

A RESOLUTION

**Proposed
Resolution
20-478**

**See Emergency
D.C. Res. 20-299
20 DCStat 2699**

To declare the existence of an emergency with respect to the need to approve the compensation system changes submitted by the University of the District of Columbia Board of Trustees to authorize salary increases for certain non-collective bargaining unit employees in the Career, Educational, and Legal Service.

RESOLVED, BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this resolution may be cited as the “University of the District of Columbia Career, Educational, and Legal Service Non-Collective Bargaining Unit Employees Compensation System Changes Emergency Declaration Resolution of 2013”.

**University of
the District of
Columbia
Career,
Educational,
and Legal
Service Non-
Collective
Bargaining
Unit
Employees
Compensation
System
Changes
Emergency
Declaration
Resolution of
2013**

Sec. 2. (a) On March 28, 2013, Mayor Gray announced his intent to provide a cost of living increase to all District employees, including non-union employees of the University of the District of Columbia (“UDC”), pending approval by the UDC Board of Trustees.

(b) On June 4, 2013, the UDC Board of Trustees approved a 3 % salary increase for the Career, Educational, and Legal Service non-collective bargaining unit employees of UDC for fiscal year 2013. This increase is retroactive to the first day of the first pay period beginning on or after April 1, 2013. UDC has sufficient funds to cover the cost of this increase.

(c) On June 18, 2013, the Council passed R20-168, the Compensation Agreement between the District of Columbia Government and Compensation Units 1 and 2 Emergency Approval Resolution of 2013. This resolution provides a 3% increase to individuals included in Compensation Units 1 and 2, which includes UDC employees. Thus, a portion of UDC’s employees have received a salary increase, creating pay disparity between the union and non-union employees of UDC.

(d) The employees included in the accompanying emergency approval resolution have not received a cost of living increase since July 1, 2005.

(e) To establish pay parity between UDC’s union and non-union employees and to provide the employees with the first cost of living increase in 8 years, an immediate need exists to approve the 3% cost of living adjustment for the aforementioned UDC employees.

Sec. 3. The Council of the District of Columbia determines that the circumstances enumerated in section 2 constitute emergency circumstances making it necessary that the University of the District of Columbia Career, Educational, and Legal Service Non-Collective Bargaining Unit Employees Compensation System Changes Emergency Approval Resolution of 2013 be adopted on an emergency basis.

Sec. 4. This resolution shall take effect immediately.