

**COUNCIL OF THE DISTRICT OF COLUMBIA
COMMITTEE ON LABOR AND WORKFORCE DEVELOPMENT
COMMITTEE REPORT**

1350 Pennsylvania Avenue, NW, Washington, DC 20004

TO: All Councilmembers

FROM: Councilmember Elissa Silverman
Chairperson, Committee on Labor and Workforce Development

DATE: February 13, 2018

SUBJECT: Report on PR 22-739, the “Changes to District Government Employee Pay Schedules Approval Resolution of 2018”

The Committee on Labor and Workforce Development, to which PR 22-739, the “Changes to District Government Employee Pay Schedules Approval Resolution of 2018” was referred, reports favorably thereon with technical amendments, and recommends its approval by the Council.

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I. BACKGROUND AND NEED

On January 23, 2018, PR 22-739, the “Changes to District Government Employee Pay Schedules Approval Resolution of 2018” was introduced by Chairman Mendelson at the request of the Mayor. On February 9, 2018, the Committee on Labor and Workforce Development held a public roundtable on this resolution

As introduced, PR 22-739 would approve the Mayor’s proposed 3% salary increase for Career, Excepted, Management Supervisory, Legal, and Executive Services employees not covered by collective bargaining agreements. It also applies to Educational Service employees of the Office of the State Superintendent of Education and non-instructional and WAE/When-Actually-Employed instructional employees of the District of Columbia Public Schools. The measure excludes non-union employees at the University of the District of Columbia and non-union employees whose salary is set by statute. The salary increase will be paid retroactive to

October 1, 2017. It will affect 8,688 current non-union employees in dozens of agencies across government.

Although this proposed resolution will be deemed approved in its entirety on April 17, 2018, the committee has chosen to mark-up this proposed resolution so that we can move it expeditiously through the Council. The portion of the proposed resolution pertaining to the 3% salary increase for Executive Service employees will be deemed approved on February 23, 2018.¹

II. LEGISLATIVE CHRONOLOGY

January 23, 2018	Introduction of PR 22-739, by Chairman Mendelson at the request of the Mayor
February 2, 2018	Notice of Intent to Act on PR 22-739 published in the <i>District of Columbia Register</i>
February 2, 2018	Notice of Roundtable Hearing on PR 22-739 published in the <i>District of Columbia Register</i>
February 6, 2018	Referred to Committee on Labor and Workforce Development
February 9, 2018	Roundtable Hearing on PR 22-739
February 13, 2018	Committee mark-up of PR22-739

III. POSITION OF THE EXECUTIVE

Director Ventris Gibson testified on behalf of the Executive regarding PR 22-739. Her testimony is summarized below.

IV. COMMENTS OF ADVISORY NEIGHBORHOOD COMMISSIONS

The Committee received no testimony or comments from any Advisory Neighborhood Commission.

V. SUMMARY OF TESTIMONY

The Committee on Labor and Workforce Development held a public roundtable on PR 22-739 on Friday, February 9, 2018, at 1:00 p.m. in Room 123 of the John A. Wilson Building.

¹ Pursuant to DC Code §1-610.52(d), subsequent changes to salary ranges submitted by the Mayor to the Council for Executive Service employees are subject to a 15-day period of review. Although the Committee has voted on the proposed resolution in its entirety, the portion of the proposed resolution that makes subsequent changes to Executive Service employee salary ranges will be deemed approved before the Council will vote on the entire proposed resolution on March 6, 2018.

Committee Chair Elissa Silverman made an opening statement. The portion of the opening statement relevant to PR 22-739 is as follows:

“The next measure, PR 22-739, provides a 3% salary increase for all current non-union employees that are in Career Service, Excepted Service, Management Supervisory Service, Legal Service, and Executive Service. It also applies to Educational Service employees of the Office of the State Superintendent of Education and non-instructional and WAE/When-Actually-Employed instructional employees of the District of Columbia Public Schools. I will add that the committee plans to mark up this resolution on Tuesday, February 13 so that we can move it expeditiously through the Council.”

Government Witness

Ventris Gibson, Director, Department of Human Services (DCHR), testified in support of the resolution, which will would update employee pay schedules for non-union District government employees in FY2018 in line with the increases agreed to in the collective bargaining agreement for Compensation Units 1 and 2 covering FY2018-2021. Director Gibson testified that the salary increase will “keep the District government externally competitive while maintain internal equity.”

Director Gibson explained the preparation for and the timetable of implementing the 3% salary increases provided for in PR 22-739. Director Gibson first noted that DCHR has been working closely with the Office of the Chief Technology Officer (OCTO) and the Office of Pay and Retirement Services (OPRS) to conduct tests on the payroll systems that will be implementing the salary increases. Regarding the timing of the salary schedule changes, Director Gibson stated that District employees that are eligible for the increase should see this reflected in their regular pay at least 6 to 8 weeks from the final Council action approving the proposed resolution. Councilmember Silverman clarified that the likely date of the Council’s final action and approval of PR 22-739 would be on March 6, 2018. Regarding the timing of the retroactive pay dating back to October 1, 2017, Director Gibson stated that District employees that are entitled to retroactive pay will receive it in the form of a lump sum in or around May 2018. Any District employees receiving the lump sum retroactive payment will receive the lump sum in the same manner that they normally receive regular salary payments, such as direct deposit.

The Committee received no testimony or comments in opposition to PR 22-739.

VI. FISCAL IMPACT

The attached fiscal impact statement issued by the District’s Chief Financial Officer states that funds are sufficient in the FY 2018 through FY 2021 budget and financial plan to implement the resolution. The resolution approves a three percent salary increase in FY 2018 for non-union employees, which will cost approximately \$23.5 million in FY 2018 and \$94.2 million over the four-year budget and financial plan.

VII. SECTION-BY-SECTION ANALYSIS

<u>Section 1</u>	Short title.
<u>Section 2</u>	Approves the proposed compensation system changes submitted by the Mayor.
<u>Subsection (a)</u>	Approves the proposed compensation system changes recommended by the Mayor for a salary increase of 3% for certain Career, Educational, Excepted, Management Supervisory, Legal, and Executive Services employees not covered by collective bargaining.
<u>Subsection (b)</u>	Excludes former employees and employees of the Board of Trustees of the University of the District of Columbia from the proposed compensation system changes.
<u>Section 3</u>	Provides that compensation system changes become effective retroactively to October 1, 2017.
<u>Section 4</u>	States the Fiscal Impact of PR 22-739.
<u>Section 5</u>	Council shall transmit a copy of this resolution, upon its adoption, to the Mayor.
<u>Section 6</u>	Effective date.

VIII. COMMITTEE ACTION

On February 9, 2018, the Committee met to consider PR 22-739, the “Changes to District Government Employee Pay Schedules Approval Resolution of 2018.” The meeting was called to order at ____ a.m. After ascertaining a quorum consisting of herself and _____, _____, and _____, Chairperson Silverman moved the committee print and committee report with leave for staff to make technical and conforming changes. After an opportunity for discussion, the vote on the print and report was _____. The meeting adjourned at ____ a.m.

IX. ATTACHMENTS

1. Proposed Resolution 22-739 as introduced.
2. Notice of intent to Act published February 2, 2018.
3. Notice of roundtable February 9, 2018.
4. Witness list and agenda for roundtable February 9, 2018.

5. Written Testimony from roundtable on February 9, 2018.
6. Fiscal Impact Statement for PR 22-739.
7. Legal Sufficiency Determination for PR 22-739.
8. Committee Print of PR 22-739.

DRAFT

ATTACHMENT 1

Proposed Resolution 22-739 as introduced



2018 JAN 23 AM 10:00
OFFICE OF THE
SECRETARY

MURIEL BOWSER
MAYOR

JAN 23 2018

The Honorable Phil Mendelson
Chairman
Council of the District of Columbia
1350 Pennsylvania Avenue, N.W., Suite 504
Washington, D.C. 20004

Dear Chairman Mendelson:

Enclosed for consideration and approval by the Council of the District of Columbia is the
"Changes to Government Pay Schedules Approval Resolution of 2018."

The enclosed resolution would authorize a salary increase of 3% for current Career, Educational, Management Supervisory, Legal, and Executive Services non-collective bargaining unit employees for fiscal year 2018. For current employees, the proposed salary increase will be applied retroactively effective October 1, 2017. The approval of this resolution will further facilitate my goal of pay parity between union and nonunion employees.


I respectfully request the Council's favorable consideration of the enclosed resolution.

Sincerely,

A handwritten signature in black ink, appearing to read "Muriel Bowser", written over the printed name.

Muriel Bowser

Enclosure


Chairman Phil Mendelson
at the request of the Mayor

A PROPOSED RESOLUTION

IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

To approve the proposed compensation system changes submitted by the Mayor for certain Career, Educational, Excepted, Management Supervisory, Legal, and Executive Services employees not covered by collective bargaining.

RESOLVED, BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this resolution may be cited as the "Changes to District Government Employee Pay Schedules Approval Resolution of 2018".

Sec. 2. (a) Pursuant to sections 858, 956, 1052, 1105, 1106, and 1111 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 §§ 1-608.58, 1-609.56, 1-610.52, 1-611.05, 1-611.06, and 1-611.11), the Council approves the proposed compensation system changes recommended by the Mayor for a salary increase of 3% for current non-union Career, Excepted, Management Supervisory, Legal, and Executive Services employees; Educational Service employees of the Office of the State Superintendent of Education; as well as non-instructional and WAE instructional Educational Service employees of the District of Columbia Public Schools.

(b) The compensation system changes approved by this resolution are not applicable to:

- (1) Former employees; or
- (2) Employees of the Board of Trustees of the University of the District of Columbia.

1 Sec. 3. The compensation system changes referred to in section 2(a) of this resolution are
2 approved as outlined in the attached pay schedules and shall become effective retroactively to
3 October 1, 2017, for all current employees.

4 Sec. 4. Fiscal impact statement.

5 The Council approves the fiscal impact statement in the Committee report as the fiscal
6 impact statement required by section 602(c)(3) of the District of Columbia Home Rule Act,
7 approved December 24, 1973 (87 Stat. 813; D.C. Official Code § 1-206.02(c)(3)).

8 Sec. 5. The Secretary to the Council shall transmit a copy of this resolution, upon its
9 adoption, to the Office of the Mayor.

10 Sec. 6. This resolution shall take effect immediately.

District of Columbia Government Salary Schedule: Career Service (General)



Fiscal Year: 2018
Effective Date: October 1, 2017
Union/Nonunion: Non-union
Pay Plan/Schedule: CS
Peoplesoft Schedule: DS0087
% Increase: 3%

Service Code Definition: Career Service (General)
Affected CBU/Service Code(s): XAA A01, XAA A06, XAA A90, XAA A93, XAA C88, XAA A03, XAA A15, XAA A22, DOC A01, DOC A06, DOC A15, XAA A10, XAB A10, XFA A01, XAA A21

Resolution Number:

Date of Resolution:

Grade	1	2	3	4	Step 5	6	7	8	9	10	Between Steps
1 \$	24,612	\$ 25,440	\$ 26,268	\$ 27,096	\$ 27,924	\$ 28,752	\$ 29,580	\$ 30,408	\$ 31,236	\$ 32,064	\$ 828
2 \$	26,503	\$ 27,433	\$ 28,363	\$ 29,293	\$ 30,223	\$ 31,153	\$ 32,083	\$ 33,013	\$ 33,943	\$ 34,873	\$ 930
3 \$	28,892	\$ 29,894	\$ 30,896	\$ 31,898	\$ 32,900	\$ 33,902	\$ 34,904	\$ 35,906	\$ 36,908	\$ 37,910	\$ 1,002
4 \$	30,300	\$ 31,330	\$ 32,360	\$ 33,390	\$ 34,420	\$ 35,450	\$ 36,480	\$ 37,510	\$ 38,540	\$ 39,570	\$ 1,030
5 \$	32,778	\$ 33,917	\$ 35,056	\$ 36,195	\$ 37,334	\$ 38,473	\$ 39,612	\$ 40,751	\$ 41,890	\$ 43,029	\$ 1,139
6 \$	36,304	\$ 37,571	\$ 38,838	\$ 40,105	\$ 41,372	\$ 42,639	\$ 43,906	\$ 45,173	\$ 46,440	\$ 47,707	\$ 1,267
7 \$	40,234	\$ 41,632	\$ 43,030	\$ 44,428	\$ 45,826	\$ 47,224	\$ 48,622	\$ 50,020	\$ 51,418	\$ 52,816	\$ 1,398
8 \$	44,184	\$ 45,592	\$ 47,000	\$ 48,408	\$ 49,816	\$ 51,224	\$ 52,632	\$ 54,040	\$ 55,448	\$ 56,856	\$ 1,408
9 \$	48,598	\$ 50,152	\$ 51,706	\$ 53,260	\$ 54,814	\$ 56,368	\$ 57,922	\$ 59,476	\$ 61,030	\$ 62,584	\$ 1,554
10 \$	53,321	\$ 55,030	\$ 56,739	\$ 58,448	\$ 60,157	\$ 61,866	\$ 63,575	\$ 65,284	\$ 66,993	\$ 68,702	\$ 1,709
11 \$	58,557	\$ 60,439	\$ 62,321	\$ 64,203	\$ 66,085	\$ 67,967	\$ 69,849	\$ 71,731	\$ 73,613	\$ 75,495	\$ 1,882
12 \$	72,457	\$ 74,705	\$ 76,953	\$ 79,201	\$ 81,449	\$ 83,697	\$ 85,945	\$ 88,193	\$ 90,441	\$ 92,689	\$ 2,248
13 \$	83,481	\$ 86,156	\$ 88,831	\$ 91,506	\$ 94,181	\$ 96,856	\$ 99,531	\$ 102,206	\$ 104,881	\$ 107,556	\$ 2,675
14 \$	98,665	\$ 101,825	\$ 104,985	\$ 108,145	\$ 111,305	\$ 114,465	\$ 117,625	\$ 120,785	\$ 123,945	\$ 127,105	\$ 3,160
MINIMUM					MIDPOINT					MAXIMUM	
15/16 \$	104,708				\$ 126,240					\$ 147,771	OPEN RANGE
17/18 \$	126,937				\$ 158,800					\$ 190,662	OPEN RANGE

District of Columbia Government Salary Schedule: Management Supervisory Service (MSS)



Fiscal Year: 2018 **Service Code Definition:** Management Supervisory Service (MSS)

Effective Date: October 1, 2017

Union/Nonunion: Non-union **Affected CBU/Service Code(s):** MSS A51, MSS A53, MSS A65, XAA A51

Pay Plan/Schedule: MS
Peoplesoft Schedule: DS0086

% Increase: 3%

Resolution Number:

Date of Resolution:

Grade	MINIMUM	MIDPOINT	MAXIMUM
11 \$	65,777	\$ 78,933	\$ 92,088
12 \$	77,617	\$ 93,140	\$ 108,664
13 \$	89,260	\$ 107,111	\$ 124,963
14 \$	102,649	\$ 123,178	\$ 143,708
15 \$	113,940	\$ 136,727	\$ 159,515
16 \$	126,433	\$ 151,719	\$ 177,004

District of Columbia Government Salary Schedule: Excepted Service (ES)



Fiscal Year: 2018 **Service Code Definition:** Excepted Service(ES)

Effective Date: October 1, 2017

Union/Nonunion: Non-union **Affected CBU/Service Code(s):** XAA A40, XAA A80

Pay Plan/Schedule: ES
Peoplesoft Schedule: XS0001

% Increase: 3%

Resolution Number:

Date of Resolution:

	Grade	MINIMUM	MIDPOINT	MAXIMUM	CS Grade Allocation
	ES1	\$ 34,628	\$ 43,285	\$ 51,942	5/6
	ES2	\$ 41,792	\$ 52,241	\$ 62,688	7/8
	ES3	\$ 47,762	\$ 59,703	\$ 71,644	9
	ES4	\$ 53,732	\$ 67,166	\$ 80,599	10
	ES5	\$ 59,702	\$ 74,629	\$ 89,553	11
	ES6	\$ 68,061	\$ 85,077	\$ 102,092	12
	ES7	\$ 83,585	\$ 104,479	\$ 125,375	13
	ES8	\$ 95,524	\$ 119,405	\$ 143,286	14/15
	ES9	\$ 107,465	\$ 134,331	\$ 161,197	15/16
	ES10	\$ 119,406	\$ 149,256	\$ 179,108	16/17
	ES11	\$ 149,257	\$ 186,571	\$ 223,885	17/18

District of Columbia Government Salary Schedule: Executive Service Schedule



Fiscal Year: 2018 **Service Code Definition:** Executive Service (DX)

Effective Date: October 1, 2017

Union/Nonunion: Non-union **Affected CBU/Service Code(s):** XXX A87

Pay Plan/Schedule: DX
Peoplesoft Schedule: DX0000

% Increase: 3%

Resolution Number:

Date of Resolution:

Grade	MINIMUM	MIDPOINT	MAXIMUM
E1 \$	98,868	\$ 123,585	\$ 148,301
E2 \$	107,518	\$ 134,361	\$ 161,204
E3 \$	116,910	\$ 146,027	\$ 175,144
E4 \$	127,045	\$ 158,657	\$ 190,270
E5 \$	137,549	\$ 172,586	\$ 207,621

District of Columbia Government Salary Schedule: Nurses (Non-union)



Fiscal Year: 2018 Service Code Definition: Registered Nurses

Effective Date: October 1, 2017

Union/Nonunion: Non-union Affected CBU/Service Code(s): XAA A28

Pay Plan/Schedule: CS Occupational Series: 0610
Peoplesoft Schedule: DS0096

% Increase: 3%

Resolution Number:

Date of Resolution:

Grade	1	2	3	4	Steps 5	6	7	8	9	10	Classification
5	\$57,061	\$58,273	\$59,488	\$60,703	\$63,131	\$65,558	\$67,985	\$70,415	\$72,844	\$75,271	Nurse Graduate
7	\$67,130	\$68,558	\$69,985	\$71,413	\$74,271	\$77,127	\$79,985	\$82,841	\$85,697	\$88,553	Clinical Nurse I (Registered Nurse)
9	\$72,500	\$74,043	\$75,584	\$77,127	\$80,212	\$83,299	\$86,382	\$89,468	\$92,553	\$95,638	Clinical Nurse II (Occupational Health Nurse Community Health Nurse, Lead Registered Nurse)
10	\$75,399	\$77,005	\$78,609	\$80,212	\$83,422	\$86,630	\$89,838	\$93,048	\$96,255	\$99,464	Clinical Nurse III (Nurse Team Leader)
11	\$78,793	\$80,471	\$82,146	\$83,822	\$87,175	\$90,527	\$93,880	\$97,234	\$100,587	\$103,939	Nurse Specialist I (Nurse Consultant I, Nurse Specialist I)
12	\$82,734	\$84,492	\$86,253	\$88,012	\$91,534	\$95,055	\$98,576	\$102,095	\$105,616	\$109,137	Nurse Specialist II (Nurse Consultant II- Team Leader, Nurse Specialist II- Team Leader)

District of Columbia Government Salary Schedule: PUBLIC SAFETY EXECUTIVE PAY SCHEDULE
Public Safety and Justice Cluster



Effective Date: October 1, 2017 **Fiscal Year:** 2018
Nonunion: Non-Union **% Increase:** 3%
Service Code Definition:

CBU/Service Code: XXXJA87
Resolution #: **PeopleSoft Plan:** DX0001
Date of Resolution:

Level	Minimum	Midpoint	Maximum
PS 1	\$180,081	\$207,094	\$234,106
PS 2	\$210,695	\$242,299	\$273,904
PS 3	\$246,513	\$283,490	\$320,467
PS 4	\$288,421	\$331,684	\$374,947

District of Columbia Government Salary Schedule: PUBLIC SAFETY EXCEPTED PAY SCHEDULE

Public Safety and Justice Cluster (Medical Services)



Effective Date: October 1, 2017 **Fiscal Year:** 2018
Nonunion: Non-Union **% Increase:** 3%
Service Code Definition:

CBU/Service Code: XAA A80
Resolution #: **PeopleSoft Plan:** XS0002
Date of Resolution:

Level	Minimum	Midpoint	Maximum
PS 1	\$180,081	\$207,094	\$234,106
PS 2	\$210,695	\$242,299	\$273,904
PS 3	\$246,513	\$283,490	\$320,467
PS 4	\$288,421	\$331,684	\$374,947

The levels on this pay Schedule are 1, 2, 3 AND 4

Levels 1,2,3 AND 4 - (fully trained/board eligible)Supervisory Public Safety Medical Officer Positions

The following factors will be considered when making salary placements:

Area of Specialized Expertise and Education

As it pertains to Supervisory Medical Positions only:

Board Certified In Primary

Board certified in primary specialty and in a subspecialty or a second primary specialty

Each year spent in a fellowship related to the specialty area generally practiced for the employer shall be counted as one year of "post training experience"

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



Fiscal Year: 2018

Effective Date: October 1, 2017

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%

Resolution Number:

Date of Resolution:

Grade		Steps			
		1	2	3	4
Class 08 Battalion Chief	Base Annual Salary October 2, 2016	\$ 110,233	\$ 115,964	\$ 121,993	\$ 128,339
	Base Pay with 3% Increase as of October 1, 2016= Base Pay #1	\$ 113,540	\$ 119,443	\$ 125,653	\$ 132,189
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 119,217	\$ 125,415	\$ 131,936	\$ 138,799
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 124,894	\$ 131,387	\$ 138,218	\$ 145,408
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 130,571	\$ 137,359	\$ 144,501	\$ 152,018
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 136,248	\$ 143,331	\$ 150,784	\$ 158,627
Class 09 Deputy Chief	Base Annual Salary October 2, 2016	\$ 129,363	\$ 138,030	\$ 147,280	\$ 157,149
	Base Pay with 3% Increase as of October 1, 2017= Base Pay #1	\$ 133,244	\$ 142,171	\$ 151,698	\$ 161,864
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 139,906	\$ 149,280	\$ 159,283	\$ 169,957
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 146,568	\$ 156,388	\$ 166,868	\$ 178,050
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 153,230	\$ 163,497	\$ 174,453	\$ 186,143
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 159,893	\$ 170,605	\$ 182,038	\$ 194,236
Class 10 Assistant Chief	Base Annual Salary October 2, 2016	\$ 152,333	\$ 162,481	\$ 173,308	
	Base Pay with 3% Increase as of October 1, 2017= Base Pay #1	\$ 156,903	\$ 167,358	\$ 178,507	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 164,748	\$ 175,723	\$ 187,432	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 172,593	\$ 184,091	\$ 196,358	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 180,438	\$ 192,459	\$ 205,283	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 188,283	\$ 200,827	\$ 214,208	

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



Fiscal Year: 2018

Effective Date: October 1, 2017

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:

Grade		Steps				
		1	2	3	4	5
Class 05 Lieutenant	Base Annual Salary October 2, 2016	\$ 87,079	\$ 91,887	\$ 96,922	\$ 102,255	\$ 107,878
	Base Pay with 3% Increase as of October 1, 2017= Base Pay #1	\$ 89,691	\$ 94,644	\$ 99,830	\$ 105,323	\$ 111,114
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 93,458	\$ 98,619	\$ 104,023	\$ 109,746	\$ 115,781
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #2= Pay #3	\$ 98,131	\$ 103,292	\$ 108,695	\$ 114,419	\$ 120,454
	Base Retention Differential- 20 or more YOS: Pay #2 + 5% = Pay #4	\$ 98,131	\$ 103,550	\$ 109,224	\$ 115,234	\$ 121,570
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #4= Pay #5	\$ 107,944	\$ 113,363	\$ 119,037	\$ 125,047	\$ 131,383
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #4= Pay #6	\$ 112,851	\$ 118,269	\$ 123,943	\$ 129,953	\$ 136,290
Class 07 Captain	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #4= Pay #7	\$ 117,758	\$ 123,176	\$ 128,850	\$ 134,860	\$ 141,196
	Base Annual Salary October 2, 2016	\$ 103,163	\$ 108,529	\$ 114,172	\$ 120,110	
	Base Pay with 3% Increase as of October 1, 2017= Base Pay #1	\$ 106,258	\$ 111,785	\$ 117,597	\$ 123,713	
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 110,721	\$ 116,480	\$ 122,536	\$ 128,909	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #2= Pay #3	\$ 116,257	\$ 122,016	\$ 128,072	\$ 134,445	
	Base Retention Differential- 20 or more YOS: Pay #2 + 5% = Pay #4	\$ 116,257	\$ 122,304	\$ 128,663	\$ 135,355	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #4= Pay #5	\$ 127,882	\$ 133,930	\$ 140,289	\$ 146,980	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #4= Pay #6	\$ 133,895	\$ 139,742	\$ 146,102	\$ 152,793	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #4= Pay #7	\$ 139,508	\$ 145,555	\$ 151,914	\$ 158,606	

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



Fiscal Year: 2018

Effective Date: October 1, 2017

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:

Grade		1	2	3	4	5
		Steps				
Class 08 Inspector	Base Annual Salary October 2, 2016	\$ 114,794	\$ 120,766	\$ 127,042	\$ 133,652	
	Base Pay with 3% Increase as of October 1, 2017 = Base Pay #1	\$ 118,238	\$ 124,389	\$ 130,853	\$ 137,662	
	Retention Allowance less than 20 yrs. Pay #1 + 4.2% = Pay #2	\$ 123,204	\$ 129,613	\$ 136,349	\$ 143,443	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #2 = Pay #3	\$ 129,364	\$ 135,774	\$ 142,509	\$ 149,604	
	Base Retention Differential- 20 or more YOS: Pay #2 + 5% = Pay #4	\$ 129,364	\$ 136,094	\$ 143,167	\$ 150,616	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #4 = Pay #5	\$ 142,300	\$ 149,030	\$ 156,103	\$ 163,552	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #4 = Pay #6	\$ 148,769	\$ 155,499	\$ 162,571	\$ 170,020	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #4 = Pay #7	\$ 155,237	\$ 161,967	\$ 169,039	\$ 176,488	
Class 09 Commander	Base Annual Salary October 2, 2016	\$ 134,718	\$ 143,744	\$ 153,373	\$ 163,652	
	Base Pay with 3% Increase as of October 1, 2017 = Base Pay #1	\$ 138,760	\$ 148,056	\$ 157,974	\$ 168,562	
	Retention Allowance less than 20 yrs. Pay #1 + 4.2% = Pay #2	\$ 144,587	\$ 154,275	\$ 164,609	\$ 175,641	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #2 = Pay #3	\$ 151,817	\$ 161,504	\$ 171,838	\$ 182,871	
	Base Retention Differential- 20 or more YOS: Pay #2 + 5% = Pay #4	\$ 151,817	\$ 161,988	\$ 172,840	\$ 184,423	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #4 = Pay #5	\$ 166,998	\$ 177,170	\$ 188,021	\$ 199,605	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #4 = Pay #6	\$ 174,589	\$ 184,761	\$ 195,612	\$ 207,196	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #4 = Pay #7	\$ 182,180	\$ 192,352	\$ 203,203	\$ 214,787	
Class 10 Assistant Chief	Base Annual Salary October 2, 2016	\$ 158,636	\$ 169,210	\$ 180,480		
	Base Pay with 3% Increase as of October 1, 2017 = Base Pay #1	\$ 163,395	\$ 174,286	\$ 185,894		
	Retention Allowance less than 20 yrs. Pay #1 + 4.2% = Pay #2	\$ 170,258	\$ 181,606	\$ 193,702		
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #2 = Pay #3	\$ 178,771	\$ 190,119	\$ 202,215		
	Base Retention Differential- 20 or more YOS: Pay #2 + 5% = Pay #4	\$ 178,771	\$ 190,687	\$ 203,387		
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #4 = Pay #5	\$ 196,648	\$ 208,564	\$ 221,264		
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #4 = Pay #6	\$ 205,586	\$ 217,502	\$ 230,203		
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #4 = Pay #7	\$ 214,525	\$ 226,441	\$ 239,141		

District of Columbia Government Salary Schedule: Legal Supervisory Service (LX)



Fiscal Year: 2018 **Service Code Definition:** Legal Service Attorney Managers and Attorneys in the Senior Executive Service (includes both OAG and other agencies)

Effective Date: October 1, 2017

Union/Nonunion: Non-union **Affected CBU/Service Code(s):** XAA A34

Pay Plan/Schedule: LX (Legal Service) **Occupational Series:** 905
Peoplesoft Schedule: LX0001

% Increase: 3%

Resolution Number:

Date of Resolution:

Grade	MINIMUM	MIDPOINT	MAXIMUM
LX1 \$	111,732	\$ 141,296	\$ 170,862
LX2 \$	124,177	\$ 155,920	\$ 187,662
LX3 \$	138,769	\$ 173,260	\$ 207,750

District of Columbia Government Salary Schedule: Legal Services (Non-union)



Fiscal Year: 2018 Service Code Definition: Attorneys (includes both OAG and other agencies)

Effective Date: October 1, 2017

Union/Nonunion: Non-union Affected CBU/Service Code(s): XAA A35

Pay Plan/Schedule: LS (Legal Service)
Peoplesoft Schedule: LA0001

% Increase: 3.00%

Resolution Number:

Date of Resolution:

Grade	1	2	3	4	Steps 5	6	7	8	9	10	Between Steps
09 \$	56,687 \$	58,577 \$	60,467 \$	62,357 \$	64,247 \$	66,137 \$	68,027 \$	69,917 \$	71,807 \$	73,697 \$	1,890
10 \$	62,429 \$	64,510 \$	66,591 \$	68,672 \$	70,753 \$	72,834 \$	74,915 \$	76,996 \$	79,077 \$	81,158 \$	2,081
11 \$	68,588 \$	70,876 \$	73,164 \$	75,452 \$	77,740 \$	80,028 \$	82,316 \$	84,604 \$	86,892 \$	89,180 \$	2,288
12 \$	82,204 \$	84,946 \$	87,688 \$	90,430 \$	93,172 \$	95,914 \$	98,656 \$	101,398 \$	104,140 \$	106,882 \$	2,742
13 \$	97,762 \$	101,020 \$	104,278 \$	107,536 \$	110,794 \$	114,052 \$	117,310 \$	120,568 \$	123,826 \$	127,084 \$	3,258
14 \$	115,520 \$	119,372 \$	123,224 \$	127,076 \$	130,928 \$	134,780 \$	138,632 \$	142,484 \$	146,336 \$	150,188 \$	3,852
15 \$	135,893 \$	140,421 \$	144,949 \$	149,477 \$	154,005 \$	158,532 \$	163,060 \$	167,588 \$	170,023 \$	173,455 \$	Varies

District of Columbia Government Salary Schedule: Regular/Leader/Foreman



Fiscal Year:	2018	Service Code Definition:	Regular/Leader/Foreman Non-Supervisory Service
Effective Date:	October 1, 2017	L- Leader	F= Foreman
Union/Nonunion:	Non-union	Affected CBU/Service Code(s):	XAA B01, XAA B02, XAA B03, MSS B13
Pay Plan/Schedule:	RW/LW/SW/MW		
Peoplesoft Schedule:	WS0028- Regular/MSS		
	WS0036- Leaders		
	WS0035- Foreman (up to grade 10)		
% Increase:	3%		
Resolution Number:			
Date of Resolution:			

Grade	1	2	3	4	Step 5	6	7	8	9	10	Between Steps
02 \$	14.96	\$ 15.46	\$ 15.96	\$ 16.46	\$ 16.96	\$ 17.46	\$ 17.96	\$ 18.46	\$ 18.96	\$ 19.46	\$ 0.50
02L \$	16.22	\$ 16.79	\$ 17.36	\$ 17.93	\$ 18.50	\$ 19.07	\$ 19.64	\$ 20.21	\$ 20.78	\$ 21.35	\$ 0.57
02F \$	19.40	\$ 20.07	\$ 20.74	\$ 21.41	\$ 22.08	\$ 22.75	\$ 23.42	\$ 24.09	\$ 24.76	\$ 25.43	\$ 0.67
03 \$	16.05	\$ 16.60	\$ 17.15	\$ 17.70	\$ 18.25	\$ 18.80	\$ 19.35	\$ 19.90	\$ 20.45	\$ 21.00	\$ 0.55
03L \$	17.51	\$ 18.13	\$ 18.75	\$ 19.37	\$ 19.99	\$ 20.61	\$ 21.23	\$ 21.85	\$ 22.47	\$ 23.09	\$ 0.62
03F \$	20.40	\$ 21.11	\$ 21.82	\$ 22.53	\$ 23.24	\$ 23.95	\$ 24.66	\$ 25.37	\$ 26.08	\$ 26.79	\$ 0.71
04 \$	17.17	\$ 17.77	\$ 18.37	\$ 18.97	\$ 19.57	\$ 20.17	\$ 20.77	\$ 21.37	\$ 21.97	\$ 22.57	\$ 0.60
04L \$	18.78	\$ 19.44	\$ 20.10	\$ 20.76	\$ 21.42	\$ 22.08	\$ 22.74	\$ 23.40	\$ 24.06	\$ 24.72	\$ 0.66
04F \$	21.44	\$ 22.18	\$ 22.92	\$ 23.66	\$ 24.40	\$ 25.14	\$ 25.88	\$ 26.62	\$ 27.36	\$ 28.10	\$ 0.74
05 \$	18.31	\$ 18.95	\$ 19.59	\$ 20.23	\$ 20.87	\$ 21.51	\$ 22.15	\$ 22.79	\$ 23.43	\$ 24.07	\$ 0.64
05L \$	19.98	\$ 20.68	\$ 21.38	\$ 22.08	\$ 22.78	\$ 23.48	\$ 24.18	\$ 24.88	\$ 25.58	\$ 26.28	\$ 0.70
05F \$	22.48	\$ 23.25	\$ 24.02	\$ 24.79	\$ 25.56	\$ 26.33	\$ 27.10	\$ 27.87	\$ 28.64	\$ 29.41	\$ 0.77
06 \$	19.46	\$ 20.13	\$ 20.80	\$ 21.47	\$ 22.13	\$ 22.80	\$ 23.47	\$ 24.14	\$ 24.81	\$ 25.48	\$ 0.67
06L \$	21.34	\$ 22.08	\$ 22.82	\$ 23.56	\$ 24.30	\$ 25.04	\$ 25.78	\$ 26.52	\$ 27.26	\$ 28.00	\$ 0.74
06F \$	23.45	\$ 24.26	\$ 25.07	\$ 25.88	\$ 26.69	\$ 27.50	\$ 28.31	\$ 29.12	\$ 29.93	\$ 30.74	\$ 0.81
07 \$	20.71	\$ 21.43	\$ 22.15	\$ 22.87	\$ 23.59	\$ 24.31	\$ 25.03	\$ 25.75	\$ 26.47	\$ 27.19	\$ 0.72
07L \$	22.67	\$ 23.45	\$ 24.23	\$ 25.01	\$ 25.79	\$ 26.57	\$ 27.35	\$ 28.13	\$ 28.91	\$ 29.69	\$ 0.78
07F \$	24.52	\$ 25.37	\$ 26.22	\$ 27.07	\$ 27.92	\$ 28.77	\$ 29.62	\$ 30.47	\$ 31.32	\$ 32.17	\$ 0.85
08 \$	21.84	\$ 22.60	\$ 23.36	\$ 24.12	\$ 24.88	\$ 25.64	\$ 26.40	\$ 27.16	\$ 27.92	\$ 28.68	\$ 0.76
08L \$	24.01	\$ 24.84	\$ 25.67	\$ 26.50	\$ 27.33	\$ 28.16	\$ 28.99	\$ 29.82	\$ 30.65	\$ 31.48	\$ 0.83
08F \$	25.53	\$ 26.41	\$ 27.29	\$ 28.17	\$ 29.05	\$ 29.93	\$ 30.81	\$ 31.69	\$ 32.57	\$ 33.45	\$ 0.88
09 \$	23.01	\$ 23.80	\$ 24.59	\$ 25.38	\$ 26.17	\$ 26.96	\$ 27.75	\$ 28.54	\$ 29.33	\$ 30.12	\$ 0.79
09L \$	25.16	\$ 26.04	\$ 26.92	\$ 27.80	\$ 28.68	\$ 29.56	\$ 30.44	\$ 31.32	\$ 32.20	\$ 33.08	\$ 0.88
09F \$	26.50	\$ 27.42	\$ 28.34	\$ 29.26	\$ 30.18	\$ 31.10	\$ 32.02	\$ 32.94	\$ 33.86	\$ 34.78	\$ 0.92
10 \$	24.17	\$ 25.00	\$ 25.83	\$ 26.66	\$ 27.49	\$ 28.32	\$ 29.15	\$ 29.98	\$ 30.81	\$ 31.64	\$ 0.83
10L \$	26.52	\$ 27.43	\$ 28.34	\$ 29.25	\$ 30.16	\$ 31.07	\$ 31.98	\$ 32.89	\$ 33.80	\$ 34.71	\$ 0.91
10F \$	27.61	\$ 28.55	\$ 29.49	\$ 30.43	\$ 31.37	\$ 32.31	\$ 33.25	\$ 34.19	\$ 35.13	\$ 36.07	\$ 0.94

OPEN RANGE

	MINIMUM	MIDPOINT	MAXIMUM
11 \$	31.13	\$ 36.89	\$ 42.65
12 \$	32.09	\$ 38.03	\$ 43.96
13 \$	33.31	\$ 39.48	\$ 45.64
14 \$	34.84	\$ 41.28	\$ 47.72
15 \$	35.62	\$ 42.20	\$ 48.79
16 \$	36.97	\$ 43.81	\$ 50.63

District of Columbia Government Salary Schedule: NONUNION SUPERVISORY MEDICAL OFFICERS PAY SCHEDULE
DEPARTMENT OF BEHAVIORAL HEALTH



Effective Date: October 1, 2017
Nonunion: Non-Union
Service Code Definition:

Fiscal Year: 2018
% Increase: 3%

CBU/Service Code: CMH/A94
Resolution #:

Occupational Series: 0602, 0668, 0680
Date of Resolution:

Peoplesoft Plan: DS0033

Level	Minimum	Midpoint	Maximum	Level of Supervision
MD 1	\$113,436	\$131,347	\$149,257	1st Level Supervision
MD 2	\$131,346	\$143,287	\$155,228	2nd Level Supervision
MD 3	\$149,257	\$170,153	\$191,047	3rd Level Supervision
MD 4	\$173,138	\$188,064	\$202,989	4th Level Supervision
MD 5	\$185,079	\$202,990	\$220,901	5th Level Supervision
MD 6	\$202,989	\$220,900	\$238,810	6th Level Supervision

The levels on this pay Schedule are 1, 2, 3, 4, 5, and 6.

Levels 1,2,3,4,5 and 6 = (fully trained/board eligible)/Supervisory Medical Officer Positions

The following factors will be considered when making salary placements:

Board Certified In Primary

Board certified in primary specialty and in a subspecialty or a second primary specialty

Each year spent in a fellowship related to the specialty area generally practiced for the employer shall be counted as one year of "post training experience"

Except when based on completion of two residency programs, certification in Clinical and Anatomical Pathology will constitute a certification in a primary specialty

Except when based on completion of two residency programs, certification by the American Board of Neurology and Psychiatry will constitute a certification in a primary specialty

District of Columbia Public Schools

Fiscal Year: 2018

Service Code Definition: Non-Union Educational Service Employees Non-Instructional (WAE)

Effective Date: 10/01/2017 or the first full pay period

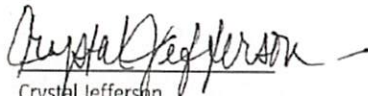
Union/Non-Union: Non-Union

Affected CBU(s): WAA and Service Codes: A60


Increase: 3%

Sched. ID: PS1


Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
EG-01	\$8.35	\$8.60	\$8.86	\$9.11	\$9.37	\$9.62	\$9.87	\$10.13	\$10.38	\$10.64
EG-02	\$9.30	\$9.58	\$9.87	\$10.15	\$10.43	\$10.71	\$11.00	\$11.28	\$11.56	\$11.84
EG-03	\$10.07	\$10.38	\$10.70	\$11.01	\$11.32	\$11.63	\$11.94	\$12.25	\$12.57	\$12.88
EG-04	\$11.22	\$11.57	\$11.92	\$12.26	\$12.61	\$12.96	\$13.31	\$13.66	\$14.00	\$14.35
EG-05	\$12.46	\$12.85	\$13.24	\$13.63	\$14.02	\$14.41	\$14.81	\$15.20	\$15.59	\$15.98
EG-06	\$13.80	\$14.24	\$14.67	\$15.11	\$15.54	\$15.98	\$16.41	\$16.84	\$17.28	\$17.71
EG-07	\$15.25	\$15.73	\$16.21	\$16.70	\$17.18	\$17.67	\$18.15	\$18.63	\$19.12	\$19.60
EG-08	\$16.81	\$17.34	\$17.88	\$18.41	\$18.95	\$19.48	\$20.02	\$20.55	\$21.09	\$21.63
EG-09	\$18.48	\$19.08	\$19.67	\$20.26	\$20.85	\$21.45	\$22.04	\$22.63	\$23.22	\$23.82
EG-10	\$20.29	\$20.93	\$21.58	\$22.23	\$22.88	\$23.53	\$24.18	\$24.83	\$25.48	\$26.13
EG-11	\$22.29	\$23.00	\$23.71	\$24.43	\$25.14	\$25.85	\$26.57	\$27.28	\$27.99	\$28.71
EG-12	\$26.71	\$27.57	\$28.42	\$29.28	\$30.13	\$30.99	\$31.84	\$32.70	\$33.55	\$34.41
EG-13	\$31.76	\$32.78	\$33.79	\$34.81	\$35.83	\$36.85	\$37.87	\$38.89	\$39.91	\$40.93
EG-14	\$37.53	\$38.73	\$39.94	\$41.14	\$42.34	\$43.55	\$44.75	\$45.96	\$47.16	\$48.37
EG-15	\$42.44	\$43.80	\$45.17	\$46.53	\$47.89	\$49.25	\$50.62	\$51.98	\$53.34	\$54.70
EG-16	\$49.73	\$51.33	\$52.93	\$54.52	\$56.12	\$57.72	\$59.32	\$60.92	\$62.52	\$64.11



Crystal Jefferson
Chief
Office of Talent and Culture
Date: 1/4/18



Scott Barash, Esq.
General Counsel
Office of General Counsel
Date: 1/4/18



Deoras Shepherd
Associate Chief Financial Officer
Primary and Secondary Education Cluster
Office of the Chief Financial Officer
Date:

District of Columbia Public Schools

Fiscal Year: 2018

Service Code Definition: WAE Educational Services (Instructional)

Effective Date: 10/01/2017 or the first full pay period

Union/Non-Union: Non-Union

Affected CBU: WAA and Service Code: W01

Sched ID: W01

Increase: 3%

Grade


Step 1

Step 2

Step 3

ET-16

\$ 27.18 \$ 30.85 \$ 34.89

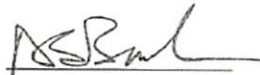


Crystal Jefferson

Chief

Office of Talent and Culture

Date: 1/4/18



Scott Barash, Esq.

General Counsel

Office of the General Counsel

Date: 1/4/18



Deloras Shepherd

Associate Chief Financial Officer

Primary and Secondary Education Cluster

Office of the Chief Financial Officer

Date:

District of Columbia Public Schools

Fiscal Year: 2018

Service Code Definition: Non-Union Educational Service Employees Non-Instructional

Effective Date: 10/01/2017 or the first full pay period

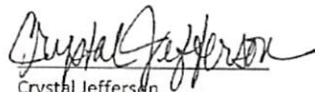
Union/Non-Union: Non-Union

Affected CBU(s): WAA and XGA; Service Codes: A01, A06, A17 and K10

Sched. ID: PS1

Increase: 3%

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
EG-01	\$17,362	\$17,892	\$18,421	\$18,951	\$19,479	\$20,009	\$20,539	\$21,067	\$21,597	\$22,127
EG-02	\$19,348	\$19,936	\$20,523	\$21,112	\$21,698	\$22,286	\$22,874	\$23,461	\$24,049	\$24,637
EG-03	\$20,949	\$21,597	\$22,246	\$22,895	\$23,543	\$24,191	\$24,840	\$25,488	\$26,137	\$26,785
EG-04	\$23,341	\$24,064	\$24,788	\$25,511	\$26,234	\$26,957	\$27,680	\$28,403	\$29,127	\$29,849
EG-05	\$25,907	\$26,722	\$27,537	\$28,350	\$29,165	\$29,980	\$30,795	\$31,608	\$32,423	\$33,238
EG-06	\$28,713	\$29,616	\$30,519	\$31,422	\$32,325	\$33,228	\$34,131	\$35,034	\$35,936	\$36,841
EG-07	\$31,714	\$32,719	\$33,727	\$34,734	\$35,740	\$36,748	\$37,754	\$38,760	\$39,768	\$40,775
EG-08	\$34,961	\$36,074	\$37,188	\$38,301	\$39,414	\$40,527	\$41,640	\$42,754	\$43,868	\$44,981
EG-09	\$38,445	\$39,677	\$40,910	\$42,142	\$43,374	\$44,607	\$45,839	\$47,071	\$48,303	\$49,536
EG-10	\$42,194	\$43,545	\$44,896	\$46,248	\$47,599	\$48,950	\$50,302	\$51,653	\$53,004	\$54,356
EG-11	\$46,356	\$47,840	\$49,325	\$50,809	\$52,293	\$53,778	\$55,260	\$56,745	\$58,229	\$59,714
EG-12	\$55,563	\$57,340	\$59,118	\$60,896	\$62,675	\$64,453	\$66,230	\$68,009	\$69,786	\$71,564
EG-13	\$66,055	\$68,175	\$70,293	\$72,412	\$74,531	\$76,649	\$78,768	\$80,887	\$83,006	\$85,124
EG-14	\$78,057	\$80,563	\$83,068	\$85,573	\$88,077	\$90,582	\$93,087	\$95,593	\$98,097	\$100,603
EG-15	\$88,281	\$91,114	\$93,948	\$96,782	\$99,615	\$102,449	\$105,283	\$108,116	\$110,949	\$113,783
EG-16	\$103,437	\$106,762	\$110,086	\$113,411	\$116,735	\$120,059	\$123,384	\$126,707	\$130,032	\$133,357



Crystal Jefferson

Chief

Office of Talent and Culture

Date: 1/4/18



Scott Barash, Esq.

General Counsel

Office of General Counsel

Date: 1/4/18



Deloras Shepherd

Associate Chief Financial Officer

Primary and Secondary Education Cluster

Office of the Chief Financial Officer

Date:

District of Columbia Public Schools

Fiscal Year: 2018

Service Code Definition: Executive Service - Central Office (EX)

Effective Date: 10/01/2017 or the first full pay period

Union/Non-Union: Non-Union

Affected CBU: WAA and Service Code: A07

Sched. ID: PS1

Increase: 3%

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
EX-1	\$115,951	\$117,707	\$119,463	\$121,219	\$122,976	\$124,732	\$126,488	\$128,245	\$130,001
EX-2	\$124,217	\$125,974	\$127,730	\$129,486	\$131,243	\$132,999	\$134,755	\$136,511	\$138,268
EX-3	\$132,308	\$134,064	\$135,821	\$137,577	\$139,333	\$141,089	\$142,846	\$144,602	\$146,358
EX-4	\$138,690	\$140,446	\$142,202	\$143,959	\$145,715	\$147,471	\$149,228	\$150,984	\$152,740
EX-5	\$162,810	\$164,566	\$166,322	\$168,079	\$169,835	\$171,591	\$173,347	\$175,104	\$176,860
EX-6	\$175,630	\$177,386	\$179,143	\$180,899	\$182,655	\$184,412	\$186,168	\$187,924	\$189,680



Crystal Jefferson

Chief

Office of Talent and Culture

Date: 1/4/18



Scott Barash, Esq.

General Counsel

Office of General Counsel

Date: 1/4/18



Deloras Shepherd

Associate Chief Financial Officer

Primary and Secondary Education Cluster

Office of the Chief Financial Officer

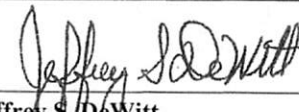
Date:

Government of the District of Columbia
Office of the Chief Financial Officer

OCFO PAY TABLE

Status: Active
Affected CBU/Service Codes: CFO/AOI
Non Union
Pay Plan: DS
Effective Date: October 1, 2017

Grade/Step	1	2	3	4	5	6	7	8	9	10
2	\$ 28,669	\$ 29,674	\$ 30,679	\$ 31,684	\$ 32,689	\$ 33,694	\$ 34,699	\$ 35,705	\$ 36,710	\$ 37,715
3	\$ 31,251	\$ 32,335	\$ 33,419	\$ 34,502	\$ 35,586	\$ 36,670	\$ 37,754	\$ 38,838	\$ 39,922	\$ 41,006
4	\$ 32,771	\$ 33,886	\$ 35,000	\$ 36,114	\$ 37,228	\$ 38,343	\$ 39,457	\$ 40,571	\$ 41,685	\$ 42,800
5	\$ 35,447	\$ 36,680	\$ 37,914	\$ 39,147	\$ 40,381	\$ 41,615	\$ 42,848	\$ 44,082	\$ 45,315	\$ 46,549
6	\$ 39,272	\$ 40,641	\$ 42,010	\$ 43,378	\$ 44,747	\$ 46,115	\$ 47,484	\$ 48,853	\$ 50,221	\$ 51,590
7	\$ 43,519	\$ 45,030	\$ 46,542	\$ 48,053	\$ 49,565	\$ 51,077	\$ 52,588	\$ 54,100	\$ 55,611	\$ 57,123
8	\$ 47,789	\$ 49,312	\$ 50,835	\$ 52,358	\$ 53,880	\$ 55,403	\$ 56,926	\$ 58,449	\$ 59,972	\$ 61,494
9	\$ 52,569	\$ 54,248	\$ 55,928	\$ 57,607	\$ 59,286	\$ 60,965	\$ 62,645	\$ 64,324	\$ 66,003	\$ 67,682
10	\$ 57,665	\$ 59,516	\$ 61,366	\$ 63,216	\$ 65,067	\$ 66,917	\$ 68,767	\$ 70,618	\$ 72,468	\$ 74,318
11	\$ 63,334	\$ 65,370	\$ 67,406	\$ 69,442	\$ 71,478	\$ 73,514	\$ 75,550	\$ 77,586	\$ 79,622	\$ 81,658
12	\$ 78,367	\$ 80,799	\$ 83,231	\$ 85,664	\$ 88,096	\$ 90,528	\$ 92,960	\$ 95,392	\$ 97,825	\$ 100,257
13	\$ 90,288	\$ 93,183	\$ 96,078	\$ 98,973	\$ 101,867	\$ 104,762	\$ 107,657	\$ 110,552	\$ 113,446	\$ 116,341
14	\$ 106,711	\$ 110,130	\$ 113,549	\$ 116,969	\$ 120,388	\$ 123,807	\$ 127,226	\$ 130,646	\$ 134,065	\$ 137,484
15	\$ 125,311	\$ 129,320	\$ 133,329	\$ 137,336	\$ 141,344	\$ 145,350	\$ 149,358	\$ 153,366	\$ 157,373	\$ 161,382
16	\$ 149,647	\$ 154,433	\$ 159,220	\$ 164,006	\$ 168,794	\$ 173,580	\$ 178,368	\$ 181,585	\$ 181,585	\$ 181,585
17	\$ 173,686	\$ 179,247	\$ 186,062	\$ 186,062	\$ 186,062	\$ 186,062	\$ 190,370	\$ 190,370	\$ 190,370	\$ 190,370
18	\$ 192,903	\$ 196,520	\$ 200,435	\$ 203,754	\$ 207,371	\$ 210,988	\$ 212,521	\$ 213,985	\$ 213,985	\$ 218,222


Jeffrey S. DeWitt
Chief Financial Officer

COUNCIL OF THE DISTRICT OF COLUMBIA
1350 Pennsylvania Avenue, N.W.
Washington D.C. 20004

Memorandum

To : Members of the Council

From : 
Nyasha Smith, Secretary to the Council

Date : January 24, 2018

Subject : Referral of Proposed Legislation

Notice is given that the attached proposed legislation was introduced in the Office of the Secretary on Tuesday, January 23, 2018. Copies are available in Room 10, the Legislative Services Division.

TITLE: "Changes to District Government Employee Pay Schedules Approval Resolution of 2018", PR22-0739

INTRODUCED BY: Chairman Mendelson at the request of the Mayor

The Chairman is referring this legislation to the Committee on Labor and Workforce Development. This resolution will be deemed approved on Tuesday, April 17, 2018 without Council action.

Attachment

cc: General Counsel
Budget Director
Legislative Services

ATTACHMENT 2

Notice of intent to Act published February 2, 2018

COUNCIL OF THE DISTRICT OF COLUMBIA
NOTICE OF INTENT TO ACT ON NEW LEGISLATION

The Council of the District of Columbia hereby gives notice of its intention to consider the following legislative matters for final Council action in not less than **15 days**. Referrals of legislation to various committees of the Council are listed below and are subject to change at the legislative meeting immediately following or coinciding with the date of introduction. It is also noted that legislation may be co-sponsored by other Councilmembers after its introduction.

Interested persons wishing to comment may do so in writing addressed to Nyasha Smith, Secretary to the Council, 1350 Pennsylvania Avenue, NW, Room 5, Washington, D.C. 20004. Copies of bills and proposed resolutions are available in the Legislative Services Division, 1350 Pennsylvania Avenue, NW, Room 10, Washington, D.C. 20004 Telephone: 724-8050 or online at www.dccouncil.us.

COUNCIL OF THE DISTRICT OF COLUMBIA**PROPOSED LEGISLATION****PROPOSED RESOLUTIONS**

PR22-738	Compensation Collective Bargaining Agreement between the District of Columbia Government and Compensation Units 1 and 2, FY 2018 - FY 2021, Approval Resolution of 2018 Intro. 1-23-18 by Chairman Mendelson at the request of the Mayor and referred to the Committee on Labor and Workforce Development
PR22-739	Changes to District Government Employee Pay Schedules Approval Resolution of 2018 Intro. 1-23-18 by Chairman Mendelson at the request of the Mayor and referred to the Committee on Labor and Workforce Development
PR22-740	Medical Marijuana Cultivation Center Schedule of Fines Rulemaking Approval Resolution of 2018 Intro. 1-23-18 by Chairman Mendelson at the request of the Mayor and referred to the Committee on Health

ATTACHMENT 3

Notice of roundtable February 9, 2018

**COUNCIL OF THE DISTRICT OF COLUMBIA
COMMITTEE ON LABOR AND WORKFORCE DEVELOPMENT
NOTICE OF PUBLIC ROUNDTABLE**
1350 Pennsylvania Avenue, NW, Washington, D.C. 20004

**CHAIRPERSON ELISSA SILVERMAN
COMMITTEE ON LABOR AND WORKFORCE DEVELOPMENT**

ANNOUNCES A PUBLIC ROUNDTABLE

on

PR 22-738, “Compensation Collective Bargaining Agreement between the District of Columbia Government and Compensation Units 1 and 2, FY 2018 - FY 2021, Approval Resolution of 2018”

and

PR 22-739, “Changes to District Government Employee Pay Schedules Approval Resolution of 2018”

**Friday, February 9, 2018, 1:00 p.m.
Hearing Room 123, John A. Wilson Building
1350 Pennsylvania Avenue, NW
Washington, DC 20004**

Councilmember Elissa Silverman, Chairperson of the Committee on Labor and Workforce Development, announces a public roundtable before the Committee on PR 22-738, the “Compensation Collective Bargaining Agreement between the District of Columbia Government and Compensation Units 1 and 2, FY 2018 - FY 2021, Approval Resolution of 2018,” and PR22-739, the “Changes to District Government Employee Pay Schedules Approval Resolution of 2018.” The roundtable will be held at 1:00 p.m. on Friday, February 9, 2018, in Room 123 of the John A. Wilson Building.

Those who wish to testify before the Committee are asked to contact Ms. Charnisa Royster at labor@dccouncil.us or (202) 724-7772 by close of business Wednesday, February 7, 2018, to provide their name, address, telephone number, organizational affiliation and title (if any), as well as the language of oral interpretation, if any, they require. Those wishing to testify are encouraged, but not required, to submit 15 copies of written testimony. Those representing organizations will have five minutes to present their testimony, and other individuals will have three minutes to present their testimony; less time will be allowed if there are a large number of witnesses.

If you are unable to testify at the roundtable, written statements are encouraged and will be made a part of the official record. Written statements should be submitted by email to Ms. Royster at labor@dccouncil.us or mailed to the Committee on Labor and Workforce Development, Council of the District of Columbia, Suite 115 of the John A. Wilson Building, 1350 Pennsylvania Avenue, N.W., Washington, D.C. 20004. The record will close at 12:00 p.m. on Monday, February 12, 2018.

ATTACHMENT 4

Witness list and agenda for roundtable February 9, 2018

**COUNCIL OF THE DISTRICT OF COLUMBIA
COMMITTEE ON LABOR AND WORKFORCE DEVELOPMENT
PUBLIC ROUNDTABLE: AGENDA AND WITNESS LIST**
1350 Pennsylvania Avenue, NW, Washington, D.C. 20004

**CHAIRPERSON ELISSA SILVERMAN
COMMITTEE ON LABOR AND WORKFORCE DEVELOPMENT**

ANNOUNCES A PUBLIC ROUNDTABLE ON

**PR 22-738, “Compensation Collective Bargaining Agreement between the District of
Columbia Government and Compensation Units 1 and 2, FY 2018 - FY 2021, Approval
Resolution of 2018”**

and

**PR 22-739, “Changes to District Government Employee Pay Schedules Approval
Resolution of 2018”**

**Friday, February 9, 2018, 1:00 p.m.
Hearing Room 123, John A. Wilson Building
1350 Pennsylvania Avenue, NW
Washington, DC 20004**

AGENDA AND WITNESS LIST

- I. CALL TO ORDER**
- II. OPENING REMARKS**
- III. WITNESSES**

Public Witnesses

- Robert Hollingsworth, President, AFSCME District Council 20
- Andrew Washington, Executive Director, AFSCME District Council 20
- Brenda Zwack, Legal Counsel, AFSCME District Council 20

Government Witness

- Repunzelle Bullock, Interim Director, Office of Labor Relations and Collective Bargaining
- Ventris C. Gibson, Director, Department of Human Resources

ATTACHMENT 5

Written Testimony from roundtable on February 9, 2018

GOVERNMENT OF THE DISTRICT OF COLUMBIA
Department of Human Resources



FY 2018 Public Roundtable

on

**PR22 -739, the “Changes to District Government Employee Pay Schedules Approval
Resolution of 2018”**

Testimony of

Ventris C. Gibson

Director, DC Department of Human Resources

Before

Committee on Labor and Workforce Development
Chairperson Elissa Silverman

Friday, February 9, 2018, 1:00 p.m.
Hearing Room 123
John A. Wilson Building
1350 Pennsylvania Avenue, NW
Washington, D.C. 20004



Good afternoon, Councilmember Silverman and members of the Committee on Labor and Workforce Development. For the record, my name is Ventris C. Gibson, and I am the Director of the D.C. Department of Human Resources (DCHR). I am pleased to speak with you today to provide testimony on PR22-739, the “*Changes to District Government Employee Pay Schedules Approval Resolution of 2018.*”

Each day, we strive to attract, develop, and retain the very best people to serve District residents and visitors. The District of Columbia has a wealth of talent -- living, playing, and working right here within the borders of what we hope will become the nation’s 51st state. As an employer of choice, we strive to maintain a compensation system that is internally equitable and externally competitive to support the District’s talent acquisition, talent management, and retention strategy.

I look forward to providing an overview of the resolution, which reflects Mayor Bowser’s acknowledgment of and appreciation for the outstanding work that District employees are performing. The approval of this resolution, along with the agreement for Compensation Units 1 and 2, will simultaneously express the Mayor’s commitment to District government employees and assist in the facilitation of the mayoral priority of creating a pathway to the middle class for District residents.

PR22-739, would update employee pay schedules for non-union District government employees in FY18 in line with the increase for employees in Compensation Units 1 and 2 in FY18.

The Mayor has proposed a three percent increase in FY18 for non-union employees paid from the District salary schedules. This includes all non-union employees under the personnel authority of the Mayor, as well as most non-union employees in agencies with independent personnel authority. Excluded from this increase are non-union employees located at the University of the District of Columbia (UDC) and any non-union employee whose salary is set by statute. UDC will work to make commensurate adjustments for their non-represented employees through the FY19 budget process.



The basis for the salary increase is to keep the District government externally competitive while maintaining internal equity. The Bureau of Labor Statistics (BLS) reported that the Consumer Price Index (CPI) for urban localities increased by 2.1 percent for 2017. Additionally, the BLS reported that wages for 2017 increased the Employment Cost Index (ECI) by 2.5 percent for state and local governments. To put this in context, employers may utilize these factors to determine the economic forecast for future pay adjustments.

Mayor Bowser feels strongly that the non-union increase should keep compensation for non-represented employees aligned with compensation for represented employees. This ensures that the pay disparity between union and non-union employees is not expanded.

To reiterate, Mayor Bowser is committed to providing employee compensation that is externally competitive and internally balanced. Accordingly, it is my recommendation that the changes submitted for consideration today be approved.

I would like to again thank you for providing me with the opportunity to testify on these proposed resolutions. Now, I am happy to answer any questions that you may have.



ATTACHMENT 6

Fiscal Impact Statement for PR 22-739


Government of the District of Columbia
Office of the Chief Financial Officer



Jeffrey S. DeWitt
Chief Financial Officer

MEMORANDUM

TO: The Honorable Phil Mendelson
Chairman, Council of the District of Columbia

FROM: Jeffrey S. DeWitt
Chief Financial Officer 

DATE: January 19, 2018

SUBJECT: Fiscal Impact Statement – Changes to District Government Employee Pay Schedules Approval Resolution of 2018

REFERENCE: Draft Resolution sent to the Office of Revenue Analysis on January 16, 2018

Conclusion

Funds are sufficient in the fiscal year 2018 through fiscal year 2021 budget and financial plan to implement the resolution.

The resolution approves a three percent pay raise in fiscal year 2018 for non-union employees, which will cost approximately \$23.5 million in fiscal year 2018 and \$94.2 million over the four-year budget and financial plan. Of this amount, approximately \$17.1 million in fiscal year 2018 and \$68.2 million over the four-year budget and financial plan must be paid for with local funds.¹ The local portion of the cost will be covered by the Workforce Investments Fund; this will only be available if an affected agency cannot absorb the local portion of the cost. The non-local portion of the cost will be covered by federal funds, private funds, special purpose revenue, or absorbed by agencies.

Background

The resolution gives² a three percent pay increase in fiscal year 2018 to non-union District government employees in the following service categories:

- Career;

¹ Not included in the cost of the agreement is the cost for D.C. Public Schools, which will total \$1.5 million a year in local funds over the four-year budget and financial plan. DCPS will absorb these costs.

² Pursuant to Sections 858, 956, 1052, 1105, 1106, and 1111 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 §§ 1-608.58, 1-609.56, 1-610.52, 1-611.05, 1-611.06, and 1-611.11).

The Honorable Phil Mendelson

FIS: "Changes to District Government Employee Pay Schedules Approval Resolution of 2018," Draft Resolution sent to the Office of Revenue Analysis on January 16, 2018

- Excepted;
- Management Supervisory;
- Legal;
- Executive Service;
- Educational Service employees of the Office of the State Superintendent of Education;
- Non-instructional employees of the District of Columbia Public Schools (DCPS); and
- "When Actually Employed" instructional Educational Service employees of DCPS.

A total of 8,688 employees will receive the increase.

Excluded from the raise are former employees and employees of the Board of Trustees of the University of the District of Columbia.

The salary increase will be paid retroactive to October 1, 2017.

Financial Plan Impact

Funds are sufficient in the fiscal year 2018 through fiscal year 2021 budget and financial plan to implement the resolution.

The resolution will cost approximately \$23.5 million in fiscal year 2018 and \$94.2 million over the four-year budget and financial plan. Of this amount, approximately \$17.1 million in fiscal year 2018 and \$68.2 million over the four-year budget and financial plan must be paid for with local funds, while \$52.4 million of such funding has already been included in agencies' financial plans. Funding is available in the Workforce Investments Fund to cover the remaining local portion of the cost if an affected agency cannot absorb it. The non-local portion of the cost will be covered by federal funds, private funds, and special purpose revenue.

The one-time pay increase will affect 7,748 employees at multiple District agencies with an average salary of \$90,510 and an additional 940 employees at DCPS. The table below excludes the cost of the DCPS employees since DCPS will absorb the cost of the increase.

The cost of the increase includes a cost for the fringe benefits that change with salary level.

The funding available in Workforce Investments can be provided to agencies that may require additional funding for the 72.4 percent of salary costs that are funded with local funds. For personnel funded with federal funding or special purpose revenue, agencies will either pass along increased costs to their funding sources or absorb the cost.

The Honorable Phil Mendelson

FIS: "Changes to District Government Employee Pay Schedules Approval Resolution of 2018," Draft Resolution sent to the Office of Revenue Analysis on January 16, 2018

Cost of "Changes to District Government Employee Pay Schedules Approval Resolution of 2018", Fiscal Years 2018 - 2021					
	FY 2018	FY 2019	FY 2020	FY 2021	Four-Year Total
Total cost (all funding sources) ^(a)	\$23,539,000	\$23,539,000	\$23,539,000	\$23,539,000	\$94,156,000
Local portion: 72.4%^(b)	\$17,051,000	\$17,051,000	\$17,051,000	\$17,051,000	\$68,204,000
Funding already available in the financial plan ^(c)	\$0	(\$8,635,436)	(\$17,417,674)	(\$26,349,211)	(\$52,402,321)
Costs to be covered by Workforce Investments	\$17,051,000	\$8,415,564	(\$366,674)	(\$9,298,211)	\$15,801,679

Table Notes

(a) The cost of the salary increase is inflated by 11.9 percent to account for increases in fringe benefits affected by salary levels. The table does not include the cost of the increase for DCPS, which will cost \$1.5 million a year in local funds. DCPS will absorb these costs.

(b) Local funds cover 72.4 percent of the compensation costs of FTEs affected by the contract. The remainder of the cost will be covered by federal funds, private funds, special purpose revenue, or absorbed by agencies.

(c) The four-year budget and financial plan already includes in each agency a 1.7 percent annual increase for personnel costs.

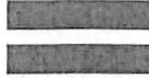
ATTACHMENT 7

Legal Sufficiency Determination for PR 22-739

GOVERNMENT OF THE DISTRICT OF COLUMBIA
Office of the Attorney General



ATTORNEY GENERAL
KARL A. RACINE



Legal Counsel Division

MEMORANDUM


TO: Alana Intrieri
Executive Director
Office of Policy & Legislative Affairs

FROM: Janet M. Robins
Deputy Attorney General
Legal Counsel Division

DATE: January 19, 2018

SUBJECT: Legal Sufficiency Review of the "Changes to District Government Employee
Pay Schedules Approval Resolution of 2018"
(AE-17-631C)

This is to Certify that this Office has reviewed the above-referenced proposed resolution and found it to be legally sufficient. If you have any questions in this regard, please do not hesitate to call me at 724-5524.


Janet M. Robins

ATTACHMENT 8

Committee Print of PR 22-739

1 **Committee Print**
2 **Committee on Labor and Workforce Development**
3 **PR22-739**
4 **February 13, 2018**
5
6
7

8 A PROPOSED RESOLUTION
9

10 _____
11
12 IN THE COUNCIL OF THE DISTRICT OF COLUMBIA
13
14 _____
15
16

17 To approve the proposed compensation system changes submitted by the Mayor for certain
18 Career, Educational, Excepted, Management Supervisory, Legal, and Executive Service
19 employees not covered by collective bargaining.

20 RESOLVED, BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this
21 resolution may be cited as the “Changes to District Government Employee Pay Schedules
22 Approval Resolution of 2018”.

23 Sec. 2. (a) Pursuant to sections 858, 956, 1052, 1105, 1106, and 1111 of the District of
24 Columbia Government Comprehensive Merit Personnel Act of 1978, effective March 3, 1979
25 (D.C. Law 2-139; D.C. Official Code §§ 1-608.58, 1-609.56, 1-610.52, 1-611.05, 1-611.06, and
26 1-611.11), the Council approves the proposed compensation system changes recommended by
27 the Mayor for a salary increase of 3% for current non-union Career, Excepted, Management
28 Supervisory, Legal, and Executive Service employees, Educational Service employees of the
29 Office of the State Superintendent of Education, and non-instructional and WAE instructional
30 Educational Service employees of the District of Columbia Public Schools.

31 (b) The compensation system changes approved by this resolution are not applicable to:

32 (1) Former employees; or

1 (2) Employees of the Board of Trustees of the University of the District of
2 Columbia.

3 Sec. 3. The compensation system changes referred to in section 2(a) of this resolution are
4 approved as outlined in the attached pay schedules and shall become effective retroactively to
5 October 1, 2017, for all current employees.

6 Sec. 4. Fiscal impact statement.

7 The Council adopts the fiscal impact statement in the committee report as the fiscal
8 impact statement required by section 4a of the General Legislative Procedures Act of 1975,
9 approved October 16, 2006 (120 Stat. 2038; D.C. Official Code § 1-301.47a).

10 Sec. 5. The Council shall transmit a copy of this resolution, upon its adoption, to the
11 Office of the Mayor.

12 Sec. 6. This resolution shall take effect immediately.

District of Columbia Government Salary Schedule: Career Service (General)



Fiscal Year: 2018 **Service Code Definition:** Career Service (General)
Effective Date: October 1, 2017
Union/Nonunion: Non-union **Affected CBU/Service Code(s):** XAA A01, XAA A06, XAA A90, XAA A93, XAA C88, XAA A03, XAA A15, XAA A22, DOC A01, DOC A06, DOC A15, XAA A10, XAB A10, XFA A01, XAA A21
Pay Plan/Schedule: CS
Peoplesoft Schedule: DS0087
% Increase: 3%

Resolution Number:

Date of Resolution:

Grade	1	2	3	4	Step 5	6	7	8	9	10	Between Steps
1	\$ 24,612	\$ 25,440	\$ 26,268	\$ 27,096	\$ 27,924	\$ 28,752	\$ 29,580	\$ 30,408	\$ 31,236	\$ 32,064	\$ 828
2	\$ 26,503	\$ 27,433	\$ 28,363	\$ 29,293	\$ 30,223	\$ 31,153	\$ 32,083	\$ 33,013	\$ 33,943	\$ 34,873	\$ 930
3	\$ 28,892	\$ 29,894	\$ 30,896	\$ 31,898	\$ 32,900	\$ 33,902	\$ 34,904	\$ 35,906	\$ 36,908	\$ 37,910	\$ 1,002
4	\$ 30,300	\$ 31,330	\$ 32,360	\$ 33,390	\$ 34,420	\$ 35,450	\$ 36,480	\$ 37,510	\$ 38,540	\$ 39,570	\$ 1,030
5	\$ 32,778	\$ 33,917	\$ 35,056	\$ 36,195	\$ 37,334	\$ 38,473	\$ 39,612	\$ 40,751	\$ 41,890	\$ 43,029	\$ 1,139
6	\$ 36,304	\$ 37,571	\$ 38,838	\$ 40,105	\$ 41,372	\$ 42,639	\$ 43,906	\$ 45,173	\$ 46,440	\$ 47,707	\$ 1,267
7	\$ 40,234	\$ 41,632	\$ 43,030	\$ 44,428	\$ 45,826	\$ 47,224	\$ 48,622	\$ 50,020	\$ 51,418	\$ 52,816	\$ 1,398
8	\$ 44,184	\$ 45,592	\$ 47,000	\$ 48,408	\$ 49,816	\$ 51,224	\$ 52,632	\$ 54,040	\$ 55,448	\$ 56,856	\$ 1,408
9	\$ 48,598	\$ 50,152	\$ 51,706	\$ 53,260	\$ 54,814	\$ 56,368	\$ 57,922	\$ 59,476	\$ 61,030	\$ 62,584	\$ 1,554
10	\$ 53,321	\$ 55,030	\$ 56,739	\$ 58,448	\$ 60,157	\$ 61,866	\$ 63,575	\$ 65,284	\$ 66,993	\$ 68,702	\$ 1,709
11	\$ 58,557	\$ 60,439	\$ 62,321	\$ 64,203	\$ 66,085	\$ 67,967	\$ 69,849	\$ 71,731	\$ 73,613	\$ 75,495	\$ 1,882
12	\$ 72,457	\$ 74,705	\$ 76,953	\$ 79,201	\$ 81,449	\$ 83,697	\$ 85,945	\$ 88,193	\$ 90,441	\$ 92,689	\$ 2,248
13	\$ 83,481	\$ 86,156	\$ 88,831	\$ 91,506	\$ 94,181	\$ 96,856	\$ 99,531	\$ 102,206	\$ 104,881	\$ 107,556	\$ 2,675
14	\$ 98,665	\$ 101,825	\$ 104,985	\$ 108,145	\$ 111,305	\$ 114,465	\$ 117,625	\$ 120,785	\$ 123,945	\$ 127,105	\$ 3,160
MINIMUM					MIDPOINT					MAXIMUM	
15/16	\$ 104,708				\$ 126,240				\$ 147,771	OPEN RANGE	
17/18	\$ 126,937				\$ 158,800				\$ 190,662	OPEN RANGE	

District of Columbia Government Salary Schedule: Management Supervisory Service (MSS)



Fiscal Year: 2018 **Service Code Definition:** Management Supervisory Service (MSS)
Effective Date: October 1, 2017
Union/Nonunion: Non-union **Affected CBU/Service Code(s):** MSS A51, MSS A53, MSS A65, XAA A51
Pay Plan/Schedule: MS
Peoplesoft Schedule: DS0086

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

Grade	MINIMUM	MIDPOINT	MAXIMUM
11 \$	65,777	\$ 78,933	\$ 92,088
12 \$	77,617	\$ 93,140	\$ 108,664
13 \$	89,260	\$ 107,111	\$ 124,963
14 \$	102,649	\$ 123,178	\$ 143,708
15 \$	113,940	\$ 136,727	\$ 159,515
16 \$	126,433	\$ 151,719	\$ 177,004

District of Columbia Government Salary Schedule: Excepted Service (ES)



Fiscal Year: 2018 **Service Code Definition:** Excepted Service(ES)

Effective Date: October 1, 2017

Union/Nonunion: Non-union **Affected CBU/Service Code(s):** XAA A40, XAA A80

Pay Plan/Schedule: ES
Peoplesoft Schedule: XS0001

% Increase: 3%

Resolution Number:

Date of Resolution:

	Grade	MINIMUM	MIDPOINT	MAXIMUM	CS Grade Allocation
	ES1	\$ 34,628	\$ 43,285	\$ 51,942	5/6
	ES2	\$ 41,792	\$ 52,241	\$ 62,688	7/8
	ES3	\$ 47,762	\$ 59,703	\$ 71,644	9
	ES4	\$ 53,732	\$ 67,166	\$ 80,599	10
	ES5	\$ 59,702	\$ 74,629	\$ 89,553	11
	ES6	\$ 68,061	\$ 85,077	\$ 102,092	12
	ES7	\$ 83,585	\$ 104,479	\$ 125,375	13
	ES8	\$ 95,524	\$ 119,405	\$ 143,286	14/15
	ES9	\$ 107,465	\$ 134,331	\$ 161,197	15/16
	ES10	\$ 119,406	\$ 149,256	\$ 179,108	16/17
	ES11	\$ 149,257	\$ 186,571	\$ 223,885	17/18

District of Columbia Government Salary Schedule: Executive Service Schedule



Fiscal Year: 2018 **Service Code Definition:** Executive Service (DX)

Effective Date: October 1, 2017

Union/Nonunion: Non-union **Affected CBU/Service Code(s):** XXX A87

Pay Plan/Schedule: DX
Peoplesoft Schedule: DX0000

% Increase: 3%

Resolution Number:

Date of Resolution:

Grade	MINIMUM	MIDPOINT	MAXIMUM
E1 \$	98,868	\$ 123,585	\$ 148,301
E2 \$	107,518	\$ 134,361	\$ 161,204
E3 \$	116,910	\$ 146,027	\$ 175,144
E4 \$	127,045	\$ 158,657	\$ 190,270
E5 \$	137,549	\$ 172,586	\$ 207,621

District of Columbia Government Salary Schedule: Nurses (Non-union)



Fiscal Year: 2018 **Service Code Definition:** Registered Nurses
Effective Date: October 1, 2017
Union/Nonunion: Non-union **Affected CBU/Service Code(s):** XAA A28
Pay Plan/Schedule: CS **Occupational Series:** 0610
Peoplesoft Schedule: DS0096

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

Grade	Steps										Classification
	1	2	3	4	5	6	7	8	9	10	
5	\$57,061	\$58,273	\$59,488	\$60,703	\$63,131	\$65,558	\$67,985	\$70,415	\$72,844	\$75,271	Nurse Graduate
7	\$67,130	\$68,558	\$69,985	\$71,413	\$74,271	\$77,127	\$79,985	\$82,841	\$85,697	\$88,553	Clinical Nurse I (Registered Nurse)
9	\$72,500	\$74,043	\$75,584	\$77,127	\$80,212	\$83,299	\$86,382	\$89,468	\$92,553	\$95,638	Clinical Nurse II (Occupational Health Nurse Community Health Nurse, Lead Registered Nurse)
10	\$75,399	\$77,005	\$78,609	\$80,212	\$83,422	\$86,630	\$89,838	\$93,048	\$96,255	\$99,464	Clinical Nurse III (Nurse Team Leader)
11	\$78,793	\$80,471	\$82,146	\$83,822	\$87,175	\$90,527	\$93,880	\$97,234	\$100,587	\$103,939	Nurse Specialist I (Nurse Consultant I, Nurse Specialist I)
12	\$82,734	\$84,492	\$86,253	\$88,012	\$91,534	\$95,055	\$98,576	\$102,095	\$105,616	\$109,137	Nurse Specialist II (Nurse Consultant II- Team Leader, Nurse Specialist II- Team Leader)

District of Columbia Government Salary Schedule: PUBLIC SAFETY EXECUTIVE PAY SCHEDULE

Public Safety and Justice Cluster



Effective Date: October 1, 2017 **Fiscal Year:** 2018
Nonunion: Non-Union **% Increase:** 3%
Service Code Definition:

CBU/Service Code: XXX/A87 **PeopleSoft Plan:** DX0001
Resolution #:
Date of Resolution:

Level	Minimum	Midpoint	Maximum
PS 1	\$180,081	\$207,094	\$234,106
PS 2	\$210,695	\$242,299	\$273,904
PS 3	\$246,513	\$283,490	\$320,467
PS 4	\$288,421	\$331,684	\$374,947

District of Columbia Government Salary Schedule: PUBLIC SAFETY EXCEPTED PAY SCHEDULE

Public Safety and Justice Cluster (Medical Services)



Effective Date: October 1, 2017 **Fiscal Year:** 2018
Nonunion: Non-Union **% Increase:** 3%
Service Code Definition:

CBU/Service Code: XAA A80 **PeopleSoft Plan:** XS0002
Resolution #:
Date of Resolution:

Level	Minimum	Midpoint	Maximum
PS 1	\$180,081	\$207,094	\$234,106
PS 2	\$210,695	\$242,299	\$273,904
PS 3	\$246,513	\$283,490	\$320,467
PS 4	\$288,421	\$331,684	\$374,947

The levels on this pay Schedule are 1, 2, 3 AND 4
 Levels 1,2,3 AND 4 - (fully trained/board eligible)/Supervisory Public Safety Medical Officer Positions
 The following factors will be considered when making salary placements:
 Area of Specialized Expertise and Education
 As it pertains to Supervisory Medical Positions only:
 Board Certified In Primary
 Board certified in primary specialty and in a subspecialty or a second primary specialty
 Each year spent in a fellowship related to the specialty area generally practiced for the employer shall be counted as one year of "post training experience"

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



Fiscal Year: 2018

Effective Date: October 1, 2017

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%

Resolution Number:

Date of Resolution:

Grade		Steps			
		1	2	3	4
Class 08 Battalion Chief	Base Annual Salary October 2, 2016	\$ 110,233	\$ 115,964	\$ 121,993	\$ 128,339
	Base Pay with 3% Increase as of October 1, 2016= Base Pay #1	\$ 113,540	\$ 119,443	\$ 125,653	\$ 132,189
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 119,217	\$ 125,415	\$ 131,936	\$ 138,799
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 124,894	\$ 131,387	\$ 138,218	\$ 145,408
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 130,571	\$ 137,359	\$ 144,501	\$ 152,018
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 136,248	\$ 143,331	\$ 150,784	\$ 158,627
Class 09 Deputy Chief	Base Annual Salary October 2, 2016	\$ 129,363	\$ 138,030	\$ 147,280	\$ 157,149
	Base Pay with 3% Increase as of October 1, 2017= Base Pay #1	\$ 133,244	\$ 142,171	\$ 151,698	\$ 161,864
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 139,906	\$ 149,280	\$ 159,283	\$ 169,957
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 146,568	\$ 156,388	\$ 166,868	\$ 178,050
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 153,230	\$ 163,497	\$ 174,453	\$ 186,143
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 159,893	\$ 170,605	\$ 182,038	\$ 194,236
Class 10 Assistant Chief	Base Annual Salary October 2, 2016	\$ 152,333	\$ 162,481	\$ 173,308	
	Base Pay with 3% Increase as of October 1, 2017= Base Pay #1	\$ 156,903	\$ 167,356	\$ 178,507	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 164,748	\$ 175,723	\$ 187,432	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 172,593	\$ 184,091	\$ 196,358	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 180,438	\$ 192,459	\$ 205,283	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 188,283	\$ 200,827	\$ 214,208	

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



Fiscal Year: 2018

Effective Date: October 1, 2017

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:

Grade		Steps				
		1	2	3	4	5
Class 05 Lieutenant	Base Annual Salary October 2, 2016	\$ 87,079	\$ 91,887	\$ 96,922	\$ 102,255	\$ 107,878
	Base Pay with 3% Increase as of October 1, 2017= Base Pay #1	\$ 89,891	\$ 94,644	\$ 99,830	\$ 105,323	\$ 111,114
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 93,458	\$ 98,619	\$ 104,023	\$ 109,746	\$ 115,781
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #2= Pay #3	\$ 98,131	\$ 103,292	\$ 108,695	\$ 114,419	\$ 120,454
	Base Retention Differential- 20 or more YOS: Pay #2 + 5%= Pay #4	\$ 98,131	\$ 103,550	\$ 109,224	\$ 115,234	\$ 121,570
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #4= Pay #5	\$ 107,944	\$ 113,363	\$ 119,037	\$ 125,047	\$ 131,383
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #4= Pay #6	\$ 112,851	\$ 118,269	\$ 123,943	\$ 129,953	\$ 136,290
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #4= Pay #7	\$ 117,758	\$ 123,176	\$ 128,850	\$ 134,860	\$ 141,196
Class 07 Captain	Base Annual Salary October 2, 2016	\$ 103,163	\$ 108,529	\$ 114,172	\$ 120,110	
	Base Pay with 3% Increase as of October 1, 2017= Base Pay #1	\$ 106,258	\$ 111,785	\$ 117,597	\$ 123,713	
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 110,721	\$ 116,480	\$ 122,536	\$ 128,909	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #2= Pay #3	\$ 116,257	\$ 122,016	\$ 128,072	\$ 134,445	
	Base Retention Differential- 20 or more YOS: Pay #2 + 5%= Pay #4	\$ 116,257	\$ 122,304	\$ 128,663	\$ 135,355	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #4= Pay #5	\$ 127,882	\$ 133,930	\$ 140,289	\$ 146,980	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #4= Pay #6	\$ 133,695	\$ 139,742	\$ 146,102	\$ 152,793	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #4= Pay #7	\$ 139,508	\$ 145,555	\$ 151,914	\$ 158,606	

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



Fiscal Year: 2018

Effective Date: October 1, 2017

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:

Grade	Steps				
	1	2	3	4	5
Class 08 Inspector	Base Annual Salary October 2, 2016	\$ 114,794	\$ 120,766	\$ 127,042	\$ 133,652
	Base Pay with 3% Increase as of October 1, 2017 = Base Pay #1	\$ 118,238	\$ 124,389	\$ 130,853	\$ 137,662
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 123,204	\$ 129,613	\$ 136,349	\$ 143,443
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #2 = Pay #3	\$ 129,364	\$ 135,774	\$ 142,509	\$ 149,604
	Base Retention Differential- 20 or more YOS: Pay #2 + 5% = Pay #4	\$ 129,364	\$ 136,094	\$ 143,167	\$ 150,616
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #4 = Pay #5	\$ 142,300	\$ 149,030	\$ 156,103	\$ 163,552
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #4 = Pay #6	\$ 148,769	\$ 155,499	\$ 162,571	\$ 170,020
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #4 = Pay #7	\$ 155,237	\$ 161,967	\$ 169,039	\$ 176,488
Class 09 Commander	Base Annual Salary October 2, 2016	\$ 134,718	\$ 143,744	\$ 153,373	\$ 163,652
	Base Pay with 3% Increase as of October 1, 2017 = Base Pay #1	\$ 138,760	\$ 148,056	\$ 157,974	\$ 168,562
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 144,587	\$ 154,275	\$ 164,609	\$ 175,641
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #2 = Pay #3	\$ 151,817	\$ 161,504	\$ 171,838	\$ 182,871
	Base Retention Differential- 20 or more YOS: Pay #2 + 5% = Pay #4	\$ 151,817	\$ 161,988	\$ 172,840	\$ 184,423
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #4 = Pay #5	\$ 168,998	\$ 177,170	\$ 188,021	\$ 199,605
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #4 = Pay #6	\$ 174,589	\$ 184,761	\$ 195,612	\$ 207,196
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #4 = Pay #7	\$ 182,180	\$ 192,352	\$ 203,203	\$ 214,787
Class 10 Assistant Chief	Base Annual Salary October 2, 2016	\$ 158,636	\$ 169,210	\$ 180,480	
	Base Pay with 3% Increase as of October 1, 2017 = Base Pay #1	\$ 163,395	\$ 174,286	\$ 185,894	
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 170,258	\$ 181,606	\$ 193,702	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #2 = Pay #3	\$ 178,771	\$ 190,119	\$ 202,215	
	Base Retention Differential- 20 or more YOS: Pay #2 + 5% = Pay #4	\$ 178,771	\$ 190,687	\$ 203,387	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #4 = Pay #5	\$ 198,648	\$ 208,584	\$ 221,264	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #4 = Pay #6	\$ 205,586	\$ 217,502	\$ 230,203	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #4 = Pay #7	\$ 214,525	\$ 226,441	\$ 239,141	

District of Columbia Government Salary Schedule: Legal Supervisory Service (LX)



Fiscal Year: 2018 **Service Code Definition:** Legal Service Attorney Managers and Attorneys in the Senior Executive Service (includes both OAG and other agencies)

Effective Date: October 1, 2017

Union/Nonunion: Non-union **Affected CBU/Service Code(s):** XAA A34

Pay Plan/Schedule: LX (Legal Service) **Occupational Series:** 905
Peoplesoft Schedule: LX0001

% Increase: 3%

Resolution Number:

Date of Resolution:

Grade	MINIMUM	MIDPOINT	MAXIMUM
LX1 \$	111,732	\$ 141,296	\$ 170,862
LX2 \$	124,177	\$ 155,920	\$ 187,662
LX3 \$	138,769	\$ 173,260	\$ 207,750

District of Columbia Government Salary Schedule: Legal Services (Non-union)



Fiscal Year: 2018 Service Code Definition: Attorneys (includes both OAG and other agencies)

Effective Date: October 1, 2017

Union/Nonunion: Non-union Affected CBU/Service Code(s): XAA A35

Pay Plan/Schedule: LS (Legal Service)
Peoplesoft Schedule: LA0001

% Increase: 3.00%

Resolution Number:

Date of Resolution:

Grade	1	2	3	4	Steps 5	6	7	8	9	10	Between Steps
09 \$	56,687 \$	58,577 \$	60,467 \$	62,357 \$	64,247 \$	66,137 \$	68,027 \$	69,917 \$	71,807 \$	73,697 \$	1,890
10 \$	62,429 \$	64,510 \$	66,591 \$	68,672 \$	70,753 \$	72,834 \$	74,915 \$	76,996 \$	79,077 \$	81,158 \$	2,081
11 \$	68,588 \$	70,876 \$	73,164 \$	75,452 \$	77,740 \$	80,028 \$	82,316 \$	84,604 \$	86,892 \$	89,180 \$	2,288
12 \$	82,204 \$	84,946 \$	87,688 \$	90,430 \$	93,172 \$	95,914 \$	98,656 \$	101,398 \$	104,140 \$	106,882 \$	2,742
13 \$	97,782 \$	101,020 \$	104,278 \$	107,536 \$	110,794 \$	114,052 \$	117,310 \$	120,568 \$	123,826 \$	127,084 \$	3,258
14 \$	115,520 \$	119,372 \$	123,224 \$	127,076 \$	130,928 \$	134,780 \$	138,632 \$	142,484 \$	146,336 \$	150,188 \$	3,852
15 \$	135,893 \$	140,421 \$	144,949 \$	149,477 \$	154,005 \$	158,532 \$	163,060 \$	167,588 \$	170,023 \$	173,455 \$	Varies

District of Columbia Government Salary Schedule: Regular/Leader/Foreman



Fiscal Year: 2018 Service Code Definition: Regular/Leader/Foreman Non-Supervisory Service

Effective Date: October 1, 2017 L- Leader F= Foreman

Union/Nonunion: Non-union Affected CBU/Service Code(s): XAA B01, XAA B02, XAA B03, MSS B13

Pay Plan/Schedule: RW/LW/SW/MW
Peoplesoft Schedule: WS0028- Regular/MSS
WS0036- Leaders
WS0035- Foreman (up to grade 10)

% Increase: 3%

Resolution Number:

Date of Resolution:

Grade	1	2	3	4	Step 5	6	7	8	9	10	Between Steps
02 \$	14.96	\$ 15.46	\$ 15.96	\$ 16.46	\$ 16.96	\$ 17.46	\$ 17.96	\$ 18.46	\$ 18.96	\$ 19.46	\$ 0.50
02L \$	16.22	\$ 16.79	\$ 17.36	\$ 17.93	\$ 18.50	\$ 19.07	\$ 19.64	\$ 20.21	\$ 20.78	\$ 21.35	\$ 0.57
02F \$	19.40	\$ 20.07	\$ 20.74	\$ 21.41	\$ 22.08	\$ 22.75	\$ 23.42	\$ 24.09	\$ 24.76	\$ 25.43	\$ 0.67
03 \$	16.05	\$ 16.60	\$ 17.15	\$ 17.70	\$ 18.25	\$ 18.80	\$ 19.35	\$ 19.90	\$ 20.45	\$ 21.00	\$ 0.55
03L \$	17.51	\$ 18.13	\$ 18.75	\$ 19.37	\$ 19.99	\$ 20.61	\$ 21.23	\$ 21.85	\$ 22.47	\$ 23.09	\$ 0.62
03F \$	20.40	\$ 21.11	\$ 21.82	\$ 22.53	\$ 23.24	\$ 23.95	\$ 24.66	\$ 25.37	\$ 26.08	\$ 26.79	\$ 0.71
04 \$	17.17	\$ 17.77	\$ 18.37	\$ 18.97	\$ 19.57	\$ 20.17	\$ 20.77	\$ 21.37	\$ 21.97	\$ 22.57	\$ 0.60
04L \$	18.78	\$ 19.44	\$ 20.10	\$ 20.76	\$ 21.42	\$ 22.08	\$ 22.74	\$ 23.40	\$ 24.06	\$ 24.72	\$ 0.66
04F \$	21.44	\$ 22.18	\$ 22.92	\$ 23.66	\$ 24.40	\$ 25.14	\$ 25.88	\$ 26.62	\$ 27.36	\$ 28.10	\$ 0.74
05 \$	18.31	\$ 18.95	\$ 19.59	\$ 20.23	\$ 20.87	\$ 21.51	\$ 22.15	\$ 22.79	\$ 23.43	\$ 24.07	\$ 0.64
05L \$	19.98	\$ 20.68	\$ 21.38	\$ 22.08	\$ 22.78	\$ 23.48	\$ 24.18	\$ 24.88	\$ 25.58	\$ 26.28	\$ 0.70
05F \$	22.48	\$ 23.25	\$ 24.02	\$ 24.79	\$ 25.56	\$ 26.33	\$ 27.10	\$ 27.87	\$ 28.64	\$ 29.41	\$ 0.77
06 \$	19.46	\$ 20.13	\$ 20.80	\$ 21.47	\$ 22.13	\$ 22.80	\$ 23.47	\$ 24.14	\$ 24.81	\$ 25.48	\$ 0.67
06L \$	21.34	\$ 22.08	\$ 22.82	\$ 23.56	\$ 24.30	\$ 25.04	\$ 25.78	\$ 26.52	\$ 27.26	\$ 28.00	\$ 0.74
06F \$	23.45	\$ 24.26	\$ 25.07	\$ 25.88	\$ 26.69	\$ 27.50	\$ 28.31	\$ 29.12	\$ 29.93	\$ 30.74	\$ 0.81
07 \$	20.71	\$ 21.43	\$ 22.15	\$ 22.87	\$ 23.59	\$ 24.31	\$ 25.03	\$ 25.75	\$ 26.47	\$ 27.19	\$ 0.72
07L \$	22.67	\$ 23.45	\$ 24.23	\$ 25.01	\$ 25.79	\$ 26.57	\$ 27.35	\$ 28.13	\$ 28.91	\$ 29.69	\$ 0.78
07F \$	24.52	\$ 25.37	\$ 26.22	\$ 27.07	\$ 27.92	\$ 28.77	\$ 29.62	\$ 30.47	\$ 31.32	\$ 32.17	\$ 0.85
08 \$	21.84	\$ 22.60	\$ 23.36	\$ 24.12	\$ 24.88	\$ 25.64	\$ 26.40	\$ 27.16	\$ 27.92	\$ 28.68	\$ 0.76
08L \$	24.01	\$ 24.84	\$ 25.67	\$ 26.50	\$ 27.33	\$ 28.16	\$ 28.99	\$ 29.82	\$ 30.65	\$ 31.48	\$ 0.83
08F \$	25.53	\$ 26.41	\$ 27.29	\$ 28.17	\$ 29.05	\$ 29.93	\$ 30.81	\$ 31.69	\$ 32.57	\$ 33.45	\$ 0.88
09 \$	23.01	\$ 23.80	\$ 24.59	\$ 25.38	\$ 26.17	\$ 26.96	\$ 27.75	\$ 28.54	\$ 29.33	\$ 30.12	\$ 0.79
09L \$	25.16	\$ 26.04	\$ 26.92	\$ 27.80	\$ 28.68	\$ 29.56	\$ 30.44	\$ 31.32	\$ 32.20	\$ 33.08	\$ 0.88
09F \$	26.50	\$ 27.42	\$ 28.34	\$ 29.26	\$ 30.18	\$ 31.10	\$ 32.02	\$ 32.94	\$ 33.86	\$ 34.78	\$ 0.92
10 \$	24.17	\$ 25.00	\$ 25.83	\$ 26.66	\$ 27.49	\$ 28.32	\$ 29.15	\$ 29.98	\$ 30.81	\$ 31.64	\$ 0.83
10L \$	26.52	\$ 27.43	\$ 28.34	\$ 29.25	\$ 30.16	\$ 31.07	\$ 31.98	\$ 32.89	\$ 33.80	\$ 34.71	\$ 0.91
10F \$	27.61	\$ 28.55	\$ 29.49	\$ 30.43	\$ 31.37	\$ 32.31	\$ 33.25	\$ 34.19	\$ 35.13	\$ 36.07	\$ 0.94

OPEN RANGE

	MINIMUM	MIDPOINT	MAXIMUM
11 \$	31.13	\$ 36.89	\$ 42.65
12 \$	32.09	\$ 38.03	\$ 43.96
13 \$	33.31	\$ 39.48	\$ 45.64
14 \$	34.84	\$ 41.28	\$ 47.72
15 \$	35.62	\$ 42.20	\$ 48.79
16 \$	36.97	\$ 43.81	\$ 50.63

District of Columbia Government Salary Schedule: NONUNION SUPERVISORY MEDICAL OFFICERS PAY SCHEDULE
DEPARTMENT OF BEHAVIORAL HEALTH



Effective Date: October 1, 2017
Nonunion: Non-Union
Service Code Definition:

Fiscal Year: 2018
% Increase: 3%

CBU/Service Code: CMH/A94
Resolution #:

Occupational Series: 0602, 0668, 0680
Date of Resolution: **Peoplesoft Plan:** DS0033

Level	Minimum	Midpoint	Maximum	Level of Supervision
MD 1	\$113,436	\$131,347	\$149,257	1st Level Supervision
MD 2	\$131,346	\$143,287	\$155,228	2nd Level Supervision
MD 3	\$149,257	\$170,153	\$191,047	3rd Level Supervision
MD 4	\$173,138	\$188,064	\$202,989	4th Level Supervision
MD 5	\$185,079	\$202,990	\$220,901	5th Level Supervision
MD 6	\$202,989	\$220,900	\$238,810	6th Level Supervision

The levels on this pay Schedule are 1, 2, 3, 4, 5, and 6.

Levels 1,2,3,4,5 and 6 = (fully trained/board eligible)/Supervisory Medical Officer Positions

The following factors will be considered when making salary placements:

Board Certified In Primary

Board certified in primary specialty and in a subspecialty or a second primary specialty

Each year spent in a fellowship related to the specialty area generally practiced for the employer shall be counted as one year of "post training experience"

Except when based on completion of two residency programs, certification in Clinical and Anatomical Pathology will constitute a certification in a primary specialty

Except when based on completion of two residency programs, certification by the American Board of Neurology and Psychiatry will constitute a certification in a primary specialty

District of Columbia Public Schools

Fiscal Year: 2018

Service Code Definition: Non-Union Educational Service Employees Non-Instructional (WAE)

Effective Date: 10/01/2017 or the first full pay period

Union/Non-Union: Non-Union

Affected CBU(s): WAA and Service Codes: A60

Increase: 3%

Sched. ID: PS1

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
EG-01	\$8.35	\$8.60	\$8.86	\$9.11	\$9.37	\$9.62	\$9.87	\$10.13	\$10.38	\$10.64
EG-02	\$9.30	\$9.58	\$9.87	\$10.15	\$10.43	\$10.71	\$11.00	\$11.28	\$11.56	\$11.84
EG-03	\$10.07	\$10.38	\$10.70	\$11.01	\$11.32	\$11.63	\$11.94	\$12.25	\$12.57	\$12.88
EG-04	\$11.22	\$11.57	\$11.92	\$12.26	\$12.61	\$12.96	\$13.31	\$13.66	\$14.00	\$14.35
EG-05	\$12.46	\$12.85	\$13.24	\$13.63	\$14.02	\$14.41	\$14.81	\$15.20	\$15.59	\$15.98
EG-06	\$13.80	\$14.24	\$14.67	\$15.11	\$15.54	\$15.98	\$16.41	\$16.84	\$17.28	\$17.71
EG-07	\$15.25	\$15.73	\$16.21	\$16.70	\$17.18	\$17.67	\$18.15	\$18.63	\$19.12	\$19.60
EG-08	\$16.81	\$17.34	\$17.88	\$18.41	\$18.95	\$19.48	\$20.02	\$20.55	\$21.09	\$21.63
EG-09	\$18.48	\$19.08	\$19.67	\$20.26	\$20.85	\$21.45	\$22.04	\$22.63	\$23.22	\$23.82
EG-10	\$20.29	\$20.93	\$21.58	\$22.23	\$22.88	\$23.53	\$24.18	\$24.83	\$25.48	\$26.13
EG-11	\$22.29	\$23.00	\$23.71	\$24.43	\$25.14	\$25.85	\$26.57	\$27.28	\$27.99	\$28.71
EG-12	\$26.71	\$27.57	\$28.42	\$29.28	\$30.13	\$30.99	\$31.84	\$32.70	\$33.55	\$34.41
EG-13	\$31.76	\$32.78	\$33.79	\$34.81	\$35.83	\$36.85	\$37.87	\$38.89	\$39.91	\$40.93
EG-14	\$37.53	\$38.73	\$39.94	\$41.14	\$42.34	\$43.55	\$44.75	\$45.96	\$47.16	\$48.37
EG-15	\$42.44	\$43.80	\$45.17	\$46.53	\$47.89	\$49.25	\$50.62	\$51.98	\$53.34	\$54.70
EG-16	\$49.73	\$51.33	\$52.93	\$54.52	\$56.12	\$57.72	\$59.32	\$60.92	\$62.52	\$64.11



Crystal Jefferson
Chief
Office of Talent and Culture
Date: 1/4/18



Scott Barash, Esq.
General Counsel
Office of General Counsel
Date: 1/4/18



Deforas Shepherd
Associate Chief Financial Officer
Primary and Secondary Education Cluster
Office of the Chief Financial Officer
Date:

District of Columbia Public Schools

Fiscal Year: 2018

Service Code Definition: WAE Educational Services (Instructional)

Effective Date: 10/01/2017 or the first full pay period

Union/Non-Union: Non-Union

Affected CBU: WAA and Service Code: W01

Sched ID: W01

Increase: 3%

Grade

Step 1

Step 2

Step 3

ET-16

\$ 27.18

\$ 30.85

\$ 34.89



Crystal Jefferson

Chief

Office of Talent and Culture

Date: 1/4/18



Scott Barash, Esq.

General Counsel

Office of the General Counsel

Date: 1/4/18



Deloras Shepherd

Associate Chief Financial Officer

Primary and Secondary Education Cluster

Office of the Chief Financial Officer

Date:

District of Columbia Public Schools

Fiscal Year: 2018

Service Code Definition: Non-Union Educational Service Employees Non-Instructional

Effective Date: 10/01/2017 or the first full pay period

Union/Non-Union: Non-Union

Affected CBU(s): WAA and XGA; Service Codes: A01, A06, A17 and K10

Sched. ID: PS1

Increase: 3%

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
EG-01	\$17,362	\$17,892	\$18,421	\$18,951	\$19,479	\$20,009	\$20,539	\$21,067	\$21,597	\$22,127
EG-02	\$19,348	\$19,936	\$20,523	\$21,112	\$21,698	\$22,286	\$22,874	\$23,461	\$24,049	\$24,637
EG-03	\$20,949	\$21,597	\$22,246	\$22,895	\$23,543	\$24,191	\$24,840	\$25,488	\$26,137	\$26,785
EG-04	\$23,341	\$24,064	\$24,788	\$25,511	\$26,234	\$26,957	\$27,680	\$28,403	\$29,127	\$29,849
EG-05	\$25,907	\$26,722	\$27,537	\$28,350	\$29,165	\$29,980	\$30,795	\$31,608	\$32,423	\$33,238
EG-06	\$28,713	\$29,616	\$30,519	\$31,422	\$32,325	\$33,228	\$34,131	\$35,034	\$35,936	\$36,841
EG-07	\$31,714	\$32,719	\$33,727	\$34,734	\$35,740	\$36,748	\$37,754	\$38,760	\$39,768	\$40,775
EG-08	\$34,961	\$36,074	\$37,188	\$38,301	\$39,414	\$40,527	\$41,640	\$42,754	\$43,868	\$44,981
EG-09	\$38,445	\$39,677	\$40,910	\$42,142	\$43,374	\$44,607	\$45,839	\$47,071	\$48,303	\$49,536
EG-10	\$42,194	\$43,545	\$44,896	\$46,248	\$47,599	\$48,950	\$50,302	\$51,653	\$53,004	\$54,356
EG-11	\$46,356	\$47,840	\$49,325	\$50,809	\$52,293	\$53,778	\$55,260	\$56,745	\$58,229	\$59,714
EG-12	\$55,563	\$57,340	\$59,118	\$60,896	\$62,675	\$64,453	\$66,230	\$68,009	\$69,786	\$71,564
EG-13	\$66,055	\$68,175	\$70,293	\$72,412	\$74,531	\$76,649	\$78,768	\$80,887	\$83,006	\$85,124
EG-14	\$78,057	\$80,563	\$83,068	\$85,573	\$88,077	\$90,582	\$93,087	\$95,593	\$98,097	\$100,603
EG-15	\$88,281	\$91,114	\$93,948	\$96,782	\$99,615	\$102,449	\$105,283	\$108,116	\$110,949	\$113,783
EG-16	\$103,437	\$106,762	\$110,086	\$113,411	\$116,735	\$120,059	\$123,384	\$126,707	\$130,032	\$133,357



Crystal Jefferson

Chief

Office of Talent and Culture

Date: 1/4/18



Scott Barash, Esq.

General Counsel

Office of General Counsel

Date: 1/4/18



Deloras Shepherd

Associate Chief Financial Officer

Primary and Secondary Education Cluster

Office of the Chief Financial Officer

Date:

District of Columbia Public Schools

Fiscal Year: 2018

Service Code Definition: Executive Service - Central Office (EX)

Effective Date: 10/01/2017 or the first full pay period

Union/Non-Union: Non-Union

Affected CBU: WAA and Service Code: A07

Sched. ID: PS1

Increase: 3%

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
EX-1	\$115,951	\$117,707	\$119,463	\$121,219	\$122,976	\$124,732	\$126,488	\$128,245	\$130,001
EX-2	\$124,217	\$125,974	\$127,730	\$129,486	\$131,243	\$132,999	\$134,755	\$136,511	\$138,268
EX-3	\$132,308	\$134,064	\$135,821	\$137,577	\$139,333	\$141,089	\$142,846	\$144,602	\$146,358
EX-4	\$138,690	\$140,446	\$142,202	\$143,959	\$145,715	\$147,471	\$149,228	\$150,984	\$152,740
EX-5	\$162,810	\$164,566	\$166,322	\$168,079	\$169,835	\$171,591	\$173,347	\$175,104	\$176,860
EX-6	\$175,630	\$177,386	\$179,143	\$180,899	\$182,655	\$184,412	\$186,168	\$187,924	\$189,680



Crystal Jefferson
Chief

Office of Talent and Culture

Date: 1/4/18




Scott Barash, Esq.

General Counsel

Office of General Counsel

Date: 1/4/18



Deloras Shepherd

Associate Chief Financial Officer

Primary and Secondary Education Cluster

Office of the Chief Financial Officer

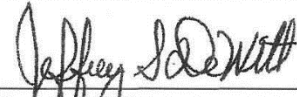
Date:

Government of the District of Columbia
Office of the Chief Financial Officer

OCFO PAY TABLE

Status: Active
Affected CBU/Service Codes: CFO/AO1
Non Union
Pay Plan: DS
Effective Date: October 1, 2017

Grade/Step	1	2	3	4	5	6	7	8	9	10
2	\$ 28,669	\$ 29,674	\$ 30,679	\$ 31,684	\$ 32,689	\$ 33,694	\$ 34,699	\$ 35,705	\$ 36,710	\$ 37,715
3	\$ 31,251	\$ 32,335	\$ 33,419	\$ 34,502	\$ 35,586	\$ 36,670	\$ 37,754	\$ 38,838	\$ 39,922	\$ 41,006
4	\$ 32,771	\$ 33,886	\$ 35,000	\$ 36,114	\$ 37,228	\$ 38,343	\$ 39,457	\$ 40,571	\$ 41,685	\$ 42,800
5	\$ 35,447	\$ 36,680	\$ 37,914	\$ 39,147	\$ 40,381	\$ 41,615	\$ 42,848	\$ 44,082	\$ 45,315	\$ 46,549
6	\$ 39,272	\$ 40,641	\$ 42,010	\$ 43,378	\$ 44,747	\$ 46,115	\$ 47,484	\$ 48,853	\$ 50,221	\$ 51,590
7	\$ 43,519	\$ 45,030	\$ 46,542	\$ 48,053	\$ 49,565	\$ 51,077	\$ 52,588	\$ 54,100	\$ 55,611	\$ 57,123
8	\$ 47,789	\$ 49,312	\$ 50,835	\$ 52,358	\$ 53,880	\$ 55,403	\$ 56,926	\$ 58,449	\$ 59,972	\$ 61,494
9	\$ 52,569	\$ 54,248	\$ 55,928	\$ 57,607	\$ 59,286	\$ 60,965	\$ 62,645	\$ 64,324	\$ 66,003	\$ 67,682
10	\$ 57,665	\$ 59,516	\$ 61,366	\$ 63,216	\$ 65,067	\$ 66,917	\$ 68,767	\$ 70,618	\$ 72,468	\$ 74,318
11	\$ 63,334	\$ 65,370	\$ 67,406	\$ 69,442	\$ 71,478	\$ 73,514	\$ 75,550	\$ 77,586	\$ 79,622	\$ 81,658
12	\$ 78,367	\$ 80,799	\$ 83,231	\$ 85,664	\$ 88,096	\$ 90,528	\$ 92,960	\$ 95,392	\$ 97,825	\$ 100,257
13	\$ 90,288	\$ 93,183	\$ 96,078	\$ 98,973	\$ 101,867	\$ 104,762	\$ 107,657	\$ 110,552	\$ 113,446	\$ 116,341
14	\$ 106,711	\$ 110,130	\$ 113,549	\$ 116,969	\$ 120,388	\$ 123,807	\$ 127,226	\$ 130,646	\$ 134,065	\$ 137,484
15	\$ 125,311	\$ 129,320	\$ 133,329	\$ 137,336	\$ 141,344	\$ 145,350	\$ 149,358	\$ 153,366	\$ 157,373	\$ 161,382
16	\$ 149,647	\$ 154,433	\$ 159,220	\$ 164,006	\$ 168,794	\$ 173,580	\$ 178,368	\$ 181,585	\$ 181,585	\$ 181,585
17	\$ 173,686	\$ 179,247	\$ 186,062	\$ 186,062	\$ 186,062	\$ 186,062	\$ 190,370	\$ 190,370	\$ 190,370	\$ 190,370
18	\$ 192,903	\$ 196,520	\$ 200,435	\$ 203,754	\$ 207,371	\$ 210,988	\$ 212,521	\$ 213,985	\$ 213,985	\$ 218,222


Jeffrey S. DeWitt
Chief Financial Officer