

STATE OF NEW YORK

4067

2017-2018 Regular Sessions

IN SENATE

February 2, 2017

Introduced by Sens. AMEDORE, TEDISCO -- (at request of the Governor) --
read twice and ordered printed, and when printed to be committed to
the Committee on Rules

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.

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

LBD12005-01-7

PART A

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 Subparagraph 1 of paragraph c of subdivision 1 of section 130 of the civil service law is REPEALED and three new subparagraphs 1, 2 and 3 are added to read as follows: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>SG</u>	<u>HIRING RATE</u>	<u>JOB RATE</u>	<u>ADVANCE AMOUNT</u>	<u>JOB RATE 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

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

11 § 14. 1. Notwithstanding the provisions of any other section of this
12 act or any other provision of law to the contrary, any increase in
13 compensation provided: (a) in this act, or (b) as a result of a
14 promotion, appointment, or advancement to a position in a higher salary
15 grade, or (c) pursuant to paragraph (c) of subdivision 6 of section 131
16 of the civil service law, or (d) pursuant to paragraph (b) of subdivi-
17 sion 8 of section 130 of the civil service law, or (e) pursuant to para-
18 graph (a) of subdivision 3 of section 13 of chapter 732 of the laws of
19 1988, as amended, may be withheld in whole or in part from any officer
20 or employee when, in the opinion of the director of the budget, such
21 withholding is necessary to reflect the job performance of such officer
22 or employee, or to maintain appropriate salary relationships among offi-
23 cers or employees of the state, or to reduce state expenditures to
24 acceptable levels or when, in the opinion of the director of the budget,
25 such increase is not warranted or is not appropriate. Nothing in this
26 act shall alter the authority of the director of budget to withhold a
27 parity pay increase in accordance with the authority for such action as
28 granted the director of budget by part H of chapter 55 of the laws of
29 2015. However, the obligation to provide notice of denial of a full or
30 partial parity payment, and the right to contest such denial, pursuant
31 to paragraph d of subdivision 5 of section 3 of part H of chapter 55 of
32 the laws of 2015 shall continue with respect to the parity pay
33 increases, referenced in this act, that were originally enacted pursuant
34 to part H of chapter 55 of the laws of 2015. As a result of an exercise
35 of the director's authority under this act, or part H of chapter 55 of
36 the laws of 2015, to withhold any increase, such salary schedules as
37 defined in section one of this act shall be implemented and/or modified
38 by the director of the budget, as necessary, consistent with the
39 provision or withholding of such increases pursuant to this section.

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

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

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

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

18 ALL STATE DEPARTMENTS AND AGENCIES
 19 SPECIAL PAY BILLS

20 General Fund / State Operations
 21 State Purposes Account - 003

22 Nonpersonal Service

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

31 § 17. This act shall take effect immediately and shall be deemed to
 32 have been in full force and effect on and after April 1, 2016. Appropri-
 33 ations made by this act shall remain in full force and effect for
 34 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 sched-
 ules 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.

35 § 2. Severability clause. If any clause, sentence, paragraph, subdivi-
 36 sion, section or part contained in any part of this act shall be
 37 adjudged by any court of competent jurisdiction to be invalid, such
 38 judgment shall not affect, impair, or invalidate the remainder thereof,
 39 but shall be confined in its operation to the clause, sentence, para-
 40 graph, subdivision, section or part contained in any part thereof
 41 directly involved in the controversy which such judgment shall have been
 42 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.