

### Office of the State Comptroller

## PAYROLL BULLETIN

Subject

April 1987 Job Evaluation Reallocations for Employees in Administrative, Operational, Institutional, Rent Regulation Services and Management/Confidential Positions

Bulletin No.

P-536

Date

August 3, 1987

Reallocations approved by the Department of Civil Service and the Division of the Budget resulting from the initial implementation of the new job evaluation system will be processed in Administration Payroll Period 10-L, checks dated September 2 and Institution Period 11-L, checks dated September 10. The reallocations involve positions in the Administrative (02), Operational (03), Institutional (04), and Rent Regulation (67) Services Negotiating Units and Management/Confidential (06, 46 and 66) positions as shown on the attached lists.

#### Calculation of Salaries

The reallocations are effective from the first day of Payroll Period 2 (April 9 for Institutions and April 16 for Administrative agencies). For employees who have had subsequent status changes or salary increases, the salary upon reallocation in Period 2 is computed and then other transactions reapplied.

The salary upon reallocation is computed as follows.

#### a. Each employee receives

a percentage over the base salary paid in the lower position (the percentage is shown between the "FROM GRADE" & "TO GRADE" columns on the attached list),

OR

the hiring rate of the new grade if the percentage increase did not result in a salary equal to the Hiring Rate of the reallocated grade,

OR

the Job Rate plus \$1500 (NU 02,03,04, M/C grades 603-617) if the percentage increase resulted in a salary in excess of the Job Rate plus \$1500 of the reallocated grade, except, if the employee's salary in the lower grade already exceeds the Job Rate of the reallocated grade, plus \$1500, the employee is entitled to retain his or her current salary.

b. Performance advance after computing the basic salary

If the employee was receiving a salary equal to the Job Rate in the lower grade and it has been more than one year since a performance advance would have been paid had the salary not already been at the Job Rate, and following reallocation the salary falls below the Job Rate of the new grade, a Performance Advance of the new grade is added, not to exceed the new Job Rate.

c. Longevity Increase(s) for NU 02,03,04 and M/C grades 603-617

If the employee was receiving the 5 or 10-year longevity increase(s) in the lower grade and the salary in the reallocated grade (following application of the percentage increase and performance advance, if appropriate, equalled or exceeded the Job Rate (or for M/C positions within 98% of the Job Rate), the employee is entitled to re-addition of the longevity increase(s) in the new grade.

#### d. Reinstatement

If the employee had previous service in a higher grade, a salary reconstruction is also calculated and the result compared against the percentage increase method. The employee receives the higher salary. (See SALARY MANUAL, Part I, Page 8)

 $\,$  OSC has reviewed the records of all active employees currently in positions which are being reallocated and computed new salaries as described above.

#### Preliminary Listing of Employees being Reallocated

After payrolls are processed for Period 8-L, OSC will prepare preliminary listings of employees being reallocated. You will receive the listing during the week of August 3.

The listing will include each of your employees currently in a title being reallocated, and will include the current title code and grade, the new title (if changing) and grade, the employee's negotiating unit and part-time percent, the current salary and new salary, the longevity amount (which is also included in the new salary), the increment code, the employee's current activity status (blank for active, WK COMP for Workers' Comp Leave, LWOP for Leave Without Pay and INACT for an employee who has been permanently separated). The message RETRO NOT COMPUTED will appear if OSC will not compute a retroactive adjustment for payment in Period 10.

You must review this listing carefully with particular attention to the following areas.

#### 1. Longevity Increases - NU 02, 03 & 04

Employees whose salary following reallocation equals or exceeds the Job Rate and who are otherwise eligible to receive longevity salary increase(s) will be increased based on their increment code. Employees who are coded '67' are advanced to Longevity Step 2 of the new grade and employees coded '60-62', '68' and '69' whose salary is below the 1st longevity step receive \$750.

Employees with increment code '83' are eligible for longevity sometime in 1987-88. If the employee's anniversary date has already past, you must add the longevity to the salary on the listing.

All salary adjustments for reallocations are being computed from Period 2. It is possible that some of these employees are eligible for a longevity in Period 1 (see Bulletin P-535). You should review your Period 1 register to see if the employee's increment code was one of the '6' codes used to identify employees for whom longevities were deferred.

#### 2. M/C employees - grades 603-617

OSC has calculated the reallocated salaries and for those at the Job Rate of the lower grade for more than one year, added the performance advance (based on the 25%-range amount) as described under CALCULATION OF SALARIES (b) above.

The Director of the Budget has waived the normal rules to provide an additional Advance for these employees on July 1, 1987 based on the number of payroll periods of service rendered in the reallocated grade from Period #2L through the Period including June 30. For employees paid on either cycle, this is six payroll periods of service and employees who have been in pay status for the entire period are entitled to a performance advance on July 1, 1987 of one-quarter of the full advance based on their rating.

Employees who were below the job rate in the lower grade are eligible for a performance advance in the new grade on July 1, 1987 based on their service in the position prior to and after reallocation.

For an employee eligible for a longevity salary increase in the lower grade effective in April 1987, you must recalculate the employee's salary by adding the longevity to the Period 1 salary and calculating a new reallocation salary. If the employee's salary is within 98% of the job rate, the employee is entitled to the longevity in the current grade as well.

For employees with less than 5 years of service at the job rate, a Merit Payment for 1987 is still due if the employee's salary in the new grade is at least 98% of the Job Rate.

(Refer to Bulletin P-534, issued July 30, 1987 for the rules for the Management/Confidential Payments.)

#### 3. Employees No Longer In Reallocated Titles

You must identify all employees who, while not currently in a reallocated title, were in one of these positions in or after Period 2. You must compute the salary due upon reallocation and the current adjusted salary, if appropriate. (Also see Promotion Recalculations on page 6)

#### 4. Employees Due Performance Advances Since Period 2

Employees who were not at the job rate of the lower grade for more than one year retain their anniversary date. If you have reported a performance advance which was due in or after Period 2, the performance advance has been re-added to the computed reallocated salary. If an employee is due a performance advance which has not yet been reported to OSC, you must add it to the salary on the listing.

#### 5. Title Change Only

OSC has changed the title and title code on the preliminary listing for employees who occupy the position of Information Processing Specialist 1 (including 55B) to Keyboard Specialist (including 55B), salary grade 6. We did not review the salaries. Please review these employees' records to determine if an adjustment is due for service in a prior grade in or after Period 2 or for a longevity under the new provision for longevity explained in Bulletin P-535, or for service in a prior grade in or after Period 2.

#### 6. Inactive Employees

Although all employees in titles to be reallocated appear on your listing, the salaries of inactive employees or those on leave have not all been reviewed. (A new salary is shown on the listing; it may, however, be only a percentage increase or the hiring rate of the grade. We did not review all of these individuals for additional entitlements.) You must calculate a salary for all employees to be sure it is reported correctly.

#### Tentative Payrolls

After Administration Period 9-L and Institution Period 10-L, OSC will convert our records. You will receive a tentative payroll including the new titles, grades and salary, and the retroactive adjustment for all employees for whom it can be calculated automatically. The retroactive adjustment is for 8 periods for Administrative agencies and 9 periods for Institutions. You will receive an Exception Listing identifying all employees in titles being reallocated on your payroll at the end of the Period, with their salary and the amount of the retroactive adjustment, if computed automatically. Employees who appear on your Preliminary Listing but who are no longer in a title to be reallocated will not appear on this listing.

The tentative payroll will be used as the "previous" payroll for all information on all forms submitted for the Period. OSC will prepare salary payments as they are shown on the tentative unless a PR-75 is submitted.

In completing your payroll for the period

- 1. Use the new title codes and/or grades for all transactions involving the reallocated titles. All Vacant items will have been changed on the tentative.
- 2. Submit PR-75's for all changes on salary and retroactive adjustments required by your review of the Preliminary Listing and the Exception Listing.

Please show the complete calculation of the retroactive adjustment in the Remarks block on all PR-75's submitted.

- 3. Do not submit PR-75's for adjustments due for overtime, holiday pay, etc. in this period. Submit them in a later period.
- 4. Use the following transaction codes.

#### Transaction Codes

1. For an active employee for whom the retroactive adjustment has not been computed.

Use ADJ SAL PA.

2. For an active employee due a performance advance after the reallocation.

Use PERF ADV. Enter the date of the performance advance. Use ADJ SAL PA for the total amount of the retroactive adjustment.

3. For an M/C employee due a longevity increase in Period 1 and/or a performance advance in July.

Use COR SAL and LONG PAY or PERF ADV. Use the effective date of the latest transaction.

4. For all inactive employees (WK COMP, LWOP and Separated from service).

Use the appropriate Dual Purpose code APPT REM
APPT LV
APPT WC LV

and enter REALL and the appropriate removal code in the Miscellaneous blocks and enter information for the new position in the required blocks. Enter SPECIAL as an Addtl Trans Code and put the adjustment in the Remarks block.

5. For an employee due a longevity salary increase.

Use transaction codes COR SAL and LONG PAY.

- 6. For an employee no longer in a reallocated title who is due an adjustment.
  - (a) if the employee is due an adjusted salary as a result of reallocation of the previous position use COR SAL and ADJ SAL PA.
  - (b) if there is no change in current salary use ADJ SAL PA.

Future Salary transactions

# 1. Employees in the Administrative, Operational, Institutional and Rent Regulations Unit

Employees who were at the job rate of the previous grade for more than one year, received a full performance advance effective upon reallocation. Based on an agreement between the State and CSEA and DC-37, the anniversary date for performance advances is changed to April 1, These employees will become eligible for the next performance advance on April 1, 1988.

#### 2. Promotion Recalculations

Employees continue to be eligible for recalculated promotion salaries on their anniversary date in the lower grade, if they have not yet received an advance in the higher grade. For employees who were promoted prior to Period 2 and whose anniversary date is in or after Period 2, a salary reconstruction must be done to calculate what the salary would have been had they continued in the lower grade, been reallocated, received a performance advance in the reallocated grade and then been promoted.

Example: A CSEA employee, whose salary was at Step 4 of grade 4, received promotion to grade 7 in October 1986. In Period #2L, the former grade 4 position was reallocated to grade 5 and the grade 7 promotional position was reallocated to grade 9. The grade 4 anniversary date was June.

Reconstructed June 1987 promotion salary -

\$15163 4/87, grade 4 Step 4 salary

+455 3% grade 4 to 5 reallocation increase

15618 Per. #2L, reconstructed grade 5 reallocation salary

+661 6/87, grade 5 anniversary Increment advance

16279 6/87, reconstructed grade 5 salary

+1221  $7\frac{1}{2}\%$  grade 5 to 9 promotion increase

 $\$\overline{17500}$  6/87, grade 9 reconstructed promotion recalculation salary

Should you require assistance in preparation of PR-75's contact the Payroll Planning Unit at 474-1330.

Should you require assistance in determining correct salary entitlement contact the Salary Determination Section on 474-3564.

Attachments

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