



2014 JUN 20 PM 5:18
OFFICE OF THE
SECRETARY

VINCENT C. GRAY
MAYOR

JUN 20

The Honorable Phil Mendelson
Chairman
Council of the District of Columbia
1350 Pennsylvania Avenue, N.W., Suite 504
Washington, D.C. 20004

Dear Chairman Mendelson:

Enclosed for consideration by the Council of the District of Columbia is the "Excepted Service Public Safety Compensation System Changes Approval Resolution of 2014." The enclosed resolution would authorize the establishment of a new Public Safety Salary Schedule for employees and subordinate agency heads under the public safety cluster in positions, such as: Medical Officer, Deputy Public Safety, and the Director of the Department of Forensic Science in the Excepted and Executive Services.

Consistent with my efforts to effect reforms in the areas of compensation and classification, the D.C. Department of Human Resources (DCHR) recently conducted a comprehensive study regarding medical leadership positions within the public safety cluster. The study focused on current District base compensation and industry qualification standards compared to comparable local and national governments. The positions included in the study are: (1) Chief Medical Examiner, (2) Deputy Chief Medical Examiner, and (3) Medical Director for the Fire and Emergency Medical Services Department (FEMSD). The positions are all in the excepted service (except for the Chief Medical Examiner).

Based on DCHR's analysis, the following statements can be made about the District's medical positions within the Public Safety Cluster:

- The District's compensation for medical positions within the Public Safety Cluster lags the market for an employer looking to attract and retain the best available candidates and become an employer of choice.
- The District's base compensation for positions in the Office of the Chief Medical Examiner (CME) significantly lags comparable jurisdictions that are large Metropolitan areas with large concentrated populations in addition to a large influx of visitors on a daily basis.
- The licensure requirements for the medical positions within the public safety cluster are in line with industry standards. In addition, the CME position requires that the incumbent be certified in forensic pathology by the American Board or be eligible for such certification. The licensure for this position is a requisite for maintaining accreditation of the lab.

To address the lag in salary and to allow more flexibility in the recruitment and retention of talent in the Medical Officer positions, Deputy Public Safety positions, and the Director of the Department of Forensic Science position under the Public Safety Cluster. I recommend the establishment of an Excepted Service Public Safety Salary Schedule and Executive Service Public Safety Cluster Salary Schedule. The proposed salary schedules also include a salary increase of 3% for Fiscal Years 2015, 2016, and 2017.

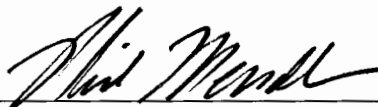
I respectfully request the Council's favorable consideration of the enclosed resolution.

Sincerely,

A handwritten signature in black ink that reads "Vincent C. Gray". The signature is written in a cursive, flowing style with a large, prominent 'V' at the beginning.

Vincent C. Gray

Enclosure

1
2
3

Chairman Phil Mendelson
at the request of the Mayor

4 A PROPOSED RESOLUTION

5 _____
6 IN THE COUNCIL OF THE DISTRICT OF COLUMBIA
7 _____

8 Chairman Phil Mendelson, at the request of the Mayor, introduced the following resolution
9 which was referred to the Committee on _____.

10 To approve the proposed compensation system change submitted by the Mayor to establish an
11 Excepted Service Schedule for medical officer and public safety positions.

12 RESOLVED, BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this
13 resolution may be cited as the “Excepted Service Public Safety Compensation System Changes
14 Approval Resolution of 2014.”

15 Sec. 2. (a) Pursuant to sections 1104 and 1106 of the District of Columbia Government
16 Comprehensive Merit Personnel Act of 1978, effective March 3, 1979 (D.C. Law 2-139; D.C.
17 Official Code §§ 1-611.04 and 1-611.06), the Council approves the establishment of an Excepted
18 Service Public Safety Schedule (“ES Public Safety Schedule”) as recommended by the Mayor
19 for Excepted Service positions that require a medical degree or performs senior supervisory
20 public safety duties and responsibilities in an agency under the public safety cluster . The
21 proposed compensation system changes include a salary increase of 3% for Fiscal Years 2015,
22 2016, and 2017.

1 (b) A salary of \$200,000 or more may only be provided following a national
2 recruitment and when supported by professional compensation and labor market studies.

3 Sec. 3. The proposed compensation system changes referred to in section 2 are as
4 follows:

★★★ **District of Columbia Government Salary Schedule: PUBLIC SAFETY PAY EXCEPTED SCHEDULE**
Public Safety and Justice Cluster (Medical Officers)

Effective Date: *October 5, 2014* **Fiscal Year:** 2015
Nonunion: Nonunion **% Increase:** 3%
Service Code Definition:

CBU/Service Code: *XAA/A80*
Resolution #:

Date of Resolution: **Peoplesoft Plan:**

Level	Minimum	Midpoint	Maximum
PS 1	\$164,800	\$189,520	\$214,240
PS 2	\$192,816	\$221,738	\$250,661
PS 3	\$225,595	\$259,434	\$293,273
PS 4	\$263,946	\$303,538	\$343,130

The levels on this pay Schedule are 1, 2, 3, AND 4
Levels 1,2,3,and 4 = (fully trained and/or board eligible)/Supervisory Public Safety Positions
The following factors will be considered when making salary placements:
Area of Specialized Expertise and Education
As it pertains to Supervisory Medical Positions only:
Board Certified In Primary
Board certified in primary specialty and in a subspecialty or a second primary specialty
Each year spent in a fellowship related to the specialty area generally practiced for the employer shall be counted as one year of "post training experience"

★★★ **District of Columbia Government Salary Schedule: PUBLIC SAFETY PAY EXCEPTED SCHEDULE**
Public Safety and Justice Cluster (Medical Officers)

Effective Date: October 4, 2015 **Fiscal Year:** 2016
Nonunion: Nonunion **% Increase:** 3%
Service Code Definition:

CBU/Service Code: XAA/A80

Resolution #: **Date of Resolution:** **Peoplesoft Plan:**

Level	Minimum	Midpoint	Maximum
PS 1	\$169,744	\$195,206	\$220,667
PS 2	\$198,600	\$228,391	\$258,181
PS 3	\$232,363	\$267,217	\$302,071
PS 4	\$271,864	\$312,644	\$353,423

The levels on this pay Schedule are 1, 2, 3, AND 4
 Levels 1,2,3,and 4 = (fully trained and/or board eligible)/Supervisory Public Safety Positions
 The following factors will be considered when making salary placements:
 Area of Specialized Expertise and Education
 As it pertains to Supervisory Medical Positions only:
 Board Certified in Primary
 Board certified in primary specialty and in a subspecialty or a second primary specialty
 Each year spent in a fellowship related to the specialty area generally practiced for the employer shall be counted as one year of "post training experience"



District of Columbia Government Salary Schedule: PUBLIC SAFETY PAY EXCEPTED SCHEDULE
Public Safety and Justice Cluster (Medical Officers)

Effective Date: October 2, 2016 **Fiscal Year:** 2017
Nonunion: Nonunion **% Increase:**
Service Code Definition:

CBU/Service Code: XAA/A80

Resolution #: **Date of Resolution:** **Peoplesoft Plan:**

Level	Minimum	Midpoint	Maximum
PS 1	\$174,836	\$201,062	\$227,287
PS 2	\$204,558	\$235,242	\$265,926
PS 3	\$239,333	\$275,233	\$311,133
PS 4	\$280,020	\$322,023	\$364,026

The levels on this pay Schedule are 1, 2, 3, AND 4
 Levels 1,2,3, and 4 = (fully trained and/or board eligible)/Supervisory Public Safety Positions
 The following factors will be considered when making salary placements:
 Area of Specialized Expertise and Education
 As it pertains to Supervisory Medical Positions only:
 Board Certified in Primary
 Board certified in primary specialty and in a subspecialty or a second primary specialty
 Each year spent in a fellowship related to the specialty area generally practiced for the employer shall be counted as one year of "post training experience"

1 Sec. 4. The compensation system changes delineated in section 3 shall become
2 effective October 5, 2014.

3 Sec. 5. Fiscal impact statement.

4 The Council adopts the fiscal impact statement in the committee report as the fiscal impact
5 statement required by section 602 (c)(3) of the District of Columbia Home Rule Act, approved
6 December 24, 1973 (87 Stat. 813; D.C. Official Code § 1-206.02 (c)(3)).

7 Sec. 6. The Secretary to the Council of the District of Columbia shall transmit a copy of
8 this resolution, upon its adoption, to the Office of the Mayor.

9 Sec. 7. This resolution shall take effect immediately.

**GOVERNMENT OF THE DISTRICT OF COLUMBIA
OFFICE OF THE ATTORNEY GENERAL**



Legal Counsel Division

MEMORANDUM

**TO: Lolita S. Alston
Director
Office of Legislative Support**

**FROM: Janet M. Robins
Deputy Attorney General
Legal Counsel Division**

DATE: June 13, 2014

**SUBJECT: Legal Sufficiency Review of Draft Bill, the "Executive Service Compensation System Changes and Pay Schedule Approval Amendment Act of 2014"
(AE-14-369 B)**

This is to Certify that this Office has reviewed the above-referenced legislation and has found it to be legally sufficient. If you have any questions regarding this certification, please do not hesitate to contact me at 724-5524.


Janet M. Robins

JMR/phg