0%.

Effective September 1, 2012, the minimum and maximum salaries for assignment levels of the Pay Plan for Management Employees are hereby increased by an additional 1.0%.

Effective September 1, 2013, the minimum and maximum salaries for assignment levels of the Pay Plan for Management Employees are hereby increased by an additional 1.0%.

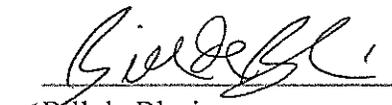
Effective September 1, 2014, the minimum and maximum salaries for assignment levels of the Pay Plan for Management Employees are hereby increased by an additional 1.5%.

Effective September 1, 2015, the minimum and maximum salaries for assignment levels of the Pay Plan for Management Employees are hereby increased by an additional 2.5%.

Effective September 1, 2016, the minimum and maximum salaries for assignment levels of the Pay Plan for Management Employees are hereby increased by an additional 3.0%.

Effective July 1, 2017, the minimum and maximum salaries for assignment levels of the Pay Plan for Management Employees are hereby increased by an additional 0.47%.

All officers or employees of the City having any jurisdiction over the matters provided in this Order are hereby directed, pursuant to the powers vested in them, to take the steps necessary to effectuate the provisions of this Order.

  
Bill de Blasio  
Mayor