

**REGULATION 6 to be amended as follows:**

**6.1155 - Cash Overtime for Employees Exempted From the Overtime Provisions of the Fair Labor Standards Act.** Other provisions of the Regulations notwithstanding, employees in the following departments, classes and assignments, who are otherwise ineligible to earn cash compensation for overtime hours worked, may be compensated as follows for overtime hours worked for the duration of the designated assignment:

**6.1155-1 – Designated Assignments and Manner of Compensation.**

- A. Employees assigned to the Streets Department, Airport, Department of Public Property, Department of Parks and Recreation, Office of Innovation and Technology, and Water Department may elect to be compensated with cash at their regular rates of pay while assigned to perform snow removal and other weather emergency operations.
- B. Effective July 1, 2008, Police Department officers at the rank of Police Captain and above shall receive straight time pay for all hours worked on the following four occasions: Mummer's Parade, Fourth of July, Greek Picnic and Bike Race.
- C. Employees in the class of Forensic Scientist 4 in the Police Department may elect to be compensated in cash at one-and-a-half times the maximum rate of pay range EP21.

**6.1155-2 - Hours Eligible for Compensation in Designated Assignments and Election Restrictions**

- A. Employees in classes assigned to pay plans other than pay plan N in the assignments designated in Regulation 6.1155-1 may be compensated for all hours worked in excess of eight (8) hours in any one calendar day or forty (40) hours any one calendar week, or for work on a recognized holiday, subject to the restrictions described above.
- B. Non-represented Employees in classes assigned to pay plan N in the assignments designated in Regulation 6.1155-1 may be compensated for all hours worked in excess of forty (40) hours in any work week, subject to the restrictions described above and contained in Regulation 6.1134.
- C. Employees in classes represented by District Council 47 Local 2186 assigned to Pay Plan N in the assignments designated in Regulation 6.1155-1 may be compensated for all hours worked in excess of eight (8) hours in any one calendar day or forty (40) hours in any one calendar week, or for work on a recognized holiday, subject to the restrictions described above.

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C.D. Non-represented employees in the assignments designated in Regulation 6.1155-1 may not elect to be credited with compensatory time off in lieu of cash for overtime worked in the designated assignment.

**Regulation 6 to be amended as follows:**

**6.31-A - CERTIFIED PUBLIC ACCOUNTANT (CPA) LICENSURE.** Employees of the classes and departments listed below who secure and maintain licensure as a Certified Public Accountant (CPA) issued by the Pennsylvania State Board of Accountancy shall be eligible for a one-time lump sum salary differential of \$3,000 (effective January 1, 2008) during the year that the employee first receives the CPA license, and an annual lump sum salary differential of \$1,000 for each subsequent year that the employee maintains the CPA license.

Employees must meet all currency requirements established by the organization issuing the licensure to remain eligible to receive the differential in subsequent years and must submit proof of current licensure each year.

Employees who have been the subject of any disciplinary action leading to suspension during a calendar year will not be eligible to receive the differential during that calendar year.

Department	Classes	Initial Payment	Bonus Amount
City Controller's Office	<i>Auditor</i> series of classes (2A40-2A46), <i>Information Systems Auditor</i> (2A47), or <i>Information Systems Auditing Supervisor</i> (2A68)	December 2005	\$3,000 initial lump sum
Revenue Department	<i>Accountant/Revenue Examiner Trainee</i> (2A05), <i>Revenue Examiner</i> (2B31-2B35) and <i>Tax and Revenue Conferee</i> (2B40-2B41) series of classes	December 2005	\$1,000 subsequent annual lump sum
Finance Department	<i>Accountant</i> series of classes (2A054-2A15, 2A20, 2A22)	December 2018	
Any City Department	<i>Contract Auditor</i> series of classes (2A65-2A67, 2A69)	December 2006	

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**6.31-H - LEED OR ACCREDITED AIRPORT EXECUTIVE CERTIFICATION FOR EMPLOYEES LOCATED IN SPECIFIC UNITS OF THE AIRPORT, CITY PLANNING COMMISSION, DEPARTMENT OF PUBLIC PROPERTY, DEPARTMENT OF PARKS AND RECREATION, STREETS DEPARTMENT OR WATER DEPARTMENT WHO COMPLETE AND RECEIVE A SPECIFIED CREDENTIAL DETERMINED TO BE RELATED TO THE PERFORMANCE OF JOB DUTIES.** Employees permanently allocated to one of the Engineering (3B, 3C), Architectural and Landscaping (3D), or the Airport Administrative (2P) series of classes in the Airport's Engineering and Planning unit, the Department of Public Property, the Department of Parks and Recreation, or in the Water Department, or employees permanently allocated to the Planning (3E) series of classes listed below in the City Planning Commission, ~~or the Streets Department, or the Water Department~~ who secure and maintain one of the LEED AP (Leadership in Energy and Environmental Design) Professional Credentials listed below as issued by the Green Building Certification Institute (GBCI) shall be eligible for an annual lump sum salary differential of \$2,000.

Employees will be eligible to receive only one differential based on possession of any one of the LEED AP Professional certifications authorized by this regulation during any year.

Employees permanently allocated to one of the of the Engineering (3B, 3C), Architectural and Landscaping (3D), or the Airport Administrative (2P) series of classes who perform work at the supervisory or managerial level in the Maintenance, Engineering and Planning, Operations, Security or Properties unit who secure and maintain an A.A.E. (Accredited Airport Executive) credential as issued by the American Association of Airport Executives (AAAE) shall be eligible for an annual lump sum salary differential of \$2,000.

Employees who have been the subject of any disciplinary action leading to suspension during a calendar year will not be eligible to receive the differential during that calendar year. Employees must meet all currency requirements established by the organization issuing the credential to remain eligible to receive the differential in subsequent years and must submit proof of current registration each year.

The initial differential shall be paid in a lump sum in the first pay period of December 2013 for those employees who secure the credential prior to December 1, 2013.

<b>Series of Classes</b>	<b>Department/Unit(s)</b>	<b>Credential</b>	<b>Bonus Amount</b>
Airport Administrative (2P)	Airport	Leadership in Energy and Environmental Design (LEED AP) Professional by the Green Building Certification Institute (GBCI)	\$2,000 annual lump sum
Airport Planner (3E16)	<ul style="list-style-type: none"> <li>• Engineering and Planning unit</li> </ul>		
Engineering (3B, 3C)	Department of Public Property		

Architectural and Landscaping (3D)

Department of Parks and Recreation

Water Department

City Planner 2, 3, Supervisor and City Planner Manager (3E03-3E06)

City Planning Commission

Streets Department

Deputy Planning Director (3E17)

Water Department

- LEED AP Building Design + Construction (LEED AP BD+C)
- LEED AP Operations + Maintenance (LEED AP O+M)
- LEED AP Interior Design + Construction (LEED AP ID+C)
- LEED AP Neighborhood Development (LEED AP ND)
- LEED AP Homes

Supervisory and Managerial classes only:

Airport Units:

Accredited Airport Executive (A.A.E.) as issued by the American Association of Airport Executives

Airport Administrative (2P)

- Maintenance
- Engineering and Planning
- Operations
- Security
- Properties

Engineering (3B, 3C)

Architectural and Landscaping (3D)

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\$2,000  
annual  
lump sum

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