

Geographic Pay Differential

Frequently Asked Questions

1. Where does the statutory authority to grant geographic pay differentials come from?

Section 130.7 of the Civil Service Law provides that the Director of the Division of Classification and Compensation may authorize payment of additional compensation, called a geographic pay differential, to State employees in one or more areas of the State when recruitment and/or retention difficulties can be tied to private or other non-State employers in such areas paying substantially higher salaries for a similar occupation. All such determinations are subject to the approval of the Director of the Division of the Budget.

2. What is the purpose of a geographic pay differential?

The purpose of geographic pay differentials is to assist State agencies with the recruitment and retention of employees in particular occupations and areas of the State.

3. How can a request for a geographic pay differential be made?

Section 130.7 authorizes applications for such geographic pay differentials from appointing officers, employees, and employee organizations. Applications by employees and employee organizations should be submitted in writing to the Director of the Division of Classification and Compensation.

4. What information should be included in an application for a geographic pay differential?

All requests should include detailed information and documentation regarding:

- Recruitment difficulty for a class.
- Recruitment difficulty in a geographic area.
- Documentation of recruitment efforts.
- Eligible list information (i.e., age of list, eligible candidates in an area).
- Vacancy and turnover data regarding a class.
- Salaries offered for similar positions by other employers in the same geographic area.

5. What is the difference between a geographic pay differential and the Downstate adjustment and the Mid-Hudson adjustment?

The Downstate adjustment and Mid-Hudson adjustment are pay negotiated supplements. These amounts can only be authorized for unionized employees if the applicable negotiated agreement provides for such "Adjustments."

6. Is a geographic pay differential considered part of an employee's base annual salary?

No.

7. What happens to my geographic pay differential if I leave my position and/or area or location?

An employee does not retain a geographic pay differential when that employee ceases to be employed in the position or area or location for which the geographic pay differential was authorized.

8. Can an existing geographic pay differential be altered in any way?

The Division of Classification and Compensation periodically reviews the appropriateness of previously approved geographic pay differentials. When appropriate, the Director retains the statutory authority to either reduce or enhance existing geographic pay differentials, or terminate (i.e., rescind) existing geographic pay differentials.