

# STATE OF NEW YORK

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6965

2019-2020 Regular Sessions

## IN ASSEMBLY

March 28, 2019

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Introduced by M. of A. ABBATE -- read once and referred to the Committee on Ways and Means

AN ACT to amend the executive law, in relation to the terms and conditions of employment for members of the collective negotiating unit consisting of troopers in the division of state police and salary schedules for members of such unit; to amend the state finance law, in relation to the employee benefit fund for members of such unit; making an appropriation therefor; and to repeal certain provisions of the executive law and the state finance law relating thereto (Part A); to amend the executive law, in relation to the terms and conditions of employment for members of the collective negotiating unit consisting of commissioned and non-commissioned officers in the division of state police and salary schedules for members of such unit; to amend the state finance law, in relation to the employee benefit fund for members of such unit; making an appropriation therefor; and to repeal certain provisions of the executive law and the state finance law relating thereto (Part B); to amend the civil service law and the state finance law, in relation to compensation, benefits and other terms and conditions of employment of certain state officers and employees who are members of the security services collective negotiating unit; authorizing funding of joint labor-management committees; implementing an agreement between the state and an employee organization; making an appropriation therefor; and to repeal certain provisions of the civil service law relating thereto (Part C); and to amend the civil service law and the correction law, in relation to salaries of certain state officers and employees excluded from collective negotiating units; and making an appropriation for the purpose of effectuating certain provisions thereof (Part D)

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

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

LBD12024-01-9

Section 1. This act enacts into law legislation necessary to implement collective bargaining agreements and to implement changes to salary and benefits for certain state officers and employees excluded from collective negotiating units. Each component is wholly contained within a Part identified as Parts A through D. The effective date for each particular provision contained within such Part is set forth in the last section of such Part. Any provision in any section contained within a Part, including the effective date of the Part, which makes reference to a section "of this act", when used in connection with that particular component, shall be deemed to mean and refer to the corresponding section of the Part in which it is found. Section two of this act sets forth the general severability clause applicable to this act. Section three of this act sets forth the general effective date of this act.

#### PART A

#### COLLECTIVE BARGAINING AGREEMENT BETWEEN THE STATE OF NEW YORK AND THE POLICE BENEVOLENT ASSOCIATION OF THE NEW YORK STATE TROOPERS, INC. FOR 2018-2023

Section 1. Subparagraphs 1, 2, 3 and 4 of paragraph a of subdivision 2 of section 215 of the executive law are REPEALED and five new subparagraphs 1, 2, 3, 4 and 5 are added to read as follows:

(1) Effective April first, two thousand eighteen, members of the collective negotiating unit consisting of troopers in the division of state police shall receive a basic annual salary pursuant to the following schedule:

|                  | <u>Orange,<br/>Putnam and<br/>Dutchess<br/>Counties</u> | <u>City of New<br/>York, Rockland<br/>and Westchester<br/>Counties</u> | <u>Nassau and<br/>Suffolk<br/>Counties</u> | <u>All Other<br/>Locations</u> |
|------------------|---|--|--|--------------------------------|
| <u>Trainee 1</u> | <u>N/A</u>  | <u>N/A</u>   | <u>N/A</u>                                 | <u>\$55,073</u>                |
| <u>Trainee 2</u> | <u>\$73,365</u>   | <u>\$74,529</u>  | <u>\$74,832</u>                            | <u>\$73,146</u>                |
| <u>Step 1</u>    | <u>\$78,124</u>   | <u>\$79,289</u>  | <u>\$79,595</u>                            | <u>\$77,909</u>                |
| <u>Step 2</u>    | <u>\$82,882</u>   | <u>\$84,047</u>  | <u>\$84,353</u>                            | <u>\$82,665</u>                |
| <u>Step 3</u>    | <u>\$85,731</u>   | <u>\$86,895</u>  | <u>\$87,201</u>                            | <u>\$85,514</u>                |
| <u>Step 4</u>    | <u>\$89,109</u>   | <u>\$90,272</u>  | <u>\$90,578</u>                            | <u>\$88,890</u>                |
| <u>Step 5</u>    | <u>\$92,862</u>   | <u>\$94,025</u>  | <u>\$94,332</u>                            | <u>\$92,644</u>                |

(2) Effective April first, two thousand nineteen, members of the collective negotiating unit consisting of troopers in the division of state police shall receive the basic annual salary pursuant to the following schedule, except that (a) any member at the trainee 1 rate as of March 31, 2019 shall receive the salary in this subparagraph (if eligible) and progress to the trainee 2 rate as provided in subparagraph one of this paragraph until such time as they complete their service in the trainee 2 rate and at such time they shall move to the Step 1 in this subparagraph and (b) any member at the trainee 2 rate, pursuant to subparagraph one of this paragraph, as of March thirty-first, two thousand nineteen shall receive a two percent increase in salary rather than the trainee 2 rate in this paragraph until such time as they complete their service as a trainee 2 and move to the Step 1 rate in the following schedule:

| <u>Orange,<br/>Putnam and<br/>Dutchess</u> | <u>City of New<br/>York, Rockland<br/>and Westchester</u> | <u>Nassau and<br/>Suffolk<br/>Counties</u> | <u>All Other<br/>Locations</u> |
|--|---|--|--------------------------------|
|--|---|--|--------------------------------|

|                  | <u>Counties</u> | <u>Counties</u> |                 |                 |
|------------------|-----------------|-----------------|-----------------|-----------------|
| <u>Trainee 1</u> | <u>N/A</u>      | <u>N/A</u>      | <u>N/A</u>      | <u>\$56,174</u> |
| <u>Trainee 2</u> | <u>\$56,174</u> | <u>\$56,174</u> | <u>\$56,174</u> | <u>\$56,174</u> |
| <u>Step 1</u>    | <u>\$79,686</u> | <u>\$80,875</u> | <u>\$81,187</u> | <u>\$79,467</u> |
| <u>Step 2</u>    | <u>\$84,540</u> | <u>\$85,728</u> | <u>\$86,040</u> | <u>\$84,318</u> |
| <u>Step 3</u>    | <u>\$87,446</u> | <u>\$88,633</u> | <u>\$88,945</u> | <u>\$87,224</u> |
| <u>Step 4</u>    | <u>\$90,891</u> | <u>\$92,077</u> | <u>\$92,390</u> | <u>\$90,668</u> |
| <u>Step 5</u>    | <u>\$94,719</u> | <u>\$95,906</u> | <u>\$96,219</u> | <u>\$94,497</u> |

(3) Effective April first, two thousand twenty, members of the collective negotiating unit consisting of troopers in the division of state police shall receive a basic annual salary pursuant to the following schedule:

|                  | <u>Orange, Putnam and Dutchess Counties</u> | <u>City of New York, Rockland and Westchester Counties</u> | <u>Nassau and Suffolk Counties</u> | <u>All Other Locations</u> |
|------------------|---|--|------------------------------------|----------------------------|
| <u>Trainee 1</u> | <u>N/A</u>                                  | <u>N/A</u>   | <u>N/A</u>                         | <u>\$57,297</u>            |
| <u>Trainee 2</u> | <u>\$57,297</u>                             | <u>\$57,297</u>  | <u>\$57,297</u>                    | <u>\$57,297</u>            |
| <u>Step 1</u>    | <u>\$81,280</u>                             | <u>\$82,493</u>  | <u>\$82,811</u>                    | <u>\$81,056</u>            |
| <u>Step 2</u>    | <u>\$86,231</u>                             | <u>\$87,443</u>  | <u>\$87,761</u>                    | <u>\$86,004</u>            |
| <u>Step 3</u>    | <u>\$89,195</u>                             | <u>\$90,406</u>  | <u>\$90,724</u>                    | <u>\$88,968</u>            |
| <u>Step 4</u>    | <u>\$92,709</u>                             | <u>\$93,919</u>  | <u>\$94,238</u>                    | <u>\$92,481</u>            |
| <u>Step 5</u>    | <u>\$96,613</u>                             | <u>\$97,824</u>  | <u>\$98,143</u>                    | <u>\$96,387</u>            |

(4) Effective April first, two thousand twenty-one, members of the collective negotiating unit consisting of troopers in the division of state police shall receive a basic annual salary pursuant to the following schedule:

|                  | <u>Orange, Putnam and Dutchess Counties</u> | <u>City of New York, Rockland and Westchester Counties</u> | <u>Nassau and Suffolk Counties</u> | <u>All Other Locations</u> |
|------------------|---|--|------------------------------------|----------------------------|
| <u>Trainee 1</u> | <u>N/A</u>                                  | <u>N/A</u>   | <u>N/A</u>                         | <u>\$58,443</u>            |
| <u>Trainee 2</u> | <u>\$58,443</u>                             | <u>\$58,443</u>  | <u>\$58,443</u>                    | <u>\$58,443</u>            |
| <u>Step 1</u>    | <u>\$82,906</u>                             | <u>\$84,143</u>  | <u>\$84,467</u>                    | <u>\$82,677</u>            |
| <u>Step 2</u>    | <u>\$87,956</u>                             | <u>\$89,192</u>  | <u>\$89,516</u>                    | <u>\$87,724</u>            |
| <u>Step 3</u>    | <u>\$90,979</u>                             | <u>\$92,214</u>  | <u>\$92,538</u>                    | <u>\$90,747</u>            |
| <u>Step 4</u>    | <u>\$94,563</u>                             | <u>\$95,797</u>  | <u>\$96,123</u>                    | <u>\$94,331</u>            |
| <u>Step 5</u>    | <u>\$98,545</u>                             | <u>\$99,780</u>  | <u>\$100,106</u>                   | <u>\$98,315</u>            |

(5) Effective April first, two thousand twenty-two, members of the collective negotiating unit consisting of troopers in the division of state police shall receive a basic annual salary pursuant to the following schedule:

|                  | <u>Orange, Putnam and Dutchess Counties</u> | <u>City of New York, Rockland and Westchester Counties</u> | <u>Nassau and Suffolk Counties</u> | <u>All Other Locations</u> |
|------------------|---|--|------------------------------------|----------------------------|
| <u>Trainee 1</u> | <u>N/A</u>                                  | <u>N/A</u>   | <u>N/A</u>                         | <u>\$59,612</u>            |
| <u>Trainee 2</u> | <u>\$59,612</u>                             | <u>\$59,612</u>  | <u>\$59,612</u>                    | <u>\$59,612</u>            |
| <u>Step 1</u>    | <u>\$84,564</u>                             | <u>\$85,826</u>  | <u>\$86,156</u>                    | <u>\$84,331</u>            |
| <u>Step 2</u>    | <u>\$89,715</u>                             | <u>\$90,976</u>  | <u>\$91,306</u>                    | <u>\$89,478</u>            |
| <u>Step 3</u>    | <u>\$92,799</u>                             | <u>\$94,058</u>  | <u>\$94,389</u>                    | <u>\$92,562</u>            |
| <u>Step 4</u>    | <u>\$96,454</u>                             | <u>\$97,713</u>  | <u>\$98,045</u>                    | <u>\$96,218</u>            |
| <u>Step 5</u>    | <u>\$100,516</u>                            | <u>\$101,776</u>   | <u>\$102,108</u>                   | <u>\$100,281</u>           |

§ 2. Paragraph a-1 of subdivision 2 of section 207-b of the state finance law is REPEALED and a new paragraph a-1 is added to read as follows:

a-1. Where, and to the extent that, the agreement between the state and an employee organization entered into pursuant to article fourteen of the civil service law so provides on behalf of employees in the collective negotiating unit consisting of troopers in the division of state police, established pursuant to article fourteen of the civil service law, and upon audit and warrant of the state comptroller, the director shall provide for the payment of monies 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 provisions of such agreement providing for such employee benefit fund. Such amounts are to be determined consistent with said agreement, including any and all monies agreed to be transferred in said agreement, and on the basis of the number of full-time annual salaried employees, other than full-time seasonal employees, on the payroll on March first, two thousand eighteen for payments to be made on April first, two thousand eighteen, the number of full-time annual salaried employees, other than full-time seasonal employees, on the payroll on March first, two thousand nineteen for payments to be made on April first, two thousand nineteen, the number of full-time annual salaried employees, other than full-time seasonal employees, on the payroll on March first, two thousand twenty for payments to be made on April first, two thousand twenty, the number of full-time annual salaried employees, other than full-time seasonal employees, on the payroll on March first, two thousand twenty-one for payments to be made on April first, two thousand twenty-one, and the number of full-time annual salaried employees, other than full-time seasonal employees, on the payroll on March first, two thousand twenty-two for payments to be made on April first, two thousand twenty-two. The amounts, 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 state comptroller will establish procedures to ensure repayment from said special or administrative funds. The director shall enter into an agreement with the employee organization that sets forth the specific terms and conditions for the transmittal of monies pursuant to this section. Payments made pursuant to this paragraph and paragraph a of this subdivision shall be made to the same fund as set forth in the agreement between the director and the employee organization that represents the employees covered by the provisions of this paragraph and paragraph a of this subdivision.

§ 3. Lump sum payment. Each member of this unit shall receive a lump sum payment in the amount of a .5% increase on a member's basic annual salary for the period April 7, 2016 to April 5, 2017, and a .5% increase on a member's basic annual salary for the period April 6, 2017 to April 4, 2018 (inclusive of the .5% increase for the period April 7, 2016 to April 5, 2017). Members who were not on the payroll for this entire period shall receive a pro-rata lump sum payment for the period of time such member was on the payroll during the period April 7, 2016 to April 5, 2018. Such additional compensation shall be in addition to, and shall not be part of, the member's annual basic salary, and shall not affect or impair any rights or benefits to which the member may be entitled;

1 provided, however, that such additional compensation shall be included  
2 as compensation for retirement purposes.

3 § 4. Location compensation. (a) Notwithstanding any other provision of  
4 law to the contrary, pursuant to the terms of the agreement negotiated  
5 between the state and the employee organization representing the collec-  
6 tive negotiating unit consisting of troopers in the division of state  
7 police, members in this collective negotiating unit whose principal  
8 place of employment, or, in the case of a field employee, whose official  
9 station as determined in accordance with the regulations of the state  
10 comptroller, is located in the county of Monroe and who were on the  
11 payroll on March 31, 1985, and who have received this location compen-  
12 sation continually since then, shall continue to receive location pay at  
13 the rate of \$200 per year, provided the member continues to be otherwise  
14 eligible. Such location pay shall continue to be annualized and paid  
15 during the regular bi-weekly periods. Such location pay shall be in  
16 addition to, and shall not be a part of, a member's annual basic salary,  
17 and shall not affect or impair any increments or other rights or bene-  
18 fits to which the member may be entitled; provided, however, that  
19 location pay shall be included as compensation for purposes of computa-  
20 tion of overtime pay and for retirement purposes.

21 (b) Notwithstanding any other provision of law to the contrary, pursu-  
22 ant to the terms of the agreement negotiated between the state and the  
23 employee organization representing the collective negotiating unit  
24 consisting of troopers in the division of state police, members in this  
25 collective negotiating unit whose principal place of employment, or, in  
26 the case of a field employee, whose official station as determined in  
27 accordance with the regulations of the state comptroller, is located in  
28 the city of New York, or in the county of Rockland, Westchester, Nassau  
29 or Suffolk shall continue to receive location pay at the rate of \$1,536  
30 per year effective April 1, 2010. Such rate shall be increased as  
31 follows: \$1,686 effective April 1, 2019; \$1,720 effective April 1,  
32 2020; and \$1,754 effective April 1, 2021.

33 (c) Notwithstanding any other provision of law to the contrary, pursu-  
34 ant to the terms of the agreement negotiated between the state and the  
35 employee organization representing the collective negotiating unit  
36 consisting of troopers in the division of state police, members in this  
37 collective negotiating unit whose principal place of employment, or, in  
38 the case of a field employee, whose official station as determined in  
39 accordance with the regulations of the state comptroller, is located in  
40 the county of Orange, Putnam or Dutchess shall receive location pay at  
41 the rate of \$1,754 effective April 1, 2022.

42 (d) Such location pay shall continue to be annualized and paid during  
43 regular bi-weekly periods. Such location pay shall be in addition to,  
44 and shall not be a part of, a member's annual basic salary, and shall  
45 not affect or impair any increments or other rights or benefits to which  
46 the member may be entitled; provided, however, that the location pay  
47 shall be included as compensation for purposes of computation of over-  
48 time pay and for retirement purposes.

49 § 5. Supplemental location compensation. (a) Notwithstanding any other  
50 provision of law to the contrary, pursuant to the terms of the agreement  
51 negotiated between the state and the employee organization representing  
52 the collective negotiating unit consisting of troopers in the division  
53 of state police, members in this collective negotiating unit whose prin-  
54 cipal place of employment, or, in the case of a field employee, whose  
55 official station as determined in accordance with the regulations of the  
56 state comptroller, is located in the city of New York, or in the county

1 of Putnam, Orange, Dutchess, Rockland, Westchester, Nassau or Suffolk  
2 shall continue to receive supplemental location pay as follows:

| 3 Effective Date             | April 1,<br>4 2018 | April 1,<br>5 2019 | April 1,<br>6 2020 | April 1,<br>7 2021 | April 1,<br>8 2022 |
|------------------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| 9 Orange/Putnam/<br>Dutchess | \$1,280            | \$1,280            | \$1,306            | \$1,332            | \$1,332            |
| NYC/Rockland/<br>Westchester | \$1,918            | \$1,918            | \$1,956            | \$1,995            | \$2,330            |
| Nassau/Suffolk               | \$2,239            | \$2,239            | \$2,284            | \$2,330            | \$2,330            |

10 (b) Such supplemental location pay shall continue to be annualized and  
11 paid during regular bi-weekly periods. Such supplemental location  
12 compensation shall be in addition to, and shall not be a part of, a  
13 member's annual basic salary, and shall not affect or impair any incre-  
14 ments or other rights or benefits to which a member may be entitled;  
15 provided, however, that such compensation shall be included as compen-  
16 sation for purposes of computation of overtime pay and for retirement  
17 purposes.

18 § 6. Expanded duty pay. (a) Notwithstanding any other provision of law  
19 to the contrary, pursuant to the terms of the agreement negotiated  
20 between the state and the employee organization representing the collec-  
21 tive negotiating unit consisting of troopers in the division of state  
22 police, during the period April 1, 2018 through March 31, 2020, the  
23 annual payment for expanded duty pay for members of this unit shall  
24 continue in the amount of \$8,702. Effective April 1, 2020, the annual  
25 payment for expanded duty pay shall be increased to \$8,876. Effective  
26 April 1, 2021, the annual payment for expanded duty pay shall be  
27 increased to \$9,054. Effective April 1, 2022, the annual payment for  
28 expanded duty pay shall be increased to \$9,235.

29 (b) Pursuant to the terms of the agreement negotiated between the  
30 state and the employee organization representing the collective negoti-  
31 ating unit consisting of troopers in the division of state police,  
32 expanded duty pay shall continue to be annualized and paid during regu-  
33 lar bi-weekly periods. Such additional compensation shall be in addi-  
34 tion to, and shall not be part of, the member's annual basic salary, and  
35 shall not affect or impair any rights or benefits to which the member  
36 may be entitled; provided, however, that such additional compensation  
37 shall be included as compensation for purposes of computation of over-  
38 time pay and as compensation for retirement.

39 § 7. Hazardous duty pay. (a) Notwithstanding any other provision of  
40 law to the contrary, pursuant to the terms of the agreement negotiated  
41 between the state and the employee organization representing the collec-  
42 tive negotiating unit consisting of troopers in the division of state  
43 police, the annual payment for hazardous duty pay for members of this  
44 unit shall continue and be increased to the amount of \$3,734 effective  
45 April 1, 2018. Effective April 1, 2019, the annual payment for hazardous  
46 duty pay shall be \$4,234. Effective April 1, 2020, the annual payment  
47 for hazardous duty pay shall be \$4,484. Effective April 1, 2021, the  
48 annual payment for hazardous duty pay shall be \$4,734.

49 (b) Notwithstanding any other provision of law to the contrary, pursu-  
50 ant to the terms of the agreement negotiated between the state and the  
51 employee organization representing the collective negotiating unit  
52 consisting of troopers in the division of state police, hazardous duty  
53 pay shall be payable to members of this unit in December of each respec-  
54 tive state fiscal year to which the payment is attributed, or as soon as

1 practicable thereafter. Such payment shall continue to be made as a lump  
2 sum payment to members of this unit on the payroll on November first of  
3 each year during the pay period that includes December first of each  
4 year. Such payment shall be in addition to, and shall not be part of,  
5 the member's annual basic salary, and shall not affect or impair any  
6 rights or benefits to which the member may be entitled; provided, howev-  
7 er, that such payment shall be included as compensation for purposes of  
8 computation of overtime pay and as compensation for retirement.

9 § 8. Health benefits committees. Pursuant to the terms of an agreement  
10 negotiated between the state and the employee organization representing  
11 the collective negotiating unit consisting of troopers in the division  
12 of state police, during the period April 1, 2018 through March 31, 2023,  
13 there shall continue to be a committee on health benefits funded in the  
14 following amounts: \$13,666 for the period April 1, 2018 through March  
15 31, 2019; \$13,939 for the period April 1, 2019 through March 31, 2020;  
16 \$14,218 for the period April 1, 2020 through March 31, 2021; \$14,502 for  
17 the period April 1, 2021 through March 31, 2022; and \$14,792 for the  
18 period April 1, 2022 through March 31, 2023. One-half of this amount in  
19 each year shall be made available to the state and one-half of this  
20 amount shall be made available to the employee organization representing  
21 such unit.

22 § 9. Professional development and training funds. Pursuant to the  
23 terms of an agreement negotiated between the state and the employee  
24 organization representing the collective negotiating unit consisting of  
25 troopers in the division of state police, during the period April 1,  
26 2018 through March 31, 2023, there shall continue to be a professional  
27 development and quality of working life committee from which the tuition  
28 reimbursement program, the master's program and the employee assistance  
29 program shall be supported. Such committee shall be funded in the  
30 following amounts: \$101,020 for the period April 1, 2018 through March  
31 31, 2019; \$103,040 for the period April 1, 2019 through March 31, 2020;  
32 \$105,101 for the period April 1, 2020 through March 31, 2021; \$107,203  
33 for the period April 1, 2021 through March 31, 2022; and \$109,347 for  
34 the period April 1, 2022 through March 31, 2023.

35 § 10. Recognized degree pay. Notwithstanding any provision of law to  
36 the contrary, pursuant to the terms of the agreement negotiated between  
37 the state and the employee organization representing the collective  
38 negotiating unit consisting of troopers in the division of state police,  
39 or the terms of the interest arbitration award made pursuant to subdivi-  
40 sion 4 of section 209 of the civil service law binding the executive  
41 branch of the state of New York and the employee organization represent-  
42 ing such unit, effective March 31, 2003, the lump sum payments for  
43 degrees, as contained in section 4 of chapter 244 of the laws of 2002,  
44 shall continue.

45 § 11. Fifteen years of service pay. Notwithstanding any provision of  
46 law to the contrary, pursuant to the terms of the agreement negotiated  
47 between the state and the employee organization representing the collec-  
48 tive negotiating unit consisting of troopers in the division of state  
49 police, effective April 1, 2019, all members of the unit who have 15  
50 years of service, as defined by the agreement between the parties, shall  
51 receive a payment of \$1,200. Such payment shall be annualized and paid  
52 during regular bi-weekly periods. Such payment shall be in addition to,  
53 and shall not be a part of, a member's annual basic salary, and shall  
54 not affect or impair any increments or other rights or benefits to which  
55 the member may be entitled; provided, however, that the payment shall be

1 included as compensation for purposes of computation of overtime pay and  
2 for retirement purposes.

3 § 12. Short swings. (a) Notwithstanding any provision of law to the  
4 contrary, pursuant to the terms of the agreement negotiated between the  
5 state and the employee organization representing the collective negoti-  
6 ating unit consisting of troopers in the division of state police, or  
7 the terms of the interest arbitration award made pursuant to subdivision  
8 4 of section 209 of the civil service law binding the executive branch  
9 of the state of New York and the employee organization representing such  
10 unit, effective March 31, 2003, members of this unit who are required to  
11 work short swings shall continue to receive compensation of \$30 for each  
12 short swing they are required to work and actually work. There shall be  
13 no short swing compensation where the short swing is worked at the  
14 request of, or for the convenience of the member, as determined by the  
15 division of state police. The definition of short swing shall be a tour  
16 of duty commencing between the hours of five a.m. and nine a.m. (B line)  
17 followed by a tour of duty commencing between nine p.m. and one a.m. (A  
18 line) on consecutive days, or, a tour of duty commencing between the  
19 hours of one p.m. and five p.m. (C line) followed by a tour of duty  
20 commencing between the hours of five a.m. and nine a.m. (B line) on  
21 consecutive days. Such additional compensation shall not be payable if  
22 such member's hours of work continue from the conclusion of the former  
23 shift to the commencement of the latter shift without interruption.

24 (b) The additional compensation payable pursuant to this section shall  
25 be in addition to, and shall not be a part of, the member's annual basic  
26 salary, and shall not affect or impair any rights or benefits to which  
27 the member may be entitled; provided, however, that any compensation  
28 payable pursuant to this section shall be included as compensation for  
29 the purposes of computation of overtime pay and for retirement purposes.  
30 The director of the budget may adopt such regulations as may be deemed  
31 necessary to carry out the provisions of this section.

32 § 13. Member in charge of satellite station compensation. Members of  
33 the collective negotiating unit consisting of troopers in the division  
34 of state police who are designated "members in charge" of a satellite  
35 station shall continue to receive \$435 per year. Such payment for the  
36 "member in charge" designation shall commence upon such designation and  
37 shall be prorated based upon the duration of the designation.

38 § 14. Unused sick leave at retirement. Effective March 31, 2003, the  
39 lump sum payment for unused sick leave at retirement as provided in  
40 section 9 of chapter 9 of the laws of 2001 shall continue.

41 § 15. Overtime meal allowance. Notwithstanding any other provision of  
42 law to the contrary, pursuant to the terms of the agreement negotiated  
43 between the state and the employee organization representing the collec-  
44 tive negotiating unit consisting of troopers in the division of state  
45 police, or the terms of the interest arbitration award made pursuant to  
46 subdivision 4 of section 209 of the civil service law binding the execu-  
47 tive branch of the state of New York and the employee organization  
48 representing such unit, the overtime meal allowance for unit members  
49 shall continue at the rates in effect as of March 31, 2007.

50 § 16. Certified letter. The salary increases and benefit modifications  
51 provided for by this act for state employees in the collective negotiat-  
52 ing unit consisting of troopers in the division of state police estab-  
53 lished pursuant to article 14 of the civil service law shall not be  
54 implemented until the director of employee relations shall have deliv-  
55 ered to the director of the budget and the comptroller a letter certify-  
56 ing that there is in effect with respect to such negotiating unit a



1 collective negotiating agreement which provides for such increases and  
2 modifications and which is fully executed in writing with the state  
3 pursuant to article 14 of the civil service law, and ratified pursuant  
4 to the ratification procedure of the employee organization certified  
5 pursuant to article 14 of the civil service law to represent each such  
6 collective negotiating unit.

7 § 17. Payment and publication of grievance arbitration settlements and  
8 awards. Notwithstanding any provision of law to the contrary, the  
9 appropriations contained in this act shall be available to the state for  
10 the payment and publication of grievance arbitration settlements and  
11 awards pursuant to article 15 of the collective negotiating agreement  
12 between the state and the employee organization representing the collec-  
13 tive negotiating unit consisting of troopers in the division of state  
14 police.

15 § 18. Date of entitlement to salary increase. Notwithstanding the  
16 provisions of this act or of any other provision of law to the contrary,  
17 the increase in salary or compensation of any member of the collective  
18 negotiating unit consisting of troopers in the division of state police  
19 provided by this act shall be added to the salary or compensation of  
20 such member at the beginning of that payroll period the first day of  
21 which is nearest to the effective date of such increase as provided in  
22 this act, or at the beginning of the earlier of two payroll periods the  
23 first days of which are nearest but equally near to the effective date  
24 of such increase as provided in this act; provided, however, that, for  
25 the purposes of determining the salary of such officer or employee upon  
26 reclassification, reallocation, appointment, promotion, transfer,  
27 demotion, reinstatement, or other change of status, such salary increase  
28 shall be deemed to be effective on the date thereof as prescribed by  
29 this act, with payment thereof pursuant to this section on a date prior  
30 thereto, instead of on such effective date, and shall not operate to  
31 confer any additional salary rights or benefits on such officer or  
32 employee. Payment of such salary increase may be deferred pursuant to  
33 section nineteen of this act.

34 § 19. Deferred payment of salary increase. Notwithstanding the  
35 provisions of any other section of this act or of any other provision of  
36 law to the contrary, pending payment pursuant to this act of the basic  
37 annual salaries of incumbents of positions subject to this act, such  
38 incumbents shall receive, as partial compensation for services rendered,  
39 the rate of compensation otherwise payable in their respective posi-  
40 tions. An incumbent holding a position subject to this act at any time  
41 during the period from the effective dates of the salary increases  
42 provided for in this act until the time when basic annual salaries are  
43 first paid pursuant to this act for such services in excess of the  
44 compensation actually received therefor, shall be entitled to a lump sum  
45 payment for the difference between the salary to which such incumbent is  
46 entitled for such service and the compensation actually received there-  
47 for. Such lump sum payment shall be made as soon as practicable. Any  
48 amount payable in such lump sum paid represents compensation earned in  
49 each of the year or years for which it is calculated pursuant to this  
50 act and not as compensation earned wholly in the year during which the  
51 lump sum is paid. Notwithstanding any law, rule or regulation to the  
52 contrary, no member of the unit consisting of troopers to whom the  
53 provisions of this act apply shall be entitled to, or owed, any interest  
54 or other penalty for any reason on any monies due to such member pursu-  
55 ant to the terms of the agreement covering employees in the unit  
56 consisting of troopers.

§ 20. 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, 2018 or April 1, 2019, 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, 2018 or April 1, 2019, in addition to current liabilities.

§ 21. Notwithstanding any provision of the state finance law or any other provision of law to the contrary, the sum of \$42,820,000 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, 2018 through March 31, 2020 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, 2018 through March 31, 2020. For this purpose, the monies appropriated shall remain in full force and effect for the payment of liabilities incurred on or before March 31, 2020.

§ 22. 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, 2018 through March 31, 2020 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, 2018 through March 31, 2020. 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.

#### ALL STATE DEPARTMENTS AND AGENCIES

#### SPECIAL PAY BILLS

General Fund/State Operations  
State Purposes Account - 003

## 1 NON-PERSONAL SERVICE

2 Employee Benefit Fund ..... \$1,608,000  
 3 Health Benefits Committee ..... \$28,000  
 4 Professional Development Fund ..... \$206,000  
 5 Contract Administration ..... \$50,000

6 § 23. This act shall take effect immediately and shall be deemed to  
 7 have been in full force and effect on and after April 1, 2018. Appropri-  
 8 ations made by this act shall remain in full force and effect For  
 9 liabilities incurred through March 31, 2020.

-----  
 REPEAL NOTE. - Subparagraphs 1, 2, 3 and 4 of paragraph a of subdivi-  
 sion 2 of section 215 of the executive law, repealed by section one of  
 this act, provided salary schedules for state employees in the partic-  
 ular titles in the collective negotiating unit consisting of troopers in  
 the division of state police and are replaced by revised salary sched-  
 ules in new subparagraphs 1, 2, 3, 4 and 5 of paragraph a of subdivision  
 2 implementing an agreement between the state and the employee organiza-  
 tion representing such unit. Paragraph a-1 of subdivision 2 of section  
 207-b of the state finance law, repealed by section two of this act,  
 provided for payments to an employee benefit fund for state employees in  
 the particular titles in the collective negotiating unit consisting of  
 commissioned and non-commissioned officers in the division of state  
 police and is replaced by a revised schedule of payments to be made to  
 such fund in a new paragraph a-1 implementing an agreement between the  
 state and the employee organization representing such unit.

## 10 PART B

11 COLLECTIVE BARGAINING AGREEMENT BETWEEN  
 12 THE STATE OF NEW YORK AND THE POLICE BENEVOLENT  
 13 ASSOCIATION OF THE NEW YORK STATE TROOPERS, INC.  
 14 FOR 2018-2023

15 Section 1. Subparagraphs 5, 6, 7 and 8 of paragraph a of subdivision 2  
 16 of section 215 of the executive law are REPEALED and five new subpara-  
 17 graphs 6, 7, 8, 9 and 10 are added to read as follows:

18 (6) Effective April first, two thousand eighteen, members of the  
 19 collective negotiating unit consisting of commissioned and non-commis-  
 20 sioned officers in the division of state police shall receive a basic  
 21 annual salary pursuant to the following schedule:

|                        | <u>O/P/Du</u>    | <u>NYC/R/W</u>   | <u>Nass/Suff</u> | <u>All Others</u> |
|------------------------|------------------|------------------|------------------|-------------------|
| 23 <u>Sergeant and</u> |                  |                  |                  |                   |
| 24 <u>Technical</u>    |                  |                  |                  |                   |
| 25 <u>Sergeant</u>     | <u>\$109,380</u> | <u>\$110,546</u> | <u>\$110,851</u> | <u>\$109,163</u>  |
| 26 <u>Station</u>      |                  |                  |                  |                   |
| 27 <u>Commander</u>    | <u>\$112,914</u> | <u>\$114,080</u> | <u>\$114,385</u> | <u>\$112,700</u>  |
| 28 <u>Zone</u>         |                  |                  |                  |                   |
| 29 <u>Sergeant</u>     | <u>\$114,717</u> | <u>\$115,878</u> | <u>\$116,183</u> | <u>\$114,500</u>  |
| 30 <u>First,</u>       |                  |                  |                  |                   |
| 31 <u>Staff</u>        |                  |                  |                  |                   |
| 32 <u>and</u>          |                  |                  |                  |                   |
| 33 <u>Chief T/</u>     |                  |                  |                  |                   |

|    |                    |                  |                  |                  |                  |
|----|--------------------|------------------|------------------|------------------|------------------|
| 1  | <u>Sgt</u>         | <u>\$120,619</u> | <u>\$121,781</u> | <u>\$122,087</u> | <u>\$120,401</u> |
| 2  | <u>Lieutenant</u>  |                  |                  |                  |                  |
| 3  | <u>and</u>         |                  |                  |                  |                  |
| 4  | <u>Technical</u>   |                  |                  |                  |                  |
| 5  | <u>Lieutenant</u>  | <u>\$130,715</u> | <u>\$131,878</u> | <u>\$132,183</u> | <u>\$130,500</u> |
| 6  | <u>Lieutenant</u>  |                  |                  |                  |                  |
| 7  | <u>BCI</u>         | <u>\$133,275</u> | <u>\$134,439</u> | <u>\$134,744</u> | <u>\$133,057</u> |
| 8  | <u>Captain</u>     | <u>\$139,403</u> | <u>\$140,567</u> | <u>\$140,875</u> | <u>\$139,187</u> |
| 9  | <u>Captain BCI</u> | <u>\$142,002</u> | <u>\$143,163</u> | <u>\$143,470</u> | <u>\$141,783</u> |
| 10 | <u>Major</u>       | <u>\$148,540</u> | <u>\$149,703</u> | <u>\$150,008</u> | <u>\$148,321</u> |

(7) Effective April first, two thousand nineteen, members of the collective negotiating unit consisting of commissioned and non-commissioned officers in the division of state police shall receive a basic annual salary pursuant to the following schedule:

|    |                     |                  |                  |                  |                   |
|----|---------------------|------------------|------------------|------------------|-------------------|
| 15 |                     | <u>O/P/Du</u>    | <u>NYC/R/W</u>   | <u>Nass/Suff</u> | <u>All Others</u> |
| 16 | <u>Sergeant and</u> |                  |                  |                  |                   |
| 17 | <u>Technical</u>    |                  |                  |                  |                   |
| 18 | <u>Sergeant</u>     | <u>\$111,568</u> | <u>\$112,757</u> | <u>\$113,068</u> | <u>\$111,346</u>  |
| 19 | <u>Station</u>      |                  |                  |                  |                   |
| 20 | <u>Commander</u>    | <u>\$115,172</u> | <u>\$116,362</u> | <u>\$116,673</u> | <u>\$114,954</u>  |
| 21 | <u>Zone</u>         |                  |                  |                  |                   |
| 22 | <u>Sergeant</u>     | <u>\$117,011</u> | <u>\$118,196</u> | <u>\$118,507</u> | <u>\$116,790</u>  |
| 23 | <u>First,</u>       |                  |                  |                  |                   |
| 24 | <u>Staff</u>        |                  |                  |                  |                   |
| 25 | <u>and</u>          |                  |                  |                  |                   |
| 26 | <u>Chief T/</u>     |                  |                  |                  |                   |
| 27 | <u>Sgt</u>          | <u>\$123,031</u> | <u>\$124,217</u> | <u>\$124,529</u> | <u>\$122,809</u>  |
| 28 | <u>Lieutenant</u>   |                  |                  |                  |                   |
| 29 | <u>and</u>          |                  |                  |                  |                   |
| 30 | <u>Technical</u>    |                  |                  |                  |                   |
| 31 | <u>Lieutenant</u>   | <u>\$133,329</u> | <u>\$134,516</u> | <u>\$134,827</u> | <u>\$133,110</u>  |
| 32 | <u>Lieutenant</u>   |                  |                  |                  |                   |
| 33 | <u>BCI</u>          | <u>\$135,941</u> | <u>\$137,128</u> | <u>\$137,439</u> | <u>\$135,718</u>  |
| 34 | <u>Captain</u>      | <u>\$142,191</u> | <u>\$143,378</u> | <u>\$143,693</u> | <u>\$141,971</u>  |
| 35 | <u>Captain BCI</u>  | <u>\$144,842</u> | <u>\$146,026</u> | <u>\$146,339</u> | <u>\$144,619</u>  |
| 36 | <u>Major</u>        | <u>\$151,511</u> | <u>\$152,697</u> | <u>\$153,008</u> | <u>\$151,287</u>  |

(8) Effective April first, two thousand twenty, members of the collective negotiating unit consisting of commissioned and non-commissioned officers in the division of state police shall receive a basic annual salary pursuant to the following schedule:

|    |                     |                  |                  |                  |                   |
|----|---------------------|------------------|------------------|------------------|-------------------|
| 41 |                     | <u>O/P/Du</u>    | <u>NYC/R/W</u>   | <u>Nass/Suff</u> | <u>All Others</u> |
| 42 | <u>Sergeant and</u> |                  |                  |                  |                   |
| 43 | <u>Technical</u>    |                  |                  |                  |                   |
| 44 | <u>Sergeant</u>     | <u>\$113,799</u> | <u>\$115,012</u> | <u>\$115,329</u> | <u>\$113,573</u>  |
| 45 | <u>Station</u>      |                  |                  |                  |                   |
| 46 | <u>Commander</u>    | <u>\$117,475</u> | <u>\$118,689</u> | <u>\$119,006</u> | <u>\$117,253</u>  |
| 47 | <u>Zone</u>         |                  |                  |                  |                   |
| 48 | <u>Sergeant</u>     | <u>\$119,351</u> | <u>\$120,560</u> | <u>\$120,877</u> | <u>\$119,126</u>  |
| 49 | <u>First,</u>       |                  |                  |                  |                   |
| 50 | <u>Staff</u>        |                  |                  |                  |                   |
| 51 | <u>and</u>          |                  |                  |                  |                   |
| 52 | <u>Chief T/</u>     |                  |                  |                  |                   |
| 53 | <u>Sgt</u>          | <u>\$125,492</u> | <u>\$126,701</u> | <u>\$127,020</u> | <u>\$125,265</u>  |
| 54 | <u>Lieutenant</u>   |                  |                  |                  |                   |
| 55 | <u>and</u>          |                  |                  |                  |                   |
| 56 | <u>Technical</u>    |                  |                  |                  |                   |

|                    |                  |                  |                  |                  |
|--------------------|------------------|------------------|------------------|------------------|
| <u>Lieutenant</u>  | <u>\$135,996</u> | <u>\$137,206</u> | <u>\$137,524</u> | <u>\$135,772</u> |
| <u>Lieutenant</u>  |                  |                  |                  |                  |
| <u>BCI</u>         | <u>\$138,660</u> | <u>\$139,871</u> | <u>\$140,188</u> | <u>\$138,432</u> |
| <u>Captain</u>     | <u>\$145,035</u> | <u>\$146,246</u> | <u>\$146,567</u> | <u>\$144,810</u> |
| <u>Captain BCI</u> | <u>\$147,739</u> | <u>\$148,947</u> | <u>\$149,266</u> | <u>\$147,511</u> |
| <u>Major</u>       | <u>\$154,541</u> | <u>\$155,751</u> | <u>\$156,068</u> | <u>\$154,313</u> |

(9) Effective April first, two thousand twenty-one, members of the collective negotiating unit consisting of commissioned and non-commissioned officers in the division of state police shall receive a basic annual salary pursuant to the following schedule:

|                     | <u>O/P/Du</u>    | <u>NYC/R/W</u>   | <u>Nass/Suff</u> | <u>All Others</u> |
|---------------------|------------------|------------------|------------------|-------------------|
| <u>Sergeant and</u> |                  |                  |                  |                   |
| <u>Technical</u>    |                  |                  |                  |                   |
| <u>Sergeant</u>     | <u>\$116,075</u> | <u>\$117,312</u> | <u>\$117,636</u> | <u>\$115,844</u>  |
| <u>Station</u>      |                  |                  |                  |                   |
| <u>Commander</u>    | <u>\$119,825</u> | <u>\$121,063</u> | <u>\$121,386</u> | <u>\$119,598</u>  |
| <u>Zone</u>         |                  |                  |                  |                   |
| <u>Sergeant</u>     | <u>\$121,738</u> | <u>\$122,971</u> | <u>\$123,295</u> | <u>\$121,509</u>  |
| <u>First,</u>       |                  |                  |                  |                   |
| <u>Staff</u>        |                  |                  |                  |                   |
| <u>and</u>          |                  |                  |                  |                   |
| <u>Chief T/</u>     |                  |                  |                  |                   |
| <u>Sgt</u>          | <u>\$128,002</u> | <u>\$129,235</u> | <u>\$129,560</u> | <u>\$127,770</u>  |
| <u>Lieutenant</u>   |                  |                  |                  |                   |
| <u>and</u>          |                  |                  |                  |                   |
| <u>Technical</u>    |                  |                  |                  |                   |
| <u>Lieutenant</u>   | <u>\$138,716</u> | <u>\$139,950</u> | <u>\$140,274</u> | <u>\$138,487</u>  |
| <u>Lieutenant</u>   |                  |                  |                  |                   |
| <u>BCI</u>          | <u>\$141,433</u> | <u>\$142,668</u> | <u>\$142,992</u> | <u>\$141,201</u>  |
| <u>Captain</u>      | <u>\$147,936</u> | <u>\$149,171</u> | <u>\$149,498</u> | <u>\$147,706</u>  |
| <u>Captain BCI</u>  | <u>\$150,694</u> | <u>\$151,926</u> | <u>\$152,251</u> | <u>\$150,461</u>  |
| <u>Major</u>        | <u>\$157,632</u> | <u>\$158,866</u> | <u>\$159,189</u> | <u>\$157,399</u>  |

(10) Effective April first, two thousand twenty-two, members of the collective negotiating unit consisting of commissioned and non-commissioned officers in the division of state police shall receive a basic annual salary pursuant to the following schedule:

|                     | <u>O/P/Du</u>    | <u>NYC/R/W</u>   | <u>Nass/Suff</u> | <u>All Others</u> |
|---------------------|------------------|------------------|------------------|-------------------|
| <u>Sergeant and</u> |                  |                  |                  |                   |
| <u>Technical</u>    |                  |                  |                  |                   |
| <u>Sergeant</u>     | <u>\$118,397</u> | <u>\$119,658</u> | <u>\$119,989</u> | <u>\$118,161</u>  |
| <u>Station</u>      |                  |                  |                  |                   |
| <u>Commander</u>    | <u>\$122,222</u> | <u>\$123,484</u> | <u>\$123,814</u> | <u>\$121,990</u>  |
| <u>Zone</u>         |                  |                  |                  |                   |
| <u>Sergeant</u>     | <u>\$124,173</u> | <u>\$125,430</u> | <u>\$125,761</u> | <u>\$123,939</u>  |
| <u>First,</u>       |                  |                  |                  |                   |
| <u>Staff</u>        |                  |                  |                  |                   |
| <u>and</u>          |                  |                  |                  |                   |
| <u>Chief T/</u>     |                  |                  |                  |                   |
| <u>Sgt</u>          | <u>\$130,562</u> | <u>\$131,820</u> | <u>\$132,151</u> | <u>\$130,325</u>  |
| <u>Lieutenant</u>   |                  |                  |                  |                   |
| <u>and</u>          |                  |                  |                  |                   |
| <u>Technical</u>    |                  |                  |                  |                   |
| <u>Lieutenant</u>   | <u>\$141,490</u> | <u>\$142,749</u> | <u>\$143,079</u> | <u>\$141,257</u>  |
| <u>Lieutenant</u>   |                  |                  |                  |                   |
| <u>BCI</u>          | <u>\$144,262</u> | <u>\$145,521</u> | <u>\$145,852</u> | <u>\$144,025</u>  |
| <u>Captain</u>      | <u>\$150,895</u> | <u>\$152,154</u> | <u>\$152,488</u> | <u>\$150,660</u>  |

|   |                    |                  |                  |                  |                  |
|---|--------------------|------------------|------------------|------------------|------------------|
| 1 | <u>Captain BCI</u> | <u>\$153,708</u> | <u>\$154,965</u> | <u>\$155,296</u> | <u>\$153,470</u> |
| 2 | <u>Major</u>       | <u>\$160,785</u> | <u>\$162,043</u> | <u>\$162,373</u> | <u>\$160,547</u> |

3 § 2. Paragraph a of subdivision 2 of section 207-b of the state  
4 finance law is REPEALED and a new paragraph a is added to read as  
5 follows:

6 a. Where, and to the extent that, the agreement between the state and  
7 an employee organization entered into pursuant to article fourteen of  
8 the civil service law so provides on behalf of the employees in the  
9 collective negotiating unit consisting of commissioned and non-commis-  
10 sioned officers in the division of state police, established pursuant to  
11 article fourteen of the civil service law, and upon audit and warrant of  
12 the state comptroller, the director shall provide for the payment of  
13 monies to such employee organization for the establishment and mainte-  
14 nance of an employee benefit fund established by the employee organiza-  
15 tion for the employees in the negotiating unit covered by the control-  
16 ling provisions of such agreement providing for such employee benefit  
17 fund. Such amounts are to be determined consistent with said agreement,  
18 including any and all monies agreed to be transferred in said agreement,  
19 and on the basis of the number of full-time annual salaried employees,  
20 other than full-time seasonal employees, on the payroll on March first,  
21 two thousand eighteen for payments to be made on April first, two thou-  
22 sand eighteen, the number of full-time annual salaried employees, other  
23 than full-time seasonal employees, on the payroll on March first, two  
24 thousand nineteen for payments to be made on April first, two thousand  
25 nineteen, the number of full-time annual salaried employees, other than  
26 full-time seasonal employees, on the payroll on March first, two thou-  
27 sand twenty for payments to be made on April first, two thousand twenty,  
28 the number of full-time annual salaried employees, other than full-time  
29 seasonal employees, on the payroll on March first, two thousand twenty-  
30 one for payments to be made on April first, two thousand twenty-one, and  
31 the number of full-time annual salaried employees, other than full-time  
32 seasonal employees, on the payroll on March first, two thousand twenty-  
33 two for payments to be made on April first, two thousand twenty-two. The  
34 amounts, which will be determined pursuant to this section, for employ-  
35 ees who are paid from special or administrative funds, other than the  
36 general fund or the capital projects fund of the state, will be paid  
37 from the appropriations as provided by law, in which case the state  
38 comptroller will establish procedures to ensure repayment from said  
39 special or administrative funds. The director shall enter into an agree-  
40 ment with the employee organization that sets forth the specific terms  
41 and conditions for the transmittal of monies pursuant to this section.  
42 Payments made pursuant to this paragraph and paragraph a-1 of this  
43 subdivision shall be made to the same fund as set forth in the agreement  
44 between the director and the employee organization that represents the  
45 employees covered by the provisions of this paragraph and paragraph a-1  
46 of this subdivision.

47 § 3. Lump sum payment. Each member of this unit shall receive a lump  
48 sum payment in the amount of a .5% increase on a member's basic annual  
49 salary for the period April 7, 2016 to April 5, 2017, and a .5% increase  
50 on a member's basic annual salary for the period April 6, 2017 to April  
51 4, 2018 (inclusive of the .5% increase for the period April 7, 2016 to  
52 April 5, 2017). Members who were not on the payroll for this entire  
53 period shall receive a pro-rata lump sum payment for the period of time  
54 such member was on the payroll during the period April 7, 2016 to April  
55 5, 2018. Such additional compensation shall be in addition to, and shall  
56 not be part of, the member's annual basic salary, and shall not affect

1 or impair any rights or benefits to which the member may be entitled;  
2 provided, however, that such additional compensation shall be included  
3 as compensation for retirement purposes.

4 § 4. Location compensation. (a) Notwithstanding any other provision of  
5 law to the contrary, pursuant to the terms of the agreement negotiated  
6 between the state and the employee organization representing the collec-  
7 tive negotiating unit consisting of commissioned and non-commissioned  
8 officers in the division of state police, members in this collective  
9 negotiating unit whose principal place of employment, or, in the case of  
10 a field employee, whose official station as determined in accordance  
11 with the regulations of the state comptroller, is located in the county  
12 of Monroe and who were on the payroll on March 31, 1985, and who have  
13 received this location compensation continually since then, shall  
14 continue to receive location pay at the rate of \$200 per year, provided  
15 the member continues to be otherwise eligible. Such location pay shall  
16 continue to be annualized and paid during the regular bi-weekly periods.  
17 Such location pay shall be in addition to, and shall not be a part of, a  
18 member's annual basic salary, and shall not affect or impair any incre-  
19 ments or other rights or benefits to which the member may be entitled;  
20 provided, however, that location pay shall be included as compensation  
21 for purposes of computation of overtime pay and for retirement purposes.

22 (b) Notwithstanding any other provision of law to the contrary, pursu-  
23 ant to the terms of the agreement negotiated between the state and the  
24 employee organization representing the collective negotiating unit  
25 consisting of commissioned and non-commissioned officers in the division  
26 of state police, members in this collective negotiating unit whose prin-  
27 cipal place of employment, or, in the case of a field employee, whose  
28 official station as determined in accordance with the regulations of the  
29 state comptroller, is located in the city of New York, or in the county  
30 of Rockland, Westchester, Nassau or Suffolk shall continue to receive  
31 location pay at the rate of \$1,536 per year effective April 1, 2010.  
32 Such rate shall be increased as follows: \$1,686 effective April 1, 2019;  
33 \$1,720 effective April 1, 2020; and \$1,754 effective April 1, 2021.

34 (c) Notwithstanding any other provision of law to the contrary, pursu-  
35 ant to the terms of the agreement negotiated between the state and the  
36 employee organization representing the collective negotiating unit  
37 consisting of commissioned and non-commissioned officers in the division  
38 of state police, members in this collective negotiating unit whose prin-  
39 cipal place of employment, or, in the case of a field employee, whose  
40 official station as determined in accordance with the regulations of the  
41 state comptroller, is located in the county of Orange, Putnam or Dutch-  
42 ess shall receive location pay at the rate of \$1,754 effective April 1,  
43 2022.

44 (d) Such location pay shall continue to be annualized and paid during  
45 regular bi-weekly periods. Such location pay shall be in addition to,  
46 and shall not be a part of, a member's annual basic salary, and shall  
47 not affect or impair any increments or other rights or benefits to which  
48 the member may be entitled; provided, however, that the location pay  
49 shall be included as compensation for purposes of computation of over-  
50 time pay and for retirement purposes.

51 § 5. Supplemental location compensation. (a) Notwithstanding any other  
52 provision of law to the contrary, pursuant to the terms of the agreement  
53 negotiated between the state and the employee organization representing  
54 the collective negotiating unit consisting of commissioned and non-com-  
55 missioned officers in the division of state police, members in this  
56 collective negotiating unit whose principal place of employment, or, in

1 the case of a field employee, whose official station as determined in  
 2 accordance with the regulations of the state comptroller, is located in  
 3 the city of New York, or in the county of Putnam, Orange, Dutchess,  
 4 Rockland, Westchester, Nassau or Suffolk shall continue to receive  
 5 supplemental location pay as follows:

| 6 Effective Date                   | April 1,<br>7 2018 | April 1,<br>2019 | April 1,<br>2020 | April 1,<br>2021 | April 1,<br>2022 |
|------------------------------------|--------------------|------------------|------------------|------------------|------------------|
| 8 Orange/Putnam/<br>9 Dutchess     | \$1,280            | \$1,280          | \$1,306          | \$1,332          | \$1,332          |
| 10 NYC/Rockland/<br>11 Westchester | \$1,918            | \$1,918          | \$1,956          | \$1,995          | \$2,330          |
| 12 Nassau/Suffolk                  | \$2,239            | \$2,239          | \$2,284          | \$2,330          | \$2,330          |

13 (b) Such supplemental location pay shall continue to be annualized and  
 14 paid during regular bi-weekly periods. Such supplemental location  
 15 compensation shall be in addition to, and shall not be a part of, a  
 16 member's annual basic salary, and shall not affect or impair any incre-  
 17 ments or other rights or benefits to which the member may be entitled;  
 18 provided, however, that such compensation shall be included as compen-  
 19 sation for purposes of computation of overtime pay and for retirement  
 20 purposes.

21 § 6. Expanded duty pay. (a) Notwithstanding any other provision of law  
 22 to the contrary, pursuant to the terms of the agreement negotiated  
 23 between the state and the employee organization representing the collec-  
 24 tive negotiating unit consisting of commissioned and non-commissioned  
 25 officers in the division of state police, during the period April 1,  
 26 2018 through March 31, 2020, the annual payment for expanded duty pay  
 27 for members of this unit shall continue in the amount of \$8,702. Effec-  
 28 tive April 1, 2020, the annual payment for expanded duty pay shall be  
 29 increased to \$8,876. Effective April 1, 2021, the annual payment for  
 30 expanded duty pay shall be increased to \$9,054. Effective April 1, 2022,  
 31 the annual payment for expanded duty pay shall be increased to \$9,235.

32 (b) Pursuant to the terms of the agreement negotiated between the  
 33 state and the employee organization representing the collective negoti-  
 34 ating unit consisting of commissioned and non-commissioned officers in  
 35 the division of state police, expanded duty pay shall continue to be  
 36 annualized and paid during regular bi-weekly periods. Such additional  
 37 compensation shall be in addition to, and shall not be part of, the  
 38 member's annual basic salary, and shall not affect or impair any rights  
 39 or benefits to which the member may be entitled; provided, however, that  
 40 such additional compensation shall be included as compensation for  
 41 purposes of computation of overtime pay and as compensation for retire-  
 42 ment.

43 § 7. Hazardous duty pay. (a) Notwithstanding any other provision of  
 44 law to the contrary, pursuant to the terms of the agreement negotiated  
 45 between the state and employee organization representing the collective  
 46 negotiating unit consisting of commissioned and non-commissioned offi-  
 47 cers in the division of state police, the annual payment for hazardous  
 48 duty pay for members of this unit shall continue and be increased to the  
 49 amount of \$3,734 effective April 1, 2018. Effective April 1, 2019, the  
 50 annual payment for hazardous duty pay shall be \$4,234. Effective April  
 51 1, 2020, the annual payment for hazardous duty pay shall be \$4,484.  
 52 Effective April 1, 2021, the annual payment for hazardous duty pay shall  
 53 be \$4,734.



(b) Notwithstanding any other provision of law to the contrary, pursuant to the terms of the agreement negotiated between the state and the employee organization representing the collective negotiating unit consisting of commissioned and non-commissioned officers in the division of state police, hazardous duty pay shall be payable to members of this unit in December of each respective state fiscal year to which the payment is attributed, or as soon as practicable thereafter. Such payment shall continue to be made as a lump sum payment to members of this unit on the payroll on the first of November each year during the pay period that includes the first of December each year. Such payment shall be in addition to, and shall not be part of, the member's annual basic salary, and shall not affect or impair any rights or benefits to which the member may be entitled; provided, however, that such payment shall be included as compensation for purposes of computation of overtime pay and as compensation for retirement.

§ 8. Command pay. (a) Notwithstanding any provision of law to the contrary, pursuant to the terms of an agreement negotiated between the state and the employee organization representing the collective negotiating unit consisting of commissioned and non-commissioned officers in the division of state police, in recognition that commissioned and non-commissioned officers in the division of state police assume higher level responsibilities, such commissioned and non-commissioned officers shall continue to receive command pay in the amount of \$319 effective April 1, 2018. Effective April 1, 2019, command pay shall be increased to the amount of \$1,519.

(b) Such payment shall be annualized and paid during the regular bi-weekly periods and shall be in addition to, and not part of, the member's annual basic salary, and shall not affect or impair any rights or benefits to which the member may be entitled; provided, however, such payments shall be included as compensation for retirement purposes. Command pay shall be included for overtime calculations for non-commissioned officers.

§ 9. Health benefits committees. Pursuant to the terms of an agreement negotiated between the state and the employee organization representing the collective negotiating unit consisting of commissioned and non-commissioned officers in the division of state police, during the period April 1, 2018 through March 31, 2023, there shall continue to be a committee on health benefits funded in the following amounts: \$5,466 for the period April 1, 2018 through March 31, 2019; \$5,575 for the period April 1, 2019 through March 31, 2020; \$5,687 for the period April 1, 2020 through March 31, 2021; \$5,801 for the period April 1, 2021 through March 31, 2022; and \$5,917 for the period April 1, 2022 through March 31, 2023. One-half of this amount in each year shall be made available to the state and one-half of this amount shall be made available to the employee organization representing such unit.

§ 10. Professional development and training funds. Pursuant to the terms of an agreement negotiated between the state and the employee organization representing the collective negotiating unit consisting of commissioned and non-commissioned officers in the division of state police, during the period April 1, 2018 through March 31, 2023, there shall continue to be a professional development and quality of working life committee from which the tuition reimbursement program, the master's program and the employee assistance program shall be supported. Such committee shall be funded in the following amounts: \$101,020 for the period April 1, 2018 through March 31, 2019; \$103,040 for the period April 1, 2019 through March 31, 2020; \$105,101 for the period April 1,

1 2020 through March 31, 2021; \$107,203 for the period April 1, 2021  
2 through March 31, 2022; and \$109,347 for the period April 1, 2022  
3 through March 31, 2023.

4 § 11. Recognized degree pay. Notwithstanding any provision of law to  
5 the contrary, pursuant to the terms of the agreement negotiated between  
6 the state and the employee organization representing the collective  
7 negotiating unit consisting of commissioned and non-commissioned offi-  
8 cers in the division of state police, or the terms of the interest arbi-  
9 tration award made pursuant to subdivision 4 of section 209 of the civil  
10 service law binding the executive branch of the state of New York and  
11 the employee organization representing such unit, effective March 31,  
12 2003, the lump sum payments for degrees, as contained in section 5 of  
13 chapter 244 of the laws of 2002, shall continue.

14 § 12. Short swings. (a) Notwithstanding any provision of law to the  
15 contrary, pursuant to the terms of the agreement negotiated between the  
16 state and the employee organization representing the collective negoti-  
17 ating unit consisting of commissioned and non-commissioned officers in  
18 the division of state police, or the terms of the interest arbitration  
19 award made pursuant to subdivision 4 of section 209 of the civil service  
20 law binding the executive branch of the state of New York and the  
21 employee organization representing such unit, effective March 31, 2003,  
22 members of this unit who are required to work short swings shall contin-  
23 ue to receive compensation of \$30 for each short swing they are required  
24 to work and actually work. There shall be no short swing compensation  
25 where the short swing is worked at the request of, or for the conven-  
26 ience of the member, as determined by the division of state police. The  
27 definition of short swing shall be a tour of duty commencing between the  
28 hours of five a.m. and nine a.m. (B line) followed by a tour of duty  
29 commencing between nine p.m. and one a.m. (A line) on consecutive days,  
30 or, a tour of duty commencing between the hours of one p.m. and five  
31 p.m. (C line) followed by a tour of duty commencing between the hours of  
32 five a.m. and nine a.m. (B line) on consecutive days. Such additional  
33 compensation shall not be payable if such member's hours of work contin-  
34 ue from the conclusion of the former shift to the commencement of the  
35 latter shift without interruption.

36 (b) The additional compensation payable pursuant to this section shall  
37 be in addition to, and shall not be a part of, the member's annual basic  
38 salary, and shall not affect or impair any rights or benefits to which  
39 the member may be entitled; provided, however, that any compensation  
40 payable pursuant to this section shall be included as compensation for  
41 the purposes of computation of overtime pay and for retirement purposes.  
42 The director of the budget may adopt such regulations as may be deemed  
43 necessary to carry out the provisions of this section.

44 § 13. Unused sick leave at retirement. Effective March 31, 2003, the  
45 lump sum payment for unused sick leave at retirement as provided in  
46 section 9 of chapter 10 of the laws of 2001 shall continue.

47 § 14. Overtime meal allowance. Notwithstanding any other provision of  
48 law to the contrary, pursuant to the terms of the agreement negotiated  
49 between the state and the employee organization representing the collec-  
50 tive negotiating unit consisting of commissioned and non-commissioned  
51 officers in the division of state police, or the terms of the interest  
52 arbitration award made pursuant to subdivision 4 of section 209 of the  
53 civil service law binding the executive branch of the state of New York  
54 and the employee organization representing such unit, the overtime meal  
55 allowance for unit members shall continue at the rates in effect as of  
56 March 31, 2007.

1     § 15. Certifying letter. The salary increases and benefit modifica-  
2 tions provided for by this act for state employees in the collective  
3 negotiating unit consisting of commissioned and non-commissioned offi-  
4 cers in the division of state police established pursuant to article 14  
5 of the civil service law shall not be implemented until the director of  
6 employee relations shall have delivered to the director of the budget  
7 and the comptroller a letter certifying that there is in effect with  
8 respect to such negotiating unit a collective negotiating agreement  
9 which provides for such increases and modifications and which is fully  
10 executed in writing with the state pursuant to article 14 of the civil  
11 service law, and ratified pursuant to the ratification procedure of the  
12 employee organization certified pursuant to article 14 of the civil  
13 service law to represent each such collective negotiating unit.

14     § 16. Payment and publication of grievance arbitration settlements and  
15 awards. Notwithstanding any provision of law to the contrary, the  
16 appropriations contained in this act shall be available to the state for  
17 the payment and publication of grievance arbitration settlements and  
18 awards pursuant to article 15 of the collective negotiating agreement  
19 between the state and the employee organization representing the collec-  
20 tive negotiating unit consisting of commissioned and non-commissioned  
21 officers in the division of state police.

22     § 17. Date of entitlement to salary increase. Notwithstanding the  
23 provisions of this act or of any other provision of law to the contrary,  
24 the increase in salary or compensation of any member of the collective  
25 negotiating unit consisting of commissioned and non-commissioned offi-  
26 cers in the division of state police provided by this act shall be added  
27 to the salary of such member at the beginning of that payroll period the  
28 first day of which is nearest to the effective date of such increase as  
29 provided in this act, or at the beginning of the earlier of two payroll  
30 periods the first days of which are nearest but equally near to the  
31 effective date of such increase as provided in this act; provided,  
32 however, that, for the purposes of determining the salary of such offi-  
33 cer or employee upon reclassification, reallocation, appointment,  
34 promotion, transfer, demotion, reinstatement, or other change of status,  
35 such salary increase shall be deemed to be effective on the date thereof  
36 as prescribed by this act, with payment thereof pursuant to this section  
37 on a date prior thereto, instead of on such effective date, and shall  
38 not operate to confer any additional salary rights or benefits on such  
39 officer or employee. Payment of such salary increase may be deferred  
40 pursuant to section eighteen of this act.

41     § 18. Deferred payment of salary increase. Notwithstanding the  
42 provisions of any other section of this act or of any other provision of  
43 law to the contrary, pending payment pursuant to this act of the basic  
44 annual salaries of incumbents of positions subject to this act, such  
45 incumbents shall receive, as partial compensation for services rendered,  
46 the rate of compensation otherwise payable in their respective posi-  
47 tions. An incumbent holding a position subject to this act at any time  
48 during the period from the effective dates of the salary increases  
49 provided for in this act until the time when basic annual salaries are  
50 first paid pursuant to this act for such services in excess of the  
51 compensation actually received therefor, shall be entitled to a lump sum  
52 payment for the difference between the salary to which such incumbent is  
53 entitled for such service and the compensation actually received there-  
54 for. Such lump sum payment shall be made as soon as practicable. Any  
55 amount payable in such lump sum paid represents compensation earned in  
56 each of the year or years for which it is calculated pursuant to this

1 act and not as compensation earned wholly in the year during which the  
2 lump sum is paid. Notwithstanding any law, rule or regulation to the  
3 contrary, no member of the unit consisting of commissioned and non-com-  
4 missioned officers to whom the provisions of this act apply shall be  
5 entitled to, or owed, any interest or other penalty for any reason on  
6 any monies due to such member pursuant to the terms of the agreement  
7 covering employees in the unit consisting of commissioned and non-com-  
8 missioned officers.

9 § 19. Use of appropriations. Notwithstanding any provision of the  
10 state finance law or any other provision of law to the contrary, the  
11 state comptroller is authorized to pay any amounts required during the  
12 fiscal year commencing April 1, 2018 or April 1, 2019, by the provisions  
13 of this act for any state department or agency from any appropriation or  
14 other funds available to such state department or agency for personal  
15 service or for other related employee benefits during such fiscal year.  
16 To the extent that such appropriations are insufficient in any fund to  
17 accomplish the purposes herein set forth, the director of the budget is  
18 authorized to allocate to the various departments and agencies, from any  
19 appropriations available in any fund, the amounts necessary to pay such  
20 amounts. The aforementioned appropriations shall be available for  
21 payment of any liabilities or obligations incurred prior to April 1,  
22 2018 or April 1, 2019, in addition to current liabilities.

23 § 20. Notwithstanding any provision of the state finance law or any  
24 other provision of law to the contrary, the sum of \$13,440,000 is hereby  
25 appropriated in the general fund/state purposes account (10050) in  
26 miscellaneous-all state departments and agencies solely for  
27 apportionment/transfer by the director of the budget for use by any  
28 state department or agency in any fund for the period April 1, 2018  
29 through March 31, 2020 to supplement appropriations for personal  
30 service, other than personal service and fringe benefits, and to carry  
31 out the provisions of this act. No money shall be available for expendi-  
32 ture from this appropriation until a certificate of approval has been  
33 issued by the director of the budget and a copy of such certificate or  
34 any amendment thereto has been filed with the state comptroller, the  
35 chair of the senate finance committee and the chair of the assembly ways  
36 and means committee. The monies hereby appropriated are available for  
37 payment of any liabilities or obligations incurred prior to or during  
38 the period April 1, 2018 through March 31, 2020. For this purpose, the  
39 monies appropriated shall remain in full force and effect for the  
40 payment of liabilities incurred on or before March 31, 2020.

41 § 21. The several amounts as hereinafter set forth, or so much thereof  
42 as may be necessary, are hereby appropriated from the fund so designated  
43 for use by any state department or agency for the period commencing  
44 April 1, 2018 through March 31, 2020 to supplement appropriations from  
45 each respective fund available for other than personal service and  
46 fringe benefits, and to carry out the provisions of this act. The monies  
47 hereby appropriated are available for payment of any liabilities or  
48 obligations incurred prior to or during the period commencing April 1,  
49 2018 through March 31, 2020. No money shall be available for expendi-  
50 ture from the monies appropriated until a certificate of approval has  
51 been issued by the director of the budget and a copy of such certificate  
52 or any amendment thereto has been filed with the state comptroller, the  
53 chair of the senate finance committee and the chair of the assembly ways  
54 and means committee.

## ALL STATE DEPARTMENTS AND AGENCIES

## SPECIAL PAY BILLS

General Fund/State Operations  
State Purposes Account - 003

## NON-PERSONAL SERVICE

Employee Benefit Fund ..... \$431,000  
Health Benefits Committee ..... \$11,200  
Professional Development Fund ..... \$206,000

§ 22. This act shall take effect immediately and shall be deemed to have been in full force and effect on and after April 1, 2018. Appropriations made by this act shall remain in full force and effect for liabilities incurred through March 31, 2020.

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REPEAL NOTE.--Subparagraphs 5, 6, 7, and 8 of paragraph a of subdivision 2 of section 215 of the executive law, repealed by section one of this act, provided salary schedules for state employees in the particular titles in the collective negotiating unit consisting of commissioned and non-commissioned officers in the division of state police and are replaced by revised salary schedules in new subparagraphs 6, 7, 8, 9 and 10 of paragraph a of subdivision 2 implementing an agreement between the state and the employee organization representing such unit. Paragraph a of subdivision 2 of section 207-b of the state finance law, repealed by section two of this act, provided for payments to an employee benefit fund for state employees in the particular titles in the collective negotiating unit consisting of commissioned and non-commissioned officers in the division of state police and is replaced by a revised schedule of payments to be made to such fund in a new paragraph a implementing an agreement between the state and the employee organization representing such unit.

## PART C

## COLLECTIVE BARGAINING AGREEMENT BETWEEN

THE STATE OF NEW YORK AND THE NEW YORK STATE CORRECTIONAL OFFICERS  
AND POLICE BENEVOLENT ASSOCIATION, INC., SECURITY SERVICES UNIT  
FOR 2016-2023

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

f. Effective on the dates indicated, salary grades for the positions in the competitive, non-competitive and labor classes of the classified service of the state of New York in the collective negotiating unit designated as the security services collective negotiating unit established pursuant to article fourteen of this chapter who are not eligible for binding interest arbitration pursuant to subdivision four of section two hundred nine of this chapter, shall be as follows:

1. Effective April 1, 2016:

|    |             | <u>Effective March 31, 2016 (Institutional) and</u> |               |               |               |               |               |
|----|-------------|---|---------------|---------------|---------------|---------------|---------------|
|    |             | <u>Effective April 7, 2016 (Administrative)</u>     |               |               |               |               |               |
|    |             | <u>Perf.</u>  | <u>Perf.</u>  | <u>Perf.</u>  | <u>Perf.</u>  | <u>Perf.</u>  |               |
|    |             | <u>Ad-</u>  | <u>Ad-</u>    | <u>Ad-</u>    | <u>Ad-</u>    | <u>Ad-</u>    |               |
|    | <u>Hir-</u> | <u>vance</u>  | <u>vance</u>  | <u>vance</u>  | <u>vance</u>  | <u>vance</u>  |               |
|    | <u>ing</u>  | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   |               |
|    | <u>Rate</u> | <u>1</u>  | <u>2</u>      | <u>3</u>      | <u>4</u>      | <u>5</u>      |               |
| 1  | <u>1</u>    | <u>25824</u>  | <u>26826</u>  | <u>27828</u>  | <u>28830</u>  | <u>29832</u>  | <u>30834</u>  |
| 2  | <u>2</u>    | <u>26695</u>  | <u>27750</u>  | <u>28805</u>  | <u>29860</u>  | <u>30915</u>  | <u>31970</u>  |
| 3  | <u>3</u>    | <u>27915</u>  | <u>29016</u>  | <u>30117</u>  | <u>31218</u>  | <u>32319</u>  | <u>33420</u>  |
| 4  | <u>4</u>    | <u>29081</u>  | <u>30241</u>  | <u>31401</u>  | <u>32561</u>  | <u>33721</u>  | <u>34881</u>  |
| 5  | <u>5</u>    | <u>30367</u>  | <u>31584</u>  | <u>32801</u>  | <u>34018</u>  | <u>35235</u>  | <u>36452</u>  |
| 6  | <u>6</u>    | <u>31856</u>  | <u>33140</u>  | <u>34424</u>  | <u>35708</u>  | <u>36992</u>  | <u>38276</u>  |
| 7  | <u>7</u>    | <u>33549</u>  | <u>34883</u>  | <u>36217</u>  | <u>37551</u>  | <u>38885</u>  | <u>40219</u>  |
| 8  | <u>8</u>    | <u>35331</u>  | <u>36717</u>  | <u>38103</u>  | <u>39489</u>  | <u>40875</u>  | <u>42261</u>  |
| 9  | <u>9</u>    | <u>37194</u>  | <u>38642</u>  | <u>40090</u>  | <u>41538</u>  | <u>42986</u>  | <u>44434</u>  |
| 10 | <u>10</u>   | <u>39198</u>  | <u>40719</u>  | <u>42240</u>  | <u>43761</u>  | <u>45282</u>  | <u>46803</u>  |
| 11 | <u>11</u>   | <u>41399</u>  | <u>42981</u>  | <u>44563</u>  | <u>46145</u>  | <u>47727</u>  | <u>49309</u>  |
| 12 | <u>12</u>   | <u>43595</u>  | <u>45247</u>  | <u>46899</u>  | <u>48551</u>  | <u>50203</u>  | <u>51855</u>  |
| 13 | <u>13</u>   | <u>46081</u>  | <u>47807</u>  | <u>49533</u>  | <u>51259</u>  | <u>52985</u>  | <u>54711</u>  |
| 14 | <u>14</u>   | <u>48618</u>  | <u>50428</u>  | <u>52238</u>  | <u>54048</u>  | <u>55858</u>  | <u>57668</u>  |
| 15 | <u>15</u>   | <u>51304</u>  | <u>53186</u>  | <u>55068</u>  | <u>56950</u>  | <u>58832</u>  | <u>60714</u>  |
| 16 | <u>16</u>   | <u>54089</u>  | <u>56057</u>  | <u>58025</u>  | <u>59993</u>  | <u>61961</u>  | <u>63929</u>  |
| 17 | <u>17</u>   | <u>57020</u>  | <u>59092</u>  | <u>61164</u>  | <u>63236</u>  | <u>65308</u>  | <u>67380</u>  |
| 18 | <u>18</u>   | <u>60148</u>  | <u>62324</u>  | <u>64500</u>  | <u>66676</u>  | <u>68852</u>  | <u>71028</u>  |
| 19 | <u>19</u>   | <u>63322</u>  | <u>65593</u>  | <u>67864</u>  | <u>70135</u>  | <u>72406</u>  | <u>74677</u>  |
| 20 | <u>20</u>   | <u>66472</u>  | <u>68846</u>  | <u>71220</u>  | <u>73594</u>  | <u>75968</u>  | <u>78342</u>  |
| 21 | <u>21</u>   | <u>69943</u>  | <u>72418</u>  | <u>74893</u>  | <u>77368</u>  | <u>79843</u>  | <u>82318</u>  |
| 22 | <u>22</u>   | <u>73574</u>  | <u>76194</u>  | <u>78814</u>  | <u>81434</u>  | <u>84054</u>  | <u>86674</u>  |
| 23 | <u>23</u>   | <u>77448</u>  | <u>80144</u>  | <u>82840</u>  | <u>85536</u>  | <u>88232</u>  | <u>90928</u>  |
| 24 | <u>24</u>   | <u>81529</u>  | <u>84327</u>  | <u>87125</u>  | <u>89923</u>  | <u>92721</u>  | <u>95519</u>  |
| 25 | <u>25</u>   | <u>85967</u>  | <u>88883</u>  | <u>91799</u>  | <u>94715</u>  | <u>97631</u>  | <u>100547</u> |
|    |             | <u>Long</u>   |               |               |               |               |               |
|    |             | <u>Max.</u>   |               |               |               |               |               |
|    |             |   | <u>10 yr.</u> | <u>15 yr.</u> | <u>20 yr.</u> | <u>25 yr.</u> |               |
|    | <u>Job</u>  | <u>Perf.</u>  | <u>Long</u>   | <u>Long</u>   | <u>Long</u>   | <u>Long</u>   |               |
|    | <u>Rate</u> | <u>Adv.</u>   | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   |               |
| 1  | <u>1</u>    | <u>31836</u>  | <u>1002</u>   | <u>33645</u>  | <u>35236</u>  | <u>38110</u>  | <u>39701</u>  |
| 2  | <u>2</u>    | <u>33025</u>  | <u>1055</u>   | <u>34938</u>  | <u>36621</u>  | <u>39573</u>  | <u>41256</u>  |
| 3  | <u>3</u>    | <u>34521</u>  | <u>1101</u>   | <u>36516</u>  | <u>38273</u>  | <u>41287</u>  | <u>43044</u>  |
| 4  | <u>4</u>    | <u>36041</u>  | <u>1160</u>   | <u>38280</u>  | <u>39983</u>  | <u>43080</u>  | <u>44783</u>  |
| 5  | <u>5</u>    | <u>37669</u>  | <u>1217</u>   | <u>39876</u>  | <u>41815</u>  | <u>44996</u>  | <u>46937</u>  |
| 6  | <u>6</u>    | <u>39560</u>  | <u>1284</u>   | <u>41885</u>  | <u>43932</u>  | <u>47202</u>  | <u>49250</u>  |
| 7  | <u>7</u>    | <u>41553</u>  | <u>1334</u>   | <u>43970</u>  | <u>46097</u>  | <u>49437</u>  | <u>51562</u>  |
| 8  | <u>8</u>    | <u>43647</u>  | <u>1386</u>   | <u>46157</u>  | <u>48370</u>  | <u>51778</u>  | <u>53990</u>  |
| 9  | <u>9</u>    | <u>45882</u>  | <u>1448</u>   | <u>48505</u>  | <u>50817</u>  | <u>54317</u>  | <u>56626</u>  |
| 10 | <u>10</u>   | <u>48324</u>  | <u>1521</u>   | <u>51074</u>  | <u>53495</u>  | <u>57088</u>  | <u>59509</u>  |
| 11 | <u>11</u>   | <u>50891</u>  | <u>1582</u>   | <u>53755</u>  | <u>56276</u>  | <u>59957</u>  | <u>62477</u>  |
| 12 | <u>12</u>   | <u>53507</u>  | <u>1652</u>   | <u>56506</u>  | <u>59140</u>  | <u>62921</u>  | <u>65560</u>  |
| 13 | <u>13</u>   | <u>56437</u>  | <u>1726</u>   | <u>59558</u>  | <u>62306</u>  | <u>66182</u>  | <u>68930</u>  |
| 14 | <u>14</u>   | <u>59478</u>  | <u>1810</u>   | <u>62749</u>  | <u>65628</u>  | <u>69617</u>  | <u>72496</u>  |
| 15 | <u>15</u>   | <u>62596</u>  | <u>1882</u>   | <u>66001</u>  | <u>69000</u>  | <u>73096</u>  | <u>76093</u>  |
| 16 | <u>16</u>   | <u>65897</u>  | <u>1968</u>   | <u>69457</u>  | <u>72592</u>  | <u>76800</u>  | <u>79934</u>  |
| 17 | <u>17</u>   | <u>69452</u>  | <u>2072</u>   | <u>73201</u>  | <u>76495</u>  | <u>80851</u>  | <u>84148</u>  |
| 18 | <u>18</u>   | <u>73204</u>  | <u>2176</u>   | <u>77143</u>  | <u>80610</u>  | <u>85113</u>  | <u>88583</u>  |

|   |           |               |             |               |               |               |               |
|---|-----------|---------------|-------------|---------------|---------------|---------------|---------------|
| 1 | <u>19</u> | <u>76948</u>  | <u>2271</u> | <u>81061</u>  | <u>84680</u>  | <u>89311</u>  | <u>92930</u>  |
| 2 | <u>20</u> | <u>80716</u>  | <u>2374</u> | <u>85019</u>  | <u>88803</u>  | <u>93584</u>  | <u>97371</u>  |
| 3 | <u>21</u> | <u>84793</u>  | <u>2475</u> | <u>89279</u>  | <u>93226</u>  | <u>98142</u>  | <u>102087</u> |
| 4 | <u>22</u> | <u>89294</u>  | <u>2620</u> | <u>94037</u>  | <u>98208</u>  | <u>103323</u> | <u>107496</u> |
| 5 | <u>23</u> | <u>93624</u>  | <u>2696</u> | <u>98510</u>  | <u>102811</u> | <u>108033</u> | <u>112335</u> |
| 6 | <u>24</u> | <u>98317</u>  | <u>2798</u> | <u>103381</u> | <u>107838</u> | <u>113199</u> | <u>117658</u> |
| 7 | <u>25</u> | <u>103463</u> | <u>2916</u> | <u>108745</u> | <u>113393</u> | <u>118916</u> | <u>123564</u> |

8 2. Effective April 1, 2017:

9 Effective March 30, 2017 (Institutional) and  
 10 Effective April 6, 2017 (Administrative)

|    |             | <u>Perf.</u>  | <u>Perf.</u>  | <u>Perf.</u>  | <u>Perf.</u>  | <u>Perf.</u>  |
|----|-------------|---------------|---------------|---------------|---------------|---------------|
|    |             | <u>Ad-</u>    | <u>Ad-</u>    | <u>Ad-</u>    | <u>Ad-</u>    | <u>Ad-</u>    |
|    | <u>Hir-</u> | <u>vance</u>  | <u>vance</u>  | <u>vance</u>  | <u>vance</u>  | <u>vance</u>  |
|    | <u>ing</u>  | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   |
|    | <u>Rate</u> | <u>1</u>      | <u>2</u>      | <u>3</u>      | <u>4</u>      | <u>5</u>      |
| 15 | <u>SG</u>   |               |               |               |               |               |
| 16 | <u>1</u>    | <u>26,340</u> | <u>27,362</u> | <u>28,384</u> | <u>29,406</u> | <u>30,428</u> |
| 17 | <u>2</u>    | <u>27,229</u> | <u>28,305</u> | <u>29,381</u> | <u>30,457</u> | <u>31,533</u> |
| 18 | <u>3</u>    | <u>28,473</u> | <u>29,596</u> | <u>30,719</u> | <u>31,842</u> | <u>32,965</u> |
| 19 | <u>4</u>    | <u>29,663</u> | <u>30,846</u> | <u>32,029</u> | <u>33,212</u> | <u>34,395</u> |
| 20 | <u>5</u>    | <u>30,974</u> | <u>32,215</u> | <u>33,456</u> | <u>34,697</u> | <u>35,938</u> |
| 21 | <u>6</u>    | <u>32,493</u> | <u>33,803</u> | <u>35,113</u> | <u>36,423</u> | <u>37,733</u> |
| 22 | <u>7</u>    | <u>34,220</u> | <u>35,581</u> | <u>36,942</u> | <u>38,303</u> | <u>39,664</u> |
| 23 | <u>8</u>    | <u>36,038</u> | <u>37,452</u> | <u>38,866</u> | <u>40,280</u> | <u>41,694</u> |
| 24 | <u>9</u>    | <u>37,938</u> | <u>39,415</u> | <u>40,892</u> | <u>42,369</u> | <u>43,846</u> |
| 25 | <u>10</u>   | <u>39,982</u> | <u>41,533</u> | <u>43,084</u> | <u>44,635</u> | <u>46,186</u> |
| 26 | <u>11</u>   | <u>42,227</u> | <u>43,841</u> | <u>45,455</u> | <u>47,069</u> | <u>48,683</u> |
| 27 | <u>12</u>   | <u>44,467</u> | <u>46,152</u> | <u>47,837</u> | <u>49,522</u> | <u>51,207</u> |
| 28 | <u>13</u>   | <u>47,003</u> | <u>48,764</u> | <u>50,525</u> | <u>52,286</u> | <u>54,047</u> |
| 29 | <u>14</u>   | <u>49,590</u> | <u>51,436</u> | <u>53,282</u> | <u>55,128</u> | <u>56,974</u> |
| 30 | <u>15</u>   | <u>52,330</u> | <u>54,250</u> | <u>56,170</u> | <u>58,090</u> | <u>60,010</u> |
| 31 | <u>16</u>   | <u>55,171</u> | <u>57,178</u> | <u>59,185</u> | <u>61,192</u> | <u>63,199</u> |
| 32 | <u>17</u>   | <u>58,160</u> | <u>60,274</u> | <u>62,388</u> | <u>64,502</u> | <u>66,616</u> |
| 33 | <u>18</u>   | <u>61,351</u> | <u>63,571</u> | <u>65,791</u> | <u>68,011</u> | <u>70,231</u> |
| 34 | <u>19</u>   | <u>64,588</u> | <u>66,905</u> | <u>69,222</u> | <u>71,539</u> | <u>73,856</u> |
| 35 | <u>20</u>   | <u>67,801</u> | <u>70,223</u> | <u>72,645</u> | <u>75,067</u> | <u>77,489</u> |
| 36 | <u>21</u>   | <u>71,342</u> | <u>73,867</u> | <u>76,392</u> | <u>78,917</u> | <u>81,442</u> |
| 37 | <u>22</u>   | <u>75,045</u> | <u>77,718</u> | <u>80,391</u> | <u>83,064</u> | <u>85,737</u> |
| 38 | <u>23</u>   | <u>78,997</u> | <u>81,747</u> | <u>84,497</u> | <u>87,247</u> | <u>89,997</u> |
| 39 | <u>24</u>   | <u>83,160</u> | <u>86,014</u> | <u>88,868</u> | <u>91,722</u> | <u>94,576</u> |
| 40 | <u>25</u>   | <u>87,686</u> | <u>90,660</u> | <u>93,634</u> | <u>96,608</u> | <u>99,582</u> |
| 41 |             |               |               |               |               | <u>Long</u>   |
| 42 |             |               |               |               |               | <u>Max.</u>   |
| 43 |             |               | <u>10 Yr.</u> | <u>15 Yr.</u> | <u>20 Yr.</u> | <u>25 Yr.</u> |
| 44 | <u>Job</u>  | <u>Perf.</u>  | <u>Long</u>   | <u>Long</u>   | <u>Long</u>   | <u>Long</u>   |
| 45 | <u>Rate</u> | <u>Adv.</u>   | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   |
| 46 | <u>1</u>    | <u>32,472</u> | <u>1,022</u>  | <u>34,317</u> | <u>35,940</u> | <u>38,871</u> |
| 47 | <u>2</u>    | <u>33,685</u> | <u>1,076</u>  | <u>35,636</u> | <u>37,353</u> | <u>40,364</u> |
| 48 | <u>3</u>    | <u>35,211</u> | <u>1,123</u>  | <u>37,246</u> | <u>39,038</u> | <u>42,112</u> |
| 49 | <u>4</u>    | <u>36,761</u> | <u>1,183</u>  | <u>39,045</u> | <u>40,782</u> | <u>43,941</u> |
| 50 | <u>5</u>    | <u>38,420</u> | <u>1,241</u>  | <u>40,671</u> | <u>42,649</u> | <u>45,894</u> |
| 51 | <u>6</u>    | <u>40,353</u> | <u>1,310</u>  | <u>42,725</u> | <u>44,812</u> | <u>48,148</u> |
| 52 | <u>7</u>    | <u>42,386</u> | <u>1,361</u>  | <u>44,851</u> | <u>47,021</u> | <u>50,428</u> |

|    |           |                |              |                |                |                |                |
|----|-----------|----------------|--------------|----------------|----------------|----------------|----------------|
| 1  | <u>8</u>  | <u>44,522</u>  | <u>1,414</u> | <u>47,082</u>  | <u>49,339</u>  | <u>52,816</u>  | <u>55,072</u>  |
| 2  | <u>9</u>  | <u>46,800</u>  | <u>1,477</u> | <u>49,475</u>  | <u>51,834</u>  | <u>55,404</u>  | <u>57,759</u>  |
| 3  | <u>10</u> | <u>49,288</u>  | <u>1,551</u> | <u>52,093</u>  | <u>54,562</u>  | <u>58,227</u>  | <u>60,697</u>  |
| 4  | <u>11</u> | <u>51,911</u>  | <u>1,614</u> | <u>54,832</u>  | <u>57,404</u>  | <u>61,158</u>  | <u>63,729</u>  |
| 5  | <u>12</u> | <u>54,577</u>  | <u>1,685</u> | <u>57,636</u>  | <u>60,323</u>  | <u>64,179</u>  | <u>66,871</u>  |
| 6  | <u>13</u> | <u>57,569</u>  | <u>1,761</u> | <u>60,752</u>  | <u>63,555</u>  | <u>67,509</u>  | <u>70,312</u>  |
| 7  | <u>14</u> | <u>60,666</u>  | <u>1,846</u> | <u>64,002</u>  | <u>66,939</u>  | <u>71,008</u>  | <u>73,944</u>  |
| 8  | <u>15</u> | <u>63,850</u>  | <u>1,920</u> | <u>67,323</u>  | <u>70,382</u>  | <u>74,560</u>  | <u>77,617</u>  |
| 9  | <u>16</u> | <u>67,213</u>  | <u>2,007</u> | <u>70,844</u>  | <u>74,042</u>  | <u>78,334</u>  | <u>81,531</u>  |
| 10 | <u>17</u> | <u>70,844</u>  | <u>2,114</u> | <u>74,668</u>  | <u>78,028</u>  | <u>82,471</u>  | <u>85,834</u>  |
| 11 | <u>18</u> | <u>74,671</u>  | <u>2,220</u> | <u>78,689</u>  | <u>82,225</u>  | <u>86,818</u>  | <u>90,358</u>  |
| 12 | <u>19</u> | <u>78,490</u>  | <u>2,317</u> | <u>82,685</u>  | <u>86,377</u>  | <u>91,100</u>  | <u>94,792</u>  |
| 13 | <u>20</u> | <u>82,333</u>  | <u>2,422</u> | <u>86,722</u>  | <u>90,582</u>  | <u>95,458</u>  | <u>99,321</u>  |
| 14 | <u>21</u> | <u>86,492</u>  | <u>2,525</u> | <u>91,068</u>  | <u>95,094</u>  | <u>100,108</u> | <u>104,132</u> |
| 15 | <u>22</u> | <u>91,083</u>  | <u>2,673</u> | <u>95,921</u>  | <u>100,175</u> | <u>105,393</u> | <u>109,649</u> |
| 16 | <u>23</u> | <u>95,497</u>  | <u>2,750</u> | <u>100,481</u> | <u>104,868</u> | <u>110,194</u> | <u>114,582</u> |
| 17 | <u>24</u> | <u>100,284</u> | <u>2,854</u> | <u>105,449</u> | <u>109,995</u> | <u>115,464</u> | <u>120,012</u> |
| 18 | <u>25</u> | <u>105,530</u> | <u>2,974</u> | <u>110,918</u> | <u>115,659</u> | <u>121,292</u> | <u>126,033</u> |

19 3. Effective April 1, 2018:

20 Effective March 29, 2018 (Institutional) and  
 21 Effective April 5, 2018 (Administrative)

|    |             | <u>Perf.</u>  | <u>Perf.</u>  | <u>Perf.</u>  | <u>Perf.</u>  | <u>Perf.</u>   |
|----|-------------|---------------|---------------|---------------|---------------|----------------|
|    |             | <u>Ad-</u>    | <u>Ad-</u>    | <u>Ad-</u>    | <u>Ad-</u>    | <u>Ad-</u>     |
|    | <u>Hir-</u> | <u>vance</u>  | <u>vance</u>  | <u>vance</u>  | <u>vance</u>  | <u>vance</u>   |
|    | <u>ing</u>  | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   | <u>Step</u>    |
|    | <u>Rate</u> | <u>1</u>      | <u>2</u>      | <u>3</u>      | <u>4</u>      | <u>5</u>       |
| 26 | <u>SG</u>   |               |               |               |               |                |
| 27 | <u>1</u>    | <u>26,867</u> | <u>27,909</u> | <u>28,951</u> | <u>29,993</u> | <u>31,035</u>  |
| 28 | <u>2</u>    | <u>27,774</u> | <u>28,872</u> | <u>29,970</u> | <u>31,068</u> | <u>32,166</u>  |
| 29 | <u>3</u>    | <u>29,042</u> | <u>30,188</u> | <u>31,334</u> | <u>32,480</u> | <u>33,626</u>  |
| 30 | <u>4</u>    | <u>30,256</u> | <u>31,463</u> | <u>32,670</u> | <u>33,877</u> | <u>35,084</u>  |
| 31 | <u>5</u>    | <u>31,593</u> | <u>32,859</u> | <u>34,125</u> | <u>35,391</u> | <u>36,657</u>  |
| 32 | <u>6</u>    | <u>33,143</u> | <u>34,479</u> | <u>35,815</u> | <u>37,151</u> | <u>38,487</u>  |
| 33 | <u>7</u>    | <u>34,904</u> | <u>36,292</u> | <u>37,680</u> | <u>39,068</u> | <u>40,456</u>  |
| 34 | <u>8</u>    | <u>36,759</u> | <u>38,201</u> | <u>39,643</u> | <u>41,085</u> | <u>42,527</u>  |
| 35 | <u>9</u>    | <u>38,697</u> | <u>40,204</u> | <u>41,711</u> | <u>43,218</u> | <u>44,725</u>  |
| 36 | <u>10</u>   | <u>40,782</u> | <u>42,364</u> | <u>43,946</u> | <u>45,528</u> | <u>47,110</u>  |
| 37 | <u>11</u>   | <u>43,072</u> | <u>44,718</u> | <u>46,364</u> | <u>48,010</u> | <u>49,656</u>  |
| 38 | <u>12</u>   | <u>45,356</u> | <u>47,075</u> | <u>48,794</u> | <u>50,513</u> | <u>52,232</u>  |
| 39 | <u>13</u>   | <u>47,943</u> | <u>49,739</u> | <u>51,535</u> | <u>53,331</u> | <u>55,127</u>  |
| 40 | <u>14</u>   | <u>50,582</u> | <u>52,465</u> | <u>54,348</u> | <u>56,231</u> | <u>58,114</u>  |
| 41 | <u>15</u>   | <u>53,377</u> | <u>55,335</u> | <u>57,293</u> | <u>59,251</u> | <u>61,209</u>  |
| 42 | <u>16</u>   | <u>56,274</u> | <u>58,321</u> | <u>60,368</u> | <u>62,415</u> | <u>64,462</u>  |
| 43 | <u>17</u>   | <u>59,323</u> | <u>61,479</u> | <u>63,635</u> | <u>65,791</u> | <u>67,947</u>  |
| 44 | <u>18</u>   | <u>62,578</u> | <u>64,842</u> | <u>67,106</u> | <u>69,370</u> | <u>71,634</u>  |
| 45 | <u>19</u>   | <u>65,880</u> | <u>68,243</u> | <u>70,606</u> | <u>72,969</u> | <u>75,332</u>  |
| 46 | <u>20</u>   | <u>69,157</u> | <u>71,628</u> | <u>74,099</u> | <u>76,570</u> | <u>79,041</u>  |
| 47 | <u>21</u>   | <u>72,769</u> | <u>75,345</u> | <u>77,921</u> | <u>80,497</u> | <u>83,073</u>  |
| 48 | <u>22</u>   | <u>76,546</u> | <u>79,273</u> | <u>82,000</u> | <u>84,727</u> | <u>87,454</u>  |
| 49 | <u>23</u>   | <u>80,577</u> | <u>83,382</u> | <u>86,187</u> | <u>88,992</u> | <u>91,797</u>  |
| 50 | <u>24</u>   | <u>84,823</u> | <u>87,734</u> | <u>90,645</u> | <u>93,556</u> | <u>96,467</u>  |
| 51 | <u>25</u>   | <u>89,440</u> | <u>92,474</u> | <u>95,508</u> | <u>98,542</u> | <u>101,576</u> |
| 52 |             |               |               |               |               | <u>Long</u>    |
| 53 |             |               |               |               |               | <u>Max.</u>    |



|    |             |                | <u>10 Yr.</u> | <u>15 Yr.</u>  | <u>20 Yr.</u>  | <u>25 Yr.</u>  |
|----|-------------|----------------|---------------|----------------|----------------|----------------|
|    | <u>Job</u>  | <u>Perf.</u>   | <u>Long</u>   | <u>Long</u>    | <u>Long</u>    | <u>Long</u>    |
|    | <u>Rate</u> | <u>Adv.</u>    | <u>Step</u>   | <u>Step</u>    | <u>Step</u>    | <u>Step</u>    |
| 1  |             |                |               |                |                |                |
| 2  |             |                |               |                |                |                |
| 3  |             |                |               |                |                |                |
| 4  | <u>1</u>    | <u>33,119</u>  | <u>1,042</u>  | <u>35,001</u>  | <u>36,656</u>  | <u>41,301</u>  |
| 5  | <u>2</u>    | <u>34,362</u>  | <u>1,098</u>  | <u>36,352</u>  | <u>38,103</u>  | <u>42,926</u>  |
| 6  | <u>3</u>    | <u>35,918</u>  | <u>1,146</u>  | <u>37,994</u>  | <u>39,822</u>  | <u>44,785</u>  |
| 7  | <u>4</u>    | <u>37,498</u>  | <u>1,207</u>  | <u>39,828</u>  | <u>41,599</u>  | <u>46,593</u>  |
| 8  | <u>5</u>    | <u>39,189</u>  | <u>1,266</u>  | <u>41,485</u>  | <u>43,503</u>  | <u>48,831</u>  |
| 9  | <u>6</u>    | <u>41,159</u>  | <u>1,336</u>  | <u>43,578</u>  | <u>45,707</u>  | <u>51,241</u>  |
| 10 | <u>7</u>    | <u>43,232</u>  | <u>1,388</u>  | <u>45,746</u>  | <u>47,960</u>  | <u>53,645</u>  |
| 11 | <u>8</u>    | <u>45,411</u>  | <u>1,442</u>  | <u>48,022</u>  | <u>50,324</u>  | <u>56,172</u>  |
| 12 | <u>9</u>    | <u>47,739</u>  | <u>1,507</u>  | <u>50,468</u>  | <u>52,874</u>  | <u>58,917</u>  |
| 13 | <u>10</u>   | <u>50,274</u>  | <u>1,582</u>  | <u>53,135</u>  | <u>55,653</u>  | <u>61,911</u>  |
| 14 | <u>11</u>   | <u>52,948</u>  | <u>1,646</u>  | <u>55,927</u>  | <u>58,551</u>  | <u>65,002</u>  |
| 15 | <u>12</u>   | <u>55,670</u>  | <u>1,719</u>  | <u>58,790</u>  | <u>61,531</u>  | <u>68,210</u>  |
| 16 | <u>13</u>   | <u>58,719</u>  | <u>1,796</u>  | <u>61,966</u>  | <u>64,825</u>  | <u>71,717</u>  |
| 17 | <u>14</u>   | <u>61,880</u>  | <u>1,883</u>  | <u>65,283</u>  | <u>68,278</u>  | <u>75,424</u>  |
| 18 | <u>15</u>   | <u>65,125</u>  | <u>1,958</u>  | <u>68,667</u>  | <u>71,788</u>  | <u>79,167</u>  |
| 19 | <u>16</u>   | <u>68,556</u>  | <u>2,047</u>  | <u>72,260</u>  | <u>75,522</u>  | <u>83,160</u>  |
| 20 | <u>17</u>   | <u>72,259</u>  | <u>2,156</u>  | <u>76,159</u>  | <u>79,587</u>  | <u>87,549</u>  |
| 21 | <u>18</u>   | <u>76,162</u>  | <u>2,264</u>  | <u>80,260</u>  | <u>83,867</u>  | <u>92,163</u>  |
| 22 | <u>19</u>   | <u>80,058</u>  | <u>2,363</u>  | <u>84,337</u>  | <u>88,103</u>  | <u>96,686</u>  |
| 23 | <u>20</u>   | <u>83,983</u>  | <u>2,471</u>  | <u>88,460</u>  | <u>92,397</u>  | <u>101,311</u> |
| 24 | <u>21</u>   | <u>88,225</u>  | <u>2,576</u>  | <u>92,893</u>  | <u>96,999</u>  | <u>106,218</u> |
| 25 | <u>22</u>   | <u>92,908</u>  | <u>2,727</u>  | <u>97,843</u>  | <u>102,182</u> | <u>111,845</u> |
| 26 | <u>23</u>   | <u>97,407</u>  | <u>2,805</u>  | <u>102,491</u> | <u>106,965</u> | <u>116,874</u> |
| 27 | <u>24</u>   | <u>102,289</u> | <u>2,911</u>  | <u>107,557</u> | <u>112,194</u> | <u>122,412</u> |
| 28 | <u>25</u>   | <u>107,644</u> | <u>3,034</u>  | <u>113,140</u> | <u>117,976</u> | <u>128,557</u> |

29 4. Effective April 1, 2019:

30 Effective March 28, 2019 (Institutional) and  
 31 Effective April 4, 2019 (Administrative)

|    |             | <u>Perf.</u>  | <u>Perf.</u>  | <u>Perf.</u>  | <u>Perf.</u>  | <u>Perf.</u>  |
|----|-------------|---------------|---------------|---------------|---------------|---------------|
|    |             | <u>Ad-</u>    | <u>Ad-</u>    | <u>Ad-</u>    | <u>Ad-</u>    | <u>Ad-</u>    |
|    | <u>Hir-</u> | <u>vance</u>  | <u>vance</u>  | <u>vance</u>  | <u>vance</u>  | <u>vance</u>  |
|    | <u>ing</u>  | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   |
|    | <u>Rate</u> | <u>1</u>      | <u>2</u>      | <u>3</u>      | <u>4</u>      | <u>5</u>      |
| 32 |             |               |               |               |               |               |
| 33 |             |               |               |               |               |               |
| 34 |             |               |               |               |               |               |
| 35 |             |               |               |               |               |               |
| 36 | <u>SG</u>   |               |               |               |               |               |
| 37 | <u>1</u>    | <u>27,404</u> | <u>28,467</u> | <u>29,530</u> | <u>30,593</u> | <u>32,719</u> |
| 38 | <u>2</u>    | <u>28,329</u> | <u>29,449</u> | <u>30,569</u> | <u>31,689</u> | <u>33,929</u> |
| 39 | <u>3</u>    | <u>29,623</u> | <u>30,792</u> | <u>31,961</u> | <u>33,130</u> | <u>35,468</u> |
| 40 | <u>4</u>    | <u>30,861</u> | <u>32,092</u> | <u>33,323</u> | <u>34,554</u> | <u>37,016</u> |
| 41 | <u>5</u>    | <u>32,225</u> | <u>33,516</u> | <u>34,807</u> | <u>36,098</u> | <u>37,389</u> |
| 42 | <u>6</u>    | <u>33,806</u> | <u>35,169</u> | <u>36,532</u> | <u>37,895</u> | <u>40,621</u> |
| 43 | <u>7</u>    | <u>35,602</u> | <u>37,018</u> | <u>38,434</u> | <u>39,850</u> | <u>41,266</u> |
| 44 | <u>8</u>    | <u>37,494</u> | <u>38,965</u> | <u>40,436</u> | <u>41,907</u> | <u>43,378</u> |
| 45 | <u>9</u>    | <u>39,471</u> | <u>41,008</u> | <u>42,545</u> | <u>44,082</u> | <u>45,619</u> |
| 46 | <u>10</u>   | <u>41,598</u> | <u>43,212</u> | <u>44,826</u> | <u>46,440</u> | <u>48,054</u> |
| 47 | <u>11</u>   | <u>43,933</u> | <u>45,612</u> | <u>47,291</u> | <u>48,970</u> | <u>50,649</u> |
| 48 | <u>12</u>   | <u>46,263</u> | <u>48,016</u> | <u>49,769</u> | <u>51,522</u> | <u>53,275</u> |
| 49 | <u>13</u>   | <u>48,902</u> | <u>50,734</u> | <u>52,566</u> | <u>54,398</u> | <u>56,230</u> |
| 50 | <u>14</u>   | <u>51,594</u> | <u>53,515</u> | <u>55,436</u> | <u>57,357</u> | <u>59,278</u> |
| 51 | <u>15</u>   | <u>54,445</u> | <u>56,442</u> | <u>58,439</u> | <u>60,436</u> | <u>62,433</u> |
| 52 | <u>16</u>   | <u>57,399</u> | <u>59,487</u> | <u>61,575</u> | <u>63,663</u> | <u>65,751</u> |
| 53 | <u>17</u>   | <u>60,509</u> | <u>62,708</u> | <u>64,907</u> | <u>67,106</u> | <u>69,305</u> |

|    |           |                |               |                |                |                |                |
|----|-----------|----------------|---------------|----------------|----------------|----------------|----------------|
| 1  | <u>18</u> | <u>63,830</u>  | <u>66,139</u> | <u>68,448</u>  | <u>70,757</u>  | <u>73,066</u>  | <u>75,375</u>  |
| 2  | <u>19</u> | <u>67,198</u>  | <u>69,608</u> | <u>72,018</u>  | <u>74,428</u>  | <u>76,838</u>  | <u>79,248</u>  |
| 3  | <u>20</u> | <u>70,540</u>  | <u>73,061</u> | <u>75,582</u>  | <u>78,103</u>  | <u>80,624</u>  | <u>83,145</u>  |
| 4  | <u>21</u> | <u>74,224</u>  | <u>76,852</u> | <u>79,480</u>  | <u>82,108</u>  | <u>84,736</u>  | <u>87,364</u>  |
| 5  | <u>22</u> | <u>78,077</u>  | <u>80,859</u> | <u>83,641</u>  | <u>86,423</u>  | <u>89,205</u>  | <u>91,987</u>  |
| 6  | <u>23</u> | <u>82,189</u>  | <u>85,050</u> | <u>87,911</u>  | <u>90,772</u>  | <u>93,633</u>  | <u>96,494</u>  |
| 7  | <u>24</u> | <u>86,519</u>  | <u>89,488</u> | <u>92,457</u>  | <u>95,426</u>  | <u>98,395</u>  | <u>101,364</u> |
| 8  | <u>25</u> | <u>91,229</u>  | <u>94,324</u> | <u>97,419</u>  | <u>100,514</u> | <u>103,609</u> | <u>106,704</u> |
| 9  |           |                |               |                |                |                | <u>Long</u>    |
| 10 |           |                |               |                |                |                | <u>Max.</u>    |
| 11 |           |                | <u>10 Yr.</u> | <u>15 Yr.</u>  | <u>20 Yr.</u>  | <u>25 Yr.</u>  |                |
| 12 |           | <u>Job</u>     | <u>Long</u>   | <u>Long</u>    | <u>Long</u>    | <u>Long</u>    |                |
| 13 |           | <u>Rate</u>    | <u>Step</u>   | <u>Step</u>    | <u>Step</u>    | <u>Step</u>    |                |
| 14 | <u>1</u>  | <u>33,782</u>  | <u>1,063</u>  | <u>35,702</u>  | <u>37,390</u>  | <u>40,440</u>  | <u>42,128</u>  |
| 15 | <u>2</u>  | <u>35,049</u>  | <u>1,120</u>  | <u>37,079</u>  | <u>38,865</u>  | <u>41,998</u>  | <u>43,784</u>  |
| 16 | <u>3</u>  | <u>36,637</u>  | <u>1,169</u>  | <u>38,755</u>  | <u>40,619</u>  | <u>43,817</u>  | <u>45,681</u>  |
| 17 | <u>4</u>  | <u>38,247</u>  | <u>1,231</u>  | <u>40,624</u>  | <u>42,430</u>  | <u>45,717</u>  | <u>47,524</u>  |
| 18 | <u>5</u>  | <u>39,971</u>  | <u>1,291</u>  | <u>42,313</u>  | <u>44,371</u>  | <u>47,746</u>  | <u>49,806</u>  |
| 19 | <u>6</u>  | <u>41,984</u>  | <u>1,363</u>  | <u>44,451</u>  | <u>46,623</u>  | <u>50,094</u>  | <u>52,268</u>  |
| 20 | <u>7</u>  | <u>44,098</u>  | <u>1,416</u>  | <u>46,662</u>  | <u>48,921</u>  | <u>52,465</u>  | <u>54,719</u>  |
| 21 | <u>8</u>  | <u>46,320</u>  | <u>1,471</u>  | <u>48,983</u>  | <u>51,331</u>  | <u>54,949</u>  | <u>57,296</u>  |
| 22 | <u>9</u>  | <u>48,693</u>  | <u>1,537</u>  | <u>51,477</u>  | <u>53,931</u>  | <u>57,645</u>  | <u>60,095</u>  |
| 23 | <u>10</u> | <u>51,282</u>  | <u>1,614</u>  | <u>54,200</u>  | <u>56,769</u>  | <u>60,582</u>  | <u>63,152</u>  |
| 24 | <u>11</u> | <u>54,007</u>  | <u>1,679</u>  | <u>57,046</u>  | <u>59,722</u>  | <u>63,628</u>  | <u>66,302</u>  |
| 25 | <u>12</u> | <u>56,781</u>  | <u>1,753</u>  | <u>59,963</u>  | <u>62,759</u>  | <u>66,771</u>  | <u>69,572</u>  |
| 26 | <u>13</u> | <u>59,894</u>  | <u>1,832</u>  | <u>63,206</u>  | <u>66,122</u>  | <u>70,236</u>  | <u>73,152</u>  |
| 27 | <u>14</u> | <u>63,120</u>  | <u>1,921</u>  | <u>66,591</u>  | <u>69,646</u>  | <u>73,880</u>  | <u>76,935</u>  |
| 28 | <u>15</u> | <u>66,427</u>  | <u>1,997</u>  | <u>70,040</u>  | <u>73,223</u>  | <u>77,569</u>  | <u>80,750</u>  |
| 29 | <u>16</u> | <u>69,927</u>  | <u>2,088</u>  | <u>73,705</u>  | <u>77,032</u>  | <u>81,497</u>  | <u>84,823</u>  |
| 30 | <u>17</u> | <u>73,703</u>  | <u>2,199</u>  | <u>77,681</u>  | <u>81,178</u>  | <u>85,800</u>  | <u>89,299</u>  |
| 31 | <u>18</u> | <u>77,684</u>  | <u>2,309</u>  | <u>81,864</u>  | <u>85,543</u>  | <u>90,322</u>  | <u>94,005</u>  |
| 32 | <u>19</u> | <u>81,658</u>  | <u>2,410</u>  | <u>86,023</u>  | <u>89,864</u>  | <u>94,777</u>  | <u>98,619</u>  |
| 33 | <u>20</u> | <u>85,666</u>  | <u>2,521</u>  | <u>90,233</u>  | <u>94,248</u>  | <u>99,322</u>  | <u>103,341</u> |
| 34 | <u>21</u> | <u>89,992</u>  | <u>2,628</u>  | <u>94,753</u>  | <u>98,941</u>  | <u>104,158</u> | <u>108,345</u> |
| 35 | <u>22</u> | <u>94,769</u>  | <u>2,782</u>  | <u>99,803</u>  | <u>104,228</u> | <u>109,657</u> | <u>114,085</u> |
| 36 | <u>23</u> | <u>99,355</u>  | <u>2,861</u>  | <u>104,541</u> | <u>109,104</u> | <u>114,646</u> | <u>119,211</u> |
| 37 | <u>24</u> | <u>104,333</u> | <u>2,969</u>  | <u>109,706</u> | <u>114,436</u> | <u>120,127</u> | <u>124,858</u> |
| 38 | <u>25</u> | <u>109,799</u> | <u>3,095</u>  | <u>115,405</u> | <u>120,338</u> | <u>126,198</u> | <u>131,130</u> |

39 5. Effective April 1, 2020:

40 Effective March 26, 2020 (Institutional) and  
41 Effective April 2, 2020 (Administrative)

|    |           |              |              |              |              |              |
|----|-----------|--------------|--------------|--------------|--------------|--------------|
| 42 |           | <u>Perf.</u> | <u>Perf.</u> | <u>Perf.</u> | <u>Perf.</u> | <u>Perf.</u> |
| 43 |           | <u>Ad-</u>   | <u>Ad-</u>   | <u>Ad-</u>   | <u>Ad-</u>   | <u>Ad-</u>   |
| 44 |           | <u>vance</u> | <u>vance</u> | <u>vance</u> | <u>vance</u> | <u>vance</u> |
| 45 |           | <u>Step</u>  | <u>Step</u>  | <u>Step</u>  | <u>Step</u>  | <u>Step</u>  |
| 46 | <u>SG</u> | <u>1</u>     | <u>2</u>     | <u>3</u>     | <u>4</u>     | <u>5</u>     |
| 47 | <u>1</u>  | <u>27952</u> | <u>30120</u> | <u>31204</u> | <u>32288</u> | <u>33372</u> |
| 48 | <u>2</u>  | <u>28896</u> | <u>31180</u> | <u>32322</u> | <u>33464</u> | <u>34606</u> |
| 49 | <u>3</u>  | <u>30215</u> | <u>32601</u> | <u>33794</u> | <u>34987</u> | <u>36180</u> |
| 50 | <u>4</u>  | <u>31478</u> | <u>33990</u> | <u>35246</u> | <u>36502</u> | <u>37758</u> |
| 51 | <u>5</u>  | <u>32870</u> | <u>35504</u> | <u>36821</u> | <u>38138</u> | <u>39455</u> |
| 52 | <u>6</u>  | <u>34482</u> | <u>37262</u> | <u>38652</u> | <u>40042</u> | <u>41432</u> |
| 53 | <u>7</u>  | <u>36314</u> | <u>39202</u> | <u>40646</u> | <u>42090</u> | <u>43534</u> |

|    |             |               |               |               |               |               |               |
|----|-------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 1  | <u>8</u>    | <u>38244</u>  | <u>39744</u>  | <u>41244</u>  | <u>42744</u>  | <u>44244</u>  | <u>45744</u>  |
| 2  | <u>9</u>    | <u>40260</u>  | <u>41828</u>  | <u>43396</u>  | <u>44964</u>  | <u>46532</u>  | <u>48100</u>  |
| 3  | <u>10</u>   | <u>42430</u>  | <u>44076</u>  | <u>45722</u>  | <u>47368</u>  | <u>49014</u>  | <u>50660</u>  |
| 4  | <u>11</u>   | <u>44812</u>  | <u>46525</u>  | <u>48238</u>  | <u>49951</u>  | <u>51664</u>  | <u>53377</u>  |
| 5  | <u>12</u>   | <u>47188</u>  | <u>48976</u>  | <u>50764</u>  | <u>52552</u>  | <u>54340</u>  | <u>56128</u>  |
| 6  | <u>13</u>   | <u>49880</u>  | <u>51749</u>  | <u>53618</u>  | <u>55487</u>  | <u>57356</u>  | <u>59225</u>  |
| 7  | <u>14</u>   | <u>52626</u>  | <u>54585</u>  | <u>56544</u>  | <u>58503</u>  | <u>60462</u>  | <u>62421</u>  |
| 8  | <u>15</u>   | <u>55534</u>  | <u>57571</u>  | <u>59608</u>  | <u>61645</u>  | <u>63682</u>  | <u>65719</u>  |
| 9  | <u>16</u>   | <u>58547</u>  | <u>60677</u>  | <u>62807</u>  | <u>64937</u>  | <u>67067</u>  | <u>69197</u>  |
| 10 | <u>17</u>   | <u>61719</u>  | <u>63962</u>  | <u>66205</u>  | <u>68448</u>  | <u>70691</u>  | <u>72934</u>  |
| 11 | <u>18</u>   | <u>65107</u>  | <u>67462</u>  | <u>69817</u>  | <u>72172</u>  | <u>74527</u>  | <u>76882</u>  |
| 12 | <u>19</u>   | <u>68542</u>  | <u>71000</u>  | <u>73458</u>  | <u>75916</u>  | <u>78374</u>  | <u>80832</u>  |
| 13 | <u>20</u>   | <u>71951</u>  | <u>74522</u>  | <u>77093</u>  | <u>79664</u>  | <u>82235</u>  | <u>84806</u>  |
| 14 | <u>21</u>   | <u>75708</u>  | <u>78389</u>  | <u>81070</u>  | <u>83751</u>  | <u>86432</u>  | <u>89113</u>  |
| 15 | <u>22</u>   | <u>79639</u>  | <u>82477</u>  | <u>85315</u>  | <u>88153</u>  | <u>90991</u>  | <u>93829</u>  |
| 16 | <u>23</u>   | <u>83833</u>  | <u>86751</u>  | <u>89669</u>  | <u>92587</u>  | <u>95505</u>  | <u>98423</u>  |
| 17 | <u>24</u>   | <u>88249</u>  | <u>91278</u>  | <u>94307</u>  | <u>97336</u>  | <u>100365</u> | <u>103394</u> |
| 18 | <u>25</u>   | <u>93054</u>  | <u>96211</u>  | <u>99368</u>  | <u>102525</u> | <u>105682</u> | <u>108839</u> |
| 19 |             |               |               |               |               |               | <u>Long</u>   |
| 20 |             |               |               |               |               |               | <u>Max</u>    |
| 21 |             |               | <u>10 Yr.</u> | <u>15 Yr.</u> | <u>20 Yr.</u> | <u>25 Yr.</u> |               |
| 22 | <u>Job</u>  | <u>Perf.</u>  | <u>Long</u>   | <u>Long</u>   | <u>Long</u>   | <u>Long</u>   |               |
| 23 | <u>Rate</u> | <u>Adv.</u>   | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   |               |
| 24 | <u>1</u>    | <u>34456</u>  | <u>1084</u>   | <u>36414</u>  | <u>38136</u>  | <u>41247</u>  | <u>42969</u>  |
| 25 | <u>2</u>    | <u>35748</u>  | <u>1142</u>   | <u>37819</u>  | <u>39640</u>  | <u>42836</u>  | <u>44658</u>  |
| 26 | <u>3</u>    | <u>37373</u>  | <u>1193</u>   | <u>39533</u>  | <u>41435</u>  | <u>44697</u>  | <u>46598</u>  |
| 27 | <u>4</u>    | <u>39014</u>  | <u>1256</u>   | <u>41439</u>  | <u>43281</u>  | <u>46633</u>  | <u>48477</u>  |
| 28 | <u>5</u>    | <u>40772</u>  | <u>1317</u>   | <u>43161</u>  | <u>45260</u>  | <u>48703</u>  | <u>50804</u>  |
| 29 | <u>6</u>    | <u>42822</u>  | <u>1390</u>   | <u>45338</u>  | <u>47554</u>  | <u>51094</u>  | <u>53312</u>  |
| 30 | <u>7</u>    | <u>44978</u>  | <u>1444</u>   | <u>47593</u>  | <u>49897</u>  | <u>53512</u>  | <u>55811</u>  |
| 31 | <u>8</u>    | <u>47244</u>  | <u>1500</u>   | <u>49960</u>  | <u>52355</u>  | <u>56046</u>  | <u>58440</u>  |
| 32 | <u>9</u>    | <u>49668</u>  | <u>1568</u>   | <u>52508</u>  | <u>55011</u>  | <u>58799</u>  | <u>61298</u>  |
| 33 | <u>10</u>   | <u>52306</u>  | <u>1646</u>   | <u>55282</u>  | <u>57903</u>  | <u>61792</u>  | <u>64413</u>  |
| 34 | <u>11</u>   | <u>55090</u>  | <u>1713</u>   | <u>58190</u>  | <u>60919</u>  | <u>64903</u>  | <u>67631</u>  |
| 35 | <u>12</u>   | <u>57916</u>  | <u>1788</u>   | <u>61162</u>  | <u>64014</u>  | <u>68106</u>  | <u>70963</u>  |
| 36 | <u>13</u>   | <u>61094</u>  | <u>1869</u>   | <u>64472</u>  | <u>67447</u>  | <u>71643</u>  | <u>74617</u>  |
| 37 | <u>14</u>   | <u>64380</u>  | <u>1959</u>   | <u>67920</u>  | <u>71037</u>  | <u>75355</u>  | <u>78471</u>  |
| 38 | <u>15</u>   | <u>67756</u>  | <u>2037</u>   | <u>71441</u>  | <u>74688</u>  | <u>79121</u>  | <u>82365</u>  |
| 39 | <u>16</u>   | <u>71327</u>  | <u>2130</u>   | <u>75181</u>  | <u>78574</u>  | <u>83128</u>  | <u>86521</u>  |
| 40 | <u>17</u>   | <u>75177</u>  | <u>2243</u>   | <u>79235</u>  | <u>82802</u>  | <u>87516</u>  | <u>91085</u>  |
| 41 | <u>18</u>   | <u>79237</u>  | <u>2355</u>   | <u>83501</u>  | <u>87253</u>  | <u>92128</u>  | <u>95884</u>  |
| 42 | <u>19</u>   | <u>83290</u>  | <u>2458</u>   | <u>87742</u>  | <u>91660</u>  | <u>96671</u>  | <u>100590</u> |
| 43 | <u>20</u>   | <u>87377</u>  | <u>2571</u>   | <u>92035</u>  | <u>96131</u>  | <u>101306</u> | <u>105406</u> |
| 44 | <u>21</u>   | <u>91794</u>  | <u>2681</u>   | <u>96650</u>  | <u>100922</u> | <u>106243</u> | <u>110514</u> |
| 45 | <u>22</u>   | <u>96667</u>  | <u>2838</u>   | <u>101802</u> | <u>106315</u> | <u>111853</u> | <u>116369</u> |
| 46 | <u>23</u>   | <u>101341</u> | <u>2918</u>   | <u>106631</u> | <u>111285</u> | <u>116938</u> | <u>121594</u> |
| 47 | <u>24</u>   | <u>106423</u> | <u>3029</u>   | <u>111903</u> | <u>116728</u> | <u>122533</u> | <u>127359</u> |
| 48 | <u>25</u>   | <u>111996</u> | <u>3157</u>   | <u>117714</u> | <u>122746</u> | <u>128723</u> | <u>133754</u> |

49 6. Effective April 1, 2021:

50 Effective March 25, 2021 (Institutional) and  
 51 Effective April 1, 2021 (Administrative)

52 Perf. Perf. Perf. Perf. Perf.  
 53 Ad- Ad- Ad- Ad- Ad-

|    | <u>Hir-</u> | <u>vance</u> | <u>vance</u>  | <u>vance</u>  | <u>vance</u>  | <u>vance</u>  |
|----|-------------|--------------|---------------|---------------|---------------|---------------|
|    | <u>ing</u>  | <u>Step</u>  | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   |
|    | <u>SG</u>   | <u>1</u>     | <u>2</u>      | <u>3</u>      | <u>4</u>      | <u>5</u>      |
|    | <u>Rate</u> |              |               |               |               |               |
| 1  | <u>1</u>    | <u>29201</u> | <u>30338</u>  | <u>31475</u>  | <u>32612</u>  | <u>33749</u>  |
| 2  | <u>2</u>    | <u>30189</u> | <u>31387</u>  | <u>32585</u>  | <u>33783</u>  | <u>34981</u>  |
| 3  | <u>3</u>    | <u>31570</u> | <u>32820</u>  | <u>34070</u>  | <u>35320</u>  | <u>36570</u>  |
| 4  | <u>4</u>    | <u>32893</u> | <u>34211</u>  | <u>35529</u>  | <u>36847</u>  | <u>38165</u>  |
| 5  | <u>5</u>    | <u>34351</u> | <u>35734</u>  | <u>37117</u>  | <u>38500</u>  | <u>39883</u>  |
| 6  | <u>6</u>    | <u>36039</u> | <u>37497</u>  | <u>38955</u>  | <u>40413</u>  | <u>41871</u>  |
| 7  | <u>7</u>    | <u>37960</u> | <u>39474</u>  | <u>40988</u>  | <u>42502</u>  | <u>44016</u>  |
| 8  | <u>8</u>    | <u>39982</u> | <u>41555</u>  | <u>43128</u>  | <u>44701</u>  | <u>46274</u>  |
| 9  | <u>9</u>    | <u>42097</u> | <u>43739</u>  | <u>45381</u>  | <u>47023</u>  | <u>48665</u>  |
| 10 | <u>10</u>   | <u>44371</u> | <u>46098</u>  | <u>47825</u>  | <u>49552</u>  | <u>51279</u>  |
| 11 | <u>11</u>   | <u>46868</u> | <u>48665</u>  | <u>50462</u>  | <u>52259</u>  | <u>54056</u>  |
| 12 | <u>12</u>   | <u>49357</u> | <u>51233</u>  | <u>53109</u>  | <u>54985</u>  | <u>56861</u>  |
| 13 | <u>13</u>   | <u>52179</u> | <u>54136</u>  | <u>56093</u>  | <u>58050</u>  | <u>60007</u>  |
| 14 | <u>14</u>   | <u>55057</u> | <u>57109</u>  | <u>59161</u>  | <u>61213</u>  | <u>63265</u>  |
| 15 | <u>15</u>   | <u>58105</u> | <u>60238</u>  | <u>62371</u>  | <u>64504</u>  | <u>66637</u>  |
| 16 | <u>16</u>   | <u>61265</u> | <u>63495</u>  | <u>65725</u>  | <u>67955</u>  | <u>70185</u>  |
| 17 | <u>17</u>   | <u>64583</u> | <u>66934</u>  | <u>69285</u>  | <u>71636</u>  | <u>73987</u>  |
| 18 | <u>18</u>   | <u>68137</u> | <u>70603</u>  | <u>73069</u>  | <u>75535</u>  | <u>78001</u>  |
| 19 | <u>19</u>   | <u>71740</u> | <u>74319</u>  | <u>76898</u>  | <u>79477</u>  | <u>82056</u>  |
| 20 | <u>20</u>   | <u>75311</u> | <u>78006</u>  | <u>80701</u>  | <u>83396</u>  | <u>86091</u>  |
| 21 | <u>21</u>   | <u>79246</u> | <u>82053</u>  | <u>84860</u>  | <u>87667</u>  | <u>90474</u>  |
| 22 | <u>22</u>   | <u>83368</u> | <u>86341</u>  | <u>89314</u>  | <u>92287</u>  | <u>95260</u>  |
| 23 | <u>23</u>   | <u>87764</u> | <u>90820</u>  | <u>93876</u>  | <u>96932</u>  | <u>99988</u>  |
| 24 | <u>24</u>   | <u>92393</u> | <u>95563</u>  | <u>98733</u>  | <u>101903</u> | <u>105073</u> |
| 25 | <u>25</u>   | <u>97425</u> | <u>100734</u> | <u>104043</u> | <u>107352</u> | <u>110661</u> |
| 26 |             |              |               |               |               |               |
| 27 |             |              |               |               |               |               |
| 28 |             |              |               |               |               |               |
| 29 |             |              |               |               |               |               |
| 30 |             |              |               |               |               |               |
| 31 |             |              |               |               |               |               |
| 32 |             |              |               |               |               |               |
| 33 |             |              |               |               |               |               |
| 34 |             |              |               |               |               |               |
| 35 |             |              |               |               |               |               |
| 36 |             |              |               |               |               |               |
| 37 |             |              |               |               |               |               |
| 38 |             |              |               |               |               |               |
| 39 |             |              |               |               |               |               |
| 40 |             |              |               |               |               |               |
| 41 |             |              |               |               |               |               |
| 42 |             |              |               |               |               |               |
| 43 |             |              |               |               |               |               |
| 44 |             |              |               |               |               |               |
| 45 |             |              |               |               |               |               |
| 46 |             |              |               |               |               |               |
| 47 |             |              |               |               |               |               |
| 48 |             |              |               |               |               |               |
| 49 |             |              |               |               |               |               |
| 50 |             |              |               |               |               |               |
| 51 |             |              |               |               |               |               |
| 52 |             |              |               |               |               |               |
| 53 |             |              |               |               |               |               |
| 54 |             |              |               |               |               |               |
| 55 |             |              |               |               |               |               |
| 56 |             |              |               |               |               |               |

|    | <u>Long</u>   | <u>Long</u>   | <u>Long</u>   | <u>Long</u>   |
|----|---------------|---------------|---------------|---------------|
|    | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   |
|    | <u>10 Yr.</u> | <u>15 Yr.</u> | <u>20 Yr.</u> | <u>25 Yr.</u> |
|    | <u>Adv.</u>   |               |               |               |
| 1  | <u>1137</u>   | <u>39796</u>  | <u>42983</u>  | <u>44749</u>  |
| 2  | <u>1198</u>   | <u>41367</u>  | <u>44646</u>  | <u>46512</u>  |
| 3  | <u>1250</u>   | <u>41284</u>  | <u>43231</u>  | <u>46574</u>  |
| 4  | <u>1318</u>   | <u>43286</u>  | <u>45179</u>  | <u>48609</u>  |
| 5  | <u>1383</u>   | <u>45098</u>  | <u>47253</u>  | <u>50777</u>  |
| 6  | <u>1458</u>   | <u>47369</u>  | <u>49637</u>  | <u>53266</u>  |
| 7  | <u>1514</u>   | <u>49729</u>  | <u>52087</u>  | <u>55788</u>  |
| 8  | <u>1573</u>   | <u>52212</u>  | <u>54660</u>  | <u>58442</u>  |
| 9  | <u>1642</u>   | <u>54865</u>  | <u>57423</u>  | <u>61308</u>  |
| 10 | <u>1727</u>   | <u>57785</u>  | <u>60471</u>  | <u>64456</u>  |
| 11 | <u>1797</u>   | <u>60826</u>  | <u>63625</u>  | <u>67709</u>  |
| 12 | <u>1876</u>   | <u>63939</u>  | <u>66865</u>  | <u>71060</u>  |
| 13 | <u>1957</u>   | <u>67386</u>  | <u>70432</u>  | <u>74737</u>  |
| 14 | <u>2052</u>   | <u>70997</u>  | <u>74191</u>  | <u>78618</u>  |
| 15 | <u>2133</u>   | <u>74683</u>  | <u>78008</u>  | <u>82550</u>  |
| 16 | <u>2230</u>   | <u>78594</u>  | <u>82071</u>  | <u>86745</u>  |
| 17 | <u>2351</u>   | <u>82844</u>  | <u>86503</u>  | <u>91335</u>  |
| 18 | <u>2466</u>   | <u>87303</u>  | <u>91151</u>  | <u>96146</u>  |
| 19 | <u>2579</u>   | <u>91776</u>  | <u>95789</u>  | <u>100929</u> |
| 20 | <u>2695</u>   | <u>96254</u>  | <u>100456</u> | <u>105758</u> |
| 21 | <u>2807</u>   | <u>101064</u> | <u>105443</u> | <u>110899</u> |
| 22 | <u>2973</u>   | <u>106468</u> | <u>111097</u> | <u>116773</u> |
| 23 | <u>3056</u>   | <u>111521</u> | <u>116293</u> | <u>122087</u> |

|   |           |               |             |               |               |               |               |
|---|-----------|---------------|-------------|---------------|---------------|---------------|---------------|
| 1 | <u>24</u> | <u>111413</u> | <u>3170</u> | <u>117031</u> | <u>121975</u> | <u>127926</u> | <u>132870</u> |
| 2 | <u>25</u> | <u>117279</u> | <u>3309</u> | <u>123137</u> | <u>128298</u> | <u>134427</u> | <u>139583</u> |

3 7. Effective October 1, 2021:

4 Effective October 7, 2021(Institutional) and  
 5 Effective September 30, 2021(Administrative)

| 6  |             | <u>Perf.</u> | <u>Perf.</u>  | <u>Perf.</u>  | <u>Perf.</u>  | <u>Perf.</u>  |
|----|-------------|--------------|---------------|---------------|---------------|---------------|
| 7  |             | <u>Ad-</u>   | <u>Ad-</u>    | <u>Ad-</u>    | <u>Ad-</u>    | <u>Ad-</u>    |
| 8  | <u>Hir-</u> | <u>vance</u> | <u>vance</u>  | <u>vance</u>  | <u>vance</u>  | <u>vance</u>  |
| 9  | <u>ing</u>  | <u>Step</u>  | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   |
| 10 | <u>SG</u>   | <u>1</u>     | <u>2</u>      | <u>3</u>      | <u>4</u>      | <u>5</u>      |
| 11 | <u>1</u>    | <u>29201</u> | <u>30338</u>  | <u>31475</u>  | <u>32612</u>  | <u>33749</u>  |
| 12 | <u>2</u>    | <u>30189</u> | <u>31387</u>  | <u>32585</u>  | <u>33783</u>  | <u>34981</u>  |
| 13 | <u>3</u>    | <u>31570</u> | <u>32820</u>  | <u>34070</u>  | <u>35320</u>  | <u>36570</u>  |
| 14 | <u>4</u>    | <u>32893</u> | <u>34211</u>  | <u>35529</u>  | <u>36847</u>  | <u>38165</u>  |
| 15 | <u>5</u>    | <u>34351</u> | <u>35734</u>  | <u>37117</u>  | <u>38500</u>  | <u>39883</u>  |
| 16 | <u>6</u>    | <u>36039</u> | <u>37497</u>  | <u>38955</u>  | <u>40413</u>  | <u>41871</u>  |
| 17 | <u>7</u>    | <u>37960</u> | <u>39474</u>  | <u>40988</u>  | <u>42502</u>  | <u>44016</u>  |
| 18 | <u>8</u>    | <u>39982</u> | <u>41555</u>  | <u>43128</u>  | <u>44701</u>  | <u>46274</u>  |
| 19 | <u>9</u>    | <u>42097</u> | <u>43739</u>  | <u>45381</u>  | <u>47023</u>  | <u>48665</u>  |
| 20 | <u>10</u>   | <u>44371</u> | <u>46098</u>  | <u>47825</u>  | <u>49552</u>  | <u>51279</u>  |
| 21 | <u>11</u>   | <u>46868</u> | <u>48665</u>  | <u>50462</u>  | <u>52259</u>  | <u>54056</u>  |
| 22 | <u>12</u>   | <u>49357</u> | <u>51233</u>  | <u>53109</u>  | <u>54985</u>  | <u>56861</u>  |
| 23 | <u>13</u>   | <u>52179</u> | <u>54136</u>  | <u>56093</u>  | <u>58050</u>  | <u>60007</u>  |
| 24 | <u>14</u>   | <u>55057</u> | <u>57109</u>  | <u>59161</u>  | <u>61213</u>  | <u>63265</u>  |
| 25 | <u>15</u>   | <u>58105</u> | <u>60238</u>  | <u>62371</u>  | <u>64504</u>  | <u>66637</u>  |
| 26 | <u>16</u>   | <u>61265</u> | <u>63495</u>  | <u>65725</u>  | <u>67955</u>  | <u>70185</u>  |
| 27 | <u>17</u>   | <u>64583</u> | <u>66934</u>  | <u>69285</u>  | <u>71636</u>  | <u>73987</u>  |
| 28 | <u>18</u>   | <u>68137</u> | <u>70603</u>  | <u>73069</u>  | <u>75535</u>  | <u>78001</u>  |
| 29 | <u>19</u>   | <u>71740</u> | <u>74319</u>  | <u>76898</u>  | <u>79477</u>  | <u>82056</u>  |
| 30 | <u>20</u>   | <u>75311</u> | <u>78006</u>  | <u>80701</u>  | <u>83396</u>  | <u>86091</u>  |
| 31 | <u>21</u>   | <u>79246</u> | <u>82053</u>  | <u>84860</u>  | <u>87667</u>  | <u>90474</u>  |
| 32 | <u>22</u>   | <u>83368</u> | <u>86341</u>  | <u>89314</u>  | <u>92287</u>  | <u>95260</u>  |
| 33 | <u>23</u>   | <u>87764</u> | <u>90820</u>  | <u>93876</u>  | <u>96932</u>  | <u>99988</u>  |
| 34 | <u>24</u>   | <u>92393</u> | <u>95563</u>  | <u>98733</u>  | <u>101903</u> | <u>105073</u> |
| 35 | <u>25</u>   | <u>97425</u> | <u>100734</u> | <u>104043</u> | <u>107352</u> | <u>110661</u> |
| 36 |             |              |               |               |               | <u>Long</u>   |
| 37 |             |              |               |               |               | <u>Max</u>    |
| 38 |             |              | <u>10 Yr.</u> | <u>15 Yr.</u> | <u>20 Yr.</u> | <u>25 Yr.</u> |
| 39 | <u>Job</u>  | <u>Perf.</u> | <u>Long</u>   | <u>Long</u>   | <u>Long</u>   | <u>Long</u>   |
| 40 | <u>Rate</u> | <u>Adv.</u>  | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   |
| 41 | <u>1</u>    | <u>36023</u> | <u>1137</u>   | <u>38030</u>  | <u>39796</u>  | <u>42983</u>  |
| 42 | <u>2</u>    | <u>37377</u> | <u>1198</u>   | <u>39499</u>  | <u>41367</u>  | <u>44646</u>  |
| 43 | <u>3</u>    | <u>39070</u> | <u>1250</u>   | <u>41284</u>  | <u>43231</u>  | <u>46574</u>  |
| 44 | <u>4</u>    | <u>40801</u> | <u>1318</u>   | <u>43286</u>  | <u>45179</u>  | <u>48609</u>  |
| 45 | <u>5</u>    | <u>42649</u> | <u>1383</u>   | <u>45098</u>  | <u>47253</u>  | <u>50777</u>  |
| 46 | <u>6</u>    | <u>44787</u> | <u>1458</u>   | <u>47369</u>  | <u>49637</u>  | <u>53266</u>  |
| 47 | <u>7</u>    | <u>47044</u> | <u>1514</u>   | <u>49729</u>  | <u>52087</u>  | <u>55788</u>  |
| 48 | <u>8</u>    | <u>49420</u> | <u>1573</u>   | <u>52212</u>  | <u>54660</u>  | <u>58442</u>  |
| 49 | <u>9</u>    | <u>51949</u> | <u>1642</u>   | <u>54865</u>  | <u>57423</u>  | <u>61308</u>  |
| 50 | <u>10</u>   | <u>54733</u> | <u>1727</u>   | <u>57785</u>  | <u>60471</u>  | <u>64456</u>  |
| 51 | <u>11</u>   | <u>57650</u> | <u>1797</u>   | <u>60826</u>  | <u>63625</u>  | <u>67709</u>  |
| 52 | <u>12</u>   | <u>60613</u> | <u>1876</u>   | <u>63939</u>  | <u>66865</u>  | <u>71060</u>  |
| 53 | <u>13</u>   | <u>63921</u> | <u>1957</u>   | <u>67386</u>  | <u>70432</u>  | <u>74737</u>  |

|    |           |               |             |               |               |               |               |
|----|-----------|---------------|-------------|---------------|---------------|---------------|---------------|
| 1  | <u>14</u> | <u>67369</u>  | <u>2052</u> | <u>70997</u>  | <u>74191</u>  | <u>78618</u>  | <u>82310</u>  |
| 2  | <u>15</u> | <u>70903</u>  | <u>2133</u> | <u>74683</u>  | <u>78008</u>  | <u>82550</u>  | <u>86376</u>  |
| 3  | <u>16</u> | <u>74645</u>  | <u>2230</u> | <u>78594</u>  | <u>82071</u>  | <u>86745</u>  | <u>90719</u>  |
| 4  | <u>17</u> | <u>78689</u>  | <u>2351</u> | <u>82844</u>  | <u>86503</u>  | <u>91335</u>  | <u>95492</u>  |
| 5  | <u>18</u> | <u>82933</u>  | <u>2466</u> | <u>87303</u>  | <u>91151</u>  | <u>96146</u>  | <u>100490</u> |
| 6  | <u>19</u> | <u>87214</u>  | <u>2579</u> | <u>91776</u>  | <u>95789</u>  | <u>100929</u> | <u>105445</u> |
| 7  | <u>20</u> | <u>91481</u>  | <u>2695</u> | <u>96254</u>  | <u>100456</u> | <u>105758</u> | <u>110458</u> |
| 8  | <u>21</u> | <u>96088</u>  | <u>2807</u> | <u>101064</u> | <u>105443</u> | <u>110899</u> | <u>115779</u> |
| 9  | <u>22</u> | <u>101206</u> | <u>2973</u> | <u>106468</u> | <u>111097</u> | <u>116773</u> | <u>121904</u> |
| 10 | <u>23</u> | <u>106100</u> | <u>3056</u> | <u>111521</u> | <u>116293</u> | <u>122087</u> | <u>127358</u> |
| 11 | <u>24</u> | <u>111413</u> | <u>3170</u> | <u>117031</u> | <u>121975</u> | <u>127926</u> | <u>133370</u> |
| 12 | <u>25</u> | <u>117279</u> | <u>3309</u> | <u>123137</u> | <u>128298</u> | <u>134427</u> | <u>140083</u> |

13 8. Effective April 1, 2022:

14 Effective April 7, 2022 (Institutional) and  
 15 Effective March 31, 2022 (Administrative)

|    |             | <u>Perf.</u> | <u>Perf.</u>  | <u>Perf.</u>  | <u>Perf.</u>  | <u>Perf.</u>  |
|----|-------------|--------------|---------------|---------------|---------------|---------------|
|    |             | <u>Ad-</u>   | <u>Ad-</u>    | <u>Ad-</u>    | <u>Ad-</u>    | <u>Ad-</u>    |
|    | <u>Hir-</u> | <u>vance</u> | <u>vance</u>  | <u>vance</u>  | <u>vance</u>  | <u>vance</u>  |
|    | <u>ing</u>  | <u>Step</u>  | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   |
|    | <u>Rate</u> | <u>1</u>     | <u>2</u>      | <u>3</u>      | <u>4</u>      | <u>5</u>      |
| 20 | <u>SG</u>   |              |               |               |               |               |
| 21 | <u>1</u>    | <u>29785</u> | <u>30945</u>  | <u>32105</u>  | <u>33265</u>  | <u>34425</u>  |
| 22 | <u>2</u>    | <u>30793</u> | <u>32015</u>  | <u>33237</u>  | <u>34459</u>  | <u>35681</u>  |
| 23 | <u>3</u>    | <u>32201</u> | <u>33476</u>  | <u>34751</u>  | <u>36026</u>  | <u>37301</u>  |
| 24 | <u>4</u>    | <u>33551</u> | <u>34895</u>  | <u>36239</u>  | <u>37583</u>  | <u>38927</u>  |
| 25 | <u>5</u>    | <u>35038</u> | <u>36449</u>  | <u>37860</u>  | <u>39271</u>  | <u>40682</u>  |
| 26 | <u>6</u>    | <u>36760</u> | <u>38247</u>  | <u>39734</u>  | <u>41221</u>  | <u>42708</u>  |
| 27 | <u>7</u>    | <u>38719</u> | <u>40263</u>  | <u>41807</u>  | <u>43351</u>  | <u>44895</u>  |
| 28 | <u>8</u>    | <u>40782</u> | <u>42386</u>  | <u>43990</u>  | <u>45594</u>  | <u>47198</u>  |
| 29 | <u>9</u>    | <u>42939</u> | <u>44614</u>  | <u>46289</u>  | <u>47964</u>  | <u>49639</u>  |
| 30 | <u>10</u>   | <u>45258</u> | <u>47020</u>  | <u>48782</u>  | <u>50544</u>  | <u>52306</u>  |
| 31 | <u>11</u>   | <u>47805</u> | <u>49638</u>  | <u>51471</u>  | <u>53304</u>  | <u>55137</u>  |
| 32 | <u>12</u>   | <u>50344</u> | <u>52258</u>  | <u>54172</u>  | <u>56086</u>  | <u>58000</u>  |
| 33 | <u>13</u>   | <u>53223</u> | <u>55219</u>  | <u>57215</u>  | <u>59211</u>  | <u>61207</u>  |
| 34 | <u>14</u>   | <u>56158</u> | <u>58251</u>  | <u>60344</u>  | <u>62437</u>  | <u>64530</u>  |
| 35 | <u>15</u>   | <u>59267</u> | <u>61443</u>  | <u>63619</u>  | <u>65795</u>  | <u>67971</u>  |
| 36 | <u>16</u>   | <u>62490</u> | <u>64765</u>  | <u>67040</u>  | <u>69315</u>  | <u>71590</u>  |
| 37 | <u>17</u>   | <u>65875</u> | <u>68273</u>  | <u>70671</u>  | <u>73069</u>  | <u>75467</u>  |
| 38 | <u>18</u>   | <u>69500</u> | <u>72015</u>  | <u>74530</u>  | <u>77045</u>  | <u>79560</u>  |
| 39 | <u>19</u>   | <u>73175</u> | <u>75806</u>  | <u>78437</u>  | <u>81068</u>  | <u>83699</u>  |
| 40 | <u>20</u>   | <u>76817</u> | <u>79566</u>  | <u>82315</u>  | <u>85064</u>  | <u>87813</u>  |
| 41 | <u>21</u>   | <u>80831</u> | <u>83694</u>  | <u>86557</u>  | <u>89420</u>  | <u>92283</u>  |
| 42 | <u>22</u>   | <u>85035</u> | <u>88068</u>  | <u>91101</u>  | <u>94134</u>  | <u>97167</u>  |
| 43 | <u>23</u>   | <u>89519</u> | <u>92636</u>  | <u>95753</u>  | <u>98870</u>  | <u>101987</u> |
| 44 | <u>24</u>   | <u>94241</u> | <u>97474</u>  | <u>100707</u> | <u>103940</u> | <u>107173</u> |
| 45 | <u>25</u>   | <u>99374</u> | <u>102749</u> | <u>106124</u> | <u>109499</u> | <u>112874</u> |
| 46 |             |              |               |               |               | <u>Long</u>   |
| 47 |             |              |               |               |               | <u>Max</u>    |
| 48 |             |              | <u>10 Yr.</u> | <u>15 Yr.</u> | <u>20 Yr.</u> | <u>25 Yr.</u> |
| 49 | <u>Job</u>  | <u>Perf.</u> | <u>Long</u>   | <u>Long</u>   | <u>Long</u>   | <u>Long</u>   |
| 50 | <u>Rate</u> | <u>Adv.</u>  | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   |
| 51 | <u>1</u>    | <u>36745</u> | <u>1160</u>   | <u>38792</u>  | <u>40593</u>  | <u>43844</u>  |
| 52 | <u>2</u>    | <u>38125</u> | <u>1222</u>   | <u>40289</u>  | <u>42195</u>  | <u>45539</u>  |
| 53 | <u>3</u>    | <u>39851</u> | <u>1275</u>   | <u>42109</u>  | <u>44095</u>  | <u>47505</u>  |

|    |    |               |             |               |               |               |               |
|----|----|---------------|-------------|---------------|---------------|---------------|---------------|
| 1  | 4  | <u>41615</u>  | <u>1344</u> | <u>44150</u>  | <u>46081</u>  | <u>49579</u>  | <u>52019</u>  |
| 2  | 5  | <u>43504</u>  | <u>1411</u> | <u>46002</u>  | <u>48200</u>  | <u>51795</u>  | <u>54506</u>  |
| 3  | 6  | <u>45682</u>  | <u>1487</u> | <u>48316</u>  | <u>50629</u>  | <u>54331</u>  | <u>57156</u>  |
| 4  | 7  | <u>47983</u>  | <u>1544</u> | <u>50722</u>  | <u>53127</u>  | <u>56902</u>  | <u>59817</u>  |
| 5  | 8  | <u>50406</u>  | <u>1604</u> | <u>53254</u>  | <u>55751</u>  | <u>59608</u>  | <u>62623</u>  |
| 6  | 9  | <u>52989</u>  | <u>1675</u> | <u>55963</u>  | <u>58572</u>  | <u>62535</u>  | <u>65660</u>  |
| 7  | 10 | <u>55830</u>  | <u>1762</u> | <u>58943</u>  | <u>61683</u>  | <u>65747</u>  | <u>68998</u>  |
| 8  | 11 | <u>58803</u>  | <u>1833</u> | <u>62043</u>  | <u>64898</u>  | <u>69063</u>  | <u>72427</u>  |
| 9  | 12 | <u>61828</u>  | <u>1914</u> | <u>65221</u>  | <u>68205</u>  | <u>72484</u>  | <u>75976</u>  |
| 10 | 13 | <u>65199</u>  | <u>1996</u> | <u>68733</u>  | <u>71840</u>  | <u>76231</u>  | <u>79845</u>  |
| 11 | 14 | <u>68716</u>  | <u>2093</u> | <u>72417</u>  | <u>75674</u>  | <u>80190</u>  | <u>83956</u>  |
| 12 | 15 | <u>72323</u>  | <u>2176</u> | <u>76179</u>  | <u>79570</u>  | <u>84203</u>  | <u>88105</u>  |
| 13 | 16 | <u>76140</u>  | <u>2275</u> | <u>80168</u>  | <u>83715</u>  | <u>88482</u>  | <u>92535</u>  |
| 14 | 17 | <u>80263</u>  | <u>2398</u> | <u>84501</u>  | <u>88233</u>  | <u>93162</u>  | <u>97402</u>  |
| 15 | 18 | <u>84590</u>  | <u>2515</u> | <u>89047</u>  | <u>92972</u>  | <u>98067</u>  | <u>102498</u> |
| 16 | 19 | <u>88961</u>  | <u>2631</u> | <u>93614</u>  | <u>97708</u>  | <u>102950</u> | <u>107557</u> |
| 17 | 20 | <u>93311</u>  | <u>2749</u> | <u>98179</u>  | <u>102466</u> | <u>107874</u> | <u>112668</u> |
| 18 | 21 | <u>98009</u>  | <u>2863</u> | <u>103085</u> | <u>107551</u> | <u>113116</u> | <u>118094</u> |
| 19 | 22 | <u>103233</u> | <u>3033</u> | <u>108600</u> | <u>113322</u> | <u>119111</u> | <u>124345</u> |
| 20 | 23 | <u>108221</u> | <u>3117</u> | <u>113750</u> | <u>118618</u> | <u>124528</u> | <u>129904</u> |
| 21 | 24 | <u>113639</u> | <u>3233</u> | <u>119369</u> | <u>124412</u> | <u>130482</u> | <u>136035</u> |
| 22 | 25 | <u>119624</u> | <u>3375</u> | <u>125599</u> | <u>130863</u> | <u>137115</u> | <u>142884</u> |

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

g. Pursuant to the terms of an agreement between the state and an employee organization entered into pursuant to article fourteen of the civil service law covering members of the collective negotiating unit designated as the security services collective negotiating unit who are employed within the state department of corrections and community supervision and who are designated as peace officers pursuant to section 2.10 of the criminal procedure law, effective on the dates indicated, salary grades for such unit members shall be as follows:

1. Effective April 1, 2016:

Effective March 31, 2016 (Institutional) and  
Effective April 7, 2016 (Administrative)

|           |               | <u>Perf.</u>  | <u>Perf.</u>  | <u>Perf.</u>  | <u>Perf.</u>  | <u>Perf.</u>  |
|-----------|---------------|---------------|---------------|---------------|---------------|---------------|
|           |               | <u>Ad-</u>    | <u>Ad-</u>    | <u>Ad-</u>    | <u>Ad-</u>    | <u>Ad-</u>    |
|           | <u>Hir-</u>   | <u>vance</u>  | <u>vance</u>  | <u>vance</u>  | <u>vance</u>  | <u>vance</u>  |
|           | <u>ing</u>    | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   |
| <u>SG</u> | <u>Rate</u>   | <u>1</u>      | <u>2</u>      | <u>3</u>      | <u>4</u>      | <u>5</u>      |
| 1         | <u>26,448</u> | <u>27,477</u> | <u>28,506</u> | <u>29,535</u> | <u>30,564</u> | <u>31,593</u> |
| 2         | <u>27,343</u> | <u>28,427</u> | <u>29,511</u> | <u>30,595</u> | <u>31,679</u> | <u>32,763</u> |
| 3         | <u>28,594</u> | <u>29,725</u> | <u>30,856</u> | <u>31,987</u> | <u>33,118</u> | <u>34,249</u> |
| 4         | <u>29,792</u> | <u>30,986</u> | <u>32,180</u> | <u>33,374</u> | <u>34,568</u> | <u>35,762</u> |
| 5         | <u>31,113</u> | <u>32,365</u> | <u>33,617</u> | <u>34,869</u> | <u>36,121</u> | <u>37,373</u> |
| 6         | <u>32,641</u> | <u>33,961</u> | <u>35,281</u> | <u>36,601</u> | <u>37,921</u> | <u>39,241</u> |
| 7         | <u>34,382</u> | <u>35,753</u> | <u>37,124</u> | <u>38,495</u> | <u>39,866</u> | <u>41,237</u> |
| 8         | <u>36,212</u> | <u>37,636</u> | <u>39,060</u> | <u>40,484</u> | <u>41,908</u> | <u>43,332</u> |
| 9         | <u>38,129</u> | <u>39,616</u> | <u>41,103</u> | <u>42,590</u> | <u>44,077</u> | <u>45,564</u> |
| 10        | <u>40,188</u> | <u>41,752</u> | <u>43,316</u> | <u>44,880</u> | <u>46,444</u> | <u>48,008</u> |
| 11        | <u>42,450</u> | <u>44,077</u> | <u>45,704</u> | <u>47,331</u> | <u>48,958</u> | <u>50,585</u> |
| 12        | <u>44,704</u> | <u>46,403</u> | <u>48,102</u> | <u>49,801</u> | <u>51,500</u> | <u>53,199</u> |
| 13        | <u>47,261</u> | <u>49,033</u> | <u>50,805</u> | <u>52,577</u> | <u>54,349</u> | <u>56,121</u> |



|    |           |                |               |                |                |                |                |
|----|-----------|----------------|---------------|----------------|----------------|----------------|----------------|
| 1  | <u>14</u> | <u>49,867</u>  | <u>51,725</u> | <u>53,583</u>  | <u>55,441</u>  | <u>57,299</u>  | <u>59,157</u>  |
| 2  | <u>15</u> | <u>52,627</u>  | <u>54,559</u> | <u>56,491</u>  | <u>58,423</u>  | <u>60,355</u>  | <u>62,287</u>  |
| 3  | <u>16</u> | <u>55,489</u>  | <u>57,509</u> | <u>59,529</u>  | <u>61,549</u>  | <u>63,569</u>  | <u>65,589</u>  |
| 4  | <u>17</u> | <u>58,495</u>  | <u>60,624</u> | <u>62,753</u>  | <u>64,882</u>  | <u>67,011</u>  | <u>69,140</u>  |
| 5  | <u>18</u> | <u>61,714</u>  | <u>63,947</u> | <u>66,180</u>  | <u>68,413</u>  | <u>70,646</u>  | <u>72,879</u>  |
| 6  | <u>19</u> | <u>64,976</u>  | <u>67,310</u> | <u>69,644</u>  | <u>71,978</u>  | <u>74,312</u>  | <u>76,646</u>  |
| 7  | <u>20</u> | <u>68,211</u>  | <u>70,651</u> | <u>73,091</u>  | <u>75,531</u>  | <u>77,971</u>  | <u>80,411</u>  |
| 8  | <u>21</u> | <u>71,775</u>  | <u>74,317</u> | <u>76,859</u>  | <u>79,401</u>  | <u>81,943</u>  | <u>84,485</u>  |
| 9  | <u>22</u> | <u>75,509</u>  | <u>78,202</u> | <u>80,895</u>  | <u>83,588</u>  | <u>86,281</u>  | <u>88,974</u>  |
| 10 | <u>23</u> | <u>79,490</u>  | <u>82,258</u> | <u>85,026</u>  | <u>87,794</u>  | <u>90,562</u>  | <u>93,330</u>  |
| 11 | <u>24</u> | <u>83,683</u>  | <u>86,554</u> | <u>89,425</u>  | <u>92,296</u>  | <u>95,167</u>  | <u>98,038</u>  |
| 12 | <u>25</u> | <u>88,241</u>  | <u>91,238</u> | <u>94,235</u>  | <u>97,232</u>  | <u>100,229</u> | <u>103,226</u> |
| 13 |           |                |               |                |                | <u>Long</u>    |                |
| 14 |           |                |               |                |                | <u>Max.</u>    |                |
| 15 |           |                | <u>10 Yr.</u> | <u>15 Yr.</u>  | <u>20 Yr.</u>  | <u>25 Yr.</u>  |                |
| 16 |           | <u>Job</u>     | <u>Perf.</u>  | <u>Long</u>    | <u>Long</u>    | <u>Long</u>    | <u>Long</u>    |
| 17 |           | <u>Rate</u>    | <u>Adv.</u>   | <u>Step</u>    | <u>Step</u>    | <u>Step</u>    | <u>Step</u>    |
| 18 | <u>1</u>  | <u>32,622</u>  | <u>1,029</u>  | <u>34,440</u>  | <u>36,039</u>  | <u>38,926</u>  | <u>40,526</u>  |
| 19 | <u>2</u>  | <u>33,847</u>  | <u>1,084</u>  | <u>35,769</u>  | <u>37,461</u>  | <u>40,430</u>  | <u>42,121</u>  |
| 20 | <u>3</u>  | <u>35,380</u>  | <u>1,131</u>  | <u>37,385</u>  | <u>39,149</u>  | <u>42,177</u>  | <u>43,942</u>  |
| 21 | <u>4</u>  | <u>36,956</u>  | <u>1,194</u>  | <u>39,206</u>  | <u>40,921</u>  | <u>44,029</u>  | <u>45,742</u>  |
| 22 | <u>5</u>  | <u>38,625</u>  | <u>1,252</u>  | <u>40,844</u>  | <u>42,795</u>  | <u>45,988</u>  | <u>47,941</u>  |
| 23 | <u>6</u>  | <u>40,561</u>  | <u>1,320</u>  | <u>42,898</u>  | <u>44,954</u>  | <u>48,240</u>  | <u>50,295</u>  |
| 24 | <u>7</u>  | <u>42,608</u>  | <u>1,371</u>  | <u>45,038</u>  | <u>47,176</u>  | <u>50,528</u>  | <u>52,664</u>  |
| 25 | <u>8</u>  | <u>44,756</u>  | <u>1,424</u>  | <u>47,283</u>  | <u>49,501</u>  | <u>52,928</u>  | <u>55,151</u>  |
| 26 | <u>9</u>  | <u>47,051</u>  | <u>1,487</u>  | <u>49,692</u>  | <u>52,010</u>  | <u>55,527</u>  | <u>57,850</u>  |
| 27 | <u>10</u> | <u>49,572</u>  | <u>1,564</u>  | <u>52,336</u>  | <u>54,769</u>  | <u>58,378</u>  | <u>60,812</u>  |
| 28 | <u>11</u> | <u>52,212</u>  | <u>1,627</u>  | <u>55,088</u>  | <u>57,624</u>  | <u>61,323</u>  | <u>63,857</u>  |
| 29 | <u>12</u> | <u>54,898</u>  | <u>1,699</u>  | <u>57,911</u>  | <u>60,560</u>  | <u>64,360</u>  | <u>67,009</u>  |
| 30 | <u>13</u> | <u>57,893</u>  | <u>1,772</u>  | <u>61,031</u>  | <u>63,790</u>  | <u>67,689</u>  | <u>70,446</u>  |
| 31 | <u>14</u> | <u>61,015</u>  | <u>1,858</u>  | <u>64,301</u>  | <u>67,193</u>  | <u>71,203</u>  | <u>74,094</u>  |
| 32 | <u>15</u> | <u>64,219</u>  | <u>1,932</u>  | <u>67,643</u>  | <u>70,654</u>  | <u>74,768</u>  | <u>77,780</u>  |
| 33 | <u>16</u> | <u>67,609</u>  | <u>2,020</u>  | <u>71,186</u>  | <u>74,334</u>  | <u>78,568</u>  | <u>81,715</u>  |
| 34 | <u>17</u> | <u>71,269</u>  | <u>2,129</u>  | <u>75,033</u>  | <u>78,347</u>  | <u>82,723</u>  | <u>86,036</u>  |
| 35 | <u>18</u> | <u>75,112</u>  | <u>2,233</u>  | <u>79,070</u>  | <u>82,555</u>  | <u>87,080</u>  | <u>90,562</u>  |
| 36 | <u>19</u> | <u>78,980</u>  | <u>2,334</u>  | <u>83,112</u>  | <u>86,747</u>  | <u>91,403</u>  | <u>95,039</u>  |
| 37 | <u>20</u> | <u>82,851</u>  | <u>2,440</u>  | <u>87,174</u>  | <u>90,979</u>  | <u>95,782</u>  | <u>99,587</u>  |
| 38 | <u>21</u> | <u>87,027</u>  | <u>2,542</u>  | <u>91,533</u>  | <u>95,501</u>  | <u>100,442</u> | <u>104,408</u> |
| 39 | <u>22</u> | <u>91,667</u>  | <u>2,693</u>  | <u>96,434</u>  | <u>100,626</u> | <u>105,767</u> | <u>109,961</u> |
| 40 | <u>23</u> | <u>96,098</u>  | <u>2,768</u>  | <u>101,009</u> | <u>105,330</u> | <u>110,579</u> | <u>114,899</u> |
| 41 | <u>24</u> | <u>100,909</u> | <u>2,871</u>  | <u>105,997</u> | <u>110,476</u> | <u>115,866</u> | <u>120,344</u> |
| 42 | <u>25</u> | <u>106,223</u> | <u>2,997</u>  | <u>111,529</u> | <u>116,202</u> | <u>121,754</u> | <u>126,425</u> |

43 2. Effective April 1, 2017:

44 Effective March 30, 2017 (Institutional) and  
 45 Effective April 6, 2017 (Administrative)

|    |           |               |               |               |               |               |
|----|-----------|---------------|---------------|---------------|---------------|---------------|
| 46 |           | <u>Perf.</u>  | <u>Perf.</u>  | <u>Perf.</u>  | <u>Perf.</u>  | <u>Perf.</u>  |
| 47 |           | <u>Ad-</u>    | <u>Ad-</u>    | <u>Ad-</u>    | <u>Ad-</u>    | <u>Ad-</u>    |
| 48 |           | <u>vance</u>  | <u>vance</u>  | <u>vance</u>  | <u>vance</u>  | <u>vance</u>  |
| 49 |           | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   |
| 50 | <u>SG</u> | <u>Rate</u>   | <u>1</u>      | <u>2</u>      | <u>3</u>      | <u>4</u>      |
| 51 | <u>1</u>  | <u>26,977</u> | <u>28,027</u> | <u>29,077</u> | <u>30,127</u> | <u>31,177</u> |
| 52 | <u>2</u>  | <u>27,890</u> | <u>28,996</u> | <u>30,102</u> | <u>31,208</u> | <u>32,314</u> |
| 53 | <u>3</u>  | <u>29,166</u> | <u>30,320</u> | <u>31,474</u> | <u>32,628</u> | <u>33,782</u> |



|    |           |                |               |                |                |                |                |
|----|-----------|----------------|---------------|----------------|----------------|----------------|----------------|
| 1  | <u>4</u>  | <u>30,388</u>  | <u>31,606</u> | <u>32,824</u>  | <u>34,042</u>  | <u>35,260</u>  | <u>36,478</u>  |
| 2  | <u>5</u>  | <u>31,735</u>  | <u>33,012</u> | <u>34,289</u>  | <u>35,566</u>  | <u>36,843</u>  | <u>38,120</u>  |
| 3  | <u>6</u>  | <u>33,294</u>  | <u>34,640</u> | <u>35,986</u>  | <u>37,332</u>  | <u>38,678</u>  | <u>40,024</u>  |
| 4  | <u>7</u>  | <u>35,070</u>  | <u>36,468</u> | <u>37,866</u>  | <u>39,264</u>  | <u>40,662</u>  | <u>42,060</u>  |
| 5  | <u>8</u>  | <u>36,936</u>  | <u>38,389</u> | <u>39,842</u>  | <u>41,295</u>  | <u>42,748</u>  | <u>44,201</u>  |
| 6  | <u>9</u>  | <u>38,892</u>  | <u>40,409</u> | <u>41,926</u>  | <u>43,443</u>  | <u>44,960</u>  | <u>46,477</u>  |
| 7  | <u>10</u> | <u>40,992</u>  | <u>42,587</u> | <u>44,182</u>  | <u>45,777</u>  | <u>47,372</u>  | <u>48,967</u>  |
| 8  | <u>11</u> | <u>43,299</u>  | <u>44,959</u> | <u>46,619</u>  | <u>48,279</u>  | <u>49,939</u>  | <u>51,599</u>  |
| 9  | <u>12</u> | <u>45,598</u>  | <u>47,331</u> | <u>49,064</u>  | <u>50,797</u>  | <u>52,530</u>  | <u>54,263</u>  |
| 10 | <u>13</u> | <u>48,206</u>  | <u>50,014</u> | <u>51,822</u>  | <u>53,630</u>  | <u>55,438</u>  | <u>57,246</u>  |
| 11 | <u>14</u> | <u>50,864</u>  | <u>52,759</u> | <u>54,654</u>  | <u>56,549</u>  | <u>58,444</u>  | <u>60,339</u>  |
| 12 | <u>15</u> | <u>53,680</u>  | <u>55,651</u> | <u>57,622</u>  | <u>59,593</u>  | <u>61,564</u>  | <u>63,535</u>  |
| 13 | <u>16</u> | <u>56,599</u>  | <u>58,659</u> | <u>60,719</u>  | <u>62,779</u>  | <u>64,839</u>  | <u>66,899</u>  |
| 14 | <u>17</u> | <u>59,665</u>  | <u>61,837</u> | <u>64,009</u>  | <u>66,181</u>  | <u>68,353</u>  | <u>70,525</u>  |
| 15 | <u>18</u> | <u>62,948</u>  | <u>65,226</u> | <u>67,504</u>  | <u>69,782</u>  | <u>72,060</u>  | <u>74,338</u>  |
| 16 | <u>19</u> | <u>66,276</u>  | <u>68,657</u> | <u>71,038</u>  | <u>73,419</u>  | <u>75,800</u>  | <u>78,181</u>  |
| 17 | <u>20</u> | <u>69,575</u>  | <u>72,064</u> | <u>74,553</u>  | <u>77,042</u>  | <u>79,531</u>  | <u>82,020</u>  |
| 18 | <u>21</u> | <u>73,211</u>  | <u>75,804</u> | <u>78,397</u>  | <u>80,990</u>  | <u>83,583</u>  | <u>86,176</u>  |
| 19 | <u>22</u> | <u>77,019</u>  | <u>79,766</u> | <u>82,513</u>  | <u>85,260</u>  | <u>88,007</u>  | <u>90,754</u>  |
| 20 | <u>23</u> | <u>81,080</u>  | <u>83,903</u> | <u>86,726</u>  | <u>89,549</u>  | <u>92,372</u>  | <u>95,195</u>  |
| 21 | <u>24</u> | <u>85,357</u>  | <u>88,285</u> | <u>91,213</u>  | <u>94,141</u>  | <u>97,069</u>  | <u>99,997</u>  |
| 22 | <u>25</u> | <u>90,006</u>  | <u>93,063</u> | <u>96,120</u>  | <u>99,177</u>  | <u>102,234</u> | <u>105,291</u> |
| 23 |           |                |               |                |                |                | <u>Long</u>    |
| 24 |           |                |               |                |                |                | <u>Max.</u>    |
| 25 |           |                | <u>10 Yr.</u> | <u>15 Yr.</u>  | <u>20 Yr.</u>  | <u>25 Yr.</u>  |                |
| 26 |           | <u>Job</u>     | <u>Long</u>   | <u>Long</u>    | <u>Long</u>    | <u>Long</u>    |                |
| 27 |           | <u>Rate</u>    | <u>Step</u>   | <u>Step</u>    | <u>Step</u>    | <u>Step</u>    |                |
| 28 | <u>1</u>  | <u>33,277</u>  | <u>1,050</u>  | <u>35,131</u>  | <u>36,762</u>  | <u>39,707</u>  | <u>41,339</u>  |
| 29 | <u>2</u>  | <u>34,526</u>  | <u>1,106</u>  | <u>36,486</u>  | <u>38,212</u>  | <u>41,241</u>  | <u>42,965</u>  |
| 30 | <u>3</u>  | <u>36,090</u>  | <u>1,154</u>  | <u>38,135</u>  | <u>39,934</u>  | <u>43,023</u>  | <u>44,823</u>  |
| 31 | <u>4</u>  | <u>37,696</u>  | <u>1,218</u>  | <u>39,991</u>  | <u>41,740</u>  | <u>44,910</u>  | <u>46,658</u>  |
| 32 | <u>5</u>  | <u>39,397</u>  | <u>1,277</u>  | <u>41,660</u>  | <u>43,650</u>  | <u>46,907</u>  | <u>48,899</u>  |
| 33 | <u>6</u>  | <u>41,370</u>  | <u>1,346</u>  | <u>43,754</u>  | <u>45,851</u>  | <u>49,203</u>  | <u>51,299</u>  |
| 34 | <u>7</u>  | <u>43,458</u>  | <u>1,398</u>  | <u>45,937</u>  | <u>48,117</u>  | <u>51,536</u>  | <u>53,715</u>  |
| 35 | <u>8</u>  | <u>45,654</u>  | <u>1,453</u>  | <u>48,232</u>  | <u>50,494</u>  | <u>53,989</u>  | <u>56,257</u>  |
| 36 | <u>9</u>  | <u>47,994</u>  | <u>1,517</u>  | <u>50,688</u>  | <u>53,052</u>  | <u>56,640</u>  | <u>59,009</u>  |
| 37 | <u>10</u> | <u>50,562</u>  | <u>1,595</u>  | <u>53,381</u>  | <u>55,863</u>  | <u>59,544</u>  | <u>62,027</u>  |
| 38 | <u>11</u> | <u>53,259</u>  | <u>1,660</u>  | <u>56,193</u>  | <u>58,779</u>  | <u>62,552</u>  | <u>65,137</u>  |
| 39 | <u>12</u> | <u>55,996</u>  | <u>1,733</u>  | <u>59,069</u>  | <u>61,771</u>  | <u>65,647</u>  | <u>68,349</u>  |
| 40 | <u>13</u> | <u>59,054</u>  | <u>1,808</u>  | <u>62,255</u>  | <u>65,069</u>  | <u>69,046</u>  | <u>71,858</u>  |
| 41 | <u>14</u> | <u>62,234</u>  | <u>1,895</u>  | <u>65,586</u>  | <u>68,536</u>  | <u>72,626</u>  | <u>75,575</u>  |
| 42 | <u>15</u> | <u>65,506</u>  | <u>1,971</u>  | <u>68,998</u>  | <u>72,070</u>  | <u>76,266</u>  | <u>79,338</u>  |
| 43 | <u>16</u> | <u>68,959</u>  | <u>2,060</u>  | <u>72,608</u>  | <u>75,819</u>  | <u>80,137</u>  | <u>83,347</u>  |
| 44 | <u>17</u> | <u>72,697</u>  | <u>2,172</u>  | <u>76,536</u>  | <u>79,917</u>  | <u>84,380</u>  | <u>87,759</u>  |
| 45 | <u>18</u> | <u>76,616</u>  | <u>2,278</u>  | <u>80,653</u>  | <u>84,208</u>  | <u>88,823</u>  | <u>92,375</u>  |
| 46 | <u>19</u> | <u>80,562</u>  | <u>2,381</u>  | <u>84,777</u>  | <u>88,484</u>  | <u>93,233</u>  | <u>96,942</u>  |
| 47 | <u>20</u> | <u>84,509</u>  | <u>2,489</u>  | <u>88,918</u>  | <u>92,800</u>  | <u>97,699</u>  | <u>101,580</u> |
| 48 | <u>21</u> | <u>88,769</u>  | <u>2,593</u>  | <u>93,365</u>  | <u>97,412</u>  | <u>102,452</u> | <u>106,498</u> |
| 49 | <u>22</u> | <u>93,501</u>  | <u>2,747</u>  | <u>98,363</u>  | <u>102,639</u> | <u>107,883</u> | <u>112,161</u> |
| 50 | <u>23</u> | <u>98,018</u>  | <u>2,823</u>  | <u>103,027</u> | <u>107,435</u> | <u>112,789</u> | <u>117,195</u> |
| 51 | <u>24</u> | <u>102,925</u> | <u>2,928</u>  | <u>108,115</u> | <u>112,683</u> | <u>118,181</u> | <u>122,749</u> |
| 52 | <u>25</u> | <u>108,348</u> | <u>3,057</u>  | <u>113,760</u> | <u>118,527</u> | <u>124,190</u> | <u>128,954</u> |

53 3. Effective April 1, 2018:

| <u>Effective March 29, 2018 (Institutional) and</u> |             |              |               |               |               |               |
|---|-------------|--------------|---------------|---------------|---------------|---------------|
| <u>Effective April 5, 2018 (Administrative)</u>     |             |              |               |               |               |               |
|   |             | <u>Perf.</u> | <u>Perf.</u>  | <u>Perf.</u>  | <u>Perf.</u>  | <u>Perf.</u>  |
|   |             | <u>Ad-</u>   | <u>Ad-</u>    | <u>Ad-</u>    | <u>Ad-</u>    | <u>Ad-</u>    |
|   | <u>Hir-</u> | <u>vance</u> | <u>vance</u>  | <u>vance</u>  | <u>vance</u>  | <u>vance</u>  |
|   | <u>ing</u>  | <u>Step</u>  | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   |
| <u>SG</u>   | <u>Rate</u> | <u>1</u>     | <u>2</u>      | <u>3</u>      | <u>4</u>      | <u>5</u>      |
| 1   | 27,517      | 28,588       | 29,659        | 30,730        | 31,801        | 32,872        |
| 2   | 28,448      | 29,576       | 30,704        | 31,832        | 32,960        | 34,088        |
| 3   | 29,749      | 30,926       | 32,103        | 33,280        | 34,457        | 35,634        |
| 4   | 30,996      | 32,238       | 33,480        | 34,722        | 35,964        | 37,206        |
| 5   | 32,370      | 33,673       | 34,976        | 36,279        | 37,582        | 38,885        |
| 6   | 33,960      | 35,333       | 36,706        | 38,079        | 39,452        | 40,825        |
| 7   | 35,771      | 37,197       | 38,623        | 40,049        | 41,475        | 42,901        |
| 8   | 37,675      | 39,157       | 40,639        | 42,121        | 43,603        | 45,085        |
| 9   | 39,670      | 41,217       | 42,764        | 44,311        | 45,858        | 47,405        |
| 10  | 41,812      | 43,439       | 45,066        | 46,693        | 48,320        | 49,947        |
| 11  | 44,165      | 45,858       | 47,551        | 49,244        | 50,937        | 52,630        |
| 12  | 46,510      | 48,278       | 50,046        | 51,814        | 53,582        | 55,350        |
| 13  | 49,170      | 51,014       | 52,858        | 54,702        | 56,546        | 58,390        |
| 14  | 51,881      | 53,814       | 55,747        | 57,680        | 59,613        | 61,546        |
| 15  | 54,754      | 56,764       | 58,774        | 60,784        | 62,794        | 64,804        |
| 16  | 57,731      | 59,832       | 61,933        | 64,034        | 66,135        | 68,236        |
| 17  | 60,858      | 63,074       | 65,290        | 67,506        | 69,722        | 71,938        |
| 18  | 64,207      | 66,531       | 68,855        | 71,179        | 73,503        | 75,827        |
| 19  | 67,602      | 70,031       | 72,460        | 74,889        | 77,318        | 79,747        |
| 20  | 70,967      | 73,506       | 76,045        | 78,584        | 81,123        | 83,662        |
| 21  | 74,675      | 77,320       | 79,965        | 82,610        | 85,255        | 87,900        |
| 22  | 78,559      | 81,361       | 84,163        | 86,965        | 89,767        | 92,569        |
| 23  | 82,702      | 85,581       | 88,460        | 91,339        | 94,218        | 97,097        |
| 24  | 87,064      | 90,051       | 93,038        | 96,025        | 99,012        | 101,999       |
| 25  | 91,806      | 94,924       | 98,042        | 101,160       | 104,278       | 107,396       |
|   |             |              |               |               |               | <u>Long</u>   |
|   |             |              |               |               |               | <u>Max.</u>   |
|   |             |              | <u>10 Yr.</u> | <u>15 Yr.</u> | <u>20 Yr.</u> | <u>25 Yr.</u> |
|   | <u>Job</u>  | <u>Perf.</u> | <u>Long</u>   | <u>Long</u>   | <u>Long</u>   | <u>Long</u>   |
|   | <u>Rate</u> | <u>Adv.</u>  | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   |
| 1   | 33,943      | 1,071        | 35,834        | 37,498        | 40,502        | 42,166        |
| 2   | 35,216      | 1,128        | 37,215        | 38,976        | 42,065        | 43,824        |
| 3   | 36,811      | 1,177        | 38,897        | 40,732        | 43,883        | 45,719        |
| 4   | 38,448      | 1,242        | 40,789        | 42,573        | 45,806        | 47,589        |
| 5   | 40,188      | 1,303        | 42,496        | 44,526        | 47,848        | 49,880        |
| 6   | 42,198      | 1,373        | 44,630        | 46,769        | 50,188        | 52,326        |
| 7   | 44,327      | 1,426        | 46,856        | 49,079        | 52,567        | 54,789        |
| 8   | 46,567      | 1,482        | 49,197        | 51,504        | 55,069        | 57,382        |
| 9   | 48,952      | 1,547        | 51,700        | 54,111        | 57,771        | 60,187        |
| 10  | 51,574      | 1,627        | 54,449        | 56,981        | 60,736        | 63,268        |
| 11  | 54,323      | 1,693        | 57,316        | 59,953        | 63,802        | 66,439        |
| 12  | 57,118      | 1,768        | 60,252        | 63,009        | 66,962        | 69,718        |
| 13  | 60,234      | 1,844        | 63,499        | 66,369        | 70,426        | 73,294        |
| 14  | 63,479      | 1,933        | 66,898        | 69,907        | 74,079        | 77,087        |
| 15  | 66,814      | 2,010        | 70,376        | 73,509        | 77,789        | 80,923        |
| 16  | 70,337      | 2,101        | 74,059        | 77,334        | 81,739        | 85,013        |
| 17  | 74,154      | 2,216        | 78,070        | 81,518        | 86,071        | 89,517        |
| 18  | 78,151      | 2,324        | 82,269        | 85,895        | 90,602        | 94,225        |

|   |           |                |              |                |                |                |                |
|---|-----------|----------------|--------------|----------------|----------------|----------------|----------------|
| 1 | <u>19</u> | <u>82,176</u>  | <u>2,429</u> | <u>86,475</u>  | <u>90,256</u>  | <u>95,100</u>  | <u>98,884</u>  |
| 2 | <u>20</u> | <u>86,201</u>  | <u>2,539</u> | <u>90,698</u>  | <u>94,658</u>  | <u>99,655</u>  | <u>103,613</u> |
| 3 | <u>21</u> | <u>90,545</u>  | <u>2,645</u> | <u>95,233</u>  | <u>99,361</u>  | <u>104,502</u> | <u>108,629</u> |
| 4 | <u>22</u> | <u>95,371</u>  | <u>2,802</u> | <u>100,330</u> | <u>104,692</u> | <u>110,041</u> | <u>114,404</u> |
| 5 | <u>23</u> | <u>99,976</u>  | <u>2,879</u> | <u>105,085</u> | <u>109,581</u> | <u>115,042</u> | <u>119,537</u> |
| 6 | <u>24</u> | <u>104,986</u> | <u>2,987</u> | <u>110,280</u> | <u>114,939</u> | <u>120,547</u> | <u>125,206</u> |
| 7 | <u>25</u> | <u>110,514</u> | <u>3,118</u> | <u>116,034</u> | <u>120,897</u> | <u>126,673</u> | <u>131,532</u> |

8 4. Effective April 1, 2019:

9 Effective March 28, 2019 (Institutional) and  
 10 Effective April 4, 2019 (Administrative)

|    |             | <u>Perf.</u>  | <u>Perf.</u>  | <u>Perf.</u>   | <u>Perf.</u>   | <u>Perf.</u>   |
|----|-------------|---------------|---------------|----------------|----------------|----------------|
|    |             | <u>Ad-</u>    | <u>Ad-</u>    | <u>Ad-</u>     | <u>Ad-</u>     | <u>Ad-</u>     |
|    | <u>Hir-</u> | <u>vance</u>  | <u>vance</u>  | <u>vance</u>   | <u>vance</u>   | <u>vance</u>   |
|    | <u>ing</u>  | <u>Step</u>   | <u>Step</u>   | <u>Step</u>    | <u>Step</u>    | <u>Step</u>    |
|    | <u>Rate</u> | <u>1</u>      | <u>2</u>      | <u>3</u>       | <u>4</u>       | <u>5</u>       |
| 16 | <u>1</u>    | <u>28,067</u> | <u>29,160</u> | <u>30,253</u>  | <u>31,346</u>  | <u>32,439</u>  |
| 17 | <u>2</u>    | <u>29,017</u> | <u>30,168</u> | <u>31,319</u>  | <u>32,470</u>  | <u>33,621</u>  |
| 18 | <u>3</u>    | <u>30,344</u> | <u>31,545</u> | <u>32,746</u>  | <u>33,947</u>  | <u>35,148</u>  |
| 19 | <u>4</u>    | <u>31,616</u> | <u>32,883</u> | <u>34,150</u>  | <u>35,417</u>  | <u>36,684</u>  |
| 20 | <u>5</u>    | <u>33,017</u> | <u>34,346</u> | <u>35,675</u>  | <u>37,004</u>  | <u>38,333</u>  |
| 21 | <u>6</u>    | <u>34,639</u> | <u>36,040</u> | <u>37,441</u>  | <u>38,842</u>  | <u>40,243</u>  |
| 22 | <u>7</u>    | <u>36,486</u> | <u>37,941</u> | <u>39,396</u>  | <u>40,851</u>  | <u>42,306</u>  |
| 23 | <u>8</u>    | <u>38,429</u> | <u>39,941</u> | <u>41,453</u>  | <u>42,965</u>  | <u>44,477</u>  |
| 24 | <u>9</u>    | <u>40,463</u> | <u>42,041</u> | <u>43,619</u>  | <u>45,197</u>  | <u>46,775</u>  |
| 25 | <u>10</u>   | <u>42,648</u> | <u>44,308</u> | <u>45,968</u>  | <u>47,628</u>  | <u>49,288</u>  |
| 26 | <u>11</u>   | <u>45,048</u> | <u>46,775</u> | <u>48,502</u>  | <u>50,229</u>  | <u>51,956</u>  |
| 27 | <u>12</u>   | <u>47,440</u> | <u>49,243</u> | <u>51,046</u>  | <u>52,849</u>  | <u>54,652</u>  |
| 28 | <u>13</u>   | <u>50,153</u> | <u>52,034</u> | <u>53,915</u>  | <u>55,796</u>  | <u>57,677</u>  |
| 29 | <u>14</u>   | <u>52,919</u> | <u>54,891</u> | <u>56,863</u>  | <u>58,835</u>  | <u>60,807</u>  |
| 30 | <u>15</u>   | <u>55,849</u> | <u>57,899</u> | <u>59,949</u>  | <u>61,999</u>  | <u>64,049</u>  |
| 31 | <u>16</u>   | <u>58,886</u> | <u>61,029</u> | <u>63,172</u>  | <u>65,315</u>  | <u>67,458</u>  |
| 32 | <u>17</u>   | <u>62,075</u> | <u>64,335</u> | <u>66,595</u>  | <u>68,855</u>  | <u>71,115</u>  |
| 33 | <u>18</u>   | <u>65,491</u> | <u>67,862</u> | <u>70,233</u>  | <u>72,604</u>  | <u>74,975</u>  |
| 34 | <u>19</u>   | <u>68,954</u> | <u>71,432</u> | <u>73,910</u>  | <u>76,388</u>  | <u>78,866</u>  |
| 35 | <u>20</u>   | <u>72,386</u> | <u>74,976</u> | <u>77,566</u>  | <u>80,156</u>  | <u>82,746</u>  |
| 36 | <u>21</u>   | <u>76,169</u> | <u>78,867</u> | <u>81,565</u>  | <u>84,263</u>  | <u>86,961</u>  |
| 37 | <u>22</u>   | <u>80,130</u> | <u>82,988</u> | <u>85,846</u>  | <u>88,704</u>  | <u>91,562</u>  |
| 38 | <u>23</u>   | <u>84,356</u> | <u>87,293</u> | <u>90,230</u>  | <u>93,167</u>  | <u>96,104</u>  |
| 39 | <u>24</u>   | <u>88,805</u> | <u>91,852</u> | <u>94,899</u>  | <u>97,946</u>  | <u>100,993</u> |
| 40 | <u>25</u>   | <u>93,642</u> | <u>96,822</u> | <u>100,002</u> | <u>103,182</u> | <u>106,362</u> |

Long

Max.

|    |             |               | <u>10 Yr.</u> | <u>15 Yr.</u> | <u>20 Yr.</u> | <u>25 Yr.</u> |
|----|-------------|---------------|---------------|---------------|---------------|---------------|
|    | <u>Job</u>  | <u>Perf.</u>  | <u>Long</u>   | <u>Long</u>   | <u>Long</u>   | <u>Long</u>   |
|    | <u>Rate</u> | <u>Adv.</u>   | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   |
| 46 | <u>1</u>    | <u>34,625</u> | <u>1,093</u>  | <u>36,554</u> | <u>38,251</u> | <u>41,315</u> |
| 47 | <u>2</u>    | <u>35,923</u> | <u>1,151</u>  | <u>37,962</u> | <u>39,758</u> | <u>42,909</u> |
| 48 | <u>3</u>    | <u>37,550</u> | <u>1,201</u>  | <u>39,678</u> | <u>41,549</u> | <u>44,763</u> |
| 49 | <u>4</u>    | <u>39,218</u> | <u>1,267</u>  | <u>41,606</u> | <u>43,426</u> | <u>46,723</u> |
| 50 | <u>5</u>    | <u>40,991</u> | <u>1,329</u>  | <u>43,345</u> | <u>45,416</u> | <u>48,804</u> |
| 51 | <u>6</u>    | <u>43,045</u> | <u>1,401</u>  | <u>45,526</u> | <u>47,707</u> | <u>51,195</u> |
| 52 | <u>7</u>    | <u>45,216</u> | <u>1,455</u>  | <u>47,796</u> | <u>50,063</u> | <u>53,621</u> |
| 53 | <u>8</u>    | <u>47,501</u> | <u>1,512</u>  | <u>50,184</u> | <u>52,537</u> | <u>56,173</u> |

|    |    |                |              |                |                |                |                |
|----|----|----------------|--------------|----------------|----------------|----------------|----------------|
| 1  | 9  | <u>49,931</u>  | <u>1,578</u> | <u>52,734</u>  | <u>55,193</u>  | <u>58,926</u>  | <u>61,391</u>  |
| 2  | 10 | <u>52,608</u>  | <u>1,660</u> | <u>55,541</u>  | <u>58,123</u>  | <u>61,953</u>  | <u>64,536</u>  |
| 3  | 11 | <u>55,410</u>  | <u>1,727</u> | <u>58,463</u>  | <u>61,153</u>  | <u>65,079</u>  | <u>67,768</u>  |
| 4  | 12 | <u>58,258</u>  | <u>1,803</u> | <u>61,455</u>  | <u>64,267</u>  | <u>68,299</u>  | <u>71,110</u>  |
| 5  | 13 | <u>61,439</u>  | <u>1,881</u> | <u>64,769</u>  | <u>67,697</u>  | <u>71,835</u>  | <u>74,760</u>  |
| 6  | 14 | <u>64,751</u>  | <u>1,972</u> | <u>68,238</u>  | <u>71,308</u>  | <u>75,563</u>  | <u>78,631</u>  |
| 7  | 15 | <u>68,149</u>  | <u>2,050</u> | <u>71,782</u>  | <u>74,978</u>  | <u>79,344</u>  | <u>82,540</u>  |
| 8  | 16 | <u>71,744</u>  | <u>2,143</u> | <u>75,540</u>  | <u>78,881</u>  | <u>83,374</u>  | <u>86,714</u>  |
| 9  | 17 | <u>75,635</u>  | <u>2,260</u> | <u>79,629</u>  | <u>83,146</u>  | <u>87,790</u>  | <u>91,305</u>  |
| 10 | 18 | <u>79,717</u>  | <u>2,371</u> | <u>83,917</u>  | <u>87,616</u>  | <u>92,417</u>  | <u>96,112</u>  |
| 11 | 19 | <u>83,822</u>  | <u>2,478</u> | <u>88,207</u>  | <u>92,064</u>  | <u>97,004</u>  | <u>100,864</u> |
| 12 | 20 | <u>87,926</u>  | <u>2,590</u> | <u>92,513</u>  | <u>96,552</u>  | <u>101,649</u> | <u>105,686</u> |
| 13 | 21 | <u>92,357</u>  | <u>2,698</u> | <u>97,139</u>  | <u>101,349</u> | <u>106,593</u> | <u>110,803</u> |
| 14 | 22 | <u>97,278</u>  | <u>2,858</u> | <u>102,336</u> | <u>106,785</u> | <u>112,241</u> | <u>116,692</u> |
| 15 | 23 | <u>101,978</u> | <u>2,937</u> | <u>107,189</u> | <u>111,775</u> | <u>117,345</u> | <u>121,930</u> |
| 16 | 24 | <u>107,087</u> | <u>3,047</u> | <u>112,487</u> | <u>117,239</u> | <u>122,959</u> | <u>127,711</u> |
| 17 | 25 | <u>112,722</u> | <u>3,180</u> | <u>118,352</u> | <u>123,313</u> | <u>129,204</u> | <u>134,160</u> |

18 5. Effective April 1, 2020:

19 Effective March 26, 2020(Institutional) and  
 20 Effective April 2, 2020(Administrative)

|    |             | <u>Perf.</u> | <u>Perf.</u>  | <u>Perf.</u>  | <u>Perf.</u>  | <u>Perf.</u>  |
|----|-------------|--------------|---------------|---------------|---------------|---------------|
|    |             | <u>Ad-</u>   | <u>Ad-</u>    | <u>Ad-</u>    | <u>Ad-</u>    | <u>Ad-</u>    |
|    | <u>Hir-</u> | <u>vance</u> | <u>vance</u>  | <u>vance</u>  | <u>vance</u>  | <u>vance</u>  |
|    | <u>ing</u>  | <u>Step</u>  | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   |
|    | <u>Rate</u> | <u>1</u>     | <u>2</u>      | <u>3</u>      | <u>4</u>      | <u>5</u>      |
| 25 | <u>SG</u>   |              |               |               |               |               |
| 26 | <u>1</u>    | <u>28628</u> | <u>29743</u>  | <u>30858</u>  | <u>31973</u>  | <u>33088</u>  |
| 27 | <u>2</u>    | <u>29597</u> | <u>30771</u>  | <u>31945</u>  | <u>33119</u>  | <u>34293</u>  |
| 28 | <u>3</u>    | <u>30951</u> | <u>32176</u>  | <u>33401</u>  | <u>34626</u>  | <u>35851</u>  |
| 29 | <u>4</u>    | <u>32248</u> | <u>33540</u>  | <u>34832</u>  | <u>36124</u>  | <u>37416</u>  |
| 30 | <u>5</u>    | <u>33677</u> | <u>35033</u>  | <u>36389</u>  | <u>37745</u>  | <u>39101</u>  |
| 31 | <u>6</u>    | <u>35332</u> | <u>36761</u>  | <u>38190</u>  | <u>39619</u>  | <u>41048</u>  |
| 32 | <u>7</u>    | <u>37216</u> | <u>38700</u>  | <u>40184</u>  | <u>41668</u>  | <u>43152</u>  |
| 33 | <u>8</u>    | <u>39198</u> | <u>40740</u>  | <u>42282</u>  | <u>43824</u>  | <u>45366</u>  |
| 34 | <u>9</u>    | <u>41272</u> | <u>42882</u>  | <u>44492</u>  | <u>46102</u>  | <u>47712</u>  |
| 35 | <u>10</u>   | <u>43501</u> | <u>45194</u>  | <u>46887</u>  | <u>48580</u>  | <u>50273</u>  |
| 36 | <u>11</u>   | <u>45949</u> | <u>47711</u>  | <u>49473</u>  | <u>51235</u>  | <u>52997</u>  |
| 37 | <u>12</u>   | <u>48389</u> | <u>50228</u>  | <u>52067</u>  | <u>53906</u>  | <u>55745</u>  |
| 38 | <u>13</u>   | <u>51156</u> | <u>53075</u>  | <u>54994</u>  | <u>56913</u>  | <u>58832</u>  |
| 39 | <u>14</u>   | <u>53977</u> | <u>55989</u>  | <u>58001</u>  | <u>60013</u>  | <u>62025</u>  |
| 40 | <u>15</u>   | <u>56966</u> | <u>59057</u>  | <u>61148</u>  | <u>63239</u>  | <u>65330</u>  |
| 41 | <u>16</u>   | <u>60064</u> | <u>62250</u>  | <u>64436</u>  | <u>66622</u>  | <u>68808</u>  |
| 42 | <u>17</u>   | <u>63317</u> | <u>65622</u>  | <u>67927</u>  | <u>70232</u>  | <u>72537</u>  |
| 43 | <u>18</u>   | <u>66801</u> | <u>69219</u>  | <u>71637</u>  | <u>74055</u>  | <u>76473</u>  |
| 44 | <u>19</u>   | <u>70333</u> | <u>72861</u>  | <u>75389</u>  | <u>77917</u>  | <u>80445</u>  |
| 45 | <u>20</u>   | <u>73834</u> | <u>76476</u>  | <u>79118</u>  | <u>81760</u>  | <u>84402</u>  |
| 46 | <u>21</u>   | <u>77692</u> | <u>80444</u>  | <u>83196</u>  | <u>85948</u>  | <u>88700</u>  |
| 47 | <u>22</u>   | <u>81733</u> | <u>84648</u>  | <u>87563</u>  | <u>90478</u>  | <u>93393</u>  |
| 48 | <u>23</u>   | <u>86043</u> | <u>89039</u>  | <u>92035</u>  | <u>95031</u>  | <u>98027</u>  |
| 49 | <u>24</u>   | <u>90581</u> | <u>93689</u>  | <u>96797</u>  | <u>99905</u>  | <u>103013</u> |
| 50 | <u>25</u>   | <u>95515</u> | <u>98759</u>  | <u>102003</u> | <u>105247</u> | <u>108491</u> |
| 51 |             |              |               |               |               | <u>Long</u>   |
| 52 |             |              |               |               |               | <u>Max.</u>   |
| 53 |             |              | <u>10 Yr.</u> | <u>15 Yr.</u> | <u>20 Yr.</u> | <u>25 Yr.</u> |

|    | <u>Job</u>  | <u>Perf.</u>  | <u>Long</u> | <u>Long</u>   | <u>Long</u>   | <u>Long</u>   |
|----|-------------|---------------|-------------|---------------|---------------|---------------|
|    | <u>Rate</u> | <u>Adv.</u>   | <u>Step</u> | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   |
| 1  | <u>1</u>    | <u>35318</u>  | <u>1115</u> | <u>37286</u>  | <u>39017</u>  | <u>42142</u>  |
| 2  | <u>2</u>    | <u>36641</u>  | <u>1174</u> | <u>38721</u>  | <u>40553</u>  | <u>43767</u>  |
| 3  | <u>3</u>    | <u>38301</u>  | <u>1225</u> | <u>40472</u>  | <u>42380</u>  | <u>45658</u>  |
| 4  | <u>4</u>    | <u>40000</u>  | <u>1292</u> | <u>42436</u>  | <u>44292</u>  | <u>47655</u>  |
| 5  | <u>5</u>    | <u>41813</u>  | <u>1356</u> | <u>44214</u>  | <u>46327</u>  | <u>49782</u>  |
| 6  | <u>6</u>    | <u>43906</u>  | <u>1429</u> | <u>46437</u>  | <u>48661</u>  | <u>52219</u>  |
| 7  | <u>7</u>    | <u>46120</u>  | <u>1484</u> | <u>48752</u>  | <u>51064</u>  | <u>54693</u>  |
| 8  | <u>8</u>    | <u>48450</u>  | <u>1542</u> | <u>51187</u>  | <u>53587</u>  | <u>57295</u>  |
| 9  | <u>9</u>    | <u>50932</u>  | <u>1610</u> | <u>53791</u>  | <u>56299</u>  | <u>60107</u>  |
| 10 | <u>10</u>   | <u>53659</u>  | <u>1693</u> | <u>56651</u>  | <u>59284</u>  | <u>63191</u>  |
| 11 | <u>11</u>   | <u>56521</u>  | <u>1762</u> | <u>59635</u>  | <u>62379</u>  | <u>66383</u>  |
| 12 | <u>12</u>   | <u>59423</u>  | <u>1839</u> | <u>62684</u>  | <u>65552</u>  | <u>69665</u>  |
| 13 | <u>13</u>   | <u>62670</u>  | <u>1919</u> | <u>66067</u>  | <u>69053</u>  | <u>73274</u>  |
| 14 | <u>14</u>   | <u>66049</u>  | <u>2012</u> | <u>69606</u>  | <u>72737</u>  | <u>77077</u>  |
| 15 | <u>15</u>   | <u>69512</u>  | <u>2091</u> | <u>73218</u>  | <u>76478</u>  | <u>80931</u>  |
| 16 | <u>16</u>   | <u>73180</u>  | <u>2186</u> | <u>77052</u>  | <u>80460</u>  | <u>85043</u>  |
| 17 | <u>17</u>   | <u>77147</u>  | <u>2305</u> | <u>81221</u>  | <u>84808</u>  | <u>89545</u>  |
| 18 | <u>18</u>   | <u>81309</u>  | <u>2418</u> | <u>85593</u>  | <u>89366</u>  | <u>94263</u>  |
| 19 | <u>19</u>   | <u>85501</u>  | <u>2528</u> | <u>89974</u>  | <u>93908</u>  | <u>98947</u>  |
| 20 | <u>20</u>   | <u>89686</u>  | <u>2642</u> | <u>94365</u>  | <u>98485</u>  | <u>103683</u> |
| 21 | <u>21</u>   | <u>94204</u>  | <u>2752</u> | <u>99082</u>  | <u>103376</u> | <u>108725</u> |
| 22 | <u>22</u>   | <u>99223</u>  | <u>2915</u> | <u>104382</u> | <u>108920</u> | <u>114485</u> |
| 23 | <u>23</u>   | <u>104019</u> | <u>2996</u> | <u>109334</u> | <u>114012</u> | <u>119693</u> |
| 24 | <u>24</u>   | <u>109229</u> | <u>3108</u> | <u>114737</u> | <u>119584</u> | <u>125418</u> |
| 25 | <u>25</u>   | <u>114979</u> | <u>3244</u> | <u>120722</u> | <u>125782</u> | <u>131791</u> |

28 6. Effective April 1, 2021:

29 Effective March 25, 2021 (Institutional) and  
 30 Effective April 1, 2021 (Administrative)

|    |           | <u>Perf.</u> | <u>Perf.</u> | <u>Perf.</u> | <u>Perf.</u> | <u>Perf.</u> |
|----|-----------|--------------|--------------|--------------|--------------|--------------|
|    |           | <u>Ad-</u>   | <u>Ad-</u>   | <u>Ad-</u>   | <u>Ad-</u>   | <u>Ad-</u>   |
|    |           | <u>vance</u> | <u>vance</u> | <u>vance</u> | <u>vance</u> | <u>vance</u> |
|    |           | <u>Step</u>  | <u>Step</u>  | <u>Step</u>  | <u>Step</u>  | <u>Step</u>  |
|    | <u>SG</u> | <u>1</u>     | <u>2</u>     | <u>3</u>     | <u>4</u>     | <u>5</u>     |
| 31 | <u>1</u>  | <u>29201</u> | <u>30338</u> | <u>31475</u> | <u>32612</u> | <u>33749</u> |
| 32 | <u>2</u>  | <u>30189</u> | <u>31387</u> | <u>32585</u> | <u>33783</u> | <u>34981</u> |
| 33 | <u>3</u>  | <u>31570</u> | <u>32820</u> | <u>34070</u> | <u>35320</u> | <u>36570</u> |
| 34 | <u>4</u>  | <u>32893</u> | <u>34211</u> | <u>35529</u> | <u>36847</u> | <u>38165</u> |
| 35 | <u>5</u>  | <u>34351</u> | <u>35734</u> | <u>37117</u> | <u>38500</u> | <u>39883</u> |
| 36 | <u>6</u>  | <u>36039</u> | <u>37497</u> | <u>38955</u> | <u>40413</u> | <u>41871</u> |
| 37 | <u>7</u>  | <u>37960</u> | <u>39474</u> | <u>40988</u> | <u>42502</u> | <u>44016</u> |
| 38 | <u>8</u>  | <u>39982</u> | <u>41555</u> | <u>43128</u> | <u>44701</u> | <u>46274</u> |
| 39 | <u>9</u>  | <u>42097</u> | <u>43739</u> | <u>45381</u> | <u>47023</u> | <u>48665</u> |
| 40 | <u>10</u> | <u>44371</u> | <u>46098</u> | <u>47825</u> | <u>49552</u> | <u>51279</u> |
| 41 | <u>11</u> | <u>46868</u> | <u>48665</u> | <u>50462</u> | <u>52259</u> | <u>54056</u> |
| 42 | <u>12</u> | <u>49357</u> | <u>51233</u> | <u>53109</u> | <u>54985</u> | <u>56861</u> |
| 43 | <u>13</u> | <u>52179</u> | <u>54136</u> | <u>56093</u> | <u>58050</u> | <u>60007</u> |
| 44 | <u>14</u> | <u>55057</u> | <u>57109</u> | <u>59161</u> | <u>61213</u> | <u>63265</u> |
| 45 | <u>15</u> | <u>58105</u> | <u>60238</u> | <u>62371</u> | <u>64504</u> | <u>66637</u> |
| 46 | <u>16</u> | <u>61265</u> | <u>63495</u> | <u>65725</u> | <u>67955</u> | <u>70185</u> |
| 47 | <u>17</u> | <u>64583</u> | <u>66934</u> | <u>69285</u> | <u>71636</u> | <u>73987</u> |
| 48 | <u>18</u> | <u>68137</u> | <u>70603</u> | <u>73069</u> | <u>75535</u> | <u>78001</u> |

|    |           |               |               |               |               |               |               |
|----|-----------|---------------|---------------|---------------|---------------|---------------|---------------|
| 1  | <u>19</u> | <u>71740</u>  | <u>74319</u>  | <u>76898</u>  | <u>79477</u>  | <u>82056</u>  | <u>84635</u>  |
| 2  | <u>20</u> | <u>75311</u>  | <u>78006</u>  | <u>80701</u>  | <u>83396</u>  | <u>86091</u>  | <u>88786</u>  |
| 3  | <u>21</u> | <u>79246</u>  | <u>82053</u>  | <u>84860</u>  | <u>87667</u>  | <u>90474</u>  | <u>93281</u>  |
| 4  | <u>22</u> | <u>83368</u>  | <u>86341</u>  | <u>89314</u>  | <u>92287</u>  | <u>95260</u>  | <u>98233</u>  |
| 5  | <u>23</u> | <u>87764</u>  | <u>90820</u>  | <u>93876</u>  | <u>96932</u>  | <u>99988</u>  | <u>103044</u> |
| 6  | <u>24</u> | <u>92393</u>  | <u>95563</u>  | <u>98733</u>  | <u>101903</u> | <u>105073</u> | <u>108243</u> |
| 7  | <u>25</u> | <u>97425</u>  | <u>100734</u> | <u>104043</u> | <u>107352</u> | <u>110661</u> | <u>113970</u> |
| 8  |           |               |               |               |               |               | <u>Long</u>   |
| 9  |           |               |               |               |               |               | <u>Max</u>    |
| 10 |           |               | <u>10 Yr.</u> | <u>15 Yr.</u> | <u>20 Yr.</u> | <u>25 Yr.</u> |               |
| 11 |           | <u>Job</u>    | <u>Long</u>   | <u>Long</u>   | <u>Long</u>   | <u>Long</u>   |               |
| 12 |           | <u>Rate</u>   | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   |               |
| 13 | <u>1</u>  | <u>36023</u>  | <u>1137</u>   | <u>38030</u>  | <u>39796</u>  | <u>42983</u>  | <u>44749</u>  |
| 14 | <u>2</u>  | <u>37377</u>  | <u>1198</u>   | <u>39499</u>  | <u>41367</u>  | <u>44646</u>  | <u>46512</u>  |
| 15 | <u>3</u>  | <u>39070</u>  | <u>1250</u>   | <u>41284</u>  | <u>43231</u>  | <u>46574</u>  | <u>48523</u>  |
| 16 | <u>4</u>  | <u>40801</u>  | <u>1318</u>   | <u>43286</u>  | <u>45179</u>  | <u>48609</u>  | <u>50501</u>  |
| 17 | <u>5</u>  | <u>42649</u>  | <u>1383</u>   | <u>45098</u>  | <u>47253</u>  | <u>50777</u>  | <u>52935</u>  |
| 18 | <u>6</u>  | <u>44787</u>  | <u>1458</u>   | <u>47369</u>  | <u>49637</u>  | <u>53266</u>  | <u>55536</u>  |
| 19 | <u>7</u>  | <u>47044</u>  | <u>1514</u>   | <u>49729</u>  | <u>52087</u>  | <u>55788</u>  | <u>58146</u>  |
| 20 | <u>8</u>  | <u>49420</u>  | <u>1573</u>   | <u>52212</u>  | <u>54660</u>  | <u>58442</u>  | <u>60897</u>  |
| 21 | <u>9</u>  | <u>51949</u>  | <u>1642</u>   | <u>54865</u>  | <u>57423</u>  | <u>61308</u>  | <u>63872</u>  |
| 22 | <u>10</u> | <u>54733</u>  | <u>1727</u>   | <u>57785</u>  | <u>60471</u>  | <u>64456</u>  | <u>67143</u>  |
| 23 | <u>11</u> | <u>57650</u>  | <u>1797</u>   | <u>60826</u>  | <u>63625</u>  | <u>67709</u>  | <u>70507</u>  |
| 24 | <u>12</u> | <u>60613</u>  | <u>1876</u>   | <u>63939</u>  | <u>66865</u>  | <u>71060</u>  | <u>73984</u>  |
| 25 | <u>13</u> | <u>63921</u>  | <u>1957</u>   | <u>67386</u>  | <u>70432</u>  | <u>74737</u>  | <u>77780</u>  |
| 26 | <u>14</u> | <u>67369</u>  | <u>2052</u>   | <u>70997</u>  | <u>74191</u>  | <u>78618</u>  | <u>81810</u>  |
| 27 | <u>15</u> | <u>70903</u>  | <u>2133</u>   | <u>74683</u>  | <u>78008</u>  | <u>82550</u>  | <u>85876</u>  |
| 28 | <u>16</u> | <u>74645</u>  | <u>2230</u>   | <u>78594</u>  | <u>82071</u>  | <u>86745</u>  | <u>90219</u>  |
| 29 | <u>17</u> | <u>78689</u>  | <u>2351</u>   | <u>82844</u>  | <u>86503</u>  | <u>91335</u>  | <u>94992</u>  |
| 30 | <u>18</u> | <u>82933</u>  | <u>2466</u>   | <u>87303</u>  | <u>91151</u>  | <u>96146</u>  | <u>99990</u>  |
| 31 | <u>19</u> | <u>87214</u>  | <u>2579</u>   | <u>91776</u>  | <u>95789</u>  | <u>100929</u> | <u>104945</u> |
| 32 | <u>20</u> | <u>91481</u>  | <u>2695</u>   | <u>96254</u>  | <u>100456</u> | <u>105758</u> | <u>109958</u> |
| 33 | <u>21</u> | <u>96088</u>  | <u>2807</u>   | <u>101064</u> | <u>105443</u> | <u>110899</u> | <u>115279</u> |
| 34 | <u>22</u> | <u>101206</u> | <u>2973</u>   | <u>106468</u> | <u>111097</u> | <u>116773</u> | <u>121404</u> |
| 35 | <u>23</u> | <u>106100</u> | <u>3056</u>   | <u>111521</u> | <u>116293</u> | <u>122087</u> | <u>126858</u> |
| 36 | <u>24</u> | <u>111413</u> | <u>3170</u>   | <u>117031</u> | <u>121975</u> | <u>127926</u> | <u>132870</u> |
| 37 | <u>25</u> | <u>117279</u> | <u>3309</u>   | <u>123137</u> | <u>128298</u> | <u>134427</u> | <u>139583</u> |

38 7. Effective October 1, 2021:

39 Effective October 7, 2021 (Institutional) and  
 40 Effective September 30, 2021 (Administrative)

|    |             |              |              |              |              |              |
|----|-------------|--------------|--------------|--------------|--------------|--------------|
| 41 |             | <u>Perf.</u> | <u>Perf.</u> | <u>Perf.</u> | <u>Perf.</u> | <u>Perf.</u> |
| 42 |             | <u>Ad-</u>   | <u>Ad-</u>   | <u>Ad-</u>   | <u>Ad-</u>   | <u>Ad-</u>   |
| 43 | <u>Hir-</u> | <u>vance</u> | <u>vance</u> | <u>vance</u> | <u>vance</u> | <u>vance</u> |
| 44 | <u>ing</u>  | <u>Step</u>  | <u>Step</u>  | <u>Step</u>  | <u>Step</u>  | <u>Step</u>  |
| 45 | <u>SG</u>   | <u>1</u>     | <u>2</u>     | <u>3</u>     | <u>4</u>     | <u>5</u>     |
| 46 | <u>1</u>    | <u>29201</u> | <u>30338</u> | <u>31475</u> | <u>32612</u> | <u>33749</u> |
| 47 | <u>2</u>    | <u>30189</u> | <u>31387</u> | <u>32585</u> | <u>33783</u> | <u>34981</u> |
| 48 | <u>3</u>    | <u>31570</u> | <u>32820</u> | <u>34070</u> | <u>35320</u> | <u>36570</u> |
| 49 | <u>4</u>    | <u>32893</u> | <u>34211</u> | <u>35529</u> | <u>36847</u> | <u>38165</u> |
| 50 | <u>5</u>    | <u>34351</u> | <u>35734</u> | <u>37117</u> | <u>38500</u> | <u>39883</u> |
| 51 | <u>6</u>    | <u>36039</u> | <u>37497</u> | <u>38955</u> | <u>40413</u> | <u>41871</u> |
| 52 | <u>7</u>    | <u>37960</u> | <u>39474</u> | <u>40988</u> | <u>42502</u> | <u>44016</u> |
| 53 | <u>8</u>    | <u>39982</u> | <u>41555</u> | <u>43128</u> | <u>44701</u> | <u>46274</u> |

|    |             |               |               |               |               |               |               |
|----|-------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 1  | <u>9</u>    | <u>42097</u>  | <u>43739</u>  | <u>45381</u>  | <u>47023</u>  | <u>48665</u>  | <u>50307</u>  |
| 2  | <u>10</u>   | <u>44371</u>  | <u>46098</u>  | <u>47825</u>  | <u>49552</u>  | <u>51279</u>  | <u>53006</u>  |
| 3  | <u>11</u>   | <u>46868</u>  | <u>48665</u>  | <u>50462</u>  | <u>52259</u>  | <u>54056</u>  | <u>55853</u>  |
| 4  | <u>12</u>   | <u>49357</u>  | <u>51233</u>  | <u>53109</u>  | <u>54985</u>  | <u>56861</u>  | <u>58737</u>  |
| 5  | <u>13</u>   | <u>52179</u>  | <u>54136</u>  | <u>56093</u>  | <u>58050</u>  | <u>60007</u>  | <u>61964</u>  |
| 6  | <u>14</u>   | <u>55057</u>  | <u>57109</u>  | <u>59161</u>  | <u>61213</u>  | <u>63265</u>  | <u>65317</u>  |
| 7  | <u>15</u>   | <u>58105</u>  | <u>60238</u>  | <u>62371</u>  | <u>64504</u>  | <u>66637</u>  | <u>68770</u>  |
| 8  | <u>16</u>   | <u>61265</u>  | <u>63495</u>  | <u>65725</u>  | <u>67955</u>  | <u>70185</u>  | <u>72415</u>  |
| 9  | <u>17</u>   | <u>64583</u>  | <u>66934</u>  | <u>69285</u>  | <u>71636</u>  | <u>73987</u>  | <u>76338</u>  |
| 10 | <u>18</u>   | <u>68137</u>  | <u>70603</u>  | <u>73069</u>  | <u>75535</u>  | <u>78001</u>  | <u>80467</u>  |
| 11 | <u>19</u>   | <u>71740</u>  | <u>74319</u>  | <u>76898</u>  | <u>79477</u>  | <u>82056</u>  | <u>84635</u>  |
| 12 | <u>20</u>   | <u>75311</u>  | <u>78006</u>  | <u>80701</u>  | <u>83396</u>  | <u>86091</u>  | <u>88786</u>  |
| 13 | <u>21</u>   | <u>79246</u>  | <u>82053</u>  | <u>84860</u>  | <u>87667</u>  | <u>90474</u>  | <u>93281</u>  |
| 14 | <u>22</u>   | <u>83368</u>  | <u>86341</u>  | <u>89314</u>  | <u>92287</u>  | <u>95260</u>  | <u>98233</u>  |
| 15 | <u>23</u>   | <u>87764</u>  | <u>90820</u>  | <u>93876</u>  | <u>96932</u>  | <u>99988</u>  | <u>103044</u> |
| 16 | <u>24</u>   | <u>92393</u>  | <u>95563</u>  | <u>98733</u>  | <u>101903</u> | <u>105073</u> | <u>108243</u> |
| 17 | <u>25</u>   | <u>97425</u>  | <u>100734</u> | <u>104043</u> | <u>107352</u> | <u>110661</u> | <u>113970</u> |
| 18 |             |               |               |               |               |               | <u>Long</u>   |
| 19 |             |               |               |               |               |               | <u>Max.</u>   |
| 20 |             |               | <u>10 Yr.</u> | <u>15 Yr.</u> | <u>20 Yr.</u> | <u>25 Yr.</u> |               |
| 21 | <u>Job</u>  | <u>Perf.</u>  | <u>Long</u>   | <u>Long</u>   | <u>Long</u>   | <u>Long</u>   |               |
| 22 | <u>Rate</u> | <u>Adv.</u>   | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   | <u>Step</u>   |               |
| 23 | <u>1</u>    | <u>36023</u>  | <u>1137</u>   | <u>38030</u>  | <u>39796</u>  | <u>42983</u>  | <u>45249</u>  |
| 24 | <u>2</u>    | <u>37377</u>  | <u>1198</u>   | <u>39499</u>  | <u>41367</u>  | <u>44646</u>  | <u>47012</u>  |
| 25 | <u>3</u>    | <u>39070</u>  | <u>1250</u>   | <u>41284</u>  | <u>43231</u>  | <u>46574</u>  | <u>49023</u>  |
| 26 | <u>4</u>    | <u>40801</u>  | <u>1318</u>   | <u>43286</u>  | <u>45179</u>  | <u>48609</u>  | <u>51001</u>  |
| 27 | <u>5</u>    | <u>42649</u>  | <u>1383</u>   | <u>45098</u>  | <u>47253</u>  | <u>50777</u>  | <u>53435</u>  |
| 28 | <u>6</u>    | <u>44787</u>  | <u>1458</u>   | <u>47369</u>  | <u>49637</u>  | <u>53266</u>  | <u>56036</u>  |
| 29 | <u>7</u>    | <u>47044</u>  | <u>1514</u>   | <u>49729</u>  | <u>52087</u>  | <u>55788</u>  | <u>58646</u>  |
| 30 | <u>8</u>    | <u>49420</u>  | <u>1573</u>   | <u>52212</u>  | <u>54660</u>  | <u>58442</u>  | <u>61397</u>  |
| 31 | <u>9</u>    | <u>51949</u>  | <u>1642</u>   | <u>54865</u>  | <u>57423</u>  | <u>61308</u>  | <u>64372</u>  |
| 32 | <u>10</u>   | <u>54733</u>  | <u>1727</u>   | <u>57785</u>  | <u>60471</u>  | <u>64456</u>  | <u>67643</u>  |
| 33 | <u>11</u>   | <u>57650</u>  | <u>1797</u>   | <u>60826</u>  | <u>63625</u>  | <u>67709</u>  | <u>71007</u>  |
| 34 | <u>12</u>   | <u>60613</u>  | <u>1876</u>   | <u>63939</u>  | <u>66865</u>  | <u>71060</u>  | <u>74484</u>  |
| 35 | <u>13</u>   | <u>63921</u>  | <u>1957</u>   | <u>67386</u>  | <u>70432</u>  | <u>74737</u>  | <u>78280</u>  |
| 36 | <u>14</u>   | <u>67369</u>  | <u>2052</u>   | <u>70997</u>  | <u>74191</u>  | <u>78618</u>  | <u>82310</u>  |
| 37 | <u>15</u>   | <u>70903</u>  | <u>2133</u>   | <u>74683</u>  | <u>78008</u>  | <u>82550</u>  | <u>86376</u>  |
| 38 | <u>16</u>   | <u>74645</u>  | <u>2230</u>   | <u>78594</u>  | <u>82071</u>  | <u>86745</u>  | <u>90719</u>  |
| 39 | <u>17</u>   | <u>78689</u>  | <u>2351</u>   | <u>82844</u>  | <u>86503</u>  | <u>91335</u>  | <u>95492</u>  |
| 40 | <u>18</u>   | <u>82933</u>  | <u>2466</u>   | <u>87303</u>  | <u>91151</u>  | <u>96146</u>  | <u>100490</u> |
| 41 | <u>19</u>   | <u>87214</u>  | <u>2579</u>   | <u>91776</u>  | <u>95789</u>  | <u>100929</u> | <u>105445</u> |
| 42 | <u>20</u>   | <u>91481</u>  | <u>2695</u>   | <u>96254</u>  | <u>100456</u> | <u>105758</u> | <u>110458</u> |
| 43 | <u>21</u>   | <u>96088</u>  | <u>2807</u>   | <u>101064</u> | <u>105443</u> | <u>110899</u> | <u>115779</u> |
| 44 | <u>22</u>   | <u>101206</u> | <u>2973</u>   | <u>106468</u> | <u>111097</u> | <u>116773</u> | <u>121904</u> |
| 45 | <u>23</u>   | <u>106100</u> | <u>3056</u>   | <u>111521</u> | <u>116293</u> | <u>122087</u> | <u>127358</u> |
| 46 | <u>24</u>   | <u>111413</u> | <u>3170</u>   | <u>117031</u> | <u>121975</u> | <u>127926</u> | <u>133370</u> |
| 47 | <u>25</u>   | <u>117279</u> | <u>3309</u>   | <u>123137</u> | <u>128298</u> | <u>134427</u> | <u>140083</u> |

48 8. Effective April 1, 2022:

49 Effective April 7, 2022 (Institutional) and  
 50 Effective March 31, 2022 (Administrative)

|    |             |              |              |              |              |              |
|----|-------------|--------------|--------------|--------------|--------------|--------------|
| 51 |             | <u>Perf.</u> | <u>Perf.</u> | <u>Perf.</u> | <u>Perf.</u> | <u>Perf.</u> |
| 52 |             | <u>Ad-</u>   | <u>Ad-</u>   | <u>Ad-</u>   | <u>Ad-</u>   | <u>Ad-</u>   |
| 53 | <u>Hir-</u> | <u>vance</u> | <u>vance</u> | <u>vance</u> | <u>vance</u> | <u>vance</u> |



|    |    |        |        |        |        |        |        |
|----|----|--------|--------|--------|--------|--------|--------|
| 1  |    | ing    | Step   | Step   | Step   | Step   | Step   |
| 2  | SG | Rate   | 1      | 2      | 3      | 4      | 5      |
| 3  | 1  | 29785  | 30945  | 32105  | 33265  | 34425  | 35585  |
| 4  | 2  | 30793  | 32015  | 33237  | 34459  | 35681  | 36903  |
| 5  | 3  | 32201  | 33476  | 34751  | 36026  | 37301  | 38576  |
| 6  | 4  | 33551  | 34895  | 36239  | 37583  | 38927  | 40271  |
| 7  | 5  | 35038  | 36449  | 37860  | 39271  | 40682  | 42093  |
| 8  | 6  | 36760  | 38247  | 39734  | 41221  | 42708  | 44195  |
| 9  | 7  | 38719  | 40263  | 41807  | 43351  | 44895  | 46439  |
| 10 | 8  | 40782  | 42386  | 43990  | 45594  | 47198  | 48802  |
| 11 | 9  | 42939  | 44614  | 46289  | 47964  | 49639  | 51314  |
| 12 | 10 | 45258  | 47020  | 48782  | 50544  | 52306  | 54068  |
| 13 | 11 | 47805  | 49638  | 51471  | 53304  | 55137  | 56970  |
| 14 | 12 | 50344  | 52258  | 54172  | 56086  | 58000  | 59914  |
| 15 | 13 | 53223  | 55219  | 57215  | 59211  | 61207  | 63203  |
| 16 | 14 | 56158  | 58251  | 60344  | 62437  | 64530  | 66623  |
| 17 | 15 | 59267  | 61443  | 63619  | 65795  | 67971  | 70147  |
| 18 | 16 | 62490  | 64765  | 67040  | 69315  | 71590  | 73865  |
| 19 | 17 | 65875  | 68273  | 70671  | 73069  | 75467  | 77865  |
| 20 | 18 | 69500  | 72015  | 74530  | 77045  | 79560  | 82075  |
| 21 | 19 | 73175  | 75806  | 78437  | 81068  | 83699  | 86330  |
| 22 | 20 | 76817  | 79566  | 82315  | 85064  | 87813  | 90562  |
| 23 | 21 | 80831  | 83694  | 86557  | 89420  | 92283  | 95146  |
| 24 | 22 | 85035  | 88068  | 91101  | 94134  | 97167  | 100200 |
| 25 | 23 | 89519  | 92636  | 95753  | 98870  | 101987 | 105104 |
| 26 | 24 | 94241  | 97474  | 100707 | 103940 | 107173 | 110406 |
| 27 | 25 | 99374  | 102749 | 106124 | 109499 | 112874 | 116249 |
| 28 |    |        |        |        |        |        | Long   |
| 29 |    |        |        |        |        |        | Max.   |
| 30 |    |        |        | 10 Yr. | 15 Yr. | 20 Yr. | 25 Yr. |
| 31 |    | Job    | Perf.  | Long   | Long   | Long   | Long   |
| 32 |    | Rate   | Adv.   | Step   | Step   | Step   | Step   |
| 33 | 1  | 36745  | 1160   | 38792  | 40593  | 43844  | 46156  |
| 34 | 2  | 38125  | 1222   | 40289  | 42195  | 45539  | 47953  |
| 35 | 3  | 39851  | 1275   | 42109  | 44095  | 47505  | 50003  |
| 36 | 4  | 41615  | 1344   | 44150  | 46081  | 49579  | 52019  |
| 37 | 5  | 43504  | 1411   | 46002  | 48200  | 51795  | 54506  |
| 38 | 6  | 45682  | 1487   | 48316  | 50629  | 54331  | 57156  |
| 39 | 7  | 47983  | 1544   | 50722  | 53127  | 56902  | 59817  |
| 40 | 8  | 50406  | 1604   | 53254  | 55751  | 59608  | 62623  |
| 41 | 9  | 52989  | 1675   | 55963  | 58572  | 62535  | 65660  |
| 42 | 10 | 55830  | 1762   | 58943  | 61683  | 65747  | 68998  |
| 43 | 11 | 58803  | 1833   | 62043  | 64898  | 69063  | 72427  |
| 44 | 12 | 61828  | 1914   | 65221  | 68205  | 72484  | 75976  |
| 45 | 13 | 65199  | 1996   | 68733  | 71840  | 76231  | 79845  |
| 46 | 14 | 68716  | 2093   | 72417  | 75674  | 80190  | 83956  |
| 47 | 15 | 72323  | 2176   | 76179  | 79570  | 84203  | 88105  |
| 48 | 16 | 76140  | 2275   | 80168  | 83715  | 88482  | 92535  |
| 49 | 17 | 80263  | 2398   | 84501  | 88233  | 93162  | 97402  |
| 50 | 18 | 84590  | 2515   | 89047  | 92972  | 98067  | 102498 |
| 51 | 19 | 88961  | 2631   | 93614  | 97708  | 102950 | 107557 |
| 52 | 20 | 93311  | 2749   | 98179  | 102466 | 107874 | 112668 |
| 53 | 21 | 98009  | 2863   | 103085 | 107551 | 113116 | 118094 |
| 54 | 22 | 103233 | 3033   | 108600 | 113322 | 119111 | 124345 |
| 55 | 23 | 108221 | 3117   | 113750 | 118618 | 124528 | 129904 |



1 24 113639 3233 119369 124412 130482 136035  
 2 25 119624 3375 125599 130863 137115 142884

3 § 3. Subdivision 2 of section 207-a of the state finance law, as  
 4 amended by chapter 261 of the laws of 2012, is amended to read as  
 5 follows:

6 2. Where and to the extent that an agreement between the state and an  
 7 employee organization entered into pursuant to article fourteen of the  
 8 civil service law or an interest arbitration award issued pursuant to  
 9 subdivision four of section two hundred nine of the civil service law  
 10 between the state and an employee organization so provides on behalf of  
 11 employees in the collective negotiating unit designated as the security  
 12 services unit established pursuant to article fourteen of the civil  
 13 service law, and upon audit and warrant of the comptroller, the director  
 14 shall provide for the payment of moneys to such employee organization for  
 15 the establishment and maintenance of an employee benefit fund established  
 16 by the employee organization for the employees in the negotiating unit  
 17 covered by the controlling provision of such agreement or award providing  
 18 for such employee benefit fund, such amount to be determined consistent  
 19 with said agreement or award on the basis of the number of full-time  
 20 annual salaried employees, as determined by the comptroller, on the  
 21 payroll on the last day of the payroll period in which March first, two  
 22 thousand [~~nine~~] sixteen, falls for payments to be made on April first,  
 23 two thousand [~~nine~~] sixteen, on the last day of the payroll period in  
 24 which March first, two thousand [~~ten~~] seventeen falls for payments to be  
 25 made on April first, two thousand [~~ten~~] seventeen, on the last day of the  
 26 payroll period in which March first, two thousand [~~eleven~~] eighteen falls  
 27 for payments to be made on April first, two thousand [~~eleven~~] eighteen,  
 28 on the last day of the payroll period in which March first, two thousand  
 29 [~~twelve~~] nineteen falls for payments to be made on April first, two thou-  
 30 sand [~~twelve~~] nineteen, on the last day of the payroll period in which  
 31 March first, two thousand [~~thirteen~~] twenty falls for payments to be made  
 32 on April first, two thousand [~~thirteen~~] twenty, on the last day of the  
 33 payroll period in which March first, two thousand [~~fourteen~~] twenty-one  
 34 falls for payments to be made on April first, two thousand [~~fourteen~~]  
 35 twenty-one and, on the last day of the payroll period in which March  
 36 first, two thousand [~~fifteen~~] twenty-two falls for payments to be made on  
 37 April first, two thousand [~~fifteen~~] twenty-two. The amount, which will  
 38 be determined pursuant to this section, for employees who are paid from  
 39 special or administrative funds, other than the general fund or the capi-  
 40 tal projects fund of the state, will be paid from the appropriations as  
 41 provided by law, in which case the comptroller will establish procedures  
 42 to ensure repayment from said special or administrative funds. The direc-  
 43 tor may enter into an agreement with an employee organization which sets  
 44 forth the specific terms and conditions for the establishment and admin-  
 45 istration of an employee benefit fund as a condition for the transmittal  
 46 of moneys pursuant to this section.

47 § 4. Compensation for certain members of the collective negotiating  
 48 unit designated as the security services collective negotiating unit  
 49 pursuant to an agreement between the state of New York and the employee  
 50 organization representing such individuals.

51 1. The provisions of this section shall apply to full-time annual sala-  
 52 ried officers and employees in the collective negotiating unit designated  
 53 as the security services collective negotiating unit established pursuant  
 54 to article 14 of the civil service law (hereinafter "security services  
 55 unit") who are not eligible for binding interest arbitration pursuant to  
 56 subdivision 4 of section 209 of the civil service law (hereinafter

"employees who are ineligible for interest arbitration"). Notwithstanding the provisions of this section or any provision in this act, to be eligible for the retroactive pay increases set forth in this section, a member of the unit must have been on the payroll on the date of ratification of the agreement, and a retired employee must have been on the payroll on or after the effective date of the increase. Members who left the payroll before ratification or the effective date of the increase for a reason other than retirement are not eligible for retroactive pay for the increase.

2. Effective April 1, 2016, the basic annual salary of members of the security services unit who are ineligible for interest arbitration and who are in full-time annual salaried employment status on March 31, 2016, shall be increased by two percent.

3. Effective April 1, 2017, the basic annual salary of members of the security services unit who are ineligible for interest arbitration and who are in full-time annual salaried employment status on March 31, 2017, shall be increased by two percent.

4. Effective April 1, 2018, the basic annual salary of members of the security services unit who are ineligible for interest arbitration and who are in full-time annual salaried employment status on March 31, 2018, shall be increased by two percent.

5. Effective April 1, 2019, the basic annual salary of members of the security services unit who are ineligible for interest arbitration and who are in full-time annual salaried employment status on March 31, 2019, shall be increased by two percent.

6. Effective April 1, 2020, the basic annual salary of members of the security services unit who are ineligible for interest arbitration and who are in full-time annual salaried employment status on March 31, 2020, shall be increased by two percent.

7. Effective April 1, 2021, the basic annual salary of members of the security services unit who are ineligible for interest arbitration and who are in full-time annual salaried employment status on March 31, 2021, shall be increased in accordance with the salary schedule in effect pursuant to subparagraph 6 of paragraph f of subdivision 1 of section 130 of the civil service law.

8. Effective October 1, 2021, the basic annual salary of members of the security services unit who are ineligible for interest arbitration and who are in full-time annual salaried employment status on September 30, 2021 and at the twenty-five year longevity step, shall be increased by five hundred dollars.

9. Effective April 1, 2022, the basic annual salary of members of the security services unit who are ineligible for interest arbitration and who are in full-time annual salaried employment status on March 31, 2021, shall be increased by two percent.

10. Advancement within a salary grade. Payments pursuant to the provisions of subdivision 6 of section 131 of the civil service law for annual-salaried members of the security services unit who are entitled to such payments and who are ineligible for interest arbitration shall be payable pursuant to the terms of an agreement between the state of New York and an employee organization representing employees subject to the provisions of this section entered into pursuant to article 14 of the civil service law.

11. Effective April 1, 2009, pursuant to the terms of the agreement covering members of the security services unit who are ineligible for interest arbitration, for such unit members who are on the institutional or administrative payroll, the ten-year, the fifteen-year, the twenty-

1 year and the twenty-five-year longevity step payment for such unit  
2 members to whom the provisions of this section apply shall be that amount  
3 prescribed by paragraph f of subdivision 1 of section 130 of the civil  
4 service law as added by section one of this act.

5 12. Notwithstanding any of the foregoing provisions of this section, if  
6 the basic annual salary of such annual salaried unit members to whom the  
7 provisions of this section apply is identical with the hiring rate,  
8 performance advance step one, two, three, four, or five, the job rate,  
9 the ten-year longevity step, the fifteen-year longevity step, the twenty-  
10 ty-year longevity step, or the twenty-five-year longevity step of the  
11 salary grade of his or her position on the effective dates of the  
12 increases provided by this section, respectively, for such unit members  
13 to whom the provisions of this section apply on the institutional or  
14 administrative payroll, such basic annual salary shall be increased to  
15 the hiring rate, performance advance step one, two, three, four or five,  
16 the job rate, the ten-year longevity step, the fifteen-year longevity  
17 step, the twenty-year longevity step or the twenty-five-year longevity  
18 step of such salary grade as contained in paragraph f of subdivision 1 of  
19 section 130 of the civil service law, as added by section one of this  
20 act, to take effect on the dates provided in paragraph f of subdivision 1  
21 of section 130 of the civil service law, as added by section one of this  
22 act. The increases in basic annual salary provided by this subdivision  
23 shall be in lieu of any increase in basic annual salary provided for in  
24 subdivisions two, three, four, five, six, seven, eight and nine of this  
25 section.

26 13. If an unencumbered position is one, which if encumbered, would be  
27 subject to the provisions of this section, the salary of such position  
28 shall be increased by the salary increase amounts specified in this  
29 section. If a position is created, and is filled by the appointment of  
30 such unit members to whom the provisions of this section apply, the sala-  
31 ry otherwise provided for such position shall be increased in the same  
32 manner as though such position had been in existence but unencumbered.  
33 Notwithstanding the provisions of this section, the director of the divi-  
34 sion of the budget may reduce the salary of any such position, which is  
35 or becomes vacant.

36 14. The increases in salary payable pursuant to this section shall  
37 apply on a prorated basis to officers and employees, otherwise eligible  
38 to receive an increase in salary pursuant to this section, who are paid  
39 on an hourly or per diem basis, who are employees serving on a part-time  
40 or seasonal basis, or who are employees paid on any basis other than at  
41 an annual salaried rate; except that the provisions of subdivisions ten,  
42 eleven and twelve of this section shall not apply to employees serving on  
43 an hourly, per diem, or seasonal basis, except as determined by the  
44 director of the budget.

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

48 16. In order to provide for the officers and employees to whom this  
49 section applies who are not allocated to salary grades, performance  
50 advancements and payments in proportion to those provided to persons to  
51 whom this section applies who are allocated to salary grades, the direc-  
52 tor of the budget is authorized to add appropriate adjustments to the  
53 compensation which such officers and employees are otherwise entitled to  
54 receive. The director of the budget shall issue certificates which shall  
55 contain schedules of positions and the salaries thereof for which adjust-  
56 ments are made pursuant to the provisions of this subdivision, and a copy

1 of each such certificate shall be filed with the state comptroller, the  
2 department of civil service, the chair of the senate finance committee  
3 and the chair of the assembly ways and means committee.

4 17. Notwithstanding any of the foregoing provisions of this section,  
5 any increase in compensation may be withheld in whole or in part from any  
6 such unit members to whom the provisions of this section apply when, in  
7 the opinion of the director of the division of the budget and the direc-  
8 tor of employee relations, such increase is not warranted or is not  
9 appropriate for any reason.

10 § 5. Compensation for members of the collective negotiating unit desig-  
11 nated as security services pursuant to an agreement between the state of  
12 New York and the employee organization representing such individuals  
13 entered into pursuant to article 14 of the civil service law (hereinafter  
14 "the agreement" or "an agreement").

15 1. The provisions of this section shall apply to annual salaried  
16 members of the security services collective negotiating unit employed  
17 within the state department of corrections and community supervision, who  
18 are designated as peace officers pursuant to section 2.10 of the criminal  
19 procedure law. Notwithstanding the provisions of this subdivision, a  
20 retired employee is eligible for the respective retroactive pay increases  
21 set forth in this subdivision only if he/she was on the payroll on or  
22 after the effective date of the respective retroactive pay increases set  
23 forth in this subdivision. Notwithstanding the provisions of this section  
24 or any provision in this act, to be eligible for the retroactive pay  
25 increases set forth in this section, a member of the unit must have been  
26 on the payroll on the date of ratification of the agreement, and a  
27 retired employee must have been on the payroll on or after the effective  
28 date of the increase. Members who left the payroll before ratification or  
29 the effective date of the increase for a reason other than retirement are  
30 not eligible for retroactive pay for the increase.

31 2. Effective April 1, 2016, the basic annual salary of those members  
32 who are in annual salaried employment status on March 31, 2016, shall be  
33 increased by two percent.

34 3. Effective April 1, 2017, the basic annual salary of those members  
35 who are in annual salaried employment status on March 31, 2017, shall be  
36 increased by two percent.

37 4. Effective April 1, 2018, the basic annual salary of those members  
38 who are in annual salaried employment status on March 31, 2018, shall be  
39 increased by two percent.

40 5. Effective April 1, 2019, the basic annual salary of those members  
41 who are in annual salaried employment status on March 31, 2019, shall be  
42 increased by two percent.

43 6. Effective April 1, 2020, the basic annual salary of those members  
44 who are in annual salaried employment status on March 31, 2020, shall be  
45 increased by two percent.

46 7. Effective April 1, 2021, the basic annual salary of those members  
47 who are in annual salaried employment status on March 31, 2021, shall be  
48 increased by two percent.

49 8. Effective October 1, 2021, the basic annual salary of those members  
50 who are in annual salaried employment status on March 31, 2021 and at the  
51 twenty-five-year longevity step, shall be increased by five hundred  
52 dollars.

53 9. Effective April 1, 2022, the basic annual salary of those members  
54 who are in annual salaried employment status on March 31, 2022, shall be  
55 increased by two percent.

1 10. Advancement within a salary grade. Payments pursuant to the  
2 provisions of subdivision 6 of section 131 of the civil service law for  
3 all annual-salaried officers and employees in the security services unit  
4 who are entitled to such payments shall be payable pursuant to the terms  
5 of an agreement between the state of New York and an employee organiza-  
6 tion representing employees subject to the provisions of this section  
7 entered into pursuant to article 14 of the civil service law.

8 11. Effective April 1, 2009, pursuant to the terms of an agreement  
9 covering those members of the security services collective negotiating  
10 unit who are employed with the state department of corrections and commu-  
11 nity supervision and who are designated as peace officers pursuant to  
12 section 2.10 of the criminal procedure law, for such unit members who are  
13 on the institutional or administrative payroll, the ten year, fifteen  
14 year, twenty year and twenty-five-year longevity step payment for such  
15 unit members to whom the provisions of this section apply shall be that  
16 amount prescribed by paragraph g of subdivision 1 of section 130 of the  
17 civil service law as added by section two of this act.

18 12. Notwithstanding any of the foregoing provisions of this section, if  
19 the basic annual salary of such annual salaried unit members to whom the  
20 provisions of this section apply is identical with the hiring rate,  
21 performance advance step one, two, three, four, or five, the job rate,  
22 the ten-year longevity step, the fifteen-year longevity step, the twen-  
23 ty-year longevity step, or the twenty-five-year longevity step of the  
24 salary grade of his or her position on the effective dates of the  
25 increases provided by this section, respectively, for such unit members  
26 to whom the provisions of this section apply on the institutional or  
27 administrative payroll, such basic annual salary shall be increased to  
28 the hiring rate, performance advance step one, two, three, four or five,  
29 the job rate, the ten-year longevity step, the fifteen-year longevity  
30 step, the twenty-year longevity step or the twenty-five-year longevity  
31 step of such salary grade as contained in paragraph g of subdivision 1 of  
32 section 130 of the civil service law, as added by section two of this  
33 act, to take effect on the dates provided in paragraph g of subdivision 1  
34 of section 130 of the civil service law, as added by section two of this  
35 act. The increases in basic annual salary provided by this subdivision  
36 shall be in lieu of any increase in basic annual salary provided for in  
37 subdivisions two, three, four, five, six, seven, eight and nine of this  
38 section.

39 13. If an unencumbered position is one which if encumbered, would be  
40 subject to the provisions of this section, the salary of such position  
41 shall be increased by the salary increase amounts specified in this  
42 section. If a position is created and is filled by the appointment of  
43 such unit member to whom the provisions of this section apply, the salary  
44 otherwise provided for such position shall be increased in the same  
45 manner as though such position had been in existence but unencumbered.  
46 Notwithstanding the provisions of this section, the director of the budg-  
47 et may reduce the salary of any such position, which is or becomes  
48 vacant.

49 14. The increases in salary payable pursuant to this section shall  
50 apply on a prorated basis to officers and employees, otherwise eligible  
51 to receive an increase in salary pursuant to this section, who are paid  
52 on an hourly or per diem basis, employees serving on a part-time or  
53 seasonal basis and employees paid on any basis other than at an annual  
54 salaried rate; except that the provisions of subdivisions ten, eleven and  
55 twelve of this section shall not apply to employees serving on an hourly,

1 per diem, or seasonal basis, except as determined by the director of the  
2 budget.

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

6 16. In order to provide for the annual salaried officers and employees  
7 to whom this section applies who are not allocated to salary grades,  
8 performance advancements and payments in proportion to those provided to  
9 persons to whom this section applies who are allocated to salary grades,  
10 the director of the budget is authorized to add appropriate adjustments  
11 to the compensation which such officers and employees are otherwise enti-  
12 tled to receive. The director of the budget shall issue certificates  
13 which shall contain schedules of positions and the salaries thereof for  
14 which adjustments are made pursuant to the provisions of this subdivi-  
15 sion, and a copy of each such certificate shall be filed with the state  
16 comptroller, the department of civil service, the chair of the senate  
17 finance committee and the chair of the assembly ways and means committee.

18 17. Notwithstanding any of the foregoing provisions of this section,  
19 any increase in compensation may be withheld in whole or in part from any  
20 such unit members to whom the provisions of this section apply when, in  
21 the opinion of the director of the budget and the director of employee  
22 relations, such increase is not warranted or is not appropriate for any  
23 reason.

24 § 6. Additional compensation for certain members of the security  
25 services unit who are in full-time annual salaried employment status and  
26 who are ineligible for interest arbitration, in recognition of pre-shift  
27 briefing.

28 1. In recognition of the general requirement for full-time employees of  
29 the state in the security services unit to assemble for briefing prior to  
30 the commencement of duties, where and to the extent an agreement so  
31 provides, each such employee except such an employee receiving additional  
32 compensation pursuant to subdivision 5 of section 134 of the civil  
33 service law, shall receive additional compensation in recognition of  
34 pre-shift briefing.

35 2. Each such employee holding such a position in the security services  
36 unit shall be compensated for pre-shift briefing in accordance with the  
37 terms of the agreement covering certain members of the security services  
38 unit. Pursuant to that agreement, effective April 1, 2016, each such unit  
39 member to whom the provisions of this subdivision apply shall continue to  
40 receive a minimum of six dollars for each day while in payroll status  
41 when such pre-shift briefing time is not otherwise compensated at a  
42 greater amount at the one and one-half times the hourly rate of pay  
43 provided for by subdivision 1 of section 134 of the civil service law and  
44 the rules and regulations of the director of the budget. No payments  
45 authorized pursuant to this subdivision and such negotiated agreement  
46 shall be made to an employee who is in non-pay status for that day.

47 3. Any such additional compensation pursuant to this subdivision shall  
48 be paid in addition to and shall not be a part of the employee's basic  
49 annual salary and shall not be included as compensation for the purposes  
50 of computation of overtime pay, provided, however, that such additional  
51 compensation shall be included for retirement purposes. Notwithstanding  
52 the foregoing provisions of this subdivision or of any other law, such  
53 additional compensation shall be in lieu of the continuation of any other  
54 additional compensation for such employees in recognition of pre-shift  
55 briefing.

§ 7. Additional compensation for annual salaried members of the security services collective negotiating unit who are employed within the state department of corrections and community supervision and who are designated as peace officers, pursuant to section 2.10 of the criminal procedure law, in recognition of pre-shift briefing.

1. In recognition of the general requirement for these unit members to assemble for briefing prior to the commencement of duties, where and to the extent an agreement so provides on behalf of such unit members to whom the provisions of this subdivision apply on behalf of each such employee except such employee receiving additional compensation pursuant to subdivision 5 of section 134 of the civil service law, such members shall continue to receive additional compensation in recognition of pre-shift briefing.

2. Each such unit member to whom the provisions of this subdivision apply, shall continue to receive a minimum of eight dollars for each day while in payroll status when such pre-shift briefing time is not otherwise compensated at a greater amount at the 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. Each such unit member to whom the provisions of this subdivision apply, subject to the provisions of this subdivision, shall continue to receive a minimum of forty dollars per week in addition to base pay. No payments authorized pursuant to this subdivision shall be made to an employee who is in non-pay status for that day.

3. Any such additional compensation pursuant to this subdivision, 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 subdivision or of any other law, such additional compensation as added by this subdivision shall be in lieu of the continuation of any other additional compensation for such unit members in recognition of pre-shift briefing.

§ 8. Location compensation for certain state officers and employees in the collective negotiating unit designated as security services. 1. Pursuant to the terms of an agreement covering certain members of the security services unit who are ineligible for interest arbitration, and notwithstanding any inconsistent provision of law, rule or regulation to the contrary, all members of the security services unit who are ineligible for interest arbitration, and are full-time annual salaried employees and whose principal place of employment or, in the case of a field employee, whose official station as determined in accordance with the regulations of the state comptroller, is in the city of New York or in the county of Orange, Putnam, Dutchess, Nassau, Suffolk, Westchester or Rockland, shall receive locational compensation according to the following schedule:

|               | Orange/Putnam/Dutchess | NYC/Rock/Nassau/Suffolk/West |
|---------------|------------------------|------------------------------|
| April 1, 2016 | \$919                  | \$1722                       |
| April 1, 2017 | \$919                  | \$1722                       |
| April 1, 2018 | \$919                  | \$1722                       |
| April 1, 2019 | \$919                  | \$1722                       |
| April 1, 2020 | \$937                  | \$1756                       |
| April 1, 2021 | \$956                  | \$1791                       |
| April 1, 2022 | \$975                  | \$1827                       |

2. Pursuant to the terms of an agreement covering certain members of the security services unit who are ineligible for interest arbitration,

and notwithstanding any inconsistent provision of law, rule or regulation to the contrary, effective April 1, 2016, all such members of the security services 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 as determined in accordance with the regulations of the comptroller is located in the county of Monroe and who were eligible to receive locational pay on May 23, 1985 shall receive locational pay at the rate of two hundred dollars per year provided they continue to be otherwise eligible.

3. The locational compensation as set out in all subdivisions of this section shall be equally divided over the 26 payroll periods in each fiscal year and 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 locational pay shall be included as compensation for the purposes of computation of overtime pay and for retirement purposes.

§ 9. Locational compensation for certain members of the security services collective negotiating units. 1. Pursuant to the terms of an agreement covering certain members of the security services unit who are eligible for interest arbitration, and notwithstanding any inconsistent provision of law, rule or regulation to the contrary, all members of this unit who are employed by the state department of corrections and community supervision as peace officers pursuant to section 2.10 of the criminal procedure law, and are annual salaried employees and whose principal place of employment, or, in the case of a field employee, whose official station as determined in accordance with the regulations of the state comptroller, is located in the city of New York, or in the county of Orange, Putnam, Dutchess, Rockland, Westchester, Nassau, or Suffolk, shall receive locational compensation according to the following schedule:

|               | Orange/Putnam/Dutchess | NYC/Rock/Nassau/Suffolk/West |
|---------------|------------------------|------------------------------|
| April 1, 2016 | \$1,280                | \$3,438                      |
| April 1, 2017 | \$1,280                | \$3,438                      |
| April 1, 2018 | \$1,280                | \$3,438                      |
| April 1, 2019 | \$1,280                | \$3,438                      |
| April 1, 2020 | \$1,306                | \$3,507                      |
| April 1, 2021 | \$1,332                | \$3,577                      |
| April 1, 2022 | \$1,359                | \$3,649                      |

2. The locational compensation as set out in all subdivisions of 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 locational compensation 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 26 payroll periods in each fiscal year.

§ 10. Continuation of locational compensation for certain officers and employees of the Hudson Valley developmental disabilities services office. 1. Notwithstanding any law, rule or regulation to the contrary, any officer or employee of the Hudson Valley developmental disabilities services office represented in the security services unit who is ineligible for interest arbitration and who is receiving locational pay pursuant to section 5 of chapter 174 of the laws of 1993 shall continue to receive such locational pay under the conditions and at the rates specified by such section 5 of chapter 174 of the laws of 1993.



2. Notwithstanding any law, rule or regulation to the contrary, any officer or employee of the Hudson Valley developmental disabilities services office represented in the security services unit who is ineligible for interest arbitration and who is receiving locational pay pursuant to subdivision 2 of section 11 of chapter 3 of the laws of 1996 shall continue to receive such locational pay under the conditions and at the rates specified by such subdivision 2 of section 11 of chapter 3 of the laws of 1996.

3. Notwithstanding this section or any other law, rule or regulation to the contrary, any officer or employee of the Hudson Valley developmental disabilities services office represented in the security services unit who is ineligible for interest arbitration and who is receiving locational pay pursuant to said section ten of this act shall continue to be eligible for such locational pay if such officer's or employee's principal place of employment is changed to a location outside of the county of Rockland as the result of a reduction or redeployment of staff, provided, however, that such officer or employee is reassigned to or otherwise appointed or promoted to a different position at another work location within such Hudson Valley developmental disabilities services office located outside of the county of Rockland. The rate of such continued locational pay shall not exceed the rate such officer or employee is receiving on the date of such reassignment, appointment or promotion.

§ 11. Inconvenience pay. 1. Pursuant to chapter 333 of the laws of 1969, as amended, and an agreement covering certain members of the security services unit who are ineligible for interest arbitration, are full-time annual salaried employees and, notwithstanding any inconsistent provision of law, rule or regulation to the contrary, where and to the extent that an agreement so provides, effective April 1, 2009, the inconvenience pay provided to eligible employees shall be increased by 3 percent to \$602 per year for working four or more hours between the hours of 6:00 p.m. and 6:00 a.m., except on an overtime basis. Effective April 1, 2016, the inconvenience pay provided to eligible employees shall continue to be \$626 per year for working 4 or more hours between the hours of 6:00 p.m. and 6:00 a.m., except on an overtime basis.

2. Pursuant to the terms of an agreement covering certain members of the security services unit who are eligible for interest arbitration and who are employed by the state department of corrections and community supervision and are designated as peace officers pursuant to section 2.10 of the criminal procedure law, effective April 1, 2016, the inconvenience pay paid to annual salaried unit members to whom the provisions of this section apply who work the evening shift as defined by the individual facilities within the department of corrections and community supervision, shall continue to be \$2,006. Effective April 1, 2016, the inconvenience pay paid to annual salaried unit members to whom the provisions of this section apply who work the night shift as defined by the individual facilities within the department of corrections and community supervision shall continue to be \$1,003. Such unit members to whom the provisions of this section apply who are on paid leave for line of duty injuries shall continue to receive inconvenience payments as provided above. Any such additional compensation pursuant to this section shall be included as compensation for retirement purposes.

§ 12. Facility security pay. Pursuant to the terms of an agreement covering certain members of the security services unit who are ineligible for interest arbitration, are full-time annual salaried employees and, notwithstanding any inconsistent provision of law, rule or regulation to the contrary, where and to the extent that an agreement so provides,

1 effective April 1, 2016, such eligible members of the security services  
2 unit shall continue to receive \$750 annually. This payment will be equal-  
3 ly divided over the 26 payroll periods in each fiscal year and shall  
4 count as compensation for overtime and retirement purposes.

5 § 13. Expanded duty pay. Pursuant to the terms of an agreement covering  
6 members of the security services unit who are employed within the state  
7 department of corrections and community supervision and who are design-  
8 ated as peace officers pursuant to section 2.10 of the criminal proce-  
9 dure law and notwithstanding any other provision of law, effective April  
10 1, 2016, such annual salaried unit members to whom the provisions of this  
11 section apply shall continue to be paid an expanded duty pay in the  
12 amount of \$2,600 per year. Payment for such compensation shall be equally  
13 divided over the 26 payroll periods of a fiscal year. Such compensation  
14 pursuant to this section shall be included as compensation for overtime  
15 and retirement purposes.

16 § 14. Hazardous duty pay. 1. Pursuant to the terms of an agreement  
17 covering certain members of the security services unit who are ineligible  
18 for interest arbitration, are full-time annual salaried employees, have  
19 completed one year of service in the bargaining unit and, notwithstanding  
20 any inconsistent provision of law, rule or regulation to the contrary,  
21 where and to the extent that an agreement so provides, effective April 1,  
22 2019, such eligible members of the security services unit shall receive  
23 \$150 annually. Effective April 1, 2020, this payment shall increase to  
24 \$200 annually. This payment will be equally divided over the 26 payroll  
25 periods in each fiscal year and shall be included as compensation for  
26 overtime and retirement purposes.

27 2. Pursuant to the terms of an agreement covering members of the secu-  
28 rity services unit who are employed within the state department of  
29 corrections and community supervision and who are designated as peace  
30 officers pursuant to section 2.10 of the criminal procedure law, have  
31 completed 1 year of service in the bargaining unit and notwithstanding  
32 any other provision of law, effective April 1, 2019, such annual salaried  
33 unit members to whom the provisions of this section apply shall receive  
34 \$750 annually. Such payment shall be increased to \$950 effective April 1,  
35 2020. Such payment shall be increased to \$1,150 effective April 1, 2021.  
36 Such payment shall be increased to \$1,500 effective October 1, 2021.  
37 Payment for such compensation shall be equally divided over the 26  
38 payroll periods of a fiscal year and shall be included as compensation  
39 for overtime and retirement purposes.

40 § 15. During the period April 1, 2016 through March 31, 2023, there  
41 shall be a statewide joint labor-management committee continued and  
42 administered pursuant to the terms of the agreement negotiated between  
43 the state and the employee organization representing employees in the  
44 collective negotiating unit designated as the security services unit  
45 established pursuant to article 14 of the civil service law which shall,  
46 after April 1, 2016 with the amounts available therefor, study and make  
47 recommendations concerning major issues of health benefits, employee  
48 assistance, performance evaluation, education and training, quality of  
49 work life and provide for the implementation of the terms of agreements  
50 of such committee. There shall also be a joint labor-management committee  
51 administered pursuant to the terms of the agreement to study the issue of  
52 excessive use of force and make joint recommendations on that subject and  
53 provide for employee training to be conducted by the state within amounts  
54 appropriated therefor.

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

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

7 § 17. Notwithstanding any law, rule or regulation to the contrary, any  
8 employees of the state in the security services unit who are ineligible  
9 for interest arbitration and who are eligible for additional compensation  
10 pursuant to subdivision 5 of section 134 of the civil service law shall  
11 be deemed ineligible for such additional compensation to the extent, in  
12 the manner and under the circumstances provided for in a negotiated  
13 agreement on behalf of such employees.

14 § 18. Notwithstanding any provision of law to the contrary, the appro-  
15 priations contained in this act shall be available to the state for the  
16 payment and publication of grievance and arbitration settlements and  
17 awards pursuant to articles 7 and 8 of the collective negotiating agree-  
18 ment between the state and the employee organization representing the  
19 collective negotiating unit designated as the security services unit  
20 established pursuant to article 14 of the civil service law.

21 § 19. The salary increases, benefit modifications, and any other  
22 modifications to terms and conditions of employment provided for by this  
23 act for state employees in the collective negotiating unit designated as  
24 the security services unit established pursuant to article 14 of the  
25 civil service law shall not be implemented until the director of employee  
26 relations shall have delivered to the director of the budget and the  
27 comptroller a letter certifying that there are in effect, with respect to  
28 such negotiating unit, collective negotiating agreements which provide  
29 for such increases and modifications, and which are fully executed in  
30 writing with the state pursuant to article 14 of the civil service law,  
31 and ratified pursuant to the ratification procedure of the employee  
32 organization certified pursuant to article 14 of the civil service law to  
33 represent such collective negotiating unit.

34 § 20. Date of entitlement to salary increase. Notwithstanding the  
35 provisions of this act or of any other provision of law to the contrary,  
36 the increases in salary or compensation of any members of the security  
37 services unit established pursuant to article 14 of the civil service law  
38 provided by this act shall be added to the salary of such member at the  
39 beginning of that payroll period the first day of which is nearest to the  
40 effective date of such increase as provided in this act, or at the begin-  
41 ning of the earlier of 2 payroll periods the first days of which are  
42 nearest but equally near to the effective date of such increase as  
43 provided in this act; provided, however, that for the purposes of deter-  
44 mining the salary of such unit members upon reclassification, reallo-  
45 cation, appointment, promotion, transfer, demotion, reinstatement, or  
46 other change of status, such salary increase shall be deemed to be effec-  
47 tive on the date thereof as prescribed by this act, with payment thereof  
48 pursuant to this section on a date prior thereto, instead of on such  
49 effective date, and shall not operate to confer any additional salary  
50 rights or benefits on such unit members. Notwithstanding the provisions  
51 of this section or any provision in this act, to be eligible for the  
52 retroactive pay increases set forth in this section, a member of the unit  
53 must have been on the payroll on the date of ratification of the agree-  
54 ment, and a retired employee must have been on the payroll on or after  
55 the effective date of the increase. Members who left the payroll before  
56 ratification or the effective date of the increase for a reason other

1 than retirement are not eligible for retroactive pay for the increase.  
2 Payment of such salary increase may be deferred pursuant to section twen-  
3 ty-one of this act.

4 § 21. Deferred payment of salary increase. Notwithstanding the  
5 provisions of any other section of this act, or of any other law to the  
6 contrary, pending payment pursuant to this act of the basic annual sala-  
7 ries and other compensation to incumbents of positions subject to this  
8 act, such incumbents shall receive, as partial compensation for services  
9 rendered, the rate of compensation otherwise payable in their respective  
10 positions. An incumbent holding a position subject to this act at any  
11 time during the period from April 1, 2016, until the time when basic  
12 annual salaries and other compensation are first paid pursuant to this  
13 act for such services in excess of the compensation actually received  
14 therefor, shall be entitled to a lump sum payment for the difference  
15 between the salary to which such incumbent is entitled for such services  
16 and the compensation actually received therefor in accordance with the  
17 terms of the agreement between the employee organization representing  
18 such members and the state. The amounts paid under this act shall count  
19 as compensation earned during the year or years for which it is calcu-  
20 lated and not as compensation earned wholly in the year in which it is  
21 paid. Notwithstanding any provision of law, rule or regulation to the  
22 contrary, no member of the security services unit to whom the provisions  
23 of this act apply shall be entitled to, or owed, any interest or other  
24 penalty for any reason on any monies due to such member pursuant to the  
25 terms of this act and the terms of the agreement covering employees in  
26 the security services unit.

27 § 22. Use of appropriations. Notwithstanding any provision of the state  
28 finance law or any other provision of law to the contrary, the state  
29 comptroller is authorized to pay any amounts required during the fiscal  
30 year commencing April 1, 2018 or April 1, 2019, by the provisions of this  
31 act for any state department or agency from any appropriation or other  
32 funds available to such state department or agency for personal service  
33 or for other related employee benefits during such fiscal year. To the  
34 extent that such appropriations are insufficient in any fund to accom-  
35 plish the purposes herein set forth, the director of the budget is  
36 authorized to allocate to the various departments and agencies, from any  
37 appropriations available in any fund, the amounts necessary to pay such  
38 amounts. The aforementioned appropriations shall be available for payment  
39 of any liabilities or obligations incurred prior to April 1, 2018 or  
40 April 1, 2019, in addition to current liabilities.

41 § 23. Notwithstanding any provision of the state finance law or any  
42 other provision of law to the contrary, the sum of \$423,011,000 is hereby  
43 appropriated in the general fund/state purposes account (10050) in  
44 miscellaneous-all state departments and agencies solely for  
45 apportionment/transfer by the director of the budget for use by any state  
46 department or agency in any fund for the period April 1, 2016 through  
47 March 31, 2020 to supplement appropriations for personal service, other  
48 than personal service and fringe benefits, and to carry out the  
49 provisions of this act. No money shall be available for expenditure from  
50 this appropriation until a certificate of approval has been issued by the  
51 director of the budget and a copy of such certificate or any amendment  
52 thereto has been filed with the state comptroller, the chair of the  
53 senate finance committee and the chair of the assembly ways and means  
54 committee. The monies hereby appropriated are available for payment of  
55 any liabilities or obligations incurred prior to or during the period  
56 April 1, 2016 through March 31, 2020. For this purpose, the monies appro-

1 priated shall remain in full force and effect for the payment of liabil-  
 2 ities incurred on or before March 31, 2020.

3 § 24. The several amounts as hereinafter set forth, or so much thereof  
 4 as may be necessary, are hereby appropriated from the fund so designated  
 5 for use by any state department or agency for the period April 1, 2016  
 6 through March 31, 2020 to supplement appropriations from each respective  
 7 fund available for other than personal service and fringe benefits, and  
 8 to carry out the provisions of this act. The monies hereby appropriated  
 9 are available for the payment of any liabilities or obligations incurred  
 10 prior to or during the period commencing April 1, 2016 through March 31,  
 11 2020. No money shall be available for expenditure from the monies appro-  
 12 priated until a certificate of approval has been issued by the director  
 13 of the budget and a copy of such certificate or any amendment thereto has  
 14 been filed with the state comptroller, the chair of the senate finance  
 15 committee and the chair of the assembly ways and means committee.

16 ALL STATE DEPARTMENTS AND AGENCIES

17 SPECIAL PAY BILLS

18 General Fund/State Operations  
 19 State Purposes Account - 003

20 NON PERSONAL SERVICE

|   |             |
|---|-------------|
| 21 Labor Management Committees .....        | \$1,221,000 |
| 22 Employee assistance program .....        | \$875,000   |
| 23 Joint committee on health benefits ..... | \$722,000   |
| 24 Contract administration .....            | \$200,000   |
| 25 Employee Benefit Fund .....              | \$3,662,000 |
| 26 Employee Training and Development .....  | \$694,000   |
| 27 Organizational alcoholism program .....  | \$683,000   |
| 28 Labor Management Training .....          | \$438,000   |
| 29 Prevention Training .....                | \$5,000,000 |
| 30 Family Benefits .....                    | \$1,883,000 |
| 31 Legal Defense Fund .....                 | \$150,000   |

32 § 25. This act shall take effect immediately and shall be deemed to  
 33 have been in full force and effect on and after April 1, 2016. Appropri-  
 34 ations made by this act shall remain in full force and effect for  
 35 liabilities incurred through March 31, 2020.

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REPEAL NOTE.-- Paragraph f of subdivision 1 of section 130 of the civil service law, repealed by section one of this act, provided salary schedules for state employees in the particular titles in the security services unit employees who are ineligible for interest arbitration and is replaced and revised by salary schedules in a new paragraph f of subdivision 1 of section 130 of the civil service law, as added by section one of this act implementing an agreement between the state and the employee organization representing such unit for employees in the security services unit who are ineligible for interest arbitration. The salary schedules for the remaining employees in the security services unit are contained in paragraph g of subdivision 1 of section 130 of the civil service law.

Paragraph g of subdivision 1 of section 130 of the civil service law, repealed by section two of this act, provided salary schedules for certain state employees who are members of the collective negotiating unit designated as security services who are employed by the state department of corrections and community supervision and are designated as peace officers pursuant to section 2.10 of the criminal procedure law. They are replaced by revised salary schedules in a new paragraph g of subdivision 1 of section 130 of the civil service law, as added by section two of this act.

## PART D

SALARIES AND BENEFITS FOR CERTAIN STATE  
OFFICERS AND EMPLOYEES EXCLUDED FROM  
COLLECTIVE NEGOTIATING UNITS FOR 2019-2020

Section 1. Paragraph d of subdivision 1 of section 130 of the civil service law is amended by adding two new subparagraphs 4 and 5 to read as follows:

(4) Effective April first, two thousand nineteen:

| <u>GRADE</u>  | <u>HIRING RATE</u> | <u>JOB RATE</u>  |
|---------------|--------------------|------------------|
| <u>M/C 3</u>  | <u>\$27,216</u>    | <u>\$34,792</u>  |
| <u>M/C 4</u>  | <u>\$28,417</u>    | <u>\$36,371</u>  |
| <u>M/C 5</u>  | <u>\$30,122</u>    | <u>\$38,136</u>  |
| <u>M/C 6</u>  | <u>\$31,399</u>    | <u>\$40,092</u>  |
| <u>M/C 7</u>  | <u>\$33,210</u>    | <u>\$42,263</u>  |
| <u>M/C 8</u>  | <u>\$35,033</u>    | <u>\$44,439</u>  |
| <u>M/C 9</u>  | <u>\$37,034</u>    | <u>\$46,805</u>  |
| <u>M/C 10</u> | <u>\$39,030</u>    | <u>\$49,403</u>  |
| <u>M/C 11</u> | <u>\$41,398</u>    | <u>\$52,144</u>  |
| <u>M/C 12</u> | <u>\$43,583</u>    | <u>\$54,879</u>  |
| <u>M/C 13</u> | <u>\$46,117</u>    | <u>\$57,929</u>  |
| <u>M/C 14</u> | <u>\$48,857</u>    | <u>\$61,114</u>  |
| <u>M/C 15</u> | <u>\$51,576</u>    | <u>\$64,414</u>  |
| <u>M/C 16</u> | <u>\$54,483</u>    | <u>\$67,850</u>  |
| <u>M/C 17</u> | <u>\$57,575</u>    | <u>\$71,593</u>  |
| <u>M/C 18</u> | <u>\$57,880</u>    | <u>\$71,823</u>  |
| <u>M/C 19</u> | <u>\$60,985</u>    | <u>\$75,559</u>  |
| <u>M/C 20</u> | <u>\$64,093</u>    | <u>\$79,347</u>  |
| <u>M/C 21</u> | <u>\$67,550</u>    | <u>\$83,446</u>  |
| <u>M/C 22</u> | <u>\$71,181</u>    | <u>\$87,829</u>  |
| <u>M/C 23</u> | <u>\$74,829</u>    | <u>\$93,491</u>  |
| <u>M 1</u>    | <u>\$80,768</u>    | <u>\$102,093</u> |
| <u>M 2</u>    | <u>\$89,574</u>    | <u>\$113,225</u> |
| <u>M 3</u>    | <u>\$99,415</u>    | <u>\$125,629</u> |
| <u>M 4</u>    | <u>\$109,956</u>   | <u>\$138,763</u> |
| <u>M 5</u>    | <u>\$122,092</u>   | <u>\$154,253</u> |
| <u>M 6</u>    | <u>\$135,179</u>   | <u>\$170,030</u> |
| <u>M 7</u>    | <u>\$149,004</u>   | <u>\$184,540</u> |
| <u>M 8</u>    | <u>\$125,632+</u>  |                  |

(5) Effective April first, two thousand twenty:

| <u>GRADE</u> | <u>HIRING RATE</u> | <u>JOB RATE</u> |
|--------------|--------------------|-----------------|
| <u>M/C 3</u> | <u>\$27,760</u>    | <u>\$35,488</u> |

|    |               |                   |                  |
|----|---------------|-------------------|------------------|
| 1  | <u>M/C 4</u>  | <u>\$28,985</u>   | <u>\$37,098</u>  |
| 2  | <u>M/C 5</u>  | <u>\$30,724</u>   | <u>\$38,899</u>  |
| 3  | <u>M/C 6</u>  | <u>\$32,027</u>   | <u>\$40,894</u>  |
| 4  | <u>M/C 7</u>  | <u>\$33,874</u>   | <u>\$43,108</u>  |
| 5  | <u>M/C 8</u>  | <u>\$35,734</u>   | <u>\$45,328</u>  |
| 6  | <u>M/C 9</u>  | <u>\$37,775</u>   | <u>\$47,741</u>  |
| 7  | <u>M/C 10</u> | <u>\$39,811</u>   | <u>\$50,391</u>  |
| 8  | <u>M/C 11</u> | <u>\$42,226</u>   | <u>\$53,187</u>  |
| 9  | <u>M/C 12</u> | <u>\$44,455</u>   | <u>\$55,977</u>  |
| 10 | <u>M/C 13</u> | <u>\$47,039</u>   | <u>\$59,088</u>  |
| 11 | <u>M/C 14</u> | <u>\$49,834</u>   | <u>\$62,336</u>  |
| 12 | <u>M/C 15</u> | <u>\$52,608</u>   | <u>\$65,702</u>  |
| 13 | <u>M/C 16</u> | <u>\$55,573</u>   | <u>\$69,207</u>  |
| 14 | <u>M/C 17</u> | <u>\$58,727</u>   | <u>\$73,025</u>  |
| 15 | <u>M/C 18</u> | <u>\$59,038</u>   | <u>\$73,259</u>  |
| 16 | <u>M/C 19</u> | <u>\$62,205</u>   | <u>\$77,070</u>  |
| 17 | <u>M/C 20</u> | <u>\$65,375</u>   | <u>\$80,934</u>  |
| 18 | <u>M/C 21</u> | <u>\$68,901</u>   | <u>\$85,115</u>  |
| 19 | <u>M/C 22</u> | <u>\$72,605</u>   | <u>\$89,586</u>  |
| 20 | <u>M/C 23</u> | <u>\$76,326</u>   | <u>\$95,361</u>  |
| 21 | <u>M 1</u>    | <u>\$82,383</u>   | <u>\$104,135</u> |
| 22 | <u>M 2</u>    | <u>\$91,365</u>   | <u>\$115,490</u> |
| 23 | <u>M 3</u>    | <u>\$101,403</u>  | <u>\$128,142</u> |
| 24 | <u>M 4</u>    | <u>\$112,155</u>  | <u>\$141,538</u> |
| 25 | <u>M 5</u>    | <u>\$124,534</u>  | <u>\$157,338</u> |
| 26 | <u>M 6</u>    | <u>\$137,883</u>  | <u>\$173,431</u> |
| 27 | <u>M 7</u>    | <u>\$151,984</u>  | <u>\$188,231</u> |
| 28 | <u>M 8</u>    | <u>\$128,145+</u> |                  |

29 § 2. Subdivision 1 of section 19 of the correction law, as added by  
30 section 2 of part B of chapter 8 of the laws of 2017, is amended to read  
31 as follows:

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

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

|    |  |                  |
|----|--|------------------|
| 40 | Effective April first, two thousand sixteen:         |                  |
| 41 | Hiring Rate  | Job Rate         |
| 42 | \$116,937  | \$159,580        |
| 43 | Effective April first, two thousand seventeen:       |                  |
| 44 | Hiring Rate  | Job Rate         |
| 45 | \$121,661  | \$166,027        |
| 46 | Effective April first, two thousand eighteen:        |                  |
| 47 | Hiring Rate  | Job Rate         |
| 48 | \$125,335  | \$171,041        |
| 49 | <u>Effective April first, two thousand nineteen:</u> |                  |
| 50 | <u>Hiring Rate</u>                                   | <u>Job Rate</u>  |
| 51 | <u>\$127,842</u>                                     | <u>\$174,462</u> |
| 52 | <u>Effective April first, two thousand twenty:</u>   |                  |
| 53 | <u>Hiring Rate</u>                                   | <u>Job Rate</u>  |
| 54 | <u>\$130,399</u>                                     | <u>\$177,951</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:

|             |           |
|-------------|-----------|
| Hiring Rate | Job Rate  |
| \$90,935    | \$114,914 |

Effective April first, two thousand seventeen:

|             |           |
|-------------|-----------|
| Hiring Rate | Job Rate  |
| \$94,609    | \$119,557 |

Effective April first, two thousand eighteen:

|             |           |
|-------------|-----------|
| Hiring Rate | Job Rate  |
| \$97,466    | \$123,168 |

Effective April first, two thousand nineteen:

|                    |                  |
|--------------------|------------------|
| <u>Hiring Rate</u> | <u>Job Rate</u>  |
| <u>\$99,415</u>    | <u>\$125,631</u> |

Effective April first, two thousand twenty:

|                    |                  |
|--------------------|------------------|
| <u>Hiring Rate</u> | <u>Job Rate</u>  |
| <u>\$101,403</u>   | <u>\$128,144</u> |

§ 3. Paragraph (b) of subdivision 8 of section 130 of the civil service law, as amended by section 3 of part B of chapter 10 of the laws of 2008, is amended to read as follows:

(b) Officers and employees to whom the provisions of this subdivision apply may receive lump sum merit awards in accordance with guidelines issued by the director of the budget within the appropriations made available therefor. Additionally, effective April first, nineteen hundred eighty-eight, and each April first thereafter, such officers and employees to whom the provisions of this subdivision apply whose basic annual salary equals or exceeds the job rate of the salary grade of their position who on their anniversary date have five or more years of continuous service as defined by paragraph (c) of subdivision three of this section at a basic annual salary rate equal to or in excess of the job rate or maximum salary of their salary grade and whose basic annual salary is less than eight hundred seventy-five dollars during fiscal year two thousand seven-two thousand eight, one thousand dollars during fiscal year two thousand two thousand eight-two thousand nine, and one thousand one hundred twenty-five dollars during fiscal year two thousand nine-two thousand ten, in excess of the job rate of the salary grade of their position shall on such anniversary date have their basic annual salary as otherwise effective increased by a longevity payment in the amount of eight hundred seventy-five dollars during fiscal year two thousand seven-two thousand eight, one thousand dollars during fiscal year two thousand eight-two thousand nine, and one thousand one hundred twenty-five dollars during fiscal year two thousand nine-two thousand ten, except that such officers and employees who on their anniversary date have ten or more years of continuous service as defined by paragraph (c) of subdivision three of this section at a basic annual salary rate equal to or in excess of the job rate or maximum salary of the salary grade of their position and whose basic annual salary is less than one thousand seven hundred fifty dollars during fiscal year two thousand seven-two thousand eight, two thousand dollars during fiscal year two thousand eight-two thousand nine, and two thousand two hundred fifty dollars during fiscal year two thousand nine-two thousand ten in excess of the job rate of the salary grade of their position shall on such anniversary date receive a longevity payment increasing their basic annual salary to that of the job rate of the salary grade of their position increased by one thousand seven hundred fifty dollars during fiscal year two thousand



1 seven-two thousand eight, two thousand dollars during fiscal year two  
2 thousand eight-two thousand nine, and two thousand two hundred fifty  
3 dollars during fiscal year two thousand nine-two thousand ten. Such  
4 increases shall be effective at the beginning of the pay period follow-  
5 ing the anniversary date upon which the required service is attained.  
6 Effective April first, two thousand ten, however, such longevity  
7 payments shall be made in the amount of one thousand two hundred fifty  
8 dollars to officers and employees as defined herein who on their anni-  
9 versary date have five or more years of continuous service and in the  
10 amount of two thousand five hundred dollars to officers and employees as  
11 defined herein who on their anniversary date have ten or more years of  
12 continuous service. Effective April first, two thousand nineteen, howev-  
13 er, such longevity payments shall be made in the amount of one thousand  
14 five hundred dollars to officers and employees as defined herein who on  
15 their anniversary date have five or more years of continuous service and  
16 in the amount of three thousand dollars to officers and employees as  
17 defined herein who on their anniversary date have ten or more years of  
18 continuous service. Additionally, effective April first, two thousand  
19 twenty, such officers and employees to whom the provisions of this  
20 subdivision apply whose basic annual salary equals or exceeds the job  
21 rate of the salary grade of their position who on their anniversary date  
22 have fifteen or more years of continuous service as defined by paragraph  
23 (c) of subdivision three of this section at a basic annual salary rate  
24 equal to or in excess of the job rate or maximum salary of their salary  
25 grade shall on such anniversary date receive a longevity payment in the  
26 amount of four thousand five hundred dollars. Such payments shall be  
27 made in addition to and shall not be considered part of basic annual  
28 salary and shall be made by separate check as soon as practicable  
29 following the anniversary date upon which the required service is  
30 attained.

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

43 2. For such officers and employees the following increases shall  
44 apply: effective April 1, 2019, the basic annual salary of officers and  
45 employees to whom the provisions of this subdivision apply shall be  
46 increased by two percent adjusted to the nearest whole dollar amount,  
47 and effective April 1, 2020 the basic annual salary of officers and  
48 employees to whom the provisions of this subdivision apply shall be  
49 increased by two percent adjusted to the nearest whole dollar amount.

50 3. If an unencumbered position is one that, if encumbered, would be  
51 subject to the provisions of this section, the salary of such position  
52 shall be increased by the salary increase amount specified in this  
53 section. If a position is created and is filled by the appointment of an  
54 officer or employee who is subject to the provisions of this section,  
55 the salary otherwise provided for such position shall be increased in

1 the same manner as though such position had been in existence but unen-  
2 cumbered.

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

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

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

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

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

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

51 § 5. Compensation for certain state officers and employees in the  
52 division of state police. 1. The provisions of this section shall apply  
53 to officers and employees whose salaries are provided for by paragraph  
54 (a) of subdivision 1 of section 215 of the executive law.

1 2. (a) Effective April 1, 2019, the basic annual salary of officers  
2 and employees to whom the provisions of this subdivision apply shall be  
3 increased by 2 percent adjusted to the nearest whole dollar amount.

4 (b) Effective April 1, 2020, the basic annual salary of officers and  
5 employees to whom the provisions of this subdivision apply shall be  
6 increased by 2 percent adjusted to the nearest whole dollar amount.

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

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

22 § 6. Compensation for certain state employees in the state university  
23 and certain employees of contract colleges at Cornell and Alfred univer-  
24 sities. 1. (a) Effective April 1, 2019, the basic annual salary of  
25 incumbents of positions in the professional service in the state univer-  
26 sity that are designated, stipulated, or excluded from negotiating units  
27 as managerial or confidential as defined pursuant to article 14 of the  
28 civil service law, may be increased pursuant to plans approved by the  
29 state university trustees. Such increase in basic annual salary rates  
30 shall not exceed in the aggregate 2 percent of the total basic annual  
31 salary rates in effect on March 31, 2019.

32 (b) Effective April 1, 2020, the basic annual salary of incumbents of  
33 positions in the professional service in the state university that are  
34 designated, stipulated, or excluded from negotiating units as managerial  
35 or confidential as defined pursuant to article 14 of the civil service  
36 law, may be increased pursuant to plans approved by the state university  
37 trustees. Such increase in basic annual salary rates shall not exceed in  
38 the aggregate 2 percent of the total basic annual salary rates in effect  
39 on March 31, 2020.

40 2. (a) Effective April 1, 2019, the basic annual salary of incumbents  
41 of positions in the institutions under the management and control of  
42 Cornell and Alfred universities as representatives of the board of trus-  
43 tees of the state university that, in the opinion of the director of  
44 employee relations, would be designated managerial or confidential were  
45 they subject to article 14 of the civil service law may be increased  
46 pursuant to plans approved by the state university trustees. Such  
47 increase in basic annual salary rates shall not exceed in the aggregate  
48 2 percent of the total basic annual salary rates in effect March 31,  
49 2019.

50 (b) Effective April 1, 2020, the basic annual salary of incumbents of  
51 positions in the institutions under the management and control of  
52 Cornell and Alfred universities as representatives of the board of trus-  
53 tees of the state university that, in the opinion of the director of  
54 employee relations, would be designated managerial or confidential were  
55 they subject to article 14 of the civil service law may be increased  
56 pursuant to plans approved by the state university trustees. Such

1 increase in basic annual salary rates shall not exceed in the aggregate  
2 two percent of the total basic annual salary rates in effect March 31,  
3 2020.

4 3. (a) During the period April 1, 2019 through March 31, 2020, the  
5 basic annual salary of incumbents of positions in the non-professional  
6 service that, in the opinion of the director of employee relations,  
7 would be designated managerial or confidential were they subject to  
8 article 14 of the civil service law, except those positions in the  
9 Cornell service and maintenance unit that are subject to the terms of a  
10 collective bargaining agreement between Cornell university and the  
11 employee organization representing employees in such positions and  
12 except those positions in the Alfred service and maintenance unit that  
13 are subject to the terms of a collective bargaining agreement between  
14 Alfred university and the employee organization representing employees  
15 in such positions, in institutions under the management and control of  
16 Cornell and Alfred universities as representatives of the board of trus-  
17 tees of the state university may be increased pursuant to plans approved  
18 by the state university trustees. Such plans may include a new salary  
19 schedule which shall supersede the salary schedules then in effect  
20 applicable to such employees. Such plans shall provide for an increase  
21 in basic annual salary, which, exclusive of performance advancement  
22 payments or merit recognition payments, shall not exceed in the aggre-  
23 gate 2 percent of the total basic annual salary rates in effect on March  
24 31, 2019.

25 (b) During the period April 1, 2020 through March 31, 2021, the basic  
26 annual salary of incumbents of positions in the non-professional service  
27 that, in the opinion of the director of employee relations, would be  
28 designated managerial or confidential were they subject to article 14 of  
29 the civil service law, except those positions in the Cornell service and  
30 maintenance unit that are subject to the terms of a collective bargain-  
31 ing agreement between Cornell university and the employee organization  
32 representing employees in such positions and except those positions in  
33 the Alfred service and maintenance unit that are subject to the terms of  
34 a collective bargaining agreement between Alfred university and the  
35 employee organization representing employees in such positions, in  
36 institutions under the management and control of Cornell and Alfred  
37 universities as representatives of the board of trustees of the state  
38 university may be increased pursuant to plans approved by the state  
39 university trustees. Such plans may include a new salary schedule which  
40 shall supersede the salary schedules then in effect applicable to such  
41 employees. Such plans shall provide for an increase in basic annual  
42 salary, which, exclusive of performance advancement payments or merit  
43 recognition payments, shall not exceed in the aggregate two percent of  
44 the total basic annual salary rates in effect on March 31, 2020.

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

55 5. Notwithstanding any of the foregoing provisions of this section or  
56 any law to the contrary, any increase in compensation may be withheld in

1 whole or in part from any employee to whom the provisions of this  
2 section apply pursuant to section fourteen of this act.

3 § 7. Location compensation for certain state officers and employees.

4 1. This section shall apply to all full-time annual salaried state offi-  
5 cers and employees and non-annual salaried seasonal state officers and  
6 employees except the following:

7 (a) officers and employees of the legislature and the judiciary,  
8 including officers and employees of boards, bodies and commissions that  
9 are deemed to be part of the legislature or judiciary for the purposes  
10 of section 49 of the state finance law;

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

14 (c) incumbents of allocated or unallocated positions in the profes-  
15 sional service in the state university and in institutions under the  
16 management and control of Cornell and Alfred universities as represen-  
17 tatives of the board of trustees of the state university;

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

20 2. Notwithstanding the provisions of section 15 of chapter 333 of the  
21 laws of 1969, as amended, officers and employees subject to this section  
22 whose principal place of employment or, in the case of field employees,  
23 whose official station as determined in accordance with the regulations  
24 of the comptroller is located:

25 (a) in the county of Monroe and who were eligible to receive location  
26 pay on March 31, 1985, shall receive location pay at the rate of two  
27 hundred dollars per year provided they continue to be otherwise eligi-  
28 ble.

29 (b) in the city of New York, or in the county of Rockland, Westches-  
30 ter, Nassau, or Suffolk shall continue to receive a downstate adjustment  
31 at the rate of three thousand twenty-six dollars effective October 1,  
32 2008.

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

47 § 8. Continuation of location compensation for certain officers and  
48 employees of the Hudson Valley developmental disabilities services  
49 office. 1. Notwithstanding any law, rule or regulation to the contrary,  
50 any officer or employee of the Hudson Valley developmental disabilities  
51 services office not represented in collective negotiating units estab-  
52 lished pursuant to article 14 of the civil service law who is receiving  
53 location pay pursuant to section 5 of chapter 174 of the laws of 1993  
54 shall continue to receive such location pay under the conditions and at  
55 the rates specified by such section.

2. Notwithstanding section eight of this act or any other law, rule or regulation to the contrary, any officer or employee of the Hudson Valley developmental disabilities services office not represented in collective negotiating units established pursuant to article 14 of the civil service law who is receiving location pay pursuant to said section eight of this act shall continue to be eligible for such location pay if such officer's or employee's principal place of employment is changed to a location outside of the county of Rockland as the result of a reduction or redeployment of staff, provided, however, that such officer or employee is reassigned to or otherwise appointed or promoted to a different position at another work location within such Hudson Valley developmental disabilities services office located outside of the county of Rockland. The rate of such continued location pay shall not exceed the rate such officer or employee is receiving on the date of such reassignment, appointment, or promotion.

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

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

§ 11. 1. Notwithstanding the provisions of any other section of this act or any other provision of law to the contrary, any increase in compensation provided: (a) in this act, or (b) as a result of a promotion, appointment, or advancement to a position in a higher salary grade, or (c) pursuant to paragraph (c) of subdivision 6 of section 131 of the civil service law, or (d) pursuant to paragraph (b) of subdivision 8 of section 130 of the civil service law, or (e) pursuant to paragraph (a) of subdivision 3 of section 13 of chapter 732 of the laws of 1988, as amended, may be withheld in whole or in part from any officer or employee when, in the opinion of the director of the budget, such withholding is necessary to reflect the job performance of such officer or employee, or to maintain appropriate salary relationships among officers or employees of the state, or to reduce state expenditures to acceptable levels or when, in the opinion of the director of the budget, such increase is not warranted or is not appropriate. As a result of an exercise of the director's authority under this act to withhold any increase, such salary schedules as defined in section one of this act shall be implemented and/or modified by the director of the budget, as necessary, consistent with the provision or withholding of such increases pursuant to this section.

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

§ 12. Notwithstanding any provision of law to the contrary, the appropriations contained in this act shall be available to the state for the

1 payment of grievance settlements and awards pursuant to executive order  
2 42, dated October 14, 1970, and title 9, part 560, official compilation  
3 of codes, rules and regulations of the state of New York.

4 § 13. Date of entitlement to salary increase. Notwithstanding the  
5 provisions of this act or of any other law, the increase in salary or  
6 compensation of any officer or employee provided by this act shall be  
7 added to the salary or compensation of such officer or employee at the  
8 beginning of that payroll period the first day of which is nearest to  
9 the effective date of such increases as provided in this act, or at the  
10 beginning of the earlier of two payroll periods the first days of which  
11 are nearest but equally near to the effective dates of such increases as  
12 provided in this act, provided, however, that for the purposes of deter-  
13 mining the salary of such officer or employee upon reclassification,  
14 reallocation, appointment, promotion, transfer, demotion, reinstatement  
15 or other change of status, such salary increase shall be deemed to be  
16 effective on the date thereof as prescribed in this act, and the payment  
17 thereof pursuant to this section on a date prior thereto, instead of on  
18 such effective date, shall not operate to confer any additional salary  
19 rights or benefits on such officer or employee. Payment of such salary  
20 increase may be deferred pursuant to section fourteen of this act.

21 § 14. Deferred payment of salary increase. Notwithstanding the  
22 provisions of any other section of this act or any other provision of  
23 law to the contrary, pending payment pursuant to this act of the basic  
24 annual salaries of incumbents of positions subject to this act, such  
25 incumbents shall receive, as partial compensation for services rendered,  
26 the rate of salary and other compensation otherwise payable in their  
27 respective positions. An incumbent holding a position subject to this  
28 act at any time during the period from April 1, 2019, until the time  
29 when basic annual salaries and other compensation due are first paid  
30 pursuant to this act for such services in excess of the salary and other  
31 compensation actually received therefor, shall be entitled to a lump sum  
32 payment for the difference between the salary and other compensation to  
33 which such incumbent is entitled for such services and the salary and  
34 other compensation actually received.

35 § 15. Use of appropriations. Notwithstanding any provision of the  
36 state finance law or any other provision of law to the contrary, the  
37 state comptroller is authorized to pay any amounts required during the  
38 fiscal year commencing April 1, 2018 or April 1, 2019, by the provisions  
39 of this act for any state department or agency from any appropriation or  
40 other funds available to such state department or agency for personal  
41 service or for other related employee benefits during such fiscal year.  
42 To the extent that such appropriations are insufficient in any fund to  
43 accomplish the purposes herein set forth, the director of the budget is  
44 authorized to allocate to the various departments and agencies, from any  
45 appropriations available in any fund, the amounts necessary to pay such  
46 amounts. The aforementioned appropriations shall be available for  
47 payment of any liabilities or obligations incurred prior to April 1,  
48 2018 or April 1, 2019, in addition to current liabilities.

49 § 16. Notwithstanding any provision of the state finance law or any  
50 other provision of law to the contrary, the sum of \$47,520,000 is hereby  
51 appropriated in the general fund/state purposes account (10050) in  
52 miscellaneous-all state departments and agencies solely for  
53 apportionment/transfer by the director of the budget for use by any  
54 state department or agency in any fund for the state fiscal year April  
55 1, 2019 through March 31, 2020 to supplement appropriations for personal  
56 service, other than personal service and fringe benefits, and to carry

1 out the provisions of this act. No money shall be available for expendi-  
2 ture from this appropriation until a certificate of approval has been  
3 issued by the director of the budget and a copy of such certificate or  
4 any amendment thereto has been filed with the state comptroller, the  
5 chair of the senate finance committee and the chair of the assembly ways  
6 and means committee. The monies hereby appropriated are available for  
7 payment of any liabilities or obligations incurred prior to or during  
8 the state fiscal year April 1, 2019 through March 31, 2020. For this  
9 purpose, the monies appropriated shall remain in full force and effect  
10 for the payment of liabilities incurred on or before March 31, 2020.

11 § 17. This act shall take effect immediately and shall be deemed to  
12 have been in full force and effect on and after April 1, 2019. Appropri-  
13 ations made by this act shall remain in full force and effect for  
14 liabilities incurred through March 31, 2020.

15 § 2. Severability clause. If any clause, sentence, paragraph, subdivi-  
16 sion, section or part contained in any part of this act shall be  
17 adjudged by any court of competent jurisdiction to be invalid, such  
18 judgment shall not affect, impair, or invalidate the remainder thereof,  
19 but shall be confined in its operation to the clause, sentence, para-  
20 graph, subdivision, section or part contained in any part thereof  
21 directly involved in the controversy which such judgment shall have been  
22 rendered. It is hereby declared to be the intent of the legislature that  
23 this act would have been enacted even if such invalid provisions had not  
24 been included herein.

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