

Office of Operations
2015 Fall Conference
December 8-9

Partners in Excellence

Calculating Salaries When Moving Between Bargaining Units with Differing Raises



Office of the New York State Comptroller
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Office of Operations

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PELLEGRINI/DALTON RULING

- **Edward Cooper**
 - M/C Grade 23 promoted to PEF 25 effective 9/10/2015
- **Things to consider:**
 - History: Any prior service in a higher grade?
 - Bargaining Units
 - Effective Dates
 - Raises in Each Bargaining Unit



PELLEGRINI/DALTON RULING

Outlined in Payroll Bulletin No. 702

- Effects employees moving between bargaining units with different raise percentages within a fiscal year
- Take away the raise in the grade promoting from
- Add the raise in the bargaining unit promoting to (if any)
- Add promotion percentage



PROMOTION CALCULATION

| | |
|---------------------------------|--------------|
| M/C Grade 23 Salary | 78142 |
| Remove 2% (Parity) Raise | /1.02 |
| Remove 2% (April) Raise | /1.02 |
| New Base Salary for Calculation | = 75108 |
| Promotion Amount (4.5%) | x 1.045 |
| Total | = 78487.86 |
| Round Up for Promotion | 78488 |

OR

Hiring Rate of PEF Grade 25 75243

Promotional Rate > Hiring Rate of PEF Grade 25



PROMOTION RECALCULATION

| | |
|------------------------------|--------------|
| M/C Grade 23 Salary | 78142 |
| Remove 2% (Parity) Raise | /1.02 |
| Remove 2% (April) Raise | /1.02 |
| Base Salary for Calculation | = 75108 |
| Perf Advance (M/C 2014) | +2629 |
| Total | =77737 |
| Base Salary with M/C Advance | 77737 |
| Promotion Amount (4.5%) | x 1.045 |
| Total | = 81235.16 |
| Round Up for Promotion | 81236 |



Employee History Information

Additional Pay Summary

Cooper, Edward

ID N05000089

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

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| | | | | | | | | | |
|------------|------------|----------|------------|------------|------------|------------|------|-----|----------------------|
| 09/10/2015 | POS APT | 00446282 | BUSINESS S | 09/10/2015 | \$78488.00 | 1.0000 / F | CONT | S | BUSINESS SYS ANLST 3 |
| 0 | 02000 | 00446282 | 025 | 0004 | ANN | 0 | AL3 | N06 | OSC |
| A | 09/21/2015 | 03758 | 05 | \$81,236 | \$3002.24 | NYYYYYN | 1.00 | NYS | 0110 |
| 07/02/2015 | PAY SAC | 00391021 | PAYROLL AN | 03/13/2014 | \$78142.00 | 1.0000 / F | PERM | S | PAYROLL ANALYST 2 |
| 0 | 02000 | 00391021 | 623 | 0001 | ANN | 0 | AL3 | N06 | OSC |
| A | 07/16/2015 | 02085 | 06 | | \$2930.41 | NYYYYYN | 1.00 | NYS | 0110 |
| 03/26/2015 | PAY SAC | 00391021 | PAYROLL AN | 03/13/2014 | \$76610.00 | 1.0000 / F | PERM | S | PAYROLL ANALYST 2 |
| 2 | 02000 | 00391021 | 623 | 0001 | ANN | 0 | AL3 | N06 | OSC |
| A | 06/04/2015 | 02085 | 06 | | \$2930.41 | NYYYYYN | 1.00 | NYS | 0110 |



Questions?

