



2026-2031 PS&T Unit Agreement

Frequently Asked Questions

Compensation

Q. When will I receive my retroactive pay?

A. Retroactive payments will be issued to PS&T members according to the schedule below. PS&T members who were on an authorized leave of absence on the effective date will receive retroactive payments upon return to payroll.

If you are on an **Administration Payroll** you will receive a retroactive payment on **9/23/2026**. If you are on **Institution Payroll** you will receive retroactive payment on **10/01/2026**.

Pay Cycle/ Pay Period Type	Effective Date	Check Date
Administration/ 12 Lag	03/26/2026	09/23/2026
Institution/ 12 Lag	04/02/2026	10/01/2026

Q. What are the base salary increases in the Agreement?

A. Fiscal Year 2026-2027 – 4.5% retroactive to April 2026*
 Fiscal Year 2027-2028 – 4% effective April 2027*
 Fiscal Year 2028-2029 – 3.5% effective April 2028*
 Fiscal Year 2029-2030 – 3.0% effective April 2029*
 Fiscal Year 2030-2031 – 3.0% effective April 2030*

* The exact effective dates vary each year and vary by administration and institution payrolls. See above.

Q. Will I receive retroactive pay if I retired or otherwise leave State service after the April 2026 salary increase?

A. Yes. If you retired or separated from State service, you will receive retroactive pay for the time you served in a PS&T unit position from the effective date of the 2026 salary increase through the date of your separation from State service.

Q. Is the Higher Education Differential of \$600 continuing?

A. The Higher Education Differential continues to be payable each year of the contract, provided you meet all eligibility requirements and submit timely proof of your degree or professional license issued by the State Education Department (SED).

The 2026 payment was issued in April. If you have not yet received your payment, please contact your agency's Human Resources Department. Agency HR Departments will provide employees with instructions on how to submit the required documentation.

Q. Are there changes to Performance Advances?

A. Performance Advances are increased by the across the board (ATB) increases and are payable to eligible employees in April or October of the fiscal year immediately following completion of each year of service in grade. Employees hired or promoted on or after April 2 through October 1 will have a performance advance anniversary of October 1. Employees hired or promoted on or after October 2 and through April 1 will have an April 1 performance advance anniversary.

Q. Are there any changes to the performance award program (longevity lump sum payments)?

A. **There are no changes.** Eligibility will continue to be based on 12, 17 or 22 years of continuous State service. For 12-16 years of State service, the annual payment will be \$1,500, for 17-21 years of State service, the annual payment will be \$3,000, and for 22 years or more of State service the annual payment will be \$4,500. No employee who received a performance award in State Fiscal Year 2024-2025 under the provisions of Article 7.15(b) shall lose their performance award as a result of transition to the years of service schedule set forth in Article 7.15(c) and its subsections.

Q. Will I receive a retroactive performance award (longevity lump sum payment)?

A. No, everyone who was due to receive a performance award in April of 2026 should have received it. Performance awards will next be due in April of 2027.

Q. The Downstate and Mid-Hudson adjustments increased in the new contract. When will I receive a retroactive payment reflecting the increase?

A. The date of ratification is August 18, 2026, and based on prior experience we anticipate retroactive payments will be issued within a month or two. As soon as OSC releases the payroll bulletin, we will share the payment dates with membership.

The Downstate and Mid-Hudson adjustments were increased for each of the five years of the Agreement as follows:

Downstate Adjustment	Mid-Hudson Adjustment*
Effective 4/2/26, \$4,150	Effective 4/2/26, \$2,150
Effective 4/2/27, \$5,150	Effective 4/2/27, \$2,400
Effective 4/2/28, \$6,150	Effective 4/2/28, \$2,650
Effective 4/2/29 \$6,400	Effective 4/2/29 \$2,800
Effective 4/2/30 \$6,650	Effective 4/2/30 \$2,950

*Ulster County is added to the list of counties receiving the Mid-Hudson Adjustment.

Q. Was there an increase in Inconvenience Pay Program?

A. Yes. Effective April 2026, inconvenience pay was increased from \$575 to \$825 per year to employees who work four (4) hours or more between 6:00 p.m. and 6:00 a.m. except on an overtime basis.

Q. Was there any change to Hazardous Duty Compensation?

A. Yes. Effective April 2027, a \$300 annual bonus payment will be made to those employees working at facilities and jobsites run by OPWDD, OMH, DOCCS, and OCFS which house individuals in the custody or care of the State. To qualify, an employee must have completed one year of continuous service. An employee must not telecommute more than 10% of their time worked. Employees working on a part-time or hourly basis will receive a pro-rated payment.

This bonus is **in addition** to the already existing hazardous duty pay of \$1 per hour for qualifying employees.

Q. Was there any increase to Special Assignment to Duty (SAD) Pay?

A. Yes, SAD pay was increased from \$750 to \$1,000 annually for every year of the contract. This payment is made annually in April for each preceding year of work. In other words, the payment made in 2026 was for work performed in 2025. Therefore, this increase will be paid in 2027 for work performed in 2026.

