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

**January 2024 Mass Compensation Processing**

* Information regarding the schedule for the January 2024 mass compensation processing.

**Longevity/Annual Increments**

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Contract Name & Bargaining Units** | **Pay Scale** | **Processing Date(s)** | **Effective Date(s)** | **Pay Date(s)** |
| AFSCME (A1, A4, B1, B4, G1, G4, J1, N1, A2, B2, G2, G5, J2, N2, 61, 64, 65, W1, W2, W4, W5, W7, W8, W9) | ST | **All Pay Areas**  01/04/2024  and  01/05/2024 | **Z2/T2**  01/06/2024  **Z1**  01/07/2024  **Z3/T3**  01/13/2024 | **Z1/Z2/T2**  02/02/2024  **Z3/T3**  02/09/2024 |
| AFSCME (G2, G5) | AC |
| NARC (G9) | AC |
| SEIU-Local 668 (F1, F4, F5) | ST |
| Auditor General Management (W3) | ST |
| Fish & Boat (K1, K9) | FB |
| Game Commission (K8) | GO |
| UFCW (M1) | LS (LS02-LS07) |
| Liquor Store Management (M8) | LS (LS16-LS20) |
| Management & Non-Represented (98, 99, A3, A5, B3, B5, C3, F3, G3, J3, K3, M3, N3, P3, R3, S3, S5) | ST |
| OGC Attorneys (A3) | AT |
| Corrections Management (A3, F3, H3, J3, N3) | CM (CM02-CM08) |
| Corrections Management (A3, F3, H3, J3, N3) | CM (CM09-CM15) |
| PUC Management (99, A3, A5, B3, B5, G3, Z3) | UT |

**Monthly Enforcement Increments**

Effective January 2024, monthly enforcement increments will process for eligible employees according to the following schedule:

|  |  |  |  |
| --- | --- | --- | --- |
| **Contract Name & Bargaining Units** | **Pay Scale** | **Effective Date(s)** | **Pay Dates(s)** |
| PSCOA (H1) | CO | **Z1**  01/07/2024  **Z2**  01/06/2024  **Z3**  01/13/2024 | **Z1/Z2**  02/02/2024  **Z3**  02/09/2024 |
| AFSCME Corrections Supervisory (A2, J2, N2) | CS |
| PSRA (R4) | RG |
| PSTA (L1) | SP |

*Bargaining Unit L4 (FOP Capitol Police) will be* ***excluded*** *from the processing of the January 2024 monthly enforcement increments due to expired contracts/side letters. When signed contracts for the time period beginning on 07/01/2023 are received, the implementation of any pay increases will be processed as dictated by the new contracts.*

**Statutory Salaries**

Statutory employees will receive a cost-of-living adjustment (COLA), effective January 1, 2024. The increase for certain elected and appointed officials will process according to the following schedule:

|  |  |  |
| --- | --- | --- |
| **Payroll Area** | **Pay Date** | **Payment** |
| Z3/T3 | 01/26/2024 | Partial payment for 01/01/2024 to 01/12/2024.  First full payment will be received on pay date 02/09/2024. |
| Z2/T2 | 01/19/2024 | Partial payment for 01/01/2024 to 01/05/2024.  First full payment will be received on pay date 02/02/2024. |
| Z1 | 01/19/2024 | Partial payment for 01/01/2024 to 01/06/2024.  First full payment will be received on pay date 02/02/2024. |

**Tool Allowance**

Effective January 2024, tool allowances will process for eligible Diesel and Construction Equipment Mechanics (Job Code 93130) within the Department of Transportation according to the following schedule:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Payroll Area** | **Processing Date** | **Effective Date** | **Pay Date** | **Payment Amount** |
| T3 | 01/12/2024 | 01/13/2024 | 02/09/2024 | $200.00 |

**Questions?**   
If you have any questions regarding January 2024 Mass Compensation Processing, please submit an [**HR/Pay Help Desk Request**](https://copahrprod.servicenowservices.com/esc?id=sc_cat_item&sys_id=49dc343f1b0c0d10075ca932f54bcb65&sysparm_category=3d00682a1bbea410075ca932f54bcb3c) in the personnel administration category.