Exhibit A
Contract Language
Leaves of Absence without Pay

ARTICLE 15
LEAVES OF ABSENCE WITHOUT PAY

Section 1. Employees may be granted leaves without pay at the sole discretion of the Employer for any reason for a period not to exceed two years.

Section 2. Employees who are elected or appointed as Association officials or representatives shall, at the written request of the employee, be granted leaves without pay for the maximum term of office, not to exceed three years. Such leaves may be renewed or extended by written consent of the Association and the Employer.

In accordance with Article 27, Section 1.e., employees who are elected or appointed as Association officials or representatives shall receive seniority credit upon return to employment for periods of leaves of absence without pay under this Section.

Section 3. Association officials or elected delegates shall be granted, subject to management's responsibility to maintain efficient operations, up to six weeks leave without pay each year without loss of seniority credit where such time is necessary to enable them to attend official Association meetings or conferences. Employees may use accrued combined leave for this purpose in lieu of leave without pay.

The following shall be recognized as official Association meetings or conferences:

1. PSCOA State Committees meetings (no more than four (4) employees per meeting);
2. PSCOA State Board meetings (held quarterly, President/Vice President from each local);
3. PSCOA Executive Board meeting (held quarterly, no more than eight (8) employees);
4. President's meeting;
5. Contract Interpretation Training Sessions held after the negotiation of a new collective bargaining agreement for the purpose of disseminating contract interpretation information to delegates. An employee may be granted leave without pay with seniority credit to attend two contract interpretation sessions during the life of a collective bargaining agreement;
6. Statewide and Regional General Membership Meeting (one per year, no more than three (3) employees per local);
7. PSCOA Training Sessions (one per year per employee);
8. CUSA Corrections Conference (held quarterly);

Requests for leave without pay with seniority credit for Association officials or elected delegates will be forwarded to the Bureau of Labor Relations, Office of Administration, by PSCOA, not less than three weeks prior to the date of each meeting or conference. Each request will contain the name, classification, department and work location of the Association official or delegate, in addition to the name of the meeting or conference.

Section 4. After completing one year of service, an employee may be granted a leave of absence without pay at the sole discretion of the Employer for educational purposes. Such leave shall not exceed one year and shall not be granted more than once every four years.

Section 5. a. After completing ~~six months~~one year of service, employees shall be granted, upon written request, ~~extended~~ up to six months of sick leave ~~of absence~~ without pay with benefits, on a rolling twelve month year basis, provided the employee has at least 1250 hours of actual work time within the twelve months preceding the commencement of the leave. ~~for reason of illness for a period of at least two consecutive weeks, but not more than six months.~~ If the illness or disability is due to a serious health condition as defined by the Family and Medical Leave Act, leave shall be granted for less than two consecutive weeks. The request, which shall be submitted in advance of the leave if circumstances permit, shall include proof of illness or disability in the form of a ~~doctor's certificate~~Serious Health Condition Certification ~~and~~ which shall state a prognosis and expected date of return.

If requested and properly documented as medically necessary, leave under this Section shall be approved on an intermittent or reduced-time basis during the first twelve weeks of absence per rolling twelve month year. After twelve weeks of absence, whether taken intermittently, on a reduced-time basis, or continuously, subsequent leaves in the rolling twelve month year shall not be approved for periods less than two consecutive weeks.

b. Employees shall be required to use accrued combined leave, to the extent required by Article 10, Section 1, and also accrued sick leave, in accordance with the same article and section, upon commencement of sick leave without pay. Such combined and sick leave used will run concurrently with and reduce the six month entitlement to leave without pay with benefits. Employees shall not be required to use remaining combined leave, holiday or compensatory leave; however, if such leave is used it must be used at the commencement of the leave and will run concurrently with and reduce such entitlement.

c. One aggregate six month entitlement of leave without pay with benefits will be provided for sick leave without pay used under this Section, parental leave without pay used under Article 16, Section 1.a., and family care leave without pay used under Article 39, Section 1. Leave used under these Articles will be deducted from the six month entitlement and run concurrently.

d. After the employee has used an aggregate of six months of leave without pay under this Section, Article 16, Section 1.a., and/or Article 39, Section 1, the Employer is not required to grant subsequent leave without pay with benefits until such time that the employee again becomes eligible for some portion of the six month entitlement under the rolling twelve month year, provided that the employee has 1250 hours of actual work time within the twelve month period

preceding the commencement of the leave. ~~for this purpose unless six (6) months in an active pay status have elapsed from the termination of the last date of approved leave under this Section.~~

e. The continuation of benefits under this Section is subject to the employee's payment of any required employee contributions under Article 23.

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

Section 6. Upon request of the employee, an extension of up to an additional six months of leave without pay for illness shall be granted provided the employee provides proof of continuing illness or disability in the form of a doctor's certificate which shall state a prognosis and expected date of return. The extension shall be without benefits and shall be contiguous to the termination of the initial six months of leave without pay with benefits. It shall not be used on an intermittent or reduced-time basis. Upon certification from the employee's doctor that the employee is able to return to work, the employee shall be offered a position in the same classification and seniority unit for which a vacancy exists and to which there are no seniority claims and which the agency intends to fill. If such a position is not available, the employee shall be offered, during the remainder of the six-month period, any position in the same classification, in a lower classification in the same classification series, or a position previously held, within the same geographical/organizational limitation as the seniority unit, for which a vacancy exists and to which there are no seniority claims and which the agency intends to fill. If the employee refuses an offer of a position in the same classification, the employee's rights under this Section shall terminate. If the employee accepts a position in a lower classification or a position previously held, the employee will be offered a position in the same classification if there is a vacancy in that classification during the remainder of the six-month period in the seniority unit, provided there are no seniority claims to the position, and the agency intends to fill the position.

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

~~Section 7. Employees shall not be required to use accumulated sick or combined leave prior to the commencement of a leave without pay.~~

Section ~~8~~7. Upon the expiration of any approved leave of absence without pay, except as provided in Section 6 above, Article 16, Section 1.a., Article 39, Section 1, and Article 24, Section 7, the employee is entitled to return to a position in the same or equivalent classification within the agency, subject to the furlough provisions of Article 27, Seniority.

Section ~~9~~8. It is understood by both parties that the provisions of Sections 5, 6, and 7 ~~and 8~~ are consistent with the Family and Medical Leave Act of 1993, 29 USC Section 2601 et seq. ~~and that leave granted in accordance with Sections 5, 6, 7 and 8 shall be designated as leave under the provisions of the Act.~~

Section 9. State-paid coverage for life insurance and state payments toward coverage for health benefits as provided in Article 22 and 23 will continue for the period of time the employee is on sick leave without pay with benefits under Section 5 of this Article.

Section 10. For the purpose of Section 3 of this Article, the calendar year shall be defined as beginning with the employee's first full pay period commencing on or after January 1 and continuing through the end of the employee's pay period that includes December 31.

Section 11. Sections 5 through 9 of this Article become effective January 1, 2009. Absence occurring before January 1, 2009 shall be covered by the provisions of Article 15, Leaves of Absence Without Pay, of the Agreement between the Commonwealth of Pennsylvania and PSCOA effective July 1, 2005 through June 30, 2008. Absences on December 31, 2008, and continuing on or after January 1, 2009, shall remain covered by the provisions of the July 1, 2005 through June 30, 2008. Agreement until those benefits are exhausted or the employee returns to work, whichever occurs first.

ARTICLE 16
PARENTAL LEAVE

Employees shall be eligible for parental leave as provided as follows:

Section 1. General

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

b. One aggregate six month entitlement of leave without pay with benefits will be provided for parental leave without pay used under Section 1.a., sick leave without pay under Article 15, Section 5.a., and family care leave without pay used under Article 39, Section 1. Leave used under these Articles will be deducted from the six month entitlement and run concurrently.

c. After the employee has used an aggregate of six months of leave without pay with benefits under this Section, Article 15, Section 5.a., and Article 39, Section 1, the Employer is not required to grant subsequent leave without pay with benefits until such time that the employee again becomes eligible for some portion of the six month entitlement under the rolling twelve month year, provided that the employee has at least 1250 hours of actual work time within the twelve month period preceding the commencement of the leave.

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

e. The continuation of benefits under this Section is subject to the employee's payment of any required employee contribution under Article 23.

Section 2. Granting Leave

a. An employee shall submit written notification to the immediate supervisor stating the anticipated duration of the leave at least two weeks in advance if circumstances permit. ~~Such leaves shall be granted for a period of time not to exceed six months. Upon the request of the employee and at the discretion of the agency head, parental leaves may be extended or renewed for a period not to exceed six months. In no case shall the total amount of leave exceed 12 months.~~ Parental leaves shall begin whenever employees request on or after the birth, adoption or foster care placement. However,~~; and~~ it may be used prior to the date of custody or placement when required for adoption or placement to proceed. No ~~unpaid~~ parental leave shall be granted beyond one year from the date of birth, of assuming custody of an adopted child or of placement of a foster child.

b. In no case shall the employee be required to leave prior to parental leave unless ~~he/~~she can no longer satisfactorily perform the duties of ~~his/~~her position.

c. ~~While an employee is on parental leave,~~ During the first six months of absence under Section 1.a. of this Article, the duties of the employee's position shall either be performed by remaining staff and the position kept vacant or they shall be performed by a substitute employee.

Section 3. Re-employment

a. During the first six months of absence under Section 1.a. of this Article, an ~~An~~ employee shall have the right to return to the same position in the same classification held before going on parental leave, or to an equivalent position with regard to pay and skill.

During any extension period, under Section 1.d. of this Article, the employee upon written request to return to work, shall be offered a position in the same classification and seniority unit for which a vacancy exists and to which there are no seniority claims and which the agency intends to fill. If such a position is not available, the employee shall be offered, during the remainder of the six-month period, any position in the same classification, in a lower classification in the same classification series, or a position previously held, within the same geographical/organizational limitation as the seniority unit, for which a vacancy exists and to which there are no seniority claims and which the agency intends to fill. If the employee refuses an offer of a position in the same classification, the employee's rights under this Section shall terminate. If the employee accepts a position in a lower classification or a position previously held, the employee will be offered a position in the same classification if there is a vacancy in that classification during the remainder of the six-month period in the seniority unit, provided there are no seniority claims to the position, and the agency intends to fill the position.

b. The employee's anniversary date shall be extended in accordance with Section 5.24 of the Commonwealth's Personnel Rules (relating to leave without pay).

Section 4. Seniority Rights

Upon return from parental leave, an employee shall retain all seniority and pension rights that had accrued up to the time of leave. Seniority shall continue to accrue during parental leave.

Section 5. Combined, ~~and~~ Sick, Holiday and Compensatory Leave

An employee ~~is entitled to use~~ shall be required to use accrued combined leave, to the extent required by Article 10, Section 1, and also accrued sick leave, in accordance with the same article and section, for the period that she is unable to work as certified by a physician upon commencement of parental leave without pay. ~~accrued sick leave for the period that he/she is unable to work as certified by a physician. An employee may use all accrued combined and sick leave at any time before, during or after parental leave.~~ Such combined and sick leave used will run concurrently with and reduce the six month entitlement to leave without pay with benefits. Employees shall not be required to use remaining combined leave, holiday or compensatory leave; however, if such leave is used it must be used at the commencement of the leave and will run concurrently with and reduce such entitlement. Unused leave shall be carried over until return. An employee shall not earn combined and sick leave while on parental leave without pay. ~~Paid leave is not to be included when calculating the six (6) month entitlement.~~

Section 6. Benefits

State-paid coverage for life insurance and state payments toward coverage for health benefits as provided in Article 22 and 23 will continue for the period of time the employee is on parental leave without pay with benefits under Section 1.a. of this Article.

Section ~~6~~7. Guidelines established by the Secretary of Administration regarding parental leave are published through the Directives Management System (Reference Management Directive 530.~~2~~30). ~~Guidelines regarding state-paid benefits while on parental leave are published through the Directives Management System (Reference Management Directive 530.4).~~

Section ~~7~~8. It is understood by both parties that the provisions of this Article are consistent with the Pennsylvania Human Relations Act, 43 P.S. Section 951 et seq., and the Family and Medical Leave Act of 1993, 29 USC Section 2601 et seq., ~~and that leave granted in accordance with this Article shall be designated as leave under the provisions of the Act.~~

Section 9. This Article becomes effective January 1, 2009. Absence occurring before January 1, 2009 shall be covered by the provisions of Article 16, Parental Leave, of the Agreement between the Commonwealth of Pennsylvania and PSCOA effective July 1, 2005 through June 30, 2008. Absences on December 31, 2008, and continuing on or after January 1, 2009, shall remain covered by the provisions of the July 1, 2005 through June 30, 2008 Agreement until those benefits are exhausted or the employee returns to work, whichever occurs first.

ARTICLE 39
FAMILY CARE LEAVE

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

~~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.~~

The request, which shall be submitted at least two weeks in advance if circumstances permit, must include documentation supporting the need for family care leave as provided on a Serious Health Condition Certification.

One aggregate six month entitlement of leave without pay with benefits will be provided for family care leave without pay used under this Section, sick leave without pay used under Article 15, Section 5.a., and parental leave without pay used under Article 16, Section 1.a. Leave used under these Articles will be deducted form the six month entitlement and run concurrently.

After the employee has used an aggregate of six months of leave without pay with benefits under this Section, Article 15, Section 5.a., and Article 16, Section 1.a., the Employer is not required to grant subsequent leave without pay with benefits until such time that the employee again becomes eligible for some portion of the six month entitlement under the rolling twelve month year, provided that the employee has at least 1250 hours of actual work time within the twelve month period preceding the commencement of the leave.

The continuation of benefits under this Section is subject to the employee's payment of any required employee contributions under Article 23.

Section 2. State-paid coverage for life insurance and state contributions toward coverage for health benefits as provided in Articles 22 and 23 will continue for the period of time the employee is on family care leave without pay with benefits under Section 1 of this Article.

Section 3. Upon request of the employee, an extension of up to an additional six months of leave without pay shall be granted provided the employee provides proof of the family member's

continuing illness or disability. The extension shall be without benefits and shall be contiguous to the termination of the initial six months of leave without pay with benefits. It shall not be used on an intermittent or reduced-time basis. ~~It is understood that the twelve week entitlement under Section 1 above may not be extended.~~

Section 4. ~~Employees will not be required to use accumulated combined leave prior to taking family care leave without pay.~~ If eligible for paid sick leave in accordance with Article 10, Section 19, an employee shall be required to use all such paid sick leave upon commencement of family care leave without pay. Such sick leave used will run concurrently with and reduce the six month entitlement to leave without pay with benefits. Employees shall not be required to use combined, holiday or compensatory leave; however, if such leave is used, it must be used at the commencement of the absence and it also will run concurrently with and reduce such entitlement.

Section 5. An employee shall have the right to return to the same position in the same classification held before going on family care leave, or to an equivalent position with regard to pay and skill for absences under Section 1 of this Article. After commencing the extension period, under Section 3 of this Article and upon receipt of a written request to return to work, the employee shall be offered a position in the same classification and seniority unit for which a vacancy exists and to which there are no seniority claims and which the agency intends to fill. If such a position is not available, the employee shall be offered, during the remainder of the six-month period, any position in the same classification, in a lower classification in the same classification series, or a position previously held, within the same geographical/organizational limitation as the seniority unit, for which a vacancy exists and to which there are no seniority claims and which the agency intends to fill. If the employee refuses an offer of a position in the same classification, the employee's rights under this Section shall terminate. If the employee accepts a position in a lower classification or a position previously held, the employee will be offered a position in the same classification if there is a vacancy in that classification during the remainder of the six-month period in the seniority unit, provided there are no seniority claims to the position, and the agency intends to fill the position.

Section 6. For the purpose of this Article, parent shall be defined as the biological parent of the employee or an individual who stood in loco parentis to an employee when the employee was a son or daughter.

For the purpose of this Article, son or daughter shall be defined as a biological, adopted, or foster child, a step-child, a legal ward, or a child of a person standing in loco parentis who is

a. under 18 years of age; or
b. 18 years of age or older and incapable of self-care because of a mental or physical disability.

Section 7. It is understood by both parties that the provisions of this Article are consistent with the Family and Medical Leave Act of 1993, 29 USC Section 2601 et seq. ~~and that leave granted in accordance with this Article shall be designated as leave under the provisions of the Act.~~

Section 8. ~~For the purpose of this Article, the calendar year shall be defined as beginning with the employee's first full pay period commencing on or after January 1 and continuing through the end of the employee's pay period that includes December 31.~~ Section 9. This Article becomes effective January 1, 2009. Absence occurring before January 1, 2009 shall be covered by the provisions of Article 39, Family Care Leave of the Agreement between the Commonwealth of Pennsylvania and PSCOA effective July 1, 2005 through June 30, 2008.

Exhibit B
Contract Language
Salaries and Wages

ARTICLE 17
SALARIES AND WAGES

Section 1. Each employee covered by this Agreement shall be entitled to longevity pay in accordance with Section 7 below which is based on the following table as provided in the applicable pay schedules in Appendices B, C, ~~D~~ and ~~E~~D:

4% of base pay after five (5) years of service.
5% of base pay after six (6) years of service.
6% of base pay after seven (7) years of service.
7% of base pay after eight (8) years of service.
8% of base pay after nine (9) years of service.
9% of base pay after ten (10) years of service.
10% of base pay after eleven (11) years of service.
11% of base pay after twelve (12) years of service.
12% of base pay after thirteen (13) years of service.
13% of base pay after fourteen (14) years of service.
14% of base pay after fifteen (15) years of service.
15% of base pay after sixteen (16) years of service.
16% of base pay after seventeen (17) years of service.
17% of base pay after eighteen (18) years of service.
18% of base pay after nineteen (19) years of service.
19% of base pay after twenty (20) years of service.
20% of base pay after twenty-one (21) years of service.
21% of base pay after twenty-two (22) years of service.
22% of base pay after twenty-three (23) years of service.
23% of base pay after twenty-four (24) years of service.
24% of base pay after twenty-five (25) years of service.
25% of base pay after twenty-six (26) years of service
26% of base pay after twenty-seven (27) years of service
27% of base pay after twenty-eight (28) years of service

Notwithstanding any other provisions of this Agreement, it is understood that employees will not be on the pay schedule at the longevity range which corresponds with their years of service.

~~Employees who as of June 30, 2001 did not receive a longevity increase for at least one year should have had their longevity date changed to July 2001. All other employees were moved to the next higher rate on their longevity date.~~

Employees whose rate of pay exceeds the rate for the maximum established for their longevity range shall be placed at Step "0."

For the purpose of this Section, years of service will be defined as years of service within the bargaining unit.

Section 2. ~~Effective July 1, 2001 a new three step pay range 34 was created for Correction Officer Trainee and Forensic Security Employee Trainee. The pay range was as follows: Step S - $12.03; Step A - $12.39; and Step B - $12.66. Current employees in the Correction Officer Trainee and Forensic Security Employee Trainee classifications shall move to Step S of the new pay range ($12.03), except for employees assigned to Step 0.~~

~~Effective July 1, 2001, the pay range for all classes except Correction Officer Trainee and Forensic Security Employee Trainee were increased by one pay range. There will be no Step S in any pay range except pay range 34. All employees other than Correction Officer Trainees and Forensic Security Employee Trainees at pay range 34 Step S were moved to pay range 35 Step A. All employees at pay range 34 Step A were moved to pay range 35 Step B and had their anniversary date changed to July 2002. All other employees were placed on the same step and longevity level in the new pay range, except for employees assigned to Step 0.~~

~~These changes are reflected in the Pay Schedule in Appendix B of the 2001-2004 Agreement.~~

All current employees who are assigned to Step 0 shall be treated in accordance with the side letter between the parties dated January 22, 2002.

Each institution may hire Correction Officer Trainees and Forensic Security Employee Trainees at any step of pay range 34. However, all Correction Officer Trainees and Forensic Security Employee Trainees within an institution who are paid below the hiring rate will be adjusted to the new hiring rate. For the purpose of this Section, Step 0 will not be considered a hiring rate.

Upon promotion to Correction Officer 1 or Forensic Security Employee 1, all Correction Officer Trainees and Forensic Security Employee Trainees will move to pay range 35 Step B.

Section 3. Effective July 1, 200~~5~~8, each employees covered by this Agreement ~~will continue to be paid in accordance with the~~shall receive a general pay increase of three percent (3%). This increase is reflected in the Pay Schedule in Appendix B.

Section 4. Effective J~~anuary~~uly 1, 200~~6~~9, each employee covered by this Agreement shall receive a general pay increase of three percent (3.0%). This increase is reflected in the Pay Schedule in Appendix C.

Section 5. Effective July 1, 20~~06~~10, each employee covered by this Agreement shall receive a general pay increase of four percent (~~3.5~~4%). This increase is reflected in the Pay Schedule in Appendix D.

~~Section 6. Effective July 1, 2007, each employee covered by this Agreement shall receive a general pay increase of three and one-half percent (3.5%). This increase is reflected in the Pay Schedule in Appendix E.~~

Section ~~7~~6. a. In addition to the above general pay increases, employees whose salary is below the maximum of their applicable pay and longevity range (Step K) shall receive one (1) annual service increment and/or up to one (1) longevity increment, as appropriate, effective on the first day of the first full pay period in the employee's anniversary/longevity month in fiscal year 200~~5-06~~08-09. An employee's performance rating shall not be used in determining entitlement to a service increment. The increment shall be granted solely on the basis of service on the employee's anniversary date. Except as provided herein, the definition of anniversary date in the Commonwealth's Personnel Rules, in effect on the date of this Agreement, shall apply.

b. ~~Employees shall receive up to two (2) annual service increments and/or up to two (2) longevity increments , as appropriate, effective on the first day of the first full pay period in the employee's anniversary/longevity month in fiscal year 2007-08.~~Employees shall receive one (1) annual service increment and/or up to one (1) longevity increment, as appropriate, effective on the first day of the first full pay period in the employee's anniversary/longevity month in fiscal year 2009-10.

c. ~~The following will determine eligibility for longevity increments under Subsections a. and b. above:~~

~~(1) Employees who attained five years of service during fiscal year 2004-05 will receive their first longevity increment (one level) in fiscal year 2005-06 and will be eligible for two (2) additional longevity increments (two levels) in fiscal year 2007-08.~~

~~(2) Employees who attain five years of service during fiscal year 2005-06 will be eligible for their first two (2) longevity increments (two levels) in fiscal year 2007-08.~~

~~(3) Employees who attain five years of service during fiscal year 2006-07 will be eligible for their first longevity increment (one level) in fiscal year 2007-08.~~

~~(4) Employees who attain five years of service during fiscal year 2007-08 will not receive their first longevity increment during the term of this Agreement.~~

Employees shall receive one (1) annual service increment and/or up to one (1) longevity increment, as appropriate, effective on the first day of the first full pay period in the employee's anniversary /longevity month in fiscal year 2010-2011.

Section ~~8~~7.

a. A permanent salaried employee whose salary exceeds the maximum of the employee's applicable pay range and longevity range when the general pay increases outlined in Sections 4~~3~~, ~~5~~4, and ~~6~~5 are effective shall receive the annual amount of the general pay increase in the form of a one-time cash payment rounded to the nearest dollar.

If an employee's rate of pay exceeds the maximum of the employee's applicable pay range and longevity range before the general pay increase, but would not exceed the maximum after the general pay increase, the employee's rate shall be increased by the amount which will make it equal to the new maximum of the applicable longevity range. The one-time cash payment for an employee in this situation shall be reduced by the amount of increase in the employee's annual rate of pay.

b. The cash payments provided for in this Section shall not be added to the employee's base salary. The cash payments will be subject to dues and fair share fee deductions where applicable.

Section ~~9~~8. All Correction Officer Trainees and Forensic Security Employee Trainees shall remain in that classification for one year.

Section ~~10~~9. An employee in an inactive pay status shall, upon return to active status, be entitled to the above general pay increases and cash payments outlined in this Article.

Section ~~11~~0. The salaries of employees shall be paid biweekly. In the event the payday occurs on a holiday, the preceding day shall be the payday.

~~Section 12. Effective on the first day of the first full pay period after July 1, 2005, the pay range for the classification Corrections Community Center Monitor will be changed from Pay Range 29 to Pay Range 30. All employees classified as Corrections Community Center Monitors will be placed in Pay Range 30 at the same longevity range held as of the first day of the first full pay period after July 1, 2005, at the rate that is closest to, but not less than, the employee's current salary.~~

Section 13~~1~~. ~~Effective April 1, 2006, a~~All employees ~~will~~are ~~be~~ required to sign up for direct deposit of paychecks and travel expense reimbursement.

COMMONWEALTH OF PENNSYLVANIA
CORRECTIONS OFFICERS/FORENSIC SECURITY EMPLOYES PAY SCHEDULE
EFFECTIVE JULY 1, 2008
PAY SCALE TYPE CO

PAY SCALE GROUP CO29

LONGEVITY LEVEL			STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K
A	5 YEARS OR LESS	HOURLY	12.89	13.49	14.11	14.52	14.99	15.42	15.88	16.41	16.94	17.55	18.32
		BIWEEKLY	1,031.20	1,079.20	1,128.80	1,161.60	1,199.20	1,233.60	1,270.40	1,312.80	1,355.20	1,404.00	1,465.60
		ANNUAL*	26,894	28,146	29,439	30,295	31,275	32,172	33,132	34,238	35,344	36,616	38,223
B	OVER 5 YEARS	HOURLY	13.41	14.03	14.67	15.10	15.59	16.04	16.52	17.07	17.62	18.25	19.05
		BIWEEKLY	1,072.80	1,122.40	1,173.60	1,208.00	1,247.20	1,283.20	1,321.60	1,365.60	1,409.60	1,460.00	1,524.00
		ANNUAL*	27,979	29,272	30,607	31,505	32,527	33,466	34,467	35,615	36,762	38,077	39,746
C	OVER 6 YEARS	HOURLY	13.53	14.16	14.82	15.25	15.74	16.19	16.67	17.23	17.79	18.43	19.24
		BIWEEKLY	1,082.40	1,132.80	1,185.60	1,220.00	1,259.20	1,295.20	1,333.60	1,378.40	1,423.20	1,474.40	1,539.20
		ANNUAL*	28,229	29,543	30,920	31,818	32,840	33,779	34,780	35,949	37,117	38,452	40,142
D	OVER 7 YEARS	HOURLY	13.66	14.30	14.96	15.39	15.89	16.35	16.83	17.39	17.96	18.60	19.42
		BIWEEKLY	1,092.80	1,144.00	1,196.80	1,231.20	1,271.20	1,308.00	1,346.40	1,391.20	1,436.80	1,488.00	1,553.60
		ANNUAL*	28,500	29,836	31,213	32,110	33,153	34,113	35,114	36,282	37,472	38,807	40,518
E	OVER 8 YEARS	HOURLY	13.79	14.43	15.10	15.54	16.04	16.50	16.99	17.56	18.13	18.78	19.60
		BIWEEKLY	1,103.20	1,154.40	1,208.00	1,243.20	1,283.20	1,320.00	1,359.20	1,404.80	1,450.40	1,502.40	1,568.00
		ANNUAL*	28,771	30,107	31,505	32,423	33,466	34,426	35,448	36,637	37,826	39,183	40,893
F	OVER 9 YEARS	HOURLY	13.92	14.57	15.24	15.68	16.19	16.65	17.15	17.72	18.30	18.95	19.79
		BIWEEKLY	1,113.60	1,165.60	1,219.20	1,254.40	1,295.20	1,332.00	1,372.00	1,417.60	1,464.00	1,516.00	1,583.20
		ANNUAL*	29,043	30,399	31,797	32,715	33,779	34,739	35,782	36,971	38,181	39,537	41,290
G	OVER 10 YEARS	HOURLY	14.05	14.70	15.38	15.83	16.34	16.81	17.31	17.89	18.46	19.13	19.97
		BIWEEKLY	1,124.00	1,176.00	1,230.40	1,266.40	1,307.20	1,344.80	1,384.80	1,431.20	1,476.80	1,530.40	1,597.60
		ANNUAL*	29,314	30,670	32,089	33,028	34,092	35,072	36,116	37,326	38,515	39,913	41,665
H	OVER 11 YEARS	HOURLY	14.18	14.84	15.52	15.97	16.49	16.96	17.47	18.05	18.63	19.31	20.15
		BIWEEKLY	1,134.40	1,187.20	1,241.60	1,277.60	1,319.20	1,356.80	1,397.60	1,444.00	1,490.40	1,544.80	1,612.00
		ANNUAL*	29,585	30,962	32,381	33,320	34,405	35,385	36,449	37,660	38,870	40,288	42,041
I	OVER 12 YEARS	HOURLY	14.31	14.97	15.66	16.12	16.64	17.12	17.63	18.22	18.80	19.48	20.34
		BIWEEKLY	1,144.80	1,197.60	1,252.80	1,289.60	1,331.20	1,369.60	1,410.40	1,457.60	1,504.00	1,558.40	1,627.20
		ANNUAL*	29,856	31,233	32,673	33,633	34,718	35,719	36,783	38,014	39,224	40,643	42,437
J	OVER 13 YEARS	HOURLY	14.44	15.11	15.80	16.26	16.79	17.27	17.79	18.38	18.97	19.66	20.52
		BIWEEKLY	1,155.20	1,208.80	1,264.00	1,300.80	1,343.20	1,381.60	1,423.20	1,470.40	1,517.60	1,572.80	1,641.60
		ANNUAL*	30,128	31,526	32,965	33,925	35,031	36,032	37,117	38,348	39,579	41,019	42,813
K	OVER 14 YEARS	HOURLY	14.57	15.24	15.94	16.41	16.94	17.42	17.94	18.54	19.14	19.83	20.70
		BIWEEKLY	1,165.60	1,219.20	1,275.20	1,312.80	1,355.20	1,393.60	1,435.20	1,483.20	1,531.20	1,586.40	1,656.00
		ANNUAL*	30,399	31,797	33,257	34,238	35,344	36,345	37,430	38,682	39,934	41,373	43,188
L	OVER 15 YEARS	HOURLY	14.69	15.38	16.09	16.55	17.09	17.58	18.10	18.71	19.31	20.01	20.88
		BIWEEKLY	1,175.20	1,230.40	1,287.20	1,324.00	1,367.20	1,406.40	1,448.00	1,496.80	1,544.80	1,600.80	1,670.40
		ANNUAL*	30,649	32,089	33,570	34,530	35,657	36,679	37,764	39,037	40,288	41,749	43,564

Employees will not be on the Pay Schedule at the longevity range which corresponds with their years of service.

COMMONWEALTH OF PENNSYLVANIA
CORRECTIONS OFFICERS/FORENSIC SECURITY EMPLOYES PAY SCHEDULE
EFFECTIVE JULY 1, 2008
PAY SCALE TYPE CO

PAY SCALE GROUP CO29

LONGEVITY LEVEL			STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K
	OVER	HOURLY	14.82	15.51	16.23	16.70	17.24	17.73	18.26	18.87	19.48	20.18	21.07
M	16	BIWEEKLY	1,185.60	1,240.80	1,298.40	1,336.00	1,379.20	1,418.40	1,460.80	1,509.60	1,558.40	1,614.40	1,685.60
	YEARS	ANNUAL*	30,920	32,360	33,862	34,843	35,970	36,992	38,098	39,370	40,643	42,104	43,960
	OVER	HOURLY	14.95	15.65	16.37	16.84	17.39	17.89	18.42	19.04	19.65	20.36	21.25
N	17	BIWEEKLY	1,196.00	1,252.00	1,309.60	1,347.20	1,391.20	1,431.20	1,473.60	1,523.20	1,572.00	1,628.80	1,700.00
	YEARS	ANNUAL*	31,192	32,652	34,154	35,135	36,282	37,326	38,431	39,725	40,998	42,479	44,336
	OVER	HOURLY	15.08	15.78	16.51	16.99	17.54	18.04	18.58	19.20	19.82	20.53	21.43
O	18	BIWEEKLY	1,206.40	1,262.40	1,320.80	1,359.20	1,403.20	1,443.20	1,486.40	1,536.00	1,585.60	1,642.40	1,714.40
	YEARS	ANNUAL*	31,463	32,923	34,446	35,448	36,595	37,639	38,765	40,059	41,352	42,834	44,712
	OVER	HOURLY	15.21	15.92	16.65	17.13	17.69	18.20	18.74	19.36	19.99	20.71	21.62
P	19	BIWEEKLY	1,216.80	1,273.60	1,332.00	1,370.40	1,415.20	1,456.00	1,499.20	1,548.80	1,599.20	1,656.80	1,729.60
	YEARS	ANNUAL*	31,734	33,215	34,739	35,740	36,908	37,972	39,099	40,393	41,707	43,209	45,108
	OVER	HOURLY	15.34	16.05	16.79	17.28	17.84	18.35	18.90	19.53	20.16	20.88	21.80
Q	20	BIWEEKLY	1,227.20	1,284.00	1,343.20	1,382.40	1,427.20	1,468.00	1,512.00	1,562.40	1,612.80	1,670.40	1,744.00
	YEARS	ANNUAL*	32,005	33,487	35,031	36,053	37,221	38,285	39,433	40,747	42,062	43,564	45,484
	OVER	HOURLY	15.47	16.19	16.93	17.42	17.99	18.50	19.06	19.69	20.33	21.06	21.98
R	21	BIWEEKLY	1,237.60	1,295.20	1,354.40	1,393.60	1,439.20	1,480.00	1,524.80	1,575.20	1,626.40	1,684.80	1,758.40
	YEARS	ANNUAL*	32,277	33,779	35,323	36,345	37,534	38,598	39,767	41,081	42,417	43,940	45,859
	OVER	HOURLY	15.60	16.32	17.07	17.57	18.14	18.66	19.21	19.86	20.50	21.24	22.17
S	22	BIWEEKLY	1,248.00	1,305.60	1,365.60	1,405.60	1,451.20	1,492.80	1,536.80	1,588.80	1,640.00	1,699.20	1,773.60
	YEARS	ANNUAL*	32,548	34,050	35,615	36,658	37,847	38,932	40,080	41,436	42,771	44,315	46,255
	OVER	HOURLY	15.73	16.46	17.21	17.71	18.29	18.81	19.37	20.02	20.67	21.41	22.35
T	23	BIWEEKLY	1,258.40	1,316.80	1,376.80	1,416.80	1,463.20	1,504.80	1,549.60	1,601.60	1,653.60	1,712.80	1,788.00
	YEARS	ANNUAL*	32,819	34,342	35,907	36,950	38,160	39,245	40,414	41,770	43,126	44,670	46,631
	OVER	HOURLY	15.85	16.59	17.36	17.86	18.44	18.97	19.53	20.18	20.84	21.59	22.53
U	24	BIWEEKLY	1,268.00	1,327.20	1,388.80	1,428.80	1,475.20	1,517.60	1,562.40	1,614.40	1,667.20	1,727.20	1,802.40
	YEARS	ANNUAL*	33,069	34,613	36,220	37,263	38,473	39,579	40,747	42,104	43,481	45,045	47,007
	OVER	HOURLY	15.98	16.73	17.50	18.00	18.59	19.12	19.69	20.35	21.01	21.76	22.72
V	25	BIWEEKLY	1,278.40	1,338.40	1,400.00	1,440.00	1,487.20	1,529.60	1,575.20	1,628.00	1,680.80	1,740.80	1,817.60
	YEARS	ANNUAL*	33,341	34,905	36,512	37,555	38,786	39,892	41,081	42,458	43,835	45,400	47,403
	OVER	HOURLY	16.11	16.86	17.64	18.15	18.74	19.28	19.85	20.51	21.18	21.94	22.90
W	26	BIWEEKLY	1,288.80	1,348.80	1,411.20	1,452.00	1,499.20	1,542.40	1,588.00	1,640.80	1,694.40	1,755.20	1,832.00
	YEARS	ANNUAL*	33,612	35,177	36,804	37,868	39,099	40,226	41,415	42,792	44,190	45,776	47,779
	OVER	HOURLY	16.24	17.00	17.78	18.30	18.89	19.43	20.01	20.68	21.34	22.11	23.08
X	27	BIWEEKLY	1,299.20	1,360.00	1,422.40	1,464.00	1,511.20	1,554.40	1,600.80	1,654.40	1,707.20	1,768.80	1,846.40
	YEARS	ANNUAL*	33,883	35,469	37,096	38,181	39,412	40,539	41,749	43,147	44,524	46,130	48,154
	OVER	HOURLY	16.37	17.13	17.92	18.44	19.04	19.58	20.17	20.84	21.51	22.29	23.27
Y	28	BIWEEKLY	1,309.60	1,370.40	1,433.60	1,475.20	1,523.20	1,566.40	1,613.60	1,667.20	1,720.80	1,783.20	1,861.60
	YEARS	ANNUAL*	34,154	35,740	37,388	38,473	39,725	40,852	42,083	43,481	44,878	46,506	48,551

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

Employees will not be on the Pay Schedule at the longevity range which corresponds with their years of service.

COMMONWEALTH OF PENNSYLVANIA
CORRECTIONS OFFICERS/FORENSIC SECURITY EMPLOYES PAY SCHEDULE
EFFECTIVE JULY 1, 2008
PAY SCALE TYPE CO

PAY SCALE GROUP CO30

LONGEVITY LEVEL			STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K
A	5 YEARS OR LESS	HOURLY	13.27	13.87	14.52	14.99	15.42	15.88	16.41	16.94	17.55	18.32	18.99
		BIWEEKLY	1,061.60	1,109.60	1,161.60	1,199.20	1,233.60	1,270.40	1,312.80	1,355.20	1,404.00	1,465.60	1,519.20
		ANNUAL*	27,687	28,938	30,295	31,275	32,172	33,132	34,238	35,344	36,616	38,223	39,621
B	OVER 5 YEARS	HOURLY	13.80	14.42	15.10	15.59	16.04	16.52	17.07	17.62	18.25	19.05	19.75
		BIWEEKLY	1,104.00	1,153.60	1,208.00	1,247.20	1,283.20	1,321.60	1,365.60	1,409.60	1,460.00	1,524.00	1,580.00
		ANNUAL*	28,792	30,086	31,505	32,527	33,466	34,467	35,615	36,762	38,077	39,746	41,206
C	OVER 6 YEARS	HOURLY	13.93	14.56	15.25	15.74	16.19	16.67	17.23	17.79	18.43	19.24	19.94
		BIWEEKLY	1,114.40	1,164.80	1,220.00	1,259.20	1,295.20	1,333.60	1,378.40	1,423.20	1,474.40	1,539.20	1,595.20
		ANNUAL*	29,064	30,378	31,818	32,840	33,779	34,780	35,949	37,117	38,452	40,142	41,603
D	OVER 7 YEARS	HOURLY	14.07	14.70	15.39	15.89	16.35	16.83	17.39	17.96	18.60	19.42	20.13
		BIWEEKLY	1,125.60	1,176.00	1,231.20	1,271.20	1,308.00	1,346.40	1,391.20	1,436.80	1,488.00	1,553.60	1,610.40
		ANNUAL*	29,356	30,670	32,110	33,153	34,113	35,114	36,282	37,472	38,807	40,518	41,999
E	OVER 8 YEARS	HOURLY	14.20	14.84	15.54	16.04	16.50	16.99	17.56	18.13	18.78	19.60	20.32
		BIWEEKLY	1,136.00	1,187.20	1,243.20	1,283.20	1,320.00	1,359.20	1,404.80	1,450.40	1,502.40	1,568.00	1,625.60
		ANNUAL*	29,627	30,962	32,423	33,466	34,426	35,448	36,637	37,826	39,183	40,893	42,396
F	OVER 9 YEARS	HOURLY	14.33	14.98	15.68	16.19	16.65	17.15	17.72	18.30	18.95	19.79	20.51
		BIWEEKLY	1,146.40	1,198.40	1,254.40	1,295.20	1,332.00	1,372.00	1,417.60	1,464.00	1,516.00	1,583.20	1,640.80
		ANNUAL*	29,898	31,254	32,715	33,779	34,739	35,782	36,971	38,181	39,537	41,290	42,792
G	OVER 10 YEARS	HOURLY	14.46	15.12	15.83	16.34	16.81	17.31	17.89	18.46	19.13	19.97	20.70
		BIWEEKLY	1,156.80	1,209.60	1,266.40	1,307.20	1,344.80	1,384.80	1,431.20	1,476.80	1,530.40	1,597.60	1,656.00
		ANNUAL*	30,169	31,546	33,028	34,092	35,072	36,116	37,326	38,515	39,913	41,665	43,188
H	OVER 11 YEARS	HOURLY	14.60	15.26	15.97	16.49	16.96	17.47	18.05	18.63	19.31	20.15	20.89
		BIWEEKLY	1,168.00	1,220.80	1,277.60	1,319.20	1,356.80	1,397.60	1,444.00	1,490.40	1,544.80	1,612.00	1,671.20
		ANNUAL*	30,461	31,838	33,320	34,405	35,385	36,449	37,660	38,870	40,288	42,041	43,585
I	OVER 12 YEARS	HOURLY	14.73	15.40	16.12	16.64	17.12	17.63	18.22	18.80	19.48	20.34	21.08
		BIWEEKLY	1,178.40	1,232.00	1,289.60	1,331.20	1,369.60	1,410.40	1,457.60	1,504.00	1,558.40	1,627.20	1,686.40
		ANNUAL*	30,733	32,131	33,633	34,718	35,719	36,783	38,014	39,224	40,643	42,437	43,981
J	OVER 13 YEARS	HOURLY	14.86	15.53	16.26	16.79	17.27	17.79	18.38	18.97	19.66	20.52	21.27
		BIWEEKLY	1,188.80	1,242.40	1,300.80	1,343.20	1,381.60	1,423.20	1,470.40	1,517.60	1,572.80	1,641.60	1,701.60
		ANNUAL*	31,004	32,402	33,925	35,031	36,032	37,117	38,348	39,579	41,019	42,813	44,378
K	OVER 14 YEARS	HOURLY	15.00	15.67	16.41	16.94	17.42	17.94	18.54	19.14	19.83	20.70	21.46
		BIWEEKLY	1,200.00	1,253.60	1,312.80	1,355.20	1,393.60	1,435.20	1,483.20	1,531.20	1,586.40	1,656.00	1,716.80
		ANNUAL*	31,296	32,694	34,238	35,344	36,345	37,430	38,682	39,934	41,373	43,188	44,774
L	OVER 15 YEARS	HOURLY	15.13	15.81	16.55	17.09	17.58	18.10	18.71	19.31	20.01	20.88	21.65
		BIWEEKLY	1,210.40	1,264.80	1,324.00	1,367.20	1,406.40	1,448.00	1,496.80	1,544.80	1,600.80	1,670.40	1,732.00
		ANNUAL*	31,567	32,986	34,530	35,657	36,679	37,764	39,037	40,288	41,749	43,564	45,171

Employees will not be on the Pay Schedule at the longevity range which corresponds with their years of service.

COMMONWEALTH OF PENNSYLVANIA
CORRECTIONS OFFICERS/FORENSIC SECURITY EMPLOYES PAY SCHEDULE
EFFECTIVE JULY 1, 2008
PAY SCALE TYPE CO

PAY SCALE GROUP CO30

LONGEVITY LEVEL			STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K
	OVER	HOURLY	15.26	15.95	16.70	17.24	17.73	18.26	18.87	19.48	20.18	21.07	21.84
M	16	BIWEEKLY	1,220.80	1,276.00	1,336.00	1,379.20	1,418.40	1,460.80	1,509.60	1,558.40	1,614.40	1,685.60	1,747.20
	YEARS	ANNUAL*	31,838	33,278	34,843	35,970	36,992	38,098	39,370	40,643	42,104	43,960	45,567
	OVER	HOURLY	15.39	16.09	16.84	17.39	17.89	18.42	19.04	19.65	20.36	21.25	22.03
N	17	BIWEEKLY	1,231.20	1,287.20	1,347.20	1,391.20	1,431.20	1,473.60	1,523.20	1,572.00	1,628.80	1,700.00	1,762.40
	YEARS	ANNUAL*	32,110	33,570	35,135	36,282	37,326	38,431	39,725	40,998	42,479	44,336	45,963
	OVER	HOURLY	15.53	16.23	16.99	17.54	18.04	18.58	19.20	19.82	20.53	21.43	22.22
O	18	BIWEEKLY	1,242.40	1,298.40	1,359.20	1,403.20	1,443.20	1,486.40	1,536.00	1,585.60	1,642.40	1,714.40	1,777.60
	YEARS	ANNUAL*	32,402	33,862	35,448	36,595	37,639	38,765	40,059	41,352	42,834	44,712	46,360
	OVER	HOURLY	15.66	16.37	17.13	17.69	18.20	18.74	19.36	19.99	20.71	21.62	22.41
P	19	BIWEEKLY	1,252.80	1,309.60	1,370.40	1,415.20	1,456.00	1,499.20	1,548.80	1,599.20	1,656.80	1,729.60	1,792.80
	YEARS	ANNUAL*	32,673	34,154	35,740	36,908	37,972	39,099	40,393	41,707	43,209	45,108	46,756
	OVER	HOURLY	15.79	16.51	17.28	17.84	18.35	18.90	19.53	20.16	20.88	21.80	22.60
Q	20	BIWEEKLY	1,263.20	1,320.80	1,382.40	1,427.20	1,468.00	1,512.00	1,562.40	1,612.80	1,670.40	1,744.00	1,808.00
	YEARS	ANNUAL*	32,944	34,446	36,053	37,221	38,285	39,433	40,747	42,062	43,564	45,484	47,153
	OVER	HOURLY	15.92	16.64	17.42	17.99	18.50	19.06	19.69	20.33	21.06	21.98	22.79
R	21	BIWEEKLY	1,273.60	1,331.20	1,393.60	1,439.20	1,480.00	1,524.80	1,575.20	1,626.40	1,684.80	1,758.40	1,823.20
	YEARS	ANNUAL*	33,215	34,718	36,345	37,534	38,598	39,767	41,081	42,417	43,940	45,859	47,549
	OVER	HOURLY	16.06	16.78	17.57	18.14	18.66	19.21	19.86	20.50	21.24	22.17	22.98
S	22	BIWEEKLY	1,284.80	1,342.40	1,405.60	1,451.20	1,492.80	1,536.80	1,588.80	1,640.00	1,699.20	1,773.60	1,838.40
	YEARS	ANNUAL*	33,508	35,010	36,658	37,847	38,932	40,080	41,436	42,771	44,315	46,255	47,945
	OVER	HOURLY	16.19	16.92	17.71	18.29	18.81	19.37	20.02	20.67	21.41	22.35	23.17
T	23	BIWEEKLY	1,295.20	1,353.60	1,416.80	1,463.20	1,504.80	1,549.60	1,601.60	1,653.60	1,712.80	1,788.00	1,853.60
	YEARS	ANNUAL*	33,779	35,302	36,950	38,160	39,245	40,414	41,770	43,126	44,670	46,631	48,342
	OVER	HOURLY	16.32	17.06	17.86	18.44	18.97	19.53	20.18	20.84	21.59	22.53	23.36
U	24	BIWEEKLY	1,305.60	1,364.80	1,428.80	1,475.20	1,517.60	1,562.40	1,614.40	1,667.20	1,727.20	1,802.40	1,868.80
	YEARS	ANNUAL*	34,050	35,594	37,263	38,473	39,579	40,747	42,104	43,481	45,045	47,007	48,738
	OVER	HOURLY	16.45	17.20	18.00	18.59	19.12	19.69	20.35	21.01	21.76	22.72	23.55
V	25	BIWEEKLY	1,316.00	1,376.00	1,440.00	1,487.20	1,529.60	1,575.20	1,628.00	1,680.80	1,740.80	1,817.60	1,884.00
	YEARS	ANNUAL*	34,321	35,886	37,555	38,786	39,892	41,081	42,458	43,835	45,400	47,403	49,135
	OVER	HOURLY	16.59	17.34	18.15	18.74	19.28	19.85	20.51	21.18	21.94	22.90	23.74
W	26	BIWEEKLY	1,327.20	1,387.20	1,452.00	1,499.20	1,542.40	1,588.00	1,640.80	1,694.40	1,755.20	1,832.00	1,899.20
	YEARS	ANNUAL*	34,613	36,178	37,868	39,099	40,226	41,415	42,792	44,190	45,776	47,779	49,531
	OVER	HOURLY	16.72	17.48	18.30	18.89	19.43	20.01	20.68	21.34	22.11	23.08	23.93
X	27	BIWEEKLY	1,337.60	1,398.40	1,464.00	1,511.20	1,554.40	1,600.80	1,654.40	1,707.20	1,768.80	1,846.40	1,914.40
	YEARS	ANNUAL*	34,885	36,470	38,181	39,412	40,539	41,749	43,147	44,524	46,130	48,154	49,928
	OVER	HOURLY	16.85	17.61	18.44	19.04	19.58	20.17	20.84	21.51	22.29	23.27	24.12
Y	28	BIWEEKLY	1,348.00	1,408.80	1,475.20	1,523.20	1,566.40	1,613.60	1,667.20	1,720.80	1,783.20	1,861.60	1,929.60
	YEARS	ANNUAL*	35,156	36,742	38,473	39,725	40,852	42,083	43,481	44,878	46,506	48,551	50,324

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

Employees will not be on the Pay Schedule at the longevity range which corresponds with their years of service.

COMMONWEALTH OF PENNSYLVANIA
CORRECTIONS OFFICERS/FORENSIC SECURITY EMPLOYES PAY SCHEDULE
EFFECTIVE JULY 1, 2008
PAY SCALE TYPE CO

PAY SCALE GROUP CO32

LONGEVITY LEVEL			STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K
A	5 YEARS OR LESS	HOURLY	14.08	14.72	15.42	15.88	16.41	16.94	17.55	18.32	18.99	19.79	20.61
		BIWEEKLY	1,126.40	1,177.60	1,233.60	1,270.40	1,312.80	1,355.20	1,404.00	1,465.60	1,519.20	1,583.20	1,648.80
		ANNUAL*	29,377	30,712	32,172	33,132	34,238	35,344	36,616	38,223	39,621	41,290	43,001
B	OVER 5 YEARS	HOURLY	14.64	15.31	16.04	16.52	17.07	17.62	18.25	19.05	19.75	20.58	21.43
		BIWEEKLY	1,171.20	1,224.80	1,283.20	1,321.60	1,365.60	1,409.60	1,460.00	1,524.00	1,580.00	1,646.40	1,714.40
		ANNUAL*	30,545	31,943	33,466	34,467	35,615	36,762	38,077	39,746	41,206	42,938	44,712
C	OVER 6 YEARS	HOURLY	14.78	15.46	16.19	16.67	17.23	17.79	18.43	19.24	19.94	20.78	21.64
		BIWEEKLY	1,182.40	1,236.80	1,295.20	1,333.60	1,378.40	1,423.20	1,474.40	1,539.20	1,595.20	1,662.40	1,731.20
		ANNUAL*	30,837	32,256	33,779	34,780	35,949	37,117	38,452	40,142	41,603	43,355	45,150
D	OVER 7 YEARS	HOURLY	14.92	15.60	16.35	16.83	17.39	17.96	18.60	19.42	20.13	20.98	21.85
		BIWEEKLY	1,193.60	1,248.00	1,308.00	1,346.40	1,391.20	1,436.80	1,488.00	1,553.60	1,610.40	1,678.40	1,748.00
		ANNUAL*	31,129	32,548	34,113	35,114	36,282	37,472	38,807	40,518	41,999	43,773	45,588
E	OVER 8 YEARS	HOURLY	15.07	15.75	16.50	16.99	17.56	18.13	18.78	19.60	20.32	21.18	22.05
		BIWEEKLY	1,205.60	1,260.00	1,320.00	1,359.20	1,404.80	1,450.40	1,502.40	1,568.00	1,625.60	1,694.40	1,764.00
		ANNUAL*	31,442	32,861	34,426	35,448	36,637	37,826	39,183	40,893	42,396	44,190	46,005
F	OVER 9 YEARS	HOURLY	15.21	15.90	16.65	17.15	17.72	18.30	18.95	19.79	20.51	21.37	22.26
		BIWEEKLY	1,216.80	1,272.00	1,332.00	1,372.00	1,417.60	1,464.00	1,516.00	1,583.20	1,640.80	1,709.60	1,780.80
		ANNUAL*	31,734	33,174	34,739	35,782	36,971	38,181	39,537	41,290	42,792	44,586	46,443
G	OVER 10 YEARS	HOURLY	15.35	16.04	16.81	17.31	17.89	18.46	19.13	19.97	20.70	21.57	22.46
		BIWEEKLY	1,228.00	1,283.20	1,344.80	1,384.80	1,431.20	1,476.80	1,530.40	1,597.60	1,656.00	1,725.60	1,796.80
		ANNUAL*	32,026	33,466	35,072	36,116	37,326	38,515	39,913	41,665	43,188	45,004	46,861
H	OVER 11 YEARS	HOURLY	15.49	16.19	16.96	17.47	18.05	18.63	19.31	20.15	20.89	21.77	22.67
		BIWEEKLY	1,239.20	1,295.20	1,356.80	1,397.60	1,444.00	1,490.40	1,544.80	1,612.00	1,671.20	1,741.60	1,813.60
		ANNUAL*	32,318	33,779	35,385	36,449	37,660	38,870	40,288	42,041	43,585	45,421	47,299
I	OVER 12 YEARS	HOURLY	15.63	16.34	17.12	17.63	18.22	18.80	19.48	20.34	21.08	21.97	22.88
		BIWEEKLY	1,250.40	1,307.20	1,369.60	1,410.40	1,457.60	1,504.00	1,558.40	1,627.20	1,686.40	1,757.60	1,830.40
		ANNUAL*	32,610	34,092	35,719	36,783	38,014	39,224	40,643	42,437	43,981	45,838	47,737
J	OVER 13 YEARS	HOURLY	15.77	16.49	17.27	17.79	18.38	18.97	19.66	20.52	21.27	22.16	23.08
		BIWEEKLY	1,261.60	1,319.20	1,381.60	1,423.20	1,470.40	1,517.60	1,572.80	1,641.60	1,701.60	1,772.80	1,846.40
		ANNUAL*	32,903	34,405	36,032	37,117	38,348	39,579	41,019	42,813	44,378	46,235	48,154
K	OVER 14 YEARS	HOURLY	15.91	16.63	17.42	17.94	18.54	19.14	19.83	20.70	21.46	22.36	23.29
		BIWEEKLY	1,272.80	1,330.40	1,393.60	1,435.20	1,483.20	1,531.20	1,586.40	1,656.00	1,716.80	1,788.80	1,863.20
		ANNUAL*	33,195	34,697	36,345	37,430	38,682	39,934	41,373	43,188	44,774	46,652	48,592
L	OVER 15 YEARS	HOURLY	16.05	16.78	17.58	18.10	18.71	19.31	20.01	20.88	21.65	22.56	23.50
		BIWEEKLY	1,284.00	1,342.40	1,406.40	1,448.00	1,496.80	1,544.80	1,600.80	1,670.40	1,732.00	1,804.80	1,880.00
		ANNUAL*	33,487	35,010	36,679	37,764	39,037	40,288	41,749	43,564	45,171	47,069	49,030

Employees will not be on the Pay Schedule at the longevity range which corresponds with their years of service.

COMMONWEALTH OF PENNSYLVANIA
CORRECTIONS OFFICERS/FORENSIC SECURITY EMPLOYES PAY SCHEDULE
EFFECTIVE JULY 1, 2008
PAY SCALE TYPE CO

PAY SCALE GROUP CO32

LONGEVITY LEVEL			STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K
	OVER	HOURLY	16.19	16.93	17.73	18.26	18.87	19.48	20.18	21.07	21.84	22.76	23.70
M	16	BIWEEKLY	1,295.20	1,354.40	1,418.40	1,460.80	1,509.60	1,558.40	1,614.40	1,685.60	1,747.20	1,820.80	1,896.00
	YEARS	ANNUAL*	33,779	35,323	36,992	38,098	39,370	40,643	42,104	43,960	45,567	47,486	49,448
	OVER	HOURLY	16.33	17.08	17.89	18.42	19.04	19.65	20.36	21.25	22.03	22.96	23.91
N	17	BIWEEKLY	1,306.40	1,366.40	1,431.20	1,473.60	1,523.20	1,572.00	1,628.80	1,700.00	1,762.40	1,836.80	1,912.80
	YEARS	ANNUAL*	34,071	35,636	37,326	38,431	39,725	40,998	42,479	44,336	45,963	47,904	49,886
	OVER	HOURLY	16.47	17.22	18.04	18.58	19.20	19.82	20.53	21.43	22.22	23.15	24.11
O	18	BIWEEKLY	1,317.60	1,377.60	1,443.20	1,486.40	1,536.00	1,585.60	1,642.40	1,714.40	1,777.60	1,852.00	1,928.80
	YEARS	ANNUAL*	34,363	35,928	37,639	38,765	40,059	41,352	42,834	44,712	46,360	48,300	50,303
	OVER	HOURLY	16.61	17.37	18.20	18.74	19.36	19.99	20.71	21.62	22.41	23.35	24.32
P	19	BIWEEKLY	1,328.80	1,389.60	1,456.00	1,499.20	1,548.80	1,599.20	1,656.80	1,729.60	1,792.80	1,868.00	1,945.60
	YEARS	ANNUAL*	34,655	36,241	37,972	39,099	40,393	41,707	43,209	45,108	46,756	48,717	50,741
	OVER	HOURLY	16.76	17.52	18.35	18.90	19.53	20.16	20.88	21.80	22.60	23.55	24.53
Q	20	BIWEEKLY	1,340.80	1,401.60	1,468.00	1,512.00	1,562.40	1,612.80	1,670.40	1,744.00	1,808.00	1,884.00	1,962.40
	YEARS	ANNUAL*	34,968	36,554	38,285	39,433	40,747	42,062	43,564	45,484	47,153	49,135	51,179
	OVER	HOURLY	16.90	17.66	18.50	19.06	19.69	20.33	21.06	21.98	22.79	23.75	24.73
R	21	BIWEEKLY	1,352.00	1,412.80	1,480.00	1,524.80	1,575.20	1,626.40	1,684.80	1,758.40	1,823.20	1,900.00	1,978.40
	YEARS	ANNUAL*	35,260	36,846	38,598	39,767	41,081	42,417	43,940	45,859	47,549	49,552	51,597
	OVER	HOURLY	17.04	17.81	18.66	19.21	19.86	20.50	21.24	22.17	22.98	23.95	24.94
S	22	BIWEEKLY	1,363.20	1,424.80	1,492.80	1,536.80	1,588.80	1,640.00	1,699.20	1,773.60	1,838.40	1,916.00	1,995.20
	YEARS	ANNUAL*	35,552	37,159	38,932	40,080	41,436	42,771	44,315	46,255	47,945	49,969	52,035
	OVER	HOURLY	17.18	17.96	18.81	19.37	20.02	20.67	21.41	22.35	23.17	24.14	25.14
T	23	BIWEEKLY	1,374.40	1,436.80	1,504.80	1,549.60	1,601.60	1,653.60	1,712.80	1,788.00	1,853.60	1,931.20	2,011.20
	YEARS	ANNUAL*	35,844	37,472	39,245	40,414	41,770	43,126	44,670	46,631	48,342	50,366	52,452
	OVER	HOURLY	17.32	18.11	18.97	19.53	20.18	20.84	21.59	22.53	23.36	24.34	25.35
U	24	BIWEEKLY	1,385.60	1,448.80	1,517.60	1,562.40	1,614.40	1,667.20	1,727.20	1,802.40	1,868.80	1,947.20	2,028.00
	YEARS	ANNUAL*	36,136	37,785	39,579	40,747	42,104	43,481	45,045	47,007	48,738	50,783	52,890
	OVER	HOURLY	17.46	18.25	19.12	19.69	20.35	21.01	21.76	22.72	23.55	24.54	25.56
V	25	BIWEEKLY	1,396.80	1,460.00	1,529.60	1,575.20	1,628.00	1,680.80	1,740.80	1,817.60	1,884.00	1,963.20	2,044.80
	YEARS	ANNUAL*	36,429	38,077	39,892	41,081	42,458	43,835	45,400	47,403	49,135	51,200	53,328
	OVER	HOURLY	17.60	18.40	19.28	19.85	20.51	21.18	21.94	22.90	23.74	24.74	25.76
W	26	BIWEEKLY	1,408.00	1,472.00	1,542.40	1,588.00	1,640.80	1,694.40	1,755.20	1,832.00	1,899.20	1,979.20	2,060.80
	YEARS	ANNUAL*	36,721	38,390	40,226	41,415	42,792	44,190	45,776	47,779	49,531	51,618	53,746
	OVER	HOURLY	17.74	18.55	19.43	20.01	20.68	21.34	22.11	23.08	23.93	24.94	25.97
X	27	BIWEEKLY	1,419.20	1,484.00	1,554.40	1,600.80	1,654.40	1,707.20	1,768.80	1,846.40	1,914.40	1,995.20	2,077.60
	YEARS	ANNUAL*	37,013	38,703	40,539	41,749	43,147	44,524	46,130	48,154	49,928	52,035	54,184
	OVER	HOURLY	17.88	18.69	19.58	20.17	20.84	21.51	22.29	23.27	24.12	25.13	26.17
Y	28	BIWEEKLY	1,430.40	1,495.20	1,566.40	1,613.60	1,667.20	1,720.80	1,783.20	1,861.60	1,929.60	2,010.40	2,093.60
	YEARS	ANNUAL*	37,305	38,995	40,852	42,083	43,481	44,878	46,506	48,551	50,324	52,431	54,601

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

Employees will not be on the Pay Schedule at the longevity range which corresponds with their years of service.

COMMONWEALTH OF PENNSYLVANIA
CORRECTIONS OFFICERS/FORENSIC SECURITY EMPLOYES PAY SCHEDULE
EFFECTIVE JULY 1, 2008
PAY SCALE TYPE CO

PAY SCALE GROUP CO34

LONGEVITY LEVEL			STEP S	STEP A	STEP B
	5 YEARS	HOURLY	14.72	15.15	15.48
A	OR	BIWEEKLY	1,177.60	1,212.00	1,238.40
	LESS	ANNUAL*	30,712	31,609	32,297

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

Employees will not be on the Pay Schedule at the longevity range which corresponds with their years of service.

COMMONWEALTH OF PENNSYLVANIA
CORRECTIONS OFFICERS/FORENSIC SECURITY EMPLOYES PAY SCHEDULE
EFFECTIVE JULY 1, 2008
PAY SCALE TYPE CO

PAY SCALE GROUP CO35

LONGEVITY RANGE			STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K
A	5 YEARS OR LESS	HOURLY	15.48	16.19	16.94	17.55	18.32	18.99	19.79	20.61	21.34	22.33	23.34
		BIWEEKLY	1,238.40	1,295.20	1,355.20	1,404.00	1,465.60	1,519.20	1,583.20	1,648.80	1,707.20	1,786.40	1,867.20
		ANNUAL*	32,297	33,779	35,344	36,616	38,223	39,621	41,290	43,001	44,524	46,589	48,697
B	OVER 5 YEARS	HOURLY	16.10	16.84	17.62	18.25	19.05	19.75	20.58	21.43	22.19	23.22	24.27
		BIWEEKLY	1,288.00	1,347.20	1,409.60	1,460.00	1,524.00	1,580.00	1,646.40	1,714.40	1,775.20	1,857.60	1,941.60
		ANNUAL*	33,591	35,135	36,762	38,077	39,746	41,206	42,938	44,712	46,297	48,446	50,637
C	OVER 6 YEARS	HOURLY	16.25	17.00	17.79	18.43	19.24	19.94	20.78	21.64	22.41	23.45	24.51
		BIWEEKLY	1,300.00	1,360.00	1,423.20	1,474.40	1,539.20	1,595.20	1,662.40	1,731.20	1,792.80	1,876.00	1,960.80
		ANNUAL*	33,904	35,469	37,117	38,452	40,142	41,603	43,355	45,150	46,756	48,926	51,138
D	OVER 7 YEARS	HOURLY	16.41	17.16	17.96	18.60	19.42	20.13	20.98	21.85	22.62	23.67	24.74
		BIWEEKLY	1,312.80	1,372.80	1,436.80	1,488.00	1,553.60	1,610.40	1,678.40	1,748.00	1,809.60	1,893.60	1,979.20
		ANNUAL*	34,238	35,803	37,472	38,807	40,518	41,999	43,773	45,588	47,194	49,385	51,618
E	OVER 8 YEARS	HOURLY	16.56	17.32	18.13	18.78	19.60	20.32	21.18	22.05	22.83	23.89	24.97
		BIWEEKLY	1,324.80	1,385.60	1,450.40	1,502.40	1,568.00	1,625.60	1,694.40	1,764.00	1,826.40	1,911.20	1,997.60
		ANNUAL*	34,551	36,136	37,826	39,183	40,893	42,396	44,190	46,005	47,633	49,844	52,097
F	OVER 9 YEARS	HOURLY	16.72	17.49	18.30	18.95	19.79	20.51	21.37	22.26	23.05	24.12	25.21
		BIWEEKLY	1,337.60	1,399.20	1,464.00	1,516.00	1,583.20	1,640.80	1,709.60	1,780.80	1,844.00	1,929.60	2,016.80
		ANNUAL*	34,885	36,491	38,181	39,537	41,290	42,792	44,586	46,443	48,092	50,324	52,598
G	OVER 10 YEARS	HOURLY	16.87	17.65	18.46	19.13	19.97	20.70	21.57	22.46	23.26	24.34	25.44
		BIWEEKLY	1,349.60	1,412.00	1,476.80	1,530.40	1,597.60	1,656.00	1,725.60	1,796.80	1,860.80	1,947.20	2,035.20
		ANNUAL*	35,198	36,825	38,515	39,913	41,665	43,188	45,004	46,861	48,530	50,783	53,078
H	OVER 11 YEARS	HOURLY	17.03	17.81	18.63	19.31	20.15	20.89	21.77	22.67	23.47	24.56	25.67
		BIWEEKLY	1,362.40	1,424.80	1,490.40	1,544.80	1,612.00	1,671.20	1,741.60	1,813.60	1,877.60	1,964.80	2,053.60
		ANNUAL*	35,531	37,159	38,870	40,288	42,041	43,585	45,421	47,299	48,968	51,242	53,558
I	OVER 12 YEARS	HOURLY	17.18	17.97	18.80	19.48	20.34	21.08	21.97	22.88	23.69	24.79	25.91
		BIWEEKLY	1,374.40	1,437.60	1,504.00	1,558.40	1,627.20	1,686.40	1,757.60	1,830.40	1,895.20	1,983.20	2,072.80
		ANNUAL*	35,844	37,493	39,224	40,643	42,437	43,981	45,838	47,737	49,427	51,722	54,059
J	OVER 13 YEARS	HOURLY	17.34	18.13	18.97	19.66	20.52	21.27	22.16	23.08	23.90	25.01	26.14
		BIWEEKLY	1,387.20	1,450.40	1,517.60	1,572.80	1,641.60	1,701.60	1,772.80	1,846.40	1,912.00	2,000.80	2,091.20
		ANNUAL*	36,178	37,826	39,579	41,019	42,813	44,378	46,235	48,154	49,865	52,181	54,538
K	OVER 14 YEARS	HOURLY	17.49	18.29	19.14	19.83	20.70	21.46	22.36	23.29	24.11	25.23	26.37
		BIWEEKLY	1,399.20	1,463.20	1,531.20	1,586.40	1,656.00	1,716.80	1,788.80	1,863.20	1,928.80	2,018.40	2,109.60
		ANNUAL*	36,491	38,160	39,934	41,373	43,188	44,774	46,652	48,592	50,303	52,640	55,018
L	OVER 15 YEARS	HOURLY	17.65	18.46	19.31	20.01	20.88	21.65	22.56	23.50	24.33	25.46	26.61
		BIWEEKLY	1,412.00	1,476.80	1,544.80	1,600.80	1,670.40	1,732.00	1,804.80	1,880.00	1,946.40	2,036.80	2,128.80
		ANNUAL*	36,825	38,515	40,288	41,749	43,564	45,171	47,069	49,030	50,762	53,120	55,519

Employees will not be on the Pay Schedule at the longevity range which corresponds with their years of service.

COMMONWEALTH OF PENNSYLVANIA
CORRECTIONS OFFICERS/FORENSIC SECURITY EMPLOYES PAY SCHEDULE
EFFECTIVE JULY 1, 2008
PAY SCALE TYPE CO

PAY SCALE GROUP CO35

LONGEVITY LEVEL			STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K
M	OVER 16 YEARS	HOURLY	17.80	18.62	19.48	20.18	21.07	21.84	22.76	23.70	24.54	25.68	26.84
		BIWEEKLY	1,424.00	1,489.60	1,558.40	1,614.40	1,685.60	1,747.20	1,820.80	1,896.00	1,963.20	2,054.40	2,147.20
		ANNUAL*	37,138	38,849	40,643	42,104	43,960	45,567	47,486	49,448	51,200	53,579	55,999
N	OVER 17 YEARS	HOURLY	17.96	18.78	19.65	20.36	21.25	22.03	22.96	23.91	24.75	25.90	27.07
		BIWEEKLY	1,436.80	1,502.40	1,572.00	1,628.80	1,700.00	1,762.40	1,836.80	1,912.80	1,980.00	2,072.00	2,165.60
		ANNUAL*	37,472	39,183	40,998	42,479	44,336	45,963	47,904	49,886	51,638	54,038	56,479
O	OVER 18 YEARS	HOURLY	18.11	18.94	19.82	20.53	21.43	22.22	23.15	24.11	24.97	26.13	27.31
		BIWEEKLY	1,448.80	1,515.20	1,585.60	1,642.40	1,714.40	1,777.60	1,852.00	1,928.80	1,997.60	2,090.40	2,184.80
		ANNUAL*	37,785	39,516	41,352	42,834	44,712	46,360	48,300	50,303	52,097	54,518	56,980
P	OVER 19 YEARS	HOURLY	18.27	19.10	19.99	20.71	21.62	22.41	23.35	24.32	25.18	26.35	27.54
		BIWEEKLY	1,461.60	1,528.00	1,599.20	1,656.80	1,729.60	1,792.80	1,868.00	1,945.60	2,014.40	2,108.00	2,203.20
		ANNUAL*	38,119	39,850	41,707	43,209	45,108	46,756	48,717	50,741	52,536	54,977	57,459
Q	OVER 20 YEARS	HOURLY	18.42	19.27	20.16	20.88	21.80	22.60	23.55	24.53	25.39	26.57	27.77
		BIWEEKLY	1,473.60	1,541.60	1,612.80	1,670.40	1,744.00	1,808.00	1,884.00	1,962.40	2,031.20	2,125.60	2,221.60
		ANNUAL*	38,431	40,205	42,062	43,564	45,484	47,153	49,135	51,179	52,974	55,436	57,939
R	OVER 21 YEARS	HOURLY	18.58	19.43	20.33	21.06	21.98	22.79	23.75	24.73	25.61	26.80	28.01
		BIWEEKLY	1,486.40	1,554.40	1,626.40	1,684.80	1,758.40	1,823.20	1,900.00	1,978.40	2,048.80	2,144.00	2,240.80
		ANNUAL*	38,765	40,539	42,417	43,940	45,859	47,549	49,552	51,597	53,433	55,916	58,440
S	OVER 22 YEARS	HOURLY	18.73	19.59	20.50	21.24	22.17	22.98	23.95	24.94	25.82	27.02	28.24
		BIWEEKLY	1,498.40	1,567.20	1,640.00	1,699.20	1,773.60	1,838.40	1,916.00	1,995.20	2,065.60	2,161.60	2,259.20
		ANNUAL*	39,078	40,873	42,771	44,315	46,255	47,945	49,969	52,035	53,871	56,375	58,920
T	OVER 23 YEARS	HOURLY	18.89	19.75	20.67	21.41	22.35	23.17	24.14	25.14	26.03	27.24	28.47
		BIWEEKLY	1,511.20	1,580.00	1,653.60	1,712.80	1,788.00	1,853.60	1,931.20	2,011.20	2,082.40	2,179.20	2,277.60
		ANNUAL*	39,412	41,206	43,126	44,670	46,631	48,342	50,366	52,452	54,309	56,834	59,400
U	OVER 24 YEARS	HOURLY	19.04	19.91	20.84	21.59	22.53	23.36	24.34	25.35	26.25	27.47	28.71
		BIWEEKLY	1,523.20	1,592.80	1,667.20	1,727.20	1,802.40	1,868.80	1,947.20	2,028.00	2,100.00	2,197.60	2,296.80
		ANNUAL*	39,725	41,540	43,481	45,045	47,007	48,738	50,783	52,890	54,768	57,313	59,901
V	OVER 25 YEARS	HOURLY	19.20	20.08	21.01	21.76	22.72	23.55	24.54	25.56	26.46	27.69	28.94
		BIWEEKLY	1,536.00	1,606.40	1,680.80	1,740.80	1,817.60	1,884.00	1,963.20	2,044.80	2,116.80	2,215.20	2,315.20
		ANNUAL*	40,059	41,895	43,835	45,400	47,403	49,135	51,200	53,328	55,206	57,772	60,380
W	OVER 26 YEARS	HOURLY	19.35	20.24	21.18	21.94	22.90	23.74	24.74	25.76	26.68	27.91	29.18
		BIWEEKLY	1,548.00	1,619.20	1,694.40	1,755.20	1,832.00	1,899.20	1,979.20	2,060.80	2,134.40	2,232.80	2,334.40
		ANNUAL*	40,372	42,229	44,190	45,776	47,779	49,531	51,618	53,746	55,665	58,231	60,881
X	OVER 27 YEARS	HOURLY	19.50	20.40	21.34	22.11	23.08	23.93	24.94	25.97	26.89	28.14	29.41
		BIWEEKLY	1,560.00	1,632.00	1,707.20	1,768.80	1,846.40	1,914.40	1,995.20	2,077.60	2,151.20	2,251.20	2,352.80
		ANNUAL*	40,685	42,563	44,524	46,130	48,154	49,928	52,035	54,184	56,103	58,711	61,361
Y	OVER 28 YEARS	HOURLY	19.66	20.56	21.51	22.29	23.27	24.12	25.13	26.17	27.10	28.36	29.64
		BIWEEKLY	1,572.80	1,644.80	1,720.80	1,783.20	1,861.60	1,929.60	2,010.40	2,093.60	2,168.00	2,268.80	2,371.20
		ANNUAL*	41,019	42,896	44,878	46,506	48,551	50,324	52,431	54,601	56,541	59,170	61,841

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

Employees will not be on the Pay Schedule at the longevity range which corresponds with their years of service.

COMMONWEALTH OF PENNSYLVANIA
CORRECTIONS OFFICERS/FORENSIC SECURITY EMPLOYES PAY SCHEDULE
EFFECTIVE JULY 1, 2008
PAY SCALE TYPE CO

PAY SCALE GROUP CO37

LONGEVITY LEVEL			STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K
A	5 YEARS OR LESS	HOURLY	16.75	17.54	18.32	18.99	19.79	20.61	21.34	22.33	23.34	24.31	25.33
		BIWEEKLY	1,340.00	1,403.20	1,465.60	1,519.20	1,583.20	1,648.80	1,707.20	1,786.40	1,867.20	1,944.80	2,026.40
		ANNUAL*	34,947	36,595	38,223	39,621	41,290	43,001	44,524	46,589	48,697	50,720	52,849
B	OVER 5 YEARS	HOURLY	17.42	18.24	19.05	19.75	20.58	21.43	22.19	23.22	24.27	25.28	26.34
		BIWEEKLY	1,393.60	1,459.20	1,524.00	1,580.00	1,646.40	1,714.40	1,775.20	1,857.60	1,941.60	2,022.40	2,107.20
		ANNUAL*	36,345	38,056	39,746	41,206	42,938	44,712	46,297	48,446	50,637	52,744	54,956
C	OVER 6 YEARS	HOURLY	17.59	18.42	19.24	19.94	20.78	21.64	22.41	23.45	24.51	25.53	26.60
		BIWEEKLY	1,407.20	1,473.60	1,539.20	1,595.20	1,662.40	1,731.20	1,792.80	1,876.00	1,960.80	2,042.40	2,128.00
		ANNUAL*	36,700	38,431	40,142	41,603	43,355	45,150	46,756	48,926	51,138	53,266	55,498
D	OVER 7 YEARS	HOURLY	17.76	18.59	19.42	20.13	20.98	21.85	22.62	23.67	24.74	25.77	26.85
		BIWEEKLY	1,420.80	1,487.20	1,553.60	1,610.40	1,678.40	1,748.00	1,809.60	1,893.60	1,979.20	2,061.60	2,148.00
		ANNUAL*	37,054	38,786	40,518	41,999	43,773	45,588	47,194	49,385	51,618	53,767	56,020
E	OVER 8 YEARS	HOURLY	17.92	18.77	19.60	20.32	21.18	22.05	22.83	23.89	24.97	26.01	27.10
		BIWEEKLY	1,433.60	1,501.60	1,568.00	1,625.60	1,694.40	1,764.00	1,826.40	1,911.20	1,997.60	2,080.80	2,168.00
		ANNUAL*	37,388	39,162	40,893	42,396	44,190	46,005	47,633	49,844	52,097	54,267	56,541
F	OVER 9 YEARS	HOURLY	18.09	18.94	19.79	20.51	21.37	22.26	23.05	24.12	25.21	26.25	27.36
		BIWEEKLY	1,447.20	1,515.20	1,583.20	1,640.80	1,709.60	1,780.80	1,844.00	1,929.60	2,016.80	2,100.00	2,188.80
		ANNUAL*	37,743	39,516	41,290	42,792	44,586	46,443	48,092	50,324	52,598	54,768	57,084
G	OVER 10 YEARS	HOURLY	18.26	19.12	19.97	20.70	21.57	22.46	23.26	24.34	25.44	26.50	27.61
		BIWEEKLY	1,460.80	1,529.60	1,597.60	1,656.00	1,725.60	1,796.80	1,860.80	1,947.20	2,035.20	2,120.00	2,208.80
		ANNUAL*	38,098	39,892	41,665	43,188	45,004	46,861	48,530	50,783	53,078	55,290	57,606
H	OVER 11 YEARS	HOURLY	18.43	19.29	20.15	20.89	21.77	22.67	23.47	24.56	25.67	26.74	27.86
		BIWEEKLY	1,474.40	1,543.20	1,612.00	1,671.20	1,741.60	1,813.60	1,877.60	1,964.80	2,053.60	2,139.20	2,228.80
		ANNUAL*	38,452	40,247	42,041	43,585	45,421	47,299	48,968	51,242	53,558	55,790	58,127
I	OVER 12 YEARS	HOURLY	18.59	19.47	20.34	21.08	21.97	22.88	23.69	24.79	25.91	26.98	28.12
		BIWEEKLY	1,487.20	1,557.60	1,627.20	1,686.40	1,757.60	1,830.40	1,895.20	1,983.20	2,072.80	2,158.40	2,249.60
		ANNUAL*	38,786	40,622	42,437	43,981	45,838	47,737	49,427	51,722	54,059	56,291	58,670
J	OVER 13 YEARS	HOURLY	18.76	19.64	20.52	21.27	22.16	23.08	23.90	25.01	26.14	27.23	28.37
		BIWEEKLY	1,500.80	1,571.20	1,641.60	1,701.60	1,772.80	1,846.40	1,912.00	2,000.80	2,091.20	2,178.40	2,269.60
		ANNUAL*	39,141	40,977	42,813	44,378	46,235	48,154	49,865	52,181	54,538	56,813	59,191
K	OVER 14 YEARS	HOURLY	18.93	19.82	20.70	21.46	22.36	23.29	24.11	25.23	26.37	27.47	28.62
		BIWEEKLY	1,514.40	1,585.60	1,656.00	1,716.80	1,788.80	1,863.20	1,928.80	2,018.40	2,109.60	2,197.60	2,289.60
		ANNUAL*	39,496	41,352	43,188	44,774	46,652	48,592	50,303	52,640	55,018	57,313	59,713
L	OVER 15 YEARS	HOURLY	19.10	20.00	20.88	21.65	22.56	23.50	24.33	25.46	26.61	27.71	28.88
		BIWEEKLY	1,528.00	1,600.00	1,670.40	1,732.00	1,804.80	1,880.00	1,946.40	2,036.80	2,128.80	2,216.80	2,310.40
		ANNUAL*	39,850	41,728	43,564	45,171	47,069	49,030	50,762	53,120	55,519	57,814	60,255

Employees will not be on the Pay Schedule at the longevity range which corresponds with their years of service.

COMMONWEALTH OF PENNSYLVANIA
CORRECTIONS OFFICERS/FORENSIC SECURITY EMPLOYES PAY SCHEDULE
EFFECTIVE JULY 1, 2008
PAY SCALE TYPE CO

PAY SCALE GROUP CO37

LONGEVITY LEVEL			STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K
	OVER	HOURLY	19.26	20.17	21.07	21.84	22.76	23.70	24.54	25.68	26.84	27.96	29.13
M	16	BIWEEKLY	1,540.80	1,613.60	1,685.60	1,747.20	1,820.80	1,896.00	1,963.20	2,054.40	2,147.20	2,236.80	2,330.40
	YEARS	ANNUAL*	40,184	42,083	43,960	45,567	47,486	49,448	51,200	53,579	55,999	58,336	60,777
	OVER	HOURLY	19.43	20.35	21.25	22.03	22.96	23.91	24.75	25.90	27.07	28.20	29.38
N	17	BIWEEKLY	1,554.40	1,628.00	1,700.00	1,762.40	1,836.80	1,912.80	1,980.00	2,072.00	2,165.60	2,256.00	2,350.40
	YEARS	ANNUAL*	40,539	42,458	44,336	45,963	47,904	49,886	51,638	54,038	56,479	58,836	61,298
	OVER	HOURLY	19.60	20.52	21.43	22.22	23.15	24.11	24.97	26.13	27.31	28.44	29.64
O	18	BIWEEKLY	1,568.00	1,641.60	1,714.40	1,777.60	1,852.00	1,928.80	1,997.60	2,090.40	2,184.80	2,275.20	2,371.20
	YEARS	ANNUAL*	40,893	42,813	44,712	46,360	48,300	50,303	52,097	54,518	56,980	59,337	61,841
	OVER	HOURLY	19.77	20.70	21.62	22.41	23.35	24.32	25.18	26.35	27.54	28.69	29.89
P	19	BIWEEKLY	1,581.60	1,656.00	1,729.60	1,792.80	1,868.00	1,945.60	2,014.40	2,108.00	2,203.20	2,295.20	2,391.20
	YEARS	ANNUAL*	41,248	43,188	45,108	46,756	48,717	50,741	52,536	54,977	57,459	59,859	62,362
	OVER	HOURLY	19.93	20.87	21.80	22.60	23.55	24.53	25.39	26.57	27.77	28.93	30.14
Q	20	BIWEEKLY	1,594.40	1,669.60	1,744.00	1,808.00	1,884.00	1,962.40	2,031.20	2,125.60	2,221.60	2,314.40	2,411.20
	YEARS	ANNUAL*	41,582	43,543	45,484	47,153	49,135	51,179	52,974	55,436	57,939	60,360	62,884
	OVER	HOURLY	20.10	21.05	21.98	22.79	23.75	24.73	25.61	26.80	28.01	29.17	30.40
R	21	BIWEEKLY	1,608.00	1,684.00	1,758.40	1,823.20	1,900.00	1,978.40	2,048.80	2,144.00	2,240.80	2,333.60	2,432.00
	YEARS	ANNUAL*	41,937	43,919	45,859	47,549	49,552	51,597	53,433	55,916	58,440	60,860	63,427
	OVER	HOURLY	20.27	21.22	22.17	22.98	23.95	24.94	25.82	27.02	28.24	29.42	30.65
S	22	BIWEEKLY	1,621.60	1,697.60	1,773.60	1,838.40	1,916.00	1,995.20	2,065.60	2,161.60	2,259.20	2,353.60	2,452.00
	YEARS	ANNUAL*	42,291	44,273	46,255	47,945	49,969	52,035	53,871	56,375	58,920	61,382	63,948
	OVER	HOURLY	20.44	21.40	22.35	23.17	24.14	25.14	26.03	27.24	28.47	29.66	30.90
T	23	BIWEEKLY	1,635.20	1,712.00	1,788.00	1,853.60	1,931.20	2,011.20	2,082.40	2,179.20	2,277.60	2,372.80	2,472.00
	YEARS	ANNUAL*	42,646	44,649	46,631	48,342	50,366	52,452	54,309	56,834	59,400	61,883	64,470
	OVER	HOURLY	20.60	21.57	22.53	23.36	24.34	25.35	26.25	27.47	28.71	29.90	31.16
U	24	BIWEEKLY	1,648.00	1,725.60	1,802.40	1,868.80	1,947.20	2,028.00	2,100.00	2,197.60	2,296.80	2,392.00	2,492.80
	YEARS	ANNUAL*	42,980	45,004	47,007	48,738	50,783	52,890	54,768	57,313	59,901	62,383	65,012
	OVER	HOURLY	20.77	21.75	22.72	23.55	24.54	25.56	26.46	27.69	28.94	30.14	31.41
V	25	BIWEEKLY	1,661.60	1,740.00	1,817.60	1,884.00	1,963.20	2,044.80	2,116.80	2,215.20	2,315.20	2,411.20	2,512.80
	YEARS	ANNUAL*	43,335	45,379	47,403	49,135	51,200	53,328	55,206	57,772	60,380	62,884	65,534
	OVER	HOURLY	20.94	21.93	22.90	23.74	24.74	25.76	26.68	27.91	29.18	30.39	31.66
W	26	BIWEEKLY	1,675.20	1,754.40	1,832.00	1,899.20	1,979.20	2,060.80	2,134.40	2,232.80	2,334.40	2,431.20	2,532.80
	YEARS	ANNUAL*	43,689	45,755	47,779	49,531	51,618	53,746	55,665	58,231	60,881	63,406	66,055
	OVER	HOURLY	21.11	22.10	23.08	23.93	24.94	25.97	26.89	28.14	29.41	30.63	31.92
X	27	BIWEEKLY	1,688.80	1,768.00	1,846.40	1,914.40	1,995.20	2,077.60	2,151.20	2,251.20	2,352.80	2,450.40	2,553.60
	YEARS	ANNUAL*	44,044	46,109	48,154	49,928	52,035	54,184	56,103	58,712	61,361	63,906	66,598
	OVER	HOURLY	21.27	22.28	23.27	24.12	25.13	26.17	27.10	28.36	29.64	30.87	32.17
Y	28	BIWEEKLY	1,701.60	1,782.40	1,861.60	1,929.60	2,010.40	2,093.60	2,168.00	2,268.80	2,371.20	2,469.60	2,573.60
	YEARS	ANNUAL*	44,378	46,485	48,551	50,324	52,431	54,601	56,541	59,170	61,841	64,407	67,119

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

Employees will not be on the Pay Schedule at the longevity range which corresponds with their years of service.

COMMONWEALTH OF PENNSYLVANIA
CORRECTIONS OFFICERS/FORENSIC SECURITY EMPLOYES PAY SCHEDULE
EFFECTIVE JULY 1, 2009
PAY SCALE TYPE CO

PAY SCALE GROUP CO29

LONGEVITY LEVEL			STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K
A	5 YEARS OR LESS	HOURLY	13.28	13.89	14.53	14.96	15.44	15.88	16.36	16.90	17.45	18.08	18.87
		BIWEEKLY	1,062.40	1,111.20	1,162.40	1,196.80	1,235.20	1,270.40	1,308.80	1,352.00	1,396.00	1,446.40	1,509.60
		ANNUAL*	27,707	28,980	30,315	31,213	32,214	33,132	34,134	35,260	36,408	37,722	39,370
B	OVER 5 YEARS	HOURLY	13.81	14.45	15.11	15.56	16.06	16.52	17.01	17.58	18.15	18.80	19.62
		BIWEEKLY	1,104.80	1,156.00	1,208.80	1,244.80	1,284.80	1,321.60	1,360.80	1,406.40	1,452.00	1,504.00	1,569.60
		ANNUAL*	28,813	30,148	31,526	32,464	33,508	34,467	35,490	36,679	37,868	39,224	40,935
C	OVER 6 YEARS	HOURLY	13.94	14.58	15.26	15.71	16.21	16.67	17.18	17.75	18.32	18.98	19.81
		BIWEEKLY	1,115.20	1,166.40	1,220.80	1,256.80	1,296.80	1,333.60	1,374.40	1,420.00	1,465.60	1,518.40	1,584.80
		ANNUAL*	29,084	30,420	31,838	32,777	33,821	34,780	35,844	37,034	38,223	39,600	41,332
D	OVER 7 YEARS	HOURLY	14.08	14.72	15.40	15.86	16.37	16.83	17.34	17.91	18.50	19.16	20.00
		BIWEEKLY	1,126.40	1,177.60	1,232.00	1,268.80	1,309.60	1,346.40	1,387.20	1,432.80	1,480.00	1,532.80	1,600.00
		ANNUAL*	29,377	30,712	32,131	33,090	34,154	35,114	36,178	37,367	38,598	39,975	41,728
E	OVER 8 YEARS	HOURLY	14.21	14.86	15.55	16.01	16.52	16.99	17.51	18.08	18.67	19.35	20.19
		BIWEEKLY	1,136.80	1,188.80	1,244.00	1,280.80	1,321.60	1,359.20	1,400.80	1,446.40	1,493.60	1,548.00	1,615.20
		ANNUAL*	29,648	31,004	32,444	33,403	34,467	35,448	36,533	37,722	38,953	40,372	42,124
F	OVER 9 YEARS	HOURLY	14.34	15.00	15.69	16.16	16.68	17.15	17.67	18.25	18.85	19.53	20.38
		BIWEEKLY	1,147.20	1,200.00	1,255.20	1,292.80	1,334.40	1,372.00	1,413.60	1,460.00	1,508.00	1,562.40	1,630.40
		ANNUAL*	29,919	31,296	32,736	33,716	34,801	35,782	36,867	38,077	39,329	40,747	42,521
G	OVER 10 YEARS	HOURLY	14.48	15.14	15.84	16.31	16.83	17.31	17.83	18.42	19.02	19.71	20.57
		BIWEEKLY	1,158.40	1,211.20	1,267.20	1,304.80	1,346.40	1,384.80	1,426.40	1,473.60	1,521.60	1,576.80	1,645.60
		ANNUAL*	30,211	31,588	33,049	34,029	35,114	36,116	37,201	38,431	39,683	41,123	42,917
H	OVER 11 YEARS	HOURLY	14.61	15.28	15.98	16.46	16.98	17.47	18.00	18.59	19.20	19.89	20.76
		BIWEEKLY	1,168.80	1,222.40	1,278.40	1,316.80	1,358.40	1,397.60	1,440.00	1,487.20	1,536.00	1,591.20	1,660.80
		ANNUAL*	30,482	31,880	33,341	34,342	35,427	36,449	37,555	38,786	40,059	41,498	43,314
I	OVER 12 YEARS	HOURLY	14.74	15.42	16.13	16.61	17.14	17.63	18.16	18.76	19.37	20.07	20.95
		BIWEEKLY	1,179.20	1,233.60	1,290.40	1,328.80	1,371.20	1,410.40	1,452.80	1,500.80	1,549.60	1,605.60	1,676.00
		ANNUAL*	30,754	32,172	33,654	34,655	35,761	36,783	37,889	39,141	40,414	41,874	43,710
J	OVER 13 YEARS	HOURLY	14.87	15.56	16.27	16.76	17.29	17.79	18.32	18.93	19.54	20.25	21.13
		BIWEEKLY	1,189.60	1,244.80	1,301.60	1,340.80	1,383.20	1,423.20	1,465.60	1,514.40	1,563.20	1,620.00	1,690.40
		ANNUAL*	31,025	32,464	33,946	34,968	36,074	37,117	38,223	39,496	40,768	42,250	44,086
K	OVER 14 YEARS	HOURLY	15.01	15.70	16.42	16.90	17.45	17.94	18.49	19.10	19.72	20.43	21.32
		BIWEEKLY	1,200.80	1,256.00	1,313.60	1,352.00	1,396.00	1,435.20	1,479.20	1,528.00	1,577.60	1,634.40	1,705.60
		ANNUAL*	31,317	32,756	34,259	35,260	36,408	37,430	38,578	39,850	41,144	42,625	44,482
L	OVER 15 YEARS	HOURLY	15.14	15.83	16.56	17.05	17.60	18.10	18.65	19.27	19.89	20.61	21.51
		BIWEEKLY	1,211.20	1,266.40	1,324.80	1,364.00	1,408.00	1,448.00	1,492.00	1,541.60	1,591.20	1,648.80	1,720.80
		ANNUAL*	31,588	33,028	34,551	35,573	36,721	37,764	38,911	40,205	41,498	43,001	44,878

Employees will not be on the Pay Schedule at the longevity range which corresponds with their years of service.

COMMONWEALTH OF PENNSYLVANIA
CORRECTIONS OFFICERS/FORENSIC SECURITY EMPLOYES PAY SCHEDULE
EFFECTIVE JULY 1, 2009
PAY SCALE TYPE CO

PAY SCALE GROUP CO29

LONGEVITY LEVEL			STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K
	OVER	HOURLY	15.27	15.97	16.71	17.20	17.76	18.26	18.81	19.44	20.07	20.79	21.70
M	16	BIWEEKLY	1,221.60	1,277.60	1,336.80	1,376.00	1,420.80	1,460.80	1,504.80	1,555.20	1,605.60	1,663.20	1,736.00
	YEARS	ANNUAL*	31,859	33,320	34,864	35,886	37,054	38,098	39,245	40,560	41,874	43,376	45,275
	OVER	HOURLY	15.40	16.11	16.85	17.35	17.91	18.42	18.98	19.60	20.24	20.97	21.89
N	17	BIWEEKLY	1,232.00	1,288.80	1,348.00	1,388.00	1,432.80	1,473.60	1,518.40	1,568.00	1,619.20	1,677.60	1,751.20
	YEARS	ANNUAL*	32,131	33,612	35,156	36,199	37,367	38,431	39,600	40,893	42,229	43,752	45,671
	OVER	HOURLY	15.54	16.25	17.00	17.50	18.06	18.58	19.14	19.77	20.42	21.15	22.08
O	18	BIWEEKLY	1,243.20	1,300.00	1,360.00	1,400.00	1,444.80	1,486.40	1,531.20	1,581.60	1,633.60	1,692.00	1,766.40
	YEARS	ANNUAL*	32,423	33,904	35,469	36,512	37,680	38,765	39,934	41,248	42,604	44,127	46,068
	OVER	HOURLY	15.67	16.39	17.15	17.65	18.22	18.74	19.30	19.94	20.59	21.33	22.27
P	19	BIWEEKLY	1,253.60	1,311.20	1,372.00	1,412.00	1,457.60	1,499.20	1,544.00	1,595.20	1,647.20	1,706.40	1,781.60
	YEARS	ANNUAL*	32,694	34,196	35,782	36,825	38,014	39,099	40,268	41,603	42,959	44,503	46,464
	OVER	HOURLY	15.80	16.53	17.29	17.80	18.37	18.90	19.47	20.11	20.77	21.52	22.46
Q	20	BIWEEKLY	1,264.00	1,322.40	1,383.20	1,424.00	1,469.60	1,512.00	1,557.60	1,608.80	1,661.60	1,721.60	1,796.80
	YEARS	ANNUAL*	32,965	34,488	36,074	37,138	38,327	39,433	40,622	41,958	43,335	44,899	46,861
	OVER	HOURLY	15.94	16.67	17.44	17.95	18.53	19.06	19.63	20.28	20.94	21.70	22.64
R	21	BIWEEKLY	1,275.20	1,333.60	1,395.20	1,436.00	1,482.40	1,524.80	1,570.40	1,622.40	1,675.20	1,736.00	1,811.20
	YEARS	ANNUAL*	33,257	34,780	36,387	37,451	38,661	39,767	40,956	42,312	43,689	45,275	47,236
	OVER	HOURLY	16.07	16.81	17.58	18.10	18.68	19.21	19.80	20.45	21.11	21.88	22.83
S	22	BIWEEKLY	1,285.60	1,344.80	1,406.40	1,448.00	1,494.40	1,536.80	1,584.00	1,636.00	1,688.80	1,750.40	1,826.40
	YEARS	ANNUAL*	33,528	35,072	36,679	37,764	38,974	40,080	41,311	42,667	44,044	45,650	47,633
	OVER	HOURLY	16.20	16.95	17.73	18.25	18.84	19.37	19.96	20.62	21.29	22.06	23.02
T	23	BIWEEKLY	1,296.00	1,356.00	1,418.40	1,460.00	1,507.20	1,549.60	1,596.80	1,649.60	1,703.20	1,764.80	1,841.60
	YEARS	ANNUAL*	33,800	35,364	36,992	38,077	39,308	40,414	41,645	43,022	44,419	46,026	48,029
	OVER	HOURLY	16.33	17.08	17.87	18.40	18.99	19.53	20.12	20.79	21.46	22.24	23.21
U	24	BIWEEKLY	1,306.40	1,366.40	1,429.60	1,472.00	1,519.20	1,562.40	1,609.60	1,663.20	1,716.80	1,779.20	1,856.80
	YEARS	ANNUAL*	34,071	35,636	37,284	38,390	39,621	40,747	41,978	43,376	44,774	46,402	48,425
	OVER	HOURLY	16.47	17.22	18.02	18.55	19.15	19.69	20.29	20.96	21.64	22.42	23.40
V	25	BIWEEKLY	1,317.60	1,377.60	1,441.60	1,484.00	1,532.00	1,575.20	1,623.20	1,676.80	1,731.20	1,793.60	1,872.00
	YEARS	ANNUAL*	34,363	35,928	37,597	38,703	39,955	41,081	42,333	43,731	45,150	46,777	48,822
	OVER	HOURLY	16.60	17.36	18.16	18.70	19.30	19.85	20.45	21.13	21.81	22.60	23.59
W	26	BIWEEKLY	1,328.00	1,388.80	1,452.80	1,496.00	1,544.00	1,588.00	1,636.00	1,690.40	1,744.80	1,808.00	1,887.20
	YEARS	ANNUAL*	34,634	36,220	37,889	39,016	40,268	41,415	42,667	44,086	45,504	47,153	49,218
	OVER	HOURLY	16.73	17.50	18.31	18.85	19.45	20.01	20.61	21.29	21.99	22.78	23.78
X	27	BIWEEKLY	1,338.40	1,400.00	1,464.80	1,508.00	1,556.00	1,600.80	1,648.80	1,703.20	1,759.20	1,822.40	1,902.40
	YEARS	ANNUAL*	34,905	36,512	38,202	39,329	40,580	41,749	43,001	44,419	45,880	47,528	49,615
	OVER	HOURLY	16.87	17.64	18.45	19.00	19.61	20.17	20.78	21.46	22.16	22.96	23.96
Y	28	BIWEEKLY	1,349.60	1,411.20	1,476.00	1,520.00	1,568.80	1,613.60	1,662.40	1,716.80	1,772.80	1,836.80	1,916.80
	YEARS	ANNUAL*	35,198	36,804	38,494	39,642	40,914	42,083	43,355	44,774	46,235	47,904	49,990

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

Employees will not be on the Pay Schedule at the longevity range which corresponds with their years of service.

COMMONWEALTH OF PENNSYLVANIA
CORRECTIONS OFFICERS/FORENSIC SECURITY EMPLOYES PAY SCHEDULE
EFFECTIVE JULY 1, 2009
PAY SCALE TYPE CO

PAY SCALE GROUP CO30

LONGEVITY LEVEL			STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K
A	5 YEARS OR LESS	HOURLY	13.67	14.29	14.96	15.44	15.88	16.36	16.90	17.45	18.08	18.87	19.56
		BIWEEKLY	1,093.60	1,143.20	1,196.80	1,235.20	1,270.40	1,308.80	1,352.00	1,396.00	1,446.40	1,509.60	1,564.80
		ANNUAL*	28,521	29,815	31,213	32,214	33,132	34,134	35,260	36,408	37,722	39,370	40,810
B	OVER 5 YEARS	HOURLY	14.22	14.86	15.56	16.06	16.52	17.01	17.58	18.15	18.80	19.62	20.34
		BIWEEKLY	1,137.60	1,188.80	1,244.80	1,284.80	1,321.60	1,360.80	1,406.40	1,452.00	1,504.00	1,569.60	1,627.20
		ANNUAL*	29,669	31,004	32,464	33,508	34,467	35,490	36,679	37,868	39,224	40,935	42,437
C	OVER 6 YEARS	HOURLY	14.35	15.00	15.71	16.21	16.67	17.18	17.75	18.32	18.98	19.81	20.54
		BIWEEKLY	1,148.00	1,200.00	1,256.80	1,296.80	1,333.60	1,374.40	1,420.00	1,465.60	1,518.40	1,584.80	1,643.20
		ANNUAL*	29,940	31,296	32,777	33,821	34,780	35,844	37,034	38,223	39,600	41,332	42,855
D	OVER 7 YEARS	HOURLY	14.49	15.15	15.86	16.37	16.83	17.34	17.91	18.50	19.16	20.00	20.73
		BIWEEKLY	1,159.20	1,212.00	1,268.80	1,309.60	1,346.40	1,387.20	1,432.80	1,480.00	1,532.80	1,600.00	1,658.40
		ANNUAL*	30,232	31,609	33,090	34,154	35,114	36,178	37,367	38,598	39,975	41,728	43,251
E	OVER 8 YEARS	HOURLY	14.63	15.29	16.01	16.52	16.99	17.51	18.08	18.67	19.35	20.19	20.93
		BIWEEKLY	1,170.40	1,223.20	1,280.80	1,321.60	1,359.20	1,400.80	1,446.40	1,493.60	1,548.00	1,615.20	1,674.40
		ANNUAL*	30,524	31,901	33,403	34,467	35,448	36,533	37,722	38,953	40,372	42,124	43,668
F	OVER 9 YEARS	HOURLY	14.76	15.43	16.16	16.68	17.15	17.67	18.25	18.85	19.53	20.38	21.12
		BIWEEKLY	1,180.80	1,234.40	1,292.80	1,334.40	1,372.00	1,413.60	1,460.00	1,508.00	1,562.40	1,630.40	1,689.60
		ANNUAL*	30,795	32,193	33,716	34,801	35,782	36,867	38,077	39,329	40,747	42,521	44,065
G	OVER 10 YEARS	HOURLY	14.90	15.58	16.31	16.83	17.31	17.83	18.42	19.02	19.71	20.57	21.32
		BIWEEKLY	1,192.00	1,246.40	1,304.80	1,346.40	1,384.80	1,426.40	1,473.60	1,521.60	1,576.80	1,645.60	1,705.60
		ANNUAL*	31,087	32,506	34,029	35,114	36,116	37,201	38,431	39,683	41,123	42,917	44,482
H	OVER 11 YEARS	HOURLY	15.04	15.72	16.46	16.98	17.47	18.00	18.59	19.20	19.89	20.76	21.52
		BIWEEKLY	1,203.20	1,257.60	1,316.80	1,358.40	1,397.60	1,440.00	1,487.20	1,536.00	1,591.20	1,660.80	1,721.60
		ANNUAL*	31,379	32,798	34,342	35,427	36,449	37,555	38,786	40,059	41,498	43,314	44,899
I	OVER 12 YEARS	HOURLY	15.17	15.86	16.61	17.14	17.63	18.16	18.76	19.37	20.07	20.95	21.71
		BIWEEKLY	1,213.60	1,268.80	1,328.80	1,371.20	1,410.40	1,452.80	1,500.80	1,549.60	1,605.60	1,676.00	1,736.80
		ANNUAL*	31,651	33,090	34,655	35,761	36,783	37,889	39,141	40,414	41,874	43,710	45,296
J	OVER 13 YEARS	HOURLY	15.31	16.00	16.76	17.29	17.79	18.32	18.93	19.54	20.25	21.13	21.91
		BIWEEKLY	1,224.80	1,280.00	1,340.80	1,383.20	1,423.20	1,465.60	1,514.40	1,563.20	1,620.00	1,690.40	1,752.80
		ANNUAL*	31,943	33,382	34,968	36,074	37,117	38,223	39,496	40,768	42,250	44,086	45,713
K	OVER 14 YEARS	HOURLY	15.45	16.15	16.90	17.45	17.94	18.49	19.10	19.72	20.43	21.32	22.10
		BIWEEKLY	1,236.00	1,292.00	1,352.00	1,396.00	1,435.20	1,479.20	1,528.00	1,577.60	1,634.40	1,705.60	1,768.00
		ANNUAL*	32,235	33,695	35,260	36,408	37,430	38,578	39,850	41,144	42,625	44,482	46,109
L	OVER 15 YEARS	HOURLY	15.58	16.29	17.05	17.60	18.10	18.65	19.27	19.89	20.61	21.51	22.30
		BIWEEKLY	1,246.40	1,303.20	1,364.00	1,408.00	1,448.00	1,492.00	1,541.60	1,591.20	1,648.80	1,720.80	1,784.00
		ANNUAL*	32,506	33,987	35,573	36,721	37,764	38,911	40,205	41,498	43,001	44,878	46,527

Employees will not be on the Pay Schedule at the longevity range which corresponds with their years of service.

COMMONWEALTH OF PENNSYLVANIA
CORRECTIONS OFFICERS/FORENSIC SECURITY EMPLOYES PAY SCHEDULE
EFFECTIVE JULY 1, 2009
PAY SCALE TYPE CO

PAY SCALE GROUP CO30

LONGEVITY LEVEL			STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K
	OVER	HOURLY	15.72	16.43	17.20	17.76	18.26	18.81	19.44	20.07	20.79	21.70	22.49
M	16	BIWEEKLY	1,257.60	1,314.40	1,376.00	1,420.80	1,460.80	1,504.80	1,555.20	1,605.60	1,663.20	1,736.00	1,799.20
	YEARS	ANNUAL*	32,798	34,280	35,886	37,054	38,098	39,245	40,560	41,874	43,376	45,275	46,923
	OVER	HOURLY	15.86	16.58	17.35	17.91	18.42	18.98	19.60	20.24	20.97	21.89	22.69
N	17	BIWEEKLY	1,268.80	1,326.40	1,388.00	1,432.80	1,473.60	1,518.40	1,568.00	1,619.20	1,677.60	1,751.20	1,815.20
	YEARS	ANNUAL*	33,090	34,593	36,199	37,367	38,431	39,600	40,893	42,229	43,752	45,671	47,340
	OVER	HOURLY	15.99	16.72	17.50	18.06	18.58	19.14	19.77	20.42	21.15	22.08	22.89
O	18	BIWEEKLY	1,279.20	1,337.60	1,400.00	1,444.80	1,486.40	1,531.20	1,581.60	1,633.60	1,692.00	1,766.40	1,831.20
	YEARS	ANNUAL*	33,362	34,885	36,512	37,680	38,765	39,934	41,248	42,604	44,127	46,068	47,758
	OVER	HOURLY	16.13	16.86	17.65	18.22	18.74	19.30	19.94	20.59	21.33	22.27	23.08
P	19	BIWEEKLY	1,290.40	1,348.80	1,412.00	1,457.60	1,499.20	1,544.00	1,595.20	1,647.20	1,706.40	1,781.60	1,846.40
	YEARS	ANNUAL*	33,654	35,177	36,825	38,014	39,099	40,268	41,603	42,959	44,503	46,464	48,154
	OVER	HOURLY	16.27	17.01	17.80	18.37	18.90	19.47	20.11	20.77	21.52	22.46	23.28
Q	20	BIWEEKLY	1,301.60	1,360.80	1,424.00	1,469.60	1,512.00	1,557.60	1,608.80	1,661.60	1,721.60	1,796.80	1,862.40
	YEARS	ANNUAL*	33,946	35,490	37,138	38,327	39,433	40,622	41,958	43,335	44,899	46,861	48,571
	OVER	HOURLY	16.40	17.15	17.95	18.53	19.06	19.63	20.28	20.94	21.70	22.64	23.47
R	21	BIWEEKLY	1,312.00	1,372.00	1,436.00	1,482.40	1,524.80	1,570.40	1,622.40	1,675.20	1,736.00	1,811.20	1,877.60
	YEARS	ANNUAL*	34,217	35,782	37,451	38,661	39,767	40,956	42,312	43,689	45,275	47,236	48,968
	OVER	HOURLY	16.54	17.29	18.10	18.68	19.21	19.80	20.45	21.11	21.88	22.83	23.67
S	22	BIWEEKLY	1,323.20	1,383.20	1,448.00	1,494.40	1,536.80	1,584.00	1,636.00	1,688.80	1,750.40	1,826.40	1,893.60
	YEARS	ANNUAL*	34,509	36,074	37,764	38,974	40,080	41,311	42,667	44,044	45,650	47,633	49,385
	OVER	HOURLY	16.68	17.43	18.25	18.84	19.37	19.96	20.62	21.29	22.06	23.02	23.86
T	23	BIWEEKLY	1,334.40	1,394.40	1,460.00	1,507.20	1,549.60	1,596.80	1,649.60	1,703.20	1,764.80	1,841.60	1,908.80
	YEARS	ANNUAL*	34,801	36,366	38,077	39,308	40,414	41,645	43,022	44,419	46,026	48,029	49,782
	OVER	HOURLY	16.81	17.58	18.40	18.99	19.53	20.12	20.79	21.46	22.24	23.21	24.06
U	24	BIWEEKLY	1,344.80	1,406.40	1,472.00	1,519.20	1,562.40	1,609.60	1,663.20	1,716.80	1,779.20	1,856.80	1,924.80
	YEARS	ANNUAL*	35,072	36,679	38,390	39,621	40,747	41,978	43,376	44,774	46,402	48,425	50,199
	OVER	HOURLY	16.95	17.72	18.55	19.15	19.69	20.29	20.96	21.64	22.42	23.40	24.25
V	25	BIWEEKLY	1,356.00	1,417.60	1,484.00	1,532.00	1,575.20	1,623.20	1,676.80	1,731.20	1,793.60	1,872.00	1,940.00
	YEARS	ANNUAL*	35,364	36,971	38,703	39,955	41,081	42,333	43,731	45,150	46,777	48,822	50,595
	OVER	HOURLY	17.09	17.86	18.70	19.30	19.85	20.45	21.13	21.81	22.60	23.59	24.45
W	26	BIWEEKLY	1,367.20	1,428.80	1,496.00	1,544.00	1,588.00	1,636.00	1,690.40	1,744.80	1,808.00	1,887.20	1,956.00
	YEARS	ANNUAL*	35,657	37,263	39,016	40,268	41,415	42,667	44,086	45,504	47,153	49,218	51,012
	OVER	HOURLY	17.22	18.01	18.85	19.45	20.01	20.61	21.29	21.99	22.78	23.78	24.65
X	27	BIWEEKLY	1,377.60	1,440.80	1,508.00	1,556.00	1,600.80	1,648.80	1,703.20	1,759.20	1,822.40	1,902.40	1,972.00
	YEARS	ANNUAL*	35,928	37,576	39,329	40,580	41,749	43,001	44,419	45,880	47,528	49,615	51,430
	OVER	HOURLY	17.36	18.15	19.00	19.61	20.17	20.78	21.46	22.16	22.96	23.96	24.84
Y	28	BIWEEKLY	1,388.80	1,452.00	1,520.00	1,568.80	1,613.60	1,662.40	1,716.80	1,772.80	1,836.80	1,916.80	1,987.20
	YEARS	ANNUAL*	36,220	37,868	39,642	40,914	42,083	43,355	44,774	46,235	47,904	49,990	51,826

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

Employees will not be on the Pay Schedule at the longevity range which corresponds with their years of service.

COMMONWEALTH OF PENNSYLVANIA
CORRECTIONS OFFICERS/FORENSIC SECURITY EMPLOYES PAY SCHEDULE
EFFECTIVE JULY 1, 2009
PAY SCALE TYPE CO

PAY SCALE GROUP CO32

LONGEVITY LEVEL			STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K
A	5 YEARS OR LESS	HOURLY	14.50	15.16	15.88	16.36	16.90	17.45	18.08	18.87	19.56	20.38	21.23
		BIWEEKLY	1,160.00	1,212.80	1,270.40	1,308.80	1,352.00	1,396.00	1,446.40	1,509.60	1,564.80	1,630.40	1,698.40
		ANNUAL*	30,253	31,630	33,132	34,134	35,260	36,408	37,722	39,370	40,810	42,521	44,294
B	OVER 5 YEARS	HOURLY	15.08	15.77	16.52	17.01	17.58	18.15	18.80	19.62	20.34	21.20	22.08
		BIWEEKLY	1,206.40	1,261.60	1,321.60	1,360.80	1,406.40	1,452.00	1,504.00	1,569.60	1,627.20	1,696.00	1,766.40
		ANNUAL*	31,463	32,903	34,467	35,490	36,679	37,868	39,224	40,935	42,437	44,232	46,068
C	OVER 6 YEARS	HOURLY	15.23	15.92	16.67	17.18	17.75	18.32	18.98	19.81	20.54	21.40	22.29
		BIWEEKLY	1,218.40	1,273.60	1,333.60	1,374.40	1,420.00	1,465.60	1,518.40	1,584.80	1,643.20	1,712.00	1,783.20
		ANNUAL*	31,776	33,215	34,780	35,844	37,034	38,223	39,600	41,332	42,855	44,649	46,506
D	OVER 7 YEARS	HOURLY	15.37	16.07	16.83	17.34	17.91	18.50	19.16	20.00	20.73	21.60	22.50
		BIWEEKLY	1,229.60	1,285.60	1,346.40	1,387.20	1,432.80	1,480.00	1,532.80	1,600.00	1,658.40	1,728.00	1,800.00
		ANNUAL*	32,068	33,528	35,114	36,178	37,367	38,598	39,975	41,728	43,251	45,066	46,944
E	OVER 8 YEARS	HOURLY	15.52	16.22	16.99	17.51	18.08	18.67	19.35	20.19	20.93	21.81	22.72
		BIWEEKLY	1,241.60	1,297.60	1,359.20	1,400.80	1,446.40	1,493.60	1,548.00	1,615.20	1,674.40	1,744.80	1,817.60
		ANNUAL*	32,381	33,841	35,448	36,533	37,722	38,953	40,372	42,124	43,668	45,504	47,403
F	OVER 9 YEARS	HOURLY	15.66	16.37	17.15	17.67	18.25	18.85	19.53	20.38	21.12	22.01	22.93
		BIWEEKLY	1,252.80	1,309.60	1,372.00	1,413.60	1,460.00	1,508.00	1,562.40	1,630.40	1,689.60	1,760.80	1,834.40
		ANNUAL*	32,673	34,154	35,782	36,867	38,077	39,329	40,747	42,521	44,065	45,922	47,841
G	OVER 10 YEARS	HOURLY	15.81	16.52	17.31	17.83	18.42	19.02	19.71	20.57	21.32	22.21	23.14
		BIWEEKLY	1,264.80	1,321.60	1,384.80	1,426.40	1,473.60	1,521.60	1,576.80	1,645.60	1,705.60	1,776.80	1,851.20
		ANNUAL*	32,986	34,467	36,116	37,201	38,431	39,683	41,123	42,917	44,482	46,339	48,279
H	OVER 11 YEARS	HOURLY	15.95	16.68	17.47	18.00	18.59	19.20	19.89	20.76	21.52	22.42	23.35
		BIWEEKLY	1,276.00	1,334.40	1,397.60	1,440.00	1,487.20	1,536.00	1,591.20	1,660.80	1,721.60	1,793.60	1,868.00
		ANNUAL*	33,278	34,801	36,449	37,555	38,786	40,059	41,498	43,314	44,899	46,777	48,717
I	OVER 12 YEARS	HOURLY	16.10	16.83	17.63	18.16	18.76	19.37	20.07	20.95	21.71	22.62	23.57
		BIWEEKLY	1,288.00	1,346.40	1,410.40	1,452.80	1,500.80	1,549.60	1,605.60	1,676.00	1,736.80	1,809.60	1,885.60
		ANNUAL*	33,591	35,114	36,783	37,889	39,141	40,414	41,874	43,710	45,296	47,194	49,176
J	OVER 13 YEARS	HOURLY	16.24	16.98	17.79	18.32	18.93	19.54	20.25	21.13	21.91	22.83	23.78
		BIWEEKLY	1,299.20	1,358.40	1,423.20	1,465.60	1,514.40	1,563.20	1,620.00	1,690.40	1,752.80	1,826.40	1,902.40
		ANNUAL*	33,883	35,427	37,117	38,223	39,496	40,768	42,250	44,086	45,713	47,633	49,615
K	OVER 14 YEARS	HOURLY	16.39	17.13	17.94	18.49	19.10	19.72	20.43	21.32	22.10	23.03	23.99
		BIWEEKLY	1,311.20	1,370.40	1,435.20	1,479.20	1,528.00	1,577.60	1,634.40	1,705.60	1,768.00	1,842.40	1,919.20
		ANNUAL*	34,196	35,740	37,430	38,578	39,850	41,144	42,625	44,482	46,109	48,050	50,053
L	OVER 15 YEARS	HOURLY	16.53	17.28	18.10	18.65	19.27	19.89	20.61	21.51	22.30	23.23	24.20
		BIWEEKLY	1,322.40	1,382.40	1,448.00	1,492.00	1,541.60	1,591.20	1,648.80	1,720.80	1,784.00	1,858.40	1,936.00
		ANNUAL*	34,488	36,053	37,764	38,911	40,205	41,498	43,001	44,878	46,527	48,467	50,491

Employees will not be on the Pay Schedule at the longevity range which corresponds with their years of service.

COMMONWEALTH OF PENNSYLVANIA
CORRECTIONS OFFICERS/FORENSIC SECURITY EMPLOYES PAY SCHEDULE
EFFECTIVE JULY 1, 2009
PAY SCALE TYPE CO

PAY SCALE GROUP CO32

LONGEVITY LEVEL			STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K
	OVER	HOURLY	16.68	17.43	18.26	18.81	19.44	20.07	20.79	21.70	22.49	23.44	24.41
M	16	BIWEEKLY	1,334.40	1,394.40	1,460.80	1,504.80	1,555.20	1,605.60	1,663.20	1,736.00	1,799.20	1,875.20	1,952.80
	YEARS	ANNUAL*	34,801	36,366	38,098	39,245	40,560	41,874	43,376	45,275	46,923	48,905	50,929
	OVER	HOURLY	16.82	17.59	18.42	18.98	19.60	20.24	20.97	21.89	22.69	23.64	24.63
N	17	BIWEEKLY	1,345.60	1,407.20	1,473.60	1,518.40	1,568.00	1,619.20	1,677.60	1,751.20	1,815.20	1,891.20	1,970.40
	YEARS	ANNUAL*	35,093	36,700	38,431	39,600	40,893	42,229	43,752	45,671	47,340	49,322	51,388
	OVER	HOURLY	16.97	17.74	18.58	19.14	19.77	20.42	21.15	22.08	22.89	23.84	24.84
O	18	BIWEEKLY	1,357.60	1,419.20	1,486.40	1,531.20	1,581.60	1,633.60	1,692.00	1,766.40	1,831.20	1,907.20	1,987.20
	YEARS	ANNUAL*	35,406	37,013	38,765	39,934	41,248	42,604	44,127	46,068	47,758	49,740	51,826
	OVER	HOURLY	17.11	17.89	18.74	19.30	19.94	20.59	21.33	22.27	23.08	24.05	25.05
P	19	BIWEEKLY	1,368.80	1,431.20	1,499.20	1,544.00	1,595.20	1,647.20	1,706.40	1,781.60	1,846.40	1,924.00	2,004.00
	YEARS	ANNUAL*	35,698	37,326	39,099	40,268	41,603	42,959	44,503	46,464	48,154	50,178	52,264
	OVER	HOURLY	17.26	18.04	18.90	19.47	20.11	20.77	21.52	22.46	23.28	24.25	25.26
Q	20	BIWEEKLY	1,380.80	1,443.20	1,512.00	1,557.60	1,608.80	1,661.60	1,721.60	1,796.80	1,862.40	1,940.00	2,020.80
	YEARS	ANNUAL*	36,011	37,639	39,433	40,622	41,958	43,335	44,899	46,861	48,571	50,595	52,702
	OVER	HOURLY	17.40	18.19	19.06	19.63	20.28	20.94	21.70	22.64	23.47	24.46	25.48
R	21	BIWEEKLY	1,392.00	1,455.20	1,524.80	1,570.40	1,622.40	1,675.20	1,736.00	1,811.20	1,877.60	1,956.80	2,038.40
	YEARS	ANNUAL*	36,303	37,952	39,767	40,956	42,312	43,689	45,275	47,236	48,968	51,033	53,161
	OVER	HOURLY	17.55	18.34	19.21	19.80	20.45	21.11	21.88	22.83	23.67	24.66	25.69
S	22	BIWEEKLY	1,404.00	1,467.20	1,536.80	1,584.00	1,636.00	1,688.80	1,750.40	1,826.40	1,893.60	1,972.80	2,055.20
	YEARS	ANNUAL*	36,616	38,265	40,080	41,311	42,667	44,044	45,650	47,633	49,385	51,451	53,600
	OVER	HOURLY	17.69	18.50	19.37	19.96	20.62	21.29	22.06	23.02	23.86	24.86	25.90
T	23	BIWEEKLY	1,415.20	1,480.00	1,549.60	1,596.80	1,649.60	1,703.20	1,764.80	1,841.60	1,908.80	1,988.80	2,072.00
	YEARS	ANNUAL*	36,908	38,598	40,414	41,645	43,022	44,419	46,026	48,029	49,782	51,868	54,038
	OVER	HOURLY	17.84	18.65	19.53	20.12	20.79	21.46	22.24	23.21	24.06	25.07	26.11
U	24	BIWEEKLY	1,427.20	1,492.00	1,562.40	1,609.60	1,663.20	1,716.80	1,779.20	1,856.80	1,924.80	2,005.60	2,088.80
	YEARS	ANNUAL*	37,221	38,911	40,747	41,978	43,376	44,774	46,402	48,425	50,199	52,306	54,476
	OVER	HOURLY	17.98	18.80	19.69	20.29	20.96	21.64	22.42	23.40	24.25	25.27	26.33
V	25	BIWEEKLY	1,438.40	1,504.00	1,575.20	1,623.20	1,676.80	1,731.20	1,793.60	1,872.00	1,940.00	2,021.60	2,106.40
	YEARS	ANNUAL*	37,513	39,224	41,081	42,333	43,731	45,150	46,777	48,822	50,595	52,723	54,935
	OVER	HOURLY	18.13	18.95	19.85	20.45	21.13	21.81	22.60	23.59	24.45	25.48	26.54
W	26	BIWEEKLY	1,450.40	1,516.00	1,588.00	1,636.00	1,690.40	1,744.80	1,808.00	1,887.20	1,956.00	2,038.40	2,123.20
	YEARS	ANNUAL*	37,826	39,537	41,415	42,667	44,086	45,504	47,153	49,218	51,012	53,161	55,373
	OVER	HOURLY	18.27	19.10	20.01	20.61	21.29	21.99	22.78	23.78	24.65	25.68	26.75
X	27	BIWEEKLY	1,461.60	1,528.00	1,600.80	1,648.80	1,703.20	1,759.20	1,822.40	1,902.40	1,972.00	2,054.40	2,140.00
	YEARS	ANNUAL*	38,119	39,850	41,749	43,001	44,419	45,880	47,528	49,615	51,430	53,579	55,811
	OVER	HOURLY	18.42	19.25	20.17	20.78	21.46	22.16	22.96	23.96	24.84	25.88	26.96
Y	28	BIWEEKLY	1,473.60	1,540.00	1,613.60	1,662.40	1,716.80	1,772.80	1,836.80	1,916.80	1,987.20	2,070.40	2,156.80
	YEARS	ANNUAL*	38,431	40,163	42,083	43,355	44,774	46,235	47,904	49,990	51,826	53,996	56,249

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

Employees will not be on the Pay Schedule at the longevity range which corresponds with their years of service.

COMMONWEALTH OF PENNSYLVANIA
CORRECTIONS OFFICERS/FORENSIC SECURITY EMPLOYES PAY SCHEDULE
EFFECTIVE JULY 1, 2009
PAY SCALE TYPE CO

PAY SCALE GROUP CO34

LONGEVITY LEVEL			STEP S	STEP A	STEP B
A	5 YEARS OR LESS	HOURLY	15.16	15.60	15.94
		BIWEEKLY	1,212.80	1,248.00	1,275.20
		ANNUAL*	31,630	32,548	33,257

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

Employees will not be on the Pay Schedule at the longevity range which corresponds with their years of service.

COMMONWEALTH OF PENNSYLVANIA
CORRECTIONS OFFICERS/FORENSIC SECURITY EMPLOYES PAY SCHEDULE
EFFECTIVE JULY 1, 2009
PAY SCALE TYPE CO

PAY SCALE GROUP CO35

LONGEVITY RANGE			STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K
A	5 YEARS OR LESS	HOURLY	15.94	16.68	17.45	18.08	18.87	19.56	20.38	21.23	21.98	23.00	24.04
		BIWEEKLY	1,275.20	1,334.40	1,396.00	1,446.40	1,509.60	1,564.80	1,630.40	1,698.40	1,758.40	1,840.00	1,923.20
		ANNUAL*	33,257	34,801	36,408	37,722	39,370	40,810	42,521	44,294	45,859	47,987	50,157
B	OVER 5 YEARS	HOURLY	16.58	17.35	18.15	18.80	19.62	20.34	21.20	22.08	22.86	23.92	25.00
		BIWEEKLY	1,326.40	1,388.00	1,452.00	1,504.00	1,569.60	1,627.20	1,696.00	1,766.40	1,828.80	1,913.60	2,000.00
		ANNUAL*	34,593	36,199	37,868	39,224	40,935	42,437	44,232	46,068	47,695	49,907	52,160
C	OVER 6 YEARS	HOURLY	16.74	17.51	18.32	18.98	19.81	20.54	21.40	22.29	23.08	24.15	25.24
		BIWEEKLY	1,339.20	1,400.80	1,465.60	1,518.40	1,584.80	1,643.20	1,712.00	1,783.20	1,846.40	1,932.00	2,019.20
		ANNUAL*	34,926	36,533	38,223	39,600	41,332	42,855	44,649	46,506	48,154	50,387	52,661
D	OVER 7 YEARS	HOURLY	16.90	17.68	18.50	19.16	20.00	20.73	21.60	22.50	23.30	24.38	25.48
		BIWEEKLY	1,352.00	1,414.40	1,480.00	1,532.80	1,600.00	1,658.40	1,728.00	1,800.00	1,864.00	1,950.40	2,038.40
		ANNUAL*	35,260	36,888	38,598	39,975	41,728	43,251	45,066	46,944	48,613	50,866	53,161
E	OVER 8 YEARS	HOURLY	17.06	17.85	18.67	19.35	20.19	20.93	21.81	22.72	23.52	24.61	25.72
		BIWEEKLY	1,364.80	1,428.00	1,493.60	1,548.00	1,615.20	1,674.40	1,744.80	1,817.60	1,881.60	1,968.80	2,057.60
		ANNUAL*	35,594	37,242	38,953	40,372	42,124	43,668	45,504	47,403	49,072	51,346	53,662
F	OVER 9 YEARS	HOURLY	17.22	18.01	18.85	19.53	20.38	21.12	22.01	22.93	23.74	24.84	25.96
		BIWEEKLY	1,377.60	1,440.80	1,508.00	1,562.40	1,630.40	1,689.60	1,760.80	1,834.40	1,899.20	1,987.20	2,076.80
		ANNUAL*	35,928	37,576	39,329	40,747	42,521	44,065	45,922	47,841	49,531	51,826	54,163
G	OVER 10 YEARS	HOURLY	17.37	18.18	19.02	19.71	20.57	21.32	22.21	23.14	23.96	25.07	26.20
		BIWEEKLY	1,389.60	1,454.40	1,521.60	1,576.80	1,645.60	1,705.60	1,776.80	1,851.20	1,916.80	2,005.60	2,096.00
		ANNUAL*	36,241	37,931	39,683	41,123	42,917	44,482	46,339	48,279	49,990	52,306	54,664
H	OVER 11 YEARS	HOURLY	17.53	18.35	19.20	19.89	20.76	21.52	22.42	23.35	24.18	25.30	26.44
		BIWEEKLY	1,402.40	1,468.00	1,536.00	1,591.20	1,660.80	1,721.60	1,793.60	1,868.00	1,934.40	2,024.00	2,115.20
		ANNUAL*	36,575	38,285	40,059	41,498	43,314	44,899	46,777	48,717	50,449	52,786	55,164
I	OVER 12 YEARS	HOURLY	17.69	18.51	19.37	20.07	20.95	21.71	22.62	23.57	24.40	25.53	26.68
		BIWEEKLY	1,415.20	1,480.80	1,549.60	1,605.60	1,676.00	1,736.80	1,809.60	1,885.60	1,952.00	2,042.40	2,134.40
		ANNUAL*	36,908	38,619	40,414	41,874	43,710	45,296	47,194	49,176	50,908	53,266	55,665
J	OVER 13 YEARS	HOURLY	17.85	18.68	19.54	20.25	21.13	21.91	22.83	23.78	24.62	25.76	26.92
		BIWEEKLY	1,428.00	1,494.40	1,563.20	1,620.00	1,690.40	1,752.80	1,826.40	1,902.40	1,969.60	2,060.80	2,153.60
		ANNUAL*	37,242	38,974	40,768	42,250	44,086	45,713	47,633	49,615	51,367	53,746	56,166
K	OVER 14 YEARS	HOURLY	18.01	18.85	19.72	20.43	21.32	22.10	23.03	23.99	24.84	25.99	27.17
		BIWEEKLY	1,440.80	1,508.00	1,577.60	1,634.40	1,705.60	1,768.00	1,842.40	1,919.20	1,987.20	2,079.20	2,173.60
		ANNUAL*	37,576	39,329	41,144	42,625	44,482	46,109	48,050	50,053	51,826	54,226	56,687
L	OVER 15 YEARS	HOURLY	18.17	19.02	19.89	20.61	21.51	22.30	23.23	24.20	25.06	26.22	27.41
		BIWEEKLY	1,453.60	1,521.60	1,591.20	1,648.80	1,720.80	1,784.00	1,858.40	1,936.00	2,004.80	2,097.60	2,192.80
		ANNUAL*	37,910	39,683	41,498	43,001	44,878	46,527	48,467	50,491	52,285	54,705	57,188

Employees will not be on the Pay Schedule at the longevity range which corresponds with their years of service.

COMMONWEALTH OF PENNSYLVANIA
CORRECTIONS OFFICERS/FORENSIC SECURITY EMPLOYES PAY SCHEDULE
EFFECTIVE JULY 1, 2009
PAY SCALE TYPE CO

PAY SCALE GROUP CO35

LONGEVITY LEVEL			STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K
M	OVER 16 YEARS	HOURLY	18.33	19.18	20.07	20.79	21.70	22.49	23.44	24.41	25.28	26.45	27.65
		BIWEEKLY	1,466.40	1,534.40	1,605.60	1,663.20	1,736.00	1,799.20	1,875.20	1,952.80	2,022.40	2,116.00	2,212.00
		ANNUAL*	38,244	40,017	41,874	43,376	45,275	46,923	48,905	50,929	52,744	55,185	57,689
N	OVER 17 YEARS	HOURLY	18.49	19.35	20.24	20.97	21.89	22.69	23.64	24.63	25.50	26.68	27.89
		BIWEEKLY	1,479.20	1,548.00	1,619.20	1,677.60	1,751.20	1,815.20	1,891.20	1,970.40	2,040.00	2,134.40	2,231.20
		ANNUAL*	38,578	40,372	42,229	43,752	45,671	47,340	49,322	51,388	53,203	55,665	58,190
O	OVER 18 YEARS	HOURLY	18.65	19.52	20.42	21.15	22.08	22.89	23.84	24.84	25.72	26.91	28.13
		BIWEEKLY	1,492.00	1,561.60	1,633.60	1,692.00	1,766.40	1,831.20	1,907.20	1,987.20	2,057.60	2,152.80	2,250.40
		ANNUAL*	38,911	40,727	42,604	44,127	46,068	47,758	49,740	51,826	53,662	56,145	58,690
P	OVER 19 YEARS	HOURLY	18.81	19.68	20.59	21.33	22.27	23.08	24.05	25.05	25.94	27.14	28.37
		BIWEEKLY	1,504.80	1,574.40	1,647.20	1,706.40	1,781.60	1,846.40	1,924.00	2,004.00	2,075.20	2,171.20	2,269.60
		ANNUAL*	39,245	41,060	42,959	44,503	46,464	48,154	50,178	52,264	54,121	56,625	59,191
Q	OVER 20 YEARS	HOURLY	18.97	19.85	20.77	21.52	22.46	23.28	24.25	25.26	26.16	27.37	28.61
		BIWEEKLY	1,517.60	1,588.00	1,661.60	1,721.60	1,796.80	1,862.40	1,940.00	2,020.80	2,092.80	2,189.60	2,288.80
		ANNUAL*	39,579	41,415	43,335	44,899	46,861	48,571	50,595	52,702	54,580	57,105	59,692
R	OVER 21 YEARS	HOURLY	19.13	20.02	20.94	21.70	22.64	23.47	24.46	25.48	26.38	27.60	28.85
		BIWEEKLY	1,530.40	1,601.60	1,675.20	1,736.00	1,811.20	1,877.60	1,956.80	2,038.40	2,110.40	2,208.00	2,308.00
		ANNUAL*	39,913	41,770	43,689	45,275	47,236	48,968	51,033	53,161	55,039	57,585	60,193
S	OVER 22 YEARS	HOURLY	19.29	20.18	21.11	21.88	22.83	23.67	24.66	25.69	26.60	27.83	29.09
		BIWEEKLY	1,543.20	1,614.40	1,688.80	1,750.40	1,826.40	1,893.60	1,972.80	2,055.20	2,128.00	2,226.40	2,327.20
		ANNUAL*	40,247	42,104	44,044	45,650	47,633	49,385	51,451	53,600	55,498	58,065	60,693
T	OVER 23 YEARS	HOURLY	19.45	20.35	21.29	22.06	23.02	23.86	24.86	25.90	26.82	28.06	29.33
		BIWEEKLY	1,556.00	1,628.00	1,703.20	1,764.80	1,841.60	1,908.80	1,988.80	2,072.00	2,145.60	2,244.80	2,346.40
		ANNUAL*	40,580	42,458	44,419	46,026	48,029	49,782	51,868	54,038	55,957	58,544	61,194
U	OVER 24 YEARS	HOURLY	19.61	20.52	21.46	22.24	23.21	24.06	25.07	26.11	27.04	28.29	29.57
		BIWEEKLY	1,568.80	1,641.60	1,716.80	1,779.20	1,856.80	1,924.80	2,005.60	2,088.80	2,163.20	2,263.20	2,365.60
		ANNUAL*	40,914	42,813	44,774	46,402	48,425	50,199	52,306	54,476	56,416	59,024	61,695
V	OVER 25 YEARS	HOURLY	19.77	20.68	21.64	22.42	23.40	24.25	25.27	26.33	27.26	28.52	29.81
		BIWEEKLY	1,581.60	1,654.40	1,731.20	1,793.60	1,872.00	1,940.00	2,021.60	2,106.40	2,180.80	2,281.60	2,384.80
		ANNUAL*	41,248	43,147	45,150	46,777	48,822	50,595	52,723	54,935	56,875	59,504	62,196
W	OVER 26 YEARS	HOURLY	19.93	20.85	21.81	22.60	23.59	24.45	25.48	26.54	27.48	28.75	30.05
		BIWEEKLY	1,594.40	1,668.00	1,744.80	1,808.00	1,887.20	1,956.00	2,038.40	2,123.20	2,198.40	2,300.00	2,404.00
		ANNUAL*	41,582	43,501	45,504	47,153	49,218	51,012	53,161	55,373	57,334	59,984	62,696
X	OVER 27 YEARS	HOURLY	20.08	21.02	21.99	22.78	23.78	24.65	25.68	26.75	27.69	28.98	30.29
		BIWEEKLY	1,606.40	1,681.60	1,759.20	1,822.40	1,902.40	1,972.00	2,054.40	2,140.00	2,215.20	2,318.40	2,423.20
		ANNUAL*	41,895	43,856	45,880	47,528	49,615	51,430	53,579	55,811	57,772	60,464	63,197
Y	OVER 28 YEARS	HOURLY	20.24	21.18	22.16	22.96	23.96	24.84	25.88	26.96	27.91	29.21	30.53
		BIWEEKLY	1,619.20	1,694.40	1,772.80	1,836.80	1,916.80	1,987.20	2,070.40	2,156.80	2,232.80	2,336.80	2,442.40
		ANNUAL*	42,229	44,190	46,235	47,904	49,990	51,826	53,996	56,249	58,231	60,944	63,698

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

Employees will not be on the Pay Schedule at the longevity range which corresponds with their years of service.

COMMONWEALTH OF PENNSYLVANIA
CORRECTIONS OFFICERS/FORENSIC SECURITY EMPLOYES PAY SCHEDULE
EFFECTIVE JULY 1, 2009
PAY SCALE TYPE CO

PAY SCALE GROUP CO37

LONGEVITY LEVEL			STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K
A	5 YEARS OR LESS	HOURLY	17.25	18.07	18.87	19.56	20.38	21.23	21.98	23.00	24.04	25.04	26.09
		BIWEEKLY	1,380.00	1,445.60	1,509.60	1,564.80	1,630.40	1,698.40	1,758.40	1,840.00	1,923.20	2,003.20	2,087.20
		ANNUAL*	35,990	37,701	39,370	40,810	42,521	44,294	45,859	47,987	50,157	52,243	54,434
B	OVER 5 YEARS	HOURLY	17.94	18.79	19.62	20.34	21.20	22.08	22.86	23.92	25.00	26.04	27.13
		BIWEEKLY	1,435.20	1,503.20	1,569.60	1,627.20	1,696.00	1,766.40	1,828.80	1,913.60	2,000.00	2,083.20	2,170.40
		ANNUAL*	37,430	39,203	40,935	42,437	44,232	46,068	47,695	49,907	52,160	54,330	56,604
C	OVER 6 YEARS	HOURLY	18.11	18.97	19.81	20.54	21.40	22.29	23.08	24.15	25.24	26.29	27.39
		BIWEEKLY	1,448.80	1,517.60	1,584.80	1,643.20	1,712.00	1,783.20	1,846.40	1,932.00	2,019.20	2,103.20	2,191.20
		ANNUAL*	37,785	39,579	41,332	42,855	44,649	46,506	48,154	50,387	52,661	54,851	57,146
D	OVER 7 YEARS	HOURLY	18.29	19.15	20.00	20.73	21.60	22.50	23.30	24.38	25.48	26.54	27.66
		BIWEEKLY	1,463.20	1,532.00	1,600.00	1,658.40	1,728.00	1,800.00	1,864.00	1,950.40	2,038.40	2,123.20	2,212.80
		ANNUAL*	38,160	39,955	41,728	43,251	45,066	46,944	48,613	50,866	53,161	55,373	57,710
E	OVER 8 YEARS	HOURLY	18.46	19.33	20.19	20.93	21.81	22.72	23.52	24.61	25.72	26.79	27.92
		BIWEEKLY	1,476.80	1,546.40	1,615.20	1,674.40	1,744.80	1,817.60	1,881.60	1,968.80	2,057.60	2,143.20	2,233.60
		ANNUAL*	38,515	40,330	42,124	43,668	45,504	47,403	49,072	51,346	53,662	55,895	58,252
F	OVER 9 YEARS	HOURLY	18.63	19.52	20.38	21.12	22.01	22.93	23.74	24.84	25.96	27.04	28.18
		BIWEEKLY	1,490.40	1,561.60	1,630.40	1,689.60	1,760.80	1,834.40	1,899.20	1,987.20	2,076.80	2,163.20	2,254.40
		ANNUAL*	38,870	40,727	42,521	44,065	45,922	47,841	49,531	51,826	54,163	56,416	58,795
G	OVER 10 YEARS	HOURLY	18.80	19.70	20.57	21.32	22.21	23.14	23.96	25.07	26.20	27.29	28.44
		BIWEEKLY	1,504.00	1,576.00	1,645.60	1,705.60	1,776.80	1,851.20	1,916.80	2,005.60	2,096.00	2,183.20	2,275.20
		ANNUAL*	39,224	41,102	42,917	44,482	46,339	48,279	49,990	52,306	54,664	56,938	59,337
H	OVER 11 YEARS	HOURLY	18.98	19.88	20.76	21.52	22.42	23.35	24.18	25.30	26.44	27.54	28.70
		BIWEEKLY	1,518.40	1,590.40	1,660.80	1,721.60	1,793.60	1,868.00	1,934.40	2,024.00	2,115.20	2,203.20	2,296.00
		ANNUAL*	39,600	41,478	43,314	44,899	46,777	48,717	50,449	52,786	55,164	57,459	59,880
I	OVER 12 YEARS	HOURLY	19.15	20.06	20.95	21.71	22.62	23.57	24.40	25.53	26.68	27.79	28.96
		BIWEEKLY	1,532.00	1,604.80	1,676.00	1,736.80	1,809.60	1,885.60	1,952.00	2,042.40	2,134.40	2,223.20	2,316.80
		ANNUAL*	39,955	41,853	43,710	45,296	47,194	49,176	50,908	53,266	55,665	57,981	60,422
J	OVER 13 YEARS	HOURLY	19.32	20.24	21.13	21.91	22.83	23.78	24.62	25.76	26.92	28.04	29.22
		BIWEEKLY	1,545.60	1,619.20	1,690.40	1,752.80	1,826.40	1,902.40	1,969.60	2,060.80	2,153.60	2,243.20	2,337.60
		ANNUAL*	40,309	42,229	44,086	45,713	47,633	49,615	51,367	53,746	56,166	58,503	60,965
K	OVER 14 YEARS	HOURLY	19.49	20.42	21.32	22.10	23.03	23.99	24.84	25.99	27.17	28.30	29.48
		BIWEEKLY	1,559.20	1,633.60	1,705.60	1,768.00	1,842.40	1,919.20	1,987.20	2,079.20	2,173.60	2,264.00	2,358.40
		ANNUAL*	40,664	42,604	44,482	46,109	48,050	50,053	51,826	54,226	56,687	59,045	61,507
L	OVER 15 YEARS	HOURLY	19.67	20.60	21.51	22.30	23.23	24.20	25.06	26.22	27.41	28.55	29.74
		BIWEEKLY	1,573.60	1,648.00	1,720.80	1,784.00	1,858.40	1,936.00	2,004.80	2,097.60	2,192.80	2,284.00	2,379.20
		ANNUAL*	41,039	42,980	44,878	46,527	48,467	50,491	52,285	54,705	57,188	59,567	62,050

Employees will not be on the Pay Schedule at the longevity range which corresponds with their years of service.

COMMONWEALTH OF PENNSYLVANIA
CORRECTIONS OFFICERS/FORENSIC SECURITY EMPLOYES PAY SCHEDULE
EFFECTIVE JULY 1, 2009
PAY SCALE TYPE CO

PAY SCALE GROUP CO37

LONGEVITY LEVEL			STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K
	OVER	HOURLY	19.84	20.78	21.70	22.49	23.44	24.41	25.28	26.45	27.65	28.80	30.00
M	16	BIWEEKLY	1,587.20	1,662.40	1,736.00	1,799.20	1,875.20	1,952.80	2,022.40	2,116.00	2,212.00	2,304.00	2,400.00
	YEARS	ANNUAL*	41,394	43,355	45,275	46,923	48,905	50,929	52,744	55,185	57,689	60,088	62,592
	OVER	HOURLY	20.01	20.96	21.89	22.69	23.64	24.63	25.50	26.68	27.89	29.05	30.26
N	17	BIWEEKLY	1,600.80	1,676.80	1,751.20	1,815.20	1,891.20	1,970.40	2,040.00	2,134.40	2,231.20	2,324.00	2,420.80
	YEARS	ANNUAL*	41,749	43,731	45,671	47,340	49,322	51,388	53,203	55,665	58,190	60,610	63,134
	OVER	HOURLY	20.18	21.14	22.08	22.89	23.84	24.84	25.72	26.91	28.13	29.30	30.53
O	18	BIWEEKLY	1,614.40	1,691.20	1,766.40	1,831.20	1,907.20	1,987.20	2,057.60	2,152.80	2,250.40	2,344.00	2,442.40
	YEARS	ANNUAL*	42,104	44,106	46,068	47,758	49,740	51,826	53,662	56,145	58,690	61,132	63,698
	OVER	HOURLY	20.36	21.32	22.27	23.08	24.05	25.05	25.94	27.14	28.37	29.55	30.79
P	19	BIWEEKLY	1,628.80	1,705.60	1,781.60	1,846.40	1,924.00	2,004.00	2,075.20	2,171.20	2,269.60	2,364.00	2,463.20
	YEARS	ANNUAL*	42,479	44,482	46,464	48,154	50,178	52,264	54,121	56,625	59,191	61,653	64,240
	OVER	HOURLY	20.53	21.50	22.46	23.28	24.25	25.26	26.16	27.37	28.61	29.80	31.05
Q	20	BIWEEKLY	1,642.40	1,720.00	1,796.80	1,862.40	1,940.00	2,020.80	2,092.80	2,189.60	2,288.80	2,384.00	2,484.00
	YEARS	ANNUAL*	42,834	44,858	46,861	48,571	50,595	52,702	54,580	57,105	59,692	62,175	64,783
	OVER	HOURLY	20.70	21.68	22.64	23.47	24.46	25.48	26.38	27.60	28.85	30.05	31.31
R	21	BIWEEKLY	1,656.00	1,734.40	1,811.20	1,877.60	1,956.80	2,038.40	2,110.40	2,208.00	2,308.00	2,404.00	2,504.80
	YEARS	ANNUAL*	43,188	45,233	47,236	48,968	51,033	53,161	55,039	57,585	60,193	62,696	65,325
	OVER	HOURLY	20.87	21.86	22.83	23.67	24.66	25.69	26.60	27.83	29.09	30.30	31.57
S	22	BIWEEKLY	1,669.60	1,748.80	1,826.40	1,893.60	1,972.80	2,055.20	2,128.00	2,226.40	2,327.20	2,424.00	2,525.60
	YEARS	ANNUAL*	43,543	45,609	47,633	49,385	51,451	53,600	55,498	58,065	60,693	63,218	65,868
	OVER	HOURLY	21.05	22.05	23.02	23.86	24.86	25.90	26.82	28.06	29.33	30.55	31.83
T	23	BIWEEKLY	1,684.00	1,764.00	1,841.60	1,908.80	1,988.80	2,072.00	2,145.60	2,244.80	2,346.40	2,444.00	2,546.40
	YEARS	ANNUAL*	43,919	46,005	48,029	49,782	51,868	54,038	55,957	58,544	61,194	63,740	66,410
	OVER	HOURLY	21.22	22.23	23.21	24.06	25.07	26.11	27.04	28.29	29.57	30.80	32.09
U	24	BIWEEKLY	1,697.60	1,778.40	1,856.80	1,924.80	2,005.60	2,088.80	2,163.20	2,263.20	2,365.60	2,464.00	2,567.20
	YEARS	ANNUAL*	44,273	46,381	48,425	50,199	52,306	54,476	56,416	59,024	61,695	64,261	66,953
	OVER	HOURLY	21.39	22.41	23.40	24.25	25.27	26.33	27.26	28.52	29.81	31.05	32.35
V	25	BIWEEKLY	1,711.20	1,792.80	1,872.00	1,940.00	2,021.60	2,106.40	2,180.80	2,281.60	2,384.80	2,484.00	2,588.00
	YEARS	ANNUAL*	44,628	46,756	48,822	50,595	52,723	54,935	56,875	59,504	62,196	64,783	67,495
	OVER	HOURLY	21.56	22.59	23.59	24.45	25.48	26.54	27.48	28.75	30.05	31.30	32.61
W	26	BIWEEKLY	1,724.80	1,807.20	1,887.20	1,956.00	2,038.40	2,123.20	2,198.40	2,300.00	2,404.00	2,504.00	2,608.80
	YEARS	ANNUAL*	44,983	47,132	49,218	51,012	53,161	55,373	57,334	59,984	62,696	65,304	68,038
	OVER	HOURLY	21.74	22.77	23.78	24.65	25.68	26.75	27.69	28.98	30.29	31.55	32.87
X	27	BIWEEKLY	1,739.20	1,821.60	1,902.40	1,972.00	2,054.40	2,140.00	2,215.20	2,318.40	2,423.20	2,524.00	2,629.60
	YEARS	ANNUAL*	45,358	47,507	49,615	51,430	53,579	55,811	57,772	60,464	63,197	65,826	68,580
	OVER	HOURLY	21.91	22.95	23.96	24.84	25.88	26.96	27.91	29.21	30.53	31.80	33.13
Y	28	BIWEEKLY	1,752.80	1,836.00	1,916.80	1,987.20	2,070.40	2,156.80	2,232.80	2,336.80	2,442.40	2,544.00	2,650.40
	YEARS	ANNUAL*	45,713	47,883	49,990	51,826	53,996	56,249	58,231	60,944	63,698	66,348	69,122

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

Employees will not be on the Pay Schedule at the longevity range which corresponds with their years of service.

COMMONWEALTH OF PENNSYLVANIA
CORRECTIONS OFFICERS/FORENSIC SECURITY EMPLOYES PAY SCHEDULE
EFFECTIVE JULY 1, 2010
PAY SCALE TYPE CO

PAY SCALE GROUP CO29

LONGEVITY LEVEL			STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K
A	5 YEARS OR LESS	HOURLY	13.81	14.45	15.11	15.56	16.06	16.52	17.01	17.58	18.15	18.80	19.62
		BIWEEKLY	1,104.80	1,156.00	1,208.80	1,244.80	1,284.80	1,321.60	1,360.80	1,406.40	1,452.00	1,504.00	1,569.60
		ANNUAL*	28,813	30,148	31,526	32,464	33,508	34,467	35,490	36,679	37,868	39,224	40,935
B	OVER 5 YEARS	HOURLY	14.36	15.03	15.71	16.18	16.70	17.18	17.69	18.28	18.88	19.55	20.40
		BIWEEKLY	1,148.80	1,202.40	1,256.80	1,294.40	1,336.00	1,374.40	1,415.20	1,462.40	1,510.40	1,564.00	1,632.00
		ANNUAL*	29,961	31,359	32,777	33,758	34,843	35,844	36,908	38,139	39,391	40,789	42,563
C	OVER 6 YEARS	HOURLY	14.50	15.17	15.87	16.34	16.86	17.35	17.86	18.46	19.06	19.74	20.60
		BIWEEKLY	1,160.00	1,213.60	1,269.60	1,307.20	1,348.80	1,388.00	1,428.80	1,476.80	1,524.80	1,579.20	1,648.00
		ANNUAL*	30,253	31,651	33,111	34,092	35,177	36,199	37,263	38,515	39,767	41,186	42,980
D	OVER 7 YEARS	HOURLY	14.64	15.32	16.02	16.49	17.02	17.51	18.03	18.63	19.24	19.93	20.80
		BIWEEKLY	1,171.20	1,225.60	1,281.60	1,319.20	1,361.60	1,400.80	1,442.40	1,490.40	1,539.20	1,594.40	1,664.00
		ANNUAL*	30,545	31,964	33,424	34,405	35,511	36,533	37,618	38,870	40,142	41,582	43,397
E	OVER 8 YEARS	HOURLY	14.78	15.46	16.17	16.65	17.18	17.68	18.20	18.81	19.42	20.12	20.99
		BIWEEKLY	1,182.40	1,236.80	1,293.60	1,332.00	1,374.40	1,414.40	1,456.00	1,504.80	1,553.60	1,609.60	1,679.20
		ANNUAL*	30,837	32,256	33,737	34,739	35,844	36,888	37,972	39,245	40,518	41,978	43,794
F	OVER 9 YEARS	HOURLY	14.91	15.61	16.32	16.80	17.34	17.84	18.37	18.99	19.60	20.30	21.19
		BIWEEKLY	1,192.80	1,248.80	1,305.60	1,344.00	1,387.20	1,427.20	1,469.60	1,519.20	1,568.00	1,624.00	1,695.20
		ANNUAL*	31,108	32,569	34,050	35,052	36,178	37,221	38,327	39,621	40,893	42,354	44,211
G	OVER 10 YEARS	HOURLY	15.05	15.75	16.47	16.96	17.51	18.01	18.54	19.16	19.78	20.49	21.39
		BIWEEKLY	1,204.00	1,260.00	1,317.60	1,356.80	1,400.80	1,440.80	1,483.20	1,532.80	1,582.40	1,639.20	1,711.20
		ANNUAL*	31,400	32,861	34,363	35,385	36,533	37,576	38,682	39,975	41,269	42,750	44,628
H	OVER 11 YEARS	HOURLY	15.19	15.90	16.62	17.12	17.67	18.17	18.71	19.34	19.97	20.68	21.58
		BIWEEKLY	1,215.20	1,272.00	1,329.60	1,369.60	1,413.60	1,453.60	1,496.80	1,547.20	1,597.60	1,654.40	1,726.40
		ANNUAL*	31,692	33,174	34,676	35,719	36,867	37,910	39,037	40,351	41,665	43,147	45,025
I	OVER 12 YEARS	HOURLY	15.33	16.04	16.77	17.27	17.83	18.34	18.88	19.51	20.15	20.87	21.78
		BIWEEKLY	1,226.40	1,283.20	1,341.60	1,381.60	1,426.40	1,467.20	1,510.40	1,560.80	1,612.00	1,669.60	1,742.40
		ANNUAL*	31,985	33,466	34,989	36,032	37,201	38,265	39,391	40,706	42,041	43,543	45,442
J	OVER 13 YEARS	HOURLY	15.47	16.18	16.92	17.43	17.99	18.50	19.05	19.69	20.33	21.06	21.97
		BIWEEKLY	1,237.60	1,294.40	1,353.60	1,394.40	1,439.20	1,480.00	1,524.00	1,575.20	1,626.40	1,684.80	1,757.60
		ANNUAL*	32,277	33,758	35,302	36,366	37,534	38,598	39,746	41,081	42,417	43,940	45,838
K	OVER 14 YEARS	HOURLY	15.61	16.33	17.07	17.58	18.15	18.67	19.22	19.87	20.51	21.24	22.17
		BIWEEKLY	1,248.80	1,306.40	1,365.60	1,406.40	1,452.00	1,493.60	1,537.60	1,589.60	1,640.80	1,699.20	1,773.60
		ANNUAL*	32,569	34,071	35,615	36,679	37,868	38,953	40,101	41,457	42,792	44,315	46,255
L	OVER 15 YEARS	HOURLY	15.74	16.47	17.23	17.74	18.31	18.83	19.39	20.04	20.69	21.43	22.37
		BIWEEKLY	1,259.20	1,317.60	1,378.40	1,419.20	1,464.80	1,506.40	1,551.20	1,603.20	1,655.20	1,714.40	1,789.60
		ANNUAL*	32,840	34,363	35,949	37,013	38,202	39,287	40,455	41,811	43,168	44,712	46,673

Employees will not be on the Pay Schedule at the longevity range which corresponds with their years of service.

COMMONWEALTH OF PENNSYLVANIA
CORRECTIONS OFFICERS/FORENSIC SECURITY EMPLOYES PAY SCHEDULE
EFFECTIVE JULY 1, 2010
PAY SCALE TYPE CO

PAY SCALE GROUP CO29

LONGEVITY LEVEL			STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K
	OVER	HOURLY	15.88	16.62	17.38	17.89	18.47	19.00	19.56	20.22	20.87	21.62	22.56
M	16	BIWEEKLY	1,270.40	1,329.60	1,390.40	1,431.20	1,477.60	1,520.00	1,564.80	1,617.60	1,669.60	1,729.60	1,804.80
	YEARS	ANNUAL*	33,132	34,676	36,262	37,326	38,536	39,642	40,810	42,187	43,543	45,108	47,069
	OVER	HOURLY	16.02	16.76	17.53	18.05	18.63	19.16	19.73	20.39	21.05	21.81	22.76
N	17	BIWEEKLY	1,281.60	1,340.80	1,402.40	1,444.00	1,490.40	1,532.80	1,578.40	1,631.20	1,684.00	1,744.80	1,820.80
	YEARS	ANNUAL*	33,424	34,968	36,575	37,660	38,870	39,975	41,165	42,542	43,919	45,504	47,486
	OVER	HOURLY	16.16	16.91	17.68	18.21	18.79	19.33	19.90	20.57	21.24	22.00	22.96
O	18	BIWEEKLY	1,292.80	1,352.80	1,414.40	1,456.80	1,503.20	1,546.40	1,592.00	1,645.60	1,699.20	1,760.00	1,836.80
	YEARS	ANNUAL*	33,716	35,281	36,888	37,993	39,203	40,330	41,519	42,917	44,315	45,901	47,904
	OVER	HOURLY	16.30	17.05	17.83	18.36	18.95	19.49	20.07	20.74	21.42	22.18	23.15
P	19	BIWEEKLY	1,304.00	1,364.00	1,426.40	1,468.80	1,516.00	1,559.20	1,605.60	1,659.20	1,713.60	1,774.40	1,852.00
	YEARS	ANNUAL*	34,008	35,573	37,201	38,306	39,537	40,664	41,874	43,272	44,691	46,276	48,300
	OVER	HOURLY	16.43	17.20	17.98	18.52	19.11	19.66	20.24	20.92	21.60	22.37	23.35
Q	20	BIWEEKLY	1,314.40	1,376.00	1,438.40	1,481.60	1,528.80	1,572.80	1,619.20	1,673.60	1,728.00	1,789.60	1,868.00
	YEARS	ANNUAL*	34,280	35,886	37,513	38,640	39,871	41,019	42,229	43,647	45,066	46,673	48,717
	OVER	HOURLY	16.57	17.34	18.13	18.67	19.27	19.82	20.41	21.10	21.78	22.56	23.54
R	21	BIWEEKLY	1,325.60	1,387.20	1,450.40	1,493.60	1,541.60	1,585.60	1,632.80	1,688.00	1,742.40	1,804.80	1,883.20
	YEARS	ANNUAL*	34,572	36,178	37,826	38,953	40,205	41,352	42,583	44,023	45,442	47,069	49,114
	OVER	HOURLY	16.71	17.48	18.28	18.83	19.43	19.99	20.58	21.27	21.96	22.75	23.74
S	22	BIWEEKLY	1,336.80	1,398.40	1,462.40	1,506.40	1,554.40	1,599.20	1,646.40	1,701.60	1,756.80	1,820.00	1,899.20
	YEARS	ANNUAL*	34,864	36,470	38,139	39,287	40,539	41,707	42,938	44,378	45,817	47,466	49,531
	OVER	HOURLY	16.85	17.63	18.43	18.98	19.59	20.15	20.75	21.45	22.14	22.94	23.94
T	23	BIWEEKLY	1,348.00	1,410.40	1,474.40	1,518.40	1,567.20	1,612.00	1,660.00	1,716.00	1,771.20	1,835.20	1,915.20
	YEARS	ANNUAL*	35,156	36,783	38,452	39,600	40,873	42,041	43,293	44,753	46,193	47,862	49,948
	OVER	HOURLY	16.99	17.77	18.59	19.14	19.75	20.32	20.92	21.62	22.32	23.12	24.13
U	24	BIWEEKLY	1,359.20	1,421.60	1,487.20	1,531.20	1,580.00	1,625.60	1,673.60	1,729.60	1,785.60	1,849.60	1,930.40
	YEARS	ANNUAL*	35,448	37,075	38,786	39,934	41,206	42,396	43,647	45,108	46,568	48,238	50,345
	OVER	HOURLY	17.12	17.92	18.74	19.29	19.91	20.48	21.09	21.80	22.51	23.31	24.33
V	25	BIWEEKLY	1,369.60	1,433.60	1,499.20	1,543.20	1,592.80	1,638.40	1,687.20	1,744.00	1,800.80	1,864.80	1,946.40
	YEARS	ANNUAL*	35,719	37,388	39,099	40,247	41,540	42,729	44,002	45,484	46,965	48,634	50,762
	OVER	HOURLY	17.26	18.06	18.89	19.45	20.08	20.65	21.26	21.98	22.69	23.50	24.53
W	26	BIWEEKLY	1,380.80	1,444.80	1,511.20	1,556.00	1,606.40	1,652.00	1,700.80	1,758.40	1,815.20	1,880.00	1,962.40
	YEARS	ANNUAL*	36,011	37,680	39,412	40,580	41,895	43,084	44,357	45,859	47,340	49,030	51,179
	OVER	HOURLY	17.40	18.21	19.04	19.61	20.24	20.82	21.43	22.15	22.87	23.69	24.72
X	27	BIWEEKLY	1,392.00	1,456.80	1,523.20	1,568.80	1,619.20	1,665.60	1,714.40	1,772.00	1,829.60	1,895.20	1,977.60
	YEARS	ANNUAL*	36,303	37,993	39,725	40,914	42,229	43,439	44,712	46,214	47,716	49,427	51,576
	OVER	HOURLY	17.54	18.35	19.19	19.76	20.40	20.98	21.60	22.33	23.05	23.88	24.92
Y	28	BIWEEKLY	1,403.20	1,468.00	1,535.20	1,580.80	1,632.00	1,678.40	1,728.00	1,786.40	1,844.00	1,910.40	1,993.60
	YEARS	ANNUAL*	36,595	38,285	40,038	41,227	42,563	43,773	45,066	46,589	48,092	49,823	51,993

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

Employees will not be on the Pay Schedule at the longevity range which corresponds with their years of service.

COMMONWEALTH OF PENNSYLVANIA
CORRECTIONS OFFICERS/FORENSIC SECURITY EMPLOYES PAY SCHEDULE
EFFECTIVE JULY 1, 2010
PAY SCALE TYPE CO

PAY SCALE GROUP CO30

LONGEVITY LEVEL			STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K
A	5 YEARS OR LESS	HOURLY	14.22	14.86	15.56	16.06	16.52	17.01	17.58	18.15	18.80	19.62	20.34
		BIWEEKLY	1,137.60	1,188.80	1,244.80	1,284.80	1,321.60	1,360.80	1,406.40	1,452.00	1,504.00	1,569.60	1,627.20
		ANNUAL*	29,669	31,004	32,464	33,508	34,467	35,490	36,679	37,868	39,224	40,935	42,437
B	OVER 5 YEARS	HOURLY	14.79	15.45	16.18	16.70	17.18	17.69	18.28	18.88	19.55	20.40	21.15
		BIWEEKLY	1,183.20	1,236.00	1,294.40	1,336.00	1,374.40	1,415.20	1,462.40	1,510.40	1,564.00	1,632.00	1,692.00
		ANNUAL*	30,858	32,235	33,758	34,843	35,844	36,908	38,139	39,391	40,789	42,563	44,127
C	OVER 6 YEARS	HOURLY	14.93	15.60	16.34	16.86	17.35	17.86	18.46	19.06	19.74	20.60	21.36
		BIWEEKLY	1,194.40	1,248.00	1,307.20	1,348.80	1,388.00	1,428.80	1,476.80	1,524.80	1,579.20	1,648.00	1,708.80
		ANNUAL*	31,150	32,548	34,092	35,177	36,199	37,263	38,515	39,767	41,186	42,980	44,566
D	OVER 7 YEARS	HOURLY	15.07	15.75	16.49	17.02	17.51	18.03	18.63	19.24	19.93	20.80	21.56
		BIWEEKLY	1,205.60	1,260.00	1,319.20	1,361.60	1,400.80	1,442.40	1,490.40	1,539.20	1,594.40	1,664.00	1,724.80
		ANNUAL*	31,442	32,861	34,405	35,511	36,533	37,618	38,870	40,142	41,582	43,397	44,983
E	OVER 8 YEARS	HOURLY	15.22	15.90	16.65	17.18	17.68	18.20	18.81	19.42	20.12	20.99	21.76
		BIWEEKLY	1,217.60	1,272.00	1,332.00	1,374.40	1,414.40	1,456.00	1,504.80	1,553.60	1,609.60	1,679.20	1,740.80
		ANNUAL*	31,755	33,174	34,739	35,844	36,888	37,972	39,245	40,518	41,978	43,794	45,400
F	OVER 9 YEARS	HOURLY	15.36	16.05	16.80	17.34	17.84	18.37	18.99	19.60	20.30	21.19	21.97
		BIWEEKLY	1,228.80	1,284.00	1,344.00	1,387.20	1,427.20	1,469.60	1,519.20	1,568.00	1,624.00	1,695.20	1,757.60
		ANNUAL*	32,047	33,487	35,052	36,178	37,221	38,327	39,621	40,893	42,354	44,211	45,838
G	OVER 10 YEARS	HOURLY	15.50	16.20	16.96	17.51	18.01	18.54	19.16	19.78	20.49	21.39	22.17
		BIWEEKLY	1,240.00	1,296.00	1,356.80	1,400.80	1,440.80	1,483.20	1,532.80	1,582.40	1,639.20	1,711.20	1,773.60
		ANNUAL*	32,339	33,800	35,385	36,533	37,576	38,682	39,975	41,269	42,750	44,628	46,255
H	OVER 11 YEARS	HOURLY	15.64	16.35	17.12	17.67	18.17	18.71	19.34	19.97	20.68	21.58	22.37
		BIWEEKLY	1,251.20	1,308.00	1,369.60	1,413.60	1,453.60	1,496.80	1,547.20	1,597.60	1,654.40	1,726.40	1,789.60
		ANNUAL*	32,631	34,113	35,719	36,867	37,910	39,037	40,351	41,665	43,147	45,025	46,673
I	OVER 12 YEARS	HOURLY	15.78	16.49	17.27	17.83	18.34	18.88	19.51	20.15	20.87	21.78	22.58
		BIWEEKLY	1,262.40	1,319.20	1,381.60	1,426.40	1,467.20	1,510.40	1,560.80	1,612.00	1,669.60	1,742.40	1,806.40
		ANNUAL*	32,923	34,405	36,032	37,201	38,265	39,391	40,706	42,041	43,543	45,442	47,111
J	OVER 13 YEARS	HOURLY	15.93	16.64	17.43	17.99	18.50	19.05	19.69	20.33	21.06	21.97	22.78
		BIWEEKLY	1,274.40	1,331.20	1,394.40	1,439.20	1,480.00	1,524.00	1,575.20	1,626.40	1,684.80	1,757.60	1,822.40
		ANNUAL*	33,236	34,718	36,366	37,534	38,598	39,746	41,081	42,417	43,940	45,838	47,528
K	OVER 14 YEARS	HOURLY	16.07	16.79	17.58	18.15	18.67	19.22	19.87	20.51	21.24	22.17	22.98
		BIWEEKLY	1,285.60	1,343.20	1,406.40	1,452.00	1,493.60	1,537.60	1,589.60	1,640.80	1,699.20	1,773.60	1,838.40
		ANNUAL*	33,528	35,031	36,679	37,868	38,953	40,101	41,457	42,792	44,315	46,255	47,945
L	OVER 15 YEARS	HOURLY	16.21	16.94	17.74	18.31	18.83	19.39	20.04	20.69	21.43	22.37	23.19
		BIWEEKLY	1,296.80	1,355.20	1,419.20	1,464.80	1,506.40	1,551.20	1,603.20	1,655.20	1,714.40	1,789.60	1,855.20
		ANNUAL*	33,821	35,344	37,013	38,202	39,287	40,455	41,811	43,168	44,712	46,673	48,384

Employees will not be on the Pay Schedule at the longevity range which corresponds with their years of service.

COMMONWEALTH OF PENNSYLVANIA
CORRECTIONS OFFICERS/FORENSIC SECURITY EMPLOYES PAY SCHEDULE
EFFECTIVE JULY 1, 2010
PAY SCALE TYPE CO

PAY SCALE GROUP CO30

LONGEVITY LEVEL			STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K
	OVER	HOURLY	16.35	17.09	17.89	18.47	19.00	19.56	20.22	20.87	21.62	22.56	23.39
M	16	BIWEEKLY	1,308.00	1,367.20	1,431.20	1,477.60	1,520.00	1,564.80	1,617.60	1,669.60	1,729.60	1,804.80	1,871.20
	YEARS	ANNUAL*	34,113	35,657	37,326	38,536	39,642	40,810	42,187	43,543	45,108	47,069	48,801
	OVER	HOURLY	16.50	17.24	18.05	18.63	19.16	19.73	20.39	21.05	21.81	22.76	23.59
N	17	BIWEEKLY	1,320.00	1,379.20	1,444.00	1,490.40	1,532.80	1,578.40	1,631.20	1,684.00	1,744.80	1,820.80	1,887.20
	YEARS	ANNUAL*	34,426	35,970	37,660	38,870	39,975	41,165	42,542	43,919	45,504	47,486	49,218
	OVER	HOURLY	16.64	17.39	18.21	18.79	19.33	19.90	20.57	21.24	22.00	22.96	23.80
O	18	BIWEEKLY	1,331.20	1,391.20	1,456.80	1,503.20	1,546.40	1,592.00	1,645.60	1,699.20	1,760.00	1,836.80	1,904.00
	YEARS	ANNUAL*	34,718	36,282	37,993	39,203	40,330	41,519	42,917	44,315	45,901	47,904	49,656
	OVER	HOURLY	16.78	17.53	18.36	18.95	19.49	20.07	20.74	21.42	22.18	23.15	24.00
P	19	BIWEEKLY	1,342.40	1,402.40	1,468.80	1,516.00	1,559.20	1,605.60	1,659.20	1,713.60	1,774.40	1,852.00	1,920.00
	YEARS	ANNUAL*	35,010	36,575	38,306	39,537	40,664	41,874	43,272	44,691	46,276	48,300	50,074
	OVER	HOURLY	16.92	17.68	18.52	19.11	19.66	20.24	20.92	21.60	22.37	23.35	24.20
Q	20	BIWEEKLY	1,353.60	1,414.40	1,481.60	1,528.80	1,572.80	1,619.20	1,673.60	1,728.00	1,789.60	1,868.00	1,936.00
	YEARS	ANNUAL*	35,302	36,888	38,640	39,871	41,019	42,229	43,647	45,066	46,673	48,717	50,491
	OVER	HOURLY	17.06	17.83	18.67	19.27	19.82	20.41	21.10	21.78	22.56	23.54	24.41
R	21	BIWEEKLY	1,364.80	1,426.40	1,493.60	1,541.60	1,585.60	1,632.80	1,688.00	1,742.40	1,804.80	1,883.20	1,952.80
	YEARS	ANNUAL*	35,594	37,201	38,953	40,205	41,352	42,583	44,023	45,442	47,069	49,114	50,929
	OVER	HOURLY	17.21	17.98	18.83	19.43	19.99	20.58	21.27	21.96	22.75	23.74	24.61
S	22	BIWEEKLY	1,376.80	1,438.40	1,506.40	1,554.40	1,599.20	1,646.40	1,701.60	1,756.80	1,820.00	1,899.20	1,968.80
	YEARS	ANNUAL*	35,907	37,513	39,287	40,539	41,707	42,938	44,378	45,817	47,466	49,531	51,346
	OVER	HOURLY	17.35	18.13	18.98	19.59	20.15	20.75	21.45	22.14	22.94	23.94	24.81
T	23	BIWEEKLY	1,388.00	1,450.40	1,518.40	1,567.20	1,612.00	1,660.00	1,716.00	1,771.20	1,835.20	1,915.20	1,984.80
	YEARS	ANNUAL*	36,199	37,826	39,600	40,873	42,041	43,293	44,753	46,193	47,862	49,948	51,764
	OVER	HOURLY	17.49	18.28	19.14	19.75	20.32	20.92	21.62	22.32	23.12	24.13	25.02
U	24	BIWEEKLY	1,399.20	1,462.40	1,531.20	1,580.00	1,625.60	1,673.60	1,729.60	1,785.60	1,849.60	1,930.40	2,001.60
	YEARS	ANNUAL*	36,491	38,139	39,934	41,206	42,396	43,647	45,108	46,568	48,238	50,345	52,202
	OVER	HOURLY	17.63	18.43	19.29	19.91	20.48	21.09	21.80	22.51	23.31	24.33	25.22
V	25	BIWEEKLY	1,410.40	1,474.40	1,543.20	1,592.80	1,638.40	1,687.20	1,744.00	1,800.80	1,864.80	1,946.40	2,017.60
	YEARS	ANNUAL*	36,783	38,452	40,247	41,540	42,729	44,002	45,484	46,965	48,634	50,762	52,619
	OVER	HOURLY	17.78	18.58	19.45	20.08	20.65	21.26	21.98	22.69	23.50	24.53	25.43
W	26	BIWEEKLY	1,422.40	1,486.40	1,556.00	1,606.40	1,652.00	1,700.80	1,758.40	1,815.20	1,880.00	1,962.40	2,034.40
	YEARS	ANNUAL*	37,096	38,765	40,580	41,895	43,084	44,357	45,859	47,340	49,030	51,179	53,057
	OVER	HOURLY	17.92	18.72	19.61	20.24	20.82	21.43	22.15	22.87	23.69	24.72	25.63
X	27	BIWEEKLY	1,433.60	1,497.60	1,568.80	1,619.20	1,665.60	1,714.40	1,772.00	1,829.60	1,895.20	1,977.60	2,050.40
	YEARS	ANNUAL*	37,388	39,057	40,914	42,229	43,439	44,712	46,214	47,716	49,427	51,576	53,474
	OVER	HOURLY	18.06	18.87	19.76	20.40	20.98	21.60	22.33	23.05	23.88	24.92	25.83
Y	28	BIWEEKLY	1,444.80	1,509.60	1,580.80	1,632.00	1,678.40	1,728.00	1,786.40	1,844.00	1,910.40	1,993.60	2,066.40
	YEARS	ANNUAL*	37,680	39,370	41,227	42,563	43,773	45,066	46,589	48,092	49,823	51,993	53,892

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

Employees will not be on the Pay Schedule at the longevity range which corresponds with their years of service.

COMMONWEALTH OF PENNSYLVANIA
CORRECTIONS OFFICERS/FORENSIC SECURITY EMPLOYES PAY SCHEDULE
EFFECTIVE JULY 1, 2010
PAY SCALE TYPE CO

PAY SCALE GROUP CO32

LONGEVITY LEVEL			STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K
A	5 YEARS OR LESS	HOURLY	15.08	15.77	16.52	17.01	17.58	18.15	18.80	19.62	20.34	21.20	22.08
		BIWEEKLY	1,206.40	1,261.60	1,321.60	1,360.80	1,406.40	1,452.00	1,504.00	1,569.60	1,627.20	1,696.00	1,766.40
		ANNUAL*	31,463	32,903	34,467	35,490	36,679	37,868	39,224	40,935	42,437	44,232	46,068
B	OVER 5 YEARS	HOURLY	15.68	16.40	17.18	17.69	18.28	18.88	19.55	20.40	21.15	22.05	22.96
		BIWEEKLY	1,254.40	1,312.00	1,374.40	1,415.20	1,462.40	1,510.40	1,564.00	1,632.00	1,692.00	1,764.00	1,836.80
		ANNUAL*	32,715	34,217	35,844	36,908	38,139	39,391	40,789	42,563	44,127	46,005	47,904
C	OVER 6 YEARS	HOURLY	15.83	16.56	17.35	17.86	18.46	19.06	19.74	20.60	21.36	22.26	23.18
		BIWEEKLY	1,266.40	1,324.80	1,388.00	1,428.80	1,476.80	1,524.80	1,579.20	1,648.00	1,708.80	1,780.80	1,854.40
		ANNUAL*	33,028	34,551	36,199	37,263	38,515	39,767	41,186	42,980	44,566	46,443	48,363
D	OVER 7 YEARS	HOURLY	15.98	16.72	17.51	18.03	18.63	19.24	19.93	20.80	21.56	22.47	23.40
		BIWEEKLY	1,278.40	1,337.60	1,400.80	1,442.40	1,490.40	1,539.20	1,594.40	1,664.00	1,724.80	1,797.60	1,872.00
		ANNUAL*	33,341	34,885	36,533	37,618	38,870	40,142	41,582	43,397	44,983	46,881	48,822
E	OVER 8 YEARS	HOURLY	16.14	16.87	17.68	18.20	18.81	19.42	20.12	20.99	21.76	22.68	23.63
		BIWEEKLY	1,291.20	1,349.60	1,414.40	1,456.00	1,504.80	1,553.60	1,609.60	1,679.20	1,740.80	1,814.40	1,890.40
		ANNUAL*	33,674	35,198	36,888	37,972	39,245	40,518	41,978	43,794	45,400	47,320	49,302
F	OVER 9 YEARS	HOURLY	16.29	17.03	17.84	18.37	18.99	19.60	20.30	21.19	21.97	22.90	23.85
		BIWEEKLY	1,303.20	1,362.40	1,427.20	1,469.60	1,519.20	1,568.00	1,624.00	1,695.20	1,757.60	1,832.00	1,908.00
		ANNUAL*	33,987	35,531	37,221	38,327	39,621	40,893	42,354	44,211	45,838	47,779	49,761
G	OVER 10 YEARS	HOURLY	16.44	17.19	18.01	18.54	19.16	19.78	20.49	21.39	22.17	23.11	24.07
		BIWEEKLY	1,315.20	1,375.20	1,440.80	1,483.20	1,532.80	1,582.40	1,639.20	1,711.20	1,773.60	1,848.80	1,925.60
		ANNUAL*	34,300	35,865	37,576	38,682	39,975	41,269	42,750	44,628	46,255	48,217	50,220
H	OVER 11 YEARS	HOURLY	16.59	17.35	18.17	18.71	19.34	19.97	20.68	21.58	22.37	23.32	24.29
		BIWEEKLY	1,327.20	1,388.00	1,453.60	1,496.80	1,547.20	1,597.60	1,654.40	1,726.40	1,789.60	1,865.60	1,943.20
		ANNUAL*	34,613	36,199	37,910	39,037	40,351	41,665	43,147	45,025	46,673	48,655	50,679
I	OVER 12 YEARS	HOURLY	16.74	17.50	18.34	18.88	19.51	20.15	20.87	21.78	22.58	23.53	24.51
		BIWEEKLY	1,339.20	1,400.00	1,467.20	1,510.40	1,560.80	1,612.00	1,669.60	1,742.40	1,806.40	1,882.40	1,960.80
		ANNUAL*	34,926	36,512	38,265	39,391	40,706	42,041	43,543	45,442	47,111	49,093	51,138
J	OVER 13 YEARS	HOURLY	16.89	17.66	18.50	19.05	19.69	20.33	21.06	21.97	22.78	23.74	24.73
		BIWEEKLY	1,351.20	1,412.80	1,480.00	1,524.00	1,575.20	1,626.40	1,684.80	1,757.60	1,822.40	1,899.20	1,978.40
		ANNUAL*	35,239	36,846	38,598	39,746	41,081	42,417	43,940	45,838	47,528	49,531	51,597
K	OVER 14 YEARS	HOURLY	17.04	17.82	18.67	19.22	19.87	20.51	21.24	22.17	22.98	23.96	24.95
		BIWEEKLY	1,363.20	1,425.60	1,493.60	1,537.60	1,589.60	1,640.80	1,699.20	1,773.60	1,838.40	1,916.80	1,996.00
		ANNUAL*	35,552	37,180	38,953	40,101	41,457	42,792	44,315	46,255	47,945	49,990	52,056
L	OVER 15 YEARS	HOURLY	17.19	17.98	18.83	19.39	20.04	20.69	21.43	22.37	23.19	24.17	25.17
		BIWEEKLY	1,375.20	1,438.40	1,506.40	1,551.20	1,603.20	1,655.20	1,714.40	1,789.60	1,855.20	1,933.60	2,013.60
		ANNUAL*	35,865	37,513	39,287	40,455	41,811	43,168	44,712	46,673	48,384	50,428	52,515

Employees will not be on the Pay Schedule at the longevity range which corresponds with their years of service.

COMMONWEALTH OF PENNSYLVANIA
CORRECTIONS OFFICERS/FORENSIC SECURITY EMPLOYES PAY SCHEDULE
EFFECTIVE JULY 1, 2010
PAY SCALE TYPE CO

PAY SCALE GROUP CO32

LONGEVITY LEVEL			STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K
	OVER	HOURLY	17.34	18.14	19.00	19.56	20.22	20.87	21.62	22.56	23.39	24.38	25.39
M	16	BIWEEKLY	1,387.20	1,451.20	1,520.00	1,564.80	1,617.60	1,669.60	1,729.60	1,804.80	1,871.20	1,950.40	2,031.20
	YEARS	ANNUAL*	36,178	37,847	39,642	40,810	42,187	43,543	45,108	47,069	48,801	50,866	52,974
	OVER	HOURLY	17.49	18.29	19.16	19.73	20.39	21.05	21.81	22.76	23.59	24.59	25.61
N	17	BIWEEKLY	1,399.20	1,463.20	1,532.80	1,578.40	1,631.20	1,684.00	1,744.80	1,820.80	1,887.20	1,967.20	2,048.80
	YEARS	ANNUAL*	36,491	38,160	39,975	41,165	42,542	43,919	45,504	47,486	49,218	51,305	53,433
	OVER	HOURLY	17.64	18.45	19.33	19.90	20.57	21.24	22.00	22.96	23.80	24.80	25.83
O	18	BIWEEKLY	1,411.20	1,476.00	1,546.40	1,592.00	1,645.60	1,699.20	1,760.00	1,836.80	1,904.00	1,984.00	2,066.40
	YEARS	ANNUAL*	36,804	38,494	40,330	41,519	42,917	44,315	45,901	47,904	49,656	51,743	53,892
	OVER	HOURLY	17.79	18.61	19.49	20.07	20.74	21.42	22.18	23.15	24.00	25.02	26.05
P	19	BIWEEKLY	1,423.20	1,488.80	1,559.20	1,605.60	1,659.20	1,713.60	1,774.40	1,852.00	1,920.00	2,001.60	2,084.00
	YEARS	ANNUAL*	37,117	38,828	40,664	41,874	43,272	44,691	46,276	48,300	50,074	52,202	54,351
	OVER	HOURLY	17.95	18.77	19.66	20.24	20.92	21.60	22.37	23.35	24.20	25.23	26.28
Q	20	BIWEEKLY	1,436.00	1,501.60	1,572.80	1,619.20	1,673.60	1,728.00	1,789.60	1,868.00	1,936.00	2,018.40	2,102.40
	YEARS	ANNUAL*	37,451	39,162	41,019	42,229	43,647	45,066	46,673	48,717	50,491	52,640	54,831
	OVER	HOURLY	18.10	18.92	19.82	20.41	21.10	21.78	22.56	23.54	24.41	25.44	26.50
R	21	BIWEEKLY	1,448.00	1,513.60	1,585.60	1,632.80	1,688.00	1,742.40	1,804.80	1,883.20	1,952.80	2,035.20	2,120.00
	YEARS	ANNUAL*	37,764	39,475	41,352	42,583	44,023	45,442	47,069	49,114	50,929	53,078	55,290
	OVER	HOURLY	18.25	19.08	19.99	20.58	21.27	21.96	22.75	23.74	24.61	25.65	26.72
S	22	BIWEEKLY	1,460.00	1,526.40	1,599.20	1,646.40	1,701.60	1,756.80	1,820.00	1,899.20	1,968.80	2,052.00	2,137.60
	YEARS	ANNUAL*	38,077	39,809	41,707	42,938	44,378	45,817	47,466	49,531	51,346	53,516	55,749
	OVER	HOURLY	18.40	19.24	20.15	20.75	21.45	22.14	22.94	23.94	24.81	25.86	26.94
T	23	BIWEEKLY	1,472.00	1,539.20	1,612.00	1,660.00	1,716.00	1,771.20	1,835.20	1,915.20	1,984.80	2,068.80	2,155.20
	YEARS	ANNUAL*	38,390	40,142	42,041	43,293	44,753	46,193	47,862	49,948	51,764	53,954	56,208
	OVER	HOURLY	18.55	19.40	20.32	20.92	21.62	22.32	23.12	24.13	25.02	26.08	27.16
U	24	BIWEEKLY	1,484.00	1,552.00	1,625.60	1,673.60	1,729.60	1,785.60	1,849.60	1,930.40	2,001.60	2,086.40	2,172.80
	YEARS	ANNUAL*	38,703	40,476	42,396	43,647	45,108	46,568	48,238	50,345	52,202	54,413	56,667
	OVER	HOURLY	18.70	19.55	20.48	21.09	21.80	22.51	23.31	24.33	25.22	26.29	27.38
V	25	BIWEEKLY	1,496.00	1,564.00	1,638.40	1,687.20	1,744.00	1,800.80	1,864.80	1,946.40	2,017.60	2,103.20	2,190.40
	YEARS	ANNUAL*	39,016	40,789	42,729	44,002	45,484	46,965	48,634	50,762	52,619	54,851	57,126
	OVER	HOURLY	18.85	19.71	20.65	21.26	21.98	22.69	23.50	24.53	25.43	26.50	27.60
W	26	BIWEEKLY	1,508.00	1,576.80	1,652.00	1,700.80	1,758.40	1,815.20	1,880.00	1,962.40	2,034.40	2,120.00	2,208.00
	YEARS	ANNUAL*	39,329	41,123	43,084	44,357	45,859	47,340	49,030	51,179	53,057	55,290	57,585
	OVER	HOURLY	19.00	19.87	20.82	21.43	22.15	22.87	23.69	24.72	25.63	26.71	27.82
X	27	BIWEEKLY	1,520.00	1,589.60	1,665.60	1,714.40	1,772.00	1,829.60	1,895.20	1,977.60	2,050.40	2,136.80	2,225.60
	YEARS	ANNUAL*	39,642	41,457	43,439	44,712	46,214	47,716	49,427	51,576	53,474	55,728	58,044
	OVER	HOURLY	19.15	20.03	20.98	21.60	22.33	23.05	23.88	24.92	25.83	26.92	28.04
Y	28	BIWEEKLY	1,532.00	1,602.40	1,678.40	1,728.00	1,786.40	1,844.00	1,910.40	1,993.60	2,066.40	2,153.60	2,243.20
	YEARS	ANNUAL*	39,955	41,791	43,773	45,066	46,589	48,092	49,823	51,993	53,892	56,166	58,503

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

Employees will not be on the Pay Schedule at the longevity range which corresponds with their years of service.

COMMONWEALTH OF PENNSYLVANIA
CORRECTIONS OFFICERS/FORENSIC SECURITY EMPLOYES PAY SCHEDULE
EFFECTIVE JULY 1, 2010
PAY SCALE TYPE CO

PAY SCALE GROUP CO34

LONGEVITY LEVEL			STEP S	STEP A	STEP B
A	5 YEARS OR LESS	HOURLY	15.77	16.22	16.58
		BIWEEKLY	1,261.60	1,297.60	1,326.40
		ANNUAL*	32,903	33,841	34,593

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

Employees will not be on the Pay Schedule at the longevity range which corresponds with their years of service.

COMMONWEALTH OF PENNSYLVANIA
CORRECTIONS OFFICERS/FORENSIC SECURITY EMPLOYES PAY SCHEDULE
EFFECTIVE JULY 1, 2010
PAY SCALE TYPE CO

PAY SCALE GROUP CO35

LONGEVITY RANGE			STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K
A	5 YEARS OR LESS	HOURLY	16.58	17.35	18.15	18.80	19.62	20.34	21.20	22.08	22.86	23.92	25.00
		BIWEEKLY	1,326.40	1,388.00	1,452.00	1,504.00	1,569.60	1,627.20	1,696.00	1,766.40	1,828.80	1,913.60	2,000.00
		ANNUAL*	34,593	36,199	37,868	39,224	40,935	42,437	44,232	46,068	47,695	49,907	52,160
B	OVER 5 YEARS	HOURLY	17.24	18.04	18.88	19.55	20.40	21.15	22.05	22.96	23.77	24.88	26.00
		BIWEEKLY	1,379.20	1,443.20	1,510.40	1,564.00	1,632.00	1,692.00	1,764.00	1,836.80	1,901.60	1,990.40	2,080.00
		ANNUAL*	35,970	37,639	39,391	40,789	42,563	44,127	46,005	47,904	49,594	51,910	54,246
C	OVER 6 YEARS	HOURLY	17.41	18.22	19.06	19.74	20.60	21.36	22.26	23.18	24.00	25.12	26.25
		BIWEEKLY	1,392.80	1,457.60	1,524.80	1,579.20	1,648.00	1,708.80	1,780.80	1,854.40	1,920.00	2,009.60	2,100.00
		ANNUAL*	36,324	38,014	39,767	41,186	42,980	44,566	46,443	48,363	50,074	52,410	54,768
D	OVER 7 YEARS	HOURLY	17.57	18.39	19.24	19.93	20.80	21.56	22.47	23.40	24.23	25.36	26.50
		BIWEEKLY	1,405.60	1,471.20	1,539.20	1,594.40	1,664.00	1,724.80	1,797.60	1,872.00	1,938.40	2,028.80	2,120.00
		ANNUAL*	36,658	38,369	40,142	41,582	43,397	44,983	46,881	48,822	50,553	52,911	55,290
E	OVER 8 YEARS	HOURLY	17.74	18.56	19.42	20.12	20.99	21.76	22.68	23.63	24.46	25.59	26.75
		BIWEEKLY	1,419.20	1,484.80	1,553.60	1,609.60	1,679.20	1,740.80	1,814.40	1,890.40	1,956.80	2,047.20	2,140.00
		ANNUAL*	37,013	38,724	40,518	41,978	43,794	45,400	47,320	49,302	51,033	53,391	55,811
F	OVER 9 YEARS	HOURLY	17.91	18.74	19.60	20.30	21.19	21.97	22.90	23.85	24.69	25.83	27.00
		BIWEEKLY	1,432.80	1,499.20	1,568.00	1,624.00	1,695.20	1,757.60	1,832.00	1,908.00	1,975.20	2,066.40	2,160.00
		ANNUAL*	37,367	39,099	40,893	42,354	44,211	45,838	47,779	49,761	51,513	53,892	56,333
G	OVER 10 YEARS	HOURLY	18.07	18.91	19.78	20.49	21.39	22.17	23.11	24.07	24.92	26.07	27.25
		BIWEEKLY	1,445.60	1,512.80	1,582.40	1,639.20	1,711.20	1,773.60	1,848.80	1,925.60	1,993.60	2,085.60	2,180.00
		ANNUAL*	37,701	39,454	41,269	42,750	44,628	46,255	48,217	50,220	51,993	54,392	56,854
H	OVER 11 YEARS	HOURLY	18.24	19.09	19.97	20.68	21.58	22.37	23.32	24.29	25.15	26.31	27.50
		BIWEEKLY	1,459.20	1,527.20	1,597.60	1,654.40	1,726.40	1,789.60	1,865.60	1,943.20	2,012.00	2,104.80	2,200.00
		ANNUAL*	38,056	39,829	41,665	43,147	45,025	46,673	48,655	50,679	52,473	54,893	57,376
I	OVER 12 YEARS	HOURLY	18.40	19.26	20.15	20.87	21.78	22.58	23.53	24.51	25.37	26.55	27.75
		BIWEEKLY	1,472.00	1,540.80	1,612.00	1,669.60	1,742.40	1,806.40	1,882.40	1,960.80	2,029.60	2,124.00	2,220.00
		ANNUAL*	38,390	40,184	42,041	43,543	45,442	47,111	49,093	51,138	52,932	55,394	57,898
J	OVER 13 YEARS	HOURLY	18.57	19.43	20.33	21.06	21.97	22.78	23.74	24.73	25.60	26.79	28.00
		BIWEEKLY	1,485.60	1,554.40	1,626.40	1,684.80	1,757.60	1,822.40	1,899.20	1,978.40	2,048.00	2,143.20	2,240.00
		ANNUAL*	38,744	40,539	42,417	43,940	45,838	47,528	49,531	51,597	53,412	55,895	58,419
K	OVER 14 YEARS	HOURLY	18.74	19.61	20.51	21.24	22.17	22.98	23.96	24.95	25.83	27.03	28.25
		BIWEEKLY	1,499.20	1,568.80	1,640.80	1,699.20	1,773.60	1,838.40	1,916.80	1,996.00	2,066.40	2,162.40	2,260.00
		ANNUAL*	39,099	40,914	42,792	44,315	46,255	47,945	49,990	52,056	53,892	56,395	58,941
L	OVER 15 YEARS	HOURLY	18.90	19.78	20.69	21.43	22.37	23.19	24.17	25.17	26.06	27.27	28.50
		BIWEEKLY	1,512.00	1,582.40	1,655.20	1,714.40	1,789.60	1,855.20	1,933.60	2,013.60	2,084.80	2,181.60	2,280.00
		ANNUAL*	39,433	41,269	43,168	44,712	46,673	48,384	50,428	52,515	54,372	56,896	59,462

Employees will not be on the Pay Schedule at the longevity range which corresponds with their years of service.

COMMONWEALTH OF PENNSYLVANIA
CORRECTIONS OFFICERS/FORENSIC SECURITY EMPLOYES PAY SCHEDULE
EFFECTIVE JULY 1, 2010
PAY SCALE TYPE CO

PAY SCALE GROUP CO35

LONGEVITY LEVEL			STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K
	OVER	HOURLY	19.07	19.95	20.87	21.62	22.56	23.39	24.38	25.39	26.29	27.51	28.75
M	16	BIWEEKLY	1,525.60	1,596.00	1,669.60	1,729.60	1,804.80	1,871.20	1,950.40	2,031.20	2,103.20	2,200.80	2,300.00
	YEARS	ANNUAL*	39,788	41,624	43,543	45,108	47,069	48,801	50,866	52,974	54,851	57,397	59,984
	OVER	HOURLY	19.23	20.13	21.05	21.81	22.76	23.59	24.59	25.61	26.52	27.75	29.00
N	17	BIWEEKLY	1,538.40	1,610.40	1,684.00	1,744.80	1,820.80	1,887.20	1,967.20	2,048.80	2,121.60	2,220.00	2,320.00
	YEARS	ANNUAL*	40,121	41,999	43,919	45,504	47,486	49,218	51,305	53,433	55,331	57,898	60,506
	OVER	HOURLY	19.40	20.30	21.24	22.00	22.96	23.80	24.80	25.83	26.75	27.99	29.25
O	18	BIWEEKLY	1,552.00	1,624.00	1,699.20	1,760.00	1,836.80	1,904.00	1,984.00	2,066.40	2,140.00	2,239.20	2,340.00
	YEARS	ANNUAL*	40,476	42,354	44,315	45,901	47,904	49,656	51,743	53,892	55,811	58,398	61,027
	OVER	HOURLY	19.56	20.47	21.42	22.18	23.15	24.00	25.02	26.05	26.97	28.23	29.50
P	19	BIWEEKLY	1,564.80	1,637.60	1,713.60	1,774.40	1,852.00	1,920.00	2,001.60	2,084.00	2,157.60	2,258.40	2,360.00
	YEARS	ANNUAL*	40,810	42,709	44,691	46,276	48,300	50,074	52,202	54,351	56,270	58,899	61,549
	OVER	HOURLY	19.73	20.65	21.60	22.37	23.35	24.20	25.23	26.28	27.20	28.46	29.75
Q	20	BIWEEKLY	1,578.40	1,652.00	1,728.00	1,789.60	1,868.00	1,936.00	2,018.40	2,102.40	2,176.00	2,276.80	2,380.00
	YEARS	ANNUAL*	41,165	43,084	45,066	46,673	48,717	50,491	52,640	54,831	56,750	59,379	62,070
	OVER	HOURLY	19.90	20.82	21.78	22.56	23.54	24.41	25.44	26.50	27.43	28.70	30.00
R	21	BIWEEKLY	1,592.00	1,665.60	1,742.40	1,804.80	1,883.20	1,952.80	2,035.20	2,120.00	2,194.40	2,296.00	2,400.00
	YEARS	ANNUAL*	41,519	43,439	45,442	47,069	49,114	50,929	53,078	55,290	57,230	59,880	62,592
	OVER	HOURLY	20.06	20.99	21.96	22.75	23.74	24.61	25.65	26.72	27.66	28.94	30.25
S	22	BIWEEKLY	1,604.80	1,679.20	1,756.80	1,820.00	1,899.20	1,968.80	2,052.00	2,137.60	2,212.80	2,315.20	2,420.00
	YEARS	ANNUAL*	41,853	43,794	45,817	47,466	49,531	51,346	53,516	55,749	57,710	60,380	63,114
	OVER	HOURLY	20.23	21.17	22.14	22.94	23.94	24.81	25.86	26.94	27.89	29.18	30.50
T	23	BIWEEKLY	1,618.40	1,693.60	1,771.20	1,835.20	1,915.20	1,984.80	2,068.80	2,155.20	2,231.20	2,334.40	2,440.00
	YEARS	ANNUAL*	42,208	44,169	46,193	47,862	49,948	51,764	53,954	56,208	58,190	60,881	63,635
	OVER	HOURLY	20.39	21.34	22.32	23.12	24.13	25.02	26.08	27.16	28.12	29.42	30.75
U	24	BIWEEKLY	1,631.20	1,707.20	1,785.60	1,849.60	1,930.40	2,001.60	2,086.40	2,172.80	2,249.60	2,353.60	2,460.00
	YEARS	ANNUAL*	42,542	44,524	46,568	48,238	50,345	52,202	54,413	56,667	58,670	61,382	64,157
	OVER	HOURLY	20.56	21.51	22.51	23.31	24.33	25.22	26.29	27.38	28.35	29.66	31.00
V	25	BIWEEKLY	1,644.80	1,720.80	1,800.80	1,864.80	1,946.40	2,017.60	2,103.20	2,190.40	2,268.00	2,372.80	2,480.00
	YEARS	ANNUAL*	42,896	44,878	46,965	48,634	50,762	52,619	54,851	57,126	59,149	61,883	64,678
	OVER	HOURLY	20.73	21.69	22.69	23.50	24.53	25.43	26.50	27.60	28.58	29.90	31.25
W	26	BIWEEKLY	1,658.40	1,735.20	1,815.20	1,880.00	1,962.40	2,034.40	2,120.00	2,208.00	2,286.40	2,392.00	2,500.00
	YEARS	ANNUAL*	43,251	45,254	47,340	49,030	51,179	53,057	55,290	57,585	59,629	62,383	65,200
	OVER	HOURLY	20.89	21.86	22.87	23.69	24.72	25.63	26.71	27.82	28.80	30.14	31.50
X	27	BIWEEKLY	1,671.20	1,748.80	1,829.60	1,895.20	1,977.60	2,050.40	2,136.80	2,225.60	2,304.00	2,411.20	2,520.00
	YEARS	ANNUAL*	43,585	45,609	47,716	49,427	51,576	53,474	55,728	58,044	60,088	62,884	65,722
	OVER	HOURLY	21.06	22.03	23.05	23.88	24.92	25.83	26.92	28.04	29.03	30.38	31.75
Y	28	BIWEEKLY	1,684.80	1,762.40	1,844.00	1,910.40	1,993.60	2,066.40	2,153.60	2,243.20	2,322.40	2,430.40	2,540.00
	YEARS	ANNUAL*	43,940	45,963	48,092	49,823	51,993	53,892	56,166	58,503	60,568	63,385	66,243

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

Employees will not be on the Pay Schedule at the longevity range which corresponds with their years of service.

COMMONWEALTH OF PENNSYLVANIA
CORRECTIONS OFFICERS/FORENSIC SECURITY EMPLOYES PAY SCHEDULE
EFFECTIVE JULY 1, 2010
PAY SCALE TYPE CO

PAY SCALE GROUP CO37

LONGEVITY LEVEL			STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K
A	5 YEARS OR LESS	HOURLY	17.94	18.79	19.62	20.34	21.20	22.08	22.86	23.92	25.00	26.04	27.13
		BIWEEKLY	1,435.20	1,503.20	1,569.60	1,627.20	1,696.00	1,766.40	1,828.80	1,913.60	2,000.00	2,083.20	2,170.40
		ANNUAL*	37,430	39,203	40,935	42,437	44,232	46,068	47,695	49,907	52,160	54,330	56,604
B	OVER 5 YEARS	HOURLY	18.66	19.54	20.40	21.15	22.05	22.96	23.77	24.88	26.00	27.08	28.22
		BIWEEKLY	1,492.80	1,563.20	1,632.00	1,692.00	1,764.00	1,836.80	1,901.60	1,990.40	2,080.00	2,166.40	2,257.60
		ANNUAL*	38,932	40,768	42,563	44,127	46,005	47,904	49,594	51,910	54,246	56,500	58,878
C	OVER 6 YEARS	HOURLY	18.84	19.73	20.60	21.36	22.26	23.18	24.00	25.12	26.25	27.34	28.49
		BIWEEKLY	1,507.20	1,578.40	1,648.00	1,708.80	1,780.80	1,854.40	1,920.00	2,009.60	2,100.00	2,187.20	2,279.20
		ANNUAL*	39,308	41,165	42,980	44,566	46,443	48,363	50,074	52,410	54,768	57,042	59,442
D	OVER 7 YEARS	HOURLY	19.02	19.92	20.80	21.56	22.47	23.40	24.23	25.36	26.50	27.60	28.76
		BIWEEKLY	1,521.60	1,593.60	1,664.00	1,724.80	1,797.60	1,872.00	1,938.40	2,028.80	2,120.00	2,208.00	2,300.80
		ANNUAL*	39,683	41,561	43,397	44,983	46,881	48,822	50,553	52,911	55,290	57,585	60,005
E	OVER 8 YEARS	HOURLY	19.20	20.11	20.99	21.76	22.68	23.63	24.46	25.59	26.75	27.86	29.03
		BIWEEKLY	1,536.00	1,608.80	1,679.20	1,740.80	1,814.40	1,890.40	1,956.80	2,047.20	2,140.00	2,228.80	2,322.40
		ANNUAL*	40,059	41,958	43,794	45,400	47,320	49,302	51,033	53,391	55,811	58,127	60,568
F	OVER 9 YEARS	HOURLY	19.38	20.29	21.19	21.97	22.90	23.85	24.69	25.83	27.00	28.12	29.30
		BIWEEKLY	1,550.40	1,623.20	1,695.20	1,757.60	1,832.00	1,908.00	1,975.20	2,066.40	2,160.00	2,249.60	2,344.00
		ANNUAL*	40,434	42,333	44,211	45,838	47,779	49,761	51,513	53,892	56,333	58,670	61,132
G	OVER 10 YEARS	HOURLY	19.55	20.48	21.39	22.17	23.11	24.07	24.92	26.07	27.25	28.38	29.57
		BIWEEKLY	1,564.00	1,638.40	1,711.20	1,773.60	1,848.80	1,925.60	1,993.60	2,085.60	2,180.00	2,270.40	2,365.60
		ANNUAL*	40,789	42,729	44,628	46,255	48,217	50,220	51,993	54,392	56,854	59,212	61,695
H	OVER 11 YEARS	HOURLY	19.73	20.67	21.58	22.37	23.32	24.29	25.15	26.31	27.50	28.64	29.84
		BIWEEKLY	1,578.40	1,653.60	1,726.40	1,789.60	1,865.60	1,943.20	2,012.00	2,104.80	2,200.00	2,291.20	2,387.20
		ANNUAL*	41,165	43,126	45,025	46,673	48,655	50,679	52,473	54,893	57,376	59,754	62,258
I	OVER 12 YEARS	HOURLY	19.91	20.86	21.78	22.58	23.53	24.51	25.37	26.55	27.75	28.90	30.11
		BIWEEKLY	1,592.80	1,668.80	1,742.40	1,806.40	1,882.40	1,960.80	2,029.60	2,124.00	2,220.00	2,312.00	2,408.80
		ANNUAL*	41,540	43,522	45,442	47,111	49,093	51,138	52,932	55,394	57,898	60,297	62,822
J	OVER 13 YEARS	HOURLY	20.09	21.04	21.97	22.78	23.74	24.73	25.60	26.79	28.00	29.16	30.39
		BIWEEKLY	1,607.20	1,683.20	1,757.60	1,822.40	1,899.20	1,978.40	2,048.00	2,143.20	2,240.00	2,332.80	2,431.20
		ANNUAL*	41,916	43,898	45,838	47,528	49,531	51,597	53,412	55,895	58,419	60,839	63,406
K	OVER 14 YEARS	HOURLY	20.27	21.23	22.17	22.98	23.96	24.95	25.83	27.03	28.25	29.43	30.66
		BIWEEKLY	1,621.60	1,698.40	1,773.60	1,838.40	1,916.80	1,996.00	2,066.40	2,162.40	2,260.00	2,354.40	2,452.80
		ANNUAL*	42,291	44,294	46,255	47,945	49,990	52,056	53,892	56,395	58,941	61,403	63,969
L	OVER 15 YEARS	HOURLY	20.45	21.42	22.37	23.19	24.17	25.17	26.06	27.27	28.50	29.69	30.93
		BIWEEKLY	1,636.00	1,713.60	1,789.60	1,855.20	1,933.60	2,013.60	2,084.80	2,181.60	2,280.00	2,375.20	2,474.40
		ANNUAL*	42,667	44,691	46,673	48,384	50,428	52,515	54,372	56,896	59,462	61,945	64,532

Employees will not be on the Pay Schedule at the longevity range which corresponds with their years of service.

COMMONWEALTH OF PENNSYLVANIA
CORRECTIONS OFFICERS/FORENSIC SECURITY EMPLOYES PAY SCHEDULE
EFFECTIVE JULY 1, 2010
PAY SCALE TYPE CO

PAY SCALE GROUP CO37

LONGEVITY LEVEL			STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K
	OVER	HOURLY	20.63	21.61	22.56	23.39	24.38	25.39	26.29	27.51	28.75	29.95	31.20
M	16	BIWEEKLY	1,650.40	1,728.80	1,804.80	1,871.20	1,950.40	2,031.20	2,103.20	2,200.80	2,300.00	2,396.00	2,496.00
	YEARS	ANNUAL*	43,042	45,087	47,069	48,801	50,866	52,974	54,851	57,397	59,984	62,488	65,096
	OVER	HOURLY	20.81	21.80	22.76	23.59	24.59	25.61	26.52	27.75	29.00	30.21	31.47
N	17	BIWEEKLY	1,664.80	1,744.00	1,820.80	1,887.20	1,967.20	2,048.80	2,121.60	2,220.00	2,320.00	2,416.80	2,517.60
	YEARS	ANNUAL*	43,418	45,484	47,486	49,218	51,305	53,433	55,331	57,898	60,506	63,030	65,659
	OVER	HOURLY	20.99	21.98	22.96	23.80	24.80	25.83	26.75	27.99	29.25	30.47	31.74
O	18	BIWEEKLY	1,679.20	1,758.40	1,836.80	1,904.00	1,984.00	2,066.40	2,140.00	2,239.20	2,340.00	2,437.60	2,539.20
	YEARS	ANNUAL*	43,794	45,859	47,904	49,656	51,743	53,892	55,811	58,398	61,027	63,573	66,222
	OVER	HOURLY	21.17	22.17	23.15	24.00	25.02	26.05	26.97	28.23	29.50	30.73	32.01
P	19	BIWEEKLY	1,693.60	1,773.60	1,852.00	1,920.00	2,001.60	2,084.00	2,157.60	2,258.40	2,360.00	2,458.40	2,560.80
	YEARS	ANNUAL*	44,169	46,255	48,300	50,074	52,202	54,351	56,270	58,899	61,549	64,115	66,786
	OVER	HOURLY	21.35	22.36	23.35	24.20	25.23	26.28	27.20	28.46	29.75	30.99	32.28
Q	20	BIWEEKLY	1,708.00	1,788.80	1,868.00	1,936.00	2,018.40	2,102.40	2,176.00	2,276.80	2,380.00	2,479.20	2,582.40
	YEARS	ANNUAL*	44,545	46,652	48,717	50,491	52,640	54,831	56,750	59,379	62,070	64,658	67,349
	OVER	HOURLY	21.53	22.55	23.54	24.41	25.44	26.50	27.43	28.70	30.00	31.25	32.56
R	21	BIWEEKLY	1,722.40	1,804.00	1,883.20	1,952.80	2,035.20	2,120.00	2,194.40	2,296.00	2,400.00	2,500.00	2,604.80
	YEARS	ANNUAL*	44,920	47,048	49,114	50,929	53,078	55,290	57,230	59,880	62,592	65,200	67,933
	OVER	HOURLY	21.71	22.74	23.74	24.61	25.65	26.72	27.66	28.94	30.25	31.51	32.83
S	22	BIWEEKLY	1,736.80	1,819.20	1,899.20	1,968.80	2,052.00	2,137.60	2,212.80	2,315.20	2,420.00	2,520.80	2,626.40
	YEARS	ANNUAL*	45,296	47,445	49,531	51,346	53,516	55,749	57,710	60,380	63,114	65,742	68,497
	OVER	HOURLY	21.89	22.92	23.94	24.81	25.86	26.94	27.89	29.18	30.50	31.77	33.10
T	23	BIWEEKLY	1,751.20	1,833.60	1,915.20	1,984.80	2,068.80	2,155.20	2,231.20	2,334.40	2,440.00	2,541.60	2,648.00
	YEARS	ANNUAL*	45,671	47,820	49,948	51,764	53,954	56,208	58,190	60,881	63,635	66,285	69,060
	OVER	HOURLY	22.07	23.11	24.13	25.02	26.08	27.16	28.12	29.42	30.75	32.03	33.37
U	24	BIWEEKLY	1,765.60	1,848.80	1,930.40	2,001.60	2,086.40	2,172.80	2,249.60	2,353.60	2,460.00	2,562.40	2,669.60
	YEARS	ANNUAL*	46,047	48,217	50,345	52,202	54,413	56,667	58,670	61,382	64,157	66,827	69,623
	OVER	HOURLY	22.25	23.30	24.33	25.22	26.29	27.38	28.35	29.66	31.00	32.29	33.64
V	25	BIWEEKLY	1,780.00	1,864.00	1,946.40	2,017.60	2,103.20	2,190.40	2,268.00	2,372.80	2,480.00	2,583.20	2,691.20
	YEARS	ANNUAL*	46,422	48,613	50,762	52,619	54,851	57,126	59,149	61,883	64,678	67,370	70,186
	OVER	HOURLY	22.43	23.49	24.53	25.43	26.50	27.60	28.58	29.90	31.25	32.55	33.91
W	26	BIWEEKLY	1,794.40	1,879.20	1,962.40	2,034.40	2,120.00	2,208.00	2,286.40	2,392.00	2,500.00	2,604.00	2,712.80
	YEARS	ANNUAL*	46,798	49,010	51,179	53,057	55,290	57,585	59,629	62,383	65,200	67,912	70,750
	OVER	HOURLY	22.60	23.68	24.72	25.63	26.71	27.82	28.80	30.14	31.50	32.81	34.18
X	27	BIWEEKLY	1,808.00	1,894.40	1,977.60	2,050.40	2,136.80	2,225.60	2,304.00	2,411.20	2,520.00	2,624.80	2,734.40
	YEARS	ANNUAL*	47,153	49,406	51,576	53,474	55,728	58,044	60,088	62,884	65,722	68,455	71,313
	OVER	HOURLY	22.78	23.86	24.92	25.83	26.92	28.04	29.03	30.38	31.75	33.07	34.46
Y	28	BIWEEKLY	1,822.40	1,908.80	1,993.60	2,066.40	2,153.60	2,243.20	2,322.40	2,430.40	2,540.00	2,645.60	2,756.80
	YEARS	ANNUAL*	47,528	49,782	51,993	53,892	56,166	58,503	60,568	63,385	66,243	68,997	71,897

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

Employees will not be on the Pay Schedule at the longevity range which corresponds with their years of service.

Exhibit C
Contract Language - Health Care

ARTICLE 23
HEALTH BENEFITS

Section 1. Pennsylvania Employees Benefit Trust Fund

a. A jointly administered, multi-union, health and welfare Fund has been established under the provisions of an Agreement and Declaration of Trust executed by and between Council 13, American Federation of State, County and Municipal Employees, AFL-CIO, and the Employer, and executed by the trustees.

This jointly administered Fund is known as the Pennsylvania Employees Benefit Trust Fund (hereinafter Fund or PEBTF). The Fund shall conform to all existing and future Federal and Commonwealth statutes applicable to and controlling such Health and Welfare Fund.

Said Agreement and Declaration of Trust shall provide for equal representation on the Board of Trustees appointed by the unions and the Employer. In addition, the Agreement and Declaration of Trust will allow the Fund to provide benefits to management level and retired employees, as well as employees represented by other unions and other employers in the Commonwealth of Pennsylvania.

b. The Board of Trustees of the Fund shall determine in their discretion and within the terms of this Agreement and the Agreement and Declaration of Trust the extent and level of medical plan benefits, supplemental benefits and other benefits to be extended by the Fund, which for this bargaining unit shall not be less than those provided to any other bargaining unit included within the Fund.

c. The Employer shall contribute to the Fund the amounts indicated below on behalf of each permanent full-time employee eligible for benefits and covered by this Agreement:

~~July 1, 2005 – June 30, 2006 – $275.00 biweekly per employee~~
~~July 1, 2006 – June 30, 2007 – $300.00 biweekly per employee~~
July 1, 2008 – June 30, 2009 – $365.00 biweekly per employee
July 1, 2009 – June 30, 2010 – $400.00 biweekly per employee
July 1, 2010 – June 30, 2011 – $440.00 biweekly per employee

The contributions for permanent part-time employees, who are eligible for benefits and expected to be in an active pay status at least 50% of the time every pay period, will be 50% of the above referenced rates.

d. The Employer shall make aggregate payments of Employer contributions together with an itemized statement to the Fund within one month from the end of the month in which the contributions were collected.

e. All benefits extended by the Fund must be designed to be excludable from the "regular rate" definition of the Fair Labor Standards Act, unless hereinafter required by federal law to be included.

f. No dispute over eligibility for benefits or over a claim for any benefits extended by the Fund shall be subject to the grievance procedure established in any collective bargaining agreement, except as otherwise specifically provided within this Article.

g. It is expressly agreed and understood that the Employer does not accept, nor is the Employer to be hereby charged with any responsibility in any manner connected with the determination of liability to any employee claiming under any of the benefits extended by the Fund. It is expressly agreed that the Employer's liability, in any and every event, with respect to benefits extended by the Fund shall be limited to the contributions indicated under Subsection c. above.

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

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

a. ~~Employees hired before August 1, 2003 – Subject to the provisions of Section 3. b., effective at the beginning of the first full pay period in July 2005, employees will contribute one-half percent (0.5%) of their biweekly gross salary. Biweekly gross salary as used throughout this Article excludes premium or supplemental payments such as overtime, shift differentials, higher class pay, etc. Effective at the beginning of the first full pay period in January 2007, the contribution rate will be one percent (1.0%) of the employee's biweekly gross salary.~~

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

July 2008 – June 2009	1.5%
July 2009 – June 2010	2.0%
July 2010 – June 2011	3.0%

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

b. An employee will be eligible for an Employee Contribution Waiver if the employee and his/her qualifying dependents, as determined by the Trustees, participate in the Get Healthy Program as established from time-to-time by the Fund. In accordance with Section 1.b., the Fund shall be solely responsible for establishing all requirements and conditions of the Get Healthy Program, including rules and policies for the requirements for qualifying for the Employee Contribution Waiver and for making determinations regarding whether an employee and dependents have fulfilled the conditions for such Waiver.

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

	Waiver Amount	Employee contribution with Waiver	Employee contribution without Waiver
July 2008 - June 2009	0.5%	1.0%	1.5%
July 2009 - June 2010	1.0%	1.0%	2.0%
July 2010 - June 2011	1.5%	1.5%	3.0%

Employee contribution waivers shall be effective the first full pay period in July of the period specified above.

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

~~c. Employees hired on or after August 1, 2003 – Employees will contribute one percent (1%) of their biweekly gross salary.~~

~~(1) – For the first six (6) months of employment, the employee will be offered single coverage in the least costly medical plan offered and available in his/her area, with no supplemental benefits. The employee may opt to purchase medical coverage for the employee's qualifying dependents in the same medical plan as the employee, and/or may opt to purchase a more costly plan in the area by paying the difference in cost between the least costly and the more costly plan, in addition to the one percent (1%) employee contribution~~

~~(2) – After completing six (6) months of employment, the employee and his/her qualifying dependents will be eligible for coverage under the Fund's supplemental benefits, and the employee will be permitted to cover his/her qualifying dependents under the least costly medical plan at no additional cost. If a more costly medical plan is selected, the employee will be required to pay the cost difference between the least costly and more costly plan, in addition to the one percent (1%) employee contribution~~

d. Only employees who elect to enroll for PEBTF coverage, including those who enroll only for supplemental benefits, are subject to the employee contributions in this Article. An employee who is only enrolled as a spouse of another PEBTF covered employee is not subject to any required employee contributions.

e. Employee contributions under this Article will be paid to the Fund on a biweekly basis as soon as is practicable using the Employer's standard methods for transferring money. The parties intend that these contributions will be submitted in a more accelerated manner than the Employer contributions. Any employee contributions made pursuant to this Article ~~for the first full pay period in July 2004 and thereafter~~ will be made on a pre-tax basis.

Section 4.

a. Permanent employees who are granted sick leave without pay (Article 15),~~or~~ parental leave without pay (Article 16), or family care leave without pay (Article 39) may continue to receive benefits as determined and extended by the Fund for up to six months. ~~Permanent employees who are granted family care leave may continue to receive benefits as determined and extended by the Fund for up to 12 weeks.~~ Permanent employees who are granted injury leave (paid and unpaid) may continue to receive benefits as determined and extended by the Fund for up to 12 months or if only paid leave is used, beyond 12 months until the paid leave is exhausted.

b. Except as provided in c. below, permanent part-time employees and those permanent full-time employees who are placed on suspension or who are granted leave without pay for any reason other than sickness, parental leave, family care or injury leave for longer than one full pay period or who are on leave longer than the applicable period specified in a. above, will be permitted to continue coverage on a direct pay basis at a rate to be determined by the Fund but no greater than the COBRA rate.

c. Permanent full-time employees and permanent part-time employees who are eligible for benefits who are regularly placed on leave without pay for one to three months every year due to cyclical work schedules or weather conditions will continue to receive benefits as determined and extended by the Fund for the period they are on leave. If the leave extends beyond the regular leave period, employees will be permitted to continue coverage on a direct pay basis at a rate to be determined by the Fund but no greater than the COBRA rate.

d. The Employer shall continue to make full contributions to the Fund for permanent full-time employees for the period of time for which they are entitled to benefits under Subsection ~~5~~ a. or c. and 50% contributions for permanent part-time employees for the period of time for which they are entitled to benefits under Subsection ~~5~~ a. or c.

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

~~Section 5. Spousal Eligibility~~

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

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

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

Section ~~6~~5.

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

b. ~~Employees who retire prior to July 1, 2004 shall be eligible to elect coverage in the REHP plan of benefits in effect on June 30, 2003, as modified by the Employer from time-to-time. Effective July 1, 2004, the Employer will modify the REHP plan of benefits to conform to the medical and prescription benefits in effect for the active employees. Employees retiring on~~

~~or after July 1, 2004, shall be eligible to elect coverage in the modified REHP plan of benefits.~~ Employees who retire on or after July 1, 2008, and who elect REHP coverage, shall be eligible for the medical and prescription benefits in effect for active employees, provided that the Employer will modify the REHP plan of benefits from time-to-time to conform to the medical and prescription benefits in effect for the active employees. Annuitants who are eligible for Medicare will participate in Medicare supplemental medical plans, and those annuitants who are eligible to enroll in Medicare Part B will not receive benefits through the REHP for benefits which are provided by Medicare Part B. It is understood that the REHP plan of benefits may be amended or modified by the Employer from time-to-time.

c. ~~For those who retire prior to July 1, 2005 and elect REHP coverage, the Employer shall continue to pay the full cost of coverage under the REHP. Those~~ Employees who retire on or after July 1, 2005, and elect REHP coverage shall be required to contribute to the cost of coverage. The annual retiree contribution rate shall be ~~one percent (1.0%)~~ a percentage of the employee's final annual gross salary at the time of retirement from State service equal to the active employee contribution rate in effect on the date of retirement (without waivers) and will be payable monthly at the rate of one-twelfth of the annual retiree contribution rate. The annual retiree contribution rate shall change thereafter in accordance with the percentage of the active employee contribution rate (without waivers).

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

e. The Employer shall continue to pay the cost of coverage, subject to the required retiree contribution rates, for annuitants who retire under (1), (2), (3), (4) or (5) below and who have elected REHP coverage:

(1) Retirement at or after superannuation age with at least 15 years of credited service (20 years of credited service if retired on or after September 1, 2008) in the State and/or Public School Retirement Systems, except that

(a) an employee who leaves State employment prior to superannuation age and subsequently retires at or after superannuation age must have 25 years of credited service in the State and/or Public School Retirement Systems,

(b) an employee who is furloughed prior to superannuation age and subsequently retires at or after superannuation age during the recall period must have 15 or more years of credited service (20 or more years of credited service if retired on or after September 1, 2008) in the State and/or Public School Retirement Systems,

(c) an employee who leaves State employment prior to superannuation age and is subsequently rehired and then retires at or after superannuation age must have 15 or more years of credited service (20 or more years of credited service if retired on or after September 1, 2008) in the State and/or Public School Retirement Systems with at least three

years of credited service from the most recent date of reemployment. However, if the departure from State employment was due to furlough and the employee returns during the recall period, this three year requirement will not apply. If the employee had qualified, other than through disability retirement, for Employer paid coverage in the REHP prior to the most recent rehire period, this three year requirement will not apply,

(d) an employee who leaves State employment subsequent to superannuation age and is subsequently rehired and then retires must have 15 or more years of credited service (20 or more years of credited service if retired on or after September 1, 2008) in the State and/or Public School Retirement Systems with at least three years of credited service from the most recent date of reemployment. However, if the departure from State employment was due to furlough and the employee returns during the recall period, this three year requirement will not apply. If the employee had qualified, other than through disability retirement, for Employer paid coverage in the REHP prior to the most recent rehire period, this three year requirement will not apply.

(2) Disability retirement, which requires at least five years of credited service in the State and/or Public School Retirement Systems, except that, if an employee had previously qualified based on an approved disability retirement, then returns and retires under a normal or early retirement, he or she must retire at or after superannuation age with 15 or more years of credited service (20 or more years of credited service if retired on or after September 1, 2008) in the State and/or Public School Retirement Systems or 25 years of credited service in the State and/or Public School Retirement Systems or

(3) Other retirement with at least 25 years of credited service in the State and/or Public School Retirement Systems, except that an employee who leaves State employment, is subsequently rehired and retires must have at least 25 years of credited service in the State and/or Public School Retirement Systems with at least three years of credited service from the most recent date of reemployment. However, if the departure from State employment was due to furlough and the employee returns during the recall period, this three year requirement will not apply. If the employee had qualified, other than through disability retirement, for Employer paid coverage in the REHP prior to the most recent rehire period, this three year requirement will not apply.

(4) All employees who have at least 15 years of credited service as of August 31, 2008, or who have 13 years of credited service and are within one year of superannuation age as of August 31, 2008, whether it has been purchased as of that date or eligible to be purchased as of that date, shall be eligible to elect REHP coverage upon reaching superannuation age with 15 years of credited service rather than 20. The three-year rehire rule will not apply to such employees.

(5) For purposes of eligibility for REHP coverage under this Section, credited service earned on or after September 1, 2008, will be limited to service as a Commonwealth employee which otherwise counts as credited service under the State and/or Public School Retirement, TIAA-CREF or other approved retirement systems' rules in effect from time to time. Employees hired on or after September 1, 2008 who have earned credited service under the State

and/or Public School Retirement, TIAA-CREF or other approved retirement systems' rules with another employer will not have that service counted for purposes of eligibility for REHP coverage, unless they were employed by the Commonwealth prior to September 1, 2008. If it is determined by the State and/or Public School Retirement Systems that a Commonwealth employee is eligible for additional credited service for military service, such credited service will be included in the determination of eligibility for REHP coverage. The phrase "Commonwealth employee" shall be limited to service earned through an employing agency eligible to participate in the Commonwealth's Life Insurance Program.

Section ~~7~~ 6. If an employee is killed in the line of duty, the Employer will continue to provide medical plan benefits and supplemental benefits, as determined and extended by the Fund, to the spouse of the employee until the spouse remarries and/or to eligible dependents until they are no longer eligible for dependent coverage. Annual certification of non-coverage will be required.

The medical plan benefits and supplemental benefits will be converted to the REHP at the time when the employee would have reached age 60.

Section 7. In the event that comprehensive healthcare legislation is passed, the parties agree to negotiate the impact, if any, of such legislation on the existing active and annuitant health care programs.