



## Frequently Asked Questions Regarding the Salary Differentials for Engineering Titles

**1. What titles have been approved for salary differentials?**

To address recruitment and retention issues, the Division of Classification and Compensation and the Division of Budget approved salary differentials for professional engineers, architects, land surveyors, landscape architects, and geologists for all State agencies who utilize these titles.

**2. What types of salary differentials were approved?**

Two location specific differentials were approved: geographic pay differentials (Geos) and an increased hiring rate (IHR).

**3. What is an increased hiring rate?**

An increased hiring rate sets the hiring rate to a higher step in the pay schedule. The IHR approved for engineering titles has set the hiring rate at step 4. Any employee in these titles who is currently below step 4 will have their salary increased to step 4 and any new hires will be hired at step 4 immediately instead of the hiring rate. This approval does not cover trainee titles.

**4. Which titles were approved for an increased hiring rate?**

The IHR is location specific. Only people working in the following counties in the titles listed below will receive the approved IHR.

Approved Counties	
Bronx	Queens
Dutchess	Richmond
Kings	Rockland
Nassau	Suffolk
New York	Sullivan
Orange	Ulster
Putnam	Westchester

Approved Titles	
Architect 1	Professional Engineer 1 Civil
Assistant Geologist	Professional Engineer 1 Civil/Construction
Assistant Land Surveyor	Professional Engineer 1 Civil/Geographical
Assnt Architect	Professional Engineer 1 Civil/Structural
Assnt Engineer Chemical	Professional Engineer 1 Civil/Transportation
Assnt Engineer Civil	Professional Engineer 1 Electrical
Assnt Engineer Civil/Construction	Professional Engineer 1 Environmental
Assnt Engineer Civil/Geotechnical	Professional Engineer 1 Fire Protection
Assnt Engineer Civil/Structural	Professional Engineer 1 Industrial
Assnt Engineer Civil/Transportation	Professional Engineer 1 Mechanical
Assnt Engineer Electrical	Professional Engineer 1 Mechanical/HVAC
Assnt Engineer Environmental	Professional Engineer 1 Mechanical/HVAC
Assnt Engineer Fire Protection	Professional Geologist 1
Assnt Engineer Mechanical	Professional Land Surveyor 1
Assnt Engineer Mechanical/HVAC	
Assistant Landscape Architect	
Landscape Architect 1	

**5. What is a geographic pay differential (Geo)?**

A Geo is additional pay that is not considered part of an employee’s base annual salary.

**6. What titles were approved for a Geo and how much was approved?**

The approved Geos are also location specific. Please review the list of approved titles and the location specific amounts below.

Approved Titles	
Architect 1	Assnt Engineer Electrical
Architect 2	Assnt Engineer Environmental
Architect 3	Assnt Engineer Fire Protection
Assistant Geologist	Assnt Engineer Mechanical
Assistant Land Surveyor	Assnt Engineer Mechanical/HVAC
Assnt Architect	Professional Engineer 1 Civil
Assnt Engineer Chemical	Professional Engineer 1 Civil/Construction
Assnt Engineer Civil	Professional Engineer 1 Civil/Geographical
Assnt Engineer Civil/Construction	Professional Engineer 1 Civil/Structural
Assnt Engineer Civil/Geotechnical	Professional Engineer 1 Civil/Transportation
Assnt Engineer Civil/Structural	Professional Engineer 1 Electrical
Assnt Engineer Civil/Transportation	Professional Engineer 1 Environmental

<b>Approved Titles Continued</b>	
Professional Engineer 1 Fire Protection	Professional Engineer 2 Environmental
Professional Engineer 1 Industrial	Professional Engineer 2 Industrial
Professional Engineer 1 Mechanical	Professional Engineer 2 Mechanical
Professional Engineer 1 Mechanical/HVAC	Professional Engineer 2 Mechanical/HVAC
Professional Engineer 2 Civil	Professional Engineer 3 Civil/Structural
Professional Engineer 2 Civil/Construction	Professional Engineer 3 Civil/Transportation
Professional Engineer 2 Civil/Environmental	Professional Engineer 4 Mechanical/HVAC
Professional Engineer 2 Civil/Geotechnical	Professional Geologist 1
Professional Engineer 2 Civil/Materials	Professional Geologist 2
Professional Engineer 2 Civil/Structural	Professional Land Surveyor 1
Professional Engineer 2 Civil/Transportation	Assistant Landscape Architect
Professional Engineer 2 Electrical	Landscape Architect 1
	Landscape Architect 2

**People in one of the approved titles working in the following counties may receive up to a \$13,500 Geo.**

<b>Approved Counties</b>		<b>Approved Geo</b>
Bronx	Queens	Up to \$13,500
Dutchess	Richmond	
Kings	Rockland	
Nassau	Suffolk	
New York	Sullivan	
Orange	Ulster	
Putnam	Westchester	

**All other counties were approved for a Geo of up to \$7,000.**

While Geos are approved for a set amount, that amount is a maximum. When a Geo is approved for an agency, PEF expects that agencies will pay the full amount; however, they have several options. Agencies can decide to not pay the Geo, to pay an amount less than the full amount approved for the Geo, or to pay the full amount. Typically, agencies decide to pay the full amount, but that is not always the case.

If you are eligible for the Geo (see eligibility requirements above), you can contact your agency to confirm how much the Geo will be for you.

**7. When will I see a change in my pay?**

Initial payments to eligible employees will be processed on **01/23/2025** for those on the Institution payroll and **01/29/2025** for those on the Administration payroll.

