



MEMORANDUM

TO: All Employees

FROM: Brender L. Gregory, Director, Department of Human Resources

Natasha N. Campbell, Director, Office of Labor Relations and Collective Bargaining

George T. Johnson, Chief Negotiator, Compensation Units 1 and 2

Eric Bunn, Labor Co- Chair, Labor Management Taskforce for Classification and Compensation Reform

DATE: February 1, 2010

SUBJECT: Classification and Compensation System Reform

In October 2009, the Labor-Management Task Force on Classification and Compensation Reform (“LMTF”) and the District of Columbia (“District”) launched the Classification and Compensation Reform Project. Phase I of the project, classification, is still ongoing. We are now beginning Phase II, compensation. Phase II will replace the District’s current compensation system with a new system that supports the District’s strategic goal to recruit, manage, and retain a well qualified and diverse workforce.

A few important points you should know about the new classification and compensation system:

- It will be a completely new and modern automated system tailored to the needs of the District.
- It will do a better job of reflecting the work performed by District employees.
- It will eliminate a lot of confusion and inefficiency that exists due to the current, outdated classification and compensation system.
- It is being designed to help employees identify career paths within the District.
- A key goal is to ensure District compensation is externally competitive, internally equitable and fiscally sound.

This entire project is expected to be completed by the end of FY10. Your Director has already received information about this project and briefing sessions have been held with HR Advisors, Labor Liaisons, Agency Chiefs of Staff and appropriate Labor Leadership.

Over the course of this project we will provide periodic updates through the intranet page dedicated to the project at <http://dchr.in.dc.gov>, or www.dchr.dc.gov under the heading *Services*. You are encouraged to regularly check the intranet page to access a project timeline, copies of communications that have been distributed, answers to Frequently Asked Questions (FAQs) and more.

If you have specific questions about this project, please submit them to the confidential mailbox established specifically for this project, classificationreform@dchr.dc.gov.