

**International Union, Security, Police, and Fire Professionals of America (SPFPA)
Locals 502 and 506, First Level Supervisors**

In accordance with Recommendation 18, Section 8 of the September 1, 2017 through August 31, 2020 Memorandum of Understanding between Pennsylvania's State System of Higher Education (State System) and International Union, Security, Police and Fire Professionals of America (SPFPA), Locals 502 and 506, the Employer provides the following:

Effective on the first day of the first full pay period in January 2020, Police Supervisors shall be placed on a new ten (10) step salary schedule as reflected in the January 4, 2020 Pay Schedule in Attachment 1, entitled Police Supervisors, as follows:

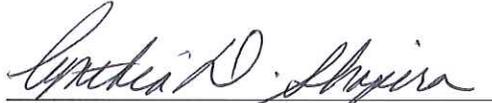
<u>Police Supervisors Step (Memorandum Appendix E) on January 3, 2020</u>	<u>Police Supervisor Attachment 1 Step on January 4, 2020</u>
1	1
2	2
3	3
4	4
5	5
6	5
7	6
8	6
9	7
10	7
11	8
12	9

Employees covered by this Agreement who terminate employment prior to the effective date of ratification of this understanding by the Board of Governors will not be eligible for any retroactive salary increase.

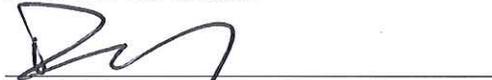
Employees must be in the SPFPA meet and discuss unit on the effective date of ratification of this understanding by the Board of Governors in order to be eligible for any increase.

The parties hereto through their duly authorized officers or representatives, hereby have hereunto set their hands and seals on this 16th day of January 2020.

Pennsylvania's State System
of Higher Education



Cynthia D. Shapira, Chair
Board of Governors



Daniel I. Greenstein, Chancellor
State System of Higher Education



Bretni E. Lentz, Chief Spokesperson



Peter J. Anders



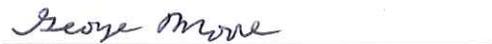
Michael S. Ferguson



Timothy P. Fogarty



John H. Loonan

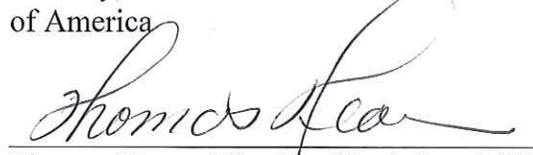


George Moore

International Union, Security, Police and
Fire Professionals of America



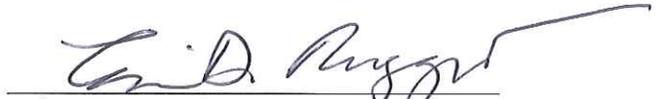
Lou Tartack, President, Local 506
Security, Police and Fire Professionals
of America



Thomas Hearn, Vice President, Local 502
and International Negotiator
Security, Police, and Fire Professionals
of America



Frank Rimmick, Assistant Vice President,
Local 502



Eric D. Ruggeri, Meet and Discuss Team
Member

**37.5 HOUR PAY SCHEDULE
POLICE SUPERVISOR
Proposed 5% between steps**

PAY STEP		PAY RANGE Police Supervisor
1	Hourly	25.59
	Biweekly	1,919.25
	Annual *	50,054
2	Hourly	26.87
	Biweekly	2,015.25
	Annual *	52,558
3	Hourly	28.21
	Biweekly	2,115.75
	Annual *	55,179
4	Hourly	29.62
	Biweekly	2,221.50
	Annual *	57,937
5	Hourly	31.10
	Biweekly	2,332.50
	Annual *	60,832
6	Hourly	32.66
	Biweekly	2,449.50
	Annual *	63,883
7	Hourly	34.29
	Biweekly	2,571.75
	Annual *	67,071
8	Hourly	36.00
	Biweekly	2,700.00
	Annual *	70,416
9	Hourly	37.80
	Biweekly	2,835.00
	Annual *	73,937
10	Hourly	39.69
	Biweekly	2,976.75
	Annual *	77,634

40 HOUR PAY SCHEDULE POLICE SUPERVISOR Proposed 5% between steps

PAY STEP		PAY RANGE Police Supervisor
1	Hourly	25.59
	Biweekly	2,047.20
	Annual *	53,391
2	Hourly	26.87
	Biweekly	2,149.60
	Annual *	56,062
3	Hourly	28.21
	Biweekly	2,256.80
	Annual *	58,857
4	Hourly	29.62
	Biweekly	2,369.60
	Annual *	61,799
5	Hourly	31.10
	Biweekly	2,488.00
	Annual *	64,887
6	Hourly	32.66
	Biweekly	2,612.80
	Annual *	68,142
7	Hourly	34.29
	Biweekly	2,743.20
	Annual *	71,543
8	Hourly	36.00
	Biweekly	2,880.00
	Annual *	75,110
9	Hourly	37.80
	Biweekly	3,024.00
	Annual *	78,866
10	Hourly	39.69
	Biweekly	3,175.20
	Annual *	82,809