



Division of the Budget

ANDREW M. CUOMO
Governor

ROBERT F. MUJICA JR
Director of the Budget

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|------------------------|---------------|------------------------|
| BUDGET BULLETIN | D-1134 | October 3, 2016 |
|------------------------|---------------|------------------------|

TO: ALL DEPARTMENT AND AGENCY HEADS
FROM: Robert F. Mujica Jr. 
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 list above, 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. This bulletin highlights the benefits currently in effect for this group of employees. Please direct questions concerning this bulletin to your budget examiner.

COMPENSATION AND BENEFITS

- **Refer to the attachments for the appropriate rate to pay hourly Seasonal employees.**

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

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 FY 2017 for eligibility attained in 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**
 - **Salary Protection for Long Term 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.

 - **Salary Protection for PEF-Represented Seasonal Employees.** PEF-represented seasonal employees are covered under the Side Letter to the 2011-2015 collective bargaining agreement on the "Salary Computation for Movement from Non-Statutory Positions."

- **CSEA Operational Services Unit Clothing and Tool Allowance.** Allowances for clothing provided in Article 49.1 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 and meet the same criteria as set for annual salaried employees. Additionally, allowances for tools provided in Article 49.2 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 meet the following criteria:

- Have worked at least nine continuous months at half-time or more, and;
 - Perform duties of that of automotive repair, and;
 - Provide personal tools for work, and,
 - Are on the payroll at the time of payment.
- **NYSCOPBA Uniform Allowance.** The State will continue to provide seasonal employees presently receiving uniforms with uniforms according to the policies in effect in the employing agencies. Temporary part-time employees in the title of Conservation Security Worker or Assistant Forest Ranger, who work more than 520 hours in a fiscal year, shall receive one-quarter of the uniform allowance provided in Article 20 of the Security Services Unit Agreement payable upon completion of the 520 hours of work once during the fiscal year. If such employees work more than 1,040 hours in a fiscal year such employee is eligible to receive an additional one-quarter of the uniform allowance provided in Article 20 of the Security Services Unit Agreement payable upon completion of 1,040 hours of work once during the fiscal year.
 - **Inconvenience Pay and Location Pay for CSEA- and PEF- 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 / PARK & REC. AIDE RATES: FY 2017

| 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 |
| 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 |
| 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 | 2244100 | Conservation Education Camp Aide 1 | \$10.78 | \$10.78 | \$10.78 | \$10.78 | \$11.00 |
| 0 | 2244200 | Conservation Education Camp Aide 2 | \$12.28 | \$12.28 | \$12.28 | \$12.28 | \$12.53 |
| 0 | 2244400 | Conservation Education Camp Assistant Director | \$17.50 | \$17.50 | \$17.50 | \$17.50 | \$17.85 |
| 0 | 2298200 | Conservation Education Camp Counselor | \$15.61 | \$15.61 | \$15.61 | \$15.92 | \$16.24 |
| 0 | 2244500 | Conservation Education Camp Director | \$19.98 | \$19.98 | \$19.98 | \$19.98 | \$20.38 |
| 0 | 2244600 | Conservation Education Camp Director Health | \$19.98 | \$19.98 | \$19.98 | \$19.98 | \$20.38 |
| 0 | 2244700 | Conservation Education Camp Director Waterfront | \$17.50 | \$17.50 | \$17.50 | \$17.50 | \$17.85 |
| 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 | 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 |
| 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 |

**CSEA: ADMINISTRATIVE, OPERATIONAL, AND INSTITUTIONAL SERVICES UNITS
SEASONAL HOURLY WAGE RATES: FY 2012 - FY 2016 / PARK & REC. AIDE RATES: FY 2017**

| 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% |
| 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 | 6658100 | Investigator 1 | \$171.76 | \$171.76 | \$171.76 | \$175.20 | \$178.70 |
| 1 | 3016000 | Janitor | \$13.27 | \$13.27 | \$13.27 | \$13.54 | \$13.81 |
| 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 |
| 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 |
| 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 |
| 0 | 2581100 | Office Assistant 1 | \$11.47 | \$11.47 | \$11.47 | \$11.70 | \$11.93 |

**CSEA: ADMINISTRATIVE, OPERATIONAL, AND INSTITUTIONAL SERVICES UNITS
SEASONAL HOURLY WAGE RATES: FY 2012 - FY 2016 / PARK & REC. AIDE RATES: FY 2017**

| 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 | 2581110 | Office Assistant 1 (Keyboarding) | \$11.47 | \$11.47 | \$11.47 | \$11.70 | \$11.93 |
| 0 | 2581150 | Office Assistant 1 (Stores/Mail) | \$11.47 | \$11.47 | \$11.47 | \$11.70 | \$11.93 |
| 0 | 2581200 | Office Assistant 2 | \$14.01 | \$14.01 | \$14.01 | \$14.29 | \$14.58 |
| 0 | 2581260 | Office Assistant 2 (Calculations) | \$15.65 | \$15.65 | \$15.65 | \$15.96 | \$16.28 |
| 0 | 2581210 | Office Assistant 2 (Keyboarding) | \$15.64 | \$15.64 | \$15.64 | \$15.95 | \$16.27 |
| 0 | 2581300 | Office Assistant 3 | \$17.50 | \$17.50 | \$17.50 | \$17.85 | \$18.21 |
| 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 - see update below | \$7.25 | \$7.25 | \$7.25 | \$8.75 | \$9.00 |
| 3 | 1588220 | Parks and Recreation Aide 2 - see update below | \$8.95 | \$8.95 | \$8.95 | \$9.13 | \$9.31 |
| 3 | 1588230 | Parks and Recreation Aide 3 - see update below | \$9.76 | \$9.76 | \$9.76 | \$9.96 | \$10.15 |
| 3 | 1588240 | Parks and Recreation Aide 4 - see update below | \$10.57 | \$10.57 | \$10.57 | \$10.78 | \$11.00 |
| 3 | 1588250 | Parks and Recreation Aide 5 - see update below | \$12.04 | \$12.04 | \$12.04 | \$12.28 | \$12.53 |
| 3 | 1588260 | Parks and Recreation Aide 6 - see update below | \$13.28 | \$13.28 | \$13.28 | \$13.55 | \$13.82 |
| 3 | 1588270 | Parks and Recreation Aide 7 - see update below | \$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 |
| 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 |

**CSEA: ADMINISTRATIVE, OPERATIONAL, AND INSTITUTIONAL SERVICES UNITS
SEASONAL HOURLY WAGE RATES: FY 2012 - FY 2016 / PARK & REC. AIDE RATES: FY 2017**

| 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 | 1557000 | Scaler | \$27.20 | \$27.20 | \$27.20 | \$27.74 | \$28.30 |
| 3 | 6925200 | State Fair Worker* | \$7.25 | \$7.25 | \$7.25 | \$8.75 | \$9.00 |
| 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 |

Parks & Recreation Title Series: Rates Approved April 25, 2016

| New York City Rates - Effective 4/25/16 | | | | |
|---|---------|-----------------------------------|--|---------|
| 3 | 1588210 | Parks and Recreation Aide 1 (NYC) | | \$10.50 |
| 3 | 1588220 | Parks and Recreation Aide 2 (NYC) | | \$11.00 |
| 3 | 1588230 | Parks and Recreation Aide 3 (NYC) | | \$12.53 |
| 3 | 1588240 | Parks and Recreation Aide 4 (NYC) | | \$13.82 |
| 3 | 1588250 | Parks and Recreation Aide 5 (NYC) | | \$16.28 |

| Rest of State - Effective 4/25/16 | | | | |
|-----------------------------------|---------|-----------------------------|--|---------|
| 3 | 1588210 | Parks and Recreation Aide 1 | | \$9.75 |
| 3 | 1588220 | Parks and Recreation Aide 2 | | \$10.15 |
| 3 | 1588230 | Parks and Recreation Aide 3 | | \$11.00 |
| 3 | 1588240 | Parks and Recreation Aide 4 | | \$12.53 |
| 3 | 1588250 | Parks and Recreation Aide 5 | | \$13.82 |
| 3 | 1588260 | Parks and Recreation Aide 6 | | \$16.28 |

PROFESSIONAL, SCIENTIFIC AND TECHNICAL SERVICES UNIT
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 | 1208001 | Apiary Inspector 1 | \$17.61 | \$17.61 | \$17.61 | \$17.97 | \$18.33 |
| 1 | 1208002 | Apiary Inspector 2 | \$18.64 | \$18.64 | \$18.64 | \$19.01 | \$19.39 |
| 1 | 1208003 | Apiary Inspector 3 | \$19.71 | \$19.71 | \$19.71 | \$20.10 | \$20.50 |
| 1 | 1304101 | Assistant Farm Products Inspector 1 | \$15.93 | \$15.93 | \$15.93 | \$16.25 | \$16.58 |
| 1 | 1304102 | Assistant Farm Products Inspector 2 | \$16.71 | \$16.71 | \$16.71 | \$17.04 | \$17.38 |
| 1,6 | 1103100 | Assistant Horticultural Inspector 1 | \$15.94 | \$15.94 | \$15.94 | \$16.26 | \$16.59 |
| 1,6 | 1103200 | Assistant Horticultural Inspector 2 | \$16.70 | \$16.70 | \$16.70 | \$17.03 | \$17.37 |
| 0 | 1533200 | Assistant Regional Park Recreation Coordinator | \$22.00 | \$22.00 | \$22.00 | \$22.44 | \$22.89 |
| 2 | 0925100 | Assnt To Supvg Racing Veterina (per diem rate) | \$164.52 | \$164.52 | \$164.52 | \$167.81 | \$171.17 |
| 2 | 9024701 | Associate Judge (per diem rate) | \$284.86 | \$284.86 | \$284.86 | \$290.56 | \$296.37 |
| 0 | 5122210 | Cartographic Technician 1 | \$14.12 | \$14.12 | \$14.12 | \$14.40 | \$14.69 |
| 0 | 5951100 | Developmental Disabilities Camp Director 1 | \$23.22 | \$23.22 | \$23.22 | \$23.68 | \$24.15 |
| 0 | 5951200 | Developmental Disabilities Camp Director 2 | \$25.87 | \$25.87 | \$25.87 | \$26.38 | \$26.91 |
| 0 | 3101100 | Dietitian 1 | \$21.99 | \$21.99 | \$21.99 | \$22.43 | \$22.88 |
| 0 | 3101200 | Dietitian 2 | \$23.22 | \$23.22 | \$23.22 | \$23.68 | \$24.15 |
| 0 | 3587400 | Education Specialist | \$10.00 | \$10.00 | \$10.00 | \$10.20 | \$10.40 |
| 0 | 4000100 | Engineering Aide | \$12.06 | \$12.06 | \$12.06 | \$12.30 | \$12.55 |
| 0 | 4003200 | Engineering Technician | \$14.13 | \$14.13 | \$14.13 | \$14.41 | \$14.70 |
| 0 | 1215000 | Entomological Assistant | \$14.12 | \$14.12 | \$14.12 | \$14.40 | \$14.69 |
| 0 | 2245100 | Environmental Education Assistant | \$14.91 | \$14.91 | \$14.91 | \$15.21 | \$15.51 |
| 0 | 4027501 | Environmental Engineering Technician 1 | \$14.12 | \$14.12 | \$14.12 | \$14.40 | \$14.69 |
| 0 | 4027502 | Environmental Engineering Technician 2 | \$18.63 | \$18.63 | \$18.63 | \$19.00 | \$19.38 |
| 0 | 4027503 | Environmental Engineering Technician 3 | \$21.98 | \$21.98 | \$21.98 | \$22.42 | \$22.87 |
| 0 | 1304201 | Farm Products Inspector 1 | \$17.62 | \$17.62 | \$17.62 | \$17.97 | \$18.33 |
| 0 | 1304202 | Farm Products Inspector 2 | \$18.64 | \$18.64 | \$18.64 | \$19.01 | \$19.39 |
| 0 | 1304203 | Farm Products Inspector 3 | \$19.71 | \$19.71 | \$19.71 | \$20.10 | \$20.50 |
| 0 | 3930100 | Habilitation Specialist 1 | \$19.70 | \$19.70 | \$19.70 | \$20.09 | \$20.49 |
| 2 | 6658100 | Investigator 1 (per diem rate) | \$171.76 | \$171.76 | \$171.76 | \$175.20 | \$178.70 |

**PROFESSIONAL, SCIENTIFIC AND TECHNICAL SERVICES UNIT
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 | 5500510 | Nurse 1 | \$19.71 | \$19.71 | \$19.71 | \$20.10 | \$20.50 |
| 0 | 5500520 | Nurse 2 | \$22.00 | \$22.00 | \$22.00 | \$22.44 | \$22.89 |
| 0 | 5510701 | Nurse Administrator 1 | \$25.87 | \$25.87 | \$25.87 | \$26.38 | \$26.91 |
| 0 | 1545100 | Park Recreation Supervisor | \$19.71 | \$19.71 | \$19.71 | \$20.10 | \$20.50 |
| 0 | 6463100 | Public Health Inspector | \$17.76 | \$17.76 | \$17.76 | \$18.12 | \$18.48 |
| 2 | 6683500 | Racing License Investigator (per diem rate) | \$170.22 | \$170.22 | \$170.22 | \$173.62 | \$177.09 |
| 1 | 1208300 | Senior Apiary Inspector | \$22.00 | \$22.00 | \$22.00 | \$22.44 | \$22.89 |
| 0 | 4003300 | Senior Engineering Technician | \$18.64 | \$18.64 | \$18.64 | \$19.01 | \$19.39 |
| 0 | 5903300 | Senior Recreation Therapist | \$23.22 | \$23.22 | \$23.22 | \$23.68 | \$24.15 |
| 2 | 9024101 | Starter (per diem rate) | \$292.13 | \$292.13 | \$292.13 | \$297.97 | \$303.93 |
| 1 | 2883100 | Student Assistant | \$10.00 | \$10.00 | \$10.00 | \$10.20 | \$10.40 |
| 1 | 9021501 | Supervising Inspector Harness Racing (per diem rate) | \$163.53 | \$163.53 | \$163.53 | \$166.80 | \$170.14 |
| 2 | 0925400 | Supervising Racing Veterinarian (per diem rate) | \$310.44 | \$310.44 | \$310.44 | \$316.65 | \$322.98 |
| 0 | 3965010 | Teacher 1 | \$21.19 | \$21.19 | \$21.19 | \$21.62 | \$22.05 |
| 0 | 3965020 | Teacher 2 | \$22.41 | \$22.41 | \$22.41 | \$22.86 | \$23.32 |
| 0 | 3965030 | Teacher 3 | \$25.06 | \$25.06 | \$25.06 | \$25.56 | \$26.07 |
| 0 | 3905040 | Teacher 4 | \$27.94 | \$27.94 | \$27.94 | \$28.50 | \$29.07 |
| 1 | 4049100 | Transportation Construction Inspector 1 | \$12.06 | \$12.06 | \$12.06 | \$12.30 | \$12.55 |
| 1 | 4049200 | Transportation Construction Inspector 2 | \$13.40 | \$13.40 | \$13.40 | \$13.67 | \$13.94 |
| 1 | 4049300 | Transportation Construction Inspector 3 | \$14.91 | \$14.91 | \$14.91 | \$15.21 | \$15.51 |
| 1 | 3931010 | Vocational Instructor 1 | \$21.19 | \$21.19 | \$21.19 | \$21.62 | \$22.05 |
| 1 | 3931020 | Vocational Instructor 2 | \$22.41 | \$22.41 | \$22.41 | \$22.86 | \$23.32 |
| 1 | 3931030 | Vocational Instructor 3 | \$25.06 | \$25.06 | \$25.06 | \$25.56 | \$26.07 |
| 0 | 3931040 | Vocational Instructor 4 | \$27.94 | \$27.94 | \$27.94 | \$28.50 | \$29.07 |
| 0 | 1560600 | Water Safety Coordinator | \$22.00 | \$22.00 | \$22.00 | \$22.44 | \$22.89 |

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 | 1505000 | Wildland Firefighter | \$8.91 | \$9.11 | \$9.34 | \$9.59 | \$9.88 | \$10.56 | \$10.88 | \$11.20 | \$11.65 | \$11.65 | \$11.65 | \$11.65 | \$11.88 | \$12.12 |

* + \$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 2017

| 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 | 4/1/2015 | 7/1/2015 | 4/1/2016 |
|--------------|------------|--|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|
| | | | 0 | 3% | 0 | 0 | 0 | 0 | 0 | 0 | 2% | 2% | 2% parity |
| 1 | 1559400 | Assnt Coord Long Island Lifeguard | \$28.81 | \$29.67 | \$29.67 | \$29.67 | \$29.67 | \$29.67 | \$29.67 | \$30.27 | \$30.88 | \$31.50 | \$32.13 |
| 2 | 9024501 | Assnt To Presiding Judge (per diem rate) | | | | | \$197.86 | \$197.86 | \$197.86 | \$201.82 | \$205.86 | \$209.98 | \$214.18 |
| 1 | 9028100 | Assnt To Racing Steward (per diem rate) | | | | | \$163.84 | \$163.84 | \$163.84 | \$167.12 | \$170.46 | \$173.87 | \$177.35 |
| 1 | 1559450 | Coord Long Island Lifeguard Op | \$31.10 | \$32.03 | \$32.03 | \$32.03 | \$32.03 | \$32.03 | \$32.03 | \$32.67 | \$33.32 | \$33.99 | \$34.67 |
| 2 | 9024601 | Presiding Judge (per diem rate) | | | | | \$343.93 | \$343.93 | \$343.93 | \$350.81 | \$357.83 | \$364.99 | \$372.29 |
| 2 | 9028200 | Steward (per diem rate) | | | | | \$356.60 | \$356.60 | \$356.60 | \$363.73 | \$371.00 | \$378.42 | \$385.99 |