

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:

1 Section 1. This act enacts into law legislation necessary to implement
2 collective bargaining agreements and to implement changes to salary and
3 benefits for certain state officers and employees excluded from collec-
4 tive negotiating units. Each component is wholly contained within a Part
5 identified as Parts A through B. The effective date for each particular
6 provision contained within such Part is set forth in the last section of
7 such Part. Any provision in any section contained within a Part, includ-
8 ing the effective date of the Part, which makes reference to a section
9 "of this act", when used in connection with that particular component,
10 shall be deemed to mean and refer to the corresponding section of the
11 Part in which it is found. Section two of this act sets forth the gener-
12 al severability clause applicable to this act. Section three of this act
13 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

1

PART A

2

3

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

4

5

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:

6

7

(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:

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

26

27

28

29

30

31

32

33

34

35

36

37

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

38

39

40

41

(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:

42

43

44

45

46

47

48

49

50

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

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

18 (3) Effective April sixth, two thousand twenty-eight for officers and
 19 employees on the administrative payroll and effective March thirtieth,
 20 two thousand twenty-eight for officers and employees on the institu-
 21 tional payroll:

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

48 (4) Effective April fifth, two thousand twenty-nine for officers and
 49 employees on the administrative payroll and effective March twenty-
 50 ninth, two thousand twenty-nine for officers and employees on the insti-
 51 tutional payroll:

52	<u>SG</u>	<u>HR</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>	<u>JR</u>	<u>INCR</u>
----	-----------	-----------	---------------	---------------	---------------	---------------	---------------	---------------	-----------	-------------

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

26 (5) Effective April fourth, two thousand thirty for officers and
 27 employees on the administrative payroll and effective March twenty-
 28 eighth, two thousand thirty for officers and employees on the institu-
 29 tional payroll:

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

1 24 115088 118294 121500 124706 127912 131118 134324 137530 3206
 2 25 121447 124796 128145 131494 134843 138192 141541 144890 3349

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

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

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

26 12-d. Notwithstanding any inconsistent provision of the court of
 27 claims act, examine, audit and certify for payment any claim submitted
 28 and approved by the head of a state department or agency, other than a
 29 department or agency specified in subdivision twelve of this section,
 30 for personal property of an employee damaged or destroyed in the course
 31 of the performance of official duties without fault on [~~his or her~~]
 32 their part by an incarcerated individual, patient or client of such
 33 department or agency after March thirty-first, two thousand [~~twenty-one~~]
 34 twenty-six and prior to April first, two thousand [~~twenty-six~~] thirty-
 35 one, provided no such claim may be certified for payment to an officer
 36 or employee who is in a collective negotiating unit until the director
 37 of employee relations shall deliver to the comptroller a letter that
 38 there is in effect with respect to such negotiating unit a written
 39 collectively negotiated agreement with the state pursuant to article
 40 fourteen of the civil service law which provides therefor. Payment of
 41 any such claim shall not exceed the sum of three hundred dollars. No
 42 person submitting a claim under this subdivision shall have any claim
 43 for damages to such personal property approved pursuant to the provision
 44 of subdivision four of section five hundred thirty of the labor law or
 45 any other applicable provision of law.

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

49 (a) Notwithstanding any inconsistent provision of the court of claims
 50 act, where, and to the extent that, an agreement between the state and
 51 an employee organization entered into pursuant to article fourteen of
 52 the civil service law on behalf of officers and employees serving in
 53 positions in the administrative services unit, institutional services
 54 unit, operational services unit or division of military and naval
 55 affairs unit so provides, examine, audit and certify for payment any

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

21 § 5. Notwithstanding any other provision of law, when, in the adminis-
22 trative services unit, the institutional services unit, the operational
23 services unit or the division of military and naval affairs unit, a
24 determination has been implemented to increase the hiring salary of a
25 position in accordance with subdivision 4 of section 130 of the civil
26 service law, incumbents of such positions who are employed in any state
27 department, state institution or other state agency, in the particular
28 area or areas or location or locations affected, who did not receive the
29 benefit of the new hiring salary or have their salaries brought up to
30 such new hiring salary may receive increased compensation as determined
31 by an agreement between the office of employee relations and the employ-
32 ee organization representing such units.

33 § 6. Compensation for certain state officers and employees in collec-
34 tive negotiating units. 1. The provisions of this section shall apply,
35 except as otherwise stated in this section, to all full-time officers
36 and employees in the collective negotiating units designated as the
37 administrative services unit, the institutional services unit, the oper-
38 ational services unit, or the division of military and naval affairs
39 unit established pursuant to article 14 of the civil service law.

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

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

52 4. Effective April 6, 2028 for officers and employees on the adminis-
53 trative payroll and effective March 30, 2028 for officers and employees
54 on the institutional payroll, the basic annual salary of officers and
55 employees in full-time annual salaried employment status on the day

1 before such payroll period shall be increased by three and one-half
2 percent adjusted to the nearest whole dollar amount.

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

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

15 7. Notwithstanding the provisions of subdivisions two, three, four,
16 five and six of this section, if the basic annual salary of an officer
17 or employee to whom the provisions of this section apply is identical
18 with the hiring rate, step one, two, three, four, five, six or job rate
19 of the salary grade of their position on the effective dates of the
20 increases provided in these subdivisions, such basic annual salary shall
21 be increased to the hiring rate, step one, two, three, four, five, six
22 or job rate, respectively, of such salary grade as contained in the
23 appropriate salary schedules in subparagraphs 1, 2, 3, 4 and 5 of para-
24 graph a of subdivision 1 of section 130 of the civil service law, as
25 added by section one of this act, to take effect on the dates provided
26 in such subparagraphs 1, 2, 3, 4 and 5, respectively. The increases in
27 basic annual salary provided by this subdivision shall be in lieu of any
28 increase in basic annual salary provided for in subdivisions two, three,
29 four, five and six of this section.

30 8. Payments pursuant to the provisions of subdivision 6 of section 131
31 of the civil service law for full-time annual salaried officers and
32 employees entitled to such payments to whom the provisions of this
33 section apply shall be payable in accordance with the terms of an agree-
34 ment reached pursuant to article 14 of the civil service law between the
35 state and an employee organization representing employees subject to the
36 provisions of this section.

37 9. If an unencumbered position is one which if encumbered, would be
38 subject to the provisions of this section, the salary of such position
39 shall be increased by the salary increase amounts specified in this
40 section. If a position is created and filled by the appointment of an
41 officer or employee who is subject to the provisions of this section,
42 the salary otherwise provided for such position shall be increased in
43 the same manner as though such position had been in existence but unen-
44 cumbered.

45 10. The increases in salary provided in subdivisions two, three, four,
46 five and six of this section, shall apply on a prorated basis to offi-
47 cers and employees, otherwise eligible to receive an increase in salary,
48 who are paid on an hourly or per diem basis, employees serving on a
49 part-time or seasonal basis and employees paid on any basis other than
50 at an annual salary rate. Notwithstanding the foregoing, the provisions
51 of subdivision eight of this section shall not apply to employees serv-
52 ing on an hourly, per diem, or seasonal basis, except as determined by
53 the director of the budget.

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

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

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

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

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

29 15. Notwithstanding any of the foregoing provisions of this section or
30 of any law to the contrary, any increase in compensation may be withheld
31 in whole or in part from any employee to whom the provisions of this
32 section are applicable when, in the opinion of the director of the budg-
33 et and the director of employee relations, such increase is not
34 warranted or is not appropriate for any reason.

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

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

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

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

23 4. Notwithstanding the foregoing provisions of this subdivision, act
24 or any other provision of law, rule or regulation to the contrary, the
25 contract colleges at Cornell and Alfred universities are authorized to
26 provide for a procedure for the repayment of salaries withheld from
27 incumbents of positions subject to this subdivision as described in
28 subdivision one of this section, pursuant to subdivision 2-a of section
29 200 of the state finance law in lieu of the lump sum payment authorized
30 by subparagraph 3 of paragraph (a) of such subdivision, subject to the
31 approval of the state university trustees. Further, Cornell and Alfred
32 universities are authorized to provide that the salary of employees
33 newly hired on or after September 1, 1992 shall not be subject to the
34 provisions of subdivision 2-a of section 200 of the state finance law.

35 § 8. Location compensation for certain state officers and employees in
36 collective negotiating units. Notwithstanding any inconsistent
37 provisions of law, full-time annual salaried officers and employees, as
38 well as non-annual salaried seasonal officers and employees who shall
39 receive the compensation provided for pursuant to this section on a
40 prorated basis, except non-annual salaried officers and employees who
41 are not seasonal, in the collective negotiating units designated as the
42 administrative services unit, the institutional services unit, the oper-
43 ational services unit, or the division of military and naval affairs
44 unit established pursuant to article 14 of the civil service law, whose
45 principal place of employment or, in the case of a field employee, whose
46 official station as determined in accordance with the regulations of the
47 comptroller is located: (1) in the county of Monroe and who were eligi-
48 ble to receive location pay on March 31, 1985, shall receive location
49 pay at the rate of \$200 per year provided they continue to be otherwise
50 eligible; (2) in the city of New York, or in the county of Rockland,
51 Westchester, Nassau or Suffolk shall, effective April 1, 2025, continue
52 to receive a downstate adjustment at the annual rate of \$4,000; or (3)
53 in the county of Dutchess, Putnam or Orange shall, effective April 1,
54 2025, continue to receive a mid-Hudson adjustment at the annual rate of
55 \$2,000. Effective April 1, 2026, in the city of New York, or in the
56 county of Rockland, Westchester, Nassau or Suffolk such amount shall

1 increase to an annual rate of \$4,150; and in the county of Dutchess,
2 Putnam, Orange or Ulster such amount shall increase to an annual rate of
3 \$2,150. Effective April 1, 2027, in the city of New York, or in the
4 county of Rockland, Westchester, Nassau or Suffolk such amount shall
5 increase to an annual rate of \$4,316; and in the county of Dutchess,
6 Putnam, Orange or Ulster such amount shall increase to an annual rate of
7 \$2,236. Effective April 1, 2028, in the city of New York, or in the
8 county of Rockland, Westchester, Nassau or Suffolk such amount shall
9 increase to an annual rate of \$4,467; and in the county of Dutchess,
10 Putnam, Orange or Ulster such amount shall increase to an annual rate of
11 \$2,314. Effective April 1, 2029, in the city of New York, or in the
12 county of Rockland, Westchester, Nassau or Suffolk such amount shall
13 increase to an annual rate of \$4,601; and in the county of Dutchess,
14 Putnam, Orange or Ulster such amount shall increase to an annual rate of
15 \$2,383. Effective April 1, 2030, in the city of New York, or in the
16 county of Rockland, Westchester, Nassau or Suffolk such amount shall
17 increase to an annual rate of \$4,739; and in the county of Dutchess,
18 Putnam, Orange or Ulster such amount shall increase to an annual rate of
19 \$2,454. Such location payments shall be in addition to and shall not be
20 a part of an officer's or employee's basic annual salary, and shall not
21 affect or impair any performance advancements or other rights or bene-
22 fits to which an officer or employee may be entitled by law, provided,
23 however, that location payments shall be included as compensation for
24 purposes of computation of overtime pay and for retirement purposes. For
25 the sole purpose of continuing eligibility for location pay in Monroe
26 county, an officer or employee previously eligible to receive location
27 pay on March 31, 1985 who is on an approved leave of absence or partic-
28 ipates in an employer program to reduce to part-time service during
29 summer months shall continue to be eligible for said location pay upon
30 return to full-time state service in Monroe county.

31 § 9. Continuation of location compensation for certain officers and
32 employees of the Hudson Valley developmental disabilities services
33 office. 1. Notwithstanding any law, rule or regulation to the contrary,
34 any officer or employee of the Hudson Valley developmental disabilities
35 services office represented in the collective negotiating units desig-
36 nated as the administrative services unit, the institutional services
37 unit or the operational services unit, who is receiving location pay
38 pursuant to section 5 of chapter 174 of the laws of 1993 shall continue
39 to receive such location pay under the conditions and at the rates spec-
40 ified by such section.

41 2. Notwithstanding any law, rule or regulation to the contrary, any
42 officer or employee of the Hudson Valley developmental disabilities
43 services office represented in the collective negotiating units desig-
44 nated as the administrative services unit, the institutional services
45 unit or the operational services unit, who is receiving location pay
46 pursuant to subdivision 2 of section 9 of chapter 315 of the laws of
47 1995 shall continue to receive such location pay under the conditions
48 and at the rates specified by such subdivision.

49 3. Notwithstanding section eight of this act or any other law, rule or
50 regulation to the contrary, any officer or employee of the Hudson Valley
51 developmental disabilities services office represented in the collective
52 negotiating units designated as the administrative services unit, the
53 institutional services unit or the operational services unit, who is
54 receiving location pay pursuant to such section eight shall continue to
55 be eligible for such location pay if such officer's or employee's prin-
56 cipal place of employment is changed to a location outside of the county

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

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

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

35 2. Notwithstanding any inconsistent provisions of law, effective April
36 1, 2016, where and to the extent that, an agreement between the state
37 and an employee organization entered into pursuant to article 14 of the
38 civil service law so provides, in recognition of the general requirement
39 that certain full-time employees of the state in the collective negoti-
40 ating unit designated as the institutional services unit, established
41 pursuant to article 14 of the civil service law, in the employ of the
42 office of children and family services, assemble for briefing prior to
43 the commencement of duties, each such employee shall continue to receive
44 additional compensation in the amount of \$4.80, or one-quarter hour of
45 their overtime rate, whichever is higher, when they are required to and
46 actually assemble for such briefing. Such additional compensation shall
47 be paid in addition to and shall not be a part of the employee's basic
48 annual salary.

49 § 12. Assignment to duty pay. Notwithstanding any inconsistent
50 provisions of law, effective April 1, 2026, where and to the extent
51 that, an agreement between the state and an employee organization
52 entered into pursuant to article 14 of the civil service law so
53 provides, an assignment to duty lump sum shall be paid each year to an
54 employee who is serving in a particular assignment deemed qualified
55 pursuant to such agreement. Such payment shall be in an amount negoti-
56 ated for those employees assigned to qualifying work assignments and who

1 work such assignments for the minimum periods of time in a year provided
2 in the negotiated agreement. Assignment to duty pay shall not be paid in
3 any year an employee does not meet the minimum period of time in such
4 qualifying assignment required by the agreement or upon cessation of the
5 assignment to duty program on March 30, 2031 unless an extension is
6 negotiated by the parties. Such lump sum shall be considered salary only
7 for final average salary retirement purposes.

8 § 13. Long term seasonal employees. Notwithstanding any inconsistent
9 provisions of law, effective April 1, 2026, where and to the extent
10 that, an agreement between the state and an employee organization
11 entered into pursuant to article 14 of the civil service law so
12 provides, a lump sum shall be paid each year to an employee who is serv-
13 ing in a qualifying long term seasonal position. Such payment shall be
14 in an amount negotiated and pursuant to negotiated qualifying criteria
15 and shall be considered salary only for final average salary retirement
16 purposes. Such benefit shall be available until March 30, 2031.

17 § 14. In recognition of the specific requirements for winter mainte-
18 nance activity for full-time employees of the state department of trans-
19 portation in the collective negotiating unit designated as the opera-
20 tional services unit, established pursuant to article 14 of the civil
21 service law, and to the extent the terms of a negotiated agreement
22 between the state and an employee organization representing such unit
23 entered into pursuant to article 14 of the civil service law so
24 provides, such employees shall receive payments for winter maintenance
25 shifts and call-out responses if otherwise eligible and in accordance
26 with such negotiated agreement.

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

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

51 § 16. Facility-Based Hazardous Duty Pay. Notwithstanding any incon-
52 sistent provision of law, where and to the extent that an agreement
53 between the state and an employee organization entered into pursuant to
54 article 14 of the civil service law so provides on behalf of employees
55 in the collective negotiating units designated as the administrative,
56 institutional or operational services negotiating units established

1 pursuant to article 14 of the civil service law, effective April 1,
2 2027, and consistent with the terms of the agreement, there shall be
3 paid the amount of three hundred dollars on an annual basis to eligible
4 full-time annual employees of the office of mental health, the office
5 for people with developmental disabilities, the office of children and
6 family services and the department of corrections and community super-
7 vision in recognition of the hazards of their jobs. This payment is not
8 a part of basic annual salary. Similarly, it is not subject to any sala-
9 ry increases. This payment shall be pro-rated for less than full-time
10 employees consistent with the terms of the agreement.

11 § 17. Notwithstanding any inconsistent provision of law, where and to
12 the extent that any agreement between the state and an employee organ-
13 ization entered into pursuant to article 14 of the civil service law so
14 provides on behalf of employees in the collective negotiating units
15 designated as the administrative, institutional, operational services
16 negotiating units or the division of military and naval affairs negoti-
17 ating unit established pursuant to article 14 of the civil service law,
18 the state shall contribute an amount designated in such agreement and
19 for the period covered by such agreement to the accounts of such employ-
20 ees enrolled for dependent care deductions pursuant to subdivision 7 of
21 section 201-a of the state finance law. Such amounts shall be from funds
22 appropriated in this act and shall not be part of basic annual salary
23 for overtime or retirement purposes.

24 § 18. Notwithstanding any provision of law to the contrary, the appro-
25 priations contained in this act shall be available to the state for the
26 payment and publication of grievance and arbitration settlements and
27 awards pursuant to articles 33 and 34 of the collective negotiating
28 agreement between the state and the employee organization representing
29 the collective negotiating units designated as the administrative
30 services unit, the institutional services unit, the operational services
31 unit or the division of military and naval affairs unit established
32 pursuant to article 14 of the civil service law.

33 § 19. During the period April 2, 2026 through April 1, 2031, there
34 shall be a statewide labor-management committee continued and adminis-
35 tered pursuant to the terms of the agreement negotiated between the
36 state and an employee organization representing employees in the collec-
37 tive negotiating units designated as the administrative services unit,
38 the institutional services unit, the operational services unit or the
39 division of military and naval affairs unit established pursuant to
40 article 14 of the civil service law which shall, after April 2, 2026,
41 have the responsibility of studying and making recommendations concern-
42 ing the major issues of productivity, the quality of work life and
43 implementing the agreements reached.

44 § 20. The salary increases, benefit modifications, and any other
45 modifications to terms and conditions of employment provided for by this
46 act for state employees in the collective negotiating units designated
47 as the administrative services unit, the institutional services unit,
48 the operational services unit or the division of military and naval
49 affairs unit established pursuant to article 14 of the civil service law
50 shall not be implemented until the director of employee relations shall
51 have delivered to the director of the budget and the comptroller a
52 letter certifying that there is in effect with respect to such negotiat-
53 ing units collectively negotiated agreements, ratified by the member-
54 ship, which provide for such increases and modifications.

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

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

16 § 22. Notwithstanding the provisions of any other section of this act
17 or any other provision of law to the contrary, pending payment pursuant
18 to this act of the basic annual salaries of incumbents of positions
19 subject to this act, such incumbents shall receive, as partial compen-
20 sation for services rendered, the rate of salary and other compensation
21 otherwise payable in their respective positions. An incumbent holding a
22 position subject to this act at any time during the period from April 1,
23 2026, until the time when basic annual salaries and other compensation
24 due are first paid pursuant to this act for such services in excess of
25 the salary and other compensation actually received therefor, shall be
26 entitled to a lump sum payment for the difference between the salary and
27 other compensation to which such incumbent is entitled for such services
28 and the salary and other compensation actually received pursuant to the
29 terms of an agreement between the state and the employee organization
30 representing the employees covered by this act.

31 § 23. The comptroller is authorized to pay any amounts required during
32 the fiscal year commencing April 1, 2026 by the foregoing provisions of
33 this act for any state department or agency from any appropriation or
34 other funds available to such state department or agency for personal
35 service or for other related employee benefits during such fiscal year.
36 To the extent that such appropriations in any fund are insufficient to
37 accomplish the purposes herein set forth, the director of the budget is
38 authorized to allocate to the various departments and agencies, from any
39 appropriations available in any fund, the amounts necessary to pay such
40 amounts.

41 § 24. No officer or employee participating in a special annuity
42 program pursuant to the provisions of article 8-C of the education law
43 shall, by reason of an increase in compensation pursuant to this act,
44 suffer any reduction of the salary adjustment to which they would other-
45 wise be entitled by reason of participation in such program, and such
46 salary adjustment shall be based upon the salary of such officer or
47 employee without regard to the reduction authorized by such article.

48 § 25. Notwithstanding any provision of the state finance law or any
49 other provision of law to the contrary, the sum of \$215,100,000 is here-
50 by appropriated in the general fund/state purposes account (10050) in
51 miscellaneous-all state departments and agencies solely for
52 apportionment/transfer by the director of the budget for use by any
53 state department or agency in any fund for the fiscal year beginning
54 April 1, 2026 to supplement appropriations for personal service, other
55 than personal service and fringe benefits, and to carry out the
56 provisions of this act. No money shall be available for expenditure from

1 this appropriation until a certificate of approval has been issued by
 2 the director of the budget and a copy of such certificate or any amend-
 3 ment thereto has been filed with the state comptroller, the chair of the
 4 senate finance committee and the chair of the assembly ways and means
 5 committee. The monies hereby appropriated are available for payment of
 6 any liabilities or obligations incurred prior to or during the state
 7 fiscal year commencing April 1, 2026 through March 31, 2027. For this
 8 purpose, these appropriations shall remain in full force and effect for
 9 the payment of liabilities incurred on or before March 31, 2027.

10 § 26. The several amounts as hereinafter set forth, or so much thereof
 11 as may be necessary, are hereby appropriated from the fund so designated
 12 for use by any state department or agency for the fiscal year beginning
 13 April 1, 2026 to supplement appropriations from each respective fund
 14 available for personal service, other than personal service and fringe
 15 benefits, and to carry out the provisions of this act. The monies hereby
 16 appropriated are available for payment of any liabilities or obligations
 17 incurred prior to or during the state fiscal year commencing April 1,
 18 2026 through March 31, 2027. No money shall be available for expenditure
 19 from this appropriation until a certificate of approval has been issued
 20 by the director of the budget and a copy of such certificate or any
 21 amendment thereto has been filed with the state comptroller, the chair
 22 of the senate finance committee and the chair of the assembly ways and
 23 means committee.

24 ALL STATE DEPARTMENTS AND AGENCIES
 25 SPECIAL PAY BILLS

26 General Fund / State Operations
 27 State Purposes Account - 10050
 28 Non-personal Service

29 Joint committee on health benefits	74,484
30 Employee training and development	611,457
31 Safety and health maintenance committee	36,354
32 Employment security committee	29,962
33 Work-Life Services	144,468
34 Employee Benefit Fund	3,316,080
35 Discipline	21,744
36 Statewide performance rating committee	2,387
37 Employee Assistance Program	36,257
38 Property damage	1,790
39 Work related clothing (operational services	
40 unit)	66,433
41 Tool allowance (operational services unit)	4,259
42 Tool insurance (operational services unit)	1,455
43 Uniform allowance (institutional services unit) ...	26,150
44 Work related clothing (institutional	
45 services unit)	4,865
46 Work related clothing (administrative	
47 services unit)	2,700
48 Contract Administration	400,000

49 § 27. This act shall take effect immediately and shall be deemed to
 50 have been in full force and effect on and after April 1, 2026. Appro-
 51 priations made by this act shall remain in full force and effect for
 52 liabilities incurred through March 31, 2027.

53 -----

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.

1
2
3
4

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

5 Section 1. Subparagraphs 1, 2 and 3 of paragraph d of subdivision 1 of
6 section 130 of the civil service law are REPEALED and five new subpara-
7 graphs 1, 2, 3, 4 and 5 are added to read as follows:

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

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

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

40	<u>GRADE</u>	<u>HIRING RATE</u>	<u>JOB RATE</u>
41	<u>M/C 3</u>	<u>\$34,297</u>	<u>\$43,848</u>
42	<u>M/C 4</u>	<u>\$35,813</u>	<u>\$45,837</u>
43	<u>M/C 5</u>	<u>\$37,961</u>	<u>\$48,063</u>

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

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

	<u>GRADE</u>	<u>HIRING RATE</u>	<u>JOB RATE</u>
28			
29	<u>M/C 3</u>	<u>\$35,497</u>	<u>\$45,383</u>
30	<u>M/C 4</u>	<u>\$37,066</u>	<u>\$47,441</u>
31	<u>M/C 5</u>	<u>\$39,290</u>	<u>\$49,745</u>
32	<u>M/C 6</u>	<u>\$40,958</u>	<u>\$52,294</u>
33	<u>M/C 7</u>	<u>\$43,318</u>	<u>\$55,124</u>
34	<u>M/C 8</u>	<u>\$45,696</u>	<u>\$57,966</u>
35	<u>M/C 9</u>	<u>\$48,308</u>	<u>\$61,052</u>
36	<u>M/C 10</u>	<u>\$50,911</u>	<u>\$64,441</u>
37	<u>M/C 11</u>	<u>\$53,999</u>	<u>\$68,016</u>
38	<u>M/C 12</u>	<u>\$56,849</u>	<u>\$71,585</u>
39	<u>M/C 13</u>	<u>\$60,154</u>	<u>\$75,562</u>
40	<u>M/C 14</u>	<u>\$63,727</u>	<u>\$79,716</u>
41	<u>M/C 15</u>	<u>\$67,274</u>	<u>\$84,019</u>
42	<u>M/C 16</u>	<u>\$71,067</u>	<u>\$88,503</u>
43	<u>M/C 17</u>	<u>\$75,101</u>	<u>\$93,385</u>
44	<u>M/C 18</u>	<u>\$75,498</u>	<u>\$93,683</u>
45	<u>M/C 19</u>	<u>\$79,548</u>	<u>\$98,556</u>
46	<u>M/C 20</u>	<u>\$83,604</u>	<u>\$103,499</u>
47	<u>M/C 21</u>	<u>\$88,112</u>	<u>\$108,844</u>
48	<u>M/C 22</u>	<u>\$92,846</u>	<u>\$114,562</u>
49	<u>M/C 23</u>	<u>\$97,606</u>	<u>\$121,948</u>
50	<u>M 1</u>	<u>\$105,352</u>	<u>\$133,167</u>
51	<u>M 2</u>	<u>\$116,837</u>	<u>\$147,688</u>
52	<u>M 3</u>	<u>\$129,675</u>	<u>\$163,869</u>
53	<u>M 4</u>	<u>\$143,425</u>	<u>\$180,999</u>
54	<u>M 5</u>	<u>\$159,255</u>	<u>\$201,204</u>

1	<u>M 6</u>	<u>\$176,326</u>	<u>\$221,785</u>
2	<u>M 7</u>	<u>\$194,356</u>	<u>\$240,710</u>
3	<u>M 8</u>	<u>\$163,873</u>	<u>+</u>

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

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

34 (5) Effective April first, two thousand thirty:

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

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

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

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

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

24 Effective April first, two thousand twenty-six:

25	<u>Hiring Rate</u>	<u>Job Rate</u>
26	<u>\$154,918</u>	<u>\$211,411</u>

27 Effective April first, two thousand twenty-seven:

28	<u>Hiring Rate</u>	<u>Job Rate</u>
29	<u>\$161,115</u>	<u>\$219,867</u>

30 Effective April first, two thousand twenty-eight:

31	<u>Hiring Rate</u>	<u>Job Rate</u>
32	<u>\$166,754</u>	<u>\$227,562</u>

33 Effective April first, two thousand twenty-nine:

34	<u>Hiring Rate</u>	<u>Job Rate</u>
35	<u>\$171,757</u>	<u>\$234,389</u>

36 Effective April first, two thousand thirty:

37	<u>Hiring Rate</u>	<u>Job Rate</u>
38	<u>\$176,910</u>	<u>\$241,421</u>

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

42 Effective April first, two thousand twenty-six:

43	<u>Hiring Rate</u>	<u>Job Rate</u>
44	<u>\$120,471</u>	<u>\$152,240</u>

45 Effective April first, two thousand twenty-seven:

46	<u>Hiring Rate</u>	<u>Job Rate</u>
47	<u>\$125,290</u>	<u>\$158,330</u>

48 Effective April first, two thousand twenty-eight:

49	<u>Hiring Rate</u>	<u>Job Rate</u>
50	<u>\$129,675</u>	<u>\$163,872</u>

51 Effective April first, two thousand twenty-nine:

52	<u>Hiring Rate</u>	<u>Job Rate</u>
53	<u>\$133,565</u>	<u>\$168,788</u>

54 Effective April first, two thousand thirty:

	<u>Hiring Rate</u>	<u>Job Rate</u>
	<u>\$137,572</u>	<u>\$173,852</u>

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

15 2. For such officers and employees the following increases shall
16 apply: effective April 1, 2026, the basic annual salary of officers and
17 employees to whom the provisions of this subdivision apply shall be
18 increased by four and one-half percent adjusted to the nearest whole
19 dollar amount; effective April 1, 2027, the basic annual salary of offi-
20 cers and employees to whom the provisions of this subdivision apply
21 shall be increased by four percent adjusted to the nearest whole dollar
22 amount; effective April 1, 2028, the basic annual salary of officers and
23 employees to whom the provisions of this subdivision apply shall be
24 increased by three and one-half percent adjusted to the nearest whole
25 dollar amount; effective April 1, 2029, the basic annual salary of offi-
26 cers and employees to whom the provisions of this subdivision apply
27 shall be increased by three percent adjusted to the nearest whole dollar
28 amount; and effective April 1, 2030, the basic annual salary of officers
29 and employees to whom the provisions of this subdivision apply shall be
30 increased by three percent adjusted to the nearest whole dollar amount.

31 3. If an unencumbered position is one that, if encumbered, would be
32 subject to the provisions of this section, the salary of such position
33 shall be increased by the salary increase amount specified in this
34 section. If a position is created and is filled by the appointment of an
35 officer or employee who is subject to the provisions of this section,
36 the salary otherwise provided for such position shall be increased in
37 the same manner as though such position had been in existence but unen-
38 cumbered.

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

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

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

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

3 7. In order to provide for the officers and employees to whom this
4 section applies who are not allocated to salary grades performance
5 advancements, merit awards, longevity payments and in lieu payments, and
6 special achievement awards in proportion to those provided to persons to
7 whom this section applies who are allocated to salary grades, the direc-
8 tor of the budget is authorized to add appropriate adjustments to the
9 compensation that such officers and employees are otherwise entitled to
10 receive. The director of the budget shall issue certificates that shall
11 contain schedules of positions and the salaries or payments thereof for
12 which adjustments or payments are made pursuant to the provisions of
13 this subdivision, and a copy of each such certificate shall be filed
14 with the state comptroller, the department of civil service, the chair
15 of the senate finance committee and the chair of the assembly ways and
16 means committee.

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

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

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

36 2. Effective April 1, 2026, the basic annual salary of officers and
37 employees to whom the provisions of this subdivision apply shall be
38 increased by four and one-half percent adjusted to the nearest whole
39 dollar amount; effective April 1, 2027, the basic annual salary of offi-
40 cers and employees to whom the provisions of this subdivision apply
41 shall be increased by four percent adjusted to the nearest whole dollar
42 amount; effective April 1, 2028, the basic annual salary of officers and
43 employees to whom the provisions of this subdivision apply shall be
44 increased by three and one-half percent adjusted to the nearest whole
45 dollar amount; effective April 1, 2029, the basic annual salary of offi-
46 cers and employees to whom the provisions of this subdivision apply
47 shall be increased by three percent adjusted to the nearest whole dollar
48 amount; and effective April 1, 2030, the basic annual salary of officers
49 and employees to whom the provisions of this subdivision apply shall be
50 increased by three percent adjusted to the nearest whole dollar amount.

51 3. The increases in salary payable pursuant to this section shall
52 apply on a prorated basis in accordance with guidelines issued by the
53 director of the budget to officers and employees otherwise eligible to
54 receive an increase in salary pursuant to this act who are paid on an
55 hourly or per diem basis, employees serving on a part-time or seasonal

1 basis, and employees paid on any basis other than at an annual salary
2 rate.

3 4. Notwithstanding any of the foregoing provisions of this section,
4 any increase in compensation for any officer or employee appointed to a
5 lower graded position from a redeployment list pursuant to subdivision 1
6 of section 79 of the civil service law who continues to receive their
7 former salary pursuant to such subdivision shall be determined on the
8 basis of such lower graded position provided, however, that the increase
9 in salary provided in subdivision two of this section shall not cause
10 such officer's or employee's salary to exceed the job rate of any such
11 lower graded position at salary grade.

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

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

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

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

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

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

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

8 (b) Effective April 1, 2027, the basic annual salary of incumbents of
9 positions in the institutions under the management and control of
10 Cornell and Alfred universities as representatives of the board of trus-
11 tees of the state university that, in the opinion of the director of
12 employee relations, would be designated managerial or confidential were
13 they subject to article 14 of the civil service law may be increased
14 pursuant to plans approved by the state university trustees. Such
15 increase in basic annual salary rates shall not exceed in the aggregate
16 four percent of the total basic annual salary rates in effect March 31,
17 2027.

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

28 (d) Effective April 1, 2029, the basic annual salary of incumbents of
29 positions in the institutions under the management and control of
30 Cornell and Alfred universities as representatives of the board of trus-
31 tees of the state university that, in the opinion of the director of
32 employee relations, would be designated managerial or confidential were
33 they subject to article 14 of the civil service law may be increased
34 pursuant to plans approved by the state university trustees. Such
35 increase in basic annual salary rates shall not exceed in the aggregate
36 three percent of the total basic annual salary rates in effect March 31,
37 2029.

38 (e) Effective April 1, 2030, the basic annual salary of incumbents of
39 positions in the institutions under the management and control of
40 Cornell and Alfred universities as representatives of the board of trus-
41 tees of the state university that, in the opinion of the director of
42 employee relations, would be designated managerial or confidential were
43 they subject to article 14 of the civil service law may be increased
44 pursuant to plans approved by the state university trustees. Such
45 increase in basic annual salary rates shall not exceed in the aggregate
46 three percent of the total basic annual salary rates in effect March 31,
47 2030.

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

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

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

33 (c) During the period April 1, 2028 through March 31, 2029, the basic
34 annual salary of incumbents of positions in the non-professional service
35 that, in the opinion of the director of employee relations, would be
36 designated managerial or confidential were they subject to article 14 of
37 the civil service law, except those positions in the Cornell service and
38 maintenance unit that are subject to the terms of a collective bargain-
39 ing agreement between Cornell University and the employee organization
40 representing employees in such positions and except those positions in
41 the Alfred service and maintenance unit that are subject to the terms of
42 a collective bargaining agreement between Alfred University and the
43 employee organization representing employees in such positions, in
44 institutions under the management and control of Cornell and Alfred
45 universities as representatives of the board of trustees of the state
46 university may be increased pursuant to plans approved by the state
47 university trustees. Such plans may include a new salary schedule which
48 shall supersede the salary schedules then in effect applicable to such
49 employees. Such plans shall provide for an increase in basic annual
50 salary, which, exclusive of performance advancement payments or merit
51 recognition payments, shall not exceed in the aggregate three and one-
52 half percent of the total basic annual salary rates in effect on March
53 31, 2028.

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

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

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

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

48 5. Notwithstanding any of the foregoing provisions of this section or
49 any law to the contrary, any increase in compensation may be withheld in
50 whole or in part from any employee to whom the provisions of this
51 section apply pursuant to section fourteen of this act.

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

1 1. The provisions of this subdivision shall apply only to incumbents
2 of positions in bargaining unit 13 in the professional service of the
3 state university that are designated, stipulated or excluded from nego-
4 tiating units as managerial or confidential pursuant to article 14 of
5 the civil service law. For each of the years 2027, 2028, 2029, 2030 and
6 2031, there shall be available an amount equal to one percent (1.0%) of
7 the total of the basic annual salaries on June 30 of each such year of
8 incumbents to whom the provisions of this subdivision apply, for
9 distribution to such incumbents on the payroll on June 30 of each such
10 year and at the time of payment by the state university trustees in
11 their discretion, and subject to the approval of the chancellor and the
12 director of the budget.

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

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

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

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

33 (c) incumbents of allocated or unallocated positions in the profes-
34 sional service in the state university and in institutions under the
35 management and control of Cornell and Alfred universities as represen-
36 tatives of the board of trustees of the state university;

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

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

44 (a) in the county of Monroe and who were eligible to receive location
45 pay on March 31, 1985, shall receive location pay at the rate of \$200
46 per year provided they continue to be otherwise eligible;

47 (b) in the city of New York, or in the county of Rockland, Westches-
48 ter, Nassau, or Suffolk shall continue to receive a downstate adjustment
49 at the rate of \$4,000 effective April 1, 2025. Such amount shall
50 increase as follows: to \$4,150 effective April 1, 2026; to \$4,316 effec-
51 tive April 1, 2027; to \$4,467 effective April 1, 2028; to \$4,601 effec-
52 tive April 1, 2029; and to \$4,739 effective April 1, 2030; and

53 (c) in the county of Dutchess, Orange, or Putnam shall continue to
54 receive a mid-Hudson adjustment at the rate of \$2,000 effective April 1,
55 2025. The county of Ulster shall be added effective April 1, 2026 and
56 such amount shall be increased as follows: to \$2,150 effective April 1,

1 2026; to \$2,236 effective April 1, 2027; to \$2,314 effective April 1,
2 2028; to \$2,383 effective April 1, 2029; and to \$2,454 effective April
3 1, 2030.

4 3. Such location payments shall be in addition to and shall not be a
5 part of an employee's basic annual salary and shall not affect or impair
6 any advancements or other rights or benefits to which an employee may be
7 entitled by law, provided, however, that location payments shall be
8 included as compensation for purposes of computation of overtime pay and
9 for retirement purposes.

10 4. For the sole purpose of continuing eligibility for location pay in
11 Monroe County, an employee previously eligible to receive location pay
12 on March 31, 1985 who is on an approved leave of absence or participates
13 in an employer program to reduce to part-time service during summer
14 months shall continue to be eligible for said location pay upon return
15 to full-time state service in Monroe county.

16 § 8. Continuation of location compensation for certain officers and
17 employees of the Hudson Valley developmental disabilities services
18 office. 1. Notwithstanding any law, rule or regulation to the contrary,
19 any officer or employee of the Hudson Valley developmental disabilities
20 services office not represented in collective negotiating units estab-
21 lished pursuant to article 14 of the civil service law who is receiving
22 location pay pursuant to section 5 of chapter 174 of the laws of 1993
23 shall continue to receive such location pay under the conditions and at
24 the rates specified by such section.

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

40 § 9. Overtime meal allowance. Notwithstanding any other provision of
41 law to the contrary, individuals in positions in the classified service
42 of the state of New York designated managerial or confidential pursuant
43 to article 14 of the civil service law, shall continue to receive,
44 effective April 1, 2011, an overtime meal allowance in the amount of
45 \$5.50 pursuant to eligibility guidelines developed by the director of
46 employee relations.

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

55 § 11. Notwithstanding any provision of law to the contrary, the appro-
56 priations contained in this act shall be available to the state for the

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

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

21 § 13. Deferred payment of salary increase. Notwithstanding the
22 provisions of any other section of this act or any other provision of
23 law to the contrary, pending payment pursuant to this act of the basic
24 annual salaries of incumbents of positions subject to this act, such
25 incumbents shall receive, as partial compensation for services rendered,
26 the rate of salary and other compensation otherwise payable in their
27 respective positions. An incumbent holding a position subject to this
28 act at any time during the period from April 1, 2026, until the time
29 when basic annual salaries and other compensation due are first paid
30 pursuant to this act for such services in excess of the salary and other
31 compensation actually received therefor, shall be entitled to a lump sum
32 payment for the difference between the salary and other compensation to
33 which such incumbent is entitled for such services and the salary and
34 other compensation actually received.

35 § 14. 1. Notwithstanding the provisions of any other section of this
36 act or any other provision of law to the contrary, any increase in
37 compensation provided: (a) in this act, or (b) as a result of a
38 promotion, appointment, or advancement to a position in a higher salary
39 grade, or (c) pursuant to paragraph (c) of subdivision 6 of section 131
40 of the civil service law, or (d) pursuant to paragraph (b) of subdivi-
41 sion 8 of section 130 of the civil service law, or (e) pursuant to para-
42 graph (a) of subdivision 3 of section 13 of chapter 732 of the laws of
43 1988, as amended, may be withheld in whole or in part from any officer
44 or employee when, in the opinion of the director of the budget, such
45 withholding is necessary to reflect the job performance of such officer
46 or employee, or to maintain appropriate salary relationships among offi-
47 cers or employees of the state, or to reduce state expenditures to
48 acceptable levels or when, in the opinion of the director of the budget,
49 such increase is not warranted or is not appropriate. As a result of an
50 exercise of the director's authority under this act to withhold any
51 increase, such salary schedules as defined in section one of this act
52 shall be implemented and/or modified by the director of the budget, as
53 necessary, consistent with the provision or withholding of such
54 increases pursuant to this section.

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

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

3 § 15. Use of appropriations. Notwithstanding any provision of the
4 state finance law or any other provision of law to the contrary, the
5 state comptroller is authorized to pay any amounts required during the
6 fiscal year commencing April 1, 2026 by the provisions of this act for
7 any state department or agency from any appropriation or other funds
8 available to such state department or agency for personal service or for
9 other related employee benefits during such fiscal year. To the extent
10 that such appropriations are insufficient in any fund to accomplish the
11 purposes herein set forth, the director of the budget is authorized to
12 allocate to the various departments and agencies, from any appropriate
13 available in any fund, the amounts necessary to pay such amounts. The
14 aforementioned appropriations shall be available for payment of any
15 liabilities or obligations incurred prior to April 1, 2026 in addition
16 to current liabilities.

17 § 16. Notwithstanding any provision of the state finance law or any
18 other provision of law to the contrary, the sum of \$112,000,000 is here-
19 by appropriated in the general fund/state purposes account (10050) in
20 miscellaneous-all state departments and agencies solely for
21 apportionment/transfer by the director of the budget for use by any
22 state department or agency in any fund for the state fiscal year April
23 1, 2026 through March 31, 2027 to supplement appropriations for personal
24 service, other than personal service and fringe benefits, and to carry
25 out the provisions of this act. No money shall be available for expendi-
26 ture from this appropriation until a certificate of approval has been
27 issued by the director of the budget and a copy of such certificate or
28 any amendment thereto has been filed with the state comptroller, the
29 chair of the senate finance committee and the chair of the assembly ways
30 and means committee. The monies hereby appropriated are available for
31 payment of any liabilities or obligations incurred prior to or during
32 the state fiscal year April 1, 2026 through March 31, 2027. For this
33 purpose, the monies appropriated shall remain in full force and effect
34 for the payment of liabilities incurred on or before March 31, 2027.

35 § 17. This act shall take effect immediately and shall be deemed to
36 have been in full force and effect on and after April 1, 2026. Appro-
37 priations made by this act shall remain in full force and effect for
38 liabilities incurred through March 31, 2027.

39 -----

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.

40 § 2. Severability clause. If any clause, sentence, paragraph, subdivi-
41 sion, section or part contained in any part of this act shall be
42 adjudged by any court of competent jurisdiction to be invalid, such
43 judgment shall not affect, impair, or invalidate the remainder thereof,
44 but shall be confined in its operation to the clause, sentence, para-
45 graph, subdivision, section or part contained in any part thereof
46 directly involved in the controversy which such judgment shall have been

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

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