



MURIEL BOWSER
MAYOR

July 6, 2023

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 Metropolitan Police Department Emergency Declaration Resolution of 2023" and the "Compensation System Changes for Non-Union, Uniformed Members of the Metropolitan Police Department Emergency Approval Resolution of 2023."


The enclosed resolutions would approve increases to the salary schedules of uniformed members of the Metropolitan Police Department not covered by collective bargaining who occupy the positions of Class 05 Lieutenant, Class 07 Captain, Class 08 Inspector, Class 09 Commander, and Class 10 Assistant Chief.

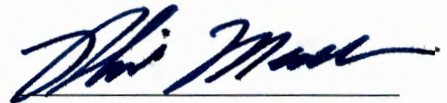
The increases will be 2.5% for fiscal year 2021, 3.5% for fiscal year 2022, and 4.0% for fiscal year 2023. The salary schedules also include retention allowances, base retention differential pay, and service longevity payments.

The approval of these resolutions will assist in my goal to facilitate pay parity between union and non-union employees who keep our city safe serving as police officers.

I urge the Council to take prompt and favorable action on the enclosed resolutions.

Sincerely,


Muriel Bowser


Chairman Phil Mendelson
at the request of the Mayor

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6 A PROPOSED RESOLUTION
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10 IN THE COUNCIL OF THE DISTRICT OF COLUMBIA
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14 To approve, on an emergency basis, proposed compensation system changes submitted by the
15 Mayor for uniformed members of the Metropolitan Police Department not covered by
16 collective bargaining.
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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 Metropolitan Police Department Emergency Approval Resolution of 2023.”

21 Sec. 2. Pursuant to sections 1105 and 1106 of the District of Columbia Government
22 Comprehensive Merit Personnel Act of 1978, effective March 3, 1979 (D.C. Law 2-139; D.C.
23 Official Code §§ 1-611.05 and 1-611.06), the Council approves the proposed compensation
24 system changes transmitted by the Mayor to the Council for salary increases for qualifying
25 uniformed members of the Metropolitan Police Department not covered by collective bargaining
26 occupying the positions of Class 05 Lieutenant, Class 07 Captain, Class 08 Inspector, Class 09
27 Commander, and Class 10 Assistant Chief.

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

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

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

32 (c) For fiscal year 2023, retroactively to October 9, 2022.

33 Sec. 4. Each retroactive payment to an individual under section 3 shall be reduced by any
34 monetary compensation the individual received for the same time period pursuant to the Fiscal
35 Year 2022 and Fiscal Year 2023 District Government Employee Pay Schedules Emergency
36 Approval Act of 2022, effective July 25, 2022 (D.C. Act 24-513; 69 DCR 9390).

37 Sec. 5. Transmittal.

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

39 Sec. 6. Fiscal impact statement.

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

43 Sec. 7. Effective date.

44 This resolution shall take effect immediately.

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: 2.5%

Resolution Number:

Date of Resolution:

Grade		Steps				
		1	2	3	4	5
Class 05 Lieutenant	Base Pay with 2.5% Increase as of October 11, 2020 = Base Pay #1	\$ 96,586	\$ 101,919	\$ 107,504	\$ 113,418	\$ 119,654
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 100,642	\$ 106,199	\$ 112,019	\$ 118,182	\$ 124,680
	Base Retention Differential after 5 Years: Pay 2 + 5% = Pay #3	\$ 105,674	\$ 111,509	\$ 117,620	\$ 124,091	\$ 130,914
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 110,958	\$ 116,793	\$ 122,904	\$ 129,375	\$ 136,198
	Base Retention Differential- 20 or more YOS: Pay #3 + 5% = Pay #5	\$ 110,958	\$ 117,085	\$ 123,501	\$ 130,296	\$ 137,460
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 122,054	\$ 128,181	\$ 134,597	\$ 141,391	\$ 148,555
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 127,602	\$ 133,729	\$ 140,145	\$ 146,939	\$ 154,103
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 133,150	\$ 139,276	\$ 145,693	\$ 152,487	\$ 159,651
Class 07 Captain	Base Pay with 2.5% Increase as of October 11, 2020 = Base Pay #1	\$ 114,425	\$ 120,378	\$ 126,636	\$ 133,222	
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 119,231	\$ 125,434	\$ 131,954	\$ 138,818	
	Base Retention Differential after 5 Years: Pay 2 + 5% = Pay #3	\$ 125,192	\$ 131,706	\$ 138,552	\$ 145,759	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 131,452	\$ 137,965	\$ 144,812	\$ 152,018	
	Base Retention Differential- 20 or more YOS: Pay #3 + 5% = Pay #5	\$ 131,452	\$ 138,291	\$ 145,480	\$ 153,046	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 144,597	\$ 151,436	\$ 158,625	\$ 166,192	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 151,170	\$ 158,009	\$ 165,197	\$ 172,764	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 157,742	\$ 164,581	\$ 171,770	\$ 179,337	

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: 2.5%
Resolution Number:
Date of Resolution:

Grade		Steps				
		1	2	3	4	5
Class 08 Inspector	Base Pay with 2.5% Increase as of October 11, 2020 = Base Pay #1	\$ 127,327	\$ 133,950	\$ 140,911	\$ 148,243	
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 132,674	\$ 139,576	\$ 146,829	\$ 154,469	
	Base Retention Differential after 5 Years: Pay 2 + 5% = Pay #3	\$ 139,308	\$ 146,555	\$ 154,171	\$ 162,192	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 146,273	\$ 153,520	\$ 161,136	\$ 169,158	
	Base Retention Differential- 20 or more YOS: Pay #3 + 5% = Pay #5	\$ 146,273	\$ 153,883	\$ 161,879	\$ 170,302	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 160,901	\$ 168,510	\$ 176,506	\$ 184,929	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 168,214	\$ 175,824	\$ 183,820	\$ 192,243	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 175,528	\$ 183,137	\$ 191,134	\$ 199,557	
Class 09 Commander	Base Pay with 2.5% Increase as of October 11, 2020 = Base Pay #1	\$ 149,426	\$ 159,437	\$ 170,116	\$ 181,518	
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 155,701	\$ 166,133	\$ 177,261	\$ 189,142	
	Base Retention Differential after 5 Years: Pay 2 + 5% = Pay #3	\$ 163,486	\$ 174,440	\$ 186,124	\$ 198,599	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 171,661	\$ 182,614	\$ 194,298	\$ 206,773	
	Base Retention Differential- 20 or more YOS: Pay #3 + 5% = Pay #5	\$ 171,661	\$ 183,162	\$ 195,430	\$ 208,529	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 188,827	\$ 200,328	\$ 212,596	\$ 225,695	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 197,410	\$ 208,911	\$ 221,179	\$ 234,278	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 205,993	\$ 217,494	\$ 229,762	\$ 242,861	
Class 10 Assistant Chief	Base Pay with 2.5% Increase as of October 11, 2020 = Base Pay #1	\$ 175,955	\$ 187,683	\$ 200,183		
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 183,345	\$ 195,565	\$ 208,590		
	Base Retention Differential after 5 Years: Pay 2 + 5% = Pay #3	\$ 192,512	\$ 205,344	\$ 219,020		
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 202,137	\$ 214,969	\$ 228,645		
	Base Retention Differential- 20 or more YOS: Pay #3 + 5% = Pay #5	\$ 202,137	\$ 215,611	\$ 229,971		
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 222,351	\$ 235,824	\$ 250,184		
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 232,458	\$ 245,931	\$ 260,291		
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 242,565	\$ 256,038	\$ 270,398		

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



Fiscal Year: 2022
Effective Date: October 10, 2021
Union/Nonunion: Non-union
Pay Plan/Schedule: Police Service
Peoplesoft Schedule: PS0002

Affected CBU/Service Code(s): XAA D01, XAA D11

% Increase: 3.5%

Resolution Number:

Date of Resolution:

Grade		Steps				
		1	2	3	4	5
Class 05 Lieutenant	Base Pay with 3.5% Increase as of October 10, 2021 = Base Pay #1	\$ 99,967	\$ 105,486	\$ 111,267	\$ 117,388	\$ 123,842
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 104,165	\$ 109,917	\$ 115,940	\$ 122,318	\$ 129,043
	Base Retention Differential after 5 Years: Pay 2 + 5% = Pay #3	\$ 109,373	\$ 115,412	\$ 121,737	\$ 128,434	\$ 135,495
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 114,842	\$ 120,881	\$ 127,205	\$ 133,902	\$ 140,964
	Base Retention Differential- 20 or more YOS: Pay #3 + 5% = Pay #5	\$ 114,842	\$ 121,183	\$ 127,824	\$ 134,855	\$ 142,270
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 126,326	\$ 132,667	\$ 139,308	\$ 146,340	\$ 153,754
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 132,068	\$ 138,409	\$ 145,050	\$ 152,082	\$ 159,496
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 137,810	\$ 144,151	\$ 150,792	\$ 157,824	\$ 165,239
Class 07 Captain	Base Pay with 3.5% Increase as of October 10, 2021 = Base Pay #1	\$ 118,430	\$ 124,591	\$ 131,068	\$ 137,885	
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 123,404	\$ 129,824	\$ 136,573	\$ 143,676	
	Base Retention Differential after 5 Years: Pay 2 + 5% = Pay #3	\$ 129,574	\$ 136,315	\$ 143,402	\$ 150,860	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 136,053	\$ 142,794	\$ 149,880	\$ 157,338	
	Base Retention Differential- 20 or more YOS: Pay #3 + 5% = Pay #5	\$ 136,053	\$ 143,131	\$ 150,572	\$ 158,403	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 149,658	\$ 156,736	\$ 164,177	\$ 172,008	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 156,461	\$ 163,539	\$ 170,980	\$ 178,811	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 163,263	\$ 170,342	\$ 177,782	\$ 185,613	

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



Fiscal Year: 2022
Effective Date: October 10, 2021
Union/Nonunion: Non-union **Affected CBU/Service Code(s):** XAA D01, XAA D11
Pay Plan/Schedule: Police Service
Peoplesoft Schedule: PS0002

% Increase: 3.5%
Resolution Number:
Date of Resolution:

Grade		Steps				
		1	2	3	4	5
Class 08 Inspector	Base Pay with 3.5% Increase as of October 11, 2021 = Base Pay #1	\$ 131,783	\$ 138,638	\$ 145,843	\$ 153,432	
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 137,318	\$ 144,461	\$ 151,968	\$ 159,876	
	Base Retention Differential after 5 Years: Pay 2 + 5% = Pay #3	\$ 144,184	\$ 151,684	\$ 159,567	\$ 167,869	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 151,393	\$ 158,893	\$ 166,776	\$ 175,079	
	Base Retention Differential- 20 or more YOS: Pay #3 + 5% = Pay #5	\$ 151,393	\$ 159,268	\$ 167,545	\$ 176,263	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 166,533	\$ 174,408	\$ 182,684	\$ 191,402	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 174,103	\$ 181,977	\$ 190,254	\$ 198,972	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 181,672	\$ 189,547	\$ 197,824	\$ 206,542	
Class 09 Commander	Base Pay with 3.5% Increase as of October 11, 2021 = Base Pay #1	\$ 154,656	\$ 165,017	\$ 176,070	\$ 187,871	
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 161,151	\$ 171,948	\$ 183,465	\$ 195,762	
	Base Retention Differential after 5 Years: Pay 2 + 5% = Pay #3	\$ 169,209	\$ 180,545	\$ 192,638	\$ 205,550	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 177,669	\$ 189,006	\$ 201,099	\$ 214,010	
	Base Retention Differential- 20 or more YOS: Pay #3 + 5% = Pay #5	\$ 177,669	\$ 189,573	\$ 202,270	\$ 215,827	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 195,436	\$ 207,340	\$ 220,037	\$ 233,594	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 204,320	\$ 216,223	\$ 228,921	\$ 242,478	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 213,203	\$ 225,107	\$ 237,804	\$ 251,361	
Class 10 Assistant Chief	Base Pay with 3.5% Increase as of October 11, 2021 = Base Pay #1	\$ 182,113	\$ 194,252	\$ 207,189		
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 189,762	\$ 202,410	\$ 215,891		
	Base Retention Differential after 5 Years: Pay 2 + 5% = Pay #3	\$ 199,250	\$ 212,531	\$ 226,686		
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 209,213	\$ 222,494	\$ 236,648		
	Base Retention Differential- 20 or more YOS: Pay #3 + 5% = Pay #5	\$ 209,213	\$ 223,158	\$ 238,020		
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 230,134	\$ 244,079	\$ 258,942		
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 240,595	\$ 254,539	\$ 269,402		
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 251,055	\$ 265,000	\$ 279,863		

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



Fiscal Year: 2023
 Effective Date: October 9, 2022
 Union/Nonunion: Non-union
 Pay Plan/Schedule: Police Service
 Peoplesoft Schedule: PS0002

Affected CBU/Service Code(s): XAA D01, XAA D11

% Increase: 4.0%

Resolution Number:

Date of Resolution:

Grade		Steps				
		1	2	3	4	5
Class 05 Lieutenant	Base Pay with 4% Increase as of October 9, 2022 = Base Pay #1	\$ 103,966	\$ 109,705	\$ 115,718	\$ 122,084	\$ 128,796
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 108,332	\$ 114,313	\$ 120,578	\$ 127,211	\$ 134,205
	Base Retention Differential after 5 Years: Pay 2 + 5% = Pay #3	\$ 113,749	\$ 120,029	\$ 126,607	\$ 133,572	\$ 140,915
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 119,436	\$ 125,716	\$ 132,294	\$ 139,259	\$ 146,603
	Base Retention Differential- 20 or more YOS: Pay #3 + 5% = Pay #5	\$ 119,436	\$ 126,030	\$ 132,937	\$ 140,250	\$ 147,961
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 131,380	\$ 137,974	\$ 144,881	\$ 152,194	\$ 159,905
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 137,352	\$ 143,946	\$ 150,852	\$ 158,166	\$ 165,877
Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 143,324	\$ 149,917	\$ 156,824	\$ 164,137	\$ 171,848	
Class 07 Captain	Base Pay with 4% Increase as of October 9, 2022 = Base Pay #1	\$ 123,167	\$ 129,575	\$ 136,311	\$ 143,400	
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 128,340	\$ 135,017	\$ 142,036	\$ 149,423	
	Base Retention Differential after 5 Years: Pay 2 + 5% = Pay #3	\$ 134,757	\$ 141,768	\$ 149,138	\$ 156,894	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 141,495	\$ 148,505	\$ 155,875	\$ 163,632	
	Base Retention Differential- 20 or more YOS: Pay #3 + 5% = Pay #5	\$ 141,495	\$ 148,856	\$ 156,594	\$ 164,739	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 155,645	\$ 163,006	\$ 170,744	\$ 178,889	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 162,719	\$ 170,080	\$ 177,819	\$ 185,963	
Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 169,794	\$ 177,155	\$ 184,893	\$ 193,038		

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



Fiscal Year: 2023
Effective Date: October 9, 2022
Union/Nonunion: Non-union **Affected CBU/Service Code(s):** XAA D01, XAA D11
Pay Plan/Schedule: Police Service
Peoplesoft Schedule: PS0002

% Increase: 4.0%
Resolution Number:
Date of Resolution:

Grade		Steps				
		1	2	3	4	5
Class 08 Inspector	Base Pay with 4% Increase as of October 9, 2022 = Base Pay #1	\$ 137,054	\$ 144,184	\$ 151,877	\$ 159,569	
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 142,811	\$ 150,239	\$ 158,047	\$ 166,271	
	Base Retention Differential after 5 Years: Pay 2 + 5% = Pay #3	\$ 149,951	\$ 157,751	\$ 165,949	\$ 174,585	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 157,449	\$ 165,249	\$ 173,447	\$ 182,082	
	Base Retention Differential- 20 or more YOS: Pay #3 + 5% = Pay #5	\$ 157,449	\$ 165,639	\$ 174,247	\$ 183,314	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 173,194	\$ 181,384	\$ 189,992	\$ 199,059	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 181,066	\$ 189,256	\$ 197,864	\$ 206,931	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 188,938	\$ 197,128	\$ 205,737	\$ 214,804	
Class 09 Commander	Base Pay with 4% Increase as of October 9, 2022 = Base Pay #1	\$ 160,842	\$ 171,818	\$ 183,113	\$ 195,386	
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 167,598	\$ 178,826	\$ 190,804	\$ 203,592	
	Base Retention Differential after 5 Years: Pay 2 + 5% = Pay #3	\$ 175,977	\$ 187,767	\$ 200,344	\$ 213,772	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 184,776	\$ 196,566	\$ 209,143	\$ 222,571	
	Base Retention Differential- 20 or more YOS: Pay #3 + 5% = Pay #5	\$ 184,776	\$ 197,155	\$ 210,361	\$ 224,460	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 203,254	\$ 215,633	\$ 228,839	\$ 242,938	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 212,493	\$ 224,872	\$ 238,077	\$ 252,177	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 221,732	\$ 234,111	\$ 247,316	\$ 261,416	
Class 10 Assistant Chief	Base Pay with 4% Increase as of October 9, 2022 = Base Pay #1	\$ 189,398	\$ 202,022	\$ 215,477		
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 197,352	\$ 210,507	\$ 224,527		
	Base Retention Differential after 5 Years: Pay 2 + 5% = Pay #3	\$ 207,220	\$ 221,032	\$ 235,753		
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 217,581	\$ 231,393	\$ 246,114		
	Base Retention Differential- 20 or more YOS: Pay #3 + 5% = Pay #5	\$ 217,581	\$ 232,084	\$ 247,541		
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 239,339	\$ 253,842	\$ 269,299		
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 250,218	\$ 264,721	\$ 280,178		
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 261,097	\$ 275,600	\$ 291,057		


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: May 31, 2023

SUBJECT: Fiscal Impact Statement - Compensation System Changes for Non-Union, Uniformed Members of the Metropolitan Police Department
Emergency Approval Resolution of 2023

REFERENCE: Draft Introduction as provided to the Office of Revenue Analysis on
April 26, 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 bill. The resolution will approve pay increases that will cost the Metropolitan Police Department (MPD) \$6.8 million in fiscal year 2023, \$3.9 million in fiscal year 2024, and a total of \$26.6 million through fiscal year 2027. Of these amounts, approximately \$6.5 million in fiscal year 2023, \$3.6 million in fiscal year 2024 and a total of \$24.5 million from fiscal year 2023 through fiscal year 2027 will be paid from local funds. Funding is available in the Workforce Investments Fund 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 MPD.

Background

The resolution approves pay increases for non-union officers of MPD to align them with increases provided under the recent compensation and working conditions agreement with the Fraternal Order of Police/MPD Labor Committee, which is in effect from fiscal year 2021 through fiscal year 2023. The increases include the following annual salary raises, which replace increases provided to the non-union officers when all District government non-union employees received raises:

- FY 2021: 2.5%;
- FY 2022: 3.5%; and

The Honorable Phil Mendelson

FIS: "Compensation System Changes for Non-Union, Uniformed Members of the Metropolitan Police Department Emergency Approval Resolution of 2023," Draft Introduction as provided to the Office of Revenue Analysis on April 26, 2023

- FY 2023: 4.0%.

The pay schedules also provide an annual 5% base retention differential once an officer reaches 5 years of experience. Currently the officers receive a 5% base retention differential only after reaching 20 years of experience. Officers with at least 20 years of experience will now receive the previous 5% differential on top of the new differential given after 5 years.

Similar pay schedules, including the base retention differential, were approved under R24-716, the Compensation System Changes for Non-Union Police Officers Emergency Approval Resolution of 2022. The pay schedules included with the current resolution differ from those included with R24-716. Under R24-716, salary increases for the non-union police officers were not shown in the pay schedules as cumulative. The current proposed resolution also clarifies that retroactive payments due under the resolution shall be reduced by the fiscal year 2022 bonus payment (3.5% of salary) provided to all District nonunion employees under the Fiscal Year 2022 and Fiscal Year 2023 District Government Employee Pay Schedules Emergency Approval Act of 2022 (D.C. Act 24-513).

The resolution will affect 208 filled, non-union MPD positions that had an average salary of approximately \$127,000 during fiscal year 2022.¹

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 that will cost the Metropolitan Police Department (MPD) \$6.8 million in fiscal year 2023, \$3.9 million in fiscal year 2024, and a total of \$26.6 million through fiscal year 2027. Of these amounts, approximately \$6.5 million in fiscal year 2023, \$3.6 million in fiscal year 2024 and a total of \$24.5 million from fiscal year 2023 through fiscal year 2027 will be paid from local funds. Funding is available in the Workforce Investments Fund 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 MPD.

Cost of the Compensation System Changes for Non-Union, Uniformed Member of MPD Emergency Approval Resolution of 2023 (\$ in thousands)						
	FY 2023(a)	FY 2024(b)	FY 2025(b)	FY 2026(b)	FY 2027(b)	Total
Cost of Base Salary Increases	\$946	\$1,579	\$2,074	\$2,577	\$3,089	\$10,264
Cost of 5% Base Retention Differential at 5 Years	\$4,118	\$1,449	\$1,473	\$1,499	\$1,524	\$10,063

¹ As of August 2022.

The Honorable Phil Mendelson

FIS: "Compensation System Changes for Non-Union, Uniformed Members of the Metropolitan Police Department Emergency Approval Resolution of 2023," Draft Introduction as provided to the Office of Revenue Analysis on April 26, 2023

Cost of the Compensation System Changes for Non-Union, Uniformed Member of MPD Emergency Approval Resolution of 2023 (\$ in thousands)						
	FY 2023 ^(a)	FY 2024 ^(b)	FY 2025 ^(b)	FY 2026 ^(b)	FY 2027 ^(b)	Total
Cost of Increased Fringe Benefits ^(c)	\$641	\$383	\$449	\$516	\$583	\$2,571
Cost of Overtime Pay Increase ^(d)	\$1,068	\$526	\$635	\$746	\$759	\$3,733
TOTAL COST	\$6,772	\$3,937	\$4,631	\$5,337	\$5,955	\$26,631
LOCAL PORTION OF TOTAL COST	\$6,490	\$3,581	\$4,202	\$4,833	\$5,442	\$24,548
Local Funding available in Financial Plan ^(e)	\$0	\$0	(\$563)	(\$1,137)	(\$1,722)	(\$3,422)
COST TO BE COVERED BY WORKFORCE INVESTMENTS	\$6,490	\$3,581	\$3,638	\$3,696	\$3,721	\$21,126

Table Notes

- a) Includes retroactive amounts due for FY21 and FY22
- b) Assumes salaries increase by 1.7%
- c) Assumes salary increases lead to additional fringe costs equal to 12.65% of increases.
- d) Increases to base pay and the new base retention differential will lead to increases in the hourly rate which overtime pay is based on.
- e) Increases of 1.7% for salaries and 2.38% for fringe benefits are built into the financial plan and are used toward the cost of the resolution

GOVERNMENT OF THE DISTRICT OF COLUMBIA
OFFICE OF THE ATTORNEY GENERAL



BRIAN L. SCHWALB
ATTORNEY GENERAL

PRIVILEGED AND CONFIDENTIAL
ATTORNEY-CLIENT COMMUNICATION

LEGAL COUNSEL DIVISION

MEMORANDUM

TO: Dan Pham
Lead Policy Writer
Department of Human Resources

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

DATE: June 12, 2023

SUBJECT: Legal Sufficiency Review of Draft Legislation, the “Compensation System Changes for Non-Union, Uniformed Members of the Metropolitan Police Department Emergency Approval Resolution of 2023,” Emergency Declaration, and Cover Letter (AE-23-138)

This memorandum responds to your request that the Office of the Attorney General conduct a legal sufficiency review of the above-referenced draft legislation. The resolution approves proposed salary increases for members of the Metropolitan Police Department not covered by collective bargaining. The payment changes are made retroactive to the beginning of each fiscal year from 2021-23. The retroactive payments are reduced by any compensation for the same time period from the Fiscal Year 2022 and Fiscal Year 2023 District Government Employee Pay Schedules Emergency Approval Act of 2022.¹

This Office has reviewed the legislation and finds it legally sufficient, with the suggested technical revisions. If you have any questions regarding this memorandum, please contact Matt James, Assistant Attorney General, Legal Counsel Division, at (202) 724-5558, or me at (202) 724-5524.

MDB/mdj

¹ Effective July 25, 2022 (D.C. Act 24-513; 69 DCR 9390).

GOVERNMENT OF THE DISTRICT OF COLUMBIA
Office of the 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: June 12, 2023

RE: Legal Sufficiency Review of Draft Legislation, the “Compensation System Changes for Non-Union, Uniformed Members of the Metropolitan Police Department Emergency Approval Resolution of 2023,” Emergency Declaration, and Cover Letter (AE-23-138)

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, please do not hesitate to call me at (202) 724-5524.

A handwritten signature in black ink that reads "Megan D. Browder". The signature is fluid and cursive.

Megan D. Browder



COUNCIL OF THE DISTRICT OF COLUMBIA
THE JOHN A. WILSON BUILDING
1350 PENNSYLVANIA AVENUE, NW
WASHINGTON, D.C. 20004

CHRISTINA HENDERSON
Councilmember, At-Large
Chairperson, Committee on Health

Committee Member
Hospital and Health Equity
Judiciary and Public Safety
Transportation and the Environment

Statement of Introduction
License Suspension Reform Amendment Act of 2023
July 6, 2023

Today, I am introducing the License Suspension Reform Amendment Act of 2023, along with Councilmembers Charles Allen, Brianne K. Nadeau, Janeese Lewis George, Zachary Parker, and Brooke Pinto.

Current law mandates that drivers' licenses be suspended following conviction of certain traffic violations, including driving under the influence of drugs or alcohol, operating a vehicle under the age of 21 under the influence of any drugs or alcohol, and killing another individual while driving a vehicle. However, the path to conviction is lengthy, and certain traffic violations are so egregious and devastating that a scofflaw driver should not be allowed to operate a vehicle while waiting for a conviction to be handed down. Under current law, and unless a judge orders otherwise, a person who causes irreparable harm while driving a vehicle can be released on their own recognizance while awaiting trial and could continue driving despite their offenses. The Code must be updated to contemplate decisive limitations on the privilege of driving for individuals whose behavior while operating several-thousand-pound vehicles jeopardizes the safety of the District residents and visitors who use our roads.

To that end, this legislation would suspend the license and registration of all vehicles owned by or registered in the name of any person charged with the following:

- Negligent homicide where death is due to operation of a vehicle;
- Leaving the scene of an accident in which the motor vehicle driven by the person is involved and in which there is personal injury;
- Driving while intoxicated or while under the influence of intoxicating liquor or any drug or any combination, or charged with operating a motor vehicle under the age of 21 when the individual's blood, breath, or urine contains any measurable amount of alcohol.

The legislation also makes conforming amendments to suspend the license and registration of all vehicles owned by or registered in the name of any person who is charged with violating the provisions of:

- The District of Columbia Traffic Act, 1925 by leaving the scene of an accident in which the motor vehicle driven by the person is involved and in which there is personal injury;
- An Act To establish a code of law for the District of Columbia by committing negligent homicide; and
- The Anti-Drunk Driving Act of 1982 by driving under the influence of alcohol or drugs.

Further, it also makes conforming changes aligned with the statutory changes to Chapters 301 and 302 of Title 18 of the District of Columbia Municipal Regulations.

In the United States and in the District, infrastructure investments have historically been made with cars and drivers in mind. Lately, too, we have discovered dissonance between agency administrative processes and data transmission, and functionality gaps in agency tracking of offenses. These issues must be resolved, and at the same time we must continue to invest in infrastructure changes that force good behavior from roadway users. However, traffic fatalities continue to increase—MPD’s traffic fatality data as of July 6, 2023 reveals a 35% increase in traffic fatalities compared to the same date last year. There are also far too many accidents and near misses that cause lasting harm and are not reflected in available data. The Council can and must address the penalty gap for drivers whose decisions cause irreparable harm to others in the meantime, and implementing this legislation with fidelity is one of a number of reforms that will enable us to realize better traffic safety outcomes for the District.