

Regulation 6 – Pay Plan

6.086 APPOINTMENT RATE FOR EMPLOYEES HIRED FROM OPEN COMPETITIVE ELIGIBLE LISTS FOR THE FOLLOWING CLASSES AND DEPARTMENTS:

Series	Classes	Departments
1E - Data Processing Programming and Analysis	All Classes	All Departments
1F- Stores	Mail Operations Manager (1F22)	Revenue Department
2A – Accounting and Fiscal	All Classes	All Departments
2B – Revenue Collection	All Classes	All Departments
2C – Budget	Health Fiscal Director (2C42)	Health
2D - Property Management	Real Property Evaluator 1 (2D16); Real Property Evaluator 2 (2D17)	Office of Property Assessment
2E – Procurement	Classes Above the Trainee Level	All Departments
2F - Analysis	Classes Above the Trainee Level	All Departments
2H - Personnel	All Classes	All Departments
2L - General Administration	Public Administration Analyst	All Departments
2P - Airport Administration	All Classes	Airport
3B - Engineering; 3C - Engineering Management	All Classes	All Departments
3D - Architecture and Landscape Architecture	All Classes	All Departments
3E - City Planning and Environmental Sciences	All Classes	All Departments
3F - Surveying	All Classes	All Departments
3H - Sciences	All Classes	Health Department, Police Department, Water Department
4A - Health Technical and Medical Related; 4C - Nursing; 4D - Medical; 4F - Dental	All Classes	Health Department
4A - Health	Psychologist series (4A12-4A13)	All departments

Technical and Medical Related		
4B – Nursing	Licensed Practical Nurse (4B13)	Health Department
4E - Dental Tech	Public Health Dental Hygiene Practitioner (4E17)	Health Department
4J - Environmental Health	Industrial Hygienist (4J60)	All Departments
5A - Social Work	Classes Above the Trainee Level	All Departments
5C - Housing and Neighborhoods	Human Relations Intake Coordinator (5C30); Human Relations Representative 1 (5C31); Human Relations Deputy Director - Compliance (5C35); Human Relations Deputy Director - Community Relations (5C34)	Commission on Human Relations
5E – Crisis Line Counselor	Philadelphia Crisis Line Counselor 1 (5E06); Philadelphia Crisis Line Counselor 2 (5E07); Philadelphia Crisis Line Counselor Supervisor (5E08)	Department of Behavioral Health
5F - Health Program Development and Monitoring	Health Program Administrator (5F26); Behavioral Health/Intellectual Disability Services Program Director (Behavioral Health) (Intellectual Disability Services) (5F30); Behavioral Health Administrator (5F31); Chronic Disease Epidemiologist (5F61); Food Policy Coordinator (5F62); Public Health Program Analyst (5F72)	Health Department; Department of Behavioral Health
5H - Correctional	Deputy Sheriff Officer (5H41) Prison Closed Circuit Television Specialist (5H25)	Sheriff's Office Department of Prisons
6A - Police	Police Officer 1 (6A02)	Police Department
6D - Security	Facilities Services Manager (6D27)	Free Library
6E - Claims Adjuster	Claims Adjuster series (6E05 – 6E07)	Finance Department
6G - Code Inspection	Construction Trades Inspector (6G28)	Licenses and Inspections
6J - Communications	Chief Fire Equipment Dispatcher (6J44); Fire Equipment Dispatcher Assistant Chief (6J45)	Fire Department
6J - Communications	3-1-1 Contact Center Agent (6J56); 3-1-1 Contact Center Agent Supervisor (6J57)	Managing Director's Office
6H - Code Adm/Tech	L&I Codes Compliance Specialist (6H33)	Licenses and Inspections
7F - Automotive Maintenance and Trades	Automotive Maintenance Technician 2 (7F02); Heavy Duty Vehicle Maintenance Technician (7F03)	Office of Fleet Management
7E - Plant Operations; 7H - Building Maintenance and Trades;	Stationary Engineer (7E34); Plumber (7H27); HVAC Mechanic 2 (7J02); Machinery and Equipment Mechanic 2 (7J15); Electrician 2 (7K02); Industrial Electrician 1 (7K15); Electronic Technician 2 (7K64)	All Departments

7J - Mechanical Maintenance and Trades; 7K - Electrical and Electronic Maintenance and Trades		
9B - Librarian	Classes Above the Trainee Level	Free Library

The appointing authority or his/her designee will be authorized to determine which step in the pay range for a class will be used as the appointment rate for employees hired from open competitive eligible lists for the departments and classes listed in the above table. The appointment rate must be set at one of the pay steps in the pay range for the class.

This regulation will facilitate recruitment by allowing the specified departments to offer competitive starting salaries to candidates hired from open competitive eligible lists. The regulation recognizes the fluctuating salaries in the labor market for these occupations, and the necessity to offer competitive salaries to candidates without extended delays.

The appointing authority of the specified departments or his/her designee must submit an annual written report to the Director of Human Resources listing all appointments made under the provision of this regulation. The Human Resources Director will present an annual report on the effectiveness of the regulation to the Civil Service Commission.

The Director of Human Resources or the Civil Service Commission may suspend the regulation if the departments do not comply with any requirement of this regulation.