***Please distribute this alert to any users within your agency who are responsible for union contracts and mass pay increases.***

**FOP Lodge #92 and FOSCEP General Pay Increase, Pay Freeze Removal Actions, and Longevity Increases**

* Information regarding the FOP Lodge #92 and FOSCEP General Pay Increases, Pay Freeze Removal Actions, and January 2024 Longevity increases.

As announced in [PA Alert 2023-06](https://www.hrm.oa.pa.gov/Alerts-and-Transactions/Documents/Pers%20Admin%20Alerts/PA_Alert_2023_06_AFSCME_Contract_Implementation_and_Pay_Freezes%20%28REVISED%29.docx), pay freeze actions were applied to employees in the Fraternal Order of Police Lodge #92 (bargaining unit G4) and Federation of State Cultural and Educational Professionals (FOSCEP), Local 2382 (bargaining unit C4 and C5) because there was not a signed contract for these units when the July 1, 2023 General Pay Increase was applied to the Standard (ST) Pay Schedule.

The union contracts authorizing the July 1, 2023 General Pay Increase for these units have been signed and Executive Board approved.

**Pay Freezes**

On 06/26/2024 pay freeze removal actions were processed for employees in bargaining units G4, C4 and C5. The pay freeze removal actions were applied in SAP effective 07/01/2023. Employees were placed back at the pay scale level held prior to the pay freeze.

**General Pay Increases (GPIs)**

Effective 07/01/2023, a 5.00% General Pay Increase was applied in SAP for eligible employees in FOP Lodge #92 (G4) and FOSCEP (C4, C5).

Transaction processing occurred on Thursday, 06/27/2024.

Effective 07/01/2024, a 2.00% General Pay Increase was applied in SAP for eligible employees in FOP Lodge #92 (G4) and FOSCEP (C4, C5).

Transaction processing occurred on Friday, 06/28/2024.

All employees in these bargaining units will receive the retroactive pay for both General Pay Increases as follows:

* **Pay Area Z1/Z2:** Pay Date 07/19/2024
* **Pay Area Z3:** Pay Date 07/12/2024

**Longevity/Annual Increments**

Effective January 2024, longevity/annual increments and cash payments will process for eligible employees according to the following schedule:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Contract Name & Bargaining Units** | **Pay Scale** | **Processing Date** | **Effective Date(s)** | **Pay Date(s)** |
| FOP Lodge #92 (G4) | ST | **Z1/Z2/Z3**06/28/2024 | **Z1**01/07/2024**Z2/T2**01/06/2024**Z3/T3**01/13/2024 | **Z1/Z2/T2**07/19/2024**Z3**07/12/2024 |
| FOSCEP (C4, C5) |

**Questions?**
If you have any questions regarding FOP Lodge #92 and FOSCEP General Pay Increase, Pay Freeze Removal Actions, please submit an [**Ask HR/HR Pay Help Desk Request**](https://copahrprod.servicenowservices.com/esc?id=sc_cat_item&sys_id=49dc343f1b0c0d10075ca932f54bcb65&sysparm_category=3d00682a1bbea410075ca932f54bcb3c) in the personnel administration category.