

Panel 1

- Police Benevolent Association of New York State (PBANYS)
 - Kurt Nolan, Executive Director and Counsel
- Police Conference of New York (PCNY)
 - Mike O'Meara, President
- New York State Correctional Officers and Police Benevolent Association (NYSCOPBA)
 - Michael Powers, President
- New York State Professional Fire Fighters Association (NYSPFFA)
 - Samuel A. Fresina, President
- New York State Public Employees Conference (NYSPEC)
 - Pete Meringolo, Chairman
 - Pete Paterson, Legislative Committee Chair and Tier Equity Committee Chair

Panel 2

- Public Employees Federation (PEF)
 - Randi DiAntonio, Vice President
- New York State United Teachers (NYSUT)
 - Pete Savage, Deputy Director of Legislation
- Civil Service Employees Association (CSEA)
 - Joshua Terry, Legislative Director
- New York State American Federation of Labor and Congress of Industrial Organizations (NYS AFL-CIO)
 - Mike Neidl, Legislative Director

Panel 3

- Organization of New York State Management Confidential Employees (OMCE)
 - Barbara Zaron, President
 - Heath Morris, Executive Director

Panel 4

- New York State School Boards Association (NYSSBA)
 - Brian Fessler, Director of Governmental Relations
- Boards of Cooperative Educational Services of NY (BOCES)
 - Dan White, Monroe One BOCES District Superintendent
- New York Libraries Association (NYLA)
 - Maxwell Prime, Director of Government Relations and Advocacy
- State University of New York (SUNY)

- Beth Berlin, Senior Vice Chancellor for Operations and Management and Chief Operating Officer

Panel 5

- New York State Department of Civil Service
 - Timothy Hogue, Commissioner

Panel 6

- Empire Center for Public Policy, Inc.
 - E.J. McMahon, Founding Senior Fellow
- Workforce Development Institute (WDI)
 - Amy Desjardins, Executive Director
 - Dan Cullen, Director of Field Services