§ 130. Salary grades; minimum and maximum salaries. 1. a. Effective on the dates indicated, salary grades for positions in the competitive, non-competitive and labor classes of the classified service of the state of New York in the collective negotiating units designated as the administrative services unit, the institutional services unit, the operational services unit and the division of military and naval affairs unit established pursuant to article fourteen of this chapter shall be as follows:

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

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

25	106351	109283	112215	115147	118079	121011	123943	126875	2932

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

SG	HR	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	JR	INCR
1	31282	32337	33392	34447	35502	36557	37612	38667	1055
2	32476	33585	34694	35803	36912	38021	39130	40239	1109
3	34098	35255	36412	37569	38726	39883	41040	42197	1157
4	35589	36814	38039	39264	40489	41714	42939	44164	1225
5	37290	38571	39852	41133	42414	43695	44976	46257	1281
6	39376	40710	42044	43378	44712	46046	47380	48714	1334
7	41554	42952	44350	45748	47146	48544	49942	51340	1398
8	43897	45349	46801	48253	49705	51157	52609	54061	1452
9	46342	47859	49376	50893	52410	53927	55444	56961	1517
10	48994	50584	52174	53764	55354	56944	58534	60124	1590
11	51835	53504	55173	56842	58511	60180	61849	63518	1669
12	54802	56529	58256	59983	61710	63437	65164	66891	1727
13	58050	59859	61668	63477	65286	67095	68904	70713	1809
14	61411	63293	65175	67057	68939	70821	72703	74585	1882
15	64976	66938	68900	70862	72824	74786	76748	78710	1962
16	68616	70669	72722	74775	76828	78881	80934	82987	2053
17	72479	74647	76815	78983	81151	83319	85487	87655	2168
18	76666	78932	81198	83464	85730	87996	90262	92528	2266
19	80773	83152	85531	87910	90289	92668	95047	97426	2379
20	84998	87468	89938	92408	94878	97348	99818	102288	2470
21	89555	92141	94727	97313	99899	102485	105071	107657	2586
22	94357	97060	99763	102466	105169	107872	110575	113278	2703
23	99403	102227	105051	107875	110699	113523	116347	119171	2824
24	104814	107734	110654	113574	116494	119414	122334	125254	2920
25	110605	113654	116703	119752	122801	125850	128899	131948	3049

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

SG	HR	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	JR	INCR
1	32377	33469	34561	35653	36745	37837	38929	40021	1092

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

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

SG	HR	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	JR	INCR
1	33348	34473	35598	36723	37848	38973	40098	41223	1125
2	34621	35803	36985	38167	39349	40531	41713	42895	1182
3	36350	37584	38818	40052	41286	42520	43754	44988	1234
4	37940	39246	40552	41858	43164	44470	45776	47082	1306
5	39753	41119	42485	43851	45217	46583	47949	49315	1366
6	41977	43399	44821	46243	47665	49087	50509	51931	1422
7	44298	45788	47278	48768	50258	51748	53238	54728	1490

8	46796	48344	49892	51440	52988	54536	56084	57632	1548
9	49403	51020	52637	54254	55871	57488	59105	60722	1617
10	52230	53925	55620	57315	59010	60705	62400	64095	1695
11	55258	57037	58816	60595	62374	64153	65932	67711	1779
12	58422	60263	62104	63945	65786	67627	69468	71309	1841
13	61884	63812	65740	67668	69596	71524	73452	75380	1928
14	65467	67473	69479	71485	73491	75497	77503	79509	2006
15	69268	71360	73452	75544	77636	79728	81820	83912	2092
16	73149	75338	77527	79716	81905	84094	86283	88472	2189
17	77266	79577	81888	84199	86510	88821	91132	93443	2311
18	81729	84144	86559	88974	91389	93804	96219	98634	2415
19	86108	88644	91180	93716	96252	98788	101324	103860	2536
20	90612	93245	95878	98511	101144	103777	106410	109043	2633
21	95470	98227	100984	103741	106498	109255	112012	114769	2757
22	100589	103471	106353	109235	112117	114999	117881	120763	2882
23	105968	108979	111990	115001	118012	121023	124034	127045	3011
24	111736	114849	117962	121075	124188	127301	130414	133527	3113
25	117910	121161	124412	127663	130914	134165	137416	140667	3251

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

SG	HR	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	JR	INCR
1	34348	35507	36666	37825	38984	40143	41302	42461	1159
2	35660	36877	38094	39311	40528	41745	42962	44179	1217
3	37441	38712	39983	41254	42525	43796	45067	46338	1271
4	39078	40423	41768	43113	44458	45803	47148	48493	1345
5	40946	42353	43760	45167	46574	47981	49388	50795	1407
6	43236	44701	46166	47631	49096	50561	52026	53491	1465
7	45627	47162	48697	50232	51767	53302	54837	56372	1535
8	48200	49794	51388	52982	54576	56170	57764	59358	1594
9	50885	52551	54217	55883	57549	59215	60881	62547	1666
10	53797	55543	57289	59035	60781	62527	64273	66019	1746
11	56916	58748	60580	62412	64244	66076	67908	69740	1832
12	60175	62071	63967	65863	67759	69655	71551	73447	1896
13	63741	65727	67713	69699	71685	73671	75657	77643	1986
14	67431	69497	71563	73629	75695	77761	79827	81893	2066

15	71346	73501	75656	77811	79966	82121	84276	86431	2155
16	75343	77598	79853	82108	84363	86618	88873	91128	2255
17	79584	81964	84344	86724	89104	91484	93864	96244	2380
18	84181	86668	89155	91642	94129	96616	99103	101590	2487
19	88691	91303	93915	96527	99139	101751	104363	106975	2612
20	93330	96042	98754	101466	104178	106890	109602	112314	2712
21	98334	101174	104014	106854	109694	112534	115374	118214	2840
22	103607	106575	109543	112511	115479	118447	121415	124383	2968
23	109147	112248	115349	118450	121551	124652	127753	130854	3101
24	115088	118294	121500	124706	127912	131118	134324	137530	3206
25	121447	124796	128145	131494	134843	138192	141541	144890	3349

b. Pursuant to the terms of an agreement between the state and an employee organization entered into pursuant to article fourteen of this chapter covering members of the collective negotiating unit designated as security supervisors, effective on the dates indicated, salary grades for positions in the competitive, non-competitive and labor classes shall be as follows:

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

SG	Hiring Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Job Rate	Incr
1	31273	32466	33659	34852	36045	37238	38431	1193
2	32310	33569	34828	36087	37346	38605	39864	1259
3	33762	35074	36386	37698	39010	40322	41634	1312
4	35152	36533	37914	39295	40676	42057	43438	1381
5	36683	38139	39595	41051	42507	43963	45419	1456
6	38459	39988	41517	43046	44575	46104	47633	1529
7	40478	42071	43664	45257	46850	48443	50036	1593
8	42600	44254	45908	47562	49216	50870	52524	1654
9	44824	46548	48272	49996	51720	53444	55168	1724
10	47208	49023	50838	52653	54468	56283	58098	1815
11	49834	51721	53608	55495	57382	59269	61156	1887
12	52450	54419	56388	58357	60326	62295	64264	1969

13	55413	57472	59531	61590	63649	65708	67767	2059
14	58436	60592	62748	64904	67060	69216	71372	2156
15	61638	63883	66128	68373	70618	72863	75108	2245
16	64958	67301	69644	71987	74330	76673	79016	2343
17	68448	70916	73384	75852	78320	80788	83256	2468
18	72179	74771	77363	79955	82547	85139	87731	2592
19	75963	78673	81383	84093	86803	89513	92223	2710
20	79719	82548	85377	88206	91035	93864	96693	2829
21	83850	86799	89748	92697	95646	98595	101544	2949
22	88180	91305	94430	97555	100680	103805	106930	3125
23	92797	96011	99225	102439	105653	108867	112081	3214
24	97663	100997	104331	107665	110999	114333	117667	3334
25	102951	106428	109905	113382	116859	120336	123813	3477

Max

SG	10 Yr. Long Step	15 Yr. Long Step	20 Yr. Long Step	25 Yr. Long Step
1	40210	41993	45448	47755
2	41744	43629	47185	49600
3	43596	45561	49200	51694
4	45513	47582	51324	53916
5	47585	49761	53610	56312
6	49925	52215	56184	59001
7	52417	54799	58855	61766
8	54994	57475	61618	64623
9	57758	60345	64607	67721
10	60805	63515	67899	71140
11	63975	66802	71298	74648
12	67219	70178	74803	78283
13	70835	73913	78666	82270
14	74594	77824	82718	86472
15	78458	81821	86848	90733
16	82526	86039	91219	95253
17	86952	90645	96012	100232
18	91609	95499	101052	105465
19	96260	100315	106041	110621
20	100929	105172	111087	115856

21	105966	110386	116482	121431
22	111607	116285	122632	127835
23	116897	121718	128206	133551
24	122653	127650	134320	139839
25	129025	134229	141113	146846

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

SG	Hiring Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Job Rate	Incr
1	32211	33440	34669	35898	37127	38356	39585	1229
2	33279	34576	35873	37170	38467	39764	41061	1297
3	34775	36126	37477	38828	40179	41530	42881	1351
4	36207	37629	39051	40473	41895	43317	44739	1422
5	37783	39283	40783	42283	43783	45283	46783	1500
6	39613	41188	42763	44338	45913	47488	49063	1575
7	41692	43333	44974	46615	48256	49897	51538	1641
8	43878	45582	47286	48990	50694	52398	54102	1704
9	46169	47945	49721	51497	53273	55049	56825	1776
10	48624	50494	52364	54234	56104	57974	59844	1870
11	51329	53273	55217	57161	59105	61049	62993	1944
12	54024	56052	58080	60108	62136	64164	66192	2028
13	57075	59196	61317	63438	65559	67680	69801	2121
14	60189	62410	64631	66852	69073	71294	73515	2221
15	63487	65799	68111	70423	72735	75047	77359	2312
16	66907	69320	71733	74146	76559	78972	81385	2413
17	70501	73043	75585	78127	80669	83211	85753	2542
18	74344	77014	79684	82354	85024	87694	90364	2670
19	78242	81033	83824	86615	89406	92197	94988	2791
20	82111	85025	87939	90853	93767	96681	99595	2914
21	86366	89403	92440	95477	98514	101551	104588	3037
22	90825	94044	97263	100482	103701	106920	110139	3219
23	95581	98891	102201	105511	108821	112131	115441	3310
24	100593	104027	107461	110895	114329	117763	121197	3434
25	106040	109621	113202	116783	120364	123945	127526	3581

SG	10 Yr. Long Step	15 Yr. Long Step	20 Yr. Long Step	Max 25 Yr. Long Step
1	41416	43253	46811	49188
2	42996	44938	48601	51088
3	44904	46928	50676	53245
4	46878	49009	52864	55533
5	49013	51254	55218	58001
6	51423	53781	57870	60771
7	53990	56443	60621	63619
8	56644	59199	63467	66562
9	59491	62155	66545	69753
10	62629	65420	69936	73274
11	65894	68806	73437	76887
12	69236	72283	77047	80631
13	72960	76130	81026	84738
14	76832	80159	85200	89066
15	80812	84276	89453	93455
16	85002	88620	93956	98111
17	89561	93364	98892	103239
18	94357	98364	104084	108629
19	99148	103324	109222	113940
20	103957	108327	114420	119332
21	109145	113698	119976	125074
22	114955	119774	126311	131670
23	120404	125370	132052	137558
24	126333	131480	138350	144034
25	132896	138256	145346	151251

(3) Effective March twenty-seventh, two thousand twenty-five for officers and employees on the administrative payroll and effective April third, two thousand twenty-five for officers and employees on the institutional payroll:

SG	Hiring Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Job Rate	Incr
1	33177	34443	35709	36975	38241	39507	40773	1266
2	34277	35613	36949	38285	39621	40957	42293	1336

3	35818	37210	38602	39994	41386	42778	44170	1392
4	37293	38758	40223	41688	43153	44618	46083	1465
5	38916	40461	42006	43551	45096	46641	48186	1545
6	40801	42423	44045	45667	47289	48911	50533	1622
7	42943	44633	46323	48013	49703	51393	53083	1690
8	45194	46949	48704	50459	52214	53969	55724	1755
9	47554	49383	51212	53041	54870	56699	58528	1829
10	50083	52009	53935	55861	57787	59713	61639	1926
11	52869	54871	56873	58875	60877	62879	64881	2002
12	55645	57734	59823	61912	64001	66090	68179	2089
13	58787	60972	63157	65342	67527	69712	71897	2185
14	61995	64283	66571	68859	71147	73435	75723	2288
15	65392	67773	70154	72535	74916	77297	79678	2381
16	68914	71400	73886	76372	78858	81344	83830	2486
17	72616	75234	77852	80470	83088	85706	88324	2618
18	76574	79324	82074	84824	87574	90324	93074	2750
19	80589	83464	86339	89214	92089	94964	97839	2875
20	84574	87576	90578	93580	96582	99584	102586	3002
21	88957	92085	95213	98341	101469	104597	107725	3128
22	93550	96866	100182	103498	106814	110130	113446	3316
23	98448	101857	105266	108675	112084	115493	118902	3409
24	103611	107148	110685	114222	117759	121296	124833	3537
25	109221	112910	116599	120288	123977	127666	131355	3689

				Max
	10 Yr.	15 Yr.	20 Yr.	25 Yr.
	Long	Long	Long	Long
SG	Step	Step	Step	Step
1	42658	44551	48215	50664
2	44286	46286	50059	52621
3	46251	48336	52196	54842
4	48284	50479	54450	57199
5	50483	52792	56875	59741
6	52966	55394	59606	62594
7	55610	58136	62440	65528
8	58343	60975	65371	68559
9	61276	64020	68541	71846
10	64508	67383	72034	75472

11	67871	70870	75640	79194
12	71313	74451	79358	83050
13	75149	78414	83457	87280
14	79137	82564	87756	91738
15	83236	86804	92137	96259
16	87552	91279	96775	101054
17	92248	96165	101859	106336
18	97188	101315	107207	111888
19	102122	106424	112499	117358
20	107076	111577	117853	122912
21	112419	117109	123575	128826
22	118404	123367	130100	135620
23	124016	129131	136014	141685
24	130123	135424	142501	148355
25	136883	142404	149706	155789

c. Effective on the dates indicated, salary grades for positions in the competitive, non-competitive and labor classes of the classified service of the state of New York in the collective negotiating unit designated as the professional, scientific and technical services unit established pursuant to article fourteen of this chapter shall be as follows:

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

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

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

7	$38,204	$49,364	$1,585	$1,650
8	$40,307	$51,981	$1,642	$1,822
9	$42,552	$54,773	$1,701	$2,015
10	$44,965	$57,813	$1,777	$2,186
11	$47,541	$61,076	$1,892	$2,183
12	$50,209	$64,321	$1,957	$2,370
13	$53,132	$67,990	$2,035	$2,648
14	$56,183	$71,719	$2,174	$2,492
15	$59,363	$75,686	$2,254	$2,799
16	$62,694	$79,795	$2,341	$3,055
17	$66,212	$84,286	$2,452	$3,362
18	$69,964	$88,970	$2,403	$4,588
19	$73,755	$93,682	$2,502	$4,915
20	$77,532	$98,354	$2,607	$5,180
21	$81,642	$103,513	$2,721	$5,545
22	$86,031	$108,921	$2,835	$5,880
23	$90,582	$114,585	$2,953	$6,285
24	$95,406	$120,439	$3,066	$6,637
25	$100,671	$126,875	$3,197	$7,022
26	$105,973	$130,626	$3,327	$4,691
27	$111,708	$137,590	$3,503	$4,864
28	$117,592	$144,422	$3,638	$5,002
29	$123,754	$151,566	$3,778	$5,144
30	$130,222	$159,005	$3,918	$5,275
31	$137,163	$166,974	$4,064	$5,427
32	$144,455	$175,226	$4,201	$5,565
33	$152,313	$184,049	$4,340	$5,696
34	$160,426	$193,216	$4,490	$5,850
35	$168,742	$202,545	$4,634	$5,999
36	$177,224	$212,141	$4,794	$6,153
37	$186,525	$222,485	$4,943	$6,302
38	$174,020			

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

PS&T SALARY SCHEDULE

EFFECTIVE March 25, 2027 (ADMIN)

EFFECTIVE April 1, 2027 (INST)

SG	HIRING RATE	JOB RATE	ADVANCE AMOUNT	JOB RATE ADVANCE
1	$29,968	$38,667	$1,244	$1,235
2	$31,104	$40,239	$1,304	$1,311
3	$32,627	$42,197	$1,368	$1,362
4	$34,091	$44,164	$1,434	$1,469
5	$35,706	$46,257	$1,510	$1,491
6	$37,620	$48,714	$1,584	$1,590
7	$39,732	$51,340	$1,649	$1,714
8	$41,919	$54,061	$1,707	$1,900
9	$44,254	$56,961	$1,769	$2,093
10	$46,764	$60,124	$1,848	$2,272
11	$49,443	$63,518	$1,968	$2,267
12	$52,217	$66,891	$2,035	$2,464
13	$55,257	$70,713	$2,116	$2,760
14	$58,430	$74,585	$2,261	$2,589
15	$61,738	$78,710	$2,345	$2,902
16	$65,202	$82,987	$2,434	$3,181
17	$68,860	$87,655	$2,550	$3,495
18	$72,763	$92,528	$2,499	$4,771
19	$76,705	$97,426	$2,602	$5,109
20	$80,633	$102,288	$2,711	$5,389
21	$84,908	$107,657	$2,830	$5,769
22	$89,472	$113,278	$2,949	$6,112
23	$94,205	$119,171	$3,071	$6,540
24	$99,222	$125,254	$3,189	$6,898
25	$104,698	$131,948	$3,325	$7,300
26	$110,212	$135,851	$3,460	$4,879
27	$116,176	$143,094	$3,643	$5,060
28	$122,296	$150,199	$3,784	$5,199
29	$128,704	$157,629	$3,930	$5,345
30	$135,431	$165,365	$4,075	$5,484
31	$142,650	$173,653	$4,227	$5,641
32	$150,233	$182,235	$4,369	$5,788
33	$158,406	$191,411	$4,513	$5,927

34	$166,843	$200,945	$4,669	$6,088
35	$175,492	$210,647	$4,820	$6,235
36	$184,313	$220,627	$4,986	$6,398
37	$193,986	$231,384	$5,141	$6,552
38	$180,981			

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

PS&T SALARY SCHEDULE

EFFECTIVE April 6, 2028 (ADMIN)

EFFECTIVE March 30, 2028 (INST)

SG	HIRING RATE	JOB RATE	ADVANCE AMOUNT	JOB RATE ADVANCE
1	$31,017	$40,021	$1,288	$1,276
2	$32,193	$41,649	$1,349	$1,362
3	$33,769	$43,677	$1,416	$1,412
4	$35,284	$45,711	$1,485	$1,517
5	$36,956	$47,877	$1,562	$1,549
6	$38,937	$50,421	$1,639	$1,650
7	$41,123	$53,137	$1,706	$1,778
8	$43,386	$55,954	$1,767	$1,966
9	$45,803	$58,954	$1,831	$2,165
10	$48,401	$62,231	$1,912	$2,358
11	$51,174	$65,738	$2,037	$2,342
12	$54,045	$69,229	$2,106	$2,548
13	$57,191	$73,186	$2,190	$2,855
14	$60,475	$77,196	$2,341	$2,675
15	$63,899	$81,467	$2,427	$3,006
16	$67,484	$85,893	$2,520	$3,289
17	$71,270	$90,724	$2,640	$3,614
18	$75,310	$95,764	$2,586	$4,938
19	$79,390	$100,834	$2,693	$5,286
20	$83,455	$105,865	$2,806	$5,574
21	$87,880	$111,428	$2,929	$5,974
22	$92,604	$117,245	$3,052	$6,329
23	$97,502	$123,343	$3,178	$6,773

24	$102,695	$129,636	$3,301	$7,135
25	$108,362	$136,568	$3,442	$7,554
26	$114,069	$140,606	$3,581	$5,051
27	$120,242	$148,102	$3,770	$5,240
28	$126,576	$155,456	$3,916	$5,384
29	$133,209	$163,146	$4,067	$5,535
30	$140,171	$171,153	$4,217	$5,680
31	$147,643	$179,731	$4,375	$5,838
32	$155,491	$188,613	$4,522	$5,990
33	$163,950	$198,110	$4,671	$6,134
34	$172,683	$207,978	$4,833	$6,297
35	$181,634	$218,020	$4,988	$6,458
36	$190,764	$228,349	$5,160	$6,625
37	$200,776	$239,482	$5,321	$6,780
38	$187,315			

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

PS&T SALARY SCHEDULE

EFFECTIVE April 5, 2029 (ADMIN)

EFFECTIVE March 29, 2029 (INST)

SG	HIRING RATE	JOB RATE	ADVANCE AMOUNT	JOB RATE ADVANCE
1	$31,948	$41,223	$1,326	$1,319
2	$33,159	$42,895	$1,390	$1,396
3	$34,782	$44,988	$1,458	$1,458
4	$36,343	$47,082	$1,529	$1,565
5	$38,065	$49,315	$1,609	$1,596
6	$40,105	$51,931	$1,688	$1,698
7	$42,357	$54,728	$1,757	$1,829
8	$44,688	$57,632	$1,820	$2,024
9	$47,177	$60,722	$1,886	$2,229
10	$49,853	$64,095	$1,970	$2,422
11	$52,709	$67,711	$2,098	$2,414
12	$55,666	$71,309	$2,170	$2,623
13	$58,907	$75,380	$2,256	$2,937

14	$62,289	$79,509	$2,411	$2,754
15	$65,816	$83,912	$2,499	$3,102
16	$69,509	$88,472	$2,595	$3,393
17	$73,408	$93,443	$2,719	$3,721
18	$77,569	$98,634	$2,664	$5,081
19	$81,772	$103,860	$2,774	$5,444
20	$85,959	$109,043	$2,890	$5,744
21	$90,516	$114,769	$3,017	$6,151
22	$95,382	$120,763	$3,143	$6,523
23	$100,427	$127,045	$3,273	$6,980
24	$105,776	$133,527	$3,400	$7,351
25	$111,613	$140,667	$3,545	$7,784
26	$117,491	$144,824	$3,689	$5,199
27	$123,849	$152,545	$3,883	$5,398
28	$130,373	$160,120	$4,034	$5,543
29	$137,205	$168,040	$4,189	$5,701
30	$144,376	$176,288	$4,344	$5,848
31	$152,072	$185,123	$4,506	$6,015
32	$160,156	$194,271	$4,658	$6,167
33	$168,869	$204,053	$4,811	$6,318
34	$177,863	$214,217	$4,978	$6,486
35	$187,083	$224,561	$5,138	$6,650
36	$196,487	$235,199	$5,315	$6,822
37	$206,799	$246,666	$5,480	$6,987
38	$192,934			

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

PS&T SALARY SCHEDULE

EFFECTIVE April 4, 2030 (ADMIN)

EFFECTIVE March 28, 2030 (INST)

SG	HIRING RATE	JOB RATE	ADVANCE AMOUNT	JOB RATE ADVANCE
1	$32,906	$42,461	$1,366	$1,359
2	$34,154	$44,179	$1,431	$1,439
3	$35,825	$46,338	$1,502	$1,501

4	$37,433	$48,493	$1,575	$1,610
5	$39,207	$50,795	$1,658	$1,640
6	$41,308	$53,491	$1,739	$1,749
7	$43,628	$56,372	$1,810	$1,884
8	$46,029	$59,358	$1,875	$2,079
9	$48,592	$62,547	$1,943	$2,297
10	$51,349	$66,019	$2,029	$2,496
11	$54,290	$69,740	$2,161	$2,484
12	$57,336	$73,447	$2,235	$2,701
13	$60,674	$77,643	$2,324	$3,025
14	$64,158	$81,893	$2,483	$2,837
15	$67,790	$86,431	$2,574	$3,197
16	$71,594	$91,128	$2,673	$3,496
17	$75,610	$96,244	$2,800	$3,834
18	$79,896	$101,590	$2,743	$5,236
19	$84,225	$106,975	$2,857	$5,608
20	$88,538	$112,314	$2,977	$5,914
21	$93,231	$118,214	$3,108	$6,335
22	$98,243	$124,383	$3,238	$6,712
23	$103,440	$130,854	$3,372	$7,182
24	$108,949	$137,530	$3,502	$7,569
25	$114,961	$144,890	$3,651	$8,023
26	$121,016	$149,169	$3,799	$5,359
27	$127,564	$157,121	$4,000	$5,557
28	$134,284	$164,924	$4,155	$5,710
29	$141,321	$173,081	$4,315	$5,870
30	$148,707	$181,577	$4,474	$6,026
31	$156,634	$190,677	$4,641	$6,197
32	$164,961	$200,099	$4,797	$6,356
33	$173,935	$210,175	$4,955	$6,510
34	$183,199	$220,644	$5,127	$6,683
35	$192,695	$231,298	$5,292	$6,851
36	$202,382	$242,255	$5,474	$7,029
37	$213,003	$254,066	$5,645	$7,193
38	$198,722			

d. Salary grades for positions in the competitive, non-competitive and

labor classes of the classified service of the state of New York designated managerial or confidential pursuant to article fourteen of this chapter, civilian state employees of the division of military and naval affairs of the executive department whose positions are not in, or are excluded from representation rights in, any recognized or certified negotiating unit, and those excluded from representation rights under article fourteen of this chapter pursuant to rules or regulations of the public employment relations board shall be as follows on the effective dates indicated:

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

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

M 6	$163,811	$206,043
M 7	$180,562	$223,625
M 8	$152,241	+

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

GRADE	HIRING RATE	JOB RATE
M/C 3	$34,297	$43,848
M/C 4	$35,813	$45,837
M/C 5	$37,961	$48,063
M/C 6	$39,573	$50,526
M/C 7	$41,853	$53,260
M/C 8	$44,151	$56,006
M/C 9	$46,674	$58,987
M/C 10	$49,189	$62,262
M/C 11	$52,173	$65,716
M/C 12	$54,927	$69,164
M/C 13	$58,120	$73,007
M/C 14	$61,572	$77,020
M/C 15	$64,999	$81,178
M/C 16	$68,664	$85,510
M/C 17	$72,561	$90,227
M/C 18	$72,945	$90,515
M/C 19	$76,858	$95,223
M/C 20	$80,777	$99,999
M/C 21	$85,132	$105,163
M/C 22	$89,706	$110,688
M/C 23	$94,305	$117,824
M 1	$101,789	$128,664
M 2	$112,886	$142,694
M 3	$125,290	$158,328
M 4	$138,575	$174,878
M 5	$153,870	$194,400
M 6	$170,363	$214,285
M 7	$187,784	$232,570
M 8	$158,331	+

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

GRADE	HIRING RATE	JOB RATE
M/C 3	$35,497	$45,383

M/C 4	$37,066	$47,441
M/C 5	$39,290	$49,745
M/C 6	$40,958	$52,294
M/C 7	$43,318	$55,124
M/C 8	$45,696	$57,966
M/C 9	$48,308	$61,052
M/C 10	$50,911	$64,441
M/C 11	$53,999	$68,016
M/C 12	$56,849	$71,585
M/C 13	$60,154	$75,562
M/C 14	$63,727	$79,716
M/C 15	$67,274	$84,019
M/C 16	$71,067	$88,503
M/C 17	$75,101	$93,385
M/C 18	$75,498	$93,683
M/C 19	$79,548	$98,556
M/C 20	$83,604	$103,499
M/C 21	$88,112	$108,844
M/C 22	$92,846	$114,562
M/C 23	$97,606	$121,948
M 1	$105,352	$133,167
M 2	$116,837	$147,688
M 3	$129,675	$163,869
M 4	$143,425	$180,999
M 5	$159,255	$201,204
M 6	$176,326	$221,785
M 7	$194,356	$240,710
M 8	$163,873	+

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

GRADE	HIRING RATE	JOB RATE
M/C 3	$36,562	$46,744
M/C 4	$38,178	$48,864
M/C 5	$40,469	$51,237
M/C 6	$42,187	$53,863
M/C 7	$44,618	$56,778
M/C 8	$47,067	$59,705
M/C 9	$49,757	$62,884

M/C 10	$52,438	$66,374
M/C 11	$55,619	$70,056
M/C 12	$58,554	$73,733
M/C 13	$61,959	$77,829
M/C 14	$65,639	$82,107
M/C 15	$69,292	$86,540
M/C 16	$73,199	$91,158
M/C 17	$77,354	$96,187
M/C 18	$77,763	$96,493
M/C 19	$81,934	$101,513
M/C 20	$86,112	$106,604
M/C 21	$90,755	$112,109
M/C 22	$95,631	$117,999
M/C 23	$100,534	$125,606
M 1	$108,513	$137,162
M 2	$120,342	$152,119
M 3	$133,565	$168,785
M 4	$147,728	$186,429
M 5	$164,033	$207,240
M 6	$181,616	$228,439
M 7	$200,187	$247,931
M 8	$168,789	+

(5) Effective April first, two thousand thirty:

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

M/C 16	$75,395	$93,893
M/C 17	$79,675	$99,073
M/C 18	$80,096	$99,388
M/C 19	$84,392	$104,558
M/C 20	$88,695	$109,802
M/C 21	$93,478	$115,472
M/C 22	$98,500	$121,539
M/C 23	$103,550	$129,374
M 1	$111,768	$141,277
M 2	$123,952	$156,683
M 3	$137,572	$173,849
M 4	$152,160	$192,022
M 5	$168,954	$213,457
M 6	$187,064	$235,292
M 7	$206,193	$255,369
M 8	$173,853	+

e. Effective on the dates indicated, salary grades for positions in the competitive, non-competitive and labor classes of the classified service of the state of New York in the collective negotiating unit created by chapter four hundred three of the laws of nineteen hundred eighty-three, hereinafter referred to as the rent regulation services negotiating unit, established pursuant to article fourteen of this chapter shall be as follows:

(1) Effective March thirtieth, two thousand twenty-three:

SG	HR	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	JR	JR INCR	INCR
1	27132	28047	28962	29877	30792	31707	32622	33537	915	915
2	28167	29127	30087	31047	32007	32967	33927	34894	960	967
3	29574	30578	31582	32586	33590	34594	35598	36595	1004	997
4	30866	31928	32990	34052	35114	36176	37238	38300	1062	1062
5	32343	33455	34567	35679	36791	37903	39015	40127	1112	1112
6	34152	35308	36464	37620	38776	39932	41088	42251	1156	1163
7	36040	37252	38464	39676	40888	42100	43312	44531	1212	1219
8	38073	39332	40591	41850	43109	44368	45627	46886	1259	1259
9	40193	41509	42825	44141	45457	46773	48089	49405	1316	1316
10	42493	43873	45253	46633	48013	49393	50773	52146	1380	1373

11	44957	46406	47855	49304	50753	52202	53651	55093	1449	1442
12	47530	49029	50528	52027	53526	55025	56524	58016	1499	1492
13	50347	51915	53483	55051	56619	58187	59755	61330	1568	1575
14	53262	54894	56526	58158	59790	61422	63054	64693	1632	1639
15	56355	58056	59757	61458	63159	64860	66561	68269	1701	1708
16	59512	61292	63072	64852	66632	68412	70192	71979	1780	1787
17	62862	64742	66622	68502	70382	72262	74142	76029	1880	1887
18	63108	65273	67438	69603	71768	73933	76098	80248	2165	4150
19	66530	68785	71040	73295	75550	77805	80060	84496	2255	4436
20	69934	72289	74644	76999	79354	81709	84064	88721	2355	4657
21	73641	76095	78549	81003	83457	85911	88365	93374	2454	5009
22	77600	80158	82716	85274	87832	90390	92948	98252	2558	5304
23	81706	84367	87028	89689	92350	95011	97672	103350	2661	5678
24	86057	88825	91593	94361	97129	99897	102665	108638	2768	5973
25	90806	93690	96574	99458	102342	105226	108110	114444	2884	6334
26	95588	98587	101586	104585	107584	110583	113582	117825	2999	4243
27	100763	103922	107081	110240	113399	116558	119717	124107	3159	4390
28	106067	109350	112633	115916	119199	122482	125765	130270	3283	4505
29	111628	115035	118442	121849	125256	128663	132070	136714	3407	4644
30	117460	120994	124528	128062	131596	135130	138664	143423	3534	4759
31	123721	127388	131055	134722	138389	142056	145723	150612	3667	4889
32	130301	134089	137877	141665	145453	149241	153029	158054	3788	5025

(2) Effective March twenty-eighth, two thousand twenty-four:

SG	HR	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	JR	JR INCR	INCR
1	27946	28889	29832	30775	31718	32661	33604	34540	943	936
2	29012	30001	30990	31979	32968	33957	34946	35942	989	996
3	30461	31495	32529	33563	34597	35631	36665	37692	1034	1027
4	31792	32886	33980	35074	36168	37262	38356	39450	1094	1094
5	33313	34459	35605	36751	37897	39043	40189	41328	1146	1139
6	35177	36367	37557	38747	39937	41127	42317	43521	1190	1204
7	37121	38370	39619	40868	42117	43366	44615	45864	1249	1249
8	39215	40512	41809	43106	44403	45700	46997	48294	1297	1297
9	41399	42755	44111	45467	46823	48179	49535	50884	1356	1349
10	43768	45189	46610	48031	49452	50873	52294	53708	1421	1414
11	46306	47798	49290	50782	52274	53766	55258	56743	1492	1485
12	48956	50500	52044	53588	55132	56676	58220	59757	1544	1537

13	51857	53473	55089	56705	58321	59937	61553	63169	1616	1616
14	54860	56541	58222	59903	61584	63265	64946	66634	1681	1688
15	58046	59798	61550	63302	65054	66806	68558	70317	1752	1759
16	61297	63130	64963	66796	68629	70462	72295	74135	1833	1840
17	64748	66685	68622	70559	72496	74433	76370	78307	1937	1937
18	65001	67231	69461	71691	73921	76151	78381	82656	2230	4275
19	68526	70849	73172	75495	77818	80141	82464	87032	2323	4568
20	72032	74458	76884	79310	81736	84162	86588	91381	2426	4793
21	75850	78378	80906	83434	85962	88490	91018	96173	2528	5155
22	79928	82563	85198	87833	90468	93103	95738	101197	2635	5459
23	84157	86898	89639	92380	95121	97862	100603	106454	2741	5851
24	88639	91490	94341	97192	100043	102894	105745	111897	2851	6152
25	93530	96501	99472	102443	105414	108385	111356	117875	2971	6519
26	98456	101545	104634	107723	110812	113901	116990	121360	3089	4370
27	103786	107040	110294	113548	116802	120056	123310	127830	3254	4520
28	109249	112630	116011	119392	122773	126154	129535	134178	3381	4643
29	114977	118486	121995	125504	129013	132522	136031	140815	3509	4784
30	120984	124624	128264	131904	135544	139184	142824	147726	3640	4902
31	127433	131210	134987	138764	142541	146318	150095	155130	3777	5035
32	134210	138112	142014	145916	149818	153720	157622	162796	3902	5174

(3) Effective March twenty-seventh, two thousand twenty-five:

SG	HR	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	JR	JR INCR	JR INCR
1	28784	29755	30726	31697	32668	33639	34610	35574	971	964
2	29882	30901	31920	32939	33958	34977	35996	37022	1019	1026
3	31375	32440	33505	34570	35635	36700	37765	38823	1065	1058
4	32746	33873	35000	36127	37254	38381	39508	40635	1127	1127
5	34312	35492	36672	37852	39032	40212	41392	42565	1180	1173
6	36232	37458	38684	39910	41136	42362	43588	44828	1226	1240
7	38235	39521	40807	42093	43379	44665	45951	47237	1286	1286
8	40391	41727	43063	44399	45735	47071	48407	49743	1336	1336
9	42641	44037	45433	46829	48225	49621	51017	52413	1396	1396
10	45081	46545	48009	49473	50937	52401	53865	55322	1464	1457
11	47695	49232	50769	52306	53843	55380	56917	58447	1537	1530
12	50425	52015	53605	55195	56785	58375	59965	61548	1590	1583
13	53413	55077	56741	58405	60069	61733	63397	65061	1664	1664
14	56506	58238	59970	61702	63434	65166	66898	68630	1732	1732

15	59787	61592	63397	65202	67007	68812	70617	72429	1805	1812
16	63136	65024	66912	68800	70688	72576	74464	76359	1888	1895
17	66690	68685	70680	72675	74670	76665	78660	80655	1995	1995
18	66951	69248	71545	73842	76139	78436	80733	85138	2297	4405
19	70582	72975	75368	77761	80154	82547	84940	89645	2393	4705
20	74193	76692	79191	81690	84189	86688	89187	94121	2499	4934
21	78126	80730	83334	85938	88542	91146	93750	99056	2604	5306
22	82326	85040	87754	90468	93182	95896	98610	104230	2714	5620
23	86682	89505	92328	95151	97974	100797	103620	109650	2823	6030
24	91298	94234	97170	100106	103042	105978	108914	115252	2936	6338
25	96336	99396	102456	105516	108576	111636	114696	121413	3060	6717
26	101410	104592	107774	110956	114138	117320	120502	125001	3182	4499
27	106900	110252	113604	116956	120308	123660	127012	131665	3352	4653
28	112526	116008	119490	122972	126454	129936	133418	138203	3482	4785
29	118426	122040	125654	129268	132882	136496	140110	145039	3614	4929
30	124614	128363	132112	135861	139610	143359	147108	152158	3749	5050
31	131256	135146	139036	142926	146816	150706	154596	159784	3890	5188
32	138236	142255	146274	150293	154312	158331	162350	167680	4019	5330

f. Effective on the dates indicated, salary grades for all positions in the competitive, non-competitive, and labor classes of the classified service of the state of New York in the collective negotiating unit designated as the security services collective negotiating unit established pursuant to article fourteen of this chapter shall be as follows:

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

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

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

Max

SG	10 Yr. Long Step	15 Yr. Long Step	20 Yr. Long Step	25 Yr. Long Step
1	39957	41812	45161	47542
2	41500	43463	46907	49394
3	43371	45416	48929	51502
4	45473	47462	51065	53578
5	47380	49644	53347	56139
6	49768	52150	55963	58873
7	52242	54719	58608	61610
8	54850	57422	61395	64501
9	57640	60327	64409	67628
10	60712	63535	67721	71069
11	63904	66845	71135	74600

12	67181	70254	74662	78258	
13	70796	73996	78519	82241	
14	74591	77946	82597	86476	
15	78463	81955	86727	90746	
16	82572	86225	91135	95310	
17	87036	90880	95957	100324	
18	91722	95764	101012	105576	
19	96423	100639	106039	110784	
20	101122	105538	111108	116046	
21	106178	110778	116510	121638	
22	111858	116722	122684	128075	
23	117166	122180	128267	133804	
24	122950	128144	134396	140116	
25	129365	134787	141227	147169	

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

SG	Hiring Rate	Perf. Advance Step 1	Perf. Advance Step 2	Perf. Advance Step 3	Perf. Advance Step 4	Perf. Advance Step 5	Job Rate	Perf. Adv.
1	31599	32830	34061	35292	36523	37754	38985	1231
2	32669	33966	35263	36560	37857	39154	40451	1297
3	34162	35514	36866	38218	39570	40922	42274	1352
4	35595	37021	38447	39873	41299	42725	44151	1426
5	37172	38669	40166	41663	43160	44657	46154	1497
6	38999	40577	42155	43733	45311	46889	48467	1578
7	41077	42715	44353	45991	47629	49267	50905	1638
8	43265	44967	46669	48371	50073	51775	53477	1702
9	45554	47331	49108	50885	52662	54439	56216	1777
10	48014	49884	51754	53624	55494	57364	59234	1870
11	50716	52661	54606	56551	58496	60441	62386	1945
12	53410	55441	57472	59503	61534	63565	65596	2031
13	56465	58583	60701	62819	64937	67055	69173	2118
14	59578	61799	64020	66241	68462	70683	72904	2221

15	62876	65184	67492	69800	72108	74416	76724	2308
16	66296	68709	71122	73535	75948	78361	80774	2413
17	69887	72431	74975	77519	80063	82607	85151	2544
18	73733	76402	79071	81740	84409	87078	89747	2669
19	77631	80422	83213	86004	88795	91586	94377	2791
20	81496	84412	87328	90244	93160	96076	98992	2916
21	85754	88792	91830	94868	97906	100944	103982	3038
22	90214	93432	96650	99868	103086	106304	109522	3218
23	94971	98278	101585	104892	108199	111506	114813	3307
24	99980	103410	106840	110270	113700	117130	120560	3430
25	105426	109006	112586	116166	119746	123326	126906	3580

SG	10 Yr. Long Step	15 Yr. Long Step	20 Yr. Long Step	Max 25 Yr. Long Step
1	41156	43067	46516	48969
2	42747	44769	48316	50878
3	44670	46776	50395	53045
4	46840	48889	52600	55188
5	48804	51136	54950	57826
6	51261	53715	57642	60640
7	53811	56362	60368	63460
8	56498	59147	63239	66439
9	59371	62139	66343	69659
10	62536	65444	69755	73204
11	65823	68852	73271	76840
12	69196	72361	76901	80605
13	72922	76218	80877	84711
14	76830	80286	85077	89072
15	80815	84412	89327	93467
16	85047	88810	93867	98168
17	89647	93606	98836	103334
18	94476	98639	104044	108745
19	99314	103656	109218	114106
20	104156	108705	114442	119528
21	109367	114105	120009	125291
22	115216	120226	126367	131919

23	120679	125843	132113	137816
24	126639	131989	138428	144320
25	133245	138829	145462	151583

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

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

SG	10 Yr. Long Step	15 Yr. Long Step	20 Yr. Long Step	Max 25 Yr. Long Step
1	42391	44359	47912	50439
2	44030	46113	49766	52405
3	46013	48182	51910	54639
4	48247	50357	54179	56845
5	50269	52670	56599	59561
6	52797	55324	59369	62457
7	55424	58052	62178	65363
8	58193	60921	65136	68432
9	61151	64002	68332	71747
10	64411	67406	71847	75399
11	67801	70921	75473	79149
12	71272	74532	79208	83023
13	75112	78507	83306	87255
14	79137	82696	87631	91746
15	83238	86943	92005	96269
16	87596	91472	96681	101111
17	92335	96413	101800	106432
18	97310	101598	107165	112007
19	102295	106767	112496	117531
20	107284	111969	117879	123117
21	112648	117528	123609	129049
22	118675	123835	130160	135879
23	124298	129617	136075	141949
24	130438	135949	142581	148650
25	137240	142992	149824	156128

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

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

Hiring	Job

SG	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Rate	Incr
1	33913	35107	36301	37495	38689	39883	41077	1194
2	34951	36209	37467	38725	39983	41241	42499	1258
3	36398	37710	39022	40334	41646	42958	44270	1312
4	37790	39173	40556	41939	43322	44705	46088	1383
5	39325	40780	42235	43690	45145	46600	48055	1455
6	41098	42627	44156	45685	47214	48743	50272	1529
7	43116	44708	46300	47892	49484	51076	52668	1592
8	45242	46896	48550	50204	51858	53512	55166	1654
9	47461	49185	50909	52633	54357	56081	57805	1724
10	49850	51665	53480	55295	57110	58925	60740	1815
11	52473	54361	56249	58137	60025	61913	63801	1888
12	55087	57058	59029	61000	62971	64942	66913	1971
13	58051	60109	62167	64225	66283	68341	70399	2058
14	61077	63234	65391	67548	69705	71862	74019	2157
15	64276	66520	68764	71008	73252	75496	77740	2244
16	67596	69940	72284	74628	76972	79316	81660	2344
17	71088	73557	76026	78495	80964	83433	85902	2469
18	74819	77414	80009	82604	85199	87794	90389	2595
19	78600	81310	84020	86730	89440	92150	94860	2710
20	82354	85183	88012	90841	93670	96499	99328	2829
21	86489	89439	92389	95339	98289	101239	104189	2950
22	90820	93945	97070	100195	103320	106445	109570	3125
23	95436	98649	101862	105075	108288	111501	114714	3213
24	100298	103631	106964	110297	113630	116963	120296	3333
25	105589	109065	112541	116017	119493	122969	126445	3476

SG	10 Yr. Long Step	15 Yr. Long Step	20 Yr. Long Step	25 Yr. Long Max. Step
1	42860	44642	48096	49880
2	44386	46272	49827	51716
3	46237	48205	51844	53813
4	48158	50230	53966	56033
5	50232	52410	56256	58434
6	52566	54859	58823	61117

7	55052	57436	61490	63873
8	57642	60118	64267	66747
9	60396	62988	67246	69832
10	63456	66167	70549	73264
11	66627	69446	73948	76774
12	69868	72824	77453	80408
13	73477	76555	81309	84385
14	77244	80468	85369	88592
15	81100	84460	89492	92850
16	85173	88687	93864	97375
17	89597	93292	98658	102353
18	94272	98156	103716	107603
19	98916	102971	108696	112753
20	103574	107818	113729	117976
21	108614	113042	119130	123553
22	114248	118925	125272	129952
23	119533	124355	130843	135662
24	125290	130286	136956	141950
25	131655	136868	143744	148953

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

	Hiring						Job	
SG	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Rate	Incr
1	34930	36160	37390	38620	39850	41080	42310	1230
2	36000	37296	38592	39888	41184	42480	43776	1296
3	37490	38841	40192	41543	42894	44245	45596	1351
4	38924	40349	41774	43199	44624	46049	47474	1425
5	40505	42004	43503	45002	46501	48000	49499	1499
6	42331	43906	45481	47056	48631	50206	51781	1575
7	44409	46049	47689	49329	50969	52609	54249	1640
8	46599	48303	50007	51711	53415	55119	56823	1704
9	48885	50661	52437	54213	55989	57765	59541	1776
10	51346	53215	55084	56953	58822	60691	62560	1869
11	54047	55992	57937	59882	61827	63772	65717	1945
12	56740	58770	60800	62830	64860	66890	68920	2030
13	59793	61913	64033	66153	68273	70393	72513	2120
14	62909	65131	67353	69575	71797	74019	76241	2222
15	66204	68515	70826	73137	75448	77759	80070	2311

16	69624	72038	74452	76866	79280	81694	84108	2414
17	73221	75764	78307	80850	83393	85936	88479	2543
18	77064	79737	82410	85083	87756	90429	93102	2673
19	80958	83749	86540	89331	92122	94913	97704	2791
20	84825	87739	90653	93567	96481	99395	102309	2914
21	89084	92123	95162	98201	101240	104279	107318	3039
22	93545	96764	99983	103202	106421	109640	112859	3219
23	98299	101608	104917	108226	111535	114844	118153	3309
24	103307	106740	110173	113606	117039	120472	123905	3433
25	108757	112337	115917	119497	123077	126657	130237	3580

SG	10 Yr. Long Step	15 Yr. Long Step	20 Yr. Long Step	25 Yr. Long Step	Long Max.
1	44146	45982	49540	51377	
2	45720	47662	51324	53270	
3	47622	49649	53397	55425	
4	49606	51740	55588	57717	
5	51741	53985	57946	60189	
6	54144	56506	60589	62951	
7	56705	59160	63336	65790	
8	59373	61924	66197	68751	
9	62210	64879	69265	71929	
10	65357	68150	72663	75460	
11	68628	71531	76168	79079	
12	71964	75008	79776	82820	
13	75683	78854	83750	86919	
14	79563	82883	87932	91251	
15	83531	86992	92175	95633	
16	87726	91346	96678	100294	
17	92285	96091	101618	105424	
18	97101	101102	106829	110832	
19	101882	106058	111955	116134	
20	106682	111054	117142	121516	
21	111876	116437	122707	127263	
22	117677	122495	129032	133852	

23	123117	128083	134766	139729
24	129049	134195	141065	146209
25	135603	140973	148055	153420

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

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

SG	10 Yr. Long Step	15 Yr. Long Step	20 Yr. Long Step	Long Max. 25 Yr. Long Step
1	45471	47362	51027	52919

2	47092	49093	52864	54869
3	49054	51142	55002	57091
4	51096	53294	57257	59450
5	53293	55605	59684	61995
6	55767	58200	62405	64838
7	58405	60933	65235	67762
8	61154	63781	68182	70813
9	64075	66824	71342	74086
10	67317	70194	74842	77723
11	70690	73680	78457	81455
12	74123	77259	82170	85305
13	77956	81222	86265	89529
14	81952	85371	90572	93990
15	86035	89600	94938	98500
16	90356	94084	99576	103301
17	95052	98972	104665	108585
18	100013	104134	110033	114156
19	104940	109242	115316	119620
20	109880	114383	120654	125159
21	115232	119930	126388	131080
22	121210	126172	132905	137870
23	126809	131924	138807	143919
24	132920	138221	145297	150595
25	139669	145200	152495	158020

2. Allocation of positions. All positions allocated pursuant to title A of article eight of this chapter shall be allocated to an appropriate salary grade as prescribed in subdivision one of this section, and all positions in a promotional series shall be allocated to salary grades which properly reflect the varying degrees of responsibilities and duties to be performed and training required.

3. Longevity Payment. (a) Notwithstanding any inconsistent provision of this chapter, effective April twenty-eighth, nineteen hundred eighty-eight, for employees on the administration payroll and May fifth, nineteen hundred eighty-eight, for employees on the institution payroll, an employee holding a position in the collective negotiating unit

designated as the security services unit allocated to a salary grade described in paragraph b of subdivision one of this section shall be entitled to a longevity payment upon the completion of ten years of continuous service in a title or a combination of titles which exist or have existed in the security services/supervisors occupational title series. Such employee shall be entitled to an additional longevity payment upon the completion of fifteen years of such service and an additional longevity payment upon completion of twenty years of such service. The longevity amount shall be as specified in the current salary schedule for the salary grade for the position which the employee holds upon completion of the prescribed service requirements or, in the case of the twenty year longevity payment, half of the performance advance amount for such grade for such position. Effective April first, nineteen hundred eighty-nine, the twenty year longevity payment shall be three-quarters of the performance advance amount for such grade for such position and, effective April first, nineteen hundred ninety, the twenty year longevity payment shall be equal to the performance advance amount for such grade for such position. The longevity amount shall not exceed the longevity maximum, and shall be added to the employee's basic salary effective on the first day of the payroll period which next begins following completion of such service; provided, however, that an employee's basic annual salary may not exceed the longevity maximum of the salary grade of the employee's current position as a result of a longevity payment. Notwithstanding the foregoing provisions of this paragraph, an employee holding a position in the security services unit allocated to a salary grade prescribed in paragraph b of subdivision one of this section who has completed the prescribed service requirements for the twenty year longevity payment prior to April first, nineteen hundred eighty-five and who has not previously received a longevity payment for such service shall be entitled to such twenty year longevity payment effective April twenty-fifth, nineteen hundred eighty-five for employees on the institutional payroll and May second, nineteen hundred eighty-five for employees on the administrative payroll at the current twenty year longevity payment amount of the salary grade of the title which the employee was in upon completion of the twenty year service requirement; provided, however, that an employee's basic annual salary may not exceed the longevity maximum of the salary grade of the

employee's current position as a result of such longevity payment. Employees in such unit who have already received a twenty year longevity payment or payments prior to April first, nineteen hundred eighty-nine, shall, effective April first, nineteen hundred eighty-nine, receive an adjustment in such twenty year longevity payment based on the current twenty year longevity payment amount of the salary grade of the title or titles which the employee was in upon completion of the twenty year service requirement. Employees in such unit who have already received a twenty year longevity payment or payments prior to April first, nineteen hundred ninety, shall, effective April first, nineteen hundred ninety, receive an adjustment in such twenty year longevity payment based on the current twenty year longevity payment amount of the salary grade of the title or titles which the employee was in upon completion of the twenty year service requirement.

(b) Notwithstanding any inconsistent provision of this chapter, effective April twenty-eighth, nineteen hundred eighty-eight for employees on the administration payroll and May fifth, nineteen hundred eighty-eight for employees on the institution payroll, an employee holding a position in the collective negotiating unit designated as the security supervisors unit allocated to a salary grade prescribed in paragraph b of subdivision one of this section shall be entitled to a longevity payment upon the completion of ten years of continuous service in a title or a combination of titles which exist or have existed in the security services/supervisors occupational title series. Such employee shall be entitled to an additional longevity payment upon the completion of fifteen years of such service and an additional longevity payment upon completion of twenty years of such service. The longevity amount shall be as specified in the salary schedule for the current salary grade for the position which the employee holds upon completion of prescribed service requirements or in the case of the twenty year longevity payment half of the performance advance amount for such grade for such position. Effective April first, nineteen hundred eighty-nine, the twenty year longevity payment shall be three-quarters of the performance advance amount for such grade for such position and, effective April first, nineteen hundred ninety, the twenty year longevity payment shall be equal to the performance advance amount for such grade for such position. The longevity amount shall not exceed the

longevity maximum and shall be added to the employee's basic annual salary effective on the first day of the payroll period which next begins following completion of such service; except that the twenty year longevity payment shall be for the salary grade for the position which the employee presently holds and shall be added to the employee's basic salary effective on the first day of the payroll period which next begins following completion of such service; provided, however, that an employee's basic annual salary may not exceed the longevity maximum of the salary grade as a result of a longevity payment. Notwithstanding the foregoing provisions of this paragraph, an employee holding a position in the security supervisors unit allocated to a salary grade prescribed in paragraph b of subdivision one of this section who has completed the prescribed service requirements for the twenty year longevity payment prior to April first, nineteen hundred eighty-five and who has not previously received a longevity payment for such service shall be entitled to such twenty year longevity payment effective April twenty-fifth, nineteen hundred eighty-five for employees on the institutional payroll and May second, nineteen hundred eighty-five for employees on the administrative payroll at the current twenty year longevity payment amount of the salary grade of the title which the employee presently holds; provided, however, that an employee's basic annual salary may not exceed the longevity maximum of the salary grade of the employee's current position as a result of such longevity payment. Employees in such unit who have already received a twenty year longevity payment or payments prior to April first, nineteen hundred eighty-nine, shall, effective April first, nineteen hundred eighty-nine, receive an adjustment in such twenty year longevity payment based on the current twenty year longevity payment amount of the salary grade of the title or titles which the employee was in upon initial receipt of the twenty year longevity payment. Employees in such unit who have already received a twenty year longevity payment or payments prior to April first, nineteen hundred ninety, shall, effective April first, nineteen hundred ninety, receive an adjustment in such twenty year longevity payment based on the current twenty year longevity payment amount of the salary grade of the title or titles which the employee was in upon initial receipt of the twenty year longevity payment.

(c) For the purposes of this subdivision, the term continuous service

shall mean uninterrupted service in the classified service. An employee who has been on a preferred list pursuant to section eighty-one of this chapter, or section two hundred forty-three of the military law, or who has been on leave of absence, or who has resigned and who has been reinstated, or who has been on workers' compensation leave, shall be deemed to have continuous service; provided, however, that such employee shall not receive credit for other than paid service or time spent on workers' compensation leave, but the failure to receive credit for service shall not constitute an interruption of continuous service.

(d) Effective on and after April first, nineteen hundred seventy-nine that portion of the basic annual salary of an employee to whom the provisions of this subdivision apply which exceeds the job rate of the salary grade to which his position is allocated, and any additions to his basic annual salary paid in accordance with the provisions of paragraphs (a) and (b) of this subdivision shall be considered to be longevity payment.

(e) (1) Where, and to the extent that, an agreement between the state and an employee organization entered into pursuant to article fourteen of this chapter on behalf of officers and employees serving in positions in the administrative services unit, institutional services unit, operational services unit or division of military and naval affairs unit so provides officers and employees to whom paragraph a of subdivision one of this section applies who, on or after April first, two thousand sixteen, on their anniversary date have five or more years, but less than ten years, of continuous service as defined by paragraph (c) of this subdivision at a basic annual salary rate equal to or in excess of the job rate or maximum salary of their salary grade, shall receive a lump sum payment in the amount of one thousand two hundred fifty dollars. Effective April first, two thousand nineteen, such lump sum payment shall increase to one thousand five hundred dollars.

(2) Effective until March thirty-first, two thousand twenty, where, and to the extent that, an agreement between the state and an employee organization entered into pursuant to article fourteen of this chapter on behalf of officers and employees serving in positions in the administrative services unit, institutional services unit, operational services unit or division of military and naval affairs unit so provides officers and employees to whom paragraph a of subdivision one of this

section applies who, on or after April first, two thousand sixteen, on their anniversary date have ten or more years of continuous service as defined by paragraph (c) of this subdivision at a basic annual salary rate equal to or in excess of the job rate or maximum salary of their salary grade shall receive a lump sum payment in the amount of two thousand five hundred dollars which, effective April first, two thousand nineteen, such lump sum payment shall be increased to three thousand dollars. Effective April first, two thousand twenty, where, and to the extent that, an agreement between the state and an employee organization entered into pursuant to article fourteen of this chapter on behalf of officers and employees serving in positions in the administrative services unit, institutional services unit, operational services unit or division of military and naval affairs unit so provides officers and employees to whom paragraph a of subdivision one of this section applies who, on or after April first, two thousand twenty, on their anniversary date have ten or more years, but less than fifteen years, of continuous service as defined by paragraph (c) of this subdivision at a basic annual salary rate equal to or in excess of the job rate or maximum salary of their salary grade shall receive a lump sum payment in the amount of three thousand dollars.

(3) Effective April first, two thousand twenty, where, and to the extent that, an agreement between the state and an employee organization entered into pursuant to article fourteen of this chapter on behalf of officers and employees serving in positions in the administrative services unit, institutional services unit, operational services unit or division of military and naval affairs unit so provides officers and employees to whom paragraph a of subdivision one of this section applies who, on or after April first, two thousand twenty, on their anniversary date have fifteen or more years of continuous service as defined by paragraph (c) of this subdivision at a basic annual salary rate equal to or in excess of the job rate or maximum salary of their salary grade shall receive a lump sum payment in the amount of four thousand five hundred dollars.

(4) Such lump sum payment, as provided by this paragraph, shall be in addition to and not part of the employee's basic annual salary, provided however that any amount payable by this paragraph shall be included as compensation for overtime and retirement purposes. Such lump sum

payment, as provided by this paragraph, shall be payable in April of each fiscal year, or as soon as practicable thereafter, for those eligible employees who have achieved five or more, or ten or more, or fifteen or more years of continuous service as defined by paragraph (c) of this subdivision at a basic annual salary rate equal to or in excess of the job rate or maximum salary of their salary grade during the period October first through March thirty-first of the previous fiscal year. Such lump sum payment, as provided by this paragraph, shall be payable in October of each fiscal year, or as soon as practicable thereafter, for those eligible employees who have achieved five or more, or ten or more, or fifteen or more years of continuous service as defined by paragraph (c) of this subdivision at a basic annual salary rate equal to or in excess of the job rate or maximum salary of their salary grade during the period April first through September thirtieth of that same fiscal year.

(5) Effective April first, two thousand twenty-five, where, and to the extent that, an agreement between the state and an employee organization entered into pursuant to article fourteen of this chapter on behalf of officers and employees serving in positions in the administrative services unit, institutional services unit, operational services unit or division of military and naval affairs unit so provides officers and employees to whom paragraph a of subdivision one of this section applies who, on or after April first, two thousand twenty-five, on their anniversary date have twelve or more years, but less than seventeen years, of continuous service within one or any of the collective bargaining units, shall receive a lump sum payment in the amount of one thousand five hundred dollars.

(6) Effective April first, two thousand twenty-five, where, and to the extent that, an agreement between the state and an employee organization entered into pursuant to article fourteen of this chapter on behalf of officers and employees serving in positions in the administrative services unit, institutional services unit, operational services unit or division of military and naval affairs unit so provides officers and employees to whom paragraph a of subdivision one of this section applies who, on or after April first, two thousand twenty-five, on their anniversary date have seventeen or more years but less than twenty-two years of continuous service within one or any of the collective

bargaining units shall receive a lump sum payment in the amount of three thousand dollars.

(7) Effective April first, two thousand twenty-five, where, and to the extent that, an agreement between the state and an employee organization entered into pursuant to article fourteen of this chapter on behalf of officers and employees serving in positions in the administrative services unit, institutional services unit, operational services unit or division of military and naval affairs unit so provides officers and employees to whom paragraph a of subdivision one of this section applies who, on or after April first, two thousand twenty-five, on their anniversary date have twenty-two or more years of continuous service within one or any of the collective bargaining units shall receive a lump sum payment in the amount of four thousand five hundred dollars.

(8) Such lump sum payment, as provided by subparagraphs five, six and seven of this paragraph, shall be in addition to and not part of the employee's basic annual salary, provided however that any amount payable by this paragraph shall be included as compensation for overtime and retirement purposes.

(9) Such lump sum payment, as provided by subparagraphs five, six and seven of this paragraph, shall be payable in April of each fiscal year, or as soon as practicable thereafter, for those eligible employees who have achieved the continuous service required for a specific payment during the period October first through March thirty-first of the previous fiscal year. Such lump sum payment, as provided by subparagraph five, six or seven of this paragraph, shall be payable in October of each fiscal year, or as soon as practicable thereafter, for those eligible employees who have achieved the continuous service, as defined by this section, required for a specific payment during the period April first through September thirtieth of that same fiscal year.

(10) Effective April first, two thousand twenty-five, no employee shall receive a longevity payment pursuant to subparagraph one, two or three of this paragraph. All employees, to the extent eligible, shall receive a longevity payment pursuant to subparagraph five, six or seven of this paragraph.

(f) Notwithstanding the provisions of paragraph (e) of this subdivision, officers and employees otherwise eligible to receive the longevity payments provided by paragraph (e) of this subdivision who, on

their eligibility date, are serving in a higher graded position (i) on a temporary basis or on a probationary or a permanent basis and subsequently fail the probationary period or accept a voluntary demotion which is not a consequence or settlement of a disciplinary action or are demoted as a result of the abolition of positions and (ii) return to a position in a lower salary grade and (iii) remain in such lower salary grade for at least six payroll periods shall be eligible for such longevity payments.

(g) Officers and employees to whom the provisions of paragraph (e) of this subdivision apply who were serving at an annual salary rate equal to or in excess of the job rate or maximum salary of the salary grade of their position as of July first, nineteen hundred seventy-nine, and who were in full employment status on a full-time basis for the period April first, nineteen hundred seventy-nine through June thirtieth, nineteen hundred seventy-nine, shall be considered to have been paid at the annual salary rate equal to or above the job rate for their grade for that period in determining fulfillment of the service requirements specified in paragraph (e) of this subdivision. The provisions of this paragraph apply solely for the purpose of implementation of the provisions of paragraph (e) of this subdivision.

(h) Officers and employees to whom the provisions of paragraph (e) of this subdivision apply who were serving at an annual salary rate equal to or in excess of the job rate or maximum salary of the salary grade of their position and who were appointed or promoted to a position of equivalent or higher salary grade at an annual salary rate equal to or in excess of the job rate or maximum annual salary shall be entitled to have such service in each such position considered as eligible service in determining fulfillment of the service requirements specified in paragraph (e) of this subdivision.

(i) Notwithstanding any foregoing provisions of paragraph (e) of this subdivision to the contrary, officers and employees to whom the provisions of paragraph (e) of this subdivision apply who were serving at an annual salary rate equal to or in excess of the job rate or maximum salary of the salary grade of their position and whose annual salary rate was subsequently less than the job rate or maximum salary of their position as a result of the mechanics of salary computation upon reallocation shall, solely for the purpose of paragraph (e) of this

subdivision, be entitled to have service at such lower salary rate deemed to be service at the job rate and considered as eligible service in determining fulfillment of the service requirements specified in such paragraph (e) provided the actual annual salary rate of such officers or employees is equal to or in excess of the job rate on their anniversary dates.

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

4. Increased hiring salaries. Whenever the director shall determine that it is impracticable to recruit for a position at its then hiring salary in one or more or all areas or locations, he, subject to the approval of the director of the budget, may increase the hiring salary of the salary grade of such position with respect to which such determination shall have been made, but not to exceed the job rate of the salary grade of such position. Such new hiring salary shall remain in effect until he shall prescribe a different hiring salary pursuant to this subdivision or restore the hiring salary to the hiring salary set forth in this section. When any such increase is made with respect to one or more or all areas or locations, all incumbents of such positions who are employed in any state department, state institution or other state agency, in the particular area or areas or location or locations affected, who are receiving less than such new hiring salary shall have their salaries brought up to such hiring salary. For the purpose of computing future performance advances such incumbents and new employees

in such positions shall be credited with the amount of performance advances in such positions which corresponds with such rate of compensation. The salary or compensation of any officer or employee appointed, promoted, demoted, transferred or reinstated to or from a position for which an increased hiring salary has been prescribed under the provisions of this subdivision, shall be determined as follows:

(a) The incumbent of any such position, for which an increased hiring salary is prescribed under the provisions of this subdivision, who is appointed, transferred or reinstated to the same titled position in an area or location to which the same increased hiring salary does not apply shall receive, upon such appointment, transfer or reinstatement, the salary he would have received had he been originally employed in such area or location to which he is appointed, transferred or reinstated.

(b) The incumbent of any such position for which an increased hiring salary is prescribed under the provisions of this subdivision, who is appointed, transferred, reinstated or demoted to another position in the same or a lower salary grade, for which an increased hiring salary is not prescribed, shall receive, upon such appointment, transfer, reinstatement or demotion, the rate of compensation which he would be entitled to receive had his service for the period of time during which he held the position from which he is appointed, transferred, reinstated or demoted, been rendered in the position to which he is appointed, transferred, reinstated or demoted.

(c) The incumbent of any such position for which an increased hiring salary is prescribed under the provisions of this subdivision, who is appointed, transferred, reinstated or demoted to another position in the same or a lower salary grade for which an increased hiring salary is also prescribed under the provisions of this subdivision, shall receive, upon such appointment, transfer, reinstatement or demotion, the rate of compensation which he would be entitled to receive had his service for the period of time during which he held the position from which he is appointed, transferred, reinstated or demoted, been rendered in the position to which he is appointed, transferred, reinstated or demoted.

(d) The incumbent of any such position for which an increased hiring salary is prescribed under the provisions of this subdivision, who is appointed or promoted to another position in a higher salary grade,

shall receive, upon such appointment or promotion, a salary as determined pursuant to the provisions of subdivision two of section one hundred thirty-one of this chapter.

(e) The incumbent of a position for which an increased hiring salary is not prescribed under the provisions of this subdivision, who is appointed, transferred, demoted or reinstated to a position in the same or a lower salary grade for which an increased hiring salary is prescribed shall receive, upon such appointment, transfer, demotion or reinstatement, the hiring salary of the grade of such new position as prescribed in subdivision one of this section plus the number of annual increments and the percentage value of performance advances actually received in the positions from which and to which he is appointed, transferred, demoted or reinstated; provided, however, that he shall receive at least the increased hiring salary of such new position as prescribed under the provisions of this subdivision and not more than the job rate of the grade of such new position.

(f) Where an increased hiring salary prescribed under the provisions of this subdivision for any position is reduced or discontinued, the salary of a then incumbent of such position shall not be reduced.

5. (a) Applications to director. Any employee, employee representative, or appointing officer, with respect to any position or positions in his department or agency, may apply to the director, on a form prescribed and furnished by him, for a review of such position or positions to determine whether a pay differential should be authorized pursuant to this section. The director may consolidate applications pertaining to a particular position or positions. The director may designate an officer or employee of the division to conduct a hearing with relation to any application for a pay differential. Such applications shall not include any matter involving an employee's rate of compensation which is presently provided for under sections one hundred twenty and one hundred twenty-one of the civil service law, or any other matter which is otherwise reviewable pursuant to law or any rule or regulation having the force and effect of law.

(b) Appeals. Any employee, employee representative or appointing officer aggrieved by a determination of the director may appeal from such determination to the commission. Such appeal must be made within

sixty days after receipt of a written notice of such determination. Determinations of the commission shall be subject to the same conditions, restrictions and limitations provided in this section for the determinations of the director. The commission shall transmit its decision to the director of the budget, the director of the division of classification and compensation and the employees, employee representative or department heads affected thereby.

6. Shift pay differentials. Whenever the director finds that under prevailing wage practices in private or other public employment in the state, employees in a given occupation receive a higher rate of pay or wage differential for a work shift other than that which is paid to employees in the same occupation, the director may, subject to the approval of the director of the budget, authorize a pay differential to be paid to those employees in positions in the same or related occupations in the state service and who are assigned to an equivalent or substantially equivalent work shift, on a statewide basis, provided however, where the director finds that in a particular geographical area or areas wage practices would warrant a shift differential for employees in a particular occupation then the director may grant a work shift pay differential for such employees, subject to the approval of the director of the budget. In determining whether to authorize a pay differential the director shall consider the various duties on each shift, in relation to the normal day shift. A pay differential under this subdivision shall be a percentage of basic salary, an hourly rate, an annual rate, or a fixed dollar amount per pay period, as prescribed in each case by the director of the classification and compensation division subject to approval of the director of the budget. Such differential shall be paid in addition to and shall not be part of an employee's basic annual salary, and shall not affect or impair any performance advancement payments, performance awards, longevity payments or other rights or benefits to which an employee may be entitled under the provisions of this chapter, provided, however, that any differential payable pursuant to this subdivision shall be included as compensation for retirement purposes. A pay differential shall be terminated for any employee when the employee ceases to be employed in the work shift or position for which such pay differential was authorized. A pay

differential shall remain in effect until terminated by the director of the classification and compensation division with the consent of the director of the budget or until a new pay differential is authorized pursuant to this subdivision. The director of the budget may adopt such regulations as necessary to carry out the provisions of this subdivision.

7. Geographic pay differentials. Whenever the director finds that under community wage practices in private or other public employment in one or more areas or locations, wage rates of employees in a given occupation are substantially higher than the wage rates paid by the state, he may, subject to the approval of the director of the budget, authorize a pay differential to be added as an adjustment to the hiring rate, the job rate and the longevity steps of the salary grade or grades for the same or related occupations in the state service in such areas or locations. A pay differential under this subdivision shall be a percentage or a fixed dollar amount as prescribed in each case by the director of the classification and compensation division subject to approval of the director of the budget. Such differentials shall be paid to employees whose basic annual salary is at or below the unadjusted job rate of the salary grade or at or below the unadjusted longevity step of the salary grade to which the employees are entitled based on the criteria specified in subdivision three of this section. Those employees whose basic annual salary is above the unadjusted job rate for the salary grade and who are not entitled to be paid at a longevity step shall receive a portion of the differential sufficient to increase their salary to the adjusted job rate. Those employees whose basic annual salary is above the unadjusted longevity step to which they are entitled shall receive a portion of the differential sufficient to increase their salary to such longevity step as adjusted by the differential. Such differentials shall be in addition to and shall not be part of an employee's basic annual salary, and shall not affect or impair any performance advancement payments, performance awards, longevity payments or other rights or benefits to which an employee may be entitled under the provisions of this chapter, provided, however, that any differential payable pursuant to this subdivision shall be included as compensation for retirement purposes. A pay differential shall be terminated for any

employee when he ceases to be employed in the position, or area or location for which such pay differential was authorized. A pay differential shall remain in effect until terminated by the director of the classification and compensation division, with the consent of the director of the budget or until a new pay differential is authorized pursuant to this subdivision. The director of the budget may adopt such regulations as he may deem necessary to carry out the provisions of this subdivision. Employees who on April first, nineteen hundred seventy-nine are receiving additional compensation as a result of a previous determination to authorize a geographic area pay differential shall continue to receive such additional compensation while employed in the position for which such differential was authorized.

8. Performance based payments and increases for certain employees excluded from collective negotiating units. (a) The provisions of this subdivision shall apply to the following full-time state officers and employees in salary grades M/C 17 and below: (1) officers and employees whose positions are designated managerial or confidential pursuant to article fourteen of this chapter; (2) civilian state employees of the division of military and naval affairs in the executive department whose positions are not in, or are excluded from representation rights in, any recognized or certified negotiating unit; (3) officers and employees excluded from representation rights under article fourteen of this chapter pursuant to rules or regulations of the public employment relations board.

(b) Effective April first, two thousand nineteen longevity payments shall be made in the amount of one thousand five hundred dollars to officers and employees as defined herein who on their anniversary date have five or more years of continuous service as defined by paragraph (c) of subdivision three of this section at a basic annual salary rate equal to or in excess of the job rate or maximum salary of their salary grade, and in the amount of three thousand dollars to officers and employees as defined herein who on their anniversary date have ten or more years of continuous service as defined by paragraph (c) of subdivision three of this section at a basic annual salary rate equal to or in excess of the job rate or maximum salary of their salary grade. Additionally, effective April first, two thousand twenty, such officers

and employees to whom the provisions of this subdivision apply whose basic annual salary equals or exceeds the job rate of the salary grade of their position who on their anniversary date have fifteen or more years of continuous service as defined by paragraph (c) of subdivision three of this section at a basic annual salary rate equal to or in excess of the job rate or maximum salary of their salary grade shall on such anniversary date receive a longevity payment in the amount of four thousand five hundred dollars. Such payments shall be made in addition to and shall not be considered part of basic annual salary and shall be made by separate check as soon as practicable following the anniversary date upon which the required service is attained.

Effective April first, two thousand twenty-five, officers and employees to whom paragraph (a) of this subdivision applies who, on or after April first, two thousand twenty-five, on their anniversary date have twelve or more years, but less than seventeen years, of continuous service in the state, shall receive a lump sum payment in the amount of one thousand five hundred dollars. Effective April first, two thousand twenty-five, officers and employees to whom this subdivision applies who, on or after April first, two thousand twenty-five, on their anniversary date have seventeen or more years but less than twenty-two years of continuous service in the state shall receive a lump sum payment in the amount of three thousand dollars. Effective April first, two thousand twenty-five, officers and employees to whom paragraph (a) of this subdivision applies who, on or after April first, two thousand twenty-five, on their anniversary date have twenty-two or more years of continuous service in the state shall receive a lump sum payment in the amount of four thousand five hundred dollars. Such lump sum payment shall be in addition to and not part of the employee's basic annual salary, provided however that any amount payable shall be included as compensation for overtime and retirement purposes. Such lump sum payment shall be paid as authorized by the director of the budget. No employee shall receive more than one longevity payment and, to the greatest extent possible, employees shall receive the longevity payment under the continuous years of service in the state except that no employee shall lose a longevity payment if they have previously received one by virtue of the years at job rate service calculation.

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

(d) Notwithstanding the foregoing provisions of this subdivision, officers and employees who are otherwise eligible to receive such longevity payment but who on the anniversary eligibility date are serving in a higher graded position (i) on a temporary basis or on a probationary or permanent basis and subsequently fail the probationary period or accept a voluntary demotion during the probationary period or are demoted as a result of the abolition of positions and (ii) return to a position in their former salary grade within one year of such eligibility date and (iii) remain in their former salary grade for at least six payroll periods shall be eligible for such longevity payment, except that officers and employees who return to their former salary grade as a result of a disciplinary action or who accept a voluntary demotion after successful completion of the probationary period shall not be eligible for such longevity payment.

(e) Officers and employees to whom the provisions of this subdivision apply who were serving at an annual salary rate equal to or in excess of the job rate or maximum salary of the salary grade of their position and whose annual salary rate was during some subsequent period less than the job rate or maximum salary of the salary grade of their position as a result of an increase in the job rate or maximum salary, shall be considered to have been paid at the annual salary rate equal to or in excess of the job rate for their grade for such period in determining fulfillment of the service requirements specified in paragraph (b) of this subdivision, provided the officers and employees were in full-time employment status. The provisions of this paragraph apply solely for the purpose of implementation of the provisions of paragraph (b) of this subdivision.

(f) Officers and employees to whom the provisions of this subdivision apply who were serving at an annual salary rate equal to or in excess of

the job rate or maximum salary of the salary grade of their position and who were appointed or promoted to a position of equivalent or higher salary grade at an annual salary rate equal to or in excess of the job rate or maximum annual salary shall be entitled to have such service in each such position considered as eligible service in determining fulfillment of the service requirements specified in paragraph (b) of this subdivision.

(g) Notwithstanding any foregoing provisions of this subdivision to the contrary, officers and employees to whom the provisions of this subdivision apply who were serving at an annual salary rate equal to or in excess of the job rate or maximum salary of the salary grade of their position and whose annual salary rate was subsequently less than the job rate or maximum salary of the salary grade of their position as a result of the mechanics of salary computation upon reallocation, shall, solely for the purpose of paragraph (b) of this subdivision, be entitled to have service at such lower salary rate deemed to be service at the job rate and considered as eligible service in determining fulfillment of the service requirements specified in such paragraph (b) provided the actual annual salary rate of such officers or employees is equal to or in excess of the job rate of the salary grade of their position on the anniversary date upon which eligibility for a longevity payment provided pursuant to this subdivision is attained.

(h) The amounts provided pursuant to this subdivision, unless otherwise expressly provided herein, shall be in addition to and shall not be part of the employee's basic annual salary; provided, however, that any amounts payable pursuant to this subdivision shall be included as compensation for retirement purposes.

(i) Officers and employees whose basic annual salary is or was less than the job rate of the salary grade of their position but was not or is not less than ninety-eight percent of such job rate shall for the purpose of this subdivision be deemed to be or have been at the job rate as appropriate.

9. Hazardous duty differentials. (a) Where, and to the extent that, an agreement between the state and an employee organization entered into pursuant to article fourteen of this chapter so provide, on behalf of employees serving in positions in a collective negotiating unit

represented by such employee organization, and for employees designated managerial or confidential pursuant to article fourteen of this chapter and civilian state employees of the division of military and naval affairs of the executive department whose positions are not in, or are excluded from representation rights in, any recognized or certified negotiating unit, whenever the director determines that an employee who is serving in a position at a particular work location or as a result of a temporary work assignment is exposed to an unavoidable, clear and direct risk and hazard to safety and health, the director may, subject to the approval of the director of the budget, authorize a hazardous duty differential for the employee assigned to such position or temporary work assignment. Except for such managerial or confidential employees and such civilian state employees of the division of military and naval affairs whose positions are not in, or are excluded from representation rights in, any recognized or certified negotiating unit, such differentials determined by the director during the term of such agreement shall only be payable from an amount which is collectively negotiated for such purposes pursuant to the terms of such an agreement between the state and an employee organization representing such employees; thereafter such differentials shall continue for those employees assigned to such position or temporary work assignment unless terminated or revoked in accordance with paragraph (b) of this subdivision.

(b) A hazardous duty differential under this subdivision shall be a percentage or a fixed dollar amount, as prescribed by the director of classification and compensation, subject to the approval of the director of the budget. Such differentials shall be in addition to and shall not be part of an employee's basic annual salary, and shall not affect or impair any performance advancement payments, performance awards, longevity payments or other rights or benefits to which an employee may be entitled under the provisions of this chapter, provided, however, that any differential payable pursuant to this subdivision shall be included as compensation for retirement purposes. A hazardous duty differential shall be terminated for any employee who ceases to be employed in the position or assignment for which the pay differential was authorized; or upon revocation of such differential or upon cessation of the temporary hazardous duty as determined by the director

of classification and compensation. The director of the budget may adopt regulations to carry out the provisions of this subdivision.

10. Performance based payments for certain state officers and employees in the rent regulation services negotiating unit. (a) The provisions of this subdivision shall apply to full-time officers and employees in the rent regulation services negotiating unit established pursuant to article fourteen of this chapter.

(b) Notwithstanding any inconsistent provision of law, officers and employees to whom paragraph e of subdivision one of this section applies who, on or after April first, two thousand ten, on their anniversary date have five or more years of continuous service as defined by paragraph (c) of subdivision three of this section at a basic annual salary rate equal to or in excess of the job rate or maximum salary of their salary grade, shall receive a lump sum payment in the amount of one thousand two hundred fifty dollars. Effective April first, two thousand nineteen, such lump sum payment shall increase to one thousand five hundred dollars. Officers and employees to whom paragraph e of subdivision one of this section applies who, on or after April first, two thousand ten, on their anniversary date have ten or more years of continuous service as defined by paragraph (c) of subdivision three of this section at a basic annual salary rate equal to or in excess of the job rate or maximum salary of their salary grade shall receive a lump sum payment in the amount of two thousand five hundred dollars. Effective April First, two thousand nineteen, such lump sum payment shall be increased to three thousand dollars.

Officers and employees to whom paragraph e of subdivision one of this section applies who, on or after April first, two thousand twenty, on their anniversary date have fifteen or more years of continuous service as defined by paragraph (c) of subdivision three of this section at a basic annual salary rate equal to or in excess of the job rate or maximum salary of their salary grade shall receive a lump sum payment in the amount of four thousand five hundred dollars.

Such lump sum payment shall be in addition to and not part of the employee's basic annual salary, provided however that any amount payable

herein shall be included as compensation for overtime and retirement purposes.

Such lump sum payment shall be payable in April of each fiscal year, or as soon as practicable thereafter, for those eligible employees who have achieved five or more, ten or more or fifteen or more years of continuous service as defined by paragraph (c) of subdivision three of this section at a basic annual salary rate equal to or in excess of the job rate or maximum salary of their salary grade during the period October first through March thirty-first of the previous fiscal year. Such payment shall be payable in October of each fiscal year, or as soon as practicable thereafter, for those eligible employees who have achieved five or more, ten or more or fifteen or more years of continuous service as defined by paragraph (c) of subdivision three of this section at a basic annual salary rate equal to or in excess of the job rate or maximum salary of their salary grade during the period April first through September thirtieth of that same fiscal year. All compensation already included in an employee's basic annual salary shall remain included in such basic annual salary.

(c) Notwithstanding the provisions of paragraph (b) of this subdivision, officers and employees otherwise eligible to receive the longevity payments provided by paragraph (b) of this subdivision who, on their eligibility date, are serving in a higher graded position (i) on a temporary basis or on a probationary or a permanent basis and subsequently fail the probationary period or accept a voluntary demotion which is not a consequence or settlement of a disciplinary action or are demoted as a result of the abolition of positions and (ii) return to a position in a lower salary grade and (iii) remain in such lower salary grade for at least six payroll periods shall be eligible for such longevity payments.

(d) Officers and employees to whom the provisions of this subdivision apply who were serving at an annual salary rate in excess of the job rate of their salary grade as of March thirty-first, nineteen hundred eighty-five, shall be deemed to have been paid at the annual salary rate equal to or above the job rate for their salary grade for a period of five years for the purpose of determining fulfillment of the service requirements specified in paragraph (b) of this subdivision. The

provisions of this paragraph apply solely for the purpose of implementation of the provisions of paragraph (b) of this subdivision.

(e) Officers and employees to whom the provisions of this subdivision apply who were serving at an annual salary rate equal to or in excess of the job rate or maximum salary of the salary grade of their position and who were appointed or promoted to a position of equivalent or higher salary grade at an annual salary rate equal to or in excess of the job rate or maximum salary of the salary grade of their position shall be entitled to have such service in each such position considered as eligible service in determining fulfillment of the service requirements specified in paragraph (b) of this subdivision.

(f) Notwithstanding any foregoing provisions of this subdivision to the contrary, officers and employees to whom the provisions of this subdivision apply who were serving at an annual salary rate equal to or in excess of the job rate or maximum salary of the salary grade of their position and whose annual salary rate was subsequently less than the job rate or maximum salary of their position as a result of the mechanics of salary computation upon reallocation, shall, solely for the purpose of paragraph (b) of this subdivision, be entitled to have service at such lower salary rate deemed to be service at the job rate and considered as eligible service in determining fulfillment of the service requirements specified in paragraph (b) of this subdivision provided the actual annual salary rate of such officers or employees is equal to or in excess of the job rate on March thirty-first, two thousand three, or on their anniversary dates for the purpose of paragraph (b) of this subdivision.

11-a. Performance awards; longevity increases and salary review. Notwithstanding any inconsistent provisions of this section or any other law and where, and to the extent that, an agreement between the state and an employee organization entered into pursuant to article fourteen of this chapter so provides on behalf of employees serving in positions in a collective negotiating unit represented by such employee organization and for employees designated managerial or confidential pursuant to such article of this chapter and civilian state employees in the division of military and naval affairs whose positions are not in or are excluded from representation rights in any recognized or certified

negotiating unit, effective April first, nineteen hundred eighty-seven, officers and employees who are eligible for longevity step increases, performance award increases or bonuses, or any other increases or bonuses based on length of service at or above the job rate of their salary grade, who were receiving a salary equal to or in excess of the job rate of the grade and who have been promoted, appointed or otherwise advanced to a position in a higher salary grade and whose former position has been reallocated to a higher salary grade as a result of the implementation of the system developed pursuant to the provisions of section seventeen of chapter three hundred two, subdivision eleven of section nineteen of chapter three hundred six, section six of chapter three hundred three, or section eleven of chapter three hundred eight of the laws of nineteen hundred eighty-five and who are serving in a position allocated to the salary grade to which such former position has been reallocated shall, solely for the purpose of determining eligibility for any such increases or bonuses, be entitled to have all service in such position or positions to which promoted, appointed or otherwise advanced credited as if it were service at the job rate and considered as eligible service in determining fulfillment of the service requirements for such increases or bonuses, provided the actual annual salary in the current position is equal to or in excess of the job rate on their eligibility date.

13. Occupational pay differentials. Whenever the director of classification and compensation finds it necessary to adjust the compensation of positions allocated to a salary grade prescribed in paragraph d of subdivision one of this section in order to appropriately compensate employees in such positions in relation to the compensation of their immediate occupational subordinates, the director may, subject to the approval of the director of the budget, authorize a pay differential for such positions in one or more areas or locations. A pay differential authorized under this subdivision shall be a percentage or fixed dollar amount as prescribed in each case by the director of classification and compensation to be added as an adjustment to the hiring rate and the job rate of the salary grade for such positions in such areas or locations. Such differential shall be paid to employees whose basic annual salary is at or below the unadjusted job rate of the

salary grade. Those employees whose basic annual salary is above the unadjusted job rate of the salary grade shall receive a portion of the differential sufficient to increase their salary to the adjusted job rate. Such differential shall be in addition to and shall not be part of an employee's basic annual salary, and shall not affect or impair any performance advancement payments, performance awards or other rights or benefits to which an employee may be entitled under the provisions of this chapter, provided, however, that any differential payable pursuant to this subdivision shall be included as compensation for retirement purposes. A pay differential shall be terminated for any employee when such employee ceases to be employed in the position or area or location for which such pay differential was authorized. A pay differential shall remain in effect until terminated by the director of classification and compensation with the approval of the director of the budget, or until a new pay differential is authorized pursuant to this subdivision. The director of the budget may adopt such procedures as may be necessary to carry out the provisions of this subdivision.

14. Notwithstanding any foregoing provisions of this section to the contrary, wage rates and/or pay differentials paid by the state to teaching and research center nurses of the state university of New York pursuant to subdivision thirteen of section three hundred fifty-five-a of the education law may be based on a study of representative peer institutions in private or other public hospitals in the same geographic area as a hospital of the state university which shows that pay differentials of nurses employed by such peer institutions are higher than the wage rates and/or pay differentials paid by the state to teaching and research center nurses of the state university. Whenever, in the opinion of the chief administrative officer of the health science centers at which teaching and research center nurses are employed, additional compensation for such employees is necessary to maintain adequate support to protect the health, safety and welfare of patients, such chief administrative officer shall request the state university board of trustees to conduct such a study.