

AGREEMENT
BETWEEN
COMMONWEALTH OF PENNSYLVANIA

AND

FRATERNAL ORDER OF POLICE
LODGE #85 (CAPITOL POLICE)

July 1, 2011 to June 30, 2015

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PREAMBLE

This Agreement entered into by Fraternal Order of Police, Lodge #85, hereinafter referred to as FOP, and the Commonwealth of Pennsylvania, hereinafter referred to as the Employer, has as its purpose the promotion of harmonious relations between the FOP 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 FOP is recognized as the exclusive representative for collective bargaining purposes for officers within the classifications included under the certification of the Pennsylvania Labor Relations Board, docketed as PF-R-4-C, as amended.

Section 2. This Agreement and the term "officer" when used in this Agreement pertains 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 officer who, on the effective date of this Agreement, is a member of the FOP, and each officer who becomes a member after that date shall maintain membership in the FOP, provided that such officer may resign from the FOP in accordance with the following procedure:

- a. The officer shall send a certified letter of resignation (return receipt requested) along with the official membership card of the FOP to the FOP headquarters as well as a copy by regular mail to their agency personnel office.
- b. The letter shall be postmarked during the 15 day period prior to the expiration date of this Agreement and shall state that the officer is resigning membership in the FOP and where applicable is revoking the dues check-off authorization.

Section 2. The Employer and the FOP hereby agree that all non-members of the FOP shall as a condition of employment, pay to the FOP each month, a service charge as a contribution toward administration of this Agreement. The amount of the service charge shall be determined by the FOP.

**ARTICLE 4
DUES DEDUCTION**

Section 1. The Employer agrees to deduct the FOP biweekly membership dues and an annual assessment, if any, from the pay of those officers who individually request in writing that such deductions be made. The rate at which dues are to be deducted and the amount of the annual assessment shall be certified to the Employer by the FOP, and the Employer shall deduct dues at this rate from the members' regular biweekly salary and wages (including retroactive salary/wage payments and lump sum payments made pursuant to Article 6, Salaries and Wages). The aggregate deductions of all officers shall be remitted together with an itemized statement to the FOP by the last day of the succeeding month, after such deductions are made. This authorization shall be irrevocable by the officer during the term of this Agreement. When revoked by the officer in accordance with Article 3, the Employer 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 service charge biweekly from all officers in the bargaining unit who are not members of the FOP, as provided in Article 3, Section 2.

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

Section 3. The officer's written authorization for dues payroll deductions shall contain the officer's name, social security number, agency in which employed, work location (institution, district, bureau, etc.), FOP name and local number.

Section 4. Where an officer 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 FOP membership dues and service charge that are due and owing for the period for which the officer receives back pay.

Section 5. The Employer shall provide the FOP, on a quarterly basis, a list of all officers in the bargaining unit represented by the FOP. This list shall contain the officer's name, social security number, address, agency in which employed, class code, work location (institution, district, bureau, etc.) and whether the officer is a member or non-member.

Section 6. The FOP 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 officers 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.

Section 2. The work day shall consist of any 24 hours in a pre-established work schedule beginning with the scheduled reporting time for the officer's shift.

Section 3. The work shift shall consist of 8 work hours within a pre-established work schedule.

Section 4. The regular hours of work for any shift shall be consecutive.

Section 5. a. Work schedules showing the officers' shifts, work days, and hours shall be posted on applicable departmental bulletin boards. Except for emergencies and training, changes shall be posted two weeks in advance.

b. The Employer may change the start time of a scheduled shift if the affected officer is given at least 24 hours' notice. This shall not be applicable to the outright changing of an officer's shift (e.g., from first platoon to second platoon) or to changing an officer's scheduled day off.

Section 6. In the event of a change in shift from a pre-established work schedule, officers must be off regularly scheduled work for a minimum of 16 hours.

**ARTICLE 6
SALARIES AND WAGES**

Section 1. Effective July 1, 2011, officers will continue to be paid in accordance with the pay schedule effective July 1, 2010 contained in Appendix A.

Section 2. The base wage for each officer covered by this Agreement who is in an active pay status will be increased as follows:

- a. Effective July 1, 2012, the existing pay schedule shall be adjusted as reflected in Appendix B.
 - (1) The base rate, Step E, for Capitol Police Patrolman shall be increased by 1.5%. Step A shall represent 80% of the maximum base rate. Step B shall represent 85% of the maximum base rate. Step C shall represent 90% of the maximum base rate. Step D shall represent 95% of the maximum base rate.
 - (2) The base rates for Steps A through E for Capitol Police Corporal shall be 11% greater than the base rates for Steps A through E for Capitol Police Patrolman.
 - (3) The base rates for Steps A through E for Capitol Police Sergeant shall be 11% greater than the base rates for Steps A through E for Capitol Police Corporal.
 - (4) The base rates for Steps A through E for Capitol Police Lieutenant shall be 11% greater than the base rates for Steps A through E for Capitol Police Sergeant.
- b. Effective July 1, 2013, the existing pay schedule shall be adjusted as reflected in Appendix C.
 - (1) The Step E rate for Capitol Police Patrolman shall be increased by 1.0%.
 - (2) All other rates shall be calculated in accordance with Section 2.a.(1)-(4), above.
- c. Effective January 1, 2014, the existing pay schedule shall be adjusted as reflected in Appendix D.
 - (1) The Step E rate for Capitol Police Patrolman shall be increased by 1.0%.
 - (2) All other rates shall be calculated in accordance with Section 2.a.(1)-(4), above.

d. Effective July 1, 2014, the existing pay schedule shall be adjusted as reflected in Appendix E.

(1) The Step E rate for Capitol Police Patrolman shall be increased by 2.0%.

(2) All other rates shall be calculated in accordance with Section 2.a.(1)-(4), above.

Section 3. An officer in an inactive pay status shall, upon return to active status, be entitled to the above general pay increases outlined in Section 2 where applicable.

Section 4. The salaries of officers shall be paid bi-weekly. In the event the payday occurs on a holiday, the preceding day shall be the payday.

Section 5. During the period July 1, 2011 through June 30, 2012, officers shall not be entitled to service increments.

a. An officer's performance rating shall not be used in determining entitlement to a service increment. The increment shall be granted solely on the basis of service on the officer's anniversary date. The definition of anniversary date ("annual performance/increment date") that is in effect on the date of this Agreement in the Commonwealth's Personnel Rules shall apply.

b. Effective July 1, 2012, all permanent officers shall be placed at the base step that corresponds to their actual years of service. Effective July 1, 2012, officers whose base salary is below the maximum base salary of their applicable pay scale group shall receive, on their anniversary date, a service increment of one step or the amount necessary to reach the maximum (Step E), whichever is lesser.

Section 6. In addition to the base salary, officers shall be entitled to longevity in accordance with the following terms:

a. During the period July 1, 2011 through June 30, 2012, officers shall not be entitled to longevity level increases.

b. An officer's performance rating shall not be used in determining entitlement to a longevity level increase. The longevity level increase shall be granted solely on the basis of service on the officer's longevity date. The definition of longevity date that is in effect on the date of this Agreement in the Commonwealth's Personnel Rules shall apply.

c. Effective July 1, 2012, all permanent officers shall be placed at the longevity level that corresponds to their actual years of service in positions included within this bargaining unit, and longevity will be prospectively calculated on such basis. Retroactive adjustments shall not be made for those officers whose longevity may have been calculated differently prior to July 1, 1990.

d. Pursuant to Sections b. and c. above, in addition to base salary, officers shall be entitled to the longevity rate indicated for their years of service in the following table:

Over 5 years	-	5%
Over 6 years	-	6%
Over 7 years	-	7%
Over 8 years	-	8%
Over 9 years	-	9%
Over 10 years	-	10%
Over 11 years	-	11%
Over 12 years	-	12%
Over 13 years	-	13%
Over 14 years	-	14%
Over 15 years	-	15%
Over 16 years	-	16%
Over 17 years	-	17%
Over 18 years	-	18%
Over 19 years	-	19%
Over 20 years	-	20%
Over 21 years	-	21%
Over 22 years	-	22%
Over 23 years	-	23%
Over 24 years	-	24%
Over 25 years	-	25%
Over 26 years	-	26%
Over 27 years	-	27%
Over 28 years	-	28%

Section 7. Upon promotion, an officer will be placed on the appropriate pay scale at the same step and longevity level as that held prior to the promotion.

Section 8. All officers will be required to sign up for direct deposit of paychecks and travel expense reimbursement.

Section 9. Effective October 10, 2012, officers will receive a 5% salary differential for periods of time served in the K-9 unit.

**ARTICLE 7
SHIFT DIFFERENTIAL**

Section 1. An officer whose 8 hour work shift 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 \$1.00 per hour for all hours worked on that shift.

Section 2. Officers who work overtime before or beyond a regularly assigned shift will receive a shift differential for the overtime hours worked before 6 a.m. or after 12:00 noon. The shift differential will be included in the base rate for the purpose of computing the appropriate overtime premium rate.

**ARTICLE 8
CALL TIME**

Section 1. Officers who have been called into work outside of their regular shift schedule by any means shall be guaranteed a minimum of four hours' work. Call time pay begins when the officer reports to the assigned work site ready for work. There shall be no duplication of hours.

Section 2. Officers who may be subject to call to respond to the scene of an incident directly from their residence shall be permitted to take to their residence that equipment which is reasonably necessary to adequately and safely respond, including uniform, firearm, leather gear and radio.

Section 3. Call time shall be paid for at whatever rate is appropriate.

Section 4. Pre-scheduled overtime shall not be considered call time.

**ARTICLE 9
OVERTIME**

Section 1. One and one-half of the officer'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 officer's day off in lieu of granting time off with pay or the officer consents to forego a day of paid leave. 2) Where the officer 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 officer's regular hourly rate of pay shall be paid to officers on a five-day-per-week schedule for hours worked on the second scheduled day off in the work week provided the officers are in an active pay status on their five regularly scheduled work days and work their first scheduled day off in the work week. If such officers are in an active pay status their next five regularly scheduled work days and work their next scheduled day off or their next two scheduled days off, they shall be paid double time for hours worked on those days.

Section 4. By mutual agreement between the Employer, the FOP and the officer 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 90 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 officer subject to management's responsibility to maintain efficient operations. If the compensatory time is not granted within this time period, the officer shall be compensated at the appropriate rate of pay in lieu of paid time off. At any time, an officer may request payment for unused, unscheduled compensatory time.

Section 5. The Employer will attempt to equalize overtime during each one-half calendar year between or among the officers 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 officers 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 officers who have had the

least assigned overtime on a non-volunteer basis during that period. Seniority status in this regard shall be Classification Seniority. Nothing in this Section shall require the Employer to accept as a volunteer or to assign overtime to officers where they would be entitled to double time for such overtime work.

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

An officer 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 officer in the same classification in the equalization unit at the time of submitting or withdrawing the statement.

Lists showing accumulations of overtime within each equalization unit during the preceding six-month period shall be posted every six months.

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 officer'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.

Section 8. As soon as practically and legally possible, the Commonwealth will adopt a tax-qualified Leave Payout Plan. All officers who attain age 55 before or during the calendar year they separate from service after adoption of the Leave Payout Plan shall have the leave payouts otherwise payable for accumulated and unused Annual Leave, Personal Leave, Compensatory Leave, Holiday Leave and Sick Leave, up to the maximum allowable by law, deposited in an account in the officer's name, provided however that if the total amount of leave payout is \$5000 or less, this amount shall be paid to the officer in cash. Amounts in excess of the maximum allowable amount will be paid to the officer in cash.

ARTICLE 10 COURT TIME

Section 1. Officers who are called to testify in court outside of their regular work shift schedule as a result of actions taken while performing their duties as a Capitol Police Officer shall be compensated for all hours worked at the appropriate rate of pay or a minimum of four hours' pay at the appropriate rate of pay, whichever is greater, provided one of the following criteria is met:

- a. The actions taken are within the Officer's jurisdictional boundaries as defined by the Employer.
- b. The actions taken are outside the Officer's jurisdictional boundaries but arise due to the need for the Officer to come to the assistance of: (1) Another Police Officer or (2) The general public in those situations where their health and safety is jeopardized.

There shall be no duplication of hours.

Section 2. Although court time generally begins when the officer reports to the courtroom at the time designated by the court for the officer to appear, the following will also count in calculating total compensatory court time:

- a. Reasonable travel time from headquarters to the site of the hearing if the hearing is in a city other than the city designated as headquarters.
- b. Reasonable time to pick-up witnesses and/or prisoners needed to testify at the hearing, if applicable.
- c. Reasonable time to prepare for court, if applicable.

Section 3. The provisions of Sections 1 and 2 shall not be applicable to officers who are called to testify in court outside of their regular work schedule as a result of police actions taken in assisting another police officer or protecting the general public during off-duty hours. However, officers will be eligible to receive compensatory time for all hours spent testifying. Documentation to support a request for compensatory time under this Section may be required.

Section 4. The provisions of Article 8 (Call Time) and Article 11 (Standby Time) are not applicable to the time officers spend waiting to be called to testify, or to any time spent traveling to and from the court room except as outlined above.

**ARTICLE 11
STANDBY TIME**

Section 1. An officer is on standby during the period that the officer is required to remain at home and to be available for emergencies. Only officers who are required to be on standby are entitled to the compensation hereafter set forth. Such officers 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. Officers 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 officer shall not be considered to be on standby time while the officer is being paid for call time.

**ARTICLE 12
HOLIDAYS**

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

1. New Year's Day
2. Martin Luther King Jr.'s Birthday
3. Presidents' Day
4. Memorial Day
5. Independence Day
6. Labor Day
7. Columbus Day
8. Veterans' Day
9. Thanksgiving Day
10. Day After Thanksgiving
11. Christmas Day

Monday shall be recognized as a holiday for all holidays occurring on a Sunday, and Friday for all holidays occurring on a Saturday for those officers on a normal Monday through Friday work week employed at the Philadelphia, Pittsburgh, Reading, or Scranton State Office Buildings. For other than these officers, the holiday shall be deemed to fall on the day on which the holiday occurs.

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

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

Section 3. If a permanent full-time officer works on any of the holidays set forth in Section 1 of this Article, except the Day after Thanksgiving, the officer shall be compensated at one and one-half times the officer's regular hourly rate of pay for all hours worked on said holiday. The officer shall receive paid time off for all hours worked on a holiday up to a full shift. If such time is worked during the officer's regularly scheduled shift, the paid time off shall be in lieu of holiday pay for that time under Section 2 above. Paid time off for time worked outside the officer's regularly scheduled shift shall not be in lieu of such holiday pay.

If a permanent full-time officer works on the Day after Thanksgiving, the employee shall be compensated at the officer's regular hourly rate of pay for all hours worked on said holiday. The officer shall receive paid time off for all hours worked on the Day after Thanksgiving up to a full shift. If such time is worked during the officer's regularly scheduled shift, the paid time off shall be in lieu of holiday pay for that time under Section 2 above. Paid time off for time worked outside the officer's regularly scheduled shift shall not be in lieu of such holiday pay.

In lieu of the compensation set forth above, the Employer may offer an officer who works on any of the holidays set forth in Section 1 above, the option to receive double time for all hours worked on the holiday. If an officer accepts this option, the officer will not receive paid time off or any other compensation for any hours worked on the holiday.

Section 4. Officers will be permitted to use paid time off awarded for working the holidays listed in Section 1 within 240 days succeeding the designated holiday provided the officer schedules the leave within the first 120 days following the worked holiday. Available compensatory time may be used by an officer for an emergency.

Officers 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 one week's notice and the Employer will respect the requested selection time as long as it is not detrimental to the efficiency of the operation. The Employer, in its sole discretion, may waive the one-week notice requirement. If the officer makes no attempt to schedule the earned paid time off within the 120 day period succeeding the holiday, such time will be scheduled by the Employer or paid for by the Employer at the officer's regular hourly rate of pay.

Section 5. An officer 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 officers shall receive holidays on a pro-rata basis. Officers, 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 officers 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 officers shall be compensated at their regular hourly rate of pay for all hours worked on the Day after Thanksgiving.

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

Section 9. When an officer's work shift overlaps the calendar day, the first shift of the officer in which fifty percent (50%) or more of the time occurs on the applicable holiday shall be considered in the holiday period and the holiday period shall end 24 hours after the commencement of that shift.

Section 10. In no event shall an officer be entitled to duplicate holiday payment. Time worked during an officer's regular shift shall not be excluded from hours worked for the purposes of determining eligibility for overtime pay under Section 1 of Article 9 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.

Section 12. As soon as practically and legally possible, the Commonwealth will adopt a tax-qualified Leave Payout Plan. All officers who attain age 55 before or during the calendar year they separate from service after adoption of the Leave Payout Plan shall have the leave payouts otherwise payable for accumulated and unused Annual Leave, Personal Leave, Compensatory Leave, Holiday Leave and Sick Leave, up to the maximum allowable by law, deposited in an account in the officer's name, provided however that if the total amount of leave payout is \$5000 or less, this amount shall be paid to the officer in cash. Amounts in excess of the maximum allowable amount will be paid to the officer in cash.

**ARTICLE 13
LEAVES OF ABSENCE**

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

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

Section 3. All requests for leave must be submitted in writing to the officer's immediate supervisor 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 Employer.

Except as provided in Article 16, Section 3 (relating to the selection period for annual leave), requests for any type of leave to which an officer is entitled under this Agreement and which is not to exceed one month shall be answered by the Employer 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 officer's first full pay period commencing on or after January 1 and continuing through the end of the officer's pay period that includes December 31.

**ARTICLE 14
LEAVES OF ABSENCE WITHOUT PAY**

Section 1. Officers 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. Officers who are elected or appointed as FOP officials or representatives shall, at the written request of the officer, 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 FOP and the Employer.

Section 3. FOP 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 FOP conventions or conferences.

Section 4. After completing one year of service, an officer 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. a. After completing one year of service, permanent officers shall be granted, upon written request, up to six (6) months of sick leave without pay with benefits, on a rolling twelve month year basis, provided the officer has at least 1250 hours of actual work time within the twelve months preceding the commencement of the leave. 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 (2) 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 and 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 during the first twelve weeks of absence per rolling twelve month year. After twelve weeks of absence, whether taken intermittently, on a reduced-time basis, or continuously, subsequent leaves in the rolling twelve month year shall not be approved for periods less than two consecutive weeks.

b. Officers shall be required to use all accrued paid sick leave upon commencement of sick leave without pay. Such sick leave used will run concurrently with and reduce the six month entitlement to leave without pay with benefits. Officers shall not be required to use annual, personal, compensatory or holiday leave upon the commencement of sick leave without pay. If annual, personal, compensatory or holiday leave is used, it will not reduce such entitlement, but it must be used at the commencement of the absence.

c. Effective at the beginning of the 2013 leave calendar year, subsection 5.b. applies except that officers may elect, at the commencement of the leave, to retain up to ten (10) days of accrued sick leave. The choice to retain or not retain sick leave cannot be made retroactively, and saved days will be measured based on accrued sick leave available at the commencement of the absence. Saved days may be used by employees at any time during the first 12 weeks of the six month entitlement to leave without pay with benefits. Such sick leave used will run concurrently with and reduce the six month entitlement to leave without pay with benefits. Days saved and requested for intermittent or reduced-time absences for periods less than two consecutive weeks after the first 12 weeks of the six month entitlement to leave without pay with benefits will be reviewed for approval under the provisions of Article 17. Such use will not be counted against the six month entitlement to leave without pay with benefits.

d. One aggregate six month entitlement of leave without pay with benefits will be provided for sick leave without pay used under this Section, parental leave without pay used under Article 21, Section 1.a., and family care leave without pay used under Article 22, Section 1. Leave used under these Articles will be deducted from the six month entitlement and run concurrently.

e. After the officer has used an aggregate of six (6) months of leave without pay with benefits under this Section, Article 21, Section 1.a. and/or Article 22, Section 1, the Employer is not required to grant subsequent leave without pay with benefits until such time that the officer again becomes eligible for some portion of the six month entitlement under the rolling twelve month year, provided that the officer has 1250 hours of actual work time within the twelve month period preceding commencement of the leave.

f. The continuation of benefits under this Section is subject to the officer's payment of any required officer contribution under Article 24, Section 3.

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

Section 6. Upon request of the officer, an extension of up to an additional six months of leave without pay shall be granted provided the officer 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 and shall be contiguous to the termination of the initial six months of leave without pay with benefits. It shall not be used on an intermittent or reduced-time basis. Upon certification from the officer's doctor that the officer is able to return to work, the officer 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 officer 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 officer refuses an offer of a position in the same classification, the officer's rights under this Section shall terminate. If the officer accepts a position in a lower classification or a position previously held, the officer 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. Upon the expiration of any approved leave of absence without pay, except as provided in Section 6 above, Article 21, Section 3, Article 18, Section 7 and in Article 22, Section 5, the officer is entitled to return to a position in the same or equivalent classification within the agency, subject to the furlough provisions of Article 28, Seniority.

Section 8. It is understood by both parties that the provisions of Sections 5, 6, and 7 are consistent with the Family and Medical Leave Act of 1993, 29 USC Sections 2601 et seq.

Section 9. State-paid coverage for life insurance and state payments toward coverage for health benefits as provided in Articles 23 and 24 will continue for the period of time the officer is on sick leave without pay with benefits under Section 5 of this Article.

Section 10. Eligible officers will be entitled to use unpaid military exigency or military caregiver leave in accordance with the Family and Medical Leave Act of 1993, 29 U.S.C. Sections 2601 et seq.

ARTICLE 15 PERSONAL LEAVE

Section 1. All permanent officers will be eligible for paid personal leave as follows:

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

Section 6. All permanent part-time officers who are in an active pay status as specified in Section 1 above shall receive personal leave days on a pro rata basis calculated to the nearest half day.

Section 7. As soon as practically and legally possible, the Commonwealth will adopt a tax-qualified Leave Payout Plan. All officers who attain age 55 before or during the calendar year they separate from service after adoption of the Leave Payout Plan shall have the leave payouts otherwise payable for accumulated and unused Annual Leave, Personal Leave, Compensatory Leave, Holiday Leave and Sick Leave, up to the maximum allowable by law, deposited in an account in the officer's name, provided however that if the total amount of leave payout is \$5000 or less, this amount shall be paid to the officer in cash. Amounts in excess of the maximum allowable amount will be paid to the officer in cash.

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

ARTICLE 16 VACATIONS

Section 1. Officers hired prior to October 10, 2012 shall be eligible for annual leave after 30 calendar days of service with the Employer in accordance with the following schedule:

**Leave Service Credit
(Includes all periods
of Commonwealth employment
where leave service credit
is earned)**

**Maximum Annual Leave
Entitlement Per Year**

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)

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)

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)

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)

Officers hired on or after October 10, 2012 shall be eligible for annual leave after 30 calendar days of service with the Employer in accordance with the following schedule:

**Leave Service Credit
(Includes all periods
of Commonwealth employment
where leave service credit
is earned)**

**Maximum Annual Leave
Entitlement Per Year**

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)

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)

Over 15 Years:

Annual Leave will be earned at the rate of 7.70% of all Regular Hours Paid 40 Hour Workweek: 160 Hours (20 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.

Officers shall be credited with a year of service for each twenty-six (26) pay periods completed in an active pay status, provided they were paid a minimum of one (1) hour in each pay period.

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

Section 3. Vacations shall be scheduled and granted for periods of time requested by the officer subject to management's responsibility to maintain efficient operations. If the nature of the work makes it necessary to limit the number of officers on vacation at the same time, the officer with the greatest seniority as it relates to total years of continuous service with the Employer in the bargaining unit in the Department 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 through the end of February of each calendar year for vacations from March 1 through the end of February of the following year, unless there are subsequent agreements on the selection period. Requests for leave submitted during the selection period shall be answered within 20 calendar days after the end of the selection period.

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

Section 5. Officers 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 officers 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 7 pay periods for rescheduling purposes.

Section 7. Officers 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. As soon as practically and legally possible, the Commonwealth will adopt a tax-qualified Leave Payout Plan. All officers who attain age 55 before or during the calendar year they separate from service after adoption of the Leave Payout Plan shall have the leave payouts otherwise payable for accumulated and unused Annual Leave, Personal Leave, Compensatory Leave, Holiday Leave and Sick Leave, up to the maximum allowable by law, deposited in an account in the officer's name, provided however that if the total amount of leave payout is \$5000 or less, this amount shall be paid to the officer in cash. Amounts in excess of the maximum allowable amount will be paid to the officer in cash.

Section 8. Unused annual leave shall be carried over from one calendar year to the next provided that in no case shall the amount thus carried over exceed 45 days (360 hours).

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

Section 11. Officers on leave without pay to attend official FOP 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 officers 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 officer has been abusing leave privileges. Permanent officers with less than one year of service since their last date of hire may not anticipate annual leave.

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

An officer 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 officer is re-employed during the furlough recall period, annual leave which was frozen will be reinstated. If the officer is not re-employed prior to the expiration of the furlough recall period, the officer 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. For the purpose of this Article, the calendar year shall be defined as beginning with the officer's first full pay period commencing on or after January 1 and continuing through the end of the officer's pay period that includes December 31.

ARTICLE 17
SICK LEAVE AND BEREAVEMENT LEAVE

Section 1. a. Officers shall be eligible for paid sick leave after 30 days of service with the Employer. Officers who commenced employment prior to July 1, 1985, 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
6% of all Regular Hours Paid

40 Hour Workweek: 124.8 Hours
(15.6 days)

b. Officers who commence employment on or after July 1, 1985 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)

c. Effective the beginning of the 2013 leave calendar year, all officers shall earn sick leave in accordance with the following schedule:

Maximum Sick Leave
Entitlement Per Year

Sick Leave will be
earned at the rate of
4.24% of all Regular Hours Paid

40 Hour Workweek: 88 Hours
(11 days)

d. Regular Hours Paid as used in this Article include all hours paid except overtime, standby time, call-time, and full-time out-service training.

Section 2. Officers shall earn sick leave from their date of hire and may accumulate sick leave up to a maximum of 335 days (2680 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 officer has been abusing the sick leave privilege.

The total circumstances of an officer's use of sick leave rather than a numerical formula shall be the basis upon which the Employer's final determination is made that the officer is abusing sick leave.

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

Section 5. Where a family member's serious health condition requires the officer's absence from work beyond 20 days (160 hours) in a calendar year, permanent full-time officers with at least one year of service may use accrued sick leave, in addition to that provided by Section 4 above.

a. Officers who meet the eligibility criteria in b. through e. below may use accrued sick leave in accordance with the following schedule:

Leave Service Credit	Sick Family Allowance
Over 1 year to 3 years	Up to 56 additional hours (7 days)
Over 3 years to 15 years	Up to 120 additional hours (15 days)
Over 15 years to 25 years	Up to 160 additional hours (20 days)
Over 25 years	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, foster child or parent of the officer or any other person qualifying as a dependent under IRS eligibility criteria.

Section 6. Officers 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, grandchild, son- or daughter-in-law, brother- or sister-in-law, parent-in-law, grandparent-in-law, aunt, uncle, step-brother, step-sister, foster child or any relative residing in the officer's household.

Section 7. a. Officers 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 Subsections (1), (2) or (3):

<u>Days Available at Retirement</u>	<u>Percentage</u>	<u>Buyout</u>
0-100	35%	maximum of 35 days
101-200	40%	maximum of 80 days
201-300	50%	maximum of 150 days
Over 300	100% of days over 300	maximum of 45 days

- (1) Superannuation retirement with at least five (5) years of credited service in the State and/or Public School Retirement Systems, or
- (2) Disability retirement, which requires at least five 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.

b. Officers shall not be paid for part days of accumulated sick leave.

c. None of the benefits provided for in this Article are to be construed as payable as a death benefit.

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

e. As soon as practically and legally possible, the Commonwealth will adopt a tax-qualified Leave Payout Plan. All officers who attain age 55 before or during the calendar year they separate from service after adoption of the Leave Payout Plan shall have the leave payouts otherwise payable for accumulated and unused Annual Leave, Personal Leave, Compensatory Leave, Holiday Leave and Sick Leave, up to the maximum allowable by law, deposited in an account in the officer's name, provided however that if the total amount of leave payout is \$5000 or less, this amount shall be paid to the officer in cash. Amounts in excess of the maximum allowable amount will be paid to the officer in cash.

Section 8. The provisions of Section 1 of this Article shall not apply to temporary officers unless such officers 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 officer who, during the recall period, returns to the Employer's payroll in a temporary capacity.

Section 9. Officers on leave without pay to attend official FOP 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 10. Permanent officers 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 officer has been abusing leave privileges. Permanent officers with less than one year of service since their last date of hire may not anticipate sick leave.

Section 11. Effective at the beginning of the 2013 leave calendar year, officers who have more than one year of service since their most recent date of hire and use no sick leave in an entire leave calendar year shall earn one personal day in addition to those earned under Article 15, Sections 1.a., 1.b. and 1.c., which will be available for use in the following leave calendar year. Sick bereavement leave used will not be counted; however, all other types of paid sick leave, unpaid sick leave used under Article 14, and paid and unpaid leave used for work-related injuries shall count as sick leave for this section.

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

ARTICLE 18 WORK-RELATED INJURIES

Section 1. An officer who sustains a work-related injury, during the period of this Agreement, as the result of which the officer is disabled, if so determined by a decision issued under the operation of the Workers' Compensation Program, shall be entitled to use accumulated sick, annual, or personal leave or injury leave without pay. While using accumulated leave, the officer will be paid a supplement to workers' compensation of full pay reduced by an amount that yields a net pay, including workers' compensation and social security disability benefits, that is equal to the officer'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, unemployment compensation tax, social security and retirement contributions. One full day of accumulated leave (8 hours) will be charged for each day the supplement is paid. Accumulated leave and injury leave without pay may be used for an aggregate of 12 months or for the duration of the disability, whichever is the lesser, except that, if only accumulated leave is used, it may be used beyond 12 months until exhausted or until the disability ceases, whichever occurs sooner. In no case, however, will the aggregate of 12 months extend beyond three years from the date the injury occurred. If no leave is available under this Section, the provisions of Section 11 may apply.

The officer election to use or not use accumulated leave under this Section cannot be changed more than once.

Section 2. An officer who works a reduced number of hours (part-time) due to partial disability may use leave in accordance with Section 1. Pay for accumulated leave used will be calculated in accordance with Section 1, based on the net amount of lost earnings.

Section 3. Retirement credited service for the period of time that the officer is using leave under this Article, shall be determined in accordance with the State Employees' Retirement Code.

Section 4. At the expiration of the leave under Section 1, if an officer continues to receive workers' compensation, the officer will be placed on leave without pay in accordance with Section 7 below and will not be entitled to receive state-paid coverage for life insurance and state payments toward coverage for health benefits.

Section 5. An officer is required to refund to the Employer the amount of any overpayment. In no case shall an officer be entitled to full pay and workers' compensation and/or social security for the same period. The Employer shall recover any amount in excess of the paid supplement to workers' compensation as described in Section 1. Failure to apply for or report social security or other applicable disability benefits to the Employer will result in the termination of the leave under Section 1.

Section 6. State-paid coverage for life insurance and state payments toward coverage for health benefits as provided in Articles 23 and 24, will continue for the period of time that the officer is on leave under Sections 1 and 11.

Section 7. An officer 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 officer is fully capable of performing the duties of that position, subject to the furlough provisions of Article 28, Seniority. This guarantee expires if the disability ceases prior to the expiration of the three year period and the officer does not return to work immediately or if the officer retires or otherwise terminates employment. During the period of time between the end of the leave under Section 1 or Section 11, where applicable, and the end of the guarantee in this Section, the officer will be on leave without pay.

Disabled officers receiving workers' compensation will be notified 90 days prior to the expiration of the three-year period. The notification will include information concerning the officer's right to apply for disability retirement, if eligible. If the officer does not receive 90 days notice, the officer's right to return will not be extended. However, the leave without pay will be extended for 90 days from the date of notification to enable the officer, if eligible, to apply for disability retirement.

Section 8. The compensation for disability retirement arising out of work-related injuries shall be in accordance with the State Employee's Retirement Code.

Section 9. An officer who sustains a work-related injury, during the period of this Agreement, if so determined by a decision issued under the operation of the Workers' Compensation Program, may use sick, annual, or personal leave for the purpose of continued medical treatment of the work-related injury in accordance with Articles 15, 16, and 17. If no paid leave is available, an officer may use leave without pay. Each absence shall not exceed the minimum amount of time necessary to obtain the medical treatment. Officers shall make reasonable efforts to schedule medical appointments during non-work hours or at times that will minimize absence from work. Verification of the length of the medical appointment may be required. This Section is not applicable to any absence for which workers' compensation is payable. When workers' compensation is payable, the provisions of Section 1 shall apply.

Section 10. The Commonwealth agrees to the use of modified duty where the officer is able to work only in a limited capacity and the prognosis for the injury indicates that the officer will be able to resume all of the duties of the officer's classification in a reasonable period of time. The Employer may terminate a modified duty assignment when it becomes apparent that the officer will not be able to resume the full duties of the officer's classification within a reasonable period of time.

Under the modified duty concept, the officer will be retained without loss of pay or status. The Employer may assign the officer duties outside their classification and bargaining unit, outside their previously assigned shift and/or outside their overtime equalization unit. To facilitate the implementation of modified duty assignments, schedule and assignment changes may be implemented as soon as practicable. If the officer is unable to resume all of the duties of the officer's classification within a reasonable period of time, the Employer may demote or laterally reclassify the officer to an appropriate classification, taking into account the duties and responsibilities the officer is capable of performing and subject to the protections afforded by Federal and State Statutes.

Section 11. An officer who is disabled due to a recurrence of a work-related injury after three years from the date the injury occurred, or before three years if the leave entitlement in Section 1 has been depleted, shall be entitled to use accumulated leave and injury leave without pay while disabled for a period of up to 12 weeks. To be eligible to use injury leave without pay, the officer must have been at work at least 1250 hours within the previous 12 months. The 12 week period will be reduced by any other leave used within the previous 12 months that was designated as leave under the provisions of the Family and Medical Leave Act. If only accumulated leave is used, it may be used beyond 12 weeks until exhausted or until the disability ceases, whichever occurs sooner. While using accumulated leave, the leave will be charged and paid in accordance with Section 1.

Section 12. It is understood by both parties that the provisions of this Article are consistent with the Family and Medical Leave Act of 1993, USC Sections 2601 et seq. and that leave granted in accordance with Sections 1 and 11 shall be designated as leave under the provisions of the Act.

Section 13. It is understood by both parties that the provisions of this Article are consistent with the Americans with Disabilities Act and the Pennsylvania Human Relations Act, 43 P.S. Sections 951 et seq.

Section 14. Officers will be required to select a health care provider from a list of designated health care providers for treatment of any work-related injury or illness. In accordance with the Workers' Compensation Act, officers shall treat with the selected provider for 90 days from the date of the first visit. If the officer chooses to change providers after 90 days, a request must be made in writing within five days of the first treatment.

Section 15. Sections 1 through 11 of this Article shall not be applicable to officers whose injuries are within the scope of Act 193 of 1935, P.L. 477, as amended.

ARTICLE 19 CIVIL LEAVE

Section 1. The Employer recognizes the responsibility of its officers to fulfill their civic duties as jurors and witnesses in court proceedings. The Employer agrees therefore to grant civil leave with pay to permanent officers:

- a. Who have not volunteered for jury duty and are called for jury duty.

or

- b. Who are not a party in a civil or criminal court proceeding but are subpoenaed as a witness to attend such a court proceeding.

Civil leave shall be granted for the period of time (including reasonable travel time) when the officer's regularly scheduled work is in conflict with the required court attendance time. An officer shall be eligible to receive a maximum of one (1) day's pay at their regular straight time rate (One (1) full shift) for each day of required court attendance.

If an officer works a second or third shift and their hours of work are not in conflict with the required court attendance time, the officer shall be granted civil leave equal to the required court attendance time plus reasonable travel time up to a full shift for each day of the required court attendance during either their regular shift immediately preceding or subsequent to the court appearance.

Evidence of such civil duty in the form of a subpoena or other written notification shall be presented to the officer's immediate supervisor as far in advance as possible.

Section 2. Permanent officers 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. This Section does not apply to officers who are subpoenaed to testify as a result of actions taken by them while performing their duties as a Police Officer.

Evidence of such duty in the form of a subpoena or other written notification shall be presented to the officer'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 officers, 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 firefighting activities, civil air patrol activities or emergency management rescue work shall require prior approval of the agency head. Officers 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 20 MILITARY LEAVE

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

Section 1. Military Leave

a. All permanent officers of the Commonwealth who are members of reserve components of the Armed Forces of the United States or 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.

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 officer's regular rate of compensation for the officer's regular classification.

d. 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.

Section 2. General

a. Officers 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 2 through Section 5 are consistent with Chapter 43, Part III, of Title 38 United States Code and Military Code, 51 Pa. C.S. §7301 et seq.

b. Officers 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 3. 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. Officers 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. If the officer receives less than four weeks notice, the officer shall notify their supervisor as soon as possible.

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 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 circumstance.

Section 4. Re-employment

Officers 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 3 (c) (1) and (4), written application for reemployment is provided to the agency head.

Section 5. Seniority Rights

An officer 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 6. Retirement Rights

Officers who are granted military leaves may, under conditions provided in the Military Code (51 Pa. C.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 7. Loss of Benefits

Officers 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 2 through Section 8 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 8. Physical Examination

Officers 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 officer certified in writing that more than one day is required to complete the examination.

Section 9. For the purpose of this Article, the calendar year shall be defined as beginning with the officer's first full pay period commencing on or after January 1 and continuing through the end of the officer's pay period that includes December 31.

**ARTICLE 21
PARENTAL LEAVE**

Section 1. General

a. After completing one year of service, all permanent officers of the Employer who become parents through childbirth or formal adoption or placement of a child with an officer for foster care shall be granted up to six months of parental leave without pay with benefits upon request, on a rolling twelve month year basis, provided the officer has at least 1250 hours of actual work time within the twelve months preceding the commencement of the leave. Leave under this Section may be approved on an intermittent or reduced-time basis during the first twelve weeks of absence. After twelve weeks of absence, whether taken intermittently, on a reduced-time basis, or continuously, subsequent leaves in the rolling twelve month year shall not be approved for periods less than two consecutive weeks.

b. One aggregate six month entitlement of leave without pay with benefits will be provided for parental leave without pay used under Section 1.a., sick leave without pay used under Article 14, Section 5.a., and family care leave without pay used under Article 22, Section 1. Leave used under these Articles will be deducted from the six month entitlement and run concurrently.

c. After the officer has used an aggregate of six months of leave without pay with benefits under this Section, Article 14, Section 5.a., and/or Article 22, Section 1, the Employer is not required to grant subsequent leave without pay with benefits until such time that the officer again becomes eligible for some portion of the six month entitlement under the rolling twelve month year, provided that the officer has at least 1250 hours of actual work time within the twelve month period preceding commencement of the leave.

d. Upon request of the officer, an extension of up to an additional six months of leave without pay shall be granted. The extension shall be without benefits and shall be contiguous to the termination of the initial six months of leave without pay with benefits. It shall not be used on an intermittent or reduced-time basis.

e. The continuation of benefits under this Section is subject to the officer's payment of any required employee contribution under Article 24, Section 3.

Section 2. Granting Leave

a. An officer shall submit written notification to the immediate supervisor stating the anticipated duration of the leave at least two weeks in advance if circumstances permit. Parental leave shall begin whenever officers request on or after the birth, adoption or foster care placement. However, it may be used prior to the date of custody or placement when required for adoption or placement to proceed. No 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 the officer be required to leave prior to parental leave unless she can no longer satisfactorily perform the duties of her position.

c. During the first six months of absence under Section 1.a. of this Article, the duties of the officer's position shall either be performed by remaining staff and the position kept vacant or they shall be performed by a substitute officer.

Section 3. Re-employment

a. During the first six months of absence under Section 1.a. of this Article, an officer 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 officer's anniversary date shall be extended in accordance with the Commonwealth's Personnel Rules (relating to leave without pay).

c. During any extension period, under Section 1.d. of this Article, the officer, upon written request to return to work, 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 officer 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 officer refuses an offer of a position in the same classification, the officer's rights under this Section shall terminate. If the officer accepts a position in a lower classification or a position previously held, the officer 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.

Section 4. Seniority Rights

Upon return from parental leave, an officer 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, Sick, Compensatory and Holiday Leave

a. An officer shall be required to use all accrued paid sick leave for the period that she is unable to work as certified by a physician upon commencement of parental leave without pay. Such sick leave used will run concurrently with and reduce the six month entitlement to leave without pay with benefits. Officers shall not be required to use annual, personal, compensatory or holiday leave upon the commencement of leave without pay. If annual, personal, compensatory or holiday leave is used, it will not reduce such entitlement but it must be used at the commencement of the absence.

Unused leave shall be carried over until the officer returns. An officer shall not earn annual, personal and sick leave while on parental leave without pay.

b. Effective at the beginning of the 2013 leave calendar year, subsection 5.a. applies except that officers may elect, at the commencement of the leave, to retain up to ten (10) days of accrued sick leave. The choice to retain or not retain sick leave cannot be made retroactively, and saved days will be measured based on accrued sick leave available at the commencement of the absence. Saved days may be used by employees at any time during the first 12 weeks of the six month entitlement to leave without pay with benefits as certified by a physician for the period that she is unable to work; such sick leave used will run concurrently with and reduce the six month entitlement to leave without pay with benefits. Days saved and requested for intermittent or reduced-time absences for periods less than two consecutive weeks after the first 12 weeks of the six month entitlement to leave without pay with benefits will be reviewed for approval under the provisions of Article 17. Such use will not be counted against the six month entitlement to leave without pay with benefits.

Section 6. Benefits

State-paid coverage for life insurance and state payments toward coverage for health benefits as provided in Articles 23 and 24 will continue for the period of time the officer is on parental leave without pay with benefits under Section 1.a. of this Article.

Section 7. Guidelines

Guidelines established by the Secretary of Administration regarding parental leave and benefits while on parental leave are published through the Directives Management System (reference Management Directive 530.30).

Section 8. 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, 29 USC Sections 2601 et seq.

ARTICLE 22
FAMILY CARE LEAVE

Section 1. After completing one year of service, permanent officers shall be granted, upon written request, up to six months of family care leave without pay with benefits, on a rolling twelve month year basis, for the purpose of attending to the medical needs of a spouse, parent, son or daughter or other person qualifying as a dependent who has a serious health condition, as defined by the Family and Medical Leave Act, provided the officer has at least 1250 hours of actual work time within the 12 months preceding the commencement of the leave. Leave under this Section shall be approved on an intermittent or reduced-time basis during the first twelve weeks of absence per rolling twelve month year. After twelve weeks of absence, whether taken intermittently, on a reduced-time basis, or continuously, subsequent leaves in the rolling twelve month year shall not be approved for periods less than two consecutive weeks.

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.

One aggregate six month entitlement of leave without pay with benefits will be provided for family care leave without pay used under this Section, sick leave without pay used under Article 14, Section 5.a., and parental leave without pay used under Article 21, Section 1.a. Leave used under these Articles will be deducted from the six month entitlement and run concurrently.

After the officer has used an aggregate of six months of leave without pay with benefits under this Section, Article 14, Section 5.a., and/or Article 21, Section 1.a., the Employer is not required to grant subsequent leave without pay with benefits until such time that the officer again becomes eligible for some portion of the six month entitlement under the rolling twelve month year, provided that the officer has at least 1250 hours of actual work time within the twelve month period preceding commencement of the leave.

The continuation of benefits under this Section is subject to the officer's payment of any required employee contribution under Article 24, Section 3.

Section 2. State-paid coverage for life insurance and state payments toward coverage for health benefits as provided in Articles 23 and 24 will continue for the period of time the officer is on family care leave without pay with benefits under Section 1 of this Article.

Section 3. Upon request of the officer, an extension of up to an additional six months of leave without pay shall be granted provided the officer provides proof of the family member's continuing illness or disability. The extension shall be without benefits and shall be contiguous to the termination of the initial six months of leave without pay with benefits. It shall not be used on an intermittent or reduced-time basis

Section 4. a. If eligible for paid sick leave, an officer shall be required to use all paid sick leave upon commencement of family care leave without pay. Such sick leave used will run concurrently with and reduce the six month entitlement to leave without pay with benefits. Officers shall not be required to use annual, personal, compensatory or holiday leave upon commencement of leave without pay. If annual, personal, compensatory or holiday leave is used, it will not reduce such entitlement, but it must be used at the commencement of the absence.

b. Effective at the beginning of the 2013 leave calendar year, subsection 4.a. applies except that officers may elect, at the commencement of the leave, to retain up to ten (10) days of accrued sick leave to be used as sick family and/or additional sick family, in accordance with Article 17, Sections 4 and 5. The choice to retain or not retain sick leave cannot be made retroactively, and saved days will be measured based on accrued sick leave available at the commencement of the absence. Saved days may be used by employees for absences appropriate for the use of such leave at any time during the first 12 weeks of the six month entitlement to leave without pay with benefits; such sick leave used will run concurrently with and reduce the six month entitlement to leave without pay with benefits. Days saved and requested for intermittent or reduced-time absences for periods less than two consecutive weeks after the first 12 weeks of the six month entitlement to leave without pay with benefits will be reviewed for approval under the provisions of Article 17. Such use will not be counted against the six month entitlement to leave without pay with benefits.

Section 5. An officer 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 for absences under Section 1 of this Article. After commencing the extension period under Section 3 of this Article and upon receipt of a written request to return to work, the officer 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 officer 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 officer refuses an offer of a position in the same classification, the officer's rights under this Section shall terminate. If the officer accepts a position in a lower classification or a position previously held, the officer 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.

Section 6. For the purpose of this Article, parent shall be defined as the biological parent of the officer or an individual who stood in loco parentis to an officer when the officer 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 Sections 2601 et seq.

ARTICLE 23 LIFE INSURANCE

Section 1. The Employer shall continue to assume the entire cost of the insurance coverage for eligible officers as set forth in the currently existing life insurance plan as modified by Section 2. The amount of insurance is based on the officer'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 officers who are granted sick leave without pay, parental leave without pay or family care leave without pay will continue to receive 100% State-paid coverage under the current life insurance plan for up to six months. Officers who are on 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 officers who are granted injury leave (paid and unpaid) will continue to receive 100% State-paid coverage under the current life insurance plan for up to twelve (12) months or, if only paid leave is used, beyond 12 months until the paid leave is exhausted.

b. Those permanent officers 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.

Section 3. The Employer shall continue to provide each officer 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 \$25,000, unless the surviving spouse or minor children are entitled to benefits under Act 101 of 1976.

ARTICLE 24
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 Council 13, American Federation of State, County and Municipal Employees, AFL-CIO, and the Employer, and executed by the trustees. This jointly administered Fund is known as the Pennsylvania Employees Benefit Trust Fund (hereinafter Fund or PEBTF). 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 officers/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 medical plan benefits, supplemental benefits and other benefits to be extended by the Fund.

c. The Employer shall contribute to the Fund the amounts indicated below on behalf of each permanent full-time officer eligible for benefits and covered by this Agreement effective on the first pay date in July of each fiscal year specified below:

July 2011 – June 2012	\$375 biweekly per officer
July 2012 – June 2013	\$390 biweekly per officer
July 2013 – June 2014	\$425 biweekly per officer
July 2014 – June 2015	\$455 biweekly per officer

The contributions for permanent part-time officers, 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.

d. The Fund shall maintain a reserve sufficient to pay on a cash basis the three (3) next succeeding months of projected claims and expenses. Reserve is calculated as the ending fund balance, meaning the net amount of funds on hand as of the close of any given month. Fund revenues are to be adjusted to reflect the relevant cash amounts that should have been or are to be received or collected by the Fund under the agreement. Fund expenses are to be adjusted for any expense which should have been paid for the period. At each bi-monthly meeting of the Board of Trustees, the Fund's actuary will present their financial projection to the Finance Committee including a report that will show the projected reserve level at the end of the succeeding 24 months, or through the end of the current agreement if this latter period is less than 24 months. The report will concisely state the assumptions and factors used in making these projections.

The report will be available to all trustees of the Fund. If the average amount of the projected reserve for any future quarter (e.g., July-September) is less than a three (3) month reserve as defined above, the actions below will be triggered:

1. The first day of the quarter during which the average reserve would be less than three (3) months will be considered the “target date” for additional funding.
 2. At least six (6) months prior to the target date, the Fund’s actuary will review the projection and confirm that a funding adjustment is needed and the amount of such adjustment. If the need for a funding adjustment occurs in the first nine (9) months, this subparagraph shall not apply;
 3. Should the Commonwealth not dispute the finding by the Fund’s actuary that an adjustment is necessary, the Commonwealth will implement the funding adjustment at least ten (10) calendar days prior to the target date.
 4. If either the Chairman of the Board, Secretary of the Board, any four (4) management or any four (4) union Trustees of the Board dispute the findings of Fund’s actuary, the Chairman and the Secretary of the Board of Trustees will select a neutral actuary within five (5) business days to resolve the dispute and will forward their respective positions and any supporting documentation to the neutral actuary within five (5) business days of such selection. The neutral actuary may communicate and ask questions of the Fund’s actuary provided, however, if such communications occur, the Finance Committee will have access to the discussions.
 5. The neutral actuary shall render a decision within 30 calendar days of the receipt of said positions/documentation, which decision will be final and binding on the parties and must be implemented within 10 (ten) business days of its receipt by the parties.
 6. The adjustment must be sufficiently large so as to restore the size of the reserve to a minimum of three months within 30 days following the target date.
 7. Once the reserve exceeds the three (3) month equivalent, the contribution rate shall be reduced to the amount provided under this Section unless the parties agree that a new rate is necessary to maintain a three (3) month reserve.
 8. It is understood and agreed to by the parties that the process outlined above is designed to ensure adequate funding for the PEBTF and not intended to place the financial status of the Fund in jeopardy.
- e. The Employer shall make aggregate payments of Employer contributions together with an itemized statement to the Fund within one month from the end of the month in which the contributions were collected.

f. 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.

g. No dispute over eligibility for benefits or over a claim for any benefits extended by the Fund shall be subject to the grievance procedure established in any collective bargaining agreement.

h. 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 officers claiming 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 Subsections c. and d. above.

Section 2. The provisions of Sections 3 through 7 shall be modified to the extent the medical plan benefits, supplemental benefits and other benefits as determined and extended by the Fund and/or the Retired Employees Health Program are modified for current and/or future officers and annuitants as provided for in Section 1 (officers) and/or Section 6 (annuitants) of this Article, respectively.

Section 3. The Fund shall continue to provide each permanent full-time active officer medical plan benefits, supplemental benefits and other benefits as determined and extended by the Fund. In addition, it shall provide dependency coverage where the dependents of the officer qualify. The Fund shall continue to provide permanent part-time officers who are expected to be in active pay status at least 50% of the time every pay period medical plan benefits, supplemental benefits and other benefits as determined and extended by the Fund. In addition, it shall provide 50% dependency coverage where the dependents of the officer qualify. Such officers shall contribute an amount determined by the Fund's Trustees toward the cost of coverage. Enrollment and continued coverage in Fund benefits is further subject to the following conditions:

a. Subject to the provisions of Section 3.b., officers will contribute a percentage of their biweekly gross base salary toward the cost of coverage as provided below:

July 2011 – December 2012	0%
January 2013 – June 2014	3.0%
July 2014 – June 2015	5.0%

Officer contributions shall be effective the first full pay period in January or July, as appropriate, of the periods specified above. Biweekly gross base salary as used throughout this Article excludes premium or supplemental payments such as overtime, shift differentials, higher class pay, etc.

b. An officer will be eligible for an Employee Contribution Waiver if the officer and his/her qualifying dependents, as determined by the Trustees, participate in the Get Healthy Program as established from time-to-time by the Fund. In accordance with Section 1.b., the Fund

shall be solely responsible for establishing all requirements and conditions of the Get Healthy Program, including rules and policies for the requirements for qualifying for the Employee Contribution Waiver and for making determinations regarding whether an officer and dependents have fulfilled the conditions for such Waiver. The initial Get Healthy Program Health Risk Assessment will be offered no later than January 1, 2013, for the initial contribution waiver period of January 2013 – June 2014.

The Employee Contribution Waiver will consist of a waiver of a portion of the officer's required contribution to the cost of health care as a percentage of biweekly gross base salary as follows:

	<u>Waiver Amount</u>	<u>Officer contribution with Waiver</u>	<u>Officer contribution without Waiver</u>
July 2011 – December 2012	0%	0%	0%
January 2013 – June 2014	1.5%	1.5%	3.0%
July 2014 – June 2015	3.0%	2.0%	5.0%

Employee Contribution Waivers shall be effective the first full pay period in January or July, as appropriate, of the periods specified above.

c. The parties agree to an evaluation process with respect to the reserve levels of the Fund to determine if an officer contribution is necessary. Under this process, if the Fund's actuary certifies that a three (3) month reserve of projected claims and expenses has been achieved and will be maintained for at least six (6) months, the Trustees will evaluate whether officer cost sharing for officers hired before August 1, 2003, can be reduced or eliminated, provided that at no time shall any such reduction or elimination of cost sharing result in the reserve being reduced below the three (3) months of total projected claims and expenses. Should the Trustees, after evaluating the officer cost sharing, decide that contributions by officers hired before August 1, 2003 will be reduced or eliminated, the reserve will be reviewed on a six (6) month basis by the Fund's actuary. If the actuary certifies that the amount of the reserve has dropped below the three (3) month level, such contributions will resume immediately at the levels established in this Agreement, without any action on the part of the parties or the PEBTF Board of Trustees. This Subsection shall be read and administered in a manner consistent with Section 1.d. of this Article.

d. For officers hired on or after August 1, 2003:

- (1) For the first six (6) months of employment, the officer will be offered single coverage in the least costly medical plan offered and available in his/her area, with no supplemental benefits. The officer may opt to purchase medical coverage for the officer's qualifying dependents in the same medical plan as the officer, and/or may opt to purchase a more costly plan in the area by paying the difference in cost between the least costly and the more costly plan, in addition to the officer contributions required under Section 3.a.

(2) After completing six (6) months of employment, the officer and his/her qualifying dependents will be eligible for coverage under the Fund's supplemental benefits, and the officer will be permitted to cover his/her qualifying dependents under the least costly medical plan at no additional cost. If a more costly medical plan is selected, the officer will be required to pay the cost difference between the least costly and more costly plan, in addition to the officer contributions required under Section 3.a.

e. Nothing herein shall be construed to limit the authority of the Board of Trustees to modify or adopt these or other eligibility rules.

f. Only officers who elect to enroll for PEBTF coverage, including those who enroll only for supplemental benefits, are subject to the officer buy-ups and contributions in this Article. An officer who is only enrolled as a spouse of another PEBTF covered officer/employee is not subject to any required officer buy-ups and contributions.

g. Officer buy-ups and contributions under this Article will be paid to the Fund on a biweekly basis as soon as is practicable using the Employer's standard methods for transferring money. The parties intend that these buy-ups and contributions will be submitted in a more accelerated manner than the Employer contributions. Any officer buy-ups and contributions made pursuant to this Article will be made on a pre-tax basis.

Section 4. a. Permanent officers who are granted sick leave without pay, parental leave without pay or family care leave without pay may continue to receive benefits as determined and extended by the Fund for up to six months. Permanent officers who are granted injury leave (paid and unpaid) may continue to receive benefits as determined and extended by the Fund for up to 12 months or, if only paid leave is used, beyond 12 months until the paid leave is exhausted..

b. Permanent part-time officers and those permanent full-time officers 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 the applicable period specified in a. above, 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. The Employer shall continue to make full contributions to the Fund for permanent full-time officers for the period of time for which they are entitled to benefits under subsection a. and 50% contributions for permanent part-time officers for the period of time for which they are entitled to benefits under subsection a.

d. The continuation of benefits under this Section is subject to the officer's payment of any required officer buy-up or contributions under Section 3.

Section 5. Spousal Eligibility

a. For officers hired on or after August 1, 2003: If the spouse of an officer is covered by any PEBTF health care plan, and he/she is eligible for coverage under another employer's plan(s), the spouse shall be required to enroll in each such plan, which shall be the spouse's primary coverage, as a condition of the spouse's eligibility for coverage by the PEBTF plan(s), without regard to whether the spouse's plan requires cost sharing or to whether the spouse's employer offers an incentive to the spouse not to enroll.

b. For officers hired before August 1, 2003: Effective October 1, 2003, if the spouse of an officer covered by any PEBTF health plan also is eligible for coverage under another employer's plan(s), the spouse shall be required to enroll in each such plan, provided that the plan in question does not require a contribution by the spouse or the spouse's employer does not offer an incentive to the spouse not to enroll. Once covered by another employer's plan, that plan will be the spouse's primary coverage, and the PEBTF plan will be secondary.

c. Nothing herein shall be construed to limit the authority of the Board of Trustees to modify or adopt these or other spousal eligibility rules.

Section 6. a. The Employer shall allow each individual who was eligible as an active officer under the Fund's health benefits plan to elect coverage upon retirement under the Retired Employees Health Program (hereinafter REHP). In addition, dependency coverage shall be allowed where the dependents of the annuitant qualify under such Program.

b. Officers who retire shall be eligible to elect coverage in the REHP plan of benefits, which has been modified to conform to the medical and prescription benefits in effect for the active employees/officers. Annuitants who are eligible for Medicare will participate in Medicare supplemental medical plans, and those annuitants who are eligible to enroll in Medicare Part B will not receive benefits through the REHP for benefits which are provided by Medicare Part B. It is understood that the REHP plan of benefits may be amended or modified by the Employer from time-to-time.

Officers who retire on or after January 1, 2013, and who elect REHP coverage, shall be required to contribute to the cost of coverage at the rate of three percent (3%) of the officer's final average salary at the time of retirement, as determined by the State Employees' Retirement System to calculate pension benefits, and will be payable monthly at the rate of one-twelfth of the annual retiree contribution rate. Said contribution rate shall remain at three percent (3%) during the term of this agreement. Further, effective January 1, 2013, the annual retiree contribution rate for all present and future Medicare eligible retirees who have a contribution rate of three percent (3%) will be reduced to one and-one-half percent (1.5%) of final average salary when a retiree becomes eligible for Medicare coverage, and will be payable monthly at the rate of one-twelfth of the annual retiree contribution rate.

c. The REHP is developed and administered in a cost effective and beneficial manner by the Fund, subject only to the prior approval of the Office of Administration and in accordance with the terms and conditions of the REHP Participation Agreement between the Employer and the Fund.

d. For officers who retire prior to January 1, 2013, the Employer shall continue to pay the entire cost of coverage for annuitants who retire under (1), (2), (3) or (4) below and who have elected REHP coverage. For officers who retire on or after January 1, 2013, the Employer shall continue to pay the cost of coverage, subject to the required retiree contribution rates, for annuitants who retire under (1), (2), (3) or (4) below and who have elected REHP coverage.

- (1) Retirement at or after superannuation age with at least 15 years of credited service (20 years of credited service if retired on or after July 1, 2008), in the State and/or Public School Retirement Systems, except that:
 - (a) an officer 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 officer 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 (20 or more years of credited service if retired on or after July 1, 2008) in the State and/or Public School Retirement Systems,
 - (c) an officer 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 (20 or more years of credited service if retired on or after July 1, 2008) 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 officer returns during the recall period, this three year requirement will not apply. If the officer had qualified, other than through disability retirement, for Employer paid coverage in the REHP prior to the most recent rehire period, this three year requirement will not apply.

- (d) an officer who leaves State employment subsequent to superannuation age and is subsequently rehired and then retires must have 15 or more years of credited service (20 or more years of credited service if retired on or after July 1, 2008) 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 officer returns during the recall period, this three year requirement will not apply. If the officer had qualified, other than through disability retirement, for Employer paid coverage in the REHP 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 officer 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 (20 or more years of credited service if retired on or after July 1, 2008) in the State and/or Public School Retirement Systems, or 25 years of credited service in the State and/or Public School Retirement Systems.
- (3) Other retirement, with at least 25 years of credited service in the State and/or Public School Retirement Systems except that an officer 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 officer returns during the recall period, this three year requirement will not apply. If the officer had qualified, other than through disability retirement, for Employer paid coverage in the REHP, prior to the most recent rehire period, this three year requirement will not apply.
- (4) Retirement at age 50 with at least 20 years of service in positions included within this bargaining unit.

Section 7. If an officer is killed in the line of duty, the Fund will continue to provide medical plan benefits and supplemental benefits, as determined and extended by the Fund, to the spouse and eligible dependents of the officer until the spouse remarries or becomes eligible for coverage under another Employer's health plan. Annual certification of non-coverage will be required.

The medical plan benefits and supplemental benefits will be converted to the REHP at the time when the officer would have reached age 50.

Section 8. Prior to January 2014, the parties agree to meet and discuss the impact of Health Care Exchanges and other features of the implementation of the Affordable Care Act for the existing active and annuitant health care program.

ARTICLE 25 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 officers consider their permanent position to be improperly classified, officers may process an appeal for a reallocation of their position through the grievance procedure as set forth in this Agreement, except that Step 4, Arbitration, shall be advisory only as to the Employer as set forth in Section 2 of this Article.

When officers submit a grievance in Step 1, they shall attach to the grievance a description of the job. Employer determinations prior to Step 3 can be reversed by the Office of Administration.

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

Section 2. The FOP, in response to an unfavorable decision at Step 3, 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 FOP, 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 FOP. 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 officer in this unit is police or police-related as set forth in the class specifications and job descriptions established by the Employer. The FOP recognizes the right of the Employer to direct its working forces, which includes the assignment of work to individual officers, and it further recognizes that such assignments may include work outside an officer'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 officer temporarily is charged to perform in general the duties and responsibilities of a higher classification that are separate and distinct from those of the officer's own classification for a period of any five (5) full cumulative days in a calendar quarter, the officer shall be compensated, retroactive to the time the assignment took place, the difference between the officer's regular rate of pay and the rate the officer would have been paid had the officer been promoted to that classification. For purposes of meeting the "five full cumulative days" threshold under this Section, a full day shall be a work day in which at least 6 hours of the officer's scheduled work hours are spent working in the higher classification. An officer while temporarily working and being paid in a higher class will also be paid at the higher rate for a holiday provided the officer 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. Once the requirement for the five full cumulative day threshold has been met, payment will be included in the biweekly paycheck. 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 officer or officers 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 officer being replaced, whichever is greater.

In addition, if the Employer assigns an officer on a temporary basis to a lower classification or if an officer 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 officer 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 officers 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 officer 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 FOP staff member, 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 request 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 shall notify the FOP of class specification and pay range revisions to all classes that are presently in this bargaining unit and of class specifications and pay ranges of proposed classes that the Employer may reasonably anticipate will be placed in this bargaining unit, prior to the submission of these changes to the Executive Board of the Commonwealth. The FOP will submit acknowledgement of the receipt of the proposed changes and its comments, in writing, to the Employer within fifteen (15) working days of receipt of the notification. If written comments are not received from the FOP within fifteen (15) working days, the Employer will contact the FOP, by telephone, before submitting the proposals to the Executive Board. Reasonable written requests by the FOP for time extensions will be granted.

ARTICLE 26 DISCHARGE, DEMOTION, SUSPENSION AND DISCIPLINE

Section 1. The Employer shall not demote, suspend, discharge or take any disciplinary action against an officer without just cause. An officer may appeal a disciplinary demotion, suspension, or discharge beginning at the second step of the grievance procedure, within 15 working days of the date of its occurrence, and subject to any conditions set forth in the grievance procedure under Article 27. The FOP shall be notified promptly of any disciplinary demotion, suspension or discharge. 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 1 of Section 2 of Article 27, 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 this Article shall not apply during the initial 12 months of probationary employment. Periods of leave without pay and work-related disability leave shall not count toward the 12-month probationary period. Probationary periods can be extended upon agreement of the Commonwealth and FOP and will be automatically requested if mandatory training is not completed.

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

ARTICLE 27 GRIEVANCES AND ARBITRATION

Section 1. Where an officer 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 officer has submitted a contract grievance, or the officer shall not be entitled to institute proceedings under the contract grievance procedure. If the appeal to the Commission is withdrawn by the officer 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, or relating to entitlement to benefits under Act 193 of 1935, P.L. 477; 53 P.S. §§ 637, *et seq.* (the "Heart and Lung Act"), shall be settled in the following manner:

STEP 1. The officer either alone or accompanied by the FOP representative or the FOP where entitled, shall present the grievance to the Director of the Bureau of Police and Safety or his/her designee within 15 working days of the occurrence or when the employee knew or by reasonable diligence should have known of its occurrence. The Director or a designated representative shall respond in writing to the officer and the FOP representative within 15 working days after receipt of the appeal. If the Commonwealth wishes to initiate a grievance regarding an officer's entitlement to Heart and Lung Act benefits (including but not limited to termination, suspension or modification of benefits or the reasonableness or necessity of medical treatment), that grievance will commence immediately at Step 3 of the grievance procedure.

STEP 2 In the event the grievance has not been satisfactorily resolved in Step 1, a written appeal shall be submitted by the officer or FOP to the Office of Administration, Bureau of Labor Relations, The written appeal shall be made and postmarked within (15) working days of the Director's Step 1 written decision. The written appeal to Step 2 shall contain a copy of the grievance and a copy of the Step 1 decision. A copy will also be sent to the FOP President.

Upon receipt of the grievance at Step 2, either representatives from the Bureau of Labor Relations or the FOP Grievance Board Chairman shall schedule a Grievance Committee meeting consisting of members from the Employer (no more than three) and the FOP Grievance Board (no more than three). The joint committee shall meet at least one day every month unless the parties mutually agree otherwise. The Grievance Committee shall meet for the purpose of reviewing the grievances previously denied at Step 1 and appealed to Step 2, matters of seniority addressed in Article 28 Seniority, Section 13 and discipline grieved directly to Step 2. A list of grievances to be discussed shall be sent to the Bureau of Labor Relations representatives and the Director of Human Resources under the Secretary of General Services by the FOP Grievance Board Chairman within seven (7) working days prior to the grievance committee meeting. The FOP Grievance Board shall have the authority to settle or withdraw any grievance which does not

have merit and/or does not comply with the guidelines established by the FOP.

STEP 3. If the grievance is not satisfactorily resolved by the Grievance Committee at Step 2, the grievance may be scheduled for arbitration by the FOP Grievance Board Chairman by serving upon the Bureau of Labor Relations' representative notice, within fifteen (15) days of the Grievance Committee meeting, of its intent to proceed to arbitration. The Commonwealth may schedule a grievance for arbitration related to an officer's entitlement to benefits under the Heart and Lung Act by serving upon the FOP Grievance Board Chairman notice of its intent to proceed to arbitration.

The arbitrator is to be selected by the parties jointly within seven (7) 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 fifteen (15) arbitrators.

The parties shall have ten (10) business days to rank the arbitrators and return same to the American Arbitration Association, who will process the selection in accordance with its Voluntary Rules on Labor Arbitration.

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 Step 1 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. The FOP 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 officer and FOP 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 FOP may present grievances concerning agency-wide decisions to Step 1 within 15 working days of the date of the occurrence or the date when the FOP knew or by reasonable diligence should have known of its occurrence.

ARTICLE 28 SENIORITY

Section 1. Under the terms of this Agreement, the term "seniority" means a preferred position for specific purposes which one officer within a seniority unit may have over another officer 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 officer's current 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.
- c. Seniority credit for each officer is maintained as a total number of days. Officers will accrue seniority in accordance with the following procedure:

The number of regular hours paid each biweekly pay period plus the number of hours of Military Leave Without Pay; Leave Without Pay for FOP business in accordance with Article 14, Section 3; Leave Without Pay for work-related injuries in accordance with Article 18, Section 7; and Family Care Leave in accordance with Article 22 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 officer's accumulated total.

- d. Officers 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 60 days of their first day of work in order to receive seniority credit in accordance with the Veterans' Preference Act, 51 Pa.C.S. 7101 et seq. When the Employer determines that a furlough is necessary and there is no proof of military service in an officer's personnel file, the Employer shall not be held liable for any pay or benefits for any affected officers for a period of 30 days after the notice has been provided.

Applicable periods are as follows:

- (1) World War II - December 7, 1941-September 2, 1945
- (2) Korea - June 25, 1950-July 27, 1953
- (3) Vietnam - August 5, 1964-January 28, 1973
- (4) Persian Gulf - August 2, 1990 - August 31, 1991
- (5) War on Terrorism, September 11, 2001 to date determined by the Adjutant General (Department of Military and Veterans Affairs) pursuant to 51 Pa. C.S. 7101

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 officer shall lose Bargaining Unit and Classification seniority. If an officer is returned within one (1) year after such break in service, the officer 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.

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

Section 5. Vacancies in Capitol Police Officer (Corporal), Capitol Police Officer (Sergeant), and Capitol Police Officer (Lieutenant) classifications shall be filled in accordance with the provisions of the Pennsylvania Civil Service Act.

Section 6. When the Employer determines that a furlough is necessary within a seniority unit, officers will be furloughed in the inverse order of Bargaining Unit seniority. Officers affected by furlough who have the requisite seniority and skill and ability shall bump laterally or down in the following manner:

- a. If an officer is affected by furlough the officer shall bump down into the next lower classification within the classification series within the same geographical and organizational limitation as the seniority unit, provided the officer has more Bargaining Unit seniority than the officer with the least Bargaining Unit seniority in that classification and has the requisite skill and ability. If such a bump is not available, the officer shall bump into any other lower classification in the same classification series using the same procedure.
- b. If the affected officer is unable to bump into any position as provided in Subsection a. above, the officer shall be furloughed.
- c. Where the need for furlough can be reasonably anticipated, the Employer will notify the FOP one (1) month in advance of any impending furlough.

Section 7. Before any furlough is implemented in a classification in the classified service in a seniority unit, all emergency officers will be separated before any temporary officers; temporary officers will be separated before any provisional officers; and all provisional officers will be separated before any probationary officers or any regular status members of the classified service are furloughed.

Section 8. The Employer shall establish a recall list by classification series using the same geographical and organizational limitation as the seniority unit in which the furlough occurred for those officers furloughed under Section 6 of this Article in the inverse order of seniority.

- a. Officers on such recall lists shall have rights to a position in a classification within the seniority unit from which they were furloughed or to any lower-level classification in the same classification series in the same geographical and organizational limitation as the seniority unit in which the furlough occurred provided they have the requisite seniority and skill and ability.
- b. Such recall lists will remain in effect for a furloughed officer for a period of three (3) years after the effective date of the furlough.
- c. In the event an officer on a recall list refuses an offer of employment in a lower classification for which the officer has seniority rights, the officer shall forfeit recall rights to such a classification; if the officer refuses an offer of employment in the classification from which the officer was initially furloughed, the officer shall forfeit all recall rights.

- d. During the period that an officer is on a recall list, the officer shall keep the Employer informed of any changes in address. The Employer shall not be held liable if an officer is not offered recall because of failure to notify the Employer of a change of address.
- e. The recall period of a furloughed officer who, during the recall period, returns to the furloughing agency's payroll in a temporary capacity shall be extended by the amount of time the officer serves in the temporary capacity.
- f. A furloughed officer who, during a recall period, returns to the Employer's payroll in a temporary capacity shall, upon recall from the furlough to permanent employment, be credited with seniority for the amount of time spent in the temporary capacity.
- g. A furloughed officer who, during a recall period, returns to the Employer's payroll in a temporary capacity shall be eligible for all benefits enjoyed by permanent officers, provided other applicable eligibility requirements are met.

Section 9. Officers desiring to transfer to other positions 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 officer shall be entitled to maintain whatever seniority rights that are appropriate.

Section 10. 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 11. The probationary period for promotions shall be six months in length and the provisions of Article 26, Section 1 shall not be applicable if an officer is demoted within that time for failure to successfully complete the probationary period. In such case, officers shall have the right to return to their former classification during this period. Periods of leave without pay, including periods during which the officer is receiving workers' compensation, shall not count toward the promotional probationary period or any extension period.

Section 12. Seniority unit means that group of officers in a classification within an affected department operational structure in a given geographic work area as listed in Appendix E.

Section 13. Grievances relating to the interpretation, application and implementation of Sections 5, 6, 7, 8, and 12 of this Article shall be filed at the second 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 FOP 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 FOP. 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 14. When in the exercise of seniority rights provided hereunder, two or more officers are deemed relatively equal in skill and ability and have the same seniority, the tie shall first be broken based upon classification seniority, then by bargaining unit seniority, then by length of continuous service with the Employer, and if still equal, by lot.

Section 15. The provisions of this Article relating to promotions and filling of vacancies shall not be applicable to entrance level classifications.

ARTICLE 29 UNIFORMS, CLOTHING AND EQUIPMENT

Section 1. The Employer shall provide any device, apparel, or equipment necessary to protect officers 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.

Where uniforms are required by the Employer and for as long as they may be required, the Employer agrees to furnish uniforms or to replace such uniforms or part of such uniforms where normal wear and tear reasonably necessitate replacement.

The Employer shall issue officers soft body armor at no charge to the allowance provided in Section 3. The soft body armor shall be replaced in accordance with the manufacturer's warranty. The body armor shall be worn pursuant to regulations issued by the Employer.

Where footwear is currently being provided, the Employer agrees to continue such practice for the life of this Agreement.

Section 2. In the event items of clothing or personal property, which are worn by the officer and which are necessary for the performance of such officer's work, are damaged in the performance of the officer's assignment, the Employer shall reimburse the officer for the value of such clothing or personal property. 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 officer's own negligence. The Employer shall take prompt and timely action in the disposition of officer claims for damaged personal effects.

Section 3. a. An allowance of \$500.00 per year shall be paid to those officers not required by the Employer to wear a uniform. This payment shall be divided in two parts, the first payment to be made on or before January 1 and the second payment to be made on or before June 30. Should an officer leave prior to the payment date, the Employer shall have the right to pro-rate said payment.

b. The Employer shall reimburse a uniformed officer up to \$250.00 per each year of the Agreement for the purchase and maintenance of all job-related equipment not issued by the Employer. It is understood that requests are subject to review for appropriateness of any job-related equipment. The Employer may require receipts for reimbursement.

Section 4. All weapons are to be inspected and certified annually by a certified armorer for safety and serviceability, and are to be repaired or replaced as needed. The Department shall pay for the inspection and certification of issued weapons. Officers shall pay for the inspection and certification of personal weapons. Replacement weapons and equipment are to be uniform and conform to the standards established by the Department.

Section 5. The parties will establish a committee consisting of three officers and three management representatives to make recommendations to the Department concerning uniforms, clothing and equipment.

ARTICLE 30 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 31 DISCRIMINATION

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

ARTICLE 32 FOP BUSINESS

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

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

FOP members or representatives may be permitted to use suitable facilities on the Employer's premises to conduct FOP business during non-work hours upon obtaining permission from the Employer's personnel officer or designated representative. Any additional costs involved in such use must be paid for by the FOP.

FOP 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 FOP representative is an employee of the Employer, the officer shall request from the immediate supervisor reasonable time off from regular duties to process such grievances.

The Employer will provide a reasonable number of officers with time off, if required, to attend negotiating meetings.

ARTICLE 33 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 FOP authorize, assist or encourage any such strike during the life of this Agreement.

Section 2. The Employer reserves the right to demote, suspend, and discipline, up to and including discharge, any officer or officers who violate the provisions of Section 1 of this Article. The Employer's action in accordance with this Section shall not be subject to the Grievance and Arbitration Procedure provided for herein.

ARTICLE 34 RETIREMENT

Section 1. Officers who retire on or after July 1, 1992 will receive full retirement at age 50 with at least twenty (20) years of service in positions included within this bargaining unit.

Section 2. The Employer, at no cost to the officer, shall provide a retirement badge to each officer who retires under one of the following conditions:

- a. superannuation retirement (age 50)
- b. retirement with 25 years of service
- c. service-connected disability retirement

ARTICLE 35 AFFIRMATIVE ACTION

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 Affirmative Action Program, the provisions of such orders, laws and rules shall prevail.

**ARTICLE 36
SAFETY AND HEALTH**

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

**ARTICLE 37
PERSONNEL FILES AND RATINGS**

Section 1. 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 2. There shall be an official personnel file for each officer. The contents of an officer's personnel file, excluding pre-employment information, are available for examination by the officer within a reasonable period of time after the officer's request. Such examination shall be at the location where the personnel file is maintained and shall be conducted in the presence of the human resource officer or designee. Material shall not be removed from or added to the folder nor shall its contents be altered in any way. Officers 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 officer shall have the right to submit a statement concerning any materials in the officer's file and any such statement shall then become part of the personnel file.

**ARTICLE 38
LEGAL AID**

The Employer shall provide liability coverage and legal defense in civil suits as detailed in Title 4 PA Code Chapter 39 and Management Directives 205.6 and 630.2.

In criminal actions against any officer arising from his conduct within the scope of his employment, the Employer may provide an attorney to represent him or her, or if it does not:

- a. It shall advance reasonable fees incurred for services performed on and after July 1, 1984 of an attorney engaged by the officer up to the amount of his contribution to his retirement account, except that if the officer is charged with theft from the Employer, this amount shall be reduced by the alleged amount of the theft. If the officer's defense is not successful, the amount advanced shall be recovered either out of that amount in the officer's retirement account or by some other method in accordance with law.

- b. If the officer's defense is successful, in addition to the amount, if any, that has been advanced, it shall reimburse his reasonable attorney's fees incurred for services performed on and after July 1, 1984 to the following extent:
- (1) full, if successful on the basis of a verdict following a full jury trial;
 - (2) to the extent determined by the Employer to be appropriate if successful on some other basis.

For the purpose of the provision, all of the criminal charges arising from the same episode, event or circumstances shall be regarded as a single criminal action; charges arising from different criminal episodes, events or circumstances shall be regarded as separate criminal actions.

ARTICLE 39 TRAVEL EXPENSES

Travel expenses shall be paid in accordance with the Commonwealth's existing Travel Expense Regulations. If the General Service Administration of the Federal Government increases or decreases the mileage allowance for employees under its jurisdiction, the mileage allowance for officers under this Agreement will be increased or decreased by the same amount 30 days after 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.

ARTICLE 40 DISTRIBUTION OF BOOKLET

One copy of the collective bargaining agreement shall be provided by the Commonwealth to each member of the bargaining unit.

ARTICLE 41 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, bargain on the subject matter involved in any invalid provision.

Section 2. The Commonwealth and the FOP acknowledge that this Agreement represents the results of collective negotiations between said parties conducted under and in accordance with the provisions of Act 111 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. In the event that any provision of this Agreement requires legislative action to become effective, including but not limited to the amendment to existing statutes, the adoption of new legislation, or the granting of appropriations, it shall become effective only if such legislative action is taken. The parties, however, mutually agree to make recommendations to the Legislature which may be necessary to give force and effect to the provisions of this Agreement.

Section 4. 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 5. Officer 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. A position shall not be filled by a temporary employee or employees for more than 12 consecutive months or the length of a leave of absence of the employee being replaced, whichever is greater.

Section 7. Smokeless tobacco shall be treated the same as cigarettes with respect to the Commonwealth's policy on tobacco use.

ARTICLE 42 SECURITY

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 officers covered by this bargaining agreement, those officers shall be placed in other positions within the bargaining unit in accordance with their bargaining unit seniority. The Employer shall notify the FOP in writing at least 30 days in advance of any such sale, lease, transfer, or assignment.

ARTICLE 43 BILL OF RIGHTS

Section 1. When an anonymous complaint is made against an officer and no corroborative evidence is obtained, the complaint shall be classified as unfounded.

Section 2. When any citizen complaint is filed greater than ninety (90) calendar days after the date of the alleged event complained of, which if true could not lead to a criminal charge, such complaint shall be classified as unfounded and the accused officer shall not be required to submit a written report, but shall be notified in writing of such claim.

Section 3. Unsubstantiated or unfounded complaints will not be utilized by supervisors or by the Department generally with respect to any personnel decisions related to the officer, including but not limited to evaluations, promotions, discipline, shift preference or training opportunities.

Section 4. a. An officer, whether a subject or witness, must be informed of the nature of an interrogation at the outset of the interrogation.

b. If the interrogated officer writes a written statement, a transcript is taken, or mechanical record made, a copy of the same must be given to the interrogated officer, without cost, upon request.

c. At the request of any officer under interrogation, the officer shall have the right to be represented by counsel of the officer's choice and/or an FOP representative who shall be present at all times during the interrogation. The interrogation shall be suspended for a reasonable time until representation can be obtained.

d. In situations where an officer is being questioned by telephone or radio about an incident, should the officer reasonably believe that the questioning could lead to discipline, the officer has the right to terminate the questioning by telephone or radio and elect to have the questioning be done in person with Union representation present, if requested.

Section 5. In those situations when a specific document or item originating from an officer's supervisory file is utilized to effect a disciplinary action against the officer or used in the officer's performance rating, the officer and/or Union is entitled to review and be provided with a copy of such document or item upon request.

ARTICLE 44 UNIT WORK

Section 1. The Department of General Services shall approve requests for special or additional police services to be performed by the Capitol Police and funded by the requesting entity or agency, unless it can be shown that normal Capitol Police operations would be impaired by the allocation of resources to that special or additional assignment. Funding shall refer to payroll compensation, only, whether at straight or overtime rates, and shall not be deemed to include the pro-rated costs of benefits, pension, equipment usage, or other collateral expense. This language shall not be construed to require the Department of General Services to hire additional personnel.

Section 2. Any and all new posts or assignments which could be staffed by Capitol Police or Commonwealth of Pennsylvania Capitol Security Officers shall not be staffed in a manner that would reduce the current complement of Capitol Police officers.

ARTICLE 45
LEAVE DONATION PROGRAM

Section 1. Permanent officers may donate annual and personal leave to a designated permanent officer/employee in the officer's/employee's agency who has used all accrued and anticipated paid leave for the current leave calendar year. The leave is to be used for the recipient's own catastrophic or severe injury or illness or for the catastrophic or severe injury or illness of a family member. The leave also may be used as bereavement leave if the officer's/employee's family member dies and the officer/employee has no accrued or anticipated sick leave available, subject to the limitations in Article 17, Section 6.

Section 2. Recipients

a. Recipients must be permanent officers/employees in bargaining units that have agreed to participate in this program.

b. Family member is defined as a husband, wife, child, step-child, foster child, or parent of the officer/employee or any other person qualifying as a dependent under IRS eligibility criteria.

c. A catastrophic illness or injury that poses a direct threat to life or to the vital function of major bodily systems or organs, and would cause the officer/employee to take leave without pay or terminate employment, must be documented on a Family and Medical Leave Act Serious Health Condition Certification form. Donated leave may not be used for work-related injuries or illnesses, minor illnesses, injuries, or impairments, sporadic, short-term recurrences of chronic, non-life threatening conditions, short-term absences due to contagious diseases, or short-term recurring medical or therapeutic treatments, except for conditions such as those listed above.

d. A severe illness or injury must also be documented on a Medical Condition Certification to Receive Leave Donations Form.

e. The absence due to the catastrophic or severe illness or injury of the officer/employee or a family member must be for more than 20 workdays in the current leave calendar year. The 20-workday absence may be accumulated on an intermittent basis if properly documented as related to the same catastrophic or severe illness or injury. Annual, personal, sick (for officer's/employee's own serious health condition), sick family (for the serious health condition of a family member), holiday, compensatory, or unpaid leave may be used during the accumulation period. A separate accumulation period must be met for each catastrophic or severe illness or injury and for each leave calendar year in which donated leave is used. Donated leave may not be applied to the required 20-workday accumulation period.

- f. All accrued leave must be used as follows before any donation may be received:
- (1) For an officer's/employee's own catastrophic or severe injury or illness, all accrued annual, sick, personal, holiday, and compensatory leave and all anticipated annual and sick leave for the current leave calendar year must be used.
 - (2) For the catastrophic or severe injury or illness of a family member, all accrued annual, personal, holiday, and compensatory leave and all anticipated annual leave for the current leave calendar year must be used. All five days of sick family leave and any additional sick family leave for which the officer/employee is eligible must be used.
- g. Up to 12 weeks of donated leave per leave calendar year may be received for all conditions of the officer/employee and family members cumulatively, but donations may not be received in more than two consecutive leave calendar years. Donated leave is added to the recipient's sick leave balance on a biweekly basis. Recipients do not repay the donor for donated leave. Leave usage is monitored closely to ensure that donated leave is used only for absences related to the catastrophic or severe illness or injury.
- h. The recipient's entitlement to leave under the Family and Medical Leave Act will be reduced by donated leave that is used. Entitlements to sick leave without pay (for an officer's/employee's own illness) or family care leave without pay (for a family member's illness) will also be reduced.
- i. Donated leave may be used on an intermittent basis. However, each absence may be required to be medically documented as due to the same catastrophic or severe illness or injury.
- j. An officer/employee is not eligible to receive donations of leave if, during the previous six months, the officer/employee has been placed on a written leave restriction, or has received a written reprimand or suspension related to attendance.
- k. Donated leave that remains unused once the officer/employee is released by the physician for full-time work, when the family member's condition no longer requires the officer's/employee's absence, or at the end of the leave calendar year, must be returned to the donors in inverse order of donation. However, if at the end of the year, the absence is expected to continue beyond the greater of 20 workdays or the amount of annual and sick leave that could be earned and used in the following leave calendar year, donated leave may be carried into the next year.

Section 3. Donors

a. A donor may voluntarily donate annual and personal leave to an officer/employee within the donor's agency who meets the requirements of the Leave Donation Program. Donations may be made to multiple officers/employees, as long as the minimum donation is made to each officer/employee.

b. Donations must be made in increments of one day (8.0 hours), but not more than five days can be donated to any one officer/employee in the same leave calendar year. The donor's annual leave balance after donation cannot be less than the equivalent of five workdays of leave (40.0 hours). Anticipated personal leave may not be donated.

c. The donation is effected by the completion and submission of a Request to Donate Leave to the agency Human Resource Office. Leave is deducted from the donor's annual and/or personal leave balance at the time of donation and transferred to the recipient in order by the date and time the Request to Donate Leave form is received.

d. Unused donations are returned to the donor if: the recipient or family member recovers, dies, or separates before the donor's leave is used; or if the recipient does not use the leave by the end of the leave calendar year, and is expected to either return to work within 20 workdays or to have sufficient anticipated leave available in the new year to cover the absence. In accordance with Section 1 above, an officer/employee whose family member dies and who does not have accrued or anticipated sick leave available, may use donated leave as bereavement leave, subject to the limitations in Article 17, Section 6.

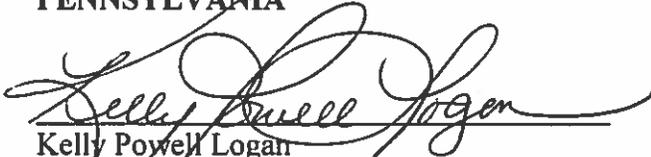
Section 4. The provisions of this Article are not grievable under Article 27 of this Agreement.

Section 5. Notwithstanding the requirement in Sections 1 and 3 of this Article that annual and personal leave donations be from a permanent employee in the officer's agency, in the event that an officer does not receive sufficient donations from employees within the officer's own agency, the officer needing donations will be permitted to seek donations from permanent employees in other agencies under the Governor's jurisdiction within a reasonable geographic distance through the requesting officer's designated local Human Resource contact. An exception to the reasonable geographic distance limitation will be allowed for relatives of the officer who wish to make donations.

**ARTICLE 46
TERM OF AGREEMENT**

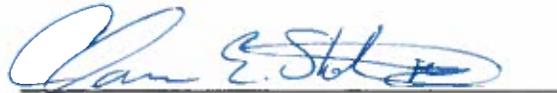
This Agreement shall be effective July 1, 2011, except where specifically provided that a particular provision will be effective on another date, and shall continue in full force and effect up to and including June 30, 2015. It shall automatically be renewed from year to year thereafter unless either party shall notify the other in writing by such time as would permit the parties to comply with the collective bargaining schedule established under Act 111.

**COMMONWEALTH OF
PENNSYLVANIA**



Kelly Powell Logan
Secretary of Administration

**FOP LODGE #85,
PENNSYLVANIA CAPITOL POLICE**



Clarence Stokes
President

APPENDIX A

PAY SCALE GROUP CP30 COMMONWEALTH OF PENNSYLVANIA
 Capitol Police Patrolman CAPITOL POLICE PAY SCHEDULE
 EFFECTIVE JULY 1, 2010
 PAY SCALE TYPE CP

PAGE 1 OF 8

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
A	HOURLY	18.24	19.38	20.52	21.66	22.80	1-5
	BIWEEKLY	1,459.20	1,550.40	1,641.60	1,732.80	1,824.00	
	ANNUAL*	38,056	40,434	42,813	45,191	47,570	
B	HOURLY	19.15	20.35	21.55	22.74	23.94	OVER 5
	BIWEEKLY	1,532.00	1,628.00	1,724.00	1,819.20	1,915.20	
	ANNUAL*	39,955	42,458	44,962	47,445	49,948	
C	HOURLY	19.33	20.54	21.75	22.96	24.17	OVER 6
	BIWEEKLY	1,546.40	1,643.20	1,740.00	1,836.80	1,933.60	
	ANNUAL*	40,330	42,855	45,379	47,904	50,428	
D	HOURLY	19.52	20.74	21.96	23.18	24.40	OVER 7
	BIWEEKLY	1,561.60	1,659.20	1,756.80	1,854.40	1,952.00	
	ANNUAL*	40,727	43,272	45,817	48,363	50,908	
E	HOURLY	19.70	20.93	22.16	23.39	24.62	OVER 8
	BIWEEKLY	1,576.00	1,674.40	1,772.80	1,871.20	1,969.60	
	ANNUAL*	41,102	43,668	46,235	48,801	51,367	
F	HOURLY	19.88	21.12	22.37	23.61	24.85	OVER 9
	BIWEEKLY	1,590.40	1,689.60	1,789.60	1,888.80	1,988.00	
	ANNUAL*	41,478	44,065	46,673	49,260	51,847	
G	HOURLY	20.06	21.32	22.57	23.83	25.08	OVER 10
	BIWEEKLY	1,604.80	1,705.60	1,805.60	1,906.40	2,006.40	
	ANNUAL*	41,853	44,482	47,090	49,719	52,327	
H	HOURLY	20.25	21.51	22.78	24.04	25.31	OVER 11
	BIWEEKLY	1,620.00	1,720.80	1,822.40	1,923.20	2,024.80	
	ANNUAL*	42,250	44,878	47,528	50,157	52,807	
I	HOURLY	20.43	21.71	22.98	24.26	25.54	OVER 12
	BIWEEKLY	1,634.40	1,736.80	1,838.40	1,940.80	2,043.20	
	ANNUAL*	42,625	45,296	47,945	50,616	53,287	
J	HOURLY	20.61	21.90	23.19	24.48	25.76	OVER 13
	BIWEEKLY	1,648.80	1,752.00	1,855.20	1,958.40	2,060.80	
	ANNUAL*	43,001	45,692	48,384	51,075	53,746	
K	HOURLY	20.79	22.09	23.39	24.69	25.99	OVER 14
	BIWEEKLY	1,663.20	1,767.20	1,871.20	1,975.20	2,079.20	
	ANNUAL*	43,376	46,089	48,801	51,513	54,226	
L	HOURLY	20.98	22.29	23.60	24.91	26.22	OVER 15
	BIWEEKLY	1,678.40	1,783.20	1,888.00	1,992.80	2,097.60	
	ANNUAL*	43,773	46,506	49,239	51,972	54,705	
M	HOURLY	21.16	22.48	23.80	25.13	26.45	OVER 16
	BIWEEKLY	1,692.80	1,798.40	1,904.00	2,010.40	2,116.00	
	ANNUAL*	44,148	46,902	49,656	52,431	55,185	

PAY SCALE GROUP CP30 COMMONWEALTH OF PENNSYLVANIA
 Capitol Police Patrolman CAPITOL POLICE PAY SCHEDULE
 EFFECTIVE JULY 1, 2010
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LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
N	HOURLY	21.34	22.67	24.01	25.34	26.68	OVER 17
	BIWEEKLY	1,707.20	1,813.60	1,920.80	2,027.20	2,134.40	
	ANNUAL*	44,524	47,299	50,094	52,869	55,665	
O	HOURLY	21.52	22.87	24.21	25.56	26.90	OVER 18
	BIWEEKLY	1,721.60	1,829.60	1,936.80	2,044.80	2,152.00	
	ANNUAL*	44,899	47,716	50,512	53,328	56,124	
P	HOURLY	21.71	23.06	24.42	25.78	27.13	OVER 19
	BIWEEKLY	1,736.80	1,844.80	1,953.60	2,062.40	2,170.40	
	ANNUAL*	45,296	48,112	50,950	53,787	56,604	
Q	HOURLY	21.89	23.26	24.62	25.99	27.36	OVER 20
	BIWEEKLY	1,751.20	1,860.80	1,969.60	2,079.20	2,188.80	
	ANNUAL*	45,671	48,530	51,367	54,226	57,084	
R	HOURLY	22.07	23.45	24.83	26.21	27.59	OVER 21
	BIWEEKLY	1,765.60	1,876.00	1,986.40	2,096.80	2,207.20	
	ANNUAL*	46,047	48,926	51,805	54,685	57,564	
S	HOURLY	22.25	23.64	25.03	26.43	27.82	OVER 22
	BIWEEKLY	1,780.00	1,891.20	2,002.40	2,114.40	2,225.60	
	ANNUAL*	46,422	49,322	52,223	55,144	58,044	
T	HOURLY	22.44	23.84	25.24	26.64	28.04	OVER 23
	BIWEEKLY	1,795.20	1,907.20	2,019.20	2,131.20	2,243.20	
	ANNUAL*	46,819	49,740	52,661	55,582	58,503	
U	HOURLY	22.62	24.03	25.44	26.86	28.27	OVER 24
	BIWEEKLY	1,809.60	1,922.40	2,035.20	2,148.80	2,261.60	
	ANNUAL*	47,194	50,136	53,078	56,041	58,983	
V	HOURLY	22.80	24.23	25.65	27.08	28.50	OVER 25
	BIWEEKLY	1,824.00	1,938.40	2,052.00	2,166.40	2,280.00	
	ANNUAL*	47,570	50,553	53,516	56,500	59,462	
W	HOURLY	22.98	24.42	25.86	27.29	28.73	OVER 26
	BIWEEKLY	1,838.40	1,953.60	2,068.80	2,183.20	2,298.40	
	ANNUAL*	47,945	50,950	53,954	56,938	59,942	
X	HOURLY	23.16	24.61	26.06	27.51	28.96	OVER 27
	BIWEEKLY	1,852.80	1,968.80	2,084.80	2,200.80	2,316.80	
	ANNUAL*	48,321	51,346	54,372	57,397	60,422	
Y	HOURLY	23.35	24.81	26.27	27.72	29.18	OVER 28
	BIWEEKLY	1,868.00	1,984.80	2,101.60	2,217.60	2,334.40	
	ANNUAL*	48,717	51,764	54,810	57,835	60,881	

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

PAY SCALE GROUP CP33 COMMONWEALTH OF PENNSYLVANIA
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LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
A	HOURLY	20.25	21.51	22.78	24.04	25.31	1-5
	BIWEEKLY	1,620.00	1,720.80	1,822.40	1,923.20	2,024.80	
	ANNUAL*	42,250	44,878	47,528	50,157	52,807	
B	HOURLY	21.26	22.59	23.92	25.24	26.58	OVER 5
	BIWEEKLY	1,700.80	1,807.20	1,913.60	2,019.20	2,126.40	
	ANNUAL*	44,357	47,132	49,907	52,661	55,457	
C	HOURLY	21.47	22.80	24.15	25.48	26.83	OVER 6
	BIWEEKLY	1,717.60	1,824.00	1,932.00	2,038.40	2,146.40	
	ANNUAL*	44,795	47,570	50,387	53,161	55,978	
D	HOURLY	21.67	23.02	24.37	25.72	27.08	OVER 7
	BIWEEKLY	1,733.60	1,841.60	1,949.60	2,057.60	2,166.40	
	ANNUAL*	45,212	48,029	50,846	53,662	56,500	
E	HOURLY	21.87	23.23	24.60	25.96	27.33	OVER 8
	BIWEEKLY	1,749.60	1,858.40	1,968.00	2,076.80	2,186.40	
	ANNUAL*	45,630	48,467	51,325	54,163	57,021	
F	HOURLY	22.07	23.45	24.83	26.20	27.59	OVER 9
	BIWEEKLY	1,765.60	1,876.00	1,986.40	2,096.00	2,207.20	
	ANNUAL*	46,047	48,926	51,805	54,664	57,564	
G	HOURLY	22.28	23.66	25.06	26.44	27.84	OVER 10
	BIWEEKLY	1,782.40	1,892.80	2,004.80	2,115.20	2,227.20	
	ANNUAL*	46,485	49,364	52,285	55,164	58,085	
H	HOURLY	22.48	23.88	25.29	26.68	28.09	OVER 11
	BIWEEKLY	1,798.40	1,910.40	2,023.20	2,134.40	2,247.20	
	ANNUAL*	46,902	49,823	52,765	55,665	58,607	
I	HOURLY	22.68	24.09	25.51	26.92	28.35	OVER 12
	BIWEEKLY	1,814.40	1,927.20	2,040.80	2,153.60	2,268.00	
	ANNUAL*	47,320	50,261	53,224	56,166	59,149	
J	HOURLY	22.88	24.31	25.74	27.17	28.60	OVER 13
	BIWEEKLY	1,830.40	1,944.80	2,059.20	2,173.60	2,288.00	
	ANNUAL*	47,737	50,720	53,704	56,687	59,671	
K	HOURLY	23.09	24.52	25.97	27.41	28.85	OVER 14
	BIWEEKLY	1,847.20	1,961.60	2,077.60	2,192.80	2,308.00	
	ANNUAL*	48,175	51,159	54,184	57,188	60,193	
L	HOURLY	23.29	24.74	26.20	27.65	29.11	OVER 15
	BIWEEKLY	1,863.20	1,979.20	2,096.00	2,212.00	2,328.80	
	ANNUAL*	48,592	51,618	54,664	57,689	60,735	
M	HOURLY	23.49	24.95	26.42	27.89	29.36	OVER 16
	BIWEEKLY	1,879.20	1,996.00	2,113.60	2,231.20	2,348.80	
	ANNUAL*	49,010	52,056	55,123	58,190	61,257	

PAY SCALE GROUP CP33 COMMONWEALTH OF PENNSYLVANIA
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LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
N	HOURLY	23.69	25.17	26.65	28.13	29.61	OVER 17
	BIWEEKLY	1,895.20	2,013.60	2,132.00	2,250.40	2,368.80	
	ANNUAL*	49,427	52,515	55,603	58,690	61,778	
O	HOURLY	23.90	25.38	26.88	28.37	29.87	OVER 18
	BIWEEKLY	1,912.00	2,030.40	2,150.40	2,269.60	2,389.60	
	ANNUAL*	49,865	52,953	56,082	59,191	62,321	
P	HOURLY	24.10	25.60	27.11	28.61	30.12	OVER 19
	BIWEEKLY	1,928.00	2,048.00	2,168.80	2,288.80	2,409.60	
	ANNUAL*	50,282	53,412	56,562	59,692	62,842	
Q	HOURLY	24.30	25.81	27.34	28.85	30.37	OVER 20
	BIWEEKLY	1,944.00	2,064.80	2,187.20	2,308.00	2,429.60	
	ANNUAL*	50,700	53,850	57,042	60,193	63,364	
R	HOURLY	24.50	26.03	27.56	29.09	30.63	OVER 21
	BIWEEKLY	1,960.00	2,082.40	2,204.80	2,327.20	2,450.40	
	ANNUAL*	51,117	54,309	57,501	60,693	63,906	
S	HOURLY	24.71	26.24	27.79	29.33	30.88	OVER 22
	BIWEEKLY	1,976.80	2,099.20	2,223.20	2,346.40	2,470.40	
	ANNUAL*	51,555	54,747	57,981	61,194	64,428	
T	HOURLY	24.91	26.46	28.02	29.57	31.13	OVER 23
	BIWEEKLY	1,992.80	2,116.80	2,241.60	2,365.60	2,490.40	
	ANNUAL*	51,972	55,206	58,461	61,695	64,950	
U	HOURLY	25.11	26.67	28.25	29.81	31.38	OVER 24
	BIWEEKLY	2,008.80	2,133.60	2,260.00	2,384.80	2,510.40	
	ANNUAL*	52,390	55,644	58,941	62,196	65,471	
V	HOURLY	25.31	26.89	28.48	30.05	31.64	OVER 25
	BIWEEKLY	2,024.80	2,151.20	2,278.40	2,404.00	2,531.20	
	ANNUAL*	52,807	56,103	59,421	62,696	66,014	
W	HOURLY	25.52	27.10	28.70	30.29	31.89	OVER 26
	BIWEEKLY	2,041.60	2,168.00	2,296.00	2,423.20	2,551.20	
	ANNUAL*	53,245	56,541	59,880	63,197	66,535	
X	HOURLY	25.72	27.32	28.93	30.53	32.14	OVER 27
	BIWEEKLY	2,057.60	2,185.60	2,314.40	2,442.40	2,571.20	
	ANNUAL*	53,662	57,000	60,360	63,698	67,057	
Y	HOURLY	25.92	27.53	29.16	30.77	32.40	OVER 28
	BIWEEKLY	2,073.60	2,202.40	2,332.80	2,461.60	2,592.00	
	ANNUAL*	54,079	57,439	60,839	64,199	67,599	

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

PAY SCALE GROUP CP36 COMMONWEALTH OF PENNSYLVANIA
 Capitol Police Sergeant CAPITOL POLICE PAY SCHEDULE
 EFFECTIVE JULY 1, 2010
 PAY SCALE TYPE CP

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
A	HOURLY	22.48	23.88	25.29	26.68	28.09	1-5
	BIWEEKLY	1,798.40	1,910.40	2,023.20	2,134.40	2,247.20	
	ANNUAL*	46,902	49,823	52,765	55,665	58,607	
B	HOURLY	23.60	25.07	26.55	28.01	29.49	OVER 5
	BIWEEKLY	1,888.00	2,005.60	2,124.00	2,240.80	2,359.20	
	ANNUAL*	49,239	52,306	55,394	58,440	61,528	
C	HOURLY	23.83	25.31	26.81	28.28	29.78	OVER 6
	BIWEEKLY	1,906.40	2,024.80	2,144.80	2,262.40	2,382.40	
	ANNUAL*	49,719	52,807	55,936	59,003	62,133	
D	HOURLY	24.05	25.55	27.06	28.55	30.06	OVER 7
	BIWEEKLY	1,924.00	2,044.00	2,164.80	2,284.00	2,404.80	
	ANNUAL*	50,178	53,308	56,458	59,567	62,717	
E	HOURLY	24.28	25.79	27.31	28.81	30.34	OVER 8
	BIWEEKLY	1,942.40	2,063.20	2,184.80	2,304.80	2,427.20	
	ANNUAL*	50,658	53,808	56,980	60,109	63,301	
F	HOURLY	24.50	26.03	27.57	29.08	30.62	OVER 9
	BIWEEKLY	1,960.00	2,082.40	2,205.60	2,326.40	2,449.60	
	ANNUAL*	51,117	54,309	57,522	60,673	63,886	
G	HOURLY	24.73	26.27	27.82	29.35	30.90	OVER 10
	BIWEEKLY	1,978.40	2,101.60	2,225.60	2,348.00	2,472.00	
	ANNUAL*	51,597	54,810	58,044	61,236	64,470	
H	HOURLY	24.95	26.51	28.07	29.61	31.18	OVER 11
	BIWEEKLY	1,996.00	2,120.80	2,245.60	2,368.80	2,494.40	
	ANNUAL*	52,056	55,310	58,565	61,778	65,054	
I	HOURLY	25.18	26.75	28.32	29.88	31.46	OVER 12
	BIWEEKLY	2,014.40	2,140.00	2,265.60	2,390.40	2,516.80	
	ANNUAL*	52,536	55,811	59,087	62,342	65,638	
J	HOURLY	25.40	26.98	28.58	30.15	31.74	OVER 13
	BIWEEKLY	2,032.00	2,158.40	2,286.40	2,412.00	2,539.20	
	ANNUAL*	52,995	56,291	59,629	62,905	66,222	
K	HOURLY	25.63	27.22	28.83	30.42	32.02	OVER 14
	BIWEEKLY	2,050.40	2,177.60	2,306.40	2,433.60	2,561.60	
	ANNUAL*	53,474	56,792	60,151	63,468	66,807	
L	HOURLY	25.85	27.46	29.08	30.68	32.30	OVER 15
	BIWEEKLY	2,068.00	2,196.80	2,326.40	2,454.40	2,584.00	
	ANNUAL*	53,933	57,293	60,673	64,011	67,391	
M	HOURLY	26.08	27.70	29.34	30.95	32.58	OVER 16
	BIWEEKLY	2,086.40	2,216.00	2,347.20	2,476.00	2,606.40	
	ANNUAL*	54,413	57,793	61,215	64,574	67,975	

PAY SCALE GROUP CP36 COMMONWEALTH OF PENNSYLVANIA
 Capitol Police Sergeant CAPITOL POLICE PAY SCHEDULE
 EFFECTIVE JULY 1, 2010
 PAY SCALE TYPE CP

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
N	HOURLY	26.30	27.94	29.59	31.22	32.87	OVER 17
	BIWEEKLY	2,104.00	2,235.20	2,367.20	2,497.60	2,629.60	
	ANNUAL*	54,872	58,294	61,737	65,137	68,580	
O	HOURLY	26.53	28.18	29.84	31.48	33.15	OVER 18
	BIWEEKLY	2,122.40	2,254.40	2,387.20	2,518.40	2,652.00	
	ANNUAL*	55,352	58,795	62,258	65,680	69,164	
P	HOURLY	26.75	28.42	30.10	31.75	33.43	OVER 19
	BIWEEKLY	2,140.00	2,273.60	2,408.00	2,540.00	2,674.40	
	ANNUAL*	55,811	59,295	62,801	66,243	69,748	
Q	HOURLY	26.98	28.66	30.35	32.02	33.71	OVER 20
	BIWEEKLY	2,158.40	2,292.80	2,428.00	2,561.60	2,696.80	
	ANNUAL*	56,291	59,796	63,322	66,807	70,333	
R	HOURLY	27.20	28.89	30.60	32.28	33.99	OVER 21
	BIWEEKLY	2,176.00	2,311.20	2,448.00	2,582.40	2,719.20	
	ANNUAL*	56,750	60,276	63,844	67,349	70,917	
S	HOURLY	27.43	29.13	30.85	32.55	34.27	OVER 22
	BIWEEKLY	2,194.40	2,330.40	2,468.00	2,604.00	2,741.60	
	ANNUAL*	57,230	60,777	64,365	67,912	71,501	
T	HOURLY	27.65	29.37	31.11	32.82	34.55	OVER 23
	BIWEEKLY	2,212.00	2,349.60	2,488.80	2,625.60	2,764.00	
	ANNUAL*	57,689	61,278	64,908	68,476	72,085	
U	HOURLY	27.88	29.61	31.36	33.08	34.83	OVER 24
	BIWEEKLY	2,230.40	2,368.80	2,508.80	2,646.40	2,786.40	
	ANNUAL*	58,169	61,778	65,430	69,018	72,669	
V	HOURLY	28.10	29.85	31.61	33.35	35.11	OVER 25
	BIWEEKLY	2,248.00	2,388.00	2,528.80	2,668.00	2,808.80	
	ANNUAL*	58,628	62,279	65,951	69,581	73,254	
W	HOURLY	28.32	30.09	31.87	33.62	35.39	OVER 26
	BIWEEKLY	2,265.60	2,407.20	2,549.60	2,689.60	2,831.20	
	ANNUAL*	59,087	62,780	66,494	70,145	73,838	
X	HOURLY	28.55	30.33	32.12	33.88	35.67	OVER 27
	BIWEEKLY	2,284.00	2,426.40	2,569.60	2,710.40	2,853.60	
	ANNUAL*	59,567	63,281	67,015	70,687	74,422	
Y	HOURLY	28.77	30.57	32.37	34.15	35.96	OVER 28
	BIWEEKLY	2,301.60	2,445.60	2,589.60	2,732.00	2,876.80	
	ANNUAL*	60,026	63,781	67,537	71,251	75,027	

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

PAY SCALE GROUP CP39 COMMONWEALTH OF PENNSYLVANIA
 Capitol Police Lieutenant CAPITOL POLICE PAY SCHEDULE
 EFFECTIVE JULY 1, 2010
 PAY SCALE TYPE CP

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
A	HOURLY	24.95	26.51	28.07	29.61	31.18	1-5
	BIWEEKLY	1,996.00	2,120.80	2,245.60	2,368.80	2,494.40	
	ANNUAL*	52,056	55,310	58,565	61,778	65,054	
B	HOURLY	26.20	27.84	29.47	31.09	32.74	OVER 5
	BIWEEKLY	2,096.00	2,227.20	2,357.60	2,487.20	2,619.20	
	ANNUAL*	54,664	58,085	61,486	64,866	68,309	
C	HOURLY	26.45	28.10	29.75	31.39	33.05	OVER 6
	BIWEEKLY	2,116.00	2,248.00	2,380.00	2,511.20	2,644.00	
	ANNUAL*	55,185	58,628	62,070	65,492	68,956	
D	HOURLY	26.70	28.37	30.03	31.68	33.36	OVER 7
	BIWEEKLY	2,136.00	2,269.60	2,402.40	2,534.40	2,668.80	
	ANNUAL*	55,707	59,191	62,655	66,097	69,602	
E	HOURLY	26.95	28.63	30.32	31.98	33.67	OVER 8
	BIWEEKLY	2,156.00	2,290.40	2,425.60	2,558.40	2,693.60	
	ANNUAL*	56,228	59,734	63,260	66,723	70,249	
F	HOURLY	27.20	28.90	30.60	32.27	33.99	OVER 9
	BIWEEKLY	2,176.00	2,312.00	2,448.00	2,581.60	2,719.20	
	ANNUAL*	56,750	60,297	63,844	67,328	70,917	
G	HOURLY	27.45	29.16	30.88	32.57	34.30	OVER 10
	BIWEEKLY	2,196.00	2,332.80	2,470.40	2,605.60	2,744.00	
	ANNUAL*	57,272	60,839	64,428	67,954	71,564	
H	HOURLY	27.69	29.43	31.16	32.87	34.61	OVER 11
	BIWEEKLY	2,215.20	2,354.40	2,492.80	2,629.60	2,768.80	
	ANNUAL*	57,772	61,403	65,012	68,580	72,210	
I	HOURLY	27.94	29.69	31.44	33.16	34.92	OVER 12
	BIWEEKLY	2,235.20	2,375.20	2,515.20	2,652.80	2,793.60	
	ANNUAL*	58,294	61,945	65,596	69,185	72,857	
J	HOURLY	28.19	29.96	31.72	33.46	35.23	OVER 13
	BIWEEKLY	2,255.20	2,396.80	2,537.60	2,676.80	2,818.40	
	ANNUAL*	58,816	62,509	66,181	69,811	73,504	
K	HOURLY	28.44	30.22	32.00	33.76	35.55	OVER 14
	BIWEEKLY	2,275.20	2,417.60	2,560.00	2,700.80	2,844.00	
	ANNUAL*	59,337	63,051	66,765	70,437	74,172	
L	HOURLY	28.69	30.49	32.28	34.05	35.86	OVER 15
	BIWEEKLY	2,295.20	2,439.20	2,582.40	2,724.00	2,868.80	
	ANNUAL*	59,859	63,614	67,349	71,042	74,818	
M	HOURLY	28.94	30.75	32.56	34.35	36.17	OVER 16
	BIWEEKLY	2,315.20	2,460.00	2,604.80	2,748.00	2,893.60	
	ANNUAL*	60,380	64,157	67,933	71,668	75,465	

PAY SCALE GROUP CP39 COMMONWEALTH OF PENNSYLVANIA
 Capitol Police Lieutenant CAPITOL POLICE PAY SCHEDULE
 EFFECTIVE JULY 1, 2010
 PAY SCALE TYPE CP

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
N	HOURLY	29.19	31.02	32.84	34.64	36.48	OVER 17
	BIWEEKLY	2,335.20	2,481.60	2,627.20	2,771.20	2,918.40	
	ANNUAL*	60,902	64,720	68,517	72,273	76,112	
O	HOURLY	29.44	31.28	33.12	34.94	36.79	OVER 18
	BIWEEKLY	2,355.20	2,502.40	2,649.60	2,795.20	2,943.20	
	ANNUAL*	61,424	65,263	69,102	72,899	76,759	
P	HOURLY	29.69	31.55	33.40	35.24	37.10	OVER 19
	BIWEEKLY	2,375.20	2,524.00	2,672.00	2,819.20	2,968.00	
	ANNUAL*	61,945	65,826	69,686	73,525	77,405	
Q	HOURLY	29.94	31.81	33.68	35.53	37.42	OVER 20
	BIWEEKLY	2,395.20	2,544.80	2,694.40	2,842.40	2,993.60	
	ANNUAL*	62,467	66,368	70,270	74,130	78,073	
R	HOURLY	30.19	32.08	33.96	35.83	37.73	OVER 21
	BIWEEKLY	2,415.20	2,566.40	2,716.80	2,866.40	3,018.40	
	ANNUAL*	62,988	66,932	70,854	74,756	78,720	
S	HOURLY	30.44	32.34	34.25	36.12	38.04	OVER 22
	BIWEEKLY	2,435.20	2,587.20	2,740.00	2,889.60	3,043.20	
	ANNUAL*	63,510	67,474	71,459	75,361	79,367	
T	HOURLY	30.69	32.61	34.53	36.42	38.35	OVER 23
	BIWEEKLY	2,455.20	2,608.80	2,762.40	2,913.60	3,068.00	
	ANNUAL*	64,032	68,038	72,043	75,987	80,013	
U	HOURLY	30.94	32.87	34.81	36.72	38.66	OVER 24
	BIWEEKLY	2,475.20	2,629.60	2,784.80	2,937.60	3,092.80	
	ANNUAL*	64,553	68,580	72,628	76,613	80,660	
V	HOURLY	31.19	33.14	35.09	37.01	38.98	OVER 25
	BIWEEKLY	2,495.20	2,651.20	2,807.20	2,960.80	3,118.40	
	ANNUAL*	65,075	69,143	73,212	77,218	81,328	
W	HOURLY	31.44	33.40	35.37	37.31	39.29	OVER 26
	BIWEEKLY	2,515.20	2,672.00	2,829.60	2,984.80	3,143.20	
	ANNUAL*	65,596	69,686	73,796	77,844	81,975	
X	HOURLY	31.69	33.67	35.65	37.60	39.60	OVER 27
	BIWEEKLY	2,535.20	2,693.60	2,852.00	3,008.00	3,168.00	
	ANNUAL*	66,118	70,249	74,380	78,449	82,621	
Y	HOURLY	31.94	33.93	35.93	37.90	39.91	OVER 28
	BIWEEKLY	2,555.20	2,714.40	2,874.40	3,032.00	3,192.80	
	ANNUAL*	66,640	70,792	74,964	79,075	83,268	

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

APPENDIX B

PAY SCALE GROUP CP30 COMMONWEALTH OF PENNSYLVANIA
 Capitol Police Patrolman CAPITOL POLICE PAY SCHEDULE
 EFFECTIVE JULY 1, 2012
 PAY SCALE TYPE CP

PAGE 1 OF 8

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
A	HOURLY	18.51	19.67	20.83	21.98	23.14	1-5
	BIWEEKLY	1,480.80	1,573.60	1,666.40	1,758.40	1,851.20	
	ANNUAL*	38,619	41,039	43,460	45,859	48,279	
B	HOURLY	19.44	20.65	21.87	23.08	24.30	OVER 5
	BIWEEKLY	1,555.20	1,652.00	1,749.60	1,846.40	1,944.00	
	ANNUAL*	40,560	43,084	45,630	48,154	50,700	
C	HOURLY	19.62	20.85	22.08	23.30	24.53	OVER 6
	BIWEEKLY	1,569.60	1,668.00	1,766.40	1,864.00	1,962.40	
	ANNUAL*	40,935	43,501	46,068	48,613	51,179	
D	HOURLY	19.81	21.05	22.29	23.52	24.76	OVER 7
	BIWEEKLY	1,584.80	1,684.00	1,783.20	1,881.60	1,980.80	
	ANNUAL*	41,332	43,919	46,506	49,072	51,659	
E	HOURLY	19.99	21.24	22.50	23.74	24.99	OVER 8
	BIWEEKLY	1,599.20	1,699.20	1,800.00	1,899.20	1,999.20	
	ANNUAL*	41,707	44,315	46,944	49,531	52,139	
F	HOURLY	20.18	21.44	22.70	23.96	25.22	OVER 9
	BIWEEKLY	1,614.40	1,715.20	1,816.00	1,916.80	2,017.60	
	ANNUAL*	42,104	44,732	47,361	49,990	52,619	
G	HOURLY	20.36	21.64	22.91	24.18	25.45	OVER 10
	BIWEEKLY	1,628.80	1,731.20	1,832.80	1,934.40	2,036.00	
	ANNUAL*	42,479	45,150	47,799	50,449	53,099	
H	HOURLY	20.55	21.83	23.12	24.40	25.69	OVER 11
	BIWEEKLY	1,644.00	1,746.40	1,849.60	1,952.00	2,055.20	
	ANNUAL*	42,876	45,546	48,238	50,908	53,600	
I	HOURLY	20.73	22.03	23.33	24.62	25.92	OVER 12
	BIWEEKLY	1,658.40	1,762.40	1,866.40	1,969.60	2,073.60	
	ANNUAL*	43,251	45,963	48,676	51,367	54,079	
J	HOURLY	20.92	22.23	23.54	24.84	26.15	OVER 13
	BIWEEKLY	1,673.60	1,778.40	1,883.20	1,987.20	2,092.00	
	ANNUAL*	43,647	46,381	49,114	51,826	54,559	
K	HOURLY	21.10	22.42	23.75	25.06	26.38	OVER 14
	BIWEEKLY	1,688.00	1,793.60	1,900.00	2,004.80	2,110.40	
	ANNUAL*	44,023	46,777	49,552	52,285	55,039	
L	HOURLY	21.29	22.62	23.95	25.28	26.61	OVER 15
	BIWEEKLY	1,703.20	1,809.60	1,916.00	2,022.40	2,128.80	
	ANNUAL*	44,419	47,194	49,969	52,744	55,519	
M	HOURLY	21.47	22.82	24.16	25.50	26.84	OVER 16
	BIWEEKLY	1,717.60	1,825.60	1,932.80	2,040.00	2,147.20	
	ANNUAL*	44,795	47,612	50,407	53,203	55,999	

PAY SCALE GROUP CP30 COMMONWEALTH OF PENNSYLVANIA
 Capitol Police Patrolman CAPITOL POLICE PAY SCHEDULE
 EFFECTIVE JULY 1, 2012
 PAY SCALE TYPE CP

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
N	HOURLY	21.66	23.01	24.37	25.72	27.07	OVER 17
	BIWEEKLY	1,732.80	1,840.80	1,949.60	2,057.60	2,165.60	
	ANNUAL*	45,191	48,008	50,846	53,662	56,479	
O	HOURLY	21.84	23.21	24.58	25.94	27.31	OVER 18
	BIWEEKLY	1,747.20	1,856.80	1,966.40	2,075.20	2,184.80	
	ANNUAL*	45,567	48,425	51,284	54,121	56,980	
P	HOURLY	22.03	23.41	24.79	26.16	27.54	OVER 19
	BIWEEKLY	1,762.40	1,872.80	1,983.20	2,092.80	2,203.20	
	ANNUAL*	45,963	48,843	51,722	54,580	57,459	
Q	HOURLY	22.21	23.60	25.00	26.38	27.77	OVER 20
	BIWEEKLY	1,776.80	1,888.00	2,000.00	2,110.40	2,221.60	
	ANNUAL*	46,339	49,239	52,160	55,039	57,939	
R	HOURLY	22.40	23.80	25.20	26.60	28.00	OVER 21
	BIWEEKLY	1,792.00	1,904.00	2,016.00	2,128.00	2,240.00	
	ANNUAL*	46,735	49,656	52,577	55,498	58,419	
S	HOURLY	22.58	24.00	25.41	26.82	28.23	OVER 22
	BIWEEKLY	1,806.40	1,920.00	2,032.80	2,145.60	2,258.40	
	ANNUAL*	47,111	50,074	53,015	55,957	58,899	
T	HOURLY	22.77	24.19	25.62	27.04	28.46	OVER 23
	BIWEEKLY	1,821.60	1,935.20	2,049.60	2,163.20	2,276.80	
	ANNUAL*	47,507	50,470	53,454	56,416	59,379	
U	HOURLY	22.95	24.39	25.83	27.26	28.69	OVER 24
	BIWEEKLY	1,836.00	1,951.20	2,066.40	2,180.80	2,295.20	
	ANNUAL*	47,883	50,887	53,892	56,875	59,859	
V	HOURLY	23.14	24.59	26.04	27.48	28.93	OVER 25
	BIWEEKLY	1,851.20	1,967.20	2,083.20	2,198.40	2,314.40	
	ANNUAL*	48,279	51,305	54,330	57,334	60,360	
W	HOURLY	23.32	24.78	26.25	27.69	29.16	OVER 26
	BIWEEKLY	1,865.60	1,982.40	2,100.00	2,215.20	2,332.80	
	ANNUAL*	48,655	51,701	54,768	57,772	60,839	
X	HOURLY	23.51	24.98	26.45	27.91	29.39	OVER 27
	BIWEEKLY	1,880.80	1,998.40	2,116.00	2,232.80	2,351.20	
	ANNUAL*	49,051	52,118	55,185	58,231	61,319	
Y	HOURLY	23.69	25.18	26.66	28.13	29.62	OVER 28
	BIWEEKLY	1,895.20	2,014.40	2,132.80	2,250.40	2,369.60	
	ANNUAL*	49,427	52,536	55,623	58,690	61,799	

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

PAY SCALE GROUP CP33 COMMONWEALTH OF PENNSYLVANIA
 Capitol Police Corporal CAPITOL POLICE PAY SCHEDULE
 EFFECTIVE JULY 1, 2012
 PAY SCALE TYPE CP

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
A	HOURLY	20.55	21.83	23.12	24.40	25.69	1-5
	BIWEEKLY	1,644.00	1,746.40	1,849.60	1,952.00	2,055.20	
	ANNUAL*	42,876	45,546	48,238	50,908	53,600	
B	HOURLY	21.58	22.92	24.28	25.62	26.97	OVER 5
	BIWEEKLY	1,726.40	1,833.60	1,942.40	2,049.60	2,157.60	
	ANNUAL*	45,025	47,820	50,658	53,454	56,270	
C	HOURLY	21.78	23.14	24.51	25.86	27.23	OVER 6
	BIWEEKLY	1,742.40	1,851.20	1,960.80	2,068.80	2,178.40	
	ANNUAL*	45,442	48,279	51,138	53,954	56,813	
D	HOURLY	21.99	23.36	24.74	26.11	27.49	OVER 7
	BIWEEKLY	1,759.20	1,868.80	1,979.20	2,088.80	2,199.20	
	ANNUAL*	45,880	48,738	51,618	54,476	57,355	
E	HOURLY	22.19	23.58	24.97	26.35	27.75	OVER 8
	BIWEEKLY	1,775.20	1,886.40	1,997.60	2,108.00	2,220.00	
	ANNUAL*	46,297	49,197	52,097	54,977	57,898	
F	HOURLY	22.40	23.79	25.20	26.60	28.00	OVER 9
	BIWEEKLY	1,792.00	1,903.20	2,016.00	2,128.00	2,240.00	
	ANNUAL*	46,735	49,635	52,577	55,498	58,419	
G	HOURLY	22.61	24.01	25.43	26.84	28.26	OVER 10
	BIWEEKLY	1,808.80	1,920.80	2,034.40	2,147.20	2,260.80	
	ANNUAL*	47,174	50,094	53,057	55,999	58,962	
H	HOURLY	22.81	24.23	25.66	27.08	28.52	OVER 11
	BIWEEKLY	1,824.80	1,938.40	2,052.80	2,166.40	2,281.60	
	ANNUAL*	47,591	50,553	53,537	56,500	59,504	
I	HOURLY	23.02	24.45	25.89	27.33	28.77	OVER 12
	BIWEEKLY	1,841.60	1,956.00	2,071.20	2,186.40	2,301.60	
	ANNUAL*	48,029	51,012	54,017	57,021	60,026	
J	HOURLY	23.22	24.67	26.13	27.57	29.03	OVER 13
	BIWEEKLY	1,857.60	1,973.60	2,090.40	2,205.60	2,322.40	
	ANNUAL*	48,446	51,471	54,518	57,522	60,568	
K	HOURLY	23.43	24.89	26.36	27.82	29.29	OVER 14
	BIWEEKLY	1,874.40	1,991.20	2,108.80	2,225.60	2,343.20	
	ANNUAL*	48,884	51,930	54,998	58,044	61,111	
L	HOURLY	23.63	25.10	26.59	28.06	29.54	OVER 15
	BIWEEKLY	1,890.40	2,008.00	2,127.20	2,244.80	2,363.20	
	ANNUAL*	49,302	52,369	55,477	58,544	61,632	
M	HOURLY	23.84	25.32	26.82	28.30	29.80	OVER 16
	BIWEEKLY	1,907.20	2,025.60	2,145.60	2,264.00	2,384.00	
	ANNUAL*	49,740	52,828	55,957	59,045	62,175	

PAY SCALE GROUP CP33 COMMONWEALTH OF PENNSYLVANIA
 Capitol Police Corporal CAPITOL POLICE PAY SCHEDULE
 EFFECTIVE JULY 1, 2012
 PAY SCALE TYPE CP

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
N	HOURLY	24.04	25.54	27.05	28.55	30.06	OVER 17
	BIWEEKLY	1,923.20	2,043.20	2,164.00	2,284.00	2,404.80	
	ANNUAL*	50,157	53,287	56,437	59,567	62,717	
O	HOURLY	24.25	25.76	27.28	28.79	30.31	OVER 18
	BIWEEKLY	1,940.00	2,060.80	2,182.40	2,303.20	2,424.80	
	ANNUAL*	50,595	53,746	56,917	60,067	63,239	
P	HOURLY	24.45	25.98	27.51	29.04	30.57	OVER 19
	BIWEEKLY	1,956.00	2,078.40	2,200.80	2,323.20	2,445.60	
	ANNUAL*	51,012	54,205	57,397	60,589	63,781	
Q	HOURLY	24.66	26.20	27.74	29.28	30.83	OVER 20
	BIWEEKLY	1,972.80	2,096.00	2,219.20	2,342.40	2,466.40	
	ANNUAL*	51,451	54,664	57,877	61,090	64,324	
R	HOURLY	24.87	26.41	27.98	29.52	31.08	OVER 21
	BIWEEKLY	1,989.60	2,112.80	2,238.40	2,361.60	2,486.40	
	ANNUAL*	51,889	55,102	58,377	61,591	64,845	
S	HOURLY	25.07	26.63	28.21	29.77	31.34	OVER 22
	BIWEEKLY	2,005.60	2,130.40	2,256.80	2,381.60	2,507.20	
	ANNUAL*	52,306	55,561	58,857	62,112	65,388	
T	HOURLY	25.28	26.85	28.44	30.01	31.60	OVER 23
	BIWEEKLY	2,022.40	2,148.00	2,275.20	2,400.80	2,528.00	
	ANNUAL*	52,744	56,020	59,337	62,613	65,930	
U	HOURLY	25.48	27.07	28.67	30.26	31.86	OVER 24
	BIWEEKLY	2,038.40	2,165.60	2,293.60	2,420.80	2,548.80	
	ANNUAL*	53,161	56,479	59,817	63,134	66,473	
V	HOURLY	25.69	27.29	28.90	30.50	32.11	OVER 25
	BIWEEKLY	2,055.20	2,183.20	2,312.00	2,440.00	2,568.80	
	ANNUAL*	53,600	56,938	60,297	63,635	66,994	
W	HOURLY	25.89	27.51	29.13	30.74	32.37	OVER 26
	BIWEEKLY	2,071.20	2,200.80	2,330.40	2,459.20	2,589.60	
	ANNUAL*	54,017	57,397	60,777	64,136	67,537	
X	HOURLY	26.10	27.72	29.36	30.99	32.63	OVER 27
	BIWEEKLY	2,088.00	2,217.60	2,348.80	2,479.20	2,610.40	
	ANNUAL*	54,455	57,835	61,257	64,658	68,079	
Y	HOURLY	26.30	27.94	29.59	31.23	32.88	OVER 28
	BIWEEKLY	2,104.00	2,235.20	2,367.20	2,498.40	2,630.40	
	ANNUAL*	54,872	58,294	61,737	65,158	68,601	

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

PAY SCALE GROUP CP36 COMMONWEALTH OF PENNSYLVANIA
 Capitol Police Sergeant CAPITOL POLICE PAY SCHEDULE
 EFFECTIVE JULY 1, 2012
 PAY SCALE TYPE CP

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
A	HOURLY	22.81	24.23	25.66	27.08	28.52	1-5
	BIWEEKLY	1,824.80	1,938.40	2,052.80	2,166.40	2,281.60	
	ANNUAL*	47,591	50,553	53,537	56,500	59,504	
B	HOURLY	23.95	25.44	26.94	28.43	29.95	OVER 5
	BIWEEKLY	1,916.00	2,035.20	2,155.20	2,274.40	2,396.00	
	ANNUAL*	49,969	53,078	56,208	59,316	62,488	
C	HOURLY	24.18	25.68	27.20	28.70	30.23	OVER 6
	BIWEEKLY	1,934.40	2,054.40	2,176.00	2,296.00	2,418.40	
	ANNUAL*	50,449	53,579	56,750	59,880	63,072	
D	HOURLY	24.41	25.93	27.46	28.98	30.52	OVER 7
	BIWEEKLY	1,952.80	2,074.40	2,196.80	2,318.40	2,441.60	
	ANNUAL*	50,929	54,100	57,293	60,464	63,677	
E	HOURLY	24.63	26.17	27.71	29.25	30.80	OVER 8
	BIWEEKLY	1,970.40	2,093.60	2,216.80	2,340.00	2,464.00	
	ANNUAL*	51,388	54,601	57,814	61,027	64,261	
F	HOURLY	24.86	26.41	27.97	29.52	31.09	OVER 9
	BIWEEKLY	1,988.80	2,112.80	2,237.60	2,361.60	2,487.20	
	ANNUAL*	51,868	55,102	58,357	61,591	64,866	
G	HOURLY	25.09	26.65	28.23	29.79	31.37	OVER 10
	BIWEEKLY	2,007.20	2,132.00	2,258.40	2,383.20	2,509.60	
	ANNUAL*	52,348	55,603	58,899	62,154	65,450	
H	HOURLY	25.32	26.90	28.48	30.06	31.66	OVER 11
	BIWEEKLY	2,025.60	2,152.00	2,278.40	2,404.80	2,532.80	
	ANNUAL*	52,828	56,124	59,421	62,717	66,055	
I	HOURLY	25.55	27.14	28.74	30.33	31.94	OVER 12
	BIWEEKLY	2,044.00	2,171.20	2,299.20	2,426.40	2,555.20	
	ANNUAL*	53,308	56,625	59,963	63,281	66,640	
J	HOURLY	25.78	27.38	29.00	30.60	32.23	OVER 13
	BIWEEKLY	2,062.40	2,190.40	2,320.00	2,448.00	2,578.40	
	ANNUAL*	53,787	57,126	60,506	63,844	67,245	
K	HOURLY	26.00	27.62	29.25	30.87	32.51	OVER 14
	BIWEEKLY	2,080.00	2,209.60	2,340.00	2,469.60	2,600.80	
	ANNUAL*	54,246	57,626	61,027	64,407	67,829	
L	HOURLY	26.23	27.86	29.51	31.14	32.80	OVER 15
	BIWEEKLY	2,098.40	2,228.80	2,360.80	2,491.20	2,624.00	
	ANNUAL*	54,726	58,127	61,570	64,970	68,434	
M	HOURLY	26.46	28.11	29.77	31.41	33.08	OVER 16
	BIWEEKLY	2,116.80	2,248.80	2,381.60	2,512.80	2,646.40	
	ANNUAL*	55,206	58,649	62,112	65,534	69,018	

PAY SCALE GROUP CP36 COMMONWEALTH OF PENNSYLVANIA
 Capitol Police Sergeant CAPITOL POLICE PAY SCHEDULE
 EFFECTIVE JULY 1, 2012
 PAY SCALE TYPE CP

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
N	HOURLY	26.69	28.35	30.02	31.68	33.37	OVER 17
	BIWEEKLY	2,135.20	2,268.00	2,401.60	2,534.40	2,669.60	
	ANNUAL*	55,686	59,149	62,634	66,097	69,623	
O	HOURLY	26.92	28.59	30.28	31.95	33.65	OVER 18
	BIWEEKLY	2,153.60	2,287.20	2,422.40	2,556.00	2,692.00	
	ANNUAL*	56,166	59,650	63,176	66,660	70,207	
P	HOURLY	27.14	28.83	30.54	32.23	33.94	OVER 19
	BIWEEKLY	2,171.20	2,306.40	2,443.20	2,578.40	2,715.20	
	ANNUAL*	56,625	60,151	63,719	67,245	70,812	
Q	HOURLY	27.37	29.08	30.79	32.50	34.22	OVER 20
	BIWEEKLY	2,189.60	2,326.40	2,463.20	2,600.00	2,737.60	
	ANNUAL*	57,105	60,673	64,240	67,808	71,397	
R	HOURLY	27.60	29.32	31.05	32.77	34.51	OVER 21
	BIWEEKLY	2,208.00	2,345.60	2,484.00	2,621.60	2,760.80	
	ANNUAL*	57,585	61,173	64,783	68,371	72,002	
S	HOURLY	27.83	29.56	31.31	33.04	34.79	OVER 22
	BIWEEKLY	2,226.40	2,364.80	2,504.80	2,643.20	2,783.20	
	ANNUAL*	58,065	61,674	65,325	68,935	72,586	
T	HOURLY	28.06	29.80	31.56	33.31	35.08	OVER 23
	BIWEEKLY	2,244.80	2,384.00	2,524.80	2,664.80	2,806.40	
	ANNUAL*	58,544	62,175	65,847	69,498	73,191	
U	HOURLY	28.28	30.05	31.82	33.58	35.36	OVER 24
	BIWEEKLY	2,262.40	2,404.00	2,545.60	2,686.40	2,828.80	
	ANNUAL*	59,003	62,696	66,389	70,061	73,775	
V	HOURLY	28.51	30.29	32.08	33.85	35.65	OVER 25
	BIWEEKLY	2,280.80	2,423.20	2,566.40	2,708.00	2,852.00	
	ANNUAL*	59,483	63,197	66,932	70,625	74,380	
W	HOURLY	28.74	30.53	32.33	34.12	35.94	OVER 26
	BIWEEKLY	2,299.20	2,442.40	2,586.40	2,729.60	2,875.20	
	ANNUAL*	59,963	63,698	67,453	71,188	74,985	
X	HOURLY	28.97	30.77	32.59	34.39	36.22	OVER 27
	BIWEEKLY	2,317.60	2,461.60	2,607.20	2,751.20	2,897.60	
	ANNUAL*	60,443	64,199	67,996	71,751	75,569	
Y	HOURLY	29.20	31.01	32.84	34.66	36.51	OVER 28
	BIWEEKLY	2,336.00	2,480.80	2,627.20	2,772.80	2,920.80	
	ANNUAL*	60,923	64,699	68,517	72,315	76,174	

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

PAY SCALE GROUP CP39 COMMONWEALTH OF PENNSYLVANIA
 Capitol Police Lieutenant CAPITOL POLICE PAY SCHEDULE
 EFFECTIVE JULY 1, 2012
 PAY SCALE TYPE CP

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
A	HOURLY	25.32	26.90	28.48	30.06	31.66	1-5
	BIWEEKLY	2,025.60	2,152.00	2,278.40	2,404.80	2,532.80	
	ANNUAL*	52,828	56,124	59,421	62,717	66,055	
B	HOURLY	26.59	28.25	29.90	31.56	33.24	OVER 5
	BIWEEKLY	2,127.20	2,260.00	2,392.00	2,524.80	2,659.20	
	ANNUAL*	55,477	58,941	62,383	65,847	69,352	
C	HOURLY	26.84	28.51	30.19	31.86	33.56	OVER 6
	BIWEEKLY	2,147.20	2,280.80	2,415.20	2,548.80	2,684.80	
	ANNUAL*	55,999	59,483	62,988	66,473	70,020	
D	HOURLY	27.09	28.78	30.47	32.16	33.88	OVER 7
	BIWEEKLY	2,167.20	2,302.40	2,437.60	2,572.80	2,710.40	
	ANNUAL*	56,521	60,047	63,573	67,099	70,687	
E	HOURLY	27.35	29.05	30.76	32.46	34.19	OVER 8
	BIWEEKLY	2,188.00	2,324.00	2,460.80	2,596.80	2,735.20	
	ANNUAL*	57,063	60,610	64,178	67,725	71,334	
F	HOURLY	27.60	29.32	31.04	32.77	34.51	OVER 9
	BIWEEKLY	2,208.00	2,345.60	2,483.20	2,621.60	2,760.80	
	ANNUAL*	57,585	61,173	64,762	68,371	72,002	
G	HOURLY	27.85	29.59	31.33	33.07	34.83	OVER 10
	BIWEEKLY	2,228.00	2,367.20	2,506.40	2,645.60	2,786.40	
	ANNUAL*	58,106	61,737	65,367	68,997	72,669	
H	HOURLY	28.11	29.86	31.61	33.37	35.14	OVER 11
	BIWEEKLY	2,248.80	2,388.80	2,528.80	2,669.60	2,811.20	
	ANNUAL*	58,649	62,300	65,951	69,623	73,316	
I	HOURLY	28.36	30.13	31.90	33.67	35.46	OVER 12
	BIWEEKLY	2,268.80	2,410.40	2,552.00	2,693.60	2,836.80	
	ANNUAL*	59,170	62,863	66,556	70,249	73,984	
J	HOURLY	28.61	30.40	32.18	33.97	35.78	OVER 13
	BIWEEKLY	2,288.80	2,432.00	2,574.40	2,717.60	2,862.40	
	ANNUAL*	59,692	63,427	67,140	70,875	74,651	
K	HOURLY	28.86	30.67	32.47	34.27	36.09	OVER 14
	BIWEEKLY	2,308.80	2,453.60	2,597.60	2,741.60	2,887.20	
	ANNUAL*	60,214	63,990	67,745	71,501	75,298	
L	HOURLY	29.12	30.94	32.75	34.57	36.41	OVER 15
	BIWEEKLY	2,329.60	2,475.20	2,620.00	2,765.60	2,912.80	
	ANNUAL*	60,756	64,553	68,330	72,127	75,966	
M	HOURLY	29.37	31.20	33.04	34.87	36.73	OVER 16
	BIWEEKLY	2,349.60	2,496.00	2,643.20	2,789.60	2,938.40	
	ANNUAL*	61,278	65,096	68,935	72,753	76,633	

PAY SCALE GROUP CP39 COMMONWEALTH OF PENNSYLVANIA
 Capitol Police Lieutenant CAPITOL POLICE PAY SCHEDULE
 EFFECTIVE JULY 1, 2012
 PAY SCALE TYPE CP

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
N	HOURLY	29.62	31.47	33.32	35.17	37.04	OVER 17
	BIWEEKLY	2,369.60	2,517.60	2,665.60	2,813.60	2,963.20	
	ANNUAL*	61,799	65,659	69,519	73,379	77,280	
O	HOURLY	29.88	31.74	33.61	35.47	37.36	OVER 18
	BIWEEKLY	2,390.40	2,539.20	2,688.80	2,837.60	2,988.80	
	ANNUAL*	62,342	66,222	70,124	74,005	77,948	
P	HOURLY	30.13	32.01	33.89	35.77	37.68	OVER 19
	BIWEEKLY	2,410.40	2,560.80	2,711.20	2,861.60	3,014.40	
	ANNUAL*	62,863	66,786	70,708	74,631	78,616	
Q	HOURLY	30.38	32.28	34.18	36.07	37.99	OVER 20
	BIWEEKLY	2,430.40	2,582.40	2,734.40	2,885.60	3,039.20	
	ANNUAL*	63,385	67,349	71,313	75,256	79,262	
R	HOURLY	30.64	32.55	34.46	36.37	38.31	OVER 21
	BIWEEKLY	2,451.20	2,604.00	2,756.80	2,909.60	3,064.80	
	ANNUAL*	63,927	67,912	71,897	75,882	79,930	
S	HOURLY	30.89	32.82	34.75	36.67	38.63	OVER 22
	BIWEEKLY	2,471.20	2,625.60	2,780.00	2,933.60	3,090.40	
	ANNUAL*	64,449	68,476	72,502	76,508	80,598	
T	HOURLY	31.14	33.09	35.03	36.97	38.94	OVER 23
	BIWEEKLY	2,491.20	2,647.20	2,802.40	2,957.60	3,115.20	
	ANNUAL*	64,970	69,039	73,087	77,134	81,244	
U	HOURLY	31.40	33.36	35.32	37.27	39.26	OVER 24
	BIWEEKLY	2,512.00	2,668.80	2,825.60	2,981.60	3,140.80	
	ANNUAL*	65,513	69,602	73,692	77,760	81,912	
V	HOURLY	31.65	33.63	35.60	37.58	39.58	OVER 25
	BIWEEKLY	2,532.00	2,690.40	2,848.00	3,006.40	3,166.40	
	ANNUAL*	66,035	70,166	74,276	78,407	82,580	
W	HOURLY	31.90	33.89	35.88	37.88	39.89	OVER 26
	BIWEEKLY	2,552.00	2,711.20	2,870.40	3,030.40	3,191.20	
	ANNUAL*	66,556	70,708	74,860	79,033	83,226	
X	HOURLY	32.16	34.16	36.17	38.18	40.21	OVER 27
	BIWEEKLY	2,572.80	2,732.80	2,893.60	3,054.40	3,216.80	
	ANNUAL*	67,099	71,271	75,465	79,659	83,894	
Y	HOURLY	32.41	34.43	36.45	38.48	40.52	OVER 28
	BIWEEKLY	2,592.80	2,754.40	2,916.00	3,078.40	3,241.60	
	ANNUAL*	67,620	71,835	76,049	80,285	84,541	

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

APPENDIX C

PAY SCALE GROUP CP30 COMMONWEALTH OF PENNSYLVANIA
 Capitol Police Patrolman CAPITOL POLICE PAY SCHEDULE
 EFFECTIVE JULY 1, 2013
 PAY SCALE TYPE CP

PAGE 1 OF 8

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
A	HOURLY	18.70	19.86	21.03	22.20	23.37	1-5
	BIWEEKLY	1,496.00	1,588.80	1,682.40	1,776.00	1,869.60	
	ANNUAL*	39,016	41,436	43,877	46,318	48,759	
B	HOURLY	19.64	20.85	22.08	23.31	24.54	OVER 5
	BIWEEKLY	1,571.20	1,668.00	1,766.40	1,864.80	1,963.20	
	ANNUAL*	40,977	43,501	46,068	48,634	51,200	
C	HOURLY	19.82	21.05	22.29	23.53	24.77	OVER 6
	BIWEEKLY	1,585.60	1,684.00	1,783.20	1,882.40	1,981.60	
	ANNUAL*	41,352	43,919	46,506	49,093	51,680	
D	HOURLY	20.01	21.25	22.50	23.75	25.01	OVER 7
	BIWEEKLY	1,600.80	1,700.00	1,800.00	1,900.00	2,000.80	
	ANNUAL*	41,749	44,336	46,944	49,552	52,181	
E	HOURLY	20.20	21.45	22.71	23.98	25.24	OVER 8
	BIWEEKLY	1,616.00	1,716.00	1,816.80	1,918.40	2,019.20	
	ANNUAL*	42,145	44,753	47,382	50,032	52,661	
F	HOURLY	20.38	21.65	22.92	24.20	25.47	OVER 9
	BIWEEKLY	1,630.40	1,732.00	1,833.60	1,936.00	2,037.60	
	ANNUAL*	42,521	45,171	47,820	50,491	53,141	
G	HOURLY	20.57	21.85	23.13	24.42	25.71	OVER 10
	BIWEEKLY	1,645.60	1,748.00	1,850.40	1,953.60	2,056.80	
	ANNUAL*	42,917	45,588	48,258	50,950	53,641	
H	HOURLY	20.76	22.04	23.34	24.64	25.94	OVER 11
	BIWEEKLY	1,660.80	1,763.20	1,867.20	1,971.20	2,075.20	
	ANNUAL*	43,314	45,984	48,697	51,409	54,121	
I	HOURLY	20.94	22.24	23.55	24.86	26.17	OVER 12
	BIWEEKLY	1,675.20	1,779.20	1,884.00	1,988.80	2,093.60	
	ANNUAL*	43,689	46,402	49,135	51,868	54,601	
J	HOURLY	21.13	22.44	23.76	25.09	26.41	OVER 13
	BIWEEKLY	1,690.40	1,795.20	1,900.80	2,007.20	2,112.80	
	ANNUAL*	44,086	46,819	49,573	52,348	55,102	
K	HOURLY	21.32	22.64	23.97	25.31	26.64	OVER 14
	BIWEEKLY	1,705.60	1,811.20	1,917.60	2,024.80	2,131.20	
	ANNUAL*	44,482	47,236	50,011	52,807	55,582	
L	HOURLY	21.51	22.84	24.18	25.53	26.88	OVER 15
	BIWEEKLY	1,720.80	1,827.20	1,934.40	2,042.40	2,150.40	
	ANNUAL*	44,878	47,653	50,449	53,266	56,082	
M	HOURLY	21.69	23.04	24.39	25.75	27.11	OVER 16
	BIWEEKLY	1,735.20	1,843.20	1,951.20	2,060.00	2,168.80	
	ANNUAL*	45,254	48,071	50,887	53,725	56,562	

PAY SCALE GROUP CP30 COMMONWEALTH OF PENNSYLVANIA
 Capitol Police Patrolman CAPITOL POLICE PAY SCHEDULE
 EFFECTIVE JULY 1, 2013
 PAY SCALE TYPE CP

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
N	HOURLY	21.88	23.24	24.61	25.97	27.34	OVER 17
	BIWEEKLY	1,750.40	1,859.20	1,968.80	2,077.60	2,187.20	
	ANNUAL*	45,650	48,488	51,346	54,184	57,042	
O	HOURLY	22.07	23.43	24.82	26.20	27.58	OVER 18
	BIWEEKLY	1,765.60	1,874.40	1,985.60	2,096.00	2,206.40	
	ANNUAL*	46,047	48,884	51,784	54,664	57,543	
P	HOURLY	22.25	23.63	25.03	26.42	27.81	OVER 19
	BIWEEKLY	1,780.00	1,890.40	2,002.40	2,113.60	2,224.80	
	ANNUAL*	46,422	49,302	52,223	55,123	58,023	
Q	HOURLY	22.44	23.83	25.24	26.64	28.04	OVER 20
	BIWEEKLY	1,795.20	1,906.40	2,019.20	2,131.20	2,243.20	
	ANNUAL*	46,819	49,719	52,661	55,582	58,503	
R	HOURLY	22.63	24.03	25.45	26.86	28.28	OVER 21
	BIWEEKLY	1,810.40	1,922.40	2,036.00	2,148.80	2,262.40	
	ANNUAL*	47,215	50,136	53,099	56,041	59,003	
S	HOURLY	22.81	24.23	25.66	27.08	28.51	OVER 22
	BIWEEKLY	1,824.80	1,938.40	2,052.80	2,166.40	2,280.80	
	ANNUAL*	47,591	50,553	53,537	56,500	59,483	
T	HOURLY	23.00	24.43	25.87	27.31	28.75	OVER 23
	BIWEEKLY	1,840.00	1,954.40	2,069.60	2,184.80	2,300.00	
	ANNUAL*	47,987	50,971	53,975	56,980	59,984	
U	HOURLY	23.19	24.63	26.08	27.53	28.98	OVER 24
	BIWEEKLY	1,855.20	1,970.40	2,086.40	2,202.40	2,318.40	
	ANNUAL*	48,384	51,388	54,413	57,439	60,464	
V	HOURLY	23.38	24.83	26.29	27.75	29.21	OVER 25
	BIWEEKLY	1,870.40	1,986.40	2,103.20	2,220.00	2,336.80	
	ANNUAL*	48,780	51,805	54,851	57,898	60,944	
W	HOURLY	23.56	25.02	26.50	27.97	29.45	OVER 26
	BIWEEKLY	1,884.80	2,001.60	2,120.00	2,237.60	2,356.00	
	ANNUAL*	49,156	52,202	55,290	58,357	61,444	
X	HOURLY	23.75	25.22	26.71	28.19	29.68	OVER 27
	BIWEEKLY	1,900.00	2,017.60	2,136.80	2,255.20	2,374.40	
	ANNUAL*	49,552	52,619	55,728	58,816	61,924	
Y	HOURLY	23.94	25.42	26.92	28.42	29.91	OVER 28
	BIWEEKLY	1,915.20	2,033.60	2,153.60	2,273.60	2,392.80	
	ANNUAL*	49,948	53,036	56,166	59,295	62,404	

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

PAY SCALE GROUP CP33 COMMONWEALTH OF PENNSYLVANIA
 Capitol Police Corporal CAPITOL POLICE PAY SCHEDULE
 EFFECTIVE JULY 1, 2013
 PAY SCALE TYPE CP

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
A	HOURLY	20.76	22.04	23.34	24.64	25.94	1-5
	BIWEEKLY	1,660.80	1,763.20	1,867.20	1,971.20	2,075.20	
	ANNUAL*	43,314	45,984	48,697	51,409	54,121	
B	HOURLY	21.80	23.14	24.51	25.87	27.24	OVER 5
	BIWEEKLY	1,744.00	1,851.20	1,960.80	2,069.60	2,179.20	
	ANNUAL*	45,484	48,279	51,138	53,975	56,834	
C	HOURLY	22.01	23.36	24.74	26.12	27.50	OVER 6
	BIWEEKLY	1,760.80	1,868.80	1,979.20	2,089.60	2,200.00	
	ANNUAL*	45,922	48,738	51,618	54,497	57,376	
D	HOURLY	22.21	23.58	24.97	26.36	27.76	OVER 7
	BIWEEKLY	1,776.80	1,886.40	1,997.60	2,108.80	2,220.80	
	ANNUAL*	46,339	49,197	52,097	54,998	57,918	
E	HOURLY	22.42	23.80	25.21	26.61	28.02	OVER 8
	BIWEEKLY	1,793.60	1,904.00	2,016.80	2,128.80	2,241.60	
	ANNUAL*	46,777	49,656	52,598	55,519	58,461	
F	HOURLY	22.63	24.02	25.44	26.86	28.27	OVER 9
	BIWEEKLY	1,810.40	1,921.60	2,035.20	2,148.80	2,261.60	
	ANNUAL*	47,215	50,115	53,078	56,041	58,983	
G	HOURLY	22.84	24.24	25.67	27.10	28.53	OVER 10
	BIWEEKLY	1,827.20	1,939.20	2,053.60	2,168.00	2,282.40	
	ANNUAL*	47,653	50,574	53,558	56,541	59,525	
H	HOURLY	23.04	24.46	25.91	27.35	28.79	OVER 11
	BIWEEKLY	1,843.20	1,956.80	2,072.80	2,188.00	2,303.20	
	ANNUAL*	48,071	51,033	54,059	57,063	60,067	
I	HOURLY	23.25	24.68	26.14	27.60	29.05	OVER 12
	BIWEEKLY	1,860.00	1,974.40	2,091.20	2,208.00	2,324.00	
	ANNUAL*	48,509	51,492	54,538	57,585	60,610	
J	HOURLY	23.46	24.91	26.37	27.84	29.31	OVER 13
	BIWEEKLY	1,876.80	1,992.80	2,109.60	2,227.20	2,344.80	
	ANNUAL*	48,947	51,972	55,018	58,085	61,152	
K	HOURLY	23.67	25.13	26.61	28.09	29.57	OVER 14
	BIWEEKLY	1,893.60	2,010.40	2,128.80	2,247.20	2,365.60	
	ANNUAL*	49,385	52,431	55,519	58,607	61,695	
L	HOURLY	23.87	25.35	26.84	28.34	29.83	OVER 15
	BIWEEKLY	1,909.60	2,028.00	2,147.20	2,267.20	2,386.40	
	ANNUAL*	49,802	52,890	55,999	59,129	62,237	
M	HOURLY	24.08	25.57	27.07	28.58	30.09	OVER 16
	BIWEEKLY	1,926.40	2,045.60	2,165.60	2,286.40	2,407.20	
	ANNUAL*	50,241	53,349	56,479	59,629	62,780	

PAY SCALE GROUP CP33 COMMONWEALTH OF PENNSYLVANIA
 Capitol Police Corporal CAPITOL POLICE PAY SCHEDULE
 EFFECTIVE JULY 1, 2013
 PAY SCALE TYPE CP

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
N	HOURLY	24.29	25.79	27.31	28.83	30.35	OVER 17
	BIWEEKLY	1,943.20	2,063.20	2,184.80	2,306.40	2,428.00	
	ANNUAL*	50,679	53,808	56,980	60,151	63,322	
O	HOURLY	24.50	26.01	27.54	29.08	30.61	OVER 18
	BIWEEKLY	1,960.00	2,080.80	2,203.20	2,326.40	2,448.80	
	ANNUAL*	51,117	54,267	57,459	60,673	63,865	
P	HOURLY	24.70	26.23	27.77	29.32	30.87	OVER 19
	BIWEEKLY	1,976.00	2,098.40	2,221.60	2,345.60	2,469.60	
	ANNUAL*	51,534	54,726	57,939	61,173	64,407	
Q	HOURLY	24.91	26.45	28.01	29.57	31.13	OVER 20
	BIWEEKLY	1,992.80	2,116.00	2,240.80	2,365.60	2,490.40	
	ANNUAL*	51,972	55,185	58,440	61,695	64,950	
R	HOURLY	25.12	26.67	28.24	29.81	31.39	OVER 21
	BIWEEKLY	2,009.60	2,133.60	2,259.20	2,384.80	2,511.20	
	ANNUAL*	52,410	55,644	58,920	62,196	65,492	
S	HOURLY	25.33	26.89	28.47	30.06	31.65	OVER 22
	BIWEEKLY	2,026.40	2,151.20	2,277.60	2,404.80	2,532.00	
	ANNUAL*	52,849	56,103	59,400	62,717	66,035	
T	HOURLY	25.53	27.11	28.71	30.31	31.91	OVER 23
	BIWEEKLY	2,042.40	2,168.80	2,296.80	2,424.80	2,552.80	
	ANNUAL*	53,266	56,562	59,901	63,239	66,577	
U	HOURLY	25.74	27.33	28.94	30.55	32.17	OVER 24
	BIWEEKLY	2,059.20	2,186.40	2,315.20	2,444.00	2,573.60	
	ANNUAL*	53,704	57,021	60,380	63,740	67,119	
V	HOURLY	25.95	27.55	29.18	30.80	32.43	OVER 25
	BIWEEKLY	2,076.00	2,204.00	2,334.40	2,464.00	2,594.40	
	ANNUAL*	54,142	57,480	60,881	64,261	67,662	
W	HOURLY	26.16	27.77	29.41	31.05	32.68	OVER 26
	BIWEEKLY	2,092.80	2,221.60	2,352.80	2,484.00	2,614.40	
	ANNUAL*	54,580	57,939	61,361	64,783	68,184	
X	HOURLY	26.37	27.99	29.64	31.29	32.94	OVER 27
	BIWEEKLY	2,109.60	2,239.20	2,371.20	2,503.20	2,635.20	
	ANNUAL*	55,018	58,398	61,841	65,283	68,726	
Y	HOURLY	26.57	28.21	29.88	31.54	33.20	OVER 28
	BIWEEKLY	2,125.60	2,256.80	2,390.40	2,523.20	2,656.00	
	ANNUAL*	55,436	58,857	62,342	65,805	69,268	

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

PAY SCALE GROUP CP36 COMMONWEALTH OF PENNSYLVANIA
 Capitol Police Sergeant CAPITOL POLICE PAY SCHEDULE
 EFFECTIVE JULY 1, 2013
 PAY SCALE TYPE CP

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
A	HOURLY	23.04	24.46	25.91	27.35	28.79	1-5
	BIWEEKLY	1,843.20	1,956.80	2,072.80	2,188.00	2,303.20	
	ANNUAL*	48,071	51,033	54,059	57,063	60,067	
B	HOURLY	24.19	25.68	27.21	28.72	30.23	OVER 5
	BIWEEKLY	1,935.20	2,054.40	2,176.80	2,297.60	2,418.40	
	ANNUAL*	50,470	53,579	56,771	59,921	63,072	
C	HOURLY	24.42	25.93	27.46	28.99	30.52	OVER 6
	BIWEEKLY	1,953.60	2,074.40	2,196.80	2,319.20	2,441.60	
	ANNUAL*	50,950	54,100	57,293	60,485	63,677	
D	HOURLY	24.65	26.17	27.72	29.26	30.81	OVER 7
	BIWEEKLY	1,972.00	2,093.60	2,217.60	2,340.80	2,464.80	
	ANNUAL*	51,430	54,601	57,835	61,048	64,282	
E	HOURLY	24.88	26.42	27.98	29.54	31.09	OVER 8
	BIWEEKLY	1,990.40	2,113.60	2,238.40	2,363.20	2,487.20	
	ANNUAL*	51,910	55,123	58,377	61,632	64,866	
F	HOURLY	25.11	26.66	28.24	29.81	31.38	OVER 9
	BIWEEKLY	2,008.80	2,132.80	2,259.20	2,384.80	2,510.40	
	ANNUAL*	52,390	55,623	58,920	62,196	65,471	
G	HOURLY	25.34	26.91	28.50	30.09	31.67	OVER 10
	BIWEEKLY	2,027.20	2,152.80	2,280.00	2,407.20	2,533.60	
	ANNUAL*	52,869	56,145	59,462	62,780	66,076	
H	HOURLY	25.57	27.15	28.76	30.36	31.96	OVER 11
	BIWEEKLY	2,045.60	2,172.00	2,300.80	2,428.80	2,556.80	
	ANNUAL*	53,349	56,646	60,005	63,343	66,681	
I	HOURLY	25.80	27.40	29.02	30.63	32.24	OVER 12
	BIWEEKLY	2,064.00	2,192.00	2,321.60	2,450.40	2,579.20	
	ANNUAL*	53,829	57,167	60,547	63,906	67,266	
J	HOURLY	26.04	27.64	29.28	30.91	32.53	OVER 13
	BIWEEKLY	2,083.20	2,211.20	2,342.40	2,472.80	2,602.40	
	ANNUAL*	54,330	57,668	61,090	64,491	67,871	
K	HOURLY	26.27	27.88	29.54	31.18	32.82	OVER 14
	BIWEEKLY	2,101.60	2,230.40	2,363.20	2,494.40	2,625.60	
	ANNUAL*	54,810	58,169	61,632	65,054	68,476	
L	HOURLY	26.50	28.13	29.80	31.45	33.11	OVER 15
	BIWEEKLY	2,120.00	2,250.40	2,384.00	2,516.00	2,648.80	
	ANNUAL*	55,290	58,690	62,175	65,617	69,081	
M	HOURLY	26.73	28.37	30.06	31.73	33.40	OVER 16
	BIWEEKLY	2,138.40	2,269.60	2,404.80	2,538.40	2,672.00	
	ANNUAL*	55,769	59,191	62,717	66,201	69,686	

PAY SCALE GROUP CP36 COMMONWEALTH OF PENNSYLVANIA
 Capitol Police Sergeant CAPITOL POLICE PAY SCHEDULE
 EFFECTIVE JULY 1, 2013
 PAY SCALE TYPE CP

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
N	HOURLY	26.96	28.62	30.31	32.00	33.68	OVER 17
	BIWEEKLY	2,156.80	2,289.60	2,424.80	2,560.00	2,694.40	
	ANNUAL*	56,249	59,713	63,239	66,765	70,270	
O	HOURLY	27.19	28.86	30.57	32.27	33.97	OVER 18
	BIWEEKLY	2,175.20	2,308.80	2,445.60	2,581.60	2,717.60	
	ANNUAL*	56,729	60,214	63,781	67,328	70,875	
P	HOURLY	27.42	29.11	30.83	32.55	34.26	OVER 19
	BIWEEKLY	2,193.60	2,328.80	2,466.40	2,604.00	2,740.80	
	ANNUAL*	57,209	60,735	64,324	67,912	71,480	
Q	HOURLY	27.65	29.35	31.09	32.82	34.55	OVER 20
	BIWEEKLY	2,212.00	2,348.00	2,487.20	2,625.60	2,764.00	
	ANNUAL*	57,689	61,236	64,866	68,476	72,085	
R	HOURLY	27.88	29.60	31.35	33.09	34.84	OVER 21
	BIWEEKLY	2,230.40	2,368.00	2,508.00	2,647.20	2,787.20	
	ANNUAL*	58,169	61,757	65,409	69,039	72,690	
S	HOURLY	28.11	29.84	31.61	33.37	35.12	OVER 22
	BIWEEKLY	2,248.80	2,387.20	2,528.80	2,669.60	2,809.60	
	ANNUAL*	58,649	62,258	65,951	69,623	73,274	
T	HOURLY	28.34	30.09	31.87	33.64	35.41	OVER 23
	BIWEEKLY	2,267.20	2,407.20	2,549.60	2,691.20	2,832.80	
	ANNUAL*	59,129	62,780	66,494	70,186	73,879	
U	HOURLY	28.57	30.33	32.13	33.91	35.70	OVER 24
	BIWEEKLY	2,285.60	2,426.40	2,570.40	2,712.80	2,856.00	
	ANNUAL*	59,608	63,281	67,036	70,750	74,484	
V	HOURLY	28.80	30.58	32.39	34.19	35.99	OVER 25
	BIWEEKLY	2,304.00	2,446.40	2,591.20	2,735.20	2,879.20	
	ANNUAL*	60,088	63,802	67,578	71,334	75,090	
W	HOURLY	29.03	30.82	32.65	34.46	36.28	OVER 26
	BIWEEKLY	2,322.40	2,465.60	2,612.00	2,756.80	2,902.40	
	ANNUAL*	60,568	64,303	68,121	71,897	75,695	
X	HOURLY	29.26	31.06	32.91	34.73	36.56	OVER 27
	BIWEEKLY	2,340.80	2,484.80	2,632.80	2,778.40	2,924.80	
	ANNUAL*	61,048	64,804	68,663	72,461	76,279	
Y	HOURLY	29.49	31.31	33.16	35.01	36.85	OVER 28
	BIWEEKLY	2,359.20	2,504.80	2,652.80	2,800.80	2,948.00	
	ANNUAL*	61,528	65,325	69,185	73,045	76,884	

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

PAY SCALE GROUP CP39 COMMONWEALTH OF PENNSYLVANIA
 Capitol Police Lieutenant CAPITOL POLICE PAY SCHEDULE
 EFFECTIVE JULY 1, 2013
 PAY SCALE TYPE CP

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
A	HOURLY	25.57	27.15	28.76	30.36	31.96	1-5
	BIWEEKLY	2,045.60	2,172.00	2,300.80	2,428.80	2,556.80	
	ANNUAL*	53,349	56,646	60,005	63,343	66,681	
B	HOURLY	26.85	28.51	30.20	31.88	33.56	OVER 5
	BIWEEKLY	2,148.00	2,280.80	2,416.00	2,550.40	2,684.80	
	ANNUAL*	56,020	59,483	63,009	66,514	70,020	
C	HOURLY	27.10	28.78	30.49	32.18	33.88	OVER 6
	BIWEEKLY	2,168.00	2,302.40	2,439.20	2,574.40	2,710.40	
	ANNUAL*	56,541	60,047	63,614	67,140	70,687	
D	HOURLY	27.36	29.05	30.77	32.49	34.20	OVER 7
	BIWEEKLY	2,188.80	2,324.00	2,461.60	2,599.20	2,736.00	
	ANNUAL*	57,084	60,610	64,199	67,787	71,355	
E	HOURLY	27.62	29.32	31.06	32.79	34.52	OVER 8
	BIWEEKLY	2,209.60	2,345.60	2,484.80	2,623.20	2,761.60	
	ANNUAL*	57,626	61,173	64,804	68,413	72,023	
F	HOURLY	27.87	29.59	31.35	33.09	34.84	OVER 9
	BIWEEKLY	2,229.60	2,367.20	2,508.00	2,647.20	2,787.20	
	ANNUAL*	58,148	61,737	65,409	69,039	72,690	
G	HOURLY	28.13	29.87	31.64	33.40	35.16	OVER 10
	BIWEEKLY	2,250.40	2,389.60	2,531.20	2,672.00	2,812.80	
	ANNUAL*	58,690	62,321	66,014	69,686	73,358	
H	HOURLY	28.38	30.14	31.92	33.70	35.48	OVER 11
	BIWEEKLY	2,270.40	2,411.20	2,553.60	2,696.00	2,838.40	
	ANNUAL*	59,212	62,884	66,598	70,312	74,025	
I	HOURLY	28.64	30.41	32.21	34.00	35.80	OVER 12
	BIWEEKLY	2,291.20	2,432.80	2,576.80	2,720.00	2,864.00	
	ANNUAL*	59,754	63,447	67,203	70,938	74,693	
J	HOURLY	28.89	30.68	32.50	34.31	36.11	OVER 13
	BIWEEKLY	2,311.20	2,454.40	2,600.00	2,744.80	2,888.80	
	ANNUAL*	60,276	64,011	67,808	71,584	75,340	
K	HOURLY	29.15	30.95	32.79	34.61	36.43	OVER 14
	BIWEEKLY	2,332.00	2,476.00	2,623.20	2,768.80	2,914.40	
	ANNUAL*	60,819	64,574	68,413	72,210	76,008	
L	HOURLY	29.41	31.22	33.07	34.91	36.75	OVER 15
	BIWEEKLY	2,352.80	2,497.60	2,645.60	2,792.80	2,940.00	
	ANNUAL*	61,361	65,137	68,997	72,836	76,675	
M	HOURLY	29.66	31.49	33.36	35.22	37.07	OVER 16
	BIWEEKLY	2,372.80	2,519.20	2,668.80	2,817.60	2,965.60	
	ANNUAL*	61,883	65,701	69,602	73,483	77,343	

PAY SCALE GROUP CP39 COMMONWEALTH OF PENNSYLVANIA
 Capitol Police Lieutenant CAPITOL POLICE PAY SCHEDULE
 EFFECTIVE JULY 1, 2013
 PAY SCALE TYPE CP

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
N	HOURLY	29.92	31.77	33.65	35.52	37.39	OVER 17
	BIWEEKLY	2,393.60	2,541.60	2,692.00	2,841.60	2,991.20	
	ANNUAL*	62,425	66,285	70,207	74,109	78,010	
O	HOURLY	30.17	32.04	33.94	35.82	37.71	OVER 18
	BIWEEKLY	2,413.60	2,563.20	2,715.20	2,865.60	3,016.80	
	ANNUAL*	62,947	66,848	70,812	74,735	78,678	
P	HOURLY	30.43	32.31	34.22	36.13	38.03	OVER 19
	BIWEEKLY	2,434.40	2,584.80	2,737.60	2,890.40	3,042.40	
	ANNUAL*	63,489	67,412	71,397	75,382	79,346	
Q	HOURLY	30.68	32.58	34.51	36.43	38.35	OVER 20
	BIWEEKLY	2,454.40	2,606.40	2,760.80	2,914.40	3,068.00	
	ANNUAL*	64,011	67,975	72,002	76,008	80,013	
R	HOURLY	30.94	32.85	34.80	36.74	38.67	OVER 21
	BIWEEKLY	2,475.20	2,628.00	2,784.00	2,939.20	3,093.60	
	ANNUAL*	64,553	68,538	72,607	76,654	80,681	
S	HOURLY	31.20	33.12	35.09	37.04	38.99	OVER 22
	BIWEEKLY	2,496.00	2,649.60	2,807.20	2,963.20	3,119.20	
	ANNUAL*	65,096	69,102	73,212	77,280	81,349	
T	HOURLY	31.45	33.39	35.37	37.34	39.31	OVER 23
	BIWEEKLY	2,516.00	2,671.20	2,829.60	2,987.20	3,144.80	
	ANNUAL*	65,617	69,665	73,796	77,906	82,016	
U	HOURLY	31.71	33.67	35.66	37.65	39.63	OVER 24
	BIWEEKLY	2,536.80	2,693.60	2,852.80	3,012.00	3,170.40	
	ANNUAL*	66,160	70,249	74,401	78,553	82,684	
V	HOURLY	31.96	33.94	35.95	37.95	39.95	OVER 25
	BIWEEKLY	2,556.80	2,715.20	2,876.00	3,036.00	3,196.00	
	ANNUAL*	66,681	70,812	75,006	79,179	83,352	
W	HOURLY	32.22	34.21	36.24	38.25	40.27	OVER 26
	BIWEEKLY	2,577.60	2,736.80	2,899.20	3,060.00	3,221.60	
	ANNUAL*	67,224	71,376	75,611	79,805	84,019	
X	HOURLY	32.47	34.48	36.53	38.56	40.59	OVER 27
	BIWEEKLY	2,597.60	2,758.40	2,922.40	3,084.80	3,247.20	
	ANNUAL*	67,745	71,939	76,216	80,452	84,687	
Y	HOURLY	32.73	34.75	36.81	38.86	40.91	OVER 28
	BIWEEKLY	2,618.40	2,780.00	2,944.80	3,108.80	3,272.80	
	ANNUAL*	68,288	72,502	76,800	81,078	85,355	

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

APPENDIX D

PAY SCALE GROUP CP30 COMMONWEALTH OF PENNSYLVANIA
 Capitol Police Patrolman CAPITOL POLICE PAY SCHEDULE
 EFFECTIVE JANUARY 1, 2014
 PAY SCALE TYPE CP

PAGE 1 OF 8

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
A	HOURLY	18.88	20.06	21.24	22.42	23.60	1-5
	BIWEEKLY	1,510.40	1,604.80	1,699.20	1,793.60	1,888.00	
	ANNUAL*	39,391	41,853	44,315	46,777	49,239	
B	HOURLY	19.82	21.06	22.30	23.54	24.78	OVER 5
	BIWEEKLY	1,585.60	1,684.80	1,784.00	1,883.20	1,982.40	
	ANNUAL*	41,352	43,940	46,527	49,114	51,701	
C	HOURLY	20.01	21.26	22.51	23.77	25.02	OVER 6
	BIWEEKLY	1,600.80	1,700.80	1,800.80	1,901.60	2,001.60	
	ANNUAL*	41,749	44,357	46,965	49,594	52,202	
D	HOURLY	20.20	21.46	22.73	23.99	25.25	OVER 7
	BIWEEKLY	1,616.00	1,716.80	1,818.40	1,919.20	2,020.00	
	ANNUAL*	42,145	44,774	47,424	50,053	52,682	
E	HOURLY	20.39	21.66	22.94	24.21	25.49	OVER 8
	BIWEEKLY	1,631.20	1,732.80	1,835.20	1,936.80	2,039.20	
	ANNUAL*	42,542	45,191	47,862	50,512	53,182	
F	HOURLY	20.58	21.87	23.15	24.44	25.72	OVER 9
	BIWEEKLY	1,646.40	1,749.60	1,852.00	1,955.20	2,057.60	
	ANNUAL*	42,938	45,630	48,300	50,992	53,662	
G	HOURLY	20.77	22.07	23.36	24.66	25.96	OVER 10
	BIWEEKLY	1,661.60	1,765.60	1,868.80	1,972.80	2,076.80	
	ANNUAL*	43,335	46,047	48,738	51,451	54,163	
H	HOURLY	20.96	22.27	23.58	24.89	26.20	OVER 11
	BIWEEKLY	1,676.80	1,781.60	1,886.40	1,991.20	2,096.00	
	ANNUAL*	43,731	46,464	49,197	51,930	54,664	
I	HOURLY	21.15	22.47	23.79	25.11	26.43	OVER 12
	BIWEEKLY	1,692.00	1,797.60	1,903.20	2,008.80	2,114.40	
	ANNUAL*	44,127	46,881	49,635	52,390	55,144	
J	HOURLY	21.33	22.67	24.00	25.33	26.67	OVER 13
	BIWEEKLY	1,706.40	1,813.60	1,920.00	2,026.40	2,133.60	
	ANNUAL*	44,503	47,299	50,074	52,849	55,644	
K	HOURLY	21.52	22.87	24.21	25.56	26.90	OVER 14
	BIWEEKLY	1,721.60	1,829.60	1,936.80	2,044.80	2,152.00	
	ANNUAL*	44,899	47,716	50,512	53,328	56,124	
L	HOURLY	21.71	23.07	24.43	25.78	27.14	OVER 15
	BIWEEKLY	1,736.80	1,845.60	1,954.40	2,062.40	2,171.20	
	ANNUAL*	45,296	48,133	50,971	53,787	56,625	
M	HOURLY	21.90	23.27	24.64	26.01	27.38	OVER 16
	BIWEEKLY	1,752.00	1,861.60	1,971.20	2,080.80	2,190.40	
	ANNUAL*	45,692	48,551	51,409	54,267	57,126	

PAY SCALE GROUP CP30 COMMONWEALTH OF PENNSYLVANIA
 Capitol Police Patrolman CAPITOL POLICE PAY SCHEDULE
 EFFECTIVE JANUARY 1, 2014
 PAY SCALE TYPE CP

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
N	HOURLY	22.09	23.47	24.85	26.23	27.61	OVER 17
	BIWEEKLY	1,767.20	1,877.60	1,988.00	2,098.40	2,208.80	
	ANNUAL*	46,089	48,968	51,847	54,726	57,606	
O	HOURLY	22.28	23.67	25.06	26.46	27.85	OVER 18
	BIWEEKLY	1,782.40	1,893.60	2,004.80	2,116.80	2,228.00	
	ANNUAL*	46,485	49,385	52,285	55,206	58,106	
P	HOURLY	22.47	23.87	25.28	26.68	28.08	OVER 19
	BIWEEKLY	1,797.60	1,909.60	2,022.40	2,134.40	2,246.40	
	ANNUAL*	46,881	49,802	52,744	55,665	58,586	
Q	HOURLY	22.66	24.07	25.49	26.90	28.32	OVER 20
	BIWEEKLY	1,812.80	1,925.60	2,039.20	2,152.00	2,265.60	
	ANNUAL*	47,278	50,220	53,182	56,124	59,087	
R	HOURLY	22.84	24.27	25.70	27.13	28.56	OVER 21
	BIWEEKLY	1,827.20	1,941.60	2,056.00	2,170.40	2,284.80	
	ANNUAL*	47,653	50,637	53,620	56,604	59,588	
S	HOURLY	23.03	24.47	25.91	27.35	28.79	OVER 22
	BIWEEKLY	1,842.40	1,957.60	2,072.80	2,188.00	2,303.20	
	ANNUAL*	48,050	51,054	54,059	57,063	60,067	
T	HOURLY	23.22	24.67	26.13	27.58	29.03	OVER 23
	BIWEEKLY	1,857.60	1,973.60	2,090.40	2,206.40	2,322.40	
	ANNUAL*	48,446	51,471	54,518	57,543	60,568	
U	HOURLY	23.41	24.87	26.34	27.80	29.26	OVER 24
	BIWEEKLY	1,872.80	1,989.60	2,107.20	2,224.00	2,340.80	
	ANNUAL*	48,843	51,889	54,956	58,002	61,048	
V	HOURLY	23.60	25.08	26.55	28.03	29.50	OVER 25
	BIWEEKLY	1,888.00	2,006.40	2,124.00	2,242.40	2,360.00	
	ANNUAL*	49,239	52,327	55,394	58,482	61,549	
W	HOURLY	23.79	25.28	26.76	28.25	29.74	OVER 26
	BIWEEKLY	1,903.20	2,022.40	2,140.80	2,260.00	2,379.20	
	ANNUAL*	49,635	52,744	55,832	58,941	62,050	
X	HOURLY	23.98	25.48	26.97	28.47	29.97	OVER 27
	BIWEEKLY	1,918.40	2,038.40	2,157.60	2,277.60	2,397.60	
	ANNUAL*	50,032	53,161	56,270	59,400	62,529	
Y	HOURLY	24.17	25.68	27.19	28.70	30.21	OVER 28
	BIWEEKLY	1,933.60	2,054.40	2,175.20	2,296.00	2,416.80	
	ANNUAL*	50,428	53,579	56,729	59,880	63,030	

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

PAY SCALE GROUP CP33 COMMONWEALTH OF PENNSYLVANIA
 Capitol Police Corporal CAPITOL POLICE PAY SCHEDULE
 EFFECTIVE JANUARY 1, 2014
 PAY SCALE TYPE CP

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
A	HOURLY	20.96	22.27	23.58	24.89	26.20	1-5
	BIWEEKLY	1,676.80	1,781.60	1,886.40	1,991.20	2,096.00	
	ANNUAL*	43,731	46,464	49,197	51,930	54,664	
B	HOURLY	22.01	23.38	24.76	26.13	27.51	OVER 5
	BIWEEKLY	1,760.80	1,870.40	1,980.80	2,090.40	2,200.80	
	ANNUAL*	45,922	48,780	51,659	54,518	57,397	
C	HOURLY	22.22	23.61	24.99	26.38	27.77	OVER 6
	BIWEEKLY	1,777.60	1,888.80	1,999.20	2,110.40	2,221.60	
	ANNUAL*	46,360	49,260	52,139	55,039	57,939	
D	HOURLY	22.43	23.83	25.23	26.63	28.03	OVER 7
	BIWEEKLY	1,794.40	1,906.40	2,018.40	2,130.40	2,242.40	
	ANNUAL*	46,798	49,719	52,640	55,561	58,482	
E	HOURLY	22.64	24.05	25.47	26.88	28.30	OVER 8
	BIWEEKLY	1,811.20	1,924.00	2,037.60	2,150.40	2,264.00	
	ANNUAL*	47,236	50,178	53,141	56,082	59,045	
F	HOURLY	22.85	24.27	25.70	27.13	28.56	OVER 9
	BIWEEKLY	1,828.00	1,941.60	2,056.00	2,170.40	2,284.80	
	ANNUAL*	47,674	50,637	53,620	56,604	59,588	
G	HOURLY	23.06	24.50	25.94	27.38	28.82	OVER 10
	BIWEEKLY	1,844.80	1,960.00	2,075.20	2,190.40	2,305.60	
	ANNUAL*	48,112	51,117	54,121	57,126	60,130	
H	HOURLY	23.27	24.72	26.17	27.63	29.08	OVER 11
	BIWEEKLY	1,861.60	1,977.60	2,093.60	2,210.40	2,326.40	
	ANNUAL*	48,551	51,576	54,601	57,647	60,673	
I	HOURLY	23.48	24.94	26.41	27.88	29.34	OVER 12
	BIWEEKLY	1,878.40	1,995.20	2,112.80	2,230.40	2,347.20	
	ANNUAL*	48,989	52,035	55,102	58,169	61,215	
J	HOURLY	23.68	25.17	26.65	28.13	29.61	OVER 13
	BIWEEKLY	1,894.40	2,013.60	2,132.00	2,250.40	2,368.80	
	ANNUAL*	49,406	52,515	55,603	58,690	61,778	
K	HOURLY	23.89	25.39	26.88	28.37	29.87	OVER 14
	BIWEEKLY	1,911.20	2,031.20	2,150.40	2,269.60	2,389.60	
	ANNUAL*	49,844	52,974	56,082	59,191	62,321	
L	HOURLY	24.10	25.61	27.12	28.62	30.13	OVER 15
	BIWEEKLY	1,928.00	2,048.80	2,169.60	2,289.60	2,410.40	
	ANNUAL*	50,282	53,433	56,583	59,713	62,863	
M	HOURLY	24.31	25.83	27.35	28.87	30.39	OVER 16
	BIWEEKLY	1,944.80	2,066.40	2,188.00	2,309.60	2,431.20	
	ANNUAL*	50,720	53,892	57,063	60,234	63,406	

PAY SCALE GROUP CP33 COMMONWEALTH OF PENNSYLVANIA
 Capitol Police Corporal CAPITOL POLICE PAY SCHEDULE
 EFFECTIVE JANUARY 1, 2014
 PAY SCALE TYPE CP

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
N	HOURLY	24.52	26.06	27.59	29.12	30.65	OVER 17
	BIWEEKLY	1,961.60	2,084.80	2,207.20	2,329.60	2,452.00	
	ANNUAL*	51,159	54,372	57,564	60,756	63,948	
O	HOURLY	24.73	26.28	27.82	29.37	30.92	OVER 18
	BIWEEKLY	1,978.40	2,102.40	2,225.60	2,349.60	2,473.60	
	ANNUAL*	51,597	54,831	58,044	61,278	64,511	
P	HOURLY	24.94	26.50	28.06	29.62	31.18	OVER 19
	BIWEEKLY	1,995.20	2,120.00	2,244.80	2,369.60	2,494.40	
	ANNUAL*	52,035	55,290	58,544	61,799	65,054	
Q	HOURLY	25.15	26.72	28.30	29.87	31.44	OVER 20
	BIWEEKLY	2,012.00	2,137.60	2,264.00	2,389.60	2,515.20	
	ANNUAL*	52,473	55,749	59,045	62,321	65,596	
R	HOURLY	25.36	26.95	28.53	30.12	31.70	OVER 21
	BIWEEKLY	2,028.80	2,156.00	2,282.40	2,409.60	2,536.00	
	ANNUAL*	52,911	56,228	59,525	62,842	66,139	
S	HOURLY	25.57	27.17	28.77	30.37	31.96	OVER 22
	BIWEEKLY	2,045.60	2,173.60	2,301.60	2,429.60	2,556.80	
	ANNUAL*	53,349	56,687	60,026	63,364	66,681	
T	HOURLY	25.78	27.39	29.00	30.61	32.23	OVER 23
	BIWEEKLY	2,062.40	2,191.20	2,320.00	2,448.80	2,578.40	
	ANNUAL*	53,787	57,146	60,506	63,865	67,245	
U	HOURLY	25.99	27.61	29.24	30.86	32.49	OVER 24
	BIWEEKLY	2,079.20	2,208.80	2,339.20	2,468.80	2,599.20	
	ANNUAL*	54,226	57,606	61,006	64,386	67,787	
V	HOURLY	26.20	27.84	29.48	31.11	32.75	OVER 25
	BIWEEKLY	2,096.00	2,227.20	2,358.40	2,488.80	2,620.00	
	ANNUAL*	54,664	58,085	61,507	64,908	68,330	
W	HOURLY	26.41	28.06	29.71	31.36	33.01	OVER 26
	BIWEEKLY	2,112.80	2,244.80	2,376.80	2,508.80	2,640.80	
	ANNUAL*	55,102	58,544	61,987	65,430	68,872	
X	HOURLY	26.62	28.28	29.95	31.61	33.27	OVER 27
	BIWEEKLY	2,129.60	2,262.40	2,396.00	2,528.80	2,661.60	
	ANNUAL*	55,540	59,003	62,488	65,951	69,415	
Y	HOURLY	26.83	28.51	30.18	31.86	33.54	OVER 28
	BIWEEKLY	2,146.40	2,280.80	2,414.40	2,548.80	2,683.20	
	ANNUAL*	55,978	59,483	62,968	66,473	69,978	

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

PAY SCALE GROUP CP36 COMMONWEALTH OF PENNSYLVANIA
 Capitol Police Sergeant CAPITOL POLICE PAY SCHEDULE
 EFFECTIVE JANUARY 1, 2014
 PAY SCALE TYPE CP

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
A	HOURLY	23.27	24.72	26.17	27.63	29.08	1-5
	BIWEEKLY	1,861.60	1,977.60	2,093.60	2,210.40	2,326.40	
	ANNUAL*	48,551	51,576	54,601	57,647	60,673	
B	HOURLY	24.43	25.96	27.48	29.01	30.53	OVER 5
	BIWEEKLY	1,954.40	2,076.80	2,198.40	2,320.80	2,442.40	
	ANNUAL*	50,971	54,163	57,334	60,526	63,698	
C	HOURLY	24.67	26.20	27.74	29.29	30.82	OVER 6
	BIWEEKLY	1,973.60	2,096.00	2,219.20	2,343.20	2,465.60	
	ANNUAL*	51,471	54,664	57,877	61,111	64,303	
D	HOURLY	24.90	26.45	28.00	29.56	31.12	OVER 7
	BIWEEKLY	1,992.00	2,116.00	2,240.00	2,364.80	2,489.60	
	ANNUAL*	51,951	55,185	58,419	61,674	64,929	
E	HOURLY	25.13	26.70	28.26	29.84	31.41	OVER 8
	BIWEEKLY	2,010.40	2,136.00	2,260.80	2,387.20	2,512.80	
	ANNUAL*	52,431	55,707	58,962	62,258	65,534	
F	HOURLY	25.36	26.94	28.53	30.12	31.70	OVER 9
	BIWEEKLY	2,028.80	2,155.20	2,282.40	2,409.60	2,536.00	
	ANNUAL*	52,911	56,208	59,525	62,842	66,139	
G	HOURLY	25.60	27.19	28.79	30.39	31.99	OVER 10
	BIWEEKLY	2,048.00	2,175.20	2,303.20	2,431.20	2,559.20	
	ANNUAL*	53,412	56,729	60,067	63,406	66,744	
H	HOURLY	25.83	27.44	29.05	30.67	32.28	OVER 11
	BIWEEKLY	2,066.40	2,195.20	2,324.00	2,453.60	2,582.40	
	ANNUAL*	53,892	57,251	60,610	63,990	67,349	
I	HOURLY	26.06	27.69	29.31	30.95	32.57	OVER 12
	BIWEEKLY	2,084.80	2,215.20	2,344.80	2,476.00	2,605.60	
	ANNUAL*	54,372	57,772	61,152	64,574	67,954	
J	HOURLY	26.30	27.93	29.57	31.22	32.86	OVER 13
	BIWEEKLY	2,104.00	2,234.40	2,365.60	2,497.60	2,628.80	
	ANNUAL*	54,872	58,273	61,695	65,137	68,559	
K	HOURLY	26.53	28.18	29.83	31.50	33.15	OVER 14
	BIWEEKLY	2,122.40	2,254.40	2,386.40	2,520.00	2,652.00	
	ANNUAL*	55,352	58,795	62,237	65,722	69,164	
L	HOURLY	26.76	28.43	30.10	31.77	33.44	OVER 15
	BIWEEKLY	2,140.80	2,274.40	2,408.00	2,541.60	2,675.20	
	ANNUAL*	55,832	59,316	62,801	66,285	69,769	
M	HOURLY	26.99	28.68	30.36	32.05	33.73	OVER 16
	BIWEEKLY	2,159.20	2,294.40	2,428.80	2,564.00	2,698.40	
	ANNUAL*	56,312	59,838	63,343	66,869	70,374	

PAY SCALE GROUP CP36 COMMONWEALTH OF PENNSYLVANIA
 Capitol Police Sergeant CAPITOL POLICE PAY SCHEDULE
 EFFECTIVE JANUARY 1, 2014
 PAY SCALE TYPE CP

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
N	HOURLY	27.23	28.92	30.62	32.33	34.02	OVER 17
	BIWEEKLY	2,178.40	2,313.60	2,449.60	2,586.40	2,721.60	
	ANNUAL*	56,813	60,339	63,886	67,453	70,979	
O	HOURLY	27.46	29.17	30.88	32.60	34.31	OVER 18
	BIWEEKLY	2,196.80	2,333.60	2,470.40	2,608.00	2,744.80	
	ANNUAL*	57,293	60,860	64,428	68,017	71,584	
P	HOURLY	27.69	29.42	31.14	32.88	34.61	OVER 19
	BIWEEKLY	2,215.20	2,353.60	2,491.20	2,630.40	2,768.80	
	ANNUAL*	57,772	61,382	64,970	68,601	72,210	
Q	HOURLY	27.92	29.66	31.40	33.16	34.90	OVER 20
	BIWEEKLY	2,233.60	2,372.80	2,512.00	2,652.80	2,792.00	
	ANNUAL*	58,252	61,883	65,513	69,185	72,815	
R	HOURLY	28.16	29.91	31.67	33.43	35.19	OVER 21
	BIWEEKLY	2,252.80	2,392.80	2,533.60	2,674.40	2,815.20	
	ANNUAL*	58,753	62,404	66,076	69,748	73,420	
S	HOURLY	28.39	30.16	31.93	33.71	35.48	OVER 22
	BIWEEKLY	2,271.20	2,412.80	2,554.40	2,696.80	2,838.40	
	ANNUAL*	59,233	62,926	66,619	70,333	74,025	
T	HOURLY	28.62	30.41	32.19	33.98	35.77	OVER 23
	BIWEEKLY	2,289.60	2,432.80	2,575.20	2,718.40	2,861.60	
	ANNUAL*	59,713	63,447	67,161	70,896	74,631	
U	HOURLY	28.85	30.65	32.45	34.26	36.06	OVER 24
	BIWEEKLY	2,308.00	2,452.00	2,596.00	2,740.80	2,884.80	
	ANNUAL*	60,193	63,948	67,704	71,480	75,236	
V	HOURLY	29.09	30.90	32.71	34.54	36.35	OVER 25
	BIWEEKLY	2,327.20	2,472.00	2,616.80	2,763.20	2,908.00	
	ANNUAL*	60,693	64,470	68,246	72,064	75,841	
W	HOURLY	29.32	31.15	32.97	34.81	36.64	OVER 26
	BIWEEKLY	2,345.60	2,492.00	2,637.60	2,784.80	2,931.20	
	ANNUAL*	61,173	64,991	68,789	72,628	76,446	
X	HOURLY	29.55	31.39	33.24	35.09	36.93	OVER 27
	BIWEEKLY	2,364.00	2,511.20	2,659.20	2,807.20	2,954.40	
	ANNUAL*	61,653	65,492	69,352	73,212	77,051	
Y	HOURLY	29.79	31.64	33.50	35.37	37.22	OVER 28
	BIWEEKLY	2,383.20	2,531.20	2,680.00	2,829.60	2,977.60	
	ANNUAL*	62,154	66,014	69,894	73,796	77,656	

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

PAY SCALE GROUP CP39 COMMONWEALTH OF PENNSYLVANIA
 Capitol Police Lieutenant CAPITOL POLICE PAY SCHEDULE
 EFFECTIVE JANUARY 1, 2014
 PAY SCALE TYPE CP

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
A	HOURLY	25.83	27.44	29.05	30.67	32.28	1-5
	BIWEEKLY	2,066.40	2,195.20	2,324.00	2,453.60	2,582.40	
	ANNUAL*	53,892	57,251	60,610	63,990	67,349	
B	HOURLY	27.12	28.81	30.50	32.20	33.89	OVER 5
	BIWEEKLY	2,169.60	2,304.80	2,440.00	2,576.00	2,711.20	
	ANNUAL*	56,583	60,109	63,635	67,182	70,708	
C	HOURLY	27.38	29.09	30.79	32.51	34.22	OVER 6
	BIWEEKLY	2,190.40	2,327.20	2,463.20	2,600.80	2,737.60	
	ANNUAL*	57,126	60,693	64,240	67,829	71,397	
D	HOURLY	27.64	29.36	31.08	32.82	34.54	OVER 7
	BIWEEKLY	2,211.20	2,348.80	2,486.40	2,625.60	2,763.20	
	ANNUAL*	57,668	61,257	64,845	68,476	72,064	
E	HOURLY	27.90	29.64	31.37	33.12	34.86	OVER 8
	BIWEEKLY	2,232.00	2,371.20	2,509.60	2,649.60	2,788.80	
	ANNUAL*	58,211	61,841	65,450	69,102	72,732	
F	HOURLY	28.15	29.91	31.66	33.43	35.19	OVER 9
	BIWEEKLY	2,252.00	2,392.80	2,532.80	2,674.40	2,815.20	
	ANNUAL*	58,732	62,404	66,055	69,748	73,420	
G	HOURLY	28.41	30.18	31.96	33.74	35.51	OVER 10
	BIWEEKLY	2,272.80	2,414.40	2,556.80	2,699.20	2,840.80	
	ANNUAL*	59,275	62,968	66,681	70,395	74,088	
H	HOURLY	28.67	30.46	32.25	34.04	35.83	OVER 11
	BIWEEKLY	2,293.60	2,436.80	2,580.00	2,723.20	2,866.40	
	ANNUAL*	59,817	63,552	67,286	71,021	74,756	
I	HOURLY	28.93	30.73	32.54	34.35	36.15	OVER 12
	BIWEEKLY	2,314.40	2,458.40	2,603.20	2,748.00	2,892.00	
	ANNUAL*	60,360	64,115	67,891	71,668	75,423	
J	HOURLY	29.19	31.01	32.83	34.66	36.48	OVER 13
	BIWEEKLY	2,335.20	2,480.80	2,626.40	2,772.80	2,918.40	
	ANNUAL*	60,902	64,699	68,497	72,315	76,112	
K	HOURLY	29.45	31.28	33.12	34.96	36.80	OVER 14
	BIWEEKLY	2,356.00	2,502.40	2,649.60	2,796.80	2,944.00	
	ANNUAL*	61,444	65,263	69,102	72,941	76,780	
L	HOURLY	29.70	31.56	33.41	35.27	37.12	OVER 15
	BIWEEKLY	2,376.00	2,524.80	2,672.80	2,821.60	2,969.60	
	ANNUAL*	61,966	65,847	69,707	73,587	77,447	
M	HOURLY	29.96	31.83	33.70	35.58	37.44	OVER 16
	BIWEEKLY	2,396.80	2,546.40	2,696.00	2,846.40	2,995.20	
	ANNUAL*	62,509	66,410	70,312	74,234	78,115	

PAY SCALE GROUP CP39 COMMONWEALTH OF PENNSYLVANIA
 Capitol Police Lieutenant CAPITOL POLICE PAY SCHEDULE
 EFFECTIVE JANUARY 1, 2014
 PAY SCALE TYPE CP

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
N	HOURLY	30.22	32.10	33.99	35.88	37.77	OVER 17
	BIWEEKLY	2,417.60	2,568.00	2,719.20	2,870.40	3,021.60	
	ANNUAL*	63,051	66,973	70,917	74,860	78,803	
O	HOURLY	30.48	32.38	34.28	36.19	38.09	OVER 18
	BIWEEKLY	2,438.40	2,590.40	2,742.40	2,895.20	3,047.20	
	ANNUAL*	63,593	67,558	71,522	75,507	79,471	
P	HOURLY	30.74	32.65	34.57	36.50	38.41	OVER 19
	BIWEEKLY	2,459.20	2,612.00	2,765.60	2,920.00	3,072.80	
	ANNUAL*	64,136	68,121	72,127	76,154	80,139	
Q	HOURLY	31.00	32.93	34.86	36.80	38.74	OVER 20
	BIWEEKLY	2,480.00	2,634.40	2,788.80	2,944.00	3,099.20	
	ANNUAL*	64,678	68,705	72,732	76,780	80,827	
R	HOURLY	31.25	33.20	35.15	37.11	39.06	OVER 21
	BIWEEKLY	2,500.00	2,656.00	2,812.00	2,968.80	3,124.80	
	ANNUAL*	65,200	69,268	73,337	77,426	81,495	
S	HOURLY	31.51	33.48	35.44	37.42	39.38	OVER 22
	BIWEEKLY	2,520.80	2,678.40	2,835.20	2,993.60	3,150.40	
	ANNUAL*	65,742	69,853	73,942	78,073	82,162	
T	HOURLY	31.77	33.75	35.73	37.72	39.70	OVER 23
	BIWEEKLY	2,541.60	2,700.00	2,858.40	3,017.60	3,176.00	
	ANNUAL*	66,285	70,416	74,547	78,699	82,830	
U	HOURLY	32.03	34.03	36.02	38.03	40.03	OVER 24
	BIWEEKLY	2,562.40	2,722.40	2,881.60	3,042.40	3,202.40	
	ANNUAL*	66,827	71,000	75,152	79,346	83,519	
V	HOURLY	32.29	34.30	36.31	38.34	40.35	OVER 25
	BIWEEKLY	2,583.20	2,744.00	2,904.80	3,067.20	3,228.00	
	ANNUAL*	67,370	71,564	75,757	79,993	84,186	
W	HOURLY	32.55	34.57	36.60	38.64	40.67	OVER 26
	BIWEEKLY	2,604.00	2,765.60	2,928.00	3,091.20	3,253.60	
	ANNUAL*	67,912	72,127	76,362	80,618	84,854	
X	HOURLY	32.80	34.85	36.89	38.95	41.00	OVER 27
	BIWEEKLY	2,624.00	2,788.00	2,951.20	3,116.00	3,280.00	
	ANNUAL*	68,434	72,711	76,967	81,265	85,542	
Y	HOURLY	33.06	35.12	37.18	39.26	41.32	OVER 28
	BIWEEKLY	2,644.80	2,809.60	2,974.40	3,140.80	3,305.60	
	ANNUAL*	68,976	73,274	77,572	81,912	86,210	

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

APPENDIX E

PAY SCALE GROUP CP30 COMMONWEALTH OF PENNSYLVANIA
 Capitol Police Patrolman CAPITOL POLICE PAY SCHEDULE
 EFFECTIVE JULY 1, 2014
 PAY SCALE TYPE CP

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
A	HOURLY	19.26	20.46	21.66	22.87	24.07	1-5
	BIWEEKLY	1,540.80	1,636.80	1,732.80	1,829.60	1,925.60	
	ANNUAL*	40,184	42,688	45,191	47,716	50,220	
B	HOURLY	20.22	21.48	22.74	24.01	25.27	OVER 5
	BIWEEKLY	1,617.60	1,718.40	1,819.20	1,920.80	2,021.60	
	ANNUAL*	42,187	44,816	47,445	50,094	52,723	
C	HOURLY	20.42	21.69	22.96	24.24	25.51	OVER 6
	BIWEEKLY	1,633.60	1,735.20	1,836.80	1,939.20	2,040.80	
	ANNUAL*	42,604	45,254	47,904	50,574	53,224	
D	HOURLY	20.61	21.89	23.18	24.47	25.75	OVER 7
	BIWEEKLY	1,648.80	1,751.20	1,854.40	1,957.60	2,060.00	
	ANNUAL*	43,001	45,671	48,363	51,054	53,725	
E	HOURLY	20.80	22.10	23.39	24.70	26.00	OVER 8
	BIWEEKLY	1,664.00	1,768.00	1,871.20	1,976.00	2,080.00	
	ANNUAL*	43,397	46,109	48,801	51,534	54,246	
F	HOURLY	20.99	22.30	23.61	24.93	26.24	OVER 9
	BIWEEKLY	1,679.20	1,784.00	1,888.80	1,994.40	2,099.20	
	ANNUAL*	43,794	46,527	49,260	52,014	54,747	
G	HOURLY	21.19	22.51	23.83	25.16	26.48	OVER 10
	BIWEEKLY	1,695.20	1,800.80	1,906.40	2,012.80	2,118.40	
	ANNUAL*	44,211	46,965	49,719	52,494	55,248	
H	HOURLY	21.38	22.71	24.04	25.39	26.72	OVER 11
	BIWEEKLY	1,710.40	1,816.80	1,923.20	2,031.20	2,137.60	
	ANNUAL*	44,607	47,382	50,157	52,974	55,749	
I	HOURLY	21.57	22.92	24.26	25.61	26.96	OVER 12
	BIWEEKLY	1,725.60	1,833.60	1,940.80	2,048.80	2,156.80	
	ANNUAL*	45,004	47,820	50,616	53,433	56,249	
J	HOURLY	21.76	23.12	24.48	25.84	27.20	OVER 13
	BIWEEKLY	1,740.80	1,849.60	1,958.40	2,067.20	2,176.00	
	ANNUAL*	45,400	48,238	51,075	53,913	56,750	
K	HOURLY	21.96	23.32	24.69	26.07	27.44	OVER 14
	BIWEEKLY	1,756.80	1,865.60	1,975.20	2,085.60	2,195.20	
	ANNUAL*	45,817	48,655	51,513	54,392	57,251	
L	HOURLY	22.15	23.53	24.91	26.30	27.68	OVER 15
	BIWEEKLY	1,772.00	1,882.40	1,992.80	2,104.00	2,214.40	
	ANNUAL*	46,214	49,093	51,972	54,872	57,752	
M	HOURLY	22.34	23.73	25.13	26.53	27.92	OVER 16
	BIWEEKLY	1,787.20	1,898.40	2,010.40	2,122.40	2,233.60	
	ANNUAL*	46,610	49,510	52,431	55,352	58,252	

PAY SCALE GROUP CP30 COMMONWEALTH OF PENNSYLVANIA
 Capitol Police Patrolman CAPITOL POLICE PAY SCHEDULE
 EFFECTIVE JULY 1, 2014
 PAY SCALE TYPE CP

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
N	HOURLY	22.53	23.94	25.34	26.76	28.16	OVER 17
	BIWEEKLY	1,802.40	1,915.20	2,027.20	2,140.80	2,252.80	
	ANNUAL*	47,007	49,948	52,869	55,832	58,753	
O	HOURLY	22.73	24.14	25.56	26.99	28.40	OVER 18
	BIWEEKLY	1,818.40	1,931.20	2,044.80	2,159.20	2,272.00	
	ANNUAL*	47,424	50,366	53,328	56,312	59,254	
P	HOURLY	22.92	24.35	25.78	27.22	28.64	OVER 19
	BIWEEKLY	1,833.60	1,948.00	2,062.40	2,177.60	2,291.20	
	ANNUAL*	47,820	50,804	53,787	56,792	59,754	
Q	HOURLY	23.11	24.55	25.99	27.44	28.88	OVER 20
	BIWEEKLY	1,848.80	1,964.00	2,079.20	2,195.20	2,310.40	
	ANNUAL*	48,217	51,221	54,226	57,251	60,255	
R	HOURLY	23.30	24.76	26.21	27.67	29.12	OVER 21
	BIWEEKLY	1,864.00	1,980.80	2,096.80	2,213.60	2,329.60	
	ANNUAL*	48,613	51,659	54,685	57,731	60,756	
S	HOURLY	23.50	24.96	26.43	27.90	29.37	OVER 22
	BIWEEKLY	1,880.00	1,996.80	2,114.40	2,232.00	2,349.60	
	ANNUAL*	49,030	52,077	55,144	58,211	61,278	
T	HOURLY	23.69	25.17	26.64	28.13	29.61	OVER 23
	BIWEEKLY	1,895.20	2,013.60	2,131.20	2,250.40	2,368.80	
	ANNUAL*	49,427	52,515	55,582	58,690	61,778	
U	HOURLY	23.88	25.37	26.86	28.36	29.85	OVER 24
	BIWEEKLY	1,910.40	2,029.60	2,148.80	2,268.80	2,388.00	
	ANNUAL*	49,823	52,932	56,041	59,170	62,279	
V	HOURLY	24.08	25.58	27.08	28.59	30.09	OVER 25
	BIWEEKLY	1,926.40	2,046.40	2,166.40	2,287.20	2,407.20	
	ANNUAL*	50,241	53,370	56,500	59,650	62,780	
W	HOURLY	24.27	25.78	27.29	28.82	30.33	OVER 26
	BIWEEKLY	1,941.60	2,062.40	2,183.20	2,305.60	2,426.40	
	ANNUAL*	50,637	53,787	56,938	60,130	63,281	
X	HOURLY	24.46	25.98	27.51	29.04	30.57	OVER 27
	BIWEEKLY	1,956.80	2,078.40	2,200.80	2,323.20	2,445.60	
	ANNUAL*	51,033	54,205	57,397	60,589	63,781	
Y	HOURLY	24.65	26.19	27.72	29.27	30.81	OVER 28
	BIWEEKLY	1,972.00	2,095.20	2,217.60	2,341.60	2,464.80	
	ANNUAL*	51,430	54,643	57,835	61,069	64,282	

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

PAY SCALE GROUP CP33 COMMONWEALTH OF PENNSYLVANIA
 Capitol Police Corporal CAPITOL POLICE PAY SCHEDULE
 EFFECTIVE JULY 1, 2014
 PAY SCALE TYPE CP

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
A	HOURLY	21.38	22.71	24.04	25.39	26.72	1-5
	BIWEEKLY	1,710.40	1,816.80	1,923.20	2,031.20	2,137.60	
	ANNUAL*	44,607	47,382	50,157	52,974	55,749	
B	HOURLY	22.45	23.85	25.24	26.66	28.06	OVER 5
	BIWEEKLY	1,796.00	1,908.00	2,019.20	2,132.80	2,244.80	
	ANNUAL*	46,840	49,761	52,661	55,623	58,544	
C	HOURLY	22.66	24.07	25.48	26.91	28.32	OVER 6
	BIWEEKLY	1,812.80	1,925.60	2,038.40	2,152.80	2,265.60	
	ANNUAL*	47,278	50,220	53,161	56,145	59,087	
D	HOURLY	22.88	24.30	25.72	27.17	28.59	OVER 7
	BIWEEKLY	1,830.40	1,944.00	2,057.60	2,173.60	2,287.20	
	ANNUAL*	47,737	50,700	53,662	56,687	59,650	
E	HOURLY	23.09	24.53	25.96	27.42	28.86	OVER 8
	BIWEEKLY	1,847.20	1,962.40	2,076.80	2,193.60	2,308.80	
	ANNUAL*	48,175	51,179	54,163	57,209	60,214	
F	HOURLY	23.30	24.75	26.20	27.68	29.12	OVER 9
	BIWEEKLY	1,864.00	1,980.00	2,096.00	2,214.40	2,329.60	
	ANNUAL*	48,613	51,638	54,664	57,752	60,756	
G	HOURLY	23.52	24.98	26.44	27.93	29.39	OVER 10
	BIWEEKLY	1,881.60	1,998.40	2,115.20	2,234.40	2,351.20	
	ANNUAL*	49,072	52,118	55,164	58,273	61,319	
H	HOURLY	23.73	25.21	26.68	28.18	29.66	OVER 11
	BIWEEKLY	1,898.40	2,016.80	2,134.40	2,254.40	2,372.80	
	ANNUAL*	49,510	52,598	55,665	58,795	61,883	
I	HOURLY	23.95	25.44	26.92	28.44	29.93	OVER 12
	BIWEEKLY	1,916.00	2,035.20	2,153.60	2,275.20	2,394.40	
	ANNUAL*	49,969	53,078	56,166	59,337	62,446	
J	HOURLY	24.16	25.66	27.17	28.69	30.19	OVER 13
	BIWEEKLY	1,932.80	2,052.80	2,173.60	2,295.20	2,415.20	
	ANNUAL*	50,407	53,537	56,687	59,859	62,988	
K	HOURLY	24.37	25.89	27.41	28.94	30.46	OVER 14
	BIWEEKLY	1,949.60	2,071.20	2,192.80	2,315.20	2,436.80	
	ANNUAL*	50,846	54,017	57,188	60,380	63,552	
L	HOURLY	24.59	26.12	27.65	29.20	30.73	OVER 15
	BIWEEKLY	1,967.20	2,089.60	2,212.00	2,336.00	2,458.40	
	ANNUAL*	51,305	54,497	57,689	60,923	64,115	
M	HOURLY	24.80	26.34	27.89	29.45	31.00	OVER 16
	BIWEEKLY	1,984.00	2,107.20	2,231.20	2,356.00	2,480.00	
	ANNUAL*	51,743	54,956	58,190	61,444	64,678	

PAY SCALE GROUP CP33 COMMONWEALTH OF PENNSYLVANIA
 Capitol Police Corporal CAPITOL POLICE PAY SCHEDULE
 EFFECTIVE JULY 1, 2014
 PAY SCALE TYPE CP

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
N	HOURLY	25.01	26.57	28.13	29.71	31.26	OVER 17
	BIWEEKLY	2,000.80	2,125.60	2,250.40	2,376.80	2,500.80	
	ANNUAL*	52,181	55,436	58,690	61,987	65,221	
O	HOURLY	25.23	26.80	28.37	29.96	31.53	OVER 18
	BIWEEKLY	2,018.40	2,144.00	2,269.60	2,396.80	2,522.40	
	ANNUAL*	52,640	55,916	59,191	62,509	65,784	
P	HOURLY	25.44	27.02	28.61	30.21	31.80	OVER 19
	BIWEEKLY	2,035.20	2,161.60	2,288.80	2,416.80	2,544.00	
	ANNUAL*	53,078	56,375	59,692	63,030	66,348	
Q	HOURLY	25.66	27.25	28.85	30.47	32.06	OVER 20
	BIWEEKLY	2,052.80	2,180.00	2,308.00	2,437.60	2,564.80	
	ANNUAL*	53,537	56,854	60,193	63,573	66,890	
R	HOURLY	25.87	27.48	29.09	30.72	32.33	OVER 21
	BIWEEKLY	2,069.60	2,198.40	2,327.20	2,457.60	2,586.40	
	ANNUAL*	53,975	57,334	60,693	64,094	67,453	
S	HOURLY	26.08	27.71	29.33	30.98	32.60	OVER 22
	BIWEEKLY	2,086.40	2,216.80	2,346.40	2,478.40	2,608.00	
	ANNUAL*	54,413	57,814	61,194	64,637	68,017	
T	HOURLY	26.30	27.93	29.57	31.23	32.87	OVER 23
	BIWEEKLY	2,104.00	2,234.40	2,365.60	2,498.40	2,629.60	
	ANNUAL*	54,872	58,273	61,695	65,158	68,580	
U	HOURLY	26.51	28.16	29.81	31.48	33.13	OVER 24
	BIWEEKLY	2,120.80	2,252.80	2,384.80	2,518.40	2,650.40	
	ANNUAL*	55,310	58,753	62,196	65,680	69,122	
V	HOURLY	26.73	28.39	30.05	31.74	33.40	OVER 25
	BIWEEKLY	2,138.40	2,271.20	2,404.00	2,539.20	2,672.00	
	ANNUAL*	55,769	59,233	62,696	66,222	69,686	
W	HOURLY	26.94	28.61	30.29	31.99	33.67	OVER 26
	BIWEEKLY	2,155.20	2,288.80	2,423.20	2,559.20	2,693.60	
	ANNUAL*	56,208	59,692	63,197	66,744	70,249	
X	HOURLY	27.15	28.84	30.53	32.25	33.93	OVER 27
	BIWEEKLY	2,172.00	2,307.20	2,442.40	2,580.00	2,714.40	
	ANNUAL*	56,646	60,172	63,698	67,286	70,792	
Y	HOURLY	27.37	29.07	30.77	32.50	34.20	OVER 28
	BIWEEKLY	2,189.60	2,325.60	2,461.60	2,600.00	2,736.00	
	ANNUAL*	57,105	60,652	64,199	67,808	71,355	

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

PAY SCALE GROUP CP36 COMMONWEALTH OF PENNSYLVANIA
 Capitol Police Sergeant CAPITOL POLICE PAY SCHEDULE
 EFFECTIVE JULY 1, 2014
 PAY SCALE TYPE CP

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
A	HOURLY	23.73	25.21	26.68	28.18	29.66	1-5
	BIWEEKLY	1,898.40	2,016.80	2,134.40	2,254.40	2,372.80	
	ANNUAL*	49,510	52,598	55,665	58,795	61,883	
B	HOURLY	24.92	26.47	28.01	29.59	31.14	OVER 5
	BIWEEKLY	1,993.60	2,117.60	2,240.80	2,367.20	2,491.20	
	ANNUAL*	51,993	55,227	58,440	61,737	64,970	
C	HOURLY	25.15	26.72	28.28	29.87	31.44	OVER 6
	BIWEEKLY	2,012.00	2,137.60	2,262.40	2,389.60	2,515.20	
	ANNUAL*	52,473	55,749	59,003	62,321	65,596	
D	HOURLY	25.39	26.97	28.55	30.15	31.74	OVER 7
	BIWEEKLY	2,031.20	2,157.60	2,284.00	2,412.00	2,539.20	
	ANNUAL*	52,974	56,270	59,567	62,905	66,222	
E	HOURLY	25.63	27.23	28.81	30.43	32.03	OVER 8
	BIWEEKLY	2,050.40	2,178.40	2,304.80	2,434.40	2,562.40	
	ANNUAL*	53,474	56,813	60,109	63,489	66,827	
F	HOURLY	25.87	27.48	29.08	30.72	32.33	OVER 9
	BIWEEKLY	2,069.60	2,198.40	2,326.40	2,457.60	2,586.40	
	ANNUAL*	53,975	57,334	60,673	64,094	67,453	
G	HOURLY	26.10	27.73	29.35	31.00	32.63	OVER 10
	BIWEEKLY	2,088.00	2,218.40	2,348.00	2,480.00	2,610.40	
	ANNUAL*	54,455	57,856	61,236	64,678	68,079	
H	HOURLY	26.34	27.98	29.61	31.28	32.92	OVER 11
	BIWEEKLY	2,107.20	2,238.40	2,368.80	2,502.40	2,633.60	
	ANNUAL*	54,956	58,377	61,778	65,263	68,684	
I	HOURLY	26.58	28.24	29.88	31.56	33.22	OVER 12
	BIWEEKLY	2,126.40	2,259.20	2,390.40	2,524.80	2,657.60	
	ANNUAL*	55,457	58,920	62,342	65,847	69,310	
J	HOURLY	26.81	28.49	30.15	31.84	33.52	OVER 13
	BIWEEKLY	2,144.80	2,279.20	2,412.00	2,547.20	2,681.60	
	ANNUAL*	55,936	59,442	62,905	66,431	69,936	
K	HOURLY	27.05	28.74	30.42	32.13	33.81	OVER 14
	BIWEEKLY	2,164.00	2,299.20	2,433.60	2,570.40	2,704.80	
	ANNUAL*	56,437	59,963	63,468	67,036	70,541	
L	HOURLY	27.29	28.99	30.68	32.41	34.11	OVER 15
	BIWEEKLY	2,183.20	2,319.20	2,454.40	2,592.80	2,728.80	
	ANNUAL*	56,938	60,485	64,011	67,620	71,167	
M	HOURLY	27.53	29.24	30.95	32.69	34.41	OVER 16
	BIWEEKLY	2,202.40	2,339.20	2,476.00	2,615.20	2,752.80	
	ANNUAL*	57,439	61,006	64,574	68,204	71,793	

PAY SCALE GROUP CP36 COMMONWEALTH OF PENNSYLVANIA
 Capitol Police Sergeant CAPITOL POLICE PAY SCHEDULE
 EFFECTIVE JULY 1, 2014
 PAY SCALE TYPE CP

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
N	HOURLY	27.76	29.50	31.22	32.97	34.70	OVER 17
	BIWEEKLY	2,220.80	2,360.00	2,497.60	2,637.60	2,776.00	
	ANNUAL*	57,918	61,549	65,137	68,789	72,398	
O	HOURLY	28.00	29.75	31.48	33.25	35.00	OVER 18
	BIWEEKLY	2,240.00	2,380.00	2,518.40	2,660.00	2,800.00	
	ANNUAL*	58,419	62,070	65,680	69,373	73,024	
P	HOURLY	28.24	30.00	31.75	33.53	35.30	OVER 19
	BIWEEKLY	2,259.20	2,400.00	2,540.00	2,682.40	2,824.00	
	ANNUAL*	58,920	62,592	66,243	69,957	73,650	
Q	HOURLY	28.48	30.25	32.02	33.82	35.59	OVER 20
	BIWEEKLY	2,278.40	2,420.00	2,561.60	2,705.60	2,847.20	
	ANNUAL*	59,421	63,114	66,807	70,562	74,255	
R	HOURLY	28.71	30.50	32.28	34.10	35.89	OVER 21
	BIWEEKLY	2,296.80	2,440.00	2,582.40	2,728.00	2,871.20	
	ANNUAL*	59,901	63,635	67,349	71,146	74,881	
S	HOURLY	28.95	30.76	32.55	34.38	36.19	OVER 22
	BIWEEKLY	2,316.00	2,460.80	2,604.00	2,750.40	2,895.20	
	ANNUAL*	60,401	64,178	67,912	71,730	75,507	
T	HOURLY	29.19	31.01	32.82	34.66	36.48	OVER 23
	BIWEEKLY	2,335.20	2,480.80	2,625.60	2,772.80	2,918.40	
	ANNUAL*	60,902	64,699	68,476	72,315	76,112	
U	HOURLY	29.43	31.26	33.08	34.94	36.78	OVER 24
	BIWEEKLY	2,354.40	2,500.80	2,646.40	2,795.20	2,942.40	
	ANNUAL*	61,403	65,221	69,018	72,899	76,738	
V	HOURLY	29.66	31.51	33.35	35.23	37.08	OVER 25
	BIWEEKLY	2,372.80	2,520.80	2,668.00	2,818.40	2,966.40	
	ANNUAL*	61,883	65,742	69,581	73,504	77,364	
W	HOURLY	29.90	31.76	33.62	35.51	37.37	OVER 26
	BIWEEKLY	2,392.00	2,540.80	2,689.60	2,840.80	2,989.60	
	ANNUAL*	62,383	66,264	70,145	74,088	77,969	
X	HOURLY	30.14	32.02	33.88	35.79	37.67	OVER 27
	BIWEEKLY	2,411.20	2,561.60	2,710.40	2,863.20	3,013.60	
	ANNUAL*	62,884	66,807	70,687	74,672	78,595	
Y	HOURLY	30.37	32.27	34.15	36.07	37.96	OVER 28
	BIWEEKLY	2,429.60	2,581.60	2,732.00	2,885.60	3,036.80	
	ANNUAL*	63,364	67,328	71,251	75,256	79,200	

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

PAY SCALE GROUP CP39 COMMONWEALTH OF PENNSYLVANIA
 Capitol Police Lieutenant CAPITOL POLICE PAY SCHEDULE
 EFFECTIVE JULY 1, 2014
 PAY SCALE TYPE CP

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
A	HOURLY	26.34	27.98	29.61	31.28	32.92	1-5
	BIWEEKLY	2,107.20	2,238.40	2,368.80	2,502.40	2,633.60	
	ANNUAL*	54,956	58,377	61,778	65,263	68,684	
B	HOURLY	27.66	29.38	31.09	32.84	34.57	OVER 5
	BIWEEKLY	2,212.80	2,350.40	2,487.20	2,627.20	2,765.60	
	ANNUAL*	57,710	61,298	64,866	68,517	72,127	
C	HOURLY	27.92	29.66	31.39	33.16	34.90	OVER 6
	BIWEEKLY	2,233.60	2,372.80	2,511.20	2,652.80	2,792.00	
	ANNUAL*	58,252	61,883	65,492	69,185	72,815	
D	HOURLY	28.18	29.94	31.68	33.47	35.22	OVER 7
	BIWEEKLY	2,254.40	2,395.20	2,534.40	2,677.60	2,817.60	
	ANNUAL*	58,795	62,467	66,097	69,832	73,483	
E	HOURLY	28.45	30.22	31.98	33.78	35.55	OVER 8
	BIWEEKLY	2,276.00	2,417.60	2,558.40	2,702.40	2,844.00	
	ANNUAL*	59,358	63,051	66,723	70,479	74,172	
F	HOURLY	28.71	30.50	32.27	34.10	35.88	OVER 9
	BIWEEKLY	2,296.80	2,440.00	2,581.60	2,728.00	2,870.40	
	ANNUAL*	59,901	63,635	67,328	71,146	74,860	
G	HOURLY	28.97	30.78	32.57	34.41	36.21	OVER 10
	BIWEEKLY	2,317.60	2,462.40	2,605.60	2,752.80	2,896.80	
	ANNUAL*	60,443	64,219	67,954	71,793	75,549	
H	HOURLY	29.24	31.06	32.87	34.72	36.54	OVER 11
	BIWEEKLY	2,339.20	2,484.80	2,629.60	2,777.60	2,923.20	
	ANNUAL*	61,006	64,804	68,580	72,440	76,237	
I	HOURLY	29.50	31.34	33.16	35.03	36.87	OVER 12
	BIWEEKLY	2,360.00	2,507.20	2,652.80	2,802.40	2,949.60	
	ANNUAL*	61,549	65,388	69,185	73,087	76,926	
J	HOURLY	29.76	31.62	33.46	35.35	37.20	OVER 13
	BIWEEKLY	2,380.80	2,529.60	2,676.80	2,828.00	2,976.00	
	ANNUAL*	62,091	65,972	69,811	73,754	77,614	
K	HOURLY	30.03	31.90	33.76	35.66	37.53	OVER 14
	BIWEEKLY	2,402.40	2,552.00	2,700.80	2,852.80	3,002.40	
	ANNUAL*	62,655	66,556	70,437	74,401	78,303	
L	HOURLY	30.29	32.18	34.05	35.97	37.86	OVER 15
	BIWEEKLY	2,423.20	2,574.40	2,724.00	2,877.60	3,028.80	
	ANNUAL*	63,197	67,140	71,042	75,048	78,991	
M	HOURLY	30.55	32.46	34.35	36.28	38.19	OVER 16
	BIWEEKLY	2,444.00	2,596.80	2,748.00	2,902.40	3,055.20	
	ANNUAL*	63,740	67,725	71,668	75,695	79,680	

PAY SCALE GROUP CP39 COMMONWEALTH OF PENNSYLVANIA
 Capitol Police Lieutenant CAPITOL POLICE PAY SCHEDULE
 EFFECTIVE JULY 1, 2014
 PAY SCALE TYPE CP

LONGEVITY LEVEL		STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SERVICE
N	HOURLY	30.82	32.74	34.64	36.60	38.52	OVER 17
	BIWEEKLY	2,465.60	2,619.20	2,771.20	2,928.00	3,081.60	
	ANNUAL*	64,303	68,309	72,273	76,362	80,368	
O	HOURLY	31.08	33.02	34.94	36.91	38.85	OVER 18
	BIWEEKLY	2,486.40	2,641.60	2,795.20	2,952.80	3,108.00	
	ANNUAL*	64,845	68,893	72,899	77,009	81,057	
P	HOURLY	31.34	33.30	35.24	37.22	39.17	OVER 19
	BIWEEKLY	2,507.20	2,664.00	2,819.20	2,977.60	3,133.60	
	ANNUAL*	65,388	69,477	73,525	77,656	81,724	
Q	HOURLY	31.61	33.58	35.53	37.54	39.50	OVER 20
	BIWEEKLY	2,528.80	2,686.40	2,842.40	3,003.20	3,160.00	
	ANNUAL*	65,951	70,061	74,130	78,323	82,413	
R	HOURLY	31.87	33.86	35.83	37.85	39.83	OVER 21
	BIWEEKLY	2,549.60	2,708.80	2,866.40	3,028.00	3,186.40	
	ANNUAL*	66,494	70,646	74,756	78,970	83,101	
S	HOURLY	32.13	34.14	36.12	38.16	40.16	OVER 22
	BIWEEKLY	2,570.40	2,731.20	2,889.60	3,052.80	3,212.80	
	ANNUAL*	67,036	71,230	75,361	79,617	83,790	
T	HOURLY	32.40	34.42	36.42	38.47	40.49	OVER 23
	BIWEEKLY	2,592.00	2,753.60	2,913.60	3,077.60	3,239.20	
	ANNUAL*	67,599	71,814	75,987	80,264	84,478	
U	HOURLY	32.66	34.70	36.72	38.79	40.82	OVER 24
	BIWEEKLY	2,612.80	2,776.00	2,937.60	3,103.20	3,265.60	
	ANNUAL*	68,142	72,398	76,613	80,931	85,167	
V	HOURLY	32.93	34.98	37.01	39.10	41.15	OVER 25
	BIWEEKLY	2,634.40	2,798.40	2,960.80	3,128.00	3,292.00	
	ANNUAL*	68,705	72,982	77,218	81,578	85,855	
W	HOURLY	33.19	35.25	37.31	39.41	41.48	OVER 26
	BIWEEKLY	2,655.20	2,820.00	2,984.80	3,152.80	3,318.40	
	ANNUAL*	69,248	73,546	77,844	82,225	86,544	
X	HOURLY	33.45	35.53	37.60	39.73	41.81	OVER 27
	BIWEEKLY	2,676.00	2,842.40	3,008.00	3,178.40	3,344.80	
	ANNUAL*	69,790	74,130	78,449	82,893	87,232	
Y	HOURLY	33.72	35.81	37.90	40.04	42.14	OVER 28
	BIWEEKLY	2,697.60	2,864.80	3,032.00	3,203.20	3,371.20	
	ANNUAL*	70,353	74,714	79,075	83,539	87,921	

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

APPENDIX F

ORGANIZATIONAL SENIORITY UNITS

General Services

Furloughs and Promotions

1. Headquarters
2. Each Regional Office (3)

Philadelphia
Pittsburgh
Scranton

APPENDIX G
CLASSIFICATION TITLES

<u>CLASS CODE</u>	<u>TITLE</u>
74841	CAPITOL POLICE OFFICER (PATROLMAN)
74842	CAPITOL POLICE OFFICER (CORPORAL)
74843	CAPITOL POLICE OFFICER (SERGEANT)
74844	CAPITOL POLICE OFFICER (LIEUTENANT)