**CHAPTER 19**

**TRANSITION TO NEW PAY STRUCTURE**

19.1 Repealed, effective January 1, 2015

19.2 Repealed effective January 1, 2015

19.3 Pay Upon Movement of Jobs to New Structure Grades

(a) Each officers individual pay rate shall become the rate of pay assigned to the Salary Rate column representing his/her service tenure as applicable for the pay level assigned to the job for which his/her position is allocated, except as provided in accordance with 19.3 (b).

(b) If the officer had one or more merit increases withheld as a result of substandard performance or insufficient length of active duty due to an extended illness, the State Police Superintendent may set the officer's individual pay rate at the rate assigned to a Salary Rate column equal to his/her number of years State Police Officer service minus a year of service for each merit increase withheld. If this option is applied in the conversion from the old pay plan to the new pay plan, it must be implemented in a uniform manner.

(c) Special pay not included in the Officers base pay such as hazardous duty, shift differential, on-call, extraordinary duty, etc. in effect at the time of movement from the old pay plan to the new pay plan shall remain in effect.

(d) Red circled rates in effect immediately prior to the implementation of the new pay plan shall remain in effect unless the rate of pay for the salary rate column in which the Officer meets eligibility under Rule 19.3 (a) is equal to or greater than the officer's red circled rate.

19.4 Repealed effective January 1, 2015

19.5 Implementation

The new pay plan shall implemented in its entirety as the first action to occur on the effective date set by the governor. Any other action(s) occurring on the same date must take place following implementation.

T/S – 54 (Rules 19.1, 19.2, 19.3(a), 19.4) 10/09/2014