

**GOVERNOR'S PROGRAM BILL  
2024**

**MEMORANDUM**

An act to amend the civil service law and the state finance law, in relation to compensation, benefits and other terms and conditions of employment of certain state officers and employees who are members of the security services collective negotiating unit; authorizing funding of joint labor-management committees; implementing an agreement between the state and an employee organization; making an appropriation therefor; and repealing certain provisions of the civil service law relating thereto

**Purpose:**

This bill would implement the provisions of a collective bargaining agreement ("Agreement") binding the State of New York and the employee organization, the New York State Correctional Officers and Police Benevolent Association, Inc. ("NYSCOPBA"), representing members of the collective negotiating unit designated as the Security Services Unit ("the Unit") for the period covering April 1, 2023 through March 31, 2026, entered into pursuant to Article 14 of the Civil Service Law ("CSL").

**Summary of Provisions:**

Section 1 of this bill would repeal CSL § 130(1)(f) and (g) and replace it with a new paragraph (f) to establish a new salary schedule for all members of the Unit to reflect a three percent increase in basic annual salary effective April 1, 2023, April 1, 2024, and April 1, 2025, respectively.

Section 2 of this bill would amend State Finance Law ("SFL") § 207-a(2) to provide for payments, in accordance with the terms of the Agreement, to an Employee Benefit Fund.

Section 3 of this bill authorizes for members of the Unit a 3 percent increase in the basic annual salary effective April 1, 2023, 2024 and 2025, respectively.

Section 4 of this bill would provide for the continuation of pre-shift briefing pay to members of the Unit who are not eligible for interest arbitration.

Section 5 of this bill would provide for the continuation of pre-shift briefing pay to members of the Unit who are employed within DOCCS and who are designated as peace officers pursuant to CPL § 2.10.

Section 6 of this bill would continue and increase location pay for annual salaried members of the Unit who are not eligible for binding interest arbitration and whose official workstation is located in New York City or in the counties of Nassau, Suffolk, Westchester, Rockland, Orange, Putnam, or Dutchess. It would also continue location compensation for eligible members in the county of Monroe.

Section 7 of this bill would continue and increase location pay for annual salaried members of the Unit employed by DOCCS and designated as peace officers pursuant to CPL § 2.10, and whose official workstation is located in New York City or in the counties of Nassau, Suffolk, Westchester, Rockland, Orange, Putnam, or Dutchess.

Section 8 of this bill would provide for a continuation of location compensation for certain eligible members of the Unit who are employees of the Hudson Valley developmental disabilities services office.

Section 9 of this bill would provide for the continuation and increase of inconvenience pay to annual salaried members of the Unit.

Section 10 of this bill would provide for the continuation and increase of facility security pay to certain members of the Unit who are not eligible for interest arbitration.

Section 11 of this bill would provide for the continuation and increase of Expanded Duty Pay to annual salaried members of the Unit who are employed within DOCCS and who are designated as peace officers pursuant to CPL § 2.10.

Section 12 of this bill would provide for the continuation and increase of hazardous duty payment to full-time annual salaried members of the Unit.

Section 13 of this bill would continue a Statewide Joint Labor-Management Committee to study various labor-related issues including health benefits, employee assistance, performance evaluation, education and training, quality of work life, overtime, leave benefits, workers' compensation and backpay. It would also require the committee to study and make joint recommendations on the issue of excessive force, as well as to provide funding for employee training to address the issue.

Section 14 of this bill would continue to exempt the salaries of newly hired Unit members from the salary deferral pursuant to SFL § 200(2-a).

Section 15 of this bill would provide for a one-time lump sum bonus of \$3,000 for eligible members of the Unit which shall not be pensionable or added to base salary.

Section 16 of this bill would provide for a new lump sum longevity payment of \$750 , effective December 1, 2025, payable to those Unit members who, as of November 1 of each year, have completed 11 years of service.

Section 17 of this bill would prohibit certain overtime eligible members of the Unit not eligible for interest arbitration to be deemed ineligible for overtime compensation if they are receiving certain payments in lieu of overtime pursuant to the Agreement.

Sections 18 through 25 of this bill would provide for: payment and publication of grievance arbitration settlements/awards, certification of the Agreement, payment of the negotiated increases, use of appropriations, appropriation amounts and the effective date.

**Existing Law:**

Chapter 24 of the Laws of 2019 establish the terms and conditions of employment for members of the Unit for the period April 1, 2016 to March 31, 2023. CSL §§ 130(1)(f) and (g) establish the current salary and longevity schedules for members of the Unit. SFL §207-a(2) establishes the current employee benefit fund for members of the Unit.

**Justification:**

This bill is necessary to implement the terms of an Agreement collectively negotiated between the State of New York and NYSCOPBA, the employee organization representing members of the Security Services Unit. Such Agreement is for the period April 1, 2023 to March 31, 2026. In accordance with Article 14 of the CSL, the Agreement is binding on all parties to it. This 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.

**Legislative History:**

New bill.

**Budget Implications:**

This bill would provide appropriations totaling approximately \$259 million to pay for the cost of the Agreement during the period April 1, 2023 through March 31, 2025. The cost of the Agreement is expected to be offset by reserves previously included in the Financial Plan.

**Effective Date:**

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