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

20 DCSTAT 4023

A RESOLUTION

Proposed Resolution 20-845

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.

Emergency Declaration Res. 20-593 20 DCStat 4022

RESOLVED, BY THE COUNCIL OF THE DISTRICT OFCOLUMBIA, 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:

Effective Date:	10/05/14											
Union/Nonunion:	Non-union	Affected CBU/Service Code(s):	XAX	XAA D01, XAA D11	, D11							
Pay Plan/Schedule: Peoplesoft Schedule:	Police Service PS0002											
% Increase:	3%											
Resolution Number:												
Date of Resolution:												
Grade				1	2		5	Steps	4		5	
Class 05 Lieutanant		Saze Annual Salary April 7, 2013	69	79,690	8	84,089 \$	88,697	\$ 16	93,578	878	0	98,724
		Base Pay with 3% Increase as of October 5, 2014= Base Pay #1	69	82,081	\$ 86,	86,612 \$	91,358	58 \$	96,386	186 \$	10	101,686
		Retention Allowance less than 20 yrs:Pay #1 + 4.2% = Pay #2	49	85,528	\$ 90,	90,250 \$	95,195	95 \$	100,434	34 5	10	105,957
		Service Longevity Payment: 13 YOS @ 3% of Step 1 Pay #2= Pay #3	64	89,804	\$ 94.	94,526 \$	99,472	72 \$	104,710	110 \$	11	110,233
		Base Retention Differential- 20 or more YOS: Pay #2 + 5%= Pay #4	49	89,804	s s	94,762 \$	99,955	55 \$	105,455	55 \$	1	111,254
		Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #4= Pay #5	69	98,785	\$ 103,	103,743 \$	108,936	36 \$	114,436	36 \$	12	120,235
		Service Longevity Payment- 23 YOS @ 13% of Step 1 Pay #4= Pay #6	H	103,275	\$ 108,233	233 \$	113,426	26 \$	118,926	126 \$	12	124,725
		Service Longevity Psyment- 30 YOS @ 20% of Step 1 Psy #4= Psy #7	69	107,765	\$ 112,	112,723 \$	117,916	16 \$	123,416	116	12	129,215
Class 07 Captain		Base Annual Salary April 7, 2013	69	94,409	\$ 99,	99,319	104,484	2	109,918	118		
		Base Pay with 3% Increase as of October 3, 2014= Base Pay #1	49	97,241	\$ 102,	102,299 \$	107,618	18 \$	113,215	315		
		Retention Allowance less than 20 yrs:Pay #1 + 4.2% = Pay #2	49	101,326	\$ 106,595	595 \$	112,138	38 \$	117,970	070		
		Service Langevity Payment- 13 YOS @ 5% of Step 1 Pay #2= Pay #3	69	106,392	\$ 111,661	661 \$	117,204	8 8	123,036	36		
		Base Retention Differential- 20 or more YOS: Pay #2 + 3%= Pay #4	H	106,392	\$ 111,925	925 \$	117,745	45 \$	123,869	69		
		Service Langevity Payment- 20 YOS @ 10% of Step 1 Pay #4= Pay #3	69	117,031	\$ 122,564	564 \$	128,384	84 \$	134,508	908		
		Service Longevity Payment- 23 YOS @ 13% of Step 1 Pay #4= Pay #6	un.	122,351	\$ 127,	\$ 1884 \$	133,704	8 8	139,827	127		
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Fiscal Year:	2015										
Effective Date:	10/05/14										
Union/Nonumon:	Non-union	Affected CBU/Service Code(s):	X	XAA D01, XAA D11	D11						
Pay Plan/Schedule: Peoplesoft Schedule:	Police Service PS0002										
% Increase:	3%										
Resolution Number:											
Date of Resolution:											
Grade				1	2		ž,	Steps	4	ę	
Class 08 Inspector		Base Annual Salary April 7, 2013	60	105,052	\$ 110,518	18 \$	116,262	2 8	122,310		3
		Base Pay with 3% Increase as of October 5, 2014- Sase Pay #1.	60	108,204	\$ 113,833	33 8	119,749	8 0	125,980		
		Retention Allowance less than 20 yrs. Pay #1 + 4.2% - Pay #2	50	112,749	\$ 118,614	14 \$	124,779	8 6	131,271		
		Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #2= Pay #3	69	118,386	\$ 124,252	52 \$	130,418	8 8	136,908		
		Base Retention Differential- 20 or more YOS: Pay #2 + 5%- Pay #4	5	118,386	\$ 124,545	45 5	131,018	8	137,834		
		Service Longewith Payment- 20 YOS @ 10% of Step 1 Pay #4- Pay #5	40	130,225	\$ 136,384	84 8	142,858	8 8	149,673		
		Service Longewith Payment- 25 YOS @ 15% of Step 1 Pay #4+ Pay #5	u	136,144	\$ 142,303	9 20	148,776	8 8	155,592		
		Service Longewity Payment. 30 YOS @ 20% of Step 1 Pay #4+ Pay #7	50	142,063	\$ 148,222	22	154,895	5	161,511		
Class 09 Commander		Base Amnual Salary April 7, 2013	69	123.286	\$ 131,546	8	140.358	9	149.765		
		Base Pay with 3% Increase as of October 5, 2014» Base Pay #1	v	126,984					S.		
		Retention Allowance less than 20 yes: Pay #1 + 4,2% = Pay #2	40	132,318	\$ 141,184	84 8	150,641	1 5	160,737		
		Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #2= Pay #3	S	138,934	\$ 147,789	89 8	157,257	7 5	167,353		
		Base Retention Differential- 20 or more YOS. Pay #2 + 556- Pay #4	60	138,934	\$ 148,243	43 8	158,173	3 8	168,774		
		Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #4* Pay #5	s	152,827	\$ 162,136	36 \$	172,066	8 8	182,687		
		Service Longewith Payments-25 YOS @ 15% of Step 1 Pay #4- Pay #6	10	159,774	\$ 182,976	2 9/	192,906	8 8	203,507		
		Service Longewity Payment: 30 YOS @ 20% of Step 1 Pay #4+ Pay #7	60	166,720	\$ 176,029	28 \$	185,980	0 \$	196,561		
Class 10 Assistant Chief	*	Base Amenual Salary April 7, 2013	40	145,175	\$ 154,851	51 \$	165,164	4			
		Base Pay with 3% increase as of October 5, 2014- Base Pay #1.	50	149,530	\$ 159,496	8 98	170,119	6			
		Retention Allowance less than 20 yes: Pay #1 + 4.2% = Pay #2	50	155,810	\$ 166,195	8 98	177,264	4			
		Service Longewity Payment- 15 YOS @ 5% of Step 1 Pay #2 - Pay #3	69	163,601	\$ 173,986	88 \$	185,055	10			
		Base Setantion Differential- 20 or more YOS: Pay #2 + 5%- Pay #4	w	163,601	\$ 174,505	90	186,128	60			
		Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #4= Pay #5	w	179,961	\$ 190,885	85 \$	202,488	00			
			un i	188,141	\$ 199,045	45	210,668	00			
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Fiscal Year:	2016									
Effective Date:	10/04/15									
Union/Nonunion:	Non-union	Affected CBU/Service Code(s):	×	XAA D01, XAA D11	D11					
Pay Plan/Schedule: Peoplesoft Schedule:	Police Service PS0002									
% Increase:	3%									
Resolution Number:										
Date of Resolution:										
Grade	e			1	2		3 Sheps	7	9	5 90
Class 08 Inspector		Base Annual Salary October 5, 2014	60	108,204	113,833	49	119,749 \$	100		
		Base Pey with 3% increase as of October 4, 2015. Sase Pay #1. Referention differences have then 20 and 14 at 156 at Day #1.	us v	111,450	117,248	so s	123,342 \$	129,759		
		Service Innocentry Payment, 15 VOS di SSC of Sent 1 Pay 20 a Box 20	. 41	121 938	127 979	- 47	134 329 S	141 015		
		Base Retention Differential- 20 or more YOS: Pay #2 + 5%- Pay #4	0	121,938	128,281	10	134,948 \$	141,969		
		Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #4= Pay #5	10	134,131	140,475	69	147,142 \$	154,163		
		Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #4+ Pay #5	40	140,228	148,572	69	153,239 \$	160,260		
		Service Longarvity Payment: 30 YOS © 20% of Sup 1 Pay #4+ Pay #7	w	146,325	\$ 152,669	10	159,336 \$	166,357		
Class 09 Commander		Base Amnust Salary October 5, 2014	60	126,984	\$ 135,493	69	144,569 \$	154,258		
		Base Pay with 3% Increase as of October 4, 2015 - Base Pay #1	50	130,794	139,558	s	148,906 \$	158,886		
		Retention Allowance less than 20 yrs:Pay #1 + 4.2% - Pay #2	60	136,287	145,419	S	155,160 \$	165,559		
		Service Longevity Payment- LS YOS @ 5% of Step 1 Pay #2= Pay #3	w	143,102	152,233	49	161,975 \$	172,373		
		Base Retention Differential- 20 or more YOS: Pay #2 + 5%- Pay #4	60	143,102	152,690	60	162,918 \$	173,837		
		Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #4+ Pay #5	50	157,412	167,000	49	177,228 \$	188,147		
		Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #4+ Pay #5	47	164,567	188,465	69	198,694 \$	209,612		
		Service Longeroffy Payment: 30 YOS @ 20% of Step 1 Pay #4+ Pay #7	50	171,722	\$ 181,310	49	191,539 \$	202,457		
Class 10 Assistant Chief	ef	Base Annual Salary October S, 2014	69	149,530	\$ 159,496	69	170,119			
		Base Pay with 3% Increase as of October 4, 2015 - Base Pay #1	40	154,016	164,281	10	175,223			
		Retention Allowance less than 20 yes:Pay #1 + 4.2% = Pay #2	50	160,484	171,181	40	182,582			
		Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #2~ Pay #3	49	168,509	179,205	10	190,607			
		Base Retention Differential- 20 or more YOS: Pay #2 + 51/e- Pay #4	w	168,509	179,740	4	191,711			
		Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #4= Pay #5	60	185,360	196,591	69	208,562			
		Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #4= Pay #5	n	193,785	\$ 205,016	49	216,988			
		Service London/thy Payment, 30 YOS # 20% of Step 1 Pay #4+ Pay #7	41	202.210	5 213 442	67	225.413			

Contract Contract	1100											
Effective Date:	10/02/16											
Union/Nonunion-	Non-union	Affected CBU/Service Code(s):	XAAD	XAA DO1, XAA D11	110							
Pay PlaniSohedule: Pospiesoft Schedule:	Police Service PS0002											
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Resolution Number												
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Class 05 Leutanant		COST (F TROOPS SAME) CONTROL 6, 1223	4	04,543	\$ 89,210	10 5	84,099	7.12.89 2	\$ 117	104,736	96	9
		sale hey with all increase as an ordered to possible and hay the		970,78	5 91,887	\$ 18	96,922	5 102,255	\$ 552	107,878	78	
		References amongs the feet than 10 yet. Pag 21 + 2.3% or tag 22	*	90,737	8 95,746	46 \$	100,993	\$ 106,550	\$ 058	112,409	98	
		Service Language Payment 13 YOS @ Sh of Step 1 Pay 45a Pay 45	**	96,274	\$ 100,283	8	105,530 \$	3 111,087	387 \$	116,946	45	
		Second Extension Differential 150 or more 1000 No. 42 + 5fter Pay 44	*	96,274	\$ 100,533	83 8	106,042 \$	8 111,878	878 \$	118,030	8	
		Service Langeriny Payment 20 105 if 10% of Sep 1 fley #4+ Pay #5	\$	104,801	090'011 8	\$ 09	115,570 \$	\$ 121,405	\$ 900	127,557	15	
		Service Langevity Payments 25 YGS @ 12% of Step 1 Pay 84* Pay 85	\$ 1	595,901	114,824	50	120,333 \$	\$ 126,169	\$ 691	132,321	2	
		Service Longsofty Payments - 20 vots (§) dofs of dags 1, Pay and Pay #?	14	14,325	305,811 \$	20 30	125,097	5 130,932	25	200,751	25	
Class 07 Captain		Soos Arrenal School Christian 4, 2007	\$	00,159	\$ 105,367	87 \$	110,847	\$ 116,612	12			
		Spoc Pay with 3th tecropic to all Diction 1, 2015+ Spoc Pay 41	\$ #	08,163	\$ 108,529	80	114,172 \$	\$ 120,110	110			
		Retention Allowance ico than 20 yrofley #1 + 4.1% = fley #2.	\$ 1	107,496	\$ 113,087	87 \$	118,867 \$	\$ 125,155	18			
		Service Langevity Payments, 15 YOS @ 5% of Step 1, Pay RP Pay RB	*	112,871	\$ 118,462	80 8	124,342 \$	\$ 130,529	83			
		States National Conferencials List on more 1000 Pay 10 + 57cm Pay 24		112,871	\$ 110,741	41 \$	124,916 3	131,412	112			
		de yes des yes a que no dece no stou de sant de consequence province en consequence de services de ser	4	124,158	\$ 130,028	14 18	136,203 3	5 142,699	0.00			
		Terrifice congestiby Propriestor 22 vides (\$1,25% of thep. 2 Prop. 24.	*	208,621	\$ 135,672	4 5	141,846 3	5 148,343	mit.			
		Territor Languardy Propriests 92 VOS @ 10% of they 2 Per 244 Pay 25	*	135,445	141,315	45 40	147,490 \$	153,986	986			

Fiscal Year:	2017							
Effective Date:	10/02/16							
Union/Youthon:	Non-union	Affected CBU/Service Code(s):	XAA D01, XAA D11	110				
Pay Plan/Schedule: Peoplesoft Schedule:	Police Service PS0002							
% Increase:	3%							
Resolution Number:								
Date of Resolution:								
Grade	a.		1	2		3 Steps	4	\$
Class 08 Inspector		Stock florenced Countries Contribute & 2005	\$ 111.450	\$ 117.248	v	123 342 S	129 750	
		Save Day with 9% for reader as of Ostober 2015s. Bere Pay 21				127 042 \$	133 852	
		Pertention Allowance less than 20 yrs. Pay #1 + 4.2% = Pay #2	\$ 119,615	\$ 125,838	0	132.378 \$	139,265	
		Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #2~ Pay #3		\$ 131,819	8	138,359 \$	145,248	
		Base Retention Differential- 20 or more YOS: Pay #2 + 5%- Pay #4		\$ 132,130	s	138,997 \$	146,228	
		Service Longevity Payment: 20 YOS @ 10% of Step 1 Pay #4= Pay #5		\$ 144,689		151,558 \$	158,788	
		Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #4= Pay #6	-	\$ 150,969		157,836 \$	165,068	
		Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #4+ Pay #7	\$ 150,715	\$ 157,249	so.	164,116 \$	171,347	
Class 09 Commander		Base Armust Salary October 4, 2015	\$ 130,794	\$ 139,558	v	148,906 \$	158,886	
		Base Pay with 3% Increase as of October2, 2015 Base Pay #1	\$ 134,718	\$ 143,744		153,373 \$	163.652	
		Retention Allowance less than 20 yes:Pay #1 + 4.2% - Pay #2	\$ 140,376	\$ 149,782	49	159,815 \$	170,528	
		Service Longewity Payment- 15 YOS @ 5% of Step 1 Pay #2= Pay #3	\$ 147,395	\$ 156,800	50	166,834 \$	177,545	
		Base Retention Differential- 20 or more YOS: Pay #2 + 5%- Pay #4	\$ 147,395	\$ 157,271	49	167,806 \$	179,052	
		Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #4= Pay #5	\$ 182,134	\$ 172,010	8	182,545 \$	193,792	
		Service Longwilly Payment- 25 YOS @ 15% of Step 1 Pay #4= Pay #6	\$ 169,504	\$ 194,119	s	204,655 \$	215,901	
		Service tongevity Payment-30 YOS @ 20% of Step 1 Pay #4+ Pay #7	\$ 176,874	\$ 186,750	8	197,285 \$	208,531	
Class 10 Assistant Chief	ų.	Base Armand Salary October 4, 2015	\$ 154.016	\$ 164.281	v	175.223		
		Race Day with 3% formers as of October 2, 2015s Base Day 21	\$ 158.636	\$ 189210	w	180 480		
		Retention Allowance less than 20 vm Pay E1 + 4 2% a Pay E2	\$ 165,299	\$ 178.318	101	188 060		
		Service Lockervilly Payment: 15 YOS @ 5% of Saro 1 Pay #2 = Pay #3		\$ 184,581	· v	196,325		
		Base Retention Differential- 20 or more YOS: Pay #2 + 5%- Pay #4	\$ 173,584	\$ 185,132	10	197,463		
		Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #4= Pay #5	\$ 190,920	\$ 202,489	8	214,819		
		Service Longerity Payment- 25 YOS @ 15% of Step 1 Pay #4+ Pay #6	\$ 199,599	\$ 211,167	s	223,497		
		Service Innecessity Payment, 30 VOS 60 2095 of Sens 1 Day 25s Day 27	\$ 208277	\$ 219845	4	232 178		

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.