

A RESOLUTION

20-715

IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

December 2, 2014

To approve, on an emergency basis, the proposed compensation system changes submitted by the Mayor for certain uniformed members of the Fire and Emergency Medical Services Department not covered by collective bargaining.

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

Sec. 2. Pursuant to sections 1105(d) 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(d) 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 3.0% for the period of April 6, 2012, through April 6, 2013; 3.5% for the period of April 7, 2013, through April 5, 2014; and 3.5% for the period of April 6, 2014, through October 4, 2014, to the salary of Career and Excepted Service employees not covered by collective bargaining in the Fire and Emergency Medical Services Department occupying the positions of Assistant Fire Chief, Deputy Fire Chief, and Battalion Fire Chief, which were transmitted by the Mayor to the Council on October 20, 2014.

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

ENROLLED ORIGINAL

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



Fiscal Year: 2012
Effective Date: 4/6/2012 (Revised 9/2014)
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, FF0003 (XAA D03)

% Increase: 3%

Resolution Number:

Date of Resolution:

Grade		Steps			
		1	2	3	4
Class 08 Battalion Chief	Base Annual Salary October 1, 2006	\$ 91,428	\$ 96,182	\$ 101,183	\$ 106,446
	Base Pay with 3% Increase as of April 6, 2012= Base Pay #1	\$ 94,171	\$ 99,067	\$ 104,218	\$ 109,639
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 98,879	\$ 103,776	\$ 108,927	\$ 114,348
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 103,588	\$ 108,485	\$ 113,636	\$ 119,056
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 108,296	\$ 113,193	\$ 118,344	\$ 123,765
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 113,005	\$ 117,902	\$ 123,053	\$ 128,474
Class 09 Deputy Fire Chief	Base Annual Salary October 1, 2006	\$ 107,295	\$ 114,484	\$ 122,156	\$ 130,341
	Base Pay with 3% Increase as of April 6, 2012= Base Pay #1	\$ 110,514	\$ 117,919	\$ 125,821	\$ 134,251
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 116,040	\$ 123,444	\$ 131,346	\$ 139,777
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 121,565	\$ 128,970	\$ 136,872	\$ 145,303
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 127,091	\$ 134,496	\$ 142,398	\$ 150,828
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 132,617	\$ 140,021	\$ 147,923	\$ 156,354
Class 10 Assistant Chief	Base Annual Salary October 1, 2006	\$ 126,346	\$ 134,764	\$ 143,744	
	Base Pay with 3% Increase as of April 6, 2012= Base Pay #1	\$ 130,136	\$ 138,807	\$ 148,056	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 136,643	\$ 145,314	\$ 154,563	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 143,150	\$ 151,821	\$ 161,070	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 149,657	\$ 158,327	\$ 167,577	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 156,164	\$ 164,834	\$ 174,084	

ENROLLED ORIGINAL

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



Fiscal Year: 2013
Effective Date: 4/7/2013 (Revised 9/2014)
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, FF0003 (XAA D03)

% Increase: 3.5%

Resolution Number:

Date of Resolution:

Grade		Steps			
		1	2	3	4
Class 08 Battalion Chief	Base Annual Salary April 6, 2012	\$ 94,171	\$ 99,067	\$ 104,218	\$ 109,639
	Base Pay with 3.5% Increase as of April 7, 2013= Base Pay #1	\$ 97,467	\$ 102,535	\$ 107,866	\$ 113,477
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 102,340	\$ 107,408	\$ 112,739	\$ 118,350
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 107,214	\$ 112,282	\$ 117,613	\$ 123,223
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 112,087	\$ 117,155	\$ 122,486	\$ 128,097
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 116,960	\$ 122,028	\$ 127,360	\$ 132,970
Class 09 Deputy Fire Chief	Base Annual Salary April 6, 2012	\$ 110,514	\$ 117,919	\$ 125,821	\$ 134,251
	Base Pay with 3.5% Increase as of April 7, 2013= Base Pay #1	\$ 114,382	\$ 122,046	\$ 130,224	\$ 138,950
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 120,101	\$ 127,765	\$ 135,943	\$ 144,669
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 125,820	\$ 133,484	\$ 141,663	\$ 150,388
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 131,539	\$ 139,203	\$ 147,382	\$ 156,107
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 137,258	\$ 144,922	\$ 153,101	\$ 161,826
Class 10 Assistant Chief	Base Annual Salary April 6, 2012	\$ 130,136	\$ 138,807	\$ 148,056	
	Base Pay with 3.5% Increase as of April 7, 2013= Base Pay #1	\$ 134,691	\$ 143,665	\$ 153,238	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 141,426	\$ 150,400	\$ 159,973	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 148,160	\$ 157,134	\$ 166,707	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 154,895	\$ 163,869	\$ 173,442	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 161,629	\$ 170,603	\$ 180,177	

ENROLLED ORIGINAL

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



Fiscal Year: 2014
Effective Date: 4/6/2014 (Revised 9/2014)
Union/Nonunion: Non-union **Affected CBU/Service Code(s):** XAA D02, XAA DO3, XAA D12, XAA D13
Pay Plan/Schedule: Fire Service (FS)
Peoplesoft Schedule: DS0052, FF0003 (XAA D03)

% Increase: 3.5%

Resolution Number:

Date of Resolution:

Grade		Steps			
		1	2	3	4
Class 08 Battalion Chief	Base Annual Salary April 7, 2013	\$ 97,467	\$ 102,535	\$ 107,866	\$ 113,477
	Base Pay with 3.5% Increase as of April 6, 2014= Base Pay #1	\$ 100,878	\$ 106,124	\$ 111,641	\$ 117,448
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 105,922	\$ 111,167	\$ 116,685	\$ 122,492
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 110,966	\$ 116,211	\$ 121,729	\$ 127,536
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 116,010	\$ 121,255	\$ 126,773	\$ 132,580
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 121,054	\$ 126,299	\$ 131,817	\$ 137,624
Class 09 Deputy Fire Chief	Base Annual Salary April 7, 2013	\$ 114,382	\$ 122,046	\$ 130,224	\$ 138,950
	Base Pay with 3.5% Increase as of April 6, 2014= Base Pay #1	\$ 118,385	\$ 126,317	\$ 134,782	\$ 143,813
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 124,304	\$ 132,237	\$ 140,702	\$ 149,733
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 130,224	\$ 138,156	\$ 146,621	\$ 155,652
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 136,143	\$ 144,075	\$ 152,540	\$ 161,571
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 142,062	\$ 149,994	\$ 158,459	\$ 167,490
Class 10 Assistant Chief	Base Annual Salary April 7, 2013	\$ 134,691	\$ 143,665	\$ 153,238	
	Base Pay with 3.5% Increase as of April 6, 2014= Base Pay #1	\$ 139,405	\$ 148,693	\$ 158,602	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 146,376	\$ 155,664	\$ 165,572	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 153,346	\$ 162,634	\$ 172,542	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 160,316	\$ 169,604	\$ 179,512	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 167,286	\$ 176,575	\$ 186,483	

ENROLLED ORIGINAL

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



Fiscal Year: 2015
Effective Date: 10/5/2014 (Revised 9/2014)
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, FF0003 (XAA D03)

% Increase: 3.0%

Resolution Number:

Date of Resolution:

Grade		Steps			
		1	2	3	4
Class 08 Battalion Chief	Base Annual Salary April 6, 2014	\$ 100,878	\$ 106,124	\$ 111,641	\$ 117,448
	Base Pay with 3% Increase as of October 5, 2014= Base Pay #1	\$ 103,905	\$ 109,307	\$ 114,991	\$ 120,972
	Service Longevity Payment-15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 109,100	\$ 114,502	\$ 120,186	\$ 126,167
	Service Longevity Payment-20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 114,295	\$ 119,698	\$ 125,381	\$ 131,362
	Service Longevity Payment-25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 119,490	\$ 124,893	\$ 130,576	\$ 136,558
	Service Longevity Payment-30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 124,685	\$ 130,088	\$ 135,772	\$ 141,753
Class 09 Deputy Fire Chief	Base Annual Salary April 6, 2014	\$ 118,385	\$ 126,317	\$ 134,782	\$ 143,813
	Base Pay with 3% Increase as of October 5, 2014= Base Pay #1	\$ 121,937	\$ 130,107	\$ 138,826	\$ 148,128
	Service Longevity Payment-15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 128,034	\$ 136,204	\$ 144,923	\$ 154,225
	Service Longevity Payment-20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 134,130	\$ 142,300	\$ 151,019	\$ 160,321
	Service Longevity Payment-25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 140,227	\$ 148,397	\$ 157,116	\$ 166,418
	Service Longevity Payment-30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 146,324	\$ 154,494	\$ 163,213	\$ 172,515
Class 10 Assistant Chief	Base Annual Salary April 6, 2014	\$ 139,405	\$ 148,693	\$ 158,602	
	Base Pay with 3% Increase as of October 5, 2014= Base Pay #1	\$ 143,588	\$ 153,154	\$ 163,360	
	Service Longevity Payment-15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 150,767	\$ 160,334	\$ 170,539	
	Service Longevity Payment-20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 157,946	\$ 167,513	\$ 177,718	
	Service Longevity Payment-25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 165,126	\$ 174,692	\$ 184,898	
	Service Longevity Payment-30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 172,305	\$ 181,872	\$ 192,077	

ENROLLED ORIGINAL

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



Fiscal Year: 2016

Effective Date: 10/4/2015 (Revised 9/14)

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, FF0003 (XAA D03)

% Increase: 3.0%

Resolution Number:

Date of Resolution:

Grade		Steps			
		1	2	3	4
Class 08 Battalion Chief	Base Annual Salary October 5, 2014	\$ 103,905	\$ 109,307	\$ 114,991	\$ 120,972
	Base Pay with 3% Increase as of October 4, 2015= Base Pay #1	\$ 107,022	\$ 112,586	\$ 118,440	\$ 124,601
	Service Longevity Payment- 15 YOS @ 3% of Step 1 Pay #1= Pay #2	\$ 112,373	\$ 117,938	\$ 123,791	\$ 129,952
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 117,724	\$ 123,289	\$ 129,143	\$ 135,303
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 123,075	\$ 128,640	\$ 134,494	\$ 140,654
Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 128,426	\$ 133,991	\$ 139,845	\$ 146,005	
Class 09 Deputy Fire Chief	Base Annual Salary October 5, 2014	\$ 121,937	\$ 130,107	\$ 138,826	\$ 148,128
	Base Pay with 3% Increase as of October 4, 2015= Base Pay #1	\$ 125,595	\$ 134,010	\$ 142,990	\$ 152,572
	Service Longevity Payment- 15 YOS @ 3% of Step 1 Pay #1= Pay #2	\$ 131,875	\$ 140,290	\$ 149,270	\$ 158,851
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 138,154	\$ 146,569	\$ 155,550	\$ 165,131
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 144,434	\$ 152,849	\$ 161,830	\$ 171,411
Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 150,714	\$ 159,129	\$ 168,109	\$ 177,690	
Class 10 Assistant Chief	Base Annual Salary April 6, 2014	\$ 143,588	\$ 153,154	\$ 163,360	
	Base Pay with 3% Increase as of October 5, 2014= Base Pay #1	\$ 147,895	\$ 157,749	\$ 168,260	
	Service Longevity Payment- 15 YOS @ 3% of Step 1 Pay #1= Pay #2	\$ 155,290	\$ 165,144	\$ 175,655	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 162,685	\$ 172,538	\$ 183,050	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 170,079	\$ 179,933	\$ 190,445	
Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 177,474	\$ 187,328	\$ 197,839		

ENROLLED ORIGINAL

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



Fiscal Year: 2017
Effective Date: 10/2/2016 (Revised 9/14)
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, FF0003 (XAA D03)

% Increase: 3.0%

Resolution Number:

Date of Resolution:

Grade		Steps			
		1	2	3	4
Class 08 Battalion Chief	Base Annual Salary October 4, 2015	\$ 107,022	\$ 112,586	\$ 118,440	\$ 124,601
	Base Pay with 3% Increase as of October 2, 2016= Base Pay #1	\$ 110,232	\$ 115,964	\$ 121,994	\$ 128,339
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 115,744	\$ 121,476	\$ 127,505	\$ 133,851
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 121,256	\$ 126,987	\$ 133,017	\$ 139,362
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 126,767	\$ 132,499	\$ 138,528	\$ 144,874
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 132,279	\$ 138,011	\$ 144,040	\$ 150,386
Class 09 Deputy Fire Chief	Base Annual Salary October 4, 2015	\$ 125,595	\$ 134,010	\$ 142,990	\$ 152,572
	Base Pay with 3% Increase as of October 2, 2016= Base Pay #1	\$ 129,363	\$ 138,030	\$ 147,280	\$ 157,149
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 135,831	\$ 144,498	\$ 153,748	\$ 163,617
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 142,299	\$ 150,967	\$ 160,216	\$ 170,085
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 148,767	\$ 157,435	\$ 166,685	\$ 176,553
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 155,235	\$ 163,903	\$ 173,153	\$ 183,021
Class 10 Assistant Chief	Base Annual Salary October 4, 2015	\$ 147,895	\$ 157,749	\$ 168,260	
	Base Pay with 3% Increase as of October 2, 2016= Base Pay #1	\$ 152,332	\$ 162,481	\$ 173,308	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 159,949	\$ 170,098	\$ 180,925	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 167,565	\$ 177,715	\$ 188,541	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 175,182	\$ 185,331	\$ 196,158	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 182,798	\$ 192,948	\$ 203,775	

Sec. 4. Applicability.

The compensation system changes in section 3 for fiscal years 2012, 2013, and 2014, shall become effective retroactively, on April 6, 2012, April 7, 2013, and April 6, 2014, respectively, and for fiscal years 2015, 2016, and 2017, shall be effective the first pay period on or after October 1st of fiscal years specified above.

Sec. 5. Transmittal.

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 Budget Director 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.