

AGREEMENT
BETWEEN
COMMONWEALTH OF PENNSYLVANIA
AND
PENNSYLVANIA STATE PARK OFFICERS ASSOCIATION

Effective June 11, 2001 to June 30, 2003

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PREAMBLE

This Agreement entered into by PA State Park Officers Association, hereinafter referred to as Union, and the Commonwealth of Pennsylvania, hereinafter referred to as the Employer, has as its purpose the promotion of harmonious relations between the Union 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 Union is recognized as the exclusive representative for collective bargaining purposes for employees within the classifications included under the certification of the Pennsylvania Labor Relations Board, specifically referred to as PF-R-85-70-E.

Section 2. This Agreement pertains only to those employees falling within the certification referred to in Section 1 of this Article.

Section 3. The term "employee" when used in this Agreement refers 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 employee who, on the effective date of this Agreement, is a member of the Union, and each employee who becomes a member after that date shall maintain membership in the Union, provided that such employee may resign from the Union in accordance with the following procedure:

- a. The employee shall send a certified letter of resignation (return receipt requested) along with the official membership card of the Union to the President of the PA State Park Officers Association as well as a copy by regular mail to the department concerned.
- b. The letter shall be postmarked during the 15 day period prior to the expiration date of this Agreement and shall state that the employee is resigning membership in the Union and where applicable is revoking the dues check-off authorization.

Section 2. The Employer and the Union hereby agree that all non-members of the Union shall be subject to a fair share fee as provided for in Act 84 of 1988 (S.B. 291) and any amendments thereto.

ARTICLE 4

DUES DEDUCTION

Section 1. The Employer agrees to deduct the Union bi-weekly membership dues and an annual assessment, if any, from the pay of those employees who individually request in writing that such deductions be made. The amounts to be deducted shall be certified to the Employer by the Union, and the aggregate deductions of all employees shall be remitted together with an itemized statement to the Union by the last day of the succeeding month, after such deductions are made. This authorization shall be irrevocable by the employee during the term of this Agreement. When revoked by the employee in accordance with Article 3, the agency 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 fair share fee bi-weekly from all employees in the bargaining unit who are not members of the Union.

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

Section 3. The employee's written authorization for dues payroll deductions shall contain the employee's name, social security number, work location, Park/Forest District and Union name.

Section 4. Where an employee 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 Union membership dues and fair share fees that are due and owing for the period for which the employee receives back pay.

Section 5. The dues deduction and fair share fee provisions of this Article shall continue to pertain and be complied with by the Employer when any employee is transferred from one position to another position covered by this Agreement. Dues deductions and fair share fees will be resumed for employees upon their return from leaves of absence without pay or recall from furlough.

Section 6. The Employer shall provide the Union, on a quarterly basis, a list of all employees in the bargaining unit represented by the Union. This list shall contain the employee's name, social security number, address, agency in which employed, class code, work location (Park/Forest District) and whether the employee is a member or non-member.

Section 7. The Union 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 employees 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. Unless operations dictate otherwise, employees will be scheduled two consecutive days off during each work week.

Section 2. The work day shall consist of eight consecutive hours of work between midnight and midnight of the calendar day. When an employee's work shift overlaps the calendar day, the work day shall be the calendar day in which 50% or more of the work hours fall.

Section 3. During the eight hour workday, the Employer shall attempt to provide an opportunity for employees to eat lunch and take two rest periods of approximately fifteen minutes each. No additional compensation will accrue to employees if the demands of the work are such the employees cannot be provided with an opportunity to eat lunch or take rest periods.

Section 4. Employees shall be scheduled off between shifts a minimum of ten hours. When two shifts are worked with fewer than ten hours off, the employee shall receive a premium payment of one-half the employee's regular hourly rate for each hour worked in the ten hour period beginning with the end of the first shift.

Section 5. Work schedules showing the employees' shifts, work days, and hours shall be posted on applicable departmental bulletin boards or in a manner agreed to at the Park/Forest District level. Except for emergencies, changes shall be posted two weeks in advance. Where changes are made by the Employer for other than emergency reasons, or where schedules are to be adopted for new programs, the Employer agrees to meet and discuss with the Union prior to the implementation of such changes or schedules. The meet and discuss requirements would not apply for the period including Memorial Day through Labor Day.

Section 6. Upon request of the employee, the Employer will schedule a total of 12 Saturdays or Sundays off per calendar year for full-time salaried employees. Unless operations dictate otherwise, employees will be scheduled two consecutive days off in the work week in which the Saturday or Sunday off is scheduled.

Employees will notify the Park Manager/District Forester or designee of their desire to be scheduled Saturdays or Sundays off at least two weeks prior to the beginning of the calendar year. An employee who requests to be scheduled Saturdays or Sundays off after the beginning of the calendar year will only be eligible for a number of Saturdays or Sundays off equal to the number of full months remaining in the calendar year. An employee's request for a specific Saturday or Sunday off will be considered subject to operational efficiency.

Additional weekend days off beyond the guarantee provided in this Section may be scheduled at the sole discretion of the Employer.

Section 7. The parties agree local management and union officials may agree to work schedules which may be at variance with the specific provisions of this Agreement provided such work schedules do not:

- a. increase costs of operation
- b. increase current complement
- c. affect the Employer's ability to meet criteria for accreditation and/or certification
- d. adversely impact the efficiency of affected operations, nor standards of service

Failing resolution at the Park/Forest District level, the Union may submit the proposed alternate work schedules for review by the Bureau of State Parks or the Bureau of Forestry.

Nothing herein will impair nor limit the Employer's right to schedule employees as set forth in this Agreement.

All discussions conducted per this Section shall be in accordance with the meet and discuss provisions of this Agreement.

Section 8. The scheduling of employees shall remain a right reserved to the Employer. However, the Park Manager/District Forester may delegate, at their discretion and in a manner they deem feasible, this responsibility to an employee in the bargaining unit.

Section 9. Management retains the right to determine the length of any seasonal appointment and the ability to adjust the work day and work hours of seasonal employees.

ARTICLE 6

EATING AND SANITARY FACILITIES

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

ARTICLE 7

HOLIDAYS

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

1. New Year's Day - January 1
2. Martin Luther King Jr.'s Birthday - January 15
3. Presidents' Day - 3rd Monday in February
4. Memorial Day - Last Monday in May
5. Independence Day - July 4
6. Labor Day - 1st Monday in September
7. Columbus Day - October 12
8. Veterans' Day - November 11
9. Thanksgiving Day
10. Day After Thanksgiving
11. Christmas Day - December 25

The holiday shall be celebrated on the date listed above.

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

If a holiday is observed while a permanent full-time employee is on sick leave, annual, or other paid leave status, the employee 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 employee's scheduled day off, the employee 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 employee shall be given an additional day's pay in lieu of a day of paid leave.

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

Section 4. Employees will be permitted to use paid time off awarded for working the holidays listed in Section 1 within 320 days succeeding the designated holiday. Available compensatory time may be used by an employee for an emergency.

Employees 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 weeks' notice and the Employer will respect the requested selection time as long as it is not detrimental to the efficiency of the operation. If the employees makes no attempt to schedule the earned paid time off within the 320 day period succeeding the holiday, such time will be scheduled by the Employer or paid for by the Employer at the employee's regular hourly rate of pay.

Section 5. An employee 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 employees shall receive holidays on a pro-rata basis. Employees, 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 employees 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 employees shall be compensated at their regular hourly rate of pay for all hours worked on the day after Thanksgiving.

Section 7. Any permanent employee 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 employee 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 employees 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 employee'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 employee their regular hourly rate of pay in lieu of such equivalent time off with pay.

Section 9. When an employee's work shift overlaps the calendar day, the first shift of the employee in which fifty percent (50%) or more of the time occurs on the applicable holiday shall be considered in the holiday period.

Section 10. In no event shall an employee be entitled to duplicate holiday payment. Time worked during an employee's regular shift shall not be excluded from hours worked for the purposes of determining eligibility for overtime pay under Section 1 of Article 17 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 8

PERSONAL LEAVE DAYS

Section 1. All permanent full-time employees will be eligible for paid personal leave days as follows:

- a. One paid personal leave day will be earned in the employee's first calendar year of employment provided the employee has 160 hours in an active pay status in the calendar year.
- b. Employees in their second calendar year of employment will earn one personal leave day during the first, second and third calendar quarters provided the employee has 160 hours in an active pay status in each one-quarter calendar year.
- c. Employees in their third and subsequent years of employment will earn one paid personal leave day in the first, second and fourth calendar quarters and two personal leave days in the third calendar quarter, provided the employee 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 employee 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 an employee subject to management's responsibility to maintain efficient operations. If the nature of the work makes it necessary to limit the number of employees on personal leave at the same time, the employee with the greatest bargaining unit seniority 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 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 employee may become entitled during the calendar year may be granted at the Employer's discretion before it is earned. An employee 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 employees 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 employee who becomes ill while on personal leave will not be charged personal leave for the period of illness provided the employee furnishes satisfactory proof of such illness to the Employer upon return to work.

Section 6. All permanent part-time employees shall receive personal leave days on a pro rata basis calculated to the nearest half day provided they are in an active pay status a percentage of the 160 hours equal to the percentage of hours normally worked in a biweekly pay period during the earning periods specified in Section 1 above.

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

ARTICLE 9

LEAVES OF ABSENCE

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

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

Section 3. All requests for leave must be submitted in writing to the Park Manager/District Forester or designee 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 Park Manager/District Forester.

Requests for any type of leave to which an employee is entitled under this Agreement and which is not to exceed one month shall be answered by the Park Manager/District Forester or designee 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 employee's first full pay period commencing on or after January 1 and continuing through the end of the employee's pay period that includes December 31.

ARTICLE 10

VACATIONS

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

<u>Service</u>	<u>Maximum Annual Leave Entitlement Per Year</u>
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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)
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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)
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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)
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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)
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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 23, Section 3.

Employees shall be credited with a year of service for each 26 pay periods completed in an active pay status, provided they were paid a minimum of one hour in each pay period.

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

Section 3. Vacations shall be scheduled and granted for periods of time requested by the employee subject to management's responsibility to maintain efficient operations. If the nature of the work makes it necessary to limit the number of employees on vacation at the same time, the employee with the greatest bargaining unit seniority 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 to March 31 of each year unless there are existing or subsequent Agreements on the selection period at appropriate local levels.

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

Section 5. Employees 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 employees 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 seven (7) pay periods for rescheduling purposes.

Section 7. Employees 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. Seasonal employees placed in no-pay status shall be allowed to carry-over up to a maximum of five (5) days from one calendar year to the next to be used after returning to work.

Section 8. Unused annual leave for permanent full-time employees only shall be carried over from one calendar year to the next provided that in no case shall the amount thus carried over exceed forty-five (45) days (360 hours).

Section 9. If an employee is required to return to work after commencement of a prescheduled vacation, the employee shall be compensated at one and one-half times the employee's regular hourly rate of pay for all hours required to work on the prescheduled vacation day or days off. The employee 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 employees unless such employees 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 employee who, during the recall period, returns to the Employer's payroll in a temporary capacity.

Section 11. Employees on leave without pay to attend official union 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 employees 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 employee has been abusing leave privileges. Permanent employees with less than one year of service since their last date of hire may not anticipate annual leave.

Section 13. An employee 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 employee requests in writing before the end of the 14 calendar days to freeze all earned, unused annual leave.

An employee 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 employee is reemployed during the furlough recall period, annual leave which was frozen will be reinstated. If the employee is not reemployed prior to the expiration of the furlough recall period, the employee 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. The parties recognize the peak workload period is between Memorial Day and Labor Day and also recognize the difficulty in approving paid leave during this period. Therefore, the parties agree the Park Manager will attempt to grant a permanent employee, upon request, five consecutive days of paid leave in conjunction with four regular scheduled days off between Memorial Day and Labor Day. The time when these five consecutive days is scheduled must be approved by the Park Manager. In addition, the Park Manager will entertain requests for additional paid leave beyond the five consecutive days provided for above and the decision of the Park Manager shall be final and binding.

Section 15. For the purpose of this Article, the calendar year shall be defined as beginning with the employee's first full pay period commencing on or after January 1 and continuing through the end of the employee's pay period that includes December 31.

ARTICLE 11

SICK LEAVE AND BEREAVEMENT LEAVE

Section 1. Employees shall be eligible to use paid sick leave after thirty (30) days of service with the Employer. Employees shall earn sick leave as of their date of hire in accordance with the following schedule:

Maximum Sick Leave Entitlement Per Year

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 23, Section 3.

Section 2. Employees shall earn sick leave from their date of hire and may accumulate sick leave up to a maximum of 300 days (2400 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 employee has been abusing the sick leave privilege. Discipline based upon patterns of sick leave use will be treated under the basic concepts of just cause.

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

Section 5. Effective at the beginning of the first full pay period in January 2000, where a family member's serious health condition requires the employee's absence from work beyond 20 days (160 hours) in a calendar year, permanent employees with at least one year of service may use accrued sick leave, in addition to that provided by Section 4 above.

a. Employees 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 employee or any other person qualifying as a dependent under IRS eligibility criteria.

Section 6. Employees 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, step-grandparent, grandchild, step-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 employee's household.

Section 7. a. Employees 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 Subsection b.

Days Available at Retirement	Percentage Buy-Out	Maximum Days
0 - 100	30%	30
101 - 200	40%	80
201 - 300	50%	150
over 300 (in last year of employment)	100% of days over 300	13

b. Eligibility for payment of benefits under Subsection a. is as follows:

- (1) Superannuation retirement with at least five (5) years of credited service in the State and/or Public School Retirement Systems,
- (2) Disability retirement, which requires at least five (5) 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.
- (4) After seven (7) years of service, death prior to retirement or separation of service except as provided in Section 8.

c. Such payments shall not be made for part days of accumulated sick leave.

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

Section 8. When an employee dies as the result of a work-related accident, the Commonwealth will pay 100% of the employee's unused sick leave unless the surviving spouse or minor children are entitled to benefits under Act 101 of 1976 in which case the Commonwealth will pay 30% of the employee's unused sick leave to 90 days. Such payments shall not be made for part days of accumulated sick leave.

Section 9. The provisions of Section 1 of this Article shall not apply to temporary employees unless such employees have worked 750 regular hours by the end of the last full pay period in each calendar year. Temporary employees shall begin accruing sick leave in the same manner as full time employees at the beginning of their third year of employment provided they worked 750 regular hours by the end of the last full pay period in each of the preceding two calendar years. It is understood that this Section does not apply to a furloughed employee who, during the recall period, returns to the Employer's payroll in a temporary capacity.

Section 10. Employees on leave without pay to attend official union 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 11. Permanent employees 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 employee has been abusing leave privileges. Permanent employees with less than one year of service since their last date of hire may not anticipate sick leave.

Section 12. For the purpose of this Article, the calendar year shall be defined as beginning with the employee's first full pay period commencing on or after January 1 and continuing through the end of the employee's pay period that includes December 31.

ARTICLE 12

CIVIL LEAVE

Section 1. Permanent employees who have not volunteered for jury duty and are called for jury duty or are not a party in a civil or criminal court proceeding but are subpoenaed as a witness to attend such a court proceeding, shall be granted leaves with pay while attending court. Evidence of such duty in the form of a subpoena or other written notification shall be presented to the employee's immediate supervisor as far in advance as practicable.

Section 2. Permanent employees 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.

Evidence of such duty in the form of a subpoena or other written notification shall be presented to the employee'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 employees, 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 fire-fighting activities, civil air patrol activities or emergency management rescue work shall require prior approval of the agency head. Employees 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 13

MILITARY LEAVE

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

Section 1. Military Leave

a. All permanent employees of the Commonwealth who are members of reserve components of the Armed Forces of the United States 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 employee's regular rate of compensation for the employee's regular classification.

Section 2. Pennsylvania National Guard

a. In accordance with the Military Code as amended by Act 92 of 1975, all permanent employees of the Commonwealth who are 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.
- (6) Other military duty.

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

Section 3. General

a. Employees 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 3 through Section 6 are consistent with Chapter 43, Part III, of Title 38 United States Code and Military Code, 51 Pa. C.S. §7301 et seq.

b. Employees 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 4. 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. Employees 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.

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 service 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 circumstances.

Section 5. Re-employment

Employees 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 4.c. (1) and (4), written application for reemployment is provided to the agency head.

Section 6. Seniority Rights

An employee 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 7. Retirement Rights

Employees who are granted military leaves may, under conditions provided in the Military Code (51 P.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 8. Loss of Benefits

Employees 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 3 through Section 9 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 9. Physical Examination

Employees 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 employee certified in writing that more than one day is required to complete the examination.

Section 10. For the purpose of this Article, the calendar year shall be defined as beginning with the employee's first full pay period commencing on or after January 1 and continuing through the end of the employee's pay period that includes December 31.

ARTICLE 14

LEAVES OF ABSENCE WITHOUT PAY

Section 1. Employees 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. Employees who are elected or appointed as Union officials or representatives shall, at the written request of the employee, 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 Union and the Employer.

Section 3. Union 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 union conventions or conferences.

Commonwealth employees who have been selected, elected or appointed as Union representatives or officials may be granted leave without pay for a maximum of 20 days per calendar year for the purpose of conducting Commonwealth/Union business without loss of seniority credit. Such leave is to be properly requested in advance and will be granted subject to management's responsibility to maintain efficient operations.

Section 4. After completing one year of service, an employee 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, employees shall be granted, upon written request, extended leave without pay for illness for a period of at least two consecutive weeks, but not more than six 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 consecutive weeks. The request, which shall be submitted in advance of the leave if circumstances permit, shall include proof of illness or disability in the form of a doctor's certificate which 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 employee has used an aggregate of six 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. Upon request of the employee, an extension of up to an additional six months of leave without pay for illness shall be granted provided the employee provides proof of continuing illness or disability in the form of a doctor's certificate which shall state a prognosis and expected date of return. The extension shall be without benefits. Upon certification from the employee's doctor that the employee is able to return to work, the employee shall be offered a position in the

same classification and seniority unit for which a vacancy exists and to which there are no seniority claims and which the agency intends to fill. If such a position is not available, the employee shall be offered, during the remainder of the six-month period, any position in the same classification, in a lower classification in the same classification series, or a position previously held, within the same geographical/organizational limitation as the seniority unit, for which a vacancy exists and to which there are no seniority claims and which the agency intends to fill. If the employee refuses an offer of a position in the same classification, the employee's rights under this Section shall terminate. If the employee accepts a position in a lower classification or a position previously held, the employee will be offered a position in the same classification if there is a vacancy in that classification during the remainder of the six-month period in the seniority unit, provided there are no seniority claims to the position, and the agency intends to fill the position.

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

Section 7. Employees shall not be required to use accumulated sick, annual, and/or personal leave prior to the commencement of a leave without pay.

Section 8. Upon the expiration of any approved leave of absence without pay, the employee is entitled to return to a position in the same or equivalent classification within the agency, subject to the furlough provisions of Article 26, Seniority.

Section 9. It is understood by both parties that the provisions of Sections 5, 6, 7 and 8 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, 7 and 8 shall be designated as leave under the provisions of the Act.

Leave without pay for illness for seasonal employees shall be in accordance with applicable laws.

ARTICLE 15

PARENTAL LEAVE

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

Section 1. General

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

Section 2. Granting Leave

a. An employee 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 months. Upon the request of the employee and at the discretion of the agency head, parental leaves may be extended or renewed for a period not to exceed six months. In no case shall the total amount of leave exceed 12 months. Parental leave shall begin whenever employees 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 an employee be required to leave prior to parental leave unless he/she can no longer satisfactorily perform the duties of his/her position.

c. While an employee is on parental leave, the duties of the 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 employee shall have the right to return to the same position in the same classification held before going on parental leave, or to an equivalent position with regard to pay and skill.

b. The employee's anniversary date shall be extended in accordance with Section 5.24 of the Commonwealth's Personnel Rules (relating to leave without pay).

Section 4. Seniority Rights

Upon return from parental leave, an employee 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 employee is entitled to use accrued sick leave for the period that she is unable to work as certified by a physician. An employee 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 return. An employee 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 (6) 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, 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.

Parental leave benefits for seasonal employees shall be in accordance with applicable laws.

ARTICLE 16

SALARIES AND WAGES

Section 1. The differential between the hourly rates for Steps A through H of Longevity Range 8 for the DCNR Ranger, the DCNR Ranger Supervisor and the DCNR Ranger Operations Specialist salary schedules will be 4.3%.

Section 2. The July 1, 2000 pay schedule reflected in Appendix B shall continue in effect through June 30, 2001.

Section 3. Effective July 1, 2001, the Step A hourly rate for Longevity Range 8 will be increased 3.5% for the DCNR Ranger, DCNR Ranger Supervisor and DCNR Ranger Operations Specialist salary schedule. (The differential remains standardized at 4.3%). This increase is reflected in the Pay Schedule in Appendix C.

Section 4. Effective July 1, 2002, the Step A hourly rate for Longevity Range 8 will be increased 3.5% for the DCNR Ranger, DCNR Ranger Supervisor and DCNR Ranger Operations Specialist salary schedule. (The differential remains standardized at 4.3%). This increase is reflected in the Pay Schedule in Appendix D.

Section 5. Employees who are reclassified from Forest Ranger to DCNR Ranger or from Forest Fire Specialist Supervisor to DCNR Ranger Supervisor on or after June 11, 2001 will be placed on the DCNR Ranger Pay Schedule in accordance with the Commonwealth of Pennsylvania's Personnel Rules.

Section 6. A permanent salaried employee whose salary exceeds the maximum of the employee's applicable pay range when the general pay increases outlined in Sections 3 and 4 are effective shall receive the annual amount of the general pay increase, based on the employee's pay rate in effect on the date prior to the general pay increase, in the form of a one-time cash payment rounded to the nearest dollar. The cash payment shall be paid no later than the next payday after the general pay increase is reflected in the paychecks of employees who are not above the maximum.

If an employee's rate of pay exceeds the maximum of the employee's applicable pay range before the general pay increase, but would not exceed the maximum after the general pay increase, the employee's rate shall be increased by an amount which will make it equal to the new maximum. The one-time cash payment for an employee in this situation shall be reduced by the amount of increase in the employee's annual rate of pay.

Section 7. a. All employees whose salary is below the maximum of their applicable pay range (Step H) shall receive an increment of one step effective the first day of the first full pay period in the month in which their anniversary date falls.

b. The anniversary date for seasonal employees shall be either one year from the date of hire, one year from the month of their last increment or July 1999, whichever is later.

Section 8. a. In addition to the base salary, employees shall be entitled to the longevity rate indicated for their years of service in the table in Appendix A.

b. All permanent full-time employees shall receive one longevity step increase effective the first day of the first full pay period in the month in which their longevity date falls.

Employees who have had periods of leave without pay shall have their longevity dates adjusted in accordance with existing policies for adjustments to longevity dates.

c. Seasonal employees shall be eligible to receive a longevity step increase effective on the first day of the first full pay period in which 2080 regular hours is completed. For the purpose of determining the applicable longevity rate under a. above, seasonal employees will be credited with a year of service for each 2080 regular hours worked as a Park Ranger 2, Park Ranger Supervisor, DCNR Ranger and DCNR Ranger Supervisor.

Regular hours worked shall include all hours paid except overtime, standby time, call time, and full-time out-service training. Work-related disability shall be included in regular hours paid as provided for in Article 23.

Section 9. a. All permanent full-time employees shall have their years of service as seasonal Park Rangers 2, Park Ranger Supervisors, DCNR Rangers and DCNR Ranger Supervisors count toward placement on the pay schedule, effective July 10, 1993.

b. Seasonal employees who transfer to permanent full-time positions after July 10, 1993, shall have their years of service as seasonal Park Rangers 2 and DCNR Rangers count toward placement on the pay schedule, effective the date of their transfer.

Section 10. When an employee covered by this Agreement is promoted, demoted or transferred to another classification assigned to the same or a different pay range the employee will move to the same pay step and longevity range (step to step) in the appropriate pay range of the new classification.

Section 11. The cash payments provided for in this Article shall not be added to the employee's base salary. The cash payments will be subject to dues and fair share fee deductions where applicable.

Section 12. An employee in an inactive pay status shall, upon return to active status, be entitled to the above general pay increases outlined in Sections 3 and 4, the cash payments outlined in Section 6 where applicable and the increments outlined in Section 7 where applicable.

Section 13. The salaries of employees shall be paid biweekly. In the event the payday occurs on a holiday, the preceding day shall be the payday.

Section 14. The policies regarding pay range revisions contained in Commonwealth of Pennsylvania's Personnel Rules shall continue.

Section 15. All employees must sign up for direct deposit of their earnings.

Section 16. Any employee hired who has not completed required training will be paid 4.3% less than the Step A hourly rate for Longevity Range 8 salary. Once such training has been completed or after 13 pay periods, the employee will receive the full Step A Longevity Range 8 salary.

ARTICLE 17

OVERTIME

Section 1. One and one-half of the employee'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 employee's day off in lieu of granting time off with pay or the employee consents to forego a day of paid leave. 2) Where the employee 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 employee's regular hourly rate of pay shall be paid for work under the following conditions:

Employees on a five-day-per-week schedule shall be paid double time for hours worked on the second scheduled day off in the work week provided the employees are in an active pay status on their five (5) regularly scheduled work days and work their first scheduled day off in the work week. If such employees are in an active pay status their next five (5) regularly

scheduled work days and work their next scheduled day off or their next two (2) scheduled days off, they shall be paid double time for hours worked on those days.

Section 4. By mutual agreement between the Employer and the employee 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 120 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 employee subject to management's responsibility to maintain efficient operations. If the compensatory time is not granted within this time period, the employee shall be compensated at the appropriate rate of pay in lieu of paid time off. By mutual consent of the Employer and employee involved, such scheduling period may be extended an additional 60 calendar days.

Section 5. The Employer will attempt to equalize overtime during each one-half calendar year between or among the employees 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 employees 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 employees who has had the least assigned overtime on a non-volunteer basis during that period. Nothing in this Section shall require the Employer to accept as a volunteer or to assign overtime to employees where they would be entitled to double time for such overtime work.

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

An employee 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 employee in the same classification in the equalization unit at the time of submitting or withdrawing the statement. This paragraph shall be superseded by any existing or subsequent procedure mutually agreed upon in writing by the Employer and the Union at the agency or Park/Forest District level.

Lists showing accumulations of overtime within each equalization unit during the preceding six-month period shall be posted every six months unless otherwise agreed to at the Park/Forest District level.

Equalization units may be changed by written agreement of the parties. If either party requests a change to an established equalization unit, the matter shall be discussed at labor-management meetings at appropriate local levels. If agreement is not reached, either party can request that an unresolved equalization unit issue be submitted to a committee consisting of representatives of the Union and representatives of the Office of Administration and the department or agency. After a period of forty-five (45) days from the date of the request to submit the unresolved issue to the Committee, either

party can request that an unresolved equalization unit issue be submitted to an arbitration panel. The arbitration panel shall consist of one member selected by the Union, one staff member of the Employer, and one impartial arbitrator jointly selected by the parties.

If a grievance arises over equalization of overtime based on actions taken by the Employer prior to the date of an Agreement or an arbitration award establishing the applicable equalization unit, an arbitrator shall not award back pay to an employee due to the Employer's use of the incorrect equalization unit for the equalization of overtime.

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 employee'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 18

SHIFT DIFFERENTIAL

Section 1. An employee whose work shift consisting of 8 work hours 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 95 cents per hour for all such hours worked on that shift. Effective July 1, 2001, the shift differential will be increased to \$1.00 per hour.

Section 2. Employees who work overtime on their shift as described in Section 1 or who work not less than a full 8 hour shift which begins before 6:00 a.m. or at or after 12:00 noon on a day other than a scheduled work day will receive the shift differential for each non-premium hour worked and will have the shift differential included in the base rate for the purpose of computing the appropriate overtime premium rate. An employee who works overtime after or before 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 or have it included in the base rate for computing the overtime premium rate.

ARTICLE 19

CALL TIME

Section 1. Employees who have been called into work outside of their regular shift schedule shall be guaranteed a minimum of four (4) hours' work. Call time pay begins when the employee reports to the assigned work site ready for work. There shall be no duplication of hours.

Section 2. Call time shall be paid for at whatever rate is appropriate.

ARTICLE 20

STANDBY TIME

An employee is on standby during the period that the employee is required to remain at home and to be available for emergencies. Only employees who are required to be on standby are entitled to the compensation hereafter set forth. Such employees 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. Employees 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 employee shall not be considered to be on standby time while the employee is being paid for call time.

ARTICLE 21

LIFE INSURANCE

Section 1. The Employer shall continue to assume the entire cost of the insurance coverage for eligible employees as set forth in the currently existing life insurance plan as modified by Section 2. The amount of insurance is based on the employee'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 employees who are granted sick leave without pay or parental leave without pay will continue to receive 100% state-paid coverage under the current life insurance plan for up to six months. Permanent employees who are on sick or parental leave without pay for longer than six months may remain in the program for an additional six month period by paying the entire premium. Permanent employees who are granted family care leave will continue to receive 100% state-paid coverage under the current life insurance plan for up to 12 weeks.

b. Except as provided in c. below, those permanent employees 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.

c. Permanent employees who are regularly placed on leave without pay for one to three months every year due to cyclical work schedules or weather conditions will continue to receive 100% state-paid coverage for the period they are on leave. If the leave extends beyond the regular leave period, employees may remain in the program for up to one year by paying the entire premium.

Section 3. The Employer shall continue to provide each employee 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 22

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 AFSCME Council 13, American Federation of State, County and Municipal Employees, AFL-CIO and the Employer. 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 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 \$190 bi-weekly per permanent full-time employee eligible for benefits and covered by this Agreement.

The contributions for permanent part-time employees, who are eligible for benefits and expected to be in an active pay status at least 50% of the time every pay period, will be 50% of the above referenced rates.

During the period July 1, 2001 to June 30, 2002, the Employer will stop the above referenced \$190.00 bi-weekly per employee contributions for 2 pay periods. The Employer, at its sole discretion, will determine for which 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 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 hereby charged with any responsibility in any manner connected with the determination of liability to any employee 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 employees 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 employee 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 employee qualify.

Coverage under the Fund shall cease, consistent with the provisions of the Consolidated Omnibus Budget Reconciliation Act (COBRA), on the date an employee terminates employment. For the purposes of this Section, termination of employment does not include furloughs and deaths. For furloughed employees and surviving dependents, who are not covered under Section 9 of this Article, when the last day of employment falls between the first and 14th of the month, coverage

will end on the last day of that month. When the last day of employment falls between the 15th and the last day of the month, coverage will end on the 14th of the following month.

Section 4. The Fund shall continue to provide permanent part-time employees who are 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 employee qualify. Such employees shall contribute an amount determined by the Fund's trustees toward the cost of coverage.

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

b. Except as provided in c. below, permanent part-time employees and those permanent full-time employees 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 six months, 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 employees and permanent part-time employees who are eligible under Sections 3 and 4 above who are regularly placed on leave without pay for one to three months every year due to cyclical work schedules or weather conditions will continue to receive benefits as determined and extended by the Fund for the period they are on leave. If the leave extends beyond the regular leave period, employees 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.

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

Section 6. Eligible employees shall be provided a choice between enrollment in hospital, medical/surgical and major medical health coverage, a Health Maintenance Organization (HMO), Preferred Provider Organization (PPO), or similar health benefits delivery system with which the Fund has made contractual arrangements. All active, full-time, permanent employees and other employees as determined by the Fund's trustees will be eligible. The choice shall be operated as follows:

- a. The option to elect coverage in an HMO, PPO or similar health benefits delivery system shall be made available to those employees who reside within the service area.
- b. The amount and kind of benefits available to employees shall be those contracted for by the Fund with an HMO, PPO, or similar health benefits delivery system.
- c. The option to elect coverage under an HMO, PPO, or similar health benefits delivery system or to return to coverage under the hospital, medical/surgical and major medical health plan shall be available during annual open enrollment periods or at such other times as the Fund may designate.
- d. The Fund shall pay to the HMO, PPO, or similar health benefits delivery system for each employee subscriber an amount equivalent to the cost of hospital, medical/surgical and major medical health coverage in the geographic area in which the HMO, PPO or similar health benefits delivery system is located, or some other amount which the Fund Trustees may reasonably determine. Additional costs, if any, of an HMO, PPO or similar health benefits delivery system shall be paid for by the employee through payroll deductions.
- e. If employee payroll deductions are required and employees are placed on sick leave without pay, parental leave or family care leave, benefits may be continued for up to six months only if the employees continue to pay their share of the premium. If the employees do not pay their share of the premium, their coverage under the HMO, PPO or similar health benefits delivery system will be cancelled and they 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.

Section 7. a. The Employer shall allow each individual who was eligible as an active employee 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.

b. The Employer shall continue to pay the entire cost of coverage for annuitants who retire under (1), (2), or (3) 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 employee 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 employee 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 employee 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 employee returns during the recall period, this three year requirement will not apply. If the employee 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 employee 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 employee returns during the recall period, this three year requirement will not apply. If the employee 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 employee 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 and at least three years of credited service from the most recent date of reemployment, or 25 years of credited service in the State and/or Public School Retirement Systems or,

- (3) Other retirement with at least 25 years of credited service in the State and/or Public School Retirement Systems, except that an employee 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 employee returns during the recall period, this three year requirement will not apply. If the employee 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.

Section 8. a. Seasonal employees shall be given the option to buy the hospital, medical/surgical and major medical health plan and supplemental benefits for themselves and eligible dependents from the Pennsylvania Employees Benefits Trust Fund. Each seasonal employee who elects this option will be billed by the PEBTF an amount equal to the direct pay rates approved by the trustees of the PEBTF and in accordance with the policies established by them for direct pay subscribers.

Employees who, as of July 1, 1999, are purchasing either hospital, medical/surgical and major medical benefits or supplemental benefits will be able to continue to purchase these benefits separately.

b. Seasonal employees who work 1,040 regular hours or more in a contract year shall be reimbursed, to a maximum of 50% of the annual contribution provided for in Section 1.c. above for actual verified, out-of-pocket premium costs as follows:

For hospital, medical/surgical and major medical insurance and supplemental benefits:

50% of \$190 biweekly

For hospital, medical/surgical and major medical insurance only:

50% of \$151 biweekly

For supplemental benefits only:

50% of \$39.00 biweekly

c. The reimbursement outlined in Subsection b. shall be calculated at the end of the contract year in which the hours are completed and reimbursement shall be made to the employee within 90 days thereafter.

d. For purposes of this Section, regular hours worked shall include all hours paid except overtime, standby time, call-time and full-time out-service training. Work-related disability shall be included in regular hours paid as provided for in Article 23. Annual leave buy out shall not be included as hours worked.

Section 9. When an employee dies as a result of a work-related accident, the Fund shall 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 employee 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 employee would have reached age 60.

ARTICLE 23

WORK-RELATED INJURIES

Section 1. An employee who sustains a work-related injury, during the period of this Agreement, as the result of which the employee is disabled, if so determined by a decision issued under the operation of the Workers' Compensation Insurance Program, shall be entitled to work-related disability leave. Work-related disability leave is a leave of absence for which the employee 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 employee'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 employee is on work-related disability leave.

Section 3. An employee who qualifies for work-related disability leave shall not be entitled to use sick, annual or personal leave during the period of eligibility. An employee 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 employee continues to receive workers' compensation, the employee may elect to continue the amount of pay provided in Section 1 by using accumulated sick leave. One full day of sick leave (8 hours) will be charged for each day that the amount of pay provided in Section 1 continues. Employees will not be permitted to use partial sick days. Except as provided herein, sick leave or other paid leave may not be used when workers' compensation is payable.

An employee 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 employee election to use or not use sick leave under this Section cannot be changed more than once.

Section 5. An employee 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 Insurance Program. In no case shall an employee 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 employee'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 health benefits as provided in Articles 21 and 22, will continue for the period of time that the employee 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 employee 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 employee is fully capable of performing the duties of that position, subject to the furlough provisions of Article 26, Seniority. This guarantee expires if the disability ceases prior to the expiration of the three year period and the employee does not return to work immediately or if the employee 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 employee will be on leave without pay unless the employee 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 employees whose injuries are within the scope of either Act 193 of 1935, P.L. 477, as amended, or Act 632 of 1959, P.L. 1718, as amended.

ARTICLE 24

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 employees consider their positions to be improperly classified, the employees may process an appeal for a reallocation of their position through the grievance procedure as set forth in this Agreement, except that Step 5, Arbitration, shall be advisory only as to the Employer as set forth in Section 2 of this Article.

When employees 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 4 can be reversed by the Office of Administration.

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

Section 2. The Union, in response to an unfavorable decision at Step 4, 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 Union, 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 Union. 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 employee in this unit is visitor services and protection. The Union recognizes the right of the Employer to direct its working forces, which includes the assignment of work to individual employees, and it further recognizes that such assignments may include work outside an employee'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 employee temporarily is charged to perform in general the duties and responsibilities of a higher classification that are separate and distinct from those of the employee's own classification for a period of any five (5) full cumulative days in a calendar quarter, the employee shall be compensated, retroactive to the time the assignment took place, at an amount equal to four and one-half percent of the employee's current rate of pay, or at the starting rate of the pay range for the higher class, whichever is greater. An employee while temporarily working and being paid in a higher class will also be paid at the higher rate for a holiday provided the employee 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. Once the requirement for the five full cumulative day threshold has been met, payment shall be included in the bi-weekly pay check. 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 employee or employees 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 employee being replaced, whichever is greater.

In addition, if the Employer assigns an employee on a temporary basis to a lower classification or if an employee 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 employee 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 persons 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 employee 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 member selected by the Union, 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 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 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 and the Union agree to create a Job Evaluation Committee to review the creation of new classifications and the modification of existing classifications.

Any dispute over job specification content or pay range will be submitted to an arbitration panel within 45 days of the submission of the issue to the Job Evaluation Committee. The arbitration panel shall be composed of three members; one appointed by the Union, one appointed by the Employer and the third to be mutually agreed upon or selected from a list of arbitrators supplied by the Pennsylvania Bureau of Mediation. The decision of the panel shall be advisory to the parties to this Agreement.

Section 6. Agency management and the Union will meet and discuss on the development of job descriptions, and enforcement philosophy and practice. They will also meet and discuss with respect to supervision.

ARTICLE 25

DISCHARGE, DEMOTION, SUSPENSION AND DISCIPLINE

Section 1. The Employer shall not demote, suspend, discharge or take any disciplinary action against an employee without just cause. An employee may appeal a disciplinary demotion, suspension, or discharge beginning at the third step of the grievance procedure, within fifteen (15) working days of the date of its occurrence, and subject to any conditions set forth in the grievance procedure under Article 33. The President of the Association and the Association legal counsel shall be provided a copy of the disciplinary letter sent to the employee. 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 III of Section 2 of Article 33, 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 Section 1 shall not apply during the initial 180 calendar days of probationary employment or in the case of seasonal employees, during the first 975 regular straight-time hours of employment. The probationary period can be extended by written agreement between the Employer and the Union for an additional period, during which time Section 1 shall not apply. The Union shall advise the Employer of its representative for purposes of this Section. Periods of leave without pay and work-related disability leave shall not count toward the initial probationary period or any extension period.

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

Section 5. The Employer and the Union agree to continue the alternative forms of discipline in lieu of suspension actions program in accordance with the sideletter dated December 18, 1997.

ARTICLE 26

SENIORITY

Section 1. Under the terms of this Agreement, the term "seniority" means a preferred position for specific purposes which one employee within a seniority unit may have over another employee 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 employee's current classification. Service under this Subsection also shall include unbroken service in the Forest Ranger 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. Service under this Subsection also shall include unbroken service in the Forest Ranger classification.

- c. Seniority credit for each employee is maintained as a total number of days. Employees will accrue seniority in accordance with the following procedure: The number of regular hours paid (all hours except overtime, standby time, and call-time) each biweekly pay period plus the number of hours of military leave without pay; leave without pay for union business in accordance with Article 14, Section 3; and leave without pay for work-related injuries in accordance with Article 23, Section 7 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 employee's accumulated total.
- d. Employees 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 sixty (60) days of their first day of work in order to receive seniority credit in accordance with the Preference in Public Employment Act of 1945, P.L. 837. When the Employer determines that a furlough is necessary and there is no proof of military service in an employee's personnel file, the Employer shall not be held liable for any pay or benefits for any affected employees for a period of 30 days after the notice has been provided.
- e. 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 employee shall lose Bargaining Unit and Classification seniority. If an employee is returned within one (1) year after such break in service, the employee 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. Seniority lists shall be provided to the President of the Union upon request not more than once every six (6) months.

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

Section 5. Whenever the Employer deems it necessary to fill a permanent, full-time DCNR Ranger vacancy, such a vacancy shall be filled in the following manner:

- a. If there are no seniority claims to the vacancy, the Employer shall first consider requests for lateral transfers submitted by permanent, full-time employees. The decision to honor the request for lateral transfers shall remain with the Employer in accordance with Section 11 of this Article.
- b. When a vacancy is to be filled with a seasonal employee, those seasonal employees who wish to bid on the vacancy shall submit their name to the Employer on a bidding form available from an agency office specified on the posting. Bids must be submitted within the time period specified on the posting.

Those bidding seasonal employees who meet the following criteria will be interviewed for the vacancy:

The absence of any discipline above the level of written reprimand during the 12 months preceding the closing date of the posting;

The absence of an overall rating of "unsatisfactory" or "otherwise fails to meet standards" in their current performance evaluation;

Successful completion of training as of closing date of the posting;

Must be within the highest pay step of bidding employees, provided that a minimum of six (6) bidding employees are within the highest step. If less than six bidding employees are within this step, all bidding employees within the next lower pay step will be included. If the minimum of six eligible bidding employees is still not reached, all bidding employees in the next lower pay step will be included, until the minimum of six bidding employees is reached.

In addition, all bidding seasonal employees who are employed by the Park/Park Complex or Forest District where the vacancy exists and who meet the following criteria will be interviewed for the vacancy:

Have worked at least 2080 hours as a Park Ranger 2, Forest Ranger and/or DCNR Ranger as of the closing date of the posting;

Have successfully completed training in accordance with Article 38 as of the closing date of the posting.

After interviewing the candidates, management will select the person to fill the vacancy.

- c. If the vacancy cannot be filled in accordance with the procedure outlined in Section 5.b. above, it shall be filled in accordance with the Pennsylvania Civil Service Act.
- d. The procedure provided above shall be followed except in the following instances:
 - (1) Where it is necessary to comply with the provisions of applicable law and rules relating to the Commonwealth's Equal Employment Opportunity Program.
 - (2) Where the job involved requires highly specialized skill, training and expertise and there are no employees in the classification immediately below the vacancy who possess such qualifications.
 - (3) Whenever a position is reclassified upward to correct an improper classification or to reflect an accretion of duties or reorganization of duties, then the incumbent shall be awarded the higher position.
- e. For purposes of this Section, the seniority unit shall be state-wide.

Section 6. Whenever the Employer deems it necessary to fill a permanent, DCNR Ranger Supervisor vacancy, such a vacancy shall be filled in the following manner:

- a. If there are no seniority claims to the vacancy, the Employer shall first consider requests for lateral transfers submitted by permanent, full-time DCNR Ranger Supervisors. The decision to honor the request for lateral transfers shall remain with the Employer in accordance with Section 11 of this Article.
- b. When a vacancy is to be filled with a DCNR Ranger, those DCNR Rangers who wish to bid on the vacancy shall submit their name to the Employer on a bidding form available from an agency office specified on the posting. Bids must be submitted within the time period specified on the posting.

Those bidding employees who meet the following criteria and who meet the minimum experience and training requirements for the DCNR Ranger Supervisor classification will be interviewed for the vacancy:

The absence of any discipline above the level of a written reprimand during the 12 months preceding the closing date of the posting;

The absence of an overall rating of "unsatisfactory" or "otherwise fails to meet standards" in their current performance evaluation;

Must be within the highest pay step of bidding employees, provided that a minimum of six (6) bidding employees are within the highest step. If less than six bidding employees are within this step, all bidding employees within the next lower pay step will be included. If the minimum of six eligible bidding employees is still not reached, all bidding employees in the next lower pay step will be included, until the minimum of six bidding employees is reached.

In addition, all bidding salaried employees who are employed by the Park/Park Complex or Forest District where the vacancy exists and who meet the minimum experience and training requirements for the DCNR Ranger Supervisor classification will be interviewed for the vacancy.

After interviewing the candidates, management will select the person to fill the vacancy.

- c. If the vacancy cannot be filled in accordance with the procedure outlined above, it shall be filled in accordance with the Pennsylvania Civil Service Act.
- d. The procedure provided above shall be followed except in the following instances:
 - (1) Where it is necessary to comply with the provisions of applicable law and rules relating to the Commonwealth's Equal Employment Opportunity Program.
 - (2) Where the job involved requires highly specialized skill, training and expertise and there are no employees in the classification immediately below the vacancy who possess such qualifications.
 - (3) Whenever a position is reclassified upward to correct an improper classification or to reflect an accretion of duties or reorganization of duties, then the incumbent shall be awarded the higher position.
- e. For purposes of this Section, the seniority unit shall be state-wide.

Section 7. Whenever the Employer deems it necessary to fill a permanent, DCNR Ranger Operations Specialist vacancy, such a vacancy shall be filled in the following manner:

- a. The Employer shall first consider requests for lateral transfers submitted by permanent, full-time DCNR Ranger Operations Specialists. The decision to honor the request for lateral transfers shall remain with the Employer in accordance with Section 11 of this Article.
- b. If the position is not filled by lateral transfer, permanent full-time DCNR Rangers and DCNR Ranger Supervisors who wish to bid on the vacancy shall submit their name to the Employer on a bidding form available from an agency office specified on the posting. Bids must be submitted within the time period specified on the posting.

Those bidding employees who meet the following criteria and who meet the minimum experience and training requirements for the DCNR Ranger Operations Specialist classification will be interviewed for the vacancy:

The absence of any discipline above the level of a written reprimand during the 12 months preceding the closing date of the posting;

The absence of an overall rating of "unsatisfactory" or "otherwise fails to meet standards" in their current performance evaluation;

Must be within the highest pay step of bidding employees, provided that a minimum of six (6) bidding employees are within the highest step. If less than six bidding employees are within this step, all bidding employees within the next lower pay step will be included. If the minimum of six eligible bidding employees is still not reached, all bidding employees in the next lower pay step will be included, until the minimum of six bidding employees is reached.

In addition, other individuals who are eligible for selection in accordance with the provisions of the Pennsylvania Civil Service Act and Rules may be interviewed.

- c. After interviewing the candidates, management will select the person to fill the vacancy.
- d. The procedure provided above shall be followed except in the following instances:

- (1) Where it is necessary to comply with the provisions of applicable law and rules relating to the Commonwealth's Equal Employment Opportunity Program.
- (2) Where the job involved requires highly specialized skill, training and expertise and there are no employees in the classification immediately below the vacancy who possess such qualifications.
- (3) Whenever a position is reclassified upward to correct an improper classification or to reflect an accretion of duties or reorganization of duties, then the incumbent shall be awarded the higher position.

e. For purposes of this Section, the seniority unit shall be state-wide.

Section 8. When the Employer determines a furlough is necessary within a seniority unit, the following procedure will be utilized:

- a. A DCNR Ranger Operations Specialist who is affected by the furlough will bump the least senior, permanent, full-time DCNR Ranger Operations Specialist within the bargaining unit provided the DCNR Ranger Operations Specialist has more seniority than the least senior DCNR Ranger Operations Specialist. If such a bump is not available, the DCNR Ranger Operations Specialist will bump the least senior DCNR Ranger Supervisor within the seniority unit provided the DCNR Ranger Operations Specialist has more seniority than the least senior DCNR Ranger Supervisor and provided the employee previously held a DCNR Ranger Supervisor position. If such a bump is not available, the DCNR Ranger Operations Specialist shall bump the least senior permanent, full-time DCNR Ranger provided the DCNR Ranger Operations Specialist has more seniority than the least senior permanent, full-time DCNR Ranger and provided the employee previously held a DCNR Ranger position. If such a bump is not available, the DCNR Ranger Operations Specialist shall bump the least senior seasonal DCNR Ranger provided the employee previously held a DCNR Ranger position. If such a bump is not available, the DCNR Ranger Operations Specialist will be furloughed.
- b. A DCNR Ranger Supervisor who is affected by the furlough will bump the least senior, permanent, full-time DCNR Ranger Supervisor within the seniority unit provided the DCNR Ranger Supervisor has more seniority than the least senior DCNR Ranger Supervisor. If such a bump is not available, the DCNR Ranger Supervisor will bump the least senior permanent, full-time DCNR Ranger within the seniority unit provided the DCNR Ranger Supervisor has more seniority than the least senior permanent, full-time DCNR Ranger. If such a bump is not available, the DCNR Ranger Supervisor shall bump the least senior seasonal DCNR Ranger. If such a bump is not available, the DCNR Ranger Supervisor will be furloughed.

- c. A permanent, full-time DCNR Ranger who is affected by the furlough will bump the least senior, permanent, full-time DCNR Ranger within the seniority unit provided the DCNR Ranger has more seniority than the least senior permanent, full-time DCNR Ranger. If such a bump is not available, the permanent, full-time DCNR Ranger will bump the least senior seasonal DCNR Ranger within the seniority unit. If such a bump is not available, the permanent, full-time DCNR Ranger will be furloughed.
- d. Where the need for furlough can be reasonably anticipated, the Employer will notify the Union one month in advance of any impending furlough.
- e. Seniority units for purposes of this Section are listed in Appendix H.

Section 9. Before any furlough is implemented in a classification in the classified service in a seniority unit, all emergency employees will be separated before any temporary employees; temporary employees will be separated before any provisional employees; and all provisional employees will be separated before any probationary employees or any regular status members of the classified service are furloughed.

Section 10. The Employer shall establish a recall list using the same geographical and organizational limitation as the seniority unit in which the furlough occurred for those employees furloughed under Section 8 of this Article in the inverse order of seniority.

a. DCNR Ranger Operations Specialists shall have recall rights to permanent full-time DCNR Ranger Operations Specialist positions within the bargaining unit or permanent full-time DCNR Ranger Supervisor positions or permanent, full-time DCNR Ranger positions within the seniority unit. DCNR Ranger Supervisors shall have recall rights to DCNR Ranger Supervisor positions or to permanent, full-time DCNR Ranger positions within the seniority unit. Permanent, full-time DCNR Rangers shall have recall rights to permanent, full-time DCNR Ranger positions within the seniority unit.

b. Recall lists will remain in effect for a furloughed employee for a period of three (3) years after the effective date of the furlough.

c. In the event an employee on a recall list refuses an offer of employment in a lower classification for which the employee has seniority rights, the employee shall forfeit recall rights to such a classification; if the employee refuses an offer of employment to the classification from which the employee was initially furloughed, the employee shall forfeit all recall rights.

d. During the period that an employee is on a recall list, the employee shall keep the Employer informed of any changes in address. The Employer shall not be held liable if an employee is not offered recall because of failure to notify the Employer of a change of address.

Section 11. Employees desiring to transfer to other positions covered by this Agreement 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 employee shall be entitled to maintain whatever seniority rights that are appropriate. When the employee is denied a lateral transfer, the Employer shall give reason for the denial in writing to the affected employee.

Section 12. 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 13. The probationary period for promotions shall be 180 calendar days in length and the provisions of Article 25, Section 1 shall not be applicable if an employee is demoted within that time for failure to successfully complete the probationary period. In such case, employees shall have the right to return to their former classification during this period. Periods of leave without pay, including periods during which the employee is receiving workers' compensation, shall not count toward the promotional probationary period or any extension period.

Section 14. For the purpose of furlough only, the president, vice-president, secretary, treasurer, three members of the executive board and union stewards shall have superseniority. It is clearly understood and agreed that this Section shall not become effective until the Employer and the Union have reached agreement as to the number of union stewards who will be granted the privilege of this Section. Within 30 days of the date of agreement on the number of stewards, the Union shall provide the Employer with a list of all employees who have been granted super-seniority in accordance with the provisions of this Section. The list shall contain the employee's name, Union title and work location. If Union elections result in a change to the list, the Union shall immediately notify the Employer. However, changes which have not been received by the Employer within 15 days of the effective date of a furlough will not affect the list in existence prior to the announcement of the furlough.

Section 15. Grievances relating to the interpretation, application and implementation of Sections 5, 6, 7, 8, 9 and 10 of this Article shall be filed at the third 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 Union 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 Union. 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 16. When in the exercise of seniority rights provided hereunder, two or more employees are deemed relatively equal in skill and ability and have the same seniority, preferential rights shall be determined by lot.

Section 17. a. When the Employer determines it is necessary to place seasonal employees in leave without pay status, such action shall be taken in inverse order of seniority standing at each Park/Park Complex or Forest District.

b. When the Employer determines it is necessary to return seasonal employees from leave without pay status, such recall shall be made in seniority order beginning with the most senior seasonal employee at the affected Park/Park Complex or Forest District. The most senior seasonal employee will be called back to work available hours up to a full week, before calling back the next seasonal employee as long as hours do not conflict. If overtime is involved, the Employer, at its discretion, may call back the next senior employee.

c. Where specialized skills are required from a less senior employee, that less senior employee may be returned to complete the specific task.

Section 18. If an employee is unable to execute a bump as provided by Article 26, Section 8, and is placed on a furlough list, the Commonwealth will attempt to place the employee in a budgeted, available, uncommitted vacancy in a classification covered by this Agreement to which there are no seniority claims in the following manner:

- a. Placement will be made to positions in classifications covered by this Agreement to which an employee has bumping rights provided the employee possesses the requisite skill and ability.
- b. Employees placed in vacancies which are not in the classification or classification series which an employee previously held will serve a six month probationary period during which time the provisions of Article 25, Section 1 shall not apply. Employees who are terminated for failure to successfully complete the probationary period shall retain recall rights under Section 10 of this Article.
- c. Geographic limitations for the application of this Section will be designated by the employee by completing a placement questionnaire. The employee may choose up to ten counties in which the employee would be available for employment or a statewide availability. In addition, the employee will complete an "Availability for Temporary Employment" questionnaire.
- d. Placement will be made in order of Bargaining Unit seniority; however, employees with an earlier furlough date will be placed in vacancies before employees with a later furlough date.
- e. Employees will be offered placement in one vacant position. If an employee declines the offer of placement, the employee's rights under this Section cease. The furloughed employee shall retain recall rights as outlined in Article 26, Section 10.

- f. If an employee accepts an offer of placement under this Section, any other placement rights to which an employee may be entitled under this Section cease.
- g. Employees placed in vacancies in the same classification from which furloughed will lose recall rights outlined by Article 26, Section 10. Those employees placed in a classification in a lower pay range will retain their recall rights under Article 26, Section 10.
- h. The provisions of this Section will be implemented at the time the employee's completed placement questionnaires are received by the central personnel office of the Department of Conservation and Natural Resources and will continue for six months after the employee has been furloughed. When the six month period has expired, an employee's rights under this Section cease. However, the employee will retain recall rights under Article 26, Section 10, except as provided in Subsection g. The provisions of this Section will not be implemented on behalf of employees who do not return completed placement questionnaires.

Section 19. In the event of a furlough affecting employees who formerly occupied classifications covered by this Agreement, and who are not now in bargaining units represented by other employee organizations, such employees shall first bump laterally or downward into the classification occupied immediately prior to leaving the bargaining unit, or if such a bump is not available, then into any lower classification in the same classification series, provided the classification is within the same geographical and organizational limitation as the seniority unit as the furlough is occurring and provided that the employee has more Bargaining Unit seniority than the employee with the least amount of Bargaining Unit seniority in that classification, and has the requisite skill and ability and provided that the employee has not had a break in service as defined in Article 26, Section 2, since leaving the bargaining unit. Bargaining Unit and Classification seniority previously earned shall accrue to the employee upon return to the bargaining unit. Seniority earned by the employee while outside the bargaining unit shall not accrue to the employee upon movement back to the bargaining unit.

ARTICLE 27

UNIFORMS, CLOTHING AND EQUIPMENT

Section 1. The Employer shall provide any device, apparel, or equipment necessary to protect employees 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 as well as any necessary protective equipment or clothing related to the use of such special equipment, material or devices.

Section 2. a. Employees will be required to wear the uniform selected and authorized by the Employer while on duty. Employees shall not be permitted to carry optional equipment or alter the uniform unless authorized by the Employer.

b. The Employer agrees the uniform will be designed to distinguish employees from other personnel employed at State Parks/Forest Districts.

c. The Employer shall furnish each permanent, full-time employee with the initial uniform allotment in accordance with the existing practices. In addition, the Employer agrees to continue the existing practice of a yearly uniform allowance of \$225.00 per permanent, full-time employee to be used to purchase approved optional equipment and the replacement of uniform parts necessitated by normal wear and tear. Permanent full-time employees may carry over any portion of the \$225.00 yearly uniform allowance which has not been used in the year provided, however, that in no case will more than \$225.00 be carried over from year to year.

d. The Employer shall provide seasonal employees with a uniform. Short-term (less than 5 months) seasonal employees shall receive their initial issue of footwear during their second season of employment. Long-term (5 months or more) seasonal employees shall receive their initial issue of footwear during their first season of employment. Uniforms provided to seasonal employees will be returned to the Employer at the expiration of the seasonal appointment. The yearly uniform allowance shall be \$125.00. Short-term seasonal employees will have their yearly uniform allowance increased by \$30 starting in the calendar year following their initial or last issue of footwear not charged against their yearly uniform allowance. Long-term seasonal employees will have their yearly uniform allowance increased by \$45 starting in the calendar year following their initial or last issue of footwear not charged against their yearly uniform allowance. It is understood that the cost of the initial issue of footwear will not count against the yearly uniform allowance. Once a seasonal employee begins receiving the \$30 or \$45 increase to their yearly uniform allowance, the cost of footwear will be deducted from their yearly uniform allowance.

e. The Employer shall furnish each employee with three traditional police style badges. The style of the badge will be determined by the Employer after discussion with the Union and the badge selected shall be worn by all employees.

f. If any part of the uniform is damaged, torn or destroyed while on duty, the Employer shall replace the damaged part or parts. Such replacement shall not be charged to the \$225.00 yearly uniform allowance provided the damage to the uniform is not due to the employee's own negligence.

g. Employees in the Bureau of Forestry will be issued the same uniform as employees in the Bureau of State Parks, no later than June 30, 2003. The provisions of this Section shall not be applicable to an employee until the January following the issuance of the new uniform. Until the new uniform is issued, the current practices in the Bureau of Forestry concerning uniforms, footwear and equipment shall continue. In addition, employees in the Bureau of Forestry will continue to have a maintenance uniform. The uniform will be worn and replaced in accordance with the current practice.

Section 3. In the event a suspect, arrestee or Park patron/Forest visitor damages or destroys items of clothing or personal property which are worn by an employee and which are necessary for the performance of such employee's work, the Employer shall reimburse the employee for the value of such clothing or personal property. In addition, where the employee demonstrates that items of clothing, which were not being worn by the employee, are destroyed by a suspect, arrestee or Park patron/Forest visitor, the Employer shall reimburse the employee for the value of such clothing. 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 employee's own negligence. The Employer shall take prompt and timely action in the disposition of claims for damaged personal effects.

Section 4. The Employer agrees to establish a committee comprised of an equal number of Employer and Union representatives for the purpose of reviewing the Employer's policies regarding the following:

- the design of the uniform
- the initial uniform allotment
- optional uniform equipment
- required and optional training
- vehicles to be used by employees
- firearms

The Employer agrees to notify the Union prior to implementing any change in policy regarding the items listed above. Upon request of the Union, the Employer shall meet and discuss regarding the proposed change prior to implementation.

Section 5. The uniform maintenance allowance will be \$150.00 per contract year. Employees with at least 320 regular hours in an active pay status per fiscal year shall be eligible to receive the uniform maintenance allowance. This allowance is payable after the end of each fiscal year. The provisions of this Section shall be applicable to employees in the Bureau of Forestry effective beginning with the 2001-2002 contract year.

Section 6. The Agency Management and the Union will meet and discuss on radio communication concerns.

Section 7. Any employee who purchases or who has purchased a ballistics vest will be reimbursed \$250.00 on a one-time basis. An employee seeking reimbursement for a previously purchased vest must produce his/her vest for verification of purchase. Employees in the Bureau of State Parks who use this benefit must wear their ballistics vest while on duty.

ARTICLE 28

DISCRIMINATION

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

ARTICLE 29

UNION BUSINESS

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

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

Union members or representatives may be permitted to use suitable facilities on the Employer's premises to conduct Union business during non-work hours upon obtaining permission from the Park Manager/District Forester. Any additional costs involved in such use must be paid for by the Union.

Union 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 Union representative is an employee of the Employer, the employee shall request from the immediate supervisor reasonable time off from regular duties to process such grievances. The Employer will provide a reasonable number of employees with time off, if required, to attend negotiating meetings.

Section 3. Where the Union and the Commonwealth agree to meet for labor-related matters, the Commonwealth shall allow for the adjustment of work schedules for those affected Union representatives to attend said meetings during work hours up to the employee's full shift. Travel time shall count as work hours.

ARTICLE 30

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 Union authorize, assist or encourage any such strike during the life of this Agreement.

Section 2. Should a strike occur not authorized by the Union, the Union within 24 hours following the request of the Employer shall:

- a. Publicly disavow such action by the employees.
- b. Advise the Employer in writing that such employee action has not been authorized or sanctioned by the Union.
- c. Post notices on all bulletin boards advising employees that it disapproves of such action and instruct them to return to work immediately.

Section 3. The Employer reserves the right to demote, suspend, and discipline, up to and including discharge, any employee or employees who violate the provisions of Section 1 of this Article. An arbitrator's authority shall be limited to determining whether employees engaged in a strike prohibited by Section 1 and the Arbitrator shall have no authority to rule on the appropriateness of the penalty as determined by the Employer.

Section 4. The Employer will not engage in any lockout during the life of this Agreement.

ARTICLE 31

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, meet and discuss on the subject matter involved in any invalid provision.

Section 2. The Commonwealth and the Union acknowledge that this Agreement represents the results of collective negotiations between said parties 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. 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 4. 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 5. Employee 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. Travel expenses shall be paid in accordance with the Commonwealth's Travel Expense Regulations as amended by the Employer. The mileage allowance shall be the General Services Administration rate. If the General Service Administration of the Federal Government increases or decreases the mileage allowance for employees under its jurisdiction, the mileage allowance for employees under this Agreement will be increased or decreased on 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.

Section 7. Committees composed of representatives of the Union and the Employer are to be established at agency and appropriate local levels to resolve problems dealing with the implementation of this Agreement and to discuss other labor-management problems that may arise. The levels at which these committees are to function may be determined by agency or departmental discussions.

Section 8. There shall be an official personnel file for each employee. The contents of an employee's personnel file, excluding pre-employment information, are available for examination by the employee within a reasonable period of time after the employee'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. Employees 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 employee shall have the right to submit a statement concerning any materials in the employee's file and any such statement shall then become part of the personnel file.

Section 9. a. Requests for out-service training shall be processed in accordance with Management Directive 535.3, amended November 24, 1998 or as subsequently amended by the Employer.

b. Employees who are not required to complete statutorily prescribed training may process requests for such training utilizing the process provided for in a. above.

Section 10. An employee who is the subject of a complaint investigation by Central Office or the Regional Office will be notified when the investigation is concluded. The employee who is not being subject to disciplinary action will be notified in writing at the conclusion of the investigation that the allegations were either unfounded or unsubstantiated.

Section 11. The Employer and the Union agree to meet and discuss concerning the law enforcement chain of command.

ARTICLE 32

EQUAL EMPLOYMENT OPPORTUNITY

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 Equal Employment Opportunity Program and the Americans with Disabilities Act, the provisions of such orders, laws and rules shall prevail.

ARTICLE 33

GRIEVANCES AND ARBITRATION

Section 1. Where an employee 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 employee has submitted a contract grievance, or the employee shall not be entitled to institute proceedings under the contract grievance procedure. If the appeal to the Commission is withdrawn by the employee 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 I. The employee, either alone or accompanied by the Union representative or the Union where entitled, shall present the grievance orally or in writing to the Park Manager/District Forester within fifteen (15) working days of the date of its occurrence, or when the employee knew or by reasonable diligence should have known of its occurrence. The Park Manager/District Forester shall attempt to resolve the matter and report their decision to the employee, orally or in writing, within fifteen (15) working days of its presentation.

STEP II. In the event the grievance is not settled at Step I, the appeal must be presented in writing by the employee or Union representative to the Director of the Bureau of State Parks/Director of the Bureau of Forestry within fifteen (15) working days after the supervisor's response is due. The Director of the Bureau of State Parks/Director of the Bureau of Forestry or a designated representative, shall respond in writing to the employee and the Union representative within fifteen (15) working days after receipt of the appeal.

STEP III. An appeal from an unfavorable decision at Step II shall be presented by the employee or Union representative to the agency head, within fifteen (15) working days after the response from Step II is due. At the request of the Union the agency head or designated representative will meet with the Union to discuss the grievance. The agency head, or a designated representative shall respond in writing to the employee and Union representative within fifteen (15) working days after receipt of the appeal.

STEP IV. In the event the grievance has not been satisfactorily resolved in Step III, written appeal may be made by the employee or Union representative within fifteen (15) working days of the Step III decision to the Bureau of Labor Relations, Office of Administration, and shall contain a copy of the Step II and Step III decisions. The Bureau of Labor Relations, Office of Administration, shall issue a decision in writing to the Union within fifteen (15) working days after receipt of the appeal.

STEP V. An appeal from an unfavorable decision at Step IV may be initiated by the Union serving upon the Employer a notice in writing of the intent to proceed to arbitration within thirty (30) working days after the response from Step IV is due. Said notice shall identify the provisions of the Agreement, the Bureau, the employee involved, and a copy of the original grievance.

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 American Arbitration Association 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 Steps I, II, and III 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. An employee, upon request, shall be permitted to have a representative of the Union present at each step of the grievance procedure up to and including Step IV.

Employees selected by the Union to act as Union representatives shall be known as stewards. The Union 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 employee and Union 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 Union may present grievances concerning agency-wide decisions directly to Step III within 15 working days of the date of the occurrence or the date when the Union knew or by reasonable diligence should have known of its occurrence.

ARTICLE 34

SAFETY AND HEALTH

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

ARTICLE 35

SUCCESSORS

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 employees covered by this Agreement, the Employer shall attempt in good faith to arrange for the placement of such employees with the new Employer. The Employer shall notify the Union in writing at least 30 days in advance of any such sale, lease, transfer, or assignment.

ARTICLE 36

FAMILY CARE LEAVE

Section 1. After completing one year of service, permanent employees 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, child 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 twelve 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 21 and 22 will continue for the period of time the employee 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. Employees will not be required to use accumulated annual and/or personal leave prior to taking family care leave without pay.

Section 5. An employee 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 employee or an individual who stood in loco parentis to an employee when the employee 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.

Family Care leave benefits for seasonal employees shall be in accordance with applicable laws.

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

ARTICLE 37

RETIREMENT

Effective July 1, 1991, employees will receive full retirement at age 50 with at least twenty (20) years of service as a Park Ranger 2, Park Ranger Supervisor, DCNR Ranger, DCNR Ranger Supervisor, and/or DCNR Ranger Operations Specialist.

ARTICLE 38

TRAINING

Section 1. All employees who become DCNR Rangers on or after June 11, 2001 will be required, as a condition of employment, to successfully complete all aspects of initial training and successfully pass a psychological profile as provided, sponsored, and scheduled by the Employer. Failure to successfully complete all aspects of initial training and pass a psychological profile will result in the employee being separated from employment.

Section 2. All employees will be required, as a condition of continued employment, to successfully pass a psychological profile and to successfully complete all aspects of update and newly implemented training provided, sponsored, and scheduled by the Employer.

Section 3. Employees must have successfully completed the requirements of Section 2 of this Article within 12 months of the date of the start of the initial scheduled training. Any costs associated with retraining and/or retesting may be the sole responsibility of the employee. Employees who fail to successfully complete these requirements within the 12-month period will be required to exercise one of the following options:

- a. Complete a voluntary transfer to a budgeted, available, uncommitted vacancy in another classification at the same or lower level to which there are no seniority claims, and for which the employee has the requisite skills and ability;
- b. Retire;
- c. Resign;
- d. Be separated from employment.

The Employer will provide non-monetary placement assistance to any employee who requests to be transferred under this Section.

If an employee is rescheduled for and has begun but has not completed the training/testing within the 12-month period, the period will be extended until the completion of the rescheduled training/testing period.

Section 4. All employees who were charged and/or convicted of a felony prior to employment may not be deemed qualified for employment. Such disqualification and subsequent termination based on the Municipal Police Officer's Education and Training Commission's determination shall not be grievable through the grievance process outlined in Article 33 of this Agreement.

Section 5. Seasonal employees, whose period of employment is extended for the purpose of required training and/or testing as described in Section 1 of this Article, shall not accrue seniority during this period of extended employment. Such periods of extended employment for required training of seasonal employees shall not contribute towards permanent status for the purpose of determining benefits eligibility or any other purpose as defined in the Commonwealth's Personnel Rules. Probationary employees shall have their State Civil Service Commission and contract-covered probationary periods extended by the length of required training.

Section 6. Seasonal employees may request approval for alternate scheduling of required training. It is understood and agreed that seasonal employees receiving approval for their requests that result in part-time schooling during what would normally be periods of Leave Without Pay, will only be compensated for hours spent in actual training but shall not be compensated for any periods spent in travel.

Section 7. The Commonwealth will schedule a minimum of 50 employees per contract year to attend training until such time as all bargaining unit employees have received such training. Priority for training will be given to full-time employees and employees eligible to be armed.

Section 8. Employees who have had Act 120 training shall continue to receive yearly training updates required by Act 120 at the expense of the Employer.

Section 9. Although the Commonwealth shall determine the type and manner of training to be given new hires, the parties shall establish a committee to meet and discuss over the type and manner of training to be given.

Section 10. Effective April 7, 2001, where DCNR Rangers and DCNR Ranger Supervisors are assigned to develop and/or conduct formalized training sessions related to DCNR Ranger functions, those employees will be paid \$0.95 per hour (\$1.00 per hour effective July 1, 2001) above their regular hourly pay rate in effect at the time of the assignment for all hours spent developing and/or presenting such training to DCNR Rangers, DCNR Ranger Supervisors, DCNR Managers and volunteer groups comprised of organized rescue squads, fire companies and ambulance companies. All compensable hours will be subject to prior authorization by the Park Manager/District Forester.

Section 11. The Employer and the Union agree to meet and discuss concerning training programs developed and conducted by employees in the bargaining unit.


ARTICLE 39

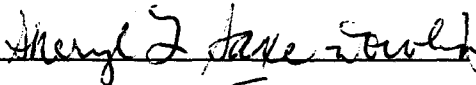
TERMINATION

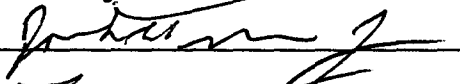
This Agreement shall be effective June 11, 2001, except where specifically provided that a particular provision will be effective on another date, and shall continue in full force and effect up to and including June 30, 2003. It shall automatically be renewed from year to year thereafter unless either party shall notify the other in writing by such time as would permit the parties to comply with the collective bargaining schedule established under the Act 111. Effective on the date signed by the parties, this Agreement replaces the Agreement between the parties effective July 1, 1999 through June 30, 2003.

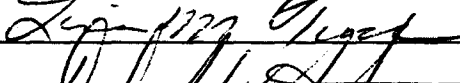
The parties hereto through their duly authorized officers or representatives and intending to be legally bound, hereby have hereunto set their hands and seals this 11th day of June, 2001.

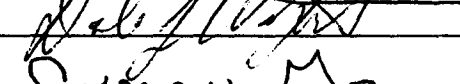
COMMONWEALTH OF PENNSYLVANIA


Secretary Martin F. Horn

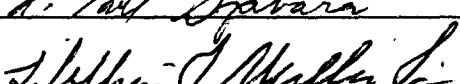


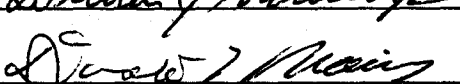




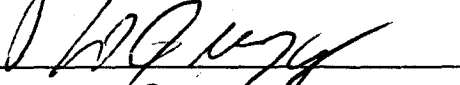


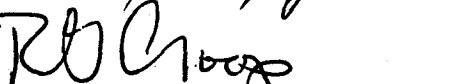











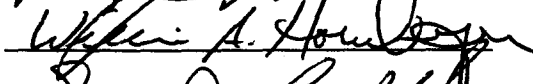





**PA STATE PARK OFFICERS
ASSOCIATION**


Paul Ashford, President

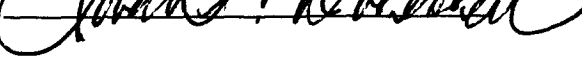






















APPENDIX A

**COMMONWEALTH OF PENNSYLVANIA
PARK OFFICERS PAY SCHEDULE
EFFECTIVE JULY 1, 1999
LONGEVITY TABLE**

RANGE PERCENT OF BASE PAY YEARS OF SERVICE HOURS OF SERVICE

8	Base Rate	8 or less	0 to 16,640
9	5%	over 8	16,641 to 18,720
10	6%	over 9	18,721 to 20,800
11	7%	over 10	20,801 to 22,880
12	8%	over 11	22,881 to 24,960
13	9%	over 12	24,961 to 27,040
14	10%	over 13	27,041 to 29,120
15	11%	over 14	29,121 to 31,200
16	12%	over 15	31,201 to 33,280
17	13%	over 16	33,281 to 35,360
18	14%	over 17	35,361 to 37,440
19	15%	over 18	37,441 to 39,520
20	16%	over 19	39,521 to 41,600
21	17%	over 20	41,601 to 43,680
22	18%	over 21	43,681 to 45,760
23	19%	over 22	45,761 to 47,840
24	20%	over 23	47,841 to 49,920
25	21%	over 24	49,921 to 52,000
26	22%	over 25	52,001 to 54,080
27	23%	over 26	54,081 to 56,160
28	24%	over 27	56,161 to 58,240
29	25%	over 28	58,241 to 60,320

COMMONWEALTH OF PENNSYLVANIA
DCNR RANGER PAY SCHEDULE
EFFECTIVE JULY 1, 2000
SCHEDULE W

**PAY RANGE 29
DCNR RANGER**

LONGEVITY RANGE			STEP S	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
8	8 YEARS	HOURLY	12.03	12.55	13.09	13.65	14.24	14.85	15.49	16.16	16.85
	OR	BIWEEKLY	962.40	1,004.00	1,047.20	1,092.00	1,139.20	1,188.00	1,239.20	1,292.80	1,348.00
	LESS	ANNUAL*	25,099	26,184	27,311	28,479	29,710	30,983	32,318	33,716	35,156
9	OVER 8	HOURLY		13.18	13.74	14.33	14.95	15.59	16.26	16.97	17.69
	YEARS	BIWEEKLY		1,054.40	1,099.20	1,146.40	1,196.00	1,247.20	1,300.80	1,357.60	1,415.20
		ANNUAL*		27,499	28,667	29,898	31,192	32,527	33,925	35,406	36,908
10	OVER 9	HOURLY		13.30	13.88	14.47	15.09	15.74	16.42	17.13	17.86
	YEARS	BIWEEKLY		1,064.00	1,110.40	1,157.60	1,207.20	1,259.20	1,313.60	1,370.40	1,428.80
		ANNUAL*		27,749	28,959	30,190	31,484	32,840	34,259	35,740	37,263
11	OVER 10	HOURLY		13.43	14.01	14.61	15.24	15.89	16.57	17.29	18.03
	YEARS	BIWEEKLY		1,074.40	1,120.80	1,168.80	1,219.20	1,271.20	1,325.60	1,383.20	1,442.40
		ANNUAL*		28,020	29,230	30,482	31,797	33,153	34,572	36,074	37,618
12	OVER 11	HOURLY		13.55	14.14	14.74	15.38	16.04	16.73	17.45	18.20
	YEARS	BIWEEKLY		1,084.00	1,131.20	1,179.20	1,230.40	1,283.20	1,338.40	1,396.00	1,456.00
		ANNUAL*		28,271	29,502	30,754	32,089	33,466	34,905	36,408	37,972
13	OVER 12	HOURLY		13.68	14.27	14.88	15.52	16.19	16.88	17.61	18.37
	YEARS	BIWEEKLY		1,094.40	1,141.60	1,190.40	1,241.60	1,295.20	1,350.40	1,408.80	1,469.60
		ANNUAL*		28,542	29,773	31,046	32,381	33,779	35,218	36,742	38,327
14	OVER 13	HOURLY		13.81	14.40	15.02	15.66	16.34	17.04	17.78	18.54
	YEARS	BIWEEKLY		1,104.80	1,152.00	1,201.60	1,252.80	1,307.20	1,363.20	1,422.40	1,483.20
		ANNUAL*		28,813	30,044	31,338	32,673	34,092	35,552	37,096	38,682
15	OVER 14	HOURLY		13.93	14.53	15.15	15.81	16.48	17.19	17.94	18.70
	YEARS	BIWEEKLY		1,114.40	1,162.40	1,212.00	1,264.80	1,318.40	1,375.20	1,435.20	1,496.00
		ANNUAL*		29,064	30,315	31,609	32,986	34,384	35,865	37,430	39,016
16	OVER 15	HOURLY		14.06	14.66	15.29	15.95	16.63	17.35	18.10	18.87
	YEARS	BIWEEKLY		1,124.80	1,172.80	1,223.20	1,276.00	1,330.40	1,388.00	1,448.00	1,509.60
		ANNUAL*		29,335	30,587	31,901	33,278	34,697	36,199	37,764	39,370
17	OVER 16	HOURLY		14.18	14.79	15.42	16.09	16.78	17.50	18.26	19.04
	YEARS	BIWEEKLY		1,134.40	1,183.20	1,233.60	1,287.20	1,342.40	1,400.00	1,460.80	1,523.20
		ANNUAL*		29,585	30,858	32,172	33,570	35,010	36,512	38,098	39,725
18	OVER 17	HOURLY		14.31	14.92	15.56	16.23	16.93	17.66	18.42	19.21
	YEARS	BIWEEKLY		1,144.80	1,193.60	1,244.80	1,298.40	1,354.40	1,412.80	1,473.60	1,536.80
		ANNUAL*		29,856	31,129	32,464	33,862	35,323	36,846	38,431	40,080

COMMONWEALTH OF PENNSYLVANIA
DCNR RANGER PAY SCHEDULE
EFFECTIVE JULY 1, 2000
SCHEDULE W

**PAY RANGE 29
DCNR RANGER**

LONGEVITY RANGE			STEP S	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
19	OVER	HOURLY		14.43	15.05	15.70	16.38	17.08	17.81	18.58	19.38
	18	BIWEEKLY		1,154.40	1,204.00	1,256.00	1,310.40	1,366.40	1,424.80	1,486.40	1,550.40
	YEARS	ANNUAL*		30,107	31,400	32,756	34,175	35,636	37,159	38,765	40,434
20	OVER	HOURLY		14.56	15.18	15.83	16.52	17.23	17.97	18.75	19.55
	19	BIWEEKLY		1,164.80	1,214.40	1,266.40	1,321.60	1,378.40	1,437.60	1,500.00	1,564.00
	YEARS	ANNUAL*		30,378	31,672	33,028	34,467	35,949	37,493	39,120	40,789
21	OVER	HOURLY		14.68	15.32	15.97	16.66	17.37	18.12	18.91	19.71
	20	BIWEEKLY		1,174.40	1,225.60	1,277.60	1,332.80	1,389.60	1,449.60	1,512.80	1,576.80
	YEARS	ANNUAL*		30,628	31,964	33,320	34,759	36,241	37,806	39,454	41,123
22	OVER	HOURLY		14.81	15.45	16.11	16.80	17.52	18.28	19.07	19.88
	21	BIWEEKLY		1,184.80	1,236.00	1,288.80	1,344.00	1,401.60	1,462.40	1,525.60	1,590.40
	YEARS	ANNUAL*		30,900	32,235	33,612	35,052	36,554	38,139	39,788	41,478
23	OVER	HOURLY		14.93	15.58	16.24	16.95	17.67	18.43	19.23	20.05
	22	BIWEEKLY		1,194.40	1,246.40	1,299.20	1,356.00	1,413.60	1,474.40	1,538.40	1,604.00
	YEARS	ANNUAL*		31,150	32,506	33,883	35,364	36,867	38,452	40,121	41,832
24	OVER	HOURLY		15.06	15.71	16.38	17.09	17.82	18.59	19.39	20.22
	23	BIWEEKLY		1,204.80	1,256.80	1,310.40	1,367.20	1,425.60	1,487.20	1,551.20	1,617.60
	YEARS	ANNUAL*		31,421	32,777	34,175	35,657	37,180	38,786	40,455	42,187
25	OVER	HOURLY		15.19	15.84	16.52	17.23	17.97	18.74	19.55	20.39
	24	BIWEEKLY		1,215.20	1,267.20	1,321.60	1,378.40	1,437.60	1,499.20	1,564.00	1,631.20
	YEARS	ANNUAL*		31,692	33,049	34,467	35,949	37,493	39,099	40,789	42,542
26	OVER	HOURLY		15.31	15.97	16.65	17.37	18.12	18.90	19.72	20.56
	25	BIWEEKLY		1,224.80	1,277.60	1,332.00	1,389.60	1,449.60	1,512.00	1,577.60	1,644.80
	YEARS	ANNUAL*		31,943	33,320	34,739	36,241	37,806	39,433	41,144	42,896
27	OVER	HOURLY		15.44	16.10	16.79	17.52	18.27	19.05	19.88	20.73
	26	BIWEEKLY		1,235.20	1,288.00	1,343.20	1,401.60	1,461.60	1,524.00	1,590.40	1,658.40
	YEARS	ANNUAL*		32,214	33,591	35,031	36,554	38,119	39,746	41,478	43,251
28	OVER	HOURLY		15.56	16.23	16.93	17.66	18.41	19.21	20.04	20.89
	27	BIWEEKLY		1,244.80	1,298.40	1,354.40	1,412.80	1,472.80	1,536.80	1,603.20	1,671.20
	YEARS	ANNUAL*		32,464	33,862	35,323	36,846	38,411	40,080	41,811	43,585
29	OVER	HOURLY		15.69	16.36	17.06	17.80	18.56	19.36	20.20	21.06
	28	BIWEEKLY		1,255.20	1,308.80	1,364.80	1,424.00	1,484.80	1,548.80	1,616.00	1,684.80
	YEARS	ANNUAL*		32,736	34,134	35,594	37,138	38,724	40,393	42,145	43,940

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

COMMONWEALTH OF PENNSYLVANIA
DCNR RANGER PAY SCHEDULE
EFFECTIVE JULY 1, 2000
SCHEDULE W

**PAY RANGE 30
DCNR RANGER SUPERVISOR**

LONGEVITY RANGE			STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
8	8 YEARS	HOURLY	14.31	14.93	15.57	16.24	16.94	17.67	18.43	19.22
	OR	BIWEEKLY	1,144.80	1,194.40	1,245.60	1,299.20	1,355.20	1,413.60	1,474.40	1,537.60
	LESS	ANNUAL*	29,856	31,150	32,485	33,883	35,344	36,867	38,452	40,101
9	OVER 8	HOURLY	15.03	15.68	16.35	17.05	17.79	18.55	19.35	20.18
	YEARS	BIWEEKLY	1,202.40	1,254.40	1,308.00	1,364.00	1,423.20	1,484.00	1,548.00	1,614.40
		ANNUAL*	31,359	32,715	34,113	35,573	37,117	38,703	40,372	42,104
10	OVER 9	HOURLY	15.17	15.83	16.50	17.21	17.96	18.73	19.54	20.37
	YEARS	BIWEEKLY	1,213.60	1,266.40	1,320.00	1,376.80	1,436.80	1,498.40	1,563.20	1,629.60
		ANNUAL*	31,651	33,028	34,426	35,907	37,472	39,078	40,768	42,500
11	OVER 10	HOURLY	15.31	15.98	16.66	17.38	18.13	18.91	19.72	20.57
	YEARS	BIWEEKLY	1,224.80	1,278.40	1,332.80	1,390.40	1,450.40	1,512.80	1,577.60	1,645.60
		ANNUAL*	31,943	33,341	34,759	36,262	37,826	39,454	41,144	42,917
12	OVER 11	HOURLY	15.45	16.12	16.82	17.54	18.30	19.08	19.90	20.76
	YEARS	BIWEEKLY	1,236.00	1,289.60	1,345.60	1,403.20	1,464.00	1,526.40	1,592.00	1,660.80
		ANNUAL*	32,235	33,633	35,093	36,595	38,181	39,809	41,519	43,314
13	OVER 12	HOURLY	15.60	16.27	16.97	17.70	18.46	19.26	20.09	20.95
	YEARS	BIWEEKLY	1,248.00	1,301.60	1,357.60	1,416.00	1,476.80	1,540.80	1,607.20	1,676.00
		ANNUAL*	32,548	33,946	35,406	36,929	38,515	40,184	41,916	43,710
14	OVER 13	HOURLY	15.74	16.42	17.13	17.86	18.63	19.44	20.27	21.14
	YEARS	BIWEEKLY	1,259.20	1,313.60	1,370.40	1,428.80	1,490.40	1,555.20	1,621.60	1,691.20
		ANNUAL*	32,840	34,259	35,740	37,263	38,870	40,560	42,291	44,106
15	OVER 14	HOURLY	15.88	16.57	17.28	18.03	18.80	19.61	20.46	21.33
	YEARS	BIWEEKLY	1,270.40	1,325.60	1,382.40	1,442.40	1,504.00	1,568.80	1,636.80	1,706.40
		ANNUAL*	33,132	34,572	36,053	37,618	39,224	40,914	42,688	44,503
16	OVER 15	HOURLY	16.03	16.72	17.44	18.19	18.97	19.79	20.64	21.53
	YEARS	BIWEEKLY	1,282.40	1,337.60	1,395.20	1,455.20	1,517.60	1,583.20	1,651.20	1,722.40
		ANNUAL*	33,445	34,885	36,387	37,952	39,579	41,290	43,063	44,920
17	OVER 16	HOURLY	16.17	16.87	17.59	18.35	19.14	19.97	20.83	21.72
	YEARS	BIWEEKLY	1,293.60	1,349.60	1,407.20	1,468.00	1,531.20	1,597.60	1,666.40	1,737.60
		ANNUAL*	33,737	35,198	36,700	38,285	39,934	41,665	43,460	45,317
18	OVER 17	HOURLY	16.31	17.02	17.75	18.51	19.31	20.14	21.01	21.91
	YEARS	BIWEEKLY	1,304.80	1,361.60	1,420.00	1,480.80	1,544.80	1,611.20	1,680.80	1,752.80
		ANNUAL*	34,029	35,511	37,034	38,619	40,288	42,020	43,835	45,713

COMMONWEALTH OF PENNSYLVANIA
DCNR RANGER PAY SCHEDULE
EFFECTIVE JULY 1, 2000
SCHEDULE W

**PAY RANGE 30
DCNR RANGER SUPERVISOR**

LONGEVITY RANGE			STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
19	OVER	HOURLY	16.46	17.17	17.91	18.68	19.48	20.32	21.19	22.10
	18	BIWEEKLY	1,316.80	1,373.60	1,432.80	1,494.40	1,558.40	1,625.60	1,695.20	1,768.00
	YEARS	ANNUAL*	34,342	35,823	37,367	38,974	40,643	42,396	44,211	46,109
20	OVER	HOURLY	16.60	17.32	18.06	18.84	19.65	20.50	21.38	22.30
	19	BIWEEKLY	1,328.00	1,385.60	1,444.80	1,507.20	1,572.00	1,640.00	1,710.40	1,784.00
	YEARS	ANNUAL*	34,634	36,136	37,680	39,308	40,998	42,771	44,607	46,527
21	OVER	HOURLY	16.74	17.47	18.22	19.00	19.82	20.67	21.56	22.49
	20	BIWEEKLY	1,339.20	1,397.60	1,457.60	1,520.00	1,585.60	1,653.60	1,724.80	1,799.20
	YEARS	ANNUAL*	34,926	36,449	38,014	39,642	41,352	43,126	44,983	46,923
22	OVER	HOURLY	16.89	17.62	18.37	19.16	19.99	20.85	21.75	22.68
	21	BIWEEKLY	1,351.20	1,409.60	1,469.60	1,532.80	1,599.20	1,668.00	1,740.00	1,814.40
	YEARS	ANNUAL*	35,239	36,762	38,327	39,975	41,707	43,501	45,379	47,320
23	OVER	HOURLY	17.03	17.77	18.53	19.33	20.16	21.03	21.93	22.87
	22	BIWEEKLY	1,362.40	1,421.60	1,482.40	1,546.40	1,612.80	1,682.40	1,754.40	1,829.60
	YEARS	ANNUAL*	35,531	37,075	38,661	40,330	42,062	43,877	45,755	47,716
24	OVER	HOURLY	17.17	17.92	18.68	19.49	20.33	21.20	22.12	23.06
	23	BIWEEKLY	1,373.60	1,433.60	1,494.40	1,559.20	1,626.40	1,696.00	1,769.60	1,844.80
	YEARS	ANNUAL*	35,823	37,388	38,974	40,664	42,417	44,232	46,151	48,112
25	OVER	HOURLY	17.32	18.07	18.84	19.65	20.50	21.38	22.30	23.26
	24	BIWEEKLY	1,385.60	1,445.60	1,507.20	1,572.00	1,640.00	1,710.40	1,784.00	1,860.80
	YEARS	ANNUAL*	36,136	37,701	39,308	40,998	42,771	44,607	46,527	48,530
26	OVER	HOURLY	17.46	18.21	19.00	19.81	20.67	21.56	22.48	23.45
	25	BIWEEKLY	1,396.80	1,456.80	1,520.00	1,584.80	1,653.60	1,724.80	1,798.40	1,876.00
	YEARS	ANNUAL*	36,429	37,993	39,642	41,332	43,126	44,983	46,902	48,926
27	OVER	HOURLY	17.60	18.36	19.15	19.98	20.84	21.73	22.67	23.64
	26	BIWEEKLY	1,408.00	1,468.80	1,532.00	1,598.40	1,667.20	1,738.40	1,813.60	1,891.20
	YEARS	ANNUAL*	36,721	38,306	39,955	41,686	43,481	45,337	47,299	49,322
28	OVER	HOURLY	17.74	18.51	19.31	20.14	21.01	21.91	22.85	23.83
	27	BIWEEKLY	1,419.20	1,480.80	1,544.80	1,611.20	1,680.80	1,752.80	1,828.00	1,906.40
	YEARS	ANNUAL*	37,013	38,619	40,288	42,020	43,835	45,713	47,674	49,719
29	OVER	HOURLY	17.89	18.66	19.46	20.30	21.18	22.09	23.04	24.03
	28	BIWEEKLY	1,431.20	1,492.80	1,556.80	1,624.00	1,694.40	1,767.20	1,843.20	1,922.40
	YEARS	ANNUAL*	37,326	38,932	40,601	42,354	44,190	46,089	48,071	50,136

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

COMMONWEALTH OF PENNSYLVANIA
DCNR RANGER PAY SCHEDULE
EFFECTIVE JULY 1, 2000
SCHEDULE W

**PAY RANGE 31
DCNR RANGER OPERATIONS SPECIALIST**

LONGEVITY RANGE			STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
8	8 YEARS	HOURLY	16.30	17.00	17.73	18.49	19.29	20.12	20.99	21.89
	OR	BIWEEKLY	1,304.00	1,360.00	1,418.40	1,479.20	1,543.20	1,609.60	1,679.20	1,751.20
	LESS	ANNUAL*	34,008	35,469	36,992	38,578	40,247	41,978	43,794	45,671
9	OVER 8	HOURLY	17.12	17.85	18.62	19.41	20.25	21.13	22.04	22.98
	YEARS	BIWEEKLY	1,369.60	1,428.00	1,489.60	1,552.80	1,620.00	1,690.40	1,763.20	1,838.40
		ANNUAL*	35,719	37,242	38,849	40,497	42,250	44,086	45,984	47,945
10	OVER 9	HOURLY	17.28	18.02	18.79	19.60	20.45	21.33	22.25	23.20
	YEARS	BIWEEKLY	1,382.40	1,441.60	1,503.20	1,568.00	1,636.00	1,706.40	1,780.00	1,856.00
		ANNUAL*	36,053	37,597	39,203	40,893	42,667	44,503	46,422	48,404
11	OVER 10	HOURLY	17.44	18.19	18.97	19.78	20.64	21.53	22.46	23.42
	YEARS	BIWEEKLY	1,395.20	1,455.20	1,517.60	1,582.40	1,651.20	1,722.40	1,796.80	1,873.60
		ANNUAL*	36,387	37,952	39,579	41,269	43,063	44,920	46,861	48,863
12	OVER 11	HOURLY	17.60	18.36	19.15	19.97	20.83	21.73	22.67	23.64
	YEARS	BIWEEKLY	1,408.00	1,468.80	1,532.00	1,597.60	1,666.40	1,738.40	1,813.60	1,891.20
		ANNUAL*	36,721	38,306	39,955	41,665	43,460	45,337	47,299	49,322
13	OVER 12	HOURLY	17.77	18.53	19.33	20.15	21.03	21.93	22.88	23.86
	YEARS	BIWEEKLY	1,421.60	1,482.40	1,546.40	1,612.00	1,682.40	1,754.40	1,830.40	1,908.80
		ANNUAL*	37,075	38,661	40,330	42,041	43,877	45,755	47,737	49,782
14	OVER 13	HOURLY	17.93	18.70	19.50	20.34	21.22	22.13	23.09	24.08
	YEARS	BIWEEKLY	1,434.40	1,496.00	1,560.00	1,627.20	1,697.60	1,770.40	1,847.20	1,926.40
		ANNUAL*	37,409	39,016	40,685	42,437	44,273	46,172	48,175	50,241
15	OVER 14	HOURLY	18.09	18.87	19.68	20.52	21.41	22.33	23.30	24.30
	YEARS	BIWEEKLY	1,447.20	1,509.60	1,574.40	1,641.60	1,712.80	1,786.40	1,864.00	1,944.00
		ANNUAL*	37,743	39,370	41,060	42,813	44,670	46,589	48,613	50,700
16	OVER 15	HOURLY	18.26	19.04	19.86	20.71	21.60	22.53	23.51	24.52
	YEARS	BIWEEKLY	1,460.80	1,523.20	1,588.80	1,656.80	1,728.00	1,802.40	1,880.80	1,961.60
		ANNUAL*	38,098	39,725	41,436	43,209	45,066	47,007	49,051	51,159
17	OVER 16	HOURLY	18.42	19.21	20.03	20.89	21.80	22.74	23.72	24.74
	YEARS	BIWEEKLY	1,473.60	1,536.80	1,602.40	1,671.20	1,744.00	1,819.20	1,897.60	1,979.20
		ANNUAL*	38,431	40,080	41,791	43,585	45,484	47,445	49,489	51,618
18	OVER 17	HOURLY	18.58	19.38	20.21	21.08	21.99	22.94	23.93	24.95
	YEARS	BIWEEKLY	1,486.40	1,550.40	1,616.80	1,686.40	1,759.20	1,835.20	1,914.40	1,996.00
		ANNUAL*	38,765	40,434	42,166	43,981	45,880	47,862	49,928	52,056

COMMONWEALTH OF PENNSYLVANIA
DCNR RANGER PAY SCHEDULE
EFFECTIVE JULY 1, 2000
SCHEDULE W

**PAY RANGE 31
DCNR RANGER OPERATIONS SPECIALIST**

LONGEVITY RANGE			STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
19	OVER	HOURLY	18.75	19.55	20.39	21.26	22.18	23.14	24.14	25.17
	18	BIWEEKLY	1,500.00	1,564.00	1,631.20	1,700.80	1,774.40	1,851.20	1,931.20	2,013.60
	YEARS	ANNUAL*	39,120	40,789	42,542	44,357	46,276	48,279	50,366	52,515
20	OVER	HOURLY	18.91	19.72	20.57	21.45	22.38	23.34	24.35	25.39
	19	BIWEEKLY	1,512.80	1,577.60	1,645.60	1,716.00	1,790.40	1,867.20	1,948.00	2,031.20
	YEARS	ANNUAL*	39,454	41,144	42,917	44,753	46,694	48,697	50,804	52,974
21	OVER	HOURLY	19.07	19.89	20.74	21.63	22.57	23.54	24.56	25.61
	20	BIWEEKLY	1,525.60	1,591.20	1,659.20	1,730.40	1,805.60	1,883.20	1,964.80	2,048.80
	YEARS	ANNUAL*	39,788	41,498	43,272	45,129	47,090	49,114	51,242	53,433
22	OVER	HOURLY	19.23	20.06	20.92	21.82	22.76	23.74	24.77	25.83
	21	BIWEEKLY	1,538.40	1,604.80	1,673.60	1,745.60	1,820.80	1,899.20	1,981.60	2,066.40
	YEARS	ANNUAL*	40,121	41,853	43,647	45,525	47,486	49,531	51,680	53,892
23	OVER	HOURLY	19.40	20.23	21.10	22.00	22.96	23.94	24.98	26.05
	22	BIWEEKLY	1,552.00	1,618.40	1,688.00	1,760.00	1,836.80	1,915.20	1,998.40	2,084.00
	YEARS	ANNUAL*	40,476	42,208	44,023	45,901	47,904	49,948	52,118	54,351
24	OVER	HOURLY	19.56	20.40	21.28	22.19	23.15	24.14	25.19	26.27
	23	BIWEEKLY	1,564.80	1,632.00	1,702.40	1,775.20	1,852.00	1,931.20	2,015.20	2,101.60
	YEARS	ANNUAL*	40,810	42,563	44,399	46,297	48,300	50,366	52,556	54,810
25	OVER	HOURLY	19.72	20.57	21.45	22.37	23.34	24.35	25.40	26.49
	24	BIWEEKLY	1,577.60	1,645.60	1,716.00	1,789.60	1,867.20	1,948.00	2,032.00	2,119.20
	YEARS	ANNUAL*	41,144	42,917	44,753	46,673	48,697	50,804	52,995	55,269
26	OVER	HOURLY	19.89	20.74	21.63	22.56	23.53	24.55	25.61	26.71
	25	BIWEEKLY	1,591.20	1,659.20	1,730.40	1,804.80	1,882.40	1,964.00	2,048.80	2,136.80
	YEARS	ANNUAL*	41,498	43,272	45,129	47,069	49,093	51,221	53,433	55,728
27	OVER	HOURLY	20.05	20.91	21.81	22.74	23.73	24.75	25.82	26.92
	26	BIWEEKLY	1,604.00	1,672.80	1,744.80	1,819.20	1,898.40	1,980.00	2,065.60	2,153.60
	YEARS	ANNUAL*	41,832	43,627	45,504	47,445	49,510	51,638	53,871	56,166
28	OVER	HOURLY	20.21	21.08	21.99	22.93	23.92	24.95	26.03	27.14
	27	BIWEEKLY	1,616.80	1,686.40	1,759.20	1,834.40	1,913.60	1,996.00	2,082.40	2,171.20
	YEARS	ANNUAL*	42,166	43,981	45,880	47,841	49,907	52,056	54,309	56,625
29	OVER	HOURLY	20.38	21.25	22.16	23.11	24.11	25.15	26.24	27.36
	28	BIWEEKLY	1,630.40	1,700.00	1,772.80	1,848.80	1,928.80	2,012.00	2,099.20	2,188.80
	YEARS	ANNUAL*	42,521	44,336	46,235	48,217	50,303	52,473	54,747	57,084

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

COMMONWEALTH OF PENNSYLVANIA
DCNR RANGER PAY SCHEDULE
EFFECTIVE JULY 1, 2001
SCHEDULE W

**PAY RANGE 29
DCNR RANGER**

LONGEVITY RANGE			STEP S	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
8	8 YEARS	HOURLY	12.45	12.99	13.55	14.13	14.74	15.37	16.03	16.72	17.44
	OR	BIWEEKLY	996.00	1,039.20	1,084.00	1,130.40	1,179.20	1,229.60	1,282.40	1,337.60	1,395.20
	LESS	ANNUAL*	25,976	27,102	28,271	29,481	30,754	32,068	33,445	34,885	36,387
9	OVER 8	HOURLY		13.64	14.23	14.84	15.48	16.14	16.83	17.56	18.31
	YEARS	BIWEEKLY		1,091.20	1,138.40	1,187.20	1,238.40	1,291.20	1,346.40	1,404.80	1,464.80
		ANNUAL*		28,458	29,689	30,962	32,297	33,674	35,114	36,637	38,202
10	OVER 9	HOURLY		13.77	14.36	14.98	15.62	16.29	16.99	17.72	18.49
	YEARS	BIWEEKLY		1,101.60	1,148.80	1,198.40	1,249.60	1,303.20	1,359.20	1,417.60	1,479.20
		ANNUAL*		28,730	29,961	31,254	32,590	33,987	35,448	36,971	38,578
11	OVER 10	HOURLY		13.90	14.50	15.12	15.77	16.45	17.15	17.89	18.66
	YEARS	BIWEEKLY		1,112.00	1,160.00	1,209.60	1,261.60	1,316.00	1,372.00	1,431.20	1,492.80
		ANNUAL*		29,001	30,253	31,546	32,903	34,321	35,782	37,326	38,932
12	OVER 11	HOURLY		14.03	14.63	15.26	15.92	16.60	17.31	18.06	18.84
	YEARS	BIWEEKLY		1,122.40	1,170.40	1,220.80	1,273.60	1,328.00	1,384.80	1,444.80	1,507.20
		ANNUAL*		29,272	30,524	31,838	33,215	34,634	36,116	37,680	39,308
13	OVER 12	HOURLY		14.16	14.77	15.40	16.07	16.75	17.47	18.22	19.01
	YEARS	BIWEEKLY		1,132.80	1,181.60	1,232.00	1,285.60	1,340.00	1,397.60	1,457.60	1,520.80
		ANNUAL*		29,543	30,816	32,131	33,528	34,947	36,449	38,014	39,662
14	OVER 13	HOURLY		14.29	14.91	15.54	16.21	16.91	17.63	18.39	19.18
	YEARS	BIWEEKLY		1,143.20	1,192.80	1,243.20	1,296.80	1,352.80	1,410.40	1,471.20	1,534.40
		ANNUAL*		29,815	31,108	32,423	33,821	35,281	36,783	38,369	40,017
15	OVER 14	HOURLY		14.42	15.04	15.68	16.36	17.06	17.79	18.56	19.36
	YEARS	BIWEEKLY		1,153.60	1,203.20	1,254.40	1,308.80	1,364.80	1,423.20	1,484.80	1,548.80
		ANNUAL*		30,086	31,379	32,715	34,134	35,594	37,117	38,724	40,393
16	OVER 15	HOURLY		14.55	15.18	15.83	16.51	17.21	17.95	18.73	19.53
	YEARS	BIWEEKLY		1,164.00	1,214.40	1,266.40	1,320.80	1,376.80	1,436.00	1,498.40	1,562.40
		ANNUAL*		30,357	31,672	33,028	34,446	35,907	37,451	39,078	40,747
17	OVER 16	HOURLY		14.68	15.31	15.97	16.66	17.37	18.11	18.89	19.71
	YEARS	BIWEEKLY		1,174.40	1,224.80	1,277.60	1,332.80	1,389.60	1,448.80	1,511.20	1,576.80
		ANNUAL*		30,628	31,943	33,320	34,759	36,241	37,785	39,412	41,123
18	OVER 17	HOURLY		14.81	15.45	16.11	16.80	17.52	18.27	19.06	19.88
	YEARS	BIWEEKLY		1,184.80	1,236.00	1,288.80	1,344.00	1,401.60	1,461.60	1,524.80	1,590.40
		ANNUAL*		30,900	32,235	33,612	35,052	36,554	38,119	39,767	41,478

COMMONWEALTH OF PENNSYLVANIA
DCNR RANGER PAY SCHEDULE
EFFECTIVE JULY 1, 2001
SCHEDULE W

**PAY RANGE 29
DCNR RANGER**

LONGEVITY RANGE			STEP S	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
19	OVER	HOURLY		14.94	15.58	16.25	16.95	17.68	18.43	19.23	20.06
	18	BIWEEKLY		1,195.20	1,246.40	1,300.00	1,356.00	1,414.40	1,474.40	1,538.40	1,604.80
	YEARS	ANNUAL*		31,171	32,506	33,904	35,364	36,888	38,452	40,121	41,853
20	OVER	HOURLY		15.07	15.72	16.39	17.10	17.83	18.59	19.40	20.23
	19	BIWEEKLY		1,205.60	1,257.60	1,311.20	1,368.00	1,426.40	1,487.20	1,552.00	1,618.40
	YEARS	ANNUAL*		31,442	32,798	34,196	35,677	37,201	38,786	40,476	42,208
21	OVER	HOURLY		15.20	15.85	16.53	17.25	17.98	18.76	19.56	20.40
	20	BIWEEKLY		1,216.00	1,268.00	1,322.40	1,380.00	1,438.40	1,500.80	1,564.80	1,632.00
	YEARS	ANNUAL*		31,713	33,069	34,488	35,990	37,513	39,141	40,810	42,563
22	OVER	HOURLY		15.33	15.99	16.67	17.39	18.14	18.92	19.73	20.58
	21	BIWEEKLY		1,226.40	1,279.20	1,333.60	1,391.20	1,451.20	1,513.60	1,578.40	1,646.40
	YEARS	ANNUAL*		31,985	33,362	34,780	36,282	37,847	39,475	41,165	42,938
23	OVER	HOURLY		15.46	16.12	16.81	17.54	18.29	19.08	19.90	20.75
	22	BIWEEKLY		1,236.80	1,289.60	1,344.80	1,403.20	1,463.20	1,526.40	1,592.00	1,660.00
	YEARS	ANNUAL*		32,256	33,633	35,072	36,595	38,160	39,809	41,519	43,293
24	OVER	HOURLY		15.59	16.26	16.96	17.69	18.44	19.24	20.06	20.93
	23	BIWEEKLY		1,247.20	1,300.80	1,356.80	1,415.20	1,475.20	1,539.20	1,604.80	1,674.40
	YEARS	ANNUAL*		32,527	33,925	35,385	36,908	38,473	40,142	41,853	43,668
25	OVER	HOURLY		15.72	16.40	17.10	17.84	18.60	19.40	20.23	21.10
	24	BIWEEKLY		1,257.60	1,312.00	1,368.00	1,427.20	1,488.00	1,552.00	1,618.40	1,688.00
	YEARS	ANNUAL*		32,798	34,217	35,677	37,221	38,807	40,476	42,208	44,023
26	OVER	HOURLY		15.85	16.53	17.24	17.98	18.75	19.56	20.40	21.28
	25	BIWEEKLY		1,268.00	1,322.40	1,379.20	1,438.40	1,500.00	1,564.80	1,632.00	1,702.40
	YEARS	ANNUAL*		33,069	34,488	35,970	37,513	39,120	40,810	42,563	44,399
27	OVER	HOURLY		15.98	16.67	17.38	18.13	18.91	19.72	20.57	21.45
	26	BIWEEKLY		1,278.40	1,333.60	1,390.40	1,450.40	1,512.80	1,577.60	1,645.60	1,716.00
	YEARS	ANNUAL*		33,341	34,780	36,262	37,826	39,454	41,144	42,917	44,753
28	OVER	HOURLY		16.11	16.80	17.52	18.28	19.06	19.88	20.73	21.63
	27	BIWEEKLY		1,288.80	1,344.00	1,401.60	1,462.40	1,524.80	1,590.40	1,658.40	1,730.40
	YEARS	ANNUAL*		33,612	35,052	36,554	38,139	39,767	41,478	43,251	45,129
29	OVER	HOURLY		16.24	16.94	17.66	18.43	19.21	20.04	20.90	21.80
	28	BIWEEKLY		1,299.20	1,355.20	1,412.80	1,474.40	1,536.80	1,603.20	1,672.00	1,744.00
	YEARS	ANNUAL*		33,883	35,344	36,846	38,452	40,080	41,811	43,606	45,484

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

COMMONWEALTH OF PENNSYLVANIA
DCNR RANGER PAY SCHEDULE
EFFECTIVE JULY 1, 2001
SCHEDULE W

**PAY RANGE 30
DCNR RANGER SUPERVISOR**

LONGEVITY RANGE			STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
8	8 YEARS OR LESS	HOURLY	14.81	15.45	16.11	16.80	17.52	18.27	19.06	19.88
		BIWEEKLY	1,184.80	1,236.00	1,288.80	1,344.00	1,401.60	1,461.60	1,524.80	1,590.40
		ANNUAL*	30,900	32,235	33,612	35,052	36,554	38,119	39,767	41,478
9	OVER 8 YEARS	HOURLY	15.55	16.22	16.92	17.64	18.40	19.18	20.01	20.87
		BIWEEKLY	1,244.00	1,297.60	1,353.60	1,411.20	1,472.00	1,534.40	1,600.80	1,669.60
		ANNUAL*	32,444	33,841	35,302	36,804	38,390	40,017	41,749	43,543
10	OVER 9 YEARS	HOURLY	15.70	16.38	17.08	17.81	18.57	19.37	20.20	21.07
		BIWEEKLY	1,256.00	1,310.40	1,366.40	1,424.80	1,485.60	1,549.60	1,616.00	1,685.60
		ANNUAL*	32,756	34,175	35,636	37,159	38,744	40,414	42,145	43,960
11	OVER 10 YEARS	HOURLY	15.85	16.53	17.24	17.98	18.75	19.55	20.39	21.27
		BIWEEKLY	1,268.00	1,322.40	1,379.20	1,438.40	1,500.00	1,564.00	1,631.20	1,701.60
		ANNUAL*	33,069	34,488	35,970	37,513	39,120	40,789	42,542	44,378
12	OVER 11 YEARS	HOURLY	15.99	16.69	17.40	18.14	18.92	19.73	20.58	21.47
		BIWEEKLY	1,279.20	1,335.20	1,392.00	1,451.20	1,513.60	1,578.40	1,646.40	1,717.60
		ANNUAL*	33,362	34,822	36,303	37,847	39,475	41,165	42,938	44,795
13	OVER 12 YEARS	HOURLY	16.14	16.84	17.56	18.31	19.10	19.91	20.78	21.67
		BIWEEKLY	1,291.20	1,347.20	1,404.80	1,464.80	1,528.00	1,592.80	1,662.40	1,733.60
		ANNUAL*	33,674	35,135	36,637	38,202	39,850	41,540	43,355	45,212
14	OVER 13 YEARS	HOURLY	16.29	17.00	17.72	18.48	19.27	20.10	20.97	21.87
		BIWEEKLY	1,303.20	1,360.00	1,417.60	1,478.40	1,541.60	1,608.00	1,677.60	1,749.60
		ANNUAL*	33,987	35,469	36,971	38,557	40,205	41,937	43,752	45,630
15	OVER 14 YEARS	HOURLY	16.44	17.15	17.88	18.65	19.45	20.28	21.16	22.07
		BIWEEKLY	1,315.20	1,372.00	1,430.40	1,492.00	1,556.00	1,622.40	1,692.80	1,765.60
		ANNUAL*	34,300	35,782	37,305	38,911	40,580	42,312	44,148	46,047
16	OVER 15 YEARS	HOURLY	16.59	17.30	18.04	18.82	19.62	20.46	21.35	22.27
		BIWEEKLY	1,327.20	1,384.00	1,443.20	1,505.60	1,569.60	1,636.80	1,708.00	1,781.60
		ANNUAL*	34,613	36,095	37,639	39,266	40,935	42,688	44,545	46,464
17	OVER 16 YEARS	HOURLY	16.74	17.46	18.20	18.98	19.80	20.65	21.54	22.46
		BIWEEKLY	1,339.20	1,396.80	1,456.00	1,518.40	1,584.00	1,652.00	1,723.20	1,796.80
		ANNUAL*	34,926	36,429	37,972	39,600	41,311	43,084	44,941	46,861
18	OVER 17 YEARS	HOURLY	16.88	17.61	18.37	19.15	19.97	20.83	21.73	22.66
		BIWEEKLY	1,350.40	1,408.80	1,469.60	1,532.00	1,597.60	1,666.40	1,738.40	1,812.80
		ANNUAL*	35,218	36,742	38,327	39,955	41,665	43,460	45,337	47,278

COMMONWEALTH OF PENNSYLVANIA
DCNR RANGER PAY SCHEDULE
EFFECTIVE JULY 1, 2001
SCHEDULE W

**PAY RANGE 30
DCNR RANGER SUPERVISOR**

LONGEVITY RANGE			STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
19	OVER	HOURLY	17.03	17.77	18.53	19.32	20.15	21.01	21.92	22.86
	18	BIWEEKLY	1,362.40	1,421.60	1,482.40	1,545.60	1,612.00	1,680.80	1,753.60	1,828.80
	YEARS	ANNUAL*	35,531	37,075	38,661	40,309	42,041	43,835	45,734	47,695
20	OVER	HOURLY	17.18	17.92	18.69	19.49	20.32	21.19	22.11	23.06
	19	BIWEEKLY	1,374.40	1,433.60	1,495.20	1,559.20	1,625.60	1,695.20	1,768.80	1,844.80
	YEARS	ANNUAL*	35,844	37,388	38,995	40,664	42,396	44,211	46,130	48,112
21	OVER	HOURLY	17.33	18.08	18.85	19.66	20.50	21.38	22.30	23.26
	20	BIWEEKLY	1,386.40	1,446.40	1,508.00	1,572.80	1,640.00	1,710.40	1,784.00	1,860.80
	YEARS	ANNUAL*	36,157	37,722	39,329	41,019	42,771	44,607	46,527	48,530
22	OVER	HOURLY	17.48	18.23	19.01	19.82	20.67	21.56	22.49	23.46
	21	BIWEEKLY	1,398.40	1,458.40	1,520.80	1,585.60	1,653.60	1,724.80	1,799.20	1,876.80
	YEARS	ANNUAL*	36,470	38,035	39,662	41,352	43,126	44,983	46,923	48,947
23	OVER	HOURLY	17.62	18.39	19.17	19.99	20.85	21.74	22.68	23.66
	22	BIWEEKLY	1,409.60	1,471.20	1,533.60	1,599.20	1,668.00	1,739.20	1,814.40	1,892.80
	YEARS	ANNUAL*	36,762	38,369	39,996	41,707	43,501	45,358	47,320	49,364
24	OVER	HOURLY	17.77	18.54	19.33	20.16	21.02	21.92	22.87	23.86
	23	BIWEEKLY	1,421.60	1,483.20	1,546.40	1,612.80	1,681.60	1,753.60	1,829.60	1,908.80
	YEARS	ANNUAL*	37,075	38,682	40,330	42,062	43,856	45,734	47,716	49,782
25	OVER	HOURLY	17.92	18.69	19.49	20.33	21.20	22.11	23.06	24.05
	24	BIWEEKLY	1,433.60	1,495.20	1,559.20	1,626.40	1,696.00	1,768.80	1,844.80	1,924.00
	YEARS	ANNUAL*	37,388	38,995	40,664	42,417	44,232	46,130	48,112	50,178
26	OVER	HOURLY	18.07	18.85	19.65	20.50	21.37	22.29	23.25	24.25
	25	BIWEEKLY	1,445.60	1,508.00	1,572.00	1,640.00	1,709.60	1,783.20	1,860.00	1,940.00
	YEARS	ANNUAL*	37,701	39,329	40,998	42,771	44,586	46,506	48,509	50,595
27	OVER	HOURLY	18.22	19.00	19.82	20.66	21.55	22.47	23.44	24.45
	26	BIWEEKLY	1,457.60	1,520.00	1,585.60	1,652.80	1,724.00	1,797.60	1,875.20	1,956.00
	YEARS	ANNUAL*	38,014	39,642	41,352	43,105	44,962	46,881	48,905	51,012
28	OVER	HOURLY	18.36	19.16	19.98	20.83	21.72	22.65	23.63	24.65
	27	BIWEEKLY	1,468.80	1,532.80	1,598.40	1,666.40	1,737.60	1,812.00	1,890.40	1,972.00
	YEARS	ANNUAL*	38,306	39,975	41,686	43,460	45,317	47,257	49,302	51,430
29	OVER	HOURLY	18.51	19.31	20.14	21.00	21.90	22.84	23.83	24.85
	28	BIWEEKLY	1,480.80	1,544.80	1,611.20	1,680.00	1,752.00	1,827.20	1,906.40	1,988.00
	YEARS	ANNUAL*	38,619	40,288	42,020	43,814	45,692	47,653	49,719	51,847

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

COMMONWEALTH OF PENNSYLVANIA
DCNR RANGER PAY SCHEDULE
EFFECTIVE JULY 1, 2001
SCHEDULE W

**PAY RANGE 31
DCNR RANGER OPERATIONS SPECIALIST**

LONGEVITY RANGE			STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
8	8 YEARS	HOURLY	16.87	17.60	18.36	19.15	19.97	20.83	21.73	22.66
	OR	BIWEEKLY	1,349.60	1,408.00	1,468.80	1,532.00	1,597.60	1,666.40	1,738.40	1,812.80
	LESS	ANNUAL*	35,198	36,721	38,306	39,955	41,665	43,460	45,337	47,278
9	OVER 8	HOURLY	17.71	18.48	19.28	20.11	20.97	21.87	22.82	23.79
	YEARS	BIWEEKLY	1,416.80	1,478.40	1,542.40	1,608.80	1,677.60	1,749.60	1,825.60	1,903.20
		ANNUAL*	36,950	38,557	40,226	41,958	43,752	45,630	47,612	49,635
10	OVER 9	HOURLY	17.88	18.66	19.46	20.30	21.17	22.08	23.03	24.02
	YEARS	BIWEEKLY	1,430.40	1,492.80	1,556.80	1,624.00	1,693.60	1,766.40	1,842.40	1,921.60
		ANNUAL*	37,305	38,932	40,601	42,354	44,169	46,068	48,050	50,115
11	OVER 10	HOURLY	18.05	18.83	19.65	20.49	21.37	22.29	23.25	24.25
	YEARS	BIWEEKLY	1,444.00	1,506.40	1,572.00	1,639.20	1,709.60	1,783.20	1,860.00	1,940.00
		ANNUAL*	37,660	39,287	40,998	42,750	44,586	46,506	48,509	50,595
12	OVER 11	HOURLY	18.22	19.01	19.83	20.68	21.57	22.50	23.47	24.47
	YEARS	BIWEEKLY	1,457.60	1,520.80	1,586.40	1,654.40	1,725.60	1,800.00	1,877.60	1,957.60
		ANNUAL*	38,014	39,662	41,373	43,147	45,004	46,944	48,968	51,054
13	OVER 12	HOURLY	18.39	19.18	20.01	20.87	21.77	22.70	23.69	24.70
	YEARS	BIWEEKLY	1,471.20	1,534.40	1,600.80	1,669.60	1,741.60	1,816.00	1,895.20	1,976.00
		ANNUAL*	38,369	40,017	41,749	43,543	45,421	47,361	49,427	51,534
14	OVER 13	HOURLY	18.56	19.36	20.20	21.07	21.97	22.91	23.90	24.93
	YEARS	BIWEEKLY	1,484.80	1,548.80	1,616.00	1,685.60	1,757.60	1,832.80	1,912.00	1,994.40
		ANNUAL*	38,724	40,393	42,145	43,960	45,838	47,799	49,865	52,014
15	OVER 14	HOURLY	18.73	19.54	20.38	21.26	22.17	23.12	24.12	25.15
	YEARS	BIWEEKLY	1,498.40	1,563.20	1,630.40	1,700.80	1,773.60	1,849.60	1,929.60	2,012.00
		ANNUAL*	39,078	40,768	42,521	44,357	46,255	48,238	50,324	52,473
16	OVER 15	HOURLY	18.89	19.71	20.56	21.45	22.37	23.33	24.34	25.38
	YEARS	BIWEEKLY	1,511.20	1,576.80	1,644.80	1,716.00	1,789.60	1,866.40	1,947.20	2,030.40
		ANNUAL*	39,412	41,123	42,896	44,753	46,673	48,676	50,783	52,953
17	OVER 16	HOURLY	19.06	19.89	20.75	21.64	22.57	23.54	24.55	25.61
	YEARS	BIWEEKLY	1,524.80	1,591.20	1,660.00	1,731.20	1,805.60	1,883.20	1,964.00	2,048.80
		ANNUAL*	39,767	41,498	43,293	45,150	47,090	49,114	51,221	53,433
18	OVER 17	HOURLY	19.23	20.06	20.93	21.83	22.77	23.75	24.77	25.83
	YEARS	BIWEEKLY	1,538.40	1,604.80	1,674.40	1,746.40	1,821.60	1,900.00	1,981.60	2,066.40
		ANNUAL*	40,121	41,853	43,668	45,546	47,507	49,552	51,680	53,892

COMMONWEALTH OF PENNSYLVANIA
DCNR RANGER PAY SCHEDULE
EFFECTIVE JULY 1, 2001
SCHEDULE W

**PAY RANGE 31
DCNR RANGER OPERATIONS SPECIALIST**

LONGEVITY RANGE			STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
19	OVER	HOURLY	19.40	20.24	21.11	22.02	22.97	23.95	24.99	26.06
	18	BIWEEKLY	1,552.00	1,619.20	1,688.80	1,761.60	1,837.60	1,916.00	1,999.20	2,084.80
	YEARS	ANNUAL*	40,476	42,229	44,044	45,943	47,925	49,969	52,139	54,372
20	OVER	HOURLY	19.57	20.42	21.30	22.21	23.17	24.16	25.21	26.29
	19	BIWEEKLY	1,565.60	1,633.60	1,704.00	1,776.80	1,853.60	1,932.80	2,016.80	2,103.20
	YEARS	ANNUAL*	40,831	42,604	44,440	46,339	48,342	50,407	52,598	54,851
21	OVER	HOURLY	19.74	20.59	21.48	22.41	23.36	24.37	25.42	26.51
	20	BIWEEKLY	1,579.20	1,647.20	1,718.40	1,792.80	1,868.80	1,949.60	2,033.60	2,120.80
	YEARS	ANNUAL*	41,186	42,959	44,816	46,756	48,738	50,846	53,036	55,310
22	OVER	HOURLY	19.91	20.77	21.66	22.60	23.56	24.58	25.64	26.74
	21	BIWEEKLY	1,592.80	1,661.60	1,732.80	1,808.00	1,884.80	1,966.40	2,051.20	2,139.20
	YEARS	ANNUAL*	41,540	43,335	45,191	47,153	49,156	51,284	53,495	55,790
23	OVER	HOURLY	20.08	20.94	21.85	22.79	23.76	24.79	25.86	26.97
	22	BIWEEKLY	1,606.40	1,675.20	1,748.00	1,823.20	1,900.80	1,983.20	2,068.80	2,157.60
	YEARS	ANNUAL*	41,895	43,689	45,588	47,549	49,573	51,722	53,954	56,270
24	OVER	HOURLY	20.24	21.12	22.03	22.98	23.96	25.00	26.08	27.19
	23	BIWEEKLY	1,619.20	1,689.60	1,762.40	1,838.40	1,916.80	2,000.00	2,086.40	2,175.20
	YEARS	ANNUAL*	42,229	44,065	45,963	47,945	49,990	52,160	54,413	56,729
25	OVER	HOURLY	20.41	21.30	22.22	23.17	24.16	25.20	26.29	27.42
	24	BIWEEKLY	1,632.80	1,704.00	1,777.60	1,853.60	1,932.80	2,016.00	2,103.20	2,193.60
	YEARS	ANNUAL*	42,583	44,440	46,360	48,342	50,407	52,577	54,851	57,209
26	OVER	HOURLY	20.58	21.47	22.40	23.36	24.36	25.41	26.51	27.65
	25	BIWEEKLY	1,646.40	1,717.60	1,792.00	1,868.80	1,948.80	2,032.80	2,120.80	2,212.00
	YEARS	ANNUAL*	42,938	44,795	46,735	48,738	50,825	53,015	55,310	57,689
27	OVER	HOURLY	20.75	21.65	22.58	23.55	24.56	25.62	26.73	27.87
	26	BIWEEKLY	1,660.00	1,732.00	1,806.40	1,884.00	1,964.80	2,049.60	2,138.40	2,229.60
	YEARS	ANNUAL*	43,293	45,171	47,111	49,135	51,242	53,454	55,769	58,148
28	OVER	HOURLY	20.92	21.82	22.77	23.75	24.76	25.83	26.95	28.10
	27	BIWEEKLY	1,673.60	1,745.60	1,821.60	1,900.00	1,980.80	2,066.40	2,156.00	2,248.00
	YEARS	ANNUAL*	43,647	45,525	47,507	49,552	51,659	53,892	56,228	58,628
29	OVER	HOURLY	21.09	22.00	22.95	23.94	24.96	26.04	27.16	28.33
	28	BIWEEKLY	1,687.20	1,760.00	1,836.00	1,915.20	1,996.80	2,083.20	2,172.80	2,266.40
	YEARS	ANNUAL*	44,002	45,901	47,883	49,948	52,077	54,330	56,667	59,108

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

COMMONWEALTH OF PENNSYLVANIA
DCNR RANGER PAY SCHEDULE
EFFECTIVE JULY 1, 2002
SCHEDULE W

**PAY RANGE 29
DCNR RANGER**

LONGEVITY RANGE			STEP S	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
8	8 YEARS	HOURLY	12.89	13.44	14.02	14.62	15.25	15.91	16.59	17.30	18.04
	OR	BIWEEKLY	1,031.20	1,075.20	1,121.60	1,169.60	1,220.00	1,272.80	1,327.20	1,384.00	1,443.20
	LESS	ANNUAL*	26,894	28,041	29,251	30,503	31,818	33,195	34,613	36,095	37,639
9	OVER 8 YEARS	HOURLY		14.11	14.72	15.35	16.01	16.71	17.42	18.17	18.94
		BIWEEKLY		1,128.80	1,177.60	1,228.00	1,280.80	1,336.80	1,393.60	1,453.60	1,515.20
		ANNUAL*		29,439	30,712	32,026	33,403	34,864	36,345	37,910	39,516
10	OVER 9 YEARS	HOURLY		14.25	14.86	15.50	16.17	16.86	17.59	18.34	19.12
		BIWEEKLY		1,140.00	1,188.80	1,240.00	1,293.60	1,348.80	1,407.20	1,467.20	1,529.60
		ANNUAL*		29,731	31,004	32,339	33,737	35,177	36,700	38,265	39,892
11	OVER 10 YEARS	HOURLY		14.38	15.00	15.64	16.32	17.02	17.75	18.51	19.30
		BIWEEKLY		1,150.40	1,200.00	1,251.20	1,305.60	1,361.60	1,420.00	1,480.80	1,544.00
		ANNUAL*		30,002	31,296	32,631	34,050	35,511	37,034	38,619	40,268
12	OVER 11 YEARS	HOURLY		14.52	15.14	15.79	16.47	17.18	17.92	18.68	19.48
		BIWEEKLY		1,161.60	1,211.20	1,263.20	1,317.60	1,374.40	1,433.60	1,494.40	1,558.40
		ANNUAL*		30,295	31,588	32,944	34,363	35,844	37,388	38,974	40,643
13	OVER 12 YEARS	HOURLY		14.65	15.28	15.94	16.62	17.34	18.08	18.86	19.66
		BIWEEKLY		1,172.00	1,222.40	1,275.20	1,329.60	1,387.20	1,446.40	1,508.80	1,572.80
		ANNUAL*		30,566	31,880	33,257	34,676	36,178	37,722	39,350	41,019
14	OVER 13 YEARS	HOURLY		14.78	15.42	16.08	16.78	17.50	18.25	19.03	19.84
		BIWEEKLY		1,182.40	1,233.60	1,286.40	1,342.40	1,400.00	1,460.00	1,522.40	1,587.20
		ANNUAL*		30,837	32,172	33,549	35,010	36,512	38,077	39,704	41,394
15	OVER 14 YEARS	HOURLY		14.92	15.56	16.23	16.93	17.66	18.41	19.20	20.02
		BIWEEKLY		1,193.60	1,244.80	1,298.40	1,354.40	1,412.80	1,472.80	1,536.00	1,601.60
		ANNUAL*		31,129	32,464	33,862	35,323	36,846	38,411	40,059	41,770
16	OVER 15 YEARS	HOURLY		15.05	15.70	16.37	17.08	17.82	18.58	19.38	20.20
		BIWEEKLY		1,204.00	1,256.00	1,309.60	1,366.40	1,425.60	1,486.40	1,550.40	1,616.00
		ANNUAL*		31,400	32,756	34,154	35,636	37,180	38,765	40,434	42,145
17	OVER 16 YEARS	HOURLY		15.19	15.84	16.52	17.23	17.98	18.75	19.55	20.39
		BIWEEKLY		1,215.20	1,267.20	1,321.60	1,378.40	1,438.40	1,500.00	1,564.00	1,631.20
		ANNUAL*		31,692	33,049	34,467	35,949	37,513	39,120	40,789	42,542
18	OVER 17 YEARS	HOURLY		15.32	15.98	16.67	17.39	18.14	18.91	19.72	20.57
		BIWEEKLY		1,225.60	1,278.40	1,333.60	1,391.20	1,451.20	1,512.80	1,577.60	1,645.60
		ANNUAL*		31,964	33,341	34,780	36,282	37,847	39,454	41,144	42,917

COMMONWEALTH OF PENNSYLVANIA
DCNR RANGER PAY SCHEDULE
EFFECTIVE JULY 1, 2002
SCHEDULE W

**PAY RANGE 29
DCNR RANGER**

LONGEVITY RANGE			STEP S	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
19	OVER 18 YEARS	HOURLY BIWEEKLY ANNUAL*		15.46	16.12	16.81	17.54	18.30	19.08	19.90	20.75
				1,236.80	1,289.60	1,344.80	1,403.20	1,464.00	1,526.40	1,592.00	1,660.00
				32,256	33,633	35,072	36,595	38,181	39,809	41,519	43,293
20	OVER 19 YEARS	HOURLY BIWEEKLY ANNUAL*		15.59	16.26	16.96	17.69	18.46	19.24	20.07	20.93
				1,247.20	1,300.80	1,356.80	1,415.20	1,476.80	1,539.20	1,605.60	1,674.40
				32,527	33,925	35,385	36,908	38,515	40,142	41,874	43,668
21	OVER 20 YEARS	HOURLY BIWEEKLY ANNUAL*		15.72	16.40	17.11	17.84	18.61	19.41	20.24	21.11
				1,257.60	1,312.00	1,368.80	1,427.20	1,488.80	1,552.80	1,619.20	1,688.80
				32,798	34,217	35,698	37,221	38,828	40,497	42,229	44,044
22	OVER 21 YEARS	HOURLY BIWEEKLY ANNUAL*		15.86	16.54	17.25	18.00	18.77	19.58	20.41	21.29
				1,268.80	1,323.20	1,380.00	1,440.00	1,501.60	1,566.40	1,632.80	1,703.20
				33,090	34,509	35,990	37,555	39,162	40,852	42,583	44,419
23	OVER 22 YEARS	HOURLY BIWEEKLY ANNUAL*		15.99	16.68	17.40	18.15	18.93	19.74	20.59	21.47
				1,279.20	1,334.40	1,392.00	1,452.00	1,514.40	1,579.20	1,647.20	1,717.60
				33,362	34,801	36,303	37,868	39,496	41,186	42,959	44,795
24	OVER 23 YEARS	HOURLY BIWEEKLY ANNUAL*		16.13	16.82	17.54	18.30	19.09	19.91	20.76	21.65
				1,290.40	1,345.60	1,403.20	1,464.00	1,527.20	1,592.80	1,660.80	1,732.00
				33,654	35,093	36,595	38,181	39,829	41,540	43,314	45,171
25	OVER 24 YEARS	HOURLY BIWEEKLY ANNUAL*		16.26	16.96	17.69	18.45	19.25	20.07	20.93	21.83
				1,300.80	1,356.80	1,415.20	1,476.00	1,540.00	1,605.60	1,674.40	1,746.40
				33,925	35,385	36,908	38,494	40,163	41,874	43,668	45,546
26	OVER 25 YEARS	HOURLY BIWEEKLY ANNUAL*		16.40	17.10	17.84	18.61	19.41	20.24	21.11	22.01
				1,312.00	1,368.00	1,427.20	1,488.80	1,552.80	1,619.20	1,688.80	1,760.80
				34,217	35,677	37,221	38,828	40,497	42,229	44,044	45,922
27	OVER 26 YEARS	HOURLY BIWEEKLY ANNUAL*		16.53	17.24	17.98	18.76	19.57	20.41	21.28	22.19
				1,322.40	1,379.20	1,438.40	1,500.80	1,565.60	1,632.80	1,702.40	1,775.20
				34,488	35,970	37,513	39,141	40,831	42,583	44,399	46,297
28	OVER 27 YEARS	HOURLY BIWEEKLY ANNUAL*		16.67	17.38	18.13	18.91	19.73	20.57	21.45	22.37
				1,333.60	1,390.40	1,450.40	1,512.80	1,578.40	1,645.60	1,716.00	1,789.60
				34,780	36,262	37,826	39,454	41,165	42,917	44,753	46,673
29	OVER 28 YEARS	HOURLY BIWEEKLY ANNUAL*		16.80	17.53	18.28	19.06	19.89	20.74	21.63	22.55
				1,344.00	1,402.40	1,462.40	1,524.80	1,591.20	1,659.20	1,730.40	1,804.00
				35,052	36,575	38,139	39,767	41,498	43,272	45,129	47,048

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

COMMONWEALTH OF PENNSYLVANIA
DCNR RANGER PAY SCHEDULE
EFFECTIVE JULY 1, 2002
SCHEDULE W

**PAY RANGE 30
DCNR RANGER SUPERVISOR**

LONGEVITY RANGE			STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
8	8 YEARS OR LESS	HOURLY	15.33	15.99	16.68	17.40	18.15	18.93	19.74	20.59
		BIWEEKLY	1,226.40	1,279.20	1,334.40	1,392.00	1,452.00	1,514.40	1,579.20	1,647.20
		ANNUAL*	31,985	33,362	34,801	36,303	37,868	39,496	41,186	42,959
9	OVER 8 YEARS	HOURLY	16.10	16.79	17.51	18.27	19.06	19.88	20.73	21.62
		BIWEEKLY	1,288.00	1,343.20	1,400.80	1,461.60	1,524.80	1,590.40	1,658.40	1,729.60
		ANNUAL*	33,591	35,031	36,533	38,119	39,767	41,478	43,251	45,108
10	OVER 9 YEARS	HOURLY	16.25	16.95	17.68	18.44	19.24	20.07	20.92	21.83
		BIWEEKLY	1,300.00	1,356.00	1,414.40	1,475.20	1,539.20	1,605.60	1,673.60	1,746.40
		ANNUAL*	33,904	35,364	36,888	38,473	40,142	41,874	43,647	45,546
11	OVER 10 YEARS	HOURLY	16.40	17.11	17.85	18.62	19.42	20.26	21.12	22.03
		BIWEEKLY	1,312.00	1,368.80	1,428.00	1,489.60	1,553.60	1,620.80	1,689.60	1,762.40
		ANNUAL*	34,217	35,698	37,242	38,849	40,518	42,270	44,065	45,963
12	OVER 11 YEARS	HOURLY	16.56	17.27	18.01	18.79	19.60	20.44	21.32	22.24
		BIWEEKLY	1,324.80	1,381.60	1,440.80	1,503.20	1,568.00	1,635.20	1,705.60	1,779.20
		ANNUAL*	34,551	36,032	37,576	39,203	40,893	42,646	44,482	46,402
13	OVER 12 YEARS	HOURLY	16.71	17.43	18.18	18.97	19.78	20.63	21.52	22.44
		BIWEEKLY	1,336.80	1,394.40	1,454.40	1,517.60	1,582.40	1,650.40	1,721.60	1,795.20
		ANNUAL*	34,864	36,366	37,931	39,579	41,269	43,042	44,899	46,819
14	OVER 13 YEARS	HOURLY	16.86	17.59	18.35	19.14	19.97	20.82	21.71	22.65
		BIWEEKLY	1,348.80	1,407.20	1,468.00	1,531.20	1,597.60	1,665.60	1,736.80	1,812.00
		ANNUAL*	35,177	36,700	38,285	39,934	41,665	43,439	45,296	47,257
15	OVER 14 YEARS	HOURLY	17.02	17.75	18.51	19.31	20.15	21.01	21.91	22.85
		BIWEEKLY	1,361.60	1,420.00	1,480.80	1,544.80	1,612.00	1,680.80	1,752.80	1,828.00
		ANNUAL*	35,511	37,034	38,619	40,288	42,041	43,835	45,713	47,674
16	OVER 15 YEARS	HOURLY	17.17	17.91	18.68	19.49	20.33	21.20	22.11	23.06
		BIWEEKLY	1,373.60	1,432.80	1,494.40	1,559.20	1,626.40	1,696.00	1,768.80	1,844.80
		ANNUAL*	35,823	37,367	38,974	40,664	42,417	44,232	46,130	48,112
17	OVER 16 YEARS	HOURLY	17.32	18.07	18.85	19.66	20.51	21.39	22.31	23.27
		BIWEEKLY	1,385.60	1,445.60	1,508.00	1,572.80	1,640.80	1,711.20	1,784.80	1,861.60
		ANNUAL*	36,136	37,701	39,329	41,019	42,792	44,628	46,548	48,551
18	OVER 17 YEARS	HOURLY	17.48	18.23	19.02	19.84	20.69	21.58	22.50	23.47
		BIWEEKLY	1,398.40	1,458.40	1,521.60	1,587.20	1,655.20	1,726.40	1,800.00	1,877.60
		ANNUAL*	36,470	38,035	39,683	41,394	43,168	45,025	46,944	48,968

COMMONWEALTH OF PENNSYLVANIA
DCNR RANGER PAY SCHEDULE
EFFECTIVE JULY 1, 2002
SCHEDULE W

**PAY RANGE 30
DCNR RANGER SUPERVISOR**

LONGEVITY RANGE			STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
19	OVER	HOURLY	17.63	18.39	19.18	20.01	20.87	21.77	22.70	23.68
	18	BIWEEKLY	1,410.40	1,471.20	1,534.40	1,600.80	1,669.60	1,741.60	1,816.00	1,894.40
	YEARS	ANNUAL*	36,783	38,369	40,017	41,749	43,543	45,421	47,361	49,406
20	OVER	HOURLY	17.78	18.55	19.35	20.18	21.05	21.96	22.90	23.88
	19	BIWEEKLY	1,422.40	1,484.00	1,548.00	1,614.40	1,684.00	1,756.80	1,832.00	1,910.40
	YEARS	ANNUAL*	37,096	38,703	40,372	42,104	43,919	45,817	47,779	49,823
21	OVER	HOURLY	17.94	18.71	19.52	20.36	21.24	22.15	23.10	24.09
	20	BIWEEKLY	1,435.20	1,496.80	1,561.60	1,628.80	1,699.20	1,772.00	1,848.00	1,927.20
	YEARS	ANNUAL*	37,430	39,037	40,727	42,479	44,315	46,214	48,196	50,261
22	OVER	HOURLY	18.09	18.87	19.68	20.53	21.42	22.34	23.29	24.30
	21	BIWEEKLY	1,447.20	1,509.60	1,574.40	1,642.40	1,713.60	1,787.20	1,863.20	1,944.00
	YEARS	ANNUAL*	37,743	39,370	41,060	42,834	44,691	46,610	48,592	50,700
23	OVER	HOURLY	18.24	19.03	19.85	20.71	21.60	22.53	23.49	24.50
	22	BIWEEKLY	1,459.20	1,522.40	1,588.00	1,656.80	1,728.00	1,802.40	1,879.20	1,960.00
	YEARS	ANNUAL*	38,056	39,704	41,415	43,209	45,066	47,007	49,010	51,117
24	OVER	HOURLY	18.40	19.19	20.02	20.88	21.78	22.72	23.69	24.71
	23	BIWEEKLY	1,472.00	1,535.20	1,601.60	1,670.40	1,742.40	1,817.60	1,895.20	1,976.80
	YEARS	ANNUAL*	38,390	40,038	41,770	43,564	45,442	47,403	49,427	51,555
25	OVER	HOURLY	18.55	19.35	20.18	21.05	21.96	22.91	23.89	24.91
	24	BIWEEKLY	1,484.00	1,548.00	1,614.40	1,684.00	1,756.80	1,832.80	1,911.20	1,992.80
	YEARS	ANNUAL*	38,703	40,372	42,104	43,919	45,817	47,799	49,844	51,972
26	OVER	HOURLY	18.70	19.51	20.35	21.23	22.14	23.09	24.08	25.12
	25	BIWEEKLY	1,496.00	1,560.80	1,628.00	1,698.40	1,771.20	1,847.20	1,926.40	2,009.60
	YEARS	ANNUAL*	39,016	40,706	42,458	44,294	46,193	48,175	50,241	52,410
27	OVER	HOURLY	18.86	19.67	20.52	21.40	22.32	23.28	24.28	25.33
	26	BIWEEKLY	1,508.80	1,573.60	1,641.60	1,712.00	1,785.60	1,862.40	1,942.40	2,026.40
	YEARS	ANNUAL*	39,350	41,039	42,813	44,649	46,568	48,571	50,658	52,849
28	OVER	HOURLY	19.01	19.83	20.68	21.58	22.51	23.47	24.48	25.53
	27	BIWEEKLY	1,520.80	1,586.40	1,654.40	1,726.40	1,800.80	1,877.60	1,958.40	2,042.40
	YEARS	ANNUAL*	39,662	41,373	43,147	45,025	46,965	48,968	51,075	53,266
29	OVER	HOURLY	19.16	19.99	20.85	21.75	22.69	23.66	24.68	25.74
	28	BIWEEKLY	1,532.80	1,599.20	1,668.00	1,740.00	1,815.20	1,892.80	1,974.40	2,059.20
	YEARS	ANNUAL*	39,975	41,707	43,501	45,379	47,340	49,364	51,492	53,704

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

COMMONWEALTH OF PENNSYLVANIA
DCNR RANGER PAY SCHEDULE
EFFECTIVE JULY 1, 2002
SCHEDULE W

**PAY RANGE 31
DCNR RANGER OPERATIONS SPECIALIST**

LONGEVITY RANGE			STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
8	8 YEARS OR LESS	HOURLY	17.46	18.21	18.99	19.81	20.66	21.55	22.48	23.45
		BIWEEKLY	1,396.80	1,456.80	1,519.20	1,584.80	1,652.80	1,724.00	1,798.40	1,876.00
		ANNUAL*	36,429	37,993	39,621	41,332	43,105	44,962	46,902	48,926
9	OVER 8 YEARS	HOURLY	18.33	19.12	19.94	20.80	21.69	22.63	23.60	24.62
		BIWEEKLY	1,466.40	1,529.60	1,595.20	1,664.00	1,735.20	1,810.40	1,888.00	1,969.60
		ANNUAL*	38,244	39,892	41,603	43,397	45,254	47,215	49,239	51,367
10	OVER 9 YEARS	HOURLY	18.51	19.30	20.13	21.00	21.90	22.84	23.83	24.86
		BIWEEKLY	1,480.80	1,544.00	1,610.40	1,680.00	1,752.00	1,827.20	1,906.40	1,988.80
		ANNUAL*	38,619	40,268	41,999	43,814	45,692	47,653	49,719	51,868
11	OVER 10 YEARS	HOURLY	18.68	19.48	20.32	21.20	22.11	23.06	24.05	25.09
		BIWEEKLY	1,494.40	1,558.40	1,625.60	1,696.00	1,768.80	1,844.80	1,924.00	2,007.20
		ANNUAL*	38,974	40,643	42,396	44,232	46,130	48,112	50,178	52,348
12	OVER 11 YEARS	HOURLY	18.86	19.67	20.51	21.39	22.31	23.27	24.28	25.33
		BIWEEKLY	1,508.80	1,573.60	1,640.80	1,711.20	1,784.80	1,861.60	1,942.40	2,026.40
		ANNUAL*	39,350	41,039	42,792	44,628	46,548	48,551	50,658	52,849
13	OVER 12 YEARS	HOURLY	19.03	19.85	20.70	21.59	22.52	23.49	24.50	25.56
		BIWEEKLY	1,522.40	1,588.00	1,656.00	1,727.20	1,801.60	1,879.20	1,960.00	2,044.80
		ANNUAL*	39,704	41,415	43,188	45,045	46,986	49,010	51,117	53,328
14	OVER 13 YEARS	HOURLY	19.21	20.03	20.89	21.79	22.73	23.71	24.73	25.80
		BIWEEKLY	1,536.80	1,602.40	1,671.20	1,743.20	1,818.40	1,896.80	1,978.40	2,064.00
		ANNUAL*	40,080	41,791	43,585	45,463	47,424	49,469	51,597	53,829
15	OVER 14 YEARS	HOURLY	19.38	20.21	21.08	21.99	22.93	23.92	24.95	26.03
		BIWEEKLY	1,550.40	1,616.80	1,686.40	1,759.20	1,834.40	1,913.60	1,996.00	2,082.40
		ANNUAL*	40,434	42,166	43,981	45,880	47,841	49,907	52,056	54,309
16	OVER 15 YEARS	HOURLY	19.56	20.40	21.27	22.19	23.14	24.14	25.18	26.26
		BIWEEKLY	1,564.80	1,632.00	1,701.60	1,775.20	1,851.20	1,931.20	2,014.40	2,100.80
		ANNUAL*	40,810	42,563	44,378	46,297	48,279	50,366	52,536	54,789
17	OVER 16 YEARS	HOURLY	19.73	20.58	21.46	22.39	23.35	24.35	25.40	26.50
		BIWEEKLY	1,578.40	1,646.40	1,716.80	1,791.20	1,868.00	1,948.00	2,032.00	2,120.00
		ANNUAL*	41,165	42,938	44,774	46,714	48,717	50,804	52,995	55,290
18	OVER 17 YEARS	HOURLY	19.90	20.76	21.65	22.58	23.55	24.57	25.63	26.73
		BIWEEKLY	1,592.00	1,660.80	1,732.00	1,806.40	1,884.00	1,965.60	2,050.40	2,138.40
		ANNUAL*	41,519	43,314	45,171	47,111	49,135	51,263	53,474	55,769

COMMONWEALTH OF PENNSYLVANIA
DCNR RANGER PAY SCHEDULE
EFFECTIVE JULY 1, 2002
SCHEDULE W

PAY RANGE 31**DCNR RANGER OPERATIONS SPECIALIST**

LONGEVITY RANGE			STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
19	OVER	HOURLY	20.08	20.94	21.84	22.78	23.76	24.78	25.85	26.97
	18	BIWEEKLY	1,606.40	1,675.20	1,747.20	1,822.40	1,900.80	1,982.40	2,068.00	2,157.60
	YEARS	ANNUAL*	41,895	43,689	45,567	47,528	49,573	51,701	53,933	56,270
20	OVER	HOURLY	20.25	21.12	22.03	22.98	23.97	25.00	26.08	27.20
	19	BIWEEKLY	1,620.00	1,689.60	1,762.40	1,838.40	1,917.60	2,000.00	2,086.40	2,176.00
	YEARS	ANNUAL*	42,250	44,065	45,963	47,945	50,011	52,160	54,413	56,750
21	OVER	HOURLY	20.43	21.31	22.22	23.18	24.17	25.21	26.30	27.44
	20	BIWEEKLY	1,634.40	1,704.80	1,777.60	1,854.40	1,933.60	2,016.80	2,104.00	2,195.20
	YEARS	ANNUAL*	42,625	44,461	46,360	48,363	50,428	52,598	54,872	57,251
22	OVER	HOURLY	20.60	21.49	22.41	23.38	24.38	25.43	26.53	27.67
	21	BIWEEKLY	1,648.00	1,719.20	1,792.80	1,870.40	1,950.40	2,034.40	2,122.40	2,213.60
	YEARS	ANNUAL*	42,980	44,837	46,756	48,780	50,866	53,057	55,352	57,731
23	OVER	HOURLY	20.78	21.67	22.60	23.57	24.59	25.64	26.75	27.91
	22	BIWEEKLY	1,662.40	1,733.60	1,808.00	1,885.60	1,967.20	2,051.20	2,140.00	2,232.80
	YEARS	ANNUAL*	43,355	45,212	47,153	49,176	51,305	53,495	55,811	58,231
24	OVER	HOURLY	20.95	21.85	22.79	23.77	24.79	25.86	26.98	28.14
	23	BIWEEKLY	1,676.00	1,748.00	1,823.20	1,901.60	1,983.20	2,068.80	2,158.40	2,251.20
	YEARS	ANNUAL*	43,710	45,588	47,549	49,594	51,722	53,954	56,291	58,711
25	OVER	HOURLY	21.13	22.03	22.98	23.97	25.00	26.08	27.20	28.37
	24	BIWEEKLY	1,690.40	1,762.40	1,838.40	1,917.60	2,000.00	2,086.40	2,176.00	2,269.60
	YEARS	ANNUAL*	44,086	45,963	47,945	50,011	52,160	54,413	56,750	59,191
26	OVER	HOURLY	21.30	22.22	23.17	24.17	25.21	26.29	27.43	28.61
	25	BIWEEKLY	1,704.00	1,777.60	1,853.60	1,933.60	2,016.80	2,103.20	2,194.40	2,288.80
	YEARS	ANNUAL*	44,440	46,360	48,342	50,428	52,598	54,851	57,230	59,692
27	OVER	HOURLY	21.48	22.40	23.36	24.37	25.41	26.51	27.65	28.84
	26	BIWEEKLY	1,718.40	1,792.00	1,868.80	1,949.60	2,032.80	2,120.80	2,212.00	2,307.20
	YEARS	ANNUAL*	44,816	46,735	48,738	50,846	53,015	55,310	57,689	60,172
28	OVER	HOURLY	21.65	22.58	23.55	24.56	25.62	26.72	27.88	29.08
	27	BIWEEKLY	1,732.00	1,806.40	1,884.00	1,964.80	2,049.60	2,137.60	2,230.40	2,326.40
	YEARS	ANNUAL*	45,171	47,111	49,135	51,242	53,454	55,749	58,169	60,673
29	OVER	HOURLY	21.83	22.76	23.74	24.76	25.83	26.94	28.10	29.31
	28	BIWEEKLY	1,746.40	1,820.80	1,899.20	1,980.80	2,066.40	2,155.20	2,248.00	2,344.80
	YEARS	ANNUAL*	45,546	47,486	49,531	51,659	53,892	56,208	58,628	61,152

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

COMMONWEALTH OF PENNSYLVANIA
EXECUTIVE OFFICE
OFFICE OF ADMINISTRATION
(717) 787-5514



BUREAU OF LABOR RELATIONS
404 Finance Building
Harrisburg, Pennsylvania 17120
FAX # 783-0430

June 3, 1993

Mr. Richard P. Fischer, President
PA State Park Officers Association
424 Connecticut Drive
Erie, PA 16505-2216

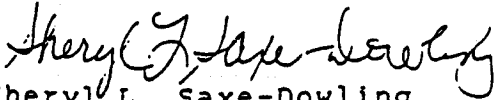
Dear Mr. Fischer:

The following constitutes the agreement between the parties concerning Traffic Control.

1. The Department of Environmental Resources (DER) will proceed to obtain approval of the proposed amendment to 67 PA Code, Chapter 101 which permits Park Maintenance Supervisors, Park Rangers 1 and Environmental Education Specialists to assist Park Rangers 2 and Park Ranger Supervisors in traffic control duties in state parks during the period from April 1 through September 30.
2. The Pennsylvania State Park Officers Association (PSPOA) will not oppose this amendment and will withdraw their letter of opposition dated July 22, 1992 and any other such letters.
3. Once approval of the amendment is obtained, PSPOA agrees that DER may assign Park Maintenance Supervisors, Park Rangers 1 and Environmental Education Specialists to assist in traffic control duties in accordance with 67 PA Code, Chapter 101, as amended. It is understood that a Park Ranger 2 or Park Ranger Supervisor does not necessarily have to be present when employees in the above-mentioned classes are directing traffic. However, DER agrees it is not their intent to nor will they displace employees in this bargaining unit as a result of the implementation of this change.
4. PSPOA will withdraw any grievances on this issue which are pending on the date of this agreement. With regard to the Unfair Labor Practice charge, Case No. PF-C-92-44-C, PSPOA and DER will advise the Pennsylvania Labor Relations Board that this issue has been negotiated between the parties and an agreement has been reached.

In order to acknowledge your concurrence with the above, please sign below.

Sincerely,


Sheryl L. Saxe-Dowling
Commonwealth Chief Negotiator

 6-3-93

Richard P. Fischer, PSPOA

Date

cc: Secretary Zazyczny
Gerald LeClaire
Dale Wetzel



COMMONWEALTH OF PENNSYLVANIA
EXECUTIVE OFFICES
HARRISBURG

CHARLES T. SCIOTTO
DEPUTY SECRETARY FOR EMPLOYEE RELATIONS

December 18, 1997

Paul Ashford, President
PA State Park Officers Assoc.
R.D.#1, Box 136
Wapwallopen, PA 18660

Dear Mr. Ashford:

The parties agree to implement an Alternative Discipline Program. It is understood that the tenets of Article 25, Section 1 just cause will continue to apply. Appeal procedures will not be affected by the Alternative Discipline Program.

The Alternative Discipline Program will be applied to disciplinary actions which would normally arise from situations involving time and attendance and/or work performance problems. The following guidelines will be used in determining the areas of applicability:

1. Time and Attendance - habitual or patterned problems with absenteeism, lateness or repeated emergency absences, absence without leave, reporting off late, etc.
2. Work Performance - continued substandard performance in the work product as it relates to quality, quantity or accuracy.

The Alternative Discipline Program will differ from the traditional progressive disciplinary steps by replacing suspensions without pay with the following:

Level 1 Letter

Signed by the Agency Head or designee, this letter will identify the employee's time and attendance and/or work performance problem, alert the employee that continuation of this problem will result in more severe disciplinary action, and identify the employee's appeal rights. The Employer will continue to provide the Association with a copy of this letter in accordance with Article 25, Section 1.

This letter will clearly state that this action is in lieu of the traditional one or two day suspension without pay, but has the effect of such a suspension.

Level 2 Letter

This letter, signed by the Agency Head or designee, will identify the employee's time and attendance and/or work performance problem, alert the employee that this is his/her final notice and that failure to correct this problem will result in termination, and identify the employee's appeal rights. The Employer will continue to provide the Association with a copy of this letter in accordance with Article 25, Section 1.

This letter clearly states that this action is in lieu of the traditional three day suspension without pay, but has the effect of such a suspension.

Copies of all Level 1 and Level 2 letters issued to employees covered by this program shall be sent to the President of the Pennsylvania State Park Officers Association.

The parties also recognize that special or unusual situations could develop which do not readily lend themselves to the Alternative Discipline Program. Consequently, if the Commonwealth deems circumstances warrant it, a traditional suspension without pay could be imposed in lieu of the Level 1 or Level 2 letters, after appropriate notification is given to the Union.

Once this expansion becomes effective, either party may end their participation by notifying the other in writing of a desire to terminate this Alternative Discipline Program. This agreement will then expire thirty (30) days after the date of such notice. If you agree to the above, please sign below and return a copy of this letter to this office.

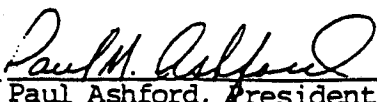
Sincerely,



Charles T. Sciotto

Deputy Secretary for Employee Relations

copy: Secretary Thomas G. Paese
Christ J. Zervanos
Sheryl Saxe-Dowling
John Dunn



Paul Ashford, President
PA State Park Officers Assoc.

12/29/97
Date



APPENDIX G

COMMONWEALTH OF PENNSYLVANIA
EXECUTIVE OFFICES
HARRISBURG

June 11, 2001

NANCY DERING MARTIN
DEPUTY SECRETARY FOR
HUMAN RESOURCES AND MANAGEMENT

Paul M. Ashford, President
PA State Park Officers Association
Box 136, RR #1
Wapwallopen, PA 18660

RE: Bargaining Unit Work

Dear Mr. Ashford:

During the recent negotiations between the parties concerning the reclassification of Forest Rangers to DCNR Rangers, it was agreed that all employees in the Bureau of Forestry who are State Forest Officers have the authority to enforce the rules and regulations governing conduct on state forests and state forest picnic areas. In addition, State Forest Officers are empowered to enforce the snowmobile and ATV law as provided in Chapter 77 of the Motor Vehicle Code.

It was also agreed that, in addition to their regularly assigned duties and responsibilities, DCNR Rangers in the Bureau of Forestry may be assigned other duties and responsibilities including, but not limited to, marking boundary lines, maintaining recreational facilities, sign work, cutting downed trees and culvert cleaning.

Please indicate your agreement by signing below and returning a copy to the Bureau of Labor Relations.

Sincerely,

Nancy Dering Martin
Deputy Secretary for Human Resources and Management

Paul Ashford, PSPOA
Date 6/11/01

copy: Secretary Martin F. Horn
Donald O. Adams
Sheryl Saxe-Dowling
John Dunn

APPENDIX H

COUNTIES WITHIN SENIORITY UNITS * FOR FURLOUGH AND RECALL

SENIORITY UNIT A

Clarion
Crawford
Erie
Forrest
Jefferson
Mercer
Venango

SENIORITY UNIT B

Bradford
Cameron
Centre
Clearfield
Clinton
Elk
Lycoming
McKean
Montour
Northumberland
Potter
Snyder
Tioga
Union
Warren

SENIORITY UNIT C

Carbon
Columbia
Lackawanna
Lehigh
Luzerne
Monroe
Northampton
Pike
Schuylkill
Sullivan
Susquehanna
Wayne
Wyoming

SENIORITY UNIT D

Allegheny
Armstrong
Beaver
Butler
Fayette
Greene
Indiana
Lawrence
Somerset
Washington
Westmoreland

SENIORITY UNIT E

Adams
Blair
Bedford
Cambria
Cumberland
Franklin
Fulton
Huntingdon
Juniata
Mifflin
Perry
York

SENIORITY UNIT F

Berks
Bucks
Chester
Dauphin
Delaware
Lancaster
Lebanon
Montgomery
Philadelphia

* Seniority units include both Bureau of State Parks and Bureau of Forestry. Counties are determined by an employee's Headquarters.