STATE OF NEW YORK

10655

IN SENATE

June 4, 2026

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, in relation to compensation, benefits and other terms and conditions of employment of certain state officers and employees; and in relation to implementing agreements between the state and an employee organization; to repeal certain provisions of the civil service law relating thereto; and making an appropriation for the purpose of effectuating certain provisions therefor

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

Section 1. Subparagraphs 1, 2 and 3 of paragraph c of subdivision 1 of section 130 of the civil service law are REPEALED and five new subparagraphs 1, 2, 3, 4 and 5 are added to read as follows:

(1) Effective March twenty-sixth, two thousand twenty-six for officers and employees on the administrative payroll and effective April second, two thousand twenty-six for officers and employees on the institutional payroll:

PS&T SALARY SCHEDULE
EFFECTIVE March 26, 2026 (ADMIN)
EFFECTIVE April 2, 2026 (INST)

SG	HIRING RATE	JOB RATE	ADVANCE AMOUNT	JOB RATE ADVANCE
1	$28,815	$37,177	$1,196	$1,186
2	$29,908	$38,689	$1,254	$1,257
3	$31,372	$40,571	$1,315	$1,309
4	$32,780	$42,466	$1,379	$1,412
5	$34,333	$44,480	$1,452	$1,435
6	$36,173	$46,843	$1,523	$1,532
7	$38,204	$49,364	$1,585	$1,650

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

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8	$40,307	$51,981	$1,642	$1,822
9	$42,552	$54,773	$1,701	$2,015
10	$44,965	$57,813	$1,777	$2,186
11	$47,541	$61,076	$1,892	$2,183
12	$50,209	$64,321	$1,957	$2,370
13	$53,132	$67,990	$2,035	$2,648
14	$56,183	$71,719	$2,174	$2,492
15	$59,363	$75,686	$2,254	$2,799
16	$62,694	$79,795	$2,341	$3,055
17	$66,212	$84,286	$2,452	$3,362
18	$69,964	$88,970	$2,403	$4,588
19	$73,755	$93,682	$2,502	$4,915
20	$77,532	$98,354	$2,607	$5,180
21	$81,642	$103,513	$2,721	$5,545
22	$86,031	$108,921	$2,835	$5,880
23	$90,582	$114,585	$2,953	$6,285
24	$95,406	$120,439	$3,066	$6,637
25	$100,671	$126,875	$3,197	$7,022
26	$105,973	$130,626	$3,327	$4,691
27	$111,708	$137,590	$3,503	$4,864
28	$117,592	$144,422	$3,638	$5,002
29	$123,754	$151,566	$3,778	$5,144
30	$130,222	$159,005	$3,918	$5,275
31	$137,163	$166,974	$4,064	$5,427
32	$144,455	$175,226	$4,201	$5,565
33	$152,313	$184,049	$4,340	$5,696
34	$160,426	$193,216	$4,490	$5,850
35	$168,742	$202,545	$4,634	$5,999
36	$177,224	$212,141	$4,794	$6,153
37	$186,525	$222,485	$4,943	$6,302
38	$174,020			

(2) Effective March twenty-fifth, two thousand twenty-seven for officers and employees on the administrative payroll and effective April first, two thousand twenty-seven for officers and employees on the institutional payroll:

PS&T SALARY SCHEDULE
EFFECTIVE March 25, 2027 (ADMIN)
EFFECTIVE April 1, 2027 (INST)

SG	HIRING RATE	JOB RATE	ADVANCE AMOUNT	JOB RATE ADVANCE
1	$29,968	$38,667	$1,244	$1,235
2	$31,104	$40,239	$1,304	$1,311
3	$32,627	$42,197	$1,368	$1,362
4	$34,091	$44,164	$1,434	$1,469
5	$35,706	$46,257	$1,510	$1,491
6	$37,620	$48,714	$1,584	$1,590
7	$39,732	$51,340	$1,649	$1,714
8	$41,919	$54,061	$1,707	$1,900
9	$44,254	$56,961	$1,769	$2,093
10	$46,764	$60,124	$1,848	$2,272
11	$49,443	$63,518	$1,968	$2,267
12	$52,217	$66,891	$2,035	$2,464

13	$55,257	$70,713	$2,116	$2,760
14	$58,430	$74,585	$2,261	$2,589
15	$61,738	$78,710	$2,345	$2,902
16	$65,202	$82,987	$2,434	$3,181
17	$68,860	$87,655	$2,550	$3,495
18	$72,763	$92,528	$2,499	$4,771
19	$76,705	$97,426	$2,602	$5,109
20	$80,633	$102,288	$2,711	$5,389
21	$84,908	$107,657	$2,830	$5,769
22	$89,472	$113,278	$2,949	$6,112
23	$94,205	$119,171	$3,071	$6,540
24	$99,222	$125,254	$3,189	$6,898
25	$104,698	$131,948	$3,325	$7,300
26	$110,212	$135,851	$3,460	$4,879
27	$116,176	$143,094	$3,643	$5,060
28	$122,296	$150,199	$3,784	$5,199
29	$128,704	$157,629	$3,930	$5,345
30	$135,431	$165,365	$4,075	$5,484
31	$142,650	$173,653	$4,227	$5,641
32	$150,233	$182,235	$4,369	$5,788
33	$158,406	$191,411	$4,513	$5,927
34	$166,843	$200,945	$4,669	$6,088
35	$175,492	$210,647	$4,820	$6,235
36	$184,313	$220,627	$4,986	$6,398
37	$193,986	$231,384	$5,141	$6,552
38	$180,981			

(3) Effective April sixth, two thousand twenty-eight for officers and employees on the administrative payroll and effective March thirtieth, two thousand twenty-eight for officers and employees on the institutional payroll:

PS&T SALARY SCHEDULE
EFFECTIVE April 6, 2028 (ADMIN)
EFFECTIVE March 30, 2028 (INST)

SG	HIRING RATE	JOB RATE	ADVANCE AMOUNT	JOB RATE ADVANCE
1	$31,017	$40,021	$1,288	$1,276
2	$32,193	$41,649	$1,349	$1,362
3	$33,769	$43,677	$1,416	$1,412
4	$35,284	$45,711	$1,485	$1,517
5	$36,956	$47,877	$1,562	$1,549
6	$38,937	$50,421	$1,639	$1,650
7	$41,123	$53,137	$1,706	$1,778
8	$43,386	$55,954	$1,767	$1,966
9	$45,803	$58,954	$1,831	$2,165
10	$48,401	$62,231	$1,912	$2,358
11	$51,174	$65,738	$2,037	$2,342
12	$54,045	$69,229	$2,106	$2,548
13	$57,191	$73,186	$2,190	$2,855
14	$60,475	$77,196	$2,341	$2,675
15	$63,899	$81,467	$2,427	$3,006
16	$67,484	$85,893	$2,520	$3,289
17	$71,270	$90,724	$2,640	$3,614

18	$75,310	$95,764	$2,586	$4,938
19	$79,390	$100,834	$2,693	$5,286
20	$83,455	$105,865	$2,806	$5,574
21	$87,880	$111,428	$2,929	$5,974
22	$92,604	$117,245	$3,052	$6,329
23	$97,502	$123,343	$3,178	$6,773
24	$102,695	$129,636	$3,301	$7,135
25	$108,362	$136,568	$3,442	$7,554
26	$114,069	$140,606	$3,581	$5,051
27	$120,242	$148,102	$3,770	$5,240
28	$126,576	$155,456	$3,916	$5,384
29	$133,209	$163,146	$4,067	$5,535
30	$140,171	$171,153	$4,217	$5,680
31	$147,643	$179,731	$4,375	$5,838
32	$155,491	$188,613	$4,522	$5,990
33	$163,950	$198,110	$4,671	$6,134
34	$172,683	$207,978	$4,833	$6,297
35	$181,634	$218,020	$4,988	$6,458
36	$190,764	$228,349	$5,160	$6,625
37	$200,776	$239,482	$5,321	$6,780
38	$187,315			

(4) Effective April fifth, two thousand twenty-nine for officers and employees on the administrative payroll and effective March twenty-ninth, two thousand twenty-nine for officers and employees on the institutional payroll:

PS&T SALARY SCHEDULE
EFFECTIVE April 5, 2029 (ADMIN)
EFFECTIVE March 29, 2029 (INST)

SG	HIRING RATE	JOB RATE	ADVANCE AMOUNT	JOB RATE ADVANCE
1	$31,948	$41,223	$1,326	$1,319
2	$33,159	$42,895	$1,390	$1,396
3	$34,782	$44,988	$1,458	$1,458
4	$36,343	$47,082	$1,529	$1,565
5	$38,065	$49,315	$1,609	$1,596
6	$40,105	$51,931	$1,688	$1,698
7	$42,357	$54,728	$1,757	$1,829
8	$44,688	$57,632	$1,820	$2,024
9	$47,177	$60,722	$1,886	$2,229
10	$49,853	$64,095	$1,970	$2,422
11	$52,709	$67,711	$2,098	$2,414
12	$55,666	$71,309	$2,170	$2,623
13	$58,907	$75,380	$2,256	$2,937
14	$62,289	$79,509	$2,411	$2,754
15	$65,816	$83,912	$2,499	$3,102
16	$69,509	$88,472	$2,595	$3,393
17	$73,408	$93,443	$2,719	$3,721
18	$77,569	$98,634	$2,664	$5,081
19	$81,772	$103,860	$2,774	$5,444
20	$85,959	$109,043	$2,890	$5,744
21	$90,516	$114,769	$3,017	$6,151
22	$95,382	$120,763	$3,143	$6,523

23	$100,427	$127,045	$3,273	$6,980
24	$105,776	$133,527	$3,400	$7,351
25	$111,613	$140,667	$3,545	$7,784
26	$117,491	$144,824	$3,689	$5,199
27	$123,849	$152,545	$3,883	$5,398
28	$130,373	$160,120	$4,034	$5,543
29	$137,205	$168,040	$4,189	$5,701
30	$144,376	$176,288	$4,344	$5,848
31	$152,072	$185,123	$4,506	$6,015
32	$160,156	$194,271	$4,658	$6,167
33	$168,869	$204,053	$4,811	$6,318
34	$177,863	$214,217	$4,978	$6,486
35	$187,083	$224,561	$5,138	$6,650
36	$196,487	$235,199	$5,315	$6,822
37	$206,799	$246,666	$5,480	$6,987
38	$192,934			

(5) Effective April fourth, two thousand thirty for officers and employees on the administrative payroll and effective March twenty-eighth, two thousand thirty for officers and employees on the institutional payroll:

PS&T SALARY SCHEDULE
EFFECTIVE April 4, 2030 (ADMIN)
EFFECTIVE March 28, 2030 (INST)

SG	HIRING RATE	JOB RATE	ADVANCE AMOUNT	JOB RATE ADVANCE
1	$32,906	$42,461	$1,366	$1,359
2	$34,154	$44,179	$1,431	$1,439
3	$35,825	$46,338	$1,502	$1,501
4	$37,433	$48,493	$1,575	$1,610
5	$39,207	$50,795	$1,658	$1,640
6	$41,308	$53,491	$1,739	$1,749
7	$43,628	$56,372	$1,810	$1,884
8	$46,029	$59,358	$1,875	$2,079
9	$48,592	$62,547	$1,943	$2,297
10	$51,349	$66,019	$2,029	$2,496
11	$54,290	$69,740	$2,161	$2,484
12	$57,336	$73,447	$2,235	$2,701
13	$60,674	$77,643	$2,324	$3,025
14	$64,158	$81,893	$2,483	$2,837
15	$67,790	$86,431	$2,574	$3,197
16	$71,594	$91,128	$2,673	$3,496
17	$75,610	$96,244	$2,800	$3,834
18	$79,896	$101,590	$2,743	$5,236
19	$84,225	$106,975	$2,857	$5,608
20	$88,538	$112,314	$2,977	$5,914
21	$93,231	$118,214	$3,108	$6,335
22	$98,243	$124,383	$3,238	$6,712
23	$103,440	$130,854	$3,372	$7,182
24	$108,949	$137,530	$3,502	$7,569
25	$114,961	$144,890	$3,651	$8,023
26	$121,016	$149,169	$3,799	$5,359
27	$127,564	$157,121	$4,000	$5,557

28	$134,284	$164,924	$4,155	$5,710
29	$141,321	$173,081	$4,315	$5,870
30	$148,707	$181,577	$4,474	$6,026
31	$156,634	$190,677	$4,641	$6,197
32	$164,961	$200,099	$4,797	$6,356
33	$173,935	$210,175	$4,955	$6,510
34	$183,199	$220,644	$5,127	$6,683
35	$192,695	$231,298	$5,292	$6,851
36	$202,382	$242,255	$5,474	$7,029
37	$213,003	$254,066	$5,645	$7,193
38	$198,722			

§ 2. Compensation for certain state officers and employees in collective negotiating units. 1. The provisions of this section shall apply to annual-salaried officers and employees in the collective negotiating unit designated as the professional, scientific and technical services unit established pursuant to article 14 of the civil service law.

2. Effective March 26, 2026 for officers and employees on the administrative payroll and effective April 2, 2026 for officers and employees on the institutional payroll, the basic annual salary of officers and employees in full-time employment status on the day before such payroll period shall be increased by four and one-half percent adjusted to the nearest whole dollar amount.

3. Effective March 25, 2027 for officers and employees on the administrative payroll and effective April 1, 2027 for officers and employees on the institutional payroll, the basic annual salary of officers and employees in full-time employment status on the day before such payroll period shall be increased by four percent adjusted to the nearest whole dollar amount.

4. Effective April 6, 2028 for officers and employees on the administrative payroll and effective March 30, 2028 for officers and employees on the institutional payroll, the basic annual salary of officers and employees in full-time employment status on the day before such payroll period shall be increased by three and one-half percent adjusted to the nearest whole dollar amount.

5. Effective April 5, 2029 for officers and employees on the administrative payroll and effective March 29, 2029 for officers and employees on the institutional payroll, the basic annual salary of officers and employees in full-time employment status on the day before such payroll period shall be increased by three percent adjusted to the nearest whole dollar amount.

6. Effective April 4, 2030 for officers and employees on the administrative payroll and effective March 28, 2030 for officers and employees on the institutional payroll, the basic annual salary of officers and employees in full-time employment status on the day before such payroll period shall be increased by three percent adjusted to the nearest whole dollar amount.

7. Notwithstanding the provisions of subdivisions two, three, four, five and six of this section, if the basic annual salary of an officer or employee to whom the provisions of this section apply is identical with the hiring rate or the job rate of the salary grade of their position on the effective dates of the increases provided in these subdivisions, such basic annual salary shall be increased to the hiring rate or job rate, respectively, of such salary grade as contained in the appropriate salary schedules in subparagraphs 1, 2, 3, 4 and 5 of paragraph c 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 such subparagraphs. Except as herein provided to the contrary, the increases in basic annual salary provided by this subdivision shall be in lieu of any increase in basic annual salary provided for in subdivisions two, three, four, five and six of this section.

8. Payments pursuant to the provisions of subdivision 6 of section 131 of the civil service law for annual salaried officers and employees entitled to such payments to whom the provisions of this section apply shall be payable in accordance with the terms of an agreement reached pursuant to article 14 of the civil service law between the state and an employee organization representing employees subject to the provisions of this section.

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

10. The increases in salary provided in subdivisions two, three, four, five and six of this section shall apply on a pro-rated basis to officers and employees, otherwise eligible to receive an increase in salary, who are paid on an hourly or per diem basis, employees serving on a part-time or seasonal basis, and employees paid on any basis other than at an annual salary rate. Notwithstanding the foregoing, the provisions of subdivisions seven, eight and fifteen of this section shall not apply to employees serving on a per diem or seasonal basis, except as determined by the director of the budget.

11. In order to provide for the officers and employees to whom this section applies but are not allocated to salary grades, but are paid on an annual basis, increases and payments pursuant to subdivisions eight and fifteen of this section 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 and/or payments 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 and/or payments thereof for which adjustments and/or payments 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 other provision of this section, the provisions of this section shall not apply to officers or employees paid on a fee schedule basis, provided however, that the increases in basic annual salary provided for in subdivisions two, three, four, five and six of this section shall apply to fire instructors paid on a fee schedule basis employed by the division of homeland security and emergency services.

13. Notwithstanding any other provision of this section, except subdivision one of this section, any increase in compensation for any officer or employee appointed to a lower graded position from a redeployment list pursuant to subdivision 1 of section 79 of the civil service law

who continues to receive their former salary pursuant to such subdivision shall be determined on the basis of such lower graded position provided, however, that the increase in salary provided in this section shall not cause such officer's or employee's salary to exceed the job rate of such lower graded position.

14. Notwithstanding any other provision of this section or any law to the contrary, any increase in compensation may be withheld in whole or in part from any employee to whom the provisions of this section are applicable when, in the opinion of the director of the budget and the director of employee relations, such increase is not warranted or is not appropriate for any reason.

15. Notwithstanding any law, rule or regulation to the contrary, officers and employees to whom the provisions of this section apply shall receive performance awards in accordance with the terms of a collectively negotiated agreement between the state and the employee organization representing such employees entered into pursuant to article 14 of the civil service law, effective for the period commencing April 2, 2026, in accordance with the rules and regulations issued by the director of the budget to implement payment of such negotiated performance awards.

§ 3. Notwithstanding any other provision of law, when, in the professional, scientific and technical services unit, a determination has been implemented to increase the hiring rate of a position in accordance with subdivision 4 of section 130 of the civil service law, incumbents of such positions who are employed in any state department, state institution or other state agency, in the particular area or areas or location or locations affected, who did not receive the benefit of the new hiring salary or have their salaries brought up to such new hiring salary may receive increased compensation as determined by an agreement between the office of employee relations and the employee organization representing such unit.

§ 4. Notwithstanding any other law to the contrary, where an agreement between the state and the employee organization that represents employees in the professional, scientific and technical services unit so provides, there shall be paid a higher education differential consistent with the terms of such agreement.

§ 5. Location compensation for certain state officers and employees. 1. Notwithstanding any inconsistent provisions of law, officers and employees, including seasonal officers and employees who shall continue to receive the compensation provided for pursuant to this section on a pro-rated basis except part-time officers and employees, in the collective negotiating unit designated as the professional, scientific and technical services unit established pursuant to article 14 of the civil service law, 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 county of Monroe and who were eligible to receive location pay on March 31, 1985, shall receive location pay at the rate of $200 per year provided they continue to be otherwise eligible; or in the city of New York, or in the county of Rockland, Westchester, Nassau or Suffolk shall continue to receive a downstate adjustment at the annual rate of $4,000 effective April 1, 2025, which shall increase to $4,150 effective April 2, 2026, to $5,150 effective April 1, 2027, to $6,150 effective April 1, 2028, to $6,400 effective April 1, 2029, and to $6,650 effective April 1, 2030; or in the county of Dutchess, Putnam or Orange shall continue to receive a mid-Hudson adjustment at the annual rate of $2,000 effective April 1, 2025, adding Ulster County as of April 1, 2026 and which shall increase

to $2,150 effective April 2, 2026, to $2,400 effective April 1, 2027, to $2,650 effective April 1, 2028, to $2,800 effective April 1, 2029 and to $2,950 effective April 1, 2030. Such location payments shall be in addition to and shall not be a part of an officer's or employee's basic annual salary and shall not affect or impair any performance advancements or other rights or benefits to which an officer or employee may be entitled by law, provided, however, that location payments shall be included as compensation for purposes of computation of overtime pay and for retirement purposes. For the sole purpose of continuing eligibility for location pay in Monroe county, an officer or employee previously eligible to receive location pay on March 31, 1985 who is on an approved leave of absence or participates in an employer program to reduce to part-time service during summer months shall continue to be eligible for said location pay upon return to full-time state service in Monroe county.

2. These location compensation amounts as set forth in subdivision one of this section may be extended to other bargaining units of state employees pursuant to an agreement with the applicable employee organization, or unrepresented employees, at the discretion of the director of the office of employee relations.

§ 6. Continuation of location 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 collective negotiating unit designated as the professional, scientific and technical services unit, who is receiving location pay pursuant to section 5 of chapter 174 of the laws of 1993 shall continue to receive such location pay under the conditions and at the rate specified by such section.

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 collective negotiating unit designated as the professional, scientific and technical services unit, who is receiving location pay pursuant to subdivision 2 of section 9 of chapter 315 of the laws of 1995 shall continue to receive such location pay under the conditions and at the rates specified by such subdivision.

3. Notwithstanding section five of this act or any other law, rule or regulation to the contrary, any officer or employee of the Hudson Valley developmental disabilities services office represented in the collective negotiating unit designated as the professional, scientific and technical services unit, who is receiving location pay pursuant to section five of this act shall continue to be eligible for such location pay if as the result of a reduction or redeployment of staff, such officer or employee is reassigned to or otherwise appointed or promoted to a different position at another work location within the Hudson Valley developmental disabilities services office. The rate of such continued location pay shall not exceed the rate such officer or employee is receiving on the date of such reassignment, appointment or promotion.

§ 7. Special assignment to duty pay. Notwithstanding any inconsistent provisions of law, effective April 2, 2026, where and to the extent that, an agreement between the state and an employee organization entered into pursuant to article 14 of the civil service law so provides, a special assignment to duty lump sum shall be paid each year to an employee who is serving in a particular assignment deemed qualified pursuant to such agreement. Such payment shall be in an amount negotiated for those employees assigned to qualifying work assignments

and who work such assignments for the minimum periods of time in a year provided in the negotiated agreement. Assignment to duty pay shall not be paid in any year an employee does not meet the minimum period of time in such qualifying assignment required by the agreement or upon cessation of the assignment to duty program on April 1, 2031 unless an extension is negotiated by the parties. Such lump sum shall be considered salary only for final average salary retirement purposes.

§ 8. Long term seasonal employees. Notwithstanding any inconsistent provisions of law, effective April 2, 2026, where and to the extent that, an agreement between the state and an employee organization entered into pursuant to article 14 of the civil service law so provides, a lump sum shall be paid each year to an employee who is serving in a qualifying long term seasonal position. Such payment shall be in an amount negotiated and pursuant to negotiated qualifying criteria and shall be considered salary only for final average salary retirement purposes. Such benefit shall be available until March 31, 2031.

§ 9. Facility-based hazardous duty pay. Notwithstanding any inconsistent provision of law, where and to the extent that an agreement between the state and an employee organization entered into pursuant to article 14 of the civil service law so provides on behalf of employees in the collective negotiating unit designated as the professional, scientific and technical services unit established pursuant to article 14 of the civil service law, effective April 1, 2027, and consistent with the terms of the agreement, there shall be paid the amount of $300 on an annual basis to eligible full-time annual employees of the office of mental health, the office for people with developmental disabilities, the office of children and family services and the department of corrections and community supervision in recognition of the hazards of their jobs. This payment is not a part of basic annual salary. Similarly, it is not subject to any salary increases. This payment shall be pro-rated for less than full-time employees consistent with the terms of the agreement.

§ 10. Notwithstanding any inconsistent provisions of law, where and to the extent that an agreement between the state and an employee organization entered into pursuant to article 14 of the civil service law so provides on behalf of employees in the collective negotiating unit designated as the professional, scientific and technical services unit established pursuant to article 14 of the civil service law, the state shall contribute an amount designated in such agreement and for the period covered by such agreement to the accounts of such employees enrolled for dependent care deductions pursuant to subdivision 7 of section 201-a of the state finance law. Such amounts shall be from funds appropriated in this act and shall not be part of basic annual salary for overtime or retirement purposes.

§ 11. 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 33 and 34 of the collective negotiating agreement between the state and the employee organization representing the collective negotiating unit designated as the professional, scientific and technical services unit established pursuant to article 14 of the civil service law.

§ 12. During the period April 2, 2026 through April 1, 2031, there shall be a statewide labor-management committee continued and administered pursuant to the terms of the agreement negotiated between the state and an employee organization representing employees in the collec-

tive negotiating unit designated as the professional, scientific and technical services unit established pursuant to article 14 of the civil service law which shall after April 2, 2026, have the responsibility of studying, making recommendations concerning the major issues of productivity, the quality of work life and implementing the agreements reached.

§ 13. Inconvenience pay program. Pursuant to chapter 333 of the laws of 1969, as amended, and an agreement negotiated between the state and an employee organization representing employees in the professional, scientific and technical services unit established pursuant to article 14 of the civil service law, an eligible employee shall continue to be paid $575 per year for working four or more hours between the hours of 6:00 p.m. and 6:00 a.m. effective April 2, 2011. Effective April 2, 2026, such amount shall be increased to $825 per year, consistent with the terms of the agreement.

§ 14. Notwithstanding any provision of law to the contrary, effective April 2, 2026, where and to the extent that an agreement between the state and an employee organization so provides for a program concerning a firearms training and safety incentive for peace officers in the professional, scientific and technical services bargaining unit, a lump sum payment for such incentive shall be paid for each year of such program to any employee who is deemed qualified pursuant to such agreement. Such payment shall be in an amount negotiated for those employees who meet criteria established by such program. Such payment shall occur at the time prescribed by such program or as soon as practicable thereafter. Such lump sum payment shall not be paid in any year an employee does not meet the qualifications and criteria of such program. Such lump sum payment shall be considered salary for overtime purposes.

§ 15. Notwithstanding any provision of law to the contrary, effective April 2, 2026, where and to the extent that an agreement between the state and an employee organization entered into pursuant to article 14 of the civil service law so provides on behalf of certain employees in the collective negotiating unit designated as the professional, scientific and technical services unit, and where there exists a policy requiring employees in the fire protection specialist title series at the office of fire prevention and control to wear uniforms, a lump sum uniform allowance shall be paid to covered employees in accordance with the terms of such agreement and policy. Such payments shall be in an amount negotiated for covered employees and shall not be paid in any year where a policy does not exist requiring uniforms in accordance with the terms of the agreement or where an employee is not required to wear a uniform or receives a regular uniform service. Such uniform allowance will cease to exist on April 1, 2031, unless an extension is negotiated by the parties. Such lump sum shall be considered salary only for final average salary purposes.

§ 16. Notwithstanding any provision of law to the contrary, employees in eligible titles who fall under the pilot workers compensation program that was collectively negotiated by the state and an employee organization shall be paid in accordance with the terms of that agreed upon program.

§ 17. The salary increases and benefit modifications provided for by this act for state employees in the collective negotiating unit designated as the professional, scientific and technical services unit established pursuant to article 14 of the civil service law shall not be implemented until the director of employee relations shall have delivered to the director of the budget and the state comptroller a letter

certifying that there is in effect with respect to such negotiating unit a collectively negotiated agreement, ratified by the membership, which provides for such increases and modifications and which are fully executed in writing with the state pursuant to article 14 of the civil service law.

§ 18. Date of entitlement to salary increases. Notwithstanding the provisions of this act or of any other provision of law to the contrary, the increases in salary or compensation to employees provided by this act shall be added to the salary of such employee at the beginning of that payroll period, the first day of which is nearest to the effective dates of such increases 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 dates of such increases 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 increases shall be deemed to be effective on the dates thereof as prescribed by this act, with payment thereof pursuant to this section on a date prior thereto, instead of on such effective dates, and shall not operate to confer any additional salary rights or benefits on such unit members. Payment of such salary increases may be deferred pursuant to section nineteen of this act.

§ 19. Deferred payment of salary increase. Notwithstanding the provisions of any other section of this act or any other provision of law to the contrary, pending payment pursuant to this act of the basic annual salaries of incumbents of positions subject to this act, such incumbents shall receive, as partial compensation for services rendered, the rate of salary and other compensation otherwise payable in their respective positions. An incumbent holding a position subject to this act at any time during the period from April 1, 2026, until the time when basic annual salaries and other compensation due are first paid pursuant to this act for such services in excess of the salary and other compensation actually received therefor, shall be entitled to a lump sum payment for the difference between the salary and other compensation to which such incumbent is entitled for such services and the salary and other compensation actually received pursuant to the terms of an agreement between the state and the employee organization representing the employees covered by this act.

§ 20. Use of appropriations. Notwithstanding any provision of the state finance law or any other provision of law to the contrary, the state comptroller is authorized to pay any amounts required during the fiscal year commencing April 1, 2026 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, 2026 in addition to current liabilities.

§ 21. Effect of participation in special annuity program. No officer or employee participating in a special annuity program pursuant to the provisions of article 8-C of the education law shall, by reason of an increase in compensation pursuant to this act, suffer any reduction of

the salary adjustment to which they would otherwise be entitled by reason of participation in such program, and such salary adjustment shall be based upon the salary of such officer or employee without regard to the reduction authorized by such article.

§ 22. Notwithstanding any provision of the state finance law or any other provision of law to the contrary, the sum of $332,000,000 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, 2026 through March 31, 2027 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, 2026 through March 31, 2027. For this purpose, the monies appropriated shall remain in full force and effect for the payment of liabilities incurred on or before March 31, 2027.

§ 23. 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 commencing April 1, 2026 through March 31, 2027 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 payment of any liabilities or obligations incurred prior to or during the period commencing April 1, 2026 through March 31, 2027. 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.

MISCELLANEOUS -- ALL STATE DEPARTMENTS AND AGENCIES LABOR MANAGEMENT COMMITTEES

General Fund/State Operations State Purposes Account - 10050

Professional, Scientific and Technical Services Unit

Professional development and quality of working life committee	31,146
Health and Safety	40,431
PSTP Program	281,633
Joint Funded Programs	106,793
Multi-Funded Programs	56,386
Professional Development for Nurses	29,383
Property Damage	27,695
Work-Life Services	135,785
Joint Committee on Health Benefits	29,383
Contract Administration	50,000

§ 24. This act shall take effect immediately and shall be deemed to have been in full force and effect on and after April 2, 2026. Appropriations made by this act shall remain in full force and effect for liabilities incurred through March 31, 2027.

REPEAL NOTE.--Subparagraphs 1, 2 and 3 of paragraph c of subdivision 1 of section 130 of the civil service law, repealed by section one of this act, provided a salary schedule for state employees in the professional, scientific and technical services unit and is replaced by revised salary schedules in new subparagraphs 1, 2, 3, 4 and 5.