

# STATE OF NEW YORK

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4542

2017-2018 Regular Sessions

## IN ASSEMBLY

February 2, 2017

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Introduced by M. of A. ABBATE -- (at request of the Governor) -- read once and referred to the Committee on Governmental Employees

AN ACT to amend the civil service law, in relation to compensation, benefits and other terms and conditions of employment of certain state officers and employees; to implement agreements between the state and an employee organization; making an appropriation for the purpose of effectuating certain provisions thereof; and to repeal certain provisions of the civil service law relating thereto (Part A); and to amend the civil service law and the correction law, in relation to salaries; to implement agreements between the state and an employee organization; to repeal certain provisions of such laws relating thereto; and making an appropriation for the purpose of effectuating certain provisions hereof (Part B)

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

1 Section 1. This act enacts into law legislation necessary to implement  
2 a collective bargaining agreement, to make changes to an existing  
3 collective bargaining agreement, and to implement changes to salary and  
4 benefits for certain state officers and employees excluded from collec-  
5 tive negotiating units. Each component is wholly contained within a Part  
6 identified as Parts A through B. The effective date for each particular  
7 provision contained within such Part is set forth in the last section of  
8 such Part. Any provision in any section contained within a Part,  
9 including the effective date of the Part, which makes reference to a  
10 section "of this act", when used in connection with that particular  
11 component, shall be deemed to mean and refer to the corresponding  
12 section of the Part in which it is found. Section two of this act sets  
13 forth the general severability clause applying to this act. Section  
14 three of this act sets forth the general effective date of this act.

15 PART A

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

LBD12005-01-7

COLLECTIVE BARGAINING AGREEMENT BETWEEN  
THE STATE OF NEW YORK AND THE PUBLIC  
EMPLOYEES FEDERATION FOR 2016-2019

Section 1. Subparagraph 1 of paragraph c of subdivision 1 of section 130 of the civil service law is REPEALED and three new subparagraphs 1, 2 and 3 are added to read as follows:

(1) Effective April seventh, two thousand sixteen for officers and employees on the administrative payroll and effective March thirty-first, two thousand sixteen for officers and employees on the institutional payroll:

PEF SALARY SCHEDULE

EFFECTIVE April 7, 2016 (ADMIN)

EFFECTIVE March 31, 2016 (INST)

	<u>HIRING</u>	<u>JOB</u>	<u>ADVANCE</u>	<u>JOB RATE</u>
<u>SG</u>	<u>RATE</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>ADVANCE</u>
<u>1</u>	<u>\$22,407</u>	<u>\$28,914</u>	<u>\$930</u>	<u>\$927</u>
<u>2</u>	<u>\$23,257</u>	<u>\$30,080</u>	<u>\$975</u>	<u>\$973</u>
<u>3</u>	<u>\$24,395</u>	<u>\$31,551</u>	<u>\$1,023</u>	<u>\$1,018</u>
<u>4</u>	<u>\$25,490</u>	<u>\$33,021</u>	<u>\$1,073</u>	<u>\$1,093</u>
<u>5</u>	<u>\$26,697</u>	<u>\$34,595</u>	<u>\$1,129</u>	<u>\$1,124</u>
<u>6</u>	<u>\$28,129</u>	<u>\$36,421</u>	<u>\$1,184</u>	<u>\$1,188</u>
<u>7</u>	<u>\$29,708</u>	<u>\$38,392</u>	<u>\$1,233</u>	<u>\$1,286</u>
<u>8</u>	<u>\$31,344</u>	<u>\$40,417</u>	<u>\$1,276</u>	<u>\$1,417</u>
<u>9</u>	<u>\$33,090</u>	<u>\$42,589</u>	<u>\$1,323</u>	<u>\$1,561</u>
<u>10</u>	<u>\$34,967</u>	<u>\$44,956</u>	<u>\$1,381</u>	<u>\$1,703</u>
<u>11</u>	<u>\$36,971</u>	<u>\$47,501</u>	<u>\$1,471</u>	<u>\$1,704</u>
<u>12</u>	<u>\$39,044</u>	<u>\$50,019</u>	<u>\$1,522</u>	<u>\$1,843</u>
<u>13</u>	<u>\$41,317</u>	<u>\$52,870</u>	<u>\$1,583</u>	<u>\$2,055</u>
<u>14</u>	<u>\$43,690</u>	<u>\$55,774</u>	<u>\$1,691</u>	<u>\$1,938</u>
<u>15</u>	<u>\$46,162</u>	<u>\$58,853</u>	<u>\$1,753</u>	<u>\$2,173</u>
<u>16</u>	<u>\$48,752</u>	<u>\$62,050</u>	<u>\$1,820</u>	<u>\$2,378</u>
<u>17</u>	<u>\$51,488</u>	<u>\$65,547</u>	<u>\$1,907</u>	<u>\$2,617</u>
<u>18</u>	<u>\$54,406</u>	<u>\$69,182</u>	<u>\$1,868</u>	<u>\$3,568</u>
<u>19</u>	<u>\$57,354</u>	<u>\$72,841</u>	<u>\$1,946</u>	<u>\$3,811</u>
<u>20</u>	<u>\$60,290</u>	<u>\$76,484</u>	<u>\$2,027</u>	<u>\$4,032</u>
<u>21</u>	<u>\$63,487</u>	<u>\$80,501</u>	<u>\$2,116</u>	<u>\$4,318</u>
<u>22</u>	<u>\$66,900</u>	<u>\$84,707</u>	<u>\$2,205</u>	<u>\$4,577</u>
<u>23</u>	<u>\$70,438</u>	<u>\$89,095</u>	<u>\$2,296</u>	<u>\$4,881</u>
<u>24</u>	<u>\$74,190</u>	<u>\$93,659</u>	<u>\$2,385</u>	<u>\$5,159</u>
<u>25</u>	<u>\$78,283</u>	<u>\$98,669</u>	<u>\$2,486</u>	<u>\$5,470</u>
<u>26</u>	<u>\$82,407</u>	<u>\$101,577</u>	<u>\$2,587</u>	<u>\$3,648</u>
<u>27</u>	<u>\$86,866</u>	<u>\$106,993</u>	<u>\$2,724</u>	<u>\$3,783</u>
<u>28</u>	<u>\$91,442</u>	<u>\$112,307</u>	<u>\$2,830</u>	<u>\$3,885</u>
<u>29</u>	<u>\$96,235</u>	<u>\$117,862</u>	<u>\$2,938</u>	<u>\$3,999</u>
<u>30</u>	<u>\$101,264</u>	<u>\$123,647</u>	<u>\$3,047</u>	<u>\$4,101</u>
<u>31</u>	<u>\$106,661</u>	<u>\$129,843</u>	<u>\$3,161</u>	<u>\$4,216</u>
<u>32</u>	<u>\$112,332</u>	<u>\$136,259</u>	<u>\$3,267</u>	<u>\$4,325</u>
<u>33</u>	<u>\$118,442</u>	<u>\$143,122</u>	<u>\$3,375</u>	<u>\$4,430</u>
<u>34</u>	<u>\$124,751</u>	<u>\$150,251</u>	<u>\$3,492</u>	<u>\$4,548</u>
<u>35</u>	<u>\$131,219</u>	<u>\$157,505</u>	<u>\$3,604</u>	<u>\$4,662</u>
<u>36</u>	<u>\$137,814</u>	<u>\$164,967</u>	<u>\$3,728</u>	<u>\$4,785</u>
<u>37</u>	<u>\$145,047</u>	<u>\$173,012</u>	<u>\$3,844</u>	<u>\$4,901</u>
<u>38</u>	<u>\$135,322</u>			

(2) Effective April sixth, two thousand seventeen for officers and employees on the administrative payroll and effective March thirtieth,

two thousand seventeen for officers and employees on the institutional payroll:

PEF SALARY SCHEDULE  
EFFECTIVE April 6, 2017 (ADMIN)  
EFFECTIVE March 30, 2017 (INST)

	<u>HIRING</u>	<u>JOB</u>	<u>ADVANCE</u>	<u>JOB RATE</u>
<u>SG</u>	<u>RATE</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>ADVANCE</u>
<u>1</u>	<u>\$22,855</u>	<u>\$29,494</u>	<u>\$949</u>	<u>\$945</u>
<u>2</u>	<u>\$23,722</u>	<u>\$30,685</u>	<u>\$994</u>	<u>\$999</u>
<u>3</u>	<u>\$24,883</u>	<u>\$32,180</u>	<u>\$1,043</u>	<u>\$1,039</u>
<u>4</u>	<u>\$26,000</u>	<u>\$33,679</u>	<u>\$1,094</u>	<u>\$1,115</u>
<u>5</u>	<u>\$27,231</u>	<u>\$35,286</u>	<u>\$1,152</u>	<u>\$1,143</u>
<u>6</u>	<u>\$28,692</u>	<u>\$37,150</u>	<u>\$1,208</u>	<u>\$1,210</u>
<u>7</u>	<u>\$30,302</u>	<u>\$39,160</u>	<u>\$1,257</u>	<u>\$1,316</u>
<u>8</u>	<u>\$31,971</u>	<u>\$41,227</u>	<u>\$1,302</u>	<u>\$1,444</u>
<u>9</u>	<u>\$33,752</u>	<u>\$43,443</u>	<u>\$1,349</u>	<u>\$1,597</u>
<u>10</u>	<u>\$35,666</u>	<u>\$45,857</u>	<u>\$1,409</u>	<u>\$1,737</u>
<u>11</u>	<u>\$37,710</u>	<u>\$48,451</u>	<u>\$1,501</u>	<u>\$1,735</u>
<u>12</u>	<u>\$39,825</u>	<u>\$51,021</u>	<u>\$1,552</u>	<u>\$1,884</u>
<u>13</u>	<u>\$42,143</u>	<u>\$53,927</u>	<u>\$1,614</u>	<u>\$2,100</u>
<u>14</u>	<u>\$44,564</u>	<u>\$56,888</u>	<u>\$1,725</u>	<u>\$1,974</u>
<u>15</u>	<u>\$47,085</u>	<u>\$60,028</u>	<u>\$1,788</u>	<u>\$2,215</u>
<u>16</u>	<u>\$49,727</u>	<u>\$63,293</u>	<u>\$1,857</u>	<u>\$2,424</u>
<u>17</u>	<u>\$52,518</u>	<u>\$66,855</u>	<u>\$1,945</u>	<u>\$2,667</u>
<u>18</u>	<u>\$55,494</u>	<u>\$70,566</u>	<u>\$1,906</u>	<u>\$3,636</u>
<u>19</u>	<u>\$58,501</u>	<u>\$74,301</u>	<u>\$1,985</u>	<u>\$3,890</u>
<u>20</u>	<u>\$61,496</u>	<u>\$78,014</u>	<u>\$2,068</u>	<u>\$4,110</u>
<u>21</u>	<u>\$64,757</u>	<u>\$82,113</u>	<u>\$2,159</u>	<u>\$4,402</u>
<u>22</u>	<u>\$68,238</u>	<u>\$86,398</u>	<u>\$2,249</u>	<u>\$4,666</u>
<u>23</u>	<u>\$71,847</u>	<u>\$90,876</u>	<u>\$2,342</u>	<u>\$4,977</u>
<u>24</u>	<u>\$75,674</u>	<u>\$95,534</u>	<u>\$2,432</u>	<u>\$5,268</u>
<u>25</u>	<u>\$79,849</u>	<u>\$100,645</u>	<u>\$2,536</u>	<u>\$5,580</u>
<u>26</u>	<u>\$84,055</u>	<u>\$103,609</u>	<u>\$2,639</u>	<u>\$3,720</u>
<u>27</u>	<u>\$88,603</u>	<u>\$109,133</u>	<u>\$2,779</u>	<u>\$3,856</u>
<u>28</u>	<u>\$93,271</u>	<u>\$114,553</u>	<u>\$2,886</u>	<u>\$3,966</u>
<u>29</u>	<u>\$98,160</u>	<u>\$120,219</u>	<u>\$2,997</u>	<u>\$4,077</u>
<u>30</u>	<u>\$103,289</u>	<u>\$126,120</u>	<u>\$3,108</u>	<u>\$4,183</u>
<u>31</u>	<u>\$108,794</u>	<u>\$132,440</u>	<u>\$3,224</u>	<u>\$4,302</u>
<u>32</u>	<u>\$114,579</u>	<u>\$138,984</u>	<u>\$3,332</u>	<u>\$4,413</u>
<u>33</u>	<u>\$120,811</u>	<u>\$145,984</u>	<u>\$3,442</u>	<u>\$4,521</u>
<u>34</u>	<u>\$127,246</u>	<u>\$153,256</u>	<u>\$3,562</u>	<u>\$4,638</u>
<u>35</u>	<u>\$133,843</u>	<u>\$160,655</u>	<u>\$3,676</u>	<u>\$4,756</u>
<u>36</u>	<u>\$140,570</u>	<u>\$168,266</u>	<u>\$3,802</u>	<u>\$4,884</u>
<u>37</u>	<u>\$147,948</u>	<u>\$176,472</u>	<u>\$3,921</u>	<u>\$4,998</u>
<u>38</u>	<u>\$138,028</u>			

(3) Effective April fifth, two thousand eighteen for officers and employees on the administrative payroll and effective March twenty-ninth, two thousand eighteen for officers and employees on the institutional payroll:

PEF SALARY SCHEDULE  
EFFECTIVE April 5, 2018 (ADMIN)  
EFFECTIVE March 29, 2018 (INST)

	<u>HIRING</u>	<u>JOB</u>	<u>ADVANCE</u>	<u>JOB RATE</u>
<u>SG</u>	<u>RATE</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>ADVANCE</u>
<u>1</u>	<u>\$23,312</u>	<u>\$30,083</u>	<u>\$968</u>	<u>\$963</u>
<u>2</u>	<u>\$24,196</u>	<u>\$31,299</u>	<u>\$1,014</u>	<u>\$1,019</u>
<u>3</u>	<u>\$25,381</u>	<u>\$32,826</u>	<u>\$1,064</u>	<u>\$1,061</u>
<u>4</u>	<u>\$26,520</u>	<u>\$34,355</u>	<u>\$1,116</u>	<u>\$1,139</u>
<u>5</u>	<u>\$27,776</u>	<u>\$35,995</u>	<u>\$1,175</u>	<u>\$1,169</u>
<u>6</u>	<u>\$29,266</u>	<u>\$37,891</u>	<u>\$1,232</u>	<u>\$1,233</u>
<u>7</u>	<u>\$30,908</u>	<u>\$39,941</u>	<u>\$1,283</u>	<u>\$1,335</u>
<u>8</u>	<u>\$32,610</u>	<u>\$42,051</u>	<u>\$1,328</u>	<u>\$1,473</u>
<u>9</u>	<u>\$34,427</u>	<u>\$44,311</u>	<u>\$1,376</u>	<u>\$1,628</u>
<u>10</u>	<u>\$36,379</u>	<u>\$46,772</u>	<u>\$1,437</u>	<u>\$1,771</u>
<u>11</u>	<u>\$38,464</u>	<u>\$49,417</u>	<u>\$1,531</u>	<u>\$1,767</u>
<u>12</u>	<u>\$40,622</u>	<u>\$52,039</u>	<u>\$1,583</u>	<u>\$1,919</u>
<u>13</u>	<u>\$42,986</u>	<u>\$55,008</u>	<u>\$1,647</u>	<u>\$2,140</u>
<u>14</u>	<u>\$45,455</u>	<u>\$58,028</u>	<u>\$1,759</u>	<u>\$2,019</u>
<u>15</u>	<u>\$48,027</u>	<u>\$61,229</u>	<u>\$1,824</u>	<u>\$2,258</u>
<u>16</u>	<u>\$50,722</u>	<u>\$64,557</u>	<u>\$1,894</u>	<u>\$2,471</u>
<u>17</u>	<u>\$53,568</u>	<u>\$68,192</u>	<u>\$1,984</u>	<u>\$2,720</u>
<u>18</u>	<u>\$56,604</u>	<u>\$71,980</u>	<u>\$1,944</u>	<u>\$3,712</u>
<u>19</u>	<u>\$59,671</u>	<u>\$75,785</u>	<u>\$2,024</u>	<u>\$3,970</u>
<u>20</u>	<u>\$62,726</u>	<u>\$79,577</u>	<u>\$2,109</u>	<u>\$4,197</u>
<u>21</u>	<u>\$66,052</u>	<u>\$83,752</u>	<u>\$2,202</u>	<u>\$4,488</u>
<u>22</u>	<u>\$69,603</u>	<u>\$88,124</u>	<u>\$2,294</u>	<u>\$4,757</u>
<u>23</u>	<u>\$73,284</u>	<u>\$92,693</u>	<u>\$2,389</u>	<u>\$5,075</u>
<u>24</u>	<u>\$77,187</u>	<u>\$97,448</u>	<u>\$2,481</u>	<u>\$5,375</u>
<u>25</u>	<u>\$81,446</u>	<u>\$102,661</u>	<u>\$2,587</u>	<u>\$5,693</u>
<u>26</u>	<u>\$85,736</u>	<u>\$105,681</u>	<u>\$2,692</u>	<u>\$3,793</u>
<u>27</u>	<u>\$90,375</u>	<u>\$111,316</u>	<u>\$2,834</u>	<u>\$3,937</u>
<u>28</u>	<u>\$95,136</u>	<u>\$116,844</u>	<u>\$2,944</u>	<u>\$4,044</u>
<u>29</u>	<u>\$100,123</u>	<u>\$122,623</u>	<u>\$3,057</u>	<u>\$4,158</u>
<u>30</u>	<u>\$105,355</u>	<u>\$128,642</u>	<u>\$3,170</u>	<u>\$4,267</u>
<u>31</u>	<u>\$110,970</u>	<u>\$135,089</u>	<u>\$3,288</u>	<u>\$4,391</u>
<u>32</u>	<u>\$116,871</u>	<u>\$141,764</u>	<u>\$3,399</u>	<u>\$4,499</u>
<u>33</u>	<u>\$123,227</u>	<u>\$148,904</u>	<u>\$3,511</u>	<u>\$4,611</u>
<u>34</u>	<u>\$129,791</u>	<u>\$156,321</u>	<u>\$3,633</u>	<u>\$4,732</u>
<u>35</u>	<u>\$136,520</u>	<u>\$163,868</u>	<u>\$3,750</u>	<u>\$4,848</u>
<u>36</u>	<u>\$143,381</u>	<u>\$171,631</u>	<u>\$3,879</u>	<u>\$4,976</u>
<u>37</u>	<u>\$150,907</u>	<u>\$180,001</u>	<u>\$3,999</u>	<u>\$5,100</u>
<u>38</u>	<u>\$140,789</u>			

§ 2. Compensation for certain state officers and employees in collective negotiating units. 1. The provisions of this section shall apply to annual-salaried officers and employees in the collective negotiating unit designated as the professional, scientific and technical services unit established pursuant to article 14 of the civil service law.

2. Effective April 7, 2016 for officers and employees on the administrative payroll and effective March 31, 2016 for officers and employees on the institutional payroll, the basic annual salary of officers and employees in full-time employment status on the day before such payroll period shall be increased by two percent adjusted to the nearest whole dollar amount.

1 3. Effective April 6, 2017 for officers and employees on the adminis-  
2 trative payroll and effective March 30, 2017 for officers and employees  
3 on the institutional payroll, the basic annual salary of officers and  
4 employees in full-time employment status on the day before such payroll  
5 period shall be increased by two percent adjusted to the nearest whole  
6 dollar amount.

7 4. Effective April 5, 2018 for officers and employees on the adminis-  
8 trative payroll and effective March 29, 2018 for officers and employees  
9 on the institutional payroll, the basic annual salary of officers and  
10 employees in full-time employment status on the day before such payroll  
11 period shall be increased by two percent adjusted to the nearest whole  
12 dollar amount.

13 5. Notwithstanding the provisions of subdivisions two, three and four  
14 of this section, if the basic annual salary of an officer or employee to  
15 whom the provisions of this section apply is identical with the hiring  
16 rate or the job rate of the salary grade of his or her position on the  
17 effective dates of the increases provided in these subdivisions, such  
18 basic annual salary shall be increased to the hiring rate or job rate,  
19 respectively, of such salary grade as contained in the appropriate sala-  
20 ry schedules in subparagraphs 1, 2 and 3 of paragraph c of subdivision 1  
21 of section 130 of the civil service law, as added by section one of this  
22 act, to take effect on the dates provided in such subparagraphs. Except  
23 as herein provided to the contrary, the increases in basic annual salary  
24 provided by this subdivision shall be in lieu of any increase in basic  
25 annual salary provided for in subdivisions two, three and four of this  
26 section.

27 6. Payments pursuant to the provisions of subdivision 6 of section 131  
28 of the civil service law for annual salaried officers and employees  
29 entitled to such payments to whom the provisions of this section apply  
30 shall be payable in accordance with the terms of an agreement reached  
31 pursuant to article 14 of the civil service law between the state and an  
32 employee organization representing employees subject to the provisions  
33 of this section.

34 7. If an unencumbered position is one which if encumbered, would be  
35 subject to the provisions of this section, the salary of such position  
36 shall be increased by the salary increase amounts specified in this  
37 section. If a position is created, and filled by the appointment of an  
38 officer or employee who is subject to the provisions of this section,  
39 the salary otherwise provided for such position shall be increased in  
40 the same manner as though such position had been in existence but unen-  
41 cumbered. Notwithstanding the provisions of this section, the director  
42 of the budget may reduce the salary of any such position which is or  
43 becomes vacant.

44 8. The increases in salary provided in subdivisions two, three and  
45 four of this section shall apply on a prorated basis to officers and  
46 employees, otherwise eligible to receive an increase in salary, who are  
47 paid on an hourly or per diem basis, employees serving on a part-time or  
48 seasonal basis, and employees paid on any basis other than at an annual  
49 salary rate. Notwithstanding the foregoing, the provisions of subdivi-  
50 sions five, six and thirteen of this section shall not apply to employ-  
51 ees serving on a per diem or seasonal basis, except as determined by the  
52 director of the budget.

53 9. In order to provide for the officers and employees to whom this  
54 section applies but are not allocated to salary grades, but are paid on  
55 an annual basis, increases and payments pursuant to subdivisions six and  
56 thirteen of this section in proportion to those provided to persons to

1 whom this section applies who are allocated to salary grades, the direc-  
2 tor of the budget is authorized to add appropriate adjustments and/or  
3 payments to the compensation which such officers and employees are  
4 otherwise entitled to receive. The director of the budget shall issue  
5 certificates which shall contain schedules of positions and the salaries  
6 and/or payments thereof for which adjustments and/or payments are made  
7 pursuant to the provisions of this subdivision, and a copy of each such  
8 certificate shall be filed with the state comptroller, the department of  
9 civil service, the chair of the senate finance committee and the chair  
10 of the assembly ways and means committee.

11 10. Notwithstanding any other provision of this section, the  
12 provisions of this section shall not apply to officers or employees paid  
13 on a fee schedule basis, provided however, that the increases in basic  
14 annual salary provided for in subdivisions two, three and four of this  
15 section shall apply to fire instructors paid on a fee schedule basis  
16 employed by the division of homeland security and emergency services.

17 11. Notwithstanding any other provision of this section, except subdi-  
18 vision one, any increase in compensation for any officer or employee  
19 appointed to a lower graded position from a redeployment list pursuant  
20 to subdivision 1 of section 79 of the civil service law who continues to  
21 receive his or her former salary pursuant to such subdivision shall be  
22 determined on the basis of such lower graded position provided, however,  
23 that the increase in salary provided in this section shall not cause  
24 such officer's or employee's salary to exceed the job rate of such lower  
25 graded position.

26 12. Notwithstanding any other provision of this section or any law to  
27 the contrary, any increase in compensation may be withheld in whole or  
28 in part from any employee to whom the provisions of this section are  
29 applicable when, in the opinion of the director of the budget and the  
30 director of employee relations, such increase is not warranted or is not  
31 appropriate for any reason.

32 13. Notwithstanding any law, rule or regulation to the contrary, offi-  
33 cers and employees to whom the provisions of this section apply shall  
34 receive performance awards in accordance with the terms of a collective-  
35 ly negotiated agreement between the state and the employee organization  
36 representing such employees entered into pursuant to article 14 of the  
37 civil service law, effective for the period commencing April 2, 2016 and  
38 ending April 1, 2019, in accordance with the rules and regulations  
39 issued by the director of the budget to implement payment of such nego-  
40 tiated performance awards.

41 § 3. Location compensation for certain state officers and employees.  
42 Notwithstanding any inconsistent provisions of law, officers and employ-  
43 ees, including seasonal officers and employees who shall receive the  
44 compensation provided for pursuant to this section on a pro-rated basis  
45 except part-time officers and employees, in the collective negotiating  
46 unit designated as the professional, scientific and technical services  
47 unit established pursuant to article 14 of the civil service law, whose  
48 principal place of employment or, in the case of a field employee, whose  
49 official station as determined in accordance with the regulations of the  
50 comptroller, is located: (a) in the county of Monroe and who were eligi-  
51 ble to receive location pay on March 31, 1985, shall receive location  
52 pay at the rate of two hundred dollars per year provided they continue  
53 to be otherwise eligible; or (b) in the city of New York, or in the  
54 county of Rockland, Westchester, Nassau or Suffolk shall continue to  
55 receive a downstate adjustment at the annual rate of three thousand  
56 twenty-six dollars effective April 1, 2011; or (c) in the county of

1 Dutchess, Putnam or Orange shall continue to receive a mid-Hudson  
2 adjustment at the annual rate of one thousand five hundred thirteen  
3 dollars effective April 1, 2011. Such location payments shall be in  
4 addition to and shall not be a part of an officer's or employee's basic  
5 annual salary, and shall not affect or impair any performance advance-  
6 ments or other rights or benefits to which an officer or employee may be  
7 entitled by law, provided, however, that location payments shall be  
8 included as compensation for purposes of computation of overtime pay and  
9 for retirement purposes. For the sole purpose of continuing eligibility  
10 for location pay in Monroe county, an officer or employee previously  
11 eligible to receive location pay on March 31, 1985 who is on an approved  
12 leave of absence or participates in an employer program to reduce to  
13 part-time service during summer months shall continue to be eligible for  
14 said location pay upon return to full-time state service in Monroe coun-  
15 ty.

16 § 4. Continuation of location compensation for certain officers and  
17 employees of the Hudson Valley developmental disabilities services  
18 office. 1. Notwithstanding any law, rule or regulation to the contrary,  
19 any officer or employee of the Hudson Valley developmental disabilities  
20 services office represented in the collective negotiating unit desig-  
21 nated as the professional, scientific and technical services unit, who  
22 is receiving location pay pursuant to section 5 of chapter 174 of the  
23 laws of 1993 shall continue to receive such location pay under the  
24 conditions and at the rate specified by such section.

25 2. Notwithstanding any law, rule or regulation to the contrary, any  
26 officer or employee of the Hudson Valley developmental disabilities  
27 services office represented in the collective negotiating unit desig-  
28 nated as the professional, scientific and technical services unit, who  
29 is receiving location pay pursuant to subdivision 2 of section 9 of  
30 chapter 315 of the laws of 1995 shall continue to receive such location  
31 pay under the conditions and at the rates specified by such subdivision.

32 3. Notwithstanding section three of this act or any other law, rule or  
33 regulation to the contrary, any officer or employee of the Hudson Valley  
34 developmental disabilities services office represented in the collective  
35 negotiating unit designated as the professional, scientific and techni-  
36 cal services unit, who is receiving location pay pursuant to section  
37 three of this act shall continue to be eligible for such location pay if  
38 as the result of a reduction or redeployment of staff, such officer or  
39 employee is reassigned to or otherwise appointed or promoted to a  
40 different position at another work location within the Hudson Valley  
41 developmental disabilities services office. The rate of such continued  
42 location pay shall not exceed the rate such officer or employee is  
43 receiving on the date of such reassignment, appointment or promotion.

44 § 5. Special assignment to duty pay. Notwithstanding any inconsistent  
45 provisions of law, effective April 2, 2016, where and to the extent  
46 that, an agreement between the state and an employee organization  
47 entered into pursuant to article 14 of the civil service law so  
48 provides, a special assignment to duty lump sum shall be paid each year  
49 to an employee who is serving in a particular assignment deemed quali-  
50 fied pursuant to such agreement. Such payment shall be in an amount  
51 negotiated for those employees assigned to qualifying work assignments  
52 and who work such assignments for the minimum periods of time in a year  
53 provided in the negotiated agreement. Assignment to duty pay shall not  
54 be paid in any year an employee does not meet the minimum period of time  
55 in such qualifying assignment required by the agreement or upon cessa-  
56 tion of the assignment to duty program on April 1, 2019 unless an exten-

1 sion is negotiated by the parties. Such lump sum shall be considered  
2 salary only for final average salary retirement purposes.

3 § 6. Long term seasonal employees. Notwithstanding any inconsistent  
4 provisions of law, effective April 2, 2016, where and to the extent  
5 that, an agreement between the state and an employee organization  
6 entered into pursuant to article 14 of the civil service law so  
7 provides, a lump sum shall be paid each year to an employee who is serv-  
8 ing in a qualifying long term seasonal position. Such payment shall be  
9 in an amount negotiated and pursuant to negotiated qualifying criteria  
10 and shall be considered salary only for final average salary retirement  
11 purposes. Such benefit shall be available until March 31, 2019.

12 § 7. Notwithstanding any inconsistent provisions of law, where and to  
13 the extent that an agreement between the state and an employee organiza-  
14 tion entered into pursuant to article 14 of the civil service law so  
15 provides on behalf of employees in the collective negotiating unit  
16 designated as the professional, scientific and technical services unit  
17 established pursuant to article 14 of the civil service law, the state  
18 shall contribute an amount designated in such agreement and for the  
19 period covered by such agreement to the accounts of such employees  
20 enrolled for dependent care deductions pursuant to subdivision 7 of  
21 section 201-a of the state finance law. Such amounts shall be from funds  
22 appropriated in this act and shall not be part of basic annual salary  
23 for overtime or retirement purposes.

24 § 8. Notwithstanding any provision of law to the contrary, the appro-  
25 priations contained in this act shall be available to the state for the  
26 payment and publication of grievance and arbitration settlements and  
27 awards pursuant to articles 33 and 34 of the collective negotiating  
28 agreement between the state and the employee organization representing  
29 the collective negotiating unit designated as the professional, scien-  
30 tific and technical services unit established pursuant to article 14 of  
31 the civil service law.

32 § 9. During the period April 2, 2016 through April 1, 2019, there  
33 shall be a statewide labor-management committee continued and adminis-  
34 tered pursuant to the terms of the agreement negotiated between the  
35 state and an employee organization representing employees in the collec-  
36 tive negotiating unit designated as the professional, scientific and  
37 technical services unit established pursuant to article 14 of the civil  
38 service law which shall after April 2, 2016, have the responsibility of  
39 studying, making recommendations concerning the major issues of produc-  
40 tivity, the quality of work life and implementing the agreements  
41 reached.

42 § 10. Inconvenience pay program. Pursuant to chapter 333 of the laws  
43 of 1969, as amended, and an agreement negotiated between the state and  
44 an employee organization representing employees in the professional,  
45 scientific and technical services unit established pursuant to article  
46 14 of the civil service law, an eligible employee shall continue to be  
47 paid five hundred seventy-five dollars per year for working four or more  
48 hours between the hours of 6:00 p.m. and 6:00 a.m. effective April 2,  
49 2011.

50 § 11. Notwithstanding any provision of law to the contrary, effective  
51 April 2, 2016, where and to the extent that an agreement between the  
52 state and an employee organization so provides for a program concerning  
53 a firearms training and safety incentive for peace officers in the  
54 professional, scientific and technical services bargaining unit, a lump  
55 sum payment for such incentive shall be paid for each year of such  
56 program to any employee who is deemed qualified pursuant to such agree-



1 ment. Such payment shall be in an amount negotiated for those employees  
2 who meet criteria established by such program. Such payment shall occur  
3 at the time prescribed by such program or as soon as practicable there-  
4 after. Such lump sum payment shall not be paid in any year an employee  
5 does not meet the qualifications and criteria of such program or upon  
6 cessation of such program on April 1, 2019 unless an extension is nego-  
7 tiated by the parties. Such lump sum payment shall be considered salary  
8 for overtime purposes.

9 § 12. Notwithstanding any provision of law to the contrary, effective  
10 April 2, 2016, where and to the extent that an agreement between the  
11 state and an employee organization entered into pursuant to article 14  
12 of the civil service law so provides on behalf of certain employees in  
13 the collective negotiating unit designated as the professional, scien-  
14 tific and technical services unit, and where there exists a policy  
15 requiring employees in the fire protection specialist title series at  
16 the office of fire prevention and control to wear uniforms, a lump sum  
17 uniform allowance shall be paid to covered employees in accordance with  
18 the terms of such agreement and policy. Such payments shall be in an  
19 amount negotiated for covered employees and shall not be paid in any  
20 year where a policy does not exist requiring uniforms in accordance with  
21 the terms of the agreement or where an employee is not required to wear  
22 a uniform or receives a regular uniform service. Such uniform allowance  
23 will cease to exist on April 1, 2019, unless an extension is negotiated  
24 by the parties. Such lump sum shall be considered salary only for final  
25 average salary purposes.

26 § 13. The salary increases and benefit modifications provided for by  
27 this act for state employees in the collective negotiating unit desig-  
28 nated as the professional, scientific and technical services unit estab-  
29 lished pursuant to article 14 of the civil service law shall not be  
30 implemented until the director of employee relations shall have deliv-  
31 ered to the director of the budget and the comptroller a letter certify-  
32 ing that there is in effect with respect to such negotiating unit a  
33 collectively negotiated agreement, ratified by the membership, which  
34 provides for such increases and modifications and which are fully  
35 executed in writing with the state pursuant to article 14 of the civil  
36 service law.

37 § 14. Date of entitlement to salary increases. Notwithstanding the  
38 provisions of this act or of any other provision of law to the contrary,  
39 the increases in salary or compensation to employees provided by this  
40 act shall be added to the salary of such employee at the beginning of  
41 that payroll period, the first day of which is nearest to the effective  
42 dates of such increases as provided in this act, or at the beginning of  
43 the earlier of two payroll periods, the first days of which are nearest  
44 but equally near to the effective dates of such increases as provided in  
45 this act; provided, however, that, for the purposes of determining the  
46 salary of such unit members upon reclassification, reallocation,  
47 appointment, promotion, transfer, demotion, reinstatement, or other  
48 change of status, such salary increases shall be deemed to be effective  
49 on the dates thereof as prescribed by this act, with payment thereof  
50 pursuant to this section on a date prior thereto, instead of on such  
51 effective dates, and shall not operate to confer any additional salary  
52 rights or benefits on such unit members. Payment of such salary  
53 increases may be deferred pursuant to section fifteen of this act.

54 § 15. Deferred payment of salary increase. Notwithstanding the  
55 provisions of any other section of this act or any other provision of  
56 law to the contrary, pending payment pursuant to this act of the basic

1 annual salaries of incumbents of positions subject to this act, such  
2 incumbents shall receive, as partial compensation for services rendered,  
3 the rate of salary and other compensation otherwise payable in their  
4 respective positions. An incumbent holding a position subject to this  
5 act at any time during the period from April 1, 2016, until the time  
6 when basic annual salaries and other compensation due are first paid  
7 pursuant to this act for such services in excess of the salary and other  
8 compensation actually received therefor, shall be entitled to a lump sum  
9 payment for the difference between the salary and other compensation to  
10 which such incumbent is entitled for such services and the salary and  
11 other compensation actually received pursuant to the terms of an agree-  
12 ment between the state and the employee organization representing the  
13 employees covered by this act.

14 § 16. Use of appropriations. The comptroller is authorized to pay any  
15 amounts required during the fiscal year commencing April 1, 2016 through  
16 March 31, 2018 by the foregoing provisions of this act for any state  
17 department or agency from any appropriation or other funds available to  
18 such state department or agency for personal service or for other  
19 related employee benefits during such fiscal year. To the extent that  
20 such appropriations in any fund are insufficient to accomplish the  
21 purposes herein set forth, the director of the budget is authorized to  
22 allocate to the various departments and agencies, from any appropri-  
23 ations available in any fund, the amounts necessary to pay such amounts.

24 § 17. Effect of participation in special annuity program. No officer  
25 or employee participating in a special annuity program pursuant to the  
26 provisions of article 8-C of the education law shall, by reason of an  
27 increase in compensation pursuant to this act, suffer any reduction of  
28 the salary adjustment to which he or she would otherwise be entitled by  
29 reason of participation in such program, and such salary adjustment  
30 shall be based upon the salary of such officer or employee without  
31 regard to the reduction authorized by such article.

32 § 18. Notwithstanding any provision of the state finance law or any  
33 other provision of law to the contrary, the sum of three hundred twen-  
34 ty-seven million dollars (\$327,000,000) is hereby appropriated in the  
35 general fund/state purposes account (10050) in miscellaneous-all state  
36 departments and agencies solely for apportionment/transfer by the direc-  
37 tor of the budget for use by any state department or agency in any fund  
38 for the fiscal year beginning April 1, 2016 through March 31, 2018 to  
39 supplement appropriations for personal service, other than personal  
40 service and fringe benefits, and to carry out the provisions of this  
41 act. The monies hereby appropriated are available for payment of any  
42 liabilities or obligations incurred prior to or during the state fiscal  
43 year commencing April 1, 2016 through March 31, 2018. For this purpose,  
44 these appropriations shall remain in full force and effect for the  
45 payment of liabilities incurred on or before March 31, 2018.

46 § 19. The several amounts as hereinafter set forth, or so much thereof  
47 as may be necessary, are hereby appropriated for the fiscal year begin-  
48 ning April 1, 2016 through March 31, 2018 to supplement appropriations  
49 available for personal service, other than personal service and fringe  
50 benefits, and to carry out the provisions of this act. Moreover, the  
51 amounts appropriated as nonpersonal service may be  
52 suballocated/transferred to any state department or agency as needed.  
53 The monies hereby appropriated are available for payment of any liabil-  
54 ities or obligations incurred prior to or during the state fiscal year  
55 commencing April 1, 2016 through March 31, 2018. For this purpose, these

1 appropriations shall remain in full force and effect for the payment of  
2 liabilities incurred on or before March 31, 2018.

3 MISCELLANEOUS -- ALL STATE DEPARTMENTS AND AGENCIES  
4 LABOR MANAGEMENT COMMITTEES  
5 STATE OPERATIONS 2016-17

6 General Fund / State Operations  
7 State Purposes Account - 10050

8 Professional, Scientific and Technical Services Unit

9 Professional development and quality of  
10 working life committee ..... 723,000  
11 Health and Safety ..... 938,000  
12 PSPT Program ..... 7,675,000  
13 Joint Funded Programs ..... 1,337,000  
14 Multi-Funded Programs ..... 1,309,000  
15 Professional Development for Nurses ..... 682,000  
16 Property Damage ..... 29,000  
17 Work-Life Services ..... 3,151,000  
18 Joint Committee on Health Benefits ..... 682,000  
19 Contract Administration ..... 50,000

20 § 20. This act shall take effect immediately and shall be deemed to  
21 have been in full force and effect on and after April 2, 2016. Appropri-  
22 ations made by this act shall remain in full force and effect for  
23 liabilities incurred through March 31, 2018.

REPEAL NOTE.--Subparagraph 1 of paragraph c of subdivision 1 of  
section 130 of the civil service law, repealed by section one of this  
act, provided a salary schedule for state employees in the professional,  
scientific and technical services unit and is replaced by revised salary  
schedules in new subparagraphs 1, 2 and 3.

24 PART B

25 SALARIES AND BENEFITS FOR CERTAIN STATE  
26 OFFICERS AND EMPLOYEES EXCLUDED FROM  
27 COLLECTIVE NEGOTIATING UNITS FOR 2016-2019

28 Section 1. Paragraph d of subdivision 1 of section 130 of the civil  
29 service law is REPEALED and a new paragraph d is added to read as  
30 follows:

31 d. Salary grades for positions in the competitive, non-competitive and  
32 labor classes of the classified service of the state of New York desig-  
33 nated managerial or confidential pursuant to article fourteen of this  
34 chapter, civilian state employees of the division of military and naval  
35 affairs of the executive department whose positions are not in, or are  
36 excluded from representation rights in, any recognized or certified  
37 negotiating unit, and those excluded from representation rights under  
38 article fourteen of this chapter pursuant to rules or regulations of the  
39 public employment relations board shall be as follows on the effective  
40 dates indicated:

41 (1) Effective April first, two thousand sixteen:

42 GRADE HIRING RATE JOB RATE

1	<u>M/C 3</u>	<u>\$24,894</u>	<u>\$31,824</u>
2	<u>M/C 4</u>	<u>\$25,993</u>	<u>\$33,269</u>
3	<u>M/C 5</u>	<u>\$27,552</u>	<u>\$34,883</u>
4	<u>M/C 6</u>	<u>\$28,721</u>	<u>\$36,672</u>
5	<u>M/C 7</u>	<u>\$30,378</u>	<u>\$38,657</u>
6	<u>M/C 8</u>	<u>\$32,044</u>	<u>\$40,649</u>
7	<u>M/C 9</u>	<u>\$33,875</u>	<u>\$42,812</u>
8	<u>M/C 10</u>	<u>\$35,701</u>	<u>\$45,188</u>
9	<u>M/C 11</u>	<u>\$37,866</u>	<u>\$47,696</u>
10	<u>M/C 12</u>	<u>\$39,864</u>	<u>\$50,198</u>
11	<u>M/C 13</u>	<u>\$42,184</u>	<u>\$52,987</u>
12	<u>M/C 14</u>	<u>\$44,690</u>	<u>\$55,902</u>
13	<u>M/C 15</u>	<u>\$47,177</u>	<u>\$58,920</u>
14	<u>M/C 16</u>	<u>\$49,836</u>	<u>\$62,063</u>
15	<u>M/C 17</u>	<u>\$52,663</u>	<u>\$65,485</u>
16	<u>M/C 18</u>	<u>\$52,943</u>	<u>\$65,697</u>
17	<u>M/C 19</u>	<u>\$55,782</u>	<u>\$69,113</u>
18	<u>M/C 20</u>	<u>\$58,626</u>	<u>\$72,579</u>
19	<u>M/C 21</u>	<u>\$61,788</u>	<u>\$76,328</u>
20	<u>M/C 22</u>	<u>\$65,109</u>	<u>\$80,337</u>
21	<u>M/C 23</u>	<u>\$68,446</u>	<u>\$85,516</u>
22	<u>M 1</u>	<u>\$73,878</u>	<u>\$93,384</u>
23	<u>M 2</u>	<u>\$81,934</u>	<u>\$103,567</u>
24	<u>M 3</u>	<u>\$90,935</u>	<u>\$114,913</u>
25	<u>M 4</u>	<u>\$100,577</u>	<u>\$126,926</u>
26	<u>M 5</u>	<u>\$111,677</u>	<u>\$141,095</u>
27	<u>M 6</u>	<u>\$123,648</u>	<u>\$155,526</u>
28	<u>M 7</u>	<u>\$136,294</u>	<u>\$168,799</u>
29	<u>M 8</u>	<u>\$114,915+</u>	

30 (2) Effective April first, two thousand seventeen:

31	<u>GRADE</u>	<u>HIRING RATE</u>	<u>JOB RATE</u>
32	<u>M/C 3</u>	<u>\$25,900</u>	<u>\$33,110</u>
33	<u>M/C 4</u>	<u>\$27,043</u>	<u>\$34,613</u>
34	<u>M/C 5</u>	<u>\$28,665</u>	<u>\$36,292</u>
35	<u>M/C 6</u>	<u>\$29,881</u>	<u>\$38,154</u>
36	<u>M/C 7</u>	<u>\$31,605</u>	<u>\$40,219</u>
37	<u>M/C 8</u>	<u>\$33,339</u>	<u>\$42,291</u>
38	<u>M/C 9</u>	<u>\$35,244</u>	<u>\$44,542</u>
39	<u>M/C 10</u>	<u>\$37,143</u>	<u>\$47,014</u>
40	<u>M/C 11</u>	<u>\$39,396</u>	<u>\$49,623</u>
41	<u>M/C 12</u>	<u>\$41,475</u>	<u>\$52,226</u>
42	<u>M/C 13</u>	<u>\$43,888</u>	<u>\$55,128</u>
43	<u>M/C 14</u>	<u>\$46,495</u>	<u>\$58,160</u>
44	<u>M/C 15</u>	<u>\$49,083</u>	<u>\$61,300</u>
45	<u>M/C 16</u>	<u>\$51,849</u>	<u>\$64,570</u>
46	<u>M/C 17</u>	<u>\$54,791</u>	<u>\$68,131</u>
47	<u>M/C 18</u>	<u>\$55,082</u>	<u>\$68,351</u>
48	<u>M/C 19</u>	<u>\$58,036</u>	<u>\$71,905</u>
49	<u>M/C 20</u>	<u>\$60,994</u>	<u>\$75,511</u>
50	<u>M/C 21</u>	<u>\$64,284</u>	<u>\$79,412</u>
51	<u>M/C 22</u>	<u>\$67,739</u>	<u>\$83,583</u>
52	<u>M/C 23</u>	<u>\$71,211</u>	<u>\$88,971</u>
53	<u>M 1</u>	<u>\$76,863</u>	<u>\$97,157</u>
54	<u>M 2</u>	<u>\$85,244</u>	<u>\$107,751</u>

1	<u>M 3</u>	<u>\$94,609</u>	<u>\$119,555</u>
2	<u>M 4</u>	<u>\$104,640</u>	<u>\$132,054</u>
3	<u>M 5</u>	<u>\$116,189</u>	<u>\$146,795</u>
4	<u>M 6</u>	<u>\$128,643</u>	<u>\$161,809</u>
5	<u>M 7</u>	<u>\$141,800</u>	<u>\$175,618</u>
6	<u>M 8</u>	<u>\$119,558+</u>	

7 (3) Effective April first, two thousand eighteen:

8	<u>GRADE</u>	<u>HIRING RATE</u>	<u>JOB RATE</u>
9	<u>M/C 3</u>	<u>\$26,682</u>	<u>\$34,110</u>
10	<u>M/C 4</u>	<u>\$27,860</u>	<u>\$35,658</u>
11	<u>M/C 5</u>	<u>\$29,531</u>	<u>\$37,388</u>
12	<u>M/C 6</u>	<u>\$30,783</u>	<u>\$39,306</u>
13	<u>M/C 7</u>	<u>\$32,559</u>	<u>\$41,434</u>
14	<u>M/C 8</u>	<u>\$34,346</u>	<u>\$43,568</u>
15	<u>M/C 9</u>	<u>\$36,308</u>	<u>\$45,887</u>
16	<u>M/C 10</u>	<u>\$38,265</u>	<u>\$48,434</u>
17	<u>M/C 11</u>	<u>\$40,586</u>	<u>\$51,122</u>
18	<u>M/C 12</u>	<u>\$42,728</u>	<u>\$53,803</u>
19	<u>M/C 13</u>	<u>\$45,213</u>	<u>\$56,793</u>
20	<u>M/C 14</u>	<u>\$47,899</u>	<u>\$59,916</u>
21	<u>M/C 15</u>	<u>\$50,565</u>	<u>\$63,151</u>
22	<u>M/C 16</u>	<u>\$53,415</u>	<u>\$66,520</u>
23	<u>M/C 17</u>	<u>\$56,446</u>	<u>\$70,189</u>
24	<u>M/C 18</u>	<u>\$56,745</u>	<u>\$70,415</u>
25	<u>M/C 19</u>	<u>\$59,789</u>	<u>\$74,077</u>
26	<u>M/C 20</u>	<u>\$62,836</u>	<u>\$77,791</u>
27	<u>M/C 21</u>	<u>\$66,225</u>	<u>\$81,810</u>
28	<u>M/C 22</u>	<u>\$69,785</u>	<u>\$86,107</u>
29	<u>M/C 23</u>	<u>\$73,362</u>	<u>\$91,658</u>
30	<u>M 1</u>	<u>\$79,184</u>	<u>\$100,091</u>
31	<u>M 2</u>	<u>\$87,818</u>	<u>\$111,005</u>
32	<u>M 3</u>	<u>\$97,466</u>	<u>\$123,166</u>
33	<u>M 4</u>	<u>\$107,800</u>	<u>\$136,042</u>
34	<u>M 5</u>	<u>\$119,698</u>	<u>\$151,228</u>
35	<u>M 6</u>	<u>\$132,528</u>	<u>\$166,696</u>
36	<u>M 7</u>	<u>\$146,082</u>	<u>\$180,922</u>
37	<u>M 8</u>	<u>\$123,169+</u>	

38 § 2. Subdivision 1 of section 19 of the correction law is REPEALED and  
 39 a new subdivision 1 is added to read as follows:

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

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

48 Effective April first, two thousand sixteen:

49	<u>Hiring Rate</u>	<u>Job Rate</u>
50	<u>\$116,937</u>	<u>\$159,580</u>

51 Effective April first, two thousand seventeen:

52	<u>Hiring Rate</u>	<u>Job Rate</u>
53	<u>\$121,661</u>	<u>\$166,027</u>

Effective April first, two thousand eighteen:

<u>Hiring Rate</u>	<u>Job Rate</u>
<u>\$125,335</u>	<u>\$171,041</u>

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

Effective April first, two thousand sixteen:

<u>Hiring Rate</u>	<u>Job Rate</u>
<u>\$90,935</u>	<u>\$114,914</u>

Effective April first, two thousand seventeen:

<u>Hiring Rate</u>	<u>Job Rate</u>
<u>\$94,609</u>	<u>\$119,557</u>

Effective April first, two thousand eighteen:

<u>Hiring Rate</u>	<u>Job Rate</u>
<u>\$97,466</u>	<u>\$123,168</u>

§ 3. Compensation for certain state officers and employees. 1. The provisions of this section shall apply to the following annual-salaried state officers and employees: (a) officers and employees whose positions are designated managerial or confidential pursuant to article 14 of the civil service law; (b) civilian state employees of the division of military and naval affairs in the executive department whose positions are not in, or are excluded from representation rights in, any recognized or certified negotiating unit; (c) officers and employees excluded from representation rights under article 14 of the civil service law pursuant to rules or regulations of the public employment relations board; and (d) officers and employees whose salaries are prescribed by section 19 of the correction law.

2. For such officers and employees the following increases shall apply: (a) Effective April 1, 2016, the basic annual salary of officers and employees to whom the provisions of this subdivision apply shall be increased by two percent (general salary increase for 2016, pursuant to this chapter) adjusted to the nearest whole dollar amount.

(b) Effective April 1, 2017, the basic annual salary of officers and employees to whom the provisions of this subdivision apply shall be increased by four percent, consisting of two percent (pursuant to the parity pay increase provided by part H of chapter 55 of the laws of 2015) and two percent (general salary increase for 2017, pursuant to this chapter), adjusted to the nearest whole dollar amount.

(c) Effective April 1, 2018, the basic annual salary of officers and employees to whom the provisions of this subdivision apply shall be increased by three percent consisting of one percent (pursuant to the parity pay increase provided by part H of chapter 55 of the laws of 2015) and two percent (general salary increase for 2018, pursuant to this chapter) adjusted to the nearest whole dollar amount.

3. If an unencumbered position is one that, if encumbered, would be subject to the provisions of this section, the salary of such position shall be increased by the salary increase amounts specified in this section. If a position is created and is filled by the appointment of an officer or employee who is subject to the provisions of this section, the salary otherwise provided for such position shall be increased in the same manner as though such position had been in existence but unencumbered.

4. The increases in salary payable pursuant to this section shall apply on a prorated basis in accordance with guidelines issued by the director of the budget to officers and employees otherwise eligible to receive an increase in salary pursuant to this act who are paid on an

1 hourly or per diem basis, employees serving on a part-time or seasonal  
2 basis, and employees paid on any basis other than at an annual salary  
3 rate.

4 5. Notwithstanding any of the foregoing provisions of this section,  
5 the provisions of this section shall not apply to the following except  
6 as otherwise provided by law: (a) officers or employees paid on a fee  
7 schedule basis; (b) officers or employees whose salaries are prescribed  
8 by section 40, 60, or 169 of the executive law; (c) officers or employ-  
9 ees in collective negotiating units established pursuant to article 14  
10 of the civil service law.

11 6. Officers and employees to whom the provisions of this section apply  
12 who are incumbents of positions that are not allocated to salary grades  
13 specified in paragraph d of subdivision 1 of section 130 of the civil  
14 service law and whose salary is not prescribed in any other statute  
15 shall receive the salary increases specified in subdivision two of this  
16 section.

17 7. In order to provide for the officers and employees to whom this  
18 section applies who are not allocated to salary grades performance  
19 advancements, merit awards, longevity payments and in lieu payments, and  
20 special achievement awards in proportion to those provided to persons to  
21 whom this section applies who are allocated to salary grades, the direc-  
22 tor of the budget is authorized to add appropriate adjustments to the  
23 compensation that such officers and employees are otherwise entitled to  
24 receive. The director of the budget shall issue certificates that shall  
25 contain schedules of positions and the salaries or payments thereof for  
26 which adjustments or payments are made pursuant to the provisions of  
27 this subdivision, and a copy of each such certificate shall be filed  
28 with the state comptroller, the department of civil service, the chair-  
29 man of the senate finance committee and the chairman of the assembly  
30 ways and means committee.

31 8. Notwithstanding any of the foregoing provisions of this section,  
32 any increase in compensation for any officer or employee appointed to a  
33 lower graded position from a redeployment list pursuant to subdivision 1  
34 of section 79 of the civil service law who continues to receive his or  
35 her former salary pursuant to such subdivision shall be determined on  
36 the basis of such lower graded position provided, however, that the  
37 increases in salary provided in subdivision two of this section shall  
38 not cause such officer's or employee's salary to exceed the job rate of  
39 any such lower graded position at salary grade.

40 9. Notwithstanding any of the foregoing provisions of this section or  
41 of any law to the contrary, the director of the budget may reduce the  
42 salary of any position which is vacant or which becomes vacant, so long  
43 as the position, if encumbered, would be subject to the provisions of  
44 this section. The director of the budget does not need to provide a  
45 reason for such reduction.

46 § 4. Compensation for certain state officers and employees in the  
47 division of state police. 1. The provisions of this section shall apply  
48 to officers and employees whose salaries are provided for by paragraph  
49 (a) of subdivision 1 of section 215 of the executive law.

50 2. (a) Effective April 1, 2016, the basic annual salary of officers  
51 and employees to whom the provisions of this subdivision apply shall be  
52 increased by two percent (general salary increase for 2016, pursuant to  
53 this chapter) adjusted to the nearest whole dollar amount.

54 (b) Effective April 1, 2017, the basic annual salary of officers and  
55 employees to whom the provisions of this subdivision apply shall be  
56 increased by four percent, consisting of two percent (pursuant to the

1 parity pay increase provided by part H of chapter 55 of the laws of  
2 2015) and two percent (general salary increase for 2017, pursuant to  
3 this chapter), adjusted to the nearest whole dollar amount.

4 (c) Effective April 1, 2018, the basic annual salary of officers and  
5 employees to whom the provisions of this subdivision apply shall be  
6 increased by three percent, consisting of one percent (pursuant to the  
7 parity pay increase provided by part H of chapter 55 of the laws of  
8 2015) and two percent (general salary increase for 2018, pursuant to  
9 this chapter), adjusted to the nearest whole dollar amount.

10 3. The increases in salary payable pursuant to this section shall  
11 apply on a prorated basis in accordance with guidelines issued by the  
12 director of the budget to officers and employees otherwise eligible to  
13 receive an increase in salary pursuant to this act who are paid on an  
14 hourly or per diem basis, employees serving on a part-time or seasonal  
15 basis, and employees paid on any basis other than at an annual salary  
16 rate.

17 4. Notwithstanding any of the foregoing provisions of this section,  
18 any increase in compensation for any officer or employee appointed to a  
19 lower graded position from a redeployment list pursuant to subdivision 1  
20 of section 79 of the civil service law who continues to receive his or  
21 her former salary pursuant to such subdivision shall be determined on  
22 the basis of such lower graded position provided, however, that the  
23 increases in salary provided in subdivision two of this section shall  
24 not cause such officer's or employee's salary to exceed the job rate of  
25 any such lower graded position at salary grade.

26 § 5. Compensation for certain state employees in the state university  
27 and certain employees of contract colleges at Cornell and Alfred univer-  
28 sities. 1. Effective April 1, 2016, April 1, 2017 and April 1, 2018, the  
29 basic annual salary of incumbents of positions in the professional  
30 service in the state university that are designated, stipulated, or  
31 excluded from negotiating units as managerial or confidential as defined  
32 pursuant to article 14 of the civil service law, may be increased pursu-  
33 ant to plans approved by the state university trustees. Such increases  
34 in basic annual salary rates shall not exceed in the aggregate two  
35 percent (general salary increase for 2016, pursuant to this chapter) of  
36 the total basic annual salary rates in effect on March 31, 2016, four  
37 percent, consisting of two percent (pursuant to the parity pay increase  
38 provided by part H of chapter 55 of the laws of 2015) and two percent  
39 (general salary increase for 2017, pursuant to this chapter), of the  
40 total basic annual salary rates in effect on March 31, 2017 and three  
41 percent, consisting of one percent (pursuant to the parity pay increase  
42 provided by part H of chapter 55 of the laws of 2015) and two percent  
43 (general salary increase for 2018, pursuant to this chapter), of the  
44 total basic annual salary rates in effect on March 31, 2018.

45 2. Effective April 1, 2016, April 1, 2017 and April 1, 2018, the basic  
46 annual salary of incumbents of positions in the institutions under the  
47 management and control of Cornell and Alfred universities as represen-  
48 tatives of the board of trustees of the state university that, in the  
49 opinion of the director of employee relations, would be designated mana-  
50 gerial or confidential were they subject to article 14 of the civil  
51 service law may be increased pursuant to plans approved by the state  
52 university trustees. Such increases in basic annual salary rates shall  
53 not exceed in the aggregate two percent (general salary increase for  
54 2016, pursuant to this chapter) of the total basic annual salary rates  
55 in effect March 31, 2016, four percent, consisting of two percent  
56 (pursuant to the parity pay increase provided by part H of chapter 55 of



1 the laws of 2015) and two percent (general salary increase for 2017,  
2 pursuant to this chapter), of the total basic annual salary rates in  
3 effect on March 31, 2017 and three percent, consisting of one percent  
4 (pursuant to the parity pay increase provided by part H of chapter 55 of  
5 the laws of 2015) and two percent (general salary increase for 2018,  
6 pursuant to this chapter), of the total basic annual salary rates in  
7 effect on March 31, 2018.

8 3. During the period April 1, 2016 through March 31, 2019, the basic  
9 annual salary of incumbents of positions in the non-professional service  
10 that, in the opinion of the director of employee relations, would be  
11 designated managerial or confidential were they subject to article 14 of  
12 the civil service law, except those positions in the Cornell service and  
13 maintenance unit that are subject to the terms of a collective bargain-  
14 ing agreement between Cornell university and the employee organization  
15 representing employees in such positions and except those positions in  
16 the Alfred service and maintenance unit that are subject to the terms of  
17 a collective bargaining agreement between Alfred university and the  
18 employee organization representing employees in such positions, in  
19 institutions under the management and control of Cornell and Alfred  
20 universities as representatives of the board of trustees of the state  
21 university may be increased pursuant to plans approved by the state  
22 university trustees. Such plans may include new salary schedules which  
23 shall supersede the salary schedules then in effect applicable to such  
24 employees. Such plans shall provide for increases in basic annual sala-  
25 ries, which, exclusive of performance advancement payments or merit  
26 recognition payments, shall not exceed in the aggregate two percent  
27 (general salary increase for 2016, pursuant to this chapter) of the  
28 total basic annual salary rates in effect on March 31, 2016, four  
29 percent, consisting of two percent (pursuant to the parity pay increase  
30 provided by part H of chapter 55 of the laws of 2015) and two percent  
31 (general salary increase for 2017, pursuant to this chapter), of the  
32 total basic annual salary rates in effect on March 31, 2017 and three  
33 percent, consisting of one percent (pursuant to the parity pay increase  
34 provided by part H of chapter 55 of the laws of 2015) and two percent  
35 (general salary increase for 2018, pursuant to this chapter), of the  
36 total basic annual salary rates in effect on March 31, 2018.

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

47 5. Notwithstanding any of the foregoing provisions of this section or  
48 any law to the contrary, any increase in compensation may be withheld in  
49 whole or in part from any employee to whom the provision of this section  
50 apply pursuant to section fourteen of this act.

51 § 6. Location compensation for certain state officers and employees.

52 1. This section shall apply to all full-time annual salaried state  
53 officers and employees and non-annual salaried seasonal state officers  
54 and employees except the following:

55 (a) officers and employees of the legislature and the judiciary,  
56 including officers and employees of boards, bodies and commissions that

1 are deemed to be part of the legislature or judiciary for the purposes  
2 of section 49 of the state finance law;

3 (b) officers and employees whose salaries are prescribed by or deter-  
4 mined in accordance with section 40, 60, 169, 215 or 216 of the execu-  
5 tive law;

6 (c) incumbents of allocated or unallocated positions in the profes-  
7 sional service in the state university and in institutions under the  
8 management and control of Cornell and Alfred universities as represen-  
9 tatives of the board of trustees of the state university;

10 (d) officers and employees who are in recognized or certified collec-  
11 tive negotiating units pursuant to article 14 of the civil service law.

12 2. Notwithstanding the provisions of section 15 of chapter 333 of the  
13 laws of 1969, as amended, officers and employees subject to this section  
14 whose principal place of employment or, in the case of field employees,  
15 whose official station as determined in accordance with the regulations  
16 of the comptroller is located: (a) in the county of Monroe and who were  
17 eligible to receive location pay on March 31, 1985, shall receive  
18 location pay at the rate of two hundred dollars per year provided they  
19 continue to be otherwise eligible.

20 (b) in the city of New York, or in the county of Rockland, Westches-  
21 ter, Nassau, or Suffolk shall continue to receive a downstate adjustment  
22 at the rate of three thousand twenty-six dollars effective October 1,  
23 2008.

24 (c) in the county of Dutchess, Orange, or Putnam shall continue to  
25 receive a mid-Hudson adjustment at the rate of one thousand five hundred  
26 thirteen dollars effective October 1, 2008. Such location payments shall  
27 be in addition to and shall not be a part of an employee's basic annual  
28 salary, and shall not affect or impair any advancements or other rights  
29 or benefits to which an employee may be entitled by law, provided,  
30 however, that location payments shall be included as compensation for  
31 purposes of computation of overtime pay and for retirement purposes.  
32 For the sole purpose of continuing eligibility for location pay in  
33 Monroe county, an employee previously eligible to receive location pay  
34 on March 31, 1985 who is on an approved leave of absence or participates  
35 in an employer program to reduce to part-time service during summer  
36 months shall continue to be eligible for said location pay upon return  
37 to full-time state service in Monroe county.

38 § 7. Continuation of location compensation for certain officers and  
39 employees of the Hudson Valley developmental disabilities services  
40 office. 1. Notwithstanding any law, rule or regulation to the contrary,  
41 any officer or employee of the Hudson Valley developmental disabilities  
42 services office not represented in collective negotiating units estab-  
43 lished pursuant to article 14 of the civil service law who is receiving  
44 location pay pursuant to section 5 of chapter 174 of the laws of 1993  
45 shall continue to receive such location pay under the conditions and at  
46 the rates specified by such section.

47 2. Notwithstanding section seven of this act or any other law, rule or  
48 regulation to the contrary, any officer or employee of the Hudson Valley  
49 developmental disabilities services office not represented in collective  
50 negotiating units established pursuant to article 14 of the civil  
51 service law who is receiving location pay pursuant to said section seven  
52 of this act shall continue to be eligible for such location pay if such  
53 officer's or employee's principal place of employment is changed to a  
54 location outside of the county of Rockland as the result of a reduction  
55 or redeployment of staff, provided, however, that such officer or  
56 employee is reassigned to or otherwise appointed or promoted to a

1 different position at another work location within such Hudson Valley  
2 developmental disabilities services office located outside of the county  
3 of Rockland. The rate of such continued location pay shall not exceed  
4 the rate such officer or employee is receiving on the date of such reas-  
5 signment, appointment, or promotion.

6 § 8. Overtime meal allowance. Notwithstanding any other provision of  
7 law to the contrary, individuals in positions in the classified service  
8 of the state of New York designated managerial or confidential pursuant  
9 to article 14 of the civil service law, shall continue to receive,  
10 effective April 1, 2011, an overtime meal allowance in the amount of  
11 \$5.50 pursuant to eligibility guidelines developed by the director of  
12 employee relations.

13 § 9. Notwithstanding any provision of law to the contrary, the appro-  
14 priations contained in this act shall be available to the state for the  
15 payment of grievance settlements and awards pursuant to executive order  
16 42, dated October 14, 1970, and title 9, part 560, official compilation  
17 of codes, rules and regulations of the state of New York.

18 § 10. Use of appropriations. The comptroller is authorized to pay any  
19 amounts required during the fiscal years commencing April 1, 2016  
20 through March 31, 2018 by the foregoing provisions of this act for any  
21 state department or agency from any appropriation or other funds avail-  
22 able to such state department or agency for personal service or for  
23 other related employee benefits during such fiscal year. To the extent  
24 that such appropriations in any fund are insufficient to accomplish the  
25 purposes herein set forth, the director of the budget is authorized to  
26 allocate to the various departments and agencies, from any appropri-  
27 ations available in any fund, the amounts necessary to pay such amounts.

28 § 11. Effect of participation in special annuity program. No officer  
29 or employee participating in a special annuity program pursuant to the  
30 provision of article 8-C of the education law shall, by reason of an  
31 increase in compensation pursuant to this act, suffer any reduction of  
32 the salary adjustment to which that employee would otherwise be entitled  
33 by reason of participation in such program, and such salary adjustment  
34 shall be based upon the salary of such officer or employee without  
35 regard to the reduction authorized by such article.

36 § 12. Date of entitlement to salary increases. Notwithstanding the  
37 provisions of this act or of any other law, the increases in salary or  
38 compensation of any officer or employee provided by this act shall be  
39 added to the salary or compensation of such officer or employee at the  
40 beginning of that payroll period the first day of which is nearest to  
41 the effective date of such increases as provided in this act, or at the  
42 beginning of the earlier of two payroll periods the first days of which  
43 are nearest but equally near to the effective dates of such increases as  
44 provided in this act, provided, however, that for the purposes of deter-  
45 mining the salary of such officer or employee upon reclassification,  
46 reallocation, appointment, promotion, transfer, demotion, reinstatement  
47 or other change of status, such salary increases shall be deemed to be  
48 effective on the date thereof as prescribed in this act, and the payment  
49 thereof pursuant to this section on a date prior thereto, instead of on  
50 such effective date, shall not operate to confer any additional salary  
51 rights or benefits on such officer or employee. Payment of such salary  
52 increases may be deferred pursuant to section thirteen of this act.

53 § 13. Deferred payment of salary increase. Notwithstanding the  
54 provisions of any other section of this act or any other provision of  
55 law to the contrary, pending payment pursuant to this act of the basic  
56 annual salaries of incumbents of positions subject to this act, such

incumbents shall receive, as partial compensation for services rendered, the rate of salary and other compensation otherwise payable in their respective positions. An incumbent holding a position subject to this act at any time during the period from April 1, 2016, until the time when basic annual salaries and other compensation due are first paid pursuant to this act for such services in excess of the salary and other compensation actually received therefor, shall be entitled to a lump sum payment for the difference between the salary and other compensation to which such incumbent is entitled for such services and the salary and other compensation actually received.

§ 14. 1. Notwithstanding the provisions of any other section of this act or any other provision of law to the contrary, any increase in compensation provided: (a) in this act, or (b) as a result of a promotion, appointment, or advancement to a position in a higher salary grade, or (c) pursuant to paragraph (c) of subdivision 6 of section 131 of the civil service law, or (d) pursuant to paragraph (b) of subdivision 8 of section 130 of the civil service law, or (e) pursuant to paragraph (a) of subdivision 3 of section 13 of chapter 732 of the laws of 1988, as amended, may be withheld in whole or in part from any officer or employee when, in the opinion of the director of the budget, such withholding is necessary to reflect the job performance of such officer or employee, or to maintain appropriate salary relationships among officers or employees of the state, or to reduce state expenditures to acceptable levels or when, in the opinion of the director of the budget, such increase is not warranted or is not appropriate. Nothing in this act shall alter the authority of the director of budget to withhold a parity pay increase in accordance with the authority for such action as granted the director of budget by part H of chapter 55 of the laws of 2015. However, the obligation to provide notice of denial of a full or partial parity payment, and the right to contest such denial, pursuant to paragraph d of subdivision 5 of section 3 of part H of chapter 55 of the laws of 2015 shall continue with respect to the parity pay increases, referenced in this act, that were originally enacted pursuant to part H of chapter 55 of the laws of 2015. As a result of an exercise of the director's authority under this act, or part H of chapter 55 of the laws of 2015, to withhold any increase, such salary schedules as defined in section one of this act shall be implemented and/or modified by the director of the budget, as necessary, consistent with the provision or withholding of such increases pursuant to this section.

2. Notwithstanding the provisions of any other section of this act, the salary increases provided for in this act shall not be implemented until the director of the budget delivers notice to the comptroller that such amounts may be paid.

§ 15. Notwithstanding any provision of the state finance law or any other provision of law to the contrary, the sum of one hundred nine million dollars (\$109,000,000) is hereby appropriated in the general fund/state purposes account (10050) in miscellaneous-all state departments and agencies solely for apportionment/transfer by the director of the budget for use by any state department or agency in any fund for the fiscal year beginning April 1, 2016 through March 31, 2018 to supplement appropriations for personal service, other than personal service and fringe benefits, and to carry out the provisions of this act. No money shall be available for expenditure from this appropriation until a certificate of approval has been issued by the director of the budget and a copy of such certificate or any amendment thereto has been filed with the state comptroller, the chairman of the senate finance committee

and the chairman of the assembly ways and means committee. The monies hereby appropriated are available for payment of any liabilities or obligations incurred prior to or during the state fiscal year commencing April 1, 2016 through March 31, 2018. For this purpose, these appropriations shall remain in full force and effect for the payment of liabilities incurred on or before March 31, 2018.

§ 16. The several amounts as hereinafter set forth, or so much thereof as may be necessary, are hereby appropriated from the fund so designated for use by any state department or agency for the fiscal year beginning April 1, 2016 through March 31, 2018 to supplement appropriations from each respective fund available for personal service, other than personal service and fringe benefits, and to carry out the provisions of this act. No money shall be available for expenditure from this appropriation until a certificate of approval has been issued by the director of the budget and a copy of such certificate or any amendment thereto has been filed with the state comptroller, the chairman of the senate finance committee and the chairman of the assembly ways and means committee.

ALL STATE DEPARTMENTS AND AGENCIES  
SPECIAL PAY BILLS

General Fund / State Operations  
State Purposes Account - 003

Nonpersonal Service

Family benefits .....	310,000
Medical flexible spending account ..	500,000
Pre-tax transportation benefit .....	550,000
Employee Training and Profes-	
sional Development .....	1,018,000
Uniform allowance .....	245,000
Tuition reimbursement .....	250,000
M/C share of negotiated programs ...	570,000

§ 17. This act shall take effect immediately and shall be deemed to have been in full force and effect on and after April 1, 2016. Appropriations made by this act shall remain in full force and effect for liabilities incurred through March 31, 2018.

REPEAL NOTE.--Paragraph d of subdivision 1 of section 130 of the civil service law, repealed by section one of this act, provided salary schedules for state employees designated managerial and confidential pursuant to article 14 of the civil service law and is replaced by revised salary schedules in a new paragraph d.

REPEAL NOTE.--Subdivision 1 of section 19 of the correction law, repealed by section two of this act, provided salary schedules for superintendents of correctional facilities and is replaced by revised salary schedules in a new subdivision 1.

§ 2. Severability clause. If any clause, sentence, paragraph, subdivision, section or part contained in any part of this act shall be adjudged by any court of competent jurisdiction to be invalid, such judgment shall not affect, impair, or invalidate the remainder thereof, but shall be confined in its operation to the clause, sentence, paragraph, subdivision, section or part contained in any part thereof directly involved in the controversy which such judgment shall have been rendered. It is hereby declared to be the intent of the legislature that

1 this act would have been enacted even if such invalid provisions had not  
2 been included herein.

3 § 3. This act shall take effect immediately provided, however, that  
4 the applicable effective date for Parts A through B of this act shall be  
5 as specifically set forth in the last section of such Part.