

DEPARTMENT OF ADMINISTRATIVE & FINANCIAL SERVICES
Bureau of Human Resources
June 17, 2014

HUMAN RESOURCES MEMORANDUM 3-14

TO: All Agency Heads, Agency Human Resource Representatives

SUBJECT: Longevity Pay and Merit Increases

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BACKGROUND

LONGEVITY PAY

Public Law 2013, Chapter 368, Part E-2 continued the Longevity Pay freeze that was in effect for Fiscal Years 2012 and 2013 (in accordance with PL 2011, Chapter 380, Part E). That is, employees with a **longevity date** on or before June 30, 1996 would receive longevity pay at the rate in effect on June 30, 2013 (which is the rate that was in effect on June 30, 2011). Employees who were not eligible for longevity pay during the FY 2012/2013 freeze were not eligible for longevity pay through June 30, 2015.

MERIT INCREASES

The freeze on merit increases expired on June 30, 2013. However, Public Law 2013, Chapter 368, Part E-1 refroze merit increases from July 1, 2014 through June 30, 2015.

CURRENT

LONGEVITY PAY

Public Law 2013, Chapter 502, Part M ends the freeze on longevity pay as of June 30, 2014. Beginning July 1, 2014, employees covered by collective bargaining who, but for the freeze, would have previously become eligible for longevity pay or an increase in longevity pay will begin to earn the longevity pay or increase on July 1, 2014, based upon that eligibility. In no event will there be any additional longevity pay for the period during which a freeze was in effect.

Employees not covered by collective bargaining who, but for the freeze, would have previously become eligible for longevity pay or an increase in longevity pay will receive a lump-sum payment representing any unpaid longevity from July 1, 2014 through December 31, 2014.

MERIT INCREASES

Public Law 2013, Chapter 502, Part M repeals the freeze on Merit Increases scheduled to begin on July 1, 2014. Merit increases will continue to be processed on the employee's Salary Review Date in accordance with collective bargaining agreements and Civil Service Law and Rules.

S/ Joyce A. Oreskovich

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Bureau of Human Resources