

Classification and Compensation Reform Project Fact Sheet



Project History

- In October 2001, the Labor-Management Task Force on Compensation and Classification Reform was created.



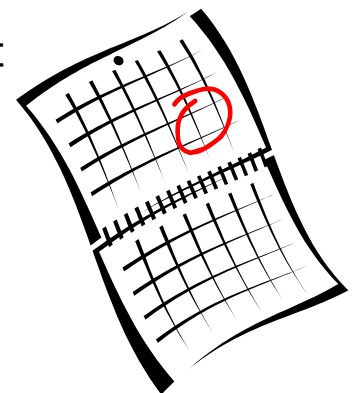
- The Task Force was created as a result of the collective bargaining agreement between the District and Compensation Units 1 and 2.
- The Task Force is composed of an equal number of union and management representatives.

– Early accomplishments in preparation for the reform of the system include pay schedule consolidation; recertification of a large percentage of agency position descriptions; and salary range restructuring.

- The purpose of the Task Force is to have labor and management work together to develop a more effective classification and compensation system.

- Current system is based on the Federal Classification and Compensation structures and policies, which are outdated and do not meet the needs of the District.
- The new system will:
 - Strengthen market competitiveness of compensation
 - Improve administrative efficiency
 - Increase employee and management understanding of classification and compensation systems through training and communication

- The Classification and Compensation Reform Project kicked off in October 2009, and is expected to be completed at the end of FY10.



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The Classification and Compensation Reform Project IS...

- Sponsored by the Labor-Management Task Force on Classification and Compensation Reform. The LMTF is a joint effort between labor and management to reform the current job classification and compensation systems so that employees are fairly and equitably classified and compensated.
- Meant to create a modern classification and compensation system that allows the District the flexibility it needs to effectively attract, develop, and retain a well-qualified and diverse workforce. The new structure will provide a classification system that will serve the District well into the future.
- Intended to establish new systems that will be completely independent of the Federal system, while being more reflective of other systems implemented in other cities, counties, and states.
- Supported and guided by District and Union leadership, including the Mayor and City Administrator, union leadership, and management.



The Classification and Compensation Reform Project IS NOT...

- An attempt by the District to lay off workers.
- Related in any way to any budget issues facing the District.
- Intended to evaluate any one individual's job performance or compensation. This project is focused on District-wide reform.

For information and updates about this project, visit www.dchr.dc.gov.

For questions, please email: classificationreform.dchr@dc.gov, or contact your supervisor, HR Advisor, union representative, or Labor Liaison with any questions

