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MEMORANDUM

DATE: JANUARY 27, 2011

TO: ALL HOUSE MEMBERS

FROM: KEVIN MURPHY, MEMBER
113th LEGISLATIVE DISTRICT, LACKAWANNA COUNTY

RE: REQUEST OF COSPONSORSHIP: Legislation that would correct pay inequity for Management Level officers of the Pennsylvania Department of Corrections

In the near future, I will re-introduce legislation that aims to correct an inequity that currently exists between Management level Corrections Officers and their subordinate officers within the Pennsylvania Department of Corrections (DOC).

Specifically, this legislation would address the problems of pay compression, leapfrogging, and pay disparity between Corrections Officers covered under the H-1 collective bargaining agreement, and the Managers who run the Commonwealth's correctional institutions.

Currently, Commissioned Officers are on a different pay scale from that of their subordinates within the H-1 bargaining unit, and are subject to leapfrogging by newly promoted Lieutenants who have received contract pay increases. Additionally, DOC Commissioned Officers are subject to pay freezes, and have had their pay frozen eight (8) times in as many years. In July of 2010, after a 4% increase, Sergeants will have a 1% higher salary than Lieutenants at every step of the pay scale.

This disparity and inequity creates low morale among managers and make it difficult to attract qualified employees into management positions, not to mention a threat to public safety if qualified individuals aren't filling these position.

I feel that correcting this problem is only fair to the Commissioned Officers who are charged with the twenty four hour, seven day-a-week operation of correctional institutions in the Commonwealth.

This was Former HB 2432 of last session (2009-10).

If you'd like to join me in co-sponsoring this legislation and supporting this important issue, please email Stephanie, in my office, at shardman@pahouse.net .

Thank you.

