



**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". The signature is stylized and cursive.

Muriel Bowser

Enclosures



Chairman Phil Mendelson  
at the request of the Mayor

A PROPOSED RESOLUTION

IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

To approve, on an emergency basis, proposed compensation system changes submitted by the Mayor 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 Service Department Emergency Approval Resolution of 2023".

Sec. 2. Pursuant to sections 1105 and 1106 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 §§ 1-611.05 and 1-611.06), the Council approves the proposed compensation system changes transmitted by the Mayor to the Council for salary increases 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.

Sec. 3. The compensation system changes referred to in section 2 of this resolution are approved as outlined in the attached pay schedules, and shall become effective as follows:

(a) For fiscal year 2021, retroactively to October 11, 2020;

33 (b) For fiscal year 2022, retroactively to October 10, 2021;

34 (c) For fiscal year 2023, retroactively to October 9, 2022;

35 (d) For fiscal year 2024, on October 8, 2023.

36 Sec. 4. Transmittal.

37 The Secretary of the Council shall transmit a copy of this resolution, upon its adoption, to  
38 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: Fire Service (Non-Union)



**Fiscal Year:** 2021  
**Effective Date:** 10/11/2020 (Revised 2/2023)  
**Union/Nonunion:** Non-union      **Affected CBU/Service Code(s):** XAA D02, XAA D03, XAA D12, XAA D13  
**Pay Plan/Schedule:** Fire Service (FS)  
**Peoplesoft Schedule:** DS0052, FS0003

**% Increase:** 2.5%

**Resolution Number:**

**Date of Resolution:**

Grade		Steps			
		1	2	3	4
Class 08 Battalion Chief	Base Pay with 2.5% Increase as of October 11, 2020= Base Pay #1	\$ 122,267	\$ 128,624	\$ 135,311	\$ 142,350
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 128,380	\$ 135,055	\$ 142,077	\$ 149,468
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 134,494	\$ 141,486	\$ 148,842	\$ 156,585
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 140,607	\$ 147,918	\$ 155,608	\$ 163,703
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 146,720	\$ 154,349	\$ 162,373	\$ 170,820
Class 08B Battalion Chief Paramedic	Base Pay with 2.5% Increase as of October 11, 2020= Base Pay #1	\$ 130,728	\$ 137,085	\$ 143,772	\$ 150,811
	Service Longevity Payment- 15 YOS @ 5% of Pay #1= Pay #2	\$ 137,264	\$ 143,939	\$ 150,961	\$ 158,352
	Service Longevity Payment- 20 YOS @ 10% of Pay #1= Pay #3	\$ 143,801	\$ 150,794	\$ 158,149	\$ 165,892
	Service Longevity Payment- 25 YOS @ 15% of Pay #1= Pay #4	\$ 150,337	\$ 157,648	\$ 165,338	\$ 173,433
	Service Longevity Payment- 30 YOS @ 20% of Pay #1= Pay #5	\$ 156,874	\$ 164,502	\$ 172,526	\$ 180,973
Class 09 Deputy Chief	Base Pay with 2.5% Increase as of October 11, 2020= Base Pay #1	\$ 143,486	\$ 153,098	\$ 163,358	\$ 174,305
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 150,660	\$ 160,753	\$ 171,526	\$ 183,020
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 157,835	\$ 168,408	\$ 179,694	\$ 191,736
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 165,009	\$ 176,063	\$ 187,862	\$ 200,451
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 172,183	\$ 183,718	\$ 196,030	\$ 209,166
Class 09B Deputy Chief Paramedic	Base Pay with 2.5% Increase as of October 11, 2020= Base Pay #1	\$ 151,947	\$ 161,559	\$ 171,819	\$ 182,766
	Service Longevity Payment- 15 YOS @ 5% of Pay #1= Pay #2	\$ 159,544	\$ 169,637	\$ 180,410	\$ 191,904
	Service Longevity Payment- 20 YOS @ 10% of Pay #1= Pay #3	\$ 167,142	\$ 177,715	\$ 189,001	\$ 201,043
	Service Longevity Payment- 25 YOS @ 15% of Pay #1= Pay #4	\$ 174,739	\$ 185,793	\$ 197,592	\$ 210,181
	Service Longevity Payment- 30 YOS @ 20% of Pay #1= Pay #5	\$ 182,336	\$ 193,871	\$ 206,183	\$ 219,319
Class 10 Assistant Chief	Base Pay with 2.5% Increase as of October 11, 2020= Base Pay #1	\$ 168,963	\$ 180,220	\$ 192,227	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 177,411	\$ 189,231	\$ 201,838	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 185,859	\$ 198,242	\$ 211,450	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 194,307	\$ 207,253	\$ 221,061	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 202,756	\$ 216,264	\$ 230,672	

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



**Fiscal Year:** 2022  
**Effective Date:** 10/10/2021 (Revised 2/2023)  
**Union/Nonunion:** Non-union      **Affected CBU/Service Code(s):** XAA D02, XAA D03, XAA D12, XAA D13  
**Pay Plan/Schedule:** Fire Service (FS)  
**Peoplesoft Schedule:** DS0052, FS0003

**% Increase:** 3.0%

**Resolution Number:**

**Date of Resolution:**

Grade		Steps			
		1	2	3	4
Class 08 Battalion Chief	Base Pay with 3.0% Increase as of October 10, 2021= Base Pay #1	\$ 125,935	\$ 132,483	\$ 139,370	\$ 146,621
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 132,232	\$ 139,107	\$ 146,339	\$ 153,952
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 138,529	\$ 145,731	\$ 153,307	\$ 161,283
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 144,825	\$ 152,355	\$ 160,276	\$ 168,614
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 151,122	\$ 158,980	\$ 167,244	\$ 175,945
Class 08B Battalion Chief Paramedic	Base Pay with 3.0% Increase as of October 10, 2021= Base Pay #1	\$ 134,650	\$ 141,198	\$ 148,085	\$ 155,336
	Service Longevity Payment- 15 YOS @ 5% of Pay #1= Pay #2	\$ 141,383	\$ 148,258	\$ 155,489	\$ 163,103
	Service Longevity Payment- 20 YOS @ 10% of Pay #1= Pay #3	\$ 148,115	\$ 155,318	\$ 162,894	\$ 170,870
	Service Longevity Payment- 25 YOS @ 15% of Pay #1= Pay #4	\$ 154,848	\$ 162,378	\$ 170,298	\$ 178,636
	Service Longevity Payment- 30 YOS @ 20% of Pay #1= Pay #5	\$ 161,580	\$ 169,438	\$ 177,702	\$ 186,403
Class 09 Deputy Chief	Base Pay with 3.0% Increase as of October 10, 2021= Base Pay #1	\$ 147,791	\$ 157,691	\$ 168,259	\$ 179,534
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 155,181	\$ 165,576	\$ 176,672	\$ 188,511
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 162,570	\$ 173,460	\$ 185,085	\$ 197,487
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 169,960	\$ 181,345	\$ 193,498	\$ 206,464
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 177,349	\$ 189,229	\$ 201,911	\$ 215,441
Class 09B Deputy Chief Paramedic	Base Pay with 3.0% Increase as of October 10, 2021= Base Pay #1	\$ 156,506	\$ 166,406	\$ 176,974	\$ 188,249
	Service Longevity Payment- 15 YOS @ 5% of Pay #1= Pay #2	\$ 164,331	\$ 174,726	\$ 185,823	\$ 197,661
	Service Longevity Payment- 20 YOS @ 10% of Pay #1= Pay #3	\$ 172,157	\$ 183,047	\$ 194,671	\$ 207,074
	Service Longevity Payment- 25 YOS @ 15% of Pay #1= Pay #4	\$ 179,982	\$ 191,367	\$ 203,520	\$ 216,486
	Service Longevity Payment- 30 YOS @ 20% of Pay #1= Pay #5	\$ 187,807	\$ 199,687	\$ 212,369	\$ 225,899
Class 10 Assistant Chief	Base Pay with 3.0% Increase as of October 10, 2021= Base Pay #1	\$ 174,032	\$ 185,627	\$ 197,994	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 182,734	\$ 194,908	\$ 207,894	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 191,435	\$ 204,190	\$ 217,793	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 200,137	\$ 213,471	\$ 227,693	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 208,838	\$ 222,752	\$ 237,593	

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



**Fiscal Year:** 2023  
**Effective Date:** 10/9/2022 (Revised 2/2023)  
**Union/Nonunion:** Non-union      **Affected CBU/Service Code(s):** XAA D02, XAA D03, XAA D12, XAA D13  
**Pay Plan/Schedule:** Fire Service (FS)  
**Peoplesoft Schedule:** DS0052, FS0003

**% Increase:** 3.5%

**Resolution Number:**

**Date of Resolution:**

Grade		Steps			
		1	2	3	4
Class 08 Battalion Chief	Base Pay with 3.5% Increase as of October 9, 2022= Base Pay #1	\$ 130,343	\$ 137,120	\$ 144,248	\$ 151,753
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 136,860	\$ 143,976	\$ 151,460	\$ 159,341
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 143,377	\$ 150,832	\$ 158,673	\$ 166,928
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 149,894	\$ 157,688	\$ 165,885	\$ 174,516
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 156,412	\$ 164,544	\$ 173,098	\$ 182,104
Class 08B Battalion Chief Paramedic	Base Pay with 3.5% Increase as of October 9, 2022= Base Pay #1	\$ 139,363	\$ 146,140	\$ 153,268	\$ 160,773
	Service Longevity Payment- 15 YOS @ 5% of Pay #1= Pay #2	\$ 146,331	\$ 153,447	\$ 160,931	\$ 168,812
	Service Longevity Payment- 20 YOS @ 10% of Pay #1= Pay #3	\$ 153,299	\$ 160,754	\$ 168,595	\$ 176,850
	Service Longevity Payment- 25 YOS @ 15% of Pay #1= Pay #4	\$ 160,267	\$ 168,061	\$ 176,258	\$ 184,889
	Service Longevity Payment- 30 YOS @ 20% of Pay #1= Pay #5	\$ 167,236	\$ 175,368	\$ 183,922	\$ 192,928
Class 09 Deputy Chief	Base Pay with 3.5% Increase as of October 9, 2022= Base Pay #1	\$ 152,964	\$ 163,210	\$ 174,148	\$ 185,818
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 160,612	\$ 171,371	\$ 182,855	\$ 195,109
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 168,260	\$ 179,531	\$ 191,563	\$ 204,400
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 175,909	\$ 187,692	\$ 200,270	\$ 213,691
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 183,557	\$ 195,852	\$ 208,978	\$ 222,982
Class 09B Deputy Chief Paramedic	Base Pay with 3.5% Increase as of October 9, 2022= Base Pay #1	\$ 161,984	\$ 172,230	\$ 183,168	\$ 194,838
	Service Longevity Payment- 15 YOS @ 5% of Pay #1= Pay #2	\$ 170,083	\$ 180,842	\$ 192,326	\$ 204,580
	Service Longevity Payment- 20 YOS @ 10% of Pay #1= Pay #3	\$ 178,182	\$ 189,453	\$ 201,485	\$ 214,322
	Service Longevity Payment- 25 YOS @ 15% of Pay #1= Pay #4	\$ 186,282	\$ 198,065	\$ 210,643	\$ 224,064
	Service Longevity Payment- 30 YOS @ 20% of Pay #1= Pay #5	\$ 194,381	\$ 206,676	\$ 219,802	\$ 233,806
Class 10 Assistant Chief	Base Pay with 3.5% Increase as of October 9, 2022= Base Pay #1	\$ 180,123	\$ 192,124	\$ 204,924	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 189,129	\$ 201,730	\$ 215,170	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 198,135	\$ 211,336	\$ 225,416	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 207,141	\$ 220,943	\$ 235,663	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 216,148	\$ 230,549	\$ 245,909	

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



**Fiscal Year:** 2024  
**Effective Date:** October 8, 2023  
**Union/Nonunion:** Non-union      **Affected CBU/Service Code(s):** XAA D02, XAA DO3, XAA D12, XAA D13  
**Pay Plan/Schedule:** Fire Service (FS)  
**Peoplesoft Schedule:** DS0052, FS0003

**% Increase:** 3.5%

**Resolution Number:**

**Date of Resolution:**

Grade		Steps			
		1	2	3	4
Class 08 Battalion Chief	Base Pay with 3.5% Increase as of October 8, 2023= Base Pay #1	\$ 134,905	\$ 141,919	\$ 149,297	\$ 157,064
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 141,650	\$ 149,015	\$ 156,762	\$ 164,917
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 148,396	\$ 156,111	\$ 164,227	\$ 172,770
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 155,141	\$ 163,207	\$ 171,692	\$ 180,624
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 161,886	\$ 170,303	\$ 179,156	\$ 188,477
Class 08B Battalion Chief Paramedic	Base Pay with 3.5% Increase as of October 8, 2023= Base Pay #1	\$ 144,240	\$ 151,254	\$ 158,632	\$ 166,399
	Service Longevity Payment- 15 YOS @ 5% of Pay #1= Pay #2	\$ 151,452	\$ 158,817	\$ 166,564	\$ 174,719
	Service Longevity Payment- 20 YOS @ 10% of Pay #1= Pay #3	\$ 158,664	\$ 166,379	\$ 174,495	\$ 183,039
	Service Longevity Payment- 25 YOS @ 15% of Pay #1= Pay #4	\$ 165,876	\$ 173,942	\$ 182,427	\$ 191,359
	Service Longevity Payment- 30 YOS @ 20% of Pay #1= Pay #5	\$ 173,088	\$ 181,505	\$ 190,358	\$ 199,679
Class 09 Deputy Chief	Base Pay with 3.5% Increase as of October 8, 2023= Base Pay #1	\$ 158,318	\$ 168,922	\$ 180,243	\$ 192,322
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 166,234	\$ 177,368	\$ 189,255	\$ 201,938
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 174,150	\$ 185,814	\$ 198,267	\$ 211,554
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 182,066	\$ 194,260	\$ 207,279	\$ 221,170
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 189,982	\$ 202,706	\$ 216,292	\$ 230,786
Class 09B Deputy Chief Paramedic	Base Pay with 3.5% Increase as of October 8, 2023= Base Pay #1	\$ 167,653	\$ 178,257	\$ 189,578	\$ 201,657
	Service Longevity Payment- 15 YOS @ 5% of Pay #1= Pay #2	\$ 176,036	\$ 187,170	\$ 199,057	\$ 211,740
	Service Longevity Payment- 20 YOS @ 10% of Pay #1= Pay #3	\$ 184,418	\$ 196,083	\$ 208,536	\$ 221,823
	Service Longevity Payment- 25 YOS @ 15% of Pay #1= Pay #4	\$ 192,801	\$ 204,996	\$ 218,015	\$ 231,906
	Service Longevity Payment- 30 YOS @ 20% of Pay #1= Pay #5	\$ 201,184	\$ 213,908	\$ 227,494	\$ 241,988
Class 10 Assistant Chief	Base Pay with 3.5% Increase as of October 8, 2023= Base Pay #1	\$ 186,427	\$ 198,848	\$ 212,096	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 195,748	\$ 208,790	\$ 222,701	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 205,070	\$ 218,733	\$ 233,306	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 214,391	\$ 228,675	\$ 243,910	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 223,712	\$ 238,618	\$ 254,515	

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

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

<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.