

# PROGRAM BILL # 31

Legislative Bill Drafting Commission  
12005-01-7

S. -----  
Senate  
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IN SENATE--Introduced by Sen

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

----- A.  
Assembly  
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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 the compensation, benefits and others terms and conditions of employment of certain state officers and employees; repealer; appropriation)

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Civ Serv. terms & condns employmt

## 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; making an appropriation for the purpose of effectuating certain provisions thereof; and to repeal certain

## IN SENATE

### Senate introducer's signature

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

s15 Adabbo	s50 DeFrancisco	s27 Hoylman	s25 Montgomery	s10 Sanders
s52 Akshar	s32 Diaz	s60 Jacobs	s40 Murphy	s23 Savino
s31 Alcantara	s18 Dilan	s09 Kaminsky	s58 O'Mara	s41 Serino
s46 Amedore	s17 Felder	s63 Kennedy	s62 Ortt	s29 Serrano
s11 Avella	s02 Flanagan	s34 Klein	s21 Parker	s51 Seward
s36 Bailey	s55 Funke	s28 Krueger	s13 Peralta	s26 Squadron
s42 Bonacic	s59 Gallivan	s24 Lanza	s30 Perkins	s16 Stavisky
s04 Boyle	s12 Gianaris	s39 Larkin	s19 Persaud	s35 Stewart-Cousins
s44 Breslin	s22 Golden	s37 Latimer	s07 Phillips	
s08 Brooks	s47 Griffio	s01 LaValle	s61 Ranzenhofer	s49 Tedisco
s38 Carlucci	s20 Hamilton	s45 Little	s48 Ritchie	s53 Valesky
s14 Comrie	s06 Hannon	s05 Marcellino	s33 Rivera	s57 Young
s03 Croci	s54 Helming	s43 Marchione	s56 Robach	

## 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	a034 DenDekker	a097 Jaffee	a145 Morinello	a009 Saladino
a092 Abinanti	a070 Dickens	a011 Jean-Pierre	a057 Mosley	a111 Santabarbara
a084 Arroyo	a054 Dilan	a116 Jenne	a039 Moya	a140 Schimminger
a035 Aubry	a081 Dinowitz	a135 Johns	a003 Murray	a076 Seawright
a120 Barclay	a147 DiPietro	a115 Jones	a065 Niou	a087 Sepulveda
a030 Barnwell	a016 D'Urso	a077 Joyner	a037 Nolan	a027 Simanowitz
a106 Barrett	a004 Englebright	a074 Kavanagh	a144 Norris	a052 Simon
a060 Barron	a133 Errigo	a142 Kearns	a130 Oaks	a036 Simotas
a082 Benedetto	a109 Fahy	a040 Kim	a069 O'Donnell	a104 Skartados
a042 Bichotte	a071 Farrell	a131 Kolb	a051 Ortiz	a099 Skoufif
a079 Blake	a126 Finch	a105 Lalor	a091 Otis	a022 Solages
a117 Blankenbush	a008 Fitzpatrick	a013 Lavine	a132 Palmesano	a114 Stec
a098 Brabenc	a124 Friend	a134 Lawrence	a002 Palumbo	a110 Steck
a026 Braunstein	a095 Galef	a050 Lentol	a088 Paulin	a127 Stirpe
a119 Brindisi	a137 Gantt	a125 Lifton	a141 Peoples-Stokes	a001 Thiele
a138 Bronson	a007 Garbarino	a102 Lopez		a061 Titone
a093 Buchwald	a148 Giglio	a123 Lupardo	a058 Perry	a031 Titus
a118 Butler	a080 Gjonaj	a010 Lupinacci	a023 Pheffer	a033 Vanel
a094 Byrne	a066 Glick	a121 Magee	Amato	a055 Walker
a103 Cahill	a150 Goodell	a129 Magnarelli	a086 Pichardo	a143 Wallace
a044 Carroll	a075 Gottfried	a064 Malliotakis	a089 Pretlow	a112 Walsh
a062 Castorina	a005 Graf	a090 Mayer	a073 Quart	a146 Walter
a047 Colton	a100 Gunther	a108 McDonald	a019 Ra	a041 Weinstein
a032 Cook	a046 Harris	a014 McDonough	a012 Raia	a024 Weprin
a085 Crespo	a139 Hawley	a017 McKeVitt	a006 Ramos	a059 Williams
a122 Crouch	a083 Heastie	a107 McLaughlin	a043 Richardson	a113 Woerner
a021 Curran	a028 Hevesi	a101 Miller, B.	a078 Rivera	a056 Wright
a063 Cusick	a048 Hikind	a038 Miller, M.G.	a068 Rodriguez	a096 Zebrowski
a045 Cymbrowitz	a018 Hooper	a020 Miller, M.L.	a067 Rosenthal	
a053 Davila	a128 Hunter	a015 Montesano	a025 Rozic	
a072 De La Rosa	a029 Hyndman	a136 Morelle	a149 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).

provisions of the civil service law relating thereto (Part A); and to amend the civil service law and the correction law, in relation to salaries; to implement agreements between the state and an employee organization; to repeal certain provisions of such laws relating thereto; and making an appropriation for the purpose of effectuating certain provisions hereof (Part B)

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

1 Section 1. This act enacts into law legislation necessary to implement  
2 a collective bargaining agreement, to make changes to an existing  
3 collective bargaining agreement, and to implement changes to salary and  
4 benefits for certain state officers and employees excluded from collec-  
5 tive negotiating units. Each component is wholly contained within a Part  
6 identified as Parts A through B. The effective date for each particular  
7 provision contained within such Part is set forth in the last section of  
8 such Part. Any provision in any section contained within a Part,  
9 including the effective date of the Part, which makes reference to a  
10 section "of this act", when used in connection with that particular  
11 component, shall be deemed to mean and refer to the corresponding  
12 section of the Part in which it is found. Section two of this act sets  
13 forth the general severability clause applying to this act. Section  
14 three of this act sets forth the general effective date of this act.

15

## PART A

16

## COLLECTIVE BARGAINING AGREEMENT BETWEEN

17

## THE STATE OF NEW YORK AND THE PUBLIC

18

## EMPLOYEES FEDERATION FOR 2016-2019

19 Section 1. Subparagraph 1 of paragraph c of subdivision 1 of section  
20 130 of the civil service law is REPEALED and three new subparagraphs 1,  
21 2 and 3 are added to read as follows:

22 (1) Effective April seventh, two thousand sixteen for officers and  
23 employees on the administrative payroll and effective March thirty-  
24 first, two thousand sixteen for officers and employees on the institu-  
25 tional payroll:

1

PEF SALARY SCHEDULE

2

EFFECTIVE April 7, 2016 (ADMIN)

3

EFFECTIVE March 31, 2016 (INST)

	<u>HIRING</u>	<u>JOB</u>	<u>ADVANCE</u>	<u>JOB RATE</u>
<u>SG</u>	<u>RATE</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>ADVANCE</u>
6 <u>1</u>	<u>\$22,407</u>	<u>\$28,914</u>	<u>\$930</u>	<u>\$927</u>
7 <u>2</u>	<u>\$23,257</u>	<u>\$30,080</u>	<u>\$975</u>	<u>\$973</u>
8 <u>3</u>	<u>\$24,395</u>	<u>\$31,551</u>	<u>\$1,023</u>	<u>\$1,018</u>
9 <u>4</u>	<u>\$25,490</u>	<u>\$33,021</u>	<u>\$1,073</u>	<u>\$1,093</u>
10 <u>5</u>	<u>\$26,697</u>	<u>\$34,595</u>	<u>\$1,129</u>	<u>\$1,124</u>
11 <u>6</u>	<u>\$28,129</u>	<u>\$36,421</u>	<u>\$1,184</u>	<u>\$1,188</u>
12 <u>7</u>	<u>\$29,708</u>	<u>\$38,392</u>	<u>\$1,233</u>	<u>\$1,286</u>
13 <u>8</u>	<u>\$31,344</u>	<u>\$40,417</u>	<u>\$1,276</u>	<u>\$1,417</u>
14 <u>9</u>	<u>\$33,090</u>	<u>\$42,589</u>	<u>\$1,323</u>	<u>\$1,561</u>
15 <u>10</u>	<u>\$34,967</u>	<u>\$44,956</u>	<u>\$1,381</u>	<u>\$1,703</u>
16 <u>11</u>	<u>\$36,971</u>	<u>\$47,501</u>	<u>\$1,471</u>	<u>\$1,704</u>
17 <u>12</u>	<u>\$39,044</u>	<u>\$50,019</u>	<u>\$1,522</u>	<u>\$1,843</u>
18 <u>13</u>	<u>\$41,317</u>	<u>\$52,870</u>	<u>\$1,583</u>	<u>\$2,055</u>
19 <u>14</u>	<u>\$43,690</u>	<u>\$55,774</u>	<u>\$1,691</u>	<u>\$1,938</u>
20 <u>15</u>	<u>\$46,162</u>	<u>\$58,853</u>	<u>\$1,753</u>	<u>\$2,173</u>
21 <u>16</u>	<u>\$48,752</u>	<u>\$62,050</u>	<u>\$1,820</u>	<u>\$2,378</u>
22 <u>17</u>	<u>\$51,488</u>	<u>\$65,547</u>	<u>\$1,907</u>	<u>\$2,617</u>
23 <u>18</u>	<u>\$54,406</u>	<u>\$69,182</u>	<u>\$1,868</u>	<u>\$3,568</u>
24 <u>19</u>	<u>\$57,354</u>	<u>\$72,841</u>	<u>\$1,946</u>	<u>\$3,811</u>
25 <u>20</u>	<u>\$60,290</u>	<u>\$76,484</u>	<u>\$2,027</u>	<u>\$4,032</u>
26 <u>21</u>	<u>\$63,487</u>	<u>\$80,501</u>	<u>\$2,116</u>	<u>\$4,318</u>
27 <u>22</u>	<u>\$66,900</u>	<u>\$84,707</u>	<u>\$2,205</u>	<u>\$4,577</u>
28 <u>23</u>	<u>\$70,438</u>	<u>\$89,095</u>	<u>\$2,296</u>	<u>\$4,881</u>

1	<u>24</u>	<u>\$74,190</u>	<u>\$93,659</u>	<u>\$2,385</u>	<u>\$5,159</u>
2	<u>25</u>	<u>\$78,283</u>	<u>\$98,669</u>	<u>\$2,486</u>	<u>\$5,470</u>
3	<u>26</u>	<u>\$82,407</u>	<u>\$101,577</u>	<u>\$2,587</u>	<u>\$3,648</u>
4	<u>27</u>	<u>\$86,866</u>	<u>\$106,993</u>	<u>\$2,724</u>	<u>\$3,783</u>
5	<u>28</u>	<u>\$91,442</u>	<u>\$112,307</u>	<u>\$2,830</u>	<u>\$3,885</u>
6	<u>29</u>	<u>\$96,235</u>	<u>\$117,862</u>	<u>\$2,938</u>	<u>\$3,999</u>
7	<u>30</u>	<u>\$101,264</u>	<u>\$123,647</u>	<u>\$3,047</u>	<u>\$4,101</u>
8	<u>31</u>	<u>\$106,661</u>	<u>\$129,843</u>	<u>\$3,161</u>	<u>\$4,216</u>
9	<u>32</u>	<u>\$112,332</u>	<u>\$136,259</u>	<u>\$3,267</u>	<u>\$4,325</u>
10	<u>33</u>	<u>\$118,442</u>	<u>\$143,122</u>	<u>\$3,375</u>	<u>\$4,430</u>
11	<u>34</u>	<u>\$124,751</u>	<u>\$150,251</u>	<u>\$3,492</u>	<u>\$4,548</u>
12	<u>35</u>	<u>\$131,219</u>	<u>\$157,505</u>	<u>\$3,604</u>	<u>\$4,662</u>
13	<u>36</u>	<u>\$137,814</u>	<u>\$164,967</u>	<u>\$3,728</u>	<u>\$4,785</u>
14	<u>37</u>	<u>\$145,047</u>	<u>\$173,012</u>	<u>\$3,844</u>	<u>\$4,901</u>
15	<u>38</u>	<u>\$135,322</u>			

16 (2) Effective April sixth, two thousand seventeen for officers and  
 17 employees on the administrative payroll and effective March thirtieth,  
 18 two thousand seventeen for officers and employees on the institutional  
 19 payroll:

20

PEF SALARY SCHEDULE

21

EFFECTIVE April 6, 2017 (ADMIN)

22

EFFECTIVE March 30, 2017 (INST)

23

HIRINGJOBADVANCEJOB RATE

24

SGRATERATEAMOUNTADVANCE

1	<u>1</u>	<u>\$22,855</u>	<u>\$29,494</u>	<u>\$949</u>	<u>\$945</u>
2	<u>2</u>	<u>\$23,722</u>	<u>\$30,685</u>	<u>\$994</u>	<u>\$999</u>
3	<u>3</u>	<u>\$24,883</u>	<u>\$32,180</u>	<u>\$1,043</u>	<u>\$1,039</u>
4	<u>4</u>	<u>\$26,000</u>	<u>\$33,679</u>	<u>\$1,094</u>	<u>\$1,115</u>
5	<u>5</u>	<u>\$27,231</u>	<u>\$35,286</u>	<u>\$1,152</u>	<u>\$1,143</u>
6	<u>6</u>	<u>\$28,692</u>	<u>\$37,150</u>	<u>\$1,208</u>	<u>\$1,210</u>
7	<u>7</u>	<u>\$30,302</u>	<u>\$39,160</u>	<u>\$1,257</u>	<u>\$1,316</u>
8	<u>8</u>	<u>\$31,971</u>	<u>\$41,227</u>	<u>\$1,302</u>	<u>\$1,444</u>
9	<u>9</u>	<u>\$33,752</u>	<u>\$43,443</u>	<u>\$1,349</u>	<u>\$1,597</u>
10	<u>10</u>	<u>\$35,666</u>	<u>\$45,857</u>	<u>\$1,409</u>	<u>\$1,737</u>
11	<u>11</u>	<u>\$37,710</u>	<u>\$48,451</u>	<u>\$1,501</u>	<u>\$1,735</u>
12	<u>12</u>	<u>\$39,825</u>	<u>\$51,021</u>	<u>\$1,552</u>	<u>\$1,884</u>
13	<u>13</u>	<u>\$42,143</u>	<u>\$53,927</u>	<u>\$1,614</u>	<u>\$2,100</u>
14	<u>14</u>	<u>\$44,564</u>	<u>\$56,888</u>	<u>\$1,725</u>	<u>\$1,974</u>
15	<u>15</u>	<u>\$47,085</u>	<u>\$60,028</u>	<u>\$1,788</u>	<u>\$2,215</u>
16	<u>16</u>	<u>\$49,727</u>	<u>\$63,293</u>	<u>\$1,857</u>	<u>\$2,424</u>
17	<u>17</u>	<u>\$52,518</u>	<u>\$66,855</u>	<u>\$1,945</u>	<u>\$2,667</u>
18	<u>18</u>	<u>\$55,494</u>	<u>\$70,566</u>	<u>\$1,906</u>	<u>\$3,636</u>
19	<u>19</u>	<u>\$58,501</u>	<u>\$74,301</u>	<u>\$1,985</u>	<u>\$3,890</u>
20	<u>20</u>	<u>\$61,496</u>	<u>\$78,014</u>	<u>\$2,068</u>	<u>\$4,110</u>
21	<u>21</u>	<u>\$64,757</u>	<u>\$82,113</u>	<u>\$2,159</u>	<u>\$4,402</u>
22	<u>22</u>	<u>\$68,238</u>	<u>\$86,398</u>	<u>\$2,249</u>	<u>\$4,666</u>
23	<u>23</u>	<u>\$71,847</u>	<u>\$90,876</u>	<u>\$2,342</u>	<u>\$4,977</u>
24	<u>24</u>	<u>\$75,674</u>	<u>\$95,534</u>	<u>\$2,432</u>	<u>\$5,268</u>
25	<u>25</u>	<u>\$79,849</u>	<u>\$100,645</u>	<u>\$2,536</u>	<u>\$5,580</u>
26	<u>26</u>	<u>\$84,055</u>	<u>\$103,609</u>	<u>\$2,639</u>	<u>\$3,720</u>
27	<u>27</u>	<u>\$88,603</u>	<u>\$109,133</u>	<u>\$2,779</u>	<u>\$3,856</u>
28	<u>28</u>	<u>\$93,271</u>	<u>\$114,553</u>	<u>\$2,886</u>	<u>\$3,966</u>

1	<u>29</u>	<u>\$98,160</u>	<u>\$120,219</u>	<u>\$2,997</u>	<u>\$4,077</u>
2	<u>30</u>	<u>\$103,289</u>	<u>\$126,120</u>	<u>\$3,108</u>	<u>\$4,183</u>
3	<u>31</u>	<u>\$108,794</u>	<u>\$132,440</u>	<u>\$3,224</u>	<u>\$4,302</u>
4	<u>32</u>	<u>\$114,579</u>	<u>\$138,984</u>	<u>\$3,332</u>	<u>\$4,413</u>
5	<u>33</u>	<u>\$120,811</u>	<u>\$145,984</u>	<u>\$3,442</u>	<u>\$4,521</u>
6	<u>34</u>	<u>\$127,246</u>	<u>\$153,256</u>	<u>\$3,562</u>	<u>\$4,638</u>
7	<u>35</u>	<u>\$133,843</u>	<u>\$160,655</u>	<u>\$3,676</u>	<u>\$4,756</u>
8	<u>36</u>	<u>\$140,570</u>	<u>\$168,266</u>	<u>\$3,802</u>	<u>\$4,884</u>
9	<u>37</u>	<u>\$147,948</u>	<u>\$176,472</u>	<u>\$3,921</u>	<u>\$4,998</u>
10	<u>38</u>	<u>\$138,028</u>			

11 (3) Effective April fifth, two thousand eighteen for officers and  
 12 employees on the administrative payroll and effective March twenty-ninth,  
 13 two thousand eighteen for officers and employees on the institutional  
 14 payroll:

15 PEF SALARY SCHEDULE

16 EFFECTIVE April 5, 2018 (ADMIN)

17 EFFECTIVE March 29, 2018 (INST)

18	<u>HIRING</u>	<u>JOB</u>	<u>ADVANCE</u>	<u>JOB RATE</u>
19	<u>SG</u>	<u>RATE</u>	<u>AMOUNT</u>	<u>ADVANCE</u>
20	<u>1</u>	<u>\$23,312</u>	<u>\$30,083</u>	<u>\$968</u>
21	<u>2</u>	<u>\$24,196</u>	<u>\$31,299</u>	<u>\$1,014</u>
22	<u>3</u>	<u>\$25,381</u>	<u>\$32,826</u>	<u>\$1,064</u>
23	<u>4</u>	<u>\$26,520</u>	<u>\$34,355</u>	<u>\$1,116</u>
24	<u>5</u>	<u>\$27,776</u>	<u>\$35,995</u>	<u>\$1,175</u>

1	<u>6</u>	<u>\$29,266</u>	<u>\$37,891</u>	<u>\$1,232</u>	<u>\$1,233</u>
2	<u>7</u>	<u>\$30,908</u>	<u>\$39,941</u>	<u>\$1,283</u>	<u>\$1,335</u>
3	<u>8</u>	<u>\$32,610</u>	<u>\$42,051</u>	<u>\$1,328</u>	<u>\$1,473</u>
4	<u>9</u>	<u>\$34,427</u>	<u>\$44,311</u>	<u>\$1,376</u>	<u>\$1,628</u>
5	<u>10</u>	<u>\$36,379</u>	<u>\$46,772</u>	<u>\$1,437</u>	<u>\$1,771</u>
6	<u>11</u>	<u>\$38,464</u>	<u>\$49,417</u>	<u>\$1,531</u>	<u>\$1,767</u>
7	<u>12</u>	<u>\$40,622</u>	<u>\$52,039</u>	<u>\$1,583</u>	<u>\$1,919</u>
8	<u>13</u>	<u>\$42,986</u>	<u>\$55,008</u>	<u>\$1,647</u>	<u>\$2,140</u>
9	<u>14</u>	<u>\$45,455</u>	<u>\$58,028</u>	<u>\$1,759</u>	<u>\$2,019</u>
10	<u>15</u>	<u>\$48,027</u>	<u>\$61,229</u>	<u>\$1,824</u>	<u>\$2,258</u>
11	<u>16</u>	<u>\$50,722</u>	<u>\$64,557</u>	<u>\$1,894</u>	<u>\$2,471</u>
12	<u>17</u>	<u>\$53,568</u>	<u>\$68,192</u>	<u>\$1,984</u>	<u>\$2,720</u>
13	<u>18</u>	<u>\$56,604</u>	<u>\$71,980</u>	<u>\$1,944</u>	<u>\$3,712</u>
14	<u>19</u>	<u>\$59,671</u>	<u>\$75,785</u>	<u>\$2,024</u>	<u>\$3,970</u>
15	<u>20</u>	<u>\$62,726</u>	<u>\$79,577</u>	<u>\$2,109</u>	<u>\$4,197</u>
16	<u>21</u>	<u>\$66,052</u>	<u>\$83,752</u>	<u>\$2,202</u>	<u>\$4,488</u>
17	<u>22</u>	<u>\$69,603</u>	<u>\$88,124</u>	<u>\$2,294</u>	<u>\$4,757</u>
18	<u>23</u>	<u>\$73,284</u>	<u>\$92,693</u>	<u>\$2,389</u>	<u>\$5,075</u>
19	<u>24</u>	<u>\$77,187</u>	<u>\$97,448</u>	<u>\$2,481</u>	<u>\$5,375</u>
20	<u>25</u>	<u>\$81,446</u>	<u>\$102,661</u>	<u>\$2,587</u>	<u>\$5,693</u>
21	<u>26</u>	<u>\$85,736</u>	<u>\$105,681</u>	<u>\$2,692</u>	<u>\$3,793</u>
22	<u>27</u>	<u>\$90,375</u>	<u>\$111,316</u>	<u>\$2,834</u>	<u>\$3,937</u>
23	<u>28</u>	<u>\$95,136</u>	<u>\$116,844</u>	<u>\$2,944</u>	<u>\$4,044</u>
24	<u>29</u>	<u>\$100,123</u>	<u>\$122,623</u>	<u>\$3,057</u>	<u>\$4,158</u>
25	<u>30</u>	<u>\$105,355</u>	<u>\$128,642</u>	<u>\$3,170</u>	<u>\$4,267</u>
26	<u>31</u>	<u>\$110,970</u>	<u>\$135,089</u>	<u>\$3,288</u>	<u>\$4,391</u>
27	<u>32</u>	<u>\$116,871</u>	<u>\$141,764</u>	<u>\$3,399</u>	<u>\$4,499</u>
28	<u>33</u>	<u>\$123,227</u>	<u>\$148,904</u>	<u>\$3,511</u>	<u>\$4,611</u>



1	<u>34</u>	<u>\$129,791</u>	<u>\$156,321</u>	<u>\$3,633</u>	<u>\$4,732</u>
2	<u>35</u>	<u>\$136,520</u>	<u>\$163,868</u>	<u>\$3,750</u>	<u>\$4,848</u>
3	<u>36</u>	<u>\$143,381</u>	<u>\$171,631</u>	<u>\$3,879</u>	<u>\$4,976</u>
4	<u>37</u>	<u>\$150,907</u>	<u>\$180,001</u>	<u>\$3,999</u>	<u>\$5,100</u>
5	<u>38</u>	<u>\$140,789</u>			

6 § 2. Compensation for certain state officers and employees in collec-  
7 tive negotiating units. 1. The provisions of this section shall apply  
8 to annual-salaried officers and employees in the collective negotiating  
9 unit designated as the professional, scientific and technical services  
10 unit established pursuant to article 14 of the civil service law.

11 2. Effective April 7, 2016 for officers and employees on the adminis-  
12 trative payroll and effective March 31, 2016 for officers and employees  
13 on the institutional payroll, the basic annual salary of officers and  
14 employees in full-time employment status on the day before such payroll  
15 period shall be increased by two percent adjusted to the nearest whole  
16 dollar amount.

17 3. Effective April 6, 2017 for officers and employees on the adminis-  
18 trative payroll and effective March 30, 2017 for officers and employees  
19 on the institutional payroll, the basic annual salary of officers and  
20 employees in full-time employment status on the day before such payroll  
21 period shall be increased by two percent adjusted to the nearest whole  
22 dollar amount.

23 4. Effective April 5, 2018 for officers and employees on the adminis-  
24 trative payroll and effective March 29, 2018 for officers and employees  
25 on the institutional payroll, the basic annual salary of officers and  
26 employees in full-time employment status on the day before such payroll  
27 period shall be increased by two percent adjusted to the nearest whole  
28 dollar amount.

1 5. Notwithstanding the provisions of subdivisions two, three and four  
2 of this section, if the basic annual salary of an officer or employee to  
3 whom the provisions of this section apply is identical with the hiring  
4 rate or the job rate of the salary grade of his or her position on the  
5 effective dates of the increases provided in these subdivisions, such  
6 basic annual salary shall be increased to the hiring rate or job rate,  
7 respectively, of such salary grade as contained in the appropriate sala-  
8 ry schedules in subparagraphs 1, 2 and 3 of paragraph c of subdivision 1  
9 of section 130 of the civil service law, as added by section one of this  
10 act, to take effect on the dates provided in such subparagraphs. Except  
11 as herein provided to the contrary, the increases in basic annual salary  
12 provided by this subdivision shall be in lieu of any increase in basic  
13 annual salary provided for in subdivisions two, three and four of this  
14 section.

15 6. Payments pursuant to the provisions of subdivision 6 of section 131  
16 of the civil service law for annual salaried officers and employees  
17 entitled to such payments to whom the provisions of this section apply  
18 shall be payable in accordance with the terms of an agreement reached  
19 pursuant to article 14 of the civil service law between the state and an  
20 employee organization representing employees subject to the provisions  
21 of this section.

22 7. If an unencumbered position is one which if encumbered, would be  
23 subject to the provisions of this section, the salary of such position  
24 shall be increased by the salary increase amounts specified in this  
25 section. If a position is created, and filled by the appointment of an  
26 officer or employee who is subject to the provisions of this section,  
27 the salary otherwise provided for such position shall be increased in  
28 the same manner as though such position had been in existence but unen-

1 cumbered. Notwithstanding the provisions of this section, the director  
2 of the budget may reduce the salary of any such position which is or  
3 becomes vacant.

4 8. The increases in salary provided in subdivisions two, three and  
5 four of this section shall apply on a prorated basis to officers and  
6 employees, otherwise eligible to receive an increase in salary, who are  
7 paid on an hourly or per diem basis, employees serving on a part-time or  
8 seasonal basis, and employees paid on any basis other than at an annual  
9 salary rate. Notwithstanding the foregoing, the provisions of subdivi-  
10 sions five, six and thirteen of this section shall not apply to employ-  
11 ees serving on a per diem or seasonal basis, except as determined by the  
12 director of the budget.

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

27 10. Notwithstanding any other provision of this section, the  
28 provisions of this section shall not apply to officers or employees paid

1 on a fee schedule basis, provided however, that the increases in basic  
2 annual salary provided for in subdivisions two, three and four of this  
3 section shall apply to fire instructors paid on a fee schedule basis  
4 employed by the division of homeland security and emergency services.

5 11. Notwithstanding any other provision of this section, except subdivi-  
6 sion one, any increase in compensation for any officer or employee  
7 appointed to a lower graded position from a redeployment list pursuant  
8 to subdivision 1 of section 79 of the civil service law who continues to  
9 receive his or her former salary pursuant to such subdivision shall be  
10 determined on the basis of such lower graded position provided, however,  
11 that the increase in salary provided in this section shall not cause  
12 such officer's or employee's salary to exceed the job rate of such lower  
13 graded position.

14 12. Notwithstanding any other provision of this section or any law to  
15 the contrary, any increase in compensation may be withheld in whole or  
16 in part from any employee to whom the provisions of this section are  
17 applicable when, in the opinion of the director of the budget and the  
18 director of employee relations, such increase is not warranted or is not  
19 appropriate for any reason.

20 13. Notwithstanding any law, rule or regulation to the contrary, offi-  
21 cers and employees to whom the provisions of this section apply shall  
22 receive performance awards in accordance with the terms of a collective-  
23 ly negotiated agreement between the state and the employee organization  
24 representing such employees entered into pursuant to article 14 of the  
25 civil service law, effective for the period commencing April 2, 2016 and  
26 ending April 1, 2019, in accordance with the rules and regulations  
27 issued by the director of the budget to implement payment of such nego-  
28 tiated performance awards.

1 § 3. Location compensation for certain state officers and employees.  
2 Notwithstanding any inconsistent provisions of law, officers and employ-  
3 ees, including seasonal officers and employees who shall receive the  
4 compensation provided for pursuant to this section on a pro-rated basis  
5 except part-time officers and employees, in the collective negotiating  
6 unit designated as the professional, scientific and technical services  
7 unit established pursuant to article 14 of the civil service law, whose  
8 principal place of employment or, in the case of a field employee, whose  
9 official station as determined in accordance with the regulations of the  
10 comptroller, is located: (a) in the county of Monroe and who were eligi-  
11 ble to receive location pay on March 31, 1985, shall receive location  
12 pay at the rate of two hundred dollars per year provided they continue  
13 to be otherwise eligible; or (b) in the city of New York, or in the  
14 county of Rockland, Westchester, Nassau or Suffolk shall continue to  
15 receive a downstate adjustment at the annual rate of three thousand  
16 twenty-six dollars effective April 1, 2011; or (c) in the county of  
17 Dutchess, Putnam or Orange shall continue to receive a mid-Hudson  
18 adjustment at the annual rate of one thousand five hundred thirteen  
19 dollars effective April 1, 2011. Such location payments shall be in  
20 addition to and shall not be a part of an officer's or employee's basic  
21 annual salary, and shall not affect or impair any performance advance-  
22 ments or other rights or benefits to which an officer or employee may be  
23 entitled by law, provided, however, that location payments shall be  
24 included as compensation for purposes of computation of overtime pay and  
25 for retirement purposes. For the sole purpose of continuing eligibility  
26 for location pay in Monroe county, an officer or employee previously  
27 eligible to receive location pay on March 31, 1985 who is on an approved  
28 leave of absence or participates in an employer program to reduce to

1 part-time service during summer months shall continue to be eligible for  
2 said location pay upon return to full-time state service in Monroe coun-  
3 ty.

4 § 4. Continuation of location compensation for certain officers and  
5 employees of the Hudson Valley developmental disabilities services  
6 office. 1. Notwithstanding any law, rule or regulation to the contrary,  
7 any officer or employee of the Hudson Valley developmental disabilities  
8 services office represented in the collective negotiating unit desig-  
9 nated as the professional, scientific and technical services unit, who  
10 is receiving location pay pursuant to section 5 of chapter 174 of the  
11 laws of 1993 shall continue to receive such location pay under the  
12 conditions and at the rate specified by such section.

13 2. Notwithstanding any law, rule or regulation to the contrary, any  
14 officer or employee of the Hudson Valley developmental disabilities  
15 services office represented in the collective negotiating unit desig-  
16 nated as the professional, scientific and technical services unit, who  
17 is receiving location pay pursuant to subdivision 2 of section 9 of  
18 chapter 315 of the laws of 1995 shall continue to receive such location  
19 pay under the conditions and at the rates specified by such subdivision.

20 3. Notwithstanding section three of this act or any other law, rule or  
21 regulation to the contrary, any officer or employee of the Hudson Valley  
22 developmental disabilities services office represented in the collective  
23 negotiating unit designated as the professional, scientific and techni-  
24 cal services unit, who is receiving location pay pursuant to section  
25 three of this act shall continue to be eligible for such location pay if  
26 as the result of a reduction or redeployment of staff, such officer or  
27 employee is reassigned to or otherwise appointed or promoted to a  
28 different position at another work location within the Hudson Valley

1 developmental disabilities services office. The rate of such continued  
2 location pay shall not exceed the rate such officer or employee is  
3 receiving on the date of such reassignment, appointment or promotion.

4 § 5. Special assignment to duty pay. Notwithstanding any inconsistent  
5 provisions of law, effective April 2, 2016, where and to the extent  
6 that, an agreement between the state and an employee organization  
7 entered into pursuant to article 14 of the civil service law so  
8 provides, a special assignment to duty lump sum shall be paid each year  
9 to an employee who is serving in a particular assignment deemed quali-  
10 fied pursuant to such agreement. Such payment shall be in an amount  
11 negotiated for those employees assigned to qualifying work assignments  
12 and who work such assignments for the minimum periods of time in a year  
13 provided in the negotiated agreement. Assignment to duty pay shall not  
14 be paid in any year an employee does not meet the minimum period of time  
15 in such qualifying assignment required by the agreement or upon cessa-  
16 tion of the assignment to duty program on April 1, 2019 unless an exten-  
17 sion is negotiated by the parties. Such lump sum shall be considered  
18 salary only for final average salary retirement purposes.

19 § 6. Long term seasonal employees. Notwithstanding any inconsistent  
20 provisions of law, effective April 2, 2016, where and to the extent  
21 that, an agreement between the state and an employee organization  
22 entered into pursuant to article 14 of the civil service law so  
23 provides, a lump sum shall be paid each year to an employee who is serv-  
24 ing in a qualifying long term seasonal position. Such payment shall be  
25 in an amount negotiated and pursuant to negotiated qualifying criteria  
26 and shall be considered salary only for final average salary retirement  
27 purposes. Such benefit shall be available until March 31, 2019.

1 § 7. Notwithstanding any inconsistent provisions of law, where and to  
2 the extent that an agreement between the state and an employee organiza-  
3 tion entered into pursuant to article 14 of the civil service law so  
4 provides on behalf of employees in the collective negotiating unit  
5 designated as the professional, scientific and technical services unit  
6 established pursuant to article 14 of the civil service law, the state  
7 shall contribute an amount designated in such agreement and for the  
8 period covered by such agreement to the accounts of such employees  
9 enrolled for dependent care deductions pursuant to subdivision 7 of  
10 section 201-a of the state finance law. Such amounts shall be from funds  
11 appropriated in this act and shall not be part of basic annual salary  
12 for overtime or retirement purposes.

13 § 8. Notwithstanding any provision of law to the contrary, the appro-  
14 priations contained in this act shall be available to the state for the  
15 payment and publication of grievance and arbitration settlements and  
16 awards pursuant to articles 33 and 34 of the collective negotiating  
17 agreement between the state and the employee organization representing  
18 the collective negotiating unit designated as the professional, scien-  
19 tific and technical services unit established pursuant to article 14 of  
20 the civil service law.

21 § 9. During the period April 2, 2016 through April 1, 2019, there  
22 shall be a statewide labor-management committee continued and adminis-  
23 tered pursuant to the terms of the agreement negotiated between the  
24 state and an employee organization representing employees in the collec-  
25 tive negotiating unit designated as the professional, scientific and  
26 technical services unit established pursuant to article 14 of the civil  
27 service law which shall after April 2, 2016, have the responsibility of  
28 studying, making recommendations concerning the major issues of produc-



1 tivity, the quality of work life and implementing the agreements  
2 reached.

3 § 10. Inconvenience pay program. Pursuant to chapter 333 of the laws  
4 of 1969, as amended, and an agreement negotiated between the state and  
5 an employee organization representing employees in the professional,  
6 scientific and technical services unit established pursuant to article  
7 14 of the civil service law, an eligible employee shall continue to be  
8 paid five hundred seventy-five dollars per year for working four or more  
9 hours between the hours of 6:00 p.m. and 6:00 a.m. effective April 2,  
10 2011.

11 § 11. Notwithstanding any provision of law to the contrary, effective  
12 April 2, 2016, where and to the extent that an agreement between the  
13 state and an employee organization so provides for a program concerning  
14 a firearms training and safety incentive for peace officers in the  
15 professional, scientific and technical services bargaining unit, a lump  
16 sum payment for such incentive shall be paid for each year of such  
17 program to any employee who is deemed qualified pursuant to such agree-  
18 ment. Such payment shall be in an amount negotiated for those employees  
19 who meet criteria established by such program. Such payment shall occur  
20 at the time prescribed by such program or as soon as practicable there-  
21 after. Such lump sum payment shall not be paid in any year an employee  
22 does not meet the qualifications and criteria of such program or upon  
23 cessation of such program on April 1, 2019 unless an extension is nego-  
24 tiated by the parties. Such lump sum payment shall be considered salary  
25 for overtime purposes.

26 § 12. Notwithstanding any provision of law to the contrary, effective  
27 April 2, 2016, where and to the extent that an agreement between the  
28 state and an employee organization entered into pursuant to article 14

1 of the civil service law so provides on behalf of certain employees in  
2 the collective negotiating unit designated as the professional, scien-  
3 tific and technical services unit, and where there exists a policy  
4 requiring employees in the fire protection specialist title series at  
5 the office of fire prevention and control to wear uniforms, a lump sum  
6 uniform allowance shall be paid to covered employees in accordance with  
7 the terms of such agreement and policy. Such payments shall be in an  
8 amount negotiated for covered employees and shall not be paid in any  
9 year where a policy does not exist requiring uniforms in accordance with  
10 the terms of the agreement or where an employee is not required to wear  
11 a uniform or receives a regular uniform service. Such uniform allowance  
12 will cease to exist on April 1, 2019, unless an extension is negotiated  
13 by the parties. Such lump sum shall be considered salary only for final  
14 average salary purposes.

15 § 13. The salary increases and benefit modifications provided for by  
16 this act for state employees in the collective negotiating unit desig-  
17 nated as the professional, scientific and technical services unit estab-  
18 lished pursuant to article 14 of the civil service law shall not be  
19 implemented until the director of employee relations shall have deliv-  
20 ered to the director of the budget and the comptroller a letter certify-  
21 ing that there is in effect with respect to such negotiating unit a  
22 collectively negotiated agreement, ratified by the membership, which  
23 provides for such increases and modifications and which are fully  
24 executed in writing with the state pursuant to article 14 of the civil  
25 service law.

26 § 14. Date of entitlement to salary increases. Notwithstanding the  
27 provisions of this act or of any other provision of law to the contrary,  
28 the increases in salary or compensation to employees provided by this

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

15 § 15. Deferred payment of salary increase. Notwithstanding the  
16 provisions of any other section of this act or any other provision of  
17 law to the contrary, pending payment pursuant to this act of the basic  
18 annual salaries of incumbents of positions subject to this act, such  
19 incumbents shall receive, as partial compensation for services rendered,  
20 the rate of salary and other compensation otherwise payable in their  
21 respective positions. An incumbent holding a position subject to this  
22 act at any time during the period from April 1, 2016, until the time  
23 when basic annual salaries and other compensation due are first paid  
24 pursuant to this act for such services in excess of the salary and other  
25 compensation actually received therefor, shall be entitled to a lump sum  
26 payment for the difference between the salary and other compensation to  
27 which such incumbent is entitled for such services and the salary and  
28 other compensation actually received pursuant to the terms of an agree-

1 ment between the state and the employee organization representing the  
2 employees covered by this act.

3 § 16. Use of appropriations. The comptroller is authorized to pay any  
4 amounts required during the fiscal year commencing April 1, 2016 through  
5 March 31, 2018 by the foregoing provisions of this act for any state  
6 department or agency from any appropriation or other funds available to  
7 such state department or agency for personal service or for other  
8 related employee benefits during such fiscal year. To the extent that  
9 such appropriations in any fund are insufficient to accomplish the  
10 purposes herein set forth, the director of the budget is authorized to  
11 allocate to the various departments and agencies, from any appropri-  
12 ations available in any fund, the amounts necessary to pay such amounts.

13 § 17. Effect of participation in special annuity program. No officer  
14 or employee participating in a special annuity program pursuant to the  
15 provisions of article 8-C of the education law shall, by reason of an  
16 increase in compensation pursuant to this act, suffer any reduction of  
17 the salary adjustment to which he or she would otherwise be entitled by  
18 reason of participation in such program, and such salary adjustment  
19 shall be based upon the salary of such officer or employee without  
20 regard to the reduction authorized by such article.

21 § 18. Notwithstanding any provision of the state finance law or any  
22 other provision of law to the contrary, the sum of three hundred twen-  
23 ty-seven million dollars (\$327,000,000) is hereby appropriated in the  
24 general fund/state purposes account (10050) in miscellaneous-all state  
25 departments and agencies solely for apportionment/transfer by the direc-  
26 tor of the budget for use by any state department or agency in any fund  
27 for the fiscal year beginning April 1, 2016 through March 31, 2018 to  
28 supplement appropriations for personal service, other than personal

1 service and fringe benefits, and to carry out the provisions of this  
2 act. The monies hereby appropriated are available for payment of any  
3 liabilities or obligations incurred prior to or during the state fiscal  
4 year commencing April 1, 2016 through March 31, 2018. For this purpose,  
5 these appropriations shall remain in full force and effect for the  
6 payment of liabilities incurred on or before March 31, 2018.

7 § 19. The several amounts as hereinafter set forth, or so much thereof  
8 as may be necessary, are hereby appropriated for the fiscal year begin-  
9 ning April 1, 2016 through March 31, 2018 to supplement appropriations  
10 available for personal service, other than personal service and fringe  
11 benefits, and to carry out the provisions of this act. Moreover, the  
12 amounts appropriated as nonpersonal service may be  
13 suballocated/transferred to any state department or agency as needed.  
14 The monies hereby appropriated are available for payment of any liabil-  
15 ities or obligations incurred prior to or during the state fiscal year  
16 commencing April 1, 2016 through March 31, 2018. For this purpose, these  
17 appropriations shall remain in full force and effect for the payment of  
18 liabilities incurred on or before March 31, 2018.

19 MISCELLANEOUS -- ALL STATE DEPARTMENTS AND AGENCIES

20 LABOR MANAGEMENT COMMITTEES

21 STATE OPERATIONS 2016-17

22 General Fund / State Operations

23 State Purposes Account - 10050

24 Professional, Scientific and Technical Services Unit

1	Professional development and quality of	
2	working life committee .....	723,000
3	Health and Safety .....	938,000
4	PSPT Program .....	7,675,000
5	Joint Funded Programs .....	1,337,000
6	Multi-Funded Programs .....	1,309,000
7	Professional Development for Nurses .....	682,000
8	Property Damage .....	29,000
9	Work-Life Services .....	3,151,000
10	Joint Committee on Health Benefits .....	682,000
11	Contract Administration .....	50,000

12 § 20. This act shall take effect immediately and shall be deemed to  
 13 have been in full force and effect on and after April 2, 2016. Appropri-  
 14 ations made by this act shall remain in full force and effect for  
 15 liabilities incurred through March 31, 2018.

REPEAL NOTE.--Subparagraph 1 of paragraph c of subdivision 1 of  
 section 130 of the civil service law, repealed by section one of this  
 act, provided a salary schedule for state employees in the professional,  
 scientific and technical services unit and is replaced by revised salary  
 schedules in new subparagraphs 1, 2 and 3.

16

PART B

17

SALARIES AND BENEFITS FOR CERTAIN STATE

18

OFFICERS AND EMPLOYEES EXCLUDED FROM

19

COLLECTIVE NEGOTIATING UNITS FOR 2016-2019

1 Section 1. Paragraph d of subdivision 1 of section 130 of the civil  
 2 service law is REPEALED and a new paragraph d is added to read as  
 3 follows:

4 d. Salary grades for positions in the competitive, non-competitive and  
 5 labor classes of the classified service of the state of New York desig-  
 6 nated managerial or confidential pursuant to article fourteen of this  
 7 chapter, civilian state employees of the division of military and naval  
 8 affairs of the executive department whose positions are not in, or are  
 9 excluded from representation rights in, any recognized or certified  
 10 negotiating unit, and those excluded from representation rights under  
 11 article fourteen of this chapter pursuant to rules or regulations of the  
 12 public employment relations board shall be as follows on the effective  
 13 dates indicated:

14 (1) Effective April first, two thousand sixteen:

15	<u>GRADE</u>	<u>HIRING RATE</u>	<u>JOB RATE</u>
16	<u>M/C 3</u>	<u>\$24,894</u>	<u>\$31,824</u>
17	<u>M/C 4</u>	<u>\$25,993</u>	<u>\$33,269</u>
18	<u>M/C 5</u>	<u>\$27,552</u>	<u>\$34,883</u>
19	<u>M/C 6</u>	<u>\$28,721</u>	<u>\$36,672</u>
20	<u>M/C 7</u>	<u>\$30,378</u>	<u>\$38,657</u>
21	<u>M/C 8</u>	<u>\$32,044</u>	<u>\$40,649</u>
22	<u>M/C 9</u>	<u>\$33,875</u>	<u>\$42,812</u>
23	<u>M/C 10</u>	<u>\$35,701</u>	<u>\$45,188</u>
24	<u>M/C 11</u>	<u>\$37,866</u>	<u>\$47,696</u>
25	<u>M/C 12</u>	<u>\$39,864</u>	<u>\$50,198</u>
26	<u>M/C 13</u>	<u>\$42,184</u>	<u>\$52,987</u>

1	<u>M/C 14</u>	<u>\$44,690</u>	<u>\$55,902</u>
2	<u>M/C 15</u>	<u>\$47,177</u>	<u>\$58,920</u>
3	<u>M/C 16</u>	<u>\$49,836</u>	<u>\$62,063</u>
4	<u>M/C 17</u>	<u>\$52,663</u>	<u>\$65,485</u>
5	<u>M/C 18</u>	<u>\$52,943</u>	<u>\$65,697</u>
6	<u>M/C 19</u>	<u>\$55,782</u>	<u>\$69,113</u>
7	<u>M/C 20</u>	<u>\$58,626</u>	<u>\$72,579</u>
8	<u>M/C 21</u>	<u>\$61,788</u>	<u>\$76,328</u>
9	<u>M/C 22</u>	<u>\$65,109</u>	<u>\$80,337</u>
10	<u>M/C 23</u>	<u>\$68,446</u>	<u>\$85,516</u>
11	<u>M 1</u>	<u>\$73,878</u>	<u>\$93,384</u>
12	<u>M 2</u>	<u>\$81,934</u>	<u>\$103,567</u>
13	<u>M 3</u>	<u>\$90,935</u>	<u>\$114,913</u>
14	<u>M 4</u>	<u>\$100,577</u>	<u>\$126,926</u>
15	<u>M 5</u>	<u>\$111,677</u>	<u>\$141,095</u>
16	<u>M 6</u>	<u>\$123,648</u>	<u>\$155,526</u>
17	<u>M 7</u>	<u>\$136,294</u>	<u>\$168,799</u>
18	<u>M 8</u>	<u>\$114,915+</u>	

19 (2) Effective April first, two thousand seventeen:

20	<u>GRADE</u>	<u>HIRING RATE</u>	<u>JOB RATE</u>
21	<u>M/C 3</u>	<u>\$25,900</u>	<u>\$33,110</u>
22	<u>M/C 4</u>	<u>\$27,043</u>	<u>\$34,613</u>
23	<u>M/C 5</u>	<u>\$28,665</u>	<u>\$36,292</u>
24	<u>M/C 6</u>	<u>\$29,881</u>	<u>\$38,154</u>
25	<u>M/C 7</u>	<u>\$31,605</u>	<u>\$40,219</u>
26	<u>M/C 8</u>	<u>\$33,339</u>	<u>\$42,291</u>



1	<u>M/C 9</u>	<u>\$35,244</u>	<u>\$44,542</u>
2	<u>M/C 10</u>	<u>\$37,143</u>	<u>\$47,014</u>
3	<u>M/C 11</u>	<u>\$39,396</u>	<u>\$49,623</u>
4	<u>M/C 12</u>	<u>\$41,475</u>	<u>\$52,226</u>
5	<u>M/C 13</u>	<u>\$43,888</u>	<u>\$55,128</u>
6	<u>M/C 14</u>	<u>\$46,495</u>	<u>\$58,160</u>
7	<u>M/C 15</u>	<u>\$49,083</u>	<u>\$61,300</u>
8	<u>M/C 16</u>	<u>\$51,849</u>	<u>\$64,570</u>
9	<u>M/C 17</u>	<u>\$54,791</u>	<u>\$68,131</u>
10	<u>M/C 18</u>	<u>\$55,082</u>	<u>\$68,351</u>
11	<u>M/C 19</u>	<u>\$58,036</u>	<u>\$71,905</u>
12	<u>M/C 20</u>	<u>\$60,994</u>	<u>\$75,511</u>
13	<u>M/C 21</u>	<u>\$64,284</u>	<u>\$79,412</u>
14	<u>M/C 22</u>	<u>\$67,739</u>	<u>\$83,583</u>
15	<u>M/C 23</u>	<u>\$71,211</u>	<u>\$88,971</u>
16	<u>M 1</u>	<u>\$76,863</u>	<u>\$97,157</u>
17	<u>M 2</u>	<u>\$85,244</u>	<u>\$107,751</u>
18	<u>M 3</u>	<u>\$94,609</u>	<u>\$119,555</u>
19	<u>M 4</u>	<u>\$104,640</u>	<u>\$132,054</u>
20	<u>M 5</u>	<u>\$116,189</u>	<u>\$146,795</u>
21	<u>M 6</u>	<u>\$128,643</u>	<u>\$161,809</u>
22	<u>M 7</u>	<u>\$141,800</u>	<u>\$175,618</u>
23	<u>M 8</u>	<u>\$119,558+</u>	

24 (3) Effective April first, two thousand eighteen:

25	<u>GRADE</u>	<u>HIRING RATE</u>	<u>JOB RATE</u>
26	<u>M/C 3</u>	<u>\$26,682</u>	<u>\$34,110</u>

1	<u>M/C 4</u>	<u>\$27,860</u>	<u>\$35,658</u>
2	<u>M/C 5</u>	<u>\$29,531</u>	<u>\$37,388</u>
3	<u>M/C 6</u>	<u>\$30,783</u>	<u>\$39,306</u>
4	<u>M/C 7</u>	<u>\$32,559</u>	<u>\$41,434</u>
5	<u>M/C 8</u>	<u>\$34,346</u>	<u>\$43,568</u>
6	<u>M/C 9</u>	<u>\$36,308</u>	<u>\$45,887</u>
7	<u>M/C 10</u>	<u>\$38,265</u>	<u>\$48,434</u>
8	<u>M/C 11</u>	<u>\$40,586</u>	<u>\$51,122</u>
9	<u>M/C 12</u>	<u>\$42,728</u>	<u>\$53,803</u>
10	<u>M/C 13</u>	<u>\$45,213</u>	<u>\$56,793</u>
11	<u>M/C 14</u>	<u>\$47,899</u>	<u>\$59,916</u>
12	<u>M/C 15</u>	<u>\$50,565</u>	<u>\$63,151</u>
13	<u>M/C 16</u>	<u>\$53,415</u>	<u>\$66,520</u>
14	<u>M/C 17</u>	<u>\$56,446</u>	<u>\$70,189</u>
15	<u>M/C 18</u>	<u>\$56,745</u>	<u>\$70,415</u>
16	<u>M/C 19</u>	<u>\$59,789</u>	<u>\$74,077</u>
17	<u>M/C 20</u>	<u>\$62,836</u>	<u>\$77,791</u>
18	<u>M/C 21</u>	<u>\$66,225</u>	<u>\$81,810</u>
19	<u>M/C 22</u>	<u>\$69,785</u>	<u>\$86,107</u>
20	<u>M/C 23</u>	<u>\$73,362</u>	<u>\$91,658</u>
21	<u>M 1</u>	<u>\$79,184</u>	<u>\$100,091</u>
22	<u>M 2</u>	<u>\$87,818</u>	<u>\$111,005</u>
23	<u>M 3</u>	<u>\$97,466</u>	<u>\$123,166</u>
24	<u>M 4</u>	<u>\$107,800</u>	<u>\$136,042</u>
25	<u>M 5</u>	<u>\$119,698</u>	<u>\$151,228</u>
26	<u>M 6</u>	<u>\$132,528</u>	<u>\$166,696</u>
27	<u>M 7</u>	<u>\$146,082</u>	<u>\$180,922</u>
28	<u>M 8</u>	<u>\$123,169+</u>	

1 § 2. Subdivision 1 of section 19 of the correction law is REPEALED and  
2 a new subdivision 1 is added to read as follows:

3 1. This section shall apply to each superintendent of a correctional  
4 facility appointed on or after August ninth, nineteen hundred seventy-  
5 five and any superintendent heretofore appointed who elects to be  
6 covered by the provisions thereof by filing such election with the  
7 commissioner.

8 a. The salary schedule for superintendents of a correctional facility  
9 with an inmate population capacity of four hundred or more inmates shall  
10 be as follows:

11 Effective April first, two thousand sixteen:

<u>Hiring Rate</u>	<u>Job Rate</u>
<u>\$116,937</u>	<u>\$159,580</u>

14 Effective April first, two thousand seventeen:

<u>Hiring Rate</u>	<u>Job Rate</u>
<u>\$121,661</u>	<u>\$166,027</u>

17 Effective April first, two thousand eighteen:

<u>Hiring Rate</u>	<u>Job Rate</u>
<u>\$125,335</u>	<u>\$171,041</u>

20 b. The salary schedule for superintendents of correctional facilities  
21 with an inmate population capacity of fewer than four hundred inmates  
22 shall be as follows:

23 Effective April first, two thousand sixteen:

<u>Hiring Rate</u>	<u>Job Rate</u>
<u>\$90,935</u>	<u>\$114,914</u>

26 Effective April first, two thousand seventeen:

<u>Hiring Rate</u>	<u>Job Rate</u>
<u>\$94,609</u>	<u>\$119,557</u>

1 Effective April first, two thousand eighteen:

2 <u>Hiring Rate</u>	<u>Job Rate</u>
3 <u>\$97,466</u>	<u>\$123,168</u>

4 § 3. Compensation for certain state officers and employees. 1. The  
5 provisions of this section shall apply to the following annual-salaried  
6 state officers and employees: (a) officers and employees whose positions  
7 are designated managerial or confidential pursuant to article 14 of the  
8 civil service law; (b) civilian state employees of the division of mili-  
9 tary and naval affairs in the executive department whose positions are  
10 not in, or are excluded from representation rights in, any recognized or  
11 certified negotiating unit; (c) officers and employees excluded from  
12 representation rights under article 14 of the civil service law pursuant  
13 to rules or regulations of the public employment relations board; and  
14 (d) officers and employees whose salaries are prescribed by section 19  
15 of the correction law.

16 2. For such officers and employees the following increases shall  
17 apply: (a) Effective April 1, 2016, the basic annual salary of officers  
18 and employees to whom the provisions of this subdivision apply shall be  
19 increased by two percent (general salary increase for 2016, pursuant to  
20 this chapter) adjusted to the nearest whole dollar amount.

21 (b) Effective April 1, 2017, the basic annual salary of officers and  
22 employees to whom the provisions of this subdivision apply shall be  
23 increased by four percent, consisting of two percent (pursuant to the  
24 parity pay increase provided by part H of chapter 55 of the laws of  
25 2015) and two percent (general salary increase for 2017, pursuant to  
26 this chapter), adjusted to the nearest whole dollar amount.

27 (c) Effective April 1, 2018, the basic annual salary of officers and  
28 employees to whom the provisions of this subdivision apply shall be

1 increased by three percent consisting of one percent (pursuant to the  
2 parity pay increase provided by part H of chapter 55 of the laws of  
3 2015) and two percent (general salary increase for 2018, pursuant to  
4 this chapter) adjusted to the nearest whole dollar amount.

5 3. If an unencumbered position is one that, if encumbered, would be  
6 subject to the provisions of this section, the salary of such position  
7 shall be increased by the salary increase amounts specified in this  
8 section. If a position is created and is filled by the appointment of an  
9 officer or employee who is subject to the provisions of this section,  
10 the salary otherwise provided for such position shall be increased in  
11 the same manner as though such position had been in existence but unen-  
12 cumbered.

13 4. The increases in salary payable pursuant to this section shall  
14 apply on a prorated basis in accordance with guidelines issued by the  
15 director of the budget to officers and employees otherwise eligible to  
16 receive an increase in salary pursuant to this act who are paid on an  
17 hourly or per diem basis, employees serving on a part-time or seasonal  
18 basis, and employees paid on any basis other than at an annual salary  
19 rate.

20 5. Notwithstanding any of the foregoing provisions of this section,  
21 the provisions of this section shall not apply to the following except  
22 as otherwise provided by law: (a) officers or employees paid on a fee  
23 schedule basis; (b) officers or employees whose salaries are prescribed  
24 by section 40, 60, or 169 of the executive law; (c) officers or employ-  
25 ees in collective negotiating units established pursuant to article 14  
26 of the civil service law.

27 6. Officers and employees to whom the provisions of this section apply  
28 who are incumbents of positions that are not allocated to salary grades

1 specified in paragraph d of subdivision 1 of section 130 of the civil  
2 service law and whose salary is not prescribed in any other statute  
3 shall receive the salary increases specified in subdivision two of this  
4 section.

5 7. In order to provide for the officers and employees to whom this  
6 section applies who are not allocated to salary grades performance  
7 advancements, merit awards, longevity payments and in lieu payments, and  
8 special achievement awards in proportion to those provided to persons to  
9 whom this section applies who are allocated to salary grades, the direc-  
10 tor of the budget is authorized to add appropriate adjustments to the  
11 compensation that such officers and employees are otherwise entitled to  
12 receive. The director of the budget shall issue certificates that shall  
13 contain schedules of positions and the salaries or payments thereof for  
14 which adjustments or payments are made pursuant to the provisions of  
15 this subdivision, and a copy of each such certificate shall be filed  
16 with the state comptroller, the department of civil service, the chair-  
17 man of the senate finance committee and the chairman of the assembly  
18 ways and means committee.

19 8. Notwithstanding any of the foregoing provisions of this section,  
20 any increase in compensation for any officer or employee appointed to a  
21 lower graded position from a redeployment list pursuant to subdivision 1  
22 of section 79 of the civil service law who continues to receive his or  
23 her former salary pursuant to such subdivision shall be determined on  
24 the basis of such lower graded position provided, however, that the  
25 increases in salary provided in subdivision two of this section shall  
26 not cause such officer's or employee's salary to exceed the job rate of  
27 any such lower graded position at salary grade.

1 9. Notwithstanding any of the foregoing provisions of this section or  
2 of any law to the contrary, the director of the budget may reduce the  
3 salary of any position which is vacant or which becomes vacant, so long  
4 as the position, if encumbered, would be subject to the provisions of  
5 this section. The director of the budget does not need to provide a  
6 reason for such reduction.

7 § 4. Compensation for certain state officers and employees in the  
8 division of state police. 1. The provisions of this section shall apply  
9 to officers and employees whose salaries are provided for by paragraph  
10 (a) of subdivision 1 of section 215 of the executive law.

11 2. (a) Effective April 1, 2016, the basic annual salary of officers  
12 and employees to whom the provisions of this subdivision apply shall be  
13 increased by two percent (general salary increase for 2016, pursuant to  
14 this chapter) adjusted to the nearest whole dollar amount.

15 (b) Effective April 1, 2017, the basic annual salary of officers and  
16 employees to whom the provisions of this subdivision apply shall be  
17 increased by four percent, consisting of two percent (pursuant to the  
18 parity pay increase provided by part H of chapter 55 of the laws of  
19 2015) and two percent (general salary increase for 2017, pursuant to  
20 this chapter), adjusted to the nearest whole dollar amount.

21 (c) Effective April 1, 2018, the basic annual salary of officers and  
22 employees to whom the provisions of this subdivision apply shall be  
23 increased by three percent, consisting of one percent (pursuant to the  
24 parity pay increase provided by part H of chapter 55 of the laws of  
25 2015) and two percent (general salary increase for 2018, pursuant to  
26 this chapter), adjusted to the nearest whole dollar amount.

27 3. The increases in salary payable pursuant to this section shall  
28 apply on a prorated basis in accordance with guidelines issued by the

1 director of the budget to officers and employees otherwise eligible to  
2 receive an increase in salary pursuant to this act who are paid on an  
3 hourly or per diem basis, employees serving on a part-time or seasonal  
4 basis, and employees paid on any basis other than at an annual salary  
5 rate.

6 4. Notwithstanding any of the foregoing provisions of this section,  
7 any increase in compensation for any officer or employee appointed to a  
8 lower graded position from a redeployment list pursuant to subdivision 1  
9 of section 79 of the civil service law who continues to receive his or  
10 her former salary pursuant to such subdivision shall be determined on  
11 the basis of such lower graded position provided, however, that the  
12 increases in salary provided in subdivision two of this section shall  
13 not cause such officer's or employee's salary to exceed the job rate of  
14 any such lower graded position at salary grade.

15 § 5. Compensation for certain state employees in the state university  
16 and certain employees of contract colleges at Cornell and Alfred univer-  
17 sities. 1. Effective April 1, 2016, April 1, 2017 and April 1, 2018, the  
18 basic annual salary of incumbents of positions in the professional  
19 service in the state university that are designated, stipulated, or  
20 excluded from negotiating units as managerial or confidential as defined  
21 pursuant to article 14 of the civil service law, may be increased pursu-  
22 ant to plans approved by the state university trustees. Such increases  
23 in basic annual salary rates shall not exceed in the aggregate two  
24 percent (general salary increase for 2016, pursuant to this chapter) of  
25 the total basic annual salary rates in effect on March 31, 2016, four  
26 percent, consisting of two percent (pursuant to the parity pay increase  
27 provided by part H of chapter 55 of the laws of 2015) and two percent  
28 (general salary increase for 2017, pursuant to this chapter), of the



1 total basic annual salary rates in effect on March 31, 2017 and three  
2 percent, consisting of one percent (pursuant to the parity pay increase  
3 provided by part H of chapter 55 of the laws of 2015) and two percent  
4 (general salary increase for 2018, pursuant to this chapter), of the  
5 total basic annual salary rates in effect on March 31, 2018.

6 2. Effective April 1, 2016, April 1, 2017 and April 1, 2018, the basic  
7 annual salary of incumbents of positions in the institutions under the  
8 management and control of Cornell and Alfred universities as represen-  
9 tatives of the board of trustees of the state university that, in the  
10 opinion of the director of employee relations, would be designated mana-  
11 gerial or confidential were they subject to article 14 of the civil  
12 service law may be increased pursuant to plans approved by the state  
13 university trustees. Such increases in basic annual salary rates shall  
14 not exceed in the aggregate two percent (general salary increase for  
15 2016, pursuant to this chapter) of the total basic annual salary rates  
16 in effect March 31, 2016, four percent, consisting of two percent  
17 (pursuant to the parity pay increase provided by part H of chapter 55 of  
18 the laws of 2015) and two percent (general salary increase for 2017,  
19 pursuant to this chapter), of the total basic annual salary rates in  
20 effect on March 31, 2017 and three percent, consisting of one percent  
21 (pursuant to the parity pay increase provided by part H of chapter 55 of  
22 the laws of 2015) and two percent (general salary increase for 2018,  
23 pursuant to this chapter), of the total basic annual salary rates in  
24 effect on March 31, 2018.

25 3. During the period April 1, 2016 through March 31, 2019, the basic  
26 annual salary of incumbents of positions in the non-professional service  
27 that, in the opinion of the director of employee relations, would be  
28 designated managerial or confidential were they subject to article 14 of

1 the civil service law, except those positions in the Cornell service and  
2 maintenance unit that are subject to the terms of a collective bargain-  
3 ing agreement between Cornell university and the employee organization  
4 representing employees in such positions and except those positions in  
5 the Alfred service and maintenance unit that are subject to the terms of  
6 a collective bargaining agreement between Alfred university and the  
7 employee organization representing employees in such positions, in  
8 institutions under the management and control of Cornell and Alfred  
9 universities as representatives of the board of trustees of the state  
10 university may be increased pursuant to plans approved by the state  
11 university trustees. Such plans may include new salary schedules which  
12 shall supersede the salary schedules then in effect applicable to such  
13 employees. Such plans shall provide for increases in basic annual sala-  
14 ries, which, exclusive of performance advancement payments or merit  
15 recognition payments, shall not exceed in the aggregate two percent  
16 (general salary increase for 2016, pursuant to this chapter) of the  
17 total basic annual salary rates in effect on March 31, 2016, four  
18 percent, consisting of two percent (pursuant to the parity pay increase  
19 provided by part H of chapter 55 of the laws of 2015) and two percent  
20 (general salary increase for 2017, pursuant to this chapter), of the  
21 total basic annual salary rates in effect on March 31, 2017 and three  
22 percent, consisting of one percent (pursuant to the parity pay increase  
23 provided by part H of chapter 55 of the laws of 2015) and two percent  
24 (general salary increase for 2018, pursuant to this chapter), of the  
25 total basic annual salary rates in effect on March 31, 2018.

26 4. For the purposes of this section, the basic annual salary of an  
27 employee is that salary that is obtained through direct appropriation of  
28 state moneys for the purpose of paying wages. Nothing in this part shall

1 prevent increasing amounts paid to incumbents of such positions in the  
2 professional service in addition to the basic annual salary, provided,  
3 however, that the amounts required for such increase and the cost of  
4 fringe benefits attributable to such increase, as determined by the  
5 comptroller, are made available to the state in accordance with the  
6 procedures established by the state university, with the approval of the  
7 director of the budget, for such purposes.

8 5. Notwithstanding any of the foregoing provisions of this section or  
9 any law to the contrary, any increase in compensation may be withheld in  
10 whole or in part from any employee to whom the provision of this section  
11 apply pursuant to section fourteen of this act.

12 § 6. Location compensation for certain state officers and employees.

13 1. This section shall apply to all full-time annual salaried state  
14 officers and employees and non-annual salaried seasonal state officers  
15 and employees except the following:

16 (a) officers and employees of the legislature and the judiciary,  
17 including officers and employees of boards, bodies and commissions that  
18 are deemed to be part of the legislature or judiciary for the purposes  
19 of section 49 of the state finance law;

20 (b) officers and employees whose salaries are prescribed by or deter-  
21 mined in accordance with section 40, 60, 169, 215 or 216 of the execu-  
22 tive law;

23 (c) incumbents of allocated or unallocated positions in the profes-  
24 sional service in the state university and in institutions under the  
25 management and control of Cornell and Alfred universities as represen-  
26 tatives of the board of trustees of the state university;

27 (d) officers and employees who are in recognized or certified collec-  
28 tive negotiating units pursuant to article 14 of the civil service law.

1 2. Notwithstanding the provisions of section 15 of chapter 333 of the  
2 laws of 1969, as amended, officers and employees subject to this section  
3 whose principal place of employment or, in the case of field employees,  
4 whose official station as determined in accordance with the regulations  
5 of the comptroller is located: (a) in the county of Monroe and who were  
6 eligible to receive location pay on March 31, 1985, shall receive  
7 location pay at the rate of two hundred dollars per year provided they  
8 continue to be otherwise eligible.

9 (b) in the city of New York, or in the county of Rockland, Westches-  
10 ter, Nassau, or Suffolk shall continue to receive a downstate adjustment  
11 at the rate of three thousand twenty-six dollars effective October 1,  
12 2008.

13 (c) in the county of Dutchess, Orange, or Putnam shall continue to  
14 receive a mid-Hudson adjustment at the rate of one thousand five hundred  
15 thirteen dollars effective October 1, 2008. Such location payments shall  
16 be in addition to and shall not be a part of an employee's basic annual  
17 salary, and shall not affect or impair any advancements or other rights  
18 or benefits to which an employee may be entitled by law, provided,  
19 however, that location payments shall be included as compensation for  
20 purposes of computation of overtime pay and for retirement purposes.  
21 For the sole purpose of continuing eligibility for location pay in  
22 Monroe county, an employee previously eligible to receive location pay  
23 on March 31, 1985 who is on an approved leave of absence or participates  
24 in an employer program to reduce to part-time service during summer  
25 months shall continue to be eligible for said location pay upon return  
26 to full-time state service in Monroe county.

27 § 7. Continuation of location compensation for certain officers and  
28 employees of the Hudson Valley developmental disabilities services

1 office. 1. Notwithstanding any law, rule or regulation to the contrary,  
2 any officer or employee of the Hudson Valley developmental disabilities  
3 services office not represented in collective negotiating units estab-  
4 lished pursuant to article 14 of the civil service law who is receiving  
5 location pay pursuant to section 5 of chapter 174 of the laws of 1993  
6 shall continue to receive such location pay under the conditions and at  
7 the rates specified by such section.

8 2. Notwithstanding section seven of this act or any other law, rule or  
9 regulation to the contrary, any officer or employee of the Hudson Valley  
10 developmental disabilities services office not represented in collective  
11 negotiating units established pursuant to article 14 of the civil  
12 service law who is receiving location pay pursuant to said section seven  
13 of this act shall continue to be eligible for such location pay if such  
14 officer's or employee's principal place of employment is changed to a  
15 location outside of the county of Rockland as the result of a reduction  
16 or redeployment of staff, provided, however, that such officer or  
17 employee is reassigned to or otherwise appointed or promoted to a  
18 different position at another work location within such Hudson Valley  
19 developmental disabilities services office located outside of the county  
20 of Rockland. The rate of such continued location pay shall not exceed  
21 the rate such officer or employee is receiving on the date of such reas-  
22 signment, appointment, or promotion.

23 § 8. Overtime meal allowance. Notwithstanding any other provision of  
24 law to the contrary, individuals in positions in the classified service  
25 of the state of New York designated managerial or confidential pursuant  
26 to article 14 of the civil service law, shall continue to receive,  
27 effective April 1, 2011, an overtime meal allowance in the amount of

1 \$5.50 pursuant to eligibility guidelines developed by the director of  
2 employee relations.

3 § 9. Notwithstanding any provision of law to the contrary, the appro-  
4 priations contained in this act shall be available to the state for the  
5 payment of grievance settlements and awards pursuant to executive order  
6 42, dated October 14, 1970, and title 9, part 560, official compilation  
7 of codes, rules and regulations of the state of New York.

8 § 10. Use of appropriations. The comptroller is authorized to pay any  
9 amounts required during the fiscal years commencing April 1, 2016  
10 through March 31, 2018 by the foregoing provisions of this act for any  
11 state department or agency from any appropriation or other funds avail-  
12 able to such state department or agency for personal service or for  
13 other related employee benefits during such fiscal year. To the extent  
14 that such appropriations in any fund are insufficient to accomplish the  
15 purposes herein set forth, the director of the budget is authorized to  
16 allocate to the various departments and agencies, from any appropri-  
17 ations available in any fund, the amounts necessary to pay such amounts.

18 § 11. Effect of participation in special annuity program. No officer  
19 or employee participating in a special annuity program pursuant to the  
20 provision of article 8-C of the education law shall, by reason of an  
21 increase in compensation pursuant to this act, suffer any reduction of  
22 the salary adjustment to which that employee would otherwise be entitled  
23 by reason of participation in such program, and such salary adjustment  
24 shall be based upon the salary of such officer or employee without  
25 regard to the reduction authorized by such article.

26 § 12. Date of entitlement to salary increases. Notwithstanding the  
27 provisions of this act or of any other law, the increases in salary or  
28 compensation of any officer or employee provided by this act shall be

1 added to the salary or compensation of such officer or employee at the  
2 beginning of that payroll period the first day of which is nearest to  
3 the effective date of such increases as provided in this act, or at the  
4 beginning of the earlier of two payroll periods the first days of which  
5 are nearest but equally near to the effective dates of such increases as  
6 provided in this act, provided, however, that for the purposes of deter-  
7 mining the salary of such officer or employee upon reclassification,  
8 reallocation, appointment, promotion, transfer, demotion, reinstatement  
9 or other change of status, such salary increases shall be deemed to be  
10 effective on the date thereof as prescribed in this act, and the payment  
11 thereof pursuant to this section on a date prior thereto, instead of on  
12 such effective date, shall not operate to confer any additional salary  
13 rights or benefits on such officer or employee. Payment of such salary  
14 increases may be deferred pursuant to section thirteen of this act.

15 § 13. Deferred payment of salary increase. Notwithstanding the  
16 provisions of any other section of this act or any other provision of  
17 law to the contrary, pending payment pursuant to this act of the basic  
18 annual salaries of incumbents of positions subject to this act, such  
19 incumbents shall receive, as partial compensation for services rendered,  
20 the rate of salary and other compensation otherwise payable in their  
21 respective positions. An incumbent holding a position subject to this  
22 act at any time during the period from April 1, 2016, until the time  
23 when basic annual salaries and other compensation due are first paid  
24 pursuant to this act for such services in excess of the salary and other  
25 compensation actually received therefor, shall be entitled to a lump sum  
26 payment for the difference between the salary and other compensation to  
27 which such incumbent is entitled for such services and the salary and  
28 other compensation actually received.

1 § 14. 1. Notwithstanding the provisions of any other section of this  
2 act or any other provision of law to the contrary, any increase in  
3 compensation provided: (a) in this act, or (b) as a result of a  
4 promotion, appointment, or advancement to a position in a higher salary  
5 grade, or (c) pursuant to paragraph (c) of subdivision 6 of section 131  
6 of the civil service law, or (d) pursuant to paragraph (b) of subdivi-  
7 sion 8 of section 130 of the civil service law, or (e) pursuant to para-  
8 graph (a) of subdivision 3 of section 13 of chapter 732 of the laws of  
9 1988, as amended, may be withheld in whole or in part from any officer  
10 or employee when, in the opinion of the director of the budget, such  
11 withholding is necessary to reflect the job performance of such officer  
12 or employee, or to maintain appropriate salary relationships among offi-  
13 cers or employees of the state, or to reduce state expenditures to  
14 acceptable levels or when, in the opinion of the director of the budget,  
15 such increase is not warranted or is not appropriate. Nothing in this  
16 act shall alter the authority of the director of budget to withhold a  
17 parity pay increase in accordance with the authority for such action as  
18 granted the director of budget by part H of chapter 55 of the laws of  
19 2015. However, the obligation to provide notice of denial of a full or  
20 partial parity payment, and the right to contest such denial, pursuant  
21 to paragraph d of subdivision 5 of section 3 of part H of chapter 55 of  
22 the laws of 2015 shall continue with respect to the parity pay  
23 increases, referenced in this act, that were originally enacted pursuant  
24 to part H of chapter 55 of the laws of 2015. As a result of an exercise  
25 of the director's authority under this act, or part H of chapter 55 of  
26 the laws of 2015, to withhold any increase, such salary schedules as  
27 defined in section one of this act shall be implemented and/or modified



1 by the director of the budget, as necessary, consistent with the  
2 provision or withholding of such increases pursuant to this section.

3 2. Notwithstanding the provisions of any other section of this act,  
4 the salary increases provided for in this act shall not be implemented  
5 until the director of the budget delivers notice to the comptroller that  
6 such amounts may be paid.

7 § 15. Notwithstanding any provision of the state finance law or any  
8 other provision of law to the contrary, the sum of one hundred nine  
9 million dollars (\$109,000,000) is hereby appropriated in the general  
10 fund/state purposes account (10050) in miscellaneous-all state depart-  
11 ments and agencies solely for apportionment/transfer by the director of  
12 the budget for use by any state department or agency in any fund for the  
13 fiscal year beginning April 1, 2016 through March 31, 2018 to supplement  
14 appropriations for personal service, other than personal service and  
15 fringe benefits, and to carry out the provisions of this act. No money  
16 shall be available for expenditure from this appropriation until a  
17 certificate of approval has been issued by the director of the budget  
18 and a copy of such certificate or any amendment thereto has been filed  
19 with the state comptroller, the chairman of the senate finance committee  
20 and the chairman of the assembly ways and means committee. The monies  
21 hereby appropriated are available for payment of any liabilities or  
22 obligations incurred prior to or during the state fiscal year commencing  
23 April 1, 2016 through March 31, 2018. For this purpose, these appropri-  
24 ations shall remain in full force and effect for the payment of liabil-  
25 ities incurred on or before March 31, 2018.

26 § 16. The several amounts as hereinafter set forth, or so much thereof  
27 as may be necessary, are hereby appropriated from the fund so designated  
28 for use by any state department or agency for the fiscal year beginning

1 April 1, 2016 through March 31, 2018 to supplement appropriations from  
 2 each respective fund available for personal service, other than personal  
 3 service and fringe benefits, and to carry out the provisions of this  
 4 act. No money shall be available for expenditure from this appropriation  
 5 until a certificate of approval has been issued by the director of the  
 6 budget and a copy of such certificate or any amendment thereto has been  
 7 filed with the state comptroller, the chairman of the senate finance  
 8 committee and the chairman of the assembly ways and means committee.

9 ALL STATE DEPARTMENTS AND AGENCIES

10 SPECIAL PAY BILLS

11 General Fund / State Operations

12 State Purposes Account - 003

13 Nonpersonal Service

14	Family benefits .....	310,000
15	Medical flexible spending account ..	500,000
16	Pre-tax transportation benefit .....	550,000
17	Employee Training and Profes-	
18	sional Development .....	1,018,000
19	Uniform allowance .....	245,000
20	Tuition reimbursement .....	250,000
21	M/C share of negotiated programs ...	570,000

22 § 17. This act shall take effect immediately and shall be deemed to  
 23 have been in full force and effect on and after April 1, 2016. Appropri-

1 ations made by this act shall remain in full force and effect for  
2 liabilities incurred through March 31, 2018.

REPEAL NOTE.--Paragraph d of subdivision 1 of section 130 of the civil service law, repealed by section one of this act, provided salary schedules for state employees designated managerial and confidential pursuant to article 14 of the civil service law and is replaced by revised salary schedules in a new paragraph d.

REPEAL NOTE.--Subdivision 1 of section 19 of the correction law, repealed by section two of this act, provided salary schedules for superintendents of correctional facilities and is replaced by revised salary schedules in a new subdivision 1.

3 § 2. Severability clause. If any clause, sentence, paragraph, subdivi-  
4 sion, section or part contained in any part of this act shall be  
5 adjudged by any court of competent jurisdiction to be invalid, such  
6 judgment shall not affect, impair, or invalidate the remainder thereof,  
7 but shall be confined in its operation to the clause, sentence, para-  
8 graph, subdivision, section or part contained in any part thereof  
9 directly involved in the controversy which such judgment shall have been  
10 rendered. It is hereby declared to be the intent of the legislature that  
11 this act would have been enacted even if such invalid provisions had not  
12 been included herein.

13 § 3. This act shall take effect immediately provided, however, that  
14 the applicable effective date for Parts A through B of this act shall be  
15 as specifically set forth in the last section of such Part.