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

**October 2020 Mass Compensation Processing**

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

**General Pay Increases (GPIs)**

Effective October 1, 2020, General Pay Increases (GPIs) will process for eligible employees according to the following schedule:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Contact Name & Bargaining Units** | **Pay Scale** | **GPI Percentage** | **Processing Date(s)** | **Pay Date(s)** |
| AFSCME (A1, A4, B1, B4, G1, G4, J1, N1, A2, B2, G2, G5, J2, N2, 61, 64, 65, W1, W2, W4, W5, W7, W8, W9) | ST | 2.00% | **All Pay Areas:**  10/01/2020 | **Z1/Z2/T2**  10/16/2020  **Z3/T3**  10/23/2020 |
| AFSCME (G2, G4, G5) | AC | 2.00% |
| FOSCEP (C4, C5) | ST | 2.00% |
| FOP-Capitol Police (L4) | CP | 2.00% |
| ISSU (M2) | LS (LS08 to LS12) | 2.00% |
| UFCW (M1) | LS (LS02 to LS07) | 2.00% |
| PLEA (K4) | ST | 2.00% |
| ALES (K5) | ST | 2.00% |
| SEIU-HCPA (P4) | ST | 2.00% |
| OPEIU (P5) | ST | 2.00% |
| PDA (T4, T5) | DR | 2.00% |
| SEIU – Local 668 (F1, F4, F5) | ST | 2.00% |
| SEIU – Local 668 Referee Unit (I5) | ST | 2.00% |
| NARC (G9) | AC | 2.00% |
| CBA (Z4) | ST | 2.00% |
| Management & Non-represented (98, 99, A3, B3, A5, B5, C3, D3, F3, G3, Z3, J3, K3, M3, N3, P3, R3, S3, S5) | ST | 2.00% |
| Liquor Store Management (M8) | LS (LS16 to LS20) | 2.00% |
| Physician Management (T3) | DR | 2.00% |
| OGC Attorneys (A3) | AT | 2.00% |
| PUC Management (99, A3, B3, G3, Z3, A5, B5) | UT | 2.00% |

**Registered PRN Nurse**

Registered PRN Nurses (Job Code 30480) in bargaining unit P7 are eligible to receive a 2.00% General Pay Increase, effective October 1, 2020. Hourly rates will increase according to the following schedule:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Rate** | **Pay Level** | **Hourly Rate** | **Processing Date(s)** | **Pay Date(s)** |
| Standard Rate | A | $43.90 | **All Pay Areas:**  10/01/2020 | **Z1/Z2/T2**  10/16/2020  **Z3/T3**  10/23/2020 |
| Select Location Rate | B | $48.13 |

**PLEA and ALES Location Differential**

Effective October 1, 2020, the hourly pay differential will increase to $1.43/hr for PLEA (bargaining unit K4) and ALES (bargaining unit K5) employees who are permanently assigned to the Philadelphia and Pittsburgh District Offices. The increase to the hourly pay differential will be processed in conjunction with the October 1, 2020 General Pay Increase for pay date 10/16/2020.

**Monthly Enforcement Increments**

Monthly enforcement increments for October 2020 will process for eligible employees according to the following schedule:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Contact Name & Bargaining Units** | **Pay Scale** | **Effective Date(s)** | **Processing Date(s)** | **Pay Date(s)** |
| PSCOA (H1) | CO | **Z1**  10/04/2020  **Z2** 10/03/2020  **Z3**  10/10/2020 | **Z1/Z2** 09/26/2020 and 09/27/2020  **Z3**  10/03/2020 and 10/04/2020 | **Z1/Z2** 10/30/2020  **Z3**  11/06/2020 |
| FOP-Capitol Police (L4) | CP |
| Corrections Supervisory (A2, J2, N2) | CS |
| PSTA (L1) | SP |

Bargaining Unit R4 (PSRA) will be **excluded** from the October 2020 monthly enforcement increment processing due to an expired contract. When a signed successor contract for the time period beginning on 07/01/2019 is received, the implementation of any pay increases will be processed as dictated by the new contract.

**Expired Union Contracts**

The union contracts listed below have expired. When signed successor contracts are received, the implementation of any pay increases will be processed as dictated by the new contracts.

|  |  |  |  |
| --- | --- | --- | --- |
| **Contract Name** | **Bargaining Unit(s)** | **Pay Scale** | **Expiration Date** |
| FOP-Conservation Police Officers Lodge 114, Fish and Boat Commission | K1 | FB | 06/30/2020 |
| FOP-Assistant Regional Supervisor Lodge 114, Fish and Boat Commission | K2 | FB | 06/30/2020 |
| FOP-Conservation Police Officers Lodge 114, Game Commission | K8 | GO | 06/30/2020 |
| PSRA | R4 | RG | 06/30/2019 |
| UGSOA | R1, R2 | ST | 08/31/2020 |

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