

Civil Service Regulation 6 – Pay Plan

To be amended as follows:

6.31-B - CREDENTIAL BASED PAY - EMPLOYEES IN THE ENGINEERING (3B, 3C), CITY PLANNING (3E), ARCHITECT (3D) OR SURVEYOR (3F) SERIES OF CLASSES WHO SECURE AND MAINTAIN PROFESSIONAL REGISTRATION OR COMPLETE ADVANCED DEGREES. Employees permanently allocated to one of the classes in the Engineering (3B, 3C), ~~or Architect (3D), or City Planning (3E)~~ series of classes who secure and maintain registration as a professional engineer as issued by the Pennsylvania State Registration Board for Professional Engineers or registration as a professional architect as issued by the Pennsylvania State Professional State Board of Examiners of Architects shall be eligible for an annual lump sum salary differential of \$2,000. Employees in the Architect (3D) series of classes who secure and maintain registration as a professional landscape architect as issued by the Pennsylvania State Registration Board for Professional Landscape Architects shall be eligible for an annual lump sum salary differential of \$2,000. Employees in the Engineering (3B, 3C), or Architect (3D) series of classes who have, or who obtain a Master's Degree or Ph.D. in Engineering, Architecture, or Sustainable Design shall be eligible for an annual lump sum salary differential of \$1,000. Employees permanently allocated to one of the classes in the Surveyor (3F) series of classes who secure and maintain registration as a Professional Land Surveyor as issued by the Pennsylvania State Registration Board shall be eligible for an annual lump sum salary differential of \$2,000. Employees permanently allocated to one of the classes in the Surveyor (3F) series of classes will also be eligible to receive a one-time lump sum bonus of \$1,000 for passing the Surveyor in Training examination on or after October 1, 2001.

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 will be eligible to receive only one differential based on a registration and one differential based on an advanced degree authorized by this regulation during any year.

Series Of Classes	Credential	Bonus Amount	Initial Payment
Engineering (3B, 3C) <u>Transportation Planning and Analysis Manager (3E70) only</u>	Professional Engineer	Annual lump sum \$2,000	December 1999
Architect (3D), and 3B79 only	Professional Architect	Annual lump sum \$2,000	December 1999
Architect (3D)	Professional Landscape Architect	Annual lump sum \$2,000	December 2000
Engineering (3B, 3C), Architect (3D)	Master's Degree or Ph.D. in Engineering, Architecture, <u>Renewable Energy</u> or Sustainable Design	Annual lump sum \$1,000	December 2000
Surveyor (3F)	Professional Land Surveyor	Annual lump sum \$2,000	December 2002

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DEPARTMENT OF REVENUE

Surveyor (3F)	Passing the Surveyor in Training examination	One-time lump sum \$1,000	December 2002
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6.31-E - CREDENTIAL BASED PAY - EMPLOYEES IN THE CLASSES AND DEPARTMENTS LISTED BELOW WHO SECURE CERTIFICATION AS A PROFESSIONAL PLANNER BY THE AMERICAN INSTITUTE OF CERTIFIED PLANNERS OF THE AMERICAN PLANNING ASSOCIATION OR REGISTRATION AS A PROFESSIONAL ARCHITECT AS ISSUED BY THE PENNSYLVANIA STATE PROFESSIONAL STATE BOARD OF EXAMINERS OF ARCHITECTS OR A GEOGRAPHIC INFORMATION SYSTEMS PROFESSIONAL BY THE CIS CERTIFICATION INSTITUTE. Employees of the classes and departments listed below who secure the professional credentials listed below shall be eligible for an annual lump sum salary differential of \$1,000.

The initial differential shall be paid in a lump sum in the first pay period of December 2003 for those employees who have secured the AICP certification prior to, or during 2003. The initial differential shall be paid in a lump sum in the first pay period of December 2007 for those employees who secure the Registration as a Professional Architect prior to December 1, 2007.

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

Employees will be eligible to receive only one differential for the Professional Planner or the Professional Architect credential authorized by this regulation during any 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. 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 certification each year.

Employees will be eligible to receive only two differentials authorized by this regulation during any year. No employee is eligible to receive more than \$2,000 in any calendar year.

Classes	Departments	Credential	Bonus Amount
3E - City Planning and Environmental Sciences Series of Classes	City Planning Commission	Certification as a Professional Planner by The American Institute of Certified Planners of The American Planning Association	\$1,000 annual lump sum
City Planner 2, 3, Supervisor and City Planner Manager (3E03-3E06)	All Departments		
Airport Planner (3D16)	Airport		
<u>Transportation Planning and Analysis Manager (3E70)</u>	<u>Streets</u>		
3E - City Planning and Environmental Sciences Series of Classes	City Planning Commission	Registration as a Professional Architect as issued by The Pennsylvania State Professional	\$1,000 annual lump sum

		State Board of Examiners of Architects	
<p>City Planner 2, 3, City Planner Supervisor, City Planner Manager and Deputy Planning Director (3E03-3E06, 3E17)</p> <p>Geographic Information Systems Specialist 1, 2, 3 and Geographic Information Systems Manager (3E20-3E23)</p> <p>Airport Planner (3D16)</p>	All Departments	Certification as a Geographic Information System Professional by the Geographic Information Systems Certification Institute	\$1,000 annual lump sum

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