Nurse Reallocation Salary Determination Calculation - SUNY Hospitals

The salary of employees occupying an eligible title included on the DOB approved list of reallocated nursing titles will be determined using the applicable calculation method below for changes in grade or no change in grade. Examples of each are provided below.

Reallocated with No Change in Grade

For a reallocation where there is a change in title only, there is no change in salary unless the agency salary schedule was revised. If the schedule was revised, the employee would be due the greater of their attained salary or the minimum hiring rate based on their qualifications (131.1a) and/or location (130.4), if applicable. The anniversary date and increment code remain the same.

Reallocated to a Higher Grade

The employee is entitled to the greater of an increase to their current salary by applying the promotion percentage corresponding to the change in grade *or* the appropriate salary step of the higher grade on the SUNY Nurse Salary Schedule based on their qualifications. Please note, the following are additional factors to be considered when using the promotion method:

- The promotion calculation may include Longevity Lump Sum (LLS) Portability, if applicable.
- Under certain circumstances, a performance advance may be added to the promotion calculation.
- The anniversary date of the prior grade is retained.
- The increment code upon reallocation is based on the increment code of the prior grade.
    - If the employee's salary was at job rate of the prior grade and the new salary is equal to or greater than job rate of the new grade, the increment code is retained.
    - If the employee's salary was at job rate of the prior grade and the new salary is below job rate of the new grade, the assigned increment code is based on the payment cycle of the prior grade. The increment code reverts back to the prior job rate increment code (manual by agency) once the employee attains job rate of the new grade.
        - For employees receiving LLS in the prior grade, the LLS must be end dated effective the day before the effective date of the reallocation to prevent the LLS from being included in the calculation of overtime while the employee's salary in the new grade is below job rate.
    - If the employee's salary was below job rate of the prior grade and the new salary is below job rate of the new grade, the increment code is retained.

Reallocated to a Higher Grade – Scenarios

Scenario 1: Current salary below job rate of prior grade.

For a reallocation where there is a change in grade for employees below job rate, the employee is entitled to salary step on the agency's salary schedule *or* their current salary multiplied by the promotion percentage, whichever is better at the time of the reallocation. There is no promotion recalculation as the employee will receive the performance advance of the higher grade. The anniversary date and increment code remain the same.

Reallocation	Current Salary	Salary on 12/22/2022 SUNY Upstate Salary Schedule (Qualifications)	Job rate (Higher Grade)	Promotion Calculation	Final Salary	Action Reason code
PEF 16 to PEF 18 (Quals =3 or BSN + 2 or MSN +1)	$60,639	$65,016	$77,912	$60,639 x 1.045=$63,368	$65,016	PAY/LIH
PEF 16 to PEF 18 (off step above Quals = 3 or BSN + 2 or MSN +1 due to prior performance advance)	$62,689	$65,016	$77,912	$62,689 x 1.045 = $65,511	$65,511	PAY/RAL

Reallocation	Current Salary	Salary on 12/22/2022 SUNY Stonybrook Salary Schedule (Qualifications)	Job rate (Higher Grade)	Promotion Calculation	Final Salary	Action Reason code
PEF 20 to PEF 22 (Quals =2 yrs exp)	$72,350	$89,793	$95,392	$72,350 x 1.045=$75,606	$89,793	PAY/IHR

Scenario 2: Current salary is equal to or greater than job rate of prior grade (no LLS) and have received a performance advance in the last twelve months.

For a reallocation where there is a change in grade, an employee at or above job rate in the lower grade *who has received a performance advance within the past twelve months*, is entitled to either the minimum hiring rate based on their qualifications (131.1a) and/or location (130.4), if applicable, or current salary multiplied by the promotion percentage, whichever is better at the time of the reallocation.

Reallocation	Current Salary	Salary on 12/22/2022 SUNY Downstate Salary Schedule (Qualifications)	Job Rate (Higher Grade)	Promotion Calculation	Final Salary	Action Reason Code
PEF 16 to PEF 18 (at job rate of prior grade/ Quals= ((RN+5YR or BSN+4YR)	$69,882	$77,912	$77,912	$69,882 x 1.045=$73,027	$77,912	PAY/IHR
Employee is at job rate in the prior lower grade with an increment code of 2022 and an anniversary date of 10/14/2019 who received a performance advance in the last twelve months. After applying the promotion calculation, the salary based on the SUNY Downstate salary schedule (includes a 130.4 and 131.1a) is best and the employee maintains job rate status and The anniversary date and increment code remains the same.						

Reallocation	Current	Salary on 12/22/2022 SUNY Upstate Salary Schedule (Qualifications)	Job Rate (Higher Grade)	Promotion Calculation	Final Salary	Action Reason Code
PEF 16 to PEF 18 (at job rate of prior grade/ Quals= ((BSN+5)	$69,882	$76,251	$77,912	$69,882 X 1.045 =$73,027	$76,251	PAY/IHR
*Employee is at job rate in the prior grade with an increment code of 2022 and an anniversary date of 10/14/2019 who received a performance advance in the last twelve months. After applying the promotion calculation, the salary based on the SUNY Upstate salary schedule it is best, and the employee now falls below job rate. The anniversary date would remain the same and the increment code is corrected to 0001 as the employee would have one year in grade to earn a performance advance.						

*Reverting Increment Code to Prior Job Rate Increment Code once an Employee Attains Job Rate of the Higher Grade: The employee's anniversary date, increment code payment cycle, or LLS payment cycle, if applicable, is based on the lower grade prior to the title structure change. Also, employees who held job rate status in their grade prior to reallocation and whose salary is below the job rate of the new grade upon reallocation, are entitled to have the job rate credit restored once they attain job rate of the new grade,

taking into consideration any time off that payroll that may affect the prior job rate increment code needing to be adjusted.

Scenario 3: Reallocated with Change in Grade and At or Above Job Rate of Lower Grade (With LLS) – Exceeds Job Rate of Higher Grade. The employee works at SUNY Upstate.

For a reallocation where there is a change in grade for an employee at or above job rate in the lower grade and received LLS within twelve months prior to the promotion, the LLS amount is added to the current salary prior to applying the promotion percentage (LLS Portability).

- If after applying the promotion calculation, the salary goes over job rate of the higher grade, the employee receives the higher salary and the anniversary date and increment code remain the same.

Reallocation	Current Salary	Salary on 12/22/2022 SUNY Upstate Salary Schedule (Qualifications)	Job Rate (Higher Grade)	Promotion Calculation	Final Salary	Action Reason Code
PEF 16 to PEF 18 (above job rate of prior grade/ Quals= (20 or BSN+ 19YR or MSN + 18)	$72,109	$80,000	$77,912	($72,109 + $4,500) x 1.045=$80,057	$80,057	PAY/RAL
Employee is above job rate in the prior lower grade with an increment code of 2005 and an anniversary date of 10/14/2005 and is receiving LLS in the amount of $4,500. Compare the salary resulting from the promotion calculation (including LLS Portability) to the appropriate step for qualifications on the SUNY Upstate salary schedule. The promotion salary is best (exceeds job rate) and the employee maintains job rate status. The anniversary date and increment code remains the same.						

*Reverting Increment Code to Prior Job Rate Increment Code once an Employee Attains Job Rate of the Higher Grade: The employee's anniversary date, increment code payment cycle, or LLS payment cycle, if applicable, is based on the lower grade prior to the title structure change. Also, employees who held job rate status in their grade prior to reallocation and whose salary is below the job rate of the new grade upon reallocation, are entitled to have the job rate credit restored once they attain job rate of the new grade, taking into consideration any time off that payroll that may affect the prior job rate increment code needing to be adjusted.