

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

**6.31-B - ENGINEERING (3B, 3C), ARCHITECT (3D) , CITY PLANNING (3E), SURVEYOR (3F) OR GEOLOGIST (2P40) PROFESSIONAL REGISTRATION OR ADVANCED DEGREES.**

Employees permanently allocated to one of the classes in the Engineering (3B, 3C), 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, Land Surveyors and Geologists or registration as a ~~professional~~ registered architect as issued by the Pennsylvania State Architects Licensure Board 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 registered ~~professional~~ landscape architect as issued by the Pennsylvania State Board of Landscape Architects shall be eligible for an annual lump sum salary differential of \$2,000.

Employees in the Airport Planning and Environmental Services Manager (2P40) class who secure and maintain registration as a Professional Geologist as issued by the Pennsylvania State Registration Board for Professional Engineers, Land Surveyors and Geologists 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, Renewable Energy or Sustainable Design shall be eligible for an annual lump sum salary differential of \$1,000. Employees in the Airport Planning and Environmental Services Manager (2P40) class who have or who obtain a Master's Degree or Ph.D. in Geology 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 for Professional Engineers, Land Surveyors and Geologists 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) Transportation Planning and Analysis Manager (3E70) only	Professional Engineer	Annual lump sum \$2,000.	December 1999
Architect (3D), and Design and Construction Project Manager (3B79) & Capital Projects Manager (3C06) only	Professional Registered Architect	Annual lump sum \$2,000.	December 1999
Architect (3D), Design and Construction Project Manager (3B79) & Capital Projects Manager (3C06)	Professional Registered Landscape Architect	Annual lump sum \$2,000.	December 2000
Engineering (3B, 3C), Architect (3D)	Master's Degree or Ph.D. in Engineering, Architecture, Renewable Energy or Sustainable Design	Annual lump sum \$1,000.	December 2000
Surveyor (3F)	Professional Land Surveyor	Annual lump sum \$2,000.	December 2002
Surveyor (3F)	Passing the Surveyor in Training examination	One-time lump sum \$1,000.	December 2002
Airport Planning and Environmental Services Manager (2P40)	Professional Geologist	Annual lump sum \$2,000	December 2017
	Master's or Ph.D. in Geology	Annual lump sum \$1,000.	

**6.31-C - MICROSOFT CERTIFIED SYSTEMS ENGINEER (MCSE-2002), MICROSOFT CERTIFIED SOLUTIONS ASSOCIATE (MCSA), MICROSOFT CERTIFIED SOLUTIONS EXPERT (MCSE-2014), OR A CERTIFIED NOVELL ENGINEER (CNE) CERTIFICATION.** Employees permanently allocated to the 1D and 1E series of classes listed below who secure and maintain one of the Microsoft or Novell certifications listed below shall be eligible for a lump sum salary differential as specified in the table below.

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 certification 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 one differential authorized by this regulation during any year.

The initial differential shall be paid in a lump sum in the first pay period of December 2002 for those employees who secure the certification prior to December 1, 2002. Beginning in December 2014, only employees who already received the initial bonus for the legacy certifications of Microsoft Certified Systems Engineer and Certified Novell Engineer NetWare 5 will continue to receive the subsequent bonus for those certifications.

The initial differential for employees who secure the Microsoft Certified Solutions Expert or Microsoft Certified Solutions Associate shall be paid in a lump sum in the first pay period of December 2014 for those employees who secure the certifications prior to December 1, 2014.

Classes	Certification	Initial Bonus	Bonus - Subsequent Years
1D Network Support Associate (1D54), Network Support Specialist (1D55)	Microsoft Certified Systems Engineer (MCSE-2002)	N/A	\$1,000
1E Network Administrator (1E06), Local Area Network Administrator (1E07), Human Resources Information Systems Manager (1E57), Information Technology Trainee (1E70), Programmer Analyst 1 (1E75), Programmer Analyst 2 (1E76), Programmer Analyst 3 (1E77), Programmer Analyst Project Leader (1E78), Programmer Analyst Supervisor (1E79)	Certified Novell Engineer NetWare 5 (CNE)	N/A	\$1,000
	Microsoft Certified Solutions Expert (MCSE-2014)	\$2,000	\$1,000
	Microsoft Certified Solutions Associate (MCSA)	\$1,000	None

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**6.31-E - 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 ARCHITECTS LICENSURE BOARD 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 from the designated agencies 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 GIS Environmental Sciences-Series of Classes	<u>Department of Planning and Development</u> <u>City Planning Commission</u>	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	All Departments		

Planner Manager (3E03-3E06)			
Transportation Planning and Analysis Manager (3E70)	Streets		
3E - City Planning and GIS Environmental Sciences-Series of Classes	Department of Planning and Development City Planning Commission	Registration as a Professional Registered Architect as issued by The Pennsylvania State Architects Licensure Board	\$1,000 annual lump sum
City Planner 2, 3, City Planner Supervisor, City Planner Manager and Deputy Planning Director (3E03-3E06, 3E17)			\$1,000 annual lump sum
Geographic Information Systems Specialist 1, 2, 3 and Geographic Information Systems Manager (3E20-3E23)	All Departments	Certification as a Geographic Information System Professional by the Geographic Information Systems Certification Institute	\$1,000 annual lump sum
Airport Planner (3E16)			

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**6.31-H - LEED OR ACCREDITED AIRPORT EXECUTIVE CERTIFICATION FOR EMPLOYEES LOCATED IN SPECIFIC UNITS OF THE AIRPORT DEPARTMENT OF PLANNING AND DEVELOPMENT 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 Department of Planning and Development 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.

Series of Classes	Department/Unit(s)	Credential	Bonus Amount
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
Engineering (3B, 3C)	<ul style="list-style-type: none"> <li>Engineering and Planning unit</li> </ul>		
Architectural and Landscaping (3D)	Department of Public Property		
	Department of Parks and Recreation		
City Planner 2, 3, Supervisor and City Planner	Water Department	<ul style="list-style-type: none"> <li>LEED AP Building Design + Construction (LEED AP BD+C)</li> <li>LEED AP Operations + Maintenance (LEED AP O+M)</li> </ul>	
	Department of Planning and Development City Planning Commission	<ul style="list-style-type: none"> <li>LEED AP Interior Design + Construction (LEED AP ID+C)</li> </ul>	

Manager (3E03-3E06) Deputy Planning Director (3E17)	Streets Department Water Department	<ul style="list-style-type: none"> <li>LEED AP Neighborhood Development (LEED AP ND)</li> <li>LEED AP Homes</li> </ul>	
Supervisory and Managerial classes only:  Airport Administrative (2P)  Engineering (3B, 3C)  Architectural and Landscaping (3D)	Airport Units: <ul style="list-style-type: none"> <li>Maintenance</li> <li>Engineering and Planning</li> <li>Operations</li> <li>Security</li> <li>Properties</li> </ul>	Accredited Airport Executive (A.A.E.) as issued by the American Association of Airport Executives	\$2,000 annual lump sum  2140514

**6.31-J - CLASS A OR CLASS E WATER OR WASTEWATER OPERATOR CERTIFICATION FOR EMPLOYEES IN THE WATER DEPARTMENT.** In

accordance with Pennsylvania Act 11, issued by the Commonwealth of Pennsylvania, Department of Environmental Protection, employees in the Water Department in the classes and assignments listed below who are responsible for process control decisions and who secure and maintain a Class A or E Water or Wastewater Operator Certification shall be eligible for an annual lump sum salary differential in accordance with the conditions of this regulation.

Employees must submit proof of current certification. Employees must meet all currency requirements established by the Pennsylvania Department of Environmental Protection to remain eligible to receive the differential in subsequent years and must submit proof of current registration 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.

The initial differential shall be paid in a lump sum in the first pay period of December 2014 for those employees who secure the registration prior to December 1, 2014.

Employees will be eligible to receive only one differential authorized by this regulation during any year.

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<b>Classes</b>	<b>Assignment</b>	<b>Bonus Amount</b>
Water Plant Manager (3C28)	Operations Division	\$1,000 annual lump sum
Water Plant Assistant Manager (3B59)		
Environmental Engineer 3 & 4 (3B63, 3B64)		
Water Transport Engineer 1& 2 (3B47, 3B48)		
Water Conveyance Systems Superintendent (7B07)		
Water Engineering Assistant Manager (3C08)		
Chief Water Transport Operations Engineer (3C27)		
Water Pollution Control Plant Operations Supervisor (7E49)		
Water Maintenance Superintendent (Treatment Plant) (7J32)		
Water Treatment Plant Operator (7E45)	Operations Division	\$500 annual lump sum
Water Treatment Plant Operations Crew Chief (7E46)	Bureau of Laboratory Services	
Water Maintenance Superintendent (Treatment Plant) (7J32)		
Water Maintenance Supervisor (7J33)		
Water Conveyance Systems Assistant Superintendent (7B06)		
Water Transport Systems Operator (7E61)		
Science Technician (Water) (3G32)		
Chemical Technician Supervisor (3G31)		
Industrial Waste Control Technician 2 (3A72)		
Industrial Waste Control Supervisor (3A73)		
Engineering Specialist (Civil) (Environmental) (Mechanical) (3B74)		
Environmental Engineer 2 (3B62)		
Environmental Engineer 3 & 4 (3B63, 3B64) (Positions in BLS)		
Civil Engineer 2 (3B06)		
Mechanical Engineer 2 (3B22)		



**6.31-K - UNIVERSAL PUBLIC PROCUREMENT CERTIFICATION COUNCIL OR INSTITUTE FOR SUPPLY MANAGEMENT CERTIFICATIONS FOR EMPLOYEES IN THE PROCUREMENT SERIES OF CLASSES AT THE AIRPORT OR IN THE PROCUREMENT DEPARTMENT.** Employees of the Airport or Procurement Department in the classes listed below who take and pass examinations administered by the Universal Public Procurement Certification Council (UPPCC) or who take and pass examinations administered by the Institute for Supply Management (ISM) for the certifications listed below or obtain a Master's degree in the fields listed shall receive the specified initial and subsequent annual lump-sum payments. Employees shall receive no more than \$3,000 for a maximum of three certifications in any given calendar year.

Employees who have been the subject of any disciplinary action or who are on the excessive use of sick-leave list 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 2016 for those employees who secure the credential prior to December 1, 2016.

Classes Eligible For Bonus	Credential	Initial Bonus Amount	Subsequent Annual Bonus Amount
• Procurement Technician 1 (2E02)	Certified Professional in Supplier Diversity (CPSD) by ISM	\$1,000	\$500
• Procurement Technician 2 (2E03)	Certified Professional in Supply Management (CPSM) by ISM	\$1,000	\$750
• Procurement Special Services Officer (2E23)	Certified Professional Public Buyer (CPPB) by the UPPCC	\$1,000	\$750
• Procurement Technician Supervisor (2E14)	Certified Public Purchasing Officer (CPPO) by UPPCC	\$1,000	\$1,000
• Procurement Operations	Master's degree in Business Administration with concentration in Supply Management, or Master's in Supply Chain Management	\$1,000	\$1,000

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Support Manager  
(2E09)

- Procurement  
Special Services  
Supervisor (2E10)
- Contract  
Coordinator (2F69)
- Contract  
Administrator  
(2F70)


REGULATION 9 to be amended as follows:

9.02 PROMOTIONAL EXAMINATIONS

9.028 POLICE PROMOTIONAL EXAMINATIONS. For uniformed police classes in the 6A series represented by the Fraternal Order of Police, candidates will not be approved to take a promotional exam for a position if:

- 1) The candidate is currently in the class title for which the test is being offered, or
- 2) The candidate previously held a position in the class title for which the test is being offered and is currently in a higher level/rank class for which the test is being offered.

Effective June 20, 2019, notice of any change in ranking on an existing promotional list for a uniformed police classification in the 6A series as a result of a supplemental eligible list established, together with a copy of the eligible list with revised rankings, shall be furnished to the Fraternal Order of Police.

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