

STATE OF NEW YORK

9818

IN SENATE

May 31, 2024

Introduced by Sen. JACKSON -- (at request of the Governor) -- read twice
and ordered printed, and when printed to be committed to the Committee
on Finance

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 for members of the collective negotiating unit designated
as the agency police services unit; to implement an agreement between
the state of New York and the employee organization representing
members of the collective negotiating unit designated as the agency
police services unit; 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 Assem-
bly, do enact as follows:

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service law is REPEALED and a new paragraph h is added to read as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

h. Pursuant to the terms of an agreement entered into pursuant to
article fourteen of this chapter between the state and an employee
organization covering members of the collective negotiating unit desig-
nated as the agency police services unit, effective on the dates indi-
cated, salary grades for such unit members shall be as follows:

(1) Effective April first, two thousand twenty-three:

	Hiring						Job	
SG	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Rate	Incr
1	33913	35107	36301	37495	38689	39883	41077	1194
2	34951	36209	37467	38725	39983	41241	42499	1258
3	36398	37710	39022	40334	41646	42958	44270	1312
4	37790	39173	40556	41939	43322	44705	46088	1383
5	39325	40780	42235	43690	45145	46600	48055	1455
6	41098	42627	44156	45685	47214	48743	50272	1529
7	43116	44708	46300	47892	49484	51076	52668	1592
8	45242	46896	48550	50204	51858	53512	55166	1654

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

LBD12039-03-4

1	<u>9</u>	<u>47461</u>	<u>49185</u>	<u>50909</u>	<u>52633</u>	<u>54357</u>	<u>56081</u>	<u>57805</u>	<u>1724</u>
2	<u>10</u>	<u>49850</u>	<u>51665</u>	<u>53480</u>	<u>55295</u>	<u>57110</u>	<u>58925</u>	<u>60740</u>	<u>1815</u>
3	<u>11</u>	<u>52473</u>	<u>54361</u>	<u>56249</u>	<u>58137</u>	<u>60025</u>	<u>61913</u>	<u>63801</u>	<u>1888</u>
4	<u>12</u>	<u>55087</u>	<u>57058</u>	<u>59029</u>	<u>61000</u>	<u>62971</u>	<u>64942</u>	<u>66913</u>	<u>1971</u>
5	<u>13</u>	<u>58051</u>	<u>60109</u>	<u>62167</u>	<u>64225</u>	<u>66283</u>	<u>68341</u>	<u>70399</u>	<u>2058</u>
6	<u>14</u>	<u>61077</u>	<u>63234</u>	<u>65391</u>	<u>67548</u>	<u>69705</u>	<u>71862</u>	<u>74019</u>	<u>2157</u>
7	<u>15</u>	<u>64276</u>	<u>66520</u>	<u>68764</u>	<u>71008</u>	<u>73252</u>	<u>75496</u>	<u>77740</u>	<u>2244</u>
8	<u>16</u>	<u>67596</u>	<u>69940</u>	<u>72284</u>	<u>74628</u>	<u>76972</u>	<u>79316</u>	<u>81660</u>	<u>2344</u>
9	<u>17</u>	<u>71088</u>	<u>73557</u>	<u>76026</u>	<u>78495</u>	<u>80964</u>	<u>83433</u>	<u>85902</u>	<u>2469</u>
10	<u>18</u>	<u>74819</u>	<u>77414</u>	<u>80009</u>	<u>82604</u>	<u>85199</u>	<u>87794</u>	<u>90389</u>	<u>2595</u>
11	<u>19</u>	<u>78600</u>	<u>81310</u>	<u>84020</u>	<u>86730</u>	<u>89440</u>	<u>92150</u>	<u>94860</u>	<u>2710</u>
12	<u>20</u>	<u>82354</u>	<u>85183</u>	<u>88012</u>	<u>90841</u>	<u>93670</u>	<u>96499</u>	<u>99328</u>	<u>2829</u>
13	<u>21</u>	<u>86489</u>	<u>89439</u>	<u>92389</u>	<u>95339</u>	<u>98289</u>	<u>101239</u>	<u>104189</u>	<u>2950</u>
14	<u>22</u>	<u>90820</u>	<u>93945</u>	<u>97070</u>	<u>100195</u>	<u>103320</u>	<u>106445</u>	<u>109570</u>	<u>3125</u>
15	<u>23</u>	<u>95436</u>	<u>98649</u>	<u>101862</u>	<u>105075</u>	<u>108288</u>	<u>111501</u>	<u>114714</u>	<u>3213</u>
16	<u>24</u>	<u>100298</u>	<u>103631</u>	<u>106964</u>	<u>110297</u>	<u>113630</u>	<u>116963</u>	<u>120296</u>	<u>3333</u>
17	<u>25</u>	<u>105589</u>	<u>109065</u>	<u>112541</u>	<u>116017</u>	<u>119493</u>	<u>122969</u>	<u>126445</u>	<u>3476</u>

18				<u>Long</u>
19				<u>Max.</u>
20		<u>10 Yr.</u>	<u>15 Yr.</u>	<u>20 Yr.</u>
21		<u>Long</u>	<u>Long</u>	<u>Long</u>
22	<u>SG</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>
23	<u>1</u>	<u>42860</u>	<u>44642</u>	<u>48096</u>
24	<u>2</u>	<u>44386</u>	<u>46272</u>	<u>49827</u>
25	<u>3</u>	<u>46237</u>	<u>48205</u>	<u>51844</u>
26	<u>4</u>	<u>48158</u>	<u>50230</u>	<u>53966</u>
27	<u>5</u>	<u>50232</u>	<u>52410</u>	<u>56256</u>
28	<u>6</u>	<u>52566</u>	<u>54859</u>	<u>58823</u>
29	<u>7</u>	<u>55052</u>	<u>57436</u>	<u>61490</u>
30	<u>8</u>	<u>57642</u>	<u>60118</u>	<u>64267</u>
31	<u>9</u>	<u>60396</u>	<u>62988</u>	<u>67246</u>
32	<u>10</u>	<u>63456</u>	<u>66167</u>	<u>70549</u>
33	<u>11</u>	<u>66627</u>	<u>69446</u>	<u>73948</u>
34	<u>12</u>	<u>69868</u>	<u>72824</u>	<u>77453</u>
35	<u>13</u>	<u>73477</u>	<u>76555</u>	<u>81309</u>
36	<u>14</u>	<u>77244</u>	<u>80468</u>	<u>85369</u>
37	<u>15</u>	<u>81100</u>	<u>84460</u>	<u>89492</u>
38	<u>16</u>	<u>85173</u>	<u>88687</u>	<u>93864</u>
39	<u>17</u>	<u>89597</u>	<u>93292</u>	<u>98658</u>
40	<u>18</u>	<u>94272</u>	<u>98156</u>	<u>103716</u>
41	<u>19</u>	<u>98916</u>	<u>102971</u>	<u>108696</u>
42	<u>20</u>	<u>103574</u>	<u>107818</u>	<u>113729</u>
43	<u>21</u>	<u>108614</u>	<u>113042</u>	<u>119130</u>
44	<u>22</u>	<u>114248</u>	<u>118925</u>	<u>125272</u>
45	<u>23</u>	<u>119533</u>	<u>124355</u>	<u>130843</u>
46	<u>24</u>	<u>125290</u>	<u>130286</u>	<u>136956</u>
47	<u>25</u>	<u>131655</u>	<u>136868</u>	<u>143744</u>

48 (2) Effective April first, two thousand twenty-four:

49		<u>Hiring</u>					<u>Job</u>	
50	<u>SG</u>	<u>Rate</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Rate</u>
51	<u>1</u>	<u>34930</u>	<u>36160</u>	<u>37390</u>	<u>38620</u>	<u>39850</u>	<u>41080</u>	<u>42310</u>
52	<u>2</u>	<u>36000</u>	<u>37296</u>	<u>38592</u>	<u>39888</u>	<u>41184</u>	<u>42480</u>	<u>43776</u>
53	<u>3</u>	<u>37490</u>	<u>38841</u>	<u>40192</u>	<u>41543</u>	<u>42894</u>	<u>44245</u>	<u>45596</u>

1	<u>4</u>	<u>38924</u>	<u>40349</u>	<u>41774</u>	<u>43199</u>	<u>44624</u>	<u>46049</u>	<u>47474</u>	<u>1425</u>
2	<u>5</u>	<u>40505</u>	<u>42004</u>	<u>43503</u>	<u>45002</u>	<u>46501</u>	<u>48000</u>	<u>49499</u>	<u>1499</u>
3	<u>6</u>	<u>42331</u>	<u>43906</u>	<u>45481</u>	<u>47056</u>	<u>48631</u>	<u>50206</u>	<u>51781</u>	<u>1575</u>
4	<u>7</u>	<u>44409</u>	<u>46049</u>	<u>47689</u>	<u>49329</u>	<u>50969</u>	<u>52609</u>	<u>54249</u>	<u>1640</u>
5	<u>8</u>	<u>46599</u>	<u>48303</u>	<u>50007</u>	<u>51711</u>	<u>53415</u>	<u>55119</u>	<u>56823</u>	<u>1704</u>
6	<u>9</u>	<u>48885</u>	<u>50661</u>	<u>52437</u>	<u>54213</u>	<u>55989</u>	<u>57765</u>	<u>59541</u>	<u>1776</u>
7	<u>10</u>	<u>51346</u>	<u>53215</u>	<u>55084</u>	<u>56953</u>	<u>58822</u>	<u>60691</u>	<u>62560</u>	<u>1869</u>
8	<u>11</u>	<u>54047</u>	<u>55992</u>	<u>57937</u>	<u>59882</u>	<u>61827</u>	<u>63772</u>	<u>65717</u>	<u>1945</u>
9	<u>12</u>	<u>56740</u>	<u>58770</u>	<u>60800</u>	<u>62830</u>	<u>64860</u>	<u>66890</u>	<u>68920</u>	<u>2030</u>
10	<u>13</u>	<u>59793</u>	<u>61913</u>	<u>64033</u>	<u>66153</u>	<u>68273</u>	<u>70393</u>	<u>72513</u>	<u>2120</u>
11	<u>14</u>	<u>62909</u>	<u>65131</u>	<u>67353</u>	<u>69575</u>	<u>71797</u>	<u>74019</u>	<u>76241</u>	<u>2222</u>
12	<u>15</u>	<u>66204</u>	<u>68515</u>	<u>70826</u>	<u>73137</u>	<u>75448</u>	<u>77759</u>	<u>80070</u>	<u>2311</u>
13	<u>16</u>	<u>69624</u>	<u>72038</u>	<u>74452</u>	<u>76866</u>	<u>79280</u>	<u>81694</u>	<u>84108</u>	<u>2414</u>
14	<u>17</u>	<u>73221</u>	<u>75764</u>	<u>78307</u>	<u>80850</u>	<u>83393</u>	<u>85936</u>	<u>88479</u>	<u>2543</u>
15	<u>18</u>	<u>77064</u>	<u>79737</u>	<u>82410</u>	<u>85083</u>	<u>87756</u>	<u>90429</u>	<u>93102</u>	<u>2673</u>
16	<u>19</u>	<u>80958</u>	<u>83749</u>	<u>86540</u>	<u>89331</u>	<u>92122</u>	<u>94913</u>	<u>97704</u>	<u>2791</u>
17	<u>20</u>	<u>84825</u>	<u>87739</u>	<u>90653</u>	<u>93567</u>	<u>96481</u>	<u>99395</u>	<u>102309</u>	<u>2914</u>
18	<u>21</u>	<u>89084</u>	<u>92123</u>	<u>95162</u>	<u>98201</u>	<u>101240</u>	<u>104279</u>	<u>107318</u>	<u>3039</u>
19	<u>22</u>	<u>93545</u>	<u>96764</u>	<u>99983</u>	<u>103202</u>	<u>106421</u>	<u>109640</u>	<u>112859</u>	<u>3219</u>
20	<u>23</u>	<u>98299</u>	<u>101608</u>	<u>104917</u>	<u>108226</u>	<u>111535</u>	<u>114844</u>	<u>118153</u>	<u>3309</u>
21	<u>24</u>	<u>103307</u>	<u>106740</u>	<u>110173</u>	<u>113606</u>	<u>117039</u>	<u>120472</u>	<u>123905</u>	<u>3433</u>
22	<u>25</u>	<u>108757</u>	<u>112337</u>	<u>115917</u>	<u>119497</u>	<u>123077</u>	<u>126657</u>	<u>130237</u>	<u>3580</u>

23				<u>Long</u>
24				<u>Max.</u>
25		<u>10 Yr.</u>	<u>15 Yr.</u>	<u>20 Yr.</u>
26		<u>Long</u>	<u>Long</u>	<u>Long</u>
27	<u>SG</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>
28	<u>1</u>	<u>44146</u>	<u>45982</u>	<u>49540</u>
29	<u>2</u>	<u>45720</u>	<u>47662</u>	<u>51324</u>
30	<u>3</u>	<u>47622</u>	<u>49649</u>	<u>53397</u>
31	<u>4</u>	<u>49606</u>	<u>51740</u>	<u>55588</u>
32	<u>5</u>	<u>51741</u>	<u>53985</u>	<u>57946</u>
33	<u>6</u>	<u>54144</u>	<u>56506</u>	<u>60589</u>
34	<u>7</u>	<u>56705</u>	<u>59160</u>	<u>63336</u>
35	<u>8</u>	<u>59373</u>	<u>61924</u>	<u>66197</u>
36	<u>9</u>	<u>62210</u>	<u>64879</u>	<u>69265</u>
37	<u>10</u>	<u>65357</u>	<u>68150</u>	<u>72663</u>
38	<u>11</u>	<u>68628</u>	<u>71531</u>	<u>76168</u>
39	<u>12</u>	<u>71964</u>	<u>75008</u>	<u>79776</u>
40	<u>13</u>	<u>75683</u>	<u>78854</u>	<u>83750</u>
41	<u>14</u>	<u>79563</u>	<u>82883</u>	<u>87932</u>
42	<u>15</u>	<u>83531</u>	<u>86992</u>	<u>92175</u>
43	<u>16</u>	<u>87726</u>	<u>91346</u>	<u>96678</u>
44	<u>17</u>	<u>92285</u>	<u>96091</u>	<u>101618</u>
45	<u>18</u>	<u>97101</u>	<u>101102</u>	<u>106829</u>
46	<u>19</u>	<u>101882</u>	<u>106058</u>	<u>111955</u>
47	<u>20</u>	<u>106682</u>	<u>111054</u>	<u>117142</u>
48	<u>21</u>	<u>111876</u>	<u>116437</u>	<u>122707</u>
49	<u>22</u>	<u>117677</u>	<u>122495</u>	<u>129032</u>
50	<u>23</u>	<u>123117</u>	<u>128083</u>	<u>134766</u>
51	<u>24</u>	<u>129049</u>	<u>134195</u>	<u>141065</u>
52	<u>25</u>	<u>135603</u>	<u>140973</u>	<u>148055</u>

53 (3) Effective April first, two thousand twenty-five:

	Hiring							Job	
	SG	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Rate	Incr
1	1	35978	37245	38512	39779	41046	42313	43580	1267
2	2	37080	38415	39750	41085	42420	43755	45090	1335
3	3	38615	40007	41399	42791	44183	45575	46967	1392
4	4	40092	41560	43028	44496	45964	47432	48900	1468
5	5	41720	43264	44808	46352	47896	49440	50984	1544
6	6	43601	45223	46845	48467	50089	51711	53333	1622
7	7	45741	47430	49119	50808	52497	54186	55875	1689
8	8	47997	49752	51507	53262	55017	56772	58527	1755
9	9	50352	52181	54010	55839	57668	59497	61326	1829
10	10	52886	54811	56736	58661	60586	62511	64436	1925
11	11	55668	57672	59676	61680	63684	65688	67692	2004
12	12	58442	60533	62624	64715	66806	68897	70988	2091
13	13	61587	63771	65955	68139	70323	72507	74691	2184
14	14	64796	67085	69374	71663	73952	76241	78530	2289
15	15	68190	70570	72950	75330	77710	80090	82470	2380
16	16	71713	74199	76685	79171	81657	84143	86629	2486
17	17	75418	78037	80656	83275	85894	88513	91132	2619
18	18	79376	82129	84882	87635	90388	93141	95894	2753
19	19	83387	86262	89137	92012	94887	97762	100637	2875
20	20	87370	90371	93372	96373	99374	102375	105376	3001
21	21	91757	94887	98017	101147	104277	107407	110537	3130
22	22	96351	99667	102983	106299	109615	112931	116247	3316
23	23	101248	104656	108064	111472	114880	118288	121696	3408
24	24	106406	109942	113478	117014	120550	124086	127622	3536
25	25	112020	115707	119394	123081	126768	130455	134142	3687

				<u>Long</u>
				<u>Max.</u>
		<u>10 Yr.</u>	<u>15 Yr.</u>	<u>20 Yr.</u>
		<u>Long</u>	<u>Long</u>	<u>Long</u>
	<u>SG</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>
28				
29				
30				
31	<u>1</u>	<u>45471</u>	<u>47362</u>	<u>51027</u>
32	<u>2</u>	<u>47092</u>	<u>49093</u>	<u>52864</u>
33	<u>3</u>	<u>49054</u>	<u>51142</u>	<u>55002</u>
34	<u>4</u>	<u>51096</u>	<u>53294</u>	<u>57257</u>
35	<u>5</u>	<u>53293</u>	<u>55605</u>	<u>59684</u>
36	<u>6</u>	<u>55767</u>	<u>58200</u>	<u>62405</u>
37	<u>7</u>	<u>58405</u>	<u>60933</u>	<u>65235</u>
38	<u>8</u>	<u>61154</u>	<u>63781</u>	<u>68182</u>
39	<u>9</u>	<u>64075</u>	<u>66824</u>	<u>71342</u>
40	<u>10</u>	<u>67317</u>	<u>70194</u>	<u>74842</u>
41	<u>11</u>	<u>70690</u>	<u>73680</u>	<u>78457</u>
42	<u>12</u>	<u>74123</u>	<u>77259</u>	<u>82170</u>
43	<u>13</u>	<u>77956</u>	<u>81222</u>	<u>86265</u>
44	<u>14</u>	<u>81952</u>	<u>85371</u>	<u>90572</u>
45	<u>15</u>	<u>86035</u>	<u>89600</u>	<u>94938</u>
46	<u>16</u>	<u>90356</u>	<u>94084</u>	<u>99576</u>
47	<u>17</u>	<u>95052</u>	<u>98972</u>	<u>104665</u>
48	<u>18</u>	<u>100013</u>	<u>104134</u>	<u>110033</u>
49	<u>19</u>	<u>104940</u>	<u>109242</u>	<u>115316</u>
50	<u>20</u>	<u>109880</u>	<u>114383</u>	<u>120654</u>
51	<u>21</u>	<u>115232</u>	<u>119930</u>	<u>126388</u>
52	<u>22</u>	<u>121210</u>	<u>126172</u>	<u>132905</u>
53	<u>23</u>	<u>126809</u>	<u>131924</u>	<u>138807</u>
54				
55				

1 24 132920 138221 145297 150595
2 25 139669 145200 152495 158020

3 § 2. Subdivision 2 of section 207-d of the state finance law, as
4 amended by section 2 of part A of chapter 60 of the laws of 2022, is
5 amended to read as 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 agency
12 police services unit established pursuant to article fourteen of the
13 civil service law, and upon audit and warrant of the comptroller, the
14 director shall provide for the payment of moneys to such employee organ-
15 ization for the establishment and maintenance of an employee benefit
16 fund established by the employee organization for the employees in the
17 negotiating unit covered by the controlling provision of such agreement
18 or award providing for such employee benefit fund, such amount to be
19 determined consistent with said agreement or award on the basis of the
20 number of full-time annual salaried employees, as determined by the
21 comptroller, on the payroll on March first, two thousand ~~[nineteen]~~
22 twenty-three for payments to be made on April first, two thousand ~~[nine-~~
23 ~~teen]~~ twenty-three, on the payroll on March first, two thousand ~~[twenty]~~
24 twenty-four for payments to be made on April first, two thousand ~~[twen-~~
25 ~~ty]~~ twenty-four, and on the payroll on March first, two thousand ~~[twen-~~
26 ~~ty-one]~~ twenty-five for payments to be made on April first, two thousand
27 ~~[twenty-one]~~ twenty-five, ~~and on the payroll on March first, two thou-~~
28 ~~sand twenty-two for payments to be made on April first, two thousand~~
29 ~~twenty-two~~. The amount, which will be determined pursuant to this
30 section, for employees who are paid from special or administrative
31 funds, other than the general fund or the capital projects fund of the
32 state, will be paid from the appropriations as provided by law, in which
33 case the comptroller will establish procedures to ensure repayment from
34 said special or administrative funds. The director shall enter into an
35 agreement with an employee organization which sets forth the specific
36 terms and conditions for the establishment and administration of an
37 employee benefit fund as a condition for the transmittal of moneys
38 pursuant to this section.

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

44 1. The provisions of this section shall apply to all full-time offi-
45 cers and employees in the collective negotiating unit designated as the
46 agency police services unit established pursuant to article 14 of the
47 civil service law.

48 2. Effective April 1, 2023, the basic annual salary of all members of
49 the agency police services unit who were in full-time annual salaried
50 employment status on March 31, 2023 shall be increased by three percent.

51 3. Effective April 1, 2024, the basic annual salary of all members of
52 the agency police services unit who were in full-time annual salaried
53 employment status on March 31, 2024 shall be increased by three percent.

54 4. Effective April 1, 2025, the basic annual salary of all members of
55 the agency police services unit who were in full-time annual salaried
56 employment status on March 31, 2025 shall be increased by three percent.

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

6 6. Effective April 1, 2023, pursuant to the terms of an agreement
7 covering members of the agency police services unit, for such unit
8 members who are on the institutional payroll, the ten-year, the
9 fifteen-year, the twenty-year, and the twenty-five-year longevity step
10 payment for such unit members to whom the provisions of this section
11 apply shall be that amount prescribed by paragraph h of subdivision 1 of
12 section 130 of the civil service law, as added by section one of this
13 act.

14 7. Notwithstanding any of the foregoing provisions of this section, if
15 the basic annual salary of such unit members to whom the provisions of
16 this section apply is identical with the hiring rate, performance
17 advance step one, two, three, four or five, the job rate, the ten-year
18 longevity step, the fifteen-year longevity step, the twenty-year longev-
19 ity step or the twenty-five-year longevity step of such unit members
20 position on the effective dates of the increases provided in this
21 section, such basic annual salary shall be increased to the hiring rate,
22 performance advance step one, two, three, four or five, the job rate,
23 the ten-year longevity step, the fifteen-year longevity step, the twen-
24 ty-year longevity step or the twenty-five-year longevity step, respec-
25 tively, of such salary grade as contained in the appropriate salary
26 schedule in subparagraphs (1), (2), and (3) of paragraph h of subdivi-
27 sion 1 of section 130 of the civil service law, as added by section one
28 of this act, to take effect on the dates provided in subparagraphs (1),
29 (2), and (3), respectively. The increases in basic annual salary
30 provided by this subdivision shall be in lieu of any increase in basic
31 annual salary provided for in subdivisions two, three, and four of this
32 section.

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

43 9. The increases in salary payable pursuant to this section shall
44 apply on a prorated basis to officers and employees, otherwise eligible
45 to receive an increase in salary pursuant to this section, who are paid
46 on an hourly or per diem basis, employees serving on a part-time or
47 seasonal basis and employees paid on any basis other than at an annual
48 salaried rate; except that the provisions of subdivision five, six and
49 seven of this section shall not apply to employees serving on an hourly,
50 per diem, or seasonal basis, except as determined by the director of the
51 budget.

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

55 11. In order to provide for the officers and employees to whom this
56 section applies who are not allocated to salary grades, performance

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

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

18 § 4. Retention bonus lump sum. For employees in the agency police
19 services unit, a one-time \$3,000 retention bonus will be paid to all
20 eligible members of the unit. This bonus is not part of basic annual
21 salary. Similarly, the bonus is not subject to any salary increases and
22 is not pensionable. The bonus shall be pro-rated for those employees
23 paid on any basis other than an annual basis. Employees paid on a part-
24 time, hourly or per diem basis shall receive a retention bonus pro-rated
25 on a basis reflecting the actual hours worked between May 9, 2024 and
26 September 11, 2024. To qualify, employees must be in continuous service
27 in the agency police services unit between May 9, 2024 and September 11,
28 2024 as defined by paragraph (c) of subdivision 3 of section 130 of the
29 civil service law. Employees who separate from state service between May
30 9, 2024 and September 11, 2024 are not eligible for this bonus unless
31 they retire directly from active state employment. This bonus shall be
32 effective September 11, 2024.

33 § 5. Additional compensation for certain members of the agency police
34 services collective negotiating unit. 1. In recognition of the general
35 requirement for full-time employees of the state in the agency police
36 services unit to assemble for briefing prior to the commencement of
37 duties, where and to the extent an agreement so provides, each such
38 employee except such an employee receiving additional compensation
39 pursuant to subdivision 5 of section 134 of the civil service law, shall
40 continue to receive additional compensation in recognition of pre-shift
41 briefing at one and one-half times the hourly rate of pay provided for
42 by subdivision 1 of section 134 of the civil service law and the rules
43 and regulations of the director of the budget.

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

1 full-time annual salaried and a police officer pursuant to subdivision
2 34 of section 1.20 of the criminal procedure law is not physically
3 reporting to work.

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

13 § 6. Clothing allowance. Effective April 1, 2023, pursuant to the
14 terms of an agreement covering members of the agency police services
15 collective negotiating unit who are full-time annual salaried and are
16 classified as investigators or detectives, in recognition of the general
17 requirement for such unit members to whom the provisions of this section
18 apply to wear professional attire, each such employee who is on the
19 payroll on the first day of November preceding the annual effective date
20 shall continue to receive a clothing allowance at a rate of four hundred
21 dollars per year.

22 § 7. Location pay. 1. Pursuant to the terms of an agreement covering
23 members of the agency police services collective negotiating unit, and
24 notwithstanding any inconsistent provision of law, effective April 1,
25 2019, all members of this unit who are full-time annual salaried employ-
26 ees and whose principal place of employment, or, in the case of a field
27 employee, whose official station is determined in accordance with the
28 regulations of the state comptroller, is located in the city of New
29 York, or in the county of Rockland, Westchester, Nassau, or Suffolk
30 shall continue to receive location pay in the amount of fifteen hundred
31 twenty dollars. Effective April 1, 2023, this amount shall increase to
32 one thousand six hundred sixty-one dollars. Effective April 1, 2024,
33 this amount shall increase to one thousand seven hundred eleven dollars.
34 Effective April 1, 2025, the amount shall increase to one thousand seven
35 hundred sixty-two dollars.

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

44 § 8. Supplemental location pay. 1. Pursuant to the terms of an agree-
45 ment covering members of the agency police services collective negotiat-
46 ing unit, and notwithstanding any inconsistent provision of law, all
47 members of this unit who are full-time annual salaried employees and
48 whose principal place of employment, or, in the case of a field employ-
49 ee, whose official station is determined in accordance with the regu-
50 lations of the state comptroller, is located in the city of New York, or
51 in the county of Putnam, Orange, Dutchess, Rockland, Westchester, Nassau
52 or Suffolk, shall receive supplemental location pay, in the following
53 amounts:

	Orange/Putnam/ Dutchess	NYC/Rockland/ Westchester	Nassau/ Suffolk
54			
55			
56	Effective April 1, 2023	\$1,383	\$2,078
			\$2,423

1	Effective April 1, 2024	\$1,424	\$2,140	\$2,496
2	Effective April 1, 2025	\$1,467	\$2,204	\$2,571

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

11 § 9. Expanded duty pay. Pursuant to the terms of an agreement or award
12 covering members of the agency police services collective negotiating
13 unit who are full-time annual salaried employees, in recognition of the
14 additional and continued duties and responsibilities performed by the
15 police officers in this unit as a result of the September 11th terrorist
16 attacks, and notwithstanding any provision of law, rule or regulation to
17 the contrary, for members of this unit, effective April 1, 2023, the
18 amount shall increase to five thousand one hundred fifty dollars. Effective April 1, 2024, this amount shall increase to five thousand three hundred dollars. Effective April 1, 2025, this amount shall increase to seven thousand five hundred dollars. Expanded duty pay as set out in this section shall be in addition to and shall not be a part of an employee's basic annual salary and shall not affect or impair any performance advance or other rights or benefits to which an employee may be entitled by law; provided, however, that expanded duty pay shall be included as compensation for the purposes of computation of overtime pay and for retirement purposes. This payment will be equally divided over the twenty-six payroll periods in each fiscal year. Effective with the first academy class enrolled subsequent to ratification of the 2019-2023 collective bargaining agreement, expanded duty pay shall not be paid to such individuals until the beginning of the first pay period following their one-year anniversary of employment except as provided by the collective bargaining agreement.

34 § 10. Marine/off-road enforcement pay. Pursuant to the terms of an agreement covering members of the agency police services collective negotiating unit who are full-time annual salaried employees, effective April 1, 2023, all members of this unit who are employed by the office of parks, recreation and historic preservation or the department of environmental conservation shall continue to receive one thousand five hundred dollars per year in recognition of their expertise in marine and off-road enforcement. Marine/off-road enforcement pay as set out in this section shall be in addition to and shall not be a part of an employee's basic annual salary, and shall not affect or impair any performance advance or other rights or benefits to which an employee may be entitled by law; provided, however, that marine/off-road enforcement pay shall be included as compensation for the purposes of computation of overtime pay and for retirement purposes. This payment will be equally divided over the twenty-six payroll periods in each fiscal year. Effective with the first academy class enrolled subsequent to ratification of the 2019-2023 collective bargaining agreement, marine/off-road enforcement pay shall not be paid to such individuals until the beginning of the first pay period following their one-year anniversary of employment.

53 § 11. Hazardous material pay. 1. Pursuant to the terms of an agreement covering members of the agency police services collective negotiating unit who are full-time annual salaried employees, effective April 1, 2023, all members who are employed by the department of environmental

1 conservation, except for those in the forest ranger title series, shall
2 continue to receive one thousand five hundred dollars per year in recog-
3 nition of their expertise and handling of hazardous materials. Hazard-
4 ous material pay as set out in this section shall be in addition to and
5 shall not be a part of an employee's basic annual salary, and shall not
6 affect or impair any performance advance or other rights or benefits to
7 which an employee may be entitled by law; provided, however, that
8 hazardous material pay shall be included as compensation for the
9 purposes of computation of overtime pay and for retirement purposes.
10 This payment will be equally divided over the twenty-six payroll periods
11 in each fiscal year. Effective with the first academy class enrolled
12 subsequent to ratification of the 2019-2023 collective bargaining agree-
13 ment, hazardous material pay shall not be paid to such individuals until
14 the beginning of the first pay period following their one-year anniver-
15 sary of employment.

16 2. Hazardous material/fire management/search and rescue pay. Pursuant
17 to the terms of an agreement covering members of the agency police
18 services collective negotiating unit who are full-time annual salaried
19 employees, effective April 1, 2023, all members who are employed by the
20 department of environmental conservation in the forest ranger title
21 series shall continue to receive one thousand five hundred dollars per
22 year in recognition of their expertise and handling of hazardous materi-
23 als. Hazardous material/fire management/search and rescue pay as set
24 out in this section shall be in addition to and shall not be a part of
25 an employee's basic annual salary, and shall not affect or impair any
26 performance advance or other rights or benefits to which an employee may
27 be entitled by law; provided, however, that hazardous material/fire
28 management/search and rescue pay shall be included as compensation for
29 the purposes of computation of overtime pay and for retirement purposes.
30 This payment will be equally divided over the twenty-six payroll periods
31 in each fiscal year. Effective with the first academy class enrolled
32 subsequent to ratification of the 2019-2023 collective bargaining agree-
33 ment, hazardous material/fire management/search and rescue pay shall not
34 be paid to such individuals until the beginning of the first pay period
35 following their one-year anniversary of employment.

36 § 12. Seniority pay. Notwithstanding any provision of law to the
37 contrary, pursuant to the terms of the agreement negotiated between the
38 state and the employee organization representing the agency police
39 services unit, effective April 1, 2023, all members of the unit who have
40 fifteen years of service in the agency police services unit, including
41 service in any predecessor units, shall continue to receive a payment of
42 twelve hundred dollars. Effective April 1, 2025, this amount shall
43 increase to two thousand dollars. Effective April 1, 2025, all members
44 of the unit who have eleven years of service but less than fifteen years
45 of service in the agency police services unit, including service in any
46 predecessor units, shall receive a payment of eight hundred dollars.
47 Such payment shall be annualized and paid during regular bi-weekly peri-
48 ods. Such payment shall be in addition to, and shall not be a part of, a
49 member's annual basic salary, and shall not affect or impair any incre-
50 ments or other rights or benefits to which the member may be entitled;
51 provided, however, that the payment shall be included as compensation
52 for purposes of computation of overtime pay and for retirement purposes.
53 Such amount shall also be included for such eligible employees in the
54 calculation of premium pay for those members who receive such pay.

55 § 13. Inconvenience pay program. Pursuant to chapter 333 of the laws
56 of 1969, as amended, and an agreement negotiated between the state and

1 the employee organization representing members of the agency police
2 services unit, effective April 1, 2019, members of the agency police
3 services unit shall continue to receive inconvenience pay in the amount
4 of five hundred ninety-seven dollars. Effective April 1, 2023, this
5 amount shall increase to six hundred fifteen dollars. Effective April 1,
6 2024, this amount shall increase to six hundred thirty-three dollars.
7 Effective April 1, 2025, this amount shall increase to six hundred
8 fifty-two dollars. Any such additional compensation pursuant to this
9 section shall be included as compensation for retirement purposes.

10 § 14. During the period April 1, 2023 through March 31, 2026 or as
11 otherwise agreed, there shall be a statewide joint labor-management
12 committee continued and administered pursuant to the terms of the agree-
13 ment negotiated between, or an interest arbitration award binding the
14 state and the employee organization representing employees in the
15 collective negotiating unit designated as the agency police services
16 unit established pursuant to article 14 of the civil service law which
17 shall, with the amounts available therefore, study and make recommenda-
18 tions concerning major issues of employee assistance, performance evalu-
19 ation, education and training, quality of work life, health benefits,
20 and provide for the implementation of the terms of agreements of such
21 committees.

22 § 15. Notwithstanding any provision of law to the contrary, the appro-
23 priations contained in this act shall be available to the state for the
24 payment and publication of grievance and arbitration settlements and
25 awards pursuant to articles 7 and 8 of the collective negotiating agree-
26 ment between the state and the employee organization representing the
27 collective negotiating unit designated as the agency police services
28 unit established pursuant to article 14 of the civil service law.

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

37 § 17. Date of entitlement to salary increase. Notwithstanding the
38 provisions of this act or of any other provision of law to the contrary,
39 the increase in salary or compensation provided by this act of any
40 member of the agency police services collective negotiating unit estab-
41 lished pursuant to article 14 of the civil service law who are full-time
42 annual salaried employees and are police officers pursuant to subdivi-
43 sion 34 of section 1.20 of the criminal procedure law shall be added to
44 the salary of such member at the beginning of that payroll period, the
45 first day of which is nearest to the effective date of such increase as
46 provided in this act, or at the beginning of the earlier of two payroll
47 periods, the first days of which are nearest but equally near to the
48 effective date of such increase as provided in this act; provided,
49 however, that, for the purposes of determining the salary of such unit
50 members upon reclassification, reallocation, appointment, promotion,
51 transfer, demotion, reinstatement, or other change of status, such sala-
52 ry increase shall be deemed to be effective on the date thereof as
53 prescribed by this act, with payment thereof pursuant to this section on
54 a date prior thereto, instead of on such effective date, and shall not
55 operate to confer any additional salary rights or benefits on such unit

1 members. Payment of such salary increase may be deferred pursuant to
2 section eighteen of this act.

3 § 18. Deferred payment of salary increases. Notwithstanding the
4 provisions of any other section of this act or of any other provision of
5 law to the contrary, pending payment pursuant to this act of the basic
6 annual salaries of incumbents of positions subject to this act, such
7 incumbents shall receive, as partial compensation for services rendered,
8 the rate of salary and other compensation otherwise payable in their
9 respective positions. An incumbent holding a position subject to this
10 act at any time during the period from April 1, 2023, until the time
11 when basic annual salaries and other compensation due are first paid
12 pursuant to this act for such services in excess of the salary and other
13 compensation actually received therefor, shall be entitled to a lump sum
14 payment for the difference between the salary and other compensation to
15 which such incumbent is entitled for such services and the salary and
16 other compensation actually received. Notwithstanding any law, rule or
17 regulation to the contrary, no member of the agency police services unit
18 to whom the provisions of this act apply shall be entitled to, or owed,
19 any interest or other penalty for any reason on any monies due to such
20 member pursuant to the terms of this act and the terms of the agreement
21 or interest arbitration award covering employees in the agency police
22 services unit.

23 § 19. Use of appropriations. Notwithstanding any provision of the
24 state finance law or any other provision of law to the contrary, the
25 state comptroller is authorized to pay any amounts required during the
26 fiscal year commencing April 1, 2024 by the provisions of this act for
27 any state department or agency from any appropriation or other funds
28 available to such state department or agency for personal service or for
29 other related employee benefits during such fiscal year. To the extent
30 that such appropriations are insufficient in any fund to accomplish the
31 purposes herein set forth, the director of the budget is authorized to
32 allocate to the various departments and agencies, from any appropri-
33 ations available in any fund, the amounts necessary to pay such amounts.
34 The aforementioned appropriations shall be available for payment of any
35 liabilities or obligations incurred prior to April 1, 2024, in addition
36 to current liabilities.

37 § 20. Notwithstanding any provision of the state finance law or any
38 other provision of law to the contrary, the sum of twenty-one million
39 dollars (\$21,000,000) is hereby appropriated in the general fund/state
40 purposes account (10050) in miscellaneous-all state departments and
41 agencies solely for apportionment/transfer by the director of the budget
42 for use by any state department or agency in any fund for the period
43 April 1, 2023 through March 31, 2025 to supplement appropriations for
44 personal service, other than personal service and fringe benefits, and
45 to carry out the provisions of this act. No money shall be available for
46 expenditure from this appropriation until a certificate of approval has
47 been issued by the director of the budget and a copy of such certificate
48 or any amendment thereto has been filed with the state comptroller, the
49 chair of the senate finance committee and the chair of the assembly ways
50 and means committee. The monies hereby appropriated are available for
51 payment of any liabilities or obligations incurred prior to or during
52 the period April 1, 2023 through March 31, 2025. For this purpose, the
53 monies appropriated shall remain in full force and effect for the
54 payment of liabilities incurred on or before March 31, 2025.

55 § 21. Notwithstanding any provision of the state finance law or any
56 other provision of law to the contrary, the several amounts as herein-

1 after set forth, or so much thereof as may be necessary, are hereby
 2 appropriated from the fund so designated for use by any state department
 3 or agency for the period April 1, 2023 through March 31, 2025 to supple-
 4 ment appropriations from each respective fund available for other than
 5 personal service and fringe benefits, and to carry out the provisions of
 6 this act. The monies hereby appropriated are available for the payment
 7 of any liabilities or obligations incurred prior to or during the period
 8 commencing April 1, 2023 through March 31, 2025. No money shall be
 9 available for expenditure from the monies appropriated until a certif-
 10 icate of approval has been issued by the director of the budget and a
 11 copy of such certificate or any amendment thereto has been filed with
 12 the state comptroller, the chair of the senate finance committee and the
 13 chair of the assembly ways and means committee. Notwithstanding the
 14 provisions of any other section of this act, the salary increases, and
 15 lump sum payments provided for in this act shall not be implemented
 16 until the director of employee relations has delivered notice to the
 17 director of the budget and the comptroller certifying that there is in
 18 effect with respect to such negotiating unit a collectively negotiated
 19 agreement, ratified by the membership, which provides for such increases
 20 and modifications, and which are fully executed in writing with the
 21 state pursuant to article 14 of the civil service law.

22 ALL STATE DEPARTMENTS AND AGENCIES
 23 SPECIAL PAY BILLS

24 General Fund / State Operations
 25 State Purposes Account - 003

26 NON-PERSONAL SERVICE

27 Joint committee on health benefits 9,196
 28 Contract administration 30,000
 29 Education and Training 53,224
 30 Education and Training - Management Directed 32,486
 31 Employee Assistance Program 8,048
 32 Organizational Alcohol Program 12,493
 33 Legal Defense Fund 10,000
 34 Quality of Work Life Initiatives 39,288
 35 Employee Benefit Fund 111,731

36 § 22. This act shall take effect immediately and shall be deemed to
 37 have been in full force and effect on and after April 1, 2023. Appropri-
 38 ations made by this act shall remain in full force and effect for
 39 liabilities incurred through March 31, 2025.

REPEAL NOTE: Subparagraphs 1, 2, 3 and 4 of paragraph h of subdivision
 1 of section 130 of the civil service law are REPEALED by section 1 of
 this act and are replaced with new subparagraphs 1, 2, and 3.