

Starting Salaries

Job Title	Salary	Hours per Week
Correction Officer Trainee	\$38,661	40 hrs.
★COT SCI Phoenix & Chester	\$40,643	40 hrs.
Correction Officer 1	\$42,667	40 hrs.
Corrections Community Center Monitor	\$34,843	40 hrs.
Parole Agent 1	\$46,880	40 hrs.
Parole Hearing Officer	\$72,998	37.5 hrs.
Parole Communications Operator	\$40,518	40 hrs.
Registered Nurse	\$59,796	40 hrs.
★RN - SCIs Phoenix & Camp Hill	\$72,899	40 hrs.
★RN - SCIs Coal Township / Dallas / Frackville / Laurel Highlands / Mahanoy / Muncy / Retreat / Somerset, and Waymart	\$63,927	40 hrs.
Licensed Practical Nurse	\$45,880	40 hrs.
★LPN - SCIs Phoenix & Camp Hill	\$55,916	40 hrs.
Registered Nurse Supervisor	\$68,288	40 hrs.
★Registered Nurse Supervisor SCIs Coal Township / Dallas / Frackville/- Laurel Highlands / Mahanoy / Muncy / Retreat / Somerset and Waymart	\$69,748	40 hrs.
Registered Nurse Supervisor ★SCIs Phoenix & Camp Hill	\$79,617	40 hrs.
Corrections Food Service Instructor	\$40,643	40 hrs.
Social Worker 1	\$43,012	37.5 hrs.
Social Worker 2	\$49,076	37.5 hrs.
Corrections Cosmetology Instructor	\$43,940	40 hrs.
Corrections Barber Instructor	\$43,940	40 hrs.
Corrections Barber Manager	\$40,643	40 hrs.
Licensed Psychologist	\$64,020	37.5 hrs.
Licensed Psychologist Manager	\$72,998	37.5 hrs.
Dentist	\$108,714	37.5 hrs.

★ Pay Difference

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Employee Benefits

The Commonwealth provides a full range of benefits for regular salaried (full-time) employees and on a prorated basis for qualified part-time employees who work at least 50 percent of the standard pay period. The benefit entitlement includes health insurance, life insurance, workers compensation, retirement, deferred compensation, and an attractive leave program.

Employees may choose from various health benefit options. Employees hired after August 1, 2003 are assessed a percentage of their bi-weekly gross salary plus the difference of any plan that is above the least expensive plan. Eligible employees hired on or after January 1, 2016 will have the option of enrolling in prescription coverage, in addition to medical coverage, upon their date of hire. Employees who elect to enroll in prescription coverage within the first six months of commonwealth employment will have to pay an additional buy up cost.

Employees may add dependents at a higher cost during their initial six months of employment. After six months of employment, employees become eligible for supplemental benefits which include dental and vision. The dependent buy up is reduced after the initial six months of employment. If elected, coverage begins the first day of employment, and there is no pre-existing exclusion clause.

Supplemental Benefits

The PEBTF also provides supplemental health insurance benefits for eligible, permanent employees and retirees. Currently, prescription drugs, dental, vision, and hearing aid benefits are provided by the PEBTF, for more information regarding these benefits go to www.pebtf.org.

Dependent Eligibility

A spouse, qualified domestic partner and dependent children up to age 26 may be eligible for coverage under your PEBTF health plans.

Hired on or after August 1, 2003: Your spouse/domestic partner is eligible for benefits through the PEBTF, as primary coverage, only if he or she is not eligible for medical or supplemental benefits through his or her own employer. Your spouse/domestic partner must accept his or her employer's medical or supplemental benefits even if there is a required employee contribution or a monetary incentive to decline. PEBTF coverage for spouses and/or domestic partners who are eligible for their own coverage is limited to secondary coverage. This rule does not apply to a self-employed spouse/domestic partner. For more information regarding benefits go to www.pebtf.org.

Retirement, Leave, and Other Benefits

Most Commonwealth employees appointed to a permanent, full-time or part-time salaried position and certain wage positions must participate in the State Employees' Retirement System (SERS) from the first day of employment. Both the employee and the Commonwealth make regular contributions to the employee's retirement account. Under the current SERS, the employee contribution rate is 6.25 percent of their salary for the basic retirement benefits.



Members receive an annual statement of the amount of money in their individual accounts, including the interest it has earned. The employee's contribution is deferred for federal tax purposes.

Employees hired on or after January 1, 2019 will enter SERS in the class A-5 hybrid plan, with the option to choose the other hybrid plan or the defined contribution investment plan within their first 45 days of membership. Failure to communicate a selection within 45 days is an affirmative action to remain in the A-5 class of service.

Employees hired on or after January 1, 2019 can choose from flexible retirement options to meet their financial needs.

- Defined Contribution – A 401(k)-style plan.
- Hybrid Options – Two options blend a defined benefit (pension) and defined contribution plan.

Full retirement under the SERS for employees hired on or after January 1, 2019 is available after 35 years of service or attainment of age 67 with three years of service. Corrections Officers and other employees who, through their job classification, have care, custody, and control of inmates, may be eligible for full retirement at age 55 with three years of service. New employees will be vested in 3 years for the employer share to Defined Contribution (401k) investment and 10 years for the Defined Benefit pension.

For most employees, full retirement under the SERS is available after 35 years of service or attainment of age 65 with three years of service. Corrections Officers and other employees who, through their job classification, have care, custody, and control of inmates, may be eligible for full retirement at age 55 with three years of service. Disability retirement is available after five years of service and an employee with 10 years of service will be fully vested.

Employees earn a greater amount of "annual" or vacation leave based on years of service with the Commonwealth. Newly hired employees earn 11 vacation days annually (management employees earn 14 days). Most Commonwealth employees also have 11 paid holidays annually.

Refer to www.sers.pa.gov with questions.