# STATE OF NEW YORK

10890

# IN ASSEMBLY

August 3, 2020

Introduced by COMMITTEE ON RULES -- (at request of 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 members of the agency police services unit; to amend the state finance law, in relation to the employee benefit fund for certain members of the agency police services unit; to implement an agreement or interest arbitration award between the state and the employee organization representing the members of the agency police services unit; making an appropriation for the purpose of effectuating certain provisions thereof; and to repeal certain provisions of the civil service law relating thereto

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

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 Paragraph h of subdivision 1 of section 130 of the civil service law is REPEALED and a new paragraph h is added to read as follows:

**h. Pursuant to the terms of an agreement entered into, or an interest arbitration award issued, pursuant to article fourteen of the civil service law between the state and an employee organization covering members of the collective negotiating unit designated as the agency police services unit, effective on the dates indicated, salary grades for such unit members shall be as follows:**

**(1) Effective April first, two thousand fifteen:**

| SG | Hiring Rate | Perf. Advance Step 1 | Perf. Advance Step 2 | Perf. Advance Step 3 | Perf. Advance Step 4 | Perf. Advance Step 5 | Job Rate | Perf. Adv. | 10 Yr Long Step | 15 Yr Long Step | 20 Yr Long Step | Long Max. 25 Yr Long Step |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 1 | 28663 | 29671 | 30679 | 31687 | 32695 | 33703 | 34711 | 1008 | 36218 | 37724 | 40644 | 42151 |
| 2 | 29540 | 30602 | 31664 | 32726 | 33788 | 34850 | 35912 | 1062 | 37506 | 39101 | 42106 | 43703 |
| 3 | 30764 | 31872 | 32980 | 34088 | 35196 | 36304 | 37412 | 1108 | 39075 | 40737 | 43813 | 45477 |

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

LBD12056-01-0

| | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 4 | 31940 | 33110 | 34280 | 35450 | 36620 | 37790 | 38960 | 1170 | 40710 | 42461 | 45619 | 47366 |
| 5 | 33237 | 34465 | 35693 | 36921 | 38149 | 39377 | 40605 | 1228 | 42445 | 44285 | 47537 | 49377 |
| 6 | 34736 | 36027 | 37318 | 38609 | 39900 | 41191 | 42482 | 1291 | 44420 | 46358 | 49710 | 51649 |
| 7 | 36442 | 37787 | 39132 | 40477 | 41822 | 43167 | 44512 | 1345 | 46527 | 48541 | 51969 | 53984 |
| 8 | 38238 | 39635 | 41032 | 42429 | 43826 | 45223 | 46620 | 1397 | 48713 | 50806 | 54312 | 56408 |
| 9 | 40115 | 41572 | 43029 | 44486 | 45943 | 47400 | 48857 | 1457 | 51047 | 53237 | 56836 | 59023 |
| 10 | 42133 | 43666 | 45199 | 46732 | 48265 | 49798 | 51331 | 1533 | 53625 | 55919 | 59621 | 61916 |
| 11 | 44351 | 45946 | 47541 | 49136 | 50731 | 52326 | 53921 | 1595 | 56308 | 58695 | 62497 | 64886 |
| 12 | 46560 | 48225 | 49890 | 51555 | 53220 | 54885 | 56550 | 1665 | 59048 | 61546 | 65458 | 67956 |
| 13 | 49066 | 50804 | 52542 | 54280 | 56018 | 57756 | 59494 | 1738 | 62096 | 64698 | 68714 | 71316 |
| 14 | 51622 | 53445 | 55268 | 57091 | 58914 | 60737 | 62560 | 1823 | 65285 | 68011 | 72151 | 74879 |
| 15 | 54326 | 56222 | 58118 | 60014 | 61910 | 63806 | 65702 | 1896 | 68542 | 71381 | 75634 | 78473 |
| 16 | 57131 | 59111 | 61091 | 63071 | 65051 | 67031 | 69011 | 1980 | 71980 | 74949 | 79327 | 82293 |
| 17 | 60083 | 62169 | 64255 | 66341 | 68427 | 70513 | 72599 | 2086 | 75722 | 78845 | 83380 | 86504 |
| 18 | 63238 | 65428 | 67618 | 69808 | 71998 | 74188 | 76378 | 2190 | 79660 | 82943 | 87642 | 90927 |
| 19 | 66434 | 68722 | 71010 | 73298 | 75586 | 77874 | 80162 | 2288 | 83590 | 87018 | 91857 | 95285 |
| 20 | 69606 | 71996 | 74386 | 76776 | 79166 | 81556 | 83946 | 2390 | 87534 | 91123 | 96119 | 99707 |
| 21 | 73101 | 75594 | 78087 | 80580 | 83073 | 85566 | 88059 | 2493 | 91799 | 95540 | 100-687 | 104-426 |
| 22 | 76762 | 79403 | 82044 | 84685 | 87326 | 89967 | 92608 | 2641 | 96562 | 100-515 | 105-880 | 109-835 |
| 23 | 80663 | 83378 | 86093 | 88808 | 91523 | 94238 | 96953 | 2715 | 101-027 | 105-101 | 110-585 | 114-659 |
| 24 | 84774 | 87590 | 90406 | 93222 | 96038 | 98854 | 101-670 | 2816 | 105-892 | 110-114 | 115-751 | 119-973 |
| 25 | 89244 | 92182 | 95120 | 98058 | 100-996 | 103-934 | 106-872 | 2938 | 111-276 | 115-681 | 121-494 | 125-896 |

(2) Effective April first, two thousand sixteen:

| SG | Hiring Rate | Perf. Advance Step 1 | Perf. Advance Step 2 | Perf. Advance Step 3 | Perf. Advance Step 4 | Perf. Advance Step 5 | Job Rate | Perf. Adv. | 10 Yr Long Step | 15 Yr Long Step | 20 Yr Long Step | Long Max. 25 Yr Long Step |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 1 | 29236 | 30264 | 31292 | 32320 | 33348 | 34376 | 35404 | 1028 | 36941 | 38477 | 41456 | 42993 |
| 2 | 30131 | 31214 | 32297 | 33380 | 34463 | 35546 | 36629 | 1083 | 38255 | 39882 | 42947 | 44576 |
| 3 | 31379 | 32509 | 33639 | 34769 | 35899 | 37029 | 38159 | 1130 | 39855 | 41551 | 44688 | 46385 |
| 4 | 32579 | 33772 | 34965 | 36158 | 37351 | 38544 | 39737 | 1193 | 41522 | 43308 | 46529 | 48311 |
| 5 | 33902 | 35155 | 36408 | 37661 | 38914 | 40167 | 41420 | 1253 | 43297 | 45174 | 48491 | 50367 |
| 6 | 35431 | 36748 | 38065 | 39382 | 40699 | 42016 | 43333 | 1317 | 45310 | 47287 | 50706 | 52683 |
| 7 | 37171 | 38543 | 39915 | 41287 | 42659 | 44031 | 45403 | 1372 | 47458 | 49513 | 53009 | 55064 |
| 8 | 39003 | 40428 | 41853 | 43278 | 44703 | 46128 | 47553 | 1425 | 49688 | 51823 | 55399 | 57537 |
| 9 | 40917 | 42403 | 43889 | 45375 | 46861 | 48347 | 49833 | 1486 | 52067 | 54301 | 57972 | 60202 |
| 10 | 42976 | 44540 | 46104 | 47668 | 49232 | 50796 | 52360 | 1564 | 54700 | 57040 | 60816 | 63157 |
| 11 | 45238 | 46865 | 48492 | 50119 | 51746 | 53373 | 55000 | 1627 | 57435 | 59869 | 63748 | 66184 |
| 12 | 47491 | 49189 | 50887 | 52585 | 54283 | 55981 | 57679 | 1698 | 60227 | 62775 | 66765 | 69313 |
| 13 | 50047 | 51820 | 53593 | 55366 | 57139 | 58912 | 60685 | 1773 | 63339 | 65993 | 70089 | 72743 |
| 14 | 52654 | 54514 | 56374 | 58234 | 60094 | 61954 | 63814 | 1860 | 66594 | 69374 | 73597 | 76379 |
| 15 | 55413 | 57347 | 59281 | 61215 | 63149 | 65083 | 67017 | 1934 | 69914 | 72810 | 77148 | 80043 |
| 16 | 58274 | 60294 | 62314 | 64334 | 66354 | 68374 | 70394 | 2020 | 73422 | 76451 | 80916 | 83942 |
| 17 | 61285 | 63413 | 65541 | 67669 | 69797 | 71925 | 74053 | 2128 | 77238 | 80424 | 85050 | 88236 |
| 18 | 64503 | 66737 | 68971 | 71205 | 73439 | 75673 | 77907 | 2234 | 81255 | 84603 | 89396 | 92747 |
| 19 | 67763 | 70097 | 72431 | 74765 | 77099 | 79433 | 81767 | 2334 | 85264 | 88760 | 93696 | 97192 |
| 20 | 70998 | 73436 | 75874 | 78312 | 80750 | 83188 | 85626 | 2438 | 89286 | 92947 | 98042 | 101- |

| | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | | | | | 702 |
| 21 | 74563 | 77106 | 79649 | 82192 | 84735 | 87278 | 89821 | 2543 | 93636 | 97452 | 102-702 | 106-515 |
| 22 | 78297 | 80991 | 83685 | 86379 | 89073 | 91767 | 94461 | 2694 | 98494 | 102-526 | 107-998 | 112-033 |
| 23 | 82276 | 85045 | 87814 | 90583 | 93352 | 96121 | 98890 | 2769 | 103-045 | 107-201 | 112-795 | 116-950 |
| 24 | 86469 | 89341 | 92213 | 95085 | 97957 | 100-829 | 103-701 | 2872 | 108-007 | 112-314 | 118-064 | 122-370 |
| 25 | 91029 | 94026 | 97023 | 100-020 | 103-017 | 106-014 | 109-011 | 2997 | 113-503 | 117-996 | 123-925 | 128-415 |

(3) Effective April first, two thousand seventeen:

| SG | Hiring Rate | Perf. Advance Step 1 | Perf. Advance Step 2 | Perf. Advance Step 3 | Perf. Advance Step 4 | Perf. Advance Step 5 | Job Rate | Perf. Adv. | 10 Yr Long Step | 15 Yr Long Step | 20 Yr Long Step | Long Max. 25 Yr Long Step |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 1 | 29821 | 30870 | 31919 | 32968 | 34017 | 35066 | 36115 | 1049 | 37683 | 39249 | 42288 | 43856 |
| 2 | 30734 | 31839 | 32944 | 34049 | 35154 | 36259 | 37364 | 1105 | 39023 | 40682 | 43808 | 45470 |
| 3 | 32007 | 33160 | 34313 | 35466 | 36619 | 37772 | 38925 | 1153 | 40655 | 42385 | 45585 | 47316 |
| 4 | 33231 | 34448 | 35665 | 36882 | 38099 | 39316 | 40533 | 1217 | 42354 | 44175 | 47461 | 49278 |
| 5 | 34580 | 35858 | 37136 | 38414 | 39692 | 40970 | 42248 | 1278 | 44163 | 46077 | 49460 | 51374 |
| 6 | 36140 | 37483 | 38826 | 40169 | 41512 | 42855 | 44198 | 1343 | 46215 | 48231 | 51718 | 53735 |
| 7 | 37914 | 39314 | 40714 | 42114 | 43514 | 44914 | 46314 | 1400 | 48410 | 50506 | 54072 | 56168 |
| 8 | 39783 | 41237 | 42691 | 44145 | 45599 | 47053 | 48507 | 1454 | 50685 | 52862 | 56510 | 58691 |
| 9 | 41735 | 43251 | 44767 | 46283 | 47799 | 49315 | 50831 | 1516 | 53110 | 55388 | 59133 | 61407 |
| 10 | 43836 | 45431 | 47026 | 48621 | 50216 | 51811 | 53406 | 1595 | 55793 | 58180 | 62031 | 64419 |
| 11 | 46143 | 47803 | 49463 | 51123 | 52783 | 54443 | 56103 | 1660 | 58587 | 61069 | 65026 | 67511 |
| 12 | 48441 | 50173 | 51905 | 53637 | 55369 | 57101 | 58833 | 1732 | 61432 | 64031 | 68101 | 70700 |
| 13 | 51048 | 52857 | 54666 | 56475 | 58284 | 60093 | 61902 | 1809 | 64609 | 67316 | 71494 | 74201 |
| 14 | 53707 | 55604 | 57501 | 59398 | 61295 | 63192 | 65089 | 1897 | 67925 | 70760 | 75068 | 77905 |
| 15 | 56521 | 58494 | 60467 | 62440 | 64413 | 66386 | 68359 | 1973 | 71314 | 74268 | 78693 | 81646 |
| 16 | 59439 | 61500 | 63561 | 65622 | 67683 | 69744 | 71805 | 2061 | 74894 | 77983 | 82537 | 85624 |
| 17 | 62511 | 64682 | 66853 | 69024 | 71195 | 73366 | 75537 | 2171 | 78786 | 82035 | 86754 | 90004 |
| 18 | 65793 | 68072 | 70351 | 72630 | 74909 | 77188 | 79467 | 2279 | 82882 | 86297 | 91186 | 94604 |
| 19 | 69118 | 71499 | 73880 | 76261 | 78642 | 81023 | 83404 | 2381 | 86971 | 90537 | 95572 | 99138 |
| 20 | 72418 | 74905 | 77392 | 79879 | 82366 | 84853 | 87340 | 2487 | 91073 | 94807 | 100-004 | 103-738 |
| 21 | 76054 | 78648 | 81242 | 83836 | 86430 | 89024 | 91618 | 2594 | 95509 | 99402 | 104-757 | 108-646 |
| 22 | 79863 | 82611 | 85359 | 88107 | 90855 | 93603 | 96351 | 2748 | 100-465 | 104-577 | 110-159 | 114-274 |
| 23 | 83922 | 86746 | 89570 | 92394 | 95218 | 98042 | 100-866 | 2824 | 105-104 | 109-343 | 115-049 | 119-287 |
| 24 | 88198 | 91128 | 94058 | 96988 | 99918 | 102-848 | 105-778 | 2930 | 110-170 | 114-563 | 120-428 | 124-820 |
| 25 | 92850 | 95907 | 98964 | 102-021 | 105-078 | 108-135 | 111-192 | 3057 | 115-774 | 120-357 | 126-404 | 130-984 |

(4) Effective April first, two thousand eighteen:

| Hiring | Perf. Advance | Perf. Advance | Perf. Advance | Perf. Advance | Perf. Advance | 10 Yr | 15 Yr | 20 Yr | Long Max. 25 Yr |
|---|---|---|---|---|---|---|---|---|---|

| SG | ing Rate | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Job Rate | Perf. Adv. | Long Step | Long Step | Long Step | Long Step |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 1 | 30417 | 31487 | 32557 | 33627 | 34697 | 35767 | 36837 | 1070 | 38436 | 40034 | 43133 | 44733 |
| 2 | 31349 | 32476 | 33603 | 34730 | 35857 | 36984 | 38111 | 1127 | 39803 | 41495 | 44684 | 46379 |
| 3 | 32647 | 33823 | 34999 | 36175 | 37351 | 38527 | 39703 | 1176 | 41468 | 43232 | 46496 | 48262 |
| 4 | 33896 | 35137 | 36378 | 37619 | 38860 | 40101 | 41342 | 1241 | 43199 | 45057 | 48409 | 50262 |
| 5 | 35272 | 36576 | 37880 | 39184 | 40488 | 41792 | 43096 | 1304 | 45049 | 47002 | 50452 | 52405 |
| 6 | 36863 | 38233 | 39603 | 40973 | 42343 | 43713 | 45083 | 1370 | 47140 | 49197 | 52753 | 54811 |
| 7 | 38672 | 40100 | 41528 | 42956 | 44384 | 45812 | 47240 | 1428 | 49378 | 51516 | 55153 | 57291 |
| 8 | 40579 | 42062 | 43545 | 45028 | 46511 | 47994 | 49477 | 1483 | 51699 | 53919 | 57640 | 59865 |
| 9 | 42570 | 44116 | 45662 | 47208 | 48754 | 50300 | 51846 | 1546 | 54171 | 56494 | 60314 | 62634 |
| 10 | 44713 | 46340 | 47967 | 49594 | 51221 | 52848 | 54475 | 1627 | 56910 | 59344 | 63273 | 65708 |
| 11 | 47066 | 48759 | 50452 | 52145 | 53838 | 55531 | 57224 | 1693 | 59758 | 62289 | 66325 | 68860 |
| 12 | 49410 | 51177 | 52944 | 54711 | 56478 | 58245 | 60012 | 1767 | 62663 | 65314 | 69465 | 72116 |
| 13 | 52069 | 53914 | 55759 | 57604 | 59449 | 61294 | 63139 | 1845 | 65900 | 68661 | 72923 | 75684 |
| 14 | 54781 | 56716 | 58651 | 60586 | 62521 | 64456 | 66391 | 1935 | 69284 | 72175 | 76570 | 79463 |
| 15 | 57651 | 59664 | 61677 | 63690 | 65703 | 67716 | 69729 | 2013 | 72743 | 75756 | 80270 | 83282 |
| 16 | 60628 | 62730 | 64832 | 66934 | 69036 | 71138 | 73240 | 2102 | 76391 | 79542 | 84187 | 87335 |
| 17 | 63761 | 65976 | 68191 | 70406 | 72621 | 74836 | 77051 | 2215 | 80365 | 83679 | 88492 | 91807 |
| 18 | 67109 | 69434 | 71759 | 74084 | 76409 | 78734 | 81059 | 2325 | 84542 | 88026 | 93012 | 96499 |
| 19 | 70500 | 72929 | 75358 | 77787 | 80216 | 82645 | 85074 | 2429 | 88712 | 92350 | 97485 | 101-123 |
| 20 | 73866 | 76403 | 78940 | 81477 | 84014 | 86551 | 89088 | 2537 | 92896 | 96704 | 102-005 | 105-814 |
| 21 | 77575 | 80221 | 82867 | 85513 | 88159 | 90805 | 93451 | 2646 | 97420 | 101-391 | 106-853 | 110-820 |
| 22 | 81460 | 84263 | 87066 | 89869 | 92672 | 95475 | 98278 | 2803 | 102-474 | 106-669 | 112-362 | 116-559 |
| 23 | 85600 | 88481 | 91362 | 94243 | 97124 | 100-005 | 102-886 | 2881 | 107-209 | 111-533 | 117-353 | 121-675 |
| 24 | 89962 | 92951 | 95940 | 98929 | 101-918 | 104-907 | 107-896 | 2989 | 112-376 | 116-857 | 122-839 | 127-319 |
| 25 | 94707 | 97825 | 100-943 | 104-061 | 107-179 | 110-297 | 113-415 | 3118 | 118-089 | 122-763 | 128-931 | 133-603 |

§ 2. Section 207-d of the state finance law, as added by chapter 114 of the laws of 2006, paragraph (b) of subdivision 1 as amended by chapter 3 of the laws of 2007 and subdivision 2 as amended by chapter 15 of the laws of 2012, is amended to read as follows:

§ 207-d. Employee benefit fund; agency [~~law enforcement~~] police services unit. 1. As used in this section, unless otherwise expressly stated:

(a) "Director" shall mean the director of employee relations.

(b) "Employee" shall mean any person serving on a full-time annual salaried basis in the service of the state of New York who is appointed to and serving in a position in the collective negotiating unit designated as the agency [~~law enforcement~~] police services unit and is a police officer pursuant to subdivision thirty-four of section 1.20 of the criminal procedure law [~~or a forest ranger 1 or a forest ranger 2~~].

2. Where and to the extent that an agreement between the state and an employee organization entered into pursuant to article fourteen of the civil service law or an interest arbitration award issued pursuant to subdivision four of section two hundred nine of the civil service law between the state and an employee organization so provides on behalf of employees in the collective negotiating unit designated as the agency police services unit established pursuant to article fourteen of the civil service law, and upon audit and warrant of the comptroller, the

director shall provide for the payment of moneys to such employee organization for the establishment and maintenance of an employee benefit fund established by the employee organization for the employees in the negotiating unit covered by the controlling provision of such agreement or award providing for such employee benefit fund, such amount to be determined consistent with said agreement or award on the basis of the number of full-time annual salaried employees, as determined by the comptroller, [~~on the payroll on March first, two thousand eleven for payments to be made on April first, two thousand eleven, on the payroll on March first, two thousand twelve for payments to be made on April first, two thousand twelve, on the payroll on March first, two thousand thirteen for payments to be made on April first, two thousand thirteen, and on the payroll on March first, two thousand fourteen for payments to be made on April first, two thousand fourteen~~] **on the payroll on March first, two thousand fifteen for payments to be made on April first, two thousand fifteen, on the payroll on March first, two thousand sixteen for payments to be made on April first, two thousand sixteen, on the payroll on March first, two thousand seventeen for payments to be made on April first, two thousand seventeen, and on the payroll on March first, two thousand eighteen for payments to be made on April first, two thousand eighteen**. The amount, which will be determined pursuant to this section, for employees who are paid from special or administrative funds, other than the general fund or the capital projects fund of the state, will be paid from the appropriations as provided by law, in which case the comptroller will establish procedures to ensure repayment from said special or administrative funds. The director shall enter into an agreement with an employee organization which sets forth the specific terms and conditions for the establishment and administration of an employee benefit fund as a condition for the transmittal of moneys pursuant to this section.

3. Such employee organization shall periodically as specified by the director, supply a description of the benefits purchased or provided by the employee benefit fund, the utilization experience of the benefit fund, the amount disbursed for or the cost of such benefits and such other information as may be requested by the director.

4. The employee organization shall report to the comptroller, in the form and manner as he or she may direct, the amount it expended for the purchase of or providing for such benefits for any period specified by the comptroller. The comptroller is hereby authorized to audit the books of the employee organization with respect to any moneys transmitted to it pursuant to this section.

5. Neither the state nor any officer or employee of the state shall be a party to any contract or agreement entered into by any employee organization providing for benefits purchased in whole or in part with moneys transmitted to such employee organization pursuant to this section. No benefit provided pursuant to such contracts or agreements shall be payable by the state and all such benefits shall be paid by the responsible parties to such agreements or contracts pursuant to the terms and conditions of such agreements or contracts. The employee organization shall be a fiduciary with respect to the employee benefit fund established pursuant to this section.

6. Nothing in this section shall be deemed to diminish, impair or reduce any benefit otherwise payable to any employee established or authorized by law, rule or regulation by reason of such employee's lack of eligibility to participate in any benefit program established by an employee organization pursuant to this section.

7. In the event it is determined that the moneys transmitted to an employee organization pursuant to this section is income for which payroll deductions are required for income tax withholdings from the salary or wages of employees pursuant to law, the comptroller shall determine the amount of such withholdings required and deduct the amount so required to be withheld from the salary or wages of the employees concerned.

8. The employee organization shall indemnify the state for any claims whatsoever paid by it arising from the establishment, administration or discontinuation of any employee benefit provided pursuant to this section, together with reasonable costs of litigation arising therefrom.

9. Insofar as the provisions of this section are inconsistent with the provisions of any other law, general or special, the provisions of this section shall be controlling.

§ 3. Compensation for members of the collective negotiating unit designated as agency police services unit pursuant to an agreement between the state of New York and the employee organization representing such individuals or an interest arbitration award binding the state of New York and the employee organization representing such individuals.

1. The provisions of this section shall apply to all full-time officers and employees in the collective negotiating unit designated as the agency police services unit established pursuant to article fourteen of the civil service law.

2. Effective April 1, 2015, the basic annual salary of all members of the agency police services unit who were in full-time annual salaried employment status on March 31, 2015 shall be increased by two percent.

3. Effective April 1, 2016, the basic annual salary of all members of the agency police services unit who were in full-time annual salaried employment status on March 31, 2016 shall be increased by two percent.

4. Effective April 1, 2017, the basic annual salary of all members of the agency police services unit who were in full-time annual salaried employment status on March 31, 2017 shall be increased by two percent.

5. Effective April 1, 2018, the basic annual salary of all members of the agency police services unit who were in full-time annual salaried employment status on March 31, 2018 shall be increased by two percent.

6. Advancement within salary grade. Payments pursuant to the provisions of subdivision 6 of section 131 of civil service law for members of the agency police services unit shall be payable pursuant to the terms of an agreement between the state and an employee organization representing employees subject to the provisions of this section.

7. Effective April 1, 2015, pursuant to the terms of an agreement covering members of the agency police services unit, for such unit members who are on the institutional payroll, the ten-year, the fifteen-year, the twenty-year, and the twenty-five-year longevity step payment for such unit members to whom the provisions of this section apply shall be that amount prescribed by paragraph h of subdivision 1 of section 130 of the civil service law, as added by section one of this act.

8. Notwithstanding any of the foregoing provisions of this section, if the basic annual salary of such unit members to whom the provisions of this section apply is identical with the hiring rate, performance advance step one, two, three, four or five, the job rate, the ten-year longevity step, the fifteen-year longevity step, the twenty-year longevity step or the twenty-five-year longevity step of his or her position on the effective dates of the increases provided in this section, such basic annual salary shall be increased to the hiring rate, performance advance step one, two, three, four or five, the job rate, the ten-year longevity step,

the fifteen-year longevity step, the twenty-year longevity step or the twenty-five-year longevity step, respectively, of such salary grade as contained in the appropriate salary schedule in subparagraphs (1), (2), (3), and (4) of paragraph h of subdivision 1 of section 130 of the civil service law, as added by section one of this act, to take effect on the dates provided in subparagraphs (1), (2), (3), and (4), respectively. The increases in basic annual salary provided by this subdivision shall be in lieu of any increase in basic annual salary provided for in subdivisions two, three, four and five of this section.

9. If an unencumbered position is one which 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 such unit members to whom the provisions of this section apply, the salary otherwise provided for such position shall be increased in the same manner as though such position had been in existence but unencumbered. Notwithstanding the provisions of this section, the director of the budget may reduce the salary of any such position, which is or becomes vacant.

10. The increases in salary payable pursuant to this section shall apply on a prorated basis to officers and employees, otherwise eligible to receive an increase in salary pursuant to this section, who are paid on an hourly or per diem basis, employees serving on a part-time or seasonal basis and employees paid on any basis other than at an annual salaried rate; except that the provisions of subdivision eleven, twelve, or thirteen of this section shall not apply to employees serving on an hourly, per diem, or seasonal basis, except as determined by the director of the budget.

11. Notwithstanding any other provision of this section, the provisions of this section shall not apply to officers or employees paid on a fee schedule basis.

12. In order to provide for the officers and employees to whom this section applies who are not allocated to salary grades, performance advancements and payments in proportion to those provided to persons to whom this section applies who are allocated to salary grades, the director of the budget is authorized to add appropriate adjustments to the compensation which such officers and employees are otherwise entitled to receive. The director of the budget shall issue certificates which shall contain schedules of positions and the salaries thereof for which adjustments are made pursuant to the provisions of this subdivision, and a copy of each such certificate shall be filed with the state comptroller, the department of civil service, the chairman of the senate finance committee and the chairman of the assembly ways and means committee.

13. Notwithstanding any of the foregoing provisions of this section, any increase in compensation may be withheld in whole or in part from any such unit members to whom the provisions of this section apply when, in the opinion of the director of the division of the budget and the director of employee relations, such increase is not warranted or is not appropriate.

§ 4. Additional compensation for certain members of the agency police services collective negotiating unit. 1. In recognition of the general requirement for full-time employees of the state in the agency police services unit to assemble for briefing prior to the commencement of duties, where and to the extent an agreement so provides, each such employee except such an employee receiving additional compensation pursuant to subdivision 5 of section 134 of the civil service law, shall

continue to receive additional compensation in recognition of pre-shift briefing at one and one-half times the hourly rate of pay provided for by subdivision 1 of section 134 of the civil service law and the rules and regulations of the director of the budget.

2. Members of the agency police services collective negotiating unit who are full-time annual salaried and are police officers pursuant to subdivision 34 of section 1.20 of the criminal procedure law, who are required, authorized and actually assemble for pre-shift briefing or line up before the commencement of their regular tour of duty shall continue to be paid for pre-shift briefing. However, employees of the department of environmental conservation who do not physically line up shall be paid the equivalent of pre-shift compensation for vehicle, equipment, office maintenance, and the handling of phone calls and home visitations received and instigated outside of the regular workday. This payment supplants any payments made to such employees for equipment storage. There shall be no payment of pre-shift briefing for any day in which any employee who is a member of the agency police services unit, full-time annual salaried and a police officer pursuant to subdivision 34 of section 1.20 of the criminal procedure law is not physically reporting to work. There shall be no change in the payment for pre-shift briefing for all other members of the agency police services unit.

3. Any such additional compensation pursuant to this section shall be paid in addition to and shall not be a part of such employee's basic annual salary and shall not be included as compensation for the purposes of computation of overtime pay, provided, however, that such additional compensation shall be included for retirement purposes. Notwithstanding the foregoing provisions of this section or of any other law, such additional compensation as added by this section shall be in lieu of the continuation of any other additional compensation for such unit members in recognition of pre-shift briefing.

§ 5. Clothing allowance. Effective April 1, 2015, pursuant to the terms of an agreement covering members of the agency police services collective negotiating unit who are full-time annual salaried and are classified as investigators or detectives, in recognition of the general requirement for such unit members to whom the provisions of this section apply to wear professional attire, each such employee who is on the payroll on the first day of November preceding the annual effective date shall continue to receive a clothing allowance at a rate of four hundred dollars per year effective December 1, 2011.

§ 6. Location pay. 1. Pursuant to the terms of an agreement covering members of the agency police services collective negotiating unit, and notwithstanding any inconsistent provision of law, effective April 1, 2015, all members of this unit who are full-time annual salaried employees and whose principal place of employment, or, in the case of a field employee, whose official station is determined in accordance with the regulations of the state comptroller, is located in the city of New York, or in the county of Rockland, Westchester, Nassau, or Suffolk shall continue to receive location pay in the amount of one thousand five hundred twenty dollars.

2. The location pay as set out in this section shall be in addition to and shall not be a part of an employee's basic annual salary, and shall not affect or impair any performance advance or other rights or benefits to which an employee may be entitled by law, provided, however, that location pay shall be included as compensation for the purposes of computation of overtime pay and for retirement purposes. This payment will be equally divided over the twenty-six payroll periods in each fiscal year.

§ 7. Supplemental location pay. 1. Pursuant to the terms of an agreement covering members of the agency police services collective negotiating unit, and notwithstanding any inconsistent provision of law, all members of this unit who are full-time annual salaried employees and whose principal place of employment, or, in the case of a field employee, whose official station is determined in accordance with the regulations of the state comptroller, is located in the city of New York, or in the county of Putnam, Orange, Dutchess, Rockland, Westchester, Nassau or Suffolk, shall continue to receive supplemental location pay, in the following amounts:

| | Orange/Putnam/ Dutchess | NYC/Rockland/ Westchester | Nassau/Suffolk |
|---|---|---|---|
| Effective April 1,2015 | $1,266 | $1,900 | $2,217 |

2. The supplemental location pay as set out in this section shall be in addition to and shall not be a part of an employee's basic annual salary, and shall not affect or impair any performance advance or other rights or benefits to which an employee may be entitled by law; provided, however, that supplemental location pay shall be included as compensation for the purposes of computation of overtime pay and for retirement purposes. This payment will be equally divided over the twenty-six payroll periods in each fiscal year.

§ 8. Expanded duty pay. Pursuant to the terms of an agreement or award covering members of the agency police services collective negotiating unit who are full-time annual salaried employees, in recognition of the additional and continued duties and responsibilities performed by the police officers in this unit as a result of the September 11th terrorist attacks, and notwithstanding any provision of law, rule or regulation to the contrary, members of this unit, effective April 1, 2015, shall continue to receive expanded duty pay in the amount of three thousand seventy-five dollars. Effective March 31, 2019, this amount shall be increased to three thousand eight hundred and twenty-five dollars. Expanded duty pay as set out in this section shall be in addition to and shall not be a part of an employee's basic annual salary, and shall not affect or impair any performance advance or other rights or benefits to which an employee may be entitled by law; provided, however, that expanded duty pay shall be included as compensation for the purposes of computation of overtime pay and for retirement purposes. This payment will be equally divided over the twenty-six payroll periods in each fiscal year.

§ 9. Marine/off-road enforcement pay. Pursuant to the terms of an agreement covering members of the agency police services collective negotiating unit who are full-time annual salaried employees, effective April 1, 2015, all members of this unit who are employed by the office of parks, recreation and historic preservation or the department of environmental conservation shall continue to receive one thousand five hundred dollars per year in recognition of their expertise in marine and off-road enforcement. Marine/off-road enforcement pay as set out in this section shall be in addition to and shall not be a part of an employee's basic annual salary, and shall not affect or impair any performance advance or other rights or benefits to which an employee may be entitled by law; provided, however, that marine/off-road enforcement pay shall be included as compensation for the purposes of computation of overtime pay and for retirement purposes. This payment will be equally divided over the twenty-six payroll periods in each fiscal year.

§ 10. Hazardous material pay. 1. Pursuant to the terms of an agreement covering members of the agency police services collective negotiating

unit who are full-time annual salaried employees, effective April 1, 2015, all members who are employed by the department of environmental conservation, except for those in the forest ranger title series, shall continue to receive one thousand five hundred dollars per year in recognition of their expertise and handling of hazardous materials. Hazardous material pay as set out in this section shall be in addition to and shall not be a part of an employee's basic annual salary, and shall not affect or impair any performance advance or other rights or benefits to which an employee may be entitled by law; provided, however, that hazardous material pay shall be included as compensation for the purposes of computation of overtime pay and for retirement purposes. This payment will be equally divided over the twenty-six payroll periods in each fiscal year.

2. Hazardous material/fire management/search and rescue pay. Pursuant to the terms of an agreement covering members of the agency police services collective negotiating unit who are full-time annual salaried employees, effective April 1, 2015, all members who are employed by the department of environmental conservation in the forest ranger title series shall continue to receive one thousand five hundred dollars per year in recognition of their expertise and handling of hazardous materials. Hazardous material/fire management/search and rescue pay as set out in this section shall be in addition to and shall not be a part of an employee's basic annual salary, and shall not affect or impair any performance advance or other rights or benefits to which an employee may be entitled by law; provided, however, that hazardous material/fire management/search and rescue pay shall be included as compensation for the purposes of computation of overtime pay and for retirement purposes. This payment will be equally divided over the twenty-six payroll periods in each fiscal year.

§ 11. Inconvenience pay program. Pursuant to chapter 333 of the laws of 1969, as amended, and an agreement negotiated between the state and the employee organization representing members of the agency police services unit, effective April 1, 2015, members of the agency police services unit shall continue to receive inconvenience pay in the amount of five hundred ninety-seven dollars. Any such additional compensation pursuant to this section shall be included as compensation for retirement purposes.

§ 12. During the period April 1, 2015 through March 31, 2019 or as otherwise agreed, there shall be a statewide joint labor-management committee continued and administered pursuant to the terms of the agreement negotiated between, or an interest arbitration award binding the state and the employee organization representing employees in the collective negotiating unit designated as the agency police services unit established pursuant to article 14 of the civil service law which shall, with the amounts available therefore, study and make recommendations concerning major issues of employee assistance, performance evaluation, education and training, quality of work life, health benefits, and provide for the implementation of the terms of agreements of such committees.

§ 13. Notwithstanding any provision of law to the contrary, the appropriations contained in this act shall be available to the state for the payment and publication of grievance and arbitration settlements and awards pursuant to articles 7 and 8 of the collective negotiating agreement between the state and the employee organization representing the collective negotiating unit designated as the agency police services unit established pursuant to article 14 of the civil service law.

§ 14. Notwithstanding any provision of law, rule or regulation to the contrary, and where and to the extent an agreement negotiated between the

state and the employee organization representing employees in the agency police services collective negotiating unit established pursuant to article 14 of the civil service law so provides, the salaries of newly hired employees on or after September 1, 1992 into state service in positions within said negotiating unit shall not be subject to the provisions of subdivision 2-a of section 200 of the state finance law.

§ 15. Date of entitlement to salary increase. Notwithstanding the provisions of this act or of any other provision of law to the contrary, the increase in salary or compensation provided by this act of any member of the agency police services collective negotiating unit established pursuant to article 14 of the civil service law who are full-time annual salaried employees and are police officers pursuant to subdivision 34 of section 1.20 of the criminal procedure law shall be added to the salary of such member at the beginning of that payroll period, the first day of which is nearest to the effective date of such increase as provided in this act, or at the beginning of the earlier of two payroll periods, the first days of which are nearest but equally near to the effective date of such increase as provided in this act; provided, however, that, for the purposes of determining the salary of such unit members upon reclassification, reallocation, appointment, promotion, transfer, demotion, reinstatement, or other change of status, such salary increase shall be deemed to be effective on the date thereof as prescribed by this act, with payment thereof pursuant to this section on a date prior thereto, instead of on such effective date, and shall not operate to confer any additional salary rights or benefits on such unit members. Payment of such salary increase may be deferred pursuant to section sixteen of this act.

§ 16. Deferred payment of salary increases. Notwithstanding the provisions of any other section of this act or of any other provision of law to the contrary, pending payment pursuant to this act of the basic 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, 2015, 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. Notwithstanding the provisions of this section or of any other section of this act, the lump sum payments resulting from the increases in salary and other compensation pursuant to this act shall be aggregated in the form of a lump sum payment and made to employees in two equal payments. However, effective the pay period closest to March 31, 2019, the denominator for purposes of calculating overtime shall be adjusted consistent with such interest arbitration award and recalculation of the overtime earned subsequent to March 31, 2019 will be reconciled, adjusted and applied in the first retroactive payment referenced herein. The first payment shall be paid as soon as practicable after the passage of legislation implementing a Final Decision and Award covering the period April 1, 2015 to March 31, 2019 and the second payment shall be paid on the first day of the payroll period commencing after April 1, 2021. For the purpose of calculating retirement benefits, the amounts paid under this act shall count as compensation earned during the year or years for which it is calculated and not as

compensation earned wholly in the year in which it is paid. Notwithstanding any law, rule or regulation to the contrary, no member of the agency police services unit to whom the provisions of this act apply shall be entitled to, or owed, any interest or other penalty for any reason on any monies due to such member pursuant to the terms of this act and the terms of the agreement or interest arbitration award covering employees in the agency police services unit.

§ 17. Use of appropriations. Notwithstanding any provision of the state finance law or any other provision of law to the contrary, the state comptroller is authorized to pay any amounts required during the fiscal year commencing April 1, 2020 by the provisions of this act for any state department or agency from any appropriation or other funds available to such state department or agency for personal service or for other related employee benefits during such fiscal year. To the extent that such appropriations are insufficient in any fund to accomplish the purposes herein set forth, the director of the budget is authorized to allocate to the various departments and agencies, from any appropriations available in any fund, the amounts necessary to pay such amounts. The aforementioned appropriations shall be available for payment of any liabilities or obligations incurred prior to April 1, 2020, in addition to current liabilities.

§ 18. Notwithstanding any provision of the state finance law or any other provision of law to the contrary, the sum of fifty-five million dollars ($55,000,000) 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 period April 1, 2015 through March 31, 2021 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 chair of the senate finance committee and the chair 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 period April 1, 2015 through March 31, 2021. For this purpose, the monies appropriated shall remain in full force and effect for the payment of liabilities incurred on or before March 31, 2021.

§ 19. Notwithstanding any provision of the state finance law or any other provision of law to the contrary, 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 period April 1, 2015 through March 31, 2021 to supplement appropriations from each respective fund available for other than personal service and fringe benefits, and to carry out the provisions of this act. The monies hereby appropriated are available for the payment of any liabilities or obligations incurred prior to or during the period commencing April 1, 2015 through March 31, 2021. No money shall be available for expenditure from the monies appropriated 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 chair of the senate finance committee and the chair of the assembly ways and means committee. Notwithstanding the provisions of any other section of this act, the salary increases, and lump sum payments provided for in this act shall not be implemented until

the director of employee relations has delivered notice to the director of the budget and the comptroller that a Final Decision and Award has been issued and signed by the interest arbitration panel so that such amounts may be paid.

ALL STATE DEPARTMENTS AND AGENCIES
SPECIAL PAY BILLS
General Fund / State Operations
State Purposes Account - 003

NONPERSONAL SERVICE

| | |
|---|---|
| Joint committee on health benefits | 15,782 |
| Contract administration | 30,000 |
| Education and Training | 91,337 |
| Education and Training - Management Directed | 55,746 |
| Employee Assistance Program | 13,810 |
| Organizational Alcohol Program | 21,441 |
| Legal Defense Fund | 10,000 |
| Quality of Work Life Initiatives | 67,420 |
| Employee Benefit Fund | 198,175 |

§ 20. This act shall take effect immediately and shall be deemed to have been in full force and effect on and after April 1, 2015.