**MEMORANDUM IN SUPPORT**

**GOVERNOR'S PROGRAM BILL**

**2026**

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

**PURPOSE**:

Part A of this bill would implement the terms of a collective bargaining agreement ("the Agreement"), entered into pursuant to Article 14 of the Civil Service Law ("CSL"), between the Executive Branch of the State of New York ("the State") and the Civil Service Employees Association, Inc., on behalf of members of the collective negotiating units designated as the Administrative Services Unit, the Institutional Services Unit, the Operational Services Unit and the Division of Military and Naval Affairs Unit ("the units") covering the time period April 2, 2026 through April 1, 2031.

Part B of this bill would provide the State's approximately 12,000 unrepresented employees who are prohibited from collective negotiations by the Taylor Law, including managerial or confidential ("M/C") employees, with benefits and increases in compensation at levels that are comparable to the benefits and increases in compensation received by employees represented by employee organizations during the period April 1, 2026 through March 31, 2031. This bill would continue comparability of benefits by supplementing existing appropriations to provide benefits and other aspects of employment that are on a par with those negotiated for represented employees by their respective employee organizations. These funds would provide for employee benefit and training and development programs, and the M/C share of negotiated programs.

**SUMMARY OF PROVISIONS**:

**PART A OF THE BILL**:

Section 1 of this part would repeal subparagraphs 1, 2, 3, 4 and 5 of CSL § 130(1)(a) and replace them with new subparagraphs 1, 2, 3, 4 and 5 to provide new salary schedules for officers and employees in the units for the period of April 2, 2026 to April 1, 2031.

Section 2 of this part would amend CSL § 208(2) to provide a period of unchallenged representation status for employee organizations for a period of four years, commencing in 2026, with the Executive Branch of the State.

Section 3 of this part would amend State Finance Law ("SFL") § 8(12-d) to continue payments to employees for personal property damaged or destroyed in the course of the performance of official duties.

Section 4 of this part would amend SFL § 8(12-e) to continue and increase payments for personal property damaged or destroyed in the course of the performance of official duties to employees in the units, during the period commencing after March 31, 2026 and ending prior to April 1, 2031.

Section 5 of this part would authorize the Office of Employee Relations and the employee organization representing members of the units to enter into an agreement to provide additional compensation to eligible employees in cases where the Director of Classification and Compensation has exercised authority under Section 130(4) of the CSL.

Section 6 of this part would provide increases in compensation for covered members of the units, including: (a) a 4.5% basic annual salary increase effective March 26, 2026 for officers and employees on the administrative payroll and effective April 2, 2026 for officers and employees on the institutional payroll; (b) a 4% basic annual salary increase effective March 25, 2027 for officers and employees on the administrative payroll and effective April 1, 2027 for officers and employees on the institutional payroll; (c) a 3.5% basic annual salary increase effective April 6, 2028 for officers and employees on the administrative payroll and effective March 30, 2028 for officers and employees on the institutional payroll; (d) a 3% basic annual salary increase effective April 5, 2029 for officers and employees on the administrative payroll and effective March 29, 2029 for officers and employees on the institutional payroll; and (e) a 3% basic annual salary increase effective April 4, 2030 for officers and employees on the administrative payroll and effective March 28, 2030 for officers and employees on the institutional payroll.

Section 7 of this part would provide annual salary increases for positions in the nonprofessional service at the contract colleges of Cornell and Alfred Universities not to exceed those set forth in Section 6 of this part.

Section 8 of this part would continue location compensation for employees whose principal place of employment is located in New York City, or the counties of Westchester, Rockland, Suffolk, Nassau, Dutchess, Putnam, Orange and Monroe. Effective April 1, 2026, the county of Ulster shall be added to the list of counties eligible for the Mid-Hudson Adjustment. Furthermore, the amounts shall be increased in each year of the Agreement as follows. For employees whose principal place of employment is located in New York City or in the county of Westchester, Rockland, Suffolk or Nassau, the increases shall be: to $4,150 effective April 1, 2026; to $4,316 effective April 1, 2027; to $4,467 effective April 1, 2028; to $4,601 effective April 1, 2029; and to $4,739 effective April 1, 2030. For employees whose principal place of employment is located in the county of Dutchess, Putnam, Orange or

Ulster, the increases shall be: to $2,150 effective April 1, 2026; to $2,236 effective April 1, 2027; to $2,314 effective April 1, 2028; to $2,383 effective April 1, 2029; and to $2,454 effective April 1, 2030.

Section 9 of this part would continue location compensation for certain officers and employees of the Hudson Valley Developmental Disabilities Services Office.

Section 10 of this part would continue inconvenience pay to certain full-time employees of the Office for People with Developmental Disabilities who are required to sleep over at their work site.

Section 11 of this part would continue pre-shift briefing compensation for certain employees of the Division of Military and Naval Affairs Unit who are required to assemble for briefing prior to the commencement of duties. This section also would continue the program for pre-shift briefing compensation for certain employees of Office of Children and Family Services who are members of the Institutional Services Unit.

Section 12 of this part would continue and increase assignment to duty pay in the form of an annual lump sum payment to employees in particular assignments provided for by the Agreement. Such benefit shall be available until March 30, 2031, unless an extension is negotiated by the parties to the Agreement.

Section 13 of this part would continue and increase an annual lump sum payment to long-term seasonal employees in an amount specified by, and subject to, the qualifying criteria established by the Agreement. Such benefit shall be available until March 30, 2031.

Section 14 of this part would continue winter maintenance shift pay for eligible full-time employees of the Department of Transportation in the Operational Services Unit, in accordance with the terms of the Agreement.

Section 15 of this part would continue inconvenience pay for certain employees who work in the overnight hours at a rate of $575 per year. Effective April 1, 2026, this amount would be increased to a rate of $825 per year for qualifying employees.

Section 16 of this part would authorize, consistent with the terms of the Agreement and effective April 1, 2027, an annual payment of $300 to eligible full-time annual facility-based employees of the Office of Mental Health, the Office for People With Developmental Disabilities, the Office of Children and Family Services and the Department of Corrections and Community Services who are members of the Institutional Services Unit, the Operational Services Unit or the Administrative Services Unit. This payment is not a part of basic annual salary. Similarly, it is not subject to any salary increases. This payment shall be pro-rated for less than full-time employees consistent with the terms of the Agreement.

Section 17 of this part would authorize contributions to employee dependent care accounts in amounts and for the time periods specified by the Agreement.

Section 18 of this part would provide for the payment and publication of grievance and arbitration settlements and awards pursuant to the Agreement.

Section 19 of this part would continue a statewide labor-management committee to address issues of productivity and quality of work life in accordance with the Agreement.

Section 20 of this part would require that the Director of Employee Relations submit a letter to the Director of the Budget and the State Comptroller certifying that the Agreement has been ratified by the membership of the units prior to implementation of any salary increase or other benefit modifications.

Section 21 of this part would fix the date upon which salary increases and deferred payment of salary increases provided for by the Agreement shall be received.

Section 22 of this part would authorize a lump sum payment for retroactive salary increases and compensation modifications deemed in effect on April 1, 2026, until the time when basic annual salaries and other compensation due are first paid, as provided for by this part.

Section 23 of this part would authorize the State Comptroller to pay any amounts required by this bill during the fiscal year commencing April 1, 2026 for any state department or agency from any appropriation or other funds available to such state department or agency for personal service or for any other related employee benefits during such fiscal year. To the extent that such appropriations in any fund are insufficient, the Director of the Budget is authorized to allocate to the various departments and agencies, from any appropriations available in any fund, the amounts necessary to pay such amounts.

Section 24 of this part would provide that employees who participate in a special annuity program under Article 8-C of the Education Law shall not suffer any reduction of the salary adjustment to which they are otherwise entitled under the program as a result of an increase in compensation provided for in this bill.

Section 25 of this part would provide a lump sum appropriation for personal service, non-personal service, and fringe benefits for use by state departments or agencies to carry out the provisions of this bill.

Section 26 of this part would provide a variety of non-personal service appropriations pursuant to the terms of the Agreement.

Section 27 of this part would require this bill to become effective immediately and deem it to have been in full force and effect on and after April 2, 2026, contingent on ratification of the Agreement.

**PART B OF THE BILL**:

Section 1 of this part would repeal subparagraphs 1, 2 and 3 of CSL § 130(1)(d) and replace them with new subparagraphs 1, 2, 3, 4 and 5 to provide new salary schedules for competitive, noncompetitive and labor class employees designated M/C, or who are otherwise excluded from representation rights, for the period of April 1, 2026 to March 31, 2031.

Section 2 of this part would repeal Correction Law § 19(1) and replace it with a new subdivision 1 providing new salary schedules for superintendents of correctional facilities.

Section 3 of this part would authorize increases in basic annual salary of 4.5 percent effective April 1, 2026; 4 percent effective April 1, 2027; 3.5 percent effective April 1, 2028; 3 percent effective April 1, 2029; and 3 percent effective April 1, 2030. Additionally, this section provides for performance advancements, merit awards and longevity payments for non-statutorily paid employees.

Sections 4 and 5 of this part would provide salary increases consistent with those provided in Section 3 of this part for certain State officers and employees in the Division of State Police, certain State employees in the State University and certain employees of the contract colleges at Cornell and Alfred.

Section 6 of this part would, for each of the years 2027, 2028, 2029, 2030 and 2031, make available an amount equal to 1.0 % of the total of basic annual salaries of eligible State employees of the State University of New York who are in positions in Bargaining Unit 13 and certain employees of the contract colleges at Cornell and Alfred as of June 30 of each year, for distribution to eligible employees at the discretion of the State University Trustees.

Section 7 of this part would continue existing location compensation for employees whose principal place of employment is located in New York City, or the counties of Westchester, Rockland, Suffolk, Nassau, Dutchess, Putnam, Orange and Monroe. Section 7 of this part also would provide that effective April 1, 2026, the county of Ulster shall be added to the list of counties eligible for the Mid-Hudson Adjustment. Furthermore, Section 7 of this part provides that certain amounts shall be increased in each year of the Agreement as follows. For employees whose principal place of employment is located in New York City or in the county of Westchester, Rockland, Suffolk or Nassau, the increases shall be: to $4,150 effective April 1, 2026; to $4,316 effective April 1, 2027; to $4,467 effective April 1, 2028; to $4,601 effective April 1, 2029; and to $4,739 effective April 1, 2030. For employees whose principal place of employment is located in the county of Dutchess, Putnam, Orange or Ulster, the increases shall be: to $2,150 effective April 1, 2026; to $2,236 effective April 1, 2027; to $2,314 effective April 1, 2028; to $2,383 effective April 1, 2029; and to $2,454 effective April 1, 2030.

Section 8 of this part would continue location compensation for certain officers and employees of the Hudson Valley Developmental Disabilities Services Office.

Section 9 of this part would provide for the continuation of an overtime meal allowance for employees covered by this part.

Section 10 of this part would provide that employees who participate in a special annuity program under Article 8-C of the Education Law shall not suffer any reduction of the salary adjustment to which they are otherwise entitled under the program, as a result of an increase in compensation provided for in this part.

Section 11 of this part would continue authorization for payment of grievance settlements and awards pursuant to the Executive Order No. 42 grievance procedure, which applies to M/C employees.

Section 12 of this part would provide that salary increases, pursuant to this part, shall be effective on the first day of the first pay period nearest to the effective date of any such salary increase.

Section 13 of this part would authorize a lump sum payment for retroactive salary increases and compensation modifications deemed in effect on April 1, 2026, until the time when basic annual salaries and other compensation due are first paid, as provided for by this part.

Section 14 of this part would provide that the Director of the Budget may withhold any salary increase in order to reflect the job performance of an officer or an employee, to maintain appropriate salary relationships among employees, to reduce state expenditures to acceptable levels, or whenever such increase is not warranted or is not appropriate.

Section 15 of this part would authorize the State Comptroller to pay any amounts required by this bill during the fiscal year commencing April 1, 2026 for any state department or agency from any appropriation or other funds available to such state department or agency for personal service or for any other related employee benefits during such fiscal year. To the extent that such appropriations in any fund are insufficient, the Director of the Budget is

authorized to allocate to the various departments and agencies, from any appropriations available in any fund, the amounts necessary to pay such amounts.

Section 16 of this part would provide a lump sum appropriation for personal service for use by state departments or agencies to carry out the provisions of this bill.

Section 17 of this part would provide for an immediate effective date of this part, which shall be deemed to have been in full force and effect on and after April 1, 2026. Appropriations shall remain in full force and effect for liabilities incurred through March 31, 2027.

**STATEMENT IN SUPPORT**:

**PART A OF THE BILL**:

Enactment of this part of the bill is necessary to implement the provisions of the Agreement, negotiated by the State and the Civil Service Employees Association, Inc., on behalf of members of the units. Approximately 55,000 employees are covered by the Agreement, including keyboard specialists, clerks, cleaners, developmental and mental health therapy aides, nurses and highway maintenance workers.

The prior agreement governing these employees expired on April 1, 2026 and this new Agreement covers the time period of April 2, 2026, to April 1, 2031. Under Article 14 of the CSL, the Agreement is binding on all parties to it. This bill incorporates the terms of the Agreement related to salary increases and benefit modifications and appropriates funds necessary to pay for it, in accordance with the State's obligations.

**PART B OF THE BILL**:

This part of the bill establishes terms and conditions of employment for M/C and other unrepresented employees for the period April 1, 2026 through March 31, 2031. This includes compensation increases and payments that are comparable to collectively negotiated increases and payments for certain represented employees. Such parity is essential to provide for appropriate salary administration by maintaining proper salary relationships, mitigating salary compression, assuring productivity, maintaining good morale, and to allow for the recruitment and retention of competent staff.

**BUDGET IMPLICATIONS**:

Part A of the bill would provide appropriations totaling approximately $219 million to pay for the cost of the negotiated Agreement during the period April 2, 2026 to March 31, 2027.

Part B of the bill would provide appropriations totaling approximately $112 million to pay its cost during the period April 1, 2026 through March 31, 2027.

**EFFECTIVE DATE**:

Part A of this bill would take effect immediately and be deemed to have been in effect on and after April 2, 2026, contingent on ratification of the Agreement.

Part B of this bill would take effect immediately and be deemed to have been in effect on and after April 1, 2026.