

A RESOLUTION

**Proposed
Resolution
20-845**

**Emergency
Declaration
Res. 20-593
20 DCStat 4022**

To approve, on an emergency basis, the proposed compensation system changes submitted by the Mayor for certain uniformed members of the Metropolitan Police Department not covered by collective bargaining.

RESOLVED, BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this resolution may be cited as the “Career and Excepted Service Employees Compensation System Changes for Police Officials Emergency Approval Resolution of 2014”.

**Career and
Excepted
Service
Employees
Compensation
System
Changes for
Police
Officials
Emergency
Approval
Resolution of
2014**

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 of the District of Columbia approves the proposed compensation system changes recommended by the Mayor for a salary increase of 1% to the salary of Career and Excepted Service employees not covered by collective bargaining in the Metropolitan Police Department occupying the positions of Lieutenant, Captain, Inspector, Commander, and Assistant Chief, which were transmitted by the Mayor to the Council on June 9, 2014.

Sec. 3. The proposed compensation system changes referred to in section 2 are approved as follows:



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

Fiscal Year: 2015

Effective Date: 10/05/14
Union/Nonunion: Non-union
Affected CBU/Service Code(s): XAA D01, XAA D11

Pay Plan/Schedule: Police Service
Peoplesoft Schedule: PS0002

% Increase: 3%
Resolution Number:
Date of Resolution:

		Steps				
		1	2	3	4	5
Class 05 Lieutenant	Base Annual Salary April 7, 2013	\$ 79,690	\$ 84,089	\$ 88,697	\$ 93,578	\$ 98,724
	Base Pay with 3% Increase as of October 5, 2014= Base Pay #1	\$ 82,081	\$ 86,612	\$ 91,358	\$ 96,386	\$ 101,686
	Retention Allowance less than 20 Yrs: Pay #1 + 4.5% = Pay #2	\$ 85,528	\$ 90,250	\$ 95,195	\$ 100,434	\$ 105,957
	Service Longevity Payment: 13 YOS @ 5% of Step 1 Pay #2= Pay #3	\$ 89,804	\$ 94,526	\$ 99,472	\$ 104,710	\$ 110,233
	Base Retention Differential: 20 or more YOS: Pay #2 + 5% = Pay #4	\$ 89,804	\$ 94,762	\$ 99,855	\$ 105,455	\$ 111,254
	Service Longevity Payment: 20 YOS @ 10% of Step 1 Pay #4= Pay #5	\$ 96,785	\$ 103,743	\$ 108,936	\$ 114,436	\$ 120,235
	Service Longevity Payment: 25 YOS @ 15% of Step 1 Pay #5= Pay #6	\$ 103,275	\$ 108,233	\$ 113,426	\$ 118,926	\$ 124,725
Class 07 Captain	Service Longevity Payment: 30 YOS @ 20% of Step 1 Pay #6= Pay #7	\$ 107,765	\$ 112,723	\$ 117,916	\$ 123,416	\$ 129,215
	Base Annual Salary April 7, 2013	\$ 94,409	\$ 99,319	\$ 104,484	\$ 109,918	
	Base Pay with 3% Increase as of October 5, 2014= Base Pay #1	\$ 97,241	\$ 102,299	\$ 107,618	\$ 113,215	
	Retention Allowance less than 20 Yrs: Pay #1 + 4.5% = Pay #2	\$ 101,326	\$ 106,595	\$ 112,138	\$ 117,970	
	Service Longevity Payment: 13 YOS @ 5% of Step 1 Pay #2= Pay #3	\$ 106,392	\$ 111,661	\$ 117,204	\$ 123,036	
	Base Retention Differential: 20 or more YOS: Pay #2 + 5% = Pay #4	\$ 106,392	\$ 111,925	\$ 117,745	\$ 123,869	
	Service Longevity Payment: 20 YOS @ 10% of Step 1 Pay #4= Pay #5	\$ 117,031	\$ 122,564	\$ 128,364	\$ 134,508	
	Service Longevity Payment: 25 YOS @ 15% of Step 1 Pay #5= Pay #6	\$ 122,351	\$ 127,884	\$ 133,704	\$ 139,827	
	Service Longevity Payment: 30 YOS @ 20% of Step 1 Pay #6= Pay #7	\$ 127,670	\$ 133,203	\$ 139,023	\$ 145,147	

COUNCIL OF THE DISTRICT OF COLUMBIA
D.C. Resolution 20-594, effective July 14, 2014

20 DCSTAT 4025



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

Fiscal Year: 2015		Effective Date: 10/05/14		Union/Nonunion: Non-union		Affected CBU/Service Code(s): XAA D01, XAA D11		Steps				
Pay Plan/Schedule: PS0002		PeopleSoft Schedule:		Police Service				1	2	3	4	5
% Increase: 3%		Resolution Number:		Date of Resolution:								
Grade												
Class 08 Inspector												

20 DCSTAT 4026

01/02/2007

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X44.D01, X44.D19

Police Service

P50002

3%

the solution Number:

Date of Resolution:

Conclusions

	7	2	4	5
1994 Annual Survey 20000 1 2004	\$ 82,091	\$ 86,912	\$ 91,358	\$ 96,380
1994 PHS with 4% increase @ 2000000 4 1, 2024 800 PHS RL	\$ 84,543	\$ 89,210	\$ 94,066	\$ 99,277
1994 PHS with 4% increase @ 2000000 4 1, 2024 800 PHS RL	\$ 86,094	\$ 90,967	\$ 96,051	\$ 101,436
1994 PHS with 4% increase @ 2000000 4 1, 2024 800 PHS RL	\$ 87,646	\$ 92,562	\$ 97,856	\$ 103,456
1994 PHS with 4% increase @ 2000000 4 1, 2024 800 PHS RL	\$ 89,197	\$ 94,165	\$ 99,705	\$ 105,476
1994 PHS with 4% increase @ 2000000 4 1, 2024 800 PHS RL	\$ 90,749	\$ 95,763	\$ 101,254	\$ 107,496
1994 PHS with 4% increase @ 2000000 4 1, 2024 800 PHS RL	\$ 92,299	\$ 97,312	\$ 102,846	\$ 109,516
1994 PHS with 4% increase @ 2000000 4 1, 2024 800 PHS RL	\$ 93,850	\$ 98,863	\$ 104,438	\$ 111,536
1994 PHS with 4% increase @ 2000000 4 1, 2024 800 PHS RL	\$ 95,401	\$ 100,414	\$ 106,030	\$ 113,556
1994 PHS with 4% increase @ 2000000 4 1, 2024 800 PHS RL	\$ 96,952	\$ 101,965	\$ 107,622	\$ 115,576
1994 PHS with 4% increase @ 2000000 4 1, 2024 800 PHS RL	\$ 98,503	\$ 103,516	\$ 109,214	\$ 117,596
1994 PHS with 4% increase @ 2000000 4 1, 2024 800 PHS RL	\$ 100,054	\$ 105,067	\$ 110,806	\$ 119,616
1994 PHS with 4% increase @ 2000000 4 1, 2024 800 PHS RL	\$ 101,605	\$ 106,618	\$ 112,398	\$ 121,636
1994 PHS with 4% increase @ 2000000 4 1, 2024 800 PHS RL	\$ 103,156	\$ 108,169	\$ 113,990	\$ 123,656
1994 PHS with 4% increase @ 2000000 4 1, 2024 800 PHS RL	\$ 104,707	\$ 109,720	\$ 115,582	\$ 125,676
1994 PHS with 4% increase @ 2000000 4 1, 2024 800 PHS RL	\$ 106,258	\$ 111,271	\$ 117,174	\$ 127,696
1994 PHS with 4% increase @ 2000000 4 1, 2024 800 PHS RL	\$ 107,809	\$ 112,822	\$ 118,766	\$ 129,716
1994 PHS with 4% increase @ 2000000 4 1, 2024 800 PHS RL	\$ 109,360	\$ 114,373	\$ 120,358	\$ 131,736
1994 PHS with 4% increase @ 2000000 4 1, 2024 800 PHS RL	\$ 110,911	\$ 115,924	\$ 121,950	\$ 133,756
1994 PHS with 4% increase @ 2000000 4 1, 2024 800 PHS RL	\$ 112,462	\$ 117,475	\$ 123,542	\$ 135,776
1994 PHS with 4% increase @ 2000000 4 1, 2024 800 PHS RL	\$ 114,013	\$ 119,026	\$ 125,134	\$ 137,796
1994 PHS with 4% increase @ 2000000 4 1, 2024 800 PHS RL	\$ 115,564	\$ 120,577	\$ 126,726	\$ 139,816
1994 PHS with 4% increase @ 2000000 4 1, 2024 800 PHS RL	\$ 117,115	\$ 122,128	\$ 128,318	\$ 141,836
1994 PHS with 4% increase @ 2000000 4 1, 2024 800 PHS RL	\$ 118,666	\$ 123,679	\$ 129,910	\$ 143,856
1994 PHS with 4% increase @ 2000000 4 1, 2024 800 PHS RL	\$ 120,217	\$ 125,230	\$ 131,502	\$ 145,876
1994 PHS with 4% increase @ 2000000 4 1, 2024 800 PHS RL	\$ 121,768	\$ 126,781	\$ 133,094	\$ 147,896
1994 PHS with 4% increase @ 2000000 4 1, 2024 800 PHS RL	\$ 123,319	\$ 128,332	\$ 134,686	\$ 149,916
1994 PHS with 4% increase @ 2000000 4 1, 2024 800 PHS RL	\$ 124,870	\$ 129,883	\$ 136,278	\$ 151,936
1994 PHS with 4% increase @ 2000000 4 1, 2024 800 PHS RL	\$ 126,421	\$ 131,434	\$ 137,870	\$ 153,956
1994 PHS with 4% increase @ 2000000 4 1, 2024 800 PHS RL	\$ 127,972	\$ 132,985	\$ 139,462	\$ 155,976
1994 PHS with 4% increase @ 2000000 4 1, 2024 800 PHS RL	\$ 129,523	\$ 134,536	\$ 141,054	\$ 157,996
1994 PHS with 4% increase @ 2000000 4 1, 2024 800 PHS RL	\$ 131,074	\$ 136,087	\$ 142,646	\$ 159,016
1994 PHS with 4% increase @ 2000000 4 1, 2024 800 PHS RL	\$ 132,625	\$ 137,638	\$ 144,238	\$ 161,036
1994 PHS with 4% increase @ 2000000 4 1, 2024 800 PHS RL	\$ 134,176	\$ 139,189	\$ 145,830	\$ 163,056
1994 PHS with 4% increase @ 2000000 4 1, 2024 800 PHS RL	\$ 135,727	\$ 140,740	\$ 147,422	\$ 165,076
1994 PHS with 4% increase @ 2000000 4 1, 2024 800 PHS RL	\$ 137,278	\$ 142,291	\$ 149,014	\$ 167,096
1994 PHS with 4% increase @ 2000000 4 1, 2024 800 PHS RL	\$ 138,829	\$ 143,842	\$ 150,606	\$ 169,116
1994 PHS with 4% increase @ 2000000 4 1, 2024 800 PHS RL	\$ 140,380	\$ 145,393	\$ 152,198	\$ 171,136
1994 PHS with 4% increase @ 2000000 4 1, 2024 800 PHS RL	\$ 141,931	\$ 146,944	\$ 153,790	\$ 173,156
1994 PHS with 4% increase @ 2000000 4 1, 2024 800 PHS RL	\$ 143,482	\$ 148,495	\$ 155,382	\$ 175,176
1994 PHS with 4% increase @ 2000000 4 1, 2024 800 PHS RL	\$ 145,033	\$ 150,046	\$ 156,974	\$ 177

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



Fiscal Year: 2016		10/04/15		Non-union		XAA D01, XAA D11	
Effective Date:		10/04/15		Non-union		XAA D01, XAA D11	
Union/Nonunion:		Non-union		XAA D01, XAA D11			
Pay Plan/Schedule:		Police Service					
PeopleSoft Schedule:		PS0002					
% Increase:		3%					
Resolution Number:							
Date of Resolution:							
Grade							

20 DCSTAT 4028

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24072

10/02/16

Non-union

XAA D01, XAA D11

Police Service
PS0002

365

Resolution Number

Date of Resolution:

	7	8	9	10	11	12	13	14	15
Class 05 Lieutenant									
Base AFPM Salary October 1, 2015	\$ 104,543	\$ 109,210	\$ 114,059	\$ 119,037	\$ 124,142	\$ 129,383	\$ 134,765	\$ 140,293	\$ 145,972
Base Pay with 3% increase at October 1, 2016	\$ 107,879	\$ 112,687	\$ 117,635	\$ 122,723	\$ 127,954	\$ 133,330	\$ 138,855	\$ 144,535	\$ 150,366
Retention Allowance less than 20 yrs Pay #1 + 0.25% = Pay #2	\$ 90,737	\$ 95,746	\$ 100,993	\$ 106,485	\$ 112,224	\$ 118,214	\$ 124,461	\$ 130,972	\$ 137,754
Service Longevity Payments: 15 YOS @ 5% of Base 1 Pay #1a Pay #5	\$ 96,274	\$ 100,263	\$ 104,530	\$ 109,077	\$ 113,904	\$ 118,922	\$ 124,142	\$ 129,570	\$ 135,210
Base Retention D Payments: 20 or more YOS: Pay #2 + 25% Pay #4	\$ 96,274	\$ 100,263	\$ 104,530	\$ 109,077	\$ 113,904	\$ 118,922	\$ 124,142	\$ 129,570	\$ 135,210
Service Longevity Payments: 20 YOS @ 10% of Step 1 Pay #1a Pay #5	\$ 104,801	\$ 110,090	\$ 115,570	\$ 121,405	\$ 127,557	\$ 133,950	\$ 140,599	\$ 147,512	\$ 154,698
Service Longevity Payments: 25 YOS @ 15% of Step 1 Pay #1a Pay #5	\$ 109,585	\$ 114,924	\$ 120,513	\$ 126,358	\$ 132,466	\$ 138,845	\$ 145,502	\$ 152,444	\$ 159,680
Service Longevity Payments: 30 YOS @ 20% of Step 1 Pay #1a Pay #7	\$ 114,328	\$ 119,808	\$ 125,597	\$ 131,697	\$ 138,122	\$ 144,881	\$ 151,982	\$ 159,442	\$ 167,270
Class 07 Captain									
Base Annual Salary October 1, 2015	\$ 100,159	\$ 105,367	\$ 110,847	\$ 116,612	\$ 122,675	\$ 129,042	\$ 135,720	\$ 142,727	\$ 150,079
Base Pay with 3% increase at October 1, 2016	\$ 103,163	\$ 108,529	\$ 114,172	\$ 120,115	\$ 126,362	\$ 132,927	\$ 139,820	\$ 147,059	\$ 154,659
Retention Allowance less than 20 yrs Pay #1 + 0.25% = Pay #2	\$ 107,496	\$ 113,067	\$ 118,867	\$ 124,905	\$ 131,200	\$ 137,771	\$ 144,635	\$ 151,802	\$ 159,280
Service Longevity Payments: 15 YOS @ 5% of Base 1 Pay #1a Pay #5	\$ 112,871	\$ 118,462	\$ 124,342	\$ 130,529	\$ 137,032	\$ 143,864	\$ 151,041	\$ 158,579	\$ 166,496
Base Retention D Payments: 20 or more YOS: Pay #2 + 25% Pay #4	\$ 112,871	\$ 118,462	\$ 124,342	\$ 130,529	\$ 137,032	\$ 143,864	\$ 151,041	\$ 158,579	\$ 166,496
Service Longevity Payments: 20 YOS @ 10% of Step 1 Pay #1a Pay #5	\$ 124,158	\$ 130,038	\$ 136,203	\$ 142,659	\$ 149,422	\$ 156,500	\$ 163,912	\$ 171,676	\$ 179,811
Service Longevity Payments: 25 YOS @ 15% of Step 1 Pay #1a Pay #5	\$ 129,803	\$ 136,072	\$ 142,848	\$ 149,932	\$ 157,362	\$ 165,156	\$ 173,333	\$ 181,912	\$ 190,911
Service Longevity Payments: 30 YOS @ 20% of Step 1 Pay #1a Pay #7	\$ 135,445	\$ 142,315	\$ 149,690	\$ 157,585	\$ 165,924	\$ 174,727	\$ 183,912	\$ 193,500	\$ 203,511



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

Fiscal Year:	2017				
Effective Date:	10/02/16				
Union/Nonunion:	Non-union				
Pay Plan/Schedule:	Police Service				
Peoplesort Schedule:	PS0002				
Affected CBU/Service Code(s):	XAA D01, XAA D11				
% Increase:	3%				
Resolution Number:					
Date of Resolution:					
Grade	1	2	3	4	5
Class 08 Inspector					
Base Annual Salary October 4, 2015	\$ 111,450	\$ 117,248	\$ 123,342	\$ 129,759	
Base Pay with 3% Increase as of October 2, 2016- Base Pay #1	\$ 114,794	\$ 120,766	\$ 127,042	\$ 133,652	
Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 119,015	\$ 125,838	\$ 132,378	\$ 139,265	
Service Longevity Payment: 15 YOS @ 5% of Step 1 Pay #2= Pay #3	\$ 125,596	\$ 131,819	\$ 138,359	\$ 145,246	
Base Retention Differential: 20 or more YOS: Pay #2 + \$10= Pay #4	\$ 125,596	\$ 132,130	\$ 138,997	\$ 145,228	
Service Longevity Payment: 20 YOS @ 10% of Step 1 Pay #4= Pay #5	\$ 136,155	\$ 144,689	\$ 151,556	\$ 158,788	
Service Longevity Payment: 25 YOS @ 15% of Step 1 Pay #4= Pay #6	\$ 144,435	\$ 150,969	\$ 157,836	\$ 165,068	
Service Longevity Payment: 30 YOS @ 20% of Step 1 Pay #4= Pay #7	\$ 150,715	\$ 157,249	\$ 164,116	\$ 171,347	
Class 09 Commander					
Base Annual Salary October 4, 2015	\$ 130,794	\$ 139,558	\$ 148,906	\$ 158,886	
Base Pay with 3% Increase as of October 2, 2016- Base Pay #1	\$ 134,718	\$ 143,744	\$ 153,373	\$ 163,652	
Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 140,376	\$ 149,782	\$ 159,815	\$ 170,526	
Service Longevity Payment: 15 YOS @ 5% of Step 1 Pay #2= Pay #3	\$ 147,395	\$ 156,800	\$ 166,834	\$ 177,545	
Base Retention Differential: 20 or more YOS: Pay #2 + \$10= Pay #4	\$ 147,395	\$ 157,271	\$ 167,806	\$ 179,052	
Service Longevity Payment: 20 YOS @ 10% of Step 1 Pay #4= Pay #5	\$ 162,134	\$ 172,010	\$ 182,545	\$ 193,762	
Service Longevity Payment: 25 YOS @ 15% of Step 1 Pay #4= Pay #6	\$ 169,504	\$ 194,119	\$ 204,655	\$ 215,901	
Service Longevity Payment: 30 YOS @ 20% of Step 1 Pay #4= Pay #7	\$ 176,874	\$ 186,750	\$ 197,285	\$ 208,531	
Class 10 Assistant Chief					
Base Annual Salary October 4, 2015	\$ 154,016	\$ 164,281	\$ 175,223		
Base Pay with 3% Increase as of October 2, 2016- Base Pay #1	\$ 156,636	\$ 168,210	\$ 180,480		
Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 162,299	\$ 176,316	\$ 189,000		
Service Longevity Payment: 15 YOS @ 5% of Step 1 Pay #2= Pay #3	\$ 173,564	\$ 184,581	\$ 196,325		
Base Retention Differential: 20 or more YOS: Pay #2 + \$10= Pay #4	\$ 173,564	\$ 185,132	\$ 197,463		
Service Longevity Payment: 20 YOS @ 10% of Step 1 Pay #4= Pay #5	\$ 190,820	\$ 202,489	\$ 214,819		
Service Longevity Payment: 25 YOS @ 15% of Step 1 Pay #4= Pay #6	\$ 199,599	\$ 211,167	\$ 223,497		
Service Longevity Payment: 30 YOS @ 20% of Step 1 Pay #4= Pay #7	\$ 208,277	\$ 219,845	\$ 232,176		

Sec. 4. Applicability.

(a) For Fiscal Year 2013, the compensation system changes in section 3 shall be effective retroactively on April 7, 2013.

(b) For Fiscal Years 2015, 2016, and 2017, the compensation system changes in section 3 shall be effective the first pay period on or after October 1st of that fiscal year.

Sec. 5. Transmittal.

The Secretary to the Council shall transmit a copy of this resolution, upon its adoption, to the Mayor and the Metropolitan Police Department.

Sec. 6. Fiscal impact statement.

The Council adopts the fiscal impact statement of the Chief Financial Officer as the fiscal impact statement required by section 602 (c)(3) of the District of Columbia Home Rule Act, approved December 24, 1973 (87 Stat.813; D.C. Official Code § 1-206.02 (c)(3)).

Sec. 7. Effective date.

This resolution shall take effect immediately.