

D.C. OFFICE OF PERSONNEL
NOTICE OF FINAL RULEMAKING

The Director, D.C. Office of Personnel, with the concurrence of the City Administrator, pursuant to Mayor's Order 2000-83, dated May 30, 2000, and in accordance with Title XIX of the District of Columbia Government Comprehensive Merit Personnel Act of 1978, effective March 3, 1979 (D.C. Law 2-139; D.C. Official Code § 1-619.01 *et seq.*) (2001), hereby gives notice that final rulemaking action was taken to adopt these rules. These rules amend Chapter 19, Incentive Awards, of Title 6 of the District of Columbia Municipal Regulations, to delete all references to Quality Step Increases. The reason for the deletion is that the new compensation system that was approved by Council Resolution No. 15-1045 (deemed approved on December 5, 2004) does not include Quality Step Increases. The Notice of Final Rulemaking for Chapter 11, Classification and Compensation, of Title 6 of the District of Columbia Municipal Regulations, which incorporated this change in the compensation system excluding Quality Step Increases, was published at 52 DCR 934 (February 4, 2005). Specifically, the following changes were made to the chapter: 1) section 1902.1 (c)(4) of the chapter was deleted, and section 1902.1 (c)(5) of the chapter was renumbered as 1902.1 (c)(4); 2) section 1906.6 of the chapter was amended to delete the words "except a Quality Step Increase;" 3) section 1906.10 of the chapter was deleted; 4) section 1910.2 (a) of the chapter was amended to delete the words "and Quality Step Increases for their subordinate employees;" and 5) section 1999 of the chapter, Definitions, was amended to delete the definition of the term "Quality Step Increase." Additionally, a new section 1901.6 was added to the chapter specifying that the provisions of a collective bargaining shall take precedence over the provisions of the chapter for those employees covered by the agreement, to the extent that there is a difference. No comments were received and no changes were made to the Notice of Emergency and Proposed rulemaking published at 52 DCR 2465 (March 11, 2005). Final rulemaking action was taken on April 21, 2005.

CHAPTER 19

INCENTIVE AWARDS

A new section 1901.6 is added to read as follows:

- 1901.6 The provisions of a collective bargaining agreement shall take precedence over the provisions of this chapter for those employees covered by the agreement, to the extent that there is a difference.

Section 1902.1 is amended to read as follows:

1902 CLASSES OF INCENTIVE AWARDS

- 1902.1 A personnel authority may make any of the following types of incentive awards:

- (a) Tangible item awards;
- (b) Time off awards;
- (c) The following types of monetary awards:
 - (1) Suggestion or invention awards;
 - (2) Special act or service awards;
 - (3) Sustained superior performance awards;
 - (4) Safe driving awards;
- (d) Honorary awards; and
- (e) Group Awards.

Section 1906.6 is amended to read as follows:

1906.6 Monetary awards are in the form of a lump sum payment and do not constitute an increase to the recipient employee's rate of pay.

Section 1906.10 is deleted.

Section 1910.2 (a) is amended to read as follows:

1910.2 (a) The Mayor, the City Administrator, or an agency head may approve monetary awards not exceeding two thousand dollars (\$2,000).

Section 1999 is amended to delete the definition of the term "Quality Step Increase."