



Comptroller's Office Advises that Additional Review is being Conducted for Several Groups of Employees to Assure the Issuance of Proper Performance Award (Longevity) Payments.

Performance Awards (longevity payments) were issued to PEF members this month. While some members reported receiving a \$4,500 payment having never before been eligible, others reported receiving a payment that did not properly reflect all their qualifying years of service or not receiving a payment which they believed they were due.

In 2025, for the first time, eligibility for performance awards is based on 12, 17, or 22 years of qualifying continuous service in the Executive Branch of New York State government, instead of 5, 10, or 15 years at top of grade for the \$1,500, \$3,000 or \$4,500 payment. This includes most prior service in hourly positions.

The Office of the State Comptroller (OSC) advised that there were challenges in calculating years of qualifying service for the 2025 performance awards for those employees with more complicated work histories, which include the following groups:

- Employees with multiple records when time in the records do not overlap
- Employees with multiple payment eligible records
- Hourly and FEE service
- Legacy service prior to PayServ conversion
- Certain reinstatements where the effective date of the reinstatement is after the effective date of the rehire

OSC will therefore be conducting the necessary review and issuing additional and/or corrected payments for the above-referenced employee groups. When we find out more specific details about the dates for these additional payments, we will let you know.

If you believe you should have received a longevity payment and did not, or believe you received the wrong amount, please contact your PEF Field Representative. Contact information for the PEF Regional Offices can be found at www.pef.org/regions.



PEF Field Services advises that impacted members should start gathering information about their prior Executive Branch work history such as appointment letters and payroll history. [Click here for the required release for payroll history](#) and [click here for instructions on how to fill it out and get it notarized](#).

Some things to keep in mind about the 12, 17 or 22 years of qualifying continuous Executive Branch service:

- Service in public schools, municipalities, the New York State courts or legislature, public benefit corporations or public authorities (other than Roswell Park) does not count as those entities are not in the Executive Branch of New York State government.
- Executive Branch service in other units such as CSEA, NYSCOPBA or management/confidential does count.
- Years of continuous Executive Branch service is not based on seniority dates or service credit with the retirement system.
- The Executive Branch service must be continuous as defined by Civil Service Law Section 130.3(c). However, leaves of absence including workers' compensation leaves and military leaves do not constitute an interruption of continuous service for this purpose. Nor does a resignation followed by a reinstatement or time on a preferred list. An unpaid leave does not interrupt continuous service, but it does not count toward the 12, 17 or 22 years of continuous service.
 - o An employee with six years of service, then a one-year unpaid leave, and then another six years of service will have 12 years of continuous service, not 13.
 - o An employee in an eligible position who resigned and was then reinstated would receive credit for the time before the resignation and after the reinstatement or rehiring.
- Paid leaves and time spent on a workers' compensation leave will count toward the 12, 17, or 22 years of service.
- Employees not eligible under the new 12, 17, or 22 years of Executive Branch Service but who received a performance award in 2024 will continue to receive that award until they are eligible for the same or a greater award under the new eligibility criteria.

Again, if you have any questions, please reach out to your Field Representative. [Find contact information here](#).

