MEMORANDUM IN SUPPORT

GOVERNOR'S PROGRAM BILL

2026

An act to amend the civil service law, in relation to compensation, benefits and other terms and conditions of employment of certain state officers and employees; to implement agreements between the state and an employee organization; and to repeal certain provisions of the civil service law relating thereto; and making an appropriation for the purpose of effectuating certain provisions therefor

PURPOSE:

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 and the employee organization representing members of the collective negotiating unit designated as the Professional, Scientific and Technical Services Unit ("PS&T Unit").

SUMMARY OF PROVISIONS:

Section 1 of this bill would repeal subparagraphs 1, 2 and 3 of CSL § 130(1)(c) and replace it with new subparagraphs 1, 2, 3, 4 and 5 to provide new salary schedules for officers and employees in the PS&T Unit for the period April 2, 2026 to April 1, 2031.

Section 2 of this bill would provide for increases in compensation for covered members of the PS&T Unit of 4.5 percent, 4 percent, 3.5 percent, 3 percent and 3 percent in years 2026, 2027, 2028, 2029 and 2030, respectively, on the dates provided in the Agreement. Section 2 would also provide performance advancement payments to covered members of the PS&T Unit pursuant to CSL § 131(6) and it would give the Director of the Budget and the Director of Employee Relations discretion to withhold all or a portion of a unit members' salary increase, where appropriate or warranted.

Section 3 of this bill would authorize the Office of Employee Relations and the employee organization representing members of the PS&T Unit 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 4 of this bill would provide a higher education differential to eligible members of the PS&T Unit, in accordance with the terms of, and in the amounts set forth in, the Agreement between the parties.

Section 5 of this bill would continue and increase, in accordance with the terms of the Agreement, existing location compensation for employees whose principal place of employment is located in the counties of Monroe, Rockland, Westchester, Nassau, Suffolk, Dutchess, Putnam, and Orange, or the city of New York. For the county of Monroe, only employees who were eligible on March 31, 1985 to receive location compensation shall be eligible for continued location compensation of $200 per year. Additionally, effective April 1, 2026, employees whose principal place of employment is located in the county of Ulster will be added to the list of counties eligible for the Mid-Hudson adjustment. Section 5 of this bill would also permit the Director of the Office of Employee Relations to extend increases in location compensation to other bargaining units of State employees pursuant to an Agreement with the applicable employee organization or to unrepresented employees.

Section 6 of this bill would continue location compensation for certain officers and employees of the Hudson Valley Developmental Disabilities Services Office.

Section 7 of this bill would continue and increase, in accordance with the terms of the Agreement, special assignment to duty pay in the form of an annual lump sum payment to certain employees in a particular assignment deemed qualified under the terms of the Agreement. This payment will expire on April 1, 2031, unless an extension is negotiated by the parties.

Section 8 of this bill would provide for 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. This payment will expire on March 31, 2031.

Section 9 of this bill 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 PS&T 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 10 of this bill would authorize contributions to employee dependent care accounts in amounts and for the time period designated in the Agreement.

Section 11 of this bill would provide for the payment and publication of grievance and arbitration settlements and awards between the State and the employee organization representing employees who are members of the PS&T Unit.

Section 12 of this bill would provide that statewide labor-management committees, administered pursuant to the terms of the Agreement, shall be responsible for studying and making recommendations concerning major issues of productivity, the quality of work life and health benefits, and implementing the agreements reached.

Section 13 of this bill would provide for inconvenience pay to continue at a rate of $575 per year for eligible employees who work four or more hours between the hours of 6:00 p.m. and 6:00 am. Effective April 2, 2026, such amount shall be increased to $825 per year, consistent with the terms of the Agreement.

Section 14 of this bill would provide for the payment of a lump sum Firearms Training and Safety Incentive to qualified peace officers who are members of the PS&T Unit pursuant to the terms of a program collectively negotiated between the State and the employee organization representing such members.

Section 15 of this bill would provide for the payment of a lump sum uniform allowance to certain employees of the Office of Fire Prevention and Control in the Fire Protection Specialist title series if there is a policy in place that requires employees to wear uniforms, in accordance with the terms of a negotiated side letter to the Agreement. This allowance will expire on April 1, 2031, unless an extension is negotiated by the parties.

Section 16 of this bill would allow employees participating in a workers compensation program established in the collective bargaining agreement to receive payments authorized through the program.

Section 17 of this bill would require that, prior to any salary increases and benefit modifications provided by this part, the Director of the Budget and the State Comptroller must receive a letter from the Director of the Office of Employee Relations certifying that the Agreement has been ratified by the membership.

Section 18 of this bill would set the date upon which incumbent members of the PS&T Unit would receive the salary increases provided by the Agreement.

Section 19 of this bill would authorize a lump sum payment for retroactive salary increases and compensation modifications deemed in effect on April 1, 2026.

Section 20 of this bill would authorize the State Comptroller to pay any amounts required by this part 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 21 of this bill would provide those 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.

Section 22 of this bill would provide for a lump sum appropriation in the amount of $332,000,000 for personal and non-personal services, and for salary adjustments for use by state departments or agencies, to carry out the provisions of this bill.

Section 23 of this bill would provide that certain funds for statewide labor management committees are appropriated for use by the state departments' or agencies' Labor Management Committees to carry out the provisions of this bill.

Section 24 of this bill would require it to become effective immediately and deem it to have been in full force and effect on and after April 2, 2026. Appropriations would remain in full force and effect for liabilities incurred through March 31, 2027.

STATEMENT IN SUPPORT:

Enactment of this bill is necessary to implement the provisions of the collective bargaining agreement, negotiated by the Executive Branch of the State of New York with the Public Employees Federation, AFL-CIO, on behalf of members of the PS&T Unit. More than 56,000 annual salaried Executive Branch employees are covered by the Agreement, which includes a variety of professional, scientific and technical titles including information technology professionals, nurses, accountants, lawyers, engineers, and physicians.

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

BUDGET IMPLICATIONS:

This bill would provide appropriations totaling approximately $333 million to pay for the cost of the Agreement during the period April 2, 2026 to March 31, 2027.

EFFECTIVE DATE:

This bill would take effect immediately and shall be deemed to have been in full force and effect on and after April 2, 2026.