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

**October 2021 Mass Compensation Processing**

* Information regarding the schedule for the October 2021 mass compensation processing.

**General Pay Increases (GPIs)**

Effective October 1, 2021, 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 | 2.50% | **All Pay Areas:**  09/23/2021 through 09/26/2021 | **Z1/Z2/T2**  10/15/2021  **Z3/T3**  10/22/2021 |
| AFSCME (G2, G4, G5) | AC | 2.50% |
| ALES (K5) | ST | 2.50% |
| CBA (Z4) | ST | 2.50% |
| FOSCEP (C4, C5) | ST | 2.50% |
| FOP-Capitol Police (L4) | CP | 2.50% |
| ISSU (M2) | LS (LS08 to LS12) | 2.50% |
| NARC (G9) | AC | 2.50% |
| OPEIU (P5) | ST | 2.50% |
| PDA (T4, T5) | DR | 2.50% |
| PLEA (K4) | ST | 2.50% |
| SEIU-HCPA (P4) | ST | 2.50% |
| SEIU – Local 668 (F1, F4, F5) | ST | 2.50% |
| SEIU – Local 668 Referee Unit (I5) | ST | 2.50% |
| UFCW (M1) | LS (LS02 to LS07) | 2.50% |
| Auditor General Management (W3) | AU | 2.50% |
| Liquor Store Management (M8) | LS (LS16 to LS20) | 2.50% |
| Management & Non-represented (98, 99, A3, B3, A5, B5, C3, D3, F3, G3, J3, K3, K6, L6, M3, N3, P3, R3, S3, S5) | ST | 2.50% |
| OGC Attorneys (A3) | AT | 2.50% |
| Physician Management (T3) | DR | 2.50% |
| PUC Management (99, A3, B3, G3, Z3, A5, B5) | UT | 2.50% |

**Registered PRN Nurse**

Registered PRN Nurses (Job Code 30480) in bargaining unit P7 are eligible to receive a 2.50% General Pay Increase, effective October 1, 2021. Hourly rates will increase according to the following schedule:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Rate** | **Pay Level** | **Hourly Rate** | **Processing Date(s)** | **Pay Date(s)** |
| Standard Rate | A | $45.00 | **All Pay Areas:**  09/23/2021 through 09/26/2021 | **Z1/Z2/T2**  10/15/2021  **Z3/T3**  10/22/2021 |
| Select Location Rate | B | $49.33 |

**CIVEA/PSEA GPI and Longevity Increment**

Effective October 2021, a General Pay Increase and longevity increment will process for eligible CIVEA and PSEA employees according to the following schedule:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Contact Name & Bargaining Units** | **Pay Scale** | **Effective Dates** | **Processing Date(s)** | **Pay Date(s)** |
| CIVEA (E4) | ED (Pay Scale Area TE) | **Z1**  10/03/2021  **Z3**  10/09/2021 | **All Pay Areas:**  09/23/2021 through 09/26/2021 | **Z1**  10/29/2021  **Z3**  11/05/2021 |
| PSEA Non-Tenured (S4) | ED (Pay Scale Area TF) |

PLEASE NOTE: CIVEA (E4) and PSEA (S4) employees who are at the max of their educational group (Pay Level L or L\*) are only eligible for the General Pay Increase and will not receive a cash payment in lieu of the longevity increment.

**PLEA and ALES Location Differential**

Effective October 1, 2021, the hourly pay differential will increase to $1.47/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, 2021 General Pay Increase for pay date 10/15/2021.

**Monthly Enforcement Increments**

Monthly enforcement increments for October 2021 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)** |
| FOP-Capitol Police (L4) | CP | **Z2**  10/02/2021 | **Z2**  09/25/2021 and 09/26/2021 | **Z2**  10/29/2021 |
| PSTA (L1) | SP |

PSCOA (H1), PSRA (R4) and Corrections Supervisory (A2, J2, N2) will be **excluded** from the October 2021 monthly enforcement increment processing due to expired contracts. When a signed successor contract for the time period beginning on 07/01/2021 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** |
| AFSCME-Corrections Supervisory | A2, J2, N2 | CS | 06/30/2021 |
| FOP-Conservation Police Officers Lodge 114, Fish and Boat Commission | K1, K9 | FB | 06/30/2021 |
| FOP-Conservation Police Officers Lodge 114, Game Commission | K8 | GO | 06/30/2021 |
| PSCOA | H1 | CO | 06/30/2021 |
| PSRA | R4 | RG | 06/30/2021 |
| UGSOA | R1, R2 | ST | 08/31/2021 |

**Union Pay Freezes**

Union employees who are in bargaining units R1 and R2 (UGSOA) and on the Standard (ST) Pay Schedule are not eligible to receive the General Pay Increase at this time due to expired contracts. Pay freeze actions will process for employees on 09/23/2021 with an effective date of 09/30/2021.

Employees will be frozen at their current rate of pay and will continue to be paid in accordance with the [October 1, 2020 Standard (ST) Pay Schedule](https://www.hrm.oa.pa.gov/class-comp/Documents/paysched-standard-st-2020.pdf). When signed contracts are received, the pay freeze actions will be removed as dictated by the new contracts.

The HR Service Center and Enterprise Systems and Data Analytics Office will monitor all employees who move in and out of the pay schedules to ensure the pay freezes are applied and removed appropriately.

Independent agencies not served by the HR Service Center, will need to ensure pay freeze actions are entered effective the date of hire or rehire for all applicable employees. On IT0008 (Basic Pay), the pay scale level needs to be set to ‘ZF’, and an hourly rate override needs to be added using the hourly rate from the appropriate October 1, 2020 pay schedule.

Agencies that have employees on leave without pay (LWOP) when the pay freezes are applied will need to ensure the pay freeze action is entered the date the employee returns from LWOP if returning prior to the end of the pay freeze. This also applies to employees who have a begin or return from LWOP entered after the pay freeze actions are applied.

Please refer to the [Pay Freeze – Add or Remove Employee Transaction Guide](https://www.hrm.oa.pa.gov/Alerts-and-Transactions/Documents/Action%20Guides/pay-freeze.docx) for further transactional information related to entering the pay freeze action.

As signed contracts for these bargaining units are received and implemented, further information will be provided regarding the removal of the pay freeze actions.

**Questions?**   
If you have any questions regarding October 2021 Mass Compensation Processing, please submit an [**HR help desk ticket**](http://oaiss.state.pa.us/HR-Pay_Help_Desk/) in the personnel administration category.