

# PROGRAM BILL # 27

S. \_\_\_\_\_  
Senate  
\_\_\_\_\_

IN SENATE--Introduced by Sen

--read twice and ordered printed,  
and when printed to be committed  
to the Committee on

----- A.  
Assembly  
-----

IN ASSEMBLY--Introduced by M. of A.

with M. of A. as co-sponsors

--read once and referred to the  
Committee on

\*APPR\*

\*CIVSELA\*

(Relates to compensation, benefits  
and other terms and conditions of  
employment of members of the agency  
police services unit; appropriation;  
repealer)

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Civ Serv. ag. pol. serv. unit

AN ACT

to amend the civil service law, in  
relation to compensation, benefits  
and other terms and conditions of  
employment of members of the agency  
police services unit (formerly the  
agency law enforcement services  
unit); to amend the state finance  
law, in relation to the employee  
benefit fund for certain members of  
the agency police services unit; to

## IN SENATE

Senate introducer's signature

The senators whose names are circled below wish to join me in the sponsorship  
of this proposal

s20 Adams	s44 Farley	s58 Kennedy	s54 Nozzolio	s28 Serrano
s15 Addabbo	s02 Flanagan	s34 Klein	s53 O'Mara	s51 Seward
s55 Alesi	s08 Fuschillo	s26 Krueger	s37 Oppenheimer	s09 Skelos
s11 Avella	s59 Gallivan	s24 Lanza	s21 Parker	s14 Smith
s40 Ball	s12 Gianaris	s39 Larkin	s13 Peralta	s25 Squadron
s42 Bonacic	s22 Golden	s01 LaValle	s30 Perkins	s16 Stavisky
s46 Breslin	s47 Griffo	s52 Libous	s61 Ranzenhofer	s35 Stewart-
s38 Carlucci	s60 Grisanti	s45 Little	s48 Ritchie	Cousins
s50 DeFrancisco	s06 Hannon	s05 Marcellino	s33 Rivera	s49 Valesky
s32 Diaz	s36 Hassell-	s07 Martins	s56 Robach	s57 Young
s17 Dilan	Thompson	s62 Maziarz	s41 Saland	s03 Zeldin
s29 Duane	s10 Huntley	s43 McDonald	s19 Sampson	s27
s31 Espallat	s04 Johnson	s18 Montgomery	s23 Savino	

## IN ASSEMBLY

Assembly introducer's signature

The Members of the Assembly whose names are circled below wish to join me in the  
multi-sponsorship of this proposal:

a049 Abbate	a107 Crouch	a095 Jaffee	a052 Millman	a012 Saladino
a092 Abinanti	a014 Curran	a057 Jeffries	a015 Montesano	a113 Sayward
a105 Amedore	a063 Cusick	a135 Johns	a132 Morelle	a029 Scarborough
a084 Arroyo	a045 Cymbrowitz	a112 Jordan	a039 Moya	a016 Schimel
a035 Aubry	a034 DenDekker	a099 Katz	a003 Murray	a140 Schimminger
a124 Barclay	a081 Dinowitz	a074 Kavanagh	a037 Nolan	a064 Silver
a040 Barron	a114 Duprey	a065 Kellner	a128 Oaks	a027 Simanowitz
a082 Benedetto	a004 Englebright	a129 Kolb	a069 O'Donnell	a036 Simotas
a122 Blankenbush	a054 Espinal	a025 Lancman	a051 Ortiz	a146 Smardz
a055 Boyland	a071 Farrell	a091 Latimer	a136 Palmesano	a079 Stevenson
a008 Boyle	a123 Finch	a013 Lavine	a088 Paulin	a011 Sweeney
a026 Braunstein	a007 Fitzpatrick	a050 Lentol	a141 Peoples-	a110 Tedisco
a044 Brennan	a137 Friend	a125 Lifton	Stokes	a115 Tenny
a116 Brindisi	a143 Gabryszak	a072 Linares	a058 Perry	a002 Thiele
a131 Bronson	a090 Galef	a127 Lopez, P.	a087 Pretlow	a061 Titone
a046 Brook-Krasny	a133 Gantt	a053 Lopez, V.	a073 Quart	a031 Titus
a147 Burling	a077 Gibson	a001 Losquadro	a021 Ra	a062 Tobacco
a117 Butler	a149 Giglio	a126 Lupardo	a097 Rabbitt	a148 Walter
a101 Cahill	a066 Glick	a111 Magee	a009 Raia	a041 Weinstein
a096 Calhoun	a023 Goldfeder	a120 Magnarelli	a006 Ramos	a020 Weisenberg
a043 Camara	a150 Goodell	a059 Malsel	a134 Reillich	a024 Weprin
a106 Canestrari	a075 Gottfried	a060 Malliotakis	a109 Reilly	a070 Wright
a089 Castelli	a005 Graf	a030 Markey	a178 Rivera, J.	a094 Zebrowski
a086 Castro	a098 Gunther	a019 McDonough	a080 Rivera, N.	a093
a138 Ceretto	a130 Hanna	a104 McEneny	a076 Rivera, F.	a100
a033 Clark	a139 Hawley	a017 McKeVitt	a119 Roberts	a103
a047 Colton	a083 Heastie	a108 McLaughlin	a056 Robinson	a145
a010 Conte	a028 Hevesi	a022 Meng	a068 Rodriguez	
a032 Cook	a048 Hikind	a121 Miller, D.	a067 Rosenthal	
a142 Corwin	a018 Hooper	a102 Miller, J.	a118 Russell	
a085 Crespo	a042 Jacobs	a038 Miller, M.	a144 Ryan	

1) Single House Bill (introduced and printed separately in either or both  
houses). Uni-Bill (introduced simultaneously in both houses and printed as one  
bill. Senate and Assembly introducer sign the same copy of the bill).

2) Circle names of co-sponsors and return to introduction clerk with 2 signed  
copies of bill and 4 copies of memorandum in support (single house); or 4 signed  
copies of bill and 8 copies of memorandum in support (uni-bill).

implement an agreement between the state and the employee organization representing the members of the agency police services unit; making an appropriation for the purpose of effectuating certain provisions thereof; and to repeal certain provisions of the civil service law relating thereto

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

PROGRAM BILL # 5 A

1 Section 1. Paragraphs h and i of subdivision 1 of section 130 of the  
 2 civil service law, are REPEALED and a new paragraph h is added to read  
 3 as follows:

4 h. Pursuant to the terms of an agreement entered into pursuant to  
 5 article fourteen of the civil service law between the state and an  
 6 employee organization covering members of the collective negotiating  
 7 unit designated as the agency police services unit, effective on the  
 8 dates indicated, salary grades for such unit members shall be as  
 9 follows:

10 (1) Effective April first, two thousand five:

11 APSU SALARY SCHEDULE

12 Effective April 1, 2005

		<u>Perf.</u>	<u>Perf.</u>	<u>Perf.</u>	<u>Perf.</u>		
		<u>Ad-</u>	<u>Ad-</u>	<u>Ad-</u>	<u>Ad-</u>	<u>Ad-</u>	
	<u>Hir-</u>	<u>vance</u>	<u>vance</u>	<u>vance</u>	<u>vance</u>	<u>vance</u>	
	<u>ing</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>	
	<u>SG</u>	<u>Rate</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
18	<u>1</u>	<u>21345</u>	<u>22175</u>	<u>23005</u>	<u>23835</u>	<u>24665</u>	<u>25495</u>
19	<u>2</u>	<u>22067</u>	<u>22941</u>	<u>23815</u>	<u>24689</u>	<u>25563</u>	<u>26437</u>
20	<u>3</u>	<u>23075</u>	<u>23987</u>	<u>24899</u>	<u>25811</u>	<u>26723</u>	<u>27635</u>
21	<u>4</u>	<u>24044</u>	<u>25005</u>	<u>25966</u>	<u>26927</u>	<u>27888</u>	<u>28849</u>
22	<u>5</u>	<u>25110</u>	<u>26121</u>	<u>27132</u>	<u>28143</u>	<u>29154</u>	<u>30165</u>
23	<u>6</u>	<u>26345</u>	<u>27407</u>	<u>28469</u>	<u>29531</u>	<u>30593</u>	<u>31655</u>
24	<u>7</u>	<u>27749</u>	<u>28856</u>	<u>29963</u>	<u>31070</u>	<u>32177</u>	<u>33284</u>
25	<u>8</u>	<u>29226</u>	<u>30375</u>	<u>31524</u>	<u>32673</u>	<u>33822</u>	<u>34971</u>

1	<u>9</u>	<u>30772</u>	<u>31971</u>	<u>33170</u>	<u>34369</u>	<u>35568</u>	<u>36767</u>
2	<u>10</u>	<u>32432</u>	<u>33693</u>	<u>34954</u>	<u>36215</u>	<u>37476</u>	<u>38737</u>
3	<u>11</u>	<u>34258</u>	<u>35570</u>	<u>36882</u>	<u>38194</u>	<u>39506</u>	<u>40818</u>
4	<u>12</u>	<u>36078</u>	<u>37447</u>	<u>38816</u>	<u>40185</u>	<u>41554</u>	<u>42923</u>
5	<u>13</u>	<u>38140</u>	<u>39571</u>	<u>41002</u>	<u>42433</u>	<u>43864</u>	<u>45295</u>
6	<u>14</u>	<u>40244</u>	<u>41744</u>	<u>43244</u>	<u>44744</u>	<u>46244</u>	<u>47744</u>
7	<u>15</u>	<u>42471</u>	<u>44031</u>	<u>45591</u>	<u>47151</u>	<u>48711</u>	<u>50271</u>
8	<u>16</u>	<u>44780</u>	<u>46410</u>	<u>48040</u>	<u>49670</u>	<u>51300</u>	<u>52930</u>
9	<u>17</u>	<u>47209</u>	<u>48926</u>	<u>50643</u>	<u>52360</u>	<u>54077</u>	<u>55794</u>
10	<u>18</u>	<u>49805</u>	<u>51607</u>	<u>53409</u>	<u>55211</u>	<u>57013</u>	<u>58815</u>
11	<u>19</u>	<u>52436</u>	<u>54318</u>	<u>56200</u>	<u>58082</u>	<u>59964</u>	<u>61846</u>
12	<u>20</u>	<u>55047</u>	<u>57014</u>	<u>58981</u>	<u>60948</u>	<u>62915</u>	<u>64882</u>
13	<u>21</u>	<u>57925</u>	<u>59977</u>	<u>62029</u>	<u>64081</u>	<u>66133</u>	<u>68185</u>
14	<u>22</u>	<u>60937</u>	<u>63110</u>	<u>65283</u>	<u>67456</u>	<u>69629</u>	<u>71802</u>
15	<u>23</u>	<u>64148</u>	<u>66383</u>	<u>68618</u>	<u>70853</u>	<u>73088</u>	<u>75323</u>
16	<u>24</u>	<u>67533</u>	<u>69851</u>	<u>72169</u>	<u>74487</u>	<u>76805</u>	<u>79123</u>
17	<u>25</u>	<u>71212</u>	<u>73629</u>	<u>76046</u>	<u>78463</u>	<u>80880</u>	<u>83297</u>

18						<u>Long</u>	
19						<u>Max.</u>	
20			<u>10-yr</u>	<u>15-yr</u>	<u>20-yr</u>	<u>25-yr</u>	
21	<u>Job</u>	<u>Perf.</u>	<u>Long</u>	<u>Long</u>	<u>Long</u>	<u>Long</u>	
22	<u>SG</u>	<u>Rate</u>	<u>Adv.</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>
23	<u>1</u>	<u>26325</u>	<u>830</u>	<u>27565</u>	<u>28806</u>	<u>31209</u>	<u>32450</u>
24	<u>2</u>	<u>27311</u>	<u>874</u>	<u>28623</u>	<u>29935</u>	<u>32410</u>	<u>33723</u>
25	<u>3</u>	<u>28547</u>	<u>912</u>	<u>29916</u>	<u>31285</u>	<u>33816</u>	<u>35185</u>
26	<u>4</u>	<u>29810</u>	<u>961</u>	<u>31250</u>	<u>32689</u>	<u>35291</u>	<u>36729</u>
27	<u>5</u>	<u>31176</u>	<u>1011</u>	<u>32690</u>	<u>34205</u>	<u>36882</u>	<u>38396</u>

1	<u>6</u>	<u>32717</u>	<u>1062</u>	<u>34312</u>	<u>35907</u>	<u>38666</u>	<u>40262</u>
2	<u>7</u>	<u>34391</u>	<u>1107</u>	<u>36049</u>	<u>37708</u>	<u>40529</u>	<u>42188</u>
3	<u>8</u>	<u>36120</u>	<u>1149</u>	<u>37844</u>	<u>39568</u>	<u>42452</u>	<u>44177</u>
4	<u>9</u>	<u>37966</u>	<u>1199</u>	<u>39768</u>	<u>41569</u>	<u>44534</u>	<u>46334</u>
5	<u>10</u>	<u>39998</u>	<u>1261</u>	<u>41886</u>	<u>43773</u>	<u>46822</u>	<u>48710</u>
6	<u>11</u>	<u>42130</u>	<u>1312</u>	<u>44095</u>	<u>46060</u>	<u>49189</u>	<u>51156</u>
7	<u>12</u>	<u>44292</u>	<u>1369</u>	<u>46349</u>	<u>48407</u>	<u>51624</u>	<u>53681</u>
8	<u>13</u>	<u>46726</u>	<u>1431</u>	<u>48868</u>	<u>51010</u>	<u>54315</u>	<u>56457</u>
9	<u>14</u>	<u>49244</u>	<u>1500</u>	<u>51488</u>	<u>53733</u>	<u>57139</u>	<u>59383</u>
10	<u>15</u>	<u>51831</u>	<u>1560</u>	<u>54169</u>	<u>56508</u>	<u>60006</u>	<u>62343</u>
11	<u>16</u>	<u>54560</u>	<u>1630</u>	<u>57004</u>	<u>59448</u>	<u>63051</u>	<u>65493</u>
12	<u>17</u>	<u>57511</u>	<u>1717</u>	<u>60082</u>	<u>62652</u>	<u>66385</u>	<u>68957</u>
13	<u>18</u>	<u>60617</u>	<u>1802</u>	<u>63320</u>	<u>66024</u>	<u>69889</u>	<u>72593</u>
14	<u>19</u>	<u>63728</u>	<u>1882</u>	<u>66549</u>	<u>69370</u>	<u>73354</u>	<u>76176</u>
15	<u>20</u>	<u>66849</u>	<u>1967</u>	<u>69802</u>	<u>72755</u>	<u>76868</u>	<u>79822</u>
16	<u>21</u>	<u>70237</u>	<u>2052</u>	<u>73315</u>	<u>76392</u>	<u>80631</u>	<u>83709</u>
17	<u>22</u>	<u>73975</u>	<u>2173</u>	<u>77230</u>	<u>80484</u>	<u>84900</u>	<u>88155</u>
18	<u>23</u>	<u>77558</u>	<u>2235</u>	<u>80912</u>	<u>84266</u>	<u>88779</u>	<u>92132</u>
19	<u>24</u>	<u>81441</u>	<u>2318</u>	<u>84916</u>	<u>88392</u>	<u>93031</u>	<u>96507</u>
20	<u>25</u>	<u>85714</u>	<u>2417</u>	<u>89338</u>	<u>92961</u>	<u>97749</u>	<u>101373</u>

21 (2) Effective April first, two thousand six:

22 APSU SALARY SCHEDULE

23 Effective April 1, 2006

24 Perf. Perf. Perf. Perf. Perf.

25 Ad- Ad- Ad- Ad- Ad-

1	<u>Hir-</u>	<u>vance</u>	<u>vance</u>	<u>vance</u>	<u>vance</u>	<u>vance</u>	
2	<u>ing</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>	
3	<u>SG</u>	<u>Rate</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
4	<u>1</u>	<u>21932</u>	<u>22785</u>	<u>23638</u>	<u>24491</u>	<u>25344</u>	<u>26197</u>
5	<u>2</u>	<u>22674</u>	<u>23572</u>	<u>24470</u>	<u>25368</u>	<u>26266</u>	<u>27164</u>
6	<u>3</u>	<u>23710</u>	<u>24647</u>	<u>25584</u>	<u>26521</u>	<u>27458</u>	<u>28395</u>
7	<u>4</u>	<u>24705</u>	<u>25693</u>	<u>26681</u>	<u>27669</u>	<u>28657</u>	<u>29645</u>
8	<u>5</u>	<u>25801</u>	<u>26840</u>	<u>27879</u>	<u>28918</u>	<u>29957</u>	<u>30996</u>
9	<u>6</u>	<u>27069</u>	<u>28160</u>	<u>29251</u>	<u>30342</u>	<u>31433</u>	<u>32524</u>
10	<u>7</u>	<u>28512</u>	<u>29650</u>	<u>30788</u>	<u>31926</u>	<u>33064</u>	<u>34202</u>
11	<u>8</u>	<u>30030</u>	<u>31211</u>	<u>32392</u>	<u>33573</u>	<u>34754</u>	<u>35935</u>
12	<u>9</u>	<u>31618</u>	<u>32850</u>	<u>34082</u>	<u>35314</u>	<u>36546</u>	<u>37778</u>
13	<u>10</u>	<u>33324</u>	<u>34620</u>	<u>35916</u>	<u>37212</u>	<u>38508</u>	<u>39804</u>
14	<u>11</u>	<u>35200</u>	<u>36548</u>	<u>37896</u>	<u>39244</u>	<u>40592</u>	<u>41940</u>
15	<u>12</u>	<u>37070</u>	<u>38477</u>	<u>39884</u>	<u>41291</u>	<u>42698</u>	<u>44105</u>
16	<u>13</u>	<u>39189</u>	<u>40659</u>	<u>42129</u>	<u>43599</u>	<u>45069</u>	<u>46539</u>
17	<u>14</u>	<u>41351</u>	<u>42892</u>	<u>44433</u>	<u>45974</u>	<u>47515</u>	<u>49056</u>
18	<u>15</u>	<u>43639</u>	<u>45242</u>	<u>46845</u>	<u>48448</u>	<u>50051</u>	<u>51654</u>
19	<u>16</u>	<u>46011</u>	<u>47686</u>	<u>49361</u>	<u>51036</u>	<u>52711</u>	<u>54386</u>
20	<u>17</u>	<u>48507</u>	<u>50271</u>	<u>52035</u>	<u>53799</u>	<u>55563</u>	<u>57327</u>
21	<u>18</u>	<u>51175</u>	<u>53027</u>	<u>54879</u>	<u>56731</u>	<u>58583</u>	<u>60435</u>
22	<u>19</u>	<u>53878</u>	<u>55812</u>	<u>57746</u>	<u>59680</u>	<u>61614</u>	<u>63548</u>
23	<u>20</u>	<u>56561</u>	<u>58582</u>	<u>60603</u>	<u>62624</u>	<u>64645</u>	<u>66666</u>
24	<u>21</u>	<u>59518</u>	<u>61627</u>	<u>63736</u>	<u>65845</u>	<u>67954</u>	<u>70063</u>
25	<u>22</u>	<u>62613</u>	<u>64846</u>	<u>67079</u>	<u>69312</u>	<u>71545</u>	<u>73778</u>
26	<u>23</u>	<u>65912</u>	<u>68209</u>	<u>70506</u>	<u>72803</u>	<u>75100</u>	<u>77397</u>
27	<u>24</u>	<u>69390</u>	<u>71772</u>	<u>74154</u>	<u>76536</u>	<u>78918</u>	<u>81300</u>
28	<u>25</u>	<u>73170</u>	<u>75654</u>	<u>78138</u>	<u>80622</u>	<u>83106</u>	<u>85590</u>

1						<u>Long</u>	
2						<u>Max.</u>	
3			<u>10-yr</u>	<u>15-yr</u>	<u>20-yr</u>	<u>25-yr</u>	
4	<u>Job</u>	<u>Perf.</u>	<u>Long</u>	<u>Long</u>	<u>Long</u>	<u>Long</u>	
5	<u>SG</u>	<u>Rate</u>	<u>Adv.</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>	
6	<u>1</u>	<u>27050</u>	<u>853</u>	<u>28324</u>	<u>29599</u>	<u>32068</u>	<u>33343</u>
7	<u>2</u>	<u>28062</u>	<u>898</u>	<u>29410</u>	<u>30758</u>	<u>33301</u>	<u>34650</u>
8	<u>3</u>	<u>29332</u>	<u>937</u>	<u>30739</u>	<u>32145</u>	<u>34746</u>	<u>36153</u>
9	<u>4</u>	<u>30633</u>	<u>988</u>	<u>32113</u>	<u>33591</u>	<u>36265</u>	<u>37742</u>
10	<u>5</u>	<u>32035</u>	<u>1039</u>	<u>33591</u>	<u>35147</u>	<u>37898</u>	<u>39454</u>
11	<u>6</u>	<u>33615</u>	<u>1091</u>	<u>35254</u>	<u>36893</u>	<u>39728</u>	<u>41367</u>
12	<u>7</u>	<u>35340</u>	<u>1138</u>	<u>37044</u>	<u>38748</u>	<u>41647</u>	<u>43351</u>
13	<u>8</u>	<u>37116</u>	<u>1181</u>	<u>38887</u>	<u>40659</u>	<u>43622</u>	<u>45395</u>
14	<u>9</u>	<u>39010</u>	<u>1232</u>	<u>40862</u>	<u>42712</u>	<u>45759</u>	<u>47608</u>
15	<u>10</u>	<u>41100</u>	<u>1296</u>	<u>43040</u>	<u>44979</u>	<u>48112</u>	<u>50052</u>
16	<u>11</u>	<u>43288</u>	<u>1348</u>	<u>45307</u>	<u>47326</u>	<u>50541</u>	<u>52562</u>
17	<u>12</u>	<u>45512</u>	<u>1407</u>	<u>47626</u>	<u>49740</u>	<u>53046</u>	<u>55159</u>
18	<u>13</u>	<u>48009</u>	<u>1470</u>	<u>50210</u>	<u>52411</u>	<u>55807</u>	<u>58008</u>
19	<u>14</u>	<u>50597</u>	<u>1541</u>	<u>52903</u>	<u>55209</u>	<u>58709</u>	<u>61015</u>
20	<u>15</u>	<u>53257</u>	<u>1603</u>	<u>55659</u>	<u>58063</u>	<u>61657</u>	<u>64058</u>
21	<u>16</u>	<u>56061</u>	<u>1675</u>	<u>58572</u>	<u>61083</u>	<u>64786</u>	<u>67295</u>
22	<u>17</u>	<u>59091</u>	<u>1764</u>	<u>61733</u>	<u>64373</u>	<u>68209</u>	<u>70852</u>
23	<u>18</u>	<u>62287</u>	<u>1852</u>	<u>65064</u>	<u>67843</u>	<u>71814</u>	<u>74592</u>
24	<u>19</u>	<u>65482</u>	<u>1934</u>	<u>68381</u>	<u>71279</u>	<u>75373</u>	<u>78272</u>
25	<u>20</u>	<u>68687</u>	<u>2021</u>	<u>71721</u>	<u>74755</u>	<u>78982</u>	<u>82017</u>
26	<u>21</u>	<u>72172</u>	<u>2109</u>	<u>75335</u>	<u>78496</u>	<u>82852</u>	<u>86014</u>
27	<u>22</u>	<u>76011</u>	<u>2233</u>	<u>79356</u>	<u>82699</u>	<u>87236</u>	<u>90581</u>
28	<u>23</u>	<u>79694</u>	<u>2297</u>	<u>83140</u>	<u>86586</u>	<u>91224</u>	<u>94669</u>

1	<u>24</u>	<u>83682</u>	<u>2382</u>	<u>87253</u>	<u>90824</u>	<u>95591</u>	<u>99162</u>
2	<u>25</u>	<u>88074</u>	<u>2484</u>	<u>91798</u>	<u>95520</u>	<u>100440</u>	<u>104164</u>

3 (3) Effective April first, two thousand seven:

4 APSU SALARY SCHEDULE

5 Effective April 1, 2007

6		<u>Perf.</u>	<u>Perf.</u>	<u>Perf.</u>	<u>Perf.</u>	<u>Perf.</u>	
7		<u>Ad-</u>	<u>Ad-</u>	<u>Ad-</u>	<u>Ad-</u>	<u>Ad-</u>	
8	<u>Hir-</u>	<u>vance</u>	<u>vance</u>	<u>vance</u>	<u>vance</u>	<u>vance</u>	
9	<u>ing</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>	
10	<u>SG</u>	<u>Rate</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	
11	<u>1</u>	<u>22590</u>	<u>23469</u>	<u>24348</u>	<u>25227</u>	<u>26106</u>	<u>26985</u>
12	<u>2</u>	<u>23354</u>	<u>24279</u>	<u>25204</u>	<u>26129</u>	<u>27054</u>	<u>27979</u>
13	<u>3</u>	<u>24421</u>	<u>25386</u>	<u>26351</u>	<u>27316</u>	<u>28281</u>	<u>29246</u>
14	<u>4</u>	<u>25446</u>	<u>26464</u>	<u>27482</u>	<u>28500</u>	<u>29518</u>	<u>30536</u>
15	<u>5</u>	<u>26575</u>	<u>27645</u>	<u>28715</u>	<u>29785</u>	<u>30855</u>	<u>31925</u>
16	<u>6</u>	<u>27881</u>	<u>29005</u>	<u>30129</u>	<u>31253</u>	<u>32377</u>	<u>33501</u>
17	<u>7</u>	<u>29367</u>	<u>30539</u>	<u>31711</u>	<u>32883</u>	<u>34055</u>	<u>35227</u>
18	<u>8</u>	<u>30931</u>	<u>32147</u>	<u>33363</u>	<u>34579</u>	<u>35795</u>	<u>37011</u>
19	<u>9</u>	<u>32567</u>	<u>33836</u>	<u>35105</u>	<u>36374</u>	<u>37643</u>	<u>38912</u>
20	<u>10</u>	<u>34324</u>	<u>35659</u>	<u>36994</u>	<u>38329</u>	<u>39664</u>	<u>40999</u>
21	<u>11</u>	<u>36256</u>	<u>37645</u>	<u>39034</u>	<u>40423</u>	<u>41812</u>	<u>43201</u>
22	<u>12</u>	<u>38182</u>	<u>39631</u>	<u>41080</u>	<u>42529</u>	<u>43978</u>	<u>45427</u>
23	<u>13</u>	<u>40365</u>	<u>41879</u>	<u>43393</u>	<u>44907</u>	<u>46421</u>	<u>47935</u>
24	<u>14</u>	<u>42592</u>	<u>44179</u>	<u>45766</u>	<u>47353</u>	<u>48940</u>	<u>50527</u>
25	<u>15</u>	<u>44948</u>	<u>46599</u>	<u>48250</u>	<u>49901</u>	<u>51552</u>	<u>53203</u>

1	<u>16</u>	<u>47391</u>	<u>49116</u>	<u>50841</u>	<u>52566</u>	<u>54291</u>	<u>56016</u>
2	<u>17</u>	<u>49962</u>	<u>51779</u>	<u>53596</u>	<u>55413</u>	<u>57230</u>	<u>59047</u>
3	<u>18</u>	<u>52710</u>	<u>54618</u>	<u>56526</u>	<u>58434</u>	<u>60342</u>	<u>62250</u>
4	<u>19</u>	<u>55494</u>	<u>57486</u>	<u>59478</u>	<u>61470</u>	<u>63462</u>	<u>65454</u>
5	<u>20</u>	<u>58258</u>	<u>60340</u>	<u>62422</u>	<u>64504</u>	<u>66586</u>	<u>68668</u>
6	<u>21</u>	<u>61304</u>	<u>63476</u>	<u>65648</u>	<u>67820</u>	<u>69992</u>	<u>72164</u>
7	<u>22</u>	<u>64491</u>	<u>66791</u>	<u>69091</u>	<u>71391</u>	<u>73691</u>	<u>75991</u>
8	<u>23</u>	<u>67889</u>	<u>70255</u>	<u>72621</u>	<u>74987</u>	<u>77353</u>	<u>79719</u>
9	<u>24</u>	<u>71472</u>	<u>73925</u>	<u>76378</u>	<u>78831</u>	<u>81284</u>	<u>83737</u>
10	<u>25</u>	<u>75365</u>	<u>77924</u>	<u>80483</u>	<u>83042</u>	<u>85601</u>	<u>88160</u>

11						<u>Long</u>	
12						<u>Max.</u>	
13			<u>10-yr</u>	<u>15-yr</u>	<u>20-yr</u>	<u>25-yr</u>	
14	<u>Job</u>	<u>Perf.</u>	<u>Long</u>	<u>Long</u>	<u>Long</u>	<u>Long</u>	
15	<u>SG</u>	<u>Rate</u>	<u>Adv.</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>
16	<u>1</u>	<u>27864</u>	<u>879</u>	<u>29176</u>	<u>30489</u>	<u>33033</u>	<u>34346</u>
17	<u>2</u>	<u>28904</u>	<u>925</u>	<u>30292</u>	<u>31681</u>	<u>34300</u>	<u>35690</u>
18	<u>3</u>	<u>30211</u>	<u>965</u>	<u>31660</u>	<u>33108</u>	<u>35787</u>	<u>37237</u>
19	<u>4</u>	<u>31554</u>	<u>1018</u>	<u>33078</u>	<u>34601</u>	<u>37355</u>	<u>38876</u>
20	<u>5</u>	<u>32995</u>	<u>1070</u>	<u>34598</u>	<u>36200</u>	<u>39034</u>	<u>40637</u>
21	<u>6</u>	<u>34625</u>	<u>1124</u>	<u>36313</u>	<u>38001</u>	<u>40921</u>	<u>42610</u>
22	<u>7</u>	<u>36399</u>	<u>1172</u>	<u>38154</u>	<u>39909</u>	<u>42895</u>	<u>44650</u>
23	<u>8</u>	<u>38227</u>	<u>1216</u>	<u>40051</u>	<u>41876</u>	<u>44928</u>	<u>46754</u>
24	<u>9</u>	<u>40181</u>	<u>1269</u>	<u>42089</u>	<u>43994</u>	<u>47132</u>	<u>49037</u>
25	<u>10</u>	<u>42334</u>	<u>1335</u>	<u>44332</u>	<u>46329</u>	<u>49556</u>	<u>51555</u>
26	<u>11</u>	<u>44590</u>	<u>1389</u>	<u>46670</u>	<u>48749</u>	<u>52061</u>	<u>54142</u>
27	<u>12</u>	<u>46876</u>	<u>1449</u>	<u>49053</u>	<u>51231</u>	<u>54636</u>	<u>56812</u>

1	<u>13</u>	<u>49449</u>	<u>1514</u>	<u>51716</u>	<u>53983</u>	<u>57481</u>	<u>59748</u>
2	<u>14</u>	<u>52114</u>	<u>1587</u>	<u>54489</u>	<u>56864</u>	<u>60469</u>	<u>62845</u>
3	<u>15</u>	<u>54854</u>	<u>1651</u>	<u>57328</u>	<u>59804</u>	<u>63506</u>	<u>65979</u>
4	<u>16</u>	<u>57741</u>	<u>1725</u>	<u>60327</u>	<u>62914</u>	<u>66728</u>	<u>69312</u>
5	<u>17</u>	<u>60864</u>	<u>1817</u>	<u>63585</u>	<u>66304</u>	<u>70256</u>	<u>72978</u>
6	<u>18</u>	<u>64158</u>	<u>1908</u>	<u>67018</u>	<u>69881</u>	<u>73971</u>	<u>76832</u>
7	<u>19</u>	<u>67446</u>	<u>1992</u>	<u>70432</u>	<u>73417</u>	<u>77634</u>	<u>80620</u>
8	<u>20</u>	<u>70750</u>	<u>2082</u>	<u>73875</u>	<u>77000</u>	<u>81354</u>	<u>84480</u>
9	<u>21</u>	<u>74336</u>	<u>2172</u>	<u>77594</u>	<u>80850</u>	<u>85336</u>	<u>88593</u>
10	<u>22</u>	<u>78291</u>	<u>2300</u>	<u>81736</u>	<u>85180</u>	<u>89853</u>	<u>93298</u>
11	<u>23</u>	<u>82085</u>	<u>2366</u>	<u>85634</u>	<u>89184</u>	<u>93961</u>	<u>97509</u>
12	<u>24</u>	<u>86190</u>	<u>2453</u>	<u>89868</u>	<u>93546</u>	<u>98456</u>	<u>102134</u>
13	<u>25</u>	<u>90719</u>	<u>2559</u>	<u>94555</u>	<u>98388</u>	<u>103456</u>	<u>107292</u>

14 (4) Effective April first, two thousand eight:

15 APSU SALARY SCHEDULE

16 Effective April 1, 2008

17		<u>Perf.</u>	<u>Perf.</u>	<u>Perf.</u>	<u>Perf.</u>	<u>Perf.</u>	
18		<u>Ad-</u>	<u>Ad-</u>	<u>Ad-</u>	<u>Ad-</u>	<u>Ad-</u>	
19	<u>Hir-</u>	<u>vance</u>	<u>vance</u>	<u>vance</u>	<u>vance</u>	<u>vance</u>	
20	<u>ing</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>	
21	<u>SG</u>	<u>Rate</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
22	<u>1</u>	<u>23268</u>	<u>24173</u>	<u>25078</u>	<u>25983</u>	<u>26888</u>	<u>27793</u>
23	<u>2</u>	<u>24055</u>	<u>25008</u>	<u>25961</u>	<u>26914</u>	<u>27867</u>	<u>28820</u>
24	<u>3</u>	<u>25154</u>	<u>26148</u>	<u>27142</u>	<u>28136</u>	<u>29130</u>	<u>30124</u>
25	<u>4</u>	<u>26209</u>	<u>27258</u>	<u>28307</u>	<u>29356</u>	<u>30405</u>	<u>31454</u>

1	<u>5</u>	<u>27372</u>	<u>28474</u>	<u>29576</u>	<u>30678</u>	<u>31780</u>	<u>32882</u>
2	<u>6</u>	<u>28717</u>	<u>29875</u>	<u>31033</u>	<u>32191</u>	<u>33349</u>	<u>34507</u>
3	<u>7</u>	<u>30248</u>	<u>31455</u>	<u>32662</u>	<u>33869</u>	<u>35076</u>	<u>36283</u>
4	<u>8</u>	<u>31859</u>	<u>33112</u>	<u>34365</u>	<u>35618</u>	<u>36871</u>	<u>38124</u>
5	<u>9</u>	<u>33544</u>	<u>34851</u>	<u>36158</u>	<u>37465</u>	<u>38772</u>	<u>40079</u>
6	<u>10</u>	<u>35354</u>	<u>36729</u>	<u>38104</u>	<u>39479</u>	<u>40854</u>	<u>42229</u>
7	<u>11</u>	<u>37344</u>	<u>38775</u>	<u>40206</u>	<u>41637</u>	<u>43068</u>	<u>44499</u>
8	<u>12</u>	<u>39327</u>	<u>40820</u>	<u>42313</u>	<u>43806</u>	<u>45299</u>	<u>46792</u>
9	<u>13</u>	<u>41576</u>	<u>43135</u>	<u>44694</u>	<u>46253</u>	<u>47812</u>	<u>49371</u>
10	<u>14</u>	<u>43870</u>	<u>45505</u>	<u>47140</u>	<u>48775</u>	<u>50410</u>	<u>52045</u>
11	<u>15</u>	<u>46296</u>	<u>47997</u>	<u>49698</u>	<u>51399</u>	<u>53100</u>	<u>54801</u>
12	<u>16</u>	<u>48813</u>	<u>50590</u>	<u>52367</u>	<u>54144</u>	<u>55921</u>	<u>57698</u>
13	<u>17</u>	<u>51461</u>	<u>53333</u>	<u>55205</u>	<u>57077</u>	<u>58949</u>	<u>60821</u>
14	<u>18</u>	<u>54291</u>	<u>56256</u>	<u>58221</u>	<u>60186</u>	<u>62151</u>	<u>64116</u>
15	<u>19</u>	<u>57159</u>	<u>59211</u>	<u>61263</u>	<u>63315</u>	<u>65367</u>	<u>67419</u>
16	<u>20</u>	<u>60006</u>	<u>62151</u>	<u>64296</u>	<u>66441</u>	<u>68586</u>	<u>70731</u>
17	<u>21</u>	<u>63143</u>	<u>65380</u>	<u>67617</u>	<u>69854</u>	<u>72091</u>	<u>74328</u>
18	<u>22</u>	<u>66426</u>	<u>68795</u>	<u>71164</u>	<u>73533</u>	<u>75902</u>	<u>78271</u>
19	<u>23</u>	<u>69926</u>	<u>72363</u>	<u>74800</u>	<u>77237</u>	<u>79674</u>	<u>82111</u>
20	<u>24</u>	<u>73616</u>	<u>76143</u>	<u>78670</u>	<u>81197</u>	<u>83724</u>	<u>86251</u>
21	<u>25</u>	<u>77626</u>	<u>80262</u>	<u>82898</u>	<u>85534</u>	<u>88170</u>	<u>90806</u>
22							<u>Long</u>
23							<u>Max.</u>
24			<u>10-yr</u>	<u>15-yr</u>	<u>20-yr</u>	<u>25-yr</u>	
25	<u>SG</u>	<u>Job</u>	<u>Perf.</u>	<u>Long</u>	<u>Long</u>	<u>Long</u>	<u>Long</u>
26		<u>Rate</u>	<u>Adv.</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>
27	<u>1</u>	<u>28698</u>	<u>905</u>	<u>30049</u>	<u>31402</u>	<u>34022</u>	<u>35374</u>

1	<u>2</u>	<u>29773</u>	<u>953</u>	<u>31203</u>	<u>32633</u>	<u>35331</u>	<u>36763</u>
2	<u>3</u>	<u>31118</u>	<u>994</u>	<u>32610</u>	<u>34102</u>	<u>36861</u>	<u>38355</u>
3	<u>4</u>	<u>32503</u>	<u>1049</u>	<u>34073</u>	<u>35641</u>	<u>38478</u>	<u>40045</u>
4	<u>5</u>	<u>33984</u>	<u>1102</u>	<u>35635</u>	<u>37285</u>	<u>40204</u>	<u>41855</u>
5	<u>6</u>	<u>35665</u>	<u>1158</u>	<u>37404</u>	<u>39142</u>	<u>42150</u>	<u>43890</u>
6	<u>7</u>	<u>37490</u>	<u>1207</u>	<u>39298</u>	<u>41105</u>	<u>44181</u>	<u>45989</u>
7	<u>8</u>	<u>39377</u>	<u>1253</u>	<u>41256</u>	<u>43135</u>	<u>46279</u>	<u>48160</u>
8	<u>9</u>	<u>41386</u>	<u>1307</u>	<u>43351</u>	<u>45313</u>	<u>48546</u>	<u>50508</u>
9	<u>10</u>	<u>43604</u>	<u>1375</u>	<u>45662</u>	<u>47719</u>	<u>51043</u>	<u>53102</u>
10	<u>11</u>	<u>45930</u>	<u>1431</u>	<u>48072</u>	<u>50214</u>	<u>53625</u>	<u>55769</u>
11	<u>12</u>	<u>48285</u>	<u>1493</u>	<u>50527</u>	<u>52771</u>	<u>56278</u>	<u>58519</u>
12	<u>13</u>	<u>50930</u>	<u>1559</u>	<u>53265</u>	<u>55600</u>	<u>59203</u>	<u>61538</u>
13	<u>14</u>	<u>53680</u>	<u>1635</u>	<u>56126</u>	<u>58573</u>	<u>62286</u>	<u>64733</u>
14	<u>15</u>	<u>56502</u>	<u>1701</u>	<u>59050</u>	<u>61601</u>	<u>65414</u>	<u>67961</u>
15	<u>16</u>	<u>59475</u>	<u>1777</u>	<u>62139</u>	<u>64803</u>	<u>68732</u>	<u>71393</u>
16	<u>17</u>	<u>62693</u>	<u>1872</u>	<u>65496</u>	<u>68296</u>	<u>72367</u>	<u>75170</u>
17	<u>18</u>	<u>66081</u>	<u>1965</u>	<u>69027</u>	<u>71976</u>	<u>76188</u>	<u>79135</u>
18	<u>19</u>	<u>69471</u>	<u>2052</u>	<u>72547</u>	<u>75621</u>	<u>79965</u>	<u>83040</u>
19	<u>20</u>	<u>72876</u>	<u>2145</u>	<u>76095</u>	<u>79314</u>	<u>83798</u>	<u>87018</u>
20	<u>21</u>	<u>76565</u>	<u>2237</u>	<u>79921</u>	<u>83274</u>	<u>87895</u>	<u>91250</u>
21	<u>22</u>	<u>80640</u>	<u>2369</u>	<u>84188</u>	<u>87736</u>	<u>92549</u>	<u>96097</u>
22	<u>23</u>	<u>84548</u>	<u>2437</u>	<u>88203</u>	<u>91860</u>	<u>96780</u>	<u>100435</u>
23	<u>24</u>	<u>88778</u>	<u>2527</u>	<u>92566</u>	<u>96355</u>	<u>101412</u>	<u>105200</u>
24	<u>25</u>	<u>93442</u>	<u>2636</u>	<u>97393</u>	<u>101341</u>	<u>106561</u>	<u>110512</u>

25 (5) Effective April first, two thousand nine:

1

APSU SALARY SCHEDULE

2

Effective April 1, 2009

		<u>Perf.</u>	<u>Perf.</u>	<u>Perf.</u>	<u>Perf.</u>	<u>Perf.</u>	
		<u>Ad-</u>	<u>Ad-</u>	<u>Ad-</u>	<u>Ad-</u>	<u>Ad-</u>	
	<u>Hir-</u>	<u>vance</u>	<u>vance</u>	<u>vance</u>	<u>vance</u>	<u>vance</u>	
	<u>ing</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>	
<u>SG</u>	<u>Rate</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	
8	<u>1</u>	<u>23966</u>	<u>24898</u>	<u>25830</u>	<u>26762</u>	<u>27694</u>	<u>28626</u>
9	<u>2</u>	<u>24777</u>	<u>25759</u>	<u>26741</u>	<u>27723</u>	<u>28705</u>	<u>29687</u>
10	<u>3</u>	<u>25909</u>	<u>26933</u>	<u>27957</u>	<u>28981</u>	<u>30005</u>	<u>31029</u>
11	<u>4</u>	<u>26995</u>	<u>28076</u>	<u>29157</u>	<u>30238</u>	<u>31319</u>	<u>32400</u>
12	<u>5</u>	<u>28193</u>	<u>29328</u>	<u>30463</u>	<u>31598</u>	<u>32733</u>	<u>33868</u>
13	<u>6</u>	<u>29579</u>	<u>30772</u>	<u>31965</u>	<u>33158</u>	<u>34351</u>	<u>35544</u>
14	<u>7</u>	<u>31155</u>	<u>32398</u>	<u>33641</u>	<u>34884</u>	<u>36127</u>	<u>37370</u>
15	<u>8</u>	<u>32815</u>	<u>34106</u>	<u>35397</u>	<u>36688</u>	<u>37979</u>	<u>39270</u>
16	<u>9</u>	<u>34550</u>	<u>35896</u>	<u>37242</u>	<u>38588</u>	<u>39934</u>	<u>41280</u>
17	<u>10</u>	<u>36415</u>	<u>37831</u>	<u>39247</u>	<u>40663</u>	<u>42079</u>	<u>43495</u>
18	<u>11</u>	<u>38464</u>	<u>39938</u>	<u>41412</u>	<u>42886</u>	<u>44360</u>	<u>45834</u>
19	<u>12</u>	<u>40507</u>	<u>42045</u>	<u>43583</u>	<u>45121</u>	<u>46659</u>	<u>48197</u>
20	<u>13</u>	<u>42823</u>	<u>44429</u>	<u>46035</u>	<u>47641</u>	<u>49247</u>	<u>50853</u>
21	<u>14</u>	<u>45186</u>	<u>46870</u>	<u>48554</u>	<u>50238</u>	<u>51922</u>	<u>53606</u>
22	<u>15</u>	<u>47685</u>	<u>49437</u>	<u>51189</u>	<u>52941</u>	<u>54693</u>	<u>56445</u>
23	<u>16</u>	<u>50277</u>	<u>52107</u>	<u>53937</u>	<u>55767</u>	<u>57597</u>	<u>59427</u>
24	<u>17</u>	<u>53005</u>	<u>54933</u>	<u>56861</u>	<u>58789</u>	<u>60717</u>	<u>62645</u>
25	<u>18</u>	<u>55920</u>	<u>57944</u>	<u>59968</u>	<u>61992</u>	<u>64016</u>	<u>66040</u>
26	<u>19</u>	<u>58874</u>	<u>60988</u>	<u>63102</u>	<u>65216</u>	<u>67330</u>	<u>69444</u>
27	<u>20</u>	<u>61806</u>	<u>64015</u>	<u>66224</u>	<u>68433</u>	<u>70642</u>	<u>72851</u>

1	<u>21</u>	<u>65037</u>	<u>67341</u>	<u>69645</u>	<u>71949</u>	<u>74253</u>	<u>76557</u>
2	<u>22</u>	<u>68419</u>	<u>70859</u>	<u>73299</u>	<u>75739</u>	<u>78179</u>	<u>80619</u>
3	<u>23</u>	<u>72024</u>	<u>74534</u>	<u>77044</u>	<u>79554</u>	<u>82064</u>	<u>84574</u>
4	<u>24</u>	<u>75824</u>	<u>78427</u>	<u>81030</u>	<u>83633</u>	<u>86236</u>	<u>88839</u>
5	<u>25</u>	<u>79955</u>	<u>82670</u>	<u>85385</u>	<u>88100</u>	<u>90815</u>	<u>93530</u>
6						<u>Long</u>	
7						<u>Max.</u>	
8			<u>10-yr.</u>	<u>15-yr.</u>	<u>20-yr.</u>	<u>25-yr.</u>	
9	<u>Job</u>	<u>Perf.</u>	<u>Long</u>	<u>Long</u>	<u>Long</u>	<u>Long</u>	
10	<u>SG</u>	<u>Rate</u>	<u>Adv.</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>
11	<u>1</u>	<u>29558</u>	<u>932</u>	<u>30950</u>	<u>32343</u>	<u>35042</u>	<u>36434</u>
12	<u>2</u>	<u>30669</u>	<u>982</u>	<u>32142</u>	<u>33615</u>	<u>36394</u>	<u>37869</u>
13	<u>3</u>	<u>32053</u>	<u>1024</u>	<u>33590</u>	<u>35127</u>	<u>37968</u>	<u>39507</u>
14	<u>4</u>	<u>33481</u>	<u>1081</u>	<u>35098</u>	<u>36713</u>	<u>39635</u>	<u>41249</u>
15	<u>5</u>	<u>35003</u>	<u>1135</u>	<u>36704</u>	<u>38403</u>	<u>41410</u>	<u>43110</u>
16	<u>6</u>	<u>36737</u>	<u>1193</u>	<u>38528</u>	<u>40318</u>	<u>43417</u>	<u>45209</u>
17	<u>7</u>	<u>38613</u>	<u>1243</u>	<u>40475</u>	<u>42336</u>	<u>45505</u>	<u>47367</u>
18	<u>8</u>	<u>40561</u>	<u>1291</u>	<u>42496</u>	<u>44432</u>	<u>47670</u>	<u>49607</u>
19	<u>9</u>	<u>42626</u>	<u>1346</u>	<u>44650</u>	<u>46671</u>	<u>50001</u>	<u>52022</u>
20	<u>10</u>	<u>44911</u>	<u>1416</u>	<u>47031</u>	<u>49149</u>	<u>52573</u>	<u>54694</u>
21	<u>11</u>	<u>47308</u>	<u>1474</u>	<u>49514</u>	<u>51721</u>	<u>55234</u>	<u>57442</u>
22	<u>12</u>	<u>49735</u>	<u>1538</u>	<u>52044</u>	<u>54356</u>	<u>57968</u>	<u>60276</u>
23	<u>13</u>	<u>52459</u>	<u>1606</u>	<u>54864</u>	<u>57269</u>	<u>60980</u>	<u>63385</u>
24	<u>14</u>	<u>55290</u>	<u>1684</u>	<u>57809</u>	<u>60330</u>	<u>64154</u>	<u>66675</u>
25	<u>15</u>	<u>58197</u>	<u>1752</u>	<u>60821</u>	<u>63449</u>	<u>67376</u>	<u>70000</u>
26	<u>16</u>	<u>61257</u>	<u>1830</u>	<u>64001</u>	<u>66745</u>	<u>70792</u>	<u>73533</u>
27	<u>17</u>	<u>64573</u>	<u>1928</u>	<u>67460</u>	<u>70344</u>	<u>74537</u>	<u>77424</u>

1	<u>18</u>	<u>68064</u>	<u>2024</u>	<u>71098</u>	<u>74136</u>	<u>78474</u>	<u>81510</u>
2	<u>19</u>	<u>71558</u>	<u>2114</u>	<u>74726</u>	<u>77893</u>	<u>82367</u>	<u>85534</u>
3	<u>20</u>	<u>75060</u>	<u>2209</u>	<u>78376</u>	<u>81691</u>	<u>86310</u>	<u>89626</u>
4	<u>21</u>	<u>78861</u>	<u>2304</u>	<u>82318</u>	<u>85771</u>	<u>90531</u>	<u>93987</u>
5	<u>22</u>	<u>83059</u>	<u>2440</u>	<u>86713</u>	<u>90368</u>	<u>95325</u>	<u>98980</u>
6	<u>23</u>	<u>87084</u>	<u>2510</u>	<u>90849</u>	<u>94615</u>	<u>99683</u>	<u>103448</u>
7	<u>24</u>	<u>91442</u>	<u>2603</u>	<u>95344</u>	<u>99246</u>	<u>104455</u>	<u>108357</u>
8	<u>25</u>	<u>96245</u>	<u>2715</u>	<u>100315</u>	<u>104381</u>	<u>109758</u>	<u>113827</u>

9 (6) Effective April first, two thousand ten:

10

APSU SALARY SCHEDULE

11

Effective April 1, 201012 Perf. Perf. Perf. Perf. Perf.13 Ad- Ad- Ad- Ad- Ad-14 Hir- vance vance vance vance vance15 ing Step Step Step Step Step16 SG Rate 1 2 3 4 517 1 24925 25894 26863 27832 28801 2977018 2 25768 26789 27810 28831 29852 3087319 3 26945 28010 29075 30140 31205 3227020 4 28075 29199 30323 31447 32571 3369521 5 29321 30501 31681 32861 34041 3522122 6 30762 32003 33244 34485 35726 3696723 7 32401 33694 34987 36280 37573 3886624 8 34128 35471 36814 38157 39500 40843

1	<u>9</u>	<u>35932</u>	<u>37332</u>	<u>38732</u>	<u>40132</u>	<u>41532</u>	<u>42932</u>
2	<u>10</u>	<u>37872</u>	<u>39345</u>	<u>40818</u>	<u>42291</u>	<u>43764</u>	<u>45237</u>
3	<u>11</u>	<u>40003</u>	<u>41536</u>	<u>43069</u>	<u>44602</u>	<u>46135</u>	<u>47668</u>
4	<u>12</u>	<u>42127</u>	<u>43727</u>	<u>45327</u>	<u>46927</u>	<u>48527</u>	<u>50127</u>
5	<u>13</u>	<u>44536</u>	<u>46206</u>	<u>47876</u>	<u>49546</u>	<u>51216</u>	<u>52886</u>
6	<u>14</u>	<u>46993</u>	<u>48745</u>	<u>50497</u>	<u>52249</u>	<u>54001</u>	<u>55753</u>
7	<u>15</u>	<u>49592</u>	<u>51414</u>	<u>53236</u>	<u>55058</u>	<u>56880</u>	<u>58702</u>
8	<u>16</u>	<u>52288</u>	<u>54191</u>	<u>56094</u>	<u>57997</u>	<u>59900</u>	<u>61803</u>
9	<u>17</u>	<u>55125</u>	<u>57130</u>	<u>59135</u>	<u>61140</u>	<u>63145</u>	<u>65150</u>
10	<u>18</u>	<u>58157</u>	<u>60262</u>	<u>62367</u>	<u>64472</u>	<u>66577</u>	<u>68682</u>
11	<u>19</u>	<u>61229</u>	<u>63428</u>	<u>65627</u>	<u>67826</u>	<u>70025</u>	<u>72224</u>
12	<u>20</u>	<u>64278</u>	<u>66575</u>	<u>68872</u>	<u>71169</u>	<u>73466</u>	<u>75763</u>
13	<u>21</u>	<u>67638</u>	<u>70034</u>	<u>72430</u>	<u>74826</u>	<u>77222</u>	<u>79618</u>
14	<u>22</u>	<u>71156</u>	<u>73694</u>	<u>76232</u>	<u>78770</u>	<u>81308</u>	<u>83846</u>
15	<u>23</u>	<u>74905</u>	<u>77515</u>	<u>80125</u>	<u>82735</u>	<u>85345</u>	<u>87955</u>
16	<u>24</u>	<u>78857</u>	<u>81564</u>	<u>84271</u>	<u>86978</u>	<u>89685</u>	<u>92392</u>
17	<u>25</u>	<u>83153</u>	<u>85977</u>	<u>88801</u>	<u>91625</u>	<u>94449</u>	<u>97273</u>

18						<u>Long</u>	
19						<u>Max.</u>	
20			<u>10-yr</u>	<u>15-yr</u>	<u>20-yr</u>	<u>25-yr</u>	
21	<u>Job</u>	<u>Perf.</u>	<u>Long</u>	<u>Long</u>	<u>Long</u>	<u>Long</u>	
22	<u>SG</u>	<u>Rate</u>	<u>Adv.</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>
23	<u>1</u>	<u>30739</u>	<u>969</u>	<u>32187</u>	<u>33635</u>	<u>36442</u>	<u>37890</u>
24	<u>2</u>	<u>31894</u>	<u>1021</u>	<u>33426</u>	<u>34958</u>	<u>37848</u>	<u>39382</u>
25	<u>3</u>	<u>33335</u>	<u>1065</u>	<u>34933</u>	<u>36532</u>	<u>39487</u>	<u>41087</u>
26	<u>4</u>	<u>34819</u>	<u>1124</u>	<u>36501</u>	<u>38180</u>	<u>41219</u>	<u>42898</u>

1	<u>5</u>	<u>36401</u>	<u>1180</u>	<u>38170</u>	<u>39937</u>	<u>43064</u>	<u>44832</u>
2	<u>6</u>	<u>38208</u>	<u>1241</u>	<u>40071</u>	<u>41932</u>	<u>45155</u>	<u>47019</u>
3	<u>7</u>	<u>40159</u>	<u>1293</u>	<u>42095</u>	<u>44031</u>	<u>47327</u>	<u>49263</u>
4	<u>8</u>	<u>42186</u>	<u>1343</u>	<u>44198</u>	<u>46212</u>	<u>49579</u>	<u>51594</u>
5	<u>9</u>	<u>44332</u>	<u>1400</u>	<u>46437</u>	<u>48539</u>	<u>52002</u>	<u>54104</u>
6	<u>10</u>	<u>46710</u>	<u>1473</u>	<u>48915</u>	<u>51118</u>	<u>54678</u>	<u>56884</u>
7	<u>11</u>	<u>49201</u>	<u>1533</u>	<u>51495</u>	<u>53791</u>	<u>57444</u>	<u>59740</u>
8	<u>12</u>	<u>51727</u>	<u>1600</u>	<u>54128</u>	<u>56533</u>	<u>60289</u>	<u>62690</u>
9	<u>13</u>	<u>54556</u>	<u>1670</u>	<u>57057</u>	<u>59558</u>	<u>63418</u>	<u>65919</u>
10	<u>14</u>	<u>57505</u>	<u>1752</u>	<u>60125</u>	<u>62747</u>	<u>66724</u>	<u>69345</u>
11	<u>15</u>	<u>60524</u>	<u>1822</u>	<u>63253</u>	<u>65986</u>	<u>70070</u>	<u>72799</u>
12	<u>16</u>	<u>63706</u>	<u>1903</u>	<u>66560</u>	<u>69414</u>	<u>73622</u>	<u>76473</u>
13	<u>17</u>	<u>67155</u>	<u>2005</u>	<u>70157</u>	<u>73157</u>	<u>77518</u>	<u>80520</u>
14	<u>18</u>	<u>70787</u>	<u>2105</u>	<u>73942</u>	<u>77102</u>	<u>81613</u>	<u>84771</u>
15	<u>19</u>	<u>74423</u>	<u>2199</u>	<u>77718</u>	<u>81011</u>	<u>85664</u>	<u>88958</u>
16	<u>20</u>	<u>78060</u>	<u>2297</u>	<u>81509</u>	<u>84956</u>	<u>89760</u>	<u>93209</u>
17	<u>21</u>	<u>82014</u>	<u>2396</u>	<u>85609</u>	<u>89200</u>	<u>94151</u>	<u>97745</u>
18	<u>22</u>	<u>86384</u>	<u>2538</u>	<u>90184</u>	<u>93985</u>	<u>99141</u>	<u>102942</u>
19	<u>23</u>	<u>90565</u>	<u>2610</u>	<u>94481</u>	<u>98397</u>	<u>103668</u>	<u>107584</u>
20	<u>24</u>	<u>95099</u>	<u>2707</u>	<u>99157</u>	<u>103215</u>	<u>108633</u>	<u>112691</u>
21	<u>25</u>	<u>100097</u>	<u>2824</u>	<u>104330</u>	<u>108558</u>	<u>114151</u>	<u>118382</u>

22 (7) Effective March thirty-first, two thousand eleven:

23

APSU SALARY SCHEDULE

24

Effective March 31, 2011

25

Perf. Perf. Perf. Perf. Perf.

	<u>Ad-</u>	<u>Ad-</u>	<u>Ad-</u>	<u>Ad-</u>	<u>Ad-</u>		
	<u>Hir-</u>	<u>vance</u>	<u>vance</u>	<u>vance</u>	<u>vance</u>		
	<u>ing</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>		
<u>SG</u>	<u>Rate</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	
1							
2	<u>1</u>	<u>27550</u>	<u>28519</u>	<u>29488</u>	<u>30457</u>	<u>31426</u>	<u>32395</u>
3	<u>2</u>	<u>28393</u>	<u>29414</u>	<u>30435</u>	<u>31456</u>	<u>32477</u>	<u>33498</u>
4	<u>3</u>	<u>29570</u>	<u>30635</u>	<u>31700</u>	<u>32765</u>	<u>33830</u>	<u>34895</u>
5	<u>4</u>	<u>30700</u>	<u>31824</u>	<u>32948</u>	<u>34072</u>	<u>35196</u>	<u>36320</u>
6	<u>5</u>	<u>31946</u>	<u>33126</u>	<u>34306</u>	<u>35486</u>	<u>36666</u>	<u>37846</u>
7	<u>6</u>	<u>33387</u>	<u>34628</u>	<u>35869</u>	<u>37110</u>	<u>38351</u>	<u>39592</u>
8	<u>7</u>	<u>35026</u>	<u>36319</u>	<u>37612</u>	<u>38905</u>	<u>40198</u>	<u>41491</u>
9	<u>8</u>	<u>36753</u>	<u>38096</u>	<u>39439</u>	<u>40782</u>	<u>42125</u>	<u>43468</u>
10	<u>9</u>	<u>38557</u>	<u>39957</u>	<u>41357</u>	<u>42757</u>	<u>44157</u>	<u>45557</u>
11	<u>10</u>	<u>40497</u>	<u>41970</u>	<u>43443</u>	<u>44916</u>	<u>46389</u>	<u>47862</u>
12	<u>11</u>	<u>42628</u>	<u>44161</u>	<u>45694</u>	<u>47227</u>	<u>48760</u>	<u>50293</u>
13	<u>12</u>	<u>44752</u>	<u>46352</u>	<u>47952</u>	<u>49552</u>	<u>51152</u>	<u>52752</u>
14	<u>13</u>	<u>47161</u>	<u>48831</u>	<u>50501</u>	<u>52171</u>	<u>53841</u>	<u>55511</u>
15	<u>14</u>	<u>49618</u>	<u>51370</u>	<u>53122</u>	<u>54874</u>	<u>56626</u>	<u>58378</u>
16	<u>15</u>	<u>52217</u>	<u>54039</u>	<u>55861</u>	<u>57683</u>	<u>59505</u>	<u>61327</u>
17	<u>16</u>	<u>54913</u>	<u>56816</u>	<u>58719</u>	<u>60622</u>	<u>62525</u>	<u>64428</u>
18	<u>17</u>	<u>57750</u>	<u>59755</u>	<u>61760</u>	<u>63765</u>	<u>65770</u>	<u>67775</u>
19	<u>18</u>	<u>60782</u>	<u>62887</u>	<u>64992</u>	<u>67097</u>	<u>69202</u>	<u>71307</u>
20	<u>19</u>	<u>63854</u>	<u>66053</u>	<u>68252</u>	<u>70451</u>	<u>72650</u>	<u>74849</u>
21	<u>20</u>	<u>66903</u>	<u>69200</u>	<u>71497</u>	<u>73794</u>	<u>76091</u>	<u>78388</u>
22	<u>21</u>	<u>70263</u>	<u>72659</u>	<u>75055</u>	<u>77451</u>	<u>79847</u>	<u>82243</u>
23	<u>22</u>	<u>73781</u>	<u>76319</u>	<u>78857</u>	<u>81395</u>	<u>83933</u>	<u>86471</u>
24	<u>23</u>	<u>77530</u>	<u>80140</u>	<u>82750</u>	<u>85360</u>	<u>87970</u>	<u>90580</u>

1	<u>24</u>	<u>81482</u>	<u>84189</u>	<u>86896</u>	<u>89603</u>	<u>92310</u>	<u>95017</u>
2	<u>25</u>	<u>85778</u>	<u>88602</u>	<u>91426</u>	<u>94250</u>	<u>97074</u>	<u>99898</u>
3							<u>Long</u>
4							<u>Max.</u>
5			<u>10-yr</u>	<u>15-yr</u>	<u>20-yr</u>	<u>25-yr</u>	
6	<u>Job</u>	<u>Perf.</u>	<u>Long</u>	<u>Long</u>	<u>Long</u>	<u>Long</u>	
7	<u>SG</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>
8	<u>1</u>	<u>33364</u>	<u>969</u>	<u>34812</u>	<u>36260</u>	<u>39067</u>	<u>40515</u>
9	<u>2</u>	<u>34519</u>	<u>1021</u>	<u>36051</u>	<u>37583</u>	<u>40473</u>	<u>42007</u>
10	<u>3</u>	<u>35960</u>	<u>1065</u>	<u>37558</u>	<u>39157</u>	<u>42112</u>	<u>43712</u>
11	<u>4</u>	<u>37444</u>	<u>1124</u>	<u>39126</u>	<u>40805</u>	<u>43844</u>	<u>45523</u>
12	<u>5</u>	<u>39026</u>	<u>1180</u>	<u>40795</u>	<u>42562</u>	<u>45689</u>	<u>47457</u>
13	<u>6</u>	<u>40833</u>	<u>1241</u>	<u>42696</u>	<u>44557</u>	<u>47780</u>	<u>49644</u>
14	<u>7</u>	<u>42784</u>	<u>1293</u>	<u>44720</u>	<u>46656</u>	<u>49952</u>	<u>51888</u>
15	<u>8</u>	<u>44811</u>	<u>1343</u>	<u>46823</u>	<u>48837</u>	<u>52204</u>	<u>54219</u>
16	<u>9</u>	<u>46957</u>	<u>1400</u>	<u>49062</u>	<u>51164</u>	<u>54627</u>	<u>56729</u>
17	<u>10</u>	<u>49335</u>	<u>1473</u>	<u>51540</u>	<u>53743</u>	<u>57303</u>	<u>59509</u>
18	<u>11</u>	<u>51826</u>	<u>1533</u>	<u>54120</u>	<u>56416</u>	<u>60069</u>	<u>62365</u>
19	<u>12</u>	<u>54352</u>	<u>1600</u>	<u>56753</u>	<u>59158</u>	<u>62914</u>	<u>65315</u>
20	<u>13</u>	<u>57181</u>	<u>1670</u>	<u>59682</u>	<u>62183</u>	<u>66043</u>	<u>68544</u>
21	<u>14</u>	<u>60130</u>	<u>1752</u>	<u>62750</u>	<u>65372</u>	<u>69349</u>	<u>71970</u>
22	<u>15</u>	<u>63149</u>	<u>1822</u>	<u>65878</u>	<u>68611</u>	<u>72695</u>	<u>75424</u>
23	<u>16</u>	<u>66331</u>	<u>1903</u>	<u>69185</u>	<u>72039</u>	<u>76247</u>	<u>79098</u>
24	<u>17</u>	<u>69780</u>	<u>2005</u>	<u>72782</u>	<u>75782</u>	<u>80143</u>	<u>83145</u>
25	<u>18</u>	<u>73412</u>	<u>2105</u>	<u>76567</u>	<u>79727</u>	<u>84238</u>	<u>87396</u>
26	<u>19</u>	<u>77048</u>	<u>2199</u>	<u>80343</u>	<u>83636</u>	<u>88289</u>	<u>91583</u>
27	<u>20</u>	<u>80685</u>	<u>2297</u>	<u>84134</u>	<u>87581</u>	<u>92385</u>	<u>95834</u>

1	<u>21</u>	<u>84639</u>	<u>2396</u>	<u>88234</u>	<u>91825</u>	<u>96776</u>	<u>100370</u>
2	<u>22</u>	<u>89009</u>	<u>2538</u>	<u>92809</u>	<u>96610</u>	<u>101766</u>	<u>105567</u>
3	<u>23</u>	<u>93190</u>	<u>2610</u>	<u>97106</u>	<u>101022</u>	<u>106293</u>	<u>110209</u>
4	<u>24</u>	<u>97724</u>	<u>2707</u>	<u>101782</u>	<u>105840</u>	<u>111258</u>	<u>115316</u>
5	<u>25</u>	<u>102722</u>	<u>2824</u>	<u>106955</u>	<u>111183</u>	<u>116776</u>	<u>121007</u>

6 (8) Effective April first, two thousand fourteen:

7 APSU SALARY SCHEDULE  
8 Effective April 1, 2014

9		<u>Perf.</u>	<u>Perf.</u>	<u>Perf.</u>	<u>Perf.</u>	<u>Perf.</u>	
10		<u>Ad-</u>	<u>Ad-</u>	<u>Ad-</u>	<u>Ad-</u>	<u>Ad-</u>	
11	<u>Hir-</u>	<u>vance</u>	<u>vance</u>	<u>vance</u>	<u>vance</u>	<u>vance</u>	
12	<u>ing</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>	
13	<u>SG</u>	<u>Rate</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
14	<u>1</u>	<u>28101</u>	<u>29089</u>	<u>30077</u>	<u>31065</u>	<u>32053</u>	<u>33041</u>
15	<u>2</u>	<u>28961</u>	<u>30002</u>	<u>31043</u>	<u>32084</u>	<u>33125</u>	<u>34166</u>
16	<u>3</u>	<u>30161</u>	<u>31247</u>	<u>32333</u>	<u>33419</u>	<u>34505</u>	<u>35591</u>
17	<u>4</u>	<u>31314</u>	<u>32461</u>	<u>33608</u>	<u>34755</u>	<u>35902</u>	<u>37049</u>
18	<u>5</u>	<u>32585</u>	<u>33789</u>	<u>34993</u>	<u>36197</u>	<u>37401</u>	<u>38605</u>
19	<u>6</u>	<u>34055</u>	<u>35321</u>	<u>36587</u>	<u>37853</u>	<u>39119</u>	<u>40385</u>
20	<u>7</u>	<u>35727</u>	<u>37046</u>	<u>38365</u>	<u>39684</u>	<u>41003</u>	<u>42322</u>
21	<u>8</u>	<u>37488</u>	<u>38858</u>	<u>40228</u>	<u>41598</u>	<u>42968</u>	<u>44338</u>
22	<u>9</u>	<u>39328</u>	<u>40756</u>	<u>42184</u>	<u>43612</u>	<u>45040</u>	<u>46468</u>
23	<u>10</u>	<u>41307</u>	<u>42810</u>	<u>44313</u>	<u>45816</u>	<u>47319</u>	<u>48822</u>
24	<u>11</u>	<u>43481</u>	<u>45045</u>	<u>46609</u>	<u>48173</u>	<u>49737</u>	<u>51301</u>
25	<u>12</u>	<u>45647</u>	<u>47279</u>	<u>48911</u>	<u>50543</u>	<u>52175</u>	<u>53807</u>

1	<u>13</u>	<u>48104</u>	<u>49808</u>	<u>51512</u>	<u>53216</u>	<u>54920</u>	<u>56624</u>
2	<u>14</u>	<u>50610</u>	<u>52397</u>	<u>54184</u>	<u>55971</u>	<u>57758</u>	<u>59545</u>
3	<u>15</u>	<u>53261</u>	<u>55120</u>	<u>56979</u>	<u>58838</u>	<u>60697</u>	<u>62556</u>
4	<u>16</u>	<u>56011</u>	<u>57952</u>	<u>59893</u>	<u>61834</u>	<u>63775</u>	<u>65716</u>
5	<u>17</u>	<u>58905</u>	<u>60950</u>	<u>62995</u>	<u>65040</u>	<u>67085</u>	<u>69130</u>
6	<u>18</u>	<u>61998</u>	<u>64145</u>	<u>66292</u>	<u>68439</u>	<u>70586</u>	<u>72733</u>
7	<u>19</u>	<u>65131</u>	<u>67374</u>	<u>69617</u>	<u>71860</u>	<u>74103</u>	<u>76346</u>
8	<u>20</u>	<u>68241</u>	<u>70584</u>	<u>72927</u>	<u>75270</u>	<u>77613</u>	<u>79956</u>
9	<u>21</u>	<u>71668</u>	<u>74112</u>	<u>76556</u>	<u>79000</u>	<u>81444</u>	<u>83888</u>
10	<u>22</u>	<u>75257</u>	<u>77846</u>	<u>80435</u>	<u>83024</u>	<u>85613</u>	<u>88202</u>
11	<u>23</u>	<u>79081</u>	<u>81743</u>	<u>84405</u>	<u>87067</u>	<u>89729</u>	<u>92391</u>
12	<u>24</u>	<u>83112</u>	<u>85873</u>	<u>88634</u>	<u>91395</u>	<u>94156</u>	<u>96917</u>
13	<u>25</u>	<u>87494</u>	<u>90374</u>	<u>93254</u>	<u>96134</u>	<u>99014</u>	<u>101894</u>
14							<u>Long</u>
15							<u>Max.</u>
16			<u>10-yr</u>	<u>15-yr</u>	<u>20-yr</u>	<u>25-yr</u>	
17	<u>Job</u>	<u>Perf.</u>	<u>Long</u>	<u>Long</u>	<u>Long</u>	<u>Long</u>	
18	<u>Rate</u>	<u>Adv.</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>	
19	<u>1</u>	<u>34029</u>	<u>988</u>	<u>35506</u>	<u>36983</u>	<u>39846</u>	<u>41323</u>
20	<u>2</u>	<u>35207</u>	<u>1041</u>	<u>36770</u>	<u>38332</u>	<u>41280</u>	<u>42845</u>
21	<u>3</u>	<u>36677</u>	<u>1086</u>	<u>38307</u>	<u>39938</u>	<u>42952</u>	<u>44584</u>
22	<u>4</u>	<u>38196</u>	<u>1147</u>	<u>39912</u>	<u>41624</u>	<u>44724</u>	<u>46437</u>
23	<u>5</u>	<u>39809</u>	<u>1204</u>	<u>41613</u>	<u>43416</u>	<u>46605</u>	<u>48409</u>
24	<u>6</u>	<u>41651</u>	<u>1266</u>	<u>43551</u>	<u>45449</u>	<u>48737</u>	<u>50638</u>
25	<u>7</u>	<u>43641</u>	<u>1319</u>	<u>45616</u>	<u>47590</u>	<u>50952</u>	<u>52927</u>
26	<u>8</u>	<u>45708</u>	<u>1370</u>	<u>47760</u>	<u>49815</u>	<u>53249</u>	<u>55304</u>
27	<u>9</u>	<u>47896</u>	<u>1428</u>	<u>50043</u>	<u>52187</u>	<u>55719</u>	<u>57863</u>
28	<u>10</u>	<u>50325</u>	<u>1503</u>	<u>52574</u>	<u>54821</u>	<u>58452</u>	<u>60702</u>

1	<u>11</u>	<u>52865</u>	<u>1564</u>	<u>55205</u>	<u>57547</u>	<u>61273</u>	<u>63615</u>
2	<u>12</u>	<u>55439</u>	<u>1632</u>	<u>57888</u>	<u>60341</u>	<u>64172</u>	<u>66621</u>
3	<u>13</u>	<u>58328</u>	<u>1704</u>	<u>60879</u>	<u>63430</u>	<u>67367</u>	<u>69918</u>
4	<u>14</u>	<u>61332</u>	<u>1787</u>	<u>64004</u>	<u>66679</u>	<u>70735</u>	<u>73409</u>
5	<u>15</u>	<u>64415</u>	<u>1859</u>	<u>67199</u>	<u>69986</u>	<u>74152</u>	<u>76936</u>
6	<u>16</u>	<u>67657</u>	<u>1941</u>	<u>70568</u>	<u>73479</u>	<u>77771</u>	<u>80679</u>
7	<u>17</u>	<u>71175</u>	<u>2045</u>	<u>74237</u>	<u>77297</u>	<u>81745</u>	<u>84807</u>
8	<u>18</u>	<u>74880</u>	<u>2147</u>	<u>78098</u>	<u>81321</u>	<u>85923</u>	<u>89144</u>
9	<u>19</u>	<u>78589</u>	<u>2243</u>	<u>81950</u>	<u>85309</u>	<u>90055</u>	<u>93415</u>
10	<u>20</u>	<u>82299</u>	<u>2343</u>	<u>85817</u>	<u>89333</u>	<u>94233</u>	<u>97751</u>
11	<u>21</u>	<u>86332</u>	<u>2444</u>	<u>89999</u>	<u>93662</u>	<u>98712</u>	<u>102378</u>
12	<u>22</u>	<u>90791</u>	<u>2589</u>	<u>94667</u>	<u>98544</u>	<u>103803</u>	<u>107680</u>
13	<u>23</u>	<u>95053</u>	<u>2662</u>	<u>99047</u>	<u>103042</u>	<u>108418</u>	<u>112412</u>
14	<u>24</u>	<u>99678</u>	<u>2761</u>	<u>103817</u>	<u>107956</u>	<u>113483</u>	<u>117622</u>
15	<u>25</u>	<u>104774</u>	<u>2880</u>	<u>109092</u>	<u>113404</u>	<u>119109</u>	<u>123425</u>

16 § 2. Paragraph j of subdivision 1 of section 130 of the civil service  
17 law is relettered paragraph i.

18 § 3. Paragraph (a) of subdivision 6 of section 131 of the civil service  
19 law, as amended by chapter 4 of the laws of 2007, is amended to read as  
20 follows:

21 (a) An employee holding a position allocated to one of the salary  
22 grades prescribed in paragraphs a, b, c, e, f, g, h[, i or j] or i of  
23 subdivision one of section one hundred thirty of this article whose basic  
24 annual salary is less than the job rate of such salary grade may receive  
25 periodic performance advancement payments based on periodic evaluations  
26 of work performance in accordance with the terms of agreements between  
27 the state and employee organizations reached pursuant to article fourteen  
28 of this chapter and rules and regulations promulgated by the director of

1 the budget; provided, however, that in no event may such a payment result  
2 in a basic annual salary in excess of the job rate of such grade. Such  
3 payments shall be part of the employee's basic annual salary.

4 § 4. Subdivision 2 of section 207-d of the state finance law, as added  
5 by chapter 114 of the laws of 2006, is amended to read as follows:

6 2. Where and to the extent that an agreement between the state and an  
7 employee organization entered into pursuant to article fourteen of the  
8 civil service law or an interest arbitration award issued pursuant to  
9 subdivision four of section two hundred nine of the civil service law  
10 between the state and an employee organization so provides on behalf of  
11 employees in the collective negotiating unit designated as the agency  
12 [law enforcement] police services unit established pursuant to article  
13 fourteen of the civil service law, and upon audit and warrant of the  
14 comptroller, the director shall provide for the payment of moneys to such  
15 employee organization for the establishment and maintenance of an employ-  
16 ee benefit fund established by the employee organization for the employ-  
17 ees in the negotiating unit covered by the controlling provision of such  
18 agreement or award providing for such employee benefit fund, such amount  
19 to be determined consistent with said agreement or award on the basis of  
20 the number of full-time annual salaried employees, as determined by the  
21 comptroller, [on the payroll on the last day of the payroll period in  
22 which March first, two thousand three falls for payments to be made on  
23 April first, two thousand three and on the last day of the payroll period  
24 in which March first, two thousand four falls for payments to be made on  
25 April first, two thousand four] on the payroll on March first, two thou-  
26 sand eleven for payments to be made on April first, two thousand eleven,  
27 on the payroll on March first, two thousand twelve for payments to be  
28 made on April first, two thousand twelve, on the payroll on March first,

1 two thousand thirteen for payments to be made on April first, two thou-  
2 sand thirteen, and on the payroll on March first, two thousand fourteen  
3 for payments to be made on April first, two thousand fourteen. The  
4 amount, which will be determined pursuant to this section, for employees  
5 who are paid from special or administrative funds, other than the general  
6 fund or the capital projects fund of the state, will be paid from the  
7 appropriations as provided by law, in which case the comptroller will  
8 establish procedures to ensure repayment from said special or administra-  
9 tive funds. The director [may] shall enter into an agreement with an  
10 employee organization which sets forth the specific terms and conditions  
11 for the establishment and administration of an employee benefit fund as a  
12 condition for the transmittal of moneys pursuant to this section.

13 § 5. Subdivision 3 of section 154-b of the civil service law, as  
14 amended by chapter 578 of the laws of 1988, is amended to read as  
15 follows:

16 3. Notwithstanding any law, rule or regulation to the contrary, where  
17 an agreement between the state and an employee organization entered into  
18 pursuant to article fourteen of this chapter so provides on behalf of  
19 employees in positions serving in the collective negotiating units desig-  
20 nated as the security services unit, agency police services unit and the  
21 security supervisors unit, the state shall establish a special education  
22 fund to provide the child or children as designated by the workers'  
23 compensation board to receive a death benefit pursuant to the workers'  
24 compensation law of such employees who, subsequent to April first, nine-  
25 teen hundred eighty-five, die under circumstances as defined in such  
26 agreement with full tuition up to the amount charged for an undergraduate  
27 college or university by the state university of New York to attend any  
28 college or university provided, however, such child or children as so

1 designated meet the entrance requirements of such college or university.  
2 The special education fund shall be funded at a level and for the period  
3 of time as determined by such agreement and any interest or other earn-  
4 ings attributable to the money held in such fund shall be utilized with  
5 such money for the purpose set forth in this subdivision.

6 § 6. Subdivision 8 of section 154-b of the civil service law, as  
7 amended by chapter 578 of the laws of 1988, is amended to read as  
8 follows:

9 8. Notwithstanding any other law, rule or regulation to the contrary,  
10 where an agreement between the state and an employee organization entered  
11 into pursuant to article fourteen of this chapter so provides on behalf  
12 of employees in positions serving in the collective negotiating units  
13 designated as the security services unit, agency police services unit and  
14 the security supervisors unit, a survivor's benefit for a state employee  
15 in a position represented by such employee organization shall be paid in  
16 an amount as provided in such agreement in the event that such employee  
17 dies subsequent to April first, nineteen hundred eighty-five, as the  
18 result of an accidental on-the-job injury or disease provided that it is  
19 finally determined by the appropriate federal authorities that a public  
20 safety officer's death benefit is not payable pursuant to sections three  
21 thousand seven hundred ninety-six through three thousand seven hundred  
22 ninety-six-c of title forty-two of the United States Code, and provided  
23 further that a death benefit is paid pursuant to the workers' compen-  
24 sation law. Such survivor's benefit shall be paid to the employee's  
25 surviving spouse and dependent children who are designated by the work-  
26 ers' compensation board to receive a death benefit or portion thereof in  
27 the same proportion as the death benefit provided by the workers' compen-  
28 sation law is paid. In the event that the employee is not survived by a

1 spouse or dependent children, the survivor's benefit shall be paid to the  
2 estate of the employee. Such survivor's benefit shall be in addition to  
3 and not in place of any other survivor's or death benefit payable on  
4 behalf of such employee, except that such benefit shall not be payable if  
5 a public safety officer's death benefit is payable pursuant to sections  
6 three thousand seven hundred ninety-six through three thousand seven  
7 hundred ninety-six-c of the United States Code.

8 § 7. Compensation for members of the collective negotiating unit desig-  
9 nated as agency police services unit pursuant to an agreement between the  
10 state of New York and the employee organization representing such indi-  
11 viduals.

12 1. The provisions of this section shall apply to all full-time officers  
13 and employees in the collective negotiating unit designated as the agency  
14 police services unit established pursuant to article fourteen of the  
15 civil service law.

16 2. Effective April 1, 2005, the basic annual salary of all members of  
17 the agency police services unit who were in full-time annual salaried  
18 employment status on March 31, 2005 shall be increased by two and one-  
19 quarter percent.

20 3. Effective April 1, 2006, the basic annual salary of all members of  
21 the agency police services unit who were in full-time annual salaried  
22 employment status on March 31, 2006 shall be increased by two and three-  
23 quarters percent.

24 4. Effective April 1, 2007, the basic annual salary of all members of  
25 the agency police services unit who were in full-time annual salaried  
26 employment status on March 31, 2007 shall be increased by three percent.

1 5. Effective April 1, 2008, the basic annual salary of all members of  
2 the agency police services unit who were in full-time annual salaried  
3 employment status on March 31, 2008 shall be increased by three percent.

4 6. Effective April 1, 2009, the basic annual salary of all members of  
5 the agency police services unit who were in full-time annual salaried  
6 employment status on March 31, 2009 shall be increased by three percent.

7 7. Effective April 1, 2010, the basic annual salary of all members of  
8 the agency police services unit who were in full-time annual salaried  
9 employment status on March 31, 2010 shall be increased by four percent.

10 8. Effective March 31, 2011, the basic annual salary of all members of  
11 the agency police services unit who were in full-time annual salaried  
12 employment status on March 30, 2011 shall be increased by two thousand  
13 six hundred twenty-five dollars to reflect the items of uniform cleaning  
14 and maintenance or clothing allowance and security enforcement differen-  
15 tial added to base salary.

16 9. (a) Effective April 1, 2013, a lump sum payment of seven hundred  
17 seventy-five dollars shall be made to each employee in the agency police  
18 services unit in full-time annual salaried employment status who was (i)  
19 active on the date of ratification of the agreement between the state and  
20 the employee organization representing employees in the agency police  
21 services unit, and (ii) in continuous service, as defined by paragraph  
22 (c) of subdivision 3 of section 130 of the civil service law, from that  
23 date until April 1, 2013. Such lump sum shall be considered salary for  
24 final average salary retirement purposes but shall not become part of  
25 basic annual salary. Notwithstanding the foregoing provisions of this  
26 subdivision, officers and employees who would have otherwise been eligi-  
27 ble to receive such lump sum payment, but who were not on the payroll on  
28 such date, shall be eligible for said payment if they return to full-time

1 employment status during the fiscal year 2013-2014 without a break in  
2 continuous service.

3 (b) Effective April 1, 2014, a lump sum payment of two hundred twenty-  
4 five dollars shall be made to each employee in the agency police services  
5 unit in full-time annual salaried employment status who was (i) active on  
6 the date of ratification of the agreement between the state and the  
7 employee organization representing employees in the agency police  
8 services unit, and (ii) in continuous service, as defined by paragraph  
9 (c) of subdivision 3 of section 130 of the civil service law, from that  
10 date until April 1, 2013. Such lump sum shall be considered salary for  
11 final average salary retirement purposes but shall not become part of  
12 basic annual salary.

13 10. Effective April 1, 2014, the basic annual salary of all members of  
14 the agency police services unit who were in full-time annual salaried  
15 employment status on March 31, 2014 shall be increased by two percent.

16 11. Advancement within salary grade. Payments pursuant to the  
17 provisions of subdivision 6 of section 131 of civil service law for  
18 members of the agency police services unit shall be payable pursuant to  
19 the terms of an agreement between the state and an employee organization  
20 representing employees subject to the provisions of this section.

21 12. Effective April 1, 2005, pursuant to the terms of an agreement  
22 covering members of the agency police services unit, for such unit  
23 members who are on the institutional payroll, the ten-year, the fifteen-  
24 year, the twenty-year, and the twenty-five year longevity step payment  
25 for such unit members to whom the provisions of this section apply shall  
26 be that amount prescribed by paragraph h of subdivision 1 of section 130  
27 of the civil service law, as added by section one of this act.

1 13. Notwithstanding any of the foregoing provisions of this section, if  
2 the basic annual salary of such unit members to whom the provisions of  
3 this section apply is identical with the hiring rate, performance advance  
4 step one, two, three, four or five, the job rate, the ten-year longevity  
5 step, the fifteen-year longevity step, the twenty year longevity step or  
6 the twenty-five year longevity step of his or her position on the effec-  
7 tive dates of the increases provided in this section, such basic annual  
8 salary shall be increased to the hiring rate, performance advance step  
9 one, two, three, four or five, the job rate, the ten-year longevity step,  
10 the fifteen-year longevity step, the twenty-year longevity step or the  
11 twenty-five year longevity step, respectively, of such salary grade as  
12 contained in the appropriate salary schedule in subparagraphs (1), (2),  
13 (3), (4), (5), (6), (7) and (8) of paragraph h of subdivision 1 of  
14 section 130 of the civil service law, as added by section one of this  
15 act, to take effect on the dates provided in subparagraphs (1), (2), (3),  
16 (4), (5), (6), (7) and (8), respectively. The increases in basic annual  
17 salary provided by this subdivision shall be in lieu of any increase in  
18 basic annual salary provided for in subdivisions two, three, four, five,  
19 six, seven, eight and ten of this section.

20 14. If an unencumbered position is one which if encumbered, would be  
21 subject to the provisions of this section, the salary of such position  
22 shall be increased by the salary increase amounts specified in this  
23 section. If a position is created, and is filled by the appointment of  
24 such unit members to whom the provisions of this section apply, the sala-  
25 ry otherwise provided for such position shall be increased in the same  
26 manner as though such position had been in existence but unencumbered.  
27 Notwithstanding the provisions of this section, the director of the budg-

1 et may reduce the salary of any such position, which is or becomes  
2 vacant.

3 15. The increases in salary payable pursuant to this section shall  
4 apply on a prorated basis to officers and employees, otherwise eligible  
5 to receive an increase in salary pursuant to this section, who are paid  
6 on an hourly or per diem basis, employees serving on a part-time or  
7 seasonal basis and employees paid on any basis other than at an annual  
8 salaried rate; except that the provisions of subdivision eleven, twelve,  
9 or thirteen of this section shall not apply to employees serving on an  
10 hourly, per diem, or seasonal basis, except as determined by the director  
11 of the budget.

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

15 17. In order to provide for the officers and employees to whom this  
16 section applies who are not allocated to salary grades, performance  
17 advancements and payments in proportion to those provided to persons to  
18 whom this section applies who are allocated to salary grades, the direc-  
19 tor of the budget is authorized to add appropriate adjustments to the  
20 compensation which such officers and employees are otherwise entitled to  
21 receive. The director of the budget shall issue certificates which shall  
22 contain schedules of positions and the salaries thereof for which adjust-  
23 ments are made pursuant to the provisions of this subdivision, and a copy  
24 of each such certificate shall be filed with the state comptroller, the  
25 department of civil service, the chairman of the senate finance committee  
26 and the chairman of the assembly ways and means committee.

27 18. Notwithstanding any of the foregoing provisions of this section,  
28 any increase in compensation may be withheld in whole or in part from any

1 such unit members to whom the provisions of this section apply when, in  
2 the opinion of the director of the division of the budget and the direc-  
3 tor of employee relations, such increase is not warranted or is not  
4 appropriate.

5 § 8. Additional compensation for certain members of the agency police  
6 services collective negotiating unit. 1. In recognition of the general  
7 requirement for full-time employees of the state in the agency police  
8 services unit to assemble for briefing prior to the commencement of  
9 duties, where and to the extent an agreement so provides, each such  
10 employee except such an employee receiving additional compensation pursu-  
11 ant to subdivision 5 of section 134 of the civil service law, shall  
12 receive additional compensation in recognition of pre-shift briefing at  
13 one and one-half times the hourly rate of pay provided for by subdivision  
14 1 of section 134 of the civil service law and the rules and regulations  
15 of the director of the budget.

16 2. Members of the agency police services collective negotiating unit  
17 who are full-time annual salaried and are police officers pursuant to  
18 subdivision 34 of section 1.20 of the criminal procedure law, who are  
19 required, authorized and actually assemble for pre-shift briefing or line  
20 up before the commencement of their regular tour of duty shall continue  
21 to be paid for pre-shift briefing. However, employees of the department  
22 of environmental conservation who do not physically line up shall be paid  
23 the equivalent of pre-shift compensation for vehicle, equipment, office  
24 maintenance, and the handling of phone calls and home visitations  
25 received and instigated outside of the regular workday. This payment  
26 supplants any payments made to such employees for equipment storage.  
27 There shall be no payment of pre-shift briefing for any day in which any  
28 employee who is a member of the agency police services unit, full-time

1 annual salaried and a police officer pursuant to subdivision 34 of  
2 section 1.20 of the criminal procedure law is not physically reporting to  
3 work. There shall be no change in the payment for pre-shift briefing for  
4 all other members of the agency police services unit.

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

14 § 9. Uniform cleaning and maintenance and clothing allowances. 1.  
15 Pursuant to the terms of an agreement covering members of the agency  
16 police services collective negotiating unit who are full-time annual  
17 salaried, in recognition of the general requirement for such unit members  
18 to whom the provisions of this section apply to wear a uniform, each such  
19 employee who is on the payroll on the first day of November preceding the  
20 annual effective date shall receive an increase in the allowance for  
21 cleaning and maintenance to the rate of six hundred thirty-nine dollars  
22 per year effective December 1, 2005. This amount shall increase to the  
23 rate of six hundred fifty-seven dollars per year effective December 1,  
24 2006. This amount shall increase to the rate of six hundred seventy-seven  
25 dollars per year effective December 1, 2007. This amount shall increase  
26 to the rate of six hundred ninety-seven dollars per year effective Decem-  
27 ber 1, 2008. This amount shall increase to the rate of seven hundred  
28 eighteen dollars per year effective December 1, 2009. This amount shall

1 increase to the rate of seven hundred forty-seven dollars per year effec-  
2 tive December 1, 2010. Such allowance shall be payable by separate check  
3 on or about December 1 of each specified year. Employees who are members  
4 of the agency police services unit and are classified as investigators or  
5 detectives shall not be eligible for an allowance for uniform cleaning  
6 and maintenance. Effective March 31, 2011, the allowance for cleaning  
7 and maintenance of uniforms for eligible members shall be increased to  
8 the rate of one thousand seventy-five dollars, added to the basic annual  
9 salary of those employees in payroll status on March 30, 2011, and there-  
10 after eliminated as a separate payment. Such addition to basic annual  
11 salary on March 31, 2011 is specified in subdivision eight of section  
12 seven of this act.

13 2. Pursuant to the terms of an agreement covering members of the agency  
14 police services collective negotiating unit who are full-time annual  
15 salaried and are classified as investigators or detectives, in recogni-  
16 tion of the general requirement for such unit members to whom the  
17 provisions of this section apply to wear professional attire, each such  
18 employee who is on the payroll on the first day of November preceding the  
19 annual effective date shall receive an increase in the clothing allowance  
20 to the rate of one thousand twenty-three dollars per year effective  
21 December 1, 2005. This amount shall increase to the rate of one thousand  
22 fifty-one dollars per year effective December 1, 2006. This amount shall  
23 increase to the rate of one thousand eighty-three dollars per year effec-  
24 tive December 1, 2007. This amount shall increase to the rate of one  
25 thousand one hundred fifteen dollars per year effective December 1, 2008.  
26 This amount shall increase to the rate of one thousand one hundred  
27 forty-eight dollars per year effective December 1, 2009. This amount  
28 shall increase to the rate of one thousand one hundred ninety-four

1 dollars per year effective December 1, 2010. Such allowance shall be  
2 payable by separate check on or about December 1 of each year. Effective  
3 March 31, 2011, the clothing allowance for eligible members shall be  
4 increased to the rate of one thousand four hundred seventy-five dollars,  
5 then reduced by one thousand seventy-five dollars with only four hundred  
6 dollars continuing as a separate clothing allowance payment. Effective  
7 March 31, 2011, the amount of one thousand seventy-five dollars that is  
8 eliminated from the clothing allowance shall be added to the basic annual  
9 salary of those eligible members in payroll status on March 30, 2011.  
10 Such addition to basic annual salary on March 31, 2011 is specified in  
11 subdivision eight of section seven of this act. The clothing allowance  
12 amount for eligible members shall thereafter exist at a rate of four  
13 hundred dollars per year effective December 1, 2011.

14 3. Any eligible unit member who is eligible to receive a payment pursu-  
15 ant to subdivision one of this section shall be ineligible to receive a  
16 payment pursuant to subdivision two of this section. Any eligible unit  
17 member who is eligible to receive a payment pursuant to subdivision two  
18 of this section shall be ineligible to receive a payment pursuant to  
19 subdivision one of this section.

20 § 10. Location pay. 1. Pursuant to the terms of an agreement covering  
21 members of the agency police services collective negotiating unit, and  
22 notwithstanding any inconsistent provision of law, effective April 1,  
23 2005, all members of this unit who are full-time annual salaried employ-  
24 ees and whose principal place of employment, or, in the case of a field  
25 employee, whose official station is determined in accordance with the  
26 regulations of the state comptroller, is located in the city of New York,  
27 or in the county of Rockland, Westchester, Nassau, or Suffolk shall  
28 receive an increase in location pay to the rate of one thousand three

1 hundred two dollars. This payment shall be increased to the rate of one  
2 thousand three hundred thirty-eight dollars effective April 1, 2006. This  
3 payment shall be increased to the rate of one thousand three hundred  
4 seventy-eight dollars effective April 1, 2007. This payment shall be  
5 increased to the rate of one thousand four hundred nineteen dollars  
6 effective April 1, 2008. This payment shall be increased to the rate of  
7 one thousand four hundred sixty-two dollars effective April 1, 2009. This  
8 payment shall be increased to the rate of one thousand five hundred twen-  
9 ty dollars effective April 1, 2010.

10 2. The location pay as set out in this section shall be in addition to  
11 and shall not be a part of an employee's basic annual salary, and shall  
12 not affect or impair any performance advance or other rights or benefits  
13 to which an employee may be entitled by law, provided, however, that  
14 location pay shall be included as compensation for the purposes of compu-  
15 tation of overtime pay and for retirement purposes. This payment will be  
16 equally divided over the twenty-six payroll periods in each fiscal year.

17 § 11. Supplemental location pay. 1. Pursuant to the terms of an agree-  
18 ment covering members of the agency police services collective negotiat-  
19 ing unit, and notwithstanding any inconsistent provision of law, all  
20 members of this unit who are full-time annual salaried employees and  
21 whose principal place of employment, or, in the case of a field employee,  
22 whose official station is determined in accordance with the regulations  
23 of the state comptroller, is located in the city of New York, or in the  
24 county of Putnam, Orange, Dutchess, Rockland, Westchester, Nassau or  
25 Suffolk, shall receive supplemental location pay, in the following  
26 amounts:

	Dutchess	Westchester	
1			
2	Effective April 1,		
3	2005	\$1,085	\$1,627 \$1,899
4	Effective April 1,		
5	2006	\$1,115	\$1,672 \$1,951
6	Effective April 1,		
7	2007	\$1,148	\$1,722 \$2,010
8	Effective April 1,		
9	2008	\$1,182	\$1,774 \$2,070
10	Effective April 1,		
11	2009	\$1,217	\$1,827 \$2,132
12	Effective April 1,		
13	2010	\$1,266	\$1,900 \$2,217

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

22 § 12. Expanded duty pay. Pursuant to the terms of an agreement covering  
 23 members of the agency police services collective negotiating unit who are  
 24 full-time annual salaried employees, in recognition of the additional and  
 25 continued duties and responsibilities performed by the police officers in  
 26 this unit as a result of the September 11th terrorist attacks, and  
 27 notwithstanding any provision of law, rule or regulation to the contrary,

1 members of this unit shall continue to receive expanded duty pay in the  
2 amount of two thousand five hundred seventy-five dollars. Effective March  
3 31, 2011, this amount shall be increased to three thousand seventy-five  
4 dollars. Expanded duty pay as set out in this section shall be in addi-  
5 tion to and shall not be a part of an employee's basic annual salary, and  
6 shall not affect or impair any performance advance or other rights or  
7 benefits to which an employee may be entitled by law; provided, however,  
8 that expanded duty pay shall be included as compensation for the purposes  
9 of computation of overtime pay and for retirement purposes. This payment  
10 will be equally divided over the twenty-six payroll periods in each  
11 fiscal year.

12 § 13. Marine/off-road enforcement pay. Pursuant to the terms of an  
13 agreement covering members of the agency police services collective nego-  
14 tiating unit who are full-time annual salaried employees, effective April  
15 1, 2005, all members of this unit who are employed by the office of  
16 parks, recreation and historic preservation or the department of environ-  
17 mental conservation shall continue to receive one thousand five hundred  
18 dollars per year in recognition of their expertise in marine and off-road  
19 enforcement. Marine/off-road enforcement pay as set out in this section  
20 shall be in addition to and shall not be a part of an employee's basic  
21 annual salary, and shall not affect or impair any performance advance or  
22 other rights or benefits to which an employee may be entitled by law;  
23 provided, however, that marine/off-road enforcement pay shall be included  
24 as compensation for the purposes of computation of overtime pay and for  
25 retirement purposes. This payment will be equally divided over the twen-  
26 ty-six payroll periods in each fiscal year.

27 § 14. Hazardous material pay. 1. Pursuant to the terms of an agreement  
28 covering members of the agency police services collective negotiating

1 unit who are full-time annual salaried employees, effective April 1,  
2 2005, all members who are employed by the department of environmental  
3 conservation, except for those in the forest ranger title series, shall  
4 continue to receive one thousand five hundred dollars per year in recog-  
5 nition of their expertise and handling of hazardous materials. Hazardous  
6 material pay as set out in this section shall be in addition to and shall  
7 not be a part of an employee's basic annual salary, and shall not affect  
8 or impair any performance advance or other rights or benefits to which an  
9 employee may be entitled by law; provided, however, that hazardous mate-  
10 rial pay shall be included as compensation for the purposes of computa-  
11 tion of overtime pay and for retirement purposes. This payment will be  
12 equally divided over the twenty-six payroll periods in each fiscal year.

13 2. Hazardous material/fire management/search and rescue pay. Pursuant  
14 to the terms of an agreement covering members of the agency police  
15 services collective negotiating unit who are full-time annual salaried  
16 employees, effective April 1, 2005, all members who are employed by the  
17 department of environmental conservation in the forest ranger title  
18 series shall continue to receive one thousand five hundred dollars per  
19 year in recognition of their expertise and handling of hazardous materi-  
20 als. Hazardous material pay as set out in this section shall be in addi-  
21 tion to and shall not be a part of an employee's basic annual salary, and  
22 shall not affect or impair any performance advance or other rights or  
23 benefits to which an employee may be entitled by law; provided, however,  
24 that hazardous material/fire management/search and rescue pay shall be  
25 included as compensation for the purposes of computation of overtime pay  
26 and for retirement purposes. This payment will be equally divided over  
27 the twenty-six payroll periods in each fiscal year.

1 § 15. Security enforcement differential pay. Pursuant to the terms of  
2 an agreement covering members of the agency police services collective  
3 negotiating unit who are full-time annual salaried employees, and not  
4 withstanding any provision of law, rule, or regulation to the contrary,  
5 effective April 1, 2005, the security enforcement differential rate shall  
6 be increased to five hundred eighty-eight dollars per year. This amount  
7 shall be increased to the rate of six hundred four dollars effective  
8 April 1, 2006. This amount shall be increased to the rate of six hundred  
9 twenty-two dollars effective April 1, 2007. This amount shall be  
10 increased to the rate of six hundred forty-one dollars effective April 1,  
11 2008. This amount shall be increased to the rate of six hundred sixty  
12 dollars effective April 1, 2009. This amount shall be increased to the  
13 rate of six hundred eighty-six dollars effective April 1, 2010. Security  
14 enforcement differential pay as set out in this section shall be in addi-  
15 tion to and shall not be a part of an employee's basic annual salary, and  
16 shall not affect or impair any performance advance or other rights or  
17 benefits to which an employee may be entitled by law; provided, however,  
18 that security enforcement differential pay shall be included as compen-  
19 sation for retirement purposes. This payment will be equally divided over  
20 the twenty-six payroll periods in each fiscal year. Effective March 31,  
21 2011, the security enforcement differential rate shall be increased to  
22 the rate of one thousand five hundred fifty dollars, added to the basic  
23 annual salary of those employees in payroll status on March 30, 2011, and  
24 thereafter eliminated as a separate payment. Such addition to basic  
25 annual salary on March 31, 2011 is specified in subdivision eight of  
26 section seven of this act.

27 § 16. Inconvenience pay program. Pursuant to chapter 333 of the laws of  
28 1969, as amended, and an agreement negotiated between the state and the

1 employee organization representing members of the agency police services  
2 unit, effective April 1, 2005, members of the agency police services unit  
3 shall receive an increase in inconvenience pay for an eligible employee  
4 to the rate of five hundred eleven dollars per year for working four or  
5 more hours between the hours of 6:00 p.m. and 6:00 a.m. This amount shall  
6 be increased to the rate of five hundred twenty-five dollars effective  
7 April 1, 2006. This amount shall be increased to the rate of five hundred  
8 forty-one dollars effective April 1, 2007. This amount shall be increased  
9 to the rate of five hundred fifty-seven dollars effective April 1, 2008.  
10 This amount shall be increased to the rate of five hundred seventy-four  
11 dollars effective April 1, 2009. This amount shall be increased to the  
12 rate of five hundred ninety-seven dollars effective April 1, 2010. Any  
13 such additional compensation pursuant to this section shall be included  
14 as compensation for retirement purposes.

15 § 17. During the period April 1, 2011 through March 31, 2015, there  
16 shall be a statewide joint labor-management committee continued and  
17 administered pursuant to the terms of the agreement negotiated between  
18 the state and the employee organization representing employees in the  
19 collective negotiating unit designated as the agency police services unit  
20 established pursuant to article 14 of the civil service law which shall,  
21 with the amounts available therefore, study and make recommendations  
22 concerning major issue of employee assistance, performance evaluation,  
23 education and training, quality of work life, health benefits, and  
24 provide for the implementation of the terms of agreements of such commit-  
25 tees.

26 § 18. Notwithstanding any provision of law to the contrary, the appro-  
27 priations contained in this act shall be available to the state for the  
28 payment and publication of grievance and arbitration settlements and

1 awards pursuant to articles 7 and 8 of the collective negotiating agree-  
2 ment between the state and the employee organization representing the  
3 collective negotiating unit designated as the agency police services unit  
4 established pursuant to article 14 of the civil service law.

5 § 19. Wherever the term "agency law enforcement services unit" appears  
6 in the consolidated or unconsolidated laws, rules or, regulations such  
7 term is hereby changed to "agency police services unit." The legislative  
8 bill drafting commission is hereby directed to effectuate this provision,  
9 and shall be guided by a memorandum of instruction setting forth the  
10 specific provisions of law to be amended. Such memorandum shall be trans-  
11 mitted to the legislative bill drafting commission within sixty days  
12 after the effective date of this section. Such memorandum shall be  
13 issued jointly by the governor, the temporary president of the senate and  
14 the speaker of the assembly, or by the delegate of each.

15 § 20. Notwithstanding any provision of law, rule or regulation to the  
16 contrary, and where and to the extent an agreement negotiated between the  
17 state and the employee organization representing employees in the agency  
18 police services collective negotiating unit established pursuant to arti-  
19 cle 14 of the civil service law so provides, the salaries of newly hired  
20 employees on or after September 1, 1992 into state service in positions  
21 within said negotiating unit shall not be subject to the provisions of  
22 subdivision 2-a of section 200 of the state finance law.

23 § 21. Date of entitlement to salary increase. Notwithstanding the  
24 provisions of this act or of any other provision of law to the contrary,  
25 the increase in salary or compensation provided by this act of any member  
26 of the agency police services collective negotiating unit established  
27 pursuant to article 14 of the civil service law who are full-time annual  
28 salaried employees and are police officers pursuant to subdivision 34 of

1 section 1.20 of the criminal procedure law shall be added to the salary  
2 of such member at the beginning of that payroll period, the first day of  
3 which is nearest to the effective date of such increase as provided in  
4 this act, or at the beginning of the earlier of two payroll periods, the  
5 first days of which are nearest but equally near to the effective date of  
6 such increase as provided in this act; provided, however, that, for the  
7 purposes of determining the salary of such unit members upon reclassi-  
8 fication, reallocation, appointment, promotion, transfer, demotion, rein-  
9 statement, or other change of status, such salary increase shall be  
10 deemed to be effective on the date thereof as prescribed by this act,  
11 with payment thereof pursuant to this section on a date prior thereto,  
12 instead of on such effective date, and shall not operate to confer any  
13 additional salary rights or benefits on such unit members. Payment of  
14 such salary increase may be deferred pursuant to section twenty-two of  
15 this act.

16 § 22. Deferred payment of salary increase. Notwithstanding the  
17 provisions of any other section of this act or of any other provision of  
18 law to the contrary, pending payment pursuant to this act of the basic  
19 annual salaries of incumbents of positions subject to this act, such  
20 incumbents shall receive, as partial compensation for services rendered,  
21 the rate of salary and other compensation otherwise payable in their  
22 respective positions. An incumbent holding a position subject to this act  
23 at any time during the period from April 1, 2005, until the time when  
24 basic annual salaries and other compensation due are first paid pursuant  
25 to this act for such services in excess of the salary and other compen-  
26 sation actually received therefor, shall be entitled to a lump sum  
27 payment for the difference between the salary and other compensation to  
28 which such incumbent is entitled for such services and the salary and

1 other compensation actually received which shall be paid in two install-  
2 ments pursuant to the terms of an agreement between the state and the  
3 employee organization representing the agency police services unit.

4 § 23. Use of appropriations. The comptroller is authorized to pay any  
5 amounts required during the fiscal year commencing April 1, 2011 or April  
6 1, 2012 by the foregoing provisions of this act for any state department  
7 or agency from any appropriation or other funds available to such state  
8 department or agency for personal service or for other related employee  
9 benefits during such fiscal year. To the extent that such appropriations  
10 are insufficient to accomplish the purposes herein set forth, the direc-  
11 tor of the budget is authorized to allocate to the various departments  
12 and agencies, from any appropriations available, the amounts necessary to  
13 pay such amounts. The aforementioned appropriations shall be available  
14 for payment of any liabilities or obligations incurred prior to or during  
15 the state fiscal year commencing April 1, 2011 or April 1, 2012.

16 § 24. Notwithstanding any law to the contrary, and in accordance with  
17 section 4 of the state finance law, upon request of the director of the  
18 budget, the comptroller is hereby authorized and directed to transfer up  
19 to \$5,851,000 from the general fund to the environmental regulatory  
20 account (S5) in the environmental conservation fund (301) to carry out  
21 the provisions of section twenty-six of this act.

22 § 25. Notwithstanding any law to the contrary, and in accordance with  
23 section 4 of the state finance law, upon request of the director of the  
24 budget, the comptroller is hereby authorized and directed to transfer up  
25 to \$4,033,000 from the general fund to the conservation fund (302) to  
26 carry out the provisions of section twenty-six of this act.

27 § 26. The several amounts as hereinafter set forth, or so much thereof  
28 as may be necessary, are hereby appropriated from the fund so designated

1 for use by any state department or agency for the fiscal year beginning  
 2 April 1, 2011 or April 1, 2012 to supplement appropriations from each  
 3 respective fund available for personal service, other than personal  
 4 service and fringe benefits, and to carry out the provisions of this act.  
 5 Moreover, the amounts appropriated as non-personal service may be subal-  
 6 located to any state department or agency as needed. The moneys hereby  
 7 appropriated are available for payment of any liabilities or obligations  
 8 incurred prior to or during the state fiscal year commencing April 1,  
 9 2011 or April 1, 2012. No money shall be available for expenditure from  
 10 this appropriation until a certificate of approval has been issued by the  
 11 director of the budget and a copy of such certificate or any amendment  
 12 thereto has been filed with the state comptroller, the chairman of the  
 13 senate finance committee and the chairman of the assembly ways and means  
 14 committee. Notwithstanding the provisions of any other section of this  
 15 act, the salary increases and lump sum payments provided for in this act  
 16 shall not be implemented until the director of employee relations has  
 17 delivered notice to the director of the budget and the comptroller that  
 18 the collective bargaining agreement has been ratified so that such  
 19 amounts may be paid.

20 ALL STATE DEPARTMENTS AND AGENCIES

21 General Fund / State Operations

22 State Purposes Account

23 Personal Service

24 Personal service - regular ..... 63,514,000

1 Nonpersonal Service

2	Fringe benefits .....	6,415,000
3	Joint committee on health benefits .....	13,000
4	Contract administration .....	30,000
5	Education and Training .....	43,000
6	Education and Training - Management Directed .....	26,000
7	Employee Assistance Program .....	7,000
8	Organizational Alcohol Program .....	10,000
9	Legal Defense Fund .....	10,000
10	Quality of Work Life Initiatives .....	32,000

11 Special Revenue Funds

12 Environmental Conservation - 301

13 Personal Service

14 Personal Service ..... 6,099,000

15 Nonpersonal Service

16 Fringe Benefits ..... 3,152,000

17 Special Revenue Funds

18 Conservation Fund - 302

1 Personal Service

2 Personal Service ..... 4,204,000

3 Nonpersonal Service

4 Fringe Benefits ..... 2,173,000

5 Special Revenue Funds

6 Miscellaneous Special Revenue - 339

7 Personal Service

8 Personal Service ..... 6,688,000

9 Nonpersonal Service

10 Fringe Benefits ..... 3,456,000

11 Special Revenue Funds

12 State University Income Fund - 345

13 Personal Service

14 Personal Service ..... 3,228,000

1 Nonpersonal Service

2 Fringe Benefits ..... 1,668,000

3 Special Revenue Funds - Federal

4 Food and Nutrition Services - 261

5 Personal Service

6 Personal Service ..... 115,000

7 Nonpersonal Service

8 Fringe Benefits ..... 58,000

9 § 27. This act shall take effect immediately and shall be deemed to  
10 have been in full force and effect on and after April 1, 2005.

REPEAL NOTE.-Paragraph h of subdivision 1 of section 130 of the civil service law, as added by chapter 114 of the laws of 2006, repealed by section one of this act, provided salary schedules for certain state employees in agency police services unit (formerly known as the agency law enforcement services unit). Paragraph i of subdivision 1 of section 130 of the civil service law, as added by chapter 3 of the laws of 2007, and paragraph i of subdivision 1 of section 130 of the civil service law, as added by chapter 4 of the laws of 2007, also repealed by section one of this act, provided salary schedules for state employees in the security supervisors unit who are now members of the agency police

services unit. These paragraphs are replaced and revised by salary schedules in a new paragraph h of subdivision 1 of section 130 of the civil service law, as added by section one of this act, implementing an agreement between the state and the employee organization representing employees in the agency police services unit.