

Attachment A

Effects of M/C Pay Withholding on M/Cs vs CSEA and PEF represented employees in comparable grades

Updated to reflect modifications resulting from Chapter 491 of the Laws of 2011 (Pay Bill)

The Organization of NYS Management/Confidential Employees, Inc. (OMCE)

<u>(1)</u> <u>Grade</u>	<u>(2)</u> <u>MC 2008-09 (JR)</u> Now <u>MC 2011-12 (JR)</u>	<u>(3)</u> <u>2010-11 (JR)</u>		<u>(Col 3-2)</u> <u>Difference</u>
		<u>CSEA</u>	<u>PEF</u>	
6	33,215	34,317	34,317	1,102
9	38,776	40,136	40,136	1,360
11	43,200	44,762	44,762	1,562
15	53,366	55,455	55,455	2,089
18	59,504	65,190	65,190	5,686*
19	62,597	68,637	68,637	6,040*
20	65,737	72,076	72,076	6,339*
21	69,132	75,862	75,862	6,730*
22	72,765	79,819	79,819	7,054*
23	77,454	83,954	83,954	6,500*
25/M1	84,581	92,974	92,974	8,393*
27/M2	93,803		100,822	7,019*
29/M3	104,080		111,064	6,984*
31/M4	114,961		122,354	7,393*
33/M5	127,794		134,868	7,074*
35/M6	140,864		148,421	7,557*
37/M7	152,886		163,033	10,147*

*PEF and CSEA represented employees in all grades and M/C employees in grades 17 and below, who are at the job rate of their grade 5+ years, get a \$1,250 performance award (longevity payment), and those who are at the job rate of their grade 10+ years, get an annual \$2,500 performance award (longevity payment). This exacerbates the salary discrepancy with M/C employees in grades 18 and above, since the latter do not receive longevity payments.