NEW YORK STATE OF OPPORTUNITY. | Division of the Budget

ANDREW M. CUOMO
Governor

MARY BETH LABATE
Director of the Budget

BUDGET BULLETIN	D-1130	April 2, 2015

TO: **ALL DEPARTMENT AND AGENCY HEADS**

FROM: **Mary Beth Labate** Mary Beth Labate

SUBJECT: **Policy and Wage Rates for State Employees in Seasonal Positions**

This bulletin establishes policy and hourly wage rates for State employees in seasonal positions within the various bargaining units represented by the:

- **Civil Service Employees Association, Inc. (CSEA);**
- **Public Employees Federation (PEF);**
- **New York State Correctional Officers and Police Benevolent Association (NYSCOPBA);**
- **United University Professions (UUP); as well as**
- **Management/Confidential (M/C) employees.**

If the need arises for agencies to utilize seasonal titles that do not appear in the **Seasonal Hourly Wage Rate Attachments**, agencies should submit proposed duty statements to the Director of Classification and Compensation (C&C). The Division of the Budget will issue appropriate hourly wage rates for newly established positions.

For more information on compensation and benefits for seasonal employees, please refer to the **collective bargaining agreement** for each respective bargaining unit. Please direct questions concerning this bulletin to your budget examiner.

COLLECTIVELY NEGOTIATED INCREASES TO THE HOURLY WAGE RATES

- **FY 2015 (4/1/14 - 3/31/15) -- Seasonal employees represented by CSEA, PEF, NYSCOPBA and UUP; as well as M/C employees.**
  - Effective **March 27, 2014** for employees on the Administrative payroll and **April 3, 2014** for employees on the Institutional payroll, the hourly rates of employees in employment status on **March 26, 2014** (Administrative payroll) and **April 2, 2014**

(Institutional payroll) were increased by 2 percent.

- Individuals employed in FY 2014 who are reemployed in FY 2015, but who were not on the payroll on the above effective dates, will receive an increase of 2 percent or the hourly rate listed in their bargaining unit's **Seasonal Hourly Wage Rate Attachment**[1] for April 1, 2014 - whichever is higher. This increase will be effective on the date of the employee's rehire.

- Newly hired seasonal employees will receive the hourly rate listed in their bargaining unit's **Seasonal Hourly Wage Rate Attachment** for April 1, 2014.

- **FY 2016 (4/1/15 - 3/31/16) -- Seasonal employees represented by CSEA and NYSCOPBA and UUP.**

  - Effective **March 26, 2015** for employees on the Administrative payroll and **April 2, 2015** for employees on the Institutional payroll, the hourly rates of employees in employment status on **March 25, 2015** (Administrative payroll) and **April 1, 2015** (Institutional payroll) will be increased by 2 percent.

  - Those employed in FY 2015 who are reemployed in FY 2016, but who were not on the payroll on the above effective dates will receive an increase of 2 percent or the hourly rate listed in their bargaining unit's **Seasonal Hourly Wage Rate Attachment**[1] for April 1, 2015 - whichever is higher.

  - Newly hired seasonal employees will receive the hourly rate listed in their bargaining unit's **Seasonal Hourly Wage Rate Attachment** for April 1, 2015.

OTHER COMPENSATION AND BENEFITS

- **$225 Retention Bonus for CSEA- & NYSCOPBA-Represented Seasonal Employees.** To have been eligible for this non-recurring item of compensation, the employee must have been active on the payroll on the most recent contract ratification date for their respective bargaining unit and must have maintained continuous service through March 27, 2014 (Administrative payroll) or April 3, 2014 (Institutional payroll). The retention bonus was paid on a pro-rated basis to reflect hours actually worked, not to exceed $225.

Notes: Seasonal Hourly Wage Rate Attachments

[1] UUP - If a higher rate was paid than the rate reflected on the attachment, no further increases are authorized.

- **$500 Lump Sum Payment for PEF- and CSEA-Represented Long-Term Seasonal Employees in the Department of Environmental Conservation and the Office of Parks, Recreation and Historic Preservation.**

  - **PEF-Represented** - To be eligible for this item, the employee must have at least 1,500 hours in active pay status in seasonal positions during each of the five previous calendar years. The $500 lump sum award will be payable in the first pay period of FY 2012, FY 2013, FY 2014 and FY 2015.

  - **CSEA-Represented** - To be eligible for this item, the employee must have at least 1,500 hours in active pay status in seasonal positions during each of the five previous calendar years. The $500 lump sum award will be payable in the first pay period of FY 2012, FY 2013, FY 2014, FY 2015 and FY 2016.

- **Holiday Compensation**

  - **PEF- and CSEA-Represented Seasonal Employees-Not Covered by Attendance Rules.**

    - **Additional compensation for returning seasonal employees. Returning seasonal employees will receive up to a maximum of eight hours, at the employee's hourly rate, for time worked on days during their employment in the current seasonal period which are observed as holidays by the State.** To be eligible, the seasonal employee must: i) be employed during at least one of the two consecutive seasonal periods (4/1 to 9/30 and 10/1 to 3/31) immediately preceding the current seasonal period; ii) be regularly employed to work on a 37.5- or 40-hour per week basis; and iii) work at least 25 days in the current seasonal period. Such compensation will be paid retroactively upon completion of five weeks of work.

    - **Additional compensation for "new" seasonal employees or seasonal employees with a "break in service" (of more than six months), will receive up to a maximum of eight hours, at the employee's hourly rate, for time worked on each of the first three days during their employment in any seasonal period (4/1 to 9/30 and 10/1 to 3/31) which are observed as holidays by the State.** To be eligible, the employee must be: i) a new seasonal employee or a seasonal employee with a break in service of more than six months; ii) regularly employed on a 37.5- or 40-hour per week basis; and iii) work at least 25 days in the current seasonal period in which they are working (4/1 to

9/30 or 10/1 to 3/31). Such compensation will be paid retroactively upon completion of five weeks of work.

- **Management/Confidential (M/C), NYSCOPBA: Security Services Unit, and UUP: Professional Services Negotiating Unit (Lifeguards)-Represented Seasonal Employees.**

  - **Additional compensation, up to a maximum of eight hours, at the employee's hourly rate, on each of the first three days worked in any seasonal period (4/1 to 9/30 and 10/1 to 3/31) which are observed as holidays by the State.** To be eligible, the seasonal employee must work at least 160 hours (at least 20 days) in the current seasonal period in which they are working (4/1 to 9/30 or 10/1 to 3/31).

- **Salary Protection for Long Term PEF- & CSEA-Represented Seasonal Employees in the Department of Environmental Conservation and the Office of Parks, Recreation and Historic Preservation.**

  - This is a protection for seasonal employees who have 1,500 hours in pay status during each of the two previous calendar years prior to being appointed to a position paid on annual salary basis. The protection ensures that upon appointment to an annual salaried position, the employee will not be paid less than the annualized earnings of the seasonal position in which they were employed, excluding overtime, for the calendar year immediately preceding such appointment.

  - Additionally, non-statutory seasonal employees appointed to annual salaried positions are credited for placement on the salary schedule. This ensures that the seasonal employee is placed in the appropriate step of the salary grade for the position to which they are being appointed. However, the protection does not allow the employee to be appointed at a salary above the job rate for the position.

- **CSEA Operational Services Unit Clothing and Tool Allowance.** The allowances for clothing and tools provided in Article 49 of the 2011-2016 Operational Services Unit collective bargaining agreement are provided to part-time annual salaried employees covered by Department of Civil Service Time and Attendance Rules and hourly employees who have worked at least nine continuous months at half-time or more. Additionally, part-time annual salaried employees who have Attendance Rules coverage and hourly employees may also be eligible for this benefit, subject to criteria outlined in Article 49 of the **2011-16 Operational Services Unit Agreement**.

- **Inconvenience Pay and Location Pay for PEF- and NYSCOPBA-Represented Seasonal Employees.** Information regarding continuing benefits and compensation to these seasonal employees can be found in the respective collective bargaining agreements provided in the links above.

CSEA: ADMINISTRATIVE, OPERATIONAL, AND INSTITUTIONAL SERVICES UNITS
SEASONAL HOURLY WAGE RATES: FY 2012 - FY 2016

Juris. Class	Title Code	Title	4/1/2011	4/1/2012	4/1/2013	4/1/2014	4/1/2015
			0	*0*	*0*	*2%*	*2%*
0	1544200	Assistant Park Recreation Activities Specialist	$14.80	$14.80	$14.80	$15.10	$15.40
0	1545200	Assistant Park Recreation Supervisor	$18.49	$18.49	$18.49	$18.86	$19.24
0	0100100	Calculations Clerk 1	$12.57	$12.57	$12.57	$12.82	$13.08
0	0100110	Calculations Clerk 2	$15.65	$15.65	$15.65	$15.96	$16.28
1	7002000	Carpenter	$18.49	$18.49	$18.49	$18.86	$19.24
0	6120100	Chemist Aide	$12.04	$12.04	$12.04	$12.28	$12.53
3	3014000	Cleaner	$12.00	$12.00	$12.00	$12.24	$12.48
0	2501205	Clerk 1	$11.47	$11.47	$11.47	$11.70	$11.93
0	2501210	Clerk 2	$14.01	$14.01	$14.01	$14.29	$14.58
1	7342200	Communications Operator	$12.04	$12.04	$12.04	$12.28	$12.53
0	7342020	Communications Technician 1	$16.52	$16.52	$16.52	$16.85	$17.19
0	0821200	Computer Operator	$16.52	$16.52	$16.52	$16.85	$17.19
0	2298200	Conservation Education Camp Counselor	$15.61	$15.61	$15.61	$15.92	$16.24
0	2298500	Conservation Education Camp Supervisor	$19.59	$19.59	$19.59	$19.98	$20.38
0	1519000	Conservation Park Worker	$14.93	$14.93	$14.93	$15.23	$15.53
1	1522501	Conservation Recreation Facilities Supervisor 1	$15.78	$15.78	$15.78	$16.10	$16.42
1	1522502	Conservation Recreation Facilities Supervisor 2	$16.44	$16.44	$16.44	$16.77	$17.10
1	1522503	Conservation Recreation Facilities Supervisor 3	$17.16	$17.16	$17.16	$17.50	$17.85
1	6921000	Construction Equipment Operator	$14.80	$14.80	$14.80	$15.10	$15.40
1	3102300	Cook	$15.65	$15.65	$15.65	$15.96	$16.28
0	0849200	Data Entry Machine Operator	$12.04	$12.04	$12.04	$12.28	$12.53
0	5950100	Developmental Disabilities Camp Counselor 1	$12.04	$12.04	$12.04	$12.28	$12.53
0	5950200	Developmental Disabilities Camp Counselor 2	$14.01	$14.01	$14.01	$14.29	$14.58
0	5950300	Developmental Disabilities Camp Counselor 3	$15.65	$15.65	$15.65	$15.96	$16.28

CSEA: ADMINISTRATIVE, OPERATIONAL, AND INSTITUTIONAL SERVICES UNITS
SEASONAL HOURLY WAGE RATES: FY 2012 - FY 2016

Juris. Class	Title Code	Title	4/1/2011	4/1/2012	4/1/2013	4/1/2014	4/1/2015
			0	*0*	*0*	*2%*	*2%*
0	5950400	Developmental Disabilities Camp Counselor 4	$17.50	$17.50	$17.50	$17.85	$18.21
1	7331100	Electrician	$18.48	$18.48	$18.48	$18.85	$19.23
1	7206000	Exhibit Mechanic	$17.50	$17.50	$17.50	$17.85	$18.21
3	0901000	Farmhand	$12.04	$12.04	$12.04	$12.28	$12.53
0	1630110	Fish & Wildlife Technician 1	$14.80	$14.80	$14.80	$15.10	$15.40
0	3124200	Food Service Worker 1	$12.04	$12.04	$12.04	$12.28	$12.53
0	3124300	Food Service Worker 2	$14.01	$14.01	$14.01	$14.29	$14.58
0	1530101	Forestry Technician 1	$14.80	$14.80	$14.80	$15.10	$15.40
1	7352000	General Mechanic	$18.48	$18.48	$18.48	$18.85	$19.23
1	1001200	Grounds Worker	$13.29	$13.29	$13.29	$13.56	$13.83
1	3102600	Head Cook	$21.92	$21.92	$21.92	$22.36	$22.81
1	6630100	Inspector	$113.19	$113.19	$113.19	$115.45	$117.76
2	6630200	Investigator	$171.76	$171.76	$171.76	$175.20	$178.70
1	3016000	Janitor	$13.27	$13.27	$13.27	$13.54	$13.81
0	2600100	Keyboard Specialist 1	$11.47	$11.47	$11.47	$11.70	$11.93
0	2600200	Keyboard Specialist 2	$15.64	$15.64	$15.64	$15.95	$16.27
1	6961500	Labor Supervisor	$15.65	$15.65	$15.65	$15.96	$16.28
0	6204200	Laboratory Technician	$15.65	$15.65	$15.65	$15.96	$16.28
1	6202200	Laboratory Worker	$12.04	$12.04	$12.04	$12.28	$12.53
3	6961000	Laborer	$13.27	$13.27	$13.27	$13.54	$13.81
0	5500200	Licensed Practical Nurse	$16.51	$16.51	$16.51	$16.84	$17.18
0	2709200	Mail and Supply Clerk	$11.47	$11.47	$11.47	$11.70	$11.93
1	7202000	Maintenance Assistant	$14.80	$14.80	$14.80	$15.10	$15.40
1	7345010	Maintenance Assistant Mechanic	$14.80	$14.80	$14.80	$15.10	$15.40

CSEA: ADMINISTRATIVE, OPERATIONAL, AND INSTITUTIONAL SERVICES UNITS
SEASONAL HOURLY WAGE RATES: FY 2012 - FY 2016

Juris. Class	Title Code	Title	4/1/2011	4/1/2012	4/1/2013	4/1/2014	4/1/2015
			0	*0*	*0*	*2%*	*2%*
1	7202190	Maintenance Assistant Parks	$14.80	$14.80	$14.80	$15.10	$15.40
3	7150000	Maintenance Helper	$13.27	$13.27	$13.27	$13.54	$13.81
1	7101300	Maintenance Supervisor 1	$20.72	$20.72	$20.72	$21.13	$21.56
0	7010000	Mason and Plasterer	$18.49	$18.49	$18.49	$18.86	$19.24
0	7312000	Motor Equipment Mechanic	$18.49	$18.49	$18.49	$18.86	$19.24
0	8901000	Motor Vehicle License Examiner	$18.49	$18.49	$18.49	$18.86	$19.24
1	7616100	Motor Vehicle Operator	$14.01	$14.01	$14.01	$14.29	$14.58
2	9024401	Paddock Judge	$112.60	$112.60	$112.60	$114.85	$117.15
1	7020000	Painter	$17.50	$17.50	$17.50	$17.85	$18.21
0	1540200	Park Attendant	$12.04	$12.04	$12.04	$12.28	$12.53
0	1544100	Park Recreation Activities Specialist	$16.52	$16.52	$16.52	$16.85	$17.19
1	1500100	Park Worker 1	$12.04	$12.04	$12.04	$12.28	$12.53
1	1500200	Park Worker 2	$13.27	$13.27	$13.27	$13.54	$13.81
1	1500300	Park Worker 3	$15.65	$15.65	$15.65	$15.96	$16.28
3	1588210	Parks and Recreation Aide 1*	$7.25	$7.25	$7.25	$8.00	$8.75
3	1588220	Parks and Recreation Aide 2	$8.95	$8.95	$8.95	$9.13	$9.31
3	1588230	Parks and Recreation Aide 3	$9.76	$9.76	$9.76	$9.96	$10.15
3	1588240	Parks and Recreation Aide 4	$10.57	$10.57	$10.57	$10.78	$11.00
3	1588250	Parks and Recreation Aide 5	$12.04	$12.04	$12.04	$12.28	$12.53
3	1588260	Parks and Recreation Aide 6	$13.28	$13.28	$13.28	$13.55	$13.82
3	1588270	Parks and Recreation Aide 7	$15.65	$15.65	$15.65	$15.96	$16.28
2	9024301	Patrol Judge	$112.60	$112.60	$112.60	$114.85	$117.15
0	2209100	Photographer 1	$14.01	$14.01	$14.01	$14.29	$14.58
1	7361000	Plumber and Steamfitter	$18.49	$18.49	$18.49	$18.86	$19.24

CSEA: ADMINISTRATIVE, OPERATIONAL, AND INSTITUTIONAL SERVICES UNITS
SEASONAL HOURLY WAGE RATES: FY 2012 - FY 2016

Juris. Class	Title Code	Title	4/1/2011	4/1/2012	4/1/2013	4/1/2014	4/1/2015
			0	*0*	*0*	*2%*	*2%*
0	2501500	Principal Clerk	$17.50	$17.50	$17.50	$17.85	$18.21
1	9021000	Racing Inspector	$112.60	$112.60	$112.60	$114.85	$117.15
2	9024201	Recording Judge	$140.31	$140.31	$140.31	$143.12	$145.98
0	5903100	Recreation Assnt	$17.50	$17.50	$17.50	$17.85	$18.21
1	1557000	Scaler	$27.20	$27.20	$27.20	$27.74	$28.30
3	6925200	State Fair Worker*	$7.25	$7.25	$7.25	$8.00	$8.75
0	1831100	Stores Clerk 1	$13.26	$13.26	$13.26	$13.53	$13.80
1	7002700	Supervising Carpenter	$20.72	$20.72	$20.72	$21.13	$21.56
1	7331200	Supervising Electrician	$20.72	$20.72	$20.72	$21.13	$21.56
1	7010700	Supervising Mason & Plasterer	$20.72	$20.72	$20.72	$21.13	$21.56
1	7361700	Supervising Plumber & Steamfitter	$20.72	$20.72	$20.72	$21.13	$21.56

*New Hires will be paid the Federal minimum wage of $8.00, which was increased for NYS employees as of 5/22/14 (Admin. payroll) and 5/29/14 (Instit. payroll). On and after 12/31/14 the minimum wage will increase to $8.75 per hour, and on and after 12/31/15, the minimum wage will increase to $9.00, per Budget Bulletin G-1035. Returning employees may be paid a different rate (but not less than the minimum wage), subject to the approval of the Division of Budget.

PROFESSIONAL, SCIENTIFIC AND TECHNICAL SERVICES UNIT
SEASONAL HOURLY WAGE RATES: FY 2012 - FY 2015

Juris. Class	Title Code	Title	4/1/2011	4/1/2012	4/1/2013	4/1/2014
			0	*0*	*0*	*2%*
1	1208001	Apiary Inspector 1	$17.61	$17.61	$17.61	$17.97
1	1208002	Apiary Inspector 2	$18.64	$18.64	$18.64	$19.01
1	1208003	Apiary Inspector 3	$19.71	$19.71	$19.71	$20.10
1	1304101	Assistant Farm Products Inspector 1	$15.93	$15.93	$15.93	$16.25
1	1304102	Assistant Farm Products Inspector 2	$16.71	$16.71	$16.71	$17.04
1,6	1103100	Assistant Horticultural Inspector 1	$15.94	$15.94	$15.94	$16.26
1,6	1103200	Assistant Horticultural Inspector 2	$16.70	$16.70	$16.70	$17.03
0	1533200	Assistant Regional Park Recreation Coordinator	$22.00	$22.00	$22.00	$22.44
2	0925100	Assnt To Supvg Racing Veterina (per diem rate)	$164.52	$164.52	$164.52	$167.81
2	9024701	Associate Judge (per diem rate)	$284.86	$284.86	$284.86	$290.56
0	5122210	Cartographic Technician 1	$14.12	$14.12	$14.12	$14.40
0	5951100	Developmental Disabilities Camp Director 1	$23.22	$23.22	$23.22	$23.68
0	5951200	Developmental Disabilities Camp Director 2	$25.87	$25.87	$25.87	$26.38
0	3101100	Dietitian 1	$21.99	$21.99	$21.99	$22.43
0	3101200	Dietitian 2	$23.22	$23.22	$23.22	$23.68
0	3587400	Education Specialist	$10.00	$10.00	$10.00	$10.20
0	4000100	Engineering Aide	$12.06	$12.06	$12.06	$12.30
0	4003200	Engineering Technician	$14.13	$14.13	$14.13	$14.41
0	1215000	Entomological Assistant	$14.12	$14.12	$14.12	$14.40
0	2245100	Environmental Education Assistant	$14.91	$14.91	$14.91	$15.21
0	4027501	Environmental Engineering Technician 1	$14.12	$14.12	$14.12	$14.40
0	4027502	Environmental Engineering Technician 2	$18.63	$18.63	$18.63	$19.00
0	4027503	Environmental Engineering Technician 3	$21.98	$21.98	$21.98	$22.42
0	1304201	Farm Products Inspector 1	$17.62	$17.62	$17.62	$17.97
0	1304202	Farm Products Inspector 2	$18.64	$18.64	$18.64	$19.01
0	1304203	Farm Products Inspector 3	$19.71	$19.71	$19.71	$20.10

PROFESSIONAL, SCIENTIFIC AND TECHNICAL SERVICES UNIT
SEASONAL HOURLY WAGE RATES: FY 2012 - FY 2015

Juris. Class	Title Code	Title	4/1/2011	4/1/2012	4/1/2013	4/1/2014
			0	*0*	*0*	*2%*
0	3930100	Habilitation Specialist 1	$19.70	$19.70	$19.70	$20.09
0	5500510	Nurse 1	$19.71	$19.71	$19.71	$20.10
0	5500520	Nurse 2	$22.00	$22.00	$22.00	$22.44
0	5510701	Nurse Administrator 1	$25.87	$25.87	$25.87	$26.38
0	1545100	Park Recreation Supervisor	$19.71	$19.71	$19.71	$20.10
0	6463100	Public Health Inspector	$17.76	$17.76	$17.76	$18.12
2	6683500	Racing License Investigator (per diem rate)	$170.22	$170.22	$170.22	$173.62
1	1208300	Senior Apiary Inspector	$22.00	$22.00	$22.00	$22.44
0	4003300	Senior Engineering Technician	$18.64	$18.64	$18.64	$19.01
0	5903300	Senior Recreation Therapist	$23.22	$23.22	$23.22	$23.68
0	1512900	Ski School Director	$19.71	$19.71	$19.71	$20.10
0	1512001	Ski School Instructor 1 (Beginning & Non-Certified)	$12.68	$12.68	$12.68	$12.94
0	1512002	Ski School Instructor 2 (Certified)	$14.13	$14.13	$14.13	$14.41
0	1512003	Ski School Instructor 3 (Supervisor)	$15.77	$15.77	$15.77	$16.09
2	9024101	Starter (per diem rate)	$292.13	$292.13	$292.13	$297.97
1	2883100	Student Assistant	$10.00	$10.00	$10.00	$10.20
1	9021501	Supervising Inspector Harness Racing (per diem rate)	$163.53	$163.53	$163.53	$166.80
2	0925400	Supervising Racing Veterinarian (per diem rate)	$310.44	$310.44	$310.44	$316.65
0	3965010	Teacher 1	$21.19	$21.19	$21.19	$21.62
0	3965020	Teacher 2	$22.41	$22.41	$22.41	$22.86
0	3965030	Teacher 3	$25.06	$25.06	$25.06	$25.56
0	3905040	Teacher 4	$27.94	$27.94	$27.94	$28.50
1	4049100	Transportation Construction Inspector 1	$12.06	$12.06	$12.06	$12.30
1	4049200	Transportation Construction Inspector 2	$13.40	$13.40	$13.40	$13.67
1	4049300	Transportation Construction Inspector 3	$14.91	$14.91	$14.91	$15.21
1	3931010	Vocational Instructor 1	$21.19	$21.19	$21.19	$21.62

PROFESSIONAL, SCIENTIFIC AND TECHNICAL SERVICES UNIT
SEASONAL HOURLY WAGE RATES: FY 2012 - FY 2015

Juris. Class	Title Code	Title	4/1/2011	4/1/2012	4/1/2013	4/1/2014
			0	*0*	*0*	*2%*
1	3931020	Vocational Instructor 2	$22.41	$22.41	$22.41	$22.86
1	3931030	Vocational Instructor 3	$25.06	$25.06	$25.06	$25.56
0	3931040	Vocational Instructor 4	$27.94	$27.94	$27.94	$28.50
0	1560600	Water Safety Coordinator	$22.00	$22.00	$22.00	$22.44

NYSCOPBA: Security Services Arbitration Ineligible**
Season Hourly Wage Rates: FY 2003 - FY 2016

Juris. Class	Title Code	Title	4/1/2002	4/1/2003	4/1/2004	4/1/2005	4/1/2006	4/1/2007	4/1/2008	4/1/2009	4/1/2010	4/1/2011	4/1/2012	4/1/2013	4/1/2014	4/1/2015
			0	*2.25%*	*2.50%*	*2.75%*	*3.00%*	*3%**	*3.00%*	*3.00%*	*4.00%*	*0*	*0*	*0*	*2%*	*2%*
0	1506000	Assistant Forest Ranger	$10.83	$11.07	$11.35	$11.66	$12.01	$12.75	$13.13	$13.53	$14.07	$14.07	$14.07	$14.07	$14.35	$14.64
1	8759100	Conservation Security Worker	$11.51	$11.77	$12.06	$12.40	$12.77	$13.53	$13.94	$14.36	$14.93	$14.93	$14.93	$14.93	$15.23	$15.53
0	8766100	Lake George Marine Officer 1									$17.96	$17.96	$17.96	$17.96	$18.32	$18.69
0	8766200	Lake George Marine Officer 2									$21.48	$21.48	$21.48	$21.48	$21.91	$22.35
1	1501200	Park Ranger									$16.76	$16.76	$16.76	$16.76	$17.10	$17.44
0	1514001	Ski Patrolman 1	$10.43	$10.66	$10.93	$11.23	$11.57	$12.30	$12.66	$13.04	$13.57	$13.57	$13.57	$13.57	$13.84	$14.11
0	1514002	Ski Patrolman 2	$11.77	$12.03	$12.34	$12.67	$13.06	$13.83	$14.24	$14.67	$15.26	$15.26	$15.26	$15.26	$15.56	$15.87
0	1514003	Ski Patrolman 3	$13.19	$13.49	$13.82	$14.20	$14.63	$15.45	$15.91	$16.39	$17.05	$17.05	$17.05	$17.05	$17.39	$17.73

* + $0.38 ($800 lump sum on base (pro-rated))

**NOTE: Rates are provided back to 4/1/2002 for certain titles to address grievances filed under collectively negotiated agreements.

United University Professions: Lifeguards
Seasonal Hourly Wage Rates: FY 2004 - FY 2016

Juris. Class	Title Code	Title	4/1/2003	4/1/2004	4/1/2005	4/1/2006	4/1/2007	4/1/2008	4/1/2009	4/1/2010	4/1/2011	4/1/2012	4/1/2013	4/1/2014*	4/1/2015*
			0	*2.50%*	*2.75%*	*3%*	*3%*	*3%*	*3%*	*4%*	*0*	*0*	*0*	*2%*	*2%*
		Upstate													
1	1559600	Asst. Chief Lifeguard	$11.77	$12.06	$12.40	$12.77	$13.15	$14.65	$15.09	$15.69	$15.69	$15.69	$15.69	$16.00	$16.32
1	1559700	Chief Lifeguard	$13.19	$13.52	$13.89	$14.31	$14.74	$16.41	$16.90	$17.58	$17.58	$17.58	$17.58	$17.93	$18.29
1	1559100	Lifeguard 1	$10.35	$10.61	$10.90	$11.23	$11.56	$11.91	$12.27	$12.76	$12.76	$12.76	$12.76	$13.01	$13.27
1	1559200	Lifeguard 2	-	-	-	-	-	$12.84	$13.23	$13.76	$13.76	$13.76	$13.76	$14.03	$14.31
		Downstate													
1	1559600	Asst. Chief Lifeguard	$14.27	$14.63	$15.03	$15.48	$15.94	$17.78	$18.31	$19.04	$19.04	$19.04	$19.04	$19.42	$19.81
1	1559700	Chief Lifeguard	$16.56	$16.97	$17.44	$17.96	$18.50	$20.62	$21.24	$22.09	$22.09	$22.09	$22.09	$22.53	$22.98
1	1559100	Lifeguard 1	$12.56	$12.87	$13.23	$13.62	$14.03	$14.45	$14.89	$15.48	$15.48	$15.48	$15.48	$15.79	$16.11
1	1559200	Lifeguard 2	-	-	-	-	-	$15.59	$16.06	$16.70	$16.70	$16.70	$16.70	$17.04	$17.38
		Long Island													
1	1559720	Captain LI	$23.13	$23.71	$24.36	$25.09	$25.84	$26.62	$27.42	$28.51	$28.51	$28.51	$28.51	$29.08	$29.67
1	1559620	Lieutenant LI	$19.12	$19.60	$20.14	$20.74	$21.36	$22.00	$22.66	$23.57	$23.57	$23.57	$23.57	$24.04	$24.52
1	1559100	Lifeguard 1	$12.56	$12.87	$13.23	$13.62	$14.03	$14.45	$14.89	$15.48	$15.48	$15.48	$15.48	$15.79	$16.11
1	1559202	Lifeguard 2	$15.14	$15.52	$15.95	$16.42	$16.92	$17.42	$17.95	$18.66	$18.66	$18.66	$18.66	$19.04	$19.42
1	1559501	Supervising Lifeguard LI	$17.41	$17.85	$18.34	$18.89	$19.45	$20.04	$20.64	$21.46	$21.46	$21.46	$21.46	$21.89	$22.33

***NOTE:** If an employee earned a rate higher than the rate listed above, then that rate may be paid. However, no further increases shall be granted to the higher rates.

Management / Confidential

Seasonal Hourly Wage Rates: FY 2008 - FY 2015

Juris. Class	Title Code	Title	04/02/07	04/01/08	04/01/09	04/01/10	4/1/2011	4/1/2012	4/1/2013	4/1/2014
			0	*3%*	*0*	*0*	*0*	*0*	*0*	*2%*
1	1559400	Assnt Coord Long Island Lifeguard	$28.81	$29.67	$29.67	$29.67	$29.67	$29.67	$29.67	$30.27
2	9024501	Assnt To Presiding Judge (per diem rate)					$197.86	$197.86	$197.86	$201.82
1	9028100	Assnt To Racing Steward (per diem rate)					$163.84	$163.84	$163.84	$167.12
1	1559450	Coord Long Island Lifeguard Op	$31.10	$32.03	$32.03	$32.03	$32.03	$32.03	$32.03	$32.67
2	9024601	Presiding Judge (per diem rate)					$343.93	$343.93	$343.93	$350.81
2	9028200	Steward (per diem rate)					$356.60	$356.60	$356.60	$363.73