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I N   S E N A T E

February 10, 2016

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Introduced by Sens. YOUNG, GOLDEN -- read twice and ordered printed, and when printed to be committed to the Committee on Civil Service and Pensions -- reported favorably from said committee and committed to the Committee on Finance -- committee discharged, bill amended, ordered reprinted as amended and recommitted to said committee -- committee discharged, bill amended, ordered reprinted as amended and recommitted to said committee

AN ACT to amend the civil service law and the correction law, in relation to compensation and other terms and conditions of employment of certain state officers and employees; to amend section 3 of part H of chapter 55 of the laws of 2015 amending the civil service law and the correction law relating to salaries, in relation to compensation of certain state officers and employees; and to repeal certain provisions of the civil service law relating thereto

THE PEOPLE OF THE STATE OF NEW YORK, REPRESENTED IN SENATE AND ASSEMBLY, DO ENACT AS FOLLOWS:

Section 1. Subparagraphs 5, 6, and 7 of paragraph d of subdivision 1 of section 130 of the civil service law are REPEALED and a new subparagraph 5 is added to read as follows:

(5) EFFECTIVE APRIL FIRST, TWO THOUSAND SIXTEEN:

	GRADE	HIRING RATE	JOB RATE
7	M/C 3	\$25,123	\$32,117
8	M/C 4	\$26,232	\$33,576
9	M/C 5	\$27,806	\$35,204
10	M/C 6	\$28,986	\$37,010
11	M/C 7	\$30,658	\$39,014
12	M/C 8	\$32,340	\$41,025
13	M/C 9	\$34,188	\$43,208
14	M/C 10	\$36,031	\$45,605
15	M/C 11	\$38,216	\$48,136
16	M/C 12	\$40,232	\$50,661
17	M/C 13	\$42,573	\$53,475
18	M/C 14	\$45,103	\$56,418

EXPLANATION--Matter in ITALICS (underscored) is new; matter in brackets [ ] is old law to be omitted.

LBD10880-04-6

1	M/C 15	\$47,612	\$59,464
2	M/C 16	\$50,296	\$63,636
3	M/C 17	\$53,149	\$66,089
4	M/C 18	\$53,431	\$66,303
5	M/C 19	\$56,297	\$69,750
6	M/C 20	\$59,166	\$73,249
7	M/C 21	\$62,357	\$77,032
8	M/C 22	\$65,709	\$81,079
9	M/C 23	\$69,077	\$86,305
10	M 1	\$74,559	\$94,246
11	M 2	\$82,690	\$104,522
12	M 3	\$91,774	\$115,974
13	M 4	\$101,506	\$128,097
14	M 5	\$112,707	\$142,397
15	M 6	\$124,789	\$156,960
16	M 7	\$137,552	\$170,356
17	M 8	\$115,976+	

18 S 2. Subdivision 1 of section 19 of the correction law, as amended by  
 19 section 2 of part H of chapter 55 of the laws of 2015, is amended to  
 20 read as follows:

21 1. This section shall apply to each superintendent of a correctional  
 22 facility appointed on or after August ninth, nineteen hundred seventy-  
 23 five and any superintendent heretofore appointed who elects to be  
 24 covered by the provisions thereof by filing such election with the  
 25 commissioner.

26 a. The salary schedule for superintendents of a correctional facility  
 27 with an inmate population capacity of four hundred or more inmates shall  
 28 be as follows:

29 Effective April first, two thousand eleven:

30	Hiring Rate	Job Rate
31	\$105,913	\$144,535

32 Effective April first, two thousand fourteen:

33	Hiring Rate	Job Rate
34	\$108,031	\$147,426

35 Effective April first, two thousand fifteen:

36	Hiring Rate	Job Rate
37	\$110,192	\$150,375

38 Effective July first, two thousand fifteen:

39	Hiring Rate	Job Rate
40	\$112,396	\$153,383

41 Effective April first, two thousand sixteen:

42	Hiring Rate	Job Rate
43	[\$114,644	\$156,451

44 Effective April first, two thousand seventeen:

45	Hiring Rate	Job Rate
46	\$116,937	\$159,580

47 Effective April first, two thousand eighteen:

48	Hiring Rate	Job Rate
49	\$118,106	\$161,176]
50	\$118,016	\$161,052

51 b. The salary schedule for superintendents of correctional facilities  
 52 with an inmate population capacity of fewer than four hundred inmates  
 53 shall be as follows:

54 Effective April first, two thousand eleven:

55	Hiring Rate	Job Rate
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1	\$82,363	\$104,081
2	Effective April first, two thousand fourteen:	
3	Hiring Rate	Job Rate
4	\$84,010	\$106,163
5	Effective April first, two thousand fifteen:	
6	Hiring Rate	Job Rate
7	\$85,690	\$108,286
8	Effective July first, two thousand fifteen:	
9	Hiring Rate	Job Rate
10	\$87,404	\$110,452
11	Effective April first, two thousand sixteen:	
12	Hiring Rate	Job Rate
13	[\$89,152	\$112,661
14	Effective April first, two thousand seventeen:	
15	Hiring Rate	Job Rate
16	\$90,935	\$114,914
17	Effective April first, two thousand eighteen:	
18	Hiring Rate	Job Rate
19	\$91,844	\$116,063]
20	\$91,774	\$115,975

21 S 3. Subdivision 2 of section 3 of part H of chapter 55 of the laws of  
 22 2015, amending the civil service law and the correction law relating to  
 23 salaries, is amended to read as follows:

24 2. For such officers and employees the following increases shall  
 25 apply:

26 (a) Effective July 1, 2015, the basic annual salary of officers and  
 27 employees to whom the provisions of this subdivision apply shall be  
 28 increased by two percent adjusted to the nearest whole dollar amount.

29 (b) Effective April 1, 2016, the basic annual salary of officers and  
 30 employees to whom the provisions of this subdivision apply shall be  
 31 increased by [two] FIVE percent adjusted to the nearest whole dollar  
 32 amount.

33 [(c) Effective April 1, 2017, the basic annual salary of officers and  
 34 employees to whom the provisions of this subdivision apply shall be  
 35 increased by two percent adjusted to the nearest whole dollar amount.

36 (d) Effective April 1, 2018, the basic annual salary of officers and  
 37 employees to whom the provisions of this subdivision apply shall be  
 38 increased by one percent adjusted to the nearest whole dollar amount.]

39 S 4. Subdivision 10 of section 3 of part H of chapter 55 of the laws  
 40 of 2015, amending the civil service law and the correction law relating  
 41 to salaries, is amended to read as follows:

42 10. Compensation for certain state employees in the state university  
 43 and certain employees of contract colleges at Cornell and Alfred univer-  
 44 sities.

45 (a) Effective July 1, 2015[, ] AND April 1, 2016, [April 1, 2017 and  
 46 April 1, 2018,] the basic annual salary of incumbents of positions in  
 47 the professional service in the state university that are designated,  
 48 stipulated, or excluded from negotiating units as managerial or confi-  
 49 dential as defined pursuant to article 14 of the civil service law, may  
 50 be increased pursuant to plans approved by the state university trus-  
 51 tees. Such increases in basic annual salary rates shall not exceed in  
 52 the aggregate two percent of the total basic annual salary rates in  
 53 effect on June 30, 2015[, two] AND FIVE percent of the total basic  
 54 annual salary rates in effect on March 31, 2016[, two percent of the  
 55 total basic annual salary rates in effect on March 31, 2017 and one

1 percent of the total basic annual salary rates in effect on March 31,  
2 2018].

3 (b) Effective July 1, 2015[, ] AND April 1, 2016, [April 1, 2017 and  
4 April 1, 2018,] the basic annual salary of incumbents of positions in  
5 the institutions under the management and control of Cornell and Alfred  
6 universities as representatives of the board of trustees of the state  
7 university that, in the opinion of the director of employee relations,  
8 would be designated managerial or confidential were they subject to  
9 article 14 of the civil service law may be increased pursuant to plans  
10 approved by the state university trustees. Such increases in basic annu-  
11 al salary rates shall not exceed in the aggregate two percent of the  
12 total basic annual salary rates in effect on June 30, 2015[, two] AND  
13 FIVE percent of the total basic annual salary rates in effect on March  
14 31, 2016[, two percent of the total basic annual salary rates in effect  
15 on March 31, 2017 and one percent of the total basic annual salary rates  
16 in effect on March 31, 2018].

17 (c) During the period July 1, 2015 through March 31, 2019, the basic  
18 annual salary of incumbents of positions in the non-professional service  
19 that, in the opinion of the director of employee relations, would be  
20 designated managerial or confidential were they subject to article 14 of  
21 the civil service law, except those positions in the Cornell service and  
22 maintenance unit that are subject to the terms of a collective bargain-  
23 ing agreement between Cornell university and the employee organization  
24 representing employees in such positions and except those positions in  
25 the Alfred service and maintenance unit that are subject to the terms of  
26 a collective bargaining agreement between Alfred university and the  
27 employee organization representing employees in such positions, in  
28 institutions under the management and control of Cornell and Alfred  
29 universities as representatives of the board of trustees of the state  
30 university may be increased pursuant to plans approved by the state  
31 university trustees. Such plans may include new salary schedules which  
32 shall supersede the salary schedules then in effect applicable to such  
33 employees. Such plans shall provide for increases in basic annual sala-  
34 ries, which, exclusive of performance advancement payments or merit  
35 recognition payments, shall not exceed in the aggregate two percent of  
36 the total basic annual salary rates in effect on June 30, 2015[, two]  
37 AND FIVE percent of the total basic annual salary rates in effect on  
38 March 31, 2016[, two percent of the total basic annual salary rates in  
39 effect on March 31, 2017 and one percent of the total basic annual sala-  
40 ry rates in effect on March 31, 2018].

41 (d) For the purposes of this subdivision, the basic annual salary of  
42 an employee is that salary that is obtained through direct appropriation  
43 of state moneys for the purpose of paying wages. Nothing in this part  
44 shall prevent increasing amounts paid to incumbents of such positions in  
45 the professional service in addition to the basic annual salary,  
46 provided, however, that the amounts required for such increase and the  
47 cost of fringe benefits attributable to such increase, as determined by  
48 the comptroller, are made available to the state in accordance with the  
49 procedures established by the state university, with the approval of the  
50 director of the budget, for such purposes.

51 (e) Notwithstanding any of the foregoing provisions of this section or  
52 any law to the contrary, any increase in compensation may be withheld in  
53 whole or in part from any employee to whom the provisions of this  
54 section apply pursuant to section seven of this act.

1       S 5. The increases set forth in this chapter shall be absorbed within  
2 agencies' existing budgets so as not to represent a new cost to taxpay-  
3 ers.  
4       S 6. This act shall take effect immediately and shall be deemed to  
5 have been in full force and effect on and after April 1, 2016.