



Office of the State Comptroller  
**PAYROLL BULLETIN**

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| Subject<br><br>Performance Advances for Employees<br>Represented by CSEA and PEF | Bulletin No.<br><br>P-566 |
|  | Date<br><br>April 6, 1988 |

The Governor's Office of Employee Relations has authorized the payment of Performance Advances and Longevity Increases due after April 1, 1988 in accordance with existing systems for employees who occupy positions represented by the Civil Service Employees Association and the Public Employees Federation.

Administrative (NU 02), Operational (NU 03), Institutional (NU 04) Services and Division of Military and Naval Affairs (NU 47) Units

Payment of increment advances on an annual basis will continue as explained in the OSC Salary Manual Part I, Page 17. The Salary Schedule for April 1, 1987 (attached to Bulletin P-519 dated March 20, 1987) remains in effect.

There are special procedures for employees in these units who were reallocated under the initial implementation of the Job Evaluation System in Period #2, 1987. (These are the employees as described under "Future Salary Transactions" on page 6 of Bulletin P-536, dated August 3, 1987.) Employees whose salary was equal to or above the job rate of the lower grade for more than one year and therefore received a full performance advance of the new grade upon reallocation and whose resulting salary remained below the Job Rate of the new grade are eligible for the next advance at the beginning of Period #1. Following the application of this new Performance Advance, if the salary reaches the Job Rate, these employees:

1. are immediately entitled to addition of the longevity increase(s) in the new grade if otherwise qualified under the normal reallocation service credit rules
- and/or
2. entitled to have their anniversary date changed back to the original anniversary date for future longevity increase(s).

For these employees who have had interrupted service, the revised April 1 anniversary date must be adjusted by the number of payroll periods of lost service credit since Period #2, 1987.

Professional, Scientific and Technical (NU 05) Services Unit

Payment of performance advances on an annual basis will continue as explained in the OSC Salary Manual, Part I, Page 19. The Salary Schedule for April 1, 1987 (attached to Bulletin P-514 dated March 19, 1987) remains in effect.