Legislation Text

File #: 200253-A, **Version:** 2

Amending Section 20-303 of The Philadelphia Code, entitled "Salaries of Specified Officers," to establish salaries based on an Annual Compensation Plan, under certain terms and conditions.

THE COUNCIL OF THE CITY OF PHILADELPHIA HEREBY ORDAINS:

SECTION 1. Section 20-303 of The Philadelphia Code is hereby repealed and replaced with a new Section 20-303, to read as follows:

§ 20-303. Salaries of Specified Officers.

(1) Except as provided in subsection (2) below, the Mayor shall determine the annual salary of the following officers, not to exceed the maximum annual salary provided for by the Annual Specified Officers Compensation Plan established by the Personnel Director pursuant to subsection (3) below:

(a) City Representative;
(b) City Solicitor;
(c) City Treasurer;
(d) Commissioner of Licenses and Inspections;
(e) Commissioner of Public Property;
(f) Commissioner of Records;
(g) Director of Commerce;
(h) Director of Finance;
(i) Director of Planning and Development;
(j) Fire Commissioner;
(k) Health Commissioner;
(l) Human Services Commissioner;
(m) Managing Director;
(n) Parks and Recreation Commissioner;
(o) Police Commissioner;
(p) Prisons Commissioner;
(q) Procurement Commissioner;
(r) Revenue Commissioner;
(s) Street Commissioner;
(t) Water Commissioner;
(u) Director of Labor;
(v) Commissioner of Fleet Services;
(w) Director of Aviation;
(x) Chief Public Safety Director.

(2) Exceptions:

(a) Upon a determination by the Mayor that the Annual Specified Officers Compensation Plan does not provide for a competitive salary based on current market conditions, the Mayor may revise the salary maximum as appropriate for any position listed in subsection (1), and shall provide written notification and justification to Council.

(b) The annual salary of the Personnel Director shall be determined by the Civil Service Commission.

(3) The Personnel Director shall develop and issue by no later than 90 days after the ordinance adding this subsection to the Code takes effect, and by September 30 of each year thereafter, an Annual Specified Officers Compensation Plan, setting forth a salary for each position listed in subsection (1), to be adjusted annually to maintain market competitiveness and to attract talent. The Plan shall show how the salary levels were established, including by benchmarking and analyzing salaries for market competitiveness for each specific job, taking into account additional forms of compensation, such as benefits, leave time, or bonuses. The Plan shall be effective, each year, immediately upon issuance.

SECTION 2. Section 20-308(2) of The Philadelphia Code is hereby amended as follows:

§ 20-308. Cost of Living Adjustments.

* * *

(2) *If provided in the Compensation Plan or otherwise directed by the Mayor, the* [The] minimum and maximum salaries set forth in Section 20-303 shall be adjusted on the Date of Adjustment by multiplying each then existing minimum and maximum salary (as those minimums and maximums may have been adjusted pursuant to this Section from time to time) by the lesser of the Tax Revenue Multiplier and the CPI Multiplier.

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SECTION 2. Until such time as the Mayor sets salaries for positions pursuant to this section, salaries for the positions addressed in this Bill shall be governed by the law in effect immediately prior to this Bill taking effect. This Bill shall sunset three years following the date this Bill takes effect.

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Explanation:

Italics indicate new matter added.

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