***Please distribute this alert to any users within your agency who are responsible for pay increase information.***

**January 2020 Mass Compensation Processing**

* Information regarding the schedule for the January 2020 mass compensation processing.

**Longevity/Annual Increments**

Effective January 2020, longevity/annual increments and cash payments will process for eligible employees according to the following schedule:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Contract Name & Bargaining Units** | **Pay Scale** | **Processing Date(s)** | **Effective Date(s)** | **Pay Date(s)** |
| Corrections Management (A3, F3, H3, J3, N3) \* | CM | **All Pay Areas**  01/16/2020 | **Z1**  01/12/2020  **Z2**  01/11/2020 | **Z1/Z2**  02/07/2020 |
| FOP-Conservation Police Officers Lodge 114, Game Commission (K8) | GO |
| FOP-Conservation Police Officers Lodge 114, Fish and Boat Commission (K1) | FB |
| FOP-Assistant Regional Supervisor Lodge 114, Fish and Boat Commission (K2) | FB |

\*Corrections Management employees in Pay Groups CM02 though CM08 must achieve the years of service associated with the next higher pay level by June 30, 2020 to be eligible for the longevity increment. Additionally, employees who are at or above the max in Pay Groups CM02 through CM08 are not eligible for cash payments in lieu of the one-step longevity increment.

**Monthly Enforcement Increments**

Effective January 2020, monthly enforcement increments will process for eligible employees according to the following schedule:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Contract Name & Bargaining Units** | **Pay Scale** | **Processing Date(s)** | **Effective Date(s)** | **Pay Dates(s)** |
| PSCOA (H1) | CO | **Z1/Z2**  01/04/2020 & 01/05/2020  **Z3**  12/28/2019 & 12/29/2019 | **Z1**  01/12/2020  **Z2**  01/11/2020  **Z3**  01/04/2020 | **Z1/Z2**  02/07/2020  **Z3**  01/31/2020 |
| Corrections Supervisory (A2, J2, N2) | CS |
| PSTA (L1) | SP |

Bargaining Units L4 (FOP-Capitol Police) and R4 (PSRA) will be **excluded** from the monthly enforcement increment processing due to expired contracts as of June 30, 2019.

**Statutory Salaries**

Statutory employees will receive a cost-of-living adjustment (COLA), effective January 1, 2020. The increase for certain elected and appointed officials will process according to the following schedule:

|  |  |  |
| --- | --- | --- |
| **Payroll Area** | **Pay Date** | **Payment** |
| Z3/T3 | 01/17/2020 | Partial payment for 01/01/2020 to 01/03/2020.  First full payment will be received on pay date 01/31/2020. |
| Z2/T2 | 01/24/2020 | Partial payment for 01/01/2020 to 01/10/2020.  First full payment will be received on pay date 02/07/2020. |
| Z1 | 01/24/2020 | Partial payment for 01/01/2020 to 01/11/2020.  First full payment will be received on pay date 02/07/2020. |

**Tool Allowance**

Effective January 2020, tool allowances will process for eligible Diesel and Construction Equipment Mechanics (Job Code 93130) within the Department of Transportation according to the following schedule:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Payroll Area** | **Processing Date** | **Effective Date** | **Pay Date** | **Payment Amount** |
| T3 | 01/09/2020 | 01/04/2020 | 01/31/2020 | $200 |

**System Non-Availability**

There is no scheduled blackout period for SAP.

**Questions?**   
If you have any questions regarding January 2020 Mass Compensation Processing, please submit an [**HR help desk ticket**](http://oaiss.state.pa.us/HR-Pay_Help_Desk/) in the personnel administration category.