

Government of West Bengal
Department of Urban Development and Municipal Affairs
(Municipal Affairs Branch)
NAGARAYAN, 6th Floor
DF- 8, Sec – I, Salt lake, Kolkata- 700064

RESOLUTION

No. 1158/MA/O/C-4/1R-1/2019

Dated, the 26th day of December, 2019

In Finance Department Resolution No. 8071-F(P) dated the 27th November, 2015 the Government constituted a Pay Commission to examine the present structure of pay and conditions of service of the employees of Municipalities, Municipal Corporations, Notified Area authorities, after taking into account the prevailing pay structure under the Central Government, Public Sector Undertakings, other State Governments etc., and to furnish recommendations for changes which may be desirable and feasible. The Commission has submitted its report on the 13th September, 2019.

After due consideration of the recommendations of the Commission, the Governor has been pleased to decide that the structure of pay and other conditions of service in respect of the employees of the Kolkata Municipal Corporation and the Howrah Municipal Corporation will be as set out in the following paragraphs: -

1. Date of effect.— The revised pay structure under this Resolution shall be deemed to have come into force on the first day of January, 2016 notionally with actual financial effect from 01.01.2020.

2. Definitions. – In this resolution, unless the context otherwise requires, –

(a) ‘**Competent authority**’ means the authority competent to make Resolutions;

(b) “**employee**” means a person holding a post under the employment of Kolkata Municipal Corporation or the Howrah Municipal Corporation, duly sanctioned by the competent authority in a substantive, officiating or temporary capacity and includes a person who is on leave but does not include a person on re-employment/extension of service after retirement and a person on fixed pay/ honorarium/ fee/ stipend/ remuneration, etc.;

(c) “**existing basic pay**” means the pay drawn in the prescribed existing Pay Band and Grade Pay but does not include any other type of pay.

(d) “**existing Pay Band and Grade Pay**” means, - the running Pay Band and the Grade Pay applicable to the post held by the municipal corporation employee or, as the case may be, the personal scale applicable to such municipal employee on account of his advancement to a higher Pay Band/Grade Pay under specific or general orders of the competent authority as on 1st day of January, 2016, whether in a substantive or officiating or temporary capacity, and

(e) “**existing pay structure**” means the present system of Pay Band and Grade Pay applicable to the post held by the employee as on the 1st day of January, 2016 whether in a substantive or officiating capacity or the Pay Band and Grade Pay as personal scale applicable to him on account of advancement to higher Pay Band /Grade Pay.;

Explanation.- the expressions “existing basic pay” and “existing Pay Band and Grade Pay” in respect of an employee, who was on the 1st day of January, 2016, on deputation or on foreign service or on leave or who would have on that date officiated in one or more lower posts but for his officiating in a higher post, shall mean such basic pay, Pay band and Grade pay applicable to the post which he would have held but for his being on deputation or on foreign service or on leave or officiation in a higher post;

(f) “**existing emoluments**” mean the sum of existing basic pay and existing dearness allowance allowed to the basic pay as on 1st day of January, 2016.

(g) “**Pay Matrix**” means the Matrix specified in Schedule-I, with levels of pay arranged in vertical cells as assigned to corresponding existing Pay Band and Grade Pay ;

- (h) **“Level”** in the Pay Matrix shall mean the Level corresponding to the existing Pay Band and Grade Pay as specified in Schedule-II;
- (i) **“Municipal Corporation”** shall mean the Municipal Corporation constituted under the Kolkata Municipal Corporation Act, 1980 and Howrah Municipal Corporation Act, 1980;
- (j) **“pay in the Level”** means pay drawn in the appropriate Cell of the Level as specified in Schedule-I;
- (k) **“revised pay structure”** means the Pay Matrix and the Level specified therein corresponding to the existing Pay Band and Grade Pay of the post unless a different revised level is notified separately for the post ;
- (l) **“basic pay”** in the revised pay structure means the pay drawn in the prescribed Level in the Pay Matrix;
- (m) **“revised emoluments”** means the pay in the level of an employee in the revised pay structure;
- (n) **“Schedule”** means the Schedule appended to this resolution.

3. Level of posts – From the date of commencement of this resolution, the Level of posts shall be determined in accordance with the various Levels as assigned to the corresponding existing Pay Band and Grade Pay as specified in the Pay Matrix.

4. Drawal of pay in revised pay structure. – Save as otherwise provided in this resolution, an employee shall draw pay in the Level in the revised pay structure applicable to the post which he is holding as on 01.01.2016 or to which he is appointed on or after 1st day of January ,2016:

Provided that an employee may elect to continue to draw pay in the existing pay structure until the date on which he earns his next or any subsequent increment upto 25th day of September, 2019 in the existing pay structure or until he vacates his post or ceases to draw pay in the existing pay structure:

Provided further that in cases where an employee has been placed in a higher Grade Pay between 1st day of January, 2016 and 25th day of September, 2019 on account of promotion or upgradation, the employee may elect to switch over to the revised pay structure from the date of such promotion or upgradation or from the date of final fixation of pay on account of such promotion/upgradation as the case may be.

Explanation I. – The option to retain the existing pay structure under the first proviso of this para shall be admissible only in respect of one existing Pay Band or Grade Pay.

Note: No option shall lie from any date of increments that fell after the date of promotion/upgradation during the period from 01.01.2016 to 25.09.2019.

Illustration: An employee got promotion/upgradation on 18.10.2016. He is not eligible to exercise option to come under revised pay structure w.e.f 01.07.17 or 01.07.18 or 01.07.19. He is, however, eligible to exercise such option w.e.f.01.01.2016 or 01.07.2016.

Explanation II. – The aforesaid option shall not be admissible to any person appointed to a post on or after the 1st day of January, 2016, whether for the first time in the service of either of the Municipal Corporation or by transfer from another post and he shall be allowed pay only in the revised pay structure.

Explanation III.– Where the employee exercises the option under the provisos to this para to retain the existing pay structure in respect of a post held by him in an officiating capacity on a regular basis for the purpose of regulation of pay in that pay structure under the existing provisions of order applicable to the post, his substantive pay shall be substantive pay which he would have drawn had he retained the existing pay structure in respect of the permanent post on which he holds a lien or would have held a lien had his lien not been suspended or the pay of the officiating post which has acquired the character of substantive pay in accordance with any order for the time being in force, whichever is higher.

5. Exercise of option.– (1) The option under the provisio to para 4 shall be exercised in writing in the Form appended to Schedule III within 90 days from the date of issue of this Resolution accepting the Government decision for implementation of the revised structure of pay so as to reach the same to the authority mentioned in sub-para (2) of this paragraph within 90days from the date of publication of this Resolution in the *Official Gazette*:

Provided that –

- (i) an employee, who on the date of publication of this Resolution in the *Official Gazette*, is on leave or on deputation or on foreign service, the said option shall be exercised in writing so as to reach the said authority within three months of his return from such leave or deputation or foreign service, as the case may be; and
- (ii) an employee, who is under suspension on the date of publication of this Resolution in the *Official Gazette*, shall exercise the said option within three months of the date of his return to his duty or within three months of the date of publication of this Resolution in the *Official Gazette*, whichever is later.

(2) The option shall be submitted by the employee to such authority of the Municipal Corporation as may be determined by the Municipal Commissioner or the Commissioner of the Municipal Corporation as mentioned in sub-para (1).

(3) If the option under sub-para (1) has not been received by the respective Authority within the time specified in that sub-para, the employee shall be deemed to have elected to be governed by the revised pay structure with effect from the 1st day of January, 2016.

(4) The option once exercised shall be final.

Note 1. – An employee whose service is terminated on or after the 1st day of January, 2020 and who is unable to exercise the option on account of discharge on the expiry of the sanctioned posts, resignation, dismissal or discharge on disciplinary grounds within the prescribed period, shall be entitled to the benefits of exercising option under this para.

Note 2. – An employee, who died on or after the 1st day of January, 2016 and could not exercise the option within the prescribed time limit, shall be deemed to have opted for the revised pay structure on and from the 1st day of January, 2016 or from such subsequent date as is considered most beneficial to him, if he was alive.

Note 3. – An employee whose existing pay structure (Pay Band and or Grade Pay) of the post was revised with effect from any date before 25.09.2019 may be allowed the benefits of exercising option under this rule on the basis of notional basic pay in the related pay structure (Pay Band or Grade Pay).

6. Fixation of initial pay in revised pay structure. – The initial pay of an employee who elects or is deemed to have elected under para 5 of this resolution to be governed by the revised pay structure on and from the 1st day of January, 2016, shall, unless in any case the Competent Authority with the approval of Government by special order otherwise directs, be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien, or would have held a lien had his lien not been suspended, and in respect of his pay in the officiating post held by him in the following manner namely:–

in case of all employees, –

- (i) the pay in the applicable level in the Pay Matrix shall be the pay obtained by multiplying the existing basic pay by a factor of 2.57, rounded off to the nearest rupee and the figure so arrived at will be located in that level in the Pay Matrix and if such an identical figure corresponds to any Cell in the applicable level in the pay matrix, the same shall be the pay, and if no such cell is available in the applicable level, the pay shall be fixed at the immediate next higher Cell in that applicable Level of the Pay Matrix.

Illustration -1

1.	Existing Pay Band : P.B.1	Pay Band	P.B I 4900-16200	
		Grade Pay	1700	1800
2.	Existing Grade Pay : 1800	Level	1	2
		1	17000	17600
		2	17500	18100
3.	Existing Pay in the Pay Band : 7410	3	18000	18600
		4	18500	19200
		5	19100	19800
4.	Existing Basic Pay : 9210 (=7410+1800)	6	19700	20400
		7	20300	21000
		8	20900	21600
5.	Pay after multiplication by a fitment factor of 2.57 : $9210 \times 2.57 = 23669.70$ (rounded off to 23670)	9	21500	22200
		10	22100	22900
		11	22800	23600
6.	Level corresponding to Grade Pay 1800 : Level 2	12	23500	24300
		13	24200	25000
7.	Revised Pay in the Pay Matrix (either equal to or next higher to 23670 in Level 2): 24300	14	24900	25800
		15	25600	26600

Illustration -2

1.	Existing Pay Band : P.B.3	Pay Band	P.B.3 7100-37600			
		Grade Pay	3200	3600	3900	4100
2.	Existing Grade Pay : 4100	Level	8	9	10	11
		1	27000	28900	32100	33400
		2	27800	29800	33100	34400
3.	Existing Pay in the Pay Band : 14000	3	28600	30700	34100	35400
		4	29500	31600	35100	36500
		5	30400	32500	36200	37600
4.	Existing Basic Pay : 18100 (=14000+4100)	6	31300	33500	37300	38700
		7	32200	34500	38400	39900
5.	Pay after multiplication by a fitment factor of 2.57 : 46517	8	33200	35500	39600	41100
		9	34200	36600	40800	42300
		10	35200	37700	42000	43600
6.	Level corresponding to Grade Pay 4100 : Level 11	11	36300	38800	43300	44900
		12	37400	40000	44600	46200
7.	Revised Pay in the Pay Matrix (either equal to or next higher to 46517 in Level 11): 47600	13	38500	41200	45900	47600
		14	39700	42400	47300	49000

- (ii) if the minimum pay or the first cell in the applicable Level is more than the amount arrived at as per sub-para (ii) above, the pay shall be fixed at minimum pay or the first Cell of that applicable Level.

Note 1.— An employee under suspension, shall continue to draw subsistence allowance based on existing pay structure and his pay in the revised pay structure shall be subject to the final order on the pending disciplinary proceedings.

Note 2. - Where the existing emoluments exceed the revised emoluments in the case of any employee, the difference shall be allowed as personal pay to be absorbed in future increases in pay.

Note 3.- Where in the fixation of pay under para 6 of this resolution the pay of an employee, who, in the existing pay structure was drawing more pay than another employee junior to him in the same grade in the cadre immediately before the 1st day of January, 2016, gets fixed in the revised pay structure in a Cell lower than that of such junior, his pay shall be stepped up to the same Cell in the revised pay structure as that of the junior.

Note 4. - In the case where a senior employee promoted to a higher post before the 1st day of January, 2016, draws less pay in the revised pay structure than his junior in the same cadre who is promoted to the higher post on or after the 1st day of January, 2016, the pay in the same applicable Level in the revised pay structure of senior employee shall be stepped up to an amount equal to the pay in the same applicable Level in the revised pay structure as fixed for his junior in that higher post. The stepping up shall be done by the respective authorities of the Urban Local Bodies with the approval of the Government with effect from the date of promotion of the junior employee subject to the fulfillment of the following conditions:-

- (i) both the junior and the senior employee should belong to the same cadre and the posts in which they have been promoted should be identical in the same cadre;
- (ii) the existing pay structure (pay band and grade pay) and the revised pay structure (applicable Level in the Pay Matrix) of the lower and higher posts in which they are entitled to draw pay should be identical ;
- (iii) the senior employee at the time of promotion was drawing equal or more pay than the junior ;
- (iv) the anomaly should arise directly as a result of the application of the provisions of this resolution or any other resolution or order regulating fixation of pay on such promotion in the revised pay structure. If in the lower post, the junior employee was drawing more pay in the pre-revised pay structure than the senior by virtue of any advance increments granted to him, the provisions of this Note shall not be applicable to step up the pay of the senior employee.

Provided further that the order relating to stepping up of the pay of the senior employee in accordance with the provision of this Note shall be issued with the approval of the Government and the senior employee shall be entitled to the next increment on completion of his required qualifying service with reference to the date of such stepping up of pay.

Note 5. - Where an employee is in receipt of personal pay on the 1st day of January, 2016, which together with his existing emoluments exceeds the revised emoluments, the difference representing such excess shall be allowed to such employee as personal pay to be absorbed in future increases of the pay.

Subject to provisions of Para-4, if the pay as fixed in the officiating post under this para is lower than the pay fixed in the substantive post, the former shall be fixed at the same cell as the substantive pay.

7. Fixation of pay in revised pay structure of employees appointed as fresh recruits on or after 1st day of January, 2016. - (1) The pay of direct recruits appointed on or after 01.01.2016 to a particular post carrying a specific pay level in the Pay Matrix shall be fixed from the date of joining, at the minimum pay or at the first cell in the Level, applicable to the post to which such employees are appointed subject to the higher initials, where applicable.

Provided that where the existing pay of such employee appointed on or after the 1st day of January, 2016 and before the publication of this resolution, has already been fixed in the existing pay structure and if his existing emoluments happen to exceed the minimum pay in the revised pay structure as applicable to the post to which he is appointed on or after the first day of January, 2016, such difference shall be treated as personal pay to be absorbed in future increments in pay.

8. Increments in Pay Matrix.- After fixation of pay in the appropriate Level in the Pay Matrix, the subsequent increment in the Level shall be at the immediate next higher Cell vertically arranged in that Level.

Illustration

An employee in the basic pay of Rs.29000 in Level 5 will move vertically downwards in the same level to Rs.29900 on grant of increment	Pay Band	P.B. 2 5400-25200				
	Grade Pay	1900	2100	2300	2600	2900
	Level	3	4	5	6	7
	1	18800	19700	21000	22700	24700
	2	19400	20300	21600	23400	25400
	3	20000	20900	22200	24100	26200
	4	20600	21500	22900	24800	27000
	5	21200	22100	23600	25500	27800
	6	21800	22800	24300	26300	28600
	7	22500	23500	25000	27100	29500
	8	23200	24200	25800	27900	30400
	9	23900	24900	26600	28700	31300
	10	24600	25600	27400	29600	32200
	11	25300	26400	28200	30500	33200
	12	26100	27200	29000	31400	34200
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	13	26900	28000	29900	32300	35200
	14	27700	28800	30800	33300	36300
	15	28500	29700	31700	34300	37400
	16	29400	30600	32700	35300	38500
	17	30300	31500	33700	36400	39700

9. Date of next increment in revised pay structure.- In respect of all employees, there shall be a uniform date of annual increment, as existing and such date of annual increment shall be the 1st day of July of every year.

Note. – In the case of employees completing 6 (Six) months and above in the revised pay structure as on 1st day of July, shall be eligible to be granted increment.

10. Fixation of pay on promotion on or after the 1st day of January, 2016.- The fixation of pay in case of promotion from one level to another in the revised pay structure shall be made in the following manner, namely:-

(i) One increment shall be given in the Level from which the employee is promoted and he shall be placed at a Cell equal to the figure so arrived at in the Level of the post to which promoted and if no such Cell is available in the Level to which promoted, he shall be placed at the next higher Cell in that Level.

Illustration

An employee is drawing basic pay of Rs.31400 in Level 6. He is promoted to Level 7. His pay will be fixed in the following manner. (1) Pay after giving one increment in Level 6 is to be determined which will be Rs. 32300 (2) Pay will be fixed in Level 7 at Rs.33200 (either equal to or next higher in Level 7)	Pay Band	P.B. 2 5400-25200				
	Grade Pay	1900	2100	2300	2600	2900
	Level	3	4	5	6	7
	1	18800	19700	21000	22700	24700
	2	19400	20300	21600	23400	25400
	3	20000	20900	22200	24100	26200
	4	20600	21500	22900	24800	27000
	5	21200	22100	23600	25500	27800
	6	21800	22800	24300	26300	28600
	7	22500	23500	25000	27100	29500
	8	23200	24200	25800	27900	30400
	9	23900	24900	26600	28700	31300
	10	24600	25600	27400	29600	32200
	11	25300	26400	28200	30500	33200
	12	26100	27200	29000	31400	34200
	13	26900	28000	29900	32300	35200

	14	27700	28800	30800	33300	36300
	15	28500	29700	31700	34300	37400
	16	29400	30600	32700	35300	38500
	17	30300	31500	33700	36400	39700

Note 1.- An employee may have option to get his pay fixed either from the date of promotion or from the date of next increment.

(a) In case the employee opts to get his pay fixed from the date of promotion, his pay in the promotion post shall be fixed under the provisions of this para and his next increment will fall due on the 1st July on completion of six months from the date of such promotion.

(b) In case the employee opts to get his pay fixed from the date of increment, then on the date of promotion his pay shall initially be fitted in the applicable level of the promotion post at the same Cell as that of his existing pay and in absence of such Cell, it shall be fitted at the next higher Cell and such pay shall finally be re-fixed under the provisions of this Para after accrual of increment in the lower post. The next increment shall, however, fall due on the next 1st July.

Note 2. - In the case of non functional movement under existing Career Advancement Scheme when level is changed the pay shall be fixed as per Note 1 except the interim pay fixation as in (b) therein and when Level is not changed, the employee will get one increment in the same Level from the date of entitlement and the date of next increment shall remain unchanged.

Note 3. - In case an employee is promoted to higher post carrying Pay Level either equal to or lower than the Pay Level he is enjoying due to non-function movement under CAS, he shall be allowed one increment in the same Level from the date of such promotion with date of next increment remaining unchanged.

11. Payment of arrears.- Notwithstanding anything contained elsewhere in this resolution, or in any other resolution or order for the time being in force, no arrears of pay to which an employee may be entitled in respect of the period from the 1st day of January, 2016 to the 31st day of December, 2019, shall be paid to the employee.

12. House Rent Allowance.- With effect from the 1st January, 2020, the house rent allowance admissible to an employee shall be 12% of his revised basic pay, subject to a maximum of Rs. 12,000/- per month. The ceiling of house rent allowance drawn by husband and wife together shall also be raised to Rs. 12,000/- per month.

The term basic pay in the revised pay structure means the pay drawn in the prescribed pay level in the Pay Matrix and does not include any other type of pay.

The existing terms and conditions of drawl of house rent allowance by the employees living in their own house or in a rented house shall continue to apply.

13. Medical Allowance - The existing rate of Medical Allowance will be revised to Rs. 500/- per month in respect of the employees with effect from 1st January, 2020.

14. Other Allowances. - Other allowances which are now admissible shall be allowed to the employees at the same rates and on the same terms and conditions as applicable to such employees.

15. Primary School Teachers - Teachers serving in the Primary Schools managed by the Municipal Corporations (Kolkata & Howrah), who are entitled to the different Grade Pay in the existing pay structure, shall draw pay in the revised pay structure corresponding to the existing Pay Band and Grade Pay shown in Schedule II. Other allowances shall be paid to them at the same rates as are admissible to their counterparts serving under the West Bengal Primary Education Schemes and the Head Teachers will get an additional remuneration of Rs. 400/- per month, provided that no allowances will be admissible on the additional remuneration.

- 16. Secondary School Teachers.** – Teachers including Head Masters serving in Secondary Schools of the Municipal Corporations shall be entitled to draw pay in the revised pay structure and other allowances as admissible to their counterparts serving in the Secondary Schools aided by Government.
- 17. Classification of Employees.**– From the date of commencement of this resolution, employees shall be classified as Category A, Category B, Category C and Category D in the following manner :-
- (i) **Category A** - employees holding all posts in the Pay Level 12 and above.
 - (ii) **Category B** - employees holding all posts in the Pay Levels 8 to 11.
 - (iii) **Category C** - employees holding all posts in the Pay Levels 3 to 7.
 - (iv) **Category D** - employees holding all posts in the Pay Levels 1 and 2.
- 18. Overriding effect of this resolution.**– The provisions of this resolution shall have effect notwithstanding anything to the contrary contained in any other resolutions, orders or notifications for the time being in force, and all such Resolutions, orders and notifications, shall have effect subject to the provisions of this resolution.
- 19. Relaxation.** – Where the State Government is satisfied that the operation of all or any of the provisions of this resolution causes undue hardship in any particular case or class of cases, the Government may, by order, dispense with or relax the requirement of all or any of the paras of this resolution to such extent and subject to such conditions as may be considered necessary for dealing with the case or class of cases in a just and equitable manner.
- 20. Interpretation.** - If any question arises relating to the interpretation of any of the provisions of this resolution, it shall be referred to the Department of Urban Development and Municipal Affairs, Government of West Bengal for decision.
- 21. Financial Assistance.** - The Municipal Corporation will mobilize its own resources to meet the additional expenditure for implementation of this resolution. The Government will consider in due course the question of providing ways and means advance after proper check and scrutiny if there be any shortfall in the own fund of the Municipal Corporation.
- 22. Adoption of the Resolution.** - The Municipal Commissioner or the Commissioner, as the case may be, will adopt a resolution to implement this resolution as is required under the provisions of the Kolkata Municipal Corporation Act, 1980 or the Howrah Municipal Corporation Act, 1980.
- 23.** Change in existing laws and rules for implementing the aforesaid decisions may be undertaken, if necessary.
- 24.** This has the concurrence of Finance Department vide U.O. No. Group P1/2019-2020/0318 dated the 24th day of December, 2019.

Schedule – I**[see para 3(e) and 3(g)]**

Pay Band	P.B I 4900-16200		P.B. 2 5400-25200					P.B.3 7100-37600			
Grade Pay	1700	1800	1900	2100	2300	2600	2900	3200	3600	3900	4100
Old Entry Pay	6600	6830	7300	7680	8160	8840	9600	10300	11040	12270	12750
Level	1	2	3	4	5	6	7	8	9	10	11
1	17000	17600	18800	19700	21000	22700	24700	27000	28900	32100	33400
2	17500	18100	19400	20300	21600	23400	25400	27800	29800	33100	34400
3	18000	18600	20000	20900	22200	24100	26200	28600	30700	34100	35400
4	18500	19200	20600	21500	22900	24800	27000	29500	31600	35100	36500
5	19100	19800	21200	22100	23600	25500	27800	30400	32500	36200	37600
6	19700	20400	21800	22800	24300	26300	28600	31300	33500	37300	38700
7	20300	21000	22500	23500	25000	27100	29500	32200	34500	38400	39900
8	20900	21600	23200	24200	25800	27900	30400	33200	35500	39600	41100
9	21500	22200	23900	24900	26600	28700	31300	34200	36600	40800	42300
10	22100	22900	24600	25600	27400	29600	32200	35200	37700	42000	43600
11	22800	23600	25300	26400	28200	30500	33200	36300	38800	43300	44900
12	23500	24300	26100	27200	29000	31400	34200	37400	40000	44600	46200
13	24200	25000	26900	28000	29900	32300	35200	38500	41200	45900	47600
14	24900	25800	27700	28800	30800	33300	36300	39700	42400	47300	49000
15	25600	26600	28500	29700	31700	34300	37400	40900	43700	48700	50500
16	26400	27400	29400	30600	32700	35300	38500	42100	45000	50200	52000
17	27200	28200	30300	31500	33700	36400	39700	43400	46400	51700	53600
18	28000	29000	31200	32400	34700	37500	40900	44700	47800	53300	55200
19	28800	29900	32100	33400	35700	38600	42100	46000	49200	54900	56900
20	29700	30800	33100	34400	36800	39800	43400	47400	50700	56500	58600
21	30600	31700	34100	35400	37900	41000	44700	48800	52200	58200	60400
22	31500	32700	35100	36500	39000	42200	46000	50300	53800	59900	62200
23	32400	33700	36200	37600	40200	43500	47400	51800	55400	61700	64100
24	33400	34700	37300	38700	41400	44800	48800	53400	57100	63600	66000
25	34400	35700	38400	39900	42600	46100	50300	55000	58800	65500	68000
26	35400	36800	39600	41100	43900	47500	51800	56700	60600	67500	70000
27	36500	37900	40800	42300	45200	48900	53400	58400	62400	69500	72100
28	37600	39000	42000	43600	46600	50400	55000	60200	64300	71600	74300
29	38700	40200	43300	44900	48000	51900	56700	62000	66200	73700	76500
30	39900	41400	44600	46200	49400	53500	58400	63900	68200	75900	78800
31	41100	42600	45900	47600	50900	55100	60200	65800	70200	78200	81200
32	42300	43900	47300	49000	52400	56800	62000	67800	72300	80500	83600
33	43600	45200	48700	50500	54000	58500	63900	69800	74500	82900	86100

Schedule – I (Continued)

Pay Band	P.B.4 9000 - 40500								P.B.5 37400 - 60000	
Grade Pay	4400	4600	4700	4800	5400	6600	7600	8000	8700	8900
Old Entry Pay	13400	13900	14930	15960	21000	25200	29920	31250	46100	46300
Level	12	13	14	15	16	17	18	19	20	21
1	35800	37100	39900	42600	56100	67300	79900	83400	123100	123600
2	36900	38200	41100	43900	57800	69300	82300	85900	126800	127300
3	38000	39300	42300	45200	59500	71400	84800	88500	130600	131100
4	39100	40500	43600	46600	61300	73500	87300	91200	134500	135000
5	40300	41700	44900	48000	63100	75700	89900	93900	138500	139100
6	41500	43000	46200	49400	65000	78000	92600	95700	142700	143300
7	42700	44300	47600	50900	67000	80300	95400	98600	147000	147600
8	44000	45600	49000	52400	69000	82700	98300	101600	151400	152000
9	45300	47000	50500	54000	71100	85200	101200	104600	155900	156600
10	46700	48400	52000	55600	73200	87800	104200	107700	160600	161300
11	48100	49900	53600	57300	75400	90400	107300	110900	165400	166100
12	49500	51400	55200	59000	77700	93100	110500	114200	170400	171100
13	51000	52900	56900	60800	80000	95900	113800	117600	175500	176200
14	52500	54500	58600	62600	82400	98800	117200	121100	180800	181500
15	54100	56100	60400	64500	84900	101800	120700	124700	186200	186900
16	55700	57800	62200	66400	87400	104900	124300	128400	191800	192500
17	57400	59500	64100	68400	90000	108000				
18	59100	61300	66000	70500	92700	111200				
19	60900	63100	68000	72600	95500	114500				
20	62700	65000	70000	74800	98400	117900				
21	64600	67000	72100	77000	101400	121400				
22	66500	69000	74300	79300	104400	125000				
23	68500	71100	76500	81700	107500	128800				
24	70600	73200	78800	84200	110700	132700				
25	72700	75400	81200	86700	114000	136700				
26	74900	77700	83600	89300	117400	140800				
27	77100	80000	86100	92000	120900	145000				
28	79400	82400	88700	94800	124500	149400				
29	81800	84900	91400	97600	128200	153900				
30	84300	87400	94100	100500	132000	158500				
31	86800	90000	96900	103500	136000	163300				
32	89400	92700	99800	106600	140100	168200				
33	92100	95500	102800	109800	144300	173200				

Schedule – II**[see para 3(f)]****Corresponding Levels of existing Pay Band and Grade Pay**

Sl. No.	Existing Pay Band	Pay Band Scale	Existing Grade Pay	Level in Pay Matrix with indication of higher initials, where applicable
1.	PB-1	Rs.4900-16200	1700	Level-1
2.	PB-1	Rs.4900-16200	1800	Level-2
3.	PB-2	Rs.5400-25200	1900	Level-3
4.	PB-2	Rs.5400-25200	2100	Level-4
5.	PB-2	Rs.5400-25200	2300	Level-5
6.	PB-2	Rs.5400-25200	2600	Level-6
7.	PB-2	Rs.5400-25200	2900	Level-7
8.	PB-3	Rs.7100-37600	3200	Level-8
9.	PB-3	Rs.7100-37600	3600	Level-9
10.	PB-3	Rs.7100-37600	3900	Level-10
11.	PB-3	Rs.7100-37600	4100	Level-11
12.	PB-4	Rs.9000-40500	4400	Level-12
13.	PB-4	Rs.9000-40500	4600	Level-13
14.	PB-4	Rs.9000-40500	4700	Level-14
15.	PB-4	Rs.9000-40500	4800	Level-15
16.	PB-4	Rs.9000-40500	5400	Level-16
17.	PB-4	Rs.9000-40500	6600	Level-17
18.	PB-4	Rs.9000-40500	7600	Level-18
19.	PB-4	Rs.9000-40500	8000	Level-19
20.	PB-5	Rs.37400-60000	8700	Level-20
21.	PB-5	Rs.37400-60000	8900	Level-21

Schedule- III

Form of option

(see para 5 and 6)

*1. I, ----- hereby elect the revised pay structure with effect from 1st January, 2016.

*2. I, ----- hereby elect to continue on the existing scale of pay of my substantive/officiating post mentioned below until :

(a) the date of my next increment w.e.f.-----

(b) the date of my subsequent increment raising my pay to Rs. ----- in the existing pay structure w.e.f.-----.

(c) the date of my promotion/upgradation to the post of ----- w.e.f.-----

Existing Pay Band and Grade Pay -----.

Signature -----

Name -----

Designation -----

Office in which employed -----

Department -----

- To be scored out, if not applicable.

UNDERTAKING

I hereby undertake that in the event of my pay having been fixed in a manner contrary to the provisions contained in these rules, as detected subsequently, any excess payment so made shall be refunded by me to the Government either by adjustment against future payments due to me or otherwise.

Signature -----

Name -----

Designation -----

Date :

Place :

Schedule- IV

[see para 7(1)]

Form for fixation of initial pay in the revised pay structure.

1. Name of the Department and Office :
2. Name and designation of employee :
3. Status (Substantive/Officiating) :
4. Existing Pay Band and Grade Pay
 - (a) in substantive post :
 - (b) in officiating/ temporary post :
5. Basic Pay in the existing pay structure

as on January 1, 2016 or

on the date of option on..... :

(Band Pay + Grade Pay)
6. Amount arrived at by multiplying basic

pay as at sl. no. 5 above by 2.57 :

Rounded off to nearest rupee :
7. Applicable Level in the Pay Matrix

corresponding to the Pay Band and

Grade Pay :
8. Applicable Cell in the Level either

equal to or next higher of the amount

at Sl. no. 6 above :
9. Revised Basic Pay (as per sl. no.8) :
10. Date of effect :
11. Date of next increment :

 Signature of Head of Office / Department with Designation
ORDER

Ordered that the Resolution be communicated to the Kolkata Municipal Corporation and the Howrah Municipal Corporation and all concerned, and be published in an extraordinary issue of the *Official Gazette*.

By order of the Governor,

26/11/2014
Jt. Secy. to the Govt. of West Bengal

No. 1158 /1(2)/MA/O/C-4/1R-1/2019

Dated, 26th day of December, 2019

Copy forwarded for information and necessary action to the -

Municipal Commissioner/Commissioner, Kolkata Municipal Corporation/Howrah Municipal Corporation.

P.O., Dist.

[Signature]
20/12/19

Joint Secretary to the Government of West Bengal

No. 1158 /2(20)/MA/O/C-4/1R-1/2019

Dated, 26th day of December, 2019

Copy forwarded for information and necessary action to the -

1. District Magistrate,, P.O.,, Dist.
2. Commissioner, Division, P.O.,, Dist.
3. Examiner of Local Accounts, 4, Brabourne Road, Kolkata – 700001.
4. Principal Accountant General (A&E), West Bengal, Treasury Building, Kolkata-700001.
5. Director of Local Bodies, West Bengal, Pura Prashasan Bhavan, DD-1, Sec - I, Salt Lake, Kolkata-64.
6. Commissioner, Department of Urban Development and Municipal Affairs.
7. Director of pension, Provident Fund & Group Insurance, Govt. of West Bengal, Purta Bhavan (2nd Floor), Salt Lake, Kolkata-91.
8. Financial Advisor and E.O. Special Secretary, Department of Urban Development and Municipal Affairs.
9. Financial Department (Group-P1), Govt. of West Bengal, Nabanna, Howrah – 711102.
10. Kolkata Pay and Accounts – I/II/III, Kolkata.
11. Private Secretary to the Hon'ble Minister-in-Charge of this Department.
12. Sr. P.A. to Principal Secretary of this Department.
13. P.A. to Mayor, Kolkata Municipal Corporation.
14. Wings of this Department.

[Signature]
20/12/19

Joint Secretary to the Govt. of West Bengal