STATE OF NEW YORK

11534

IN ASSEMBLY

May 31, 2026

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 and other terms and conditions of employment of certain state officers and employees, to authorize funding of joint labor-management committees, to implement agreements between the state and an employee organization; to amend chapter 333 of the laws of 1969 amending the civil service law and other laws relating to salary increases for certain state officers and employees, in relation to rates of pay for certain state employees; to repeal certain provisions of the civil service law relating thereto; and making an appropriation for the purpose of effectuating certain provisions thereof (Part A); and to amend the civil service law and the correction law, in relation to salaries of certain state officers and employees excluded from collective negotiating units; to repeal certain provisions of the civil service law and the correction law relating thereto; and making an appropriation for the purpose of effectuating certain provisions thereof (Part B)

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

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

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

LBD12046-01-6

PART A

SALARIES AND BENEFITS FOR CERTAIN STATE OFFICERS AND EMPLOYEES IN THE ADMINISTRATIVE, INSTITUTIONAL, OPERATIONAL AND DIVISION OF MILITARY AND NAVAL AFFAIRS UNITS 2026-2031

Section 1. Subparagraphs 1, 2, 3, 4 and 5 of paragraph a 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:

SG	HR	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	JR	INCR
1	30079	31093	32107	33121	34135	35149	36163	37177	1014
2	31227	32293	33359	34425	35491	36557	37623	38689	1066
3	32787	33899	35011	36123	37235	38347	39459	40571	1112
4	34220	35398	36576	37754	38932	40110	41288	42466	1178
5	35856	37088	38320	39552	40784	42016	43248	44480	1232
6	37862	39145	40428	41711	42994	44277	45560	46843	1283
7	39956	41300	42644	43988	45332	46676	48020	49364	1344
8	42209	43605	45001	46397	47793	49189	50585	51981	1396
9	44560	46019	47478	48937	50396	51855	53314	54773	1459
10	47110	48639	50168	51697	53226	54755	56284	57813	1529
11	49841	51446	53051	54656	56261	57866	59471	61076	1605
12	52694	54355	56016	57677	59338	60999	62660	64321	1661
13	55817	57556	59295	61034	62773	64512	66251	67990	1739
14	59049	60859	62669	64479	66289	68099	69909	71719	1810
15	62477	64364	66251	68138	70025	71912	73799	75686	1887
16	65977	67951	69925	71899	73873	75847	77821	79795	1974
17	69691	71776	73861	75946	78031	80116	82201	84286	2085
18	73717	75896	78075	80254	82433	84612	86791	88970	2179
19	77666	79954	82242	84530	86818	89106	91394	93682	2288
20	81729	84104	86479	88854	91229	93604	95979	98354	2375
21	86111	88597	91083	93569	96055	98541	101027	103513	2486
22	90728	93327	95926	98525	101124	103723	106322	108921	2599
23	95580	98295	101010	103725	106440	109155	111870	114585	2715
24	100783	103591	106399	109207	112015	114823	117631	120439	2808
25	106351	109283	112215	115147	118079	121011	123943	126875	2932

(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:

SG	HR	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	JR	INCR
1	31282	32337	33392	34447	35502	36557	37612	38667	1055
2	32476	33585	34694	35803	36912	38021	39130	40239	1109
3	34098	35255	36412	37569	38726	39883	41040	42197	1157
4	35589	36814	38039	39264	40489	41714	42939	44164	1225
5	37290	38571	39852	41133	42414	43695	44976	46257	1281
6	39376	40710	42044	43378	44712	46046	47380	48714	1334
7	41554	42952	44350	45748	47146	48544	49942	51340	1398
8	43897	45349	46801	48253	49705	51157	52609	54061	1452

9	46342	47859	49376	50893	52410	53927	55444	56961	1517
10	48994	50584	52174	53764	55354	56944	58534	60124	1590
11	51835	53504	55173	56842	58511	60180	61849	63518	1669
12	54802	56529	58256	59983	61710	63437	65164	66891	1727
13	58050	59859	61668	63477	65286	67095	68904	70713	1809
14	61411	63293	65175	67057	68939	70821	72703	74585	1882
15	64976	66938	68900	70862	72824	74786	76748	78710	1962
16	68616	70669	72722	74775	76828	78881	80934	82987	2053
17	72479	74647	76815	78983	81151	83319	85487	87655	2168
18	76666	78932	81198	83464	85730	87996	90262	92528	2266
19	80773	83152	85531	87910	90289	92668	95047	97426	2379
20	84998	87468	89938	92408	94878	97348	99818	102288	2470
21	89555	92141	94727	97313	99899	102485	105071	107657	2586
22	94357	97060	99763	102466	105169	107872	110575	113278	2703
23	99403	102227	105051	107875	110699	113523	116347	119171	2824
24	104814	107734	110654	113574	116494	119414	122334	125254	2920
25	110605	113654	116703	119752	122801	125850	128899	131948	3049

(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:

SG	HR	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	JR	INCR
1	32377	33469	34561	35653	36745	37837	38929	40021	1092
2	33613	34761	35909	37057	38205	39353	40501	41649	1148
3	35291	36489	37687	38885	40083	41281	42479	43677	1198
4	36835	38103	39371	40639	41907	43175	44443	45711	1268
5	38595	39921	41247	42573	43899	45225	46551	47877	1326
6	40754	42135	43516	44897	46278	47659	49040	50421	1381
7	43008	44455	45902	47349	48796	50243	51690	53137	1447
8	45433	46936	48439	49942	51445	52948	54451	55954	1503
9	47964	49534	51104	52674	54244	55814	57384	58954	1570
10	50709	52355	54001	55647	57293	58939	60585	62231	1646
11	53649	55376	57103	58830	60557	62284	64011	65738	1727
12	56720	58507	60294	62081	63868	65655	67442	69229	1787
13	60082	61954	63826	65698	67570	69442	71314	73186	1872
14	63560	65508	67456	69404	71352	73300	75248	77196	1948
15	67250	69281	71312	73343	75374	77405	79436	81467	2031
16	71018	73143	75268	77393	79518	81643	83768	85893	2125
17	75016	77260	79504	81748	83992	86236	88480	90724	2244
18	79349	81694	84039	86384	88729	91074	93419	95764	2345
19	83600	86062	88524	90986	93448	95910	98372	100834	2462
20	87973	90529	93085	95641	98197	100753	103309	105865	2556
21	92689	95366	98043	100720	103397	106074	108751	111428	2677
22	97659	100457	103255	106053	108851	111649	114447	117245	2798
23	102882	105805	108728	111651	114574	117497	120420	123343	2923
24	108482	111504	114526	117548	120570	123592	126614	129636	3022
25	114476	117632	120788	123944	127100	130256	133412	136568	3156

(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:

SG	HR	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	JR	INCR

1	33348	34473	35598	36723	37848	38973	40098	41223	1125
2	34621	35803	36985	38167	39349	40531	41713	42895	1182
3	36350	37584	38818	40052	41286	42520	43754	44988	1234
4	37940	39246	40552	41858	43164	44470	45776	47082	1306
5	39753	41119	42485	43851	45217	46583	47949	49315	1366
6	41977	43399	44821	46243	47665	49087	50509	51931	1422
7	44298	45788	47278	48768	50258	51748	53238	54728	1490
8	46796	48344	49892	51440	52988	54536	56084	57632	1548
9	49403	51020	52637	54254	55871	57488	59105	60722	1617
10	52230	53925	55620	57315	59010	60705	62400	64095	1695
11	55258	57037	58816	60595	62374	64153	65932	67711	1779
12	58422	60263	62104	63945	65786	67627	69468	71309	1841
13	61884	63812	65740	67668	69596	71524	73452	75380	1928
14	65467	67473	69479	71485	73491	75497	77503	79509	2006
15	69268	71360	73452	75544	77636	79728	81820	83912	2092
16	73149	75338	77527	79716	81905	84094	86283	88472	2189
17	77266	79577	81888	84199	86510	88821	91132	93443	2311
18	81729	84144	86559	88974	91389	93804	96219	98634	2415
19	86108	88644	91180	93716	96252	98788	101324	103860	2536
20	90612	93245	95878	98511	101144	103777	106410	109043	2633
21	95470	98227	100984	103741	106498	109255	112012	114769	2757
22	100589	103471	106353	109235	112117	114999	117881	120763	2882
23	105968	108979	111990	115001	118012	121023	124034	127045	3011
24	111736	114849	117962	121075	124188	127301	130414	133527	3113
25	117910	121161	124412	127663	130914	134165	137416	140667	3251

(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:

SG	HR	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	JR	INCR
1	34348	35507	36666	37825	38984	40143	41302	42461	1159
2	35660	36877	38094	39311	40528	41745	42962	44179	1217
3	37441	38712	39983	41254	42525	43796	45067	46338	1271
4	39078	40423	41768	43113	44458	45803	47148	48493	1345
5	40946	42353	43760	45167	46574	47981	49388	50795	1407
6	43236	44701	46166	47631	49096	50561	52026	53491	1465
7	45627	47162	48697	50232	51767	53302	54837	56372	1535
8	48200	49794	51388	52982	54576	56170	57764	59358	1594
9	50885	52551	54217	55883	57549	59215	60881	62547	1666
10	53797	55543	57289	59035	60781	62527	64273	66019	1746
11	56916	58748	60580	62412	64244	66076	67908	69740	1832
12	60175	62071	63967	65863	67759	69655	71551	73447	1896
13	63741	65727	67713	69699	71685	73671	75657	77643	1986
14	67431	69497	71563	73629	75695	77761	79827	81893	2066
15	71346	73501	75656	77811	79966	82121	84276	86431	2155
16	75343	77598	79853	82108	84363	86618	88873	91128	2255
17	79584	81964	84344	86724	89104	91484	93864	96244	2380
18	84181	86668	89155	91642	94129	96616	99103	101590	2487
19	88691	91303	93915	96527	99139	101751	104363	106975	2612
20	93330	96042	98754	101466	104178	106890	109602	112314	2712
21	98334	101174	104014	106854	109694	112534	115374	118214	2840
22	103607	106575	109543	112511	115479	118447	121415	124383	2968
23	109147	112248	115349	118450	121551	124652	127753	130854	3101

24	**115088**	**118294**	**121500**	**124706**	**127912**	**131118**	**134324**	**137530**	**3206**
25	**121447**	**124796**	**128145**	**131494**	**134843**	**138192**	**141541**	**144890**	**3349**

§ 2. Subdivision 2 of section 208 of the civil service law, as amended by section 2 of part A of chapter 361 of the laws of 2022, is amended to read as follows:

2. An employee organization certified or recognized pursuant to this article shall be entitled to unchallenged representation status until seven months prior to the expiration of a written agreement between the public employer and said employee organization determining terms and conditions of employment. For the purposes of this subdivision, (a) any such agreement for a term covering other than the fiscal year of the public employer shall be deemed to expire with the fiscal year ending immediately prior to the termination date of such agreement, (b) any such agreement having a term in excess of three years shall be treated as an agreement for a term of three years, provided, however, any such agreement between the state and an employee organization representing employees in the executive or judicial branches which commences in the calendar year two thousand [~~twenty-one~~] **twenty-six** having a term in excess of three years shall be treated as an agreement for a term certain specified in such agreement but in no event for a term greater than four years, and (c) extensions of any such agreement shall not extend the period of unchallenged representation status.

§ 3. Subdivision 12-d of section 8 of the state finance law, as amended by section 4 of part A of chapter 361 of the laws of 2022, is amended to read as follows:

12-d. Notwithstanding any inconsistent provision of the court of claims act, examine, audit and certify for payment any claim submitted and approved by the head of a state department or agency, other than a department or agency specified in subdivision twelve of this section, for personal property of an employee damaged or destroyed in the course of the performance of official duties without fault on [~~his or her~~] **their** part by an incarcerated individual, patient or client of such department or agency after March thirty-first, two thousand [~~twenty-one~~] **twenty-six** and prior to April first, two thousand [~~twenty-six~~] **thirty-one**, provided no such claim may be certified for payment to an officer or employee who is in a collective negotiating unit until the director of employee relations shall deliver to the comptroller a letter that there is in effect with respect to such negotiating unit a written collectively negotiated agreement with the state pursuant to article fourteen of the civil service law which provides therefor. Payment of any such claim shall not exceed the sum of three hundred dollars. No person submitting a claim under this subdivision shall have any claim for damages to such personal property approved pursuant to the provision of subdivision four of section five hundred thirty of the labor law or any other applicable provision of law.

§ 4. Paragraph (a) of subdivision 12-e of section 8 of the state finance law, as amended by section 5 of part A of chapter 361 of the laws of 2022, is amended to read as follows:

(a) Notwithstanding any inconsistent provision of the court of claims act, 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 on behalf of officers and employees serving in positions in the administrative services unit, institutional services unit, operational services unit or division of military and naval affairs unit so provides, examine, audit and certify for payment any

claim submitted and approved by the head of a state department or agency for personal property of an officer or employee damaged or destroyed in the actual performance of official duties without fault or negligence of the officer or employee other than a claim specified and covered by subdivision twelve or twelve-d of this section after March thirty-first, two thousand [~~twenty-one~~] **twenty-six** and prior to April first, two thousand [~~twenty-six~~] **thirty-one**. Payment of such claim shall not exceed the sum of [~~three hundred fifty~~] **six hundred** dollars. Where an agreement between the state and such employee organization entered into pursuant to article fourteen of the civil service law provides for payment to be made to officers and employees by a state department or agency, such payments for claims not in excess of the amount specified in subdivision three of section one hundred fifteen of this chapter may be made from a petty cash account established pursuant to section one hundred fifteen of this chapter and in the manner prescribed therein and pursuant to regulations of the comptroller. No person submitting a claim under this subdivision shall have any claim for damages to such personal property approved pursuant to the provisions of subdivision four of section five hundred thirty of the labor law or any other applicable provision of law.

§ 5. Notwithstanding any other provision of law, when, in the administrative services unit, the institutional services unit, the operational services unit or the division of military and naval affairs unit, a determination has been implemented to increase the hiring salary 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 units.

§ 6. Compensation for certain state officers and employees in collective negotiating units. 1. The provisions of this section shall apply, except as otherwise stated in this section, to all full-time officers and employees in the collective negotiating units designated as the administrative services unit, the institutional services unit, the operational services unit, or the division of military and naval affairs 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 annual salaried 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 annual salaried 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 annual salaried 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 annual salaried 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 annual salaried 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, step one, two, three, four, five, six or 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, step one, two, three, four, five, six 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 a 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 1, 2, 3, 4 and 5, respectively. The increases in basic annual salary provided by this subdivision shall be in lieu of any increase in basic annual salary provided for in subdivisions two, three, four, five and six of this section.

8. Payments pursuant to the provisions of subdivision 6 of section 131 of the civil service law for full-time 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.

10. The increases in salary provided in subdivisions two, three, four, five and six of this section, shall apply on a prorated 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 subdivision eight of this section shall not apply to employees serving on an hourly, per diem, or seasonal basis, except as determined by the director of the budget.

11. In order to provide for the officers and employees to whom this section applies who are not allocated to salary grades, but are paid on an annual basis, increases and payments pursuant to subdivision eight 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 state 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.

13. Notwithstanding any other provision 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 increases 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 of the foregoing provisions of this section or of any law to the contrary, the director of the budget may reduce the salary of any position which is vacant or which becomes vacant, so long as the position, if encumbered, would be subject to the provisions of this section. The director of the budget does not need to provide a reason for such reduction.

15. Notwithstanding any of the foregoing provisions of this section or of 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.

§ 7. Compensation for certain employees of the contract colleges at Cornell and Alfred universities. 1. During the period April 1, 2026 to March 31, 2031, the basic annual salaries of positions in the nonprofessional service, except those positions in the Cornell service and maintenance unit which are subject to the terms of a collective bargaining agreement between Cornell University and the employee organization representing employees in such positions and except those positions in the Alfred service and maintenance unit which are subject to the terms of a collective bargaining agreement between Alfred University and the employee organization representing employees in such positions, in institutions under the management and control of Cornell and Alfred universities as representatives of the board of trustees of the state university may be increased pursuant to plans approved by the state university trustees. Such plans may include new salary schedules which shall supersede the salary schedules then in effect applicable to such employees. Such increases in basic annual salary rates, exclusive of performance advancement payments or merit recognition payments, shall not exceed in the aggregate the payments provided in subdivisions two, three, four, five and six of section six of this act, for incumbents of positions subject to this subdivision. Such plans may provide, within the appropriations available therefor, an amount for distribution in whole or in part for meritorious service by Cornell and Alfred universi-

ties, in their discretion, with the approval of the state university trustees to the incumbents of such positions.

2. For the purposes of this section, the basic annual salary of employees is that salary which is obtained through direct appropriation of state moneys for the purpose of paying wages. Nothing in this section shall prevent payment of additional amounts to incumbents of such positions in the nonprofessional service in addition to the basic annual salary; provided, however, that the amounts required for such additional payment, and the cost of fringe benefits attributable to such payment, as determined by the comptroller, are made available to the state in accordance with the procedures established by the state university for such purposes.

3. Notwithstanding the foregoing provisions of this section, any increase in compensation provided by this section may be withheld in whole or in part from any officer or employee when, in the opinion of the director of the budget, such withholding is necessary to reflect the job performance of such officer or employee, or to maintain appropriate salary relationships among officers or employees of the state, or to reduce state expenditures to acceptable levels, or when such increase is not warranted or is not appropriate for any reason and the salary of such officer or employee is set at the discretion of the appointing authority.

4. Notwithstanding the foregoing provisions of this subdivision, act or any other provision of law, rule or regulation to the contrary, the contract colleges at Cornell and Alfred universities are authorized to provide for a procedure for the repayment of salaries withheld from incumbents of positions subject to this subdivision as described in subdivision one of this section, pursuant to subdivision 2-a of section 200 of the state finance law in lieu of the lump sum payment authorized by subparagraph 3 of paragraph (a) of such subdivision, subject to the approval of the state university trustees. Further, Cornell and Alfred universities are authorized to provide that the salary of employees newly hired on or after September 1, 1992 shall not be subject to the provisions of subdivision 2-a of section 200 of the state finance law.

§ 8. Location compensation for certain state officers and employees in collective negotiating units. Notwithstanding any inconsistent provisions of law, full-time annual salaried officers and employees, as well as non-annual salaried seasonal officers and employees who shall receive the compensation provided for pursuant to this section on a prorated basis, except non-annual salaried officers and employees who are not seasonal, in the collective negotiating units designated as the administrative services unit, the institutional services unit, the operational services unit, or the division of military and naval affairs 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 comptroller is located: (1) 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; (2) in the city of New York, or in the county of Rockland, Westchester, Nassau or Suffolk shall, effective April 1, 2025, continue to receive a downstate adjustment at the annual rate of $4,000; or (3) in the county of Dutchess, Putnam or Orange shall, effective April 1, 2025, continue to receive a mid-Hudson adjustment at the annual rate of $2,000. Effective April 1, 2026, in the city of New York, or in the county of Rockland, Westchester, Nassau or Suffolk such amount shall

increase to an annual rate of $4,150; and in the county of Dutchess, Putnam, Orange or Ulster such amount shall increase to an annual rate of $2,150. Effective April 1, 2027, in the city of New York, or in the county of Rockland, Westchester, Nassau or Suffolk such amount shall increase to an annual rate of $4,316; and in the county of Dutchess, Putnam, Orange or Ulster such amount shall increase to an annual rate of $2,236. Effective April 1, 2028, in the city of New York, or in the county of Rockland, Westchester, Nassau or Suffolk such amount shall increase to an annual rate of $4,467; and in the county of Dutchess, Putnam, Orange or Ulster such amount shall increase to an annual rate of $2,314. Effective April 1, 2029, in the city of New York, or in the county of Rockland, Westchester, Nassau or Suffolk such amount shall increase to an annual rate of $4,601; and in the county of Dutchess, Putnam, Orange or Ulster such amount shall increase to an annual rate of $2,383. Effective April 1, 2030, in the city of New York, or in the county of Rockland, Westchester, Nassau or Suffolk such amount shall increase to an annual rate of $4,739; and in the county of Dutchess, Putnam, Orange or Ulster such amount shall increase to an annual rate of $2,454. 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.

§ 9. 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 units designated as the administrative services unit, the institutional services unit or the operational 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 rates 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 units designated as the administrative services unit, the institutional services unit or the operational 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 eight of this act or any other law, rule or regulation to the contrary, any officer or employee of the Hudson Valley developmental disabilities services office represented in the collective negotiating units designated as the administrative services unit, the institutional services unit or the operational services unit, who is receiving location pay pursuant to such section eight shall continue to be eligible for such location pay if such officer's or employee's principal place of employment is changed to a location outside of the county

of Rockland as the result of a reduction or redeployment of staff, provided, however, that such officer or employee is reassigned to or otherwise appointed or promoted to a different position at another work location within the Hudson Valley developmental disabilities services office located outside of the county of Rockland. The rate of such continued location pay shall not exceed the rates such officer or employee is receiving on the date of such reassignment, appointment or promotion.

§ 10. Notwithstanding any law, rule or regulation to the contrary, certain full-time employees of the office for people with developmental disabilities in the collective negotiating unit designated as the institutional services unit who are required to sleep over at their work site shall continue to receive inconvenience pay pursuant to section 17 of chapter 333 of the laws of 1969 as amended, in accordance with and subject to the conditions established by the terms of a negotiated agreement between the state and an employee organization representing such unit and the resolution of a contract grievance bearing identification number 98-04-448.

§ 11. Additional compensation for certain employees in recognition of pre-shift briefing. 1. In recognition of the general requirement for full-time employees of the state in the collective negotiating unit designated as the division of military and naval affairs unit, established pursuant to article 14 of the civil service law, to assemble for briefing prior to the commencement of duties, each such employee shall continue to receive additional compensation at the rate of $60 per biweekly payroll period in accordance with the terms of a collectively negotiated agreement between the state and an employee organization representing such employees pursuant to article 14 of the civil service law. Such additional compensation shall be paid in addition to and shall not be a part of the employee's basic annual salary. Notwithstanding the foregoing provisions of this section, or of any other law, such additional compensation as added by this section shall be in lieu of the continuation of any other additional compensation for such employees paid prior to June 2, 1988, in recognition of pre-shift briefing.

2. Notwithstanding any inconsistent provisions of law, effective April 1, 2016, 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, in recognition of the general requirement that certain full-time employees of the state in the collective negotiating unit designated as the institutional services unit, established pursuant to article 14 of the civil service law, in the employ of the office of children and family services, assemble for briefing prior to the commencement of duties, each such employee shall continue to receive additional compensation in the amount of $4.80, or one-quarter hour of their overtime rate, whichever is higher, when they are required to and actually assemble for such briefing. Such additional compensation shall be paid in addition to and shall not be a part of the employee's basic annual salary.

§ 12. Assignment to duty pay. Notwithstanding any inconsistent provisions of law, effective April 1, 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, an 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 March 30, 2031 unless an extension is negotiated by the parties. Such lump sum shall be considered salary only for final average salary retirement purposes.

§ 13. Long term seasonal employees. Notwithstanding any inconsistent provisions of law, effective April 1, 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 30, 2031.

§ 14. In recognition of the specific requirements for winter maintenance activity for full-time employees of the state department of transportation in the collective negotiating unit designated as the operational services unit, established pursuant to article 14 of the civil service law, and to the extent the terms of a negotiated agreement between the state and an employee organization representing such unit entered into pursuant to article 14 of the civil service law so provides, such employees shall receive payments for winter maintenance shifts and call-out responses if otherwise eligible and in accordance with such negotiated agreement.

§ 15. Subdivision 2 of section 17 of chapter 333 of the laws of 1969 amending the civil service law and other laws relating to salary increases for certain state officers and employees, as amended by section 17 of part A of chapter 361 of the laws of 2022, is amended to read as follows:

2. Any employee subject to this section who is required to work a tour of duty which includes four or more hours between the hours of six p.m. and six a.m., exclusive of any hours for which [~~he or she receives~~] they receive overtime compensation, shall be entitled to inconvenience pay for such tour of duty in an amount equal to the daily rate equivalent of four hundred dollars per year, unless a higher daily rate is authorized under the terms of a collective negotiated agreement between the state and an employee organization pursuant to article 14 of the civil service law, or is authorized by the director of the budget for employees excluded from negotiating rights under article 14 of the civil service law, in which case such daily rate may be up to [~~five hundred seventy-five~~] eight hundred twenty-five dollars per year, shall continue effective April 2, [~~2021~~] 2026. The provisions of this subdivision shall apply on a prorated basis to officers and employees serving on a seasonal basis in the collective negotiating units designated as the administrative services unit, the institutional services unit, the operational services unit, and the division of military and naval affairs unit, and officers and employees excluded from collective negotiating units established pursuant to article 14 of the civil service law.

§ 16. 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 units designated as the administrative, institutional or operational services negotiating units 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 three hundred dollars 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.

§ 17. Notwithstanding any inconsistent provision of law, where and to the extent that any 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 units designated as the administrative, institutional, operational services negotiating units or the division of military and naval affairs negotiating 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.

§ 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 33 and 34 of the collective negotiating agreement between the state and the employee organization representing the collective negotiating units designated as the administrative services unit, the institutional services unit, the operational services unit or the division of military and naval affairs unit established pursuant to article 14 of the civil service law.

§ 19. 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 collective negotiating units designated as the administrative services unit, the institutional services unit, the operational services unit or the division of military and naval affairs unit established pursuant to article 14 of the civil service law which shall, after April 2, 2026, have the responsibility of studying and making recommendations concerning the major issues of productivity, the quality of work life and implementing the agreements reached.

§ 20. 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 units designated as the administrative services unit, the institutional services unit, the operational services unit or the division of military and naval affairs 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 units collectively negotiated agreements, ratified by the membership, which provide for such increases and modifications.

§ 21. Date of entitlement to salary increase. Notwithstanding the provisions of this act or of any other law, the increase in salary or

compensation of any officer or employee provided by this act shall be added to the salary or compensation of such officer or employee at the beginning of that payroll period the first day of which is nearest to the effective date 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 officer or employee 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 in this act, and the payment thereof pursuant to this section on a date prior thereto, instead of on such effective date, shall not operate to confer any additional salary rights or benefits on such officer or employee. Payment of such salary increase may be deferred pursuant to section twenty-two of this act.

§ 22. 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.

§ 23. The comptroller is authorized to pay any amounts required during the fiscal year commencing April 1, 2026 by the foregoing 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 in any fund are insufficient 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.

§ 24. 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.

§ 25. Notwithstanding any provision of the state finance law or any other provision of law to the contrary, the sum of $215,100,000 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 fiscal year beginning April 1, 2026 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 state fiscal year commencing April 1, 2026 through March 31, 2027. For this purpose, these appropriations shall remain in full force and effect for the payment of liabilities incurred on or before March 31, 2027.

§ 26. 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 fiscal year beginning April 1, 2026 to supplement appropriations from each respective fund available for personal service, 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 state fiscal year commencing April 1, 2026 through March 31, 2027. 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.

ALL STATE DEPARTMENTS AND AGENCIES
SPECIAL PAY BILLS

General Fund / State Operations
State Purposes Account - 10050
Non-personal Service
Joint committee on health benefits 74,484
Employee training and development 611,457
Safety and health maintenance committee 36,354
Employment security committee 29,962
Work-Life Services 144,468
Employee Benefit Fund 3,316,080
Discipline 21,744
Statewide performance rating committee 2,387
Employee Assistance Program 36,257
Property damage 1,790
Work related clothing (operational services unit) 66,433
Tool allowance (operational services unit) 4,259
Tool insurance (operational services unit) 1,455
Uniform allowance (institutional services unit) ... 26,150
Work related clothing (institutional services unit) 4,865
Work related clothing (administrative services unit) 2,700
Contract Administration 400,000

§ 27. This act shall take effect immediately and shall be deemed to have been in full force and effect on and after April 1, 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, 3, 4 and 5 of paragraph a 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 administrative services unit, the operational services unit, the institutional services unit and the division of military and naval affairs and are replaced by revised salary schedules in new subparagraphs 1, 2, 3, 4 and 5.

PART B

SALARIES AND BENEFITS FOR CERTAIN STATE OFFICERS AND EMPLOYEES EXCLUDED FROM COLLECTIVE NEGOTIATING UNITS FOR 2026-2031

Section 1. Subparagraphs 1, 2 and 3 of paragraph d 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 April first, two thousand twenty-six:

GRADE	HIRING RATE	JOB RATE
M/C 3	$32,978	$42,162
M/C 4	$34,436	$44,074
M/C 5	$36,501	$46,214
M/C 6	$38,051	$48,583
M/C 7	$40,243	$51,212
M/C 8	$42,453	$53,852
M/C 9	$44,879	$56,718
M/C 10	$47,297	$59,867
M/C 11	$50,166	$63,188
M/C 12	$52,814	$66,504
M/C 13	$55,885	$70,199
M/C 14	$59,204	$74,058
M/C 15	$62,499	$78,056
M/C 16	$66,023	$82,221
M/C 17	$69,770	$86,757
M/C 18	$70,139	$87,034
M/C 19	$73,902	$91,561
M/C 20	$77,670	$96,153
M/C 21	$81,858	$101,118
M/C 22	$86,256	$106,431
M/C 23	$90,678	$113,292
M 1	$97,874	$123,715
M 2	$108,544	$137,206
M 3	$120,471	$152,238
M 4	$133,245	$168,152
M 5	$147,952	$186,923
M 6	$163,811	$206,043
M 7	$180,562	$223,625
M 8	$152,241	+

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

GRADE	HIRING RATE	JOB RATE
M/C 3	$34,297	$43,848
M/C 4	$35,813	$45,837
M/C 5	$37,961	$48,063

M/C 6	$39,573	$50,526
M/C 7	$41,853	$53,260
M/C 8	$44,151	$56,006
M/C 9	$46,674	$58,987
M/C 10	$49,189	$62,262
M/C 11	$52,173	$65,716
M/C 12	$54,927	$69,164
M/C 13	$58,120	$73,007
M/C 14	$61,572	$77,020
M/C 15	$64,999	$81,178
M/C 16	$68,664	$85,510
M/C 17	$72,561	$90,227
M/C 18	$72,945	$90,515
M/C 19	$76,858	$95,223
M/C 20	$80,777	$99,999
M/C 21	$85,132	$105,163
M/C 22	$89,706	$110,688
M/C 23	$94,305	$117,824
M 1	$101,789	$128,664
M 2	$112,886	$142,694
M 3	$125,290	$158,328
M 4	$138,575	$174,878
M 5	$153,870	$194,400
M 6	$170,363	$214,285
M 7	$187,784	$232,570
M 8	$158,331	+

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

GRADE	HIRING RATE	JOB RATE
M/C 3	$35,497	$45,383
M/C 4	$37,066	$47,441
M/C 5	$39,290	$49,745
M/C 6	$40,958	$52,294
M/C 7	$43,318	$55,124
M/C 8	$45,696	$57,966
M/C 9	$48,308	$61,052
M/C 10	$50,911	$64,441
M/C 11	$53,999	$68,016
M/C 12	$56,849	$71,585
M/C 13	$60,154	$75,562
M/C 14	$63,727	$79,716
M/C 15	$67,274	$84,019
M/C 16	$71,067	$88,503
M/C 17	$75,101	$93,385
M/C 18	$75,498	$93,683
M/C 19	$79,548	$98,556
M/C 20	$83,604	$103,499
M/C 21	$88,112	$108,844
M/C 22	$92,846	$114,562
M/C 23	$97,606	$121,948
M 1	$105,352	$133,167
M 2	$116,837	$147,688
M 3	$129,675	$163,869
M 4	$143,425	$180,999
M 5	$159,255	$201,204

M 6	$176,326	$221,785
M 7	$194,356	$240,710
M 8	$163,873	+

(4) Effective April first, two thousand twenty-nine:

GRADE	HIRING RATE	JOB RATE
M/C 3	$36,562	$46,744
M/C 4	$38,178	$48,864
M/C 5	$40,469	$51,237
M/C 6	$42,187	$53,863
M/C 7	$44,618	$56,778
M/C 8	$47,067	$59,705
M/C 9	$49,757	$62,884
M/C 10	$52,438	$66,374
M/C 11	$55,619	$70,056
M/C 12	$58,554	$73,733
M/C 13	$61,959	$77,829
M/C 14	$65,639	$82,107
M/C 15	$69,292	$86,540
M/C 16	$73,199	$91,158
M/C 17	$77,354	$96,187
M/C 18	$77,763	$96,493
M/C 19	$81,934	$101,513
M/C 20	$86,112	$106,604
M/C 21	$90,755	$112,109
M/C 22	$95,631	$117,999
M/C 23	$100,534	$125,606
M 1	$108,513	$137,162
M 2	$120,342	$152,119
M 3	$133,565	$168,785
M 4	$147,728	$186,429
M 5	$164,033	$207,240
M 6	$181,616	$228,439
M 7	$200,187	$247,931
M 8	$168,789	+

(5) Effective April first, two thousand thirty:

GRADE	HIRING RATE	JOB RATE
M/C 3	$37,659	$48,146
M/C 4	$39,323	$50,330
M/C 5	$41,683	$52,774
M/C 6	$43,453	$55,479
M/C 7	$45,957	$58,481
M/C 8	$48,479	$61,496
M/C 9	$51,250	$64,771
M/C 10	$54,011	$68,365
M/C 11	$57,288	$72,158
M/C 12	$60,311	$75,945
M/C 13	$63,818	$80,164
M/C 14	$67,608	$84,570
M/C 15	$71,371	$89,136
M/C 16	$75,395	$93,893
M/C 17	$79,675	$99,073
M/C 18	$80,096	$99,388

M/C 19	$84,392	$104,558
M/C 20	$88,695	$109,802
M/C 21	$93,478	$115,472
M/C 22	$98,500	$121,539
M/C 23	$103,550	$129,374
M 1	$111,768	$141,277
M 2	$123,952	$156,683
M 3	$137,572	$173,849
M 4	$152,160	$192,022
M 5	$168,954	$213,457
M 6	$187,064	$235,292
M 7	$206,193	$255,369
M 8	$173,853	+

§ 2. Subdivision 1 of section 19 of the correction law is REPEALED and a new subdivision 1 is added to read as follows:

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

a. The salary schedule for superintendents of a correctional facility with an incarcerated individual population capacity of four hundred or more incarcerated individuals shall be as follows:

Effective April first, two thousand twenty-six:

Hiring Rate	Job Rate
$154,918	$211,411

Effective April first, two thousand twenty-seven:

Hiring Rate	Job Rate
$161,115	$219,867

Effective April first, two thousand twenty-eight:

Hiring Rate	Job Rate
$166,754	$227,562

Effective April first, two thousand twenty-nine:

Hiring Rate	Job Rate
$171,757	$234,389

Effective April first, two thousand thirty:

Hiring Rate	Job Rate
$176,910	$241,421

b. The salary schedule for superintendents of correctional facilities with an incarcerated individual population capacity of fewer than four hundred incarcerated individuals shall be as follows:

Effective April first, two thousand twenty-six:

Hiring Rate	Job Rate
$120,471	$152,240

Effective April first, two thousand twenty-seven:

Hiring Rate	Job Rate
$125,290	$158,330

Effective April first, two thousand twenty-eight:

Hiring Rate	Job Rate
$129,675	$163,872

Effective April first, two thousand twenty-nine:

Hiring Rate	Job Rate
$133,565	$168,788

Effective April first, two thousand thirty:

Hiring Rate	Job Rate
$137,572	$173,852

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

2. For such officers and employees the following increases shall apply: effective April 1, 2026, the basic annual salary of officers and employees to whom the provisions of this subdivision apply shall be increased by four and one-half percent adjusted to the nearest whole dollar amount; effective April 1, 2027, the basic annual salary of officers and employees to whom the provisions of this subdivision apply shall be increased by four percent adjusted to the nearest whole dollar amount; effective April 1, 2028, the basic annual salary of officers and employees to whom the provisions of this subdivision apply shall be increased by three and one-half percent adjusted to the nearest whole dollar amount; effective April 1, 2029, the basic annual salary of officers and employees to whom the provisions of this subdivision apply shall be increased by three percent adjusted to the nearest whole dollar amount; and effective April 1, 2030, the basic annual salary of officers and employees to whom the provisions of this subdivision apply shall be increased by three percent adjusted to the nearest whole dollar amount.

3. If an unencumbered position is one that, if encumbered, would be subject to the provisions of this section, the salary of such position shall be increased by the salary increase amount specified in this section. If a position is created and is 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.

4. The increase in salary payable pursuant to this section shall apply on a prorated basis in accordance with guidelines issued by the director of the budget to officers and employees otherwise eligible to receive an increase in salary pursuant to this act 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.

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

6. Officers and employees to whom the provisions of this section apply who are incumbents of positions that are not allocated to salary grades specified in paragraph d of subdivision 1 of section 130 of the civil service law and whose salary is not prescribed in any other statute

shall receive the salary increases specified in subdivision two of this section.

7. In order to provide for the officers and employees to whom this section applies who are not allocated to salary grades performance advancements, merit awards, longevity payments and in lieu payments, and special achievement awards 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 that such officers and employees are otherwise entitled to receive. The director of the budget shall issue certificates that shall contain schedules of positions and the salaries or payments thereof for which adjustments 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.

8. Notwithstanding any of the foregoing provisions 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 increases in salary provided in subdivision two of this section shall not cause such officer's or employee's salary to exceed the job rate of any such lower graded position at salary grade.

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

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

2. Effective April 1, 2026, the basic annual salary of officers and employees to whom the provisions of this subdivision apply shall be increased by four and one-half percent adjusted to the nearest whole dollar amount; effective April 1, 2027, the basic annual salary of officers and employees to whom the provisions of this subdivision apply shall be increased by four percent adjusted to the nearest whole dollar amount; effective April 1, 2028, the basic annual salary of officers and employees to whom the provisions of this subdivision apply shall be increased by three and one-half percent adjusted to the nearest whole dollar amount; effective April 1, 2029, the basic annual salary of officers and employees to whom the provisions of this subdivision apply shall be increased by three percent adjusted to the nearest whole dollar amount; and effective April 1, 2030, the basic annual salary of officers and employees to whom the provisions of this subdivision apply shall be increased by three percent adjusted to the nearest whole dollar amount.

3. The increases in salary payable pursuant to this section shall apply on a prorated basis in accordance with guidelines issued by the director of the budget to officers and employees otherwise eligible to receive an increase in salary pursuant to this act 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.

4. Notwithstanding any of the foregoing provisions 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 subdivision two of this section shall not cause such officer's or employee's salary to exceed the job rate of any such lower graded position at salary grade.

§ 5. Compensation for certain state employees in the state university and certain employees of contract colleges at Cornell and Alfred universities. 1. (a) Effective April 1, 2026, the basic annual salary of incumbents of positions in the professional service in the state university that are designated, stipulated, or excluded from negotiating units as managerial or confidential as defined pursuant to article 14 of the civil service law, may be increased pursuant to plans approved by the state university trustees. Such increase in basic annual salary rates shall not exceed in the aggregate four and one-half percent of the total basic annual salary rates in effect on March 31, 2026.

(b) Effective April 1, 2027, the basic annual salary of incumbents of positions in the professional service in the state university that are designated, stipulated, or excluded from negotiating units as managerial or confidential as defined pursuant to article 14 of the civil service law, may be increased pursuant to plans approved by the state university trustees. Such increase in basic annual salary rates shall not exceed in the aggregate four percent of the total basic annual salary rates in effect on March 31, 2027.

(c) Effective April 1, 2028, the basic annual salary of incumbents of positions in the professional service in the state university that are designated, stipulated, or excluded from negotiating units as managerial or confidential as defined pursuant to article 14 of the civil service law, may be increased pursuant to plans approved by the state university trustees. Such increase in basic annual salary rates shall not exceed in the aggregate three and one-half percent of the total basic annual salary rates in effect on March 31, 2028.

(d) Effective April 1, 2029, the basic annual salary of incumbents of positions in the professional service in the state university that are designated, stipulated, or excluded from negotiating units as managerial or confidential as defined pursuant to article 14 of the civil service law, may be increased pursuant to plans approved by the state university trustees. Such increase in basic annual salary rates shall not exceed in the aggregate three percent of the total basic annual salary rates in effect on March 31, 2029.

(e) Effective April 1, 2030, the basic annual salary of incumbents of positions in the professional service in the state university that are designated, stipulated, or excluded from negotiating units as managerial or confidential as defined pursuant to article 14 of the civil service law, may be increased pursuant to plans approved by the state university trustees. Such increase in basic annual salary rates shall not exceed in the aggregate three percent of the total basic annual salary rates in effect on March 31, 2030.

2. (a) Effective April 1, 2026, the basic annual salary of incumbents of positions in the institutions under the management and control of Cornell and Alfred universities as representatives of the board of trus-

tees of the state university that, in the opinion of the director of employee relations, would be designated managerial or confidential were they subject to article 14 of the civil service law may be increased pursuant to plans approved by the state university trustees. Such increase in basic annual salary rates shall not exceed in the aggregate four and one-half percent of the total basic annual salary rates in effect March 31, 2026.

(b) Effective April 1, 2027, the basic annual salary of incumbents of positions in the institutions under the management and control of Cornell and Alfred universities as representatives of the board of trustees of the state university that, in the opinion of the director of employee relations, would be designated managerial or confidential were they subject to article 14 of the civil service law may be increased pursuant to plans approved by the state university trustees. Such increase in basic annual salary rates shall not exceed in the aggregate four percent of the total basic annual salary rates in effect March 31, 2027.

(c) Effective April 1, 2028, the basic annual salary of incumbents of positions in the institutions under the management and control of Cornell and Alfred universities as representatives of the board of trustees of the state university that, in the opinion of the director of employee relations, would be designated managerial or confidential were they subject to article 14 of the civil service law may be increased pursuant to plans approved by the state university trustees. Such increase in basic annual salary rates shall not exceed in the aggregate three and one-half percent of the total basic annual salary rates in effect March 31, 2028.

(d) Effective April 1, 2029, the basic annual salary of incumbents of positions in the institutions under the management and control of Cornell and Alfred universities as representatives of the board of trustees of the state university that, in the opinion of the director of employee relations, would be designated managerial or confidential were they subject to article 14 of the civil service law may be increased pursuant to plans approved by the state university trustees. Such increase in basic annual salary rates shall not exceed in the aggregate three percent of the total basic annual salary rates in effect March 31, 2029.

(e) Effective April 1, 2030, the basic annual salary of incumbents of positions in the institutions under the management and control of Cornell and Alfred universities as representatives of the board of trustees of the state university that, in the opinion of the director of employee relations, would be designated managerial or confidential were they subject to article 14 of the civil service law may be increased pursuant to plans approved by the state university trustees. Such increase in basic annual salary rates shall not exceed in the aggregate three percent of the total basic annual salary rates in effect March 31, 2030.

3. (a) During the period April 1, 2026 through March 31, 2027, the basic annual salary of incumbents of positions in the non-professional service that, in the opinion of the director of employee relations, would be designated managerial or confidential were they subject to article 14 of the civil service law, except those positions in the Cornell service and maintenance unit that are subject to the terms of a collective bargaining agreement between Cornell University and the employee organization representing employees in such positions and except those positions in the Alfred service and maintenance unit that

are subject to the terms of a collective bargaining agreement between Alfred University and the employee organization representing employees in such positions, in institutions under the management and control of Cornell and Alfred universities as representatives of the board of trustees of the state university may be increased pursuant to plans approved by the state university trustees. Such plans may include a new salary schedule which shall supersede the salary schedules then in effect applicable to such employees. Such plans shall provide for an increase in basic annual salary, which, exclusive of performance advancement payments or merit recognition payments, shall not exceed in the aggregate four and one-half percent of the total basic annual salary rates in effect on March 31, 2026.

(b) During the period April 1, 2027 through March 31, 2028, the basic annual salary of incumbents of positions in the non-professional service that, in the opinion of the director of employee relations, would be designated managerial or confidential were they subject to article 14 of the civil service law, except those positions in the Cornell service and maintenance unit that are subject to the terms of a collective bargaining agreement between Cornell University and the employee organization representing employees in such positions and except those positions in the Alfred service and maintenance unit that are subject to the terms of a collective bargaining agreement between Alfred University and the employee organization representing employees in such positions, in institutions under the management and control of Cornell and Alfred universities as representatives of the board of trustees of the state university may be increased pursuant to plans approved by the state university trustees. Such plans may include a new salary schedule which shall supersede the salary schedules then in effect applicable to such employees. Such plans shall provide for an increase in basic annual salary, which, exclusive of performance advancement payments or merit recognition payments, shall not exceed in the aggregate four percent of the total basic annual salary rates in effect on March 31, 2027.

(c) During the period April 1, 2028 through March 31, 2029, the basic annual salary of incumbents of positions in the non-professional service that, in the opinion of the director of employee relations, would be designated managerial or confidential were they subject to article 14 of the civil service law, except those positions in the Cornell service and maintenance unit that are subject to the terms of a collective bargaining agreement between Cornell University and the employee organization representing employees in such positions and except those positions in the Alfred service and maintenance unit that are subject to the terms of a collective bargaining agreement between Alfred University and the employee organization representing employees in such positions, in institutions under the management and control of Cornell and Alfred universities as representatives of the board of trustees of the state university may be increased pursuant to plans approved by the state university trustees. Such plans may include a new salary schedule which shall supersede the salary schedules then in effect applicable to such employees. Such plans shall provide for an increase in basic annual salary, which, exclusive of performance advancement payments or merit recognition payments, shall not exceed in the aggregate three and one-half percent of the total basic annual salary rates in effect on March 31, 2028.

(d) During the period April 1, 2029 through March 31, 2030, the basic annual salary of incumbents of positions in the non-professional service that, in the opinion of the director of employee relations, would be

designated managerial or confidential were they subject to article 14 of the civil service law, except those positions in the Cornell service and maintenance unit that are subject to the terms of a collective bargaining agreement between Cornell University and the employee organization representing employees in such positions and except those positions in the Alfred service and maintenance unit that are subject to the terms of a collective bargaining agreement between Alfred University and the employee organization representing employees in such positions, in institutions under the management and control of Cornell and Alfred universities as representatives of the board of trustees of the state university may be increased pursuant to plans approved by the state university trustees. Such plans may include a new salary schedule which shall supersede the salary schedules then in effect applicable to such employees. Such plans shall provide for an increase in basic annual salary, which, exclusive of performance advancement payments or merit recognition payments, shall not exceed in the aggregate three percent of the total basic annual salary rates in effect on March 31, 2029.

(e) During the period April 1, 2030 through March 31, 2031, the basic annual salary of incumbents of positions in the non-professional service that, in the opinion of the director of employee relations, would be designated managerial or confidential were they subject to article 14 of the civil service law, except those positions in the Cornell service and maintenance unit that are subject to the terms of a collective bargaining agreement between Cornell University and the employee organization representing employees in such positions and except those positions in the Alfred service and maintenance unit that are subject to the terms of a collective bargaining agreement between Alfred University and the employee organization representing employees in such positions, in institutions under the management and control of Cornell and Alfred universities as representatives of the board of trustees of the state university may be increased pursuant to plans approved by the state university trustees. Such plans may include a new salary schedule which shall supersede the salary schedules then in effect applicable to such employees. Such plans shall provide for an increase in basic annual salary, which, exclusive of performance advancement payments or merit recognition payments, shall not exceed in the aggregate three percent of the total basic annual salary rates in effect on March 31, 2030.

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

5. Notwithstanding any of the foregoing provisions 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 apply pursuant to section fourteen of this act.

§ 6. Compensation for certain state employees in the state university that are designated, stipulated, or excluded from negotiating units as managerial or confidential pursuant to article 14 of the civil service law and certain employees of contract colleges at Cornell and Alfred universities.

1. The provisions of this subdivision shall apply only to incumbents of positions in bargaining unit 13 in the professional service of the state university that are designated, stipulated or excluded from negotiating units as managerial or confidential pursuant to article 14 of the civil service law. For each of the years 2027, 2028, 2029, 2030 and 2031, there shall be available an amount equal to one percent (1.0%) of the total of the basic annual salaries on June 30 of each such year of incumbents to whom the provisions of this subdivision apply, for distribution to such incumbents on the payroll on June 30 of each such year and at the time of payment by the state university trustees in their discretion, and subject to the approval of the chancellor and the director of the budget.

2. The compensation increases in subdivision one of this section may also be provided by Cornell and Alfred universities, within available appropriations, at their discretion, and with the requisite approval of the state university trustees and the director of the budget, to incumbents of positions in the institutions under the management of Cornell and Alfred universities as representative of the board of trustees of the state university of New York that, in the opinion of the director of employee relations, would be designated managerial or confidential were they subject to article 14 of the civil service law.

§ 7. Location compensation for certain state officers and employees. 1. This section shall apply to all full-time annual salaried state officers and employees and non-annual salaried seasonal state officers and employees except the following:

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

(b) officers and employees whose salaries are prescribed by or determined in accordance with section 40, 60, 169, 215 or 216 of the executive law;

(c) incumbents of allocated or unallocated positions in the professional service in the state university and in institutions under the management and control of Cornell and Alfred universities as representatives of the board of trustees of the state university;

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

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

(a) 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;

(b) 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 rate of $4,000 effective April 1, 2025. Such amount shall increase as follows: to $4,150 effective April 1, 2026; to $4,316 effective April 1, 2027; to $4,467 effective April 1, 2028; to $4,601 effective April 1, 2029; and to $4,739 effective April 1, 2030; and

(c) in the county of Dutchess, Orange, or Putnam shall continue to receive a mid-Hudson adjustment at the rate of $2,000 effective April 1, 2025. The county of Ulster shall be added effective April 1, 2026 and such amount shall be increased as follows: to $2,150 effective April 1,

2026; to $2,236 effective April 1, 2027; to $2,314 effective April 1, 2028; to $2,383 effective April 1, 2029; and to $2,454 effective April 1, 2030.

3. Such location payments 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 advancements or other rights or benefits to which an 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.

4. For the sole purpose of continuing eligibility for location pay in Monroe County, an 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.

§ 8. 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 not represented in collective negotiating units established pursuant to article 14 of the civil service law 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 rates specified by such section.

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

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

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

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

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

§ 12. Date of entitlement to salary increase. Notwithstanding the provisions of this act or of any other law, the increase in salary or compensation of any officer or employee provided by this act shall be added to the salary or compensation of such officer or employee at the beginning of that payroll period the first day of which is nearest to the effective date 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 officer or employee 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 in this act, and the payment thereof pursuant to this section on a date prior thereto, instead of on such effective date, shall not operate to confer any additional salary rights or benefits on such officer or employee. Payment of such salary increase may be deferred pursuant to section thirteen of this act.

§ 13. 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.

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

2. Notwithstanding the provisions of any other section of this act, the salary increase provided for in this act shall not be implemented

until the director of the budget delivers notice to the comptroller that such amounts may be paid.

§ 15. 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 appropriate 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.

§ 16. Notwithstanding any provision of the state finance law or any other provision of law to the contrary, the sum of $112,000,000 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 state fiscal year 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 state fiscal year 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.

§ 17. This act shall take effect immediately and shall be deemed to have been in full force and effect on and after April 1, 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 d of subdivision 1 of section 130 of the civil service law, repealed by section one of this act, provided salary schedules for unrepresented state employees and are replaced by revised salary schedules in new subparagraphs 1, 2, 3, 4 and 5. Subdivision 1 of section 19 of the correction law, repealed by section two of this act, provided salary schedules for superintendents of correctional facilities and are replaced by revised salary schedules in new subdivision 1.

§ 2. Severability clause. If any clause, sentence, paragraph, subdivision, section or part contained in any part of this act shall be adjudged by any court of competent jurisdiction to be invalid, such judgment shall not affect, impair, or invalidate the remainder thereof, but shall be confined in its operation to the clause, sentence, paragraph, subdivision, section or part contained in any part thereof directly involved in the controversy which such judgment shall have been

rendered. It is hereby declared to be the intent of the legislature that this act would have been enacted even if such invalid provisions had not been included herein.

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