



**MURIEL BOWSER
MAYOR**

July 9, 2021

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 and approval by the Council of the District of Columbia is the "Fiscal Year 2021 District Government Employee Pay Schedules Emergency Approval Resolution of 2021," and associated emergency declaration resolution.


If approved, the enclosed resolution would authorize a two percent salary increase for current non-union Career, Educational, Management Supervisory, Legal, Excepted, and Executive Services employees for Fiscal Year 2021, effective October 11, 2020. The approval of this resolution will further facilitate my goal of adjusting pay to keep pace with rising living costs and further facilitate the goal of pay parity between union and non-union employees.

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

Sincerely,

A handwritten signature in black ink, appearing to read "Muriel Bowser".

Muriel Bowser


Chairman Phil Mendelson
at the request of the Mayor

A PROPOSED EMERGENCY RESOLUTION

IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

To approve the proposed compensation system changes submitted by the Mayor for certain Career, Educational, Excepted, Management Supervisory, Legal, and Executive Services employees not covered by collective bargaining.

RESOLVED, BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this resolution may be cited as the "Fiscal Year 2021 District Government Employee Pay Schedules Emergency Approval Resolution of 2021".

Sec. 2. (a) Pursuant to sections 858, 956, 1052, 1105, 1106, and 1111 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 §§ 1-608.58, 1-609.56, 1-610.52, 1-611.05, 1-611.06, and 1-611.11), the Council approves, on an emergency basis, the proposed Fiscal Year 2021 cost of living and pay parity salary increases for the non-union Career, Excepted, Management Supervisory, Legal, and Executive Services employees; Educational Service employees of the Office of the State Superintendent of Education; and non-instructional and "When-Actually-Employed" (WAE) instructional Educational Service employees of the District of Columbia Public Schools covered by the pay schedules referred to in section 3 of this resolution.

(b) The compensation system changes approved by this resolution do not apply to:

(1) Former employees; and

32 (2) Employees of the Board of Trustees of the University of the District of
33 Columbia.

34 Sec. 3. The compensation system changes referred to in section 2(a) of this resolution are
35 approved as outlined in the attached pay schedules and shall become effective October 11, 2020.

36 Sec. 4. Transmittal.

37 The Council shall transmit a copy of this resolution, upon its adoption, to the Executive
38 Office of the Mayor.

39 Sec. 5. Fiscal impact statement.

40 The Council adopts the fiscal impact statement of the Chief Financial Officer as the fiscal
41 impact statement required by section 4a of the General Legislative Procedures Act of 1975,
42 approved October 16, 2006 (120 Stat. 2038; D.C. Official Code § 1-301.47a).

43 Sec. 6. Effective date.

44 This resolution shall take effect immediately.

District of Columbia Government Salary Schedule: Career Service (General)



Fiscal Year: 2021
Service Code Definition: Career Service (General)
Effective Date: October 11, 2020
Union/Nonunion: Non-union
Affected CBU/Service Code(s): XAA A01, XAA A06, XAA A90, XAA A93, XAA C88, XAA A03, XAA A15, XAA A22, DOC A01, DOC A06, DOC A15, XAA A10, XAB A10, XFA A01, XAA A21
Pay Plan/Schedule: CS
Peoplesoft Schedule: DS0087

% Increase: 2%

Resolution Number:

Date of Resolution:

Grade	1	2	3	4	Step 5	6	7	8	9	10	Between Steps
1 \$	26,377	\$ 27,264	\$ 28,150	\$ 29,036	\$ 29,923	\$ 30,809	\$ 31,695	\$ 32,582	\$ 33,468	\$ 34,355	\$ 886
2 \$	28,401	\$ 29,397	\$ 30,394	\$ 31,391	\$ 32,387	\$ 33,384	\$ 34,380	\$ 35,377	\$ 36,373	\$ 37,370	\$ 997
3 \$	30,960	\$ 32,034	\$ 33,108	\$ 34,182	\$ 35,256	\$ 36,330	\$ 37,404	\$ 38,478	\$ 39,553	\$ 40,627	\$ 1,074
4 \$	32,474	\$ 33,576	\$ 34,679	\$ 35,782	\$ 36,884	\$ 37,987	\$ 39,089	\$ 40,192	\$ 41,295	\$ 42,397	\$ 1,103
5 \$	35,128	\$ 36,348	\$ 37,568	\$ 38,788	\$ 40,007	\$ 41,227	\$ 42,447	\$ 43,667	\$ 44,887	\$ 46,107	\$ 1,220
6 \$	38,904	\$ 40,261	\$ 41,619	\$ 42,977	\$ 44,334	\$ 45,692	\$ 47,050	\$ 48,407	\$ 49,765	\$ 51,122	\$ 1,358
7 \$	43,118	\$ 44,616	\$ 46,113	\$ 47,611	\$ 49,108	\$ 50,605	\$ 52,103	\$ 53,600	\$ 55,097	\$ 56,595	\$ 1,497
8 \$	47,348	\$ 48,857	\$ 50,366	\$ 51,874	\$ 53,383	\$ 54,891	\$ 56,400	\$ 57,908	\$ 59,417	\$ 60,926	\$ 1,509
9 \$	52,080	\$ 53,745	\$ 55,409	\$ 57,074	\$ 58,739	\$ 60,403	\$ 62,068	\$ 63,733	\$ 65,397	\$ 67,062	\$ 1,665
10 \$	57,141	\$ 58,972	\$ 60,803	\$ 62,634	\$ 64,465	\$ 66,296	\$ 68,127	\$ 69,958	\$ 71,789	\$ 73,620	\$ 1,831
11 \$	62,751	\$ 64,768	\$ 66,785	\$ 68,801	\$ 70,818	\$ 72,834	\$ 74,851	\$ 76,867	\$ 78,884	\$ 80,900	\$ 2,017
12 \$	77,649	\$ 80,057	\$ 82,465	\$ 84,873	\$ 87,281	\$ 89,690	\$ 92,098	\$ 94,506	\$ 96,914	\$ 99,323	\$ 2,408
13 \$	89,457	\$ 92,324	\$ 95,192	\$ 98,059	\$ 100,926	\$ 103,793	\$ 106,660	\$ 109,528	\$ 112,395	\$ 115,262	\$ 2,867
14 \$	105,730	\$ 109,117	\$ 112,503	\$ 115,889	\$ 119,276	\$ 122,662	\$ 126,049	\$ 129,435	\$ 132,821	\$ 136,208	\$ 3,386
	MINIMUM				MIDPOINT					MAXIMUM	
15/16 \$	112,206				\$ 135,281					\$ 158,353	OPEN RANGE
17/18 \$	136,027				\$ 170,172					\$ 204,315	OPEN RANGE

District of Columbia Government Salary Schedule:
NONUNION SUPERVISORY MEDICAL OFFICERS PAY SCHEDULE



Effective Date: October 11, 2020 **Fiscal Year:** 2021
Nonunion: Non-Union **% Increase:** Varies
Service Code Definition:

CBU/Service Code: CMH/A94 **Occupation Series:** 0602, 0668, 0680
Resolution #: **Date of Resolution:** **Peoplesoft Plan:** DS0033

Level	Minimum	Midpoint	Maximum	Level of Supervision
MD 1	\$121,560	\$152,748	\$183,937	1st Level Supervision
MD 2	\$140,752	\$166,024	\$191,296	2nd Level Supervision
MD 3	\$159,945	\$197,691	\$235,437	3rd Level Supervision
MD 4	\$185,537	\$217,845	\$250,154	4th Level Supervision
MD 5	\$198,333	\$235,281	\$272,229	5th Level Supervision
MD 6	\$217,525	\$255,912	\$294,299	6th Level Supervision

The levels on this pay Schedule are 1, 2, 3, 4, 5, and 6.

Levels 1,2,3,4,5 and 6 = (fully trained/board eligible)/Supervisory Medical Officer Positions

The following factors will be considered when making salary placements:

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"

Except when based on completion of two residency programs, certification in Clinical and Anatomical Pathology will constitute a certification in a primary specialty

Except when based on completion of two residency programs, certification by the American Board of Neurology and Psychiatry will constitute a certification in a primary specialty

District of Columbia Government Salary Schedule: Excepted Service (ES)



Fiscal Year: 2021 Service Code Definition: Excepted Service(ES)

Effective Date: October 11, 2020

Union/Nonunion: Non-union Affected CBU/Service Code(s): XAA A40, XAA A80

Pay Plan/Schedule: ES
Peoplesoft Schedule: XS0001

% Increase: 2%

Resolution Number:

Date of Resolution:

Grade	MINIMUM	MIDPOINT	MAXIMUM	CS Grade Allocation
ES1	\$ 37,109	\$ 46,386	\$ 55,661	5/6
ES2	\$ 44,785	\$ 55,983	\$ 67,177	7/8
ES3	\$ 51,183	\$ 63,978	\$ 76,774	9
ES4	\$ 57,580	\$ 71,975	\$ 86,371	10
ES5	\$ 63,977	\$ 79,974	\$ 95,966	11
ES6	\$ 72,935	\$ 91,170	\$ 109,403	12
ES7	\$ 89,571	\$ 111,961	\$ 134,353	13
ES8	\$ 102,364	\$ 127,956	\$ 153,548	14/15
ES9	\$ 115,160	\$ 143,952	\$ 172,741	15/16
ES10	\$ 127,957	\$ 159,944	\$ 191,934	16/17
ES11	\$ 159,945	\$ 199,931	\$ 239,918	17/18

District of Columbia Government Salary Schedule: Executive Service Schedule



Fiscal Year: 2021 **Service Code Definition:** Executive Service (DX)
Effective Date: October 11, 2020
Union/Nonunion: Non-union **Affected CBU/Service Code(s):** XXX A87
Pay Plan/Schedule: DX
Peoplesoft Schedule: DX0000
% Increase: 2%
Resolution Number:
Date of Resolution:

Grade	MINIMUM	MIDPOINT	MAXIMUM
E1 \$	105,947	\$ 132,438	\$ 158,921
E2 \$	115,217	\$ 143,982	\$ 172,748
E3 \$	125,282	\$ 156,484	\$ 187,686
E4 \$	136,143	\$ 170,019	\$ 203,895
E5 \$	147,399	\$ 184,945	\$ 222,489

District of Columbia Government Salary Schedule: Legal Supervisory Service (LX)



Fiscal Year: 2021 **Service Code Definition:** Legal Service Attorney Managers and Attorneys in the Senior Executive Service
 (includes both OAG and other agencies)

Effective Date: October 11, 2020

Union/Norunion: Non-union **Affected CBU/Service Code(s):** XAA A34

Pay Plan/Schedule: LX (Legal Service) **Occupational Series:** 905
Peoplesoft Schedule: LX0001

% Increase: 2%

Resolution Number:

Date of Resolution:

Grade	MINIMUM	MIDPOINT	MAXIMUM
LX1 \$	119,734	\$ 151,415	\$ 183,097
LX2 \$	133,070	\$ 167,085	\$ 201,100
LX3 \$	148,706	\$ 185,668	\$ 222,627

District of Columbia Government Salary Schedule: Fire Service (Non-Union)



Fiscal Year: 2021
Effective Date: October 11, 2021
Union/Nonunion: Non-union **Affected CBUS Service Code(s):** XAA DU2, XAA DU3, XAA D12, XAA D13
Pay Plan/Schedule: Fire Service (FS)
PeopleSoft Schedule: DS0052, FS0003

% Increase: 2%

Resolution Number:

Date of Resolution:

Grade		Steps			
		1	2	3	4
Class 08 Battalion Chief	Base Pay with 3% Increase as of October 13, 2019- Base Pay 01	\$ 121,671	\$ 127,997	\$ 134,651	\$ 141,656
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay 01- Pay 02	\$ 127,754	\$ 134,397	\$ 141,384	\$ 148,738
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay 01- Pay 03	\$ 133,838	\$ 140,796	\$ 148,116	\$ 155,821
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay 01- Pay 04	\$ 139,921	\$ 147,196	\$ 154,849	\$ 162,904
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay 01- Pay 05	\$ 146,005	\$ 153,596	\$ 161,581	\$ 169,987
Class 08b Battalion Chief/EMS	Base Pay with 3% Increase as of October 13, 2019- Base Pay 01	\$ 130,091	\$ 136,417	\$ 143,071	\$ 150,076
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay 01- Pay 02	\$ 136,595	\$ 143,238	\$ 150,225	\$ 157,579
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay 01- Pay 03	\$ 143,100	\$ 150,059	\$ 157,378	\$ 165,083
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay 01- Pay 04	\$ 149,604	\$ 156,879	\$ 164,532	\$ 172,587
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay 01- Pay 05	\$ 156,109	\$ 163,700	\$ 171,686	\$ 180,091
Class 09 Deputy Chief	Base Pay with 3% Increase as of October 13, 2019- Base Pay 01	\$ 142,786	\$ 152,351	\$ 162,561	\$ 173,455
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay 01- Pay 02	\$ 149,925	\$ 159,969	\$ 170,690	\$ 182,128
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay 01- Pay 03	\$ 157,064	\$ 167,586	\$ 178,818	\$ 190,801
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay 01- Pay 04	\$ 164,204	\$ 175,204	\$ 186,946	\$ 199,473
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay 01- Pay 05	\$ 171,343	\$ 182,822	\$ 195,074	\$ 208,146
Class 10 Assistant Chief	Base Pay with 3% Increase as of October 13, 2019- Base Pay 01	\$ 168,139	\$ 179,340	\$ 191,290	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay 01- Pay 02	\$ 176,546	\$ 188,308	\$ 200,854	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay 01- Pay 03	\$ 184,953	\$ 197,275	\$ 210,419	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay 01- Pay 04	\$ 193,360	\$ 206,242	\$ 219,983	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay 01- Pay 05	\$ 201,767	\$ 215,209	\$ 229,548	

District of Columbia Government Salary Schedule: Regular/Leader/Foreman



Fiscal Year: 2021 **Service Code Definition:** Regular/Leader/Foreman Non-Supervisory Service
Effective Date: October 11, 2020 **L- Leader F= Foreman**
Union/Nonunion: Non-union **Affected CBUService Code(s):** XAA B01, XAA B02, XAA B03, MSS B13
Pay Plan/Schedule: RW/LW/SW/MW
Peoplesoft Schedule: WS0028- Regular/MSS
 WS0036- Leaders
 WS0035- Foreman (up to grade 10)
% Increase: 2%

Resolution Number:

Date of Resolution:

Grade	Step										Between Steps
	1	2	3	4	5	6	7	8	9	10	
02 \$	10.01	10.55	17.10	17.64	18.18	18.72	19.26	19.80	20.34	20.88	0.54
02L \$	17.38	17.99	18.60	19.22	19.83	20.44	21.05	21.66	22.28	22.89	0.61
02F \$	20.81	21.52	22.24	22.95	23.66	24.38	25.09	25.81	26.52	27.23	0.71
03 \$	17.16	17.76	18.36	18.96	19.56	20.17	20.77	21.37	21.97	22.57	0.60
03L \$	18.77	19.43	20.09	20.76	21.42	22.08	22.75	23.41	24.07	24.74	0.66
03F \$	21.88	22.63	23.39	24.14	24.90	25.65	26.41	27.16	27.92	28.67	0.75
04 \$	18.40	19.04	19.69	20.33	20.97	21.61	22.26	22.90	23.54	24.18	0.64
04L \$	20.15	20.85	21.55	22.26	22.96	23.66	24.37	25.07	25.78	26.48	0.70
04F \$	22.93	23.74	24.54	25.35	26.15	26.96	27.76	28.57	29.38	30.18	0.81
05 \$	19.59	20.29	20.98	21.68	22.37	23.06	23.76	24.45	25.14	25.84	0.69
05L \$	21.40	22.15	22.91	23.66	24.42	25.17	25.93	26.68	27.44	28.19	0.75
05F \$	24.12	24.94	25.76	26.57	27.39	28.20	29.02	29.84	30.65	31.47	0.82
06 \$	20.90	21.60	22.31	23.01	23.72	24.42	25.12	25.83	26.53	27.23	0.70
06L \$	22.80	23.65	24.45	25.25	26.04	26.84	27.63	28.43	29.22	30.02	0.80
06F \$	25.13	26.00	26.87	27.73	28.60	29.47	30.33	31.20	32.07	32.94	0.87
07 \$	22.22	22.98	23.75	24.51	25.28	26.04	26.81	27.57	28.34	29.10	0.77
07L \$	24.30	25.13	25.97	26.81	27.64	28.48	29.31	30.15	30.99	31.82	0.84
07F \$	28.29	27.19	28.10	29.01	29.92	30.82	31.73	32.64	33.55	34.46	0.91
08 \$	23.40	24.21	25.03	25.85	26.66	27.48	28.29	29.11	29.93	30.74	0.82
08L \$	25.70	26.60	27.50	28.40	29.29	30.19	31.09	31.99	32.88	33.78	0.90
08F \$	27.34	28.28	29.23	30.18	31.13	32.08	33.03	33.98	34.92	35.87	0.95
09 \$	24.60	25.53	26.37	27.20	28.04	28.88	29.71	30.55	31.39	32.22	0.84
09L \$	26.98	27.92	28.86	29.79	30.73	31.67	32.61	33.55	34.49	35.42	0.94
09F \$	28.46	29.43	30.40	31.37	32.33	33.30	34.27	35.24	36.21	37.18	0.97
10 \$	25.91	26.80	27.68	28.57	29.46	30.35	31.23	32.12	33.01	33.89	0.89
10L \$	28.48	29.44	30.40	31.35	32.31	33.27	34.23	35.19	36.15	37.11	0.96
10F \$	29.58	30.59	31.60	32.61	33.62	34.63	35.64	36.65	37.66	38.67	1.01

OPEN RANGE

	MINIMUM	MIDPOINT	MAXIMUM
11 \$	33.35	\$ 30.64	\$ 45.71
12 \$	34.38	\$ 40.75	\$ 47.11
13 \$	35.70	\$ 42.31	\$ 48.91
14 \$	37.34	\$ 44.24	\$ 51.13
15 \$	38.17	\$ 45.22	\$ 52.20
16 \$	39.02	\$ 46.05	\$ 54.26

District of Columbia Government Salary Schedule: Legal Services (Non-union)



Fiscal Year: 2021 Service Code Definition: Attorneys (includes both OAG and other agencies)

Effective Date: October 11, 2020

Union/Nonunion: Non-union Affected CBU Service Code(s): XAA A35

Pay Plan/Schedule: LS (Legal Service)
PeoplesR Schedule: LA0001

% Increase: 2.00%

Resolution Number:

Date of Resolution:

Grade	1	2	3	4	Steps 5	6	7	8	9	10	Between Steps
09 \$	60,745 \$	62,771 \$	64,797 \$	66,822 \$	68,848 \$	70,874 \$	72,899 \$	74,925 \$	76,951 \$	78,977 \$	2,026
10 \$	66,897 \$	69,127 \$	71,358 \$	73,589 \$	75,820 \$	78,050 \$	80,281 \$	82,512 \$	84,743 \$	86,973 \$	2,231
11 \$	73,499 \$	75,951 \$	78,403 \$	80,855 \$	83,307 \$	85,760 \$	88,212 \$	90,664 \$	93,116 \$	95,568 \$	2,452
12 \$	88,093 \$	91,031 \$	93,969 \$	96,906 \$	99,844 \$	102,781 \$	105,719 \$	108,657 \$	111,594 \$	114,532 \$	2,938
13 \$	104,766 \$	108,257 \$	111,747 \$	115,238 \$	118,728 \$	122,218 \$	125,709 \$	129,199 \$	132,690 \$	136,180 \$	3,490
14 \$	123,796 \$	127,923 \$	132,050 \$	136,177 \$	140,304 \$	144,431 \$	148,558 \$	152,685 \$	156,812 \$	160,939 \$	4,127
15 \$	145,624 \$	150,477 \$	155,329 \$	160,182 \$	165,034 \$	169,885 \$	174,737 \$	179,589 \$	182,199 \$	185,877	Varies

District of Columbia Government Salary Schedule: Nurses (Non-union)



Fiscal Year: 2021 **Service Code Definition:** Registered Nurses
Effective Date: October 11, 2020
Union/Nonunion: Non-union **Affected CBU/Service Code(s):** XAA A28
Occupational Series: 0610
Pay Plan/Schedule: CS
PeopleSoft Schedule: DS0096
% Increase: 2%
Resolution Number:
Date of Resolution:

Grade	Steps										Classification
	1	2	3	4	5	6	7	8	9	10	
5	\$61,147	\$62,445	\$63,748	\$65,051	\$67,653	\$70,253	\$72,854	\$75,458	\$78,061	\$80,661	Nurse Graduate
7	\$71,938	\$73,468	\$74,998	\$76,527	\$79,590	\$82,651	\$85,714	\$88,774	\$91,834	\$94,895	Clinical Nurse I (Registered Nurse)
9	\$77,692	\$79,346	\$80,997	\$82,651	\$85,955	\$89,264	\$92,568	\$95,875	\$99,181	\$102,488	Clinical Nurse II (Occupational Health Nurse, Community Health Nurse, Lead Registered Nurse)
10	\$80,798	\$82,519	\$84,238	\$85,955	\$89,396	\$92,834	\$96,272	\$99,711	\$103,148	\$106,587	Clinical Nurse III (Nurse Team Leader)
11	\$84,436	\$86,233	\$88,029	\$89,824	\$93,419	\$97,010	\$100,604	\$104,197	\$107,791	\$111,383	Nurse Specialist I (Nurse Consultant I, Nurse Specialist I)
12	\$88,659	\$90,542	\$92,429	\$94,314	\$98,089	\$101,862	\$105,635	\$109,406	\$113,179	\$116,953	Nurse Specialist II (Nurse Consultant II- Team Leader, Nurse Specialist II- Team Leader)

District of Columbia Government Salary Schedule: Police Service (Non-Union)



Fiscal Year: 2021
Effective Date: October 11, 2020
Union/Nonunion: Non-union **Affected CBU/Service Code(s):** XAA D01, XAA D11
Pay Plan/Schedule: Police Service
Peoplesoft Schedule: PS0002

% Increase: 2%

Resolution Number:

Date of Resolution:

Grade		Steps				
		1	2	3	4	5
Class 05 Lieutenant	Base Pay with 3% increase as of October 11, 2019- Base Pay #1	\$ 96,115	\$ 101,422	\$ 106,980	\$ 112,865	\$ 119,071
	Retention Allowance less than 20yrs: Pay #1 + 4.2% = Pay #2	\$ 100,151	\$ 105,681	\$ 111,473	\$ 117,605	\$ 124,072
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #2- Pay #3	\$ 105,159	\$ 110,789	\$ 116,581	\$ 122,713	\$ 129,179
	Base Retention Differential- 20 or more YOS: Pay #2 + 5% = Pay #4	\$ 105,159	\$ 110,965	\$ 117,046	\$ 123,486	\$ 130,275
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #4 = Pay #5	\$ 115,675	\$ 121,692	\$ 127,773	\$ 134,212	\$ 141,001
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #4 = Pay #6	\$ 120,933	\$ 127,055	\$ 133,136	\$ 139,575	\$ 146,365
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #4 = Pay #7	\$ 126,191	\$ 131,997	\$ 138,078	\$ 144,517	\$ 151,307
Class 07 Captain	Base Pay with 3% increase as of October 11, 2019- Base Pay #1	\$ 113,867	\$ 119,791	\$ 126,018	\$ 132,572	
	Retention Allowance less than 20yrs: Pay #1 + 4.2% = Pay #2	\$ 118,649	\$ 124,822	\$ 131,311	\$ 138,141	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #2- Pay #3	\$ 124,582	\$ 130,873	\$ 137,362	\$ 144,192	
	Base Retention Differential- 20 or more YOS: Pay #2 + 5% = Pay #4	\$ 124,582	\$ 131,063	\$ 137,876	\$ 145,048	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #4 = Pay #5	\$ 137,040	\$ 143,770	\$ 150,584	\$ 157,755	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #4 = Pay #6	\$ 143,269	\$ 150,124	\$ 156,937	\$ 164,109	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #4 = Pay #7	\$ 149,498	\$ 156,478	\$ 163,291	\$ 170,462	

District of Columbia Government Salary Schedule: Police Service (Non-Union)



Fiscal Year: 2021
Effective Date: October 11, 2020
Union/Nonunion: Non-union **Affected CBU/Service Code(s):** XAA D01, XAA D11
Pay Plan/Schedule: Police Service
Peoplesoft Schedule: PS0002

% Increase: 2%

Resolution Number:

Date of Resorption:

Grade		Steps				
		1	2	3	4	5
Class 08 Inspector	Base Pay with 3% Increase as of October 13, 2019* Base Pay #1	\$ 126,705	\$ 133,297	\$ 140,223	\$ 147,520	
	Retention Allowance less than 20 yrs: Pay #1 - 4.2% * Pay #2	\$ 134,668	\$ 141,673	\$ 149,036	\$ 156,790	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #2* Pay #3	\$ 144,229	\$ 151,375	\$ 158,884	\$ 166,794	
	Base Retention Differential- 20 or more YOS: Pay #2 - 5%* Pay #4	\$ 144,229	\$ 151,732	\$ 159,617	\$ 167,922	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #4* Pay #5	\$ 161,825	\$ 169,478	\$ 177,520	\$ 185,992	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #4* Pay #6	\$ 169,181	\$ 176,833	\$ 184,876	\$ 193,347	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #4* Pay #7	\$ 176,536	\$ 184,189	\$ 192,232	\$ 200,703	
Class 09 Commander	Base Pay with 3% Increase as of October 13, 2019* Base Pay #1	\$ 148,697	\$ 156,659	\$ 169,286	\$ 180,633	
	Retention Allowance less than 20 yrs: Pay #1 - 4.2% * Pay #2	\$ 158,041	\$ 168,629	\$ 179,924	\$ 191,984	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #2* Pay #3	\$ 169,262	\$ 180,062	\$ 191,583	\$ 203,884	
	Base Retention Differential- 20 or more YOS: Pay #2 - 5%* Pay #4	\$ 169,262	\$ 180,602	\$ 192,699	\$ 205,615	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #4* Pay #5	\$ 189,912	\$ 201,478	\$ 213,818	\$ 226,992	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #4* Pay #6	\$ 198,544	\$ 210,111	\$ 222,450	\$ 235,624	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #4* Pay #7	\$ 207,176	\$ 218,743	\$ 231,082	\$ 244,256	
Class 10 Assistant Chief	Base Pay with 3% Increase as of October 13, 2019* Base Pay #1	\$ 175,096	\$ 186,767	\$ 199,206		
	Retention Allowance less than 20 yrs: Pay #1 - 4.2% * Pay #2	\$ 186,099	\$ 198,504	\$ 211,724		
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #2* Pay #3	\$ 199,312	\$ 211,965	\$ 225,450		
	Base Retention Differential- 20 or more YOS: Pay #2 - 5%* Pay #4	\$ 199,312	\$ 212,597	\$ 226,757		
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #4* Pay #5	\$ 223,628	\$ 237,179	\$ 251,622		
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #4* Pay #6	\$ 233,793	\$ 247,344	\$ 261,786		
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #4* Pay #7	\$ 243,958	\$ 257,509	\$ 271,951		

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



Effective Date: October 11, 2020 **Fiscal Year:** 2021
Nonunion: Non-Union **% Increase:** 2%
Service Code Definition:

CBU/Service Code: XAA A80
Resolution #: **PeopleSoft Plan:** XS0002
Date of Resolution:

Level	Minimum	Midpoint	Maximum
PS 1	\$192,977	\$221,923	\$250,871
PS 2	\$225,783	\$259,650	\$293,518
PS 3	\$264,166	\$303,792	\$343,416
PS 4	\$309,075	\$355,437	\$401,797

The levels on this pay Schedule are 1, 2, 3 AND 4
 Levels 1,2,3 AND 4 = (fully trained/board eligible)/Supervisory Public Safety Medical Officer 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 EXECUTIVE PAY SCHEDULE
 Public Safety and Justice Cluster



Effective Date: October 11, 2020 **Fiscal Year:** 2021
Nonunion: Non-Union **% Increase:** 2%
Service Code Definition:

CBU/Service Code: XXX/A87 **PeopleSoft Plan:** DX0001
Resolution #:
Date of Resolution: R23-0912

Level	Minimum	Midpoint	Maximum
PS 1	\$192,977	\$221,923	\$250,871
PS 2	\$225,783	\$259,650	\$293,518
PS 3	\$264,166	\$303,792	\$343,416
PS 4	\$309,075	\$355,437	\$401,797

District of Columbia Public Schools



Fiscal Year: 2021 **Service Code Definition:** Deputy Chancellor

Effective Date: October 11, 2020

Union/Nonunion: Non-union **Affected CBU:** XXX
Service Code(s): A01

Pay Plan: ET
Sched ID: ED0411

% Increase: 2%

Resolution Number
Resolution Date

Grade	MINIMUM	MIDPOINT	MAXIMUM
ET-1 S	159,945	\$ 199,931	\$ 239,918

District of Columbia Public Schools



Fiscal Year: 2021 **Service Code Definition:** Executive Service - Central Office (EX)
Effective Date: October 11, 2020
Union/Nonunion: Non-union **Affected CBU:** WAA
Pay Plan: EX **Service Code(s):** A07
PeopleSoft Sched ID: ED0466

% Increase: 2%
Resolution Number
Resolution Date

Grade	Step								
	1	2	3	4	5	6	7	8	9
EX-1	\$ 124,254	\$ 126,136	\$ 128,018	\$ 129,899	\$ 131,783	\$ 133,665	\$ 135,547	\$ 137,429	\$ 139,311
EX-2	\$ 133,112	\$ 134,995	\$ 136,878	\$ 138,759	\$ 140,642	\$ 142,524	\$ 144,405	\$ 146,286	\$ 148,169
EX-3	\$ 141,783	\$ 143,664	\$ 145,547	\$ 147,430	\$ 149,312	\$ 151,193	\$ 153,075	\$ 154,957	\$ 156,839
EX-4	\$ 148,622	\$ 150,504	\$ 152,385	\$ 154,268	\$ 156,150	\$ 158,032	\$ 159,915	\$ 161,796	\$ 163,678
EX-5	\$ 174,469	\$ 176,351	\$ 178,232	\$ 180,116	\$ 181,998	\$ 183,879	\$ 185,760	\$ 187,643	\$ 189,525
EX-6	\$ 188,207	\$ 190,089	\$ 191,972	\$ 193,854	\$ 195,735	\$ 197,618	\$ 199,500	\$ 201,381	\$ 203,264

District of Columbia Public Schools



Fiscal Year: 2021 **Service Code Definition:** WAE Educational Services (Instructional)

Effective Date: October 11, 2020

Union/Nonunion: Non-union **Affected CBU:** WAA
Service Code(s): W01

Pay Plan: ET
Sched ID: ED0400

% Increase: 2%

Resolution Number
Resolution Date

Grade	Step		
	1	2	3
ET-16	\$ 29.12	\$ 33.06	\$ 37.39

District of Columbia Public Schools

Fiscal Year: 2021 Service Code Definition: Non-Union Educational Service Employees Non-Instructional (WAE)

Effective Date: October 11, 2020

Union/Nonunion: Non-union Affected CBU: WAA
Service Code(s): A60

Pay Plan: EG
PeopleSoft Sched ID: ED0469

% Increase: 2%

Resolution Number
Resolution Date

Grade	1	2	3	4	Step 5	6	7	8	9	10
EG-1	\$ 8.96	\$ 9.21	\$ 9.50	\$ 9.76	\$ 10.05	\$ 10.30	\$ 10.58	\$ 10.85	\$ 11.13	\$ 11.40
EG-2	\$ 9.97	\$ 10.26	\$ 10.58	\$ 10.87	\$ 11.18	\$ 11.48	\$ 11.79	\$ 12.10	\$ 12.38	\$ 12.69
EG-3	\$ 10.79	\$ 11.13	\$ 11.46	\$ 11.80	\$ 12.14	\$ 12.46	\$ 12.80	\$ 13.14	\$ 13.46	\$ 13.80
EG-4	\$ 12.02	\$ 12.39	\$ 12.77	\$ 13.15	\$ 13.52	\$ 13.89	\$ 14.27	\$ 14.64	\$ 15.00	\$ 15.38
EG-5	\$ 13.35	\$ 13.77	\$ 14.19	\$ 14.61	\$ 15.02	\$ 15.44	\$ 15.87	\$ 16.29	\$ 16.71	\$ 17.13
EG-6	\$ 14.79	\$ 15.26	\$ 15.72	\$ 16.19	\$ 16.66	\$ 17.13	\$ 17.58	\$ 18.05	\$ 18.52	\$ 18.97
EG-7	\$ 16.35	\$ 16.85	\$ 17.37	\$ 17.89	\$ 18.41	\$ 18.93	\$ 19.45	\$ 19.96	\$ 20.49	\$ 21.00
EG-8	\$ 18.01	\$ 18.58	\$ 19.17	\$ 19.73	\$ 20.31	\$ 20.88	\$ 21.45	\$ 22.02	\$ 22.60	\$ 23.17
EG-9	\$ 19.81	\$ 20.44	\$ 21.07	\$ 21.72	\$ 22.35	\$ 22.99	\$ 23.61	\$ 24.25	\$ 24.88	\$ 25.53
EG-10	\$ 21.75	\$ 22.43	\$ 23.12	\$ 23.82	\$ 24.52	\$ 25.21	\$ 25.91	\$ 26.61	\$ 27.31	\$ 28.00
EG-11	\$ 23.89	\$ 24.64	\$ 25.41	\$ 26.18	\$ 26.94	\$ 27.70	\$ 28.47	\$ 29.23	\$ 30.00	\$ 30.76
EG-12	\$ 28.62	\$ 29.54	\$ 30.46	\$ 31.39	\$ 32.28	\$ 33.21	\$ 34.12	\$ 35.04	\$ 35.96	\$ 36.87
EG-13	\$ 34.04	\$ 35.13	\$ 36.21	\$ 37.31	\$ 38.40	\$ 39.49	\$ 40.59	\$ 41.68	\$ 42.77	\$ 43.86
EG-14	\$ 40.22	\$ 41.50	\$ 42.80	\$ 44.08	\$ 45.38	\$ 46.67	\$ 47.96	\$ 49.26	\$ 50.53	\$ 51.84
EG-15	\$ 45.48	\$ 46.94	\$ 48.40	\$ 49.86	\$ 51.33	\$ 52.79	\$ 54.24	\$ 55.70	\$ 57.16	\$ 58.61
EG-16	\$ 53.28	\$ 55.01	\$ 56.72	\$ 58.43	\$ 60.14	\$ 61.85	\$ 63.58	\$ 65.28	\$ 66.99	\$ 68.70

District of Columbia Public Schools



Fiscal Year: 2021 **Service Code Definition:** Deputy Chancellor

Effective Date: October 11, 2020

Union/Nonunion: Non-union **Affected CBU:** XXX
Service Code(s): A01

Pay Plan Sched ID: ET
ED0411

% Increase: 2%

Resolution Number
Resolution Date

Grade	MINIMUM	MIDPOINT	MAXIMUM
ET-1 \$	159,945	\$ 199,945	\$ 239,918

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GOVERNMENT OF THE DISTRICT OF COLUMBIA
OFFICE OF THE ATTORNEY GENERAL



ATTORNEY GENERAL
KARL A. RACINE

Legal Counsel Division

MEMORANDUM

TO: Ronan Gulstone
Director
Office of Policy and Legislative Affairs

FROM: Brian K. Flowers
Deputy Attorney General
Legal Counsel Division

DATE: June 29, 2021

SUBJECT: Legal Certification of Draft legislation, the "Fiscal Year 2021 District Government Employee Pay Schedules Emergency Declaration Resolution of 2021", and Emergency Declaration Resolution (AE-21-469)

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

BKF/aparker

Brian K. Flowers