

# SENATE APPROPRIATIONS COMMITTEE FISCAL NOTE

**BILL NO.** Senate Bill 1340

**PRINTER'S NO.** 1916

**AMOUNT**

FY 2009-10 \$0  
FY 2010-11 \$6,000,000 - \$7,000,000

**FUND**

General

**DATE INTRODUCED**

April 30, 2010

**PRIME SPONSOR**

Senator Logan

**HISTORY OF BILL**

Referred to JUDICIARY, April 30, 2010  
Reported as committed, May 25, 2010  
First consideration, May 25, 2010  
Re-referred to APPROPRIATIONS, June 23, 2010  
Re-reported as committed, June 30, 2010

**DESCRIPTION AND PURPOSE OF BILL**

Senate Bill 1340 amends Title 61 (Prisons and Parole) to provide for the salary of corrections managers in the Department of Corrections ("DOC"). The legislation adds new definition of "corrections manager" and establishes a consolidated pay scale to ensure that the salaries of individual corrections managers and all other non-union positions within the department of the same pay scale type are not exceeded by employees of a lower rank.

Senate Bill 1340 defines a "corrections manager" as "a superintendent, deputy superintendent, major of the guard, captain or lieutenant who supervises or administers security and custodial activities at the institutional or agency level."

The legislation establishes pay scale consolidation categories as follows:

1. Corrections managers and all positions within the department of the same pay scale type as corrections managers on July 1, 2009.
2. All positions within the department of the same pay scale type as corrections officers on July 1, 2009.

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When combining pay scale types, the legislation provides for the following at each step of the pay scale:

- The pay rate for lieutenant shall not be less than 14% more than the pay rate of a sergeant having the same longevity.
- The pay rate for captain shall not be less than 14% more than the pay rate of a lieutenant having the same longevity.
- The pay rate for major shall not be less than 14% more than the pay rate of a captain having the same longevity.

Senate Bill 1340 also provides that corrections managers, and all other non-union positions within DOC of the same pay scale type as corrections managers, shall receive not less than the same annual percentage salary and fringe benefit increase that is received by the highest ranking corrections officer participating in collective bargaining.

According to information provided by the Pennsylvania Commissioned Officers Association ("PCOA"), there are approximately 945 managers in DOC. For the past several years, the Commonwealth instituted a salary freeze for all management employees. As a result, commissioned officers within DOC are being leapfrogged in salary by corrections officers participating in collective bargaining who have received mandated pay increases. PCOA indicates that in July 2010, after a scheduled 4% pay increase, sergeants will have a 1% higher salary than lieutenants at every step of the pay scale.

This act shall take effect July 1, 2010, or immediately, whichever is later.

### **FISCAL IMPACT:**

Budget materials for FY 2010-11 submitted to the Appropriations Committee by the DOC estimate a cost of \$4.1 million to implement a 10% pay differential for staff covered within this pay schedule. Therefore, it is estimated that passage of this legislation would result in a fiscal impact of approximately \$6-\$7 million on Commonwealth funds. This estimate includes the increased costs of benefits as well as salaries.