

**AGREEMENT**  
**BETWEEN**  
**COMMONWEALTH OF PENNSYLVANIA**

**AND**

**FRATERNAL ORDER OF POLICE**  
**LODGE #85 (CAPITOL POLICE)**

July 1, 1999 to June 30, 2003

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## **PREAMBLE**

This Agreement entered into by Fraternal Order of Police, Lodge #85, hereinafter referred to as FOP, and the Commonwealth of Pennsylvania, hereinafter referred to as the Employer, has as its purpose the promotion of harmonious relations between the FOP and the Employer; the establishment of an equitable peaceful procedure for the resolution of differences; and the establishment of rates of pay, hours of work, and other conditions of employment.

## **ARTICLE 1 RECOGNITION**

Section 1. The FOP is recognized as the exclusive representative for collective bargaining purposes for officers within the classifications included under the certification of the Pennsylvania Labor Relations Board, docketed as PF-R-4-C, as amended.

Section 2. This Agreement and the term "officer" when used in this Agreement pertains only to those persons falling within classifications covered by the certification referred to in Section 1 of this Article.

## **ARTICLE 2 MANAGEMENT RIGHTS**

Section 1. Except as modified by this Agreement, it is understood and agreed that the Employer, at its sound discretion, possesses the right, in accordance with applicable laws, to manage all operations including the direction of the working force and the right to plan, direct, and control the operation of all equipment and other property of the Employer.

Matters of inherent managerial policy are reserved exclusively to the Employer. These include but shall not be limited to such areas of discretion or policy as the functions and programs of the Employer, standards of service, its overall budget, utilization of technology, the organizational structure and selection and direction of personnel.

Section 2. The listing of specific rights in this Article is not intended to be nor should be considered restrictive or a waiver of any of the rights of management not listed and not specifically surrendered herein whether or not such rights have been exercised by the Employer in the past.

### **ARTICLE 3 UNION SECURITY**

Section 1. Each officer who, on the effective date of this Agreement, is a member of the FOP, and each officer who becomes a member after that date shall maintain membership in the FOP, provided that such officer may resign from the FOP in accordance with the following procedure:

- a. The officer shall send a certified letter of resignation (return receipt requested) along with the official membership card of the FOP to the FOP headquarters as well as a copy by regular mail to their agency personnel office.
- b. The letter shall be postmarked during the 15 day period prior to the expiration date of this Agreement and shall state that the officer is resigning membership in the FOP and where applicable is revoking the dues check-off authorization.

Section 2. The Employer and the FOP hereby agree that all non-members of the FOP shall as a condition of employment, pay to the FOP each month, a service charge as a contribution toward administration of this Agreement. The amount of the service charge shall be determined by the FOP.

### **ARTICLE 4 DUES DEDUCTION**

Section 1. The Employer agrees to deduct the FOP biweekly membership dues and an annual assessment, if any, from the pay of those officers who individually request in writing that such deductions be made. The rate at which dues are to be deducted and the amount of the annual assessment shall be certified to the Employer by the FOP, and the Employer shall deduct dues at this rate from the members' regular biweekly salary and wages (including retroactive salary/wage payments and lump sum payments made pursuant to Article 6, Salaries and Wages). The aggregate deductions of all officers shall be remitted together with an itemized statement to the FOP by the last day of the succeeding month, after such deductions are made. This authorization shall be irrevocable by the officer during the term of this Agreement. When revoked by the officer in accordance with Article 3, the Employer shall halt the check-off of dues effective the first full pay period following the expiration of this Agreement.

Section 2. The Employer further agrees to deduct a service charge biweekly from all officers in the bargaining unit who are not members of the FOP, as provided in Article 3, Section 2.

Authorization from non-members to deduct a service charge shall not be required. The amounts to be deducted shall be certified to the Employer by the FOP, and the aggregate deduction of all officers shall be remitted together with an itemized statement to the FOP by the last day of the succeeding month after such deductions are made.

Section 3. The officer's written authorization for dues payroll deductions shall contain the officer's name, social security number, agency in which employed, work location (institution, district, bureau, etc.), FOP name and local number.

Section 4. Where an officer has been suspended, furloughed or discharged and subsequently returned to work, with full or partial back pay, or has been reclassified retroactively, the Employer shall, in the manner outlined in Sections 1 and 2 above, deduct the FOP membership dues and service charge that are due and owing for the period for which the officer receives back pay.

Section 5. The Employer shall provide the FOP, on a quarterly basis, a list of all officers in the bargaining unit represented by the FOP. This list shall contain the officer's name, social security number, address, agency in which employed, class code, work location (institution, district, bureau, etc.) and whether the officer is a member or non-member.

Section 6. The FOP shall indemnify and hold the Employer harmless against any and all claims, suits, orders, or judgments brought or issued against the Employer as a result of any action taken or not taken by the Employer under the provisions of this Article.

## **ARTICLE 5 HOURS OF WORK**

Section 1. All officers are engaged in seven-day operations which are defined as activities for which there is regularly scheduled employment for seven days a week. The work week shall consist of any five days within a consecutive seven calendar-day period.

Section 2. The work day shall consist of any 24 hours in a pre-established work schedule beginning with the scheduled reporting time for the officer's shift.

Section 3. The work shift shall consist of 8 work hours within a pre-established work schedule.

Section 4. The regular hours of work for any shift shall be consecutive.

Section 5. Work schedules showing the officers' shifts, work days, and hours shall be posted on applicable departmental bulletin boards. Except for emergencies and training, changes shall be posted two weeks in advance.

Section 6. In the event of a change in shift from a pre-established work schedule, officers must be off regularly scheduled work for a minimum of 16 hours.

**ARTICLE 6**  
**SALARIES AND WAGES**

Section 1. The base wage for each officer covered by this Agreement who is in an active pay status will be increased as follows:

- a. Effective July 1, 1999, the existing pay schedule shall be adjusted as reflected in Appendix A.
  - (1) The maximum base rate, Step E, for Capitol Police Patrolman shall be increased by \$1,200. Step S shall represent 75% of the maximum base rate. Step A shall represent 80% of the maximum base rate. Step B shall represent 85% of the maximum base rate. Step C shall represent 90% of the maximum base rate. Step D shall represent 95% of the maximum base rate.
  - (2) All base rates for all ranks above Capitol Police Patrolman shall be increased by \$1,200.
- b. Effective July 1, 2000, the existing pay schedule shall be restructured and adjusted as reflected in Appendix B.
  - (1) The base rate, Step E, for Capitol Police Patrolman shall be increased by \$1,200. Step A shall represent 80% of the maximum base rate. Step B shall represent 85% of the maximum base rate. Step C shall represent 90% of the maximum base rate. Step D shall represent 95% of the maximum base rate.
  - (2) The base rates for Steps A through E for Capitol Police Corporal shall be 11% greater than the base rates for Steps A through E for Capitol Police Patrolman.
  - (3) The base rates for Steps A through E for Capitol Police Sergeant shall be 11% greater than the base rates for Steps A through E for Capitol Police Corporal.
  - (4) The base rates for Steps A through E for Capitol Police Lieutenant shall be 11% greater than the base rates for Steps A through E for Capitol Police Sergeant.

- (5) Each Capitol Police Patrolman shall be placed on the pay schedule in accordance with the crosswalk matrix below:

<u>June 30, 2000 Step</u>	<u>July 1, 2000 Step</u>
S	A
A	B
B	C
C	D
D	E
E	E

- (6) Each officer above the rank of Capitol Police Patrolman shall be placed on the pay schedule in accordance with the crosswalk matrix below:

<u>June 30, 2000 Step</u>	<u>July 1, 2000 Step</u>
A	A
B	B
C	C
D	D
E	E
F	E
G	E
H	E

- c. Effective July 1, 2001, the existing pay schedule shall be adjusted as reflected in Appendix C.
- (1) The Step E rate for Capitol Police Patrolman shall be increased by \$1,200.
  - (2) All other rates shall be calculated in accordance with Section 1.b.(1)-(4), above.
- d. Effective July 1, 2002, the existing pay schedule shall be adjusted as reflected in Appendix D.
- (1) The Step E rate for Capitol Police Patrolman shall be increased by \$1,200.
  - (2) All other rates shall be calculated in accordance with Section 1.b.(1)-(4), above.

Section 2. Officers whose salary is below the maximum of their applicable pay range shall receive, on their anniversary date, a service increment of one step or the amount necessary to reach the maximum (Step E or H, as applicable), whichever is lesser.



An officer's performance rating shall not be used in determining entitlement to a service increment. The increment shall be granted solely on the basis of service on the officer's anniversary date. The definition of anniversary date, which is in effect on the date of this Agreement, in the Commonwealth's Personnel Rules shall apply.

Section 3. An officer in an inactive pay status shall, upon return to active status, be entitled to the above general pay increases outlined in Section 1 where applicable.

Section 4. The salaries of officers shall be paid bi-weekly. In the event the payday occurs on a holiday, the preceding day shall be the payday.

Section 5. Longevity will be calculated based upon years of service in positions included within this bargaining unit. Retroactive adjustments shall not be made for those officers whose longevity may have been calculated differently prior to July 1, 1990.

Officers will be entitled to longevity pay in accordance with the following tables:

a. In addition to base salary, officers shall be entitled to the longevity rate indicated for their years of service in the following table:

Over 6 years	-	5%
Over 7 years	-	6%
Over 8 years	-	7%
Over 9 years	-	8%
Over 10 years	-	9%
Over 11 years	-	10%
Over 12 years	-	11%
Over 13 years	-	12%
Over 14 years	-	13%
Over 15 years	-	14%
Over 16 years	-	15%
Over 17 years	-	16%
Over 18 years	-	17%
Over 19 years	-	18%
Over 20 years	-	19%
Over 21 years	-	20%
Over 22 years	-	21%
Over 23 years	-	22%
Over 24 years	-	23%
Over 25 years	-	24%
Over 26 years	-	25%
Over 27 years	-	26%
Over 28 years	-	27%

b. Effective July 1, 2001, in addition to base salary, officers shall be entitled to the longevity rate indicated for their years of service in the following table:

Over 6 years	-	5.5%
Over 7 years	-	6.5%
Over 8 years	-	7.5%
Over 9 years	-	8.5%
Over 10 years	-	9.5%
Over 11 years	-	10.5%
Over 12 years	-	11.5%
Over 13 years	-	12.5%
Over 14 years	-	13.5%
Over 15 years	-	14.5%
Over 16 years	-	15.5%
Over 17 years	-	16.5%
Over 18 years	-	17.5%
Over 19 years	-	18.5%
Over 20 years	-	19.5%
Over 21 years	-	20.5%
Over 22 years	-	21.5%
Over 23 years	-	22.5%
Over 24 years	-	23.5%
Over 25 years	-	24.5%
Over 26 years	-	25.5%
Over 27 years	-	26.5%
Over 28 years	-	27.5%

c. Effective July 1, 2002, in addition to base salary, officers shall be entitled to the longevity rate indicated for their years of service in the following table:

Over 5 years	-	5%
Over 6 years	-	6%
Over 7 years	-	7%
Over 8 years	-	8%
Over 9 years	-	9%
Over 10 years	-	10%
Over 11 years	-	11%
Over 12 years	-	12%
Over 13 years	-	13%
Over 14 years	-	14%
Over 15 years	-	15%
Over 16 years	-	16%
Over 17 years	-	17%
Over 18 years	-	18%
Over 19 years	-	19%
Over 20 years	-	20%

Over 21 years -	21%
Over 22 years -	22%
Over 23 years -	23%
Over 24 years -	24%
Over 25 years -	25%
Over 26 years -	26%
Over 27 years -	27%
Over 28 years -	28%

- d. The longevity rates are reflected in Appendices A through D.

Section 6. Upon promotion, an officer will be placed on the appropriate pay scale at the same step and longevity level as that held prior to the promotion.

## **ARTICLE 7 SHIFT DIFFERENTIAL**

Section 1. a. An officer whose 8 hour work shift on a scheduled work day begins before 6:00 a.m. or at or after 12:00 noon will be paid a shift differential of 90 cents per hour for all hours worked on that shift.

- b. Effective July 1, 2000, the shift differential shall be increased to 95 cents per hour.

- c. Effective July 1, 2001, the shift differential shall be increased to \$1.00 per hour.

Section 2. a. Officers who work overtime on their shift as described in Section 1 or who work overtime which begins before 6:00 a.m. or at or after 12:00 noon will receive a shift differential, except that an officer who works overtime after and contiguous with a scheduled shift for which shift differential is not applicable, whether or not the overtime work is for a full 8 hour shift, shall not receive shift differential. The shift differential will be included in the base rate for the purpose of computing the appropriate overtime premium rate.

b. Effective with the first full pay period that begins after May 15, 2001, Subsection a. shall be replaced by the following: Officers who work overtime before or beyond a regularly assigned shift will receive a shift differential for the overtime hours worked before 6 a.m. or after 12:00 noon. The shift differential will be included in the base rate for the purpose of computing the appropriate overtime premium rate.

## **ARTICLE 8 CALL TIME**

Section 1. a. Officers who have been called into work outside of their regular shift schedule shall be guaranteed a minimum of four hours' work. Call time pay begins when the officer reports to the assigned work site ready for work. There shall be no duplication of hours.

b. Effective July 1, 2000, Subsection a. shall be replaced by the following: Officers who have been called into work outside of their regular shift schedule by any means shall be guaranteed a minimum of four hours' work. Call time pay begins when the officer reports to the assigned work site ready for work. There shall be no duplication of hours.

Section 2. Effective July 1, 2000, officers who may be subject to call to respond to the scene of an incident directly from their residence shall be permitted to take to their residence that equipment which is reasonably necessary to adequately and safely respond, including uniform, firearm, leather gear and radio.

Section 3. Call time shall be paid for at whatever rate is appropriate.

## **ARTICLE 9 OVERTIME**

Section 1. One and one-half of the officer's regular hourly rate of pay shall be paid for work under the following conditions:

- a. For any work performed in excess of eight hours in any work day or in excess of 40 hours in any work week.
- b. There shall be no duplication of premium pay for the same hours worked under the provisions of Subsection a. of this Section.

Section 2. The following items will be regarded as hours worked for the purpose of computing overtime pay under Section 1 of this Article:

- a. Hours worked, excluding standby time.
- b. Holidays, except 1) Where the Employer exercises its option to pay for a holiday which occurs on an officer's day off in lieu of granting time off with pay or the officer consents to forego a day of paid leave. 2) Where the officer is paid for compensatory time earned as a result of working a holiday.
- c. Annual leave.

- d. Compensatory leave; to be included in the period of occurrence for the purpose of computing overtime.
- e. Personal leave day.
- f. Sick leave.
- g. Civil leave.
- h. Administrative leave.

Section 3. Double an officer's regular hourly rate of pay shall be paid to officers on a five-day-per-week schedule for hours worked on the second scheduled day off in the work week provided the officers are in an active pay status on their five regularly scheduled work days and work their first scheduled day off in the work week. If such officers are in an active pay status their next five regularly scheduled work days and work their next scheduled day off or their next two scheduled days off, they shall be paid double time for hours worked on those days.

Section 4. By mutual agreement between the Employer, the FOP and the officer involved, compensatory time at the appropriate rate may be granted in lieu of premium overtime pay. Such compensatory time is to be granted within the 60 calendar day period succeeding the date on which the overtime is worked. The compensatory time off shall be scheduled for periods of time requested by the officer subject to management's responsibility to maintain efficient operations. If the compensatory time is not granted within this time period, the officer shall be compensated at the appropriate rate of pay in lieu of paid time off. By mutual consent of the Employer and officer involved, such scheduling period may be extended an additional 30 calendar days.

Section 5. The Employer will attempt to equalize overtime during each one-half calendar year between or among the officers within the same job classification within each equalization unit who have previously stated in writing a willingness to accept overtime assignments. When the need for overtime occurs, the Employer shall first seek to obtain volunteers for the performance of the overtime work among those officers who have stated a willingness to work overtime. In the event that there is an insufficient number of volunteers, the Employer shall have the right to assign such work on a non-volunteer basis beginning with the least senior of those officers who have had the least assigned overtime on a non-volunteer basis during that period. Seniority status in this regard shall be Classification Seniority. Nothing in this Section shall require the Employer to accept as a volunteer or to assign overtime to officers where they would be entitled to double time for such overtime work.

An officer declining overtime shall be credited with the overtime worked by the officer accepting or assigned to the overtime for equalization purposes. Officers may be passed over in order to comply with the equalization requirements.

An officer submitting a written statement of willingness to work overtime or withdrawing the written statement of willingness to work overtime after the beginning of a six-month equalization period shall be credited for equalization purposes with an amount of overtime equal to the maximum amount of credited overtime held by an officer in the same classification in the equalization unit at the time of submitting or withdrawing the statement.

Lists showing accumulations of overtime within each equalization unit during the preceding six-month period shall be posted every six months.

Section 6. Payment for overtime is to be made on the pay day of the first pay period following the pay period in which the overtime is worked. For the purpose of this Section, and in the determination of this time, pay periods will be considered as after-the-fact.

Section 7. There shall be no duplication or pyramiding of any premium pay provided for under the provisions of this Agreement for the same hours worked. Time worked on holidays during an officer's regular shift shall not be excluded from hours worked for the purpose of determining eligibility for overtime pay under Section 1 of this Article.

## **ARTICLE 10 COURT TIME**

Section 1. Officers who are called to testify in court outside of their regular work shift schedule as a result of actions taken while performing their duties as a Capitol Police Officer shall be compensated for all hours worked at the appropriate rate of pay or a minimum of four hours' pay at the appropriate rate of pay, whichever is greater, provided one of the following criteria is met:

- a. The actions taken are within the Officer's jurisdictional boundaries as defined by the Employer.
- b. The actions taken are outside the Officer's jurisdictional boundaries but arise due to the need for the Officer to come to the assistance of: (1) Another Police Officer or (2) The general public in those situations where their health and safety is jeopardized.

There shall be no duplication of hours.

Section 2. Although court time generally begins when the officer reports to the courtroom at the time designated by the court for the officer to appear, the following will also count in calculating total compensatory court time:

- a. Reasonable travel time from headquarters to the site of the hearing if the hearing is in a city other than the city designated as headquarters.

- b. Reasonable time to pick-up witnesses and/or prisoners needed to testify at the hearing, if applicable.
- c. Reasonable time to prepare for court, if applicable.

Section 3. The provisions of Sections 1 and 2 shall not be applicable to officers who are called to testify in court outside of their regular work schedule as a result of police actions taken in assisting another police officer or protecting the general public during off-duty hours. However, officers will be eligible to receive compensatory time for all hours spent testifying. Documentation to support a request for compensatory time under this Section may be required.

Section 4. The provisions of Article 8 (Call Time) and Article 11 (Standby Time) are not applicable to the time officers spend waiting to be called to testify, or to any time spent traveling to and from the court room except as outlined above.

## **ARTICLE 11 STANDBY TIME**

Section 1. An officer is on standby during the period that the officer is required to remain at home and to be available for emergencies. Only officers who are required to be on standby are entitled to the compensation hereafter set forth. Such officers shall, at the Employer's discretion, either be paid twenty-five percent (25%) of their regular base pay for such standby time or receive compensatory time off equivalent to twenty-five percent (25%) of such standby time. Officers shall be considered to be on standby time until officially released. Standby time shall not be considered hours worked for the purpose of overtime computation. An officer shall not be considered to be on standby time while the officer is being paid for call time.

## **ARTICLE 12 HOLIDAYS**

Section 1. The following days shall be recognized as paid holidays:

1. New Year's Day
2. Martin Luther King Jr.'s Birthday
3. Presidents' Day
4. Memorial Day
5. Independence Day
6. Labor Day
7. Columbus Day
8. Veterans' Day
9. Thanksgiving Day
10. Day After Thanksgiving
11. Christmas Day

Monday shall be recognized as a holiday for all holidays occurring on a Sunday, and Friday for all holidays occurring on a Saturday for those officers on a normal Monday through Friday work week employed at the Philadelphia, Pittsburgh, Reading, or Scranton State Office Buildings. For other than these officers, the holiday shall be deemed to fall on the day on which the holiday occurs.

Section 2. A permanent full-time officer shall be granted one day of paid leave on or in lieu of each of the holidays set forth in Section 1 provided the officer was in an active pay status for the last half of the officer's scheduled work day immediately prior and the first half of the officer's scheduled work day immediately subsequent to the actual holiday. If a holiday occurs while officers are on leave without pay under Article 14, Section 3, they shall be paid for the holiday provided the officers were in active pay status the last half of the officer's scheduled work day immediately prior and the first half of the officer's scheduled work day immediately subsequent to the leave without pay.

If a holiday is observed while a permanent full-time officer is on sick leave, annual, or other paid leave status, the officer will receive holiday pay and the day will not be charged against sick, annual, or other paid leave credits.

When a holiday occurs on an officer's scheduled day off, the officer shall receive one day of paid leave in lieu of such holiday; provided, however, that whenever the Employer determines that staffing requirements prevent granting paid leave, the officer shall be given an additional day's pay in lieu of a day of paid leave.

Section 3. If a permanent full-time officer works on any of the holidays set forth in Section 1 of this Article, except the Day after Thanksgiving, the officer shall be compensated at one and one-half times the officer's regular hourly rate of pay for all hours worked on said holiday. The officer shall receive paid time off for all hours worked on a holiday up to a full shift. If such time is worked during the officer's regularly scheduled shift, the paid time off shall be in lieu of holiday pay for that time under Section 2 above. Paid time off for time worked outside the officer's regularly scheduled shift shall not be in lieu of such holiday pay.

If a permanent full-time officer works on the Day after Thanksgiving, the employee shall be compensated at the officer's regular hourly rate of pay for all hours worked on said holiday. The officer shall receive paid time off for all hours worked on the Day after Thanksgiving up to a full shift. If such time is worked during the officer's regularly scheduled shift, the paid time off shall be in lieu of holiday pay for that time under Section 2 above. Paid time off for time worked outside the officer's regularly scheduled shift shall not be in lieu of such holiday pay.

In lieu of the compensation set forth above, the Employer may offer an officer who works on any of the holidays set forth in Section 1 above, the option to receive double time for all hours worked on the holiday. If an officer accepts this option, the officer will not receive paid time off or any other compensation for any hours worked on the holiday.



Section 4. Officers will be permitted to use paid time off awarded for working the holidays listed in Section 1 within 240 days succeeding the designated holiday provided the officer schedules the leave within the first 120 days following the worked holiday. Available compensatory time may be used by an officer for an emergency.

Officers may select the date on which they utilize their compensatory time awarded for working the holidays listed in Section 1 provided they have given the Employer three week's (effective March 10, 2000, one week's) notice and the Employer will respect the requested selection time as long as it is not detrimental to the efficiency of the operation. Effective March 10, 2000, the Employer, in its sole discretion, may waive the one-week notice requirement. If the officer makes no attempt to schedule the earned paid time off within the 120 day period succeeding the holiday, such time will be scheduled by the Employer or paid for by the Employer at the officer's regular hourly rate of pay.

Section 5. An officer who is scheduled to work on a holiday and is absent for an unauthorized reason on that day shall not be eligible to receive the holiday, holiday pay, or compensatory time off.

Section 6. Permanent part-time officers shall receive holidays on a pro-rata basis. Officers, at the option of the Employer, shall receive either pro-rated paid leave or shall be paid at their regular hourly rate of pay in lieu of such paid leave.

Permanent part-time officers shall be compensated at one and one-half times their regular hourly rate of pay for all hours worked on a holiday set forth in Section 1 above except the Day after Thanksgiving. Permanent part-time officers shall be compensated at their regular hourly rate of pay for all hours worked on the Day after Thanksgiving.

Section 7. Any permanent officer separated from the service of the Employer for any reason prior to taking accrued paid time off earned by working the holidays listed in Section 1, shall be compensated in lump sum for any unused paid time off the officer has accumulated up to the time of separation.

Section 8. Whenever the Employer declares a special holiday or part holiday for all employees under the Employer's jurisdiction, all permanent officers who are required to work on the day on which such holiday hours occur shall receive time off with pay for all hours worked up to the number of hours in the officer's normal work shift, if a full holiday is declared, or up to a pro-rata share of the normal work shift if a partial holiday is declared. The Employer shall have the option of paying the officer their regular hourly rate of pay in lieu of such equivalent time off with pay.

Section 9. When an officer's work shift overlaps the calendar day, the first shift of the officer in which fifty percent (50%) or more of the time occurs on the applicable holiday shall be considered in the holiday period and the holiday period shall end 24 hours after the commencement of that shift.

Section 10. In no event shall an officer be entitled to duplicate holiday payment. Time worked during an officer's regular shift shall not be excluded from hours worked for the purposes of determining eligibility for overtime pay under Section 1 of Article 9 of this Agreement.

Section 11. There shall be no duplication or pyramiding of any premium pay provided for under the provisions of this Agreement for the same hours worked.

### **ARTICLE 13 LEAVES OF ABSENCE**

Section 1. All time that an officer is absent from work shall be appropriately charged.

Section 2. Where a state civil service examination is not given during an officer's non-working time, a permanent full-time officer shall be granted administrative leave with pay to take such examination which is scheduled during the officer's regular work hours subject to management's responsibility to maintain efficient operations. Officers shall only be entitled to leave for this purpose on one occasion during each one-half calendar year. Such leave shall not exceed the officer's normal work shift or the time necessary to travel to and from the examination and to take the examination, whichever is lesser. Officers shall not be eligible for travel expenses under this Section.

Section 3. All requests for leave must be submitted in writing to the officer's immediate supervisor and shall be answered in writing. Requests for emergency type leaves shall be answered before the end of the shift on which the request is made. Except for such emergency type leaves, the time when leave is taken is within the discretion of the Employer.

Except as provided in Article 16, Section 3 (relating to the selection period for annual leave), requests for any type of leave to which an officer is entitled under this Agreement and which is not to exceed one month shall be answered by the Employer within five days. If the requested leave is in excess of one month, the request shall be answered within 10 days.

Section 4. For the purpose of this Article, the calendar year shall be defined as beginning with the officer's first full pay period commencing on or after January 1 and continuing through the end of the officer's pay period that includes December 31.

### **ARTICLE 14 LEAVES OF ABSENCE WITHOUT PAY**

Section 1. Officers may be granted leaves without pay at the sole discretion of the Employer for any reason for a period not to exceed two years.

Section 2. Officers who are elected or appointed as FOP officials or representatives shall, at the written request of the officer, be granted leaves without pay for the maximum term of office, not to exceed three years. Such leaves may be renewed or extended by written mutual consent of the FOP and the Employer.

Section 3. FOP officials or elected delegates shall be granted up to six (6) weeks leave without pay each year without loss of seniority credit where such time is necessary to enable them to attend official FOP conventions or conferences.

Section 4. After completing one year of service, an officer may be granted a leave of absence without pay at the sole discretion of the Employer for educational purposes. Such leave shall not exceed one year and shall not be granted more than once every four years.

Section 5. After completing six months of service, officers shall be granted, upon written request, extended leave of absence without pay for reason of illness for a period of at least two (2) consecutive weeks, but not more than six (6) months. If the illness or disability is due to a serious health condition as defined by the Family and Medical Leave Act, leave shall be granted for less than two (2) consecutive weeks. The request shall include proof of illness or disability in the form of a doctor's certificate and shall state a prognosis and expected date of return.

If requested and properly documented as medically necessary, leave under this Section shall be approved on an intermittent or reduced-time basis.

After the officer has used an aggregate of six (6) months of leave without pay under this Section, the Employer is not required to grant subsequent leave without pay for this purpose unless six (6) months in an active pay status have elapsed from the termination of the last date of approved leave under this Section.

This Section shall not apply to a work-related injury.

Section 6. Officers shall not be required to use accumulated sick, annual, and/or personal leave prior to the commencement of a leave without pay.

Section 7. Upon the expiration of any approved leave of absence without pay, which begins on or after the effective date of this Agreement, the officer is entitled to return to a position in the same or equivalent classification within the agency, subject to the furlough provisions of Article 28 Seniority.

Section 8. It is understood by both parties that the provisions of Sections 5, 6, and 7 are consistent with the Family and Medical Leave Act of 1993, 29 USC Section 2601 et seq. and that leave granted in accordance with Sections 5, 6, and 7 shall be designated as leave under the provisions of the Act.

## **ARTICLE 15 PERSONAL LEAVE**

Section 1. All permanent officers will be eligible for paid personal leave as follows:

- a. One paid personal leave day will be earned in the officer's first calendar year of employment provided the officer has 160 hours in an active pay status in the calendar year.
- b. One paid personal leave day per one-half calendar year will be earned in the officer's second calendar year of employment, provided the officer has 160 hours in an active pay status in each one-half calendar year.
- c. One paid personal leave day per calendar quarter will be earned in the officer's third and subsequent years of employment, provided the officer has 160 hours in an active pay status in each one quarter calendar year.
- d. Leave service credit earned during all periods of Commonwealth employment will be used to determine whether, for purposes of this Section, an officer is in the first calendar year of employment, the second calendar year of employment, or the third and subsequent years of employment.

Section 2. Personal leave shall be scheduled and granted for periods of time requested by the officer subject to management's responsibility to maintain efficient operations. If the nature of the work makes it necessary to limit the number of officers on personal leave at the same time, the officer with the greatest seniority as it relates to total years of continuous service in the bargaining unit in the Department at the work site shall be given a choice of personal leave in the event of any conflict in selection. Where reasonable opportunities are available for the selection of personal leave on a seniority basis, approved requests shall not be revoked if a conflict in selection develops after the selection period.

Section 3. Personal leave to which an officer may become entitled during the calendar year may be granted at the Employer's discretion before it is earned. An officer who is permitted to anticipate such leave and who subsequently terminates employment shall reimburse the Employer for those days of personal leave used but not earned.

Section 4. Personal leave days shall be noncumulative from calendar year to calendar year. If officers are required to work on their scheduled personal leave day and are unable to reschedule their personal day during the calendar year due to the demands of their work, the calendar year shall be extended for 7 pay periods for rescheduling purposes.

Section 5. An officer who becomes ill while on personal leave will not be charged personal leave for the period of illness provided the officer furnishes a satisfactory proof of such illness to the Employer upon return to work.

Section 6. All permanent part-time officers who are in an active pay status as specified in Section 1 above shall receive personal leave days on a pro rata basis calculated to the nearest half day.

Section 7. For the purpose of this Article, the calendar year shall be defined as beginning with the officer's first full pay period commencing on or after January 1 and continuing through the end of the officer's pay period that includes December 31.

## **ARTICLE 16 VACATIONS**

Section 1. Officers shall be eligible for annual leave after 30 calendar days of service with the Employer in accordance with the following schedule:

Leave Service Credit  
(Includes all periods  
of Commonwealth employment  
where leave service credit  
is earned)

Maximum Annual Leave  
Entitlement Per Year

### **Up to 3 Years:**

Annual Leave will be  
earned at the rate of  
2.70% of all Regular Hours Paid

40 Hour Workweek: 56 Hours (7 days)

### **Over 3 Years to 15 Years Inclusive:**

Annual Leave will be  
earned at the rate of  
5.77% of all Regular Hours Paid

40 Hour Workweek: 120 Hours (15 days)

### **Over 15 Years to 25 Years Inclusive:**

Annual Leave will be  
earned at the rate of  
7.70% of all Regular Hours Paid

40 Hour Workweek: 160 Hours (20 days)

## **Over 25 Years:**

Annual Leave will be  
earned at the rate of  
10% of all Regular Hours Paid

40 Hour Workweek: 208 Hours (26 days)

Regular Hours Paid as used in this Article include all hours paid except overtime, standby time, call-time, and full-time out-service training. Work-related disability time shall be included in regular hours paid as provided in Article 18, Section 3.

Officers shall be credited with a year of service for each twenty-six (26) pay periods completed in an active pay status, provided they were paid a minimum of one (1) hour in each pay period.

Section 2. Vacation pay shall be the officer's regular straight time rate in effect for the officer's regular classification.

Section 3. Vacations shall be scheduled and granted for periods of time requested by the officer subject to management's responsibility to maintain efficient operations. If the nature of the work makes it necessary to limit the number of officers on vacation at the same time, the officer with the greatest seniority as it relates to total years of continuous service with the Employer in the bargaining unit in the Department at the work site shall be given the choice of vacation periods in the event of any conflict in selection. Where reasonable opportunities are available for selection of vacations on a seniority basis, approved requests shall not be revoked if a conflict in selection develops after the selection period. The selection period shall be January 1 through the end of February of each calendar year for vacations from March 1 through the end of February of the following year, unless there are subsequent agreements on the selection period. Requests for leave submitted during the selection period shall be answered within 20 calendar days after the end of the selection period.

Section 4. If a holiday occurs during the work week in which vacation is taken by an officer, the holiday shall not be charged to annual leave.

Section 5. Officers who become ill during their vacation will not be charged annual leave for the period of illness provided proof of such illness is furnished to the Employer upon return to work.

Section 6. If officers are required to work during their scheduled vacation period and are unable to reschedule their vacation during the calendar year due to the demands of their work, the calendar year shall be extended for 7 pay periods for rescheduling purposes.

Section 7. Officers separated from the service of the Employer for any reason prior to taking their vacation, shall be compensated in a lump sum for the unused vacation they have accumulated up to the time of separation.

Section 8. Unused annual leave shall be carried over from one calendar year to the next provided that in no case shall the amount thus carried over exceed 45 days (360 hours).

Section 9. If an officer is required to return to work after commencement of a prescheduled vacation, the officer shall be compensated at one and one-half times the officer's regular hourly rate of pay for all hours required to work on the prescheduled vacation day or days off. The officer shall be permitted to reschedule such vacation day or days in accordance with Section 3.

Section 10. The provisions of Section 1 of this Article shall not apply to temporary officers unless such officers have worked 750 regular hours by the end of the last full pay period in each calendar year. It is understood that this Section does not apply to a furloughed officer who, during the recall period, returns to the Employer's payroll in a temporary capacity.

Section 11. Officers on leave without pay to attend official FOP conventions or conferences in accordance with Article 14, Section 3, shall have that time included in regular hours paid for purposes of earning annual leave entitlement and credited service under Section 1 above.

Section 12. Permanent officers who have one or more years of service since their last date of hire may anticipate annual leave to which they become entitled during the then current calendar year unless the Employer has reason to believe that the officer has been abusing leave privileges. Permanent officers with less than one year of service since their last date of hire may not anticipate annual leave.

Section 13. An officer who is furloughed and is not employed in another position within 14 calendar days of the effective date of furlough will receive a lump sum payment for all earned, unused annual leave unless the officer requests in writing before the end of the 14 calendar days to freeze all earned, unused annual leave.

An officer may subsequently change a decision to freeze the earned, unused annual leave by submitting a written request for a lump sum payment for the annual leave. Payment will be made within 35 days of the date on which the request is received by the Employer, and will be at the rate of pay in effect on the last day of employment prior to the date of furlough.

If the officer is re-employed during the furlough recall period, annual leave which was frozen will be reinstated. If the officer is not re-employed prior to the expiration of the furlough recall period, the officer shall be paid off in lump sum for all frozen earned, unused annual leave at the rate of pay in effect on the last date of employment prior to the date of furlough.

Section 14. For the purpose of this Article, the calendar year shall be defined as beginning with the officer's first full pay period commencing on or after January 1 and continuing through the end of the officer's pay period that includes December 31.

**ARTICLE 17**  
**SICK LEAVE AND BEREAVEMENT LEAVE**

Section 1. Officers shall be eligible for paid sick leave after 30 days of service with the Employer. Officers who commenced employment prior to July 1, 1985, shall earn sick leave as of their date of hire in accordance with the following schedule:

	<u>Maximum Sick Leave Entitlement Per Year</u>
Sick Leave will be earned at the rate of 6% of all Regular Hours Paid	40 Hour Workweek: 124.8 Hours (15.6 days)

Officers who commence employment on or after July 1, 1985 shall earn sick leave as of their date of hire in accordance with the following schedule:

	<u>Maximum Sick Leave Entitlement Per Year</u>
Sick Leave will be earned at the rate of 5% of all Regular Hours Paid	40 Hour Workweek: 104 Hours (13 days)

Regular Hours Paid as used in this Article include all hours paid except overtime, standby time, call-time, and full-time out-service training. Work-related disability time shall be included in regular hours paid as provided in Article 18, Section 3.

Section 2. Officers shall earn sick leave from their date of hire and may accumulate sick leave up to a maximum of 335 days (2680 hours).

Section 3. A doctor's certificate is required for an absence from work due to sickness for three or more consecutive days. For absences of less than three days, a doctor's certificate may be required where in the opinion of the Employer, the officer has been abusing the sick leave privilege.

The total circumstances of an officer's use of sick leave rather than a numerical formula shall be the basis upon which the Employer's final determination is made that the officer is abusing sick leave.

Section 4. Where sickness in the immediate family requires the officer's absence from work, officers may use not more than five (5) days of such sick leave entitlement in each calendar year for that purpose. Immediate family is defined as the following persons: husband, wife, child or parent of the officer. The Employer may require proof of such family sickness in accordance with Section 3 above.



Section 5. Effective March 18, 2000, where a family member's serious health condition requires the officer's absence from work beyond 20 days (160 hours) in a calendar year, permanent full-time officers with at least one year of service may use accrued sick leave, in addition to that provided by Section 4 above.

a. Officers who meet the eligibility criteria in b. through e. below may use accrued sick leave in accordance with the following schedule:

**Leave Service Credit**

Over 1 year to 3 years  
Over 3 years to 15 years  
Over 15 years to 25 years  
Over 25 years

**Sick Family Allowance**

Up to 56 additional hours (7 days)  
Up to 120 additional hours (15 days)  
Up to 160 additional hours (20 days)  
Up to 208 additional hours (26 days)

b. During the initial 20 days (160 hours) of absence, paid annual and personal leave and/or unpaid leave shall be used and may include leave provided under Section 4 above. The additional sick family leave allowance must be used prospectively, and may not be retroactively charged for any of the initial 20 days (160 hours). A separate 20 day (160 hour) requirement must be met for each different serious health condition and/or family member and for each calendar year, even if not all of the additional days were used during the previous calendar year.

c. The initial 20 days (160 hours) of absence may be accumulated and the additional leave may be used on an intermittent basis.

d. Proof of the family member's serious health condition as defined by the Family and Medical Leave Act must be provided on the Commonwealth's Serious Health Condition Certification form. Proof may be required for each absence during the 20 day (160 hour) period and subsequent additional sick family leave period.

e. Family member for the purposes of this Section is defined as the following persons: husband, wife, child, step-child, or parent of the officer or any other person qualifying as a dependent under IRS eligibility criteria.

Section 6. Officers may use up to five days of sick leave for the death of a spouse, parent, step-parent, child, or step-child and up to three days of such leave may be used for the death of a brother, sister, grandparent, grandchild, son- or daughter-in-law, brother- or sister-in-law, parent-in-law, grandparent-in-law, aunt, uncle, or any relative residing in the officer's household.

Section 7. a. Officers who retire shall be paid for their accumulated unused sick leave in accordance with the schedule below if they retire under the conditions set forth in Subsections (1), (2) or (3):

Days Available at Retirement	Percentage	Buyout
0-100	35%	maximum of 35 days
101-200	40%	maximum of 80 days
201-300	50%	maximum of 150 days
Over 300	100% of days over 300	maximum of 45 days

- (1) Superannuation retirement with at least five (5) years of credited service in the State and/or Public School Retirement Systems, or
- (2) Disability retirement, which requires at least five years of credited service in the State and/or Public School Retirement Systems, or
- (3) Other retirement with at least twenty-five (25) years of credited service in the State and/or Public School Retirement Systems.

b. Officers shall not be paid for part days of accumulated sick leave.

c. None of the benefits provided for in this Article are to be construed as payable as a death benefit.

d. No payments under this Section shall be construed to add to the credited service of the retiring officer or to the retirement covered compensation of the officer.

Section 8. The provisions of Section 1 of this Article shall not apply to temporary officers unless such officers have worked 750 regular hours by the end of the last full pay period in each calendar year. It is understood that this Section does not apply to a furloughed officer who, during the recall period, returns to the Employer's payroll in a temporary capacity.

Section 9. Officers on leave without pay to attend official FOP conventions or conferences in accordance with Article 14, Section 3, shall have that time included in regular hours paid for the purpose of earning sick leave entitlement in accordance with Section 1 above.

Section 10. Permanent officers who have one or more years of service since their last date of hire may anticipate sick leave to which they become entitled during the then current calendar year unless the Employer has reason to believe that the officer has been abusing leave privileges. Permanent officers with less than one year of service since their last date of hire may not anticipate sick leave.

Section 11. For the purpose of this Article, the calendar year shall be defined as beginning with the officer's first full pay period commencing on or after January 1 and continuing through the end of the officer's pay period that includes December 31.

## **ARTICLE 18 WORK-RELATED INJURIES**

Section 1. An officer who sustains a work-related injury, during the period of this Agreement, as the result of which the officer is disabled, if so determined by a decision issued under the operation of the Workers' Compensation Program, shall be entitled to work-related disability leave. Work-related disability leave is a leave of absence for which the officer will be paid full pay reduced by an amount that yields a net pay, including workers' compensation and social security disability benefits, that is equal to the officer's net pay immediately prior to the injury. Net pay prior to injury is defined as gross base pay minus federal, state, and local withholding and social security and retirement contributions. Work-related disability leave shall be payable for an aggregate of 12 months or for the duration of the disability, whichever is the lesser. In no case, however, will the aggregate of 12 months extend beyond three years from the date the injury occurred.

Section 2. There shall be no reduction in credited service under the State Employees' Retirement Code during the period of time that the officer is on work-related disability leave.

Section 3. An officer who qualifies for work-related disability leave shall not be entitled to use sick, annual or personal leave during the period of eligibility. An officer who sustains a work-related injury during the period of this Agreement shall earn sick leave and annual leave on 34% of the work-related disability leave hours used. Personal leave shall not be earned during work-related disability leave.

Section 4. At the expiration of the period of eligibility, if an officer continues to receive workers' compensation, the officer may elect to continue the amount of pay provided in Section 1 by using accumulated sick leave. Except as provided herein, sick leave or other paid leave may not be used when workers' compensation is payable.

An officer who does not elect to use accumulated sick leave at the expiration of the period of eligibility as provided above, will be placed on leave without pay in accordance with Section 7 below and will not be entitled to receive state-paid benefits. The officer election to use or not use sick leave under this Section cannot be changed more than once.

a. One full day of sick leave will be charged for each day that the amount of pay provided in Section 1 continues. Officers will not be permitted to use partial sick days.

b. Effective with covered injuries that occur on/after March 10, 2000, if the officer elects to use accumulated sick leave to continue the amount of pay provided in Section 1, one-half day (4 hours) of sick leave will be charged for each day that one-half day (4 hours) or less of sick leave is used to provide the amount of pay in Section 1; one full day (8 hours) of sick leave will be charged for each day that more than one-half day (4 hours) of sick leave is used in order to provide the amount of pay in Section 1.

Section 5. An officer is required to refund to the Employer the amount of overpayment of pay if an overpayment results because a claim denial is issued under the operation of the Workers' Compensation Program. In no case shall an officer be entitled to full pay and workers' compensation and/or social security for the period of eligibility. The Employer shall recover any amount in excess of the officer's work-related disability leave amount. Failure to apply for or report social security or other applicable disability benefits to the Employer will result in the termination of work-related disability leave.

Section 6. State-paid coverage for life insurance and for hospital and medical insurance under the hospital, medical/surgical and major medical health coverage Plan as provided in Articles 23 and 24, will continue for the period of time that the officer is on work-related disability leave under Section 1 and using sick leave after the expiration of the period of eligibility in accordance with Section 4.

Section 7. An officer has the right to return to a position in the same or equivalent classification held before being disabled, for a period of up to three years from the date the injury occurred provided the officer is fully capable of performing the duties of that position, subject to the furlough provisions of Article 28, Seniority. This guarantee expires if the disability ceases prior to the expiration of the three year period and the officer does not return to work immediately or if the officer retires or otherwise terminates employment. During the period of time between the end of the work-related disability leave and the end of the guarantee in this Section, the officer will be on leave without pay unless the officer is using sick leave in accordance with Section 4 of this Article.

Section 8. The compensation for disability retirement arising out of work-related injuries shall be 70% of the final average salary less workers' compensation and Federal Social Security benefits.

Section 9. This Article shall not be applicable to officers whose injuries are within the scope of either Act 193 of 1935, P.L. 477, as amended.

## **ARTICLE 19 CIVIL LEAVE**

Section 1. The Employer recognizes the responsibility of its officers to fulfill their civic duties as jurors and witnesses in court proceedings. The Employer agrees therefore to grant civil leave with pay to permanent officers:

- a. Who have not volunteered for jury duty and are called for jury duty  
  
or
- b. Who are not a party in a civil or criminal court proceeding but are subpoenaed as a witness to attend such a court proceeding.

Civil leave shall be granted for the period of time (including reasonable travel time) when the officer's regularly scheduled work is in conflict with the required court attendance time. An officer shall be eligible to receive a maximum of one (1) day's pay at their regular straight time rate (One (1) full shift) for each day of required court attendance.

If an officer works a second or third shift and their hours of work are not in conflict with the required court attendance time, the officer shall be granted civil leave equal to the required court attendance time plus reasonable travel time up to a full shift for each day of the required court attendance during either their regular shift immediately preceding or subsequent to the court appearance.

Evidence of such civil duty in the form of a subpoena or other written notification shall be presented to the officer's immediate supervisor as far in advance as possible.

Section 2. Permanent officers who are subpoenaed as witnesses in the following administrative hearings shall be granted leave with pay while attending such hearings: Unemployment Compensation Board of Review Referee, Workers' Compensation Judge, Workers' Compensation Appeal Board, State Civil Service Commission, and Pennsylvania Human Relations Commission. This Section does not apply to officers who are subpoenaed to testify as a result of actions taken by them while performing their duties as a Police Officer.

Evidence of such duty in the form of a subpoena or other written notification shall be presented to the officer's immediate supervisor as far in advance as practicable.

Section 3. The term "court" as used in this Article is intended to mean only the following courts: Minor Judiciary Court, Courts of Common Pleas, Commonwealth Court and the United States District Court.

Section 4. a. Permanent officers, while performing fire-fighting duties, civil air patrol activities or emergency management rescue work during a fire, flood, hurricane or other disaster, may be granted leave with pay.

b. Volunteer participation in firefighting activities, civil air patrol activities or emergency management rescue work shall require prior approval of the agency head. Officers absent from work for reasons under Subsection a. of this Section shall be required to obtain a written statement from the

fire company, forest unit, emergency management agency, or other organization with which they served certifying as to their activities during the period of absence.

## **ARTICLE 20 MILITARY LEAVE**

Officers shall be eligible for military leave as provided as follows:

### Section 1. Military Leave

a. All permanent officers of the Commonwealth who are members of reserve components of the Armed Forces of the United States or members of the Pennsylvania National Guard shall be entitled to military leave with compensation for all types of training duty ordered or authorized by the Armed Forces of the United States. Such training duty may either be active or inactive duty training and shall include but is not limited to:

- (1) Annual active duty for training
- (2) Attendance at service schools
- (3) Basic training
- (4) Short tours of active duty for special projects
- (5) Attendance at military conferences and participation in any command post exercise or maneuver which is separate from annual active duty for training or inactive duty training.

b. For military training duty as provided for in Subsection a. of this Section, the maximum military leave with compensation is 15 working days per calendar year.

c. The rate of compensation for a military leave day shall be the officer's regular rate of compensation for the officer's regular classification.

d. Military leaves with compensation shall also be granted to members of the Pennsylvania National Guard on all working days during which, as members of the Pennsylvania National Guard, they shall be engaged in the active service of the Commonwealth as ordered by the Governor when an emergency in the Commonwealth occurs or is threatened, or when tumult, riot or disaster shall exist or is imminent.

Section 2.      General

a.      Officers of the Commonwealth who leave their jobs for the performance of duty, voluntarily or involuntarily, in any branch of the Armed Forces of the United States, any of its Reserve components or any of its National Guard components, or the commissioned corps of the Public Health Service for the purpose of training or service must be granted military leave without pay. The provisions of Section 2 through Section 5 are consistent with Chapter 43, Part III, of Title 38 United States Code and Military Code, 51 Pa. C.S. §7301 et seq.

b.      Officers who are on military leave without pay shall have their duties performed either by remaining employees and their positions kept vacant or by temporary substitutes.

Section 3.      Granting, Duration and Expiration

a.      Military leave without pay must be granted for the following military services:

- (1)      For all active duty (including full-time National Guard duty).
- (2)      For initial active duty for training.
- (3)      For other active or inactive military training duty. Officers who volunteer for additional duty not required as part of routine training shall provide four weeks notice if possible to their immediate supervisor prior to the commencement of such duty. If the officer receives less than four weeks notice, the officer shall notify their supervisor as soon as possible.

b.      Military leave without pay is available for five years plus any involuntary service during wartime or national emergency. The five years is cumulative throughout employment with the Commonwealth.

c.      Military leave without pay shall expire:

- (1)      For periods of more than 180 days, no more than 90 days after the completion of the service.
- (2)      For periods of service of more than 30 days but less than 181 days, no more than 14 days after the completion of the service.
- (3)      For periods of service that were less than 31 days, the first full regularly scheduled work period following the period of service or up to eight hours after an opportunity to return from the place of service to the employee's home.
- (4)      For periods of hospitalization or convalescence from illness or injury incurred during the period of service, up to two years after the period of service or when recovered, whichever occurs sooner.

- (5) For circumstances beyond an employee's control, the above periods may be extended upon demonstration of such circumstance.

#### Section 4. Re-employment

Officers have the right to return to employment at the time of or prior to the expiration of military leave upon notifying the agency head of the desire and availability to return to Commonwealth service, provided the following are met:

- a. The employee is capable of performing the essential functions of the position.
- b. For temporary employees, the temporary position has not yet expired.
- c. For periods of service delineated in Section 3 (c) (1) and (4), written application for reemployment is provided to the agency head.

#### Section 5. Seniority Rights

An officer who returns to employment at the time of or prior to the expiration of military leave shall be given such status in employment as would have been enjoyed if employment had been continuous from the time of entrance into the Armed Forces.

#### Section 6. Retirement Rights

Officers who are granted military leaves may, under conditions provided in the Military Code (51 Pa. C.S. 7306) and Chapter 43, Part III of Title 38, United States Code, and in accordance with procedures prescribed by the State Employees' Retirement Board and the Public School Employees' Retirement Board, choose either to continue or discontinue making regular payments into their retirement accounts.

#### Section 7. Loss of Benefits

Officers who are separated from the service by a discharge under other than honorable conditions, bad conduct, or dishonorable discharge shall not be entitled to any of the benefits of Section 2 through Section 8 of the Article (relating to military leaves without pay) except such vested rights as they may have acquired thereto by virtue of payments made into their retirement accounts.

#### Section 8. Physical Examination

Officers shall be granted one day's leave with pay for the purpose of undergoing any physical examination that may be required in connection with entering the Armed Forces. An extension of such paid leave, not exceeding two additional days, may be approved by the agency if the officer certified in writing that more than one day is required to complete the examination.



Section 9. For the purpose of this Article, the calendar year shall be defined as beginning with the officer's first full pay period commencing on or after January 1 and continuing through the end of the officer's pay period that includes December 31.

## **ARTICLE 21 PARENTAL LEAVE**

Officers shall be eligible for parental leave as provided as follows:

### Section 1. General

All permanent officers of the Employer who become parents through childbirth or formal adoption or placement of a child with an officer for foster care shall be granted parental leave upon request.

### Section 2. Granting Leave

a. An officer shall submit written notification to the immediate supervisor stating the anticipated duration of the leave at least two weeks in advance if circumstances permit. Such leaves shall be granted for a period of time not to exceed six (6) months. Upon the request of the officer and at the discretion of the agency head, parental leaves may be extended or renewed for a period not to exceed twelve (12) months. Parental leaves shall begin whenever officers request; and may be used prior to the date of custody or placement when required for adoption or placement to proceed. No unpaid parental leave shall be granted beyond one year from the date of birth, of assuming custody of an adopted child or of placement of a foster child.

b. In no case shall the officer be required to leave prior to childbirth unless she can no longer satisfactorily perform the duties of her position.

c. While an officer is on parental leave, the duties of their position shall either be performed by remaining staff and the position kept vacant or they shall be performed by a substitute employee.

### Section 3. Re-employment

a. An officer shall have the right to return to the same position in the same classification held before going on childbirth leave, or to an equivalent position with regard to pay and skill.

b. The officer's anniversary date shall be extended in accordance with the Commonwealth's Personnel Rules (relating to leave without pay).

Section 4. Seniority Rights

Upon return from parental leave, an officer shall retain all seniority and pension rights that had accrued up to the time of leave, but these rights shall not accrue during the approved parental leave without pay.

Section 5. Annual, Personal and Sick Leave

An officer is entitled to use accrued sick leave for the period that she is unable to work as certified by a physician. An officer may use all accrued annual and/or personal leave at any time before, during or after parental leave. Unused leave shall be carried over until the officer returns. An officer shall not earn annual, personal and sick leave while on parental leave without pay. Paid leave is not to be included when calculating the six month entitlement.

Section 6. Guidelines

Guidelines established by the Secretary of Administration regarding parental leave are published through the Directives Management System (Reference Management Directive 530.2). Guidelines regarding state-paid benefits while on parental leave are published through the Directives Management System (Reference Management Directive 530.4).

Section 7. It is understood by both parties that the provisions of this Article are consistent with the Pennsylvania Human Relations Act 43 P.S. Section 951 et seq. and the Family and Medical Leave Act of 1993, 29 USC Section 2601 et seq. and that leave granted in accordance with the provisions of this Article shall be designated as leave under the provisions of the Family and Medical Leave Act of 1993.

**ARTICLE 22**  
**FAMILY CARE LEAVE**

Section 1. After completing one year of service, permanent officers shall be granted, upon written request, up to 12 weeks of leave without pay in a calendar year for the purpose of attending to the medical needs of a spouse, parent, son or daughter or other person qualifying as a dependent. The one year of service will include all periods of Commonwealth service provided the employee has worked at least 1250 hours within the last 12 months.

Leave for this purpose may be taken one day at a time if necessary. Leave shall be approved for less than one day at a time when medically necessary due to a serious health condition as defined in the Family and Medical Leave Act of 1993.

The request, which shall be submitted at least two weeks in advance if circumstances permit, must include documentation supporting the need for Family Care Leave.

Section 2. State-paid coverage for life insurance and for health benefits as provided in Articles 23 and 24 will continue for the period of time the officer is on family care leave under Section 1 of this Article.

Section 3. It is understood that the twelve week entitlement under Section 1 above may not be extended.

Section 4. Officers will not be required to use accumulated annual and/or personal leave prior to taking family care leave without pay.

Section 5. An officer shall have the right to return to the same position in the same classification held before going on Family Care Leave, or to an equivalent position with regard to pay and skill.

Section 6. For the purpose of this Article, parent shall be defined as the biological parent of the officer or an individual who stood in loco parentis to an officer when the officer was a son or daughter.

For the purpose of this Article, son or daughter shall be defined as a biological, adopted, or foster child, a step-child, a legal ward, or a child of a person standing in loco parentis who is

(a) under 18 years of age; or

(b) 18 years of age or older and incapable of self-care because of a mental or physical disability.

Section 7. It is understood by both parties that the provisions of this Article are consistent with the Family and Medical Leave Act of 1993, 29 USC Section 2601 et seq. and that leave granted in accordance with this Article shall be designated as leave under the provisions of the Act.

Section 8. For the purpose of this Article, the calendar year shall be defined as beginning with the officer's first full pay period commencing on or after January 1 and continuing through the end of the officer's pay period that includes December 31.

## **ARTICLE 23 LIFE INSURANCE**

Section 1. The Employer shall continue to assume the entire cost of the insurance coverage for eligible officers as set forth in the currently existing life insurance plan as modified by Section 2. The amount of insurance is based on the officer's annual pay rate in effect on the preceding January 1, rounded to the nearest \$1,000, but not to exceed \$40,000. The amount will be reduced to 65% on the date the insured individual reaches age 70 and to 50% on the date the insured individual reaches age 75.

Section 2. a. Permanent officers who are granted sick leave without pay, parental leave without pay or family care leave without pay will continue to receive 100% state-paid coverage under the current life insurance plan for up to six months. Officers who are on leave without pay for longer than six months may remain in the program for an additional six month period by paying the entire premium.

b. Those permanent officers who are placed on suspension or who are granted leave without pay for any reason other than sickness, parental or family care leave for longer than one full pay period may remain in the program for up to one year by paying the entire premium.

Section 3. The Employer shall continue to provide each officer who is covered under the currently existing life insurance plan with fully paid accidental death benefits for work-related accidental deaths. The amount of coverage is \$10,000, unless the surviving spouse or minor children are entitled to benefits under Act 101 of 1976.

## **ARTICLE 24 HEALTH BENEFITS**

Section 1. Pennsylvania Employees Benefit Trust Fund

a. A jointly, administered, multi-union, Health and Welfare Fund has been established under the provisions of an Agreement and Declaration of Trust executed by and between Council 13, American Federation of State, County and Municipal Employees, AFL-CIO, and the Employer, and executed by the trustees. This jointly administered Fund is known as the Pennsylvania Employees Benefit Trust Fund (hereinafter Fund). The Fund shall conform to all existing and future Federal and Commonwealth statutes applicable to and controlling such Health and Welfare Fund. Said Agreement and Declaration of Trust shall provide for equal representation on the Board of Trustees appointed by the unions and the Employer. In addition, the Agreement and Declaration of Trust will allow the Fund to provide benefits to management level and retired officers/employees, as well as employees represented by other unions and other Employers in the Commonwealth of Pennsylvania.

b. The Board of Trustees of the Fund shall determine, in their discretion and within the terms of this Agreement and the Agreement and Declaration of Trust, the extent and level of such hospital, medical/surgical and major medical health coverage, supplemental benefits and other benefits to be extended by the Fund.

c. The Employer shall contribute to the Fund the amounts indicated below on behalf of each permanent full-time officer eligible for benefits and covered by this Agreement:

July 1, 1999 - June 30, 2003:  
\$190.00 biweekly per officer

The parties agree that during the third year of the Agreement, the Employer will stop the above referenced \$190.00 biweekly per officer contributions for two (2) pay periods. The Employer, at its sole discretion, will determine for which two (2) pay periods the contributions will cease.

d. The Employer shall make aggregate payments of contributions together with an itemized statement to the Fund within one month from the end of the month in which the contributions were collected.

e. All benefits extended by the Fund must be designed to be excludable from the "regular rate" definition of the Fair Labor Standards Act, unless hereinafter required by federal law to be included.

f. No dispute over eligibility for benefits or over a claim for any benefits extended by the Fund shall be subject to the grievance procedure established in any collective bargaining agreement.

g. It is expressly agreed and understood that the Employer does not accept, nor is the Employer to be charged with hereby any responsibility in any manner connected with the determination of liability to any officers claiming under any of the benefits extended by the Fund. It is expressly agreed that the Employer's liability, in any and every event, with respect to benefits extended by the Fund shall be limited to the contributions indicated under Subsection c. above.

Section 2. The provisions of Sections 3 through 7 shall be modified to the extent the hospital, medical/surgical and major medical health coverage and other benefits as determined and extended by the Fund and/or the Retired Employees Health Program is modified for current and/or future officers and annuitants by and through the Pennsylvania Employees Benefit Trust Fund as provided for in Section 1 of this Article.

Section 3. The Fund shall continue to provide each permanent full-time active officer with hospital, medical/surgical and major medical health coverage, a Health Maintenance Organization (HMO) Option, a Preferred Provider Organization (PPO) or health benefits delivery system and/or other benefits as determined and extended by the Fund. In addition, it shall provide dependency coverage where the dependents of the officer qualify.

Section 4. The Fund shall continue to provide each permanent part-time officer who is expected to be in an active pay status at least 50% of the time every pay period with hospital, medical/surgical and major medical health coverage and other benefits as determined and extended by the Fund. In addition, it shall provide 50% dependency coverage where the dependents of the officer qualify. Such officers shall contribute an amount determined by the Fund's trustees toward the cost of coverage.

Section 5. a. Permanent officers who are granted sick leave without pay or parental leave without pay, may continue to receive benefits as determined and extended by the Fund for up to six months. Permanent officers who are granted family care leave may continue to receive benefits as determined and extended by the Fund for up to 12 weeks.

b. Except as provided in c. below, permanent part-time officers and those permanent full-time officers who are placed on suspension or who are granted leave without pay for any reason other than sickness, parental leave, or family care leave for longer than one full pay period or who are on leave without pay longer than the applicable period specified in a. above, will be permitted to continue coverage on a direct pay basis at a rate to be determined by the Fund but no greater than the COBRA rate.

c. Permanent full-time officers and permanent part-time officers who are eligible for benefits and who are placed on suspension will continue to receive mental health and substance abuse benefits as determined and extended by the Fund during the period of the suspension.

d. The Employer shall continue to make full contributions to the Fund for permanent full-time officers for the period of time for which they are entitled to benefits under Section 5.a., and 50% contributions for permanent part-time officers for the period of time for which they are entitled to benefits under Section 5.a.

Section 6. a. The Employer shall allow each individual who was eligible as an active officer under the hospital, medical/surgical and major medical health plan or an HMO, PPO or similar health benefits delivery system to elect coverage upon retirement under the Retired Employees Health Program. In addition, dependency coverage shall be allowed where the dependents of the annuitant qualify under such Program.

Annuitants who are eligible to enroll in Medicare Part B will not receive benefits through the Retired Employees Health Program for benefits which are provided by Medicare Part B.

The Employer shall continue to pay the cost of coverage under the Retired Employees Health Program, as that Program is developed and administered in a cost effective and beneficial manner by the Fund, subject only to the prior approval of the Office of Administration and in accordance with the terms and conditions of the Retired Employees Health Program Participation Agreement between the Employer and the Fund.

b. The Employer shall continue to pay the entire cost of coverage for annuitants who retire under (1), (2), (3), (4) or (5) below and who have elected coverage under the Retired Employees Health Program.

- (1) Retirement at or after superannuation age with at least 15 years of credited service, in the State and/or Public School Retirement Systems, except that:
  - (a) an officer who leaves State employment prior to superannuation age and subsequently retires at or after superannuation age must have 25 years of credited service in the State and/or Public School Retirement Systems,
  - (b) an officer who is furloughed prior to superannuation age and subsequently retires at or after superannuation age during the recall period must have 15 or more years of credited service in the State and/or Public School Retirement Systems,

- (c) an officer who leaves State employment prior to superannuation age and is subsequently rehired and then retires at or after superannuation age must have 15 or more years of credited service in the State and/or Public School Retirement Systems with at least three years of credited service from the most recent date of reemployment. However, if the departure from State employment was due to furlough and the officer returns during the recall period, this three year requirement will not apply. If the officer had qualified, other than through disability retirement, for Employer paid coverage in the Retired Employees Health Program prior to the most recent rehire period, this three year requirement will not apply.
  - (d) an officer who leaves State employment subsequent to superannuation age and is subsequently rehired and then retires must have 15 or more years of credited service in the State and/or Public School Retirement Systems with at least three years of credited service from the most recent date of reemployment. However, if the departure from State employment was due to furlough and the officer returns during the recall period, this three year requirement will not apply. If the officer had qualified, other than through disability retirement, for Employer paid coverage in the Retired Employees Health Program prior to the most recent rehire period, this three year requirement will not apply.
- (2) Disability retirement, which requires at least five years of credited service in the State and/or Public School Retirement Systems, except that, if an officer had previously qualified based on an approved disability retirement, then returns and retires under a normal or early retirement, he or she must retire at or after superannuation age with 15 or more years of credited service in the State and/or Public School Retirement Systems, or 25 years of credited service in the State and/or Public School Retirement Systems.
  - (3) Other retirement, with at least 25 years of credited service in the State and/or Public School Retirement Systems except that an officer who leaves State employment, is subsequently rehired and retires must have at least 25 years of credited service in the State and/or Public School Retirement Systems with at least three years of credited service from the most recent date of reemployment. However, if the departure from State employment was due to furlough and the officer returns during the recall period, this three year requirement will not apply. If the officer had qualified, other than through disability retirement, for Employer paid coverage in the Retired Employees Health Program, prior to the most recent rehire period, this three year requirement will not apply.
  - (4) Retirement at age 50 with at least 20 years of service in positions included within this bargaining unit.

- (5) All officers who are age 50 or over on March 1, 1994 and also have at least five years of credited service under the Retirement Code, whether it has been purchased as of that date or eligible to be purchased as of that date, will be "grandfathered in" and the total years of service requirement for fully state-paid REHP coverage for those officers will be ten years of credited service rather than fifteen. The three-year rehire rule will not apply to such officers.

Section 7. If an officer is killed in the line of duty, the Fund will continue to provide hospital, medical/surgical and major medical health coverage, HMO, PPO or other health benefits delivery system to the spouse and eligible dependents of the officer until the spouse remarries or becomes eligible for coverage under another Employer's health plan. Annual certification of non-coverage will be required.

The hospital, medical/surgical and major medical health plan, HMO, PPO or other health benefits delivery system will be converted to the Retired Employees Health Program at the time when the officer would have reached age 50.

## **ARTICLE 25 CLASSIFICATION**

Section 1. The position classification plan, as established and maintained by the Employer, consists of a schedule of classification titles with classification specifications for each classification which define and describe representative duties and responsibilities and set forth the minimum requirements and qualifications essential to the work of the classification. If officers consider their permanent position to be improperly classified, officers may process an appeal for a reallocation of their position through the grievance procedure as set forth in this Agreement, except that Step 4, Arbitration, shall be advisory only as to the Employer as set forth in Section 2 of this Article.

When officers submit a grievance in Step 1, they shall attach to the grievance a description of the job on a properly completed OA-370. Employer determinations prior to Step 3 can be reversed by the Office of Administration.

If a determination is made by the Employer in the course of an officer appeal that a position should be upgraded, the officer shall be promoted retroactively to the date the grievance was filed in writing.

If a final determination is made by the Employer in the course of an officer appeal or an Employer-initiated classification review that a position should be downgraded, the officer shall be demoted to the proper classification and pay range without any reduction in salary.



Section 2. The FOP, in response to an unfavorable decision at Step 3, may submit classification appeals to advisory arbitration. Such appeals will be reviewed by a panel which shall consist of three (3) members; one member appointed by the Employer, one member appointed by the FOP, and a third member selected by the parties jointly from a list of five names to be mutually agreed upon by the Employer and the FOP. The third member shall not be affiliated, directly or indirectly, with any labor organization or be an employee of the Commonwealth and must be knowledgeable in the field of position classification.

The panel shall neither add to, subtract from, nor modify the provisions of this Article nor recommend any alterations or revisions to the Commonwealth's classification and compensation plans. The panel shall be confined to deciding the proper classification in the then existing classification plan for the position in dispute.

The findings of the panel shall be submitted to the parties within thirty (30) days after the hearing or receipt of transcript when taken. The determination of the panel shall be advisory only as to the Employer.

The panel shall meet as necessary for the purpose of hearing appeals under this Section.

Section 3. Management recognizes that the primary duty and responsibility of an officer in this unit is police or police-related as set forth in the class specifications and job descriptions established by the Employer. The FOP recognizes the right of the Employer to direct its working forces, which includes the assignment of work to individual officers, and it further recognizes that such assignments may include work outside an officer's classification. However, it is understood that assignments outside of classification shall be made in a manner consistent with the Employer's operations and organizational requirements.

Whenever an officer temporarily is charged to perform in general the duties and responsibilities of a higher classification that are separate and distinct from those of the officer's own classification for a period of any five (5) full cumulative days in a calendar quarter, the officer shall be compensated, retroactive to the time the assignment took place, the difference between the officer's regular rate of pay and the rate the officer would have been paid had the officer been promoted to that classification. (Effective March 10, 2000, for purposes of meeting the "five full cumulative days" threshold under this Section, a full day shall be a work day in which at least 6 hours of the officer's scheduled work hours are spent working in the higher classification.) An officer while temporarily working and being paid in a higher class will also be paid at the higher rate for a holiday provided the officer is charged to perform the higher level duties on the scheduled workday immediately before and immediately after such holiday and is paid at the higher rate on those days. The holiday shall not count toward the requirement for five (5) full cumulative days in a quarter. (Effective March 10, 2000, the preceding sentence shall be deleted.) Once the requirement for the five full cumulative day threshold has been met, payment will be included in the biweekly paycheck. If the position is filled permanently by other than the person temporarily filling the position, the person temporarily assigned shall be returned to their previous position and compensation, but shall receive any increments and service credits for such increments to which they would have been entitled had they remained in their normal assignment. An officer or officers

shall not be temporarily assigned to perform in general the duties and responsibilities of a higher classification for more than nine (9) continuous months or the length of the leave of absence of the officer being replaced, whichever is greater.

In addition, if the Employer assigns an officer on a temporary basis to a lower classification or if an officer temporarily performs some duties and functions assigned to a lower classification, the person so assigned shall receive the compensation of the higher level to which the officer is regularly assigned. The Employer, however, at any individual work site shall make such assignments on a non-discriminatory basis so as to equalize the same among the officers within the classification from which assignments are made, so long as such equalization does not interfere with efficient operating procedures.

Grievances arising from the provisions of this Section shall be submitted in writing and the officer shall include the dates on which the alleged out of class work occurred and a description of the alleged higher level work performed.

Grievances arising from the provisions of this Section may be processed through an arbitration panel consisting of one FOP staff member, one staff member of the Employer, and one permanent arbitrator jointly selected by the parties who is knowledgeable in the field of position classification.

Section 4. Under Sections 2 and 3 above, all fees and expenses of the arbitrator shall be divided equally between the parties except where one of the parties of this Agreement request a postponement of a previously scheduled arbitration meeting which results in a postponement charge. The postponing party shall pay such charge unless such postponement results in a settlement of the appeal in which event the postponement charge shall be divided equally by the parties. Each party shall bear the costs of preparing and presenting its own case. Either party desiring a record of the proceedings shall pay for the record and make a copy available without charge to the arbitrator.

Section 5. The Employer shall notify the FOP of class specification and pay range revisions to all classes that are presently in this bargaining unit and of class specifications and pay ranges of proposed classes that the Employer may reasonably anticipate will be placed in this bargaining unit, prior to the submission of these changes to the Executive Board of the Commonwealth. The FOP will submit acknowledgement of the receipt of the proposed changes and its comments, in writing, to the Employer within fifteen (15) working days of receipt of the notification. If written comments are not received from the FOP within fifteen (15) working days, the Employer will contact the FOP, by telephone, before submitting the proposals to the Executive Board. Reasonable written requests by the FOP for time extensions will be granted.

**ARTICLE 26**  
**DISCHARGE, DEMOTION, SUSPENSION AND DISCIPLINE**

Section 1. The Employer shall not demote, suspend, discharge or take any disciplinary action against an officer without just cause. An officer may appeal a disciplinary demotion, suspension, or discharge beginning at the second step of the grievance procedure, within 15 working days of the date of its occurrence, and subject to any conditions set forth in the grievance procedure under Article 27. The FOP shall be notified promptly of any disciplinary demotion, suspension or discharge. The failure of the Employer to comply with the preceding notification requirements will not affect the validity of the action, but will suspend the time period set forth in Step 2 of Section 2 of Article 27, Grievances & Arbitration, until the notification is sent.

Section 2. Any action instituted under Section 1 of this Article shall be implemented within a reasonable period of time after the event giving rise to such disciplinary action or knowledge thereof.

Section 3. The provisions of this Article shall not apply during the initial 12 months of probationary employment. Periods of leave without pay and work-related disability leave shall not count toward the 12-month probationary period. Probationary periods can be extended upon agreement of the Commonwealth and FOP and will be automatically requested if mandatory training is not completed.

Section 4. The Employer will attempt to discipline officers in such a manner so as not to embarrass the officer before the public or other officers. It must be kept in mind, however, that where insubordination or flouting of authority by an officer in public and in the presence of other officers takes place, the Employer shall not be restricted by the operation of this Section.

**ARTICLE 27**  
**GRIEVANCES AND ARBITRATION**

Section 1. Where an officer has the right to process a grievance through either the procedure provided herein or through the Pennsylvania Civil Service Commission and files an appeal with the Commission, either the contract grievance procedure shall cease, if the officer has submitted a contract grievance, or the officer shall not be entitled to institute proceedings under the contract grievance procedure. If the appeal to the Commission is withdrawn by the officer or not accepted by the Commission within 15 working days of the date of the occurrence of the action giving rise to the grievance, the processing of a contract grievance filed within the time limits set forth in Section 2 shall be permitted.

Section 2. Any grievance or dispute which may arise concerning the application, meaning or interpretation of this Agreement shall be settled in the following manner:

**STEP 1.** The officer either alone or accompanied by the FOP representative or the FOP where entitled, shall present the grievance to the Director of the Bureau of Police and Safety or his/her designee within 15 working days of the occurrence or when the employee knew or by reasonable diligence should have known of its occurrence. The Director or a designated representative shall respond in writing to the officer and the FOP representative within 15 working days after receipt of the appeal.

**STEP 2.** An appeal from an unfavorable decision at Step 1 shall be presented by the officer or FOP representative to the Secretary of General Services within 10 working days after the response from Step 1 is due. The Secretary of General Services or a designated representative, shall respond in writing to the officer and FOP representative within 15 working days after receipt of the appeal. (This Step and paragraph shall be deleted effective March 10, 2000.)

**STEP 3 .** a. In the event the grievance has not been satisfactorily resolved in Step 2, written appeal may be made by the officer or FOP representative within 10 working days of the Step 2 decision to the Bureau of Labor Relations, Office of Administration, and shall contain a copy of the Step 1 and Step 2 decisions. The Bureau of Labor Relations, Office of Administration, shall issue a decision in writing to the FOP within 12 working days after receipt of the appeal.

b. Effective March 10, 2000, this Step shall become Step 2 and Subsection a. shall be replaced by the following: In the event the grievance has not been satisfactorily resolved in Step 1, a written appeal shall be submitted by the officer or FOP to the Office of Administration, Bureau of Labor Relations. The written appeal shall be made and postmarked within (15) working days of the Director's Step 1 written decision. The written appeal to Step 2 shall contain a copy of the grievance and a copy of the Step 1 decision. A copy will also be sent to the FOP President.

Upon receipt of the grievance at Step 2, either the representatives from the Bureau of Labor Relations or the FOP Grievance Board Chairman shall schedule a Grievance Committee meeting consisting of members from the Employer (no more than three) and the FOP Grievance Board (no more than three). The joint committee shall meet at least one day every other month unless the parties mutually agree otherwise. The Grievance Committee shall meet for the purpose of reviewing the grievances previously denied at Step 1 and appealed to Step 2 and matters of seniority addressed in Article 28 Seniority, Section 13 and discipline grieved directly to Step 2. A list of grievances to be discussed shall be sent to the Bureau of Labor Relations representatives and the Director of Personnel under the Secretary of General Services by the FOP Grievance Board Chairman within seven (7) working days prior to the grievance committee meeting. The FOP Grievance Board shall have the authority to settle or withdraw any grievance which does not have merit and/or does not comply with the guidelines established by the FOP.

**STEP 3.** Effective March 10, 2000, if the grievance is not satisfactorily resolved by the Grievance Committee at Step 2, the grievance may be scheduled for arbitration by the FOP Grievance Board Chairman by serving upon the Bureau of Labor Relations' representative notice, within (15) days of the Grievance Committee meeting, of its intent to proceed to arbitration.

**STEP 4.** An appeal from an unfavorable decision at Step 3 may be initiated by the FOP serving upon the Employer a notice in writing of the intent to proceed to arbitration within 15 working days after the response from Step 3 is due. Said notice shall identify the provisions of the Agreement, the department, the officer involved, and a copy of the original grievance. (This Step and Paragraph shall be deleted effective March 10, 2000.)

The arbitrator is to be selected by the parties jointly within seven working days after the notice has been given. If the parties fail to agree on an arbitrator, either party may request the Bureau of Mediation to submit a list of seven possible arbitrators.

The parties shall, within seven days of the receipt of said list, meet for the purpose of selecting the arbitrator by alternately striking one name from the list until one name remains. The Employer shall strike the first name.

Each case shall be considered on its merits and the collective bargaining agreement shall constitute the basis upon which the decision shall be rendered. The decision at Step 1 shall not be used as a precedent for any subsequent case.

The arbitrator shall neither add to, subtract from, nor modify the provisions of this Agreement. The arbitrator shall confine himself/herself to the precise issue submitted for arbitration and shall have no authority to determine any other issues not so submitted.

The decision of the arbitrator shall be final and binding on both parties, except where the decision would require an enactment of legislation, in which case it shall be binding only if such legislation is enacted. The arbitrator shall be requested to issue the decision within thirty (30) days after the hearing or receipt of the transcript of the hearing.

All of the time limits contained in this Section may be extended by mutual agreement. The granting of any extension at any step shall not be deemed to establish precedence.

All fees and expenses of the arbitrator shall be divided equally between the parties except where one of the parties of this Agreement requests a postponement of a previously scheduled arbitration meeting which results in a postponement charge. The postponing party shall pay such charge unless such postponement results in a settlement of the grievance in which event the postponement charge shall be divided equally between the parties. A postponement charge resulting from a joint postponement request shall be shared equally by the parties. Each party shall bear the costs of preparing and presenting its own case. Either party desiring a record of the proceedings shall pay for the record and make a copy available without charge to the arbitrator.

Section 3. The FOP shall furnish the Employer with the names and work locations of grievance representatives and shall notify the Employer of any changes.

A reasonable number of witnesses, when required, shall be allowed to participate in the grievance procedure.

An aggrieved officer and FOP representatives, if employees of the Employer, shall be granted reasonable time during working hours, if required, to process grievances in accordance with this Article without loss of pay or leave time.

The FOP may present grievances concerning agency-wide decisions to Step 1 within 15 working days of the date of the occurrence or the date when the FOP knew or by reasonable diligence should have known of its occurrence.

## **ARTICLE 28 SENIORITY**

Section 1. Under the terms of this Agreement, the term "seniority" means a preferred position for specific purposes which one officer within a seniority unit may have over another officer within the seniority unit because of a greater length of service within the state government or a particular organizational or occupational segment thereof.

- a. Classification seniority standing for the purpose of promotion shall be determined by the length of unbroken (as defined in Section 2) service with the Employer in the officer's current classification.
- b. Bargaining Unit seniority standing for the purpose of furlough shall be determined by the length of unbroken (as defined in Section 2) service with the Employer in classifications covered by this Agreement.
- c. Seniority credit for each officer is maintained as a total number of days. Officers will accrue seniority in accordance with the following procedure:

The number of regular hours paid each biweekly pay period plus the number of hours of Military Leave Without Pay; Leave Without Pay for FOP business in accordance with Article 14, Section 3; Leave Without Pay for work-related injuries in accordance with Article 18, Section 7; and Family Care Leave in accordance with Article 22 will be accumulated. This total number of hours will be divided by 8 and rounded up to the next higher day. The result will be added to the officer's accumulated total.

- d. Officers who served in the Armed Forces of the United States during periods of time listed below shall be responsible for providing proof of military service to their personnel officer within 60 days of their first day of work in order to receive seniority credit in accordance with the Veterans' Preference Act, 51 Pa.C.S. 7101 et seq. When the Employer determines that a furlough is necessary and there is no proof of military service in an officer's personnel file, the Employer shall not be held liable for any pay or benefits for any affected officers for a period of 30 days after the notice has been provided.

Applicable periods are as follows:

- (1) World War I - April 6, 1917-November 11, 1918
- (2) World War II - December 7, 1941-September 2, 1945
- (3) Korea - June 25, 1950-July 27, 1953
- (4) Vietnam - August 5, 1964-January 28, 1973.

Section 2. The following shall constitute a break in service: resignation, separation for just cause, retirement, absence without leave for five (5) consecutive working days, failure to report within ten (10) consecutive working days of recall, expiration of recall period, failure to report after leave and acceptance of other permanent employment while on leave. This shall not restrict the Employer's right to take whatever personnel action it deems warranted for any of the above. If service is broken by any of the above, the officer shall lose Bargaining Unit and Classification seniority. If an officer is returned within one (1) year after such break in service, the officer shall be entitled to credit for seniority purposes the time accrued up to the time break in service occurred, but shall not be entitled to any credit for the time represented by such break in service.

Section 3. Seniority lists shall be prepared for each seniority group and revised where necessary every six (6) months. Appropriate seniority dates shall be shown thereon to permit application of various seniority provisions. Such lists shall be posted on the appropriate bulletin boards.

Section 4. The Employer agrees to post all bargaining unit vacancies which are to be filled within the seniority unit at appropriate work locations for at least 15 calendar days prior to filling, unless an emergency requires a lesser period of time. Entrance level vacancies will be posted for at least five calendar days prior to filling, unless an emergency requires a lesser period of time.

Section 5. Vacancies in Capitol Police Officer (Corporal), Capitol Police Officer (Sergeant), and Capitol Police Officer (Lieutenant) classifications shall be filled in accordance with the provisions of the Pennsylvania Civil Service Act.

Section 6. When the Employer determines that a furlough is necessary within a seniority unit, officers will be furloughed in the inverse order of Bargaining Unit seniority. Officers affected by furlough who have the requisite seniority and skill and ability shall bump laterally or down in the following manner:

- a. If an officer is affected by furlough the officer shall bump down into the next lower classification within the classification series within the same geographical and organizational limitation as the seniority unit, provided the officer has more Bargaining Unit seniority than the officer with the least Bargaining Unit seniority in that classification and has the requisite skill and ability. If such a bump is not available, the officer shall bump into any other lower classification in the same classification series using the same procedure.
- b. If the affected officer is unable to bump into any position as provided in Subsection a. above, the officer shall be furloughed.
- c. Where the need for furlough can be reasonably anticipated, the Employer will notify the FOP one (1) month in advance of any impending furlough.

Section 7. Before any furlough is implemented in a classification in the classified service in a seniority unit, all emergency officers will be separated before any temporary officers; temporary officers will be separated before any provisional officers; and all provisional officers will be separated before any probationary officers or any regular status members of the classified service are furloughed.

Section 8. The Employer shall establish a recall list by classification series using the same geographical and organizational limitation as the seniority unit in which the furlough occurred for those officers furloughed under Section 6 of this Article in the inverse order of seniority.

- a. Officers on such recall lists shall have rights to a position in a classification within the seniority unit from which they were furloughed or to any lower-level classification in the same classification series in the same geographical and organizational limitation as the seniority unit in which the furlough occurred provided they have the requisite seniority and skill and ability.
- b. Such recall lists will remain in effect for a furloughed officer for a period of three (3) years after the effective date of the furlough.
- c. In the event an officer on a recall list refuses an offer of employment in a lower classification for which the officer has seniority rights, the officer shall forfeit recall rights to such a classification; if the officer refuses an offer of employment in the classification from which the officer was initially furloughed, the officer shall forfeit all recall rights.



- d. During the period that an officer is on a recall list, the officer shall keep the Employer informed of any changes in address. The Employer shall not be held liable if an officer is not offered recall because of failure to notify the Employer of a change of address.
- e. The recall period of a furloughed officer who, during the recall period, returns to the furloughing agency's payroll in a temporary capacity shall be extended by the amount of time the officer serves in the temporary capacity.
- f. A furloughed officer who, during a recall period, returns to the Employer's payroll in a temporary capacity shall, upon recall from the furlough to permanent employment, be credited with seniority for the amount of time spent in the temporary capacity.
- g. A furloughed officer who, during a recall period, returns to the Employer's payroll in a temporary capacity shall be eligible for all benefits enjoyed by permanent officers, provided other applicable eligibility requirements are met.

Section 9. Officers desiring to transfer to other positions shall submit a written request to their immediate supervisor stating the reasons for the requested transfer. If the Employer in its sole discretion agrees to such transfer, the officer shall be entitled to maintain whatever seniority rights that are appropriate.

Section 10. In making shift assignments to shift openings preference shall be granted on a seniority basis unless the Employer feels it is necessary to assign otherwise in order to protect the efficiency of operation. Seniority status in this regard shall be Classification seniority.

Section 11. The probationary period for promotions shall be six months in length and the provisions of Article 26, Section 1 shall not be applicable if an officer is demoted within that time for failure to successfully complete the probationary period. In such case, officers shall have the right to return to their former classification during this period. Periods of leave without pay, including periods during which the officer is receiving workers' compensation, shall not count toward the promotional probationary period or any extension period.

Section 12. Seniority unit means that group of officers in a classification within an affected department operational structure in a given geographic work area as listed in Appendix E.

Section 13. Grievances relating to the interpretation, application and implementation of Sections 5, 6, 7, 8, and 12 of this Article shall be filed at the second step. Arbitration of grievances relating to these Sections shall be conducted by a panel of three members--one to be appointed by the Office of Administration, one to be appointed by the FOP and the third to be selected by the Employer, from a list of five (5) names to be mutually agreed upon by the Employer and the FOP. Such third member shall not be affiliated, directly or indirectly, with any labor organization or be an employee of the Commonwealth of Pennsylvania. The decision of the panel, hereinbefore described, shall be final and binding on the parties to this Agreement. The panel shall meet as necessary for the purpose of adjusting grievances under this Section.

Section 14. When in the exercise of seniority rights provided hereunder, two or more officers are deemed relatively equal in skill and ability and have the same seniority, preferential rights shall be determined by lot.

Section 15. The provisions of this Article relating to promotions and filling of vacancies shall not be applicable to entrance level classifications.

## **ARTICLE 29 UNIFORMS, CLOTHING AND EQUIPMENT**

Section 1. The Employer shall provide any device, apparel, or equipment necessary to protect officers from injury in accordance with the practice now prevailing. Where the Employer requires the use of special equipment, materials, devices, or apparel the Employer agrees to supply the same.

Where uniforms are required by the Employer and for as long as they may be required, the Employer agrees to furnish uniforms or to replace such uniforms or part of such uniforms where normal wear and tear reasonably necessitate replacement.

The Employer shall issue officers soft body armor at no charge to the allowance provided in Section 3. The soft body armor shall be replaced in accordance with the manufacturer's warranty. The body armor shall be worn pursuant to regulations issued by the Employer.

Where footwear is currently being provided, the Employer agrees to continue such practice for the life of this Agreement.

Section 2. In the event items of clothing or personal property, which are worn by the officer and which are necessary for the performance of such officer's work, are damaged in the performance of the officer's assignment, the Employer shall reimburse the officer for the value of such clothing or personal property. The condition of the clothing or personal property immediately prior to such damage shall be taken into account in determining its value. The incident giving rise to such claims must be verified and not be due to the officer's own negligence. The Employer shall take prompt and timely action in the disposition of officer claims for damaged personal effects.

Section 3. a. Effective July 1, 1999, an allowance of \$350.00 per year shall be paid to those officers not required by the Employer to wear a uniform. This payment shall be divided in two parts, the first payment to be made on or before January 1 and the second payment to be made on or before June 30. Should an officer leave prior to the payment date, the Employer shall have the right to pro-rate said payment. Effective July 1, 2000, the allowance shall increase to \$400.00 per year; effective July 1, 2001, the allowance shall increase to \$450.00 per year; and effective July 1, 2002, the allowance shall increase to \$500.00 per year.

b. The Employer shall reimburse a uniformed officer up to \$80.00 per year for the purchase and maintenance of all job-related equipment not issued by the Employer. Effective July 1, 2000, the allowance shall increase to \$100.00 per year, and effective July 1, 2001, the allowance shall increase to \$120.00 per year. It is understood that requests are subject to review for appropriateness of any job-related equipment. The Employer may require receipts for reimbursement.

Section 4. All weapons are to be inspected and certified annually by a certified armorer for safety and serviceability, and are to be repaired or replaced as needed. The Department shall pay for the inspection and certification of issued weapons. Officers shall pay for the inspection and certification of personal weapons. Replacement weapons and equipment are to be uniform and conform to the standards established by the Department.

### **ARTICLE 30 EATING AND SANITARY FACILITIES**

Section 1. The Employer shall provide adequate eating space and sanitary facilities at all permanent locations, which shall be properly heated and ventilated.

### **ARTICLE 31 DISCRIMINATION**

Both the Employer and the FOP agree not to discriminate against any officer on the basis of race, creed, color, ancestry, sex, marital status, age, national origin, non-job related handicap or disability, FOP membership, or political affiliation in the application of this Agreement.

### **ARTICLE 32 FOP BUSINESS**

Section 1. The Employer agrees to provide space on bulletin boards to the FOP for the announcement of meetings, election of officers of the FOP and any other material related to FOP business. Furthermore, the FOP shall not post material detrimental to the labor-management relationship nor of a political or controversial nature. The FOP may send mail related to FOP business to local official FOP representatives at appropriate facilities to which mail is delivered.

Section 2. No FOP member or representative shall solicit members, engage in organizational work, or participate in other FOP activities during working hours on the Employer's premises except as provided for in the processing of grievances.

FOP members or representatives may be permitted to use suitable facilities on the Employer's premises to conduct FOP business during non-work hours upon obtaining permission from the Employer's personnel officer or designated representative. Any additional costs involved in such use must be paid for by the FOP.

FOP representatives shall be permitted to investigate and discuss grievances during working hours on the Employer's premises if notification is given to the personnel officer or a designated representative. If the FOP representative is an employee of the Employer, the officer shall request from the immediate supervisor reasonable time off from regular duties to process such grievances.

The Employer will provide a reasonable number of officers with time off, if required, to attend negotiating meetings.

### **ARTICLE 33 PEACE AND STABILITY**

Section 1. It is understood that there shall be no strike, during the life of this Agreement, nor shall any officer, representative or official of the FOP authorize, assist or encourage any such strike during the life of this Agreement.

Section 2. The Employer reserves the right to demote, suspend, and discipline, up to and including discharge, any officer or officers who violate the provisions of Section 1 of this Article. The Employer's action in accordance with this Section shall not be subject to the Grievance and Arbitration Procedure provided for herein.

### **ARTICLE 34 RETIREMENT**

Section 1. Officers who retire on or after July 1, 1992 will receive full retirement at age 50 with at least twenty (20) years of service in positions included within this bargaining unit.

Section 2. The Employer, at no cost to the officer, shall provide a retirement badge to each officer who retires under one of the following conditions:

- a. superannuation retirement (age 50)
- b. retirement with 25 years of service
- c. service-connected disability retirement

### **ARTICLE 35 AFFIRMATIVE ACTION**

If any provision of this Agreement is in conflict with Federal Executive Orders 11246 and 11375, as amended, and the Civil Rights Act of 1964, and all laws and rules relating to the Commonwealth's Affirmative Action Program, the provisions of such orders, laws and rules shall prevail.

**ARTICLE 36  
SAFETY AND HEALTH**

The Employer will take positive action to assure compliance with laws concerning the health and safety of officers working in state owned or leased buildings.

**ARTICLE 37  
PERSONNEL FILES AND RATINGS**

Section 1. Ratings shall be completed by supervisors who are familiar with the work performance of the employee. This shall in no way affect review procedures.

Section 2. There shall be an official personnel file for each officer. The contents of an officer's personnel file, excluding pre-employment information, are available for examination by the officer within a reasonable period of time after the officer's request. Such examination shall be at the location where the personnel file is maintained and shall be conducted in the presence of the personnel officer or designee. Material shall not be removed from or added to the folder nor shall its contents be altered in any way. Officers are entitled to have a representative with them while reviewing their own file. If there is any disagreement as to the contents of the personnel file, an officer shall have the right to submit a statement concerning any materials in the officer's file and any such statement shall then become part of the personnel file.

**ARTICLE 38  
LEGAL AID**

The Employer shall provide liability coverage and legal defense in civil suits as detailed in Title 4 PA Code Chapter 39 and Management Directives 205.6 and 630.2.

In criminal actions against any officer arising from his conduct within the scope of his employment, the Employer may provide an attorney to represent him or her, or if it does not:

- a. It shall advance reasonable fees incurred for services performed on and after July 1, 1984 of an attorney engaged by the officer up to the amount of his contribution to his retirement account, except that if the officer is charged with theft from the Employer, this amount shall be reduced by the alleged amount of the theft. If the officer's defense is not successful, the amount advanced shall be recovered either out of that amount in the officer's retirement account or by some other method in accordance with law.
- b. If the officer's defense is successful, in addition to the amount, if any, that has been advanced, it shall reimburse his reasonable attorney's fees incurred for services performed on and after July 1, 1984 to the following extent:

- (1) full, if successful on the basis of a verdict following a full jury trial;
- (2) to the extent determined by the Employer to be appropriate if successful on some other basis.

For the purpose of the provision, all of the criminal charges arising from the same episode, event or circumstances shall be regarded as a single criminal action; charges arising from different criminal episodes, events or circumstances shall be regarded as separate criminal actions.

### **ARTICLE 39 TRAVEL EXPENSES**

Travel expenses shall be paid in accordance with the Commonwealth's existing Travel Expense Regulations. If the General Service Administration of the Federal Government increases or decreases the mileage allowance for employees under its jurisdiction, the mileage allowance for officers under this Agreement will be increased or decreased by the same amount 30 days after the effective date of the General Services Administration change. In the event the General Services Administration changes its present policy of paying a flat automobile mileage allowance, the parties agree to negotiate concerning changes to the mileage allowance under this Section.

### **ARTICLE 40 DISTRIBUTION OF BOOKLET**

One copy of the collective bargaining agreement shall be provided by the Commonwealth to each member of the bargaining unit.

### **ARTICLE 41 MISCELLANEOUS PROVISIONS**

Section 1. In the event that any provisions of this Agreement are found to be inconsistent with existing statutes or ordinances, the provisions of such statutes or ordinances shall prevail, and if any provision herein is found to be invalid and unenforceable by a court or other authority having jurisdiction, then such provision shall be considered void, but all other valid provisions shall remain in full force and effect. The parties, however, shall, at the request of either, bargain on the subject matter involved in any invalid provision.

Section 2. The Commonwealth and the FOP acknowledge that this Agreement represents the results of collective negotiations between said parties conducted under and in accordance with the provisions of Act 111 and constitutes the entire agreement between the parties for the duration of the life of said Agreement; each party waiving the right to bargain collectively with each other with reference to any other subject, matter, issue, or thing whether specifically covered herein or wholly omitted herefrom and irrespective of whether said subject was mentioned or discussed during the negotiations preceding the execution of this Agreement.

Section 3. In the event that any provision of this Agreement requires legislative action to become effective, including but not limited to the amendment to existing statutes, the adoption of new legislation, or the granting of appropriations, it shall become effective only if such legislative action is taken. The parties, however, mutually agree to make recommendations to the Legislature which may be necessary to give force and effect to the provisions of this Agreement.

Section 4. Where the term meet and discuss is used in this Agreement, it will be deemed to have the meaning of that term as defined and applied under the Public Employee Relations Act.

Section 5. Officer benefits and working conditions now existing and not in conflict with the Agreement shall remain in effect subject, however, to the right of the Employer to change these benefits or working conditions in the exercise of its management rights reserved to it under Article 2 of this Agreement.

Section 6. A position shall not be filled by a temporary employee or employees for more than 12 consecutive months or the length of a leave of absence of the employee being replaced, whichever is greater.

## **ARTICLE 42 SECURITY**

In the event the Employer sells, leases, transfers or assigns any of its facilities to other political subdivisions, corporations or persons, and such sale, lease, transfer or assignment would result in the layoff, furlough or termination of officers covered by this bargaining agreement, those officers shall be placed in other positions within the bargaining unit in accordance with their bargaining unit seniority. The Employer shall notify the FOP in writing at least 30 days in advance of any such sale, lease, transfer, or assignment.

## **ARTICLE 43 BILL OF RIGHTS**

Section 1. When an anonymous complaint is made against an officer and no corroborative evidence is obtained, the complaint shall be classified as unfounded.

Section 2. When any citizen complaint is filed greater than ninety (90) calendar days after the date of the alleged event complained of, which if true could not lead to a criminal charge, such complaint shall be classified as unfounded and the accused officer shall not be required to submit a written report, but shall be notified in writing of such claim.

Section 3. a. An officer, whether a subject or witness, must be informed of the nature of an interrogation at the outset of the interrogation.

b. If the interrogated officer writes a written statement, a transcript is taken, or mechanical record made, a copy of the same must be given to the interrogated officer, without cost, upon request.

c. At the request of any officer under interrogation, the officer shall have the right to be represented by counsel of the officer's choice and/or an FOP representative who shall be present at all times during the interrogation. The interrogation shall be suspended for a reasonable time until representation can be obtained.

## **ARTICLE 44 UNIT WORK**

Section 1. Effective July 1, 2000, the Department of General Services shall approve requests for special or additional police services to be performed by the Capitol Police and funded by the requesting entity or agency, unless it can be shown that normal Capitol Police operations would be impaired by the allocation of resources to that special or additional assignment. Funding shall refer to payroll compensation, only, whether at straight or overtime rates, and shall not be deemed to include the pro-rated costs of benefits, pension, equipment usage, or other collateral expense. This language shall not be construed to require the Department of General Services to hire additional personnel.


Section 2. Effective July 1, 2000, any and all new posts or assignments which could be staffed by Capitol Police or Commonwealth of Pennsylvania Capitol Security Officers shall not be staffed in a manner that would reduce the current complement of Capitol Police officers.




**ARTICLE 45  
TERM OF AGREEMENT**


This Agreement shall be effective July 1, 1999, except where specifically provided that a particular provision will be effective on another date, and shall continue in full force and effect up to and including June 30, 2003. It shall automatically be renewed from year to year thereafter unless either party shall notify the other in writing by such time as would permit the parties to comply with the collective bargaining schedule established under Act 111.

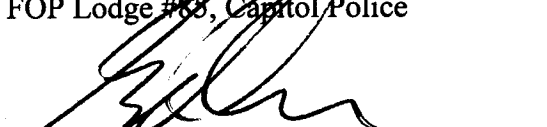
**COMMONWEALTH OF  
PENNSYLVANIA**

  
\_\_\_\_\_  
Martin F. Horn, Secretary  
Office of Administration

  
\_\_\_\_\_  
Chris R. Dunlap  
Bureau of Labor Relations

**FOP LODGE #85,  
PENNSYLVANIA CAPITOL POLICE**

  
\_\_\_\_\_  
Gino Santarbaria, President  
FOP Lodge #85, Capitol Police

  
\_\_\_\_\_  
Gary M. Lightman, Esquire  
Lightman and Welby

PAY RANGE 30  
Capitol Police Patrolman

COMMONWEALTH OF PENNSYLVANIA  
CAPITOL POLICE PAY SCHEDULE  
EFFECTIVE JULY 1, 1999  
SCHEDULE L

LONGEVITY LEVEL		STEP S	STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
6	HOURLY	12.74	13.58	14.43	15.28	16.13	16.98	1-6
	BIWEEKLY	<b>1,019.20</b>	<b>1,086.40</b>	<b>1,154.40</b>	<b>1,222.40</b>	<b>1,290.40</b>	<b>1,358.40</b>	
	ANNUAL*	26,581	28,333	30,107	31,880	33,654	35,427	
7	HOURLY	13.38	14.26	15.15	16.04	16.94	17.83	OVER 6
	BIWEEKLY	<b>1,070.40</b>	<b>1,140.80</b>	<b>1,212.00</b>	<b>1,283.20</b>	<b>1,355.20</b>	<b>1,426.40</b>	
	ANNUAL*	27,916	29,752	31,609	33,466	35,344	37,201	
8	HOURLY	13.50	14.39	15.30	16.20	17.10	18.00	OVER 7
	BIWEEKLY	<b>1,080.00</b>	<b>1,151.20</b>	<b>1,224.00</b>	<b>1,296.00</b>	<b>1,368.00</b>	<b>1,440.00</b>	
	ANNUAL*	28,166	30,023	31,922	33,800	35,677	37,555	
9	HOURLY	13.63	14.53	15.44	16.35	17.26	18.17	OVER 8
	BIWEEKLY	<b>1,090.40</b>	<b>1,162.40</b>	<b>1,235.20</b>	<b>1,308.00</b>	<b>1,380.80</b>	<b>1,453.60</b>	
	ANNUAL*	28,438	30,315	32,214	34,113	36,011	37,910	
10	HOURLY	13.76	14.67	15.58	16.50	17.42	18.34	OVER 9
	BIWEEKLY	<b>1,100.80</b>	<b>1,173.60</b>	<b>1,246.40</b>	<b>1,320.00</b>	<b>1,393.60</b>	<b>1,467.20</b>	
	ANNUAL*	28,709	30,607	32,506	34,426	36,345	38,265	
11	HOURLY	13.89	14.80	15.73	16.66	17.58	18.51	OVER 10
	BIWEEKLY	<b>1,111.20</b>	<b>1,184.00</b>	<b>1,258.40</b>	<b>1,332.80</b>	<b>1,406.40</b>	<b>1,480.80</b>	
	ANNUAL*	28,980	30,879	32,819	34,759	36,679	38,619	
12	HOURLY	14.01	14.94	15.87	16.81	17.74	18.68	OVER 11
	BIWEEKLY	<b>1,120.80</b>	<b>1,195.20</b>	<b>1,269.60</b>	<b>1,344.80</b>	<b>1,419.20</b>	<b>1,494.40</b>	
	ANNUAL*	29,230	31,171	33,111	35,072	37,013	38,974	
13	HOURLY	14.14	15.07	16.02	16.96	17.90	18.85	OVER 12
	BIWEEKLY	<b>1,131.20</b>	<b>1,205.60</b>	<b>1,281.60</b>	<b>1,356.80</b>	<b>1,432.00</b>	<b>1,508.00</b>	
	ANNUAL*	29,502	31,442	33,424	35,385	37,347	39,329	
14	HOURLY	14.27	15.21	16.16	17.11	18.07	19.02	OVER 13
	BIWEEKLY	<b>1,141.60</b>	<b>1,216.80</b>	<b>1,292.80</b>	<b>1,368.80</b>	<b>1,445.60</b>	<b>1,521.60</b>	
	ANNUAL*	29,773	31,734	33,716	35,698	37,701	39,683	
15	HOURLY	14.40	15.35	16.31	17.27	18.23	19.19	OVER 14
	BIWEEKLY	<b>1,152.00</b>	<b>1,228.00</b>	<b>1,304.80</b>	<b>1,381.60</b>	<b>1,458.40</b>	<b>1,535.20</b>	
	ANNUAL*	30,044	32,026	34,029	36,032	38,035	40,038	
16	HOURLY	14.52	15.48	16.45	17.42	18.39	19.36	OVER 15
	BIWEEKLY	<b>1,161.60</b>	<b>1,238.40</b>	<b>1,316.00</b>	<b>1,393.60</b>	<b>1,471.20</b>	<b>1,548.80</b>	
	ANNUAL*	30,295	32,297	34,321	36,345	38,369	40,393	
17	HOURLY	14.65	15.62	16.59	17.57	18.55	19.53	OVER 16
	BIWEEKLY	<b>1,172.00</b>	<b>1,249.60</b>	<b>1,327.20</b>	<b>1,405.60</b>	<b>1,484.00</b>	<b>1,562.40</b>	
	ANNUAL*	30,566	32,590	34,613	36,658	38,703	40,747	

COMMONWEALTH OF PENNSYLVANIA  
CAPITOL POLICE PAY SCHEDULE  
EFFECTIVE JULY 1, 1999  
SCHEDULE L

LONGEVITY LEVEL		STEP S	STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
18	HOURLY	14.78	15.75	16.74	17.72	18.71	19.70	OVER 17
	BIWEEKLY	<b>1,182.40</b>	<b>1,260.00</b>	<b>1,339.20</b>	<b>1,417.60</b>	<b>1,496.80</b>	<b>1,576.00</b>	
	ANNUAL*	30,837	32,861	34,926	36,971	39,037	41,102	
19	HOURLY	14.91	15.89	16.88	17.88	18.87	19.87	OVER 18
	BIWEEKLY	<b>1,192.80</b>	<b>1,271.20</b>	<b>1,350.40</b>	<b>1,430.40</b>	<b>1,509.60</b>	<b>1,589.60</b>	
	ANNUAL*	31,108	33,153	35,218	37,305	39,370	41,457	
20	HOURLY	15.03	16.02	17.03	18.03	19.03	20.04	OVER 19
	BIWEEKLY	<b>1,202.40</b>	<b>1,281.60</b>	<b>1,362.40</b>	<b>1,442.40</b>	<b>1,522.40</b>	<b>1,603.20</b>	
	ANNUAL*	31,359	33,424	35,531	37,618	39,704	41,811	
21	HOURLY	15.16	16.16	17.17	18.18	19.19	20.21	OVER 20
	BIWEEKLY	<b>1,212.80</b>	<b>1,292.80</b>	<b>1,373.60</b>	<b>1,454.40</b>	<b>1,535.20</b>	<b>1,616.80</b>	
	ANNUAL*	31,630	33,716	35,823	37,931	40,038	42,166	
22	HOURLY	15.29	16.30	17.32	18.34	19.36	20.38	OVER 21
	BIWEEKLY	<b>1,223.20</b>	<b>1,304.00</b>	<b>1,385.60</b>	<b>1,467.20</b>	<b>1,548.80</b>	<b>1,630.40</b>	
	ANNUAL*	31,901	34,008	36,136	38,265	40,393	42,521	
23	HOURLY	15.42	16.43	17.46	18.49	19.52	20.55	OVER 22
	BIWEEKLY	<b>1,233.60</b>	<b>1,314.40</b>	<b>1,396.80</b>	<b>1,479.20</b>	<b>1,561.60</b>	<b>1,644.00</b>	
	ANNUAL*	32,172	34,280	36,429	38,578	40,727	42,876	
24	HOURLY	15.54	16.57	17.60	18.64	19.68	20.72	OVER 23
	BIWEEKLY	<b>1,243.20</b>	<b>1,325.60</b>	<b>1,408.00</b>	<b>1,491.20</b>	<b>1,574.40</b>	<b>1,657.60</b>	
	ANNUAL*	32,423	34,572	36,721	38,890	41,060	43,230	
25	HOURLY	15.67	16.70	17.75	18.79	19.84	20.89	OVER 24
	BIWEEKLY	<b>1,253.60</b>	<b>1,336.00</b>	<b>1,420.00</b>	<b>1,503.20</b>	<b>1,587.20</b>	<b>1,671.20</b>	
	ANNUAL*	32,694	34,843	37,034	39,203	41,394	43,585	
26	HOURLY	15.80	16.84	17.89	18.95	20.00	21.06	OVER 25
	BIWEEKLY	<b>1,264.00</b>	<b>1,347.20</b>	<b>1,431.20</b>	<b>1,516.00</b>	<b>1,600.00</b>	<b>1,684.80</b>	
	ANNUAL*	32,965	35,135	37,326	39,537	41,728	43,940	
27	HOURLY	15.93	16.98	18.04	19.10	20.16	21.23	OVER 26
	BIWEEKLY	<b>1,274.40</b>	<b>1,358.40</b>	<b>1,443.20</b>	<b>1,528.00</b>	<b>1,612.80</b>	<b>1,698.40</b>	
	ANNUAL*	33,236	35,427	37,639	39,850	42,062	44,294	
28	HOURLY	16.05	17.11	18.18	19.25	20.32	21.39	OVER 27
	BIWEEKLY	<b>1,284.00</b>	<b>1,368.80</b>	<b>1,454.40</b>	<b>1,540.00</b>	<b>1,625.60</b>	<b>1,711.20</b>	
	ANNUAL*	33,487	35,698	37,931	40,163	42,396	44,628	
29	HOURLY	16.18	17.25	18.33	19.41	20.49	21.56	OVER 28
	BIWEEKLY	<b>1,294.40</b>	<b>1,380.00</b>	<b>1,466.40</b>	<b>1,552.80</b>	<b>1,639.20</b>	<b>1,724.80</b>	
	ANNUAL*	33,758	35,990	38,244	40,497	42,750	44,983	

\* Approximate annual rate is derived by multiplying the biweekly rate by 26.08 and rounding to the nearest dollar.

COMMONWEALTH OF PENNSYLVANIA  
 CAPITOL POLICE PAY SCHEDULE  
 EFFECTIVE JULY 1, 1999  
 SCHEDULE L

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	YEARS OF SERVICE
6	HOURLY	14.93	15.35	15.88	16.43	16.97	17.57	18.22	18.81	1-6
	BIWEEKLY	1,194.40	1,228.00	1,270.40	1,314.40	1,357.60	1,405.60	1,457.60	1,504.80	
	ANNUAL*	31,150	32,026	33,132	34,280	35,406	36,658	38,014	39,245	
7	HOURLY	15.68	16.12	16.67	17.25	17.82	18.45	19.13	19.75	OVER 6
	BIWEEKLY	1,254.40	1,289.60	1,333.60	1,380.00	1,425.60	1,476.00	1,530.40	1,580.00	
	ANNUAL*	32,715	33,633	34,780	35,990	37,180	38,494	39,913	41,206	
8	HOURLY	15.83	16.27	16.83	17.42	17.99	18.62	19.31	19.94	OVER 7
	BIWEEKLY	1,266.40	1,301.60	1,346.40	1,393.60	1,439.20	1,489.60	1,544.80	1,595.20	
	ANNUAL*	33,028	33,946	35,114	36,345	37,534	38,849	40,288	41,603	
9	HOURLY	15.98	16.42	16.99	17.58	18.16	18.80	19.50	20.13	OVER 8
	BIWEEKLY	1,278.40	1,313.60	1,359.20	1,406.40	1,452.80	1,504.00	1,560.00	1,610.40	
	ANNUAL*	33,341	34,259	35,448	36,679	37,889	39,224	40,685	41,999	
10	HOURLY	16.12	16.58	17.15	17.74	18.33	18.98	19.68	20.31	OVER 9
	BIWEEKLY	1,289.60	1,326.40	1,372.00	1,419.20	1,466.40	1,518.40	1,574.40	1,624.80	
	ANNUAL*	33,633	34,593	35,782	37,013	38,244	39,600	41,060	42,375	
11	HOURLY	16.27	16.73	17.31	17.91	18.50	19.15	19.86	20.50	OVER 10
	BIWEEKLY	1,301.60	1,338.40	1,384.80	1,432.80	1,480.00	1,532.00	1,588.80	1,640.00	
	ANNUAL*	33,946	34,905	36,116	37,367	38,598	39,955	41,436	42,771	
12	HOURLY	16.42	16.89	17.47	18.07	18.67	19.33	20.04	20.69	OVER 11
	BIWEEKLY	1,313.60	1,351.20	1,397.60	1,445.60	1,493.60	1,546.40	1,603.20	1,655.20	
	ANNUAL*	34,259	35,239	36,449	37,701	38,953	40,330	41,811	43,168	
13	HOURLY	16.57	17.04	17.63	18.24	18.84	19.50	20.22	20.88	OVER 12
	BIWEEKLY	1,325.60	1,363.20	1,410.40	1,459.20	1,507.20	1,560.00	1,617.60	1,670.40	
	ANNUAL*	34,572	35,552	36,783	38,056	39,308	40,685	42,187	43,564	
14	HOURLY	16.72	17.19	17.79	18.40	19.01	19.68	20.41	21.07	OVER 13
	BIWEEKLY	1,337.60	1,375.20	1,423.20	1,472.00	1,520.80	1,574.40	1,632.80	1,685.60	
	ANNUAL*	34,885	35,865	37,117	38,390	39,662	41,060	42,583	43,960	
15	HOURLY	16.87	17.35	17.94	18.57	19.18	19.85	20.59	21.26	OVER 14
	BIWEEKLY	1,349.60	1,388.00	1,435.20	1,485.60	1,534.40	1,588.00	1,647.20	1,700.80	
	ANNUAL*	35,198	36,199	37,430	38,744	40,017	41,415	42,959	44,357	
16	HOURLY	17.02	17.50	18.10	18.73	19.35	20.03	20.77	21.44	OVER 15
	BIWEEKLY	1,361.60	1,400.00	1,448.00	1,498.40	1,548.00	1,602.40	1,661.60	1,715.20	
	ANNUAL*	35,511	36,512	37,764	39,078	40,372	41,791	43,335	44,732	
17	HOURLY	17.17	17.65	18.26	18.89	19.52	20.21	20.95	21.63	OVER 16
	BIWEEKLY	1,373.60	1,412.00	1,460.80	1,511.20	1,561.60	1,616.80	1,676.00	1,730.40	
	ANNUAL*	35,823	36,825	38,098	39,412	40,727	42,166	43,710	45,129	

COMMONWEALTH OF PENNSYLVANIA  
CAPITOL POLICE PAY SCHEDULE  
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SCHEDULE L

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	YEARS OF SERVICE
18	HOURLY	17.32	17.81	18.42	19.06	19.69	20.38	21.14	21.82	OVER 17
	BIWEEKLY	<b>1,385.60</b>	<b>1,424.80</b>	<b>1,473.60</b>	<b>1,524.80</b>	<b>1,575.20</b>	<b>1,630.40</b>	<b>1,691.20</b>	<b>1,745.60</b>	
	ANNUAL*	36,136	37,159	38,431	39,767	41,081	42,521	44,106	45,525	
19	HOURLY	17.47	17.96	18.58	19.22	19.85	20.56	21.32	22.01	OVER 18
	BIWEEKLY	<b>1,397.60</b>	<b>1,436.80</b>	<b>1,486.40</b>	<b>1,537.60</b>	<b>1,588.00</b>	<b>1,644.80</b>	<b>1,705.60</b>	<b>1,760.80</b>	
	ANNUAL*	36,449	37,472	38,765	40,101	41,415	42,896	44,482	45,922	
20	HOURLY	17.62	18.11	18.74	19.39	20.02	20.73	21.50	22.20	OVER 19
	BIWEEKLY	<b>1,409.60</b>	<b>1,448.80</b>	<b>1,499.20</b>	<b>1,551.20</b>	<b>1,601.60</b>	<b>1,658.40</b>	<b>1,720.00</b>	<b>1,776.00</b>	
	ANNUAL*	36,762	37,785	39,099	40,455	41,770	43,251	44,858	46,318	
21	HOURLY	17.77	18.27	18.90	19.55	20.19	20.91	21.68	22.38	OVER 20
	BIWEEKLY	<b>1,421.60</b>	<b>1,461.60</b>	<b>1,512.00</b>	<b>1,564.00</b>	<b>1,615.20</b>	<b>1,672.80</b>	<b>1,734.40</b>	<b>1,790.40</b>	
	ANNUAL*	37,075	38,119	39,433	40,789	42,124	43,627	45,233	46,694	
22	HOURLY	17.92	18.42	19.06	19.72	20.36	21.08	21.86	22.57	OVER 21
	BIWEEKLY	<b>1,433.60</b>	<b>1,473.60</b>	<b>1,524.80</b>	<b>1,577.60</b>	<b>1,628.80</b>	<b>1,686.40</b>	<b>1,748.80</b>	<b>1,805.60</b>	
	ANNUAL*	37,388	38,431	39,767	41,144	42,479	43,981	45,609	47,090	
23	HOURLY	18.07	18.57	19.21	19.88	20.53	21.26	22.05	22.76	OVER 22
	BIWEEKLY	<b>1,445.60</b>	<b>1,485.60</b>	<b>1,536.80</b>	<b>1,590.40</b>	<b>1,642.40</b>	<b>1,700.80</b>	<b>1,764.00</b>	<b>1,820.80</b>	
	ANNUAL*	37,701	38,744	40,080	41,478	42,834	44,357	46,005	47,486	
24	HOURLY	18.21	18.73	19.37	20.04	20.70	21.44	22.23	22.95	OVER 23
	BIWEEKLY	<b>1,456.80</b>	<b>1,498.40</b>	<b>1,549.60</b>	<b>1,603.20</b>	<b>1,656.00</b>	<b>1,715.20</b>	<b>1,778.40</b>	<b>1,836.00</b>	
	ANNUAL*	37,993	39,078	40,414	41,811	43,188	44,732	46,381	47,883	
25	HOURLY	18.36	18.88	19.53	20.21	20.87	21.61	22.41	23.14	OVER 24
	BIWEEKLY	<b>1,468.80</b>	<b>1,510.40</b>	<b>1,562.40</b>	<b>1,616.80</b>	<b>1,669.60</b>	<b>1,728.80</b>	<b>1,792.80</b>	<b>1,851.20</b>	
	ANNUAL*	38,306	39,391	40,747	42,166	43,543	45,087	46,756	48,279	
26	HOURLY	18.51	19.03	19.69	20.37	21.04	21.79	22.59	23.32	OVER 25
	BIWEEKLY	<b>1,480.80</b>	<b>1,522.40</b>	<b>1,575.20</b>	<b>1,629.60</b>	<b>1,683.20</b>	<b>1,743.20</b>	<b>1,807.20</b>	<b>1,865.60</b>	
	ANNUAL*	38,619	39,704	41,081	42,500	43,898	45,463	47,132	48,655	
27	HOURLY	18.66	19.19	19.85	20.54	21.21	21.96	22.78	23.51	OVER 26
	BIWEEKLY	<b>1,492.80</b>	<b>1,535.20</b>	<b>1,588.00</b>	<b>1,643.20</b>	<b>1,696.80</b>	<b>1,756.80</b>	<b>1,822.40</b>	<b>1,880.80</b>	
	ANNUAL*	38,932	40,038	41,415	42,855	44,253	45,817	47,528	49,051	
28	HOURLY	18.81	19.34	20.01	20.70	21.38	22.14	22.96	23.70	OVER 27
	BIWEEKLY	<b>1,504.80</b>	<b>1,547.20</b>	<b>1,600.80</b>	<b>1,656.00</b>	<b>1,710.40</b>	<b>1,771.20</b>	<b>1,836.80</b>	<b>1,896.00</b>	
	ANNUAL*	39,245	40,351	41,749	43,188	44,607	46,193	47,904	49,448	
29	HOURLY	18.96	19.49	20.17	20.87	21.55	22.31	23.14	23.89	OVER 28
	BIWEEKLY	<b>1,516.80</b>	<b>1,559.20</b>	<b>1,613.60</b>	<b>1,669.60</b>	<b>1,724.00</b>	<b>1,784.80</b>	<b>1,851.20</b>	<b>1,911.20</b>	
	ANNUAL*	39,558	40,664	42,083	43,543	44,962	46,548	48,279	49,844	

\* Approximate annual rate is derived by multiplying the biweekly rate by 26.08 and rounding to the nearest dollar.

COMMONWEALTH OF PENNSYLVANIA  
 CAPITOL POLICE PAY SCHEDULE  
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 SCHEDULE L

LONGEVITY LEVEL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	YEARS OF SERVICE
6 HOURLY BIWEEKLY ANNUAL*	16.43 1,314.40 34,280	16.97 1,357.60 35,406	17.57 1,405.60 36,658	18.22 1,457.60 38,014	18.81 1,504.80 39,245	19.57 1,565.60 40,831	20.34 1,627.20 42,437	21.12 1,689.60 44,065	1-6
7 HOURLY BIWEEKLY ANNUAL*	17.25 1,380.00 35,990	17.82 1,425.60 37,180	18.45 1,476.00 38,494	19.13 1,530.40 39,913	19.75 1,580.00 41,206	20.55 1,644.00 42,876	21.36 1,708.80 44,566	22.18 1,774.40 46,276	OVER 6
8 HOURLY BIWEEKLY ANNUAL*	17.42 1,393.60 36,345	17.99 1,439.20 37,534	18.62 1,489.60 38,849	19.31 1,544.80 40,288	19.94 1,595.20 41,603	20.74 1,659.20 43,272	21.56 1,724.80 44,983	22.39 1,791.20 46,714	OVER 7
9 HOURLY BIWEEKLY ANNUAL*	17.58 1,406.40 36,679	18.16 1,452.80 37,889	18.80 1,504.00 39,224	19.50 1,560.00 40,685	20.13 1,610.40 41,999	20.94 1,675.20 43,689	21.76 1,740.80 45,400	22.60 1,808.00 47,153	OVER 8
10 HOURLY BIWEEKLY ANNUAL*	17.74 1,419.20 37,013	18.33 1,466.40 38,244	18.98 1,518.40 39,600	19.68 1,574.40 41,060	20.31 1,624.80 42,375	21.14 1,691.20 44,106	21.97 1,757.60 45,838	22.81 1,824.80 47,591	OVER 9
11 HOURLY BIWEEKLY ANNUAL*	17.91 1,432.80 37,367	18.50 1,480.00 38,598	19.15 1,532.00 39,955	19.86 1,588.80 41,436	20.50 1,640.00 42,771	21.33 1,706.40 44,503	22.17 1,773.60 46,255	23.02 1,841.60 48,029	OVER 10
12 HOURLY BIWEEKLY ANNUAL*	18.07 1,445.60 37,701	18.67 1,493.60 38,953	19.33 1,546.40 40,330	20.04 1,603.20 41,811	20.69 1,655.20 43,168	21.53 1,722.40 44,920	22.37 1,789.60 46,673	23.23 1,858.40 48,467	OVER 11
13 HOURLY BIWEEKLY ANNUAL*	18.24 1,459.20 38,056	18.84 1,507.20 39,308	19.50 1,560.00 40,685	20.22 1,617.60 42,187	20.88 1,670.40 43,564	21.72 1,737.60 45,317	22.58 1,806.40 47,111	23.44 1,875.20 48,905	OVER 12
14 HOURLY BIWEEKLY ANNUAL*	18.40 1,472.00 38,390	19.01 1,520.80 39,662	19.68 1,574.40 41,060	20.41 1,632.80 42,583	21.07 1,685.60 43,960	21.92 1,753.60 45,734	22.78 1,822.40 47,528	23.65 1,892.00 49,343	OVER 13
15 HOURLY BIWEEKLY ANNUAL*	18.57 1,485.60 38,744	19.18 1,534.40 40,017	19.85 1,588.00 41,415	20.59 1,647.20 42,959	21.26 1,700.80 44,357	22.11 1,768.80 46,130	22.98 1,838.40 47,945	23.87 1,909.60 49,802	OVER 14
16 HOURLY BIWEEKLY ANNUAL*	18.73 1,498.40 39,078	19.35 1,548.00 40,372	20.03 1,602.40 41,791	20.77 1,661.60 43,335	21.44 1,715.20 44,732	22.31 1,784.80 46,548	23.19 1,855.20 48,384	24.08 1,926.40 50,241	OVER 15
17 HOURLY BIWEEKLY ANNUAL*	18.89 1,511.20 39,412	19.52 1,561.60 40,727	20.21 1,616.80 42,166	20.95 1,676.00 43,710	21.63 1,730.40 45,129	22.51 1,800.80 46,965	23.39 1,871.20 48,801	24.29 1,943.20 50,679	OVER 16

COMMONWEALTH OF PENNSYLVANIA  
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SCHEDULE L

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	YEARS OF SERVICE
18	HOURLY	19.06	19.69	20.38	21.14	21.82	22.70	23.59	24.50	OVER 17
	BIWEEKLY	1,524.80	1,575.20	1,630.40	1,691.20	1,745.60	1,816.00	1,887.20	1,960.00	
	ANNUAL*	39,767	41,081	42,521	44,106	45,525	47,361	49,218	51,117	
19	HOURLY	19.22	19.85	20.56	21.32	22.01	22.90	23.80	24.71	OVER 18
	BIWEEKLY	1,537.60	1,588.00	1,644.80	1,705.60	1,760.80	1,832.00	1,904.00	1,976.80	
	ANNUAL*	40,101	41,415	42,896	44,482	45,922	47,779	49,656	51,555	
20	HOURLY	19.39	20.02	20.73	21.50	22.20	23.09	24.00	24.92	OVER 19
	BIWEEKLY	1,551.20	1,601.60	1,658.40	1,720.00	1,776.00	1,847.20	1,920.00	1,993.60	
	ANNUAL*	40,455	41,770	43,251	44,858	46,318	48,175	50,074	51,993	
21	HOURLY	19.55	20.19	20.91	21.68	22.38	23.29	24.20	25.13	OVER 20
	BIWEEKLY	1,564.00	1,615.20	1,672.80	1,734.40	1,790.40	1,863.20	1,936.00	2,010.40	
	ANNUAL*	40,789	42,124	43,627	45,233	46,694	48,592	50,491	52,431	
22	HOURLY	19.72	20.36	21.08	21.86	22.57	23.48	24.41	25.34	OVER 21
	BIWEEKLY	1,577.60	1,628.80	1,686.40	1,748.80	1,805.60	1,878.40	1,952.80	2,027.20	
	ANNUAL*	41,144	42,479	43,981	45,609	47,090	48,989	50,929	52,869	
23	HOURLY	19.88	20.53	21.26	22.05	22.76	23.68	24.61	25.56	OVER 22
	BIWEEKLY	1,590.40	1,642.40	1,700.80	1,764.00	1,820.80	1,894.40	1,968.80	2,044.80	
	ANNUAL*	41,478	42,834	44,357	46,005	47,486	49,406	51,346	53,328	
24	HOURLY	20.04	20.70	21.44	22.23	22.95	23.88	24.81	25.77	OVER 23
	BIWEEKLY	1,603.20	1,656.00	1,715.20	1,778.40	1,836.00	1,910.40	1,984.80	2,061.60	
	ANNUAL*	41,811	43,188	44,732	46,381	47,883	49,823	51,764	53,767	
25	HOURLY	20.21	20.87	21.61	22.41	23.14	24.07	25.02	25.98	OVER 24
	BIWEEKLY	1,616.80	1,669.60	1,728.80	1,792.80	1,851.20	1,925.60	2,001.60	2,078.40	
	ANNUAL*	42,166	43,543	45,087	46,756	48,279	50,220	52,202	54,205	
26	HOURLY	20.37	21.04	21.79	22.59	23.32	24.27	25.22	26.19	OVER 25
	BIWEEKLY	1,629.60	1,683.20	1,743.20	1,807.20	1,865.60	1,941.60	2,017.60	2,095.20	
	ANNUAL*	42,500	43,898	45,463	47,132	48,655	50,637	52,619	54,643	
27	HOURLY	20.54	21.21	21.96	22.78	23.51	24.46	25.43	26.40	OVER 26
	BIWEEKLY	1,643.20	1,696.80	1,756.80	1,822.40	1,880.80	1,956.80	2,034.40	2,112.00	
	ANNUAL*	42,855	44,253	45,817	47,528	49,051	51,033	53,057	55,081	
28	HOURLY	20.70	21.38	22.14	22.96	23.70	24.66	25.63	26.61	OVER 27
	BIWEEKLY	1,656.00	1,710.40	1,771.20	1,836.80	1,896.00	1,972.80	2,050.40	2,128.80	
	ANNUAL*	43,188	44,607	46,193	47,904	49,448	51,451	53,474	55,519	
29	HOURLY	20.87	21.55	22.31	23.14	23.89	24.85	25.83	26.82	OVER 28
	BIWEEKLY	1,669.60	1,724.00	1,784.80	1,851.20	1,911.20	1,988.00	2,066.40	2,145.60	
	ANNUAL*	43,543	44,962	46,548	48,279	49,844	51,847	53,892	55,957	

\* Approximate annual rate is derived by multiplying the biweekly rate by 26.08 and rounding to the nearest dollar.

COMMONWEALTH OF PENNSYLVANIA  
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SCHEDULE L

LONGEVITY LEVEL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	YEARS OF SERVICE	
6	HOURLY	18.22	18.81	19.57	20.34	21.12	21.99	22.91	23.82	1-6
	BIWEEKLY	1,457.60	1,504.80	1,565.60	1,627.20	1,689.60	1,759.20	1,832.80	1,905.60	
	ANNUAL*	38,014	39,245	40,831	42,437	44,065	45,880	47,799	49,698	
7	HOURLY	19.13	19.75	20.55	21.36	22.18	23.09	24.06	25.01	OVER 6
	BIWEEKLY	1,530.40	1,580.00	1,644.00	1,708.80	1,774.40	1,847.20	1,924.80	2,000.80	
	ANNUAL*	39,913	41,206	42,876	44,566	46,276	48,175	50,199	52,181	
8	HOURLY	19.31	19.94	20.74	21.56	22.39	23.31	24.28	25.25	OVER 7
	BIWEEKLY	1,544.80	1,595.20	1,659.20	1,724.80	1,791.20	1,864.80	1,942.40	2,020.00	
	ANNUAL*	40,288	41,603	43,272	44,983	46,714	48,634	50,658	52,682	
9	HOURLY	19.50	20.13	20.94	21.76	22.60	23.53	24.51	25.49	OVER 8
	BIWEEKLY	1,560.00	1,610.40	1,675.20	1,740.80	1,808.00	1,882.40	1,960.80	2,039.20	
	ANNUAL*	40,685	41,999	43,689	45,400	47,153	49,093	51,138	53,182	
10	HOURLY	19.68	20.31	21.14	21.97	22.81	23.75	24.74	25.73	OVER 9
	BIWEEKLY	1,574.40	1,624.80	1,691.20	1,757.60	1,824.80	1,900.00	1,979.20	2,058.40	
	ANNUAL*	41,060	42,375	44,106	45,838	47,591	49,552	51,618	53,683	
11	HOURLY	19.86	20.50	21.33	22.17	23.02	23.97	24.97	25.96	OVER 10
	BIWEEKLY	1,588.80	1,640.00	1,706.40	1,773.60	1,841.60	1,917.60	1,997.60	2,076.80	
	ANNUAL*	41,436	42,771	44,503	46,255	48,029	50,011	52,097	54,163	
12	HOURLY	20.04	20.69	21.53	22.37	23.23	24.19	25.20	26.20	OVER 11
	BIWEEKLY	1,603.20	1,655.20	1,722.40	1,789.60	1,858.40	1,935.20	2,016.00	2,096.00	
	ANNUAL*	41,811	43,168	44,920	46,673	48,467	50,470	52,577	54,664	
13	HOURLY	20.22	20.88	21.72	22.58	23.44	24.41	25.43	26.44	OVER 12
	BIWEEKLY	1,617.60	1,670.40	1,737.60	1,806.40	1,875.20	1,952.80	2,034.40	2,115.20	
	ANNUAL*	42,187	43,564	45,317	47,111	48,905	50,929	53,057	55,164	
14	HOURLY	20.41	21.07	21.92	22.78	23.65	24.63	25.66	26.68	OVER 13
	BIWEEKLY	1,632.80	1,685.60	1,753.60	1,822.40	1,892.00	1,970.40	2,052.80	2,134.40	
	ANNUAL*	42,583	43,960	45,734	47,528	49,343	51,388	53,537	55,665	
15	HOURLY	20.59	21.26	22.11	22.98	23.87	24.85	25.89	26.92	OVER 14
	BIWEEKLY	1,647.20	1,700.80	1,768.80	1,838.40	1,909.60	1,988.00	2,071.20	2,153.60	
	ANNUAL*	42,959	44,357	46,130	47,945	49,802	51,847	54,017	56,166	
16	HOURLY	20.77	21.44	22.31	23.19	24.08	25.07	26.12	27.15	OVER 15
	BIWEEKLY	1,661.60	1,715.20	1,784.80	1,855.20	1,926.40	2,005.60	2,089.60	2,172.00	
	ANNUAL*	43,335	44,732	46,548	48,384	50,241	52,306	54,497	56,646	
17	HOURLY	20.95	21.63	22.51	23.39	24.29	25.29	26.35	27.39	OVER 16
	BIWEEKLY	1,676.00	1,730.40	1,800.80	1,871.20	1,943.20	2,023.20	2,108.00	2,191.20	
	ANNUAL*	43,710	45,129	46,965	48,801	50,679	52,765	54,977	57,146	



COMMONWEALTH OF PENNSYLVANIA  
CAPITOL POLICE PAY SCHEDULE  
EFFECTIVE JULY 1, 1999  
SCHEDULE L

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	YEARS OF SERVICE
18	HOURLY	21.14	21.82	22.70	23.59	24.50	25.51	26.58	27.63	OVER 17
	BIWEEKLY	1,691.20	1,745.60	1,816.00	1,887.20	1,960.00	2,040.80	2,126.40	2,210.40	
	ANNUAL*	44,106	45,525	47,361	49,218	51,117	53,224	55,457	57,647	
19	HOURLY	21.32	22.01	22.90	23.80	24.71	25.73	26.80	27.87	OVER 18
	BIWEEKLY	1,705.60	1,760.80	1,832.00	1,904.00	1,976.80	2,058.40	2,144.00	2,229.60	
	ANNUAL*	44,482	45,922	47,779	49,656	51,555	53,683	55,916	58,148	
20	HOURLY	21.50	22.20	23.09	24.00	24.92	25.95	27.03	28.11	OVER 19
	BIWEEKLY	1,720.00	1,776.00	1,847.20	1,920.00	1,993.60	2,076.00	2,162.40	2,248.80	
	ANNUAL*	44,858	46,318	48,175	50,074	51,993	54,142	56,395	58,649	
21	HOURLY	21.68	22.38	23.29	24.20	25.13	26.17	27.26	28.35	OVER 20
	BIWEEKLY	1,734.40	1,790.40	1,863.20	1,936.00	2,010.40	2,093.60	2,180.80	2,268.00	
	ANNUAL*	45,233	46,694	48,592	50,491	52,431	54,601	56,875	59,149	
22	HOURLY	21.86	22.57	23.48	24.41	25.34	26.39	27.49	28.58	OVER 21
	BIWEEKLY	1,748.80	1,805.60	1,878.40	1,952.80	2,027.20	2,111.20	2,199.20	2,286.40	
	ANNUAL*	45,609	47,090	48,989	50,929	52,869	55,060	57,355	59,629	
23	HOURLY	22.05	22.76	23.68	24.61	25.56	26.61	27.72	28.82	OVER 22
	BIWEEKLY	1,764.00	1,820.80	1,894.40	1,968.80	2,044.80	2,128.80	2,217.60	2,305.60	
	ANNUAL*	46,005	47,486	49,406	51,346	53,328	55,519	57,835	60,130	
24	HOURLY	22.23	22.95	23.88	24.81	25.77	26.83	27.95	29.06	OVER 23
	BIWEEKLY	1,778.40	1,836.00	1,910.40	1,984.80	2,061.60	2,146.40	2,236.00	2,324.80	
	ANNUAL*	46,381	47,883	49,823	51,764	53,767	55,978	58,315	60,631	
25	HOURLY	22.41	23.14	24.07	25.02	25.98	27.05	28.18	29.30	OVER 24
	BIWEEKLY	1,792.80	1,851.20	1,925.60	2,001.60	2,078.40	2,164.00	2,254.40	2,344.00	
	ANNUAL*	46,756	48,279	50,220	52,202	54,205	56,437	58,795	61,132	
26	HOURLY	22.59	23.32	24.27	25.22	26.19	27.27	28.41	29.54	OVER 25
	BIWEEKLY	1,807.20	1,865.60	1,941.60	2,017.60	2,095.20	2,181.60	2,272.80	2,363.20	
	ANNUAL*	47,132	48,655	50,637	52,619	54,643	56,896	59,275	61,632	
27	HOURLY	22.78	23.51	24.46	25.43	26.40	27.49	28.64	29.78	OVER 26
	BIWEEKLY	1,822.40	1,880.80	1,956.80	2,034.40	2,112.00	2,199.20	2,291.20	2,382.40	
	ANNUAL*	47,528	49,051	51,033	53,057	55,081	57,355	59,754	62,133	
28	HOURLY	22.96	23.70	24.66	25.63	26.61	27.71	28.87	30.01	OVER 27
	BIWEEKLY	1,836.80	1,896.00	1,972.80	2,050.40	2,128.80	2,216.80	2,309.60	2,400.80	
	ANNUAL*	47,904	49,448	51,451	53,474	55,519	57,814	60,234	62,613	
29	HOURLY	23.14	23.89	24.85	25.83	26.82	27.93	29.10	30.25	OVER 28
	BIWEEKLY	1,851.20	1,911.20	1,988.00	2,066.40	2,145.60	2,234.40	2,328.00	2,420.00	
	ANNUAL*	48,279	49,844	51,847	53,892	55,957	58,273	60,714	63,114	

\* Approximate annual rate is derived by multiplying the biweekly rate by 26.08 and rounding to the nearest dollar.

PAY RANGE 30  
Capitol Police Patrolman

COMMONWEALTH OF PENNSYLVANIA  
CAPITOL POLICE PAY SCHEDULE  
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LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
6	HOURLY	14.05	14.93	15.80	16.68	17.56	1-6
	BIWEEKLY	<b>1,124.00</b>	<b>1,194.40</b>	<b>1,264.00</b>	<b>1,334.40</b>	<b>1,404.80</b>	
	ANNUAL*	29,314	31,150	32,965	34,801	36,637	
7	HOURLY	14.75	15.68	16.59	17.51	18.44	OVER 6
	BIWEEKLY	<b>1,180.00</b>	<b>1,254.40</b>	<b>1,327.20</b>	<b>1,400.80</b>	<b>1,475.20</b>	
	ANNUAL*	30,774	32,715	34,613	36,533	38,473	
8	HOURLY	14.89	15.83	16.75	17.68	18.61	OVER 7
	BIWEEKLY	<b>1,191.20</b>	<b>1,266.40</b>	<b>1,340.00</b>	<b>1,414.40</b>	<b>1,488.80</b>	
	ANNUAL*	31,066	33,028	34,947	36,888	38,828	
9	HOURLY	15.03	15.98	16.91	17.85	18.79	OVER 8
	BIWEEKLY	<b>1,202.40</b>	<b>1,278.40</b>	<b>1,352.80</b>	<b>1,428.00</b>	<b>1,503.20</b>	
	ANNUAL*	31,359	33,341	35,281	37,242	39,203	
10	HOURLY	15.17	16.12	17.06	18.01	18.96	OVER 9
	BIWEEKLY	<b>1,213.60</b>	<b>1,289.60</b>	<b>1,364.80</b>	<b>1,440.80</b>	<b>1,516.80</b>	
	ANNUAL*	31,651	33,633	35,594	37,576	39,558	
11	HOURLY	15.31	16.27	17.22	18.18	19.14	OVER 10
	BIWEEKLY	<b>1,224.80</b>	<b>1,301.60</b>	<b>1,377.60</b>	<b>1,454.40</b>	<b>1,531.20</b>	
	ANNUAL*	31,943	33,946	35,928	37,931	39,934	
12	HOURLY	15.46	16.42	17.38	18.35	19.32	OVER 11
	BIWEEKLY	<b>1,236.80</b>	<b>1,313.60</b>	<b>1,390.40</b>	<b>1,468.00</b>	<b>1,545.60</b>	
	ANNUAL*	32,256	34,259	36,262	38,285	40,309	
13	HOURLY	15.60	16.57	17.54	18.51	19.49	OVER 12
	BIWEEKLY	<b>1,248.00</b>	<b>1,325.60</b>	<b>1,403.20</b>	<b>1,480.80</b>	<b>1,559.20</b>	
	ANNUAL*	32,548	34,572	36,595	38,619	40,664	
14	HOURLY	15.74	16.72	17.70	18.68	19.67	OVER 13
	BIWEEKLY	<b>1,259.20</b>	<b>1,337.60</b>	<b>1,416.00</b>	<b>1,494.40</b>	<b>1,573.60</b>	
	ANNUAL*	32,840	34,885	36,929	38,974	41,039	
15	HOURLY	15.88	16.87	17.85	18.85	19.84	OVER 14
	BIWEEKLY	<b>1,270.40</b>	<b>1,349.60</b>	<b>1,428.00</b>	<b>1,508.00</b>	<b>1,587.20</b>	
	ANNUAL*	33,132	35,198	37,242	39,329	41,394	
16	HOURLY	16.02	17.02	18.01	19.02	20.02	OVER 15
	BIWEEKLY	<b>1,281.60</b>	<b>1,361.60</b>	<b>1,440.80</b>	<b>1,521.60</b>	<b>1,601.60</b>	
	ANNUAL*	33,424	35,511	37,576	39,683	41,770	
17	HOURLY	16.16	17.17	18.17	19.18	20.19	OVER 16
	BIWEEKLY	<b>1,292.80</b>	<b>1,373.60</b>	<b>1,453.60</b>	<b>1,534.40</b>	<b>1,615.20</b>	
	ANNUAL*	33,716	35,823	37,910	40,017	42,124	

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
18	HOURLY	16.30	17.32	18.33	19.35	20.37	OVER 17
	BIWEEKLY	<b>1,304.00</b>	<b>1,385.60</b>	<b>1,466.40</b>	<b>1,548.00</b>	<b>1,629.60</b>	
	ANNUAL*	34,008	36,136	38,244	40,372	42,500	
19	HOURLY	16.44	17.47	18.49	19.52	20.55	OVER 18
	BIWEEKLY	<b>1,315.20</b>	<b>1,397.60</b>	<b>1,479.20</b>	<b>1,561.60</b>	<b>1,644.00</b>	
	ANNUAL*	34,300	36,449	38,578	40,727	42,876	
20	HOURLY	16.58	17.62	18.64	19.68	20.72	OVER 19
	BIWEEKLY	<b>1,326.40</b>	<b>1,409.60</b>	<b>1,491.20</b>	<b>1,574.40</b>	<b>1,657.60</b>	
	ANNUAL*	34,593	36,762	38,890	41,060	43,230	
21	HOURLY	16.72	17.77	18.80	19.85	20.90	OVER 20
	BIWEEKLY	<b>1,337.60</b>	<b>1,421.60</b>	<b>1,504.00</b>	<b>1,588.00</b>	<b>1,672.00</b>	
	ANNUAL*	34,885	37,075	39,224	41,415	43,606	
22	HOURLY	16.86	17.92	18.96	20.02	21.07	OVER 21
	BIWEEKLY	<b>1,348.80</b>	<b>1,433.60</b>	<b>1,516.80</b>	<b>1,601.60</b>	<b>1,685.60</b>	
	ANNUAL*	35,177	37,388	39,558	41,770	43,960	
23	HOURLY	17.00	18.07	19.12	20.18	21.25	OVER 22
	BIWEEKLY	<b>1,360.00</b>	<b>1,445.60</b>	<b>1,529.60</b>	<b>1,614.40</b>	<b>1,700.00</b>	
	ANNUAL*	35,469	37,701	39,892	42,104	44,336	
24	HOURLY	17.14	18.21	19.28	20.35	21.42	OVER 23
	BIWEEKLY	<b>1,371.20</b>	<b>1,456.80</b>	<b>1,542.40</b>	<b>1,628.00</b>	<b>1,713.60</b>	
	ANNUAL*	35,761	37,993	40,226	42,458	44,691	
25	HOURLY	17.28	18.36	19.43	20.52	21.60	OVER 24
	BIWEEKLY	<b>1,382.40</b>	<b>1,468.80</b>	<b>1,554.40</b>	<b>1,641.60</b>	<b>1,728.00</b>	
	ANNUAL*	36,053	38,306	40,539	42,813	45,066	
26	HOURLY	17.42	18.51	19.59	20.68	21.77	OVER 25
	BIWEEKLY	<b>1,393.60</b>	<b>1,480.80</b>	<b>1,567.20</b>	<b>1,654.40</b>	<b>1,741.60</b>	
	ANNUAL*	36,345	38,619	40,873	43,147	45,421	
27	HOURLY	17.56	18.66	19.75	20.85	21.95	OVER 26
	BIWEEKLY	<b>1,404.80</b>	<b>1,492.80</b>	<b>1,580.00</b>	<b>1,668.00</b>	<b>1,756.00</b>	
	ANNUAL*	36,637	38,932	41,206	43,501	45,796	
28	HOURLY	17.70	18.81	19.91	21.02	22.13	OVER 27
	BIWEEKLY	<b>1,416.00</b>	<b>1,504.80</b>	<b>1,592.80</b>	<b>1,681.60</b>	<b>1,770.40</b>	
	ANNUAL*	36,929	39,245	41,540	43,856	46,172	
29	HOURLY	17.84	18.96	20.07	21.18	22.30	OVER 28
	BIWEEKLY	<b>1,427.20</b>	<b>1,516.80</b>	<b>1,605.60</b>	<b>1,694.40</b>	<b>1,784.00</b>	
	ANNUAL*	37,221	39,558	41,874	44,190	46,527	

\* Approximate annual rate is derived by multiplying the biweekly rate by 26.08 and rounding to the nearest dollar.

COMMONWEALTH OF PENNSYLVANIA  
 CAPITOL POLICE PAY SCHEDULE  
 EFFECTIVE JULY 1, 2000  
 SCHEDULE L

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
6	HOURLY	15.60	16.57	17.54	18.51	19.49	1-6
	BIWEEKLY	<b>1,248.00</b>	<b>1,325.60</b>	<b>1,403.20</b>	<b>1,480.80</b>	<b>1,559.20</b>	
	ANNUAL*	32,548	34,572	36,595	38,619	40,664	
7	HOURLY	16.38	17.40	18.42	19.44	20.46	OVER 6
	BIWEEKLY	<b>1,310.40</b>	<b>1,392.00</b>	<b>1,473.60</b>	<b>1,555.20</b>	<b>1,636.80</b>	
	ANNUAL*	34,175	36,303	38,431	40,560	42,688	
8	HOURLY	16.54	17.56	18.59	19.62	20.66	OVER 7
	BIWEEKLY	<b>1,323.20</b>	<b>1,404.80</b>	<b>1,487.20</b>	<b>1,569.60</b>	<b>1,652.80</b>	
	ANNUAL*	34,509	36,637	38,786	40,935	43,105	
9	HOURLY	16.69	17.73	18.77	19.81	20.85	OVER 8
	BIWEEKLY	<b>1,335.20</b>	<b>1,418.40</b>	<b>1,501.60</b>	<b>1,584.80</b>	<b>1,668.00</b>	
	ANNUAL*	34,822	36,992	39,162	41,332	43,501	
10	HOURLY	16.85	17.90	18.94	19.99	21.05	OVER 9
	BIWEEKLY	<b>1,348.00</b>	<b>1,432.00</b>	<b>1,515.20</b>	<b>1,599.20</b>	<b>1,684.00</b>	
	ANNUAL*	35,156	37,347	39,516	41,707	43,919	
11	HOURLY	17.00	18.06	19.12	20.18	21.24	OVER 10
	BIWEEKLY	<b>1,360.00</b>	<b>1,444.80</b>	<b>1,529.60</b>	<b>1,614.40</b>	<b>1,699.20</b>	
	ANNUAL*	35,469	37,680	39,892	42,104	44,315	
12	HOURLY	17.16	18.23	19.29	20.36	21.44	OVER 11
	BIWEEKLY	<b>1,372.80</b>	<b>1,458.40</b>	<b>1,543.20</b>	<b>1,628.80</b>	<b>1,715.20</b>	
	ANNUAL*	35,803	38,035	40,247	42,479	44,732	
13	HOURLY	17.32	18.39	19.47	20.55	21.63	OVER 12
	BIWEEKLY	<b>1,385.60</b>	<b>1,471.20</b>	<b>1,557.60</b>	<b>1,644.00</b>	<b>1,730.40</b>	
	ANNUAL*	36,136	38,369	40,622	42,876	45,129	
14	HOURLY	17.47	18.56	19.64	20.73	21.83	OVER 13
	BIWEEKLY	<b>1,397.60</b>	<b>1,484.80</b>	<b>1,571.20</b>	<b>1,658.40</b>	<b>1,746.40</b>	
	ANNUAL*	36,449	38,724	40,977	43,251	45,546	
15	HOURLY	17.63	18.72	19.82	20.92	22.02	OVER 14
	BIWEEKLY	<b>1,410.40</b>	<b>1,497.60</b>	<b>1,585.60</b>	<b>1,673.60</b>	<b>1,761.60</b>	
	ANNUAL*	36,783	39,057	41,352	43,647	45,943	
16	HOURLY	17.78	18.89	20.00	21.10	22.22	OVER 15
	BIWEEKLY	<b>1,422.40</b>	<b>1,511.20</b>	<b>1,600.00</b>	<b>1,688.00</b>	<b>1,777.60</b>	
	ANNUAL*	37,096	39,412	41,728	44,023	46,360	
17	HOURLY	17.94	19.06	20.17	21.29	22.41	OVER 16
	BIWEEKLY	<b>1,435.20</b>	<b>1,524.80</b>	<b>1,613.60</b>	<b>1,703.20</b>	<b>1,792.80</b>	
	ANNUAL*	37,430	39,767	42,083	44,419	46,756	

COMMONWEALTH OF PENNSYLVANIA  
 CAPITOL POLICE PAY SCHEDULE  
 EFFECTIVE JULY 1, 2000  
 SCHEDULE L

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
18	HOURLY	18.10	19.22	20.35	21.47	22.61	OVER 17
	BIWEEKLY	1,448.00	1,537.60	1,628.00	1,717.60	1,808.80	
	ANNUAL*	37,764	40,101	42,458	44,795	47,174	
19	HOURLY	18.25	19.39	20.52	21.66	22.80	OVER 18
	BIWEEKLY	1,460.00	1,551.20	1,641.60	1,732.80	1,824.00	
	ANNUAL*	38,077	40,455	42,813	45,191	47,570	
20	HOURLY	18.41	19.55	20.70	21.84	23.00	OVER 19
	BIWEEKLY	1,472.80	1,564.00	1,656.00	1,747.20	1,840.00	
	ANNUAL*	38,411	40,789	43,188	45,567	47,987	
21	HOURLY	18.56	19.72	20.87	22.03	23.19	OVER 20
	BIWEEKLY	1,484.80	1,577.60	1,669.60	1,762.40	1,855.20	
	ANNUAL*	38,724	41,144	43,543	45,963	48,384	
22	HOURLY	18.72	19.88	21.05	22.21	23.39	OVER 21
	BIWEEKLY	1,497.60	1,590.40	1,684.00	1,776.80	1,871.20	
	ANNUAL*	39,057	41,478	43,919	46,339	48,801	
23	HOURLY	18.88	20.05	21.22	22.40	23.58	OVER 22
	BIWEEKLY	1,510.40	1,604.00	1,697.60	1,792.00	1,886.40	
	ANNUAL*	39,391	41,832	44,273	46,735	49,197	
24	HOURLY	19.03	20.22	21.40	22.58	23.78	OVER 23
	BIWEEKLY	1,522.40	1,617.60	1,712.00	1,806.40	1,902.40	
	ANNUAL*	39,704	42,187	44,649	47,111	49,615	
25	HOURLY	19.19	20.38	21.57	22.77	23.97	OVER 24
	BIWEEKLY	1,535.20	1,630.40	1,725.60	1,821.60	1,917.60	
	ANNUAL*	40,038	42,521	45,004	47,507	50,011	
26	HOURLY	19.34	20.55	21.75	22.95	24.17	OVER 25
	BIWEEKLY	1,547.20	1,644.00	1,740.00	1,836.00	1,933.60	
	ANNUAL*	40,351	42,876	45,379	47,883	50,428	
27	HOURLY	19.50	20.71	21.93	23.14	24.36	OVER 26
	BIWEEKLY	1,560.00	1,656.80	1,754.40	1,851.20	1,948.80	
	ANNUAL*	40,685	43,209	45,755	48,279	50,825	
28	HOURLY	19.66	20.88	22.10	23.32	24.56	OVER 27
	BIWEEKLY	1,572.80	1,670.40	1,768.00	1,865.60	1,964.80	
	ANNUAL*	41,019	43,564	46,109	48,655	51,242	
29	HOURLY	19.81	21.04	22.28	23.51	24.75	OVER 28
	BIWEEKLY	1,584.80	1,683.20	1,782.40	1,880.80	1,980.00	
	ANNUAL*	41,332	43,898	46,485	49,051	51,638	

\* Approximate annual rate is derived by multiplying the biweekly rate by 26.08 and rounding to the nearest dollar.

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
6	HOURLY	17.32	18.39	19.47	20.55	21.63	1-6
	BIWEEKLY	1,385.60	1,471.20	1,557.60	1,644.00	1,730.40	
	ANNUAL*	36,136	38,369	40,622	42,876	45,129	
7	HOURLY	18.19	19.31	20.44	21.58	22.71	OVER 6
	BIWEEKLY	1,455.20	1,544.80	1,635.20	1,726.40	1,816.80	
	ANNUAL*	37,952	40,288	42,646	45,025	47,382	
8	HOURLY	18.36	19.49	20.64	21.78	22.93	OVER 7
	BIWEEKLY	1,468.80	1,559.20	1,651.20	1,742.40	1,834.40	
	ANNUAL*	38,306	40,664	43,063	45,442	47,841	
9	HOURLY	18.53	19.68	20.83	21.99	23.14	OVER 8
	BIWEEKLY	1,482.40	1,574.40	1,666.40	1,759.20	1,851.20	
	ANNUAL*	38,661	41,060	43,460	45,880	48,279	
10	HOURLY	18.71	19.86	21.03	22.19	23.36	OVER 9
	BIWEEKLY	1,496.80	1,588.80	1,682.40	1,775.20	1,868.80	
	ANNUAL*	39,037	41,436	43,877	46,297	48,738	
11	HOURLY	18.88	20.05	21.22	22.40	23.58	OVER 10
	BIWEEKLY	1,510.40	1,604.00	1,697.60	1,792.00	1,886.40	
	ANNUAL*	39,391	41,832	44,273	46,735	49,197	
12	HOURLY	19.05	20.23	21.42	22.61	23.79	OVER 11
	BIWEEKLY	1,524.00	1,618.40	1,713.60	1,808.80	1,903.20	
	ANNUAL*	39,746	42,208	44,691	47,174	49,635	
13	HOURLY	19.23	20.41	21.61	22.81	24.01	OVER 12
	BIWEEKLY	1,538.40	1,632.80	1,728.80	1,824.80	1,920.80	
	ANNUAL*	40,121	42,583	45,087	47,591	50,094	
14	HOURLY	19.40	20.60	21.81	23.02	24.23	OVER 13
	BIWEEKLY	1,552.00	1,648.00	1,744.80	1,841.60	1,938.40	
	ANNUAL*	40,476	42,980	45,504	48,029	50,553	
15	HOURLY	19.57	20.78	22.00	23.22	24.44	OVER 14
	BIWEEKLY	1,565.60	1,662.40	1,760.00	1,857.60	1,955.20	
	ANNUAL*	40,831	43,355	45,901	48,446	50,992	
16	HOURLY	19.74	20.96	22.20	23.43	24.66	OVER 15
	BIWEEKLY	1,579.20	1,676.80	1,776.00	1,874.40	1,972.80	
	ANNUAL*	41,186	43,731	46,318	48,884	51,451	
17	HOURLY	19.92	21.15	22.39	23.63	24.87	OVER 16
	BIWEEKLY	1,593.60	1,692.00	1,791.20	1,890.40	1,989.60	
	ANNUAL*	41,561	44,127	46,714	49,302	51,889	

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
18	HOURLY	20.09	21.33	22.59	23.84	25.09	OVER 17
	BIWEEKLY	1,607.20	1,706.40	1,807.20	1,907.20	2,007.20	
	ANNUAL*	41,916	44,503	47,132	49,740	52,348	
19	HOURLY	20.26	21.52	22.78	24.04	25.31	OVER 18
	BIWEEKLY	1,620.80	1,721.60	1,822.40	1,923.20	2,024.80	
	ANNUAL*	42,270	44,899	47,528	50,157	52,807	
20	HOURLY	20.44	21.70	22.97	24.25	25.52	OVER 19
	BIWEEKLY	1,635.20	1,736.00	1,837.60	1,940.00	2,041.60	
	ANNUAL*	42,646	45,275	47,925	50,595	53,245	
21	HOURLY	20.61	21.88	23.17	24.45	25.74	OVER 20
	BIWEEKLY	1,648.80	1,750.40	1,853.60	1,956.00	2,059.20	
	ANNUAL*	43,001	45,650	48,342	51,012	53,704	
22	HOURLY	20.78	22.07	23.36	24.66	25.96	OVER 21
	BIWEEKLY	1,662.40	1,765.60	1,868.80	1,972.80	2,076.80	
	ANNUAL*	43,355	46,047	48,738	51,451	54,163	
23	HOURLY	20.96	22.25	23.56	24.87	26.17	OVER 22
	BIWEEKLY	1,676.80	1,780.00	1,884.80	1,989.60	2,093.60	
	ANNUAL*	43,731	46,422	49,156	51,889	54,601	
24	HOURLY	21.13	22.44	23.75	25.07	26.39	OVER 23
	BIWEEKLY	1,690.40	1,795.20	1,900.00	2,005.60	2,111.20	
	ANNUAL*	44,086	46,819	49,552	52,306	55,060	
25	HOURLY	21.30	22.62	23.95	25.28	26.60	OVER 24
	BIWEEKLY	1,704.00	1,809.60	1,916.00	2,022.40	2,128.00	
	ANNUAL*	44,440	47,194	49,969	52,744	55,498	
26	HOURLY	21.48	22.80	24.14	25.48	26.82	OVER 25
	BIWEEKLY	1,718.40	1,824.00	1,931.20	2,038.40	2,145.60	
	ANNUAL*	44,816	47,570	50,366	53,161	55,957	
27	HOURLY	21.65	22.99	24.34	25.69	27.04	OVER 26
	BIWEEKLY	1,732.00	1,839.20	1,947.20	2,055.20	2,163.20	
	ANNUAL*	45,171	47,966	50,783	53,600	56,416	
28	HOURLY	21.82	23.17	24.53	25.89	27.25	OVER 27
	BIWEEKLY	1,745.60	1,853.60	1,962.40	2,071.20	2,180.00	
	ANNUAL*	45,525	48,342	51,179	54,017	56,854	
29	HOURLY	22.00	23.36	24.73	26.10	27.47	OVER 28
	BIWEEKLY	1,760.00	1,868.80	1,978.40	2,088.00	2,197.60	
	ANNUAL*	45,901	48,738	51,597	54,455	57,313	

\* Approximate annual rate is derived by multiplying the biweekly rate by 26.08 and rounding to the nearest dollar.

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
6	HOURLY	19.23	20.41	21.61	22.81	24.01	1-6
	BIWEEKLY	1,538.40	1,632.80	1,728.80	1,824.80	1,920.80	
	ANNUAL*	40,121	42,583	45,087	47,591	50,094	
7	HOURLY	20.19	21.43	22.69	23.95	25.21	OVER 6
	BIWEEKLY	1,615.20	1,714.40	1,815.20	1,916.00	2,016.80	
	ANNUAL*	42,124	44,712	47,340	49,969	52,598	
8	HOURLY	20.38	21.63	22.91	24.18	25.45	OVER 7
	BIWEEKLY	1,630.40	1,730.40	1,832.80	1,934.40	2,036.00	
	ANNUAL*	42,521	45,129	47,799	50,449	53,099	
9	HOURLY	20.58	21.84	23.12	24.41	25.69	OVER 8
	BIWEEKLY	1,646.40	1,747.20	1,849.60	1,952.80	2,055.20	
	ANNUAL*	42,938	45,567	48,238	50,929	53,600	
10	HOURLY	20.77	22.04	23.34	24.63	25.93	OVER 9
	BIWEEKLY	1,661.60	1,763.20	1,867.20	1,970.40	2,074.40	
	ANNUAL*	43,335	45,984	48,697	51,388	54,100	
11	HOURLY	20.96	22.25	23.55	24.86	26.17	OVER 10
	BIWEEKLY	1,676.80	1,780.00	1,884.00	1,988.80	2,093.60	
	ANNUAL*	43,731	46,422	49,135	51,868	54,601	
12	HOURLY	21.15	22.45	23.77	25.09	26.41	OVER 11
	BIWEEKLY	1,692.00	1,796.00	1,901.60	2,007.20	2,112.80	
	ANNUAL*	44,127	46,840	49,594	52,348	55,102	
13	HOURLY	21.35	22.66	23.99	25.32	26.65	OVER 12
	BIWEEKLY	1,708.00	1,812.80	1,919.20	2,025.60	2,132.00	
	ANNUAL*	44,545	47,278	50,053	52,828	55,603	
14	HOURLY	21.54	22.86	24.20	25.55	26.89	OVER 13
	BIWEEKLY	1,723.20	1,828.80	1,936.00	2,044.00	2,151.20	
	ANNUAL*	44,941	47,695	50,491	53,308	56,103	
15	HOURLY	21.73	23.06	24.42	25.78	27.13	OVER 14
	BIWEEKLY	1,738.40	1,844.80	1,953.60	2,062.40	2,170.40	
	ANNUAL*	45,337	48,112	50,950	53,787	56,604	
16	HOURLY	21.92	23.27	24.64	26.00	27.37	OVER 15
	BIWEEKLY	1,753.60	1,861.60	1,971.20	2,080.00	2,189.60	
	ANNUAL*	45,734	48,551	51,409	54,246	57,105	
17	HOURLY	22.11	23.47	24.85	26.23	27.61	OVER 16
	BIWEEKLY	1,768.80	1,877.60	1,988.00	2,098.40	2,208.80	
	ANNUAL*	46,130	48,968	51,847	54,726	57,606	



LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
18	HOURLY	22.31	23.68	25.07	26.46	27.85	OVER 17
	BIWEEKLY	1,784.80	1,894.40	2,005.60	2,116.80	2,228.00	
	ANNUAL*	46,548	49,406	52,306	55,206	58,106	
19	HOURLY	22.50	23.88	25.28	26.69	28.09	OVER 18
	BIWEEKLY	1,800.00	1,910.40	2,022.40	2,135.20	2,247.20	
	ANNUAL*	46,944	49,823	52,744	55,686	58,607	
20	HOURLY	22.69	24.08	25.50	26.92	28.33	OVER 19
	BIWEEKLY	1,815.20	1,926.40	2,040.00	2,153.60	2,266.40	
	ANNUAL*	47,340	50,241	53,203	56,166	59,108	
21	HOURLY	22.88	24.29	25.72	27.14	28.57	OVER 20
	BIWEEKLY	1,830.40	1,943.20	2,057.60	2,171.20	2,285.60	
	ANNUAL*	47,737	50,679	53,662	56,625	59,608	
22	HOURLY	23.08	24.49	25.93	27.37	28.81	OVER 21
	BIWEEKLY	1,846.40	1,959.20	2,074.40	2,189.60	2,304.80	
	ANNUAL*	48,154	51,096	54,100	57,105	60,109	
23	HOURLY	23.27	24.70	26.15	27.60	29.05	OVER 22
	BIWEEKLY	1,861.60	1,976.00	2,092.00	2,208.00	2,324.00	
	ANNUAL*	48,551	51,534	54,559	57,585	60,610	
24	HOURLY	23.46	24.90	26.36	27.83	29.29	OVER 23
	BIWEEKLY	1,876.80	1,992.00	2,108.80	2,226.40	2,343.20	
	ANNUAL*	48,947	51,951	54,998	58,065	61,111	
25	HOURLY	23.65	25.10	26.58	28.06	29.53	OVER 24
	BIWEEKLY	1,892.00	2,008.00	2,126.40	2,244.80	2,362.40	
	ANNUAL*	49,343	52,369	55,457	58,544	61,611	
26	HOURLY	23.85	25.31	26.80	28.28	29.77	OVER 25
	BIWEEKLY	1,908.00	2,024.80	2,144.00	2,262.40	2,381.60	
	ANNUAL*	49,761	52,807	55,916	59,003	62,112	
27	HOURLY	24.04	25.51	27.01	28.51	30.01	OVER 26
	BIWEEKLY	1,923.20	2,040.80	2,160.80	2,280.80	2,400.80	
	ANNUAL*	50,157	53,224	56,354	59,483	62,613	
28	HOURLY	24.23	25.72	27.23	28.74	30.25	OVER 27
	BIWEEKLY	1,938.40	2,057.60	2,178.40	2,299.20	2,420.00	
	ANNUAL*	50,553	53,662	56,813	59,963	63,114	
29	HOURLY	24.42	25.92	27.44	28.97	30.49	OVER 28
	BIWEEKLY	1,953.60	2,073.60	2,195.20	2,317.60	2,439.20	
	ANNUAL*	50,950	54,079	57,251	60,443	63,614	

\* Approximate annual rate is derived by multiplying the biweekly rate by 26.08 and rounding to the nearest dollar.

COMMONWEALTH OF PENNSYLVANIA  
 CAPITOL POLICE PAY SCHEDULE  
 EFFECTIVE JULY 1, 2001  
 SCHEDULE L

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
6	HOURLY	14.51	15.42	16.33	17.23	18.14	1-6
	BIWEEKLY	<b>1,160.80</b>	<b>1,233.60</b>	<b>1,306.40</b>	<b>1,378.40</b>	<b>1,451.20</b>	
	ANNUAL*	30,274	32,172	34,071	35,949	37,847	
7	HOURLY	15.31	16.27	17.23	18.18	19.14	OVER 6
	BIWEEKLY	<b>1,224.80</b>	<b>1,301.60</b>	<b>1,378.40</b>	<b>1,454.40</b>	<b>1,531.20</b>	
	ANNUAL*	31,943	33,946	35,949	37,931	39,934	
8	HOURLY	15.45	16.42	17.39	18.35	19.32	OVER 7
	BIWEEKLY	<b>1,236.00</b>	<b>1,313.60</b>	<b>1,391.20</b>	<b>1,468.00</b>	<b>1,545.60</b>	
	ANNUAL*	32,235	34,259	36,282	38,285	40,309	
9	HOURLY	15.60	16.58	17.55	18.52	19.50	OVER 8
	BIWEEKLY	<b>1,248.00</b>	<b>1,326.40</b>	<b>1,404.00</b>	<b>1,481.60</b>	<b>1,560.00</b>	
	ANNUAL*	32,548	34,593	36,616	38,640	40,685	
10	HOURLY	15.74	16.73	17.72	18.69	19.68	OVER 9
	BIWEEKLY	<b>1,259.20</b>	<b>1,338.40</b>	<b>1,417.60</b>	<b>1,495.20</b>	<b>1,574.40</b>	
	ANNUAL*	32,840	34,905	36,971	38,995	41,060	
11	HOURLY	15.89	16.88	17.88	18.87	19.86	OVER 10
	BIWEEKLY	<b>1,271.20</b>	<b>1,350.40</b>	<b>1,430.40</b>	<b>1,509.60</b>	<b>1,588.80</b>	
	ANNUAL*	33,153	35,218	37,305	39,370	41,436	
12	HOURLY	16.03	17.04	18.04	19.04	20.04	OVER 11
	BIWEEKLY	<b>1,282.40</b>	<b>1,363.20</b>	<b>1,443.20</b>	<b>1,523.20</b>	<b>1,603.20</b>	
	ANNUAL*	33,445	35,552	37,639	39,725	41,811	
13	HOURLY	16.18	17.19	18.21	19.21	20.23	OVER 12
	BIWEEKLY	<b>1,294.40</b>	<b>1,375.20</b>	<b>1,456.80</b>	<b>1,536.80</b>	<b>1,618.40</b>	
	ANNUAL*	33,758	35,865	37,993	40,080	42,208	
14	HOURLY	16.32	17.35	18.37	19.38	20.41	OVER 13
	BIWEEKLY	<b>1,305.60</b>	<b>1,388.00</b>	<b>1,469.60</b>	<b>1,550.40</b>	<b>1,632.80</b>	
	ANNUAL*	34,050	36,199	38,327	40,434	42,583	
15	HOURLY	16.47	17.50	18.53	19.56	20.59	OVER 14
	BIWEEKLY	<b>1,317.60</b>	<b>1,400.00</b>	<b>1,482.40</b>	<b>1,564.80</b>	<b>1,647.20</b>	
	ANNUAL*	34,363	36,512	38,661	40,810	42,959	
16	HOURLY	16.61	17.66	18.70	19.73	20.77	OVER 15
	BIWEEKLY	<b>1,328.80</b>	<b>1,412.80</b>	<b>1,496.00</b>	<b>1,578.40</b>	<b>1,661.60</b>	
	ANNUAL*	34,655	36,846	39,016	41,165	43,335	
17	HOURLY	16.76	17.81	18.86	19.90	20.95	OVER 16
	BIWEEKLY	<b>1,340.80</b>	<b>1,424.80</b>	<b>1,508.80</b>	<b>1,592.00</b>	<b>1,676.00</b>	
	ANNUAL*	34,968	37,159	39,350	41,519	43,710	

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
18	HOURLY	16.90	17.96	19.02	20.07	21.13	OVER 17
	BIWEEKLY	<b>1,352.00</b>	<b>1,436.80</b>	<b>1,521.60</b>	<b>1,605.60</b>	<b>1,690.40</b>	
	ANNUAL*	35,260	37,472	39,683	41,874	44,086	
19	HOURLY	17.05	18.12	19.19	20.25	21.31	OVER 18
	BIWEEKLY	<b>1,364.00</b>	<b>1,449.60</b>	<b>1,535.20</b>	<b>1,620.00</b>	<b>1,704.80</b>	
	ANNUAL*	35,573	37,806	40,038	42,250	44,461	
20	HOURLY	17.19	18.27	19.35	20.42	21.50	OVER 19
	BIWEEKLY	<b>1,375.20</b>	<b>1,461.60</b>	<b>1,548.00</b>	<b>1,633.60</b>	<b>1,720.00</b>	
	ANNUAL*	35,865	38,119	40,372	42,604	44,858	
21	HOURLY	17.34	18.43	19.51	20.59	21.68	OVER 20
	BIWEEKLY	<b>1,387.20</b>	<b>1,474.40</b>	<b>1,560.80</b>	<b>1,647.20</b>	<b>1,734.40</b>	
	ANNUAL*	36,178	38,452	40,706	42,959	45,233	
22	HOURLY	17.48	18.58	19.68	20.76	21.86	OVER 21
	BIWEEKLY	<b>1,398.40</b>	<b>1,486.40</b>	<b>1,574.40</b>	<b>1,660.80</b>	<b>1,748.80</b>	
	ANNUAL*	36,470	38,765	41,060	43,314	45,609	
23	HOURLY	17.63	18.74	19.84	20.93	22.04	OVER 22
	BIWEEKLY	<b>1,410.40</b>	<b>1,499.20</b>	<b>1,587.20</b>	<b>1,674.40</b>	<b>1,763.20</b>	
	ANNUAL*	36,783	39,099	41,394	43,668	45,984	
24	HOURLY	17.77	18.89	20.00	21.11	22.22	OVER 23
	BIWEEKLY	<b>1,421.60</b>	<b>1,511.20</b>	<b>1,600.00</b>	<b>1,688.80</b>	<b>1,777.60</b>	
	ANNUAL*	37,075	39,412	41,728	44,044	46,360	
25	HOURLY	17.92	19.04	20.17	21.28	22.40	OVER 24
	BIWEEKLY	<b>1,433.60</b>	<b>1,523.20</b>	<b>1,613.60</b>	<b>1,702.40</b>	<b>1,792.00</b>	
	ANNUAL*	37,388	39,725	42,083	44,399	46,735	
26	HOURLY	18.06	19.20	20.33	21.45	22.58	OVER 25
	BIWEEKLY	<b>1,444.80</b>	<b>1,536.00</b>	<b>1,626.40</b>	<b>1,716.00</b>	<b>1,806.40</b>	
	ANNUAL*	37,680	40,059	42,417	44,753	47,111	
27	HOURLY	18.21	19.35	20.49	21.62	22.77	OVER 26
	BIWEEKLY	<b>1,456.80</b>	<b>1,548.00</b>	<b>1,639.20</b>	<b>1,729.60</b>	<b>1,821.60</b>	
	ANNUAL*	37,993	40,372	42,750	45,108	47,507	
28	HOURLY	18.36	19.51	20.66	21.80	22.95	OVER 27
	BIWEEKLY	<b>1,468.80</b>	<b>1,560.80</b>	<b>1,652.80</b>	<b>1,744.00</b>	<b>1,836.00</b>	
	ANNUAL*	38,306	40,706	43,105	45,484	47,883	
29	HOURLY	18.50	19.66	20.82	21.97	23.13	OVER 28
	BIWEEKLY	<b>1,480.00</b>	<b>1,572.80</b>	<b>1,665.60</b>	<b>1,757.60</b>	<b>1,850.40</b>	
	ANNUAL*	38,598	41,019	43,439	45,838	48,258	

\* Approximate annual rate is derived by multiplying the biweekly rate by 26.08 and rounding to the nearest dollar.

COMMONWEALTH OF PENNSYLVANIA  
 CAPITOL POLICE PAY SCHEDULE  
 EFFECTIVE JULY 1, 2001  
 SCHEDULE L

LONGEVITY LEVEL	STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
6 HOURLY BIWEEKLY ANNUAL*	16.11 1,288.80 33,612	17.12 1,369.60 35,719	18.13 1,450.40 37,826	19.13 1,530.40 39,913	20.14 1,611.20 42,020	1-6
7 HOURLY BIWEEKLY ANNUAL*	17.00 1,360.00 35,469	18.06 1,444.80 37,680	19.13 1,530.40 39,913	20.18 1,614.40 42,104	21.25 1,700.00 44,336	OVER 6
8 HOURLY BIWEEKLY ANNUAL*	17.16 1,372.80 35,803	18.23 1,458.40 38,035	19.31 1,544.80 40,288	20.37 1,629.60 42,500	21.45 1,716.00 44,753	OVER 7
9 HOURLY BIWEEKLY ANNUAL*	17.32 1,385.60 36,136	18.40 1,472.00 38,390	19.49 1,559.20 40,664	20.56 1,644.80 42,896	21.65 1,732.00 45,171	OVER 8
10 HOURLY BIWEEKLY ANNUAL*	17.48 1,398.40 36,470	18.58 1,486.40 38,765	19.67 1,573.60 41,039	20.76 1,660.80 43,314	21.85 1,748.00 45,588	OVER 9
11 HOURLY BIWEEKLY ANNUAL*	17.64 1,411.20 36,804	18.75 1,500.00 39,120	19.85 1,588.00 41,415	20.95 1,676.00 43,710	22.05 1,764.00 46,005	OVER 10
12 HOURLY BIWEEKLY ANNUAL*	17.80 1,424.00 37,138	18.92 1,513.60 39,475	20.03 1,602.40 41,791	21.14 1,691.20 44,106	22.25 1,780.00 46,422	OVER 11
13 HOURLY BIWEEKLY ANNUAL*	17.96 1,436.80 37,472	19.09 1,527.20 39,829	20.21 1,616.80 42,166	21.33 1,706.40 44,503	22.46 1,796.80 46,861	OVER 12
14 HOURLY BIWEEKLY ANNUAL*	18.12 1,449.60 37,806	19.26 1,540.80 40,184	20.40 1,632.00 42,563	21.52 1,721.60 44,899	22.66 1,812.80 47,278	OVER 13
15 HOURLY BIWEEKLY ANNUAL*	18.28 1,462.40 38,139	19.43 1,554.40 40,539	20.58 1,646.40 42,938	21.71 1,736.80 45,296	22.86 1,828.80 47,695	OVER 14
16 HOURLY BIWEEKLY ANNUAL*	18.45 1,476.00 38,494	19.60 1,568.00 40,893	20.76 1,660.80 43,314	21.90 1,752.00 45,692	23.06 1,844.80 48,112	OVER 15
17 HOURLY BIWEEKLY ANNUAL*	18.61 1,488.80 38,828	19.77 1,581.60 41,248	20.94 1,675.20 43,689	22.10 1,768.00 46,109	23.26 1,860.80 48,530	OVER 16

COMMONWEALTH OF PENNSYLVANIA  
 CAPITOL POLICE PAY SCHEDULE  
 EFFECTIVE JULY 1, 2001  
 SCHEDULE L

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
18	HOURLY	18.77	19.94	21.12	22.29	23.46	OVER 17
	BIWEEKLY	<b>1,501.60</b>	<b>1,595.20</b>	<b>1,689.60</b>	<b>1,783.20</b>	<b>1,876.80</b>	
	ANNUAL*	39,162	41,603	44,065	46,506	48,947	
19	HOURLY	18.93	20.12	21.30	22.48	23.66	OVER 18
	BIWEEKLY	<b>1,514.40</b>	<b>1,609.60</b>	<b>1,704.00</b>	<b>1,798.40</b>	<b>1,892.80</b>	
	ANNUAL*	39,496	41,978	44,440	46,902	49,364	
20	HOURLY	19.09	20.29	21.48	22.67	23.87	OVER 19
	BIWEEKLY	<b>1,527.20</b>	<b>1,623.20</b>	<b>1,718.40</b>	<b>1,813.60</b>	<b>1,909.60</b>	
	ANNUAL*	39,829	42,333	44,816	47,299	49,802	
21	HOURLY	19.25	20.46	21.67	22.86	24.07	OVER 20
	BIWEEKLY	<b>1,540.00</b>	<b>1,636.80</b>	<b>1,733.60</b>	<b>1,828.80</b>	<b>1,925.60</b>	
	ANNUAL*	40,163	42,688	45,212	47,695	50,220	
22	HOURLY	19.41	20.63	21.85	23.05	24.27	OVER 21
	BIWEEKLY	<b>1,552.80</b>	<b>1,650.40</b>	<b>1,748.00</b>	<b>1,844.00</b>	<b>1,941.60</b>	
	ANNUAL*	40,497	43,042	45,588	48,092	50,637	
23	HOURLY	19.57	20.80	22.03	23.24	24.47	OVER 22
	BIWEEKLY	<b>1,565.60</b>	<b>1,664.00</b>	<b>1,762.40</b>	<b>1,859.20</b>	<b>1,957.60</b>	
	ANNUAL*	40,831	43,397	45,963	48,488	51,054	
24	HOURLY	19.73	20.97	22.21	23.43	24.67	OVER 23
	BIWEEKLY	<b>1,578.40</b>	<b>1,677.60</b>	<b>1,776.80</b>	<b>1,874.40</b>	<b>1,973.60</b>	
	ANNUAL*	41,165	43,752	46,339	48,884	51,471	
25	HOURLY	19.90	21.14	22.39	23.63	24.87	OVER 24
	BIWEEKLY	<b>1,592.00</b>	<b>1,691.20</b>	<b>1,791.20</b>	<b>1,890.40</b>	<b>1,989.60</b>	
	ANNUAL*	41,519	44,106	46,714	49,302	51,889	
26	HOURLY	20.06	21.31	22.57	23.82	25.07	OVER 25
	BIWEEKLY	<b>1,604.80</b>	<b>1,704.80</b>	<b>1,805.60</b>	<b>1,905.60</b>	<b>2,005.60</b>	
	ANNUAL*	41,853	44,461	47,090	49,698	52,306	
27	HOURLY	20.22	21.49	22.75	24.01	25.28	OVER 26
	BIWEEKLY	<b>1,617.60</b>	<b>1,719.20</b>	<b>1,820.00</b>	<b>1,920.80</b>	<b>2,022.40</b>	
	ANNUAL*	42,187	44,837	47,466	50,094	52,744	
28	HOURLY	20.38	21.66	22.93	24.20	25.48	OVER 27
	BIWEEKLY	<b>1,630.40</b>	<b>1,732.80</b>	<b>1,834.40</b>	<b>1,936.00</b>	<b>2,038.40</b>	
	ANNUAL*	42,521	45,191	47,841	50,491	53,161	
29	HOURLY	20.54	21.83	23.12	24.39	25.68	OVER 28
	BIWEEKLY	<b>1,643.20</b>	<b>1,746.40</b>	<b>1,849.60</b>	<b>1,951.20</b>	<b>2,054.40</b>	
	ANNUAL*	42,855	45,546	48,238	50,887	53,579	

\* Approximate annual rate is derived by multiplying the biweekly rate by 26.08 and rounding to the nearest dollar.

COMMONWEALTH OF PENNSYLVANIA  
 CAPITOL POLICE PAY SCHEDULE  
 EFFECTIVE JULY 1, 2001  
 SCHEDULE L

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
6	HOURLY	17.88	19.00	20.12	21.23	22.36	1-6
	BIWEEKLY	<b>1,430.40</b>	<b>1,520.00</b>	<b>1,609.60</b>	<b>1,698.40</b>	<b>1,788.80</b>	
	ANNUAL*	37,305	39,642	41,978	44,294	46,652	
7	HOURLY	18.86	20.05	21.23	22.40	23.59	OVER 6
	BIWEEKLY	<b>1,508.80</b>	<b>1,604.00</b>	<b>1,698.40</b>	<b>1,792.00</b>	<b>1,887.20</b>	
	ANNUAL*	39,350	41,832	44,294	46,735	49,218	
8	HOURLY	19.04	20.24	21.43	22.61	23.81	OVER 7
	BIWEEKLY	<b>1,523.20</b>	<b>1,619.20</b>	<b>1,714.40</b>	<b>1,808.80</b>	<b>1,904.80</b>	
	ANNUAL*	39,725	42,229	44,712	47,174	49,677	
9	HOURLY	19.22	20.43	21.63	22.82	24.04	OVER 8
	BIWEEKLY	<b>1,537.60</b>	<b>1,634.40</b>	<b>1,730.40</b>	<b>1,825.60</b>	<b>1,923.20</b>	
	ANNUAL*	40,101	42,625	45,129	47,612	50,157	
10	HOURLY	19.40	20.62	21.83	23.03	24.26	OVER 9
	BIWEEKLY	<b>1,552.00</b>	<b>1,649.60</b>	<b>1,746.40</b>	<b>1,842.40</b>	<b>1,940.80</b>	
	ANNUAL*	40,476	43,022	45,546	48,050	50,616	
11	HOURLY	19.58	20.81	22.03	23.25	24.48	OVER 10
	BIWEEKLY	<b>1,566.40</b>	<b>1,664.80</b>	<b>1,762.40</b>	<b>1,860.00</b>	<b>1,958.40</b>	
	ANNUAL*	40,852	43,418	45,963	48,509	51,075	
12	HOURLY	19.76	21.00	22.23	23.46	24.71	OVER 11
	BIWEEKLY	<b>1,580.80</b>	<b>1,680.00</b>	<b>1,778.40</b>	<b>1,876.80</b>	<b>1,976.80</b>	
	ANNUAL*	41,227	43,814	46,381	48,947	51,555	
13	HOURLY	19.94	21.19	22.43	23.67	24.93	OVER 12
	BIWEEKLY	<b>1,595.20</b>	<b>1,695.20</b>	<b>1,794.40</b>	<b>1,893.60</b>	<b>1,994.40</b>	
	ANNUAL*	41,603	44,211	46,798	49,385	52,014	
14	HOURLY	20.12	21.38	22.64	23.88	25.16	OVER 13
	BIWEEKLY	<b>1,609.60</b>	<b>1,710.40</b>	<b>1,811.20</b>	<b>1,910.40</b>	<b>2,012.80</b>	
	ANNUAL*	41,978	44,607	47,236	49,823	52,494	
15	HOURLY	20.29	21.57	22.84	24.10	25.38	OVER 14
	BIWEEKLY	<b>1,623.20</b>	<b>1,725.60</b>	<b>1,827.20</b>	<b>1,928.00</b>	<b>2,030.40</b>	
	ANNUAL*	42,333	45,004	47,653	50,282	52,953	
16	HOURLY	20.47	21.76	23.04	24.31	25.60	OVER 15
	BIWEEKLY	<b>1,637.60</b>	<b>1,740.80</b>	<b>1,843.20</b>	<b>1,944.80</b>	<b>2,048.00</b>	
	ANNUAL*	42,709	45,400	48,071	50,720	53,412	
17	HOURLY	20.65	21.95	23.24	24.52	25.83	OVER 16
	BIWEEKLY	<b>1,652.00</b>	<b>1,756.00</b>	<b>1,859.20</b>	<b>1,961.60</b>	<b>2,066.40</b>	
	ANNUAL*	43,084	45,796	48,488	51,159	53,892	

LONGEVITY LEVEL	STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
18 HOURLY BIWEEKLY ANNUAL*	20.83 1,666.40 43,460	22.14 1,771.20 46,193	23.44 1,875.20 48,905	24.73 1,978.40 51,597	26.05 2,084.00 54,351	OVER 17
19 HOURLY BIWEEKLY ANNUAL*	21.01 1,680.80 43,835	22.33 1,786.40 46,589	23.64 1,891.20 49,322	24.95 1,996.00 52,056	26.27 2,101.60 54,810	OVER 18
20 HOURLY BIWEEKLY ANNUAL*	21.19 1,695.20 44,211	22.52 1,801.60 46,986	23.84 1,907.20 49,740	25.16 2,012.80 52,494	26.50 2,120.00 55,290	OVER 19
21 HOURLY BIWEEKLY ANNUAL*	21.37 1,709.60 44,586	22.71 1,816.80 47,382	24.04 1,923.20 50,157	25.37 2,029.60 52,932	26.72 2,137.60 55,749	OVER 20
22 HOURLY BIWEEKLY ANNUAL*	21.55 1,724.00 44,962	22.90 1,832.00 47,779	24.24 1,939.20 50,574	25.58 2,046.40 53,370	26.94 2,155.20 56,208	OVER 21
23 HOURLY BIWEEKLY ANNUAL*	21.72 1,737.60 45,317	23.09 1,847.20 48,175	24.45 1,956.00 51,012	25.79 2,063.20 53,808	27.17 2,173.60 56,687	OVER 22
24 HOURLY BIWEEKLY ANNUAL*	21.90 1,752.00 45,692	23.28 1,862.40 48,571	24.65 1,972.00 51,430	26.01 2,080.80 54,267	27.39 2,191.20 57,146	OVER 23
25 HOURLY BIWEEKLY ANNUAL*	22.08 1,766.40 46,068	23.47 1,877.60 48,968	24.85 1,988.00 51,847	26.22 2,097.60 54,705	27.61 2,208.80 57,606	OVER 24
26 HOURLY BIWEEKLY ANNUAL*	22.26 1,780.80 46,443	23.66 1,892.80 49,364	25.05 2,004.00 52,264	26.43 2,114.40 55,144	27.84 2,227.20 58,085	OVER 25
27 HOURLY BIWEEKLY ANNUAL*	22.44 1,795.20 46,819	23.85 1,908.00 49,761	25.25 2,020.00 52,682	26.64 2,131.20 55,582	28.06 2,244.80 58,544	OVER 26
28 HOURLY BIWEEKLY ANNUAL*	22.62 1,809.60 47,194	24.04 1,923.20 50,157	25.45 2,036.00 53,099	26.86 2,148.80 56,041	28.29 2,263.20 59,024	OVER 27
29 HOURLY BIWEEKLY ANNUAL*	22.80 1,824.00 47,570	24.23 1,938.40 50,553	25.65 2,052.00 53,516	27.07 2,165.60 56,479	28.51 2,280.80 59,483	OVER 28

\* Approximate annual rate is derived by multiplying the biweekly rate by 26.08 and rounding to the nearest dollar.

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
6	HOURLY	19.85	21.09	22.33	23.57	24.82	1-6
	BIWEEKLY	<b>1,588.00</b>	<b>1,687.20</b>	<b>1,786.40</b>	<b>1,885.60</b>	<b>1,985.60</b>	
	ANNUAL*	41,415	44,002	46,589	49,176	51,784	
7	HOURLY	20.94	22.25	23.56	24.87	26.19	OVER 6
	BIWEEKLY	<b>1,675.20</b>	<b>1,780.00</b>	<b>1,884.80</b>	<b>1,989.60</b>	<b>2,095.20</b>	
	ANNUAL*	43,689	46,422	49,156	51,889	54,643	
8	HOURLY	21.14	22.46	23.78	25.10	26.43	OVER 7
	BIWEEKLY	<b>1,691.20</b>	<b>1,796.80</b>	<b>1,902.40</b>	<b>2,008.00</b>	<b>2,114.40</b>	
	ANNUAL*	44,106	46,861	49,615	52,369	55,144	
9	HOURLY	21.34	22.67	24.00	25.34	26.68	OVER 8
	BIWEEKLY	<b>1,707.20</b>	<b>1,813.60</b>	<b>1,920.00</b>	<b>2,027.20</b>	<b>2,134.40</b>	
	ANNUAL*	44,524	47,299	50,074	52,869	55,665	
10	HOURLY	21.54	22.88	24.23	25.57	26.93	OVER 9
	BIWEEKLY	<b>1,723.20</b>	<b>1,830.40</b>	<b>1,938.40</b>	<b>2,045.60</b>	<b>2,154.40</b>	
	ANNUAL*	44,941	47,737	50,553	53,349	56,187	
11	HOURLY	21.74	23.09	24.45	25.81	27.18	OVER 10
	BIWEEKLY	<b>1,739.20</b>	<b>1,847.20</b>	<b>1,956.00</b>	<b>2,064.80</b>	<b>2,174.40</b>	
	ANNUAL*	45,358	48,175	51,012	53,850	56,708	
12	HOURLY	21.93	23.30	24.67	26.04	27.43	OVER 11
	BIWEEKLY	<b>1,754.40</b>	<b>1,864.00</b>	<b>1,973.60</b>	<b>2,083.20</b>	<b>2,194.40</b>	
	ANNUAL*	45,755	48,613	51,471	54,330	57,230	
13	HOURLY	22.13	23.52	24.90	26.28	27.67	OVER 12
	BIWEEKLY	<b>1,770.40</b>	<b>1,881.60</b>	<b>1,992.00</b>	<b>2,102.40</b>	<b>2,213.60</b>	
	ANNUAL*	46,172	49,072	51,951	54,831	57,731	
14	HOURLY	22.33	23.73	25.12	26.52	27.92	OVER 13
	BIWEEKLY	<b>1,786.40</b>	<b>1,898.40</b>	<b>2,009.60</b>	<b>2,121.60</b>	<b>2,233.60</b>	
	ANNUAL*	46,589	49,510	52,410	55,331	58,252	
15	HOURLY	22.53	23.94	25.34	26.75	28.17	OVER 14
	BIWEEKLY	<b>1,802.40</b>	<b>1,915.20</b>	<b>2,027.20</b>	<b>2,140.00</b>	<b>2,253.60</b>	
	ANNUAL*	47,007	49,948	52,869	55,811	58,774	
16	HOURLY	22.73	24.15	25.57	26.99	28.42	OVER 15
	BIWEEKLY	<b>1,818.40</b>	<b>1,932.00</b>	<b>2,045.60</b>	<b>2,159.20</b>	<b>2,273.60</b>	
	ANNUAL*	47,424	50,387	53,349	56,312	59,295	
17	HOURLY	22.93	24.36	25.79	27.22	28.67	OVER 16
	BIWEEKLY	<b>1,834.40</b>	<b>1,948.80</b>	<b>2,063.20</b>	<b>2,177.60</b>	<b>2,293.60</b>	
	ANNUAL*	47,841	50,825	53,808	56,792	59,817	



LONGEVITY LEVEL	STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
18 HOURLY BIWEEKLY ANNUAL*	23.13 1,850.40 48,258	24.57 1,965.60 51,263	26.01 2,080.80 54,267	27.46 2,196.80 57,293	28.92 2,313.60 60,339	OVER 17
19 HOURLY BIWEEKLY ANNUAL*	23.32 1,865.60 48,655	24.78 1,982.40 51,701	26.24 2,099.20 54,747	27.69 2,215.20 57,772	29.16 2,332.80 60,839	OVER 18
20 HOURLY BIWEEKLY ANNUAL*	23.52 1,881.60 49,072	24.99 1,999.20 52,139	26.46 2,116.80 55,206	27.93 2,234.40 58,273	29.41 2,352.80 61,361	OVER 19
21 HOURLY BIWEEKLY ANNUAL*	23.72 1,897.60 49,489	25.20 2,016.00 52,577	26.68 2,134.40 55,665	28.17 2,253.60 58,774	29.66 2,372.80 61,883	OVER 20
22 HOURLY BIWEEKLY ANNUAL*	23.92 1,913.60 49,907	25.41 2,032.80 53,015	26.91 2,152.80 56,145	28.40 2,272.00 59,254	29.91 2,392.80 62,404	OVER 21
23 HOURLY BIWEEKLY ANNUAL*	24.12 1,929.60 50,324	25.62 2,049.60 53,454	27.13 2,170.40 56,604	28.64 2,291.20 59,754	30.16 2,412.80 62,926	OVER 22
24 HOURLY BIWEEKLY ANNUAL*	24.32 1,945.60 50,741	25.84 2,067.20 53,913	27.35 2,188.00 57,063	28.87 2,309.60 60,234	30.40 2,432.00 63,427	OVER 23
25 HOURLY BIWEEKLY ANNUAL*	24.51 1,960.80 51,138	26.05 2,084.00 54,351	27.58 2,206.40 57,543	29.11 2,328.80 60,735	30.65 2,452.00 63,948	OVER 24
26 HOURLY BIWEEKLY ANNUAL*	24.71 1,976.80 51,555	26.26 2,100.80 54,789	27.80 2,224.00 58,002	29.34 2,347.20 61,215	30.90 2,472.00 64,470	OVER 25
27 HOURLY BIWEEKLY ANNUAL*	24.91 1,992.80 51,972	26.47 2,117.60 55,227	28.02 2,241.60 58,461	29.58 2,366.40 61,716	31.15 2,492.00 64,991	OVER 26
28 HOURLY BIWEEKLY ANNUAL*	25.11 2,008.80 52,390	26.68 2,134.40 55,665	28.25 2,260.00 58,941	29.82 2,385.60 62,216	31.40 2,512.00 65,513	OVER 27
29 HOURLY BIWEEKLY ANNUAL*	25.31 2,024.80 52,807	26.89 2,151.20 56,103	28.47 2,277.60 59,400	30.05 2,404.00 62,696	31.65 2,532.00 66,035	OVER 28

\* Approximate annual rate is derived by multiplying the biweekly rate by 26.08 and rounding to the nearest dollar.

COMMONWEALTH OF PENNSYLVANIA  
CAPITOL POLICE PAY SCHEDULE  
EFFECTIVE JULY 1, 2002  
SCHEDULE L

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
5	HOURLY	14.98	15.91	16.85	17.78	18.72	1-5
	BIWEEKLY	<b>1,198.40</b>	<b>1,272.80</b>	<b>1,348.00</b>	<b>1,422.40</b>	<b>1,497.60</b>	
	ANNUAL*	31,254	33,195	35,156	37,096	39,057	
6	HOURLY	15.73	16.71	17.69	18.67	19.66	OVER 5
	BIWEEKLY	<b>1,258.40</b>	<b>1,336.80</b>	<b>1,415.20</b>	<b>1,493.60</b>	<b>1,572.80</b>	
	ANNUAL*	32,819	34,864	36,908	38,953	41,019	
7	HOURLY	15.88	16.86	17.86	18.85	19.84	OVER 6
	BIWEEKLY	<b>1,270.40</b>	<b>1,348.80</b>	<b>1,428.80</b>	<b>1,508.00</b>	<b>1,587.20</b>	
	ANNUAL*	33,132	35,177	37,263	39,329	41,394	
8	HOURLY	16.03	17.02	18.03	19.02	20.03	OVER 7
	BIWEEKLY	<b>1,282.40</b>	<b>1,361.60</b>	<b>1,442.40</b>	<b>1,521.60</b>	<b>1,602.40</b>	
	ANNUAL*	33,445	35,511	37,618	39,683	41,791	
9	HOURLY	16.18	17.18	18.20	19.20	20.22	OVER 8
	BIWEEKLY	<b>1,294.40</b>	<b>1,374.40</b>	<b>1,456.00</b>	<b>1,536.00</b>	<b>1,617.60</b>	
	ANNUAL*	33,758	35,844	37,972	40,059	42,187	
10	HOURLY	16.33	17.34	18.37	19.38	20.40	OVER 9
	BIWEEKLY	<b>1,306.40</b>	<b>1,387.20</b>	<b>1,469.60</b>	<b>1,550.40</b>	<b>1,632.00</b>	
	ANNUAL*	34,071	36,178	38,327	40,434	42,563	
11	HOURLY	16.48	17.50	18.54	19.56	20.59	OVER 10
	BIWEEKLY	<b>1,318.40</b>	<b>1,400.00</b>	<b>1,483.20</b>	<b>1,564.80</b>	<b>1,647.20</b>	
	ANNUAL*	34,384	36,512	38,682	40,810	42,959	
12	HOURLY	16.63	17.66	18.70	19.74	20.78	OVER 11
	BIWEEKLY	<b>1,330.40</b>	<b>1,412.80</b>	<b>1,496.00</b>	<b>1,579.20</b>	<b>1,662.40</b>	
	ANNUAL*	34,697	36,846	39,016	41,186	43,355	
13	HOURLY	16.78	17.82	18.87	19.91	20.97	OVER 12
	BIWEEKLY	<b>1,342.40</b>	<b>1,425.60</b>	<b>1,509.60</b>	<b>1,592.80</b>	<b>1,677.60</b>	
	ANNUAL*	35,010	37,180	39,370	41,540	43,752	
14	HOURLY	16.93	17.98	19.04	20.09	21.15	OVER 13
	BIWEEKLY	<b>1,354.40</b>	<b>1,438.40</b>	<b>1,523.20</b>	<b>1,607.20</b>	<b>1,692.00</b>	
	ANNUAL*	35,323	37,513	39,725	41,916	44,127	
15	HOURLY	17.08	18.14	19.21	20.27	21.34	OVER 14
	BIWEEKLY	<b>1,366.40</b>	<b>1,451.20</b>	<b>1,536.80</b>	<b>1,621.60</b>	<b>1,707.20</b>	
	ANNUAL*	35,636	37,847	40,080	42,291	44,524	
16	HOURLY	17.23	18.30	19.38	20.45	21.53	OVER 15
	BIWEEKLY	<b>1,378.40</b>	<b>1,464.00</b>	<b>1,550.40</b>	<b>1,636.00</b>	<b>1,722.40</b>	
	ANNUAL*	35,949	38,181	40,434	42,667	44,920	
17	HOURLY	17.38	18.46	19.55	20.62	21.72	OVER 16
	BIWEEKLY	<b>1,390.40</b>	<b>1,476.80</b>	<b>1,564.00</b>	<b>1,649.60</b>	<b>1,737.60</b>	
	ANNUAL*	36,262	38,515	40,789	43,022	45,317	

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
18	HOURLY	17.53	18.61	19.71	20.80	21.90	OVER 17
	BIWEEKLY	<b>1,402.40</b>	<b>1,488.80</b>	<b>1,576.80</b>	<b>1,664.00</b>	<b>1,752.00</b>	
	ANNUAL*	36,575	38,828	41,123	43,397	45,692	
19	HOURLY	17.68	18.77	19.88	20.98	22.09	OVER 18
	BIWEEKLY	<b>1,414.40</b>	<b>1,501.60</b>	<b>1,590.40</b>	<b>1,678.40</b>	<b>1,767.20</b>	
	ANNUAL*	36,888	39,162	41,478	43,773	46,089	
20	HOURLY	17.83	18.93	20.05	21.16	22.28	OVER 19
	BIWEEKLY	<b>1,426.40</b>	<b>1,514.40</b>	<b>1,604.00</b>	<b>1,692.80</b>	<b>1,782.40</b>	
	ANNUAL*	37,201	39,496	41,832	44,148	46,485	
21	HOURLY	17.98	19.09	20.22	21.34	22.46	OVER 20
	BIWEEKLY	<b>1,438.40</b>	<b>1,527.20</b>	<b>1,617.60</b>	<b>1,707.20</b>	<b>1,796.80</b>	
	ANNUAL*	37,513	39,829	42,187	44,524	46,861	
22	HOURLY	18.13	19.25	20.39	21.51	22.65	OVER 21
	BIWEEKLY	<b>1,450.40</b>	<b>1,540.00</b>	<b>1,631.20</b>	<b>1,720.80</b>	<b>1,812.00</b>	
	ANNUAL*	37,826	40,163	42,542	44,878	47,257	
23	HOURLY	18.28	19.41	20.56	21.69	22.84	OVER 22
	BIWEEKLY	<b>1,462.40</b>	<b>1,552.80</b>	<b>1,644.80</b>	<b>1,735.20</b>	<b>1,827.20</b>	
	ANNUAL*	38,139	40,497	42,896	45,254	47,653	
24	HOURLY	18.43	19.57	20.73	21.87	23.03	OVER 23
	BIWEEKLY	<b>1,474.40</b>	<b>1,565.60</b>	<b>1,658.40</b>	<b>1,749.60</b>	<b>1,842.40</b>	
	ANNUAL*	38,452	40,831	43,251	45,630	48,050	
25	HOURLY	18.58	19.73	20.89	22.05	23.21	OVER 24
	BIWEEKLY	<b>1,486.40</b>	<b>1,578.40</b>	<b>1,671.20</b>	<b>1,764.00</b>	<b>1,856.80</b>	
	ANNUAL*	38,765	41,165	43,585	46,005	48,425	
26	HOURLY	18.73	19.89	21.06	22.23	23.40	OVER 25
	BIWEEKLY	<b>1,498.40</b>	<b>1,591.20</b>	<b>1,684.80</b>	<b>1,778.40</b>	<b>1,872.00</b>	
	ANNUAL*	39,078	41,498	43,940	46,381	48,822	
27	HOURLY	18.87	20.05	21.23	22.40	23.59	OVER 26
	BIWEEKLY	<b>1,509.60</b>	<b>1,604.00</b>	<b>1,698.40</b>	<b>1,792.00</b>	<b>1,887.20</b>	
	ANNUAL*	39,370	41,832	44,294	46,735	49,218	
28	HOURLY	19.02	20.21	21.40	22.58	23.77	OVER 27
	BIWEEKLY	<b>1,521.60</b>	<b>1,616.80</b>	<b>1,712.00</b>	<b>1,806.40</b>	<b>1,901.60</b>	
	ANNUAL*	39,683	42,166	44,649	47,111	49,594	
29	HOURLY	19.17	20.36	21.57	22.76	23.96	OVER 28
	BIWEEKLY	<b>1,533.60</b>	<b>1,628.80</b>	<b>1,725.60</b>	<b>1,820.80</b>	<b>1,916.80</b>	
	ANNUAL*	39,996	42,479	45,004	47,486	49,990	

\* Approximate annual rate is derived by multiplying the biweekly rate by 26.08 and rounding to the nearest dollar.

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
5	HOURLY	16.63	17.66	18.70	19.74	20.78	1-5
	BIWEEKLY	1,330.40	1,412.80	1,496.00	1,579.20	1,662.40	
	ANNUAL*	34,697	36,846	39,016	41,186	43,355	
6	HOURLY	17.46	18.54	19.64	20.73	21.82	OVER 5
	BIWEEKLY	1,396.80	1,483.20	1,571.20	1,658.40	1,745.60	
	ANNUAL*	36,429	38,682	40,977	43,251	45,525	
7	HOURLY	17.63	18.72	19.82	20.92	22.03	OVER 6
	BIWEEKLY	1,410.40	1,497.60	1,585.60	1,673.60	1,762.40	
	ANNUAL*	36,783	39,057	41,352	43,647	45,963	
8	HOURLY	17.79	18.90	20.01	21.12	22.23	OVER 7
	BIWEEKLY	1,423.20	1,512.00	1,600.80	1,689.60	1,778.40	
	ANNUAL*	37,117	39,433	41,749	44,065	46,381	
9	HOURLY	17.96	19.07	20.20	21.32	22.44	OVER 8
	BIWEEKLY	1,436.80	1,525.60	1,616.00	1,705.60	1,795.20	
	ANNUAL*	37,472	39,788	42,145	44,482	46,819	
10	HOURLY	18.13	19.25	20.38	21.52	22.65	OVER 9
	BIWEEKLY	1,450.40	1,540.00	1,630.40	1,721.60	1,812.00	
	ANNUAL*	37,826	40,163	42,521	44,899	47,257	
11	HOURLY	18.29	19.43	20.57	21.71	22.86	OVER 10
	BIWEEKLY	1,463.20	1,554.40	1,645.60	1,736.80	1,828.80	
	ANNUAL*	38,160	40,539	42,917	45,296	47,695	
12	HOURLY	18.46	19.60	20.76	21.91	23.07	OVER 11
	BIWEEKLY	1,476.80	1,568.00	1,660.80	1,752.80	1,845.60	
	ANNUAL*	38,515	40,893	43,314	45,713	48,133	
13	HOURLY	18.63	19.78	20.94	22.11	23.27	OVER 12
	BIWEEKLY	1,490.40	1,582.40	1,675.20	1,768.80	1,861.60	
	ANNUAL*	38,870	41,269	43,689	46,130	48,551	
14	HOURLY	18.79	19.96	21.13	22.31	23.48	OVER 13
	BIWEEKLY	1,503.20	1,596.80	1,690.40	1,784.80	1,878.40	
	ANNUAL*	39,203	41,645	44,086	46,548	48,989	
15	HOURLY	18.96	20.13	21.32	22.50	23.69	OVER 14
	BIWEEKLY	1,516.80	1,610.40	1,705.60	1,800.00	1,895.20	
	ANNUAL*	39,558	41,999	44,482	46,944	49,427	
16	HOURLY	19.12	20.31	21.51	22.70	23.90	OVER 15
	BIWEEKLY	1,529.60	1,624.80	1,720.80	1,816.00	1,912.00	
	ANNUAL*	39,892	42,375	44,878	47,361	49,865	
17	HOURLY	19.29	20.49	21.69	22.90	24.10	OVER 16
	BIWEEKLY	1,543.20	1,639.20	1,735.20	1,832.00	1,928.00	
	ANNUAL*	40,247	42,750	45,254	47,779	50,282	

LONGEVITY LEVEL	STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
18 HOURLY BIWEEKLY ANNUAL*	19.46 1,556.80 40,601	20.66 1,652.80 43,105	21.88 1,750.40 45,650	23.10 1,848.00 48,196	24.31 1,944.80 50,720	OVER 17
19 HOURLY BIWEEKLY ANNUAL*	19.62 1,569.60 40,935	20.84 1,667.20 43,481	22.07 1,765.60 46,047	23.29 1,863.20 48,592	24.52 1,961.60 51,159	OVER 18
20 HOURLY BIWEEKLY ANNUAL*	19.79 1,583.20 41,290	21.02 1,681.60 43,856	22.25 1,780.00 46,422	23.49 1,879.20 49,010	24.73 1,978.40 51,597	OVER 19
21 HOURLY BIWEEKLY ANNUAL*	19.96 1,596.80 41,645	21.19 1,695.20 44,211	22.44 1,795.20 46,819	23.69 1,895.20 49,427	24.94 1,995.20 52,035	OVER 20
22 HOURLY BIWEEKLY ANNUAL*	20.12 1,609.60 41,978	21.37 1,709.60 44,586	22.63 1,810.40 47,215	23.89 1,911.20 49,844	25.14 2,011.20 52,452	OVER 21
23 HOURLY BIWEEKLY ANNUAL*	20.29 1,623.20 42,333	21.55 1,724.00 44,962	22.81 1,824.80 47,591	24.08 1,926.40 50,241	25.35 2,028.00 52,890	OVER 22
24 HOURLY BIWEEKLY ANNUAL*	20.45 1,636.00 42,667	21.72 1,737.60 45,317	23.00 1,840.00 47,987	24.28 1,942.40 50,658	25.56 2,044.80 53,328	OVER 23
25 HOURLY BIWEEKLY ANNUAL*	20.62 1,649.60 43,022	21.90 1,752.00 45,692	23.19 1,855.20 48,384	24.48 1,958.40 51,075	25.77 2,061.60 53,767	OVER 24
26 HOURLY BIWEEKLY ANNUAL*	20.79 1,663.20 43,376	22.08 1,766.40 46,068	23.38 1,870.40 48,780	24.68 1,974.40 51,492	25.98 2,078.40 54,205	OVER 25
27 HOURLY BIWEEKLY ANNUAL*	20.95 1,676.00 43,710	22.25 1,780.00 46,422	23.56 1,884.80 49,156	24.87 1,989.60 51,889	26.18 2,094.40 54,622	OVER 26
28 HOURLY BIWEEKLY ANNUAL*	21.12 1,689.60 44,065	22.43 1,794.40 46,798	23.75 1,900.00 49,552	25.07 2,005.60 52,306	26.39 2,111.20 55,060	OVER 27
29 HOURLY BIWEEKLY ANNUAL*	21.29 1,703.20 44,419	22.60 1,808.00 47,153	23.94 1,915.20 49,948	25.27 2,021.60 52,723	26.60 2,128.00 55,498	OVER 28

\* Approximate annual rate is derived by multiplying the biweekly rate by 26.08 and rounding to the nearest dollar.

LONGEVITY LEVEL	STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
5 HOURLY BIWEEKLY ANNUAL*	18.46 1,476.80 38,515	19.60 1,568.00 40,893	20.76 1,660.80 43,314	21.91 1,752.80 45,713	23.07 1,845.60 48,133	1-5
6 HOURLY BIWEEKLY ANNUAL*	19.38 1,550.40 40,434	20.58 1,646.40 42,938	21.80 1,744.00 45,484	23.01 1,840.80 48,008	24.22 1,937.60 50,533	OVER 5
7 HOURLY BIWEEKLY ANNUAL*	19.57 1,565.60 40,831	20.78 1,662.40 43,355	22.01 1,760.80 45,922	23.22 1,857.60 48,446	24.45 1,956.00 51,012	OVER 6
8 HOURLY BIWEEKLY ANNUAL*	19.75 1,580.00 41,206	20.97 1,677.60 43,752	22.21 1,776.80 46,339	23.44 1,875.20 48,905	24.68 1,974.40 51,492	OVER 7
9 HOURLY BIWEEKLY ANNUAL*	19.94 1,595.20 41,603	21.17 1,693.60 44,169	22.42 1,793.60 46,777	23.66 1,892.80 49,364	24.92 1,993.60 51,993	OVER 8
10 HOURLY BIWEEKLY ANNUAL*	20.12 1,609.60 41,978	21.36 1,708.80 44,566	22.63 1,810.40 47,215	23.88 1,910.40 49,823	25.15 2,012.00 52,473	OVER 9
11 HOURLY BIWEEKLY ANNUAL*	20.31 1,624.80 42,375	21.56 1,724.80 44,983	22.84 1,827.20 47,653	24.10 1,928.00 50,282	25.38 2,030.40 52,953	OVER 10
12 HOURLY BIWEEKLY ANNUAL*	20.49 1,639.20 42,750	21.76 1,740.80 45,400	23.04 1,843.20 48,071	24.32 1,945.60 50,741	25.61 2,048.80 53,433	OVER 11
13 HOURLY BIWEEKLY ANNUAL*	20.68 1,654.40 43,147	21.95 1,756.00 45,796	23.25 1,860.00 48,509	24.54 1,963.20 51,200	25.84 2,067.20 53,913	OVER 12
14 HOURLY BIWEEKLY ANNUAL*	20.86 1,668.80 43,522	22.15 1,772.00 46,214	23.46 1,876.80 48,947	24.76 1,980.80 51,659	26.07 2,085.60 54,392	OVER 13
15 HOURLY BIWEEKLY ANNUAL*	21.04 1,683.20 43,898	22.34 1,787.20 46,610	23.67 1,893.60 49,385	24.98 1,998.40 52,118	26.30 2,104.00 54,872	OVER 14
16 HOURLY BIWEEKLY ANNUAL*	21.23 1,698.40 44,294	22.54 1,803.20 47,027	23.87 1,909.60 49,802	25.20 2,016.00 52,577	26.53 2,122.40 55,352	OVER 15
17 HOURLY BIWEEKLY ANNUAL*	21.41 1,712.80 44,670	22.74 1,819.20 47,445	24.08 1,926.40 50,241	25.42 2,033.60 53,036	26.76 2,140.80 55,832	OVER 16

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
18	HOURLY	21.60	22.93	24.29	25.63	26.99	OVER 17
	BIWEEKLY	1,728.00	1,834.40	1,943.20	2,050.40	2,159.20	
	ANNUAL*	45,066	47,841	50,679	53,474	56,312	
19	HOURLY	21.78	23.13	24.50	25.85	27.22	OVER 18
	BIWEEKLY	1,742.40	1,850.40	1,960.00	2,068.00	2,177.60	
	ANNUAL*	45,442	48,258	51,117	53,933	56,792	
20	HOURLY	21.97	23.32	24.70	26.07	27.45	OVER 19
	BIWEEKLY	1,757.60	1,865.60	1,976.00	2,085.60	2,196.00	
	ANNUAL*	45,838	48,655	51,534	54,392	57,272	
21	HOURLY	22.15	23.52	24.91	26.29	27.68	OVER 20
	BIWEEKLY	1,772.00	1,881.60	1,992.80	2,103.20	2,214.40	
	ANNUAL*	46,214	49,072	51,972	54,851	57,752	
22	HOURLY	22.34	23.72	25.12	26.51	27.91	OVER 21
	BIWEEKLY	1,787.20	1,897.60	2,009.60	2,120.80	2,232.80	
	ANNUAL*	46,610	49,489	52,410	55,310	58,231	
23	HOURLY	22.52	23.91	25.33	26.73	28.15	OVER 22
	BIWEEKLY	1,801.60	1,912.80	2,026.40	2,138.40	2,252.00	
	ANNUAL*	46,986	49,886	52,849	55,769	58,732	
24	HOURLY	22.71	24.11	25.53	26.95	28.38	OVER 23
	BIWEEKLY	1,816.80	1,928.80	2,042.40	2,156.00	2,270.40	
	ANNUAL*	47,382	50,303	53,266	56,228	59,212	
25	HOURLY	22.89	24.30	25.74	27.17	28.61	OVER 24
	BIWEEKLY	1,831.20	1,944.00	2,059.20	2,173.60	2,288.80	
	ANNUAL*	47,758	50,700	53,704	56,687	59,692	
26	HOURLY	23.08	24.50	25.95	27.39	28.84	OVER 25
	BIWEEKLY	1,846.40	1,960.00	2,076.00	2,191.20	2,307.20	
	ANNUAL*	48,154	51,117	54,142	57,146	60,172	
27	HOURLY	23.26	24.70	26.16	27.61	29.07	OVER 26
	BIWEEKLY	1,860.80	1,976.00	2,092.80	2,208.80	2,325.60	
	ANNUAL*	48,530	51,534	54,580	57,606	60,652	
28	HOURLY	23.44	24.89	26.37	27.83	29.30	OVER 27
	BIWEEKLY	1,875.20	1,991.20	2,109.60	2,226.40	2,344.00	
	ANNUAL*	48,905	51,930	55,018	58,065	61,132	
29	HOURLY	23.63	25.09	26.57	28.04	29.53	OVER 28
	BIWEEKLY	1,890.40	2,007.20	2,125.60	2,243.20	2,362.40	
	ANNUAL*	49,302	52,348	55,436	58,503	61,611	

\* Approximate annual rate is derived by multiplying the biweekly rate by 26.08 and rounding to the nearest dollar.

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
5	HOURLY	20.49	21.76	23.04	24.32	25.61	1-5
	BIWEEKLY	1,639.20	1,740.80	1,843.20	1,945.60	2,048.80	
	ANNUAL*	42,750	45,400	48,071	50,741	53,433	
6	HOURLY	21.51	22.85	24.19	25.54	26.89	OVER 5
	BIWEEKLY	1,720.80	1,828.00	1,935.20	2,043.20	2,151.20	
	ANNUAL*	44,878	47,674	50,470	53,287	56,103	
7	HOURLY	21.72	23.07	24.42	25.78	27.15	OVER 6
	BIWEEKLY	1,737.60	1,845.60	1,953.60	2,062.40	2,172.00	
	ANNUAL*	45,317	48,133	50,950	53,787	56,646	
8	HOURLY	21.92	23.28	24.65	26.02	27.40	OVER 7
	BIWEEKLY	1,753.60	1,862.40	1,972.00	2,081.60	2,192.00	
	ANNUAL*	45,734	48,571	51,430	54,288	57,167	
9	HOURLY	22.13	23.50	24.88	26.27	27.66	OVER 8
	BIWEEKLY	1,770.40	1,880.00	1,990.40	2,101.60	2,212.80	
	ANNUAL*	46,172	49,030	51,910	54,810	57,710	
10	HOURLY	22.33	23.72	25.11	26.51	27.91	OVER 9
	BIWEEKLY	1,786.40	1,897.60	2,008.80	2,120.80	2,232.80	
	ANNUAL*	46,589	49,489	52,390	55,310	58,231	
11	HOURLY	22.54	23.94	25.34	26.75	28.17	OVER 10
	BIWEEKLY	1,803.20	1,915.20	2,027.20	2,140.00	2,253.60	
	ANNUAL*	47,027	49,948	52,869	55,811	58,774	
12	HOURLY	22.74	24.15	25.57	27.00	28.43	OVER 11
	BIWEEKLY	1,819.20	1,932.00	2,045.60	2,160.00	2,274.40	
	ANNUAL*	47,445	50,387	53,349	56,333	59,316	
13	HOURLY	22.95	24.37	25.80	27.24	28.68	OVER 12
	BIWEEKLY	1,836.00	1,949.60	2,064.00	2,179.20	2,294.40	
	ANNUAL*	47,883	50,846	53,829	56,834	59,838	
14	HOURLY	23.15	24.59	26.04	27.48	28.94	OVER 13
	BIWEEKLY	1,852.00	1,967.20	2,083.20	2,198.40	2,315.20	
	ANNUAL*	48,300	51,305	54,330	57,334	60,380	
15	HOURLY	23.36	24.81	26.27	27.72	29.20	OVER 14
	BIWEEKLY	1,868.80	1,984.80	2,101.60	2,217.60	2,336.00	
	ANNUAL*	48,738	51,764	54,810	57,835	60,923	
16	HOURLY	23.56	25.02	26.50	27.97	29.45	OVER 15
	BIWEEKLY	1,884.80	2,001.60	2,120.00	2,237.60	2,356.00	
	ANNUAL*	49,156	52,202	55,290	58,357	61,444	
17	HOURLY	23.77	25.24	26.73	28.21	29.71	OVER 16
	BIWEEKLY	1,901.60	2,019.20	2,138.40	2,256.80	2,376.80	
	ANNUAL*	49,594	52,661	55,769	58,857	61,987	



LONGEVITY LEVEL	STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
18 HOURLY BIWEEKLY ANNUAL*	23.97 1,917.60 50,011	25.46 2,036.80 53,120	26.96 2,156.80 56,249	28.45 2,276.00 59,358	29.96 2,396.80 62,509	OVER 17
19 HOURLY BIWEEKLY ANNUAL*	24.18 1,934.40 50,449	25.68 2,054.40 53,579	27.19 2,175.20 56,729	28.70 2,296.00 59,880	30.22 2,417.60 63,051	OVER 18
20 HOURLY BIWEEKLY ANNUAL*	24.38 1,950.40 50,866	25.89 2,071.20 54,017	27.42 2,193.60 57,209	28.94 2,315.20 60,380	30.48 2,438.40 63,593	OVER 19
21 HOURLY BIWEEKLY ANNUAL*	24.59 1,967.20 51,305	26.11 2,088.80 54,476	27.65 2,212.00 57,689	29.18 2,334.40 60,881	30.73 2,458.40 64,115	OVER 20
22 HOURLY BIWEEKLY ANNUAL*	24.79 1,983.20 51,722	26.33 2,106.40 54,935	27.88 2,230.40 58,169	29.43 2,354.40 61,403	30.99 2,479.20 64,658	OVER 21
23 HOURLY BIWEEKLY ANNUAL*	25.00 2,000.00 52,160	26.55 2,124.00 55,394	28.11 2,248.80 58,649	29.67 2,373.60 61,903	31.24 2,499.20 65,179	OVER 22
24 HOURLY BIWEEKLY ANNUAL*	25.20 2,016.00 52,577	26.76 2,140.80 55,832	28.34 2,267.20 59,129	29.91 2,392.80 62,404	31.50 2,520.00 65,722	OVER 23
25 HOURLY BIWEEKLY ANNUAL*	25.41 2,032.80 53,015	26.98 2,158.40 56,291	28.57 2,285.60 59,608	30.16 2,412.80 62,926	31.76 2,540.80 66,264	OVER 24
26 HOURLY BIWEEKLY ANNUAL*	25.61 2,048.80 53,433	27.20 2,176.00 56,750	28.80 2,304.00 60,088	30.40 2,432.00 63,427	32.01 2,560.80 66,786	OVER 25
27 HOURLY BIWEEKLY ANNUAL*	25.82 2,065.60 53,871	27.42 2,193.60 57,209	29.03 2,322.40 60,568	30.64 2,451.20 63,927	32.27 2,581.60 67,328	OVER 26
28 HOURLY BIWEEKLY ANNUAL*	26.02 2,081.60 54,288	27.64 2,211.20 57,668	29.26 2,340.80 61,048	30.89 2,471.20 64,449	32.52 2,601.60 67,850	OVER 27
29 HOURLY BIWEEKLY ANNUAL*	26.23 2,098.40 54,726	27.85 2,228.00 58,106	29.49 2,359.20 61,528	31.13 2,490.40 64,950	32.78 2,622.40 68,392	OVER 28

\* Approximate annual rate is derived by multiplying the biweekly rate by 26.08 and rounding to the nearest dollar.

**APPENDIX E**  
**ORGANIZATIONAL SENIORITY UNITS**

General Services

Furloughs and Promotions

1. Headquarters
2. Each Regional Office (3)

Philadelphia  
Pittsburgh  
Scranton

**APPENDIX F  
CLASSIFICATION TITLES**

<u>CLASS CODE</u> _____	<u>TITLE</u>
74841	CAPITOL POLICE OFFICER (PATROLMAN)
74842	CAPITOL POLICE OFFICER (CORPORAL)
74843	CAPITOL POLICE OFFICER (SERGEANT)
74844	CAPITOL POLICE OFFICER (LIEUTENANT)