

**31.92 EFFECT ON PAY RATES AND SENIORITY CREDIT FOR CERTAIN FORMER EMPLOYEES OF MANAGING DIRECTOR'S OFFICE COMMUNITY LIFE IMPROVEMENT PROGRAM UPON APPOINTMENT TO THE CIVIL SERVICE.**

Effective December 15, 2025 or at date of appointment to Civil Service, the rate of pay that an employee holding a regular full-time Civil Service exempt position in the Managing Director's Office Community Life Improvement Program receives on the date of appointment to a Civil Service position shall be the pay rate in the pay range for such position closest to their current pay rate. Each employee shall be paid at one of the established steps of the pay range for the class. Their earned pay step increase date shall be the date on which they are appointed to the Civil Service. The salary of any such employee which is in excess of the range prescribed for the class to which their position has been allocated shall not be reduced. Such employees, however, shall not be eligible to receive any salary increases except in the event that general increases in salaries shall raise the maximum of the range above their present salary or in the event of promotion to another Civil Service class. Employees shall retain their adjusted seniority date of employment with the City at the time of appointment to the Civil Service class with such period of service to be used for seniority credit and leave accrual purposes.