

## Survey to Chief APOs

### Issue: Salary increase for PO with Master's Degree

#### Question (from Snyder County)

**Do probation officers get any raises once they have completed a master's program? We are not unionized here in Snyder, so we are always at the mercy of the salary board. I am not opposed to paying the reimbursement out of probation funds, but was curious what type of bump they get, if any?**

#### Adams County

It is an additional 4% added to their base pay.

#### Allegheny County

Per collective bargaining agreement, officers with a master degree earn an additional \$500 per year. Tuition is covered at 100% provided the field of study is CJ related.

#### Armstrong County

PO's are unionized; however, they do not receive an increase for completing a Masters. They do get auto increased for longevity.

#### Bedford County

Sadly, no financial incentive in Bedford County.

#### Berks County

None here in Berks. They do get some financial assistance in getting the advanced degree.

#### Blair County

Nothing

#### Bradford County

Nothing

#### Bucks County

The PO union contract states that once an employee attains their Master's degree, they will be moved forward one year in the pay scale. According to their current contract, sometimes they realize an increase in pay depending on the years of service, and other times they don't.

#### Cambria County

Nothing in Cambria, the union had attempted at one point to negotiate this in to a contract but were unsuccessful.

#### Carbon County

Nothing

Chester County

Nothing

Clinton County

Nothing

Columbia County

Nothing

Cumberland County

Per the current Collective Bargaining Agreement, employees are reimbursed 75% cost of tuition for any job-related masters or doctorate level course up to a limit of \$1200 per semester. Upon completion of an advanced degree employees received a one-time bonus of \$900.

Dauphin County

Union employees receive a 6% increase, while non-union receive a 4% increase

Delaware County

Our PO's get \$300.00 per year, no tuition reimbursement.

Elk County

Nothing

Erie County

Erie County compensates an additional \$ 1.00 hr. = \$ 1,950.00 yr. for Master's Degree as well as tuition reimbursement of 80% for Officers pursuing their Masters. This is per union contract. If anyone is interested in the contract language I can provide.

Indiana County

There is no consideration for advanced degrees with regards to pay.

Juniata County

Union contract dictates annual payment of \$200 for Associates, \$300 for Bachelors and \$400 for Masters.

Lancaster County

The officers are unionized and they receive a 4% increase over current pay for Master's Degree. 6% for Doctorate. Tuition reimbursement is \$3,000/calendar year for all employees.

Lawrence County

If an employee has a Master's Degree, he/she shall receive a bonus of \$500 per year.

Lebanon County

Nothing

Lehigh County

There is no salary increase upon completion of a Master's Program. However, we take it into consideration when an individual applies for a promotional opportunity.

Lycoming County

Nothing

Mifflin County

Mifflin County has no bump for masters degree

Montgomery County

Not in Montco. However, there's a significant county tuition reimbursement policy.

Northampton County

Northampton County does NOT pay extra for advanced degrees.

Northumberland County

Nothing

Perry County

Perry County has an annual stipend of \$500 for Masters Degree

Philadelphia

If they achieve their Master's Degree the Union contracted that they get a step increase. So, if they are a PO 2 Step 1 they will automatically move to a Step 2 increment.

Pike County

No increase

Somerset County

Somerset receives 5% for the completion of a masters degree

Venango County

No increase in salary for obtaining your Master's Degree. However, you are given assistance while pursuing your degree in the form of partial tuition, mileage & book reimbursement.

Wayne County

Nothing

Westmoreland County

Nothing

York County

Per union contract, probation officers with a master's degree receive a \$1500 stipend.