



**Local 1000 AFSCME, AFL-CIO**

**Summary of the  
FY 2024-2025  
Enacted Budget**

## Tier 6 Reform

We were successful in achieving a significant reform to Tier 6 in this year's budget! The enacted budget changes the way that pensions are calculated upon retirement.

Under current law, a person's final average salary, which is the basis for determining your annual pension, is based on their highest 5 consecutive years of earnings. The new law will calculate it based on a person's highest three consecutive years.

This change puts Tier 6 in line with Tiers 4 and 5 and will result in higher pension payments for nearly all Tier 6 employees when they retire. The average CSEA member could see tens of thousands of dollars in additional benefits in retirement because of this change!

In addition, we were successful in extending a law that excludes overtime earnings when calculating a Tier 6 employee's contribution rate. This means that a person's contribution rate is based on base salary only.

CSEA remains committed to continuing to work on Tier 6 reforms in the future to achieve tier equity.

## State Agencies

### State Payroll

The budget makes two changes related to payroll for new state employees:

- 1)** It eliminates the 5-day salary withholding program beginning on July 1, 2024. Upon hire, state employees have one day of pay withheld in each of their first five pay periods, meaning an employee does not receive a full paycheck for nearly 3 months. Employees hired before July 1, 2024, will not receive any days already withheld back until they leave state service.
- 2)** It stops the lag payroll for newly hired state employees beginning on July 1, 2025. Under the lag payroll, newly hired state employees do not receive a paycheck for at least a month.

The current lag payroll and 5-day withholding serve as a barrier to recruitment. Once fully implemented, employees will receive their full paycheck in a timelier fashion.

### Department of Corrections and Community Supervision (DOCCS)

The enacted budget authorizes closure of up to 5 DOCCS facilities, provided the Governor gives 90 days' notice prior to the closure. Current law requires a 1-year notice prior to closing a DOCCS facility. CSEA strongly opposed this proposal.

### Civil Service Reforms

The enacted budget:

- Expands the NY HELP Program to all open-competitive titles, allowing provisional employees to ascend to permanent roles without taking a written exam.
- Requires the Department of Civil Service to review all jobs with college degree requirements to see if education requirements can be substituted for work experience.

### State University of New York (SUNY)

The enacted budget:

- Provides \$66 million in new operating funding for SUNY, including \$36 million for fringe benefits. General operating funding for campuses remains at last year's levels.
- Raises income eligibility for the Tuition Assistance Program (TAP) up to \$125,000 and increases the minimum TAP award from \$500 to \$1,000.

### Office of Mental Health (OMH)

The enacted budget:

- Creates 200 new state-operated inpatient beds, including:
  - 85 beds at adult facilities.
  - 15 beds at children & youth facilities.
  - 25 beds at forensic facilities.
- Creates 75 "Transition to Home" beds, 25 of which will be state operated.
- Provides funding for an additional 273 Full-Time Equivalents (FTEs), including 264 new FTEs at OMH facilities across the state.

### Unified Court System

The enacted budget provides \$2.78 billion in total funding for the judiciary, an increase of \$196 million from last year.

### Office of Parks, Recreation and Historic Preservation

The enacted budget:

- Provides \$450 million in new capital funding, which includes:
  - \$200 million to restore and repair parks and historic sites.
  - \$100 million for the celebration of the New York State Parks' Centennial.
  - \$150 million in grant funding for the renovation or construction of public swimming pools across throughout the state.

### Department of Agriculture

The enacted budget includes \$15.7 million in capital funding to support on-going improvements to the New York State Fair.\

### Olympic Regional Development Authority

The enacted budget includes \$82.5 million for improvements to facilities operated by the Olympic Regional Development Authority

### Other Issues

The Office of Renewable Energy Siting will be transferred from the Department of State to the Department of Public Service. All employees will transfer without further examination and will retain all rights and benefits.

## **Local Governments**

### Funding

The enacted budget:

- Increases funding for local governments by \$50 million. This is the first increase in several years for this program.
- Provides \$15 million to municipalities to purchase equipment needed to respond to emergency floods.

- Provides \$135 million in new County Partnership Grants, including \$85 million for the development and operation of public safety communications systems, like 9-1-1 call centers.

### Roads and Bridges

The enacted budget:

- Funds the consolidated local street and highway improvement program (CHIPS), Marchiselli, Extreme Winter Recovery, Touring Routes, and Pave our Potholes (POP) programs at last year's level. These programs help fund repairs and maintenance of local government roads and highways.
- Provides \$333 million for upstate transit programs such as the NFTA. This is an increase of 8.7% over last year's levels.

### Community Colleges

The enacted budget:

- Maintains the community college funding floor, which requires that SUNY's community colleges receive at least 100% of prior year funding.
  - Without a funding floor, SUNY's community colleges would lose \$83 million in formula aid due to enrollment declines.
- Provides \$447 million in operating funding for SUNY's Community Colleges, an increase of \$7 million over last year.
- Provides a \$32 million increase in capital funding for SUNY's community colleges.

## Education

### K-12

The enacted budget:

- Provides \$35.9 billion in total school aid, including \$24.9 billion in foundation aid.
  - This is an increase of \$1.3 billion from last year.
- **Rejects** the Governor's proposal to remove the state's "hold harmless" provision, which would have resulted in many school districts receiving less state aid than last year.
- Allows public sector retirees to continue working in schools and BOCES programs without having their pension diminished.

- Establishes the New York State Zero-Emission School Bus Resource Center to serve as a point of contact for school districts as they transition their bus fleet to electric.

### Libraries

The enacted budget:

- Provides \$104 million in library aid, an increase of \$4 million.
- Provides \$44 million in funding for the Library Construction Fund, which supports capital projects at libraries across the state. This is an increase of \$10 million over last year.

## Healthcare

### Medicaid

The enacted budget proposes an increase of approximately \$3 billion in Medicaid spending from FY 2024 levels.

### Hospitals

The enacted budget:

- Includes \$825 in Medicaid reimbursement rate increases, which includes
  - \$525 million in additional reimbursement for hospitals.
  - \$285 million in additional reimbursement for nursing homes.
  - \$15 million in additional reimbursement for assisted living programs.
- Provides \$300 million for a new “Healthcare Safety Net Transformation Program” to improve access, quality and outcomes while increasing the financial sustainability of safety net hospitals. Hospitals will have to apply to DOH and show how the funding will create better health outcomes. We will have more details on this program in coming weeks.
- Includes \$500 million in additional support for financially distressed and safety net hospitals.

### SUNY Downstate Medical Center

The enacted budget creates a community advisory board for the modernization and revitalization of SUNY Downstate Health Sciences University. This board will review options to strengthen SUNY Downstate and promote longer term viability for its

healthcare and education mission. This board must take input from workers, community members, and health care experts and deliver a report to the Governor and Legislature by April 1, 2025. During this time, the state cannot authorize any reduction in inpatient services at SUNY Downstate.

The budget also provides \$100 million in operating funds and \$300 million in capital funding for the hospital.

### Roswell Park Comprehensive Cancer Center

The enacted budget proposes \$55.4 million in general assistance and \$51.3 million for capital expenses at the Roswell Park Comprehensive Cancer Center, the same as last year's level.

## Childcare

The enacted budget:

- Requires all counties to pay childcare providers a minimum of 10% more for providing care to a child whose family is experiencing homelessness or a child that requires nontraditional hours of care, such as overnight and weekend care. This goes into effect on April 1, 2025.

## Retirees

The enacted budget rejects the governor's proposal to eliminate the Income Related Medicare Adjustment Amount (IRMAA) reimbursement currently provided by NYSHIP-participating employers. IRMAA is imposed on retirees with an annual income of \$103,000 or higher (\$206,000 or higher for joint filers) and the costs range from \$70 to \$419 per month.

## Other Proposals of Note

The enacted budget:

- Includes a 2.87% COLA for human services providers. At least 1.7% of this amount must be given in the form of increased wages to employees.
- Extends the ability of employees to utilize Covid-19 sick leave through July 2025.
- Provides 20 hours of paid sick leave for prenatal doctor appointments. This is applicable only to private sector employees.

- Provides a 30-minute paid break for mothers to express breast milk while at work. This only applies to private sector employees.