



## Frequently Asked Questions Regarding the Title Restructure for the Occupational Therapy (OT), Physical Therapy (PT), Speech/Audiology and Respiratory Therapist Titles

### 1. Why did the OT, PT, Speech and Audiology titles get restructured?

In maintaining with the State's Title and Salary Plan, it is necessary to realign titles within occupations to better manage the Plan's effectiveness and value. This consolidation brings greater consistency in titles, minimum qualifications and the examinations to enter and advance within this occupation. It also positively impacts recruitment and retention of staff.

### 2. What changes were made to the OT, PT, Speech/Audiology and Respiratory Therapy titles and Salary Grades?

- The creation of "Graduate" level titles to provide more flexibility in hiring recent graduates that can practice pending license exam and/or with a limited permit issued by SED.
- Two (2) Salary Grade increases for nearly all titles in these occupations, which better aligns these titles with other graduate level educated licensed clinical titles and provides more competitive market compensation.

*\*See Question 3 and Question 8 for more information.*

- Geographic pay differentials of up to \$4,000 (Mid-Hudson) and \$13,000 (Downstate).

*\*See Question 6 below for more information.*

- A shift pay differential of 7% for evening and weekend day shifts and 10% for nights shifts to the new title of Respiratory Therapist Supervisor.

*\*See Question 7 below for more information.*

- There is no change in negotiating unit, jurisdictional class or appointment status.

### 3. What titles were approved for reallocation?

Old Title	Old Salary Grade	New Title	New Salary Grade
Physical Therapy Assistant 1	11	Graduate Physical Therapist Assistant*	11
Physical Therapy Assistant 2	14	Physical Therapy Assistant	14
Physical Therapist	16	Graduate Physical Therapist*	18
Senior Physical Therapist	18	Physical Therapist	20
Head Physical Therapist	20	Physical Therapist Supervisor 1	22
Chief Physical Therapist	23	Physical Therapist Supervisor 2	25
Occupational Therapy Assistant 1	11	Graduate Occupational Therapy Assistant*	11
Occupational Therapy Assistant 2	14	Occupational Therapy Assistant	14
Occupational Therapist	16	Graduate Occupational Therapist*	18
Senior Occupational Therapist	18	Occupational Therapist	20
Head Occupational Therapist	20	Occupational Therapist Supervisor 1	22
Consultant Occupational Therapist	20	Occupational Therapist Supervisor 1	22
Chief Occupational Therapist	23	Occupational Therapist Supervisor 2	25
Audiologist 1	16	Graduate Audiologist*	18
Audiologist 2	18	Audiologist	20
Speech Language Pathologist 1	16	Graduate Speech-Language Pathologist*	18

Speech Language Pathologist 2	18	Speech-Language Pathologist	20
Speech Language Pathology/Audiology Program Coordinator 1	20	Speech-Language Pathologist & Audiologist Supervisor 1	22
Speech Language Pathology/Audiology Program Coordinator 2	23	Speech-Language Pathologist & Audiologist Supervisor 2	25
Licensed Respiratory Therapist 3	20	Respiratory Therapist Supervisor 2	22

\*Career-Ladder Title

**4. Are there new minimum qualifications for the titles?**

The NYS Department of Civil Service has *updated* the minimum qualifications for these titles.

**5. Will my duties change due to the restructuring?**

It is unlikely that your duties will change because of this title restructure.

**6. What titles were approved for a geographic pay differential?**

All new titles referenced in Question 3 were approved for Geographic pay differentials (Geos) depending on location. Geos were approved for Mid-Hudson and Downstate in the amount of \$13,000 and \$4,000 for all other locations for the title listed above. These differentials supersede existing Geos except for Chenango County to avoid a salary loss.

<b>Mid-Hudson Includes:</b>  Dutchess Putnam Orange	Up to \$13,000
<b>Downstate Includes:</b>  Nassau NYC Rockland Suffolk Westchester	Up to \$13,000
<b>All other Locations</b>	Up to \$4,000

Please note, that while Geos are approved for a set amount, that amount is a maximum. When a Geo is approved for an agency, PEF expects that agencies will pay the full amount; however, they have several options. Agencies can decide to not pay the Geo, to pay an amount less than the full amount approved for the Geo, or to pay the full amount. Typically, agencies decide to pay the full amount, but that is not always the case.

If you are eligible for the geo (see eligibility requirements above), you can contact your agency to confirm how much the Geo will be for you.

### 7. What titles were approved for a shift pay differential?

The new title of Respiratory Therapist Supervisor 2 (formerly Licensed Respiratory Therapist 3) **may** receive a **shift pay differential** of 7% for evening and weekend day shifts and 10% for nights shifts. Please contact your Human Resources Department to see if you qualify for the shift pay differential.

**Differential Effective Dates:** The geographic pay differential and the shift pay differential described above are effective November 21, 2024, for those on the administration payroll and November 28, 2024, for those on the institution payroll.

### 8. How will new salaries be calculated for the titles that received reallocations?

The calculation of salaries in the new titles are the same as the calculation of salaries for promotions: 1.5% for the promotion/reallocation and 1.5% for each salary grade (SG) above the original title salary grade. Final determinations will be made by the Office of the State Comptroller (OSC). If, after the calculations are made, PEF members have questions about how their salary was calculated, they can obtain payroll records through the OSC Bureau of State Payroll Services via the process described below.

Number of Salary Grades	Percentage Increase
1	3.0%
2	4.5%
3	6.0%
4	7.5%
5	9.0%

### 9. Payroll Release Process

Complete the Personal Privacy Protection Law Release form ([AC3216](#)), notarize your signature, and send by mail to OSC Bureau of State Payroll Services. [Instructions](#) on how to complete this request are detailed on the OCS Payroll Forms [webpage](#).

## 10. Examples of Salary Increase After Reallocation

Once an upward reallocation takes effect, the increase in the affected employees' salaries is based on the difference between the original salary grade and the new salary grade. Two examples are provided below, one where the increase based on the standard calculation is for an employee at step three and one where the employee is at step six.

Please note: The standard calculation for an upward reallocation is 1.5% for the reallocation and 1.5% for each additional salary grade the reallocation adds to the original salary grade.

### **Example 1: Reallocation from SG 18 to SG 20 of an employee at step three**

An employee is at step 3 of salary grade 18, with an annual salary of \$71,697. Due to a restructuring, the employee's salary grade is changed, and the salary grade is now allocated to salary grade 20.

Using the standard calculation for the reallocation, the employee's current salary would be increased by 4.5%, resulting in a salary of \$74,923 once the reallocation takes effect. (1.5 % for the reallocation and 3% for a two-salary-grade increase.)

### **Example 2: Reallocation from SG 18 to SG 20 of an employee at step six**

An employee is at step 6 of salary grade 18, with an annual salary of \$78,393. Due to a restructuring, the employee's salary grade is changed, and the salary grade is allocated to salary grade 20.

Using the standard calculation for the reallocation, the employee's current salary would be increased by 4.5%, resulting in a salary of \$81,920 once the reallocation takes effect. (1.5 % for the reallocation and 3% for a two-salary-grade increase.)

## 11. When will I see a change in my salary or grade?

If you are eligible for the reallocations and/or salary differentials described above, please contact your local Human Resource or Payroll Department to see when the changes will be reflected in your paycheck.