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

**ALES General Pay Increase, Pay Freeze Removal Actions, and Longevity Increases**

* Information regarding the ALES General Pay Increases, Pay Freeze Removal Actions, and January 2024 Longevity increases.

As announced in [PA Alert 2023-06](https://www.hrm.oa.pa.gov/Alerts-and-Transactions/Documents/Pers%20Admin%20Alerts/PA_Alert_2023_06_AFSCME_Contract_Implementation_and_Pay_Freezes%20(REVISED).docx), pay freeze actions were applied to the Association of Liquor Enforcement Officers (bargaining unit K5) because there was not a signed contract for these units when the July 1, 2023 General Pay Increase was applied to the Standard (ST) Pay Schedule.

The union contract authorizing the July 1, 2023 General Pay Increase for this unit has been signed and Executive Board approved.

**Pay Freezes**

On 03/12/2024 pay freeze removal actions were processed for employees in bargaining unit K5. The pay freeze removal actions were applied in SAP effective 07/01/2023. Employees were placed back at the pay scale level held prior to the pay freeze.

The remaining union employees who are on the Standard (ST) Pay Schedule and in bargaining units with an expired contract are not eligible for the General Pay Increase at this time. Employees in the unions and bargaining units listed below will remain frozen at the rates on the [August 13, 2022 Standard Pay Schedule](https://www.hrm.oa.pa.gov/class-comp/Documents/paysched-standard-st-2022.pdf) until a signed contract is received.

|  |  |
| --- | --- |
| **Union Name** | **Bargaining Unit(s)** |
| FOSCEP | C4, C5 |
| SEIU 668 – UC Referees Unit | I5 |
| FOP Lodge #92 | G4 |

**General Pay Increases (GPIs)**

Effective 07/01/2023, a 5.00% General Pay Increase will be applied in SAP for eligible employees in **ALES (K5)**.

Transaction processing for ALES occurred on Tuesday, 03/12/2024.

Employees will receive the retroactive pay for the General Pay Increase as follows:

* **Pay Area Z2:** Pay Date 03/29/2024

**Longevity/Annual Increments**

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Contract Name & Bargaining Units** | **Pay Scale** | **Processing Date** | **Effective Date(s)** | **Pay Date(s)** |
| ALES (K5) | ST | **Z2**  03/12/2024 | **Z2**  01/06/2024 | **Z2**  03/29/2024 |

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