

**PROVISIONS FROM BOARDS
OF ARBITRATION AWARDS
AND
COLLECTIVE BARGAINING AGREEMENTS**

BETWEEN

COMMONWEALTH OF PENNSYLVANIA

AND

THE PENNSYLVANIA STATE TROOPERS ASSOCIATION

EFFECTIVE JULY 1, 2000 TO JUNE 30, 2004

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ARTICLE 1
RECOGNITION

Pursuant to Act 111 of 1968, the Commonwealth of Pennsylvania recognizes the Pennsylvania State Troopers Association as the exclusive representative for collective bargaining purposes for all State Police members excluding the Commissioner, Deputy Commissioners and cadets.

ARTICLE 2
PRIOR ARBITRATION AWARDS AND AGREEMENTS

Section 1. All prior arbitration awards and agreements are hereinafter incorporated by reference and the provisions of the awards and agreements shall be applicable except as modified herein or by mutual agreement between the parties.

Section 2. If any of the awards by an arbitration panel are not implemented either as a result of legal impediment or failure to obtain legislation, then the Arbitration Panel shall be reconvened so that an equivalent benefit can be given in place of the benefit not granted. If the neutral chairman is not available then the parties shall select another neutral chairman by the method provided in Act 111 of the Commonwealth.

ARTICLE 3
DISTRIBUTION OF BOOKLET

The Commonwealth shall print and distribute to each member as quickly as possible the terms of this Agreement and other relevant provisions of previous awards and agreements.

ARTICLE 4
SALARIES

Section 1. Effective July 1, 2000, the base pay rates of Troopers in the State Police Pay Schedule shall be increased by 3.5%.

Section 2. Effective July 1, 2001, the base pay rates of Troopers in the State Police Pay Schedule shall be increased by 3.5%.

Section 3. Effective July 1, 2002, the base pay rates of Troopers in the State Police Pay Schedule shall be increased by 3.5%.

Section 4. Effective July 1, 2003, the base pay rates of Troopers in the State Police Pay Schedule shall be increased by 3.5%.

Section 5. There shall be maintained a rank differential between base rates within the ranks as follows:

- a. The rate for the rank of Corporal shall be 8.0% above the highest base (Step E) without longevity of a Trooper.
- b. The rate for the rank of Sergeant shall be 8.5% above the rate (Step E) without longevity of a Corporal;
- c. The rate for the rank of Lieutenant shall be 9.0% above the rate (Step E) without longevity of a Sergeant;
- d. The rate for the rank of Captain shall be 9.0% above the rate (Step E) without longevity of a Lieutenant;
- e. The rate for the rank of Major shall be 9.5% above the rate (Step E) without longevity of a Captain;
- f. The rate for the rank of Lt. Colonel shall be 10.0% above the rate (Step E) without longevity of a Major.

The existing step "E" for the rank of Corporal and above shall be the rate upon which the base differential shall be calculated.

Section 6. In addition to base salary, members shall be entitled to the longevity rate indicated for their years of service in the following table:

- 5.0% of base pay after five (5) years of service
- 6.0% of base pay after six (6) years of service
- 7.0% of base pay after seven (7) years of service
- 8.0% of base pay after eight (8) years of service
- 9.0% of base pay after nine (9) years of service
- 10.0% of base pay after ten (10) years of service
- 11.0% of base pay after eleven (11) years of service
- 12.0% of base pay after twelve (12) years of service
- 13.0% of base pay after thirteen (13) years of service
- 14.0% of base pay after fourteen (14) years of service
- 15.0% of base pay after fifteen (15) years of service
- 16.0% of base pay after sixteen (16) years of service
- 17.0% of base pay after seventeen (17) years of service
- 18.0% of base pay after eighteen (18) years of service
- 19.0% of base pay after nineteen (19) years of service
- 20.0% of base pay after twenty (20) years of service
- 21.0% of base pay after twenty-one (21) years of service
- 22.0% of base pay after twenty-two (22) years of service

- 23.0% of base pay after twenty-three (23) years of service
- 24.0% of base pay after twenty-four (24) years of service
- 25.0% of base pay after twenty-five (25) years of service
- 26.0% of base pay after twenty-six (26) years of service
- 27.0% of base pay after twenty-seven (27) years of service
- 28.0% of base pay after twenty-eight (28) years of service

Section 7. Members who graduate from the State Police Academy shall start at Step S of the Trooper pay range and shall have an anniversary date one year from the date of graduation. All members shall receive one increment each year on their anniversary date until they reach the maximum of their pay range.

Section 8. Members who are promoted shall be placed in the new pay range at the same step and longevity range as that held prior to the promotion with no change in the member's anniversary date or longevity date.

Section 9. In calculating length of service for longevity purposes, the date of a member's service shall be counted from the date of enlistment. For the purpose of this Article, a member's longevity date will not be adjusted for leaves without pay granted in accordance with Article 15, Sections 1 and 2 and Article 45, Section 1.

ARTICLE 5 UNION SECURITY & ASSESSMENTS

Section 1. The Commonwealth shall deduct the current PSTA arbitration assessment from compensation received by a member. The arbitration assessment shall be deducted at the rate of 1/26th of the total assessment from such member's paycheck each pay and shall be forwarded to the Pennsylvania State Troopers Association by the Commonwealth. For members who have not joined the PSTA, a service charge shall be deducted from their compensation as a contribution toward the administration of arbitration awards and the costs of collective bargaining and representation of members in the same manner and amount or percentage as the arbitration assessment. The biweekly amount to be deducted shall be certified to the Commonwealth by the PSTA. Upon failure to pay the charge or fee, the Commonwealth shall discharge the member when advised by the PSTA.

Section 2. Where a member has been suspended, furloughed, or discharged and subsequently returned to work, with full or partial back pay, or has been reclassified retroactively, the Commonwealth shall deduct the assessments and charges that are due and owing for the period for which the member receives back pay. Arbitration assessments and service charges will be resumed for members upon their return from leave of absence without pay or recall from furlough.

Section 3. The Commonwealth shall provide the PSTA, on a quarterly basis, a list of all State Police members excluding the Commissioner, Deputy Commissioners and cadets. This list shall contain the member's name, social security number, address, rank and work location.

Section 4. The PSTA shall indemnify and hold the Commonwealth harmless against any and all claims, suits, orders and judgments brought or issued against the Commonwealth as a result of the action taken or not taken by the Commonwealth under the provisions of this Article.

ARTICLE 6 SCHEDULING

Section 1. The workweek shall consist of any five workdays in the week from Saturday through Friday.

Section 2. The workday for all members shall be any eight consecutive hours, inclusive of the meal period, within the period from midnight to midnight of the calendar day; up to two (2) hours may be in the preceding or subsequent day. Should the time overlap of two (2) hours be exceeded by the Commonwealth, the member so assigned shall be paid time and one-half of his/her rate of pay, for all hours in excess of the two (2) hour overlap period.

Section 3. There shall be a minimum of eight hours off between shifts. When two shifts are worked with fewer than eight hours off, hours worked in the eight hour period beginning with the end of the first shift shall be paid at a rate of two and one-half times the hourly rate. A member shall receive no additional compensation for work performed during this period.

Section 4. A change in shift after the shift is posted may take place where twenty-four (24) hours' notice is given prior to the start of the newly-scheduled shift. Any change in schedule without such notice shall be paid at the rate of time and one-half for all hours on that shift. This section shall not be construed as preventing such shift changes.

Section 5. A member shall not be required to remain within the jurisdiction of his/her station during non-working hours. This provision shall not apply to a member who is on alert time.

Section 6. A roster of bargaining unit members' shifts for the following week shall be posted at each work location no later than the Tuesday of the week preceding that described in the roster.

Section 7. Court Time

a. Once posted as provided in Section 6 above, the roster shall not be changed as a result of the necessity for the member to be present at any judicial or administrative proceeding relating to or arising from the performance of his/her duties, except with the affected member's voluntary permission. No member shall be discriminated against for withholding such permission.

b. In the event that the member would be required to be present at any judicial or administrative proceeding relating to or arising from the performance of his/her duties on a day or shift for which he/she had been scheduled off in accordance with the posted roster, he/she shall be compensated in accordance with Article 9.

ARTICLE 7
OVERTIME

Section 1. The Commonwealth shall pay one and one-half of the member's regular hourly rate for all hours worked in excess of eight (8) per day or forty (40) per week. The 8-hour day and the 40-hour week shall include all lunch periods. In calculating time worked, all time shall be included, except alert time. Time worked shall include, but not be limited to extension of work schedule, court time, magistrate's time, mandated school time, reserve time and stand-by time.

Section 2. Days taken by a member as sick leave days are to be counted as work days for the purpose of computing overtime.

Section 3. The Commonwealth shall pay one and one-half of the member's regular hourly rate for all consecutive hours worked in excess of eight whether they occurred in one or two calendar days.

ARTICLE 8
SHIFT DIFFERENTIAL

Section 1. A shift differential of 5% will be paid for any regularly scheduled shift which starts at or after 12:00 noon or before 10:30 p.m., provided the shift is worked. A shift differential of 6% will be paid for any regularly scheduled shift which starts at or after 10:30 p.m. or before 6:00 a.m., provided the shift is worked.

Section 2. Criminal Investigation personnel scheduled by the Employer to work during the hours set forth in Section 1 above shall be paid as therein provided. Shift differential shall not be paid to Criminal Investigation personnel when the hours worked are employee controlled or are incidental to the cases assigned to such personnel.

ARTICLE 9
CALL TIME

A member who has been called in to work outside of his/her scheduled shift shall be guaranteed a minimum of three (3) hours of pay at the member's regular hourly rate or shall be paid at the appropriate rate for all hours worked, whichever is greater. A member shall be released when the specific purpose of the call in has been satisfied.

The compensable period shall begin when the member is notified.

ARTICLE 10
ALERT TIME

Section 1. One-quarter pay shall be paid for alert time, defined as off-duty time when a member is restricted as to where he/she may go or what he/she may do in order that he/she may quickly return to duty upon call. The compensation is to apply to situations when a member is alerted in connection with special circumstances (present or anticipated) and is not meant to cover any regular or rotational duty which may result in being recalled to active duty status.

Section 2. While alert time shall not be included in calculations to determine overtime pay, the Commonwealth shall not abuse the putting of members on alert.

ARTICLE 11
HOLIDAYS

Section 1. The following days shall be considered as holidays:

New Year's Day*	Independence Day*
Martin Luther King, Jr. Day	Labor Day*
Presidents' Day	Columbus Day*
Good Friday*	Veterans' Day*
Primary Election Day	General Election Day
Memorial Day*	Thanksgiving Day*
	Christmas Day*

Section 2. A member who works on any of the above holidays will be given a compensatory day off. In addition, if the member's regular weekly days off coincide with a holiday, he/she shall be given a compensatory day off.

Section 3. If a holiday is observed while a member is on sick leave, annual or other paid leave status, he/she will receive his/her holiday pay and the day will not be charged against sick, annual, or other paid leave credits.

Section 4. If a member is required to work on one of the holidays designated by an asterisk above, the member shall receive double time for all work performed on such a holiday. In addition, the member shall receive compensatory time off for all hours worked up to eight (8.0) hours.

When a member voluntarily works on one of these holidays for a special enforcement program, the member will be paid at the rate of time and one-half provided the member was in compensable status for 40 other hours that week.

ARTICLE 12
PERSONAL DAYS

Section 1. Each member shall receive four personal leave days per calendar year. One personal leave day shall be earned during each one-quarter calendar year. Where practical, they are to be granted at the option of the member. All requests for personal leave shall be approved or disapproved no later than 10 working days prior to the commencement of the requested leave. Members may anticipate personal leave to which they may become entitled during the calendar year. Any member who anticipates such leave and who subsequently terminates employment shall reimburse the Employer for those days of personal leave used but not earned. The members shall be required to utilize two (2) personal days prior to the end of the pay period that includes June 30. If a member is required to work on a scheduled personal leave day and is unable to reschedule the day by the end of the pay period that includes June 30, due to the demands of his/her work, a 7 pay period extension will be granted.

Section 2. Personal leave shall be non-cumulative from calendar year to calendar year. If a member is required to work on his/her scheduled personal leave day and is unable to reschedule his/her personal day during the calendar year due to the demands of his/her work, the calendar year shall be extended for 7 pay periods for rescheduling purposes.

Section 3. For the purpose of this Article, the calendar year shall be defined as beginning with the member's first full pay period commencing on or after January 1 and continuing through the end of the member's pay period that includes December 31.

ARTICLE 13
VACATIONS

Section 1. Members shall earn leave according to the following schedule:

<u>Service</u>	<u>Maximum Annual Leave Entitlement Per Year:</u>
Less than 1 year: Annual leave will be earned at the rate of 3.85% of all Regular Hours Paid	40 Hour Workweek: 80 Hours (10 days)
Over 1 year to 13 years: Annual leave will be earned at the rate of 5.77% of all Regular Hours Paid	40 Hour Workweek: 120 Hours (15 days)
Over 13 years to 21 years: Annual leave will be earned at the rate of 7.70% of all Regular Hours Paid	40 Hour Workweek: 160 Hours (20 days)

Over 21 years: 40 Hour Workweek:
Annual leave will be earned at the rate of 208 Hours (26 days)
10% of all Regular Hours Paid

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

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

Length of service for the purpose of determining vacation earning rate shall include all periods of service as a Commonwealth employee.

Section 2. Annual leave may be carried over from one calendar year to the next to a maximum of 60 days (480 hours). If a member is unable to schedule his/her annual leave during the calendar year due to operational needs, the Employer shall offer the member his/her choice of either a 7 pay period extension of the calendar year for rescheduling purposes or payment for all unused accumulated days of vacation in excess of 60. If the member chooses to extend the calendar year but does not take the leave during the 7 pay period extension period, he/she shall then be paid for those days in excess of 60. Members on disability leave who have been unable to take their annual leave resulting in an excess carry-over at the end of the year shall be authorized a 7 pay period extension upon return from disability leave.

In the event that the carryover of accumulated vacation would include a fraction of a day, the fraction will be rounded up or down to the nearest whole day.

All requests for annual leave shall be approved or disapproved no later than 10 working days prior to the commencement of the requested leave.

Section 3. A member shall have the right to have a minimum of four scheduled days off (non-compensable) contiguous with his/her annual or any other leave to which he/she may be entitled, provided that the scheduled compensable time off be at least five consecutive days in duration.

Section 4. A member's "Leave Period", which consists of at least five compensable non-work days, shall be deemed to have commenced at the end of the last scheduled shift prior to the scheduled leave and to end at the beginning of the member's first scheduled shift after leave has expired.

Section 5. If a member is recalled to work from approved annual or personal leave, the member is entitled to compensation for a minimum of eight hours at the rate of time and one-half for each day worked and the day will not be charged against the member's annual or personal leave. The member will also be granted a compensatory vacation day at a later date for each non-compensable day worked if he/she is recalled after a "Leave Period" as defined in Section 4 above has commenced.

Section 6. If a member has selected leave under a tentative leave schedule and the dates of such leave were not refused when the tentative schedule was constructed, then any member who has his/her leave or portion of leave canceled within thirty (30) days of the scheduled commencement of such leave shall be permitted to reschedule such leave at a time of his/her choosing, provided it is after the emergency that gave rise to the cancellation has ended and provided his/her request will not cause cancellation of the scheduled leave of another member.

Section 7. The requirement that no more than 10% of the members on a station can be off on leave at the same time shall not be mandatory. Consistent with operational requirements, leave requests shall not be unreasonably denied.

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

ARTICLE 14 SICK LEAVE

Section 1. Members 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 6% of all Regular Hours Paid	40 Hour Workweek: 124.8 hours (15.6 days)

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

Section 2. Accumulation

Members shall be permitted to accumulate sick leave that is unused each year to a maximum accumulation of 410 days (3280 hours).

Section 3. Members may use up to five days of sick leave for the death of a spouse, parent, stepparent, child, or stepchild and up to three days of sick 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, or any relative residing in the member's household.

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

Section 5. Buy-out

a. Members who retire with less than 25 years of service shall be paid 35% of their accumulated unused sick leave not to exceed 117 days. Part days shall not be paid. The eligible dependents of a member who dies prior to retirement shall be paid 35% of the member's accumulated unused sick leave at the time of his/her death not to exceed 117 days. Part days shall not be paid.

b. Members who retire with at least 25 years of service and eligible dependents of members who are killed in the line of duty shall be paid for full days of accumulated unused sick leave in accordance with the following schedule:

Days Available	Percentage	Maximum
At Retirement	Buyout	Days
0-135	35%	47
136-235	40%	94
236-335	50%	167
over 335	100% of days over 335	75

Section 6. In the event that a member is receiving Workers' Compensation, he/she shall be permitted to utilize sick leave to provide the difference in biweekly compensation between the monies received from Workers' Compensation and 100% of his/her normal biweekly compensation. Under such circumstances, sick leave shall be deducted from the member's accumulated sick leave in increments of one hour to equal the 100% maximum compensation.

Section 7. In accordance with Section 6 above, members who are not receiving Heart and Lung Act benefits may use sick leave to supplement Workers' Compensation benefits. The Workers' Compensation supplement will be the difference between net salary and Workers' Compensation and Social Security disability benefits (if applicable). Net salary is defined as gross base pay minus applicable payroll taxes and retirement contributions. The Employer will continue to remit appropriate payroll taxes and retirement contributions on behalf of the member. The hours of sick leave charged biweekly while the supplement is payable will be calculated by subtracting the Workers' Compensation amount from the member's regular gross pay and dividing the result by the member's hourly rate of pay, rounded to the next highest hour.

Upon determination by the Employer that a member is entitled to the Workers' Compensation supplement, the member will receive the supplement for a period of up to thirty (30) days or to the extent sick leave is available, during which time the member must elect to either continue receiving the Workers' Compensation supplement or to retire. In the event the member retires during the 30-day period, the member shall be paid for full days of accumulated unused sick leave in accordance with Section 5.b. of this Article. In the event the member elects to continue the Workers' Compensation supplement or makes no election within the 30-day period, the Workers' Compensation supplement will continue until sick leave is exhausted or until the member retires, whichever is earlier. If a member retires after the 30-day period, payment for accumulated unused sick leave will be in accordance with Section 5.a. or 5.b. of this Article, as applicable.

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

ARTICLE 15 MEDICAL LEAVE EXTENSION

Section 1. A member who becomes disabled because of illness or an off-the-job accident shall be entitled to six-months of leave without pay, during which time his/her Blue Cross/Blue Shield/Major Medical, supplemental health benefits, and Group Life Insurance shall continue in force and be paid for by the Commonwealth.

Section 2. A member who is granted parental leave without pay shall continue to receive Blue Cross/Blue Shield/Major Medical, supplemental health benefits, and Group Life Insurance benefits which shall be paid for by the Commonwealth for up to six months.

Section 3. Any extension of leave under Section 1 or 2 above shall be without benefits and shall be at the discretion of the Employer.

Section 4. A member shall not be required to use accumulated sick, annual and/or personal leave prior to the commencement of a leave without pay under this Article.

ARTICLE 16 LIFE INSURANCE

The Employer shall assume the entire cost of the currently existing life insurance plan. The amount of insurance is based on the member's annual pay rate in effect on the preceding January 1, rounded to the nearest \$1,000 but not to exceed \$40,000.

ARTICLE 17
SURVIVOR BENEFITS
PSTA SCHOLARSHIP FUND

Section 1. In the event a member is killed in the line of duty, the eligible dependents of the deceased member shall be entitled to all medical benefits for a period of five years for the spouse, or until remarriage of the spouse, whichever is earlier and five years for the children.

Section 2. PSTA Scholarship Fund

a. As of July 1 of each year of the contract, the Commonwealth shall deposit Ten Thousand Dollars (\$10,000.00) into an interest bearing account to be used for the purpose of providing scholarship assistance to state-related schools for dependents of members who were killed in the line of duty on or after July 1, 1988. The recipient, nature and amount of such assistance shall be determined by a committee composed of one representative from the Pennsylvania State Troopers Association and one designated by the Commissioner.

b. Definitions

- (1) "Eligible dependent" means the spouse, child, stepchild or legally adopted child of a State Police member killed in the line of duty who qualifies as a dependent under IRS guidelines.
- (2) "State related schools" shall mean the following Pennsylvania institutions of higher learning: Pennsylvania State University, University of Pittsburgh, Temple, Lincoln, Bloomsburg, California, Cheyney, Clarion, East Stroudsburg, Edinboro, Indiana, Kutztown, Lock Haven, Mansfield, Millersville, Shippensburg, Slippery Rock or West Chester Universities.
- (3) "Killed in the line of duty" means any member whose death is attributable to work-related circumstances and approved under Act 101-102 of 1981 and the Public Safety Officers' Benefit Act of 1976.
- (4) "Full-time student" shall mean a minimum course work load of at least 12 credit hours per semester.
- (5) "Approved program of higher education" shall mean scholarship assistance for enrollment in a degree program at a state-related school for eight semesters or the completion of a Baccalaureate degree, whichever occurs sooner.

c. Scholarship Assistance for Eligible Dependents

A committee has been authorized to establish guidelines for the purpose of administering a scholarship assistance program pursuant to Section 2 of this Article.

Scholarship assistance shall be afforded to eligible dependents who are full-time students enrolled in an approved program of higher education at a state-related school within the Commonwealth. The student must meet admission requirements, must be accepted under the current admissions policy for course work and must remain in good academic standing at the completion of each semester, as defined by the institution of attendance. As a prerequisite to approving any assistance, students must execute a waiver with the institution for the Committee to be provided with a copy of the transcript of grades upon the completion of each semester.

d. Amount of Scholarship

Scholarships awarded by the Committee will supplement available grants to the student and shall not exceed the cumulative total of tuition and fees of \$1,000 per semester or up to \$2,000 per academic year, whichever is the lesser.

Before becoming eligible for scholarship assistance, the student must apply for and declare all state and financial aid grants and authorize the Committee to receive and review any financial aid transcripts on file with the institution.

e. Miscellaneous

Further implementation and interpretation of the guidelines enumerated herein are reserved to the Committee. The Committee reserves the right to change or amend the program subject to adequate notice which shall be distributed to all members. The determination of the Committee regarding interpretation of the guidelines is final.

ARTICLE 18 DISABILITY BENEFITS

Section 1. If a member has been found to be eligible for a disability retirement and if the disability has been found to be a permanent and total service-connected disability, such member shall receive a supplement equal to 70% of Final Average Salary less the sum of the regular disability retirement and the amounts payable under the Pennsylvania Workers' Compensation Act, the Pennsylvania Occupational Disease Act and the Federal Social Security Act. The service-connected disability retirement supplement will continue as long as the member is determined to be permanently and totally disabled on account of the service-connected disability.

Section 2. If a member becomes injured while on duty, during the time of his/her disability, he/she shall continue to receive all benefits to which he/she would otherwise have become entitled, including pay increases and accumulation of annual leave.

ARTICLE 19
HOSPITAL AND MEDICAL INSURANCE *

The Employer shall continue to provide each member with 100% state-paid coverage under the present Blue Cross/Blue Shield and Major Medical Plan as modified below. In addition it shall provide dependency coverage where the dependents of the member qualify under such Plan.

The BC/BS/MM Plan shall be modified to include the Pre-certification Plan as described in the side letter between the parties dated October 15, 1985.

The Major Medical maximum for general medical expenses shall be \$1,000,000 provided, however, that coverage for all general cases will be based upon the most cost effective but medically appropriate treatment alternative.

A voluntary case management program shall be instituted for all phases of the hospital and medical program.

Coverage under the BC/BS/MM plan shall cease on the date a member terminates employment. For the purpose of this Section, termination does not include retirement or death.

The Commonwealth shall pay the cost of coverage as outlined above.

ARTICLE 20
PRESCRIPTION DRUG PLAN*

The Commonwealth shall continue to provide the following prescription drug benefits to members and their eligible dependents: Drugs which by State or Federal law may be purchased only by prescription, insulin when written on a prescription form, oral contraceptives, and allergy extracts or antigens when not dispensed and administered by the same physician and drugs that are prescribed to treat injuries that members may incur as a direct result of Pennsylvania State Police employment. There is a \$1 deductible per prescription.

The Commonwealth shall pay the cost of the coverage as outlined above.

ARTICLE 21
VISION CARE PLAN *

The Commonwealth shall provide the following vision care benefits to members and their eligible dependents: eye exams at 100% ucr, single vision lenses at \$22, bifocal lenses at \$36, trifocal lenses at \$57, aphakic lenses at \$80, medically necessary hard contacts at \$100, medically necessary soft contacts at \$150, cosmetic contacts at \$52 and frames at \$30. Dependents under age 19 are eligible for examination and lenses once during a 12-month period. Members and dependents 19 and older are eligible for examination and lenses once during a 24-month period. Members and dependents of any age are eligible for one set of frames in any 24-month period.

The Commonwealth shall pay the cost of the coverage as outlined above.

ARTICLE 22
DENTAL CARE PLAN *

The Commonwealth shall continue to provide members and their eligible dependents with a dental care plan at 100% ucr for basic diagnostic and preventive work, restorations, endodontics, periodontics, oral surgery, prosthodontics and orthodontics. The orthodontic lifetime maximum amount payable shall be \$1000.

The Commonwealth shall pay the entire cost of coverage as outlined above.

ARTICLE 23
DOCTOR OFFICE VISIT PLAN *

The Commonwealth shall provide the following doctor office visit benefits to members and their eligible dependents: Medically necessary doctor office visits limited to \$15 per visit and \$100 per family per contract year.

ARTICLE 24
EMERGENCY COUNSELING PLAN *

Section 1. The Commonwealth shall provide members and their eligible dependents with emergency mental health psychotherapy services. The benefit will be administered by Pennsylvania Blue Shield in accordance with Section 2 below.

Section 2. This benefit provides twelve (12) medically necessary psychotherapy visits for each member and each eligible dependent per contract year. A member or dependent may use a licensed psychologist or psychiatrist of his/her choice and claims will be processed through Blue Shield under the following conditions:

- a. If a Blue Shield participating provider is chosen, payment will be made in full and the member or dependent will have no out-of-pocket expenses.
- b. If a non-participating provider is chosen, the member or dependent could experience some out-of-pocket expenses. The difference between the provider's charge and the Blue Shield allowance will not be eligible under Major Medical.
- c. Blue Cross/Blue Shield has the right to investigate claims and only those deemed medically necessary will be covered.
- d. Psychiatric evaluation services will not be covered.

Payment shall not be made under the ECP for visits covered under Workers' Compensation.

- * For a complete description of these benefits, including their limitations, exclusions and maximums, refer to the State Police Benefits Program Handbook for Pennsylvania State Police members and their dependents.

ARTICLE 25 RETIREMENT

Section 1. Blue Cross/Blue Shield/Major Medical, dental and prescription (except as provided in Section 2 below) coverage in effect at the time of retirement are to continue until the death of the retiring member, provided the member retires under the following conditions:

- a. Superannuation retirement (excluding vestees) or retirement with at least 25 years of service.
- b. Disability retirement.
- c. Retirement with at least 20 but less than 25 years of service, with at least 10 years of enlisted service with State Police (Military time, civilian service and service with another agency are not considered service with the State Police).

Section 2. For members who retire after July 1, 1995, the Retiree Major Medical Program shall not provide prescription drug benefits. Those benefits shall be provided solely by the prescription drug program carried into retirement.

Section 3. Notwithstanding anything herein to the contrary, a member, regardless of age, may also retire on or after July 1, 1989 with all health benefits that are currently carried into retirement under the following conditions:

- a. At 50% of the highest year salary after 20 years of service; or
- b. At 75% of the highest year salary after 25 years of service.

ARTICLE 26 DISCIPLINE

Section 1. Probationary Period

All Troopers shall serve a probationary period of 18 months from the date of original enlistment, during which time they may be dismissed by the Commissioner for violations of rules and regulations, incompetency, and inefficiency without action of a Court-Martial Board, the right of appeal to a civil court, or the grievance procedure.

Section 2. Suspension Without Pay

A member shall not be suspended without pay for more than 30 working days, unless the conduct falls within the purview of the Governor's Code of Conduct or the nature of such conduct could reasonably be construed to result in dismissal by the institution of court-martial proceedings, or the member is notified of dismissal after selecting the grievance procedure or recommendation for probationary review.

Section 3. Fringe Benefits During Suspension Without Pay

A member suspended without pay who has not been charged with a felony or misdemeanor under the laws of the United States, Commonwealth of Pennsylvania, any other state(s) of the United States, and/or subdivisions thereof shall continue to receive the benefits provided under the State Police Health Program, the State Police Supplemental Benefits Program, and the Group Life Insurance Program during the period of suspension until such time as the cost of the benefits paid equals the amount of the member's accumulated retirement deductions and interest, plus the amount of all eligible leave payouts; at such time, the above benefits will terminate. If the member elects not to file a grievance, or the grievance is denied wholly or in part, for any reason, the member shall reimburse the Commonwealth for the cost of the benefits within 90 days of the final disposition or upon separation from the Department, whichever shall occur sooner. The member will be required to repay the Commonwealth for the cost of such benefits as follows:

- a. For the State Police Health Program and the State Police Supplemental Benefits Program, the member will pay the monthly individual or multiparty premium that is charged to COBRA subscribers during the period of the suspension, minus the 2% administrative charge;

- b. For the Group Life Insurance Program, the member will pay the monthly contribution rate that the Agency would have paid during the period of suspension.

Such premiums will be paid whether or not any actual claims were incurred during the period of the suspension.

Suspensions of members who have been charged criminally with misdemeanors or felonies under the laws of the United States, Commonwealth of Pennsylvania, any other state(s) of the United States, and/or subdivisions thereof, shall be reviewed by the Office of Administration on a case-by-case basis, in consultation with the PSTA and the Department, as necessary, to determine whether benefits will continue in accordance with the provisions of this Section. A decision will be rendered as soon as possible, but not later than 20 working days from the date the Department is notified of the filing of charges in the case of a member who has been charged criminally with a felony or work-related misdemeanor and not later than 20 working days from the date the Department notifies the member that the member is being suspended in the case of a member who has been charged criminally with a non work-related misdemeanor. If the aforementioned time limits are exceeded, benefits will continue in accordance with the provisions of this Section. The determination of the Office of Administration will not be subject to the grievance and arbitration procedures.

Benefits during suspensions of one full pay period or less shall be processed in accordance with the current practice.

Section 4. Court-Martial Board

Court-martial proceedings shall provide that the accused may name, or designate the PSTA to name one of the three members of the Court-Martial Board.

Section 5. Rights

- a. A member shall be advised of their Garrity/Miranda Rights when applicable.
- b. A member who is the subject of an administrative inquiry or internal investigation shall be advised of and upon request, be afforded PSTA representation at any interview, predisposition conference, DAR issuance, or any hearing.
- c. Absent exigent circumstances, the member shall receive reasonable notice to arrange for PSTA representation and the member shall be required to arrange such representation within a reasonable time period. However, this does not give the interviewee the right to a specific representative, only to one that is nearest and most readily available.
- d. Any member who is interviewed in regards to an investigation and has reason to believe that their statements could result in administrative action being taken against them, shall be afforded PSTA representation if requested.

e. A member, prior to the issuance of a DAR, shall be afforded the rights under Article 28, Section 2 of the grievance procedure.

f. If a tape recording is made by the interviewer, a copy shall be furnished to the member upon written request within 15 working days of the completion of the interview of the subject of the investigation. In cases involving multiple subjects of investigation, the tape recording shall be furnished within 15 working days after the last interview is completed. During tape recorded interviews, members shall also be permitted to simultaneously tape record the interview consistent with those procedures jointly agreed to between the parties.

g. At the issuance of a DAR, an accused member shall be given all information, evidence and all complete statements for any person who may/or may not testify if the statement will be used against the member. If the member is not given the statement, no part of the statement can be used against the member. An accused member shall be given the names of all persons who will testify for the Commonwealth no later than ten (10) working days prior to any hearing.

Section 6. Required Correspondence

When requested a member who is involved in or witness to an incident or is the subject of a complaint allegation, other than allegations of criminal conduct, shall record all the known facts of the involved incident in writing and direct it to their Commanding Officer or other designated authority. The request for all required correspondence shall be made to the member prior to any interview. Absent exigent circumstances, a member will be provided two (2) working days to submit said correspondence. If further information/ clarification is subsequently required, the member shall be given specific questions to be answered.

Section 7. Statute of Limitations

In cases of alleged criminal conduct, cases which could reasonably be construed to give rise to court-martial proceedings, alleged violations of the Governor's Code of Conduct, or cases in which a prosecutorial determination is sought, the Department shall complete its investigation and the member advised of the Troop Commander/Bureau Director's notice of administrative findings within 120 working days. The 120 working days will commence on the date the member is notified of the complaint, except as provided below:

- a. In cases involving alleged criminal conduct or requests for a prosecutorial determination, the notice of administrative findings shall be issued within 60 working days from the date the Department receives written notice from the member of the disposition/adjudication of the criminal charge or the date the Department receives the prosecutorial determination.
- b. In all other cases the Department shall complete its investigation and the member advised of the Troop Commander/Bureau Director's notice of administrative findings within 90 working days of the date the Department is notified of the complaint.

- c. In court-martial cases the member shall be notified of the adjudicated penalty within 30 working days of the member's selection of the grievance procedure.
- d. If the aforementioned time limits are not met, no discipline in the form of a suspension without pay may be initiated. However, the time limits may be waived by the Department upon a showing of just cause or by mutual agreement of both parties.

Except in cases alleging criminal conduct or cases which give rise to court-martial proceedings, no disciplinary action consisting of a suspension without pay shall be imposed for violations of Department rules and regulations which are discovered more than one year after the date of occurrence unless mandated by the Governor's Code of Conduct. This paragraph shall not apply upon a showing of proof that the member acted to prevent such discovery.

Section 8. Purging of Files

If a member is found not guilty of the charges, any information contained in the member's official personnel folder and Troop/Bureau personnel file shall be purged within 30 days of the findings and all purged material returned to the member. Unfounded, not sustained, policy void, or withdrawn investigations shall not be used for consideration in evaluations or specialized position selections.

All other purging shall be in accordance with established practice.

Section 9. Receipt of Complaints

An investigator, upon being assigned to conduct an internal investigation as the result of a citizen complaint, shall complete a complaint verification and shall request the complainant's signature attesting to the veracity of the complaint as set forth. Except in cases where criminal conduct is alleged or cases which could reasonably be construed to give rise to court-martial proceedings as determined by the Disciplinary Officer, if the complainant refuses to sign the verification, only a limited investigation for documentary purposes shall be conducted.

Anonymous Complaints: No investigation will be undertaken into anonymous complaints unless a substantiation of the allegation could give rise to criminal charges.

Section 10. Outside Employment

A member who is suspended without pay and submits a Request for Approval of Supplementary Employment will be notified of the approval or denial within three working days of the Department's receipt of any such request. The member may submit the request directly to the Director, Bureau of Personnel by the most expedient means available; e.g., FAX, express mail, etc. The Department's reply shall be sent to the PSTA by the most expedient means available. If the Department fails to respond to the PSTA within the time limitations, the member's request shall be considered approved.

A member who has a previously approved Request for Supplementary Employment, and is suspended without pay, may engage in the approved supplementary employment, and except as required by law, shall not be required to offset reimbursement if the member is found not guilty of all charges.

Section 11. Definitions

The term member shall include probationary Troopers except where excluded.

ARTICLE 27
LEGAL COUNSEL

Section 1. If a member is charged with a criminal action arising from the performance of his/her duties, he/she shall select local counsel in consultation with his/her Commanding Officer. The Commonwealth shall pay for the fees of such counsel to the extent the fees are in line with prevailing rates in the area.

Section 2. If a member is a defendant in a civil suit arising from the performance of his/her duties, the Commonwealth shall immediately furnish counsel and defend the member.

Section 3. The Commonwealth shall be responsible for judgments rendered against the member in job-related suits where the member has acted within the scope and responsibility of his/her office.

ARTICLE 28
GRIEVANCE PROCEDURE

Section 1. Scope

Grievances are limited to matters involving interpretation of this Agreement including all matters of discipline. Matters dealing with Heart & Lung claims and compensation/reimbursement issues will be addressed with limitations as directed in Sections 9 and 10.

Section 2. Rights

a. Prior to the issuance of a DAR to a member at the Troop/Bureau level, the Troop Commander/Bureau Director will notify the member in writing of the pending action and furnish the member with a summary of any justification or information pertaining solely to the member, including but not limited to statements of all witnesses as well as copies of any test results being considered for use in the issuance of the proposed DAR.

Exception: The names of confidential witnesses shall not be released.

b. Upon notification the member will have three working days to request a meeting with the Troop Commander/Bureau Director. During this meeting, the member shall provide all known information (such as but not limited to additional names of witnesses or other specifics) which might mitigate or alter the decision to issue the DAR. The member shall be permitted local PSTA representation for such meetings, if so desired. The member assumes responsibility for arranging such representation within 24 hours.

c. The member and/or PSTA representative may, during this meeting, take notes and ask questions to determine the accuracy and relevancy of the information presented. The meeting will be held within five working days of the member's request.

Section 3. Grievance Steps

STEP 1. The member, either alone or accompanied by a PSTA representative, or the PSTA where entitled, shall present the grievance in writing to the member's Troop Commander/Bureau Director within fifteen (15) calendar days of its occurrence or knowledge of its occurrence.

Within ten (10) calendar days, the Troop Commander/Bureau Director or his/her designee shall conduct a hearing and provide a written STEP 1 decision to the member or the PSTA representative.

If additional information is provided by the member or the PSTA representative, the time limits may be extended an additional five (5) calendar days to review or further investigate the data. Prior to the grievance submission to STEP 2, the grievance may be amended by the member or the PSTA representative.

A member may appeal discipline beginning at STEP 2 of the grievance procedure, within fifteen (15) calendar days of the notice of discipline the member receives from the Disciplinary Officer. The grievance must be presented in writing and received or postmarked to the Office of Administration, Bureau of Labor Relations within the fifteen (15) calendar day period to be considered timely.

STEP 2. In the event the grievance has not been satisfactorily resolved in STEP 1, written appeal, if made, shall be by the member or PSTA to the Office of Administration, Bureau of Labor Relations, 404 Finance Building, Harrisburg, PA 17120. The written appeal shall be made and postmarked within five (5) calendar days of the Troop Commander's/Bureau 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. Discipline grieved directly to STEP 2 shall also include a copy of the grievant's DAR, the grievant's response, if applicable, notification of disciplinary action, the grievant's proposed witnesses and all other supporting documents. A copy will also be sent to the PSTA President, 3625 Vartan Way, Harrisburg, PA 17110.

Upon receipt of the grievance at STEP 2, either the representative from the Bureau of Labor Relations or the PSTA Grievance Board Chairman shall schedule a grievance committee meeting consisting of members from the Employer (no more than five) and the PSTA Grievance Board (no more than five). The joint committee shall meet at least one day per month, unless the parties mutually agree otherwise.

The grievance committee shall meet for the purpose of reviewing the grievance(s) previously denied in writing at STEP 1 and appealed to STEP 2 and matters of discipline grieved directly to STEP 2. A list of grievances to be discussed shall be sent to the Bureau of Labor Relations' representative and the Director of Personnel, Pennsylvania State Police by the PSTA Grievance Board Chairman, within seven (7) calendar days, when possible, prior to the grievance committee meeting.

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 PSTA Grievance Board Chairman by serving upon the Bureau of Labor Relations' representative notice, within ten (10) calendar days of the grievance committee meeting, of its intent to proceed to arbitration. The Bureau of Labor Relations representative and the PSTA Grievance Board Chairman shall determine hearing dates and arbitrator availability.

The Employer's decision at STEP 1 and the Committee's decision at STEP 2 shall not be used as a precedent for any subsequent case.

Section 4. Grievance Processing

An aggrieved member and PSTA representative, if member, and a reasonable number of witnesses, when required, 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.

Section 5. PSTA Representation

The PSTA must have an opportunity to appear with the grievant at all steps of the grievance procedure. Subsequent to the issuance of the Disciplinary Officer's letter of adjudication the PSTA shall have the right to investigate all issues not incorporated within an investigation against a member, provided the issue has been brought to the attention of the Department and the Department chooses not to investigate the issue. Such follow-up investigation shall occur during off-duty hours, a member's badge of office shall not be used, and any expenses incurred therewith shall be borne exclusively by the PSTA.

Section 6. Grievance Resolution

The PSTA Grievance Board shall have the authority to settle or withdraw any grievance which does not have merit, does not comply with the time frames stated previously above, or does not comply with the guidelines established by the PSTA.

Section 7. Arbitrator and Site Selection

Five (5) neutral arbitrators are to be selected by the parties jointly to hear cases in the above procedure.

Either party may, at any time, remove a neutral arbitrator, selected by the parties, after giving the other party at least fifteen (15) days notice.

When a vacancy exists on the list of arbitrators, the parties should attempt to agree on a replacement within ten (10) calendar days. If the parties cannot agree, the parties shall request the American Arbitration Association to submit a list of seven (7) arbitrators. Upon receipt of such list, the parties shall alternately strike until one arbitrator needed to fill a vacancy remains. A new list shall be requested from the American Arbitration Association for each arbitrator to be selected. Only one arbitrator is to be selected from each list. The Commonwealth shall strike first.

The parties may mutually agree to schedule a hearing at a location agreeable to both. For discipline grievances, the hearing site will be at a neutral location within the geographical area of the Troop where the grievance arose, unless mutually agreed otherwise.

When the parties cannot agree to a hearing location due to a disagreement over the nature of the case, then the hearing site will be decided by the neutral arbitrator.

Section 8. Arbitrator Responsibility

Issues concerning timeliness or procedurally defective cases or matters on arbitrability will be decided prior to hearing the merits of the grievance. The arbitrator shall neither add to, subtract from nor modify the provisions of this Agreement or of the arbitration awards. 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 to him/her.

The decision of the arbitrator shall be final and binding on both parties. The arbitrator shall be requested to issue his/her decision within 30 days after the record is closed, but not to exceed 60 days.

If briefs are to be submitted, they must be postmarked within fifteen (15) working days of the hearing or the arbitrator shall decide the case without the late party's brief.

All of the time limits contained in the Article may be extended by mutual agreement. If the Commonwealth fails to respond in a timely manner in any step of the grievance procedure, the grievant and/or the PSTA may process the grievance to the next Step in the procedure.

All fees and expenses of the arbitrator shall be divided equally between the parties. Each party shall bear the cost 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 9. Heart and Lung Claims

Matters dealing with Heart & Lung shall be addressed in AR 4-4 as agreed to. Subsequent changes in AR 4-4 Heart & Lung Procedures shall be subject to bargaining.

Section 10. Reimbursement/Compensation Issues

All issues dealing with the application of compensation and reimbursement under FR 4-1, Loss of or Damage to State Property or Equipment, and FR 5-1, Travel & Subsistence, as presently written or modified by the Department, shall be submitted to a Board made up of one representative from the Department, one from the Office of Administration and one from the PSTA. The findings of the Board shall be final and binding. It is understood by the parties that the Board shall have no authority to amend the Commonwealth's travel regulations.

Section 11. Grievance/Court-Martial Procedure Selection

In the event a member is accused of an offense that would otherwise be subject to court-martial proceedings under Article 26, he/she shall be advised as follows:

Subsequent to the issuance of a DAR by the Troop Commander, if the Disciplinary Officer, with the concurrence of the Deputy Commissioner of Administration, directs that the member be court-martialed, the following shall apply for the selection of either court-martial procedure or grievance procedure:

- a. The member will receive written notice (form) that he/she may elect to challenge the accusation either through the court-martial procedure or the grievance procedure within seven (7) calendar days. When made, the election shall be irrevocable. If not made in a timely manner, it shall be conclusively presumed that the member has elected the grievance procedure.
- b. The written notice (form) will state no matter which procedure the member selects, he/she is subject to disciplinary action up to and including but not limited to dismissal, transfer, reduction in rank and/or potential suspension in excess of thirty (30) days.
- c. If the member selects the court-martial procedure, a request will be made of the Governor to convene such proceedings at which time charges and specifications will be issued, in writing, to the member.
- d. If the member selects the grievance procedure, the Commissioner will determine the appropriate penalty, and a written notice will be issued to the member stating the disciplinary action to be taken and the underlying facts in support thereof within forty-five (45) working days. After receiving the Commissioner's decision the normal grievance procedure will then apply.

Section 12. Penalty Imposition

The penalty imposed may not be implemented until one of the following occurs:

- a. The member fails to file a grievance within fifteen (15) calendar days of the notice of discipline from the Disciplinary Officer;

- b. After filing the grievance, the member elects not to pursue it;
- c. The PSTA Grievance Board withdraws the grievance;
- d. The penalty is upheld or a different penalty is determined by the joint committee, or the arbitrator; or
- e. If the PSTA or the grievant requests a continuation of the arbitration and no continuance is requested by the Commonwealth, the Department may implement the penalty on the sixtieth (60th) day or thereafter, following the filing of the grievance for arbitration.

Notwithstanding the foregoing provisions of Sections 11 and 12 herein above, where removal from duty is required at any time due to the nature of the offense, the Department may suspend a member in accordance with Article 26, Section 2.

Section 13. Administrative Leave

Administrative leave shall be for the time that coincides with the grievant's or witnesses' work schedule, not to exceed a full shift. On the day of the hearing, the grievant/witness shall be scheduled on a day shift (a shift for which shift differential is not paid). For this accommodation, no overtime can be charged by the grievant/witness in respect to other sections of this contract.

A grievant and/or witnesses, when required to travel a distance exceeding 100 miles from his/her regular station to the arbitration site, shall not be required to work a shift commencing after 8:00 a.m. the day prior to the arbitration hearing date unless a clear and present danger/emergency exists.

All witnesses granted administrative leave time shall be required to testify unless excused mutually by the parties.

Requests for administrative leave shall be presented in writing to the Office of Administration, Bureau of Labor Relations, at least 14 days prior to the arbitration hearing date, except for unforeseen circumstances, in which case leave shall not be unreasonably denied.

Up to five (5) members appointed by the PSTA to serve on the Grievance Board shall receive sufficient time to review grievances and attend STEP 2 Grievance Committee meetings without loss of leave or compensation. It is agreed that all members appointed by the PSTA shall be active members.

Section 14. Annual Review

The Commonwealth and the PSTA shall meet yearly to review the grievance procedure. The procedure can be modified at any time by agreement between the parties.

Section 15. Agreement

The foregoing represents the parties' entire agreement with regard to Article 28, Grievance Procedure, and any previous side-letters concerning this Grievance Procedure Article are no longer in effect.

Section 16. Definitions

The term member shall include probationary Troopers except where excluded.

ARTICLE 29
ADMINISTRATIVE LEAVE

Section 1. For any interest arbitration, contract negotiation or preparation therefore under Act 111, all members of the PSTA negotiating committee (limited to a maximum of fifteen persons) and necessary witnesses shall have time off with pay (unless a present or threatened emergency requires their services) as is reasonably necessary to complete the foregoing (including travel time). Members shall provide reasonable notice of the request for such leave to the Employer. Travel time shall be included in the requests.

Section 2. The President of the Pennsylvania State Troopers Association or his designee shall have reasonable time off to handle and process grievances or other labor relations matters with representatives of the Commonwealth. This shall include permitting the President to attend hearings before the Pennsylvania Labor Relations Board.

Section 3. No more than three (3) duly elected representatives (which shall include officers and committee members) of each Fraternal Order of Police Lodge will be permitted to attend three two-day "Round Robins" in the year, without loss of pay, plus one-half day travel for distances exceeding one hundred (100) miles, when verified on the request by the Troop Commander.

Section 4. A committee (numbering no more than seven members) may be designated by the Pennsylvania State Troopers Association to meet two times a year with the State Police Administration to discuss the Field Regulations Manual. The purpose of the meeting shall be to provide the State Police Administration with information and suggestions concerning Field Regulations. The proper utilization of this information is a matter for the State Police Administration to determine.

ARTICLE 30
UNION BUSINESS

Upon written request, the PSTA President shall be granted a leave without pay for the maximum term of office, not to exceed two years.

ARTICLE 31
PERSONNEL FILES

Members shall have access to their personnel files in accordance with the State Police Administrative Regulation 4-8.

ARTICLE 32
CLOTHING MAINTENANCE

An allowance of \$500 is granted to all members (uniformed and non-uniformed) for the purpose of clothing maintenance. This allowance is in addition to clothing benefits now enjoyed by members. Payment is to be made at the discretion of the Commonwealth except that at least one-half is to be paid during the first six months of the contract year.

ARTICLE 33
OUTSIDE EMPLOYMENT

Section 1. Members will be permitted to engage in outside employment under appropriate circumstances. Outside employment shall not be limited to hardship cases and may take place provided:

- a. Prior authorization is obtained.
- b. The scope of employment does not demean the image of the Pennsylvania State Police.
- c. There is no conflict with the member's primary duties.
- d. The total amount of employment does not interfere with the member's ability to perform his/her duties properly.

Section 2. If a member submits a request for authorization to engage in outside employment, the State Police Administration shall endeavor to respond to the request within one week. If the member does not receive a reply within 30 days, the request shall be deemed to be granted.

ARTICLE 34
REDUCTION IN FORCE

Section 1. In the event of a reduction in force, members will be laid off in accordance with the inverse order of seniority on the basis of rank. If an officer (Corporal or above) is subject to layoff, the person with the least seniority in that rank will be laid off first. That officer will then be permitted to use his/her time as an officer for bumping into a lower officer classification. On the basis of his/her Service Seniority he/she may bump into the rank of Trooper. The least senior Trooper will then be laid off. Recall will be in the inverse order of the layoff. This provision must be administered in accordance with any judicially imposed requirements.

Section 2. Service Seniority for the purpose of layoff shall be computed as continuous service from the date of enlistment. Where two or more persons have the same date of enlistment, the seniority rank will be on the basis of the highest to lowest enlistment scores.

ARTICLE 35
MEMBER TREATMENT

Section 1. The Employer agrees not to engage in or permit discrimination or harassment against any member on the basis of race, creed, color, ancestry, sex, marital status, age, national origin, disability, union membership, union activity or political affiliation.

Section 2. Incidents which are at variance with this principle may be appealed through the grievance and arbitration procedure. In cases of alleged harassment, the only remedy available to the arbitrator shall be a cease and desist award.

If a subsequent alleged harassment arbitration involving the same parties results in a cease and desist award, the member who has committed the act of harassment shall be subject to progressive discipline by the Department. Further substantiated acts of harassment shall result in more severe discipline.

ARTICLE 36
TEMPORARY ASSIGNMENT

When a member is temporarily assigned the duties of a higher rank for five days or more in any calendar quarter, then the member shall receive, retroactive to the time the assignment took place, the difference between his/her regular rate of pay and the rate he/she would receive had he/she been promoted to that rank. This amount will be in addition to the member's regular rate of pay. If the member works the majority of hours on a shift, it shall be considered as a whole day at the higher rank.

For the purpose of this Article, the calendar quarter will begin on the first day of the first pay period that ends in the calendar quarter and will end on the last day of the last full pay period within the calendar quarter.

ARTICLE 37
SPECIALIZED POSITIONS AND TRAINING

Section 1. Definitions

a. For the purpose of this Article, a specialized position is one designated on Troop/Bureau rosters as of January 1, 1997 which requires special training or ability that is not required for basic patrol unit assignments whether the specialized position assignment is performed on a permanent or part time basis.

b. Exclusions to this Article are those specialized positions/assignments offered to all members on a rotational basis, Area/Troop/Section/Station Commanders, Bureau/Division Directors, Regional Commissioned Officers, positions under the Executive and Administrative office, and positions under the Bureau of Professional Responsibility. Also included in these exclusions are those members assigned to Executive Services.

Section 2. Posting

a. All vacancies for specialized positions shall be posted at appropriate work locations at every installation within the Troop/Bureau for a period of at least fifteen (15) calendar days prior to the selection process for vacancies, during which time qualified, interested members who have completed their probationary period may express their interest in the position.

b. All postings shall contain a job description, any special qualifications or requirements, the skills and abilities to be evaluated and the fact that particularized judgment may be exercised. Where the appointing officer exercises particularized judgement in filling specialized positions, that judgement will not be overturned unless it is shown to have been abused or based on unlawful criteria.

c. A copy of all postings shall be forwarded to the PSTA at the time of posting.

d. Unless there are operational reasons for not filling the position, the posted position shall be filled from among the applicants deemed qualified through the selection process. Within thirty (30) calendar days after the completion of the selection process, PSTA will be notified if the posted position will not be filled.

Section 3. Eligibility

a. Any member who has been suspended within one (1) year of the posting of a specialized position or who has been removed from a specialized position in accordance with Section 7.c. of this Article shall not be eligible to apply unless a standing list is being created. When a standing list is being created, such members may apply but may not be selected until the one (1) year period or mandatory time limit, as applicable, has expired.

b. Members already serving in a specialized position in a Troop/Bureau may request a transfer into another vacancy for the same specialty in that Troop/Bureau. When more than one incumbent in that specialty within the Troop/Bureau request a transfer into the same vacancy, the senior member shall receive the transfer. Seniority for this purpose shall be the member's total time served in the specific specialty in the Troop/Bureau. The vacancy created by the transfer of an incumbent will be posted in accordance with Section 2 of this Article or will be filled from a standing list provided the Troop Commander/Bureau Director determines that the vacancy will be filled.

c. The Troop Commander/Bureau Director retains the right not to transfer an incumbent for operational reasons. The reason(s) must be given to the member in writing within ten (10) calendar days of the Troop Commander/Bureau Director's decision.

d. Vacancies for specialized positions with alternate positions shall be first filled from members in those alternate positions in the Troop/Bureau. Seniority shall be the total time spent as alternate for that position in the Troop/Bureau.

Section 4. Reduction in Position

Removal from a specialized position in a Troop/Bureau because of a reduction of personnel in that position or elimination of the specialty shall be by least seniority in that specialty in the affected station, unit or work locations providing all factors are equal.

Section 5. Non-Selection Notification

Where a standing list is used, the appointing officer shall, within thirty (30) calendar days, provide a written explanation to each of the members who did not qualify to be placed on the list. Where a standing list is not used, the appointing officer shall, within thirty (30) calendar days, provide a written explanation to each of the non-selected members setting forth the reasons for non-selection.

Section 6. Selection Procedure

a. A Troop Commander/Bureau Director may choose either a standing list or to post vacancies on an as-needed basis.

b. When a standing list is established, it shall be posted within ten (10) calendar days after the compiling of the list. The list shall stand for a period of one (1) year or until the list is exhausted, whichever comes first. The member with the highest absolute score in the selection process shall be selected.

c. Absolute score shall be calculated to the nearest whole number.

d. Seniority will be the determining factor in tie breaking only when absolute scores are identical.

e. Seniority standing for selection purposes shall be the date the member was sworn in as a Trooper when considered for a position as Trooper, Trooper/Corporal or Trooper/Corporal/Sergeant. For postings requiring rank or ranks higher than Trooper, seniority will be the date the lowest required rank was obtained.

f. Where score and seniority are tied, the tie shall be broken by lot.

g. If no one on the eligibility list is interested in a particular position, the Troop Commander/Bureau Director shall post the position to determine any further interest from qualified members in the Troop/Bureau. The Troop Commander/Bureau Director shall then select a member to fill the position from those interested, qualified members. No selection process is necessary in this situation. If no qualified member is interested in a specialized position, the Troop Commander/Bureau Director may appoint a member to fill the vacancy.

Section 7. Required Time Limits

a. Unless otherwise specified in the posting, all specialized positions will carry a minimum time limit of three (3) years which members are required to serve in the specialty.

b. Exceptions to mandatory minimum time limits for specialties are promotion, retirement or removal from the position.

c. An incumbent may request removal by submitting an STD 501 to a Troop Commander/Bureau Director which thoroughly outlines the reason for requesting removal from the position. The final decision to grant or deny removal rests with the Troop Commander/Bureau Director. The incumbent thus removed is ineligible to apply for another specialized position for the duration of the mandatory time limit remaining since appointed or one (1) year from the date of removal from the position, whichever is less.

Section 8. Selection Process

a. A selection panel for a given specialized position in a Troop/Bureau shall consist of an officer selected by the Troop Commander/Bureau Director for that specialty, a non-commissioned officer from the Troop/Bureau (to be rotated from year to year) and a member from the Troop/Bureau of equal rank to the highest rank in the posting selected by the PSTA representative in the Troop/Bureau.

b. The selection process shall consist of the following:

1. A written test consisting of relevant subject matter to the specialty. A maximum of ten (10) points applied. A member must receive at least seven (7) points to receive further consideration in the selection process.
2. Interview process. A maximum of ten (10) points applied.

3. When appropriate, a demonstration of ability relative to the position. A maximum of ten (10) points applied.
4. Assessment of training and experience. A maximum of ten (10) points applied.
5. Evaluation of performance. A maximum of ten (10) points applied.

The evaluation shall be by an immediate supervisor(s) who has supervised the member for at least ninety (90) days.

6. Applicant must achieve a minimum overall score of thirty-five (35) points to be considered for selection.
7. The Department may deviate from this process with the agreement of the PSTA.

Section 9. Posting and Selection for Training

a. The posting for any training which is not offered on a rotational basis or training which is offered to a limited number of members in a specialty or unit shall be posted at all affected work locations for at least fifteen (15) calendar days prior to selection of a member to attend. Selection of members to attend the FBI National Academy is at the discretion of the Commissioner.

When the Troop Commander/Bureau Director has not received sufficient notification of an available training opportunity to meet the fifteen (15) day posting requirement, the time period may be waived upon mutual agreement with the PSTA.

b. Selection of a member shall be by seniority providing the senior member has not 1) received the same or equivalent training previously, or 2) has not attended special training within the past one hundred eighty (180) calendar days, or 3) received a suspension within one (1) year of the selection. Seniority shall be time in the specialty or unit in the Troop/Bureau.

c. If a member grieves and is awarded the training, the member shall attend the next available training that is equivalent or similar to the training grieved.

Section 10. Grievances

a. Grievances relating to the interpretation, application and implementation of this Article shall be filed at the first step of the grievance procedure.

b. Unresolved grievances shall be presented to a tripartite panel consisting of an arbitrator appointed by each party and a neutral arbitrator as Chairperson as established in Article 28, Grievance Procedure.

- c. The decision of the arbitrator shall be final and binding on both parties.
- d. Grievances which are pending and ready for a hearing shall be scheduled monthly for the purpose of adjusting grievances under this section.
- e. Grievances that need to be scheduled for arbitration shall be scheduled independent of other scheduled grievances.

Section 11. It is understood that the provisions of this Article are not applicable to Commissioned Officers.

ARTICLE 38 TRANSFERS

Section 1. If a member is transferred not at his/her request, on a temporary transfer (less than six months) and he/she is not provided transportation, he/she shall receive a travel allowance equal to the IRS rate applicable in Pennsylvania for all miles in excess of fifty miles (driven miles) per day from his/her place of residence to his/her station and return.

Section 2. If a permanent involuntary transfer results in a subsequent involuntary transfer (the permanent transfer lasting for less than six months) the above allowance shall be applicable retroactively to the member.

Section 3. When an involuntary intratroop transfer must be made, the member to be transferred must be the member who has the least seniority in his/her rank in that station (provided he/she has not been moved involuntarily in the previous six months) except in cases of promotion, in conjunction with the imposition of discipline or where there is a need for special skills or specialty.

When the least senior member is transferred under this Section, the Department shall not be required to consider the seniority of any member concurrently or subsequently transferred into that station.

ARTICLE 39 BADGE

The Commonwealth shall provide each member who retires under one of the following conditions and who has been honorably discharged with his/her badge at no cost to the member:

- a. Retirement with 20 or more years of enlisted service with the Pennsylvania State Police, including intervening Military service.
- b. Service-connected disability retirement

ARTICLE 40
CAR UTILIZATION STUDY

The seven-member committee which was appointed by the Pennsylvania State Troopers Association to meet periodically with the State Police Administration to discuss the feasibility of developing a program to permit State Police officers to use State Police vehicles during off-duty hours shall continue during the term of this Agreement.

ARTICLE 41
HEALTH CARE COST CONTAINMENT COMMITTEE

The joint committee which has been established for the purpose of investigating health care cost containment issues shall continue during the term of this Agreement. The committee shall be subject to the following provisions:

1. The committee shall be comprised of not less than two nor more than four representatives each from the Commonwealth and from the PSTA.
2. The PSTA representatives shall be granted time off with pay (unless a present or threatened emergency requires their services) as is reasonably necessary to complete the foregoing (including travel time).

ARTICLE 42
SPECIAL COMMITTEE - PROMOTION SYSTEM

The committee comprised of five persons to be selected by the PSTA and five persons to be selected by the Commissioner shall meet and discuss on all issues related to the current promotion system. The committee shall make written recommendations to the Commissioner.

ARTICLE 43
SIDE LETTERS

The five letters dated November 15, 1979 signed by Gary M. Lightman, Esquire for the PSTA and Brian T. Baxter, Deputy Secretary for Employee Relations for the Commonwealth of Pennsylvania on the following subjects are hereby incorporated by reference: Pennsylvania State Police Disability Benefit, Pennsylvania State Police Health and Welfare Fund, Continuation of Benefits under the "Heart and Lung" Act, and Non-Service Connected Survivor Benefit (2 letters). The provisions of these letters shall be applicable except as modified by mutual agreement between the parties.

The provisions of this Article and the side letters referred to herein shall continue in full force and effect for the term of this Agreement, any dates in those letters to the contrary notwithstanding.

ARTICLE 44
PHYSICAL FITNESS COMMITTEE

Section 1. A Committee shall be established to develop a mutually acceptable program of physical fitness for the members of the bargaining unit.

Section 2. The Committee shall be comprised of not less than two (2) nor more than four (4) representatives each from the Commonwealth and the Pennsylvania State Troopers Association.

Section 3. The PSTA representatives shall be granted time off with pay (unless a present or threatened emergency requires their services) as is reasonably necessary to complete the foregoing (including travel time).

Section 4. The PSTA members of the Committee shall be provided with access to all information and documents used or considered by the Commonwealth in evaluating the potential physical fitness program and that is reasonably necessary to assist them in the performance of their duties.

Section 5. If after a good faith effort the Committee is unable to reach agreement upon the terms of the physical fitness program, the Commonwealth shall be permitted to formulate and present the Pennsylvania State Troopers Association a complete physical fitness program that it intends to implement within the bargaining unit. If the PSTA believes that such program is, in whole or in part, unreasonable, it shall so advise the Commonwealth within ten (10) business days of its receipt and shall include within such notice the reason or reasons for objection. If the Commonwealth so chooses, it may then seek arbitration of the dispute as provided in Article 28.

Section 6. In the event that the Commonwealth should seek arbitration of the dispute described in Section 5, the following rules shall apply:

- a. Unless extended in writing, the hearing shall be held within forty-five (45) calendar days from the selection of the arbitrator;
- b. If either party desires to file briefs at the close of the hearing, they shall be filed in one (1) calendar week;
- c. The arbitrator's final and binding decision shall be rendered in thirty (30) days from receipt of the briefs;
- d. The arbitrator shall not substitute his/her judgment for the reasonable judgment of the Commonwealth in the development of the physical fitness program.

Section 7. The Commonwealth shall not implement, in whole or in part, a physical fitness program unless and until that program is approved by the arbitrator under the procedures as described in Section 6.

ARTICLE 45
FAMILY CARE LEAVE

Section 1. After completing one year of service, members shall be granted, upon written request, up to 12 weeks of leave without pay in a calendar year for the purpose of attending to the medical needs of a spouse, parent, child under age 18 or 18 years or older and incapable of self-care because of mental or physical disability, or other person qualifying as a dependent under IRS eligibility criteria.

Leave for this purpose may be taken one day at a time if necessary. Leave shall be approved for less than one day at a time when medically necessary due to a serious health condition as defined in the Family and Medical Leave Act of 1993.

Documentation of the need for Family Care Leave shall be required.

Section 2. State-paid coverage for Medical/Hospital benefits, supplemental health benefits, and Group Life Insurance as provided in Articles 16, 19, 20, 21, 22, 23 and 24 will continue for the period of time the member is on family care leave under Section 1 of this Article.

Section 3. The twelve week entitlement under Section 1 above may not be extended.

Section 4. Members will not be required to use accumulated annual and/or personal leave prior to taking family care leave without pay.

Section 5. For the purpose of this Article, the calendar year shall be defined as beginning with the member's first full pay period commencing on or after January 1 and continuing through the end of the member's pay period that includes December 31.

ARTICLE 46
NON WORK-RELATED DISABILITIES

The Board of Arbitration is concerned with respect to troopers who have permanent, non-work related physical or mental disabilities that make it impossible for them to perform their duties. We understand that there must be a system separate and apart from the discipline system to handle such problems in order to protect the due process rights of the troopers involved as well as the interests of the Commonwealth. The Board of Arbitration directs the parties to mutually agree on and to implement such a system within ninety (90) days of the issuance of this Award. In the event the parties are unable to mutually agree upon such a program within ninety (90) days after the issuance of this Award, then this Board shall retain jurisdiction over this issue and shall meet in executive session and, if deemed necessary, hold additional evidentiary hearings and then order the implementation of such a program.

ARTICLE 47
POLITICAL ACTION COMMITTEE DEDUCTIONS

Section 1. The Employer agrees to deduct from the paycheck of members covered by this Agreement voluntary contributions to the Pennsylvania State Troopers Association's Political Action Committee. The Employer shall make such deductions only in accordance with the written authorization of respective members which shall specify the amount, frequency and duration of the deductions.

Section 2. The Employer shall transmit the monies deducted in accordance with this Article to the Pennsylvania State Troopers Association's Political Action Committee in accordance with the procedures agreed to by the Employer and the Pennsylvania State Troopers Association.

Section 3. The Pennsylvania State Troopers Association shall reimburse the Employer for the Employer's actual cost for the expenses incurred in administering this Article.

Section 4. The Pennsylvania State Troopers Association shall indemnify and hold the Commonwealth harmless against any and all claims, suits, orders, or judgments brought or issued against the Employer as a result of the action taken or not taken by the Employer under the provisions of this Article.

ARTICLE 48
TERM OF AGREEMENT

This Agreement shall be effective as of July 1, 2000. The term of the collective bargaining agreement shall be for four(4) years commencing on July 1, 2000 and terminating on June 30, 2004. All terms set forth above shall be effective July 1, 2000, unless otherwise indicated.

APPENDIX A

TROOPER

COMMONWEALTH OF PENNSYLVANIA
STATE POLICE PAY SCHEDULE
EFFECTIVE JULY 1, 2000
SCHEDULE P

PAY RANGE 01

LONGEVITY RANGE	STEP S	STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SVC
A	HOURLY	19.11	20.19	21.29	21.89	22.52	5
	BIWEEKLY	1,528.80	1,615.20	1,703.20	1,751.20	1,801.60	OR
	ANNUAL*	39,871	42,124	44,419	45,671	46,986	LESS
B	HOURLY					23.65	OVER
	BIWEEKLY					1,892.00	5
	ANNUAL*					49,343	
C	HOURLY					24.31	OVER
	BIWEEKLY					1,944.80	5
	ANNUAL*					50,720	
D	HOURLY					24.54	OVER
	BIWEEKLY					1,963.20	6
	ANNUAL*					51,200	
E	HOURLY					24.77	OVER
	BIWEEKLY					1,981.60	7
	ANNUAL*					51,680	
F	HOURLY					25.00	OVER
	BIWEEKLY					2,000.00	8
	ANNUAL*					52,160	
G	HOURLY					25.23	OVER
	BIWEEKLY					2,018.40	9
	ANNUAL*					52,840	
H	HOURLY					25.47	OVER
	BIWEEKLY					2,037.60	10
	ANNUAL*					53,141	
I	HOURLY					25.70	OVER
	BIWEEKLY					2,056.00	11
	ANNUAL*					53,620	
J	HOURLY					25.93	OVER
	BIWEEKLY					2,074.40	12
	ANNUAL*					54,100	
K	HOURLY					26.16	OVER
	BIWEEKLY					2,092.80	13
	ANNUAL*					54,580	
L	HOURLY					26.39	OVER
	BIWEEKLY					2,111.20	14
	ANNUAL*					55,060	
M	HOURLY					26.62	OVER
	BIWEEKLY					2,129.60	15
	ANNUAL*					55,540	
M	HOURLY					26.85	OVER
	BIWEEKLY					2,148.00	16
	ANNUAL*					56,020	

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LONGEVITY RANGE	STEP S	STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SVC
N	HOURLY					27.09	OVER
	BIWEEKLY					2,167.20	17
	ANNUAL*					56,521	
O	HOURLY					27.32	OVER
	BIWEEKLY					2,185.60	18
	ANNUAL*					57,000	
P	HOURLY					27.55	OVER
	BIWEEKLY					2,204.00	19
	ANNUAL*					57,480	
Q	HOURLY					27.78	OVER
	BIWEEKLY					2,222.40	20
	ANNUAL*					57,960	
R	HOURLY					28.01	OVER
	BIWEEKLY					2,240.80	21
	ANNUAL*					58,440	
S	HOURLY					28.24	OVER
	BIWEEKLY					2,259.20	22
	ANNUAL*					58,920	
T	HOURLY					28.47	OVER
	BIWEEKLY					2,277.60	23
	ANNUAL*					59,400	
U	HOURLY					28.71	OVER
	BIWEEKLY					2,296.80	24
	ANNUAL*					59,901	
V	HOURLY					28.94	OVER
	BIWEEKLY					2,315.20	25
	ANNUAL*					60,380	
W	HOURLY					29.17	OVER
	BIWEEKLY					2,333.60	26
	ANNUAL*					60,860	
X	HOURLY					29.40	OVER
	BIWEEKLY					2,352.00	27
	ANNUAL*					61,340	
Y	HOURLY					29.63	OVER
	BIWEEKLY					2,370.40	28
	ANNUAL*					61,820	

* Annual rates listed on this schedule are approximate.

CORPORAL

COMMONWEALTH OF PENNSYLVANIA
STATE POLICE PAY SCHEDULE
EFFECTIVE JULY 1, 2000
SCHEDULE P

PAY RANGE 02

LONGEVITY RANGE	STEP E	YEARS OF SVC	LONGEVITY RANGE	STEP E	YEARS OF SVC		
A	HOURLY BIWEEKLY ANNUAL*	25.00 2,000.00 52,160	5 OR LESS	N	HOURLY BIWEEKLY ANNUAL*	29.25 2,340.00 61,027	OVER 17
B	HOURLY BIWEEKLY ANNUAL*	26.25 2,100.00 54,768	OVER 5	O	HOURLY BIWEEKLY ANNUAL*	29.50 2,360.00 61,549	OVER 18
C	HOURLY BIWEEKLY ANNUAL*	26.50 2,120.00 55,290	OVER 6	P	HOURLY BIWEEKLY ANNUAL*	29.75 2,380.00 62,070	OVER 19
D	HOURLY BIWEEKLY ANNUAL*	26.75 2,140.00 55,811	OVER 7	Q	HOURLY BIWEEKLY ANNUAL*	30.00 2,400.00 62,592	OVER 20
E	HOURLY BIWEEKLY ANNUAL*	27.00 2,160.00 56,333	OVER 8	R	HOURLY BIWEEKLY ANNUAL*	30.25 2,420.00 63,114	OVER 21
F	HOURLY BIWEEKLY ANNUAL*	27.25 2,180.00 56,854	OVER 9	S	HOURLY BIWEEKLY ANNUAL*	30.50 2,440.00 63,635	OVER 22
G	HOURLY BIWEEKLY ANNUAL*	27.50 2,200.00 57,376	OVER 10	T	HOURLY BIWEEKLY ANNUAL*	30.75 2,460.00 64,157	OVER 23
H	HOURLY BIWEEKLY ANNUAL*	27.75 2,220.00 57,898	OVER 11	U	HOURLY BIWEEKLY ANNUAL*	31.00 2,480.00 64,678	OVER 24
I	HOURLY BIWEEKLY ANNUAL*	28.00 2,240.00 58,419	OVER 12	V	HOURLY BIWEEKLY ANNUAL*	31.25 2,500.00 65,200	OVER 25
J	HOURLY BIWEEKLY ANNUAL*	28.25 2,260.00 58,941	OVER 13	W	HOURLY BIWEEKLY ANNUAL*	31.50 2,520.00 65,722	OVER 26
K	HOURLY BIWEEKLY ANNUAL*	28.50 2,280.00 59,462	OVER 14	X	HOURLY BIWEEKLY ANNUAL*	31.75 2,540.00 66,243	OVER 27
L	HOURLY BIWEEKLY ANNUAL*	28.75 2,300.00 59,984	OVER 15	Y	HOURLY BIWEEKLY ANNUAL*	32.00 2,560.00 66,765	OVER 28
M	HOURLY BIWEEKLY ANNUAL*	29.00 2,320.00 60,506	OVER 16				

* Annual rates listed in this schedule are approximate.

SERGEANT

COMMONWEALTH OF PENNSYLVANIA
STATE POLICE PAY SCHEDULE
EFFECTIVE JULY 1, 2000
SCHEDULE P

PAY RANGE 04

LONGEVITY RANGE	STEP E	YEARS OF SVC	LONGEVITY RANGE	STEP E	YEARS OF SVC
A	HOURLY 27.13 BIWEEKLY 2,170.40 ANNUAL* 56,604	5 OR LESS	N	HOURLY 31.74 BIWEEKLY 2,539.20 ANNUAL* 66,222	OVER 17
B	HOURLY 28.49 BIWEEKLY 2,279.20 ANNUAL* 59,442	OVER 5	O	HOURLY 32.01 BIWEEKLY 2,560.80 ANNUAL* 66,786	OVER 18
C	HOURLY 28.76 BIWEEKLY 2,300.80 ANNUAL* 60,005	OVER 6	P	HOURLY 32.28 BIWEEKLY 2,582.40 ANNUAL* 67,349	OVER 19
D	HOURLY 29.03 BIWEEKLY 2,322.40 ANNUAL* 60,568	OVER 7	Q	HOURLY 32.56 BIWEEKLY 2,604.80 ANNUAL* 67,933	OVER 20
E	HOURLY 29.30 BIWEEKLY 2,344.00 ANNUAL* 61,132	OVER 8	R	HOURLY 32.83 BIWEEKLY 2,626.40 ANNUAL* 68,497	OVER 21
F	HOURLY 29.57 BIWEEKLY 2,365.60 ANNUAL* 61,695	OVER 9	S	HOURLY 33.10 BIWEEKLY 2,648.00 ANNUAL* 69,060	OVER 22
G	HOURLY 29.84 BIWEEKLY 2,387.20 ANNUAL* 62,258	OVER 10	T	HOURLY 33.37 BIWEEKLY 2,669.60 ANNUAL* 69,623	OVER 23
H	HOURLY 30.11 BIWEEKLY 2,408.80 ANNUAL* 62,822	OVER 11	U	HOURLY 33.64 BIWEEKLY 2,691.20 ANNUAL* 70,186	OVER 24
I	HOURLY 30.39 BIWEEKLY 2,431.20 ANNUAL* 63,406	OVER 12	V	HOURLY 33.91 BIWEEKLY 2,712.80 ANNUAL* 70,750	OVER 25
J	HOURLY 30.66 BIWEEKLY 2,452.80 ANNUAL* 63,969	OVER 13	W	HOURLY 34.18 BIWEEKLY 2,734.40 ANNUAL* 71,313	OVER 26
K	HOURLY 30.93 BIWEEKLY 2,474.40 ANNUAL* 64,532	OVER 14	X	HOURLY 34.46 BIWEEKLY 2,756.00 ANNUAL* 71,897	OVER 27
L	HOURLY 31.20 BIWEEKLY 2,496.00 ANNUAL* 65,096	OVER 15	Y	HOURLY 34.73 BIWEEKLY 2,778.40 ANNUAL* 72,461	OVER 28
M	HOURLY 31.47 BIWEEKLY 2,517.60 ANNUAL* 65,659	OVER 16			

* Annual rates listed in this schedule are approximate.

LONGEVITY RANGE	STEP E	YEARS OF SVC	LONGEVITY RANGE	STEP E	YEARS OF SVC		
A	HOURLY BIWEEKLY ANNUAL*	29.57 2,365.60 61,695	5 OR LESS	N	HOURLY BIWEEKLY ANNUAL*	34.60 2,788.00 72,189	OVER 17
B	HOURLY BIWEEKLY ANNUAL*	31.05 2,484.00 64,783	OVER 5	O	HOURLY BIWEEKLY ANNUAL*	34.89 2,791.20 72,794	OVER 18
C	HOURLY BIWEEKLY ANNUAL*	31.34 2,507.20 65,388	OVER 6	P	HOURLY BIWEEKLY ANNUAL*	35.19 2,815.20 73,420	OVER 19
D	HOURLY BIWEEKLY ANNUAL*	31.84 2,531.20 66,014	OVER 7	Q	HOURLY BIWEEKLY ANNUAL*	35.48 2,838.40 74,025	OVER 20
E	HOURLY BIWEEKLY ANNUAL*	31.94 2,555.20 66,640	OVER 8	R	HOURLY BIWEEKLY ANNUAL*	35.78 2,862.40 74,651	OVER 21
F	HOURLY BIWEEKLY ANNUAL*	32.23 2,578.40 67,245	OVER 9	S	HOURLY BIWEEKLY ANNUAL*	36.08 2,886.40 75,277	OVER 22
G	HOURLY BIWEEKLY ANNUAL*	32.53 2,602.40 67,871	OVER 10	T	HOURLY BIWEEKLY ANNUAL*	36.37 2,909.60 75,882	OVER 23
H	HOURLY BIWEEKLY ANNUAL*	32.82 2,625.60 68,476	OVER 11	U	HOURLY BIWEEKLY ANNUAL*	36.67 2,933.60 76,508	OVER 24
I	HOURLY BIWEEKLY ANNUAL*	33.12 2,649.60 69,102	OVER 12	V	HOURLY BIWEEKLY ANNUAL*	36.96 2,956.80 77,113	OVER 25
J	HOURLY BIWEEKLY ANNUAL*	33.41 2,672.80 69,707	OVER 13	W	HOURLY BIWEEKLY ANNUAL*	37.26 2,980.80 77,739	OVER 26
K	HOURLY BIWEEKLY ANNUAL*	33.71 2,696.80 70,333	OVER 14	X	HOURLY BIWEEKLY ANNUAL*	37.55 3,004.00 78,344	OVER 27
L	HOURLY BIWEEKLY ANNUAL*	34.01 2,720.80 70,958	OVER 15	Y	HOURLY BIWEEKLY ANNUAL*	37.85 3,028.00 78,970	OVER 28
M	HOURLY BIWEEKLY ANNUAL*	34.30 2,744.00 71,564	OVER 16				

* Annual rates listed in this schedule are approximate.

CAPTAIN

COMMONWEALTH OF PENNSYLVANIA
STATE POLICE PAY SCHEDULE
EFFECTIVE JULY 1, 2000
SCHEDULE P

PAY RANGE 08

LONGEVITY RANGE	STEP E	YEARS OF SVC	LONGEVITY RANGE	STEP E	YEARS OF SVC
A	HOURLY 32.23 BIWEEKLY 2,578.40 ANNUAL* 67,245	5 OR LESS	N	HOURLY 37.71 BIWEEKLY 3,016.80 ANNUAL* 78,678	OVER 17
B	HOURLY 33.84 BIWEEKLY 2,707.20 ANNUAL* 70,604	OVER 5	O	HOURLY 38.03 BIWEEKLY 3,042.40 ANNUAL* 79,346	OVER 18
C	HOURLY 34.16 BIWEEKLY 2,732.80 ANNUAL* 71,271	OVER 6	P	HOURLY 38.35 BIWEEKLY 3,068.00 ANNUAL* 80,013	OVER 19
D	HOURLY 34.49 BIWEEKLY 2,759.20 ANNUAL* 71,960	OVER 7	Q	HOURLY 38.68 BIWEEKLY 3,094.40 ANNUAL* 80,702	OVER 20
E	HOURLY 34.81 BIWEEKLY 2,784.80 ANNUAL* 72,628	OVER 8	R	HOURLY 39.00 BIWEEKLY 3,120.00 ANNUAL* 81,370	OVER 21
F	HOURLY 35.13 BIWEEKLY 2,810.40 ANNUAL* 73,295	OVER 9	S	HOURLY 39.32 BIWEEKLY 3,145.60 ANNUAL* 82,037	OVER 22
G	HOURLY 35.45 BIWEEKLY 2,836.00 ANNUAL* 73,963	OVER 10	T	HOURLY 39.64 BIWEEKLY 3,171.20 ANNUAL* 82,705	OVER 23
H	HOURLY 35.78 BIWEEKLY 2,862.40 ANNUAL* 74,651	OVER 11	U	HOURLY 39.97 BIWEEKLY 3,197.60 ANNUAL* 83,393	OVER 24
I	HOURLY 36.10 BIWEEKLY 2,888.00 ANNUAL* 75,319	OVER 12	V	HOURLY 40.29 BIWEEKLY 3,223.20 ANNUAL* 84,061	OVER 25
J	HOURLY 36.42 BIWEEKLY 2,913.80 ANNUAL* 75,987	OVER 13	W	HOURLY 40.61 BIWEEKLY 3,248.80 ANNUAL* 84,729	OVER 26
K	HOURLY 36.74 BIWEEKLY 2,939.20 ANNUAL* 76,654	OVER 14	X	HOURLY 40.93 BIWEEKLY 3,274.40 ANNUAL* 85,396	OVER 27
L	HOURLY 37.06 BIWEEKLY 2,964.80 ANNUAL* 77,322	OVER 15	Y	HOURLY 41.25 BIWEEKLY 3,300.00 ANNUAL* 86,064	OVER 28
M	HOURLY 37.39 BIWEEKLY 2,991.20 ANNUAL* 78,010	OVER 16			

* Annual rates listed in this schedule are approximate.

MAJOR

COMMONWEALTH OF PENNSYLVANIA
 STATE POLICE PAY SCHEDULE
 EFFECTIVE JULY 1, 2000
 SCHEDULE P

PAY RANGE 09

LONGEVITY RANGE	STEP E	YEARS OF SVC	LONGEVITY RANGE	STEP E	YEARS OF SVC
A	HOURLY 35.29 BIWEEKLY 2,823.20 ANNUAL* 73,829	5 OR LESS	N	HOURLY 41.29 BIWEEKLY 3,303.20 ANNUAL* 86,147	OVER 17
B	HOURLY 37.05 BIWEEKLY 2,964.00 ANNUAL* 77,301	OVER 5	O	HOURLY 41.64 BIWEEKLY 3,331.20 ANNUAL* 86,878	OVER 18
C	HOURLY 37.41 BIWEEKLY 2,992.80 ANNUAL* 78,052	OVER 6	P	HOURLY 42.00 BIWEEKLY 3,360.00 ANNUAL* 87,629	OVER 19
D	HOURLY 37.76 BIWEEKLY 3,020.80 ANNUAL* 78,782	OVER 7	Q	HOURLY 42.35 BIWEEKLY 3,388.00 ANNUAL* 88,359	OVER 20
E	HOURLY 38.11 BIWEEKLY 3,048.80 ANNUAL* 79,513	OVER 8	R	HOURLY 42.70 BIWEEKLY 3,416.00 ANNUAL* 89,089	OVER 21
F	HOURLY 38.47 BIWEEKLY 3,077.80 ANNUAL* 80,264	OVER 9	S	HOURLY 43.05 BIWEEKLY 3,444.00 ANNUAL* 89,820	OVER 22
G	HOURLY 38.82 BIWEEKLY 3,105.80 ANNUAL* 80,994	OVER 10	T	HOURLY 43.41 BIWEEKLY 3,472.80 ANNUAL* 90,571	OVER 23
H	HOURLY 39.17 BIWEEKLY 3,133.80 ANNUAL* 81,724	OVER 11	U	HOURLY 43.76 BIWEEKLY 3,500.80 ANNUAL* 91,301	OVER 24
I	HOURLY 39.52 BIWEEKLY 3,161.80 ANNUAL* 82,455	OVER 12	V	HOURLY 44.11 BIWEEKLY 3,528.80 ANNUAL* 92,031	OVER 25
J	HOURLY 39.88 BIWEEKLY 3,190.40 ANNUAL* 83,206	OVER 13	W	HOURLY 44.47 BIWEEKLY 3,557.80 ANNUAL* 92,782	OVER 26
K	HOURLY 40.23 BIWEEKLY 3,218.40 ANNUAL* 83,936	OVER 14	X	HOURLY 44.82 BIWEEKLY 3,585.80 ANNUAL* 93,512	OVER 27
L	HOURLY 40.58 BIWEEKLY 3,246.40 ANNUAL* 84,666	OVER 15	Y	HOURLY 45.17 BIWEEKLY 3,613.80 ANNUAL* 94,243	OVER 28
M	HOURLY 40.94 BIWEEKLY 3,275.20 ANNUAL* 85,417	OVER 16			

* Annual rates listed in this schedule are approximate.

APPENDIX B

TROOPER

COMMONWEALTH OF PENNSYLVANIA
STATE POLICE PAY SCHEDULE
EFFECTIVE JULY 1, 2001
SCHEDULE P

PAY RANGE 01

LONGEVITY RANGE	STEP S	STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SVC
A	19.78	20.90	22.04	22.66	23.31	23.96	5
	1,582.40	1,672.00	1,763.20	1,812.80	1,864.80	1,916.80	OR
	41,269	43,606	45,984	47,278	48,634	49,990	LESS
B					24.48	25.16	OVER
					1,958.40	2,012.80	5
					51,075	52,494	
C						25.40	OVER
						2,032.00	6
						52,995	
D						25.64	OVER
						2,051.20	7
						53,495	
E						25.88	OVER
						2,070.40	8
						53,996	
F						26.12	OVER
						2,089.60	9
						54,497	
G						26.36	OVER
						2,108.80	10
						54,998	
H						26.60	OVER
						2,128.00	11
						55,498	
I						26.84	OVER
						2,147.20	12
						55,999	
J						27.07	OVER
						2,165.60	13
						56,479	
K						27.31	OVER
						2,184.80	14
						56,980	
L						27.55	OVER
						2,204.00	15
						57,480	
M						27.79	OVER
						2,223.20	16
						57,981	

TROOPER

COMMONWEALTH OF PENNSYLVANIA
STATE POLICE PAY SCHEDULE
EFFECTIVE JULY 1, 2001
SCHEDULE P

PAY RANGE 01

LONGEVITY RANGE	STEP S	STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SVC
N						28.03 2,242.40 58,482	OVER 17
O						28.27 2,261.60 58,983	OVER 18
P						28.51 2,280.80 59,483	OVER 19
Q						28.75 2,300.00 59,984	OVER 20
R						28.99 2,319.20 60,485	OVER 21
S						29.23 2,338.40 60,985	OVER 22
T						29.47 2,357.60 61,486	OVER 23
U						29.71 2,376.80 61,987	OVER 24
V						29.95 2,396.00 62,488	OVER 25
W						30.19 2,415.20 62,988	OVER 26
X						30.43 2,434.40 63,489	OVER 27
Y						30.67 2,453.60 63,990	OVER 28

* Annual rates listed on this schedule are approximate.

LONGEVITY RANGE	STEP E	YEARS OF SVC	LONGEVITY RANGE	STEP E	YEARS OF SVC
A	HOURLY 25.88 BIWEEKLY 2,070.40 ANNUAL* 53,996	5 OR LESS	N	HOURLY 30.28 BIWEEKLY 2,422.40 ANNUAL* 63,176	OVER 17
B	HOURLY 27.17 BIWEEKLY 2,173.60 ANNUAL* 56,687	OVER 5	O	HOURLY 30.54 BIWEEKLY 2,443.20 ANNUAL* 63,719	OVER 18
C	HOURLY 27.43 BIWEEKLY 2,194.40 ANNUAL* 57,230	OVER 6	P	HOURLY 30.80 BIWEEKLY 2,464.00 ANNUAL* 64,261	OVER 19
D	HOURLY 27.69 BIWEEKLY 2,215.20 ANNUAL* 57,772	OVER 7	Q	HOURLY 31.06 BIWEEKLY 2,484.80 ANNUAL* 64,804	OVER 20
E	HOURLY 27.95 BIWEEKLY 2,236.00 ANNUAL* 58,315	OVER 8	R	HOURLY 31.31 BIWEEKLY 2,504.80 ANNUAL* 65,325	OVER 21
F	HOURLY 28.21 BIWEEKLY 2,256.80 ANNUAL* 58,857	OVER 9	S	HOURLY 31.57 BIWEEKLY 2,525.60 ANNUAL* 65,868	OVER 22
G	HOURLY 28.47 BIWEEKLY 2,277.60 ANNUAL* 59,400	OVER 10	T	HOURLY 31.83 BIWEEKLY 2,546.40 ANNUAL* 66,410	OVER 23
H	HOURLY 28.73 BIWEEKLY 2,298.40 ANNUAL* 59,942	OVER 11	U	HOURLY 32.09 BIWEEKLY 2,567.20 ANNUAL* 66,953	OVER 24
I	HOURLY 28.99 BIWEEKLY 2,319.20 ANNUAL* 60,485	OVER 12	V	HOURLY 32.35 BIWEEKLY 2,588.00 ANNUAL* 67,495	OVER 25
J	HOURLY 29.24 BIWEEKLY 2,339.20 ANNUAL* 61,006	OVER 13	W	HOURLY 32.61 BIWEEKLY 2,608.80 ANNUAL* 68,038	OVER 26
K	HOURLY 29.50 BIWEEKLY 2,360.00 ANNUAL* 61,549	OVER 14	X	HOURLY 32.87 BIWEEKLY 2,629.60 ANNUAL* 68,580	OVER 27
L	HOURLY 29.76 BIWEEKLY 2,380.80 ANNUAL* 62,091	OVER 15	Y	HOURLY 33.13 BIWEEKLY 2,650.40 ANNUAL* 69,122	OVER 28
M	HOURLY 30.02 BIWEEKLY 2,401.60 ANNUAL* 62,634	OVER 16			

* Annual rates listed in this schedule are approximate.

SERGEANT

COMMONWEALTH OF PENNSYLVANIA
STATE POLICE PAY SCHEDULE
EFFECTIVE JULY 1, 2001
SCHEDULE P

PAY RANGE 04

LONGEVITY RANGE	STEP E	YEARS OF SVC	LONGEVITY RANGE	STEP E	YEARS OF SVC
A	28.08 2,246.40 58,586	5 OR LESS	N	32.85 2,628.00 68,538	OVER 17
B	29.48 2,358.40 61,507	OVER 5	O	33.13 2,650.40 69,122	OVER 18
C	29.76 2,380.80 62,091	OVER 6	P	33.42 2,673.60 69,727	OVER 19
D	30.05 2,404.00 62,686	OVER 7	Q	33.70 2,696.00 70,312	OVER 20
E	30.33 2,426.40 63,281	OVER 8	R	33.98 2,718.40 70,896	OVER 21
F	30.61 2,448.80 63,865	OVER 9	S	34.26 2,740.80 71,480	OVER 22
G	30.89 2,471.20 64,449	OVER 10	T	34.54 2,763.20 72,064	OVER 23
H	31.17 2,493.60 65,033	OVER 11	U	34.82 2,785.60 72,648	OVER 24
I	31.45 2,516.00 65,617	OVER 12	V	35.10 2,808.00 73,233	OVER 25
J	31.73 2,538.40 66,201	OVER 13	W	35.38 2,830.40 73,817	OVER 26
K	32.01 2,560.80 66,786	OVER 14	X	35.66 2,852.80 74,401	OVER 27
L	32.29 2,583.20 67,370	OVER 15	Y	35.94 2,875.20 74,985	OVER 28
M	32.57 2,605.60 67,954	OVER 16			

* Annual rates listed in this schedule are approximate.

LIEUTENANT

COMMONWEALTH OF PENNSYLVANIA
STATE POLICE PAY SCHEDULE
EFFECTIVE JULY 1, 2001
SCHEDULE P

PAY RANGE 06

LONGEVITY RANGE	STEP E	YEARS OF SVC	LONGEVITY RANGE	STEP E	YEARS OF SVC
A	HOURLY 30.61 BIWEEKLY 2,448.80 ANNUAL* 63,865	5 OR LESS	N	HOURLY 35.81 BIWEEKLY 2,864.80 ANNUAL* 74,714	OVER 17
B	HOURLY 32.14 BIWEEKLY 2,571.20 ANNUAL* 67,057	OVER 5	O	HOURLY 36.12 BIWEEKLY 2,889.60 ANNUAL* 75,361	OVER 18
C	HOURLY 32.45 BIWEEKLY 2,596.00 ANNUAL* 67,704	OVER 6	P	HOURLY 36.43 BIWEEKLY 2,914.40 ANNUAL* 76,008	OVER 19
D	HOURLY 32.75 BIWEEKLY 2,620.00 ANNUAL* 68,330	OVER 7	Q	HOURLY 36.73 BIWEEKLY 2,938.40 ANNUAL* 76,633	OVER 20
E	HOURLY 33.06 BIWEEKLY 2,644.80 ANNUAL* 68,976	OVER 8	R	HOURLY 37.04 BIWEEKLY 2,963.20 ANNUAL* 77,280	OVER 21
F	HOURLY 33.36 BIWEEKLY 2,668.80 ANNUAL* 69,602	OVER 9	S	HOURLY 37.34 BIWEEKLY 2,987.20 ANNUAL* 77,906	OVER 22
G	HOURLY 33.67 BIWEEKLY 2,693.60 ANNUAL* 70,249	OVER 10	T	HOURLY 37.65 BIWEEKLY 3,012.00 ANNUAL* 78,553	OVER 23
H	HOURLY 33.98 BIWEEKLY 2,718.40 ANNUAL* 70,896	OVER 11	U	HOURLY 37.96 BIWEEKLY 3,036.80 ANNUAL* 79,200	OVER 24
I	HOURLY 34.28 BIWEEKLY 2,742.40 ANNUAL* 71,522	OVER 12	V	HOURLY 38.26 BIWEEKLY 3,060.80 ANNUAL* 79,826	OVER 25
J	HOURLY 34.59 BIWEEKLY 2,767.20 ANNUAL* 72,169	OVER 13	W	HOURLY 38.57 BIWEEKLY 3,085.60 ANNUAL* 80,472	OVER 26
K	HOURLY 34.90 BIWEEKLY 2,792.00 ANNUAL* 72,815	OVER 14	X	HOURLY 38.87 BIWEEKLY 3,109.60 ANNUAL* 81,098	OVER 27
L	HOURLY 35.20 BIWEEKLY 2,816.00 ANNUAL* 73,441	OVER 15	Y	HOURLY 39.18 BIWEEKLY 3,134.40 ANNUAL* 81,745	OVER 28
M	HOURLY 35.51 BIWEEKLY 2,840.80 ANNUAL* 74,088	OVER 16			

* Annual rates listed in this schedule are approximate.

CAPTAIN

COMMONWEALTH OF PENNSYLVANIA
STATE POLICE PAY SCHEDULE
EFFECTIVE JULY 1, 2001
SCHEDULE P

PAY RANGE 08

LONGEVITY RANGE	STEP E	YEARS OF SVC	LONGEVITY RANGE	STEP E	YEARS OF SVC
A	HOURLY 33.36 BIWEEKLY 2,668.80 ANNUAL* 69,602	5 OR LESS	N	HOURLY 39.03 BIWEEKLY 3,122.40 ANNUAL* 81,432	OVER 17
B	HOURLY 35.03 BIWEEKLY 2,802.40 ANNUAL* 73,087	OVER 5	O	HOURLY 39.36 BIWEEKLY 3,148.80 ANNUAL* 82,121	OVER 18
C	HOURLY 35.36 BIWEEKLY 2,828.80 ANNUAL* 73,775	OVER 6	P	HOURLY 39.70 BIWEEKLY 3,176.00 ANNUAL* 82,830	OVER 19
D	HOURLY 35.70 BIWEEKLY 2,856.00 ANNUAL* 74,484	OVER 7	Q	HOURLY 40.03 BIWEEKLY 3,202.40 ANNUAL* 83,519	OVER 20
E	HOURLY 36.03 BIWEEKLY 2,882.40 ANNUAL* 75,173	OVER 8	R	HOURLY 40.37 BIWEEKLY 3,229.60 ANNUAL* 84,228	OVER 21
F	HOURLY 36.36 BIWEEKLY 2,908.80 ANNUAL* 75,862	OVER 9	S	HOURLY 40.70 BIWEEKLY 3,256.00 ANNUAL* 84,916	OVER 22
G	HOURLY 36.70 BIWEEKLY 2,936.00 ANNUAL* 76,571	OVER 10	T	HOURLY 41.03 BIWEEKLY 3,282.40 ANNUAL* 85,605	OVER 23
H	HOURLY 37.03 BIWEEKLY 2,962.40 ANNUAL* 77,259	OVER 11	U	HOURLY 41.37 BIWEEKLY 3,309.60 ANNUAL* 86,314	OVER 24
I	HOURLY 37.36 BIWEEKLY 2,988.80 ANNUAL* 77,948	OVER 12	V	HOURLY 41.70 BIWEEKLY 3,336.00 ANNUAL* 87,003	OVER 25
J	HOURLY 37.70 BIWEEKLY 3,016.00 ANNUAL* 78,657	OVER 13	W	HOURLY 42.03 BIWEEKLY 3,362.40 ANNUAL* 87,691	OVER 26
K	HOURLY 38.03 BIWEEKLY 3,042.40 ANNUAL* 79,346	OVER 14	X	HOURLY 42.37 BIWEEKLY 3,389.60 ANNUAL* 88,401	OVER 27
L	HOURLY 38.36 BIWEEKLY 3,068.80 ANNUAL* 80,034	OVER 15	Y	HOURLY 42.70 BIWEEKLY 3,416.00 ANNUAL* 89,089	OVER 28
M	HOURLY 38.70 BIWEEKLY 3,096.00 ANNUAL* 80,744	OVER 16			

* Annual rates listed in this schedule are approximate.

MAJOR

COMMONWEALTH OF PENNSYLVANIA
STATE POLICE PAY SCHEDULE
EFFECTIVE JULY 1, 2001
SCHEDULE P

PAY RANGE 09

LONGEVITY RANGE	STEP E	YEARS OF SVC	LONGEVITY RANGE	STEP E	YEARS OF SVC
A	HOURLY 36.53 BIWEEKLY 2,922.40 ANNUAL* 76,216	5 OR LESS	N	HOURLY 42.74 BIWEEKLY 3,419.20 ANNUAL* 89,173	OVER 17
B	HOURLY 38.36 BIWEEKLY 3,068.80 ANNUAL* 80,034	OVER 5	O	HOURLY 43.11 BIWEEKLY 3,448.80 ANNUAL* 89,945	OVER 18
C	HOURLY 38.72 BIWEEKLY 3,097.60 ANNUAL* 80,785	OVER 6	P	HOURLY 43.47 BIWEEKLY 3,477.60 ANNUAL* 90,696	OVER 19
D	HOURLY 39.09 BIWEEKLY 3,127.20 ANNUAL* 81,557	OVER 7	Q	HOURLY 43.84 BIWEEKLY 3,507.20 ANNUAL* 91,468	OVER 20
E	HOURLY 39.45 BIWEEKLY 3,156.00 ANNUAL* 82,308	OVER 8	R	HOURLY 44.20 BIWEEKLY 3,536.00 ANNUAL* 92,219	OVER 21
F	HOURLY 39.82 BIWEEKLY 3,185.60 ANNUAL* 83,080	OVER 9	S	HOURLY 44.57 BIWEEKLY 3,565.60 ANNUAL* 92,991	OVER 22
G	HOURLY 40.18 BIWEEKLY 3,214.40 ANNUAL* 83,832	OVER 10	T	HOURLY 44.93 BIWEEKLY 3,594.40 ANNUAL* 93,742	OVER 23
H	HOURLY 40.55 BIWEEKLY 3,244.00 ANNUAL* 84,604	OVER 11	U	HOURLY 45.30 BIWEEKLY 3,624.00 ANNUAL* 94,514	OVER 24
I	HOURLY 40.91 BIWEEKLY 3,272.80 ANNUAL* 85,355	OVER 12	V	HOURLY 45.66 BIWEEKLY 3,652.80 ANNUAL* 95,265	OVER 25
J	HOURLY 41.28 BIWEEKLY 3,302.40 ANNUAL* 86,127	OVER 13	W	HOURLY 46.03 BIWEEKLY 3,682.40 ANNUAL* 96,037	OVER 26
K	HOURLY 41.64 BIWEEKLY 3,331.20 ANNUAL* 86,878	OVER 14	X	HOURLY 46.39 BIWEEKLY 3,711.20 ANNUAL* 96,788	OVER 27
L	HOURLY 42.01 BIWEEKLY 3,360.80 ANNUAL* 87,650	OVER 15	Y	HOURLY 46.76 BIWEEKLY 3,740.80 ANNUAL* 97,560	OVER 28
M	HOURLY 42.37 BIWEEKLY 3,389.60 ANNUAL* 88,401	OVER 16			

* Annual rates listed in this schedule are approximate.

APPENDIX C

TROOPER

COMMONWEALTH OF PENNSYLVANIA
STATE POLICE PAY SCHEDULE
EFFECTIVE JULY 1, 2002
SCHEDULE P

PAY RANGE 01

LONGEVITY RANGE	STEP S	STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SVC
A	20.47	21.63	22.81	23.45	24.13	24.80	5
	1,637.60	1,730.40	1,824.80	1,876.00	1,930.40	1,984.00	OR
	42,709	45,129	47,591	48,926	50,345	51,743	LESS
B					25.34	26.04	OVER
					2,027.20	2,083.20	5
					52,869	54,330	
C						26.29	OVER
						2,103.20	6
						54,851	
D						26.54	OVER
						2,123.20	7
						55,373	
E						26.78	OVER
						2,142.40	8
						55,874	
F						27.03	OVER
						2,162.40	9
						56,395	
G						27.28	OVER
						2,182.40	10
						56,917	
H						27.53	OVER
						2,202.40	11
						57,439	
I						27.78	OVER
						2,222.40	12
						57,960	
J						28.02	OVER
						2,241.60	13
						58,461	
K						28.27	OVER
						2,261.60	14
						58,963	
L						28.52	OVER
						2,281.60	15
						59,504	
M						28.77	OVER
						2,301.60	16
						60,026	

TROOPER

COMMONWEALTH OF PENNSYLVANIA
STATE POLICE PAY SCHEDULE
EFFECTIVE JULY 1, 2002
SCHEDULE P

PAY RANGE 01

LONGEVITY RANGE	STEP S	STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SVC
N	HOURLY					29.02	OVER
	BIWEEKLY					2,321.60	17
	ANNUAL*					60,547	
O	HOURLY					29.26	OVER
	BIWEEKLY					2,340.80	18
	ANNUAL*					61,048	
P	HOURLY					29.51	OVER
	BIWEEKLY					2,360.80	19
	ANNUAL*					61,570	
Q	HOURLY					29.76	OVER
	BIWEEKLY					2,380.80	20
	ANNUAL*					62,091	
R	HOURLY					30.01	OVER
	BIWEEKLY					2,400.80	21
	ANNUAL*					62,613	
S	HOURLY					30.26	OVER
	BIWEEKLY					2,420.80	22
	ANNUAL*					63,134	
T	HOURLY					30.50	OVER
	BIWEEKLY					2,440.00	23
	ANNUAL*					63,635	
U	HOURLY					30.75	OVER
	BIWEEKLY					2,460.00	24
	ANNUAL*					64,157	
V	HOURLY					31.00	OVER
	BIWEEKLY					2,480.00	25
	ANNUAL*					64,678	
W	HOURLY					31.25	OVER
	BIWEEKLY					2,500.00	26
	ANNUAL*					65,200	
X	HOURLY					31.50	OVER
	BIWEEKLY					2,520.00	27
	ANNUAL*					65,722	
Y	HOURLY					31.74	OVER
	BIWEEKLY					2,539.20	28
	ANNUAL*					66,222	

* Annual rates listed on this schedule are approximate.

CORPORAL

COMMONWEALTH OF PENNSYLVANIA
STATE POLICE PAY SCHEDULE
EFFECTIVE JULY 1, 2002
SCHEDULE P

PAY RANGE 02

LONGEVITY RANGE	STEP E	YEARS OF SVC	LONGEVITY RANGE	STEP E	YEARS OF SVC
A	HOURLY 26.78 BIWEEKLY 2,142.40 ANNUAL* 55,874	5 OR LESS	N	HOURLY 31.33 BIWEEKLY 2,506.40 ANNUAL* 65,367	OVER 17
B	HOURLY 28.12 BIWEEKLY 2,249.60 ANNUAL* 58,670	OVER 5	O	HOURLY 31.60 BIWEEKLY 2,528.00 ANNUAL* 65,930	OVER 18
C	HOURLY 28.39 BIWEEKLY 2,271.20 ANNUAL* 59,233	OVER 6	P	HOURLY 31.87 BIWEEKLY 2,549.60 ANNUAL* 66,494	OVER 19
D	HOURLY 28.65 BIWEEKLY 2,292.00 ANNUAL* 59,775	OVER 7	Q	HOURLY 32.14 BIWEEKLY 2,571.20 ANNUAL* 67,057	OVER 20
E	HOURLY 28.92 BIWEEKLY 2,313.60 ANNUAL* 60,339	OVER 8	R	HOURLY 32.40 BIWEEKLY 2,592.00 ANNUAL* 67,599	OVER 21
F	HOURLY 29.19 BIWEEKLY 2,335.20 ANNUAL* 60,902	OVER 9	S	HOURLY 32.67 BIWEEKLY 2,613.60 ANNUAL* 68,163	OVER 22
G	HOURLY 29.46 BIWEEKLY 2,356.80 ANNUAL* 61,465	OVER 10	T	HOURLY 32.94 BIWEEKLY 2,635.20 ANNUAL* 68,726	OVER 23
H	HOURLY 29.73 BIWEEKLY 2,378.40 ANNUAL* 62,029	OVER 11	U	HOURLY 33.21 BIWEEKLY 2,656.80 ANNUAL* 69,289	OVER 24
I	HOURLY 29.99 BIWEEKLY 2,399.20 ANNUAL* 62,571	OVER 12	V	HOURLY 33.48 BIWEEKLY 2,678.40 ANNUAL* 69,853	OVER 25
J	HOURLY 30.26 BIWEEKLY 2,420.80 ANNUAL* 63,134	OVER 13	W	HOURLY 33.74 BIWEEKLY 2,699.20 ANNUAL* 70,395	OVER 26
K	HOURLY 30.53 BIWEEKLY 2,442.40 ANNUAL* 63,698	OVER 14	X	HOURLY 34.01 BIWEEKLY 2,720.80 ANNUAL* 70,958	OVER 27
L	HOURLY 30.80 BIWEEKLY 2,464.00 ANNUAL* 64,261	OVER 15	Y	HOURLY 34.28 BIWEEKLY 2,742.40 ANNUAL* 71,522	OVER 28
M	HOURLY 31.06 BIWEEKLY 2,484.80 ANNUAL* 64,804	OVER 16			

* Annual rates listed in this schedule are approximate.

SERGEANT

COMMONWEALTH OF PENNSYLVANIA
STATE POLICE PAY SCHEDULE
EFFECTIVE JULY 1, 2002
SCHEDULE P

PAY RANGE 04

LONGEVITY RANGE	STEP E	YEARS OF SVC	LONGEVITY RANGE	STEP E	YEARS OF SVC
A	HOURLY 29.06 BIWEEKLY 2,324.80 ANNUAL* 60,631	5 OR LESS	N	HOURLY 34.00 BIWEEKLY 2,720.00 ANNUAL* 70,938	OVER 17
B	HOURLY 30.51 BIWEEKLY 2,440.80 ANNUAL* 63,656	OVER 5	O	HOURLY 34.29 BIWEEKLY 2,743.20 ANNUAL* 71,543	OVER 18
C	HOURLY 30.80 BIWEEKLY 2,464.00 ANNUAL* 64,261	OVER 6	P	HOURLY 34.58 BIWEEKLY 2,766.40 ANNUAL* 72,148	OVER 19
D	HOURLY 31.09 BIWEEKLY 2,487.20 ANNUAL* 64,866	OVER 7	Q	HOURLY 34.87 BIWEEKLY 2,789.60 ANNUAL* 72,753	OVER 20
E	HOURLY 31.38 BIWEEKLY 2,510.40 ANNUAL* 65,471	OVER 8	R	HOURLY 35.16 BIWEEKLY 2,812.80 ANNUAL* 73,358	OVER 21
F	HOURLY 31.68 BIWEEKLY 2,534.40 ANNUAL* 66,097	OVER 9	S	HOURLY 35.45 BIWEEKLY 2,836.00 ANNUAL* 73,963	OVER 22
G	HOURLY 31.97 BIWEEKLY 2,557.60 ANNUAL* 66,702	OVER 10	T	HOURLY 35.74 BIWEEKLY 2,859.20 ANNUAL* 74,568	OVER 23
H	HOURLY 32.26 BIWEEKLY 2,580.80 ANNUAL* 67,307	OVER 11	U	HOURLY 36.03 BIWEEKLY 2,882.40 ANNUAL* 75,173	OVER 24
I	HOURLY 32.55 BIWEEKLY 2,604.00 ANNUAL* 67,912	OVER 12	V	HOURLY 36.33 BIWEEKLY 2,906.40 ANNUAL* 75,799	OVER 25
J	HOURLY 32.84 BIWEEKLY 2,627.20 ANNUAL* 68,517	OVER 13	W	HOURLY 36.62 BIWEEKLY 2,929.60 ANNUAL* 76,404	OVER 26
K	HOURLY 33.13 BIWEEKLY 2,650.40 ANNUAL* 69,122	OVER 14	X	HOURLY 36.91 BIWEEKLY 2,952.80 ANNUAL* 77,009	OVER 27
L	HOURLY 33.42 BIWEEKLY 2,673.60 ANNUAL* 69,727	OVER 15	Y	HOURLY 37.20 BIWEEKLY 2,976.00 ANNUAL* 77,614	OVER 28
M	HOURLY 33.71 BIWEEKLY 2,696.80 ANNUAL* 70,333	OVER 16			

* Annual rates listed in this schedule are approximate.

COMMONWEALTH OF PENNSYLVANIA
STATE POLICE PAY SCHEDULE
EFFECTIVE JULY 1, 2002
SCHEDULE P

LONGEVITY RANGE	STEP E	YEARS OF SVC	LONGEVITY RANGE	STEP E	YEARS OF SVC
A	HOURLY 31.88 BIWEEKLY 2,534.40 ANNUAL* 66,097	5 OR LESS	N	HOURLY 37.07 BIWEEKLY 2,965.60 ANNUAL* 77,343	OVER 17
B	HOURLY 33.26 BIWEEKLY 2,660.80 ANNUAL* 69,394	OVER 5	O	HOURLY 37.38 BIWEEKLY 2,990.40 ANNUAL* 77,990	OVER 18
C	HOURLY 33.58 BIWEEKLY 2,686.40 ANNUAL* 70,061	OVER 6	P	HOURLY 37.70 BIWEEKLY 3,016.00 ANNUAL* 78,657	OVER 19
D	HOURLY 33.90 BIWEEKLY 2,712.00 ANNUAL* 70,729	OVER 7	Q	HOURLY 38.02 BIWEEKLY 3,041.60 ANNUAL* 79,325	OVER 20
E	HOURLY 34.21 BIWEEKLY 2,736.80 ANNUAL* 71,376	OVER 8	R	HOURLY 38.33 BIWEEKLY 3,066.40 ANNUAL* 79,972	OVER 21
F	HOURLY 34.53 BIWEEKLY 2,762.40 ANNUAL* 72,043	OVER 9	S	HOURLY 38.65 BIWEEKLY 3,092.00 ANNUAL* 80,639	OVER 22
G	HOURLY 34.85 BIWEEKLY 2,788.00 ANNUAL* 72,711	OVER 10	T	HOURLY 38.97 BIWEEKLY 3,117.60 ANNUAL* 81,307	OVER 23
H	HOURLY 35.16 BIWEEKLY 2,812.80 ANNUAL* 73,358	OVER 11	U	HOURLY 39.28 BIWEEKLY 3,142.40 ANNUAL* 81,954	OVER 24
I	HOURLY 35.48 BIWEEKLY 2,838.40 ANNUAL* 74,025	OVER 12	V	HOURLY 39.60 BIWEEKLY 3,168.00 ANNUAL* 82,621	OVER 25
J	HOURLY 35.80 BIWEEKLY 2,864.00 ANNUAL* 74,693	OVER 13	W	HOURLY 39.92 BIWEEKLY 3,193.60 ANNUAL* 83,289	OVER 26
K	HOURLY 36.12 BIWEEKLY 2,889.60 ANNUAL* 75,361	OVER 14	X	HOURLY 40.23 BIWEEKLY 3,218.40 ANNUAL* 83,936	OVER 27
L	HOURLY 36.43 BIWEEKLY 2,914.40 ANNUAL* 76,008	OVER 15	Y	HOURLY 40.55 BIWEEKLY 3,244.00 ANNUAL* 84,604	OVER 28
M	HOURLY 36.75 BIWEEKLY 2,940.00 ANNUAL* 76,675	OVER 16			

* Annual rates listed in this schedule are approximate.

CAPTAIN

COMMONWEALTH OF PENNSYLVANIA
STATE POLICE PAY SCHEDULE
EFFECTIVE JULY 1, 2002
SCHEDULE P

PAY RANGE 08

LONGEVITY RANGE	STEP E	YEARS OF SVC	LONGEVITY RANGE	STEP E	YEARS OF SVC
A	HOURLY 34.53 BIWEEKLY 2,762.40 ANNUAL* 72,043	5 OR LESS	N	HOURLY 40.40 BIWEEKLY 3,232.00 ANNUAL* 84,291	OVER 17
B	HOURLY 36.26 BIWEEKLY 2,900.80 ANNUAL* 75,653	OVER 5	O	HOURLY 40.75 BIWEEKLY 3,260.00 ANNUAL* 85,021	OVER 18
C	HOURLY 36.60 BIWEEKLY 2,928.00 ANNUAL* 76,362	OVER 6	P	HOURLY 41.09 BIWEEKLY 3,287.20 ANNUAL* 85,730	OVER 19
D	HOURLY 36.95 BIWEEKLY 2,956.00 ANNUAL* 77,092	OVER 7	Q	HOURLY 41.44 BIWEEKLY 3,315.20 ANNUAL* 86,460	OVER 20
E	HOURLY 37.29 BIWEEKLY 2,983.20 ANNUAL* 77,802	OVER 8	R	HOURLY 41.78 BIWEEKLY 3,342.40 ANNUAL* 87,170	OVER 21
F	HOURLY 37.64 BIWEEKLY 3,011.20 ANNUAL* 78,532	OVER 9	S	HOURLY 42.13 BIWEEKLY 3,370.40 ANNUAL* 87,900	OVER 22
G	HOURLY 37.98 BIWEEKLY 3,038.40 ANNUAL* 79,241	OVER 10	T	HOURLY 42.47 BIWEEKLY 3,397.60 ANNUAL* 88,609	OVER 23
H	HOURLY 38.33 BIWEEKLY 3,066.40 ANNUAL* 79,972	OVER 11	U	HOURLY 42.82 BIWEEKLY 3,425.60 ANNUAL* 89,340	OVER 24
I	HOURLY 38.67 BIWEEKLY 3,093.60 ANNUAL* 80,681	OVER 12	V	HOURLY 43.16 BIWEEKLY 3,452.80 ANNUAL* 90,049	OVER 25
J	HOURLY 39.02 BIWEEKLY 3,121.80 ANNUAL* 81,411	OVER 13	W	HOURLY 43.51 BIWEEKLY 3,480.80 ANNUAL* 90,779	OVER 26
K	HOURLY 39.36 BIWEEKLY 3,148.80 ANNUAL* 82,121	OVER 14	X	HOURLY 43.85 BIWEEKLY 3,508.00 ANNUAL* 91,489	OVER 27
L	HOURLY 39.71 BIWEEKLY 3,176.80 ANNUAL* 82,851	OVER 15	Y	HOURLY 44.20 BIWEEKLY 3,536.00 ANNUAL* 92,219	OVER 28
M	HOURLY 40.05 BIWEEKLY 3,204.00 ANNUAL* 83,560	OVER 16			

* Annual rates listed in this schedule are approximate.

COMMONWEALTH OF PENNSYLVANIA
STATE POLICE PAY SCHEDULE
EFFECTIVE JULY 1, 2002
SCHEDULE P

LONGEVITY RANGE	STEP E	YEARS OF SVC	LONGEVITY RANGE	STEP E	YEARS OF SVC
A	HOURLY 37.81 BIWEEKLY 3,024.80 ANNUAL* 78,887	5 OR LESS	N	HOURLY 44.24 BIWEEKLY 3,539.20 ANNUAL* 92,302	OVER 17
B	HOURLY 39.70 BIWEEKLY 3,176.00 ANNUAL* 82,830	OVER 5	O	HOURLY 44.62 BIWEEKLY 3,569.60 ANNUAL* 93,095	OVER 18
C	HOURLY 40.08 BIWEEKLY 3,206.40 ANNUAL* 83,623	OVER 6	P	HOURLY 44.99 BIWEEKLY 3,599.20 ANNUAL* 93,867	OVER 19
D	HOURLY 40.46 BIWEEKLY 3,236.80 ANNUAL* 84,416	OVER 7	Q	HOURLY 45.37 BIWEEKLY 3,629.60 ANNUAL* 94,660	OVER 20
E	HOURLY 40.83 BIWEEKLY 3,266.40 ANNUAL* 85,188	OVER 8	R	HOURLY 45.75 BIWEEKLY 3,660.00 ANNUAL* 95,453	OVER 21
F	HOURLY 41.21 BIWEEKLY 3,296.80 ANNUAL* 85,981	OVER 9	S	HOURLY 46.13 BIWEEKLY 3,690.40 ANNUAL* 96,246	OVER 22
G	HOURLY 41.59 BIWEEKLY 3,327.20 ANNUAL* 86,773	OVER 10	T	HOURLY 46.51 BIWEEKLY 3,720.80 ANNUAL* 97,038	OVER 23
H	HOURLY 41.97 BIWEEKLY 3,357.60 ANNUAL* 87,566	OVER 11	U	HOURLY 46.88 BIWEEKLY 3,750.40 ANNUAL* 97,810	OVER 24
I	HOURLY 42.35 BIWEEKLY 3,388.00 ANNUAL* 88,359	OVER 12	V	HOURLY 47.26 BIWEEKLY 3,780.80 ANNUAL* 98,603	OVER 25
J	HOURLY 42.73 BIWEEKLY 3,418.40 ANNUAL* 89,152	OVER 13	W	HOURLY 47.64 BIWEEKLY 3,811.20 ANNUAL* 99,396	OVER 26
K	HOURLY 43.10 BIWEEKLY 3,448.00 ANNUAL* 89,924	OVER 14	X	HOURLY 48.02 BIWEEKLY 3,841.60 ANNUAL* 100,189	OVER 27
L	HOURLY 43.48 BIWEEKLY 3,478.40 ANNUAL* 90,717	OVER 15	Y	HOURLY 48.40 BIWEEKLY 3,872.00 ANNUAL* 100,982	OVER 28
M	HOURLY 43.86 BIWEEKLY 3,508.80 ANNUAL* 91,510	OVER 16			

* Annual rates listed in this schedule are approximate.

APPENDIX D

TROOPER

COMMONWEALTH OF PENNSYLVANIA
STATE POLICE PAY SCHEDULE
EFFECTIVE JULY 1, 2003
SCHEDULE P

PAY RANGE 01

LONGEVITY RANGE	STEP S	STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SVC
A	21.19	22.39	23.61	24.27	24.97	25.67	5
BIWEEKLY	1,695.20	1,791.20	1,888.80	1,941.60	1,997.60	2,053.60	OR
ANNUAL*	44,211	46,714	49,260	50,837	52,097	53,558	LESS
B					26.22	26.95	OVER
BIWEEKLY					2,097.60	2,156.00	5
ANNUAL*					54,705	56,228	
C						27.21	OVER
BIWEEKLY						2,176.80	6
ANNUAL*						56,771	
D						27.47	OVER
BIWEEKLY						2,197.60	7
ANNUAL*						57,313	
E						27.72	OVER
BIWEEKLY						2,217.60	8
ANNUAL*						57,835	
F						27.98	OVER
BIWEEKLY						2,238.40	9
ANNUAL*						58,377	
G						28.24	OVER
BIWEEKLY						2,259.20	10
ANNUAL*						58,920	
H						28.49	OVER
BIWEEKLY						2,279.20	11
ANNUAL*						59,442	
I						28.75	OVER
BIWEEKLY						2,300.00	12
ANNUAL*						59,984	
J						29.01	OVER
BIWEEKLY						2,320.80	13
ANNUAL*						60,526	
K						29.26	OVER
BIWEEKLY						2,340.80	14
ANNUAL*						61,048	
L						29.52	OVER
BIWEEKLY						2,361.60	15
ANNUAL*						61,591	
M						29.78	OVER
BIWEEKLY						2,382.40	16
ANNUAL*						62,133	

TROOPER

COMMONWEALTH OF PENNSYLVANIA
STATE POLICE PAY SCHEDULE
EFFECTIVE JULY 1, 2003
SCHEDULE P

PAY RANGE 01

LONGEVITY RANGE	STEP S	STEP A	STEP B	STEP C	STEP D	STEP E	YEARS OF SVC
N	HOURLY					30.03	OVER
	BIWEEKLY					2,402.40	17
	ANNUAL*					62,655	
O	HOURLY					30.29	OVER
	BIWEEKLY					2,423.20	18
	ANNUAL*					63,197	
P	HOURLY					30.55	OVER
	BIWEEKLY					2,444.00	19
	ANNUAL*					63,740	
Q	HOURLY					30.80	OVER
	BIWEEKLY					2,464.00	20
	ANNUAL*					64,261	
R	HOURLY					31.06	OVER
	BIWEEKLY					2,484.80	21
	ANNUAL*					64,804	
S	HOURLY					31.32	OVER
	BIWEEKLY					2,505.60	22
	ANNUAL*					65,346	
T	HOURLY					31.57	OVER
	BIWEEKLY					2,525.60	23
	ANNUAL*					65,868	
U	HOURLY					31.83	OVER
	BIWEEKLY					2,546.40	24
	ANNUAL*					66,410	
V	HOURLY					32.09	OVER
	BIWEEKLY					2,567.20	25
	ANNUAL*					66,953	
W	HOURLY					32.34	OVER
	BIWEEKLY					2,587.20	26
	ANNUAL*					67,474	
X	HOURLY					32.60	OVER
	BIWEEKLY					2,608.00	27
	ANNUAL*					68,017	
Y	HOURLY					32.86	OVER
	BIWEEKLY					2,628.80	28
	ANNUAL*					68,559	

* Annual rates listed on this schedule are approximate.

CORPORAL

COMMONWEALTH OF PENNSYLVANIA
STATE POLICE PAY SCHEDULE
EFFECTIVE JULY 1, 2003
SCHEDULE P

PAY RANGE 02

LONGEVITY RANGE	STEP E	YEARS OF SVC	LONGEVITY RANGE	STEP E	YEARS OF SVC
A	HOURLY 27.72 BIWEEKLY 2,217.60 ANNUAL* 57,835	5 OR LESS	N	HOURLY 32.43 BIWEEKLY 2,594.40 ANNUAL* 67,862	OVER 17
B	HOURLY 29.11 BIWEEKLY 2,328.80 ANNUAL* 60,735	OVER 5	O	HOURLY 32.71 BIWEEKLY 2,616.80 ANNUAL* 68,246	OVER 18
C	HOURLY 29.38 BIWEEKLY 2,350.40 ANNUAL* 61,298	OVER 6	P	HOURLY 32.99 BIWEEKLY 2,639.20 ANNUAL* 68,830	OVER 19
D	HOURLY 29.66 BIWEEKLY 2,372.80 ANNUAL* 61,883	OVER 7	Q	HOURLY 33.26 BIWEEKLY 2,660.80 ANNUAL* 69,394	OVER 20
E	HOURLY 29.94 BIWEEKLY 2,395.20 ANNUAL* 62,467	OVER 8	R	HOURLY 33.54 BIWEEKLY 2,683.20 ANNUAL* 69,978	OVER 21
F	HOURLY 30.21 BIWEEKLY 2,416.80 ANNUAL* 63,030	OVER 9	S	HOURLY 33.82 BIWEEKLY 2,705.60 ANNUAL* 70,562	OVER 22
G	HOURLY 30.49 BIWEEKLY 2,439.20 ANNUAL* 63,614	OVER 10	T	HOURLY 34.10 BIWEEKLY 2,728.00 ANNUAL* 71,146	OVER 23
H	HOURLY 30.77 BIWEEKLY 2,461.60 ANNUAL* 64,199	OVER 11	U	HOURLY 34.37 BIWEEKLY 2,749.60 ANNUAL* 71,710	OVER 24
I	HOURLY 31.05 BIWEEKLY 2,484.00 ANNUAL* 64,783	OVER 12	V	HOURLY 34.65 BIWEEKLY 2,772.00 ANNUAL* 72,294	OVER 25
J	HOURLY 31.32 BIWEEKLY 2,505.60 ANNUAL* 65,346	OVER 13	W	HOURLY 34.93 BIWEEKLY 2,794.40 ANNUAL* 72,878	OVER 26
K	HOURLY 31.60 BIWEEKLY 2,528.00 ANNUAL* 65,930	OVER 14	X	HOURLY 35.20 BIWEEKLY 2,816.00 ANNUAL* 73,441	OVER 27
L	HOURLY 31.88 BIWEEKLY 2,550.40 ANNUAL* 66,514	OVER 15	Y	HOURLY 35.48 BIWEEKLY 2,838.40 ANNUAL* 74,025	OVER 28
M	HOURLY 32.16 BIWEEKLY 2,572.80 ANNUAL* 67,099	OVER 16			

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SERGEANT

COMMONWEALTH OF PENNSYLVANIA
STATE POLICE PAY SCHEDULE
EFFECTIVE JULY 1, 2003
SCHEDULE P

PAY RANGE 04

LONGEVITY RANGE	STEP E	YEARS OF SVC	LONGEVITY RANGE	STEP E	YEARS OF SVC
A	HOURLY 30.08 BIWEEKLY 2,406.40 ANNUAL* 62,759	5 OR LESS	N	HOURLY 35.19 BIWEEKLY 2,815.20 ANNUAL* 73,420	OVER 17
B	HOURLY 31.58 BIWEEKLY 2,526.40 ANNUAL* 65,889	OVER 5	O	HOURLY 35.49 BIWEEKLY 2,839.20 ANNUAL* 74,046	OVER 18
C	HOURLY 31.88 BIWEEKLY 2,550.40 ANNUAL* 66,514	OVER 6	P	HOURLY 35.80 BIWEEKLY 2,864.00 ANNUAL* 74,693	OVER 19
D	HOURLY 32.19 BIWEEKLY 2,575.20 ANNUAL* 67,161	OVER 7	Q	HOURLY 36.10 BIWEEKLY 2,888.00 ANNUAL* 75,319	OVER 20
E	HOURLY 32.49 BIWEEKLY 2,599.20 ANNUAL* 67,787	OVER 8	R	HOURLY 36.40 BIWEEKLY 2,912.00 ANNUAL* 75,945	OVER 21
F	HOURLY 32.79 BIWEEKLY 2,623.20 ANNUAL* 68,413	OVER 9	S	HOURLY 36.70 BIWEEKLY 2,936.00 ANNUAL* 76,571	OVER 22
G	HOURLY 33.09 BIWEEKLY 2,647.20 ANNUAL* 69,039	OVER 10	T	HOURLY 37.00 BIWEEKLY 2,960.00 ANNUAL* 77,197	OVER 23
H	HOURLY 33.39 BIWEEKLY 2,671.20 ANNUAL* 69,665	OVER 11	U	HOURLY 37.30 BIWEEKLY 2,984.00 ANNUAL* 77,823	OVER 24
I	HOURLY 33.69 BIWEEKLY 2,695.20 ANNUAL* 70,291	OVER 12	V	HOURLY 37.60 BIWEEKLY 3,008.00 ANNUAL* 78,449	OVER 25
J	HOURLY 33.99 BIWEEKLY 2,719.20 ANNUAL* 70,917	OVER 13	W	HOURLY 37.90 BIWEEKLY 3,032.00 ANNUAL* 79,075	OVER 26
K	HOURLY 34.29 BIWEEKLY 2,743.20 ANNUAL* 71,543	OVER 14	X	HOURLY 38.20 BIWEEKLY 3,056.00 ANNUAL* 79,700	OVER 27
L	HOURLY 34.59 BIWEEKLY 2,767.20 ANNUAL* 72,169	OVER 15	Y	HOURLY 38.50 BIWEEKLY 3,080.00 ANNUAL* 80,326	OVER 28
M	HOURLY 34.89 BIWEEKLY 2,791.20 ANNUAL* 72,794	OVER 16			

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LIEUTENANT

COMMONWEALTH OF PENNSYLVANIA
STATE POLICE PAY SCHEDULE
EFFECTIVE JULY 1, 2003
SCHEDULE P

PAY RANGE 06

LONGEVITY RANGE	STEP E	YEARS OF SVC	LONGEVITY RANGE	STEP E	YEARS OF SVC
A	HOURLY 32.79 BIWEEKLY 2,623.20 ANNUAL* 68,413	5 OR LESS	N	HOURLY 38.36 BIWEEKLY 3,066.80 ANNUAL* 80,034	OVER 17
B	HOURLY 34.43 BIWEEKLY 2,754.40 ANNUAL* 71,835	OVER 5	O	HOURLY 38.69 BIWEEKLY 3,095.20 ANNUAL* 80,723	OVER 18
C	HOURLY 34.76 BIWEEKLY 2,780.80 ANNUAL* 72,523	OVER 6	P	HOURLY 39.02 BIWEEKLY 3,121.60 ANNUAL* 81,411	OVER 19
D	HOURLY 35.09 BIWEEKLY 2,807.20 ANNUAL* 73,212	OVER 7	Q	HOURLY 39.35 BIWEEKLY 3,148.00 ANNUAL* 82,100	OVER 20
E	HOURLY 35.41 BIWEEKLY 2,832.80 ANNUAL* 73,879	OVER 8	R	HOURLY 39.68 BIWEEKLY 3,174.40 ANNUAL* 82,788	OVER 21
F	HOURLY 35.74 BIWEEKLY 2,859.20 ANNUAL* 74,568	OVER 9	S	HOURLY 40.00 BIWEEKLY 3,200.00 ANNUAL* 83,456	OVER 22
G	HOURLY 36.07 BIWEEKLY 2,885.60 ANNUAL* 75,256	OVER 10	T	HOURLY 40.33 BIWEEKLY 3,226.40 ANNUAL* 84,145	OVER 23
H	HOURLY 36.40 BIWEEKLY 2,912.00 ANNUAL* 75,945	OVER 11	U	HOURLY 40.66 BIWEEKLY 3,252.80 ANNUAL* 84,833	OVER 24
I	HOURLY 36.72 BIWEEKLY 2,937.80 ANNUAL* 76,613	OVER 12	V	HOURLY 40.99 BIWEEKLY 3,279.20 ANNUAL* 85,522	OVER 25
J	HOURLY 37.05 BIWEEKLY 2,964.00 ANNUAL* 77,301	OVER 13	W	HOURLY 41.32 BIWEEKLY 3,305.60 ANNUAL* 86,210	OVER 26
K	HOURLY 37.38 BIWEEKLY 2,990.40 ANNUAL* 77,990	OVER 14	X	HOURLY 41.64 BIWEEKLY 3,331.20 ANNUAL* 86,878	OVER 27
L	HOURLY 37.71 BIWEEKLY 3,016.80 ANNUAL* 78,678	OVER 15	Y	HOURLY 41.97 BIWEEKLY 3,357.60 ANNUAL* 87,566	OVER 28
M	HOURLY 38.04 BIWEEKLY 3,043.20 ANNUAL* 79,367	OVER 16			

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CAPTAIN

COMMONWEALTH OF PENNSYLVANIA
STATE POLICE PAY SCHEDULE
EFFECTIVE JULY 1, 2003
SCHEDULE P

PAY RANGE 08

LONGEVITY RANGE	STEP E	YEARS OF SVC	LONGEVITY RANGE	STEP E	YEARS OF SVC
A	HOURLY 35.74 BIWEEKLY 2,859.20 ANNUAL* 74,568	5 OR LESS	N	HOURLY 41.82 BIWEEKLY 3,345.60 ANNUAL* 87,253	OVER 17
B	HOURLY 37.53 BIWEEKLY 3,002.40 ANNUAL* 78,303	OVER 5	O	HOURLY 42.17 BIWEEKLY 3,373.60 ANNUAL* 87,983	OVER 18
C	HOURLY 37.88 BIWEEKLY 3,030.40 ANNUAL* 79,033	OVER 6	P	HOURLY 42.53 BIWEEKLY 3,402.40 ANNUAL* 88,735	OVER 19
D	HOURLY 38.24 BIWEEKLY 3,059.20 ANNUAL* 79,784	OVER 7	Q	HOURLY 42.89 BIWEEKLY 3,431.20 ANNUAL* 89,486	OVER 20
E	HOURLY 38.60 BIWEEKLY 3,088.00 ANNUAL* 80,535	OVER 8	R	HOURLY 43.25 BIWEEKLY 3,460.00 ANNUAL* 90,237	OVER 21
F	HOURLY 38.96 BIWEEKLY 3,116.80 ANNUAL* 81,286	OVER 9	S	HOURLY 43.60 BIWEEKLY 3,488.00 ANNUAL* 90,967	OVER 22
G	HOURLY 39.31 BIWEEKLY 3,144.80 ANNUAL* 82,016	OVER 10	T	HOURLY 43.96 BIWEEKLY 3,516.80 ANNUAL* 91,718	OVER 23
H	HOURLY 39.67 BIWEEKLY 3,173.60 ANNUAL* 82,767	OVER 11	U	HOURLY 44.32 BIWEEKLY 3,545.60 ANNUAL* 92,469	OVER 24
I	HOURLY 40.03 BIWEEKLY 3,202.40 ANNUAL* 83,519	OVER 12	V	HOURLY 44.68 BIWEEKLY 3,574.40 ANNUAL* 93,220	OVER 25
J	HOURLY 40.39 BIWEEKLY 3,231.20 ANNUAL* 84,270	OVER 13	W	HOURLY 45.03 BIWEEKLY 3,602.40 ANNUAL* 93,951	OVER 26
K	HOURLY 40.74 BIWEEKLY 3,259.20 ANNUAL* 85,000	OVER 14	X	HOURLY 45.39 BIWEEKLY 3,631.20 ANNUAL* 94,702	OVER 27
L	HOURLY 41.10 BIWEEKLY 3,288.00 ANNUAL* 85,751	OVER 15	Y	HOURLY 45.75 BIWEEKLY 3,660.00 ANNUAL* 95,453	OVER 28
M	HOURLY 41.46 BIWEEKLY 3,316.80 ANNUAL* 86,502	OVER 16			

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MAJOR

COMMONWEALTH OF PENNSYLVANIA
STATE POLICE PAY SCHEDULE
EFFECTIVE JULY 1, 2003
SCHEDULE P

PAY RANGE 09

LONGEVITY RANGE	STEP E	YEARS OF SVC	LONGEVITY RANGE	STEP E	YEARS OF SVC
A	HOURLY 39.14 BIWEEKLY 3,131.20 ANNUAL* 81,662	5 OR LESS	N	HOURLY 45.79 BIWEEKLY 3,663.20 ANNUAL* 95,536	OVER 17
B	HOURLY 41.10 BIWEEKLY 3,288.00 ANNUAL* 85,751	OVER 5	O	HOURLY 46.19 BIWEEKLY 3,695.20 ANNUAL* 96,371	OVER 18
C	HOURLY 41.49 BIWEEKLY 3,319.20 ANNUAL* 86,565	OVER 6	P	HOURLY 46.58 BIWEEKLY 3,726.40 ANNUAL* 97,185	OVER 19
D	HOURLY 41.88 BIWEEKLY 3,350.40 ANNUAL* 87,378	OVER 7	Q	HOURLY 46.97 BIWEEKLY 3,757.60 ANNUAL* 97,998	OVER 20
E	HOURLY 42.27 BIWEEKLY 3,381.80 ANNUAL* 88,192	OVER 8	R	HOURLY 47.36 BIWEEKLY 3,788.80 ANNUAL* 98,812	OVER 21
F	HOURLY 42.66 BIWEEKLY 3,412.80 ANNUAL* 89,006	OVER 9	S	HOURLY 47.75 BIWEEKLY 3,820.00 ANNUAL* 99,626	OVER 22
G	HOURLY 43.05 BIWEEKLY 3,444.00 ANNUAL* 89,820	OVER 10	T	HOURLY 48.14 BIWEEKLY 3,851.20 ANNUAL* 100,439	OVER 23
H	HOURLY 43.45 BIWEEKLY 3,476.00 ANNUAL* 90,654	OVER 11	U	HOURLY 48.53 BIWEEKLY 3,882.40 ANNUAL* 101,253	OVER 24
I	HOURLY 43.84 BIWEEKLY 3,507.20 ANNUAL* 91,468	OVER 12	V	HOURLY 48.93 BIWEEKLY 3,914.40 ANNUAL* 102,068	OVER 25
J	HOURLY 44.23 BIWEEKLY 3,538.40 ANNUAL* 92,281	OVER 13	W	HOURLY 49.32 BIWEEKLY 3,945.60 ANNUAL* 102,901	OVER 26
K	HOURLY 44.62 BIWEEKLY 3,569.60 ANNUAL* 93,095	OVER 14	X	HOURLY 49.71 BIWEEKLY 3,976.80 ANNUAL* 103,715	OVER 27
L	HOURLY 45.01 BIWEEKLY 3,600.80 ANNUAL* 93,909	OVER 15	Y	HOURLY 50.10 BIWEEKLY 4,008.00 ANNUAL* 104,529	OVER 28
M	HOURLY 45.40 BIWEEKLY 3,632.00 ANNUAL* 94,723	OVER 16			

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APPENDIX E
KEY

NO.	ARBITRATOR	DATE OF AWARD/AGREEMENT	EFFECTIVE DATE
1	Galfand	12/21/70	7/1/71
2	Gershenfeld	12/28/71	7/1/72
3	By Agreement	9/27/72	7/1/73
4	Gershenfeld	12/27/73	7/1/74
5	Unterberger	12/27/74	7/1/75
5a	Letter of Agreement	5/10/75	1/1/76
5b	By Agreement	5/21/75	1/1/76
6	By Agreement	11/12/75	7/1/76
7	Loewenberg	12/23/76	7/1/77
8	McDermott	3/24/78	7/1/78
9	Powell	12/21/78	7/1/79
10	By Agreement	11/15/79	7/1/80
10A	By Agreement (to clarify language)	6/13/80	7/1/80
11	Weinstein	5/7/81	7/1/81
12	By Agreement	12/14/81	7/1/82
12a	Side Letter of Agreement	3/2/82	2/1/82
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