

PROVISIONS FROM
BOARDS OF ARBITRATION AWARDS

AND

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

COMMONWEALTH OF PENNSYLVANIA

PENNSYLVANIA STATE POLICE

AND

FRATERNAL ORDER OF POLICE

Effective July 1, 1974 through June 30, 1975

Distributed by
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INTRODUCTION

This booklet sets forth the provisions of the Board of Arbitration Award dated December 21, 1970; the Arbitration Award dated December 28, 1971; the Collective Bargaining Agreement entered into by the Commonwealth of Pennsylvania and the Pennsylvania State Police, represented by the Fraternal Order of Police; and the Arbitration Award dated December 27, 1973. The provisions of the December 27, 1973, Award shall become effective July 1, 1974. The following provisions shall continue in full force and effect up to and including June 30, 1975.

The provisions of this document shall apply to all members of the Pennsylvania State Police, excluding the Commissioner. (Gershenfeld Award, December 27, 1973)

WAGES

Section 1. An across-the-board wage increase of \$775 per year is awarded all ranks (with the exception of Commissioner) effective July 1, 1974. The wage increase is to be applied to existing base rates.

In computing the appropriate hourly rate, the increase is to be rounded to the nearest cent. (See Exhibit I) (Gershenfeld Award, December 27, 1973)

Section 2. State Police will be paid a percentage of their base salary in recognition of longevity in accordance with the following formula:

- 2% of base pay after five years of service.
- 4% of base pay after nine years of service.
- 6% of base pay after thirteen years of service.
- 8% of base pay after seventeen years of service.
- 10% of base pay after twenty-one years of service.

(Gershenfeld Award, December 27, 1973)

Section 3. Upon voluntary authorization by an individual the Commonwealth is to deduct \$.50 per pay period from compensation received and transmit the funds to the Conference of State Police Lodges. (Gershenfeld Award, December 28, 1971)

Section 4. The six step wage plan was modified to a five step plan by the elimination of Step A. Step B became Step A and all other steps were modified accordingly. (Gershenfeld Award, December 28, 1971) The present plan consists of Steps A through E.

OVERTIME

The Commonwealth shall pay time and one-half for all hours worked in excess of eight (8) per day or forty (40) per week. The 8 hour day and the 40 hour week shall include all lunch periods. In calculating time worked, all time shall be included, except alert time. Time worked shall include, but not be limited of extension of work schedule, court time, magistrate's time, mandated school time, reserve time and stand-by time. While alert time shall not be included in calculations to determine overtime pay, the Commonwealth is urged not to abuse the putting of men on alert. (Galfand Award, December 21, 1970)

ALERT TIME

One-quarter pay is awarded for alert time, defined as off-duty time when an officer is restricted as to where he may go or what he may do in order that he may quickly return to duty upon call. The compensation is to apply to situations when an officer is alerted in connection with special circumstances (obtaining or anticipated) and is not meant to cover any regular or rotational duty which may result in an officer being recalled to active duty status. (Gershenfeld Award, December 28, 1971)

CALL TIME

A State Policeman who has been called into work outside of his regular shift shall be guaranteed a minimum of four hours work, for which he will be paid at the appropriate rate. If four hours work is not available, he shall, nevertheless, receive four hours pay at the appropriate rate. The appropriate rate shall be time and one-half for all hours outside of his regular shift and no additional compensation for that portion of the four hours minimum occurring during his regular shift. (Agreement July 1, 1973)

HOLIDAYS

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

New Year's Day	Independence Day
Lincoln's Birthday	Labor Day
Washington's Birthday	Columbus Day
Good Friday	Veterans' Day
Primary Election Day	General Election Day
Memorial Day	Thanksgiving Day
Flag Day	Christmas Day

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

Section 3. If a holiday is observed while a State Policeman is on sick leave, annual, or other paid leave status, he will receive his holiday pay and the day will not be charged against sick, annual, or other paid leave credits. (Sections 1, 2 and 3, Agreement July 1, 1973)

Section 4. If an officer is required to work on one of the following holidays, he shall receive, in addition to straight time and a compensatory day, an extra day's pay: New Year's Day, Good Friday, Memorial Day, July 4th, Labor Day, Thanksgiving Day, Christmas Day. (Gershenfeld Award, December 27, 1973)

PERSONAL DAYS

Two personal days annually are awarded all officers. Where practical, they are to be granted at the option of the officer except that no more than one of these days may be taken in any fiscal six-month period. These days are not to be counted against sick leave. (Gershenfeld Award, December 27, 1973)

VACATION

Section 1. Leave shall be earned according to the following schedule:

Service	Annual Leave Entitlement	
	Per Year	Per Month
Less than 12 months	10 days	5/6 days
12 months to 156 months	15 days	1-1/4 days
156 months to 252 months	20 days	1-2/3 days
252 months or more	25 days	2-1/12 days

Section 2. If an officer is called to work from a pre-scheduled vacation, the officer is entitled to compensation at the rate of time and one-half for the day worked and a compensatory vacation day at a later date. (Sections 1 and 2, Gershenfeld Award, December 27, 1973)

Section 3. The Commonwealth shall pay each employe at the end of the year for all unused accumulated days of vacation in excess of 30 such days. (Galfand Award, December 21, 1970)

SICK LEAVE

Section 1. The current provision of fifteen (15) days of sick leave allowance per year shall continue in effect. However, employees shall be permitted to accumulate sick leave that is unused each year to a maximum accumulation of two hundred (200) days. (Galfand Award, December 21, 1970)

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

Section 3. Five days off are awarded to an officer when death occurs to a member of the officer's immediate family. The five days off (or any lesser sum observed by an officer) shall be charged to the officer's sick leave. (Sections 2 and 3, Gershenfeld Award, December 27, 1973)

LIFE INSURANCE

The Employer shall continue to assume the entire cost of the currently existing life insurance program. (Gershenfeld Award, December 28, 1971)

DISABILITY BENEFITS

✓ Section 1. The panel awards 70% of salary to officers permanently and totally disabled as a result of a service-connected disability. The payment is to continue until the officer's retirement pension becomes effective. (Gershenfeld Award, December 28, 1971)

✓ Section 2. The Board of Arbitration awards a disability benefit of 70% of final average salary (as presently calculated for disability purposes) to officers who are totally and permanently disabled as the result of a non-service-connected disability. The disability must be one which disqualifies the officer from the performance of any gainful employment. Pension benefits for such officers shall

be provided on the same basis as those granted officers in connection with total and permanent service connected disability. Other non-service connected disability is to continue to be compensated as at present. (Gershenfeld Award, December 27, 1973)

✓
SURVIVOR BENEFITS/NON-SERVICE CONNECTED

If an officer dies, and his death is non-service connected, his family shall receive benefits on the basis of 50% of final average salary (as presently calculated for disability purposes). (Gershenfeld Award, December 27, 1973)

Bob Huzma

HOSPITAL, MEDICAL AND DENTAL INSURANCE

Section 1. The Employer will provide for each State Policeman coverage under the present Blue Cross and Major Medical plans and the prevailing fee Blue Shield Plan. In addition, it shall provide dependency coverage when the dependents of a State Policeman qualify under such plans. The Employer will pay the cost of coverage for the State Policeman and dependents under the aforementioned plans. (Agreement, July 1, 1973)

Section 2. The components of the full Blue Shield Dental Plan including 100% basic coverage and 100% coverage under options A,B,C, and D are granted to officers and their families. The cost of the Dental Plan is to be shared one-half by the officer and one-half by the Commonwealth. The insurance carrier is to be designated by the Commonwealth. (Gershenfeld Award, December 27, 1973)

RETIREMENT

Section 1. The present retirement benefits for State Police will continue in effect with the exception that the final average salary factor utilized in computing retirement benefits will be the highest average annual compensation received by an officer during any three non-overlapping periods of twelve consecutive months of contributory service. (Agreement, July 1, 1973)

Section 2. All Blue Cross and Blue Shield benefits in effect at the time of retirement (for service or disability) are to continue until the death of the retired officer, but a credit is to be given for any medicare benefits or, if the officer is employed during retirement, any employment-based benefits actually received by said officer. (Gershenfeld Award, December 27, 1973)

GRIEVANCE PROCEDURE

Section 1. Grievances are limited to matters involving interpretation of the terms of this Award and provisions of prior awards or agreements which have been incorporated by reference. (Gershenfeld Award, December 27, 1973)

Step 1. The State Policeman, either alone or accompanied by a Fraternal Order of Police representative, or the Fraternal Order of Police where entitled, shall present the grievance in writing to the State Policeman's Troop Commander within thirty days of its occurrence or knowledge of its occurrence. The Troop Commander shall report his decision to the State Policeman or the Fraternal Order of Police representative within seven days of its presentation.

Step 2. In the event the grievance is not settled at Step 1, the appeal must be presented in writing by the State Policeman or Fraternal Order of Police representative to the Commissioner of the State Police within seven days after the response at Step 1 is due. The Commissioner or his designated representative shall respond in writing to the State Policeman or the Fraternal Order of Police representative within seven days after receipt of the appeal.

Step 3. In the event the grievance has not been satisfactorily resolved in Step 2, written appeal may be made by the State Policeman or Fraternal Order of Police representative within seven days of the Step 2 decision to the Secretary of Administration and shall contain a copy of the grievance and a copy of the Step 1 and Step 2 decisions. The Secretary of Administration or his designated representative shall issue a decision in writing to the State Policeman or the Fraternal Order of Police representative within twelve days after receipt of the appeal.

Step 4. An appeal from an unfavorable decision in Step 3 may be initiated by the Fraternal Order of Police by serving upon the Employer a notice in writing of its intent to proceed to arbitration within seven days after receipt of the Step 3 decision.

The arbitrator is to be selected by the parties jointly within seven days after the notice has been given. If the parties fail to agree on an arbitrator, either party may request the American Arbitration Association to submit a list of three possible arbitrators.

The parties shall within seven days of the receipt of said list meet for the purpose of selecting the arbitrator by alternatively striking one name from the list until one name remains. The Employer strikes the first name.

The arbitrator shall neither add to, subtract from nor modify the provisions of this Agreement or of the arbitration awards. The arbitrator shall confine himself to the precise issue submitted for arbitration and shall have no authority to determine any other issues not so submitted to him.

The decision of the arbitrator shall be final and binding on both parties. The arbitrator shall be requested to issue his decision within thirty days after the hearing or receipt of the transcript of the hearing.

All of the time limits contained in this Article may be extended by mutual agreement.

All fees and expenses of the arbitrator shall be divided equally between the parties. Each party shall bear the cost of preparing and presenting its own case. Either party desiring a record of the proceedings shall pay for the record and make a copy available without charge to the arbitrator. (Agreement, July 1, 1973)

Section 2. An aggrieved State Policeman and Fraternal Order of Police representative, if State Policemen, shall be granted reasonable time during working hours, if required, to process grievances in accordance with this Article without loss of pay or leave time. (Agreement, July 1, 1973)

Section 3. The Fraternal Order of Police must receive notice of any grievance filed and must have an opportunity to appear with the grievant at all steps of grievance procedure. (Agreement, July 1, 1973)

UNIFORMS

An allowance of \$50 is granted all officers (uniform and nonuniform) for the purpose of clothing maintenance. This allowance in addition to clothing benefits now enjoyed by officers. Payment is to be made at the discretion of the Commonwealth except that at least one-half of the \$50 awarded is to be paid during the first six months of the award year. (Gershenfeld Award, December 27, 1973)

OUTSIDE EMPLOYMENT

It is the intent of the Board of Arbitration that officers be permitted to engage in outside employment under appropriate circumstances. Outside employment shall not be limited to hardship cases and may take place provided:

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

(Gershenfeld Award, December 27, 1973)

COURT - MARTIAL PROCEEDINGS

Court-Martial Proceedings are amended to provide that the accused may name, or designate the Fraternal Order of Police to name, one of the three members of the Court-Martial Board. (Gershenfeld Award, December 27, 1973)

FIELD REGULATIONS MANUAL

Section 1. The Police Department's printed statement of disciplinary procedures shall be amended to provide that a member of the force shall have the clear right to appeal the application to him of any disciplinary procedures. Appeals shall be a matter of right and not a matter of grace or discretion. (Galfand Award, December 21, 1970)

Section 2. A committee (numbering no more than seven members) may be designated by the Fraternal Order of Police to meet once a year with State Police Administration to discuss the Field Regulations Manual. The purpose of the meeting shall be to provide the State Police Administration with information and suggestions concerning Field Regulations. The proper utilization of this information is a matter for the State Police Administration to determine. (Gershenfeld Award, December 27, 1973)

SUSPENSIONS

An officer shall not be suspended without pay for a period of more than ninety days without Court-Martial Proceedings being instituted, unless the delay is at the request of the officer. (Gershenfeld Award, December 27, 1973)

TIME OFF FOR COMMITTEE MEMBERS

For any arbitration, negotiation or preparation therefore under Act 111 or grievances under the awards or agreements entered under Act 111, all members of such committee (limited to a maximum of seven persons) and necessary witnesses shall have such time off with pay (unless a present or threatened emergency requires their services) as is reasonably necessary to complete the foregoing (including travel time). (Gershenfeld Award, December 27, 1973)

OFFICER IN CHARGE

An officer shall not be required to remain within the jurisdiction of his station during non-working hours. This provision shall not apply to an officer who is on alert time. (Gershenfeld Award, December 27, 1973)

CALCULATION OF SERVICE

In calculating length of service for all benefits, the date of a police officer's service shall be counted from the date of his employment. (Galfand Award, December 21, 1970)

DISTRIBUTION OF BOOKLET

Commonwealth shall print and distribute to each officer as quickly as possible the terms of this award and other relevant provisions of previous awards or agreements. (Gershenfeld Award, December 27, 1973)

OTHER BENEFITS

All other benefits shall remain "as is", the same that existed under the terms of the 1973-74 agreement. (Gershenfeld Award, December 27, 1973)

EXHIBIT I

**COMMONWEALTH OF PENNSYLVANIA
SCHEDULE OF PAY RANGES FOR STATE POLICE***

Effective July 1, 1974

Schedule of Pay Ranges in Hourly and Bi-Weekly Amounts
and Approximate Equivalent Annual Amounts Including
Longevity Rates as Follows: L1, 5-8 Years;
L2, 9-12 Years; L3, 13-16 Years; L4, 17-20 Years;
L5, 21 Years and Over.

8

* Pending Executive Board Approval

PAY SCHEDULE EFFECTIVE JULY 1, 1974

STATE POLICE TROOPER
PAY RANGE P 01

		STEP A	STEP B	STEP C	STEP D	STEP E
ON COMPLETION OF	HOURLY	5.68	5.91	6.16	6.41	6.68
	BI-WEEKLY	454.40	472.80	492.80	512.80	534.40
	ANNUAL	11,852.19	12,332.23	12,854.02	13,375.80	13,939.33
5 YEARS	HOURLY	5.79	6.03	6.28	6.54	6.81
	BI-WEEKLY	463.20	482.40	502.40	523.20	544.80
	ANNUAL	12,089.23	12,578.87	13,111.10	13,643.32	14,218.12
9 YEARS	HOURLY	5.91	6.15	6.41	6.67	6.95
	BI-WEEKLY	472.80	492.00	512.80	533.60	556.00
	ANNUAL	12,326.28	12,825.52	13,368.18	13,910.83	14,496.90
13 YEARS	HOURLY	6.02	6.26	6.53	6.79	7.08
	BI-WEEKLY	481.60	500.80	522.40	543.20	566.40
	ANNUAL	12,563.32	13,072.16	13,625.26	14,178.35	14,775.69
17 YEARS	HOURLY	6.13	6.38	6.65	6.92	7.21
	BI-WEEKLY	490.40	510.40	532.00	553.60	576.80
	ANNUAL	12,800.37	13,318.81	13,882.34	14,445.86	15,054.48
21 YEARS	HOURLY	6.25	6.50	6.77	7.05	7.35
	BI-WEEKLY	500.00	520.00	541.60	564.00	588.00
	ANNUAL	13,037.41	13,565.45	14,139.42	14,713.38	15,333.26

PAY SCHEDULE EFFECTIVE JULY 1, 1974

STATE POLICE CORPORAL
PAY RANGE P 02

ON COMPLETION OF

	STEP A	STEP B	STEP C	STEP D	STEP E	
5 YEARS	HOURLY	6.16	6.41	6.68	6.97	7.26
	BI-WEEKLY ANNUAL	492.80 12,854.02	512.80 13,375.80	534.40 13,939.33	557.60 14,544.60	580.80 15,149.87
9 YEARS	HOURLY	6.28	6.54	6.81	7.11	7.40
	BI-WEEKLY ANNUAL	502.40 13,111.10	523.20 13,643.32	544.80 14,218.12	568.80 14,835.49	592.00 15,452.87
13 YEARS	HOURLY	6.41	6.67	6.95	7.25	7.55
	BI-WEEKLY ANNUAL	512.80 13,368.18	533.60 13,910.83	556.00 14,496.90	580.00 15,126.38	604.00 15,755.86
17 YEARS	HOURLY	6.53	6.79	7.08	7.39	7.69
	BI-WEEKLY ANNUAL	522.40 13,625.26	543.20 14,178.35	566.40 14,775.69	591.20 15,417.28	615.20 16,058.86
21 YEARS	HOURLY	6.65	6.92	7.21	7.53	7.84
	BI-WEEKLY ANNUAL	532.00 13,882.34	553.60 14,445.86	576.80 15,054.48	602.40 15,708.17	627.20 16,361.86
25 YEARS	HOURLY	6.77	7.05	7.35	7.67	7.98
	BI-WEEKLY ANNUAL	541.60 14,139.42	564.00 14,713.38	588.00 15,333.26	613.60 15,999.06	638.40 16,664.86

PAY SCHEDULE EFFECTIVE JULY 1, 1974

STATE POLICE SERGEANT
PAY RANGE P 04

ON COMPLETION OF		STEP A	STEP B	STEP C	STEP D	STEP E
5 YEARS	HOURLY	6.68	6.97	7.26	7.57	7.91
	BI-WEEKLY ANNUAL	534.40 13,939.33	557.60 14,544.60	580.80 15,149.87	605.60 15,796.89	632.80 16,506.52
9 YEARS	HOURLY	6.81	7.11	7.40	7.72	8.07
	BI-WEEKLY ANNUAL	544.80 14,218.12	568.80 14,835.49	592.00 15,452.87	617.60 16,112.83	645.60 16,836.65
13 YEARS	HOURLY	6.95	7.25	7.55	7.87	8.23
	BI-WEEKLY ANNUAL	556.00 14,496.90	580.00 15,126.38	604.00 15,755.86	629.60 16,428.77	658.40 17,166.78
17 YEARS	HOURLY	7.08	7.39	7.69	8.02	8.38
	BI-WEEKLY ANNUAL	566.40 14,775.69	591.20 15,417.28	615.20 16,058.86	641.60 16,744.70	670.40 17,496.91
21 YEARS	HOURLY	7.21	7.53	7.84	8.17	8.54
	BI-WEEKLY ANNUAL	576.80 15,054.48	602.40 15,708.17	627.20 16,361.86	653.60 17,060.64	683.20 17,827.04
25 YEARS	HOURLY	7.35	7.67	7.98	8.33	8.70
	BI-WEEKLY ANNUAL	588.00 15,333.26	613.60 15,999.06	638.40 16,664.86	666.40 17,376.58	696.00 18,157.17

PAY SCHEDULE EFFECTIVE JULY 1, 1974

STATE POLICE LIEUTENANT
PAY RANGE P 06

	HOURLY	STEP A	STEP B	STEP C	STEP D	STEP E
ON COMPLETION OF	HOURLY	7.97	8.30	8.66	9.05	9.44
	BI-WEEKLY ANNUAL	597.75 15,599.65	622.50 16,245.36	649.50 16,949.77	678.75 17,712.88	708.00 18,476.00
5 YEARS	HOURLY	8.13	8.47	8.84	9.23	9.63
	BI-WEEKLY ANNUAL	609.75 15,911.64	635.25 16,570.27	663.00 17,288.77	692.25 18,067.14	722.25 18,845.52
9 YEARS	HOURLY	8.29	8.63	9.01	9.41	9.82
	BI-WEEKLY ANNUAL	621.75 16,233.64	647.25 16,895.17	675.75 17,627.76	705.75 18,421.40	736.50 19,215.04
13 YEARS	HOURLY	8.45	8.80	9.18	9.60	10.01
	BI-WEEKLY ANNUAL	633.75 16,535.63	660.00 17,220.08	688.50 17,966.76	720.00 18,775.65	750.75 19,584.56
17 YEARS	HOURLY	8.61	8.97	9.36	9.78	10.20
	BI-WEEKLY ANNUAL	645.75 16,847.62	672.75 17,544.99	702.00 18,305.75	733.50 19,129.91	765.00 19,954.08
21 YEARS	HOURLY	8.77	9.13	9.53	9.96	10.39
	BI-WEEKLY ANNUAL	657.75 17,159.62	684.75 17,869.90	714.75 18,644.75	747.00 19,484.17	779.25 20,323.60

PAY SCHEDULE EFFECTIVE JULY 1, 1974

STATE POLICE CAPTAIN
PAY RANGE P 08

		STEP A	STEP B	STEP C	STEP D	STEP E
ON COMPLETION OF		9.44	9.85	10.30	10.75	11.24
		708.00	738.75	772.50	806.25	843.00
		18,476.00	19,278.24	20,158.76	21,039.27	21,998.05
	L1	9.63	10.05	10.51	10.97	11.47
		722.25	753.75	788.25	822.75	860.25
5 YEARS		18,845.52	19,663.80	20,561.94	21,460.06	22,438.01
	L2	9.82	10.25	10.71	11.18	11.69
		736.50	768.75	803.25	838.50	876.75
9 YEARS		19,215.04	20,049.37	20,965.11	21,880.84	22,877.97
	L3	10.01	10.44	10.92	11.40	11.92
		750.75	783.00	819.00	855.00	894.00
13 YEARS		19,584.56	20,434.93	21,368.29	22,301.63	23,317.93
	L4	10.20	10.64	11.13	11.61	12.14
		765.00	798.00	834.75	870.75	910.50
17 YEARS		19,954.08	20,820.50	21,771.46	22,722.41	23,757.89
	L5	10.39	10.84	11.33	11.83	12.37
		779.25	813.00	849.75	887.25	927.75
21 YEARS		20,323.60	21,206.06	22,174.64	23,143.20	24,197.86

PAY SCHEDULE EFFECTIVE JULY 1, 1974

STATE POLICE MAJOR
PAY RANGE P 09

ON COMPLETION OF		STEP A	STEP B	STEP C	STEP D	STEP E
L1	HOURLY	10.30	10.75	11.24	11.76	12.29
	BI-WEEKLY ANNUAL	772.50 20,158.76	806.25 21,039.27	843.00 21,998.05	882.00 23,015.53	921.75 24,052.58
L2	HOURLY	10.51	10.97	11.47	12.00	12.54
	BI-WEEKLY ANNUAL	788.25 20,561.94	822.75 21,460.06	860.25 22,438.01	900.00 23,475.84	940.50 24,533.63
L3	HOURLY	10.71	11.18	11.69	12.23	12.78
	BI-WEEKLY ANNUAL	803.25 20,965.11	838.50 21,880.84	876.75 22,877.97	917.25 23,936.15	958.50 25,014.68
L4	HOURLY	10.92	11.40	11.92	12.47	13.03
	BI-WEEKLY ANNUAL	819.00 21,368.29	855.00 22,301.63	894.00 23,317.93	935.25 24,396.46	977.25 25,495.73
L5	HOURLY	11.13	11.61	12.14	12.70	13.28
	BI-WEEKLY ANNUAL	834.75 21,771.46	870.75 22,722.41	910.50 23,757.89	952.50 24,856.77	996.00 25,976.79
L6	HOURLY	11.33	11.83	12.37	12.94	13.52
	BI-WEEKLY ANNUAL	849.75 22,174.64	887.25 23,143.20	927.75 24,197.86	970.50 25,317.08	1,014.00 26,457.84

PAY SCHEDULE EFFECTIVE JULY 1, 1974
STATE POLICE LIEUTENANT COLONEL
PAY RANGE P 10

		STEP A	STEP B	STEP C	STEP D	STEP E
ON COMPLETION OF	HOURLY	12.29	12.84	13.43	14.05	14.71
	BI-WEEKLY	921.75	963.00	1,007.25	1,053.75	1,103.25
	ANNUAL	24,052.58	25,128.76	26,283.22	27,496.37	28,787.79
5 YEARS	HOURLY	12.54	13.10	13.70	14.33	15.01
	BI-WEEKLY	940.50	982.50	1,027.50	1,074.75	1,125.75
	ANNUAL	24,533.63	25,631.34	26,808.88	28,046.30	29,363.55
9 YEARS	HOURLY	12.78	13.36	13.97	14.61	15.30
	BI-WEEKLY	958.50	1,002.00	1,047.75	1,095.75	1,147.50
	ANNUAL	25,014.68	26,133.91	27,334.55	28,596.22	29,939.30
13 YEARS	HOURLY	13.03	13.61	14.24	14.90	15.60
	BI-WEEKLY	977.25	1,020.75	1,068.00	1,117.50	1,170.00
	ANNUAL	25,495.73	26,636.49	27,860.21	29,146.15	30,515.06
17 YEARS	HOURLY	13.28	13.87	14.51	15.18	15.89
	BI-WEEKLY	996.00	1,040.25	1,088.25	1,138.50	1,191.75
	ANNUAL	25,976.79	27,139.06	28,385.88	29,696.08	31,090.81
21 YEARS	HOURLY	13.52	14.13	14.78	15.46	16.18
	BI-WEEKLY	1,014.00	1,059.75	1,108.50	1,159.50	1,213.50
	ANNUAL	26,457.84	27,641.64	28,911.54	30,246.01	31,666.57

PAY SCHEDULE EFFECTIVE JULY 1, 1974
STATE POLICE DEPUTY COMMISSIONER
PAY RANGE P II

ON COMPLETION OF

	STEP A	STEP B	STEP C	STEP D	STEP E
L1	12.84	13.43	14.05	14.71	15.39
HOURLY	963.00	1,007.25	1,053.75	1,103.25	1,154.25
BI-WEEKLY	25,128.76	26,283.22	27,496.37	28,787.79	30,118.34
ANNUAL					
L2	13.10	13.70	14.33	15.01	15.70
HOURLY	982.50	1,027.50	1,074.75	1,125.75	1,177.50
BI-WEEKLY	25,631.34	26,808.88	28,046.30	29,363.55	30,720.71
ANNUAL					
L3	13.36	13.97	14.61	15.30	16.01
HOURLY	1,002.00	1,047.75	1,095.75	1,147.50	1,200.75
BI-WEEKLY	26,133.91	27,334.55	28,596.22	29,939.30	31,323.07
ANNUAL					
L4	13.61	14.24	14.90	15.60	16.32
HOURLY	1,020.75	1,068.00	1,117.50	1,170.00	1,224.00
BI-WEEKLY	26,636.49	27,860.21	29,146.15	30,515.06	31,925.44
ANNUAL					
L5	13.87	14.51	15.18	15.89	16.62
HOURLY	1,040.25	1,088.25	1,138.50	1,191.75	1,246.50
BI-WEEKLY	27,139.06	28,385.88	29,696.08	31,090.81	32,527.81
ANNUAL					
L5	14.13	14.78	15.46	16.18	16.93
HOURLY	1,059.75	1,108.50	1,159.50	1,213.50	1,269.75
BI-WEEKLY	27,641.64	28,911.54	30,246.01	31,666.57	33,130.17
ANNUAL					