STATE OF NEW YORK

10526

IN ASSEMBLY

June 2, 2024

Introduced by COMMITTEE ON RULES -- (at request of M. of A. Pheffer Amato) -- (at request of the Governor) -- read once and referred to the Committee on Ways and Means

AN ACT 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

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

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 Paragraphs f and g of subdivision 1 of section 130 of the civil service law are REPEALED and a new paragraph f is added to read as follows:

f. Effective on the dates indicated, salary grades for all 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 shall be as follows:

(1) Effective April sixth, two thousand twenty-three for those officers and employees on the institution payroll and effective March thirtieth, two thousand twenty-three, for those officers and employees on the administration payroll.

SG	Hiring Rate	Perf. Advance Step 1	Perf. Advance Step 2	Perf. Advance Step 3	Perf. Advance Step 4	Perf. Advance Step 5	Job Rate	Perf. Adv.
1	30679	31874	33069	34264	35459	36654	37849	1195
2	31717	32976	34235	35494	36753	38012	39271	1259
3	33167	34480	35793	37106	38419	39732	41045	1313

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

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4	34558	35942	37326	38710	40094	41478	42862	1384
5	36089	37542	38995	40448	41901	43354	44807	1453
6	37863	39395	40927	42459	43991	45523	47055	1532
7	39881	41471	43061	44651	46241	47831	49421	1590
8	42005	43657	45309	46961	48613	50265	51917	1652
9	44227	45952	47677	49402	51127	52852	54577	1725
10	46616	48431	50246	52061	53876	55691	57506	1815
11	49239	51127	53015	54903	56791	58679	60567	1888
12	51854	53826	55798	57770	59742	61714	63686	1972
13	54820	56876	58932	60988	63044	65100	67156	2056
14	57843	59999	62155	64311	66467	68623	70779	2156
15	61045	63286	65527	67768	70009	72250	74491	2241
16	64365	66708	69051	71394	73737	76080	78423	2343
17	67851	70321	72791	75261	77731	80201	82671	2470
18	71585	74176	76767	79358	81949	84540	87131	2591
19	75370	78080	80790	83500	86210	88920	91630	2710
20	79122	81953	84784	87615	90446	93277	96108	2831
21	83256	86205	89154	92103	95052	98001	100950	2949
22	87586	90710	93834	96958	100082	103206	106330	3124
23	92205	95416	98627	101838	105049	108260	111471	3211
24	97068	100398	103728	107058	110388	113718	117048	3330
25	102355	105831	109307	112783	116259	119735	123211	3476

SG	10 Yr. Long Step	15 Yr. Long Step	20 Yr. Long Step	Max 25 Yr. Long Step
1	39957	41812	45161	47542
2	41500	43463	46907	49394
3	43371	45416	48929	51502
4	45473	47462	51065	53578
5	47380	49644	53347	56139
6	49768	52150	55963	58873
7	52242	54719	58608	61610
8	54850	57422	61395	64501
9	57640	60327	64409	67628
10	60712	63535	67721	71069
11	63904	66845	71135	74600
12	67181	70254	74662	78258
13	70796	73996	78519	82241
14	74591	77946	82597	86476
15	78463	81955	86727	90746
16	82572	86225	91135	95310
17	87036	90880	95957	100324
18	91722	95764	101012	105576
19	96423	100639	106039	110784
20	101122	105538	111108	116046
21	106178	110778	116510	121638
22	111858	116722	122684	128075
23	117166	122180	128267	133804
24	122950	128144	134396	140116
25	129365	134787	141227	147169

(2) Effective April fourth, two thousand twenty-four for those officers and employees on the institution payroll and effective March twen-

ty-seventh, two thousand twenty-four, for those officers and employees on the administration payroll.

SG	Hiring Rate	Perf. Advance Step 1	Perf. Advance Step 2	Perf. Advance Step 3	Perf. Advance Step 4	Perf. Advance Step 5	Job Rate	Perf. Adv.
1	31599	32830	34061	35292	36523	37754	38985	1231
2	32669	33966	35263	36560	37857	39154	40451	1297
3	34162	35514	36866	38218	39570	40922	42274	1352
4	35595	37021	38447	39873	41299	42725	44151	1426
5	37172	38669	40166	41663	43160	44657	46154	1497
6	38999	40577	42155	43733	45311	46889	48467	1578
7	41077	42715	44353	45991	47629	49267	50905	1638
8	43265	44967	46669	48371	50073	51775	53477	1702
9	45554	47331	49108	50885	52662	54439	56216	1777
10	48014	49884	51754	53624	55494	57364	59234	1870
11	50716	52661	54606	56551	58496	60441	62386	1945
12	53410	55441	57472	59503	61534	63565	65596	2031
13	56465	58583	60701	62819	64937	67055	69173	2118
14	59578	61799	64020	66241	68462	70683	72904	2221
15	62876	65184	67492	69800	72108	74416	76724	2308
16	66296	68709	71122	73535	75948	78361	80774	2413
17	69887	72431	74975	77519	80063	82607	85151	2544
18	73733	76402	79071	81740	84409	87078	89747	2669
19	77631	80422	83213	86004	88795	91586	94377	2791
20	81496	84412	87328	90244	93160	96076	98992	2916
21	85754	88792	91830	94868	97906	100944	103982	3038
22	90214	93432	96650	99868	103086	106304	109522	3218
23	94971	98278	101585	104892	108199	111506	114813	3307
24	99980	103410	106840	110270	113700	117130	120560	3430
25	105426	109006	112586	116166	119746	123326	126906	3580

SG	10 Yr. Long Step	15 Yr. Long Step	20 Yr. Long Step	Max 25 Yr. Long Step
1	41156	43067	46516	48969
2	42747	44769	48316	50878
3	44670	46776	50395	53045
4	46840	48889	52600	55188
5	48804	51136	54950	57826
6	51261	53715	57642	60640
7	53811	56362	60368	63460
8	56498	59147	63239	66439
9	59371	62139	66343	69659
10	62536	65444	69755	73204
11	65823	68852	73271	76840
12	69196	72361	76901	80605
13	72922	76218	80877	84711
14	76830	80286	85077	89072
15	80815	84412	89327	93467
16	85047	88810	93867	98168
17	89647	93606	98836	103334
18	94476	98639	104044	108745

19	99314	103656	109218	114106
20	104156	108705	114442	119528
21	109367	114105	120009	125291
22	115216	120226	126367	131919
23	120679	125843	132113	137816
24	126639	131989	138428	144320
25	133245	138829	145462	151583

(3) Effective April third, two thousand twenty-five for those officers and employees on the institution payroll and effective March twenty-eighth, two thousand twenty-five, for those officers and employees on the administration payroll.

SG	Hir-ing Rate	Perf. Ad-vance Step 1	Perf. Ad-vance Step 2	Perf. Ad-vance Step 3	Perf. Ad-vance Step 4	Perf. Ad-vance Step 5	Job Rate	Perf. Adv.
1	32547	33815	35083	36351	37619	38887	40155	1268
2	33649	34985	36321	37657	38993	40329	41665	1336
3	35187	36580	37973	39366	40759	42152	43545	1393
4	36663	38132	39601	41070	42539	44008	45477	1469
5	38287	39829	41371	42913	44455	45997	47539	1542
6	40169	41794	43419	45044	46669	48294	49919	1625
7	42309	43996	45683	47370	49057	50744	52431	1687
8	44563	46316	48069	49822	51575	53328	55081	1753
9	46921	48751	50581	52411	54241	56071	57901	1830
10	49454	51380	53306	55232	57158	59084	61010	1926
11	52237	54241	56245	58249	60253	62257	64261	2004
12	55012	57104	59196	61288	63380	65472	67564	2092
13	58159	60341	62523	64705	66887	69069	71251	2182
14	61365	63653	65941	68229	70517	72805	75093	2288
15	64762	67139	69516	71893	74270	76647	79024	2377
16	68285	70770	73255	75740	78225	80710	83195	2485
17	71984	74604	77224	79844	82464	85084	87704	2620
18	75945	78694	81443	84192	86941	89690	92439	2749
19	79960	82835	85710	88585	91460	94335	97210	2875
20	83941	86945	89949	92953	95957	98961	101965	3004
21	88327	91456	94585	97714	100843	103972	107101	3129
22	92920	96235	99550	102865	106180	109495	112810	3315
23	97820	101226	104632	108038	111444	114850	118256	3406
24	102979	106512	110045	113578	117111	120644	124177	3533
25	108589	112276	115963	119650	123337	127024	130711	3687

SG	10 Yr. Long Step	15 Yr. Long Step	20 Yr. Long Step	Max 25 Yr. Long Step
1	42391	44359	47912	50439
2	44030	46113	49766	52405
3	46013	48182	51910	54639
4	48247	50357	54179	56845
5	50269	52670	56599	59561
6	52797	55324	59369	62457
7	55424	58052	62178	65363
8	58193	60921	65136	68432

9	61151	64002	68332	71747
10	64411	67406	71847	75399
11	67801	70921	75473	79149
12	71272	74532	79208	83023
13	75112	78507	83306	87255
14	79137	82696	87631	91746
15	83238	86943	92005	96269
16	87596	91472	96681	101111
17	92335	96413	101800	106432
18	97310	101598	107165	112007
19	102295	106767	112496	117531
20	107284	111969	117879	123117
21	112648	117528	123609	129049
22	118675	123835	130160	135879
23	124298	129617	136075	141949
24	130438	135949	142581	148650
25	137240	142992	149824	156128

§ 2. Subdivision 2 of section 207-a of the state finance law, as amended by section 3 of part C of chapter 24 of the laws of 2019, is amended to read as follows:

2. Where and to the extent that an agreement between the state and an employee organization entered into pursuant to article fourteen of the civil service law or an interest arbitration award issued pursuant to subdivision four of section two hundred nine of the civil service law between the state and an employee organization so provides on behalf of employees in the collective negotiating unit designated as the security services unit established pursuant to article fourteen of the civil service law, and upon audit and warrant of the comptroller, the director shall provide for the payment of moneys to such employee organization for the establishment and maintenance of an employee benefit fund established by the employee organization for the employees in the negotiating unit covered by the controlling provision of such agreement or award providing for such employee benefit fund, such amount to be determined consistent with said agreement or award [~~on the basis of the number of full-time annual salaried employees,~~] as determined [~~by the comptroller, on the payroll on the last day of the payroll period in which March first, two thousand sixteen, falls for payments to be made on April first, two thousand sixteen, on the last day of the payroll period in which March first, two thousand seventeen falls for payments to be made on April first, two thousand seventeen, on the last day of the payroll period in which March first, two thousand eighteen falls for payments to be made on April first, two thousand eighteen, on the last day of the payroll period in which March first, two thousand nineteen falls for payments to be made on April first, two thousand nineteen, on the last day of the payroll period in which March first, two thousand twenty falls for payments to be made on April first, two thousand twenty, on the last day of the payroll period in which March first, two thousand twenty-one falls for payments to be made on April first, two thousand twenty-one and, on the last day of the payroll period in which March first, two thousand twenty-two falls for payments to be made on April first, two thousand twenty-two~~] in accordance with the contractual methodology for the following state fiscal years: fiscal year two thousand twenty-three--two thousand twenty-four, fiscal year two thousand twenty-four--two thousand twenty-five and fiscal year two thousand twenty-five--two thousand twenty-six. The amount, which will be determined

pursuant to this section, for employees who are paid from special or administrative funds, other than the general fund or the capital projects fund of the state, will be paid from the appropriations as provided by law, in which case the comptroller will establish procedures to ensure repayment from said special or administrative funds. The director may enter into an agreement with an employee organization which sets forth the specific terms and conditions for the establishment and administration of an employee benefit fund as a condition for the transmittal of moneys pursuant to this section.

§ 3. Compensation for certain members of the collective negotiating unit designated as the security services collective negotiating unit pursuant to an agreement between the state of New York and the employee organization representing such individuals. 1. The provisions of this section shall apply to full-time annual salaried officers and employees in the collective negotiating unit designated as the security services collective negotiating unit established pursuant to article 14 of the civil service law (hereinafter "security services unit").

2. Effective April 1, 2023, the basic annual salary of members of the security services unit who are in full-time annual salaried employment status on March 31, 2023, shall be increased by three percent.

3. Effective April 1, 2024, the basic annual salary of members of the security services unit who are in full-time annual salaried employment status on March 31, 2024, shall be increased by three percent.

4. Effective April 1, 2025, the basic annual salary of members of the security services unit who are in full-time annual salaried employment status on March 31, 2025, shall be increased by three percent.

5. 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 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.

6. Pursuant to the terms of the agreement covering members of the security services unit for such unit members who are on the institutional or administrative payroll, the ten-year, the fifteen-year, the twenty-year and the twenty-five-year longevity step payment for such unit members to whom the provisions of this section apply shall be that amount prescribed by paragraph f of subdivision 1 of section 130 of the civil service law, as added by section one of this act.

7. Notwithstanding any of the foregoing provisions of this section, if the basic annual salary of such annual salaried unit members to whom the provisions of this section apply is identical with the hiring rate, performance advance step one, two, three, four, or five, the job rate, the ten-year longevity step, the fifteen-year longevity step, the twenty-year longevity step, or the twenty-five-year longevity step of the salary grade of their position on the effective dates of the increases provided by this section, respectively, for such unit members to whom the provisions of this section apply on the institutional or administrative payroll, such basic annual salary shall be increased to the hiring rate, performance advance step one, two, three, four or five, the job rate, the ten-year longevity step, the fifteen-year longevity step, the twenty-year longevity step or the twenty-five-year longevity step of such salary grade as contained in paragraph f of subdivision 1 of section 130 of the civil service law, as added by section one of this act, to take effect on the dates provided in paragraph f of subdivision

1 of section 130 of the civil service law, as added by section one of this act. The increases in basic annual salary provided by this subdivision shall be in lieu of any increase in basic annual salary provided for in subdivisions 2, 3 and 4 of this section.

8. If an unencumbered position is one, which if encumbered, would be subject to the provisions of this section, the salary of such position shall be increased by the salary increase amounts specified in this section. If a position is created and is filled by the appointment of such unit members to whom the provisions of this section apply, the salary otherwise provided for such position shall be increased in the same manner as though such position had been in existence but unencumbered. Notwithstanding the provisions of this section, the director of the division of the budget may reduce the salary of any such position, which is or becomes vacant.

9. The increases in salary payable pursuant to this section shall apply on a prorated basis to officers and employees, otherwise eligible to receive an increase in salary pursuant to this section, who are paid on an hourly or per diem basis, who are employees serving on a part-time or seasonal basis, or who are employees paid on any basis other than at an annual salaried rate; except that the provisions of subdivisions 5, 6 and 7 of this section shall not apply to employees serving on an hourly, per diem, or seasonal basis, except as determined by the director of the budget.

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

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

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

§ 4. Additional compensation for certain members of the security services unit who are in full-time annual salaried employment status and who are ineligible for interest arbitration, in recognition of pre-shift briefing. 1. In recognition of the general requirement for full-time employees of the state in the security services unit to assemble for briefing prior to the commencement of duties, where and to the extent an agreement so provides, each such employee except such an employee receiving additional compensation pursuant to subdivision 5 of section 134 of the civil service law, shall receive additional compensation in recognition of pre-shift briefing.

2. Each such employee holding such a position in the security services unit shall be compensated for pre-shift briefing in accordance with the terms of the agreement covering certain members of the security services unit. Pursuant to that agreement, effective April 1, 2023, each such unit member to whom the provisions of this subdivision apply shall continue to receive a minimum of six 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. No payments authorized pursuant to this subdivision and such negotiated agreement 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 the 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 shall be in lieu of the continuation of any other additional compensation for such employees in recognition of pre-shift briefing.

§ 5. 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 $40 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.

§ 6. 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/Westchester
April 1, 2023	$1,004	$1,882
April 1, 2024	$1,111	$2,195
April 1, 2025	$1,650	$3,400

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.

§ 7. Locational compensation for certain members of the security services collective negotiating unit. 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/Westchester

April 1, 2023	$1,400	$3,758
April 1, 2024	$1,442	$3,871
April 1, 2025	$1,846	$4,623

2. The locational compensation as set out in subdivision 1 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.

§ 8. 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 this section 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.

§ 9. 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, 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. Effective April 1, 2025, the amount shall be increased to $645.

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, 2025, 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 increase to $2,066. 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. Effective April 1, 2025, 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 increase to $1,033. 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.

§ 10. 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, effective April 1, 2016, such eligible members of the security services unit shall continue to receive $750 annually. Effective April 1, 2024, the facility security pay paid to such eligible members of the security services unit shall increase to $1,050 annually. Effective April 1, 2025, the facility security pay paid to such eligible members of the security services unit shall increase to $1,550 annually. This payment will be equally divided over the 26 payroll periods in each fiscal year and shall count as compensation for overtime and retirement purposes.

§ 11. Expanded duty pay. Pursuant to the terms of an agreement covering members of the security services 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 and notwithstanding any other provision of law, effective April 1, 2016, such annual salaried unit members to whom the provisions of this section apply shall continue to be paid an expanded duty pay in the amount of $2,600 per year. Effective April 1, 2024, such expanded duty pay shall increase to $2,900 per year. Effective April 1, 2025, such expanded duty pay shall increase to $3,400 per year. Payment for such compensation shall be equally divided over the 26 payroll periods of a fiscal year. Such compensation pursuant to this section shall be included as compensation for overtime and retirement purposes.

§ 12. Hazardous duty pay. 1. 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, have completed one year of service in the bargaining unit 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, 2023, this payment shall continue to be $200 annually.

Effective April 1, 2024, this payment shall increase to $575 annually. Effective April 1, 2025, this payment shall increase to $1,075 annually. This payment will be equally divided over the 26 payroll periods in each fiscal year and shall be included as compensation for overtime and retirement purposes.

2. Pursuant to the terms of an agreement covering members of the security services 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, have completed one year of service in the bargaining unit and notwithstanding any other provision of law, effective April 1, 2023, this payment shall continue to be $1,500. Effective April 1, 2024, this payment shall increase to $1,875 annually. Effective April 1, 2025, this payment shall increase to $2,375 annually. Payment for such compensation shall be equally divided over the 26 payroll periods of a fiscal year and shall be included as compensation for overtime and retirement purposes.

§ 13. During the period April 1, 2023 through March 31, 2025, there shall be a statewide joint labor-management committee continued and administered pursuant to the terms of the agreement negotiated between the state and the employee organization representing employees in the collective negotiating unit designated as the security services unit established pursuant to article 14 of the civil service law which shall, after April 1, 2023 with the amounts available therefor, study and make recommendations concerning major issues of health benefits, employee assistance, performance evaluation, education and training, quality of work life, overtime, leave benefits, workers' compensation and backpay and provide for the implementation of the terms of agreements of such committees. There shall also be a joint labor-management committee administered pursuant to the terms of the agreement to study the issue of excessive use of force and make joint recommendations on that subject and provide for employee training to be conducted by the state within amounts appropriated therefor.

§ 14. Notwithstanding any provision of law, rule or regulation to the contrary, and where and to the extent an agreement negotiated between the state and the employee organization representing employees in the security services unit established pursuant to article 14 of the civil service law so provides, the salaries of newly hired employees on or after September 1, 1992 into state service in positions within negotiating units shall not be subject to the provisions of subdivision 2-a of section 200 of the state finance law.

§ 15. For employees in the security services unit, a one-time $3,000 retention bonus will be paid to all eligible members of the unit. This signing bonus is not part of basic annual salary. Similarly, the signing bonus is not subject to any salary increases and is not pensionable. The bonus shall be pro-rated for those employees paid on any basis other than an annual basis. Employees paid on a part-time, hourly or per diem basis shall receive a signing bonus pro-rated on a basis reflecting the actual hours worked between February 2, 2024 and May 29, 2024. To qualify, employees must be in continuous service in the security services unit between February 2, 2024 and May 29, 2024 as defined by paragraph (c) of subdivision 3 of section 130 of the civil service law. Employees who separate from state service between February 2, 2024 and May 29, 2024, are not eligible for this bonus unless they retire directly from active state employment. This bonus shall be effective May 29, 2024.

§ 16. Notwithstanding any provision of law to the contrary, pursuant to the terms of the agreement negotiated between the state and the employee organization representing the security services unit, effective December 1, 2025, all members of the unit who have completed 11 years of service as of November 1, 2025, as defined by the agreement between the parties, shall receive an annual payment of $750. Such payment shall be a lump sum and paid in a check when payment is made for the payroll that includes December 1. Such payment shall be in addition to, and shall not be a part of, a member's annual basic salary, and shall not affect or impair any increments or other rights or benefits to which the member may be entitled; provided, however, that the payment shall be included as compensation for purposes of computation of overtime pay and for retirement purposes.

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

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

§ 19. The salary increases, benefit modifications, and any other modifications to terms and conditions of employment provided for by this act for state employees in the collective negotiating unit designated as the security services unit established pursuant to article 14 of the civil service law shall not be implemented until the director of employee relations shall have delivered to the director of the budget and the comptroller a letter certifying that there is in effect, with respect to such negotiating unit, a collective negotiating agreement which provides for such increases and modifications, and which is fully executed in writing with the state pursuant to article 14 of the civil service law, and ratified pursuant to the ratification procedure of the employee organization certified pursuant to article 14 of the civil service law to represent such collective negotiating unit.

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

§ 21. Deferred payment of salary increase. Notwithstanding the provisions of any other section of this act, or of any other law to the contrary, pending payment pursuant to this act of the basic annual salaries and other compensation to incumbents of positions subject to this act, such incumbents shall receive, as partial compensation for services rendered, the rate of compensation otherwise payable in their respective positions. An incumbent holding a position subject to this act at any time during the period from April 1, 2023, until the time when basic annual salaries and other compensation are first paid pursuant to this act for such services in excess of the compensation actually received therefor, shall be entitled to a lump sum payment for the difference between the salary to which such incumbent is entitled for such services and the compensation actually received therefor in accordance with the terms of the agreement between the employee organization representing such members and the state. The amounts paid under this act shall count as compensation earned during the year or years for which it is calculated and not as compensation earned wholly in the year in which it is paid. Notwithstanding any provision of law, rule, or regulation to the contrary, no member of the security services unit to whom the provisions of this act apply shall be entitled to, or owed, any interest or other penalty for any reason on any monies due to such member pursuant to the terms of this act and the terms of the agreement covering employees in the security services unit.

§ 22. 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, 2023, 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, 2024, in addition to current liabilities.

§ 23. Notwithstanding any provision of the state finance law or any other provision of law to the contrary, the sum of $252,000,000 is hereby appropriated in the general fund/state purposes account (10050) in miscellaneous-all state departments and agencies solely for apportionment/transfer by the director of the budget for use by any state department or agency in any fund for the period April 1, 2023 through March 31, 2025 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, 2023 through March 31, 2025. For this purpose, the monies appropriated shall remain in full force and effect for the payment of liabilities incurred on or before March 31, 2025.

§ 24. 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, 2023 through March 31, 2025 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, 2023 through March 31, 2025. 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

NON-PERSONAL SERVICE

Labor Management Committees $700,000
Employee assistance program $500,000
Joint committee on health benefits $413,300
Contract administration $200,000
Employee Benefit Fund $1,920,000
Employee Training and Development $397,000
Organizational alcoholism program $390,000
Labor Management Training $250,000
Family Benefits $2,100,000

§ 25. This act shall take effect immediately and shall be deemed to have been in full force and effect on and after April 1, 2023. Appropriations made by this act shall remain in full force and effect for liabilities incurred through March 31, 2025.

REPEAL NOTE.-- Paragraphs f and g 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 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, and are 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 all employees in the security services unit both eligible and ineligible for interest arbitration.