

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 nonunion 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. Muriel Bow

Enclosures

	Whi Mun
1 2 3 4	Chairman Phil Mendelson at the request of the Mayor
5 6	A PROPOSED RESOLUTION
7 8 9	IN THE COUNCIL OF THE DISTRICT OF COLUMBIA
10 11 12 13	IN THE COUNCIL OF THE DISTRICT OF COLUMBIA
14 15 16 17	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.
18	RESOLVED, BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this
19	resolution may be cited as the "Compensation System Changes for Non-Union, Uniformed
20	Members of the Fire and Emergency Medical Service Department Emergency Approval
21	Resolution of 2023".
22	Sec. 2. Pursuant to sections 1105 and 1106 of the District of Columbia Government
23	Comprehensive Merit Personnel Act of 1978, effective March 3, 1979 (D.C. Law 2-139; D.C.
24	Official Code §§ 1-611.05 and 1-611.06), the Council approves the proposed compensation
25	system changes transmitted by the Mayor to the Council for salary increases for Career and
26	Excepted Service employees not covered by collective bargaining in the Fire and Emergency
27	Medical Services Department occupying the positions of Class 08 Battalion Chief, Class 08B
28	Battalion Chief Paramedic, Class 09 Deputy Chief, Class 09B Deputy Chief Paramedic, and
29	Class 10 Assistant Chief.
30	Sec. 3. The compensation system changes referred to in section 2 of this resolution are
31	approved as outlined in the attached pay schedules, and shall become effective as follows:
32	(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 Salar	/ Schedule: Fire Service (Non-Union)

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0/11/2020 (Revised 2// lon-union ïre Service (FS))S0052, FS0003	2023) Affected CBU/Service Code(s):	XA	A Do2, XA	A D	03, XAA D	12,	XAA D13			
fire Service (FS) DS0052, FS0003	Affected CBU/Service Code(s):	XA	A Do2, XA	A D	03. XAA D	12,	XAA D13			
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			7		-7		Steps		4	
			,		Z		3		4	<u></u>
	Base Pay with 2.5% increase as of October 11, 2020= Base Pay #1	\$	122,267		128,624		135,311			
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2 Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ \$	128,380 134,494	\$	135,055 141,486	s	142,077 148,842	\$	149,468 156,585	
	Service Longevity Payment: 25 YOS @ 15% of Step 1 Pay #1= Pay #4	s	140,607		147,918		146,642		163,703	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5						162,373			
f 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	s	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	
	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	5	160,753	\$	171,526	\$	183,020	
	and the second			3.225		1000	00022-020-0100		contractory accounting	
	Service Longevity Payment- 25 VOS @ 15% of Step 1 Pay #1= Pay #4 Service Longevity Payment- 30 VOS @ 20% of Step 1 Pay #1= Pay #5				A CONTRACTOR OF A	1			a second a second	
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	\$			Pro-Incode Section		210,181	
	Service Longevity Payment- 30 YOS @ 20% of Pay #1= Pay #5	\$	182,336	\$	193,871	\$	206,183	\$	219,319	
	Sase Pay with 2.5% Increase as of October 11, 2020= Base Pay #1	\$	168,963				192,227			
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$	177,411	\$	and the second	536	201,838			
	Service Longevity Payment- 20 YOS ⊕ 10% of Step 1 Pay #1≈ Pay #3	\$	185,859				211,450			
					1.0					
F	Paramedic	Service Longevity Payment- 30 YOS @ 20% of Pay #1= Pay #5 Base Pay with 2.5% increase as of October 11, 2020= Base Pay #1 Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2 Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3 Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #4 Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5 Paramedic Base Pay with 2.5% increase as of October 11, 2020= Base Pay #1 Service Longevity Payment- 15 YOS @ 5% of Pay #1= Pay #2 Service Longevity Payment- 20 YOS @ 10% of Pay #1= Pay #3 Service Longevity Payment- 20 YOS @ 10% of Pay #1= Pay #3 Service Longevity Payment- 20 YOS @ 10% of Pay #1= Pay #3 Service Longevity Payment- 30 YOS @ 20% of Pay #1= Pay #3 Service Longevity Payment- 30 YOS @ 20% of Pay #1= Pay #3 Service Longevity Payment- 30 YOS @ 20% of Pay #1= Pay #3 Service Longevity Payment- 15 YOS @ 15% of Step 1 Pay #1= Pay #3 Service Longevity Payment- 30 YOS @ 20% of Pay #1= Pay #4 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192,227 Servi	Service Longevity Payment: 30 YOS @ 20% of Pay #1= Pay #5 \$ 156,874 \$ 164,502 \$ 172,526 \$ Base Pay with 2.5% Increase as of October 11, 2020= Base Pay #1 \$ 143,486 \$ 153,098 \$ 163,358 \$ Service Longevity Payment: 15 YOS @ 5% of Step 1 Pay #1= Pay #2 \$ 150,660 \$ 160,753 \$ 171,526 \$ Service Longevity Payment: 20 YOS @ 10% of Step 1 Pay #1= Pay #2 \$ 157,835 \$ 168,408 \$ 179,694 \$ Service Longevity Payment: 25 YOS @ 15% of Step 1 Pay #1= Pay #2 \$ 161,559 \$ 177,6063 \$ 187,862 \$ Paramedic Base Pay with 2.5% Increase as of October 11, 2020= Base Pay #1 \$ 151,947 \$ 161,559 \$ 171,819 \$ Paramedic Base Pay with 2.5% Increase as of October 11, 2020= Base Pay #1 \$ 151,947 \$ 161,559 \$ 171,819 \$ Paramedic Base Pay with 2.5% Increase as of October 11, 2020= Base Pay #1 \$ 151,947 \$ 161,559 \$ 171,819 \$ Service Longevity Payment: 20 YOS @ 10% of Pay #1= Pay #2 \$ 167,142 \$ 177,715 \$ 189,001 \$ Service Longevity Payment: 20 YOS @ 10% of Pay #1= Pay #3 \$ 167,142 \$ 177,715 \$ 189,001 \$ Service Longevity Payment: 30 YOS @ 20% of Step 1 Pay #	Service Longevity Payment- 30 YOS @ 20% of Pay #1= Pay #5 \$ 156,874 \$ 164,502 \$ 172,526 \$ 180,973 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- 20 YOS @ 5% of Step 1 Pay #1= Pay #2 \$ 150,600 \$ 160,753 \$ 171,526 \$ 183,020 Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #2 \$ 150,600 \$ 160,753 \$ 177,526 \$ 183,020 Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #3 \$ 157,603 \$ 167,603 \$ 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 Paramedic Base Pay with 2.5% increase as of October 11, 2020= Base Pay #1 \$ 161,947 \$ 161,559 \$ 171,819 \$ 182,766 Service Longevity Payment- 15 YOS @ 5% of Pay #1= Pay #5 \$ 167,427 \$ 169,637 \$ 180,410 \$ 191,904 Service Longevity Payment- 20 YOS @ 10% of Pay #1= Pay #2 \$ 159,544 \$ 169,637 \$ 180,410 \$ 191,904 Service Longevity Payment- 20 YOS @ 10% of Pay #1= Pay #4 \$ 177,715 \$ 189,001 \$ 201,043 Service Longevity Payment- 30 YOS @ 20% of Pay #1= Pay #2 \$ 167,737 \$ 180,811 \$ 201,043 Service Longevity Payment- 30 YOS @ 20% of Pay #1= Pay #4 \$ 174,739 \$ 185,793 \$ 197,592 \$ 210,181 Service Longevity Payment- 30 YOS @ 20% of Pay #1= Pay #3 \$ 168,963 \$ 180,220 \$ 192,227 Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #3

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Fiscal Year:	2022										
Effective Date:	10/10/2021 (Revised 2/2)										
Union/Nonunion:	Non-union	Affected CBU/Service Code(s):	XΔ	A DO2 XA	AD	O3, XAA D	12	XAA D13			
Cino anona ino in			10					1001010			
Pay Plan/Schedule:	Fire Service (FS)										
Peoplesoft Schedule:	DS0052, FS0003										
% Increase:	3.0%										
Resolution Number:											
Date of Resolution:											
				-				Steps			
Grade	3			7		Z		3		4	
Class 08 Battalion Chi	ef	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				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 Cl	hiof Daramodic	Base Pay with 3.0% increase as of October 10, 2021= Base Pay #1	s	134,650	¢	141,198	*	148,085	\$	155,336	
Cidos 000 Dattailori Ci		Service Longevity Payment- 15 YOS @ 5% of Pay #1= Pay #2	\$			148,258		155,489			
		Service Longevity Payment- 20 YOS @ 10% of Pay #1= Pay #3	\$	148,115	\$	155,318	ŝ		\$	170,870	
		Service Longevity Payment- 25 YOS @ 15% of Pay #1* Pay #4	\$	154,848		162,378				178,636	
		Service Longevity Payment- 30 YOS @ 20% of Pay #1= Pay #5	\$			169,438				186,403	
								100 000			
Class 09 Deputy Chief		Base Pay with 3.0% Increase as of October 10, 2021= Base Pay #1	\$	147,791		157,691			1	179,534	
		Service Longevity Payment- 15 YDS @ 5% of Step 1 Pay #1= Pay #2	\$	155,181		165,576	S	176,672		188,511	
		Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$	162,570					\$	197,487	
		Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	s s	169,960	S e	181,345		193,498		206,464	
		Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	3	111,343	4	103,229	2	201,311	\$	210,991	
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Class 09B Deputy Chi	ei Paramedic	Base Pay with 3.0% Increase as of October 10, 2021= Base Pay #1	\$	156,506	\$	166,406		176,974		188,249	
		Service Longevilly Payment- 15 YOS @ 5% of Pay #1= Pay #2	\$	164,331		174,726	\$	185,823	1000	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	S	179,982	s	191,367			\$	216,486	
		Service Longevity Payment- 30 YOS @ 20% of Pay #1= Pay #5	\$	187,807	3	199,687	3	212,309	\$	223,699	
							~				
Class 10 Assistant Chie		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	\$			194,908		207,894			
		Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$			204,190					
		Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	5	200,137	\$	213,471	5	227,693			
		Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$			222,752		and the second second			

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

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nion/Nonunion: Non-union Affected CBU/Service Code(s): XAA D02, XAA D03, XAA D12, XAA D13 ay Plan/Schedule: Fire Service (FS) DS0052, FS0003 Increase: 3.5% esolution Number:	Fiscal Year:	2023										
my Parameterization Error Service (FS) increase: 3.5% socialization Number: ater Resolution: ista of Resolution:	Effective Date:	10/9/2022 (Revised 2/20	23)									
my Parameterization Error Service (FS) increase: 3.5% socialization Number: ater Resolution: ista of Resolution:	Inion/Monunion-	Nonumion	Affected CBI//Service Code(c):									
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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 iass 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- 15 YOS @ 5% of Pay #1= Pay #2	1.1	170,083		a shown and the					
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lass 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				1.25	CANNER COLORS		a substitution of the substitution of the		The second spectrum	- 55	Contraction Contractions	
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 Pay #1= Pay #5	\$	194,381	\$	206,676	\$	219,802	\$	233,806	
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		-1		e	100 100		103 134	•	204 0.24			
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Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4 \$ 207,141 \$ 220,943 \$ 235,663												
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				0.040								

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

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scal Year:	2024										
ffective Date:	October 8, 2023										
nion/Nonunion:	Non-union	Affected CBU/Service Code(s):	ХА	a do2, xa	A D	03, XAA D	12,	XAA D13			
ay Plan/Schedule:	Fire Service (FS)										
eoplesoft Schedule:	DS0052, FS0003										
Increase:	3.5%										
esolution Number:											
ate of Resolution: Grad	e			7		Z		Steps 3		4	
ass 08 Battalion Ch	ief	Base Pay with 3.5% Increase as of October 8, 2023× 8ase Pay #1	10					149,297			
		Service Longevity Payment- 15 YOS ⊕ 5% of Step 1 Pay #1= Pay #2	ş	141,650		149,015	\$	156,762 164,227	\$	164,917	
		Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$	148,396 155,141		156,111 163,207	\$	171,692		180.624	
		Service Longevity Payment- 25 YOS ⊕ 15% of Step 1 Pay #1= Pay #4 Service Longevity Payment- 30 YOS ⊕ 20% of Step 1 Pay #1= Pay #5	\$	227 000000 1 WELE-WA		1.500 million 1.500 million		179,156		CHEMIC DESCRIPTION CONTRACTOR	
ass 08B Battalion C	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	
			125		22		27				
lass 09 Deputy Chie	af	Base Pay with 3.5% increase as of October 8, 2023= Base Pay #1		158,318				180,243		192.322	
		Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$	166,234		177,368	5	189,255		201,938	
		Service Longevity Payment- 20 YOS ⊕ 10% of Step 1 Pay #1= Pay #3	\$			185,814		198,267 207,279		211,554	
		Service Longevity Payment- 25 YOS ⊕ 15% of Step 1 Pay #1= Pay #4 Service Longevity Payment- 30 YOS ⊕ 20% of Step 1 Pay #1= Pay #5	s	189,982				216,292			
			i.		5				2	Construction of the	
ass 09B Deputy Ch	ief Paramedic	Base Pay with 3.5% increase as of October 6, 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			
		Service Longevity Payment- 30 YOS @ 20% of Pay #1× Pay #5	\$	201,184	\$	213,908	\$	227,494	\$	241,988	
	5. #			100 107		100 040		010 000			
ass 10 Assistant Chi	er	Base Pay with 3.5% increase as of October 8, 2023= Base Pay #1	\$ e	186,427		and the second s		212,096			
		Service Longevity Payment-15 YOS @ 5% of Step 1 Pay #1* Pay #2	s	195,748		208,790 218,733					
		Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	o se o				5				
		Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$	214,391		228,675		243,910			

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



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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)

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.

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

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

2024¹. 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 is 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.

¹ 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

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

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.