



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

February 2, 2024

MAYOR'S PERSONNEL ORDER NO. 2024/2

TO THE HEADS OF ALL AFFECTED CITY DEPARTMENTS AND AGENCIES:

SUBJECT: Salary increases for Original Jurisdiction (OJ) employees and for salary ranges for OJ titles.

Pursuant to the powers vested in the Mayor by law, and based on a recommendation from the Commissioner of Citywide Administrative Services, under the provisions of Section 814(a)(10) of the New York City Charter and the provisions of the Career and Salary Plan, it is hereby ordered that the salary adjustments provided herein be made for incumbents of classes of positions which have salaries adjusted by Original Jurisdiction (OJ), including Exempt Class positions, with the exception of incumbents of positions which are under the Pay Plan for Management Employees (PPME) and that the salary ranges for such OJ classes of positions also be adjusted as provided herein:

- I. General Wage Increase Effective May 24, 2021
 - A. Effective May 24, 2021, employees in eligible titles who are in active status as of the date of this order shall receive a general increase of 3.0% per annum. This increase shall be calculated on their May 23, 2021 salary rate.
 - B. An employee who was appointed to a position covered by Original Jurisdiction, including Exempt Class positions, between May 24, 2021 and the date of this Order, and who is in active status as of the date of this order is eligible to receive an increase of 3.0% based on their salary on the date of appointment and effective on the date of appointment, at the discretion of the Agency Head.
 - C. An employee who was promoted or who received a salary increase in a position covered by Original Jurisdiction, including Exempt Class positions, between May 24, 2021 and the date of this Order and who is in active status as of the date of this order is eligible, at the discretion of the Agency Head, to have their current salary recomputed to include the 3.0% increase based on their May 23, 2021 salary to

ensure that the employee receives the same percentage increase obtained when promoted.

II. General Wage Increase Effective May 24, 2022

- A. Effective May 24, 2022, employees in eligible titles who are in active status as of the date of this order shall receive a general increase of 3.0% per annum. This increase shall be calculated on their May 23, 2022 salary rate.
- B. An employee who was appointed to a position covered by Original Jurisdiction, including Exempt Class positions, between May 24, 2022 and the date of this Order, and who is in active status as of the date of this order is eligible to receive an increase of 3.0% based on their salary on the date of appointment and effective on the date of appointment, at the discretion of the Agency Head.
- C. An employee who was promoted or who received a salary increase in a position covered by Original Jurisdiction, including Exempt Class positions, between May 24, 2022 and the date of this Order and who is in active status as of the date of this order is eligible, at the discretion of the Agency Head, to have their current salary recomputed to include the 3.0% increase based on their May 23, 2022 salary to ensure that the employee receives the same percentage increase obtained when promoted.

III. General Wage Increase Effective May 24, 2023

- A. Effective May 24, 2023, employees in eligible titles who are in active status as of the date of this order shall receive a general increase of 3.0% per annum. This increase shall be calculated on their May 23, 2023 salary rate.
- B. An employee who was appointed to a position covered by Original Jurisdiction, including Exempt Class positions, between May 24, 2023 and the date of this Order, and who is in active status as of the date of this order is eligible to receive an increase of 3.0% based on their salary on the date of appointment and effective on the date of appointment, at the discretion of the Agency Head.
- C. An employee who was promoted or who received a salary increase in a position covered by Original Jurisdiction, including Exempt Class positions, between May 24, 2023 and the date of this Order and who is in active status as of the date of this order is eligible, at the discretion of the Agency Head, to have their current salary recomputed to include the 3.0% increase based on their May 23, 2023 salary to ensure that the employee receives the same percentage increase obtained when promoted.

IV. Recruitment, Retention, and Merit Fund Effective as of the Date Hereof

Effective as of the date hereof, an agency head, at their discretion, may provide salary increases to original jurisdiction and managerial employees, with the condition that the total value of such increases may not exceed 1.43% of the agency's total original jurisdiction and managerial payroll as of January 1, 2024. If given, an increase shall be calculated on the basis of an employee's January 1, 2024 salary.

V. General Wage Increase Effective May 24, 2024

Effective May 24, 2024, employees in eligible titles shall receive a general increase of 3.0% per annum. This increase shall be calculated on their May 23, 2024 salary rate.

VI. General Wage Increase Effective May 24, 2025

Effective May 24, 2025, employees in eligible titles shall receive a general increase of 3.25% per annum. This increase shall be calculated on their May 23, 2025 salary rate.

VII. Lump Sum Payment

Full time employees in eligible titles active on the date of this order will receive a \$3,000 lump sum payment. Part-time employees in eligible titles will receive a pro rata amount. In no event shall any employee receive greater than \$3,000 in lump sum payments pursuant to this clause.

VIII. Salary Ranges

- A. Effective May 24, 2021, the minimum and maximum salary rates shall be increased by 3.0% per annum, based on May 23, 2021 minimum and maximum salary rates, respectively.
- B. Effective May 24, 2022, the minimum and maximum salary rates shall be increased by 3.0% per annum, based on May 23, 2022 minimum and maximum salary rates, respectively.
- C. Effective May 24, 2023, the minimum and maximum salary rates shall be increased by 3.0% per annum, based on May 23, 2023 minimum and maximum salary rates, respectively.
- D. Effective May 24, 2024, the minimum and maximum salary rates shall be increased by 3.0% per annum, based on May 23, 2024 minimum and maximum salary rates, respectively.

- E. Effective May 24, 2025, the minimum and maximum salary rates shall be increased by 3.25% per annum, based on May 23, 2025 minimum and maximum salary rates, respectively.

IX. Expansion of Leave Benefits

- A. Effective the date hereof, employees in eligible titles who are in active status shall, in addition to other leave benefits currently received, receive up to an additional six weeks paid parental leave (for a total of 12 weeks) once per rolling 12 months period at 100% of regular salary.
- B. As soon as practicable, employees in eligible titles shall be opted into the New York State Paid Family Leave program.

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.



Eric Adams
Mayor