

**Office of Operations
2015 Fall Conference
December 8-9**

Partners in Excellence

Payroll Earnings Bootcamp

Promotions



Office of the New York State Comptroller
Thomas P. DiNapoli, Comptroller

Office of Operations

John Traylor, Executive Deputy Comptroller

Division of Payroll, Accounting and Revenue Services

Chris Gorka, Deputy Comptroller

Dave Hasso, Assistant Comptroller

Robin Rabii, Director, Bureau of State Payroll Services

POSITION CHANGE CONSIDERATIONS

- **Think about:**
 - Negotiating unit changes, if any
 - Current grade and new grade
 - Employee's history
 - Current cycle and new cycle
 - Effective Date
- **Remember:**
 - Time in a higher grade counts for lower grade



CSEA/PEF PROMOTION

- **Salary Increase**
 - 1.5 % for each grade advancing
 - 1.5 % for the promotion
 - or hiring rate if better than promotion calculation



SCENARIO 1- CSEA PROMOTION WITH FIS

- **John Smith**
 - Being promoted from CSEA Grade 14 to CSEA Grade 15
- **Things to Consider:**
 - History – Has he ever been in a higher graded position?
 - Cycle – What cycle is he currently on and what cycle will he be on after the promotion
 - Effective Dates



PROMOTION CALCULATION

CSEA Grade 14 Salary	52485	
Promotion Amount (3%)	x 1.03	
Total		= 54059.55

Round Up for Promotion **54060**

OR

Hiring Rate of Grade 15	45781
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Promotional Rate > Hiring Rate of Grade 15



JOHN SMITH - PROMOTION

Employee History Information

Additional Pay Summary

Smith, John

ID N05011223

Empl Record 0

Effdt	Act / Rea	Pos #	NYS Title	Anniv Dt	Salary	EE% / Ind	Appt Cd	EE Type	Long NYS Title
Seq #	Agency	NYS Pos#	Grade	Inc Cd	PBC	Jur CL	Pay Grp	Earn Prog	Long Agency Name
EE Status	Act Dt	Line#	BU	FIS Sal	Comp Rt	Wk Sch	Pos FTE	Company	Position Loc Code

History Information

Find | View 1 First 1-33 of 33 Last

03/06/2014	POS / 701	00164079	HIGHWAY M		?	1.0000 / F	PERM	S	HIGHWAY MTCE SUPV II
1	17060	00164079	015		?	ANN	0	N03	DOT Region 6
A	03/14/2014	62051	03		\$2073.53	NYYYYYN	1.00	NYS	5195
03/28/2013	PAY / PAV	00163964	BRIDGE RE	02/21/2008	\$52485.00	1.0000 / F	PERM	S	BRIDGE REPAIR SUPVR 1
0	17060	00163964	014	0001	ANN	0	AL5	N03	DOT Region 6
A	04/11/2013	60504	03		\$2013.11	NYYYYYN	1.00	NYS	0820
03/29/2012	PAY / PAV	00163964	BRIDGE RE	02/21/2008	\$51159.00	1.0000 / F	PERM	S	BRIDGE REPAIR SUPVR 1
0	17060	00163964	014	0001	ANN	0	AL5	N03	DOT Region 6
A	04/12/2012	60504	03		\$1962.25	NYYYYYN	1.00	NYS	0820



FIS CALCULATION

Salary in CSEA Grade 14	52485	X
Performance Advance	+ 1326	
Total	= 53811*	

*Salary is over Job Rate of CSEA Grade 14

CSEA Grade 14 Job Rate	52552
Promotion Amount (3%)	x 1.03
Total	= 54128.56

Round Up for FIS **54129**



JOB REQUEST

Job Requests 1

Smith, John

ID: N05011223

Rcd#: 0

Current Job

Position: 00163964 **Job Date/Effseq:** 04/11/2013 0
Department: 17060 **Barg. Unit/Grade:** 03 014
Job Code: 006748 **Salary:** \$52485.000000

Proposed Change

Find | View All First 1 of 1 Last

New Posn

Comments

+ -

*Eff Date/Seq #: 03/06/2014 0
*Action/Reason: Posn Chg 701 Tr Reg
Position #: 00164079 HIGHWAY M
NYS Position: 00164079 HIGHWAY M
Pay Rate: 54060.00 ANN Line #: 62051
Incr. Code: 0004
Anniversary Dt: 03/06/2014
FIS Amount: 54129.0
Extra Serv Indicator:
Appt. Code:
Benefit Flag:
Full/Part Time:
Part-Time Pct:
FICA Status:
Work Schedule: NYYYYYN
Tax Loc:

Request

Status: Initiated

*Status Dt: 03/31/2014

Status Reason:

Bargaining / Grade: 03 015 Position Status: Approved A

Unit

Class/Uncl: 0 Pay Basis Code: ANN



JOHN SMITH - PROMOTION

Employee History Information

Additional Pay Summary

Smith, John

ID N05011223

Empl Record 0

Effdt	Act / Rea	Pos #	NYS Title	Anniv Dt	Salary	EE% / Ind	Appt Cd	EE Type	Long NYS Title
Seq #	Agency	NYS Pos#	Grade	Inc Cd	PBC	Jur CL	Pay Grp	Earn Prog	Long Agency Name
EE Status	Act Dt	Line#	BU	FIS Sal	Comp Rt	Wk Sch	Pos FTE	Company	Position Loc Code

History Information

Find | View 1 First 1-33 of 33 Last

03/06/2014	POS / 701	00164079	HIGHWAY M	?	\$54060.00	1.0000 / F	PERM	S	HIGHWAY MTCE SUPV II
1	17060	00164079	015	0004	ANN	0	AL5	N03	DOT Region 6
A	03/14/2014	62051	03	?	\$2073.53	NYYYYYN	1.00	NYS	5195
03/28/2013	PAY / PAV	00163964	BRIDGE RE	02/21/2008	\$52485.00	1.0000 / F	PERM	S	BRIDGE REPAIR SUPVR 1
0	17060	00163964	014	0001	ANN	0	AL5	N03	DOT Region 6
A	04/11/2013	60504	03		\$2013.11	NYYYYYN	1.00	NYS	0820
03/29/2012	PAY / PAV	00163964	BRIDGE RE	02/21/2008	\$51159.00	1.0000 / F	PERM	S	BRIDGE REPAIR SUPVR 1
0	17060	00163964	014	0001	ANN	0	AL5	N03	DOT Region 6
A	04/12/2012	60504	03		\$1962.25	NYYYYYN	1.00	NYS	0820



SCENARIO 2- CSEA PROMOTION AT JOB RATE

- **Sarah Jones**
 - Being promoted from CSEA Grade 10 to CSEA Grade 13 effective 1/23/2014

- **Things to Consider:**
 - Review History
 - Is she at Job Rate?



PROMOTION CALCULATION

CSEA Grade 10 Salary	42368	
Promotion Amount (6%)	x 1.06	
Total		= 44910.08

Round Up for Promotion **44911**

OR

Hiring Rate of Grade 13	40903
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Promotional Rate > Hiring Rate of Grade 13



SARAH JONES - PROMOTION

Employee History Information

Additional Pay Summary

Jones, Sarah

ID N05015588

Empl Record 0

Effdt	Act / Rea	Pos #	NYS Title	Anniv Dt	Salary	EE% / Ind	Appt Cd	EE Type	Long NYS Title
Seq #	Agency	NYS Pos#	Grade	Inc Cd	PBC	Jur CL	Pay Grp	Earn Prog	Long Agency Name
EE Status	Act Dt	Line#	BU	FIS Sal	Comp Rt	Wk Sch	Pos FTE	Company	Position Loc Code

History Information

Find First 1-33 of 33 Last

01/23/2014	POS / APT	00240134	SENR LICEN ?		\$44911.00	1.0000 / F	PERM	S	SENR LICENSED PRCT N2
0	51330	00240134	013		ANN	0	IL5	N04	Western New York DDSO
A	02/04/2014	50712	04	?	\$1722.61	NYYYYYN	1.00	NYS	1511
10/03/2013	PAY / PAV	00241000	LICENSED P	05/25/2006	\$42368.00	1.0000 / F	PERM	S	LICENSED PRAC NRS
0	51330	00241000	010	1310	ANN	0	IL5	N04	Western New York DDSO
A	10/17/2013	51364	04		\$1462.56	NYYYYYN	1.00	NYS	0730
10/04/2012	PAY / PAV	00241000	LICENSED P	05/25/2006	\$41247.00	1.0000 / F	PERM	S	LICENSED PRAC NRS
0	51330	00241000	010	1001	ANN	0	IL5	N04	Western New York DDSO
A	10/19/2012	51364	04		\$1582.07	NYYYYYN	1.00	NYS	0730



SCENARIO 3 – CSEA PROMOTION HOLDING LONGEVITY

- **Brooke Jackson**
 - Being promoted from CSEA Grade 9 to CSEA Grade 14 effective 11/13/2013
- **Things to Consider:**
 - History
 - Increment Code
 - Time at Job Rate



PROMOTION CALCULATION

CSEA Grade 9 Salary	43310	
Promotion Amount (9%)	x 1.09	
Total		= 47207.90

Round Up for Promotion	47208
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OR

Hiring Rate of Grade 14	43270
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Promotional Rate > Hiring Rate of Grade 14



BROOKE JACKSON- PROMOTION

Employee History Information

Additional Pay Summary

Jackson, Brooke

ID N0577996446

Empl Record

0

Effdt	Act / Rea	Pos #	NYS Title	Anniv Dt	Salary	EE% / Ind	Appt Cd	EE Type	Long NYS Title
Seq #	Agency	NYS Pos#	Grade	Inc Cd	PBC	Jur CL	Pay Grp	Earn Prog	Long Agency Name
EE Status	Act Dt	Line#	BU	FIS Sal	Comp Rt	Wk Sch	Pos FTE	Company	Position Loc Code

History Information

Find | View 1 First 1-24 of 24 Last

11/13/2013	POS / PEX	00113634	MEDICAID	?	?	1.0000 / F	PROV	S	MEDICAID CLMS EXMNR 2
0	12000	00113634	014	?	ANN	0	ALE	N02	NYS Department of Health
A	11/21/2013	90648	02		\$1810.71	NYYYYYN	1.00	NYS	0110
03/29/2012	PAY / FAC	00113668	AGENCY SV	05/07/1981	\$43310.00	1.0000 / F	PERM	S	AGENCY SVS REP
0	12000	00113668	009	1984	ANN	0	ALE	N02	NYS Department of Health
A	04/13/2012	90650	02		\$1661.20	NYYYYYN	1.00	NYS	0110
03/31/2011	PAY / FAC	00113668	AGENCY SV	05/07/1981	\$43310.00	1.0000 / F	PERM	S	AGENCY SVS REP
0	12000	00113668	009	1984	ANN	0	ALE	N02	NYS Department of Health
A	04/15/2011	90650	02		\$1656.65	NYYYYYN	1.00	NYS	0110
04/29/2010	PAY / SAC	00113668	AGENCY SV	05/07/1981	\$43310.00	1.0000 / F	PERM	S	AGENCY SVS REP
0	12000	00113668	009	1984	ANN	0	ALE	N02	NYS Department of Health
A	05/13/2010	90650	02		\$1661.20	NYYYYYN	1.00	NYS	0110



SCENARIO 4 – PEF PROMOTION AT JOB RATE

- **Matthew Smart**
 - Being promoted from PEF Grade 18 to PEF Grade 23 effective 3/10/2014

- **Things to Consider:**
 - Review History: Is employee at Job Rate?
 - Receiving Longevity?
 - Prior service in higher grade?



PROMOTION CALCULATION

PEF Grade 18 Salary	65190	
Promotion Amount (9%)	x 1.09	
Total		= 71057.10

Round Up for Promotion	71058
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OR

Hiring Rate of PEF Grade 23 66375

Promotional Rate > Hiring Rate of Grade 23



MATTHEW SMART - PROMOTION

Employee History Information

Additional Pay Summary

Smart, Matthew	ID	N05006996	Empl Record	0
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Effdt	Act / Rea	Pos #	NYS Title	Anniv Dt	Salary	EE% / Ind	Appt Cd	EE Type	Long NYS Title
Seq #	Agency	NYS Pos#	Grade	Inc Cd	PBC	Jur CL	Pay Grp	Earn Prog	Long Agency Name
EE Status	Act Dt	Line#	BU	FIS Sal	Comp Rt	Wk Sch	Pos FTE	Company	Position Loc Code

History Information Find | View 1 First 1-45 of 45 Last

03/10/2014	POS / DPT	00300297	SENR TRANS	?	?	0.9500 / V	PERM	S	SENR TRANS ANALYST
0	17090	00300297	023	?	ANN	0	AL3	N05	DOT Region 9
A	03/14/2014	17027	05		\$2589.23	NYYYYYN	1.00	NYS	0410
02/13/2014	DTA / VRW	00300271	TRANS ANAL	03/30/2006	\$65190.00	0.9500 / V	PERM	S	TRANS ANALYST
0	17090	00300271	018	2013	ANN	0	AL3	N05	DOT Region 9
A	02/21/2014	17073	05		\$2375.41	NYYYYYN	1.00	NYS	0410
03/28/2013	PAY / PAV	00300271	TRANS ANAL	03/30/2006	\$65190.00	1.0000 / F	PERM	S	TRANS ANALYST
0	17090	00300271	018	2013	ANN	0	AL3	N05	DOT Region 9
A	04/11/2013	17073	05		\$2500.43	NYYYYYN	1.00	NYS	0410
01/03/2013	DTA / CPF	00300271	TRANS ANAL	03/30/2006	\$61833.00	1.0000 / F	PERM	S	TRANS ANALYST
0	17090	00300271	018	0001	ANN	0	AL3	N05	DOT Region 9
A	01/14/2013	17073	05		\$2371.67	NYYYYYN	1.00	NYS	0410



SCENARIO 5 – PEF PROMOTION HOLDING LONGEVITY WITH LLS

- **Marie Sawyer**
 - Being promoted from PEF Grade 17 to PEF Grade 20 effective 11/1/2013

- **Things to Consider:**
 - Review History: Is employee at Job Rate?
 - Receiving Longevity?
 - Prior service in higher grade?
 - Bargaining Unit



PEF PORTABILITY

- **In effect since 2004 contract**
 - 5 years at Job Rate in PEF position = LLS payment of \$1250
 - 10 years at Job Rate in PEF position = LLS payment of \$2500
 - Payment must be added to employee's current salary prior to calculating promotion amount
 - LLS payments prorated due to part time employment must be added as prorated amount
 - Employee does not have to be promoted to PEF for LLS to be included in promotion calculation
 - Employee must have actually been paid LLS for it to be included in promotion calculation



MARIE SAWYER – LLS PAYMENTS

Employee History Information

Additional Pay Summary

Sawyer, Marie

ID N05004664

Empl Rcd# 0

EmCd	Eff Dt	Earnings	Biw Pmt	OT Eff Dt	End Dt	Goal Amt	Goal Bal	Action Dt	OkPay
Additional Pay Summary									
Find View 1 First 1-6 of 6 Last									
BON	03/31/2004	\$800.00	\$800.00	11/04/2004	11/02/2005	\$800.00	\$800.00	11/11/2004	<input checked="" type="checkbox"/>
BON	03/31/2000	\$500.00	\$500.00	06/22/2000	06/20/2001	\$500.00	\$500.00	07/06/2000	<input checked="" type="checkbox"/>
D1P	10/27/2011				03/14/2012			11/10/2011	<input checked="" type="checkbox"/>
D4P	03/15/2012				03/13/2013			03/30/2012	<input checked="" type="checkbox"/>
LLS	04/01/2013	\$1,250.00	\$1,250.00	04/01/2013	03/31/2014	\$1,250.00	\$1,250.00	04/12/2013	<input checked="" type="checkbox"/>
LLS	04/01/2012	\$1,250.00	\$1,250.00	04/01/2012	03/31/2013	\$1,250.00	\$1,250.00	04/13/2012	<input checked="" type="checkbox"/>

Agency Links

[Job Data Agency](#) [Time Entry Agency](#) [Additional Pay Agency](#)

OSC Links

[Job Data \(OSC\)](#) [Job Approvals](#) [Time Entry](#) [Additional Pay](#)



PROMOTION CALCULATION

PEF Grade 17 Salary	61763	
LLS Payment	+ 1250	
Subtotal		= 63013
Promotion Amount (6%)	x 1.06	
Total		= 66793.78

Round Up for Promotion **66794**

OR

Hiring Rate of PEF Grade 20 56813

Promotional Rate > Hiring Rate of Grade 20



MARIE SAWYER - PROMOTION

Employee History Information

Additional Pay Summary

Sawyer, Marie

ID N05004664

Empl Record 0

Effdt	Act / Rea	Pos #	NYS Title	Anniv Dt	Salary	EE% / Ind	Appt Cd	EE Type	Long NYS Title
Seq #	Agency	NYS Pos#	Grade	Inc Cd	PBC	Jur CL	Pay Grp	Earn Prog	Long Agency Name
EE Status	Act Dt	Line#	BU	FIS Sal	Comp Rt	Wk Sch	Pos FTE	Company	Position Loc Code

History Information

Find | View 1 First 1-36 of 36 Last

11/01/2013	POS / APT	00133798	SENR LAB E	11/01/2013	?	1.0000 / F	PERM	S	SENR LAB EQUIP DESGNR
0	28030	00133798	020	?	ANN	1	AL9	N05	SUNY Buffalo
A	12/06/2013	30108	05		\$2561.95	NYYYYYN	1.00	NYS	1510
03/29/2012	PAY / FAC	00133212	LABORATOR	07/01/2001	\$61763.00	1.0000 / F	PERM	S	LABORATORY EQ DESGNR
0	28030	00133212	017	0610	ANN	1	AL9	N05	SUNY Buffalo
A	04/13/2012	25015	05		\$2368.98	NYYYYYN	1.00	NYS	1510
03/31/2011	PAY / FAC	00133212	LABORATOR	07/01/2001	\$61763.00	1.0000 / F	PERM	S	LABORATORY EQ DESGNR
0	28030	00133212	017	0610	ANN	1	AL9	N05	SUNY Buffalo
A	04/15/2011	25015	05		\$2362.50	NYYYYYN	1.00	NYS	1510
04/29/2010	PAY / SAC	00133212	LABORATOR	07/01/2001	\$61763.00	1.0000 / F	PERM	S	LABORATORY EQ DESGNR
0	28030	00133212	017	0610	ANN	1	AL9	N05	SUNY Buffalo
A	05/13/2010	25015	05		\$2368.98	NYYYYYN	1.00	NYS	1510



M/C PROMOTIONS

- **Up to grade 623:**
 - 1.5 % for each grade advancing
 - 1.5 % for the promotion
- **Grades 661 through 667**
 - 3% for each M-grade advancing
 - 1.5% for the promotion
- **M/C grades 661 – 667 comprise two grades:**
 - 661 = 24/25, 662 = 26/27, etc.



SCENARIO 6 – PEF TO M/C PROMOTION

- **Joshua Simmons**
 - Being promoted from PEF Grade 23 to M/C Grade 661 effective 1/21/2014

- **Things to Consider:**
 - Review History: Prior service in higher grade?
 - Changing negotiating units
 - Grade to and from
 - Cycle change
 - Effective Date



PROMOTION CALCULATION

PEF Grade 23 Salary	81440
Promotion Amount (4.5%)	x 1.045
Total	= 85104.80

Round Up for Promotion **85105**

OR

Hiring Rate of M/C Grade 661	66914
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Promotional Rate > Hiring Rate of Grade 661



JOSHUA SIMMONS - PROMOTION

Employee History Information

Additional Pay Summary

Simmons, Joshua	ID N05004545	Empl Record 0
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Effdt	Act / Rea	Pos #	NYS Title	Anniv Dt	Salary	EE% / Ind	Appt Cd	EE Type	Long NYS Title
Seq #	Agency	NYS Pos#	Grade	Inc Cd	PBC	Jur CL	Pay Grp	Earn Prog	Long Agency Name
EE Status	Act Dt	Line#	BU	FIS Sal	Comp Rt	Wk Sch	Pos FTE	Company	Position Loc Code

History Information

Find | View 1 First 1-51 of 51 Last

01/21/2014	XFR / 701	00055381	PLANT SUP		?	1.0000 / F	CONT	S	PLANT SUPT A
0	10080	00055381	661		ANN	0	IL3	N06	DOCCS Green Haven
A	01/23/2014	02001	06		\$3264.29	NYYYYYN	1.00	NYS	1450
04/04/2013	PAY / PAV	00057006	PLANT SUP	10/23/2011	\$81440.00	1.0000 / F	CONT	S	PLANT SUPT B
0	10100	00057006	023	0001	ANN	0	IL3	N05	DOCCS Eastern NY
A	04/18/2013	02001	05		\$3123.71	NYYYYYN	1.00	NYS	5640
02/08/2013	XFR / RNI	00057006	PLANT SUP	10/23/2011	\$79276.00	1.0000 / F	CONT	S	PLANT SUPT B
0	10100	00057006	023	0001	ANN	0	IL3	N05	DOCCS Eastern NY
A	02/19/2013	02001	05		\$3040.71	NYYYYYN	1.00	NYS	5640
04/05/2012	DTA / CIC	00054314	PLANT SUP	10/23/2011	\$79276.00	1.0000 / F	CONT	S	PLANT SUPT B
0	10070	00054314	023	0001	ANN	0	IL3	N05	Sing Sing Correctional Fac
A	04/20/2012	02001	05		\$3040.71	NYYYYYN	1.00	NYS	6080



FIS CALCULATION

Salary in PEF Grade 23	81440
Performance Advance	+ 4599
Total	= 86039*

PEF Grade 23 Job Rate	83954
Promotion Amount (4.5%)	x 1.045
Total	= 87731.93

Round Up for FIS	87732
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JOSHUA SIMMONS- PROMOTION

Employee History Information

Additional Pay Summary

Simmons, Joshua

ID N05004545

Empl Record 0

Effdt	Act / Rea	Pos #	NYS Title	Anniv Dt	Salary	EE% / Ind	Appt Cd	EE Type	Long NYS Title
Seq #	Agency	NYS Pos#	Grade	Inc Cd	PBC	Jur CL	Pay Grp	Earn Prog	Long Agency Name
EE Status	Act Dt	Line#	BU	FIS Sal	Comp Rt	Wk Sch	Pos FTE	Company	Position Loc Code

History Information

Find | View 1 First 1-51 of 51 Last

01/21/2014	XFR / 701	00055381	PLANT SUP	?	\$85105.00	1.0000 / F	CONT	S	PLANT SUPT A
0	10080	00055381	661	?	ANN	0	IL3	N06	DOCCS Green Haven
A	01/23/2014	02001	06	?	\$3264.29	NYYYYYN	1.00	NYS	1450
04/04/2013	PAY / PAV	00057006	PLANT SUP	10/23/2011	\$81440.00	1.0000 / F	CONT	S	PLANT SUPT B
0	10100	00057006	023	0001	ANN	0	IL3	N05	DOCCS Eastern NY
A	04/18/2013	02001	05		\$3123.71	NYYYYYN	1.00	NYS	5640
02/08/2013	XFR / RNI	00057006	PLANT SUP	10/23/2011	\$79276.00	1.0000 / F	CONT	S	PLANT SUPT B
0	10100	00057006	023	0001	ANN	0	IL3	N05	DOCCS Eastern NY
A	02/19/2013	02001	05		\$3040.71	NYYYYYN	1.00	NYS	5640
04/05/2012	DTA / CIC	00054314	PLANT SUP	10/23/2011	\$79276.00	1.0000 / F	CONT	S	PLANT SUPT B
0	10070	00054314	023	0001	ANN	0	IL3	N05	Sing Sing Correctional Fac
A	04/20/2012	02001	05		\$3040.71	NYYYYYN	1.00	NYS	6080



SCENARIO 8 – 12 TO 14 TO 618 WITH \$10 FIS

- **Timothy Snow**
 - Promoted from CSEA Grade 12 to CSEA Grade 14 effective 9/13/2012
 - Promoted from CSEA Grade 14 to M/C Grade 618 effective 12/5/2013

- **Things to consider:**
 - Review History
 - Cycle changes: M/C only paid performance advances in April
 - Bargaining Units
 - Effective Dates



PROMOTION CALCULATION

CSEA Grade 14 Salary	49313
Promotion Amount (7.5%)	x 1.075
Total	= 53011.47

Round Up for Promotion **53012**

OR

Hiring Rate of Grade 618	47952
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Promotional Rate > Hiring Rate of Grade 618



Timothy Snow - Promotion

Employee History Information

Additional Pay Summary

Snow, Timothy

ID N05000899

Empl Record 1

Effdt	Act / Rea	Pos #	NYS Title	Anniv Dt	Salary	EE% / Ind	Appt Cd	EE Type	Long NYS Title
Seq #	Agency	NYS Pos#	Grade	Inc Cd	PBC	Jur CL	Pay Grp	Earn Prog	Long Agency Name
EE Status	Act Dt	Line#	BU	FIS Sal	Comp Rt	Wk Sch	Pos FTE	Company	Position Loc Code

History Information

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12/05/2013	POS / DPT	00170781	PARK MANAG	12/05/2013	?	1.0000 / F	PERM	S	PARK MANGR 1
0	49020	00170781	618	?	ANN	0	ALC	N06	Long Island State Park Comm
A	01/13/2014	03751	06	?	\$2033.33	NYYYYYN	1.00	NYS	3005
09/26/2013	PAY / PAV	00170633	PARK SUPVR	09/13/2012	\$49313.00	1.0000 / F	PERM	S	PARK SUPVR 2
0	49020	00170633	014	1001	ANN	0	ALC	N03	Long Island State Park Comm
A	10/10/2013	03472	03		\$1891.45	NYYYYYN	1.00	NYS	3096
03/28/2013	PAY / PMR	00170633	PARK SUPVR	09/13/2012	\$47987.00	1.0000 / F	PERM	S	PARK SUPVR 2
0	49020	00170633	014	1001	ANN	0	ALC	N03	Long Island State Park Comm
	04/11/2013	03472	03		\$1840.59	NYYYYYN	1.00	NYS	3096
09/13/2012	POS / DPT	00170633	PARK SUPVR	09/13/2012	\$46714.00	1.0000 / F	PERM	S	PARK SUPVR 2
0	49020	00170633	014	0004	ANN	0	ALC	N03	Long Island State Park Comm
A	09/27/2012	03472	03	\$47,987	\$1791.76	NYYYYYN	1.00	NYS	3096



FIS CALCULATION

Salary in CSEA Grade 14	49313
Performance Advance	+ 1326
Total	= 50639

Promotion Amount (7.5%)	x 1.075
Total	= 54436.92

Round Up for FIS	54437
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SCENARIO 9 – CSEA PROMOTION – JOB RATE TO JOB RATE

- **Lisa Johnson**
 - Promoted from CSEA Grade 7 to CSEA Grade 9 effective 11/21/2013
 - Has been in Grade 7 since 1989
 - Receiving LLS – 2,500

- **Things to consider:**
 - Review History: Prior service in a higher grade?
 - Add LLS to salary?
 - Bargaining Units
 - Does employee have any longevity payments?



PROMOTION CALCULATION

CSEA Grade 7 Salary	38826
Promotion Amount (4.5%)	x 1.045
Total	= 40573.17

Round Up for Promotion **40574**

OR

Hiring Rate of CSEA Grade 9	32653
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Promotional Rate > Hiring Rate of Grade 9



LISA JOHNSON - PROMOTION

Employee History Information

Additional Pay Summary

Johnson, Lisa	ID	N05118899	Empl Record	0
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Effdt	Act / Rea	Pos #	NYS Title	Anniv Dt	Salary	EE% / Ind	Appt Cd	EE Type	Long NYS Title
Seq #	Agency	NYS Pos#	Grade	Inc Cd	PBC	Jur CL	Pay Grp	Earn Prog	Long Agency Name
EE Status	Act Dt	Line#	BU	FIS Sal	Comp Rt	Wk Sch	Pos FTE	Company	Position Loc Code

History Information

Find | View | First 1-24 of 24 Last

11/21/2013	POS / DPT	00391167	CALCULTNS	?	\$40574.00	1.0000 / F	PERM	S	CALCULTNS CLERK 2
0	02000	00391167	009	?	ANN	0	ALC	N02	OSC
A	12/05/2013	08309	02		\$1556.26	NYYYYYN	1.00	NYS	0125
03/29/2012	PAY / FAC	00029327	MOTOR VEH	04/01/1989	\$38826.00	1.0000 / F	PERM	S	MOTOR VEH OPER
0	02000	00029327	007	1992	ANN	1	ALC	N03	OSC
A	04/13/2012	00332	03		\$1489.21	NYYYYYN	1.00	NYS	0110
03/31/2011	PAY / FAC	00029327	MOTOR VEH	04/01/1989	\$38826.00	1.0000 / F	PERM	S	MOTOR VEH OPER
0	02000	00029327	007	1992	ANN	1	ALC	N03	OSC
A	04/15/2011	00332	03		\$1485.13	NYYYYYN	1.00	NYS	0110
04/29/2010	PAY / SAC	00029327	MOTOR VEH	04/01/1989	\$38826.00	1.0000 / F	PERM	S	MOTOR VEH OPER
0	02000	00029327	007	1992	ANN	1	ALC	N03	OSC
A	05/13/2010	00332	03		\$1489.21	NYYYYYN	1.00	NYS	0110



Questions?

