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

**August 2022 Expedited Mass Compensation Processing**

* Information regarding the schedule for the August 2022 expedited mass compensation processing.

**General Pay Increases**

Effective August 13, 2022, eligible employees will receive a General Pay Increase according to the following schedule:

|  |  |  |  |
| --- | --- | --- | --- |
| **Contract Name and Bargaining Units** | **Pay Scale** | **GPI Percentage(s)** | **Pay Date(s)** |
| AFSCME (A1, A4, B1, B4, G1, G4, J1, N1, A2, B2, G2, G5, J2, N2, 61, 64, 65, W1, W2, W4, W5, W7, W8, W9) | ST | 2.50% | **Z1/Z2**09/02/2022**Z3**09/09/2022 |
| AFSCME (G2, G4, G5) | AC | 2.50% |
| FOSCEP (C4, C5) | ST | 2.50% |
| FOP-Capitol Police (L4) | CP | 2.50% |
| PLEA (K4) | ST | 2.50% |
| ALES (K5) | ST | 2.50% |
| SEIU-HCPA (P4, P7) | ST | 2.50% |
| OPEIU (P5) | ST | 2.50% |
| PDA (T4, T5) | DR | 2.50% & 2.25% |
| SEIU-668 (F1, F4, F5) | ST | 2.50% |
| SEIU-Local 668, UC Referees Unit (I5) | ST | 2.50% |
| NARC (G9) | AC | 2.50% |
| CBA (Z4) | ST | 2.50% |
| Management & Non-represented (98, 99, A3, B3, A5, B5, C3, D3, F3, G3, J3, K3, K6, L6, M3, N3, P3, R3, S3, S5) | ST | 2.50% |
| Physician Management (T3) | DR | 2.50%& 2.25% |
| OGC Attorneys (A3) | AT | 2.50% |
| CIVEA (E4, E7) | ED | - |
| PSEA (S4) | ED | - |
| UGSOA (R1, R2) | ST | 2.50% |
| PUC Management (99, A3, A5, B3, B5, G3, Z3) | UT | 2.50% |
| Corrections Management (A3, F3, H3, J3, N3) \* | CM | 2.00% |

**\*NOTE:** Corrections Management employees on the CM Pay Schedule will receive their General Pay Increase effective July 1, 2022, in order to provide equity with the rank-and-file employees represented by the Pennsylvania State Corrections Officers Association (PSCOA).

**One-time Lump Sum Payment**

Effective August 13, 2022, eligible employees will receive a $200 one-time lump sum payment according to the schedule below. Employees must have been in an active employment status as of August 13, 2022, to receive the payment. Employees hired on or after August 14, 2022, are ineligible from receiving the cash payment.

The $200 one-time lump sum payment should be treated as any other standard general pay increase or longevity increment. Employees who were on leave without pay (LWOP) effective August 13, 2022, were excluded from the payment, and should receive the payment upon return to active pay status. Please submit an E-PAR to the HR Service Center as needed for returning employees.

|  |  |  |
| --- | --- | --- |
| **Contract Name and Bargaining Units** | **Pay Scale** | **Pay Date(s)** |
| AFSCME (A1, A4, B1, B4, G1, G4, J1, N1, A2, B2, G2, G5, J2, N2, 61, 64, 65) | ST | **Z1/Z2**09/02/2022**Z3**09/09/2022 |
| AFSCME (G2, G4, G5) | AC |
| FOSCEP (C4, C5) | ST |
| FOP-Capitol Police (L4) | CP |
| PLEA (K4) | ST |
| ALES (K5) | ST |
| SEIU-HCPA (P4) | ST |
| OPEIU (P5) | ST |
| PDA (T4, T5) | DR |
| SEIU-668 (F1, F4, F5) | ST |
| SEIU-Referees (I5) | ST |
| NARC (G9) | AC |
| CBA (Z4) | ST |
| Management & Non-represented (99, A3, B3, A5, B5, C3, D3, F3, G3, J3, K3, K6, L6, M3, N3, P3, R3, S3, S5) | ST |
| Physician Management (T3) | DR |
| OGC Attorneys (A3) | AT |
| UGSOA (R1, R2) | ST |
| PUC Management (99, A3, A5, B3, B5, G3, Z3) | UT |

**Longevity/Annual Increments**

Effective August 13, 2022, eligible employees will receive a longevity/service increment or longevity cash payment according to the schedule below. As a reminder, the continuous employment eligibility requirement was waived for this longevity increase. Employees must have been in an active employment status as of August 13, 2022, to receive the increase. Employees hired on or after August 14, 2022, are ineligible from receiving the longevity increase.

Seasonal LIHEAP employees within the Department of Human Services are eligible for the longevity increase upon return to active pay status. Typically, LIHEAP employees must work 1950 hours to be eligible for their first longevity increment. Since the continuous employment eligibility requirement was waived for this longevity increase, LIHEAP employees should receive the increment when returned to active pay status.

|  |  |  |  |
| --- | --- | --- | --- |
| **Contract Name & Bargaining Units** | **Pay Scale** | **Effective Date(s)** | **Pay Date(s)** |
| AFSCME (A1, A4, B1, B4, G1, G4, J1, N1, A2, B2, G2, G5, J2, N2, 61, 64, 65, W1, W2, W4, W5, W7, W8, W9) | ST | **All Pay Areas**08/13/2022 | **Z1/Z2**09/02/2022**Z3** 09/09/2022 |
| AFSCME (G2, G4, G5) | AC |
| FOSCEP (C4, C5) | ST |
| NARC (G9) | AC |
| OGC Attorneys (A3) | AT |
| PLEA (K4) | ST |
| ALES (K5) | ST |
| Game Commission (K8) | GO |
| PSEA (S4)\* | ED |
| CIVEA (E4)\* | ED |
| SEIU-Healthcare PA (P4) | ST |
| SEIU-Local 668, UC Referees Unit (I5) | ST |
| OPEIU (P5) | ST |
| SEIU-Local 668 (F1, F4, F5) | ST |
| UGSOA (R1, R2) | ST |
| CBA (Z4) | ST |
| Management & Non-represented (99, A3, A5, B3, B5, C3, F3, G3, J3, K3, M3, N3, P3, R3, S3, S5) | ST |
| PUC Management (99, A3, A5, B3, B5, G3, Z3) | UT |
| Corrections Management (A3, F3, H3, J3, N3)\*\* | CM  |

**\*NOTE:** CIVEA and PSEA represented employees who are at or above the max of their education level are ineligible from receiving cash payments in lieu of the service increment in accordance with their collective bargaining agreements.

**\*\* NOTE:** Corrections Management employees in Pay Groups CM02 through CM08 must achieve the years of service associated with the next higher pay level by June 30, 2023, 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**

Eligible employees who were to receive their annual service increment and/or longevity increment between September 1, 2022, and June 30, 2023, will receive that increase effective August 13, 2022, according to the following schedule:

|  |  |  |  |
| --- | --- | --- | --- |
| **Contract Name & Bargaining Units** | **Pay Scale** | **Effective Date(s)** | **Pay Dates(s)** |
| PSCOA (H1) | CO | **All Pay Areas**08/13/2022 | **Z1/Z2**09/02/2022**Z3** 09/09/2022 |
| FOP – Capitol Police (L4) | CP |
| PSTA (L1) | SP |

A side letter agreement has not been executed to expedite the annual service and longevity increments in Fiscal Year 2022-2023 for AFSCME-Corrections Supervisory (A2, J2, N2) employees on the CS Pay Schedule. When an executed side letter is received, the implementation of any pay increases will be processed accordingly. Further, bargaining unit R4 (PSRA) was excluded from processing. Any expedited pay increases will be processed in conjunction with the contract implementation for the new collective bargaining agreement effective July 1, 2021 through June 30, 2024.

**Questions?**
If you have any questions regarding August 2022 Expedited Mass Compensation Processing, please submit an [**HR help desk Service Now ticket**](https://copahrprod.servicenowservices.com/esc?id=sc_cat_item&sys_id=49dc343f1b0c0d10075ca932f54bcb65&sysparm_category=3d00682a1bbea410075ca932f54bcb3c) in the personnel administration category. You may also call the HR Service Center, Agency Services & Operations Division at 877.242.6007.