



**MURIEL BOWSER**  
**MAYOR**

May 10, 2023

The Honorable Phil Mendelson  
Chairman  
Council of the District of Columbia  
John A. Wilson Building  
1350 Pennsylvania Avenue, NW, Suite 504  
Washington, DC 20004

Dear Chairman Mendelson:

Enclosed for consideration and approval by the Council of the District of Columbia are the "Compensation System Changes for Non-Union, Uniformed Members of the Fire and Emergency Medical Services Department Emergency Declaration Resolution of 2023" and the "Compensation System Changes for Non-Union, Uniformed Members of the Fire and Emergency Medical Services Department Emergency Approval Resolution of 2023."

These resolutions will approve increases to the salaries of Career and Excepted Services employees not covered by collective bargaining in the Fire and Emergency Services Department occupying the positions of Class 08 Battalion Chief, Class 08B Battalion Chief Paramedic, Class 09 Deputy Chief, Class 09B Deputy Chief Paramedic, and Class 10 Assistant Chief.

The increases will be:

- (a) For fiscal year 2021, 2.5% for the period of October 11, 2020 through October 10, 2021;
- (b) For fiscal year 2022, 3.0% for the period of October 10, 2021 through October 9, 2022;
- (c) For fiscal year 2023, 3.5% for the period of October 9, 2022 through October 8, 2023; and
- (d) For fiscal year 2024, 3.5% for the period of October 8, 2023 through October 7, 2024.

The approval of these resolutions will assist in my goal of providing pay parity between union and non-union employees who help keep our city safe by serving as firefighters and paramedics.


I urge the Council's prompt and favorable consideration of the enclosed resolutions.

Sincerely,

A handwritten signature in black ink that reads "Muriel Bowser".

Muriel Bowser

Enclosures

  
Chairman Phil Mendelson  
at the request of the Mayor

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A PROPOSED RESOLUTION

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IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

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To declare the existence of an emergency with respect to the need to approve proposed compensation system changes for Career Service and Excepted Service uniformed members of the Fire and Emergency Medical Services Department not covered by collective bargaining.

RESOLVED, BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this resolution may be cited as the “Compensation System Changes for Non-Union, Uniformed Members of the Fire and Emergency Medical Services Department Emergency Declaration Resolution of 2023”.

Sec. 2. (a) There exists an immediate need to approve salary schedules for Career and Excepted Service employees not covered by collective bargaining in the Fire and Emergency Medical Services Department occupying the positions of Class 08 Battalion Chief, Class 08B Battalion Chief Paramedic, Class 09 Deputy Chief, Class 09B Deputy Chief Paramedic, and Class 10 Assistant Chief in order to provide parity with the salary schedules of union firefighters and paramedics.

(b) The Mayor has transmitted to the Council proposed salary schedules for fiscal years 2021, 2022, 2023, and 2024 to implement pay parity for the positions referred to in subsection

(a) of this section.

33 (c) The Mayor has also proposed that the salary schedules for fiscal years 2021, 2022,  
34 and 2023 apply retroactively.

35 (d) In order to implement these pay-parity provisions, the Department of Human  
36 Resources and the Office of the Chief Financial Officer must carry out several lengthy  
37 administrative and technological actions.

38 (e) It is important that these salary and pay adjustments be approved as soon as possible  
39 so that the Department of Human Resources and the Office of the Chief Financial Officer can  
40 promptly begin to carry out and complete these actions and uniformed members of the Fire and  
41 Emergency Medical Services Department not covered by collective bargaining can benefit in a  
42 timely manner from the additional income they will receive based on the updated salary  
43 schedules.

44 Sec. 3. The Council of the District of Columbia determines that the circumstances  
45 enumerated in section 2 constitute emergency circumstances making it necessary that the  
46 Compensation System Changes for Non-Union, Uniformed Members of the Fire and Emergency  
47 Medical Service Department Emergency Approval Resolution of 2023 be adopted on an  
48 emergency basis.

49 Sec. 4. This resolution shall take effect immediately.

GOVERNMENT OF THE DISTRICT OF COLUMBIA  
OFFICE OF THE ATTORNEY GENERAL



BRIAN L. SCHWALB  
ATTORNEY GENERAL

LEGAL COUNSEL DIVISION

**MEMORANDUM**

**TO:** Tommy Wells  
Director  
Office of Policy and Legislative Affairs

**FROM:** Megan D. Browder  
Deputy Attorney General  
Legal Counsel Division

**DATE:** March 17, 2023

**SUBJECT:** Legal Sufficiency Review of the “Compensation System Changes for Non-Union, Uniformed Members of the Fire and Emergency Medical Service Department Emergency Approval Resolution of 2023”  
(AE-23-060)

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

A handwritten signature in black ink that reads "Megan D. Browder".

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Megan D. Browder

Government of the District of Columbia  
Office of the Chief Financial Officer



Glen Lee  
Chief Financial Officer

**MEMORANDUM**

**TO:** The Honorable Phil Mendelson  
Chairman, Council of the District of Columbia

**FROM:** Glen Lee  
Chief Financial Officer

**DATE:** April 14, 2023

**SUBJECT:** Fiscal Impact Statement – Compensation System Changes for Non-Union Uniformed Members of the Fire and Emergency Medical Services Department Emergency Approval Resolution of 2023

**REFERENCE:** Draft Resolution as provided to the Office of Revenue Analysis on February 27, 2023

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**Conclusion**

Funds are sufficient in the fiscal year 2023 budget and proposed fiscal year 2024 through fiscal year 2027 budget and financial plan to implement the resolution.

The resolution will approve pay increases for non-union employees of the Fire and Emergency Medical Services Department (FEMS) that will cost FEMS approximately \$716,000 in fiscal year 2023, \$872,000 in fiscal year 2024, and a total of \$5.7 million for fiscal year 2023 through fiscal year 2027. Of these amounts, \$677,000 in fiscal year 2023, \$784,000 in fiscal year 2024, and a total of \$5.1 million through fiscal year 2027 will be paid from local funds. Funding is available in the Workforce Investments Account to cover the local portion of these costs. The non-local portion of the cost will be covered by federal funds, private funds, special purpose revenue funds, or absorbed by FEMS.

**Background**

The resolution approves salary schedule increases for non-union employees of FEMS. Non-union FEMS employees received raises lower than those provided to unionized employees in the compensation and working conditions agreement recently approved for fiscal years 2021 through

The Honorable Phil Mendelson

FIS: "Compensation System Changes for Non-Union Uniformed Members of the Fire and Emergency Medical Services Department Emergency Approval Resolution of 2023," Draft Resolution as provided to the Office of Revenue Analysis on February 27, 2023

2024<sup>1</sup>. Per that agreement, unionized employees will receive a 2.5 percent increase in fiscal year 2021, a 3 percent increase in fiscal year 2022, a 3.5 percent increase in fiscal year 2023, and a 3.5 percent increase in fiscal year 2024. The resolution gives non-unionized employees the following pay increases:

- An increase to fiscal year 2021 salaries of 0.5 percent (on top of 2 percent already received);
- An increase to fiscal year 2022 salaries of 1.5 percent (on top of 1.5 percent already received);
- An increase to fiscal year 2023 salaries of 1.0 percent (on top of 2.5 percent already received);
- and
- A 3.5 percent salary increase for fiscal year 2024.

The increases will apply to approximately 60 non-unionized fire chiefs who currently have an average salary of \$165,300.

### **Financial Plan Impact**

Funds are sufficient in the fiscal year 2023 budget and proposed fiscal year 2024 through fiscal year 2027 budget and financial plan to implement the bill.

The resolution will approve pay increases for non-union employees of FEMS that will cost FEMS approximately \$716,000 million in fiscal year 2023, \$872,000 in fiscal year 2024, and a total of \$5.7 million from fiscal year 2023 through fiscal year 2027. Of these amounts, \$677,000 in fiscal year 2023, \$784,000 in fiscal year 2024, and a total of \$5.1 million from fiscal year 2023 through fiscal year 2026 will be paid from local funds. Funding is available in the Workforce Investments Account to cover the local portion of these costs. The non-local portion of the cost will be covered by federal funds, private funds, special purpose revenue funds, or absorbed by FEMS.

The majority of the cost of the resolution comes from increases to base salary, which will cost a total of \$533,000 in fiscal year 2023, \$652,000 in fiscal year 2024, and \$4.2 million through fiscal year 2027. These increases will also lead to increases in fringe benefits, overtime, and other forms of additional pay, such as holiday pay and terminal leave, since the pay rate for overtime and additional pay is tied to base salary. FEMS averaged approximately \$53 million a year in overtime and additional pay in fiscal years 2020 through 2022. We estimate nearly 4 percent of overtime and additional pay is from hours worked by non-unionized employees. The increases to overtime, additional pay, and fringe benefits caused by the resolution will cost \$116,000 in fiscal year 2023, \$137,000 in fiscal year 2024, and \$894,000 through fiscal year 2027.

Increases to base salary will also increase pension payments for retired fire chiefs. Actuarial analysis conducted for the District of Columbia Retirement Board has incorporated retroactive increases for FEMS employees in the projections of required annual District contributions, and these contributions are included in the District's proposed fiscal year 2024 through fiscal year 2027 budget and financial plan.

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<sup>1</sup> PR24-1079, deemed approved December 14, 2022

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FIS: "Compensation System Changes for Non-Union Uniformed Members of the Fire and Emergency Medical Services Department Emergency Approval Resolution of 2023," Draft Resolution as provided to the Office of Revenue Analysis on February 27, 2023

<b>Cost of FEMS Non-Union Raises for FY 2021-FY 2024 (\$ in thousands)</b>						
	<b>FY 2023<sup>(a)</sup></b>	<b>FY 2024</b>	<b>FY 2025<sup>(b)</sup></b>	<b>FY 2026<sup>(b)</sup></b>	<b>FY 2027<sup>(b)</sup></b>	<b>Total</b>
Cost of Base Salary Increases	\$533	\$652	\$832	\$1,015	\$1,201	\$4,232
Cost of Increased Fringe Benefits <sup>(d)</sup>	\$67	\$83	\$105	\$128	\$152	\$535
Cost of Increases to Overtime and Additional Pay <sup>(c)</sup>	\$116	\$137	\$175	\$213	\$252	\$894
<b>TOTAL COST</b>	<b>\$716</b>	<b>\$872</b>	<b>\$1,112</b>	<b>\$1,356</b>	<b>\$1,605</b>	<b>\$5,661</b>
<b>LOCAL PORTION OF TOTAL COST<sup>(e)</sup></b>	<b>\$677</b>	<b>\$784</b>	<b>\$1,001</b>	<b>\$1,220</b>	<b>\$1,444</b>	<b>\$5,126</b>
Local funding available in the Financial Plan <sup>(f)</sup>	\$0	\$0	(\$207)	(\$418)	(\$633)	(\$1,259)
<b>COST TO BE COVERED BY WORKFORCE INVESTMENTS</b>	<b>\$677</b>	<b>\$784</b>	<b>\$793</b>	<b>\$802</b>	<b>\$811</b>	<b>\$3,867</b>

Table Notes

(a) Includes retroactive amounts due for FY21 and FY22.

(b) Assumes salaries increase by 1.7 percent.

(c) Salary increases will lead to increases in the hourly rate which overtime and other additional pay (holiday pay, terminal leave, etc.) are based on.

(d) Assumes salary increases lead to additional fringe costs equal to 12.65 percent of increases.

(e) 88.1 percent of salaries from FEMS non-union employees are paid for with local funds; the remaining portion of salaries are funded through a Medicaid Transfer fund FEMS receives through the Department of Health Care Finance. We assume the Medicaid Transfer fund cannot pay for retroactive increases or overtime pay.

(f) Increases of 1.7 percent for salaries and 2.38 percent for fringe benefits are built into the FY 25-FY 27 financial plan and are used toward the cost of the agreement.