

**GOVERNOR'S PROGRAM BILL
2025**

MEMORANDUM

An act to amend to amend the executive law, in relation to the terms and conditions of employment for members of the collective negotiating unit consisting of troopers in the division of state police and salary schedules for members of such unit; to amend the state finance law, in relation to the employee benefit fund for members of such unit; making an appropriation therefor; to repeal certain provisions of the executive law and the state finance law relating thereto; and provide for the payment of overtime pursuant to the terms of any agreement (Part A); and to amend the executive law, in relation to the terms and conditions of employment for members of the collective negotiating unit consisting of commissioned and non-commissioned officers in the division of state police and salary schedules for members of such unit; to amend the state finance law, in relation to the employee benefit fund for members of such unit; making an appropriation therefor; and to repeal certain provisions of the executive law and the state finance law relating thereto (Part B)

Purpose:

Part A of this bill would implement the terms of a collective bargaining agreement between the State of New York and the employee organization representing members of the collective negotiating unit consisting of Troopers in the Division of State Police for the period covering April 1, 2023, to March 31, 2026, entered into pursuant to Article 14 of the Civil Service Law (hereinafter “the Troopers Unit Agreement”).

Part B of this bill would implement the terms of a collective bargaining agreement between the State of New York and the employee organization representing members of the collective negotiating unit consisting of Commissioned and Non-Commissioned Officers in the Division of State Police for the period covering April 1, 2023, to March 31, 2026, entered into pursuant to Article 14 of the Civil Service Law (hereinafter “the CO/NCO Unit Agreement”).

Summary of Provisions:

PART A OF THE BILL:

Section 1 of this part would repeal subparagraphs 1, 2, 3, 4 and 5 of paragraph a of subdivision 2 of section 215 of the Executive Law and replace them with new salary schedules reflecting the terms of the Troopers Unit Agreement. The new salary schedules include a 3 percent increase, effective April 1, 2023; a 3 percent increase, effective April 1, 2024; and a 3 percent increase, effective April 1, 2025.

Section 2 of this part would repeal paragraph (a) of subdivision 2 of section 216-b of the Executive Law and replace it with a new longevity award schedule reflecting the terms of the Troopers Unit Agreement.

Section 3 of this part would repeal paragraph a-1 of subdivision 2 of section 207-b of the State Finance Law and replace it with a new schedule for continued annual State payments to the Employee Benefit Fund. The payment is based on the number of full-time annual-salaried Troopers on the payroll on March 1 of each year of the Troopers Unit Agreement.

Section 4 of this bill would amend section 134(1) of the Civil Service Law to provide certain employees with overtime compensation at a rate of two times the hourly rate of pay received by such employee in their regular position for such hours of work that qualify for such work, in accordance with any agreement entered into between the State and an employee organization pursuant to Article 14 of the Civil Service Law.

Section 5 of the bill would amend section 130 of the Civil Service Law to provide for the calculation of longevities for certain eligible unrepresented State employees to be based on years of state service rather years at job rate.

Section 6 of the bill provides for a lump sum payment in the amount of \$3,000 for eligible members of the Troopers Unit in continuous service within the unit during the period October 3, 2024, through February 12, 2025. Such payment is not added to base salary and is not pensionable.

Section 7 of this part would continue location compensation payments at \$200 per year for eligible members of the Troopers Unit working in Monroe County. The Trooper must have been on the payroll on March 31, 1985, and received this compensation continually since then. Section 6 of this part also would continue and increase location compensation to the annual amount of \$1,807 per year for eligible Troopers working in New York City, or in the counties of Rockland, Westchester, Nassau or Suffolk effective April 1, 2023, and then increase such annual amount as follows: to \$1,861 effective April 1, 2024; and to \$2,461 effective April 1, 2025. In addition, Section 6 of this part would increase location compensation payment to the annual amount of \$1,807 per year for eligible Troopers working in the counties of Orange, Putnam or Dutchess, effective April 1, 2023, and then increase such annual amount as follows: to \$1,861 effective April 1, 2024; and to \$2,211 effective April 1, 2025.

Section 8 of this part would continue and increase supplemental location compensation for eligible members of the Troopers Unit, as follows: to \$1,372 per year for eligible members working in Orange, Putnam or Dutchess counties effective April 1, 2023, and then increase such annual amount to \$1,413 effective April 1, 2024. Section 7 would also continue and increase the supplemental location compensation for eligible members of the Troopers Unit working in New York City, or in the counties of Rockland, Westchester, Nassau or Suffolk, to the annual amount of \$2,400 effective April 1, 2023, and then increase such annual amount to \$2,472 effective April 1, 2024.

Section 9 of this part would continue and increase expanded duty pay in accordance with the terms of the Troopers Unit Agreement as follows: to \$9,512 effective April 1, 2023; to \$9,797 effective April 1, 2024; and to \$11,860 effective April 1, 2025.

Section 10 of this part would continue the payment of hazardous duty pay in accordance with the terms of the Troopers Unit Agreement and increase it to the following amounts on the specified effective dates: \$5,109 effective April 1, 2024; and \$5,609 effective April 1, 2025.

Section 11 of this part would continue the committee on health benefits for Troopers during the period April 1, 2023 through March 31, 2026, funded in the following amounts: \$15,236 for the period April 1, 2023 through March 31, 2024; \$15,693 for the period April 1, 2024 through March 31, 2025; and \$16,164 for the period April 1, 2025 through March 31, 2026. One-half of this amount in each year shall be made available to the State and one-half of this amount shall be made available to the employee organization representing such unit.

Section 12 of this part would continue professional development and training funds for Troopers during the period April 1, 2023 through March 31, 2026, providing the tuition reimbursement program, the master's program, and the employee assistance program, in the amount of \$109,347 for each year of the Troopers Unit Agreement.

Section 13 of this part would continue annual lump sum payments to Troopers who possess or obtain a recognized degree.

Section 14 of this part shall continue, in accordance with the terms of the Troopers Unit Agreement, payment of \$1,200 for eligible members of the Troopers Unit who have 15 years of service.

Section 15 of this part would continue to provide Troopers with \$30 for each short swing they are required to work and actually work.

Section 16 of this part would continue annual payments in the amount of \$435 for a Trooper designated as the "member in charge" of a satellite station.

Section 17 of this part would continue the lump sum payment for unused sick leave at retirement.

Section 18 of this part would continue the overtime meal allowance benefit for Troopers.

Section 19 of this part would prevent implementation of the bill until the Director of Employee Relations informs the Director of the Budget and the State Comptroller that the collective bargaining agreement for the Troopers Unit has been ratified.

Sections 20 through 26 of the bill would provide for: payment and publication of grievance arbitration settlements and awards; payment of the collectively negotiated salary increases; the use of appropriations; the appropriation amounts; and the bill's effective date.

PART B OF THE BILL

Section 1 of this part would repeal subparagraphs 6, 7, 8, 9 and 10 of paragraph a of subdivision 2 of section 215 of the Executive Law and replace them with new salary schedules reflecting the CO/NCO Unit Agreement. The new salary schedules include a 3 percent increase, effective April 1, 2023; a 3 percent increase, effective April 1, 2024; and a 3 percent increase, effective April 1, 2025.

Section 2 of this part would repeal paragraph (a) of subdivision 3 of section 216-b of the Executive Law and replace it with a new longevity award schedule reflecting the terms of the CO/NCO Unit Agreement.

Section 3 of this part would repeal paragraph a of subdivision 2 of section 207-b of the State Finance Law and replace it with a new schedule for continued annual State payments to the Employee Benefit Fund. The payment is based on the number of full-time annual-salaried Commissioned and Non-Commissioned Officers on the payroll on March 1 of each year.

Section 4 of the bill provides for a lump sum payment in the amount of \$3,000 for eligible members of CO/NCO Unit in continuous service within the unit during the period October 3, 2024, through February 12, 2025. Such payment is not added to base salary and is not pensionable.

Section 5 of this part would continue location compensation payments at \$200 per year for eligible Commissioned and Non-Commissioned Officers working in Monroe County. The Commissioned and Non-Commissioned Officers must have been on the payroll on March 31, 1985, and received this compensation continually since then. Section 5 of this part also would continue and increase location compensation in the annual amount of \$1,807 per year for eligible Commissioned and Non-Commissioned Officers working in New York City, or in the counties of Rockland, Westchester, Nassau or Suffolk effective April 1, 2023, and then increase such annual amount as follows: to \$1,861 effective April 1, 2024; and to \$2,461 effective April 1, 2025. In addition, Section 5 of this part would continue and increase the location compensation payment in the annual amount of \$1,807 per year for eligible Commissioned and Non-Commissioned Officers working in the counties of Orange, Putnam or Dutchess, effective April 1, 2023, and then increase such annual amount as follows: to \$1,861 effective April 1, 2024; and to \$2,211 effective April 1, 2025.

Section 6 of this part would continue and increase supplemental location compensation for eligible Commissioned and Non-Commissioned Officers, as follows: to \$1,372 per year for

eligible members working in Orange, Putnam or Dutchess counties effective April 1, 2023, and to \$1,413 effective April 1, 2024. Section 7 would also continue and increase supplemental location compensation for eligible Commissioned and Non-Commissioned Officers working in New York City, or in the counties of Rockland, Westchester, Nassau or Suffolk, to the annual amount of \$2,400 effective April 1, 2023, and to the annual amount of \$2,472 effective April 1, 2024.

Section 7 of this part would continue and increase expanded duty pay in accordance with the terms of the CO/NCO Unit Agreement to the annual amount of \$9,512 effective April 1, 2023, and then to \$9,797 effective April 1, 2024; and to \$11,860 effective April 1, 2025.

Section 8 of this part would continue the payment of hazardous duty pay in accordance with the terms of the CO/NCO Unit Agreement and increase it to the following annual amounts on the specified effective dates: \$5,109 effective April 1, 2024; and \$5,609 effective April 1, 2025.

Section 9 of this part continues the payment of command pay in the amount of \$1,519 per year effective April 1, 2023.

Section 10 of this part would continue the committee on health benefits for members of the CO/NCO Unit during the period April 1, 2023 through March 31, 2026, funded in the following amounts: \$5,975 for the period April 1, 2023 through March 31, 2024; \$6,154 for the period April 1, 2024 through March 31, 2025; and \$6,339 for the period April 1, 2025 through March 31, 2026. One-half of this amount in each year shall be made available to the State and one-half of this amount shall be made available to the employee organization representing such unit.

Section 11 of this part would continue professional development and training funds for members of the CO/NCO Unit during the period April 1, 2023 through March 31, 2026, providing the tuition reimbursement program, the master's program, and the employee assistance program, in the amount of \$109,347 for each year of the agreement.

Section 12 of this part would continue annual lump sum payments to eligible members of the CO/NCO Unit who possess or obtain a recognized degree.

Section 13 of this part would continue to provide eligible members of the CO/NCO Unit with \$30 for each short swing they are required to work and actually work.

Section 14 of this part would continue the lump sum payment for unused sick leave at retirement.

Section 15 of this part would continue the overtime meal allowance benefit for Commissioned and Non-Commissioned Officers.

Section 16 of this part would prevent implementation of the bill until the Director of Employee Relations informs the Director of the Budget and the State Comptroller that the CO/NCO Unit Agreement has been ratified.

Sections 17 through 23 of the bill would provide for: payment and publication of grievance arbitration settlements and awards; payment of the collectively negotiated salary increases; the use of appropriations; the appropriation amounts; and the bill's effective date.

Existing Law:

Parts A and B of chapter 24 of the Laws of 2019 implemented a prior agreement covering both bargaining units subject to this bill.

Justification:

This bill is necessary to implement the terms of the ratified collectively negotiated agreements between the State of New York and the employee organization representing members of the Troopers Unit and members of the CO/NCO Unit in the Division of State Police. Such agreements are for the period April 1, 2023, to March 31, 2026.

Legislative History:

None.

Budget Implications:

This bill would provide appropriations totaling approximately \$126 million, which covers the cost of the agreements through March 31, 2026.

Effective Date:

This bill would take effect immediately and would be deemed to have been in full force and effect on and after April 1, 2023.