

Chairman Phil Mendelson
at the request of the Mayor

A PROPOSED RESOLUTION

IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

To approve, on an emergency basis, 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 “Fiscal Year 2020 District Government Employee Pay Schedules Emergency Approval Resolution of 2019”.

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 Fiscal Year 2020 cost of living and pay parity salary increases for the non-union Career, Excepted, Management Supervisory, Legal, and Executive Services employees; Educational Service employees of the Office of the State Superintendent of Education; and non-instructional and “When-Actually-Employed” (WAE) instructional Educational Service employees of the District of Columbia Public Schools covered by the pay schedules referred to in section 3 of this resolution.

(b) The compensation system changes approved by this resolution do not apply to:

(1) Former employees; and

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

34 Sec. 3. The compensation system changes referred to in section 2(a) of this resolution are
35 approved as outlined in the attached pay schedules and shall become effective October 13, 2019.

36 Sec. 4. Transmittal.

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

39 Sec. 5. Fiscal impact statement.

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

43 Sec. 6. Effective date.

44 This resolution shall take effect immediately.

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



Fiscal Year: 2020 **Service Code Definition:** Career Service (General)
Effective Date: October 13, 2019
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	Step										Between Steps
	1	2	3	4	5	6	7	8	9	10	
1	\$ 25,860	\$ 26,729	\$ 27,598	\$ 28,467	\$ 29,336	\$ 30,205	\$ 31,074	\$ 31,943	\$ 32,812	\$ 33,681	\$ 869
2	\$ 27,844	\$ 28,821	\$ 29,798	\$ 30,775	\$ 31,752	\$ 32,729	\$ 33,706	\$ 34,683	\$ 35,660	\$ 36,637	\$ 977
3	\$ 30,353	\$ 31,406	\$ 32,459	\$ 33,512	\$ 34,565	\$ 35,618	\$ 36,671	\$ 37,724	\$ 38,777	\$ 39,830	\$ 1,053
4	\$ 31,837	\$ 32,918	\$ 33,999	\$ 35,080	\$ 36,161	\$ 37,242	\$ 38,323	\$ 39,404	\$ 40,485	\$ 41,566	\$ 1,081
5	\$ 34,439	\$ 35,635	\$ 36,831	\$ 38,027	\$ 39,223	\$ 40,419	\$ 41,615	\$ 42,811	\$ 44,007	\$ 45,203	\$ 1,196
6	\$ 38,141	\$ 39,472	\$ 40,803	\$ 42,134	\$ 43,465	\$ 44,796	\$ 46,127	\$ 47,458	\$ 48,789	\$ 50,120	\$ 1,331
7	\$ 42,273	\$ 43,741	\$ 45,209	\$ 46,677	\$ 48,145	\$ 49,613	\$ 51,081	\$ 52,549	\$ 54,017	\$ 55,485	\$ 1,468
8	\$ 46,420	\$ 47,899	\$ 49,378	\$ 50,857	\$ 52,336	\$ 53,815	\$ 55,294	\$ 56,773	\$ 58,252	\$ 59,731	\$ 1,479
9	\$ 51,059	\$ 52,691	\$ 54,323	\$ 55,955	\$ 57,587	\$ 59,219	\$ 60,851	\$ 62,483	\$ 64,115	\$ 65,747	\$ 1,632
10	\$ 56,021	\$ 57,816	\$ 59,611	\$ 61,406	\$ 63,201	\$ 64,996	\$ 66,791	\$ 68,586	\$ 70,381	\$ 72,176	\$ 1,795
11	\$ 61,521	\$ 63,498	\$ 65,475	\$ 67,452	\$ 69,429	\$ 71,406	\$ 73,383	\$ 75,360	\$ 77,337	\$ 79,314	\$ 1,977
12	\$ 76,126	\$ 78,487	\$ 80,848	\$ 83,209	\$ 85,570	\$ 87,931	\$ 90,292	\$ 92,653	\$ 95,014	\$ 97,375	\$ 2,361
13	\$ 87,703	\$ 90,514	\$ 93,325	\$ 96,136	\$ 98,947	\$ 101,758	\$ 104,569	\$ 107,380	\$ 110,191	\$ 113,002	\$ 2,811
14	\$ 103,657	\$ 106,977	\$ 110,297	\$ 113,617	\$ 116,937	\$ 120,257	\$ 123,577	\$ 126,897	\$ 130,217	\$ 133,537	\$ 3,320
	MINIMUM				MIDPOINT					MAXIMUM	
15/16	\$ 110,006				\$ 132,628					\$ 155,248	OPEN RANGE
17/18	\$ 133,360				\$ 166,835					\$ 200,309	OPEN RANGE

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



Fiscal Year: 2020 **Service Code Definition:**

Effective Date: October 13, 2019

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

Pay Plan/Schedule: MS
Peoplesoft Schedule: DS0086

% Increase: 3%

Resolution Number:

Date of Resolution:

<i>Grade</i>	<i>MINIMUM</i>		<i>MAXIMUM</i>
11 \$	69,106	\$	82,927
12 \$	81,544	\$	97,853
13 \$	93,776	\$	112,531
14 \$	107,843	\$	129,411
15 \$	119,706	\$	143,646
16 \$	132,831	\$	159,396

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



Fiscal Year:	2020	Service Code Definition:	Excepted Service(ES)
Effective Date:	October 13, 2019		
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	\$ 36,381	\$ 45,476	\$ 54,570	5/6
ES2	\$ 43,907	\$ 54,885	\$ 65,860	7/8
ES3	\$ 50,179	\$ 62,724	\$ 75,269	9
ES4	\$ 56,451	\$ 70,564	\$ 84,677	10
ES5	\$ 62,723	\$ 78,406	\$ 94,084	11
ES6	\$ 71,505	\$ 89,382	\$ 107,258	12
ES7	\$ 87,815	\$ 109,766	\$ 131,719	13
ES8	\$ 100,357	\$ 125,447	\$ 150,537	14/15
ES9	\$ 112,902	\$ 141,129	\$ 169,354	15/16
ES10	\$ 125,448	\$ 156,808	\$ 188,171	16/17
ES11	\$ 156,809	\$ 196,011	\$ 235,214	17/18

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



Fiscal Year: 2020 **Service Code Definition:** Regular/Leader/Foreman Non-Supervisory Service
Effective Date: October 13, 2019 **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	Step										Between Steps
	1	2	3	4	5	6	7	8	9	10	
02 \$	15.70	16.23	16.76	17.29	17.82	18.35	18.88	19.41	19.94	20.47	0.53
02L \$	17.04	17.64	18.24	18.84	19.44	20.04	20.64	21.24	21.84	22.44	0.60
02F \$	20.40	21.10	21.80	22.50	23.20	23.90	24.60	25.30	26.00	26.70	0.70
03 \$	18.82	19.41	20.00	20.59	21.18	21.77	22.36	22.95	23.54	24.13	0.59
03L \$	18.40	19.05	19.70	20.35	21.00	21.65	22.30	22.95	23.60	24.25	0.65
03F \$	21.45	22.19	22.93	23.67	24.41	25.15	25.89	26.63	27.37	28.11	0.74
04 \$	18.04	18.67	19.30	19.93	20.56	21.19	21.82	22.45	23.08	23.71	0.63
04L \$	19.75	20.44	21.13	21.82	22.51	23.20	23.89	24.58	25.27	25.96	0.69
04F \$	22.48	23.27	24.06	24.85	25.64	26.43	27.22	28.01	28.80	29.59	0.79
05 \$	19.21	19.89	20.57	21.25	21.93	22.61	23.29	23.97	24.65	25.33	0.68
05L \$	20.98	21.72	22.46	23.20	23.94	24.68	25.42	26.16	26.90	27.64	0.74
05F \$	23.85	24.45	25.25	26.05	26.85	27.65	28.45	29.25	30.05	30.85	0.80
06 \$	20.49	21.18	21.87	22.56	23.25	23.94	24.63	25.32	26.01	26.70	0.69
06L \$	22.41	23.19	23.97	24.75	25.53	26.31	27.09	27.87	28.65	29.43	0.78
06F \$	24.64	25.49	26.34	27.19	28.04	28.89	29.74	30.59	31.44	32.29	0.85
07 \$	21.78	22.53	23.28	24.03	24.78	25.53	26.28	27.03	27.78	28.53	0.75
07L \$	23.82	24.64	25.46	26.28	27.10	27.92	28.74	29.56	30.38	31.20	0.82
07F \$	25.77	26.66	27.55	28.44	29.33	30.22	31.11	32.00	32.89	33.78	0.89
08 \$	22.94	23.74	24.54	25.34	26.14	26.94	27.74	28.54	29.34	30.14	0.80
08L \$	25.20	26.08	26.96	27.84	28.72	29.60	30.48	31.36	32.24	33.12	0.88
08F \$	26.80	27.73	28.66	29.59	30.52	31.45	32.38	33.31	34.24	35.17	0.93
09 \$	24.21	25.03	25.85	26.67	27.49	28.31	29.13	29.95	30.77	31.59	0.82
09L \$	26.45	27.37	28.29	29.21	30.13	31.05	31.97	32.89	33.81	34.73	0.92
09F \$	27.90	28.85	29.80	30.75	31.70	32.65	33.60	34.55	35.50	36.45	0.95
10 \$	25.40	26.27	27.14	28.01	28.88	29.75	30.62	31.49	32.36	33.23	0.87
10L \$	27.92	28.86	29.80	30.74	31.68	32.62	33.56	34.50	35.44	36.38	0.94
10F \$	29.00	29.99	30.98	31.97	32.96	33.95	34.94	35.93	36.92	37.91	0.99

OPEN RANGE

	MINIMUM	MIDPOINT	MAXIMUM
11 \$	32.70	\$ 38.76	\$ 44.81
12 \$	33.71	\$ 39.95	\$ 46.19
13 \$	35.00	\$ 41.48	\$ 47.95
14 \$	36.61	\$ 43.37	\$ 50.13
15 \$	37.42	\$ 44.33	\$ 51.26
16 \$	38.84	\$ 46.03	\$ 53.19

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



Fiscal Year: 2020 **Service Code Definition:** Registered Nurses

Effective Date: October 13, 2019

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	\$59,948	\$61,221	\$62,498	\$63,775	\$66,326	\$68,875	\$71,425	\$73,978	\$76,530	\$79,079	Nurse Graduate
7	\$70,527	\$72,027	\$73,527	\$75,026	\$78,029	\$81,030	\$84,033	\$87,033	\$90,033	\$93,034	Clinical Nurse I (Registered Nurse)
9	\$76,169	\$77,790	\$79,409	\$81,030	\$84,270	\$87,514	\$90,753	\$93,995	\$97,236	\$100,478	Clinical Nurse II (Occupational Health Nurse Community Health Nurse, Lead Registered Nurse)
10	\$79,214	\$80,901	\$82,588	\$84,270	\$87,643	\$91,014	\$94,384	\$97,756	\$101,125	\$104,497	Clinical Nurse III (Nurse Team Leader)
11	\$82,780	\$84,542	\$86,303	\$88,063	\$91,587	\$95,108	\$98,631	\$102,154	\$105,677	\$109,199	Nurse Specialist I (Nurse Consultant I, Nurse Specialist I)
12	\$86,921	\$88,767	\$90,617	\$92,465	\$96,166	\$99,865	\$103,564	\$107,261	\$110,960	\$114,660	Nurse Specialist II (Nurse Consultant II- Team Leader, Nurse Specialist II- Team Leader)

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



Fiscal Year: 2020
Effective Date: October 13, 2019
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, FS0003

% Increase: 3%

Resolution Number:

Date of Resolution:

Grade		Steps			
		1	2	3	4
Class 08 Battalion Chief	Base Pay with 3% Increase as of October 13, 2019= Base Pay #1	\$ 119,285	\$ 125,487	\$ 132,011	\$ 138,878
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 125,249	\$ 131,761	\$ 138,612	\$ 145,822
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 131,214	\$ 138,036	\$ 145,212	\$ 152,766
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 137,178	\$ 144,310	\$ 151,813	\$ 159,710
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 143,142	\$ 150,584	\$ 158,413	\$ 166,654
Class 09 Deputy Chief	Base Pay with 3% Increase as of October 13, 2019= Base Pay #1	\$ 139,986	\$ 149,364	\$ 159,374	\$ 170,054
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 146,985	\$ 156,832	\$ 167,343	\$ 178,557
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 153,985	\$ 164,300	\$ 175,311	\$ 187,059
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 160,984	\$ 171,769	\$ 183,280	\$ 195,562
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 167,983	\$ 179,237	\$ 191,249	\$ 204,065
Class 10 Assistant Chief	Base Pay with 3% Increase as of October 13, 2019= Base Pay #1	\$ 164,842	\$ 175,824	\$ 187,539	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 173,084	\$ 184,615	\$ 196,916	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 181,326	\$ 193,406	\$ 206,293	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 189,568	\$ 202,198	\$ 215,670	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 197,810	\$ 210,989	\$ 225,047	

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



Fiscal Year: 2020

Effective Date: October 13, 2019

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 Pay with 3% Increase as of October 13, 2019= Base Pay #1	\$ 94,230	\$ 99,433	\$ 104,882	\$ 110,652	\$ 116,736
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 98,188	\$ 103,609	\$ 109,287	\$ 115,299	\$ 121,639
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #2= Pay #3	\$ 103,097	\$ 108,519	\$ 114,196	\$ 120,209	\$ 126,548
	Base Retention Differential- 20 or more YOS: Pay #2 + 5%= Pay #4	\$ 103,097	\$ 108,790	\$ 114,751	\$ 121,064	\$ 127,721
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #4= Pay #5	\$ 113,407	\$ 119,099	\$ 125,061	\$ 131,374	\$ 138,031
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #4= Pay #6	\$ 118,562	\$ 124,254	\$ 130,216	\$ 136,529	\$ 143,185
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #4= Pay #7	\$ 123,716	\$ 129,409	\$ 135,371	\$ 141,684	\$ 148,340
Class 07 Captain	Base Pay with 3% Increase as of October 13, 2019= Base Pay #1	\$ 111,634	\$ 117,442	\$ 123,547	\$ 129,973	
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 116,323	\$ 122,375	\$ 128,736	\$ 135,432	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #2= Pay #3	\$ 122,139	\$ 128,191	\$ 134,552	\$ 141,248	
	Base Retention Differential- 20 or more YOS: Pay #2 + 5%= Pay #4	\$ 122,139	\$ 128,493	\$ 135,173	\$ 142,203	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #4= Pay #5	\$ 134,353	\$ 140,707	\$ 147,387	\$ 154,417	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #4= Pay #6	\$ 140,460	\$ 146,814	\$ 153,494	\$ 160,524	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #4= Pay #7	\$ 146,567	\$ 152,921	\$ 159,601	\$ 166,631	

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



Fiscal Year: 2020
Effective Date: October 13, 2019
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 Pay with 3% Increase as of October 13, 2019 = Base Pay #1	\$ 124,221	\$ 130,683	\$ 137,474	\$ 144,627	
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 129,438	\$ 136,172	\$ 143,248	\$ 150,701	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #2 = Pay #3	\$ 135,910	\$ 142,644	\$ 149,720	\$ 157,173	
	Base Retention Differential- 20 or more YOS: Pay #2 + 5% = Pay #4	\$ 135,910	\$ 142,980	\$ 150,410	\$ 158,236	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #4 = Pay #5	\$ 149,501	\$ 156,571	\$ 164,001	\$ 171,827	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #4 = Pay #6	\$ 156,297	\$ 163,367	\$ 170,797	\$ 178,623	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #4 = Pay #7	\$ 163,092	\$ 170,162	\$ 177,592	\$ 185,418	
Class 09 Commander	Base Pay with 3% Increase as of October 13, 2019 = Base Pay #1	\$ 145,781	\$ 155,548	\$ 165,967	\$ 177,091	
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 151,904	\$ 162,081	\$ 172,938	\$ 184,529	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #2 = Pay #3	\$ 159,499	\$ 169,676	\$ 180,533	\$ 192,124	
	Base Retention Differential- 20 or more YOS: Pay #2 + 5% = Pay #4	\$ 159,499	\$ 170,185	\$ 181,584	\$ 193,755	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #4 = Pay #5	\$ 175,449	\$ 186,135	\$ 197,534	\$ 209,705	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #4 = Pay #6	\$ 183,424	\$ 194,110	\$ 205,509	\$ 217,680	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #4 = Pay #7	\$ 191,399	\$ 202,085	\$ 213,484	\$ 225,655	
Class 10 Assistant Chief	Base Pay with 3% Increase as of October 13, 2019 = Base Pay #1	\$ 171,663	\$ 183,105	\$ 195,300		
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 178,873	\$ 190,795	\$ 203,503		
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #2 = Pay #3	\$ 187,816	\$ 199,739	\$ 212,446		
	Base Retention Differential- 20 or more YOS: Pay #2 + 5% = Pay #4	\$ 187,816	\$ 200,335	\$ 213,678		
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #4 = Pay #5	\$ 206,598	\$ 219,117	\$ 232,459		
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #4 = Pay #6	\$ 215,989	\$ 228,508	\$ 241,850		
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #4 = Pay #7	\$ 225,380	\$ 237,898	\$ 251,241		

District of Columbia Government Salary Schedule: Executive Service Schedule



Fiscal Year: 2020 **Service Code Definition:** Executive Service (DX)

Effective Date: October 13, 2019

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:

<i>Grade</i>	<i>MINIMUM</i>	<i>MIDPOINT</i>	<i>MAXIMUM</i>
E1 \$	103,870	\$ 129,839	\$ 155,805
E2 \$	112,958	\$ 141,159	\$ 169,361
E3 \$	122,825	\$ 153,416	\$ 184,006
E4 \$	133,474	\$ 166,685	\$ 199,897
E5 \$	144,509	\$ 181,319	\$ 218,126

**District of Columbia Government Salary Schedule:
NONUNION SUPERVISORY MEDICAL OFFICERS PAY SCHEDULE**



Effective Date: October 13, 2019 **Fiscal Year:** 2020
Nonunion: Non-Union **% Increase:** Varies
Service Code Definition:

CBU/Service Code: CMH/A94 **Occupation Series:** 0602, 0668, 0680
Resolution #: **Date of Resolution:** **Peoplesoft Plan:** DS0033

Level	Minimum	Midpoint	Maximum	Level of Supervision
MD 1	\$119,176	\$149,753	\$180,330	1st Level Supervision
MD 2	\$137,992	\$162,769	\$187,545	2nd Level Supervision
MD 3	\$156,809	\$193,815	\$230,821	3rd Level Supervision
MD 4	\$181,899	\$213,574	\$245,249	4th Level Supervision
MD 5	\$194,444	\$230,668	\$266,891	5th Level Supervision
MD 6	\$213,260	\$250,894	\$288,528	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 Government Salary Schedule: Legal Services (Non-union)



Fiscal Year: 2020 **Service Code Definition:** Attorneys (includes both OAG and other agencies)

Effective Date: October 13, 2019

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	Steps										Between Steps
	1	2	3	4	5	6	7	8	9	10	
09 \$	59,554 \$	61,540 \$	63,526 \$	65,512 \$	67,498 \$	69,484 \$	71,470 \$	73,456 \$	75,442 \$	77,428 \$	1,986
10 \$	65,585 \$	67,772 \$	69,959 \$	72,146 \$	74,333 \$	76,520 \$	78,707 \$	80,894 \$	83,081 \$	85,268 \$	2,187
11 \$	72,058 \$	74,462 \$	76,866 \$	79,270 \$	81,674 \$	84,078 \$	86,482 \$	88,886 \$	91,290 \$	93,694 \$	2,404
12 \$	86,366 \$	89,246 \$	92,126 \$	95,006 \$	97,886 \$	100,766 \$	103,646 \$	106,526 \$	109,406 \$	112,286 \$	2,880
13 \$	102,712 \$	106,134 \$	109,556 \$	112,978 \$	116,400 \$	119,822 \$	123,244 \$	126,666 \$	130,088 \$	133,510 \$	3,422
14 \$	121,369 \$	125,415 \$	129,461 \$	133,507 \$	137,553 \$	141,599 \$	145,645 \$	149,691 \$	153,737 \$	157,783 \$	4,046
15 \$	142,769 \$	147,526 \$	152,283 \$	157,041 \$	161,798 \$	166,554 \$	171,311 \$	176,068 \$	178,626 \$	182,232	Varies

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



Fiscal Year: 2020 **Service Code Definition:** Legal Service Attorney Managers and Attorneys in the Senior Executive Service
 (includes both OAG and other agencies)

Effective Date: October 13, 2019

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:

<i>Grade</i>	<i>MINIMUM</i>	<i>MIDPOINT</i>	<i>MAXIMUM</i>
LX1 \$	117,386	\$ 148,446	\$ 179,507
LX2 \$	130,461	\$ 163,809	\$ 197,157
LX3 \$	145,790	\$ 182,027	\$ 218,262

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

Public Safety and Justice Cluster (Medical Services)



Effective Date: October 13, 2019 **Fiscal Year:** 2020
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	\$189,193	\$217,572	\$245,952
PS 2	\$221,356	\$254,559	\$287,763
PS 3	\$258,986	\$297,835	\$336,682
PS 4	\$303,015	\$348,468	\$393,919

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: PUBLIC SAFETY EXECUTIVE PAY SCHEDULE

Public Safety and Justice Cluster



Effective Date: October 13, 2019 *Fiscal Year:* 2020
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	\$189,193	\$217,572	\$245,952
PS 2	\$221,356	\$254,559	\$287,763
PS 3	\$258,986	\$297,835	\$336,682
PS 4	\$303,015	\$348,468	\$393,919

District of Columbia Public Schools



Fiscal Year:	2020	Service Code Definition:	Executive Service - Central Office (EX)	
Effective Date:	October 13, 2019			
Union/Nonunion:	Non-union	Affected CBU:	WAA	
Pay Plan	EX	Service Code(s):	A07	
PeopleSoft Sched ID:	ED0466			

% Increase: 3%

Resolution Number
Resolution Date

Grade	Step								
	1	2	3	4	5	6	7	8	9
EX-1	\$ 121,818	\$ 123,663	\$ 125,508	\$ 127,352	\$ 129,199	\$ 131,044	\$ 132,889	\$ 134,734	\$ 136,579
EX-2	\$ 130,502	\$ 132,348	\$ 134,194	\$ 136,038	\$ 137,884	\$ 139,729	\$ 141,574	\$ 143,418	\$ 145,264
EX-3	\$ 139,003	\$ 140,847	\$ 142,693	\$ 144,539	\$ 146,384	\$ 148,228	\$ 150,074	\$ 151,919	\$ 153,764
EX-4	\$ 145,708	\$ 147,553	\$ 149,397	\$ 151,243	\$ 153,088	\$ 154,933	\$ 156,779	\$ 158,624	\$ 160,469
EX-5	\$ 171,048	\$ 172,893	\$ 174,737	\$ 176,584	\$ 178,429	\$ 180,274	\$ 182,118	\$ 183,964	\$ 185,809
EX-6	\$ 184,517	\$ 186,362	\$ 188,208	\$ 190,053	\$ 191,897	\$ 193,743	\$ 195,588	\$ 197,432	\$ 199,278

District of Columbia Public Schools



Fiscal Year: 2020 **Service Code Definition:** **Non-Union Educational Service Employees Non-Instructional**
Effective Date: October 13, 2019
Union/Nonunion: Non-union **Affected CBU:** WAA and XGA
Service Code(s): A01, A06, A17, and K10
Pay Plan: EG
Sched ID: ED0468

% Increase: 3%

Resolution Number
Resolution Date

Grade	Step									
	1	2	3	4	5	6	7	8	9	10
EG-1	\$ 18,240	\$ 18,798	\$ 19,353	\$ 19,910	\$ 20,465	\$ 21,021	\$ 21,579	\$ 22,133	\$ 22,690	\$ 23,247
EG-2	\$ 20,327	\$ 20,945	\$ 21,561	\$ 22,180	\$ 22,796	\$ 23,414	\$ 24,031	\$ 24,648	\$ 25,266	\$ 25,884
EG-3	\$ 22,009	\$ 22,690	\$ 23,372	\$ 24,054	\$ 24,734	\$ 25,415	\$ 26,097	\$ 26,778	\$ 27,460	\$ 28,141
EG-4	\$ 24,522	\$ 25,281	\$ 26,043	\$ 26,802	\$ 27,562	\$ 28,321	\$ 29,081	\$ 29,840	\$ 30,601	\$ 31,359
EG-5	\$ 27,218	\$ 28,074	\$ 28,931	\$ 29,785	\$ 30,640	\$ 31,497	\$ 32,353	\$ 33,207	\$ 34,063	\$ 34,920
EG-6	\$ 30,166	\$ 31,114	\$ 32,063	\$ 33,012	\$ 33,961	\$ 34,910	\$ 35,858	\$ 36,807	\$ 37,755	\$ 38,705
EG-7	\$ 33,318	\$ 34,374	\$ 35,434	\$ 36,492	\$ 37,549	\$ 38,607	\$ 39,664	\$ 40,721	\$ 41,780	\$ 42,839
EG-8	\$ 36,730	\$ 37,899	\$ 39,070	\$ 40,239	\$ 41,408	\$ 42,578	\$ 43,747	\$ 44,917	\$ 46,087	\$ 47,257
EG-9	\$ 40,390	\$ 41,685	\$ 42,980	\$ 44,275	\$ 45,568	\$ 46,864	\$ 48,159	\$ 49,452	\$ 50,747	\$ 52,043
EG-10	\$ 44,329	\$ 45,748	\$ 47,168	\$ 48,588	\$ 50,008	\$ 51,427	\$ 52,847	\$ 54,267	\$ 55,686	\$ 57,106
EG-11	\$ 48,701	\$ 50,261	\$ 51,821	\$ 53,380	\$ 54,939	\$ 56,500	\$ 58,056	\$ 59,616	\$ 61,176	\$ 62,735
EG-12	\$ 58,374	\$ 60,242	\$ 62,109	\$ 63,977	\$ 65,847	\$ 67,714	\$ 69,582	\$ 71,450	\$ 73,317	\$ 75,185
EG-13	\$ 69,397	\$ 71,625	\$ 73,850	\$ 76,076	\$ 78,303	\$ 80,527	\$ 82,753	\$ 84,980	\$ 87,206	\$ 89,431
EG-14	\$ 82,007	\$ 84,639	\$ 87,271	\$ 89,903	\$ 92,534	\$ 95,166	\$ 97,797	\$ 100,430	\$ 103,061	\$ 105,693
EG-15	\$ 92,748	\$ 95,724	\$ 98,702	\$ 101,680	\$ 104,655	\$ 107,633	\$ 110,611	\$ 113,586	\$ 116,563	\$ 119,541
EG-16	\$ 108,671	\$ 112,164	\$ 115,657	\$ 119,149	\$ 122,642	\$ 126,134	\$ 129,628	\$ 133,118	\$ 136,612	\$ 140,105

District of Columbia Public Schools



Fiscal Year: 2020 **Service Code Definition:** WAE Educational Services (Instructional)

Effective Date: October 13, 2019

Union/Nonunion: Non-union **Affected CBU:** WAA
Service Code(s): W01

Pay Plan Sched ID: ET
 ED0400

% Increase: 3%

Resolution Number
Resolution Date

Grade	Step		
	1	2	3
ET-16	\$ 28.55	\$ 32.41	\$ 36.66

District of Columbia Public Schools



Fiscal Year: 2020 *Service Code Definition:* Non-Union Educational Service Employees Non-Instructional (WAE)
Effective Date: October 13, 2019
Union/Nonunion: Non-Union *Affected CBU:* WAA
 Service Code(s): A60
Pay Plan: EG
PeopleSoft Sched ID: E00469

% Increase: 3%

Resolution Number
Resolution Date

Grade	Step									
	1	2	3	4	5	6	7	8	9	10
EG-1	\$ 8.78	\$ 9.03	\$ 9.31	\$ 9.57	\$ 9.85	\$ 10.10	\$ 10.37	\$ 10.64	\$ 10.91	\$ 11.18
EG-2	\$ 9.77	\$ 10.06	\$ 10.37	\$ 10.66	\$ 10.96	\$ 11.25	\$ 11.56	\$ 11.86	\$ 12.14	\$ 12.44
EG-3	\$ 10.58	\$ 10.91	\$ 11.24	\$ 11.57	\$ 11.90	\$ 12.22	\$ 12.55	\$ 12.88	\$ 13.20	\$ 13.53
EG-4	\$ 11.78	\$ 12.15	\$ 12.52	\$ 12.89	\$ 13.25	\$ 13.62	\$ 13.99	\$ 14.35	\$ 14.71	\$ 15.08
EG-5	\$ 13.09	\$ 13.50	\$ 13.91	\$ 14.32	\$ 14.73	\$ 15.14	\$ 15.56	\$ 15.97	\$ 16.38	\$ 16.79
EG-6	\$ 14.50	\$ 14.96	\$ 15.41	\$ 15.87	\$ 16.33	\$ 16.79	\$ 17.24	\$ 17.70	\$ 18.16	\$ 18.60
EG-7	\$ 16.03	\$ 16.52	\$ 17.03	\$ 17.54	\$ 18.05	\$ 18.56	\$ 19.07	\$ 19.57	\$ 20.09	\$ 20.59
EG-8	\$ 17.66	\$ 18.22	\$ 18.79	\$ 19.34	\$ 19.91	\$ 20.47	\$ 21.03	\$ 21.59	\$ 22.16	\$ 22.72
EG-9	\$ 19.42	\$ 20.04	\$ 20.66	\$ 21.29	\$ 21.91	\$ 22.54	\$ 23.15	\$ 23.77	\$ 24.39	\$ 25.03
EG-10	\$ 21.32	\$ 21.99	\$ 22.67	\$ 23.35	\$ 24.04	\$ 24.72	\$ 25.40	\$ 26.09	\$ 26.77	\$ 27.45
EG-11	\$ 23.42	\$ 24.16	\$ 24.91	\$ 25.67	\$ 26.41	\$ 27.16	\$ 27.91	\$ 28.66	\$ 29.41	\$ 30.16
EG-12	\$ 28.06	\$ 28.96	\$ 29.86	\$ 30.77	\$ 31.65	\$ 32.56	\$ 33.45	\$ 34.35	\$ 35.25	\$ 36.15
EG-13	\$ 33.37	\$ 34.44	\$ 35.50	\$ 36.58	\$ 37.65	\$ 38.72	\$ 39.79	\$ 40.86	\$ 41.93	\$ 43.00
EG-14	\$ 39.43	\$ 40.69	\$ 41.96	\$ 43.22	\$ 44.49	\$ 45.75	\$ 47.02	\$ 48.29	\$ 49.54	\$ 50.82
EG-15	\$ 44.59	\$ 46.02	\$ 47.45	\$ 48.88	\$ 50.32	\$ 51.75	\$ 53.18	\$ 54.61	\$ 56.04	\$ 57.46
EG-16	\$ 52.24	\$ 53.93	\$ 55.61	\$ 57.28	\$ 58.96	\$ 60.64	\$ 62.33	\$ 64.00	\$ 65.68	\$ 67.35

District of Columbia Public Schools



Fiscal Year: 2020 *Service Code Definition:* Deputy Chancellor

Effective Date: October 13, 2019

Union/Nonunion: Non-union *Affected CBU:* XXX
Service Code(s): A01

Pay Plan ET
Sched ID: ED0411

% Increase: 3%

Resolution Number
Resolution Date

<i>Grade</i>	<i>MINIMUM</i>	<i>MIDPOINT</i>	<i>MAXIMUM</i>
ET-1 \$	156,809	\$ 196,011	\$ 235,214