MURIEL BOWSER
MAYOR

March 21, 2022

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

Dear Chairman Mendelson:

I am pleased to submit, for your introduction and Council approval, a proposed resolution cited as the "Compensation Collective Bargaining Agreement between the District of Columbia Government and Compensation Units 1 and 2, FY 2022-2025, Approval Resolution of 2022". The resolution will approve the negotiated compensation collective bargaining agreement between the District of Columbia government and Compensation Units 1 and 2.

The agreement provides for employees in Compensation Units 1 and 2, who were actively on the payroll as of October 1, 2021, to receive a one-time three and one-half percent (3.5%) bonus payment in lieu of a wage-increase for FY 2022. Thereafter, for FY 2023, effective for the first day of the first full pay period beginning on or after October 1, 2022, the salary schedules of employees employed in bargaining units as certified and assigned by the Public Employees Relations Board to Compensation Units 1 and 2, shall be adjusted by two and one-half percent (2.5%). This adjustment will be followed by a three percent (3.0%) wage increase effective for the first day of the first full pay period beginning on or after October 1, 2023 for FY 2024, and a three percent (3.0%) wage increase effective for the first day of the first full pay period beginning on or after October 1, 2024 for FY 2025.

The agreement continues and increases funding for the affordable housing purchase initiative known as the Negotiated Employee Assistance Home Purchase Program (NEAHP) via a $650,000 set aside for the duration of the agreement. The Agreement continues the initiative to subsidize the cost of monthly transit passes in the amount to fifty dollars ($50) per month for employees who use such passes to commute to and from work.

The agreement also provides a variety of other historical benefits including, health and life insurance, pension plan, differential and premium pay, annual and sick leave accrual, optical and dental benefits and pre-tax benefits as well as others.

I appreciate your attention to this important legislation that directly benefits thousands of District of Columbia employees. Please contact me or E. Lindsey Maxwell II, Director, Office of Labor Relations and Collective Bargaining, at (202) 724-4953, should you have questions concerning this transmittal.

Sincerely,

Muriel Bowser
Mayor

Chairman Phil Mendelson
at the request of the Mayor

A PROPOSED RESOLUTION

_____

IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

_____

To approve the compensation collective bargaining agreement between the District of Columbia Government and Compensation Units 1 and 2.

RESOLVED BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this resolution may be cited as the "Compensation Collective Bargaining Agreement between the District of Columbia Government and Compensation Units 1 and 2, FY 2022 - FY 2025, Approval Resolution of 2022".

Sec. 2. Pursuant to section 1717(j) of the District of Columbia Comprehensive Merit Personnel Act of 1978, effective March 3, 1979 (D.C. Law 2-139; D.C. Official Code 1-617.17(j)), the Council of the District of Columbia approves the compensation collective bargaining agreement between the Government of the District of Columbia and Compensation Units 1 and 2, which was transmitted to the Council by the Mayor on _____.

Sec. 3. This resolution applies to employees at the following agencies and offices: the Office of Administrative Hearings; the Office of Contracting and

Procurement; the Office of Human Rights; the Alcoholic Beverage Regulation Administration; the Office of the State Superintendent of Education; the Office of Cable Television, Film, Music and Entertainment; the Child and Family Services Agency; the Homeland Security and Emergency Management Agency; the Office of Unified Communications; the Department of Behavioral Health; the Department on Disability Services; the Office of Risk Management; the Department of Youth Rehabilitation Services; the Department of Consumer and Regulatory Affairs; the Office of the Attorney General; the Department of Corrections; the Department of Employment Services; the Department of Energy and Environment; the Fire and Emergency Medical Services Department; the Office of the Chief Financial Officer; the Department of Forensic Sciences; the Department of General Services; the Department of Housing and Community Development; the Department of Health; the Department of Health Care Finance; the Department of Human Services; the Department of Insurance, Securities, and Banking; the Office of the Chief Medical Examiner; the Metropolitan Police Department; the Department of Motor Vehicles; the Office of Planning; the District of Columbia Public Library; the District of Columbia Public Schools; the Public Service Commission; the Department of Public Works; the Department of Parks and Recreation; the Department of For-Hire Vehicles; the Office of the Chief Technology Officer; the University of the District of Columbia; and the Office of Zoning.

Sec. 4. Fiscal impact statement.

The Council adopts the attached fiscal impact statement 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. 5. Transmittal.

The Secretary of the Council shall transmit a copy of this resolution, upon its adoption, to the Compensation Units 1 and 2 Chief Negotiators (AFSCME District Council 20, AFGE Council 14 and NAGE) and to the Mayor.

Sec. 6. Effective date.

This resolution shall take effect immediately.

GOVERNMENT OF THE DISTRICT OF COLUMBIA
OFFICE OF THE ATTORNEY GENERAL

ATTORNEY GENERAL
KARL A. RACINE

Legal Counsel Division

MEMORANDUM

TO: **Ronan Gulstone**
Executive Director
Office of Policy and Legislative Affairs

FROM: **Brian K. Flowers**
Deputy Attorney General
Legal Counsel Division

DATE: **March 1, 2022**

SUBJECT: **Legal Sufficiency Review of the "Compensation Collective Bargaining Agreement between the District of Columbia Government and Compensation Units 1 and 2, FY 2022 - FY 2025, Approval Resolution of 2022" (AD-22-096)**

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

Brian K. Flowers

Brian K. Flowers

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

Fitzroy Lee
Acting Chief Financial Officer

MEMORANDUM

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

FROM: **Fitzroy Lee**
Acting Chief Financial Officer

DATE: **March 18, 2022**

SUBJECT: **Fiscal Impact Statement – Compensation Collective Bargaining Agreement between the District of Columbia Government and Compensation Units 1 and 2, FY 2022 - FY 2025, Approval Resolution of 2022**

REFERENCE: **Draft Resolution as provided to the Office of Revenue Analysis on March 10, 2022**

Conclusion

Funds are sufficient in fiscal year 2022 and in the proposed fiscal year 2023 through fiscal year 2026 budget and financial plan to implement the resolution.

The resolution will approve salary payments that will cost District agencies approximately $31.1 million in fiscal year 2022, $22.2 million in fiscal year 2023, and a total of $275 million from fiscal year 2022 through fiscal year 2026. The total cost of the negotiated collective bargaining provisions that must be paid with local funds is approximately $23.9 million in fiscal year 2022, $17.4 million in fiscal year 2023, and a total of $196.8 million from fiscal year 2022 through fiscal year 2026. Funding is available in the Workforce Investments account to cover these costs. The non-local portion of the cost will be covered by federal funds, private funds, special purpose revenue funds, or absorbed by the agencies.

Background

The resolution approves a compensation agreement between the Government of the District of Columbia and Compensation Units 1 and 2. The agreement covers approximately 12,360 employees

at multiple agencies with an average base salary of $63,813. It is in effect from October 1, 2021, through September 30, 2025. The agreement provides the following pay increases:

- In FY 2022, a one-time payment equivalent to 3.5% of an employee's annual base salary, in lieu of a wage increase;
- In FY 2023, an increase in the salary schedule of 2.5%;
- In FY 2024, an increase in the salary schedule of 3.0%; and
- In FY 2025, an increase in the salary schedule of 3.0%.

Employees will progress through the salary scale and receive step increases as described in the District Personnel Manual.

The employer will make monthly contributions of $17.50 a month per employee for a pre-paid legal plan. The prior agreement also included monthly contributions toward a pre-paid legal plan, but required the contributions only through fiscal year 2020. Contributions were not required under the prior agreement in fiscal year 2021.

The District will set aside $650,000 for the Negotiated Employee Assistance Home Purchase Program. The prior agreement required $500,000 to be set aside for this purpose.

The agreement also stipulates that local environmental pay will only be paid to employees when the employee is in an active duty status. It will not be paid when an employee is on leave or teleworking.

All other compensation terms are unchanged from the prior agreement.

Financial Plan Impact

Funds are sufficient in fiscal year 2022 and in the proposed fiscal year 2023 through fiscal year 2026 budget and financial plan to implement the resolution approving the collection bargaining agreement.

Increased pay and associated fringe benefits costs make up the majority of the cost of the agreement. The pay increases will cost $31.1 million in fiscal year 2022, $22.2 million in fiscal year 2023, and a total of $275.1 million through fiscal year 2026. These costs are for all employee positions, regardless of funding source. Approximately 67% of affected employee positions are funded with local funds. Remaining local funds costs include the cost of housing assistance (a one-time cost of $650,000 in fiscal year 2022) and the cost of employer contributions to a pre-paid legal plan (approximately $2.5 million a year). In total, the local cost of the agreement will be approximately $23.9 million in fiscal year 2022, $17.4 million in fiscal year 2023, and a total of $196.8 million from fiscal year 2022 through fiscal year 2026.

There is already a 1.75 percent increase incorporated into personnel costs in the financial plan. This amount is used toward the costs of the agreement. Funds are available in the Workforce Investments account to pay for the remainder. The non-local portion of the cost will be covered by federal funds, private funds, and special purpose revenue, or absorbed by the agencies.

Cost of the FY 2022 - FY 2025 Compensation Agreement between the District of Columbia Government and Compensation Units 1 and 2 (Dollars in thousands)						
	FY 2022	**FY 2023**	**FY 2024**	**FY 2025**	**FY 2026**	**Five-Year Total**
Total Cost of Pay Increase[a]	*$31,098*	*$22,213*	*$49,534*	*$77,675*	*$94,583[e]*	*$275,103*
Local Funds Portion[b]	$20,733	$14,809	$33,024	$51,785	$63,058	$183,409
Cost of Housing Assistance	$650	$0	$0	$0	$0	$650
Cost of Legal Plan[c]	$2,553	$2,553	$2,553	$2,553	$2,553	$12,764
Total Local Cost	**$23,935**	**$17,362**	**$35,577**	**$54,338**	**$65,611**	**$196,822**
Funding Available in Financial Plan[d]	$0	($10,366)	($20,914)	($31,646)	($42,566)	($105,493)
Cost to be Covered by Workforce Investments	**$23,935**	**$6,995**	**$14,663**	**$22,692**	**$23,044**	**$91,330**

Table Notes:

a) Includes a fringe rate of 12.65%, to account for fringe benefits that increase with higher pay.

b) Approximately 67% of affected FTEs are funded with local funding.

c) The employer will contribute $17.50 per month, per employee, to a pre-paid legal plan.

d) Increases of 1.75 percent are built into the financial plan for personnel costs and can be used toward the cost of the agreement.

e) Assumes salaries increase by 1.75%

COMPENSATION COLLECTIVE BARGAINING AGREEMENT

BETWEEN

THE DISTRICT OF COLUMBIA GOVERNMENT

AND

COMPENSATION UNITS 1 AND 2

EFFECTIVE October 1, 2021, through September 30, 2025

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PREAMBLE

This Compensation Agreement is entered into between the Government of the District of Columbia and the undersigned labor organizations representing units of employees comprising Compensation Units 1 and 2, as certified by the Public Employee Relations Board (PERB).

The Agreement was reached after negotiations during which the parties were able to negotiate on any and all negotiable compensation issues and contains the full agreement of the parties as to all such compensation issues. The Agreement shall not be reconsidered during its life nor shall either party make any changes in compensation for the duration of the Agreement unless by mutual consent or as required by law.

ARTICLE 1
WAGES

SECTION A: FISCAL YEAR 2022:

In lieu of a wage-increase for FY 2022, employees will receive a three and one-half percent (3.5%) bonus payment. Bargaining unit employees actively on the payroll as of October 1, 2021, shall receive a one-time payment that is equivalent of 3.5% of an employee's annual base salary as of October 1, 2021.

The payment will be made no later than ninety (90) days after the Council's approval of this Agreement.

SECTION B: FISCAL YEAR 2023:

Effective the first day of the first full pay period beginning on or after October 1, 2022, the FY 2023 salary schedules of employees employed in bargaining units as certified and assigned to Compensation Units 1 & 2 by the Public Employees Relations Board shall be adjusted by two and a one-half percent (2.5%).

SECTION C: FISCAL YEAR 2024:

Effective the first day of the first full pay period beginning on or after October 1, 2023, the FY 2024 salary schedules of employees employed in bargaining units as certified and assigned to Compensation Units 1 & 2 by the Public Employees Relations Board shall be adjusted by three percent (3.0%).

SECTION D: FISCAL YEAR 2025:

Effective the first day of the first full pay period beginning on or after October 1, 2024, the FY 2025 salary schedules of employees employed in bargaining units as certified and assigned to Compensation Units 1 & 2 by the Public Employees Relations Board shall be adjusted by three percent (3.0%).

SECTION E: WITHIN GRADE INCREASES

All employees covered by this agreement shall progress through the salary scale and receive within grade step increases as described in Section 1127 of the District Personnel Manual. 6B DCMR §1127 (Transmittal No. 233, September 21, 2018).

ARTICLE 2
METRO PASS

The District of Columbia Government shall subsidize the cost of monthly transit passes for personal use by employees by not less than fifty ($50.00) per month for employees who purchase and use such passes to commute to and from work. The metro transit benefit will roll over from month to month for employees who access the benefit. Any benefit not accessed by the end of the calendar year will revert back to the District of Columbia government.

ARTICLE 3
PRE-PAID LEGAL PLAN

SECTION A:

The Employer shall make a monthly contribution of seventeen dollars and fifty cents ($17.50) for each bargaining unit member toward a pre-paid legal services plan. For each fiscal year, the Employer shall make monthly contributions directly to the designated provider of the legal services program.

SECTION B:

The plan shall be contracted for by the Union subject to a competitive bidding process where bidders are evaluated and selected by the Union. The District may present a proposed contract which shall be evaluated on the same basis as other bidders. The contract shall provide that the Employer will be held harmless from any liability arising out of the implementation and administration of the plan by the benefit provider, that the benefit provider will supply utilization statistics to the Employer and the Union upon request for each year of the contract, and that the benefit provider shall bear all administrative costs.

SECTION C:

The parties shall meet to develop procedures to implement the legal plan which shall be binding upon the benefit provider. The procedures shall include an enrollment process.

SECTION D:

To be selected for a contract under this Article, the benefit provider must maintain an office in the District of Columbia; be incorporated in the District and pay a franchise tax and other applicable taxes; have service providers in the District; and maintain a District bank account.

SECTION E:

The Employer's responsibility under the terms of this Article shall be as outlined in Section C of this Article and to make premium payments as is required under Section A of this Article. To the extent that any disputes or inquiries are made by the legal services provider chosen by the Union, those inquiries shall be made exclusively to the Union. The Employer shall only be required to communicate with the Union to resolve any disputes that may arise in the administration of this Article.

ARTICLE 4
DISTRICT OF COLUMBIA NEGOTIATED EMPLOYEE ASSISTANCE HOME PURCHASE PROGRAM

SECTION A:

The Parties shall continue the Joint Labor-Management Taskforce on Employee Housing.

SECTION B:

Pursuant to the DPM, Part 1, Chapter 3 §301, the District provides a preference for District residents in employment. In order to encourage employees to live and work in the District of Columbia, a joint Labor-Management Task Force on Employee Housing was established during previous negotiations with Compensation Units 1 & 2. The Taskforce strives to inform employees of the programs currently available for home ownership in the District of Columbia. Additionally, the Taskforce collaborates with other government agencies including the Department of Housing and Community Development and the District's Housing Finance Agency to further affordable housing opportunities for bargaining unit employees, who have been employed by the District Government for at least one year.

SECTION C:

The parties agree that $650,000.00 will be set aside to be used toward Negotiated employee Assistance Home Purchase Program (NEAHP) for the duration of the Agreement. If at any time the funds set aside have been depleted, the Parties will promptly convene negotiations to provide additional funds for the program.

SECTION D:

Any funds set aside in Fiscal Years 2022, 2023, 2024 and 2025 shall be available for expenditure in that fiscal year or any other fiscal year covered by the Compensation Units 1 and 2 Agreement. All funds set aside for housing incentives shall be expended or obligated prior to the expiration of the Compensation Units 1 and 2 Agreement for FY 2022 – FY 2025.

ARTICLE 5
BENEFITS COMMITTEE

SECTION A:

The parties agree to continue their participation on the District's Joint Labor-Management Benefits Committee for the purpose of addressing the benefits of employees in Compensation Units 1 and 2. The Benefits Committee shall meet quarterly, in January, April, July and October of each year.

SECTION B: RESPONSIBILITIES:

The Parties shall be authorized to consider all matters that concern the benefits of employees in Compensation Units 1 and 2 that are subject to mandatory bargaining between the parties. The Parties shall be empowered to address such matters only to the extent granted by the Unions in Compensation Units 1 and 2 and the District of Columbia Government. The parties agree to apply a system of expedited arbitration if necessary to resolve issues that are subject to mandatory bargaining. The Committee may, by consensus, discuss and consider other benefit issues that are not mandatory bargaining subjects.

SECTION C:

The Committee shall:

1. Monitor the quality and level of services provided to covered employees under existing Health, Optical and Dental Insurance Plans for employees in Compensation Units 1 and 2.

2. Recommend changes and enhancements in Health, Optical and Dental benefits for employees in Compensation Units 1 and 2 consistent with Chapter 6, Subchapter XXI of the D.C. Official Code (2001 ed.).

3. With the assistance of the Office of Contracting and Procurement, evaluate criteria for bids, make recommendations concerning the preparation of solicitation of bids and make recommendations to the contracting officer concerning the selection of providers following the receipt of bids, consistent with Chapter 4 of the D.C. Official Code (2001 ed.).

4. Following the receipt of bids to select health, dental, optical, life and disability insurance providers, the Union's Chief Negotiator shall be notified to identify no more than two individuals to participate in the RFP selection process.

5. Explore issues concerning the workers' compensation system that affect employees in Compensation Units 1 and 2 consistent with Chapter 6, Subchapter XXIII of the D.C. Official Code (2001 ed.).

6. The Union shall be notified of proposed benefit programs to determine the extent to which they impact employees in Compensation Units 1 and 2. Upon notification, the Union shall inform the Office of Labor Relations and Collective Bargaining within ten (10) calendar days to discuss any concerns it has regarding the impact on employees in Compensation Units 1 and 2.

ARTICLE 6
BENEFITS

SECTION A: LIFE INSURANCE:

1. Life insurance is provided to covered employees in accordance with §1-622.01, *et seq.* of the District of Columbia Official Code (2001 Edition) and Chapter 87 of Title 5 of the United States Code.

(a) District of Columbia Official Code §1-622.03 (2001 Edition) requires that benefits shall be provided as set forth in §1-622.07 to all employees of the District first employed after September 30, 1987, except those specifically excluded by law or by rule.

(b) District of Columbia Official Code §1-622.01 (2001 Edition) requires that benefits shall be provided as set forth in Chapter 87 of Title 5 of the United States Code for all employees of the District government first employed before October 1, 1987, except those specifically excluded by law or rule and regulation.

2. The current life insurance benefits for employees hired on or after October 1, 1987 are: The District of Columbia provides life insurance in an amount equal to the employee's annual salary rounded to the next thousand, plus an additional $2,000. Employees are required to pay two-thirds (2/3) of the total cost of the monthly premium. The District Government shall pay one-third (1/3) of the total cost of the premium. Employees may choose to purchase additional life insurance coverage through the District Government. These additions to the basic coverage are set forth in the schedule below:

Optional Plan	Additional Coverage	Premium Amount
Option A – Standard	Provides $10,000 additional coverage	Cost determined by age
Option B – Additional	Provides coverage up to five times the employee's annual salary	Cost determined by age and employee's salary
Option C – Family	Provides $5,000 coverage for the eligible spouse and $2,500 for each eligible child.	Cost determined by age.

Employees must contact their respective personnel offices to enroll or make changes in their life insurance coverage.

SECTION B: HEALTH INSURANCE:

1. Pursuant to D.C. Official Code §1-621.02 (2001 Edition), all employees covered by this agreement and hired after September 30, 1987, shall be entitled to enroll in group health insurance coverage provided by the District of Columbia.

(a) Health insurance coverage shall provide a level of benefits comparable to the plan(s) provided on the effective date of this agreement. Benefit levels shall not be reduced during the term of this agreement except by mutual agreement of the District, representatives of Compensation Units 1 and 2 and the insurance carrier(s). District employees are required to execute an enrollment form in order to participate in this program.

(b) The District may elect to provide additional health care providers for employees employed after September 30, 1987, provided that such addition of providers does not reduce the current level of benefits provided to employees. Should the District Government decide to expand the list of eligible providers, the District shall give Compensation Units 1 & 2 representatives notice of the proposed additions.

(c) Employees are required to contribute 25% of the total premium cost of the employee's selected plan. The District of Columbia Government shall contribute 75% of the premium cost of the employee's selected plan.

2. Pursuant to D.C. Official Code §1-621.01 (2001 Edition), all District employees covered by this agreement and hired before October 1, 1987, shall be eligible to participate in group health insurance coverage provided through the Federal Employees Health Benefits Program (FEHB) as provided in Chapter 89 of Title 5 of the United States Code. This program is administered by United States Office of Personnel Management.

3. The plan descriptions shall provide the terms of coverage and administration of the respective plans. Employees and union representatives are entitled to receive a copy of the summary plan description upon request. Additionally, employees and union representatives are entitled to review copies of the actual plan description upon advance request.

SECTION C: OPTICAL AND DENTAL:

1. The District shall provide Optical and Dental Plan coverage at a level of benefits comparable to the plan(s) provided on the effective date of this agreement. Benefit levels shall not be reduced during the term of this agreement except by mutual agreement of the District, the Union and the insurance carrier(s). District employees are required to execute an enrollment form in order to participate in the Optical and Dental program.

2. The District may elect to provide additional Optical and/or Dental providers, provided that such addition of providers does not reduce the current level of benefits provided to employees. Should the District Government decide to expand the list of eligible providers, the District shall give Compensation Units 1 & 2 representatives notice of the proposed additions.

SECTION D: SHORT-TERM DISABILITY INSURANCE PROGRAM

Employees covered by this Agreement shall be eligible to enroll, at their own expense, in the District's Short-Term Disability Insurance Program, which provides for partial income replacement when employees are required to be absent from duty due to a non-work-related qualifying medical condition. Employees may use income replacement benefits under the program in conjunction with annual or sick leave benefits provided for in this Agreement.

SECTION E: ANNUAL LEAVE:

1. In accordance with D.C. Official Code §1-612.03 (2001 Edition), full-time employees covered by the terms of this agreement are entitled to:

(a) one-half (1/2) day (4 hours) for each full biweekly pay period for an employee with less than three years of service (accruing a total of thirteen (13) annual leave days per annum);

(b) three-fourths (3/4) day (6 hours) for each full biweekly pay period, except that the accrual for the last full biweekly pay period in the year is one and one-fourth days (10 hours), for an employee with more than three (3) but less than fifteen (15) years of service (accruing a total of twenty (20) annual leave days per annum); and,

(c) one (1) day (8 hours) for each full biweekly pay period for an employee with fifteen (15) or more years of service (accruing a total of twenty-six (26) annual leave days per annum).

2. Part-time employees who work at least 40 hours per pay period earn annual leave at one-half the rate of full-time employees.

3. Employees shall be eligible to use annual leave in accordance with the District of Columbia laws.

SECTION F: SICK LEAVE:

1. In accordance with District of Columbia Official Code §1-612.03 (2001 Edition), a full-time employee covered by the terms of this agreement may accumulate up to thirteen (13) sick days in a calendar year.

2. Part-time employees for whom there has been established in advance a regular tour of duty of a definite day or hour of any day during each administrative workweek of the biweekly pay period shall earn sick leave at the rate of one (1) hour for each twenty (20) hours of duty. Credit may not exceed four (4) hours of sick leave for 80 hours of duty in any pay period. There is no credit of leave for fractional parts of a biweekly pay period either at the beginning or end of an employee's period of service.

SECTION G: OTHER FORMS OF LEAVE:

1. **Military Leave**: An employee is entitled to leave, without loss of pay, leave, or credit for time of service as reserve members of the armed forces or as members of the National Guard to the extent provided in D.C. Official Code §1-612.03(m) (2001 Edition).

2. **Court Leave:** An employee is entitled to leave, without loss of pay, leave, or service credit during a period of absence in which he or she is required to report for jury duty or to appear as a witness on behalf of the District of Columbia Government, or the Federal or a state or local government to the extent provided in D.C. Official Code §1-612.03(l) (2001 Edition).

3. **Funeral Leave:**

a. An employee is entitled to three (3) days of leave, without loss of pay, leave, or service credit to make arrangements for or to attend the funeral or memorial service for an immediate relative. In addition, the Employer shall grant an employee's request for annual or compensatory time up to three (3) days upon the death of an immediate relative. Approval of additional time shall be at the Employer's discretion. However, requests for leave shall be granted unless the Agency's ability to accomplish its work would be seriously impaired.

b. For the purpose of this section "immediate relative" means the following relatives of the employee: an individual who is related to the employee by blood, marriage, adoption, or domestic partnership as father, mother, child, husband, wife, sister, brother, aunt uncle, grandparent, grandchild, or similar familial relationship; an individual for whom the employee is the legal guardian; or fiancé, fiancée, or domestic partner of the employee.

c. An employee is entitled to not more than three (3) days of leave, without loss of pay, leave, or service credit to make arrangements for or to attend the funeral or memorial service for a family member who died as a result of a wound, disease or injury incurred while serving as a member of the armed forces in a combat zone to the extent provided in D.C. Official Code §1-612.03(n) (2001 Edition).

SECTION H: PRE-TAX BENEFITS:

1. Employee contributions to benefits programs established pursuant to D.C. Official Code §1-611.19 (2001 ed.), including the District of Columbia Employees Health Benefits Program, may be made on a pre-tax basis in accordance with the requirements of the Internal Revenue Code and, to the extent permitted by the Internal Revenue Code, such pre-tax contributions shall not effect a reduction of the amount of any other retirement, pension, or other benefits provided by law.

2. To the extent permitted by the Internal Revenue Code, any amount of contributions made on a pre-tax basis shall be included in the employee's contributions to existing life insurance, retirement system, and for any other District government program keyed to the employee's scheduled rate of pay, but shall not be included for the purpose of computing Federal or District income tax withholdings, including F.I.C.A., on behalf of any such employee.

SECTION I: RETIREMENT:

1. CIVIL SERVICE RETIREMENT SYSTEM (CSRS): As prescribed by 5 U.S.C. §8401 and related chapters, employees first hired by the District of Columbia Government before October 1, 1987, are subject to the provisions of the CSRS, which is administered by the U.S. Office of Personnel Management. Under Optional Retirement the aforementioned employee may choose to retire when he/she reaches:

(a) Age 55 and 30 years of service;
(b) Age 60 and 20 years of service;
(c) Age 62 and 5 years of service.

Under Voluntary Early Retirement, which must be authorized by the U.S. Office of Personnel Management, an employee may choose to retire when he/she reaches:

(a) Age 50 and 20 years of service;
(b) Any age and 25 years of service.

The pension of an employee who chooses Voluntary Early Retirement will be reduced by 2% for each year under age 55.

2. CIVIL SERVICE RETIREMENT SYSTEM: SPECIAL RETIREMENT PROVISIONS FOR LAW ENFORCEMENT OFFICERS:

Employees first hired by the District of Columbia Government before October 1, 1987, who are subject to the provisions of the CSRS and determined to be:

(a) a "law enforcement officer" within the meaning of 5 U.S.C. §8331(20)(D); and

(b) eligible for benefits under the special retirement provision for law enforcement officers;

shall continue to have their retirement benefits administered by the U. S. Office of Personnel Management in accordance with applicable law and regulation.

3. DEFINED CONTRIBUTION PENSION PLAN:

Section A:

The District of Columbia shall continue the Defined Contribution Pension Plan currently in effect which includes:

(1) All eligible employees hired by the District on or after October 1, 1987, are enrolled into the defined contribution pension plan.

(2) As prescribed by §1-626.09(c) of the D.C. Official Code (2001 Edition) after the completion of one year of service, the District shall contribute an amount not less than 5% of their base salary to an employee's Defined Contribution Pension Plan account. The District government funds this plan; there is no employee contribution to the Defined Contribution Pension Plan.

(3) As prescribed by §1-626.09(d) of the D.C. Official Code (2001 Edition) the District shall contribute an amount not less than an additional .5% of a detention officer's base salary to the same plan.

(4) Compensation Units 1 and 2 Joint Labor Management Technical Advisory Pension Reform Committee

(a) Establishment of the Joint Labor-Management Technical Advisory Pension Reform Committee (JLMTAPRC or Committee)

(1) The Parties agree that employees should have the security of a predictable level of income for their retirement after a career in public service. In order to support the objective of providing retirement income for employees

hired on or after October 1, 1987, the District shall plan and implement an enhanced retirement program effective October 1, 2008. The enhanced program will consist of a deferred compensation component and a defined benefit component.

(2) Accordingly, the Parties agree that the JLMTAPRC is hereby established for the purpose of developing an enhanced retirement program for employees covered by the Compensation Units 1 and 2 Agreement.

(b) Composition of the JLMTAPRC

The Joint Labor-Management Technical Advisory Pension Reform Committee will be composed of six (6) members, three (3) appointed by labor and three (3) appointed by management, and the Chief Negotiators (or his/her designee) of Compensation Units 1 and 2. Appointed representatives must possess a pension plan background including but not limited to consulting, financial or actuarial services. In addition, an independent consulting firm with demonstrated experience in pension plans design and actuarial analysis will support the Committee.

(c) Responsibilities of the JLMTAPRC

The Committee shall be responsible to:

- Plan and design an enhanced retirement program for employees hired on or after October 1, 1987 with equitable sharing of costs and risks between employee and employer;
- Establish a formula cap for employee and employer contributions;
- Establish the final compensation calculation using the highest three-year consecutive average employee wages;
- Include retirement provisions such as disability, survivor and death benefits, health and life insurance benefits;
- Design a plan sustainable within the allocated budget;
- Draft and support legislation to amend the D.C. Code in furtherance of the "Enhanced Retirement Program."

(d) Duration of the Committee

The Committee shall complete and submit a report with its recommendations to the City Administrator for the District of Columbia within one hundred and twenty (120) days after the effective date of the Compensation Units 1 and 2 Agreement.

4. TIAA-CREF PLAN:

For eligible education service employees at the University of the District of Columbia hired by the University or a predecessor institution, the University will contribute an amount not less than seven percent (7%) of their base salary to the Teachers Insurance and Annuity Association College Retirement Equities Fund (TIAA-CREF).

SECTION J: HOLIDAYS:

1. As prescribed by D.C. Official Code §1-612.02 (2001 Edition) the following legal public holidays are provided to all employees covered by this agreement:

(a) New Year's Day, January 1st of each year;
(b) Dr. Martin Luther King, Jr.'s Birthday, the 3rd Monday in January of each year;
(c) Washington's Birthday, the 3rd Monday in February of each year;
(d) Emancipation Day, April 16th;
(e) Memorial Day, the last Monday in May of each year;
(f) Juneteenth, June 19th
(g) Independence Day, July 4th of each year;
(h) Labor Day, the 1st Monday in September of each year;
(i) Indigenous Peoples' Day, the 2nd Monday in October of each year;
(j) Veterans Day, November 11th of each year;
(k) Thanksgiving Day, the 4th Thursday in November of each year; and
(l) Christmas Day, December 25th of each year.
(m) Inauguration Day, January 20th of each 4th year

2. When an employee, having a regularly scheduled tour of duty is relieved or prevented from working on a day District agencies are closed by order of the Mayor, he or she is entitled to the same pay for that day as for a day on which an ordinary day's work is performed.

ARTICLE 7
OVERTIME

SECTION A: Overtime Work:

Hours of work authorized in excess of an employee's assigned tour of duty in a day or forty (40) hours in a pay status in a work week shall be overtime work for which an employee shall receive either overtime pay or compensatory time unless the employee has used unscheduled leave during the forty (40) hour work week. The unscheduled leave rule will not apply when an employee has worked back-to-back shifts and takes unscheduled leave for an eight (8) hour period following the back-to-back shift or where an employee has indicated his/her preference not to work overtime and the Employer has

no other option but to order the employee to work overtime. Scheduled leave is leave requested and approved prior to the close of the preceding shift.

SECTION B: Compressed, Alternate and Flexible Schedules:

1. Compressed, Alternate and Flexible schedules may be jointly determined within a specific work area that modifies this overtime provision (as outlined in Section A of this Article) but must be submitted to the parties to this contract prior to implementation. This Agreement to jointly determine compressed schedules does not impact on the setting of the tour of duty.

2. When an employee works a Compressed, Alternate, and Flexible schedule, which generally means (1) in the case of a full-time employee, an 80-hour biweekly basic work requirement which is scheduled for less than 10 workdays, and (2) in the case of a part-time employee, a biweekly basic work requirement of less than 80 hours which is scheduled for less than 10 workdays, the employee would receive overtime pay or compensatory time for all hours in a pay status in excess of his/her assigned tour of duty, consistent with the 2004 District of Columbia Omnibus Authorization Act, 118 Stat. 2230, Pub. L. 108-386 Section (October 30, 2004).

3. The purpose of this Section is to allow for authorized Compressed, Alternate, and Flexible time schedules which exceed eight (8) hours in a day or 40 hours in a week to be deemed the employee's regular tour of duty, and not be considered overtime within the confines of the specific compressed work schedule and this Article. Bargaining unit members so affected would receive overtime or compensatory time for all hours in pay status in excess of their assigned tour of duty.

SECTION C:

Subject to the provisions of Section D of this Article, an employee who performs overtime work shall receive either pay or compensatory time at a rate of time and one-half (1-1/2) for each hour of work for which overtime is payable.

SECTION D:

Bargaining Unit employees shall receive overtime pay unless the employee and the supervisor mutually agree to compensatory time in lieu of pay for overtime work. Such mutual agreement shall be made prior to the overtime work being performed.

SECTION E:

Paramedics and Emergency Medical Services Technicians employed by the Fire and Emergency Medical Services Department and represented by the American Federation of Government Employees, Local 3721 shall earn overtime after they have worked 40 hours in a week.

ARTICLE 8
INCENTIVE PROGRAMS

PART I - SICK LEAVE INCENTIVE PROGRAM:

In order to recognize an employee's productivity through his/her responsible use of accrued sick leave, the Employer agrees to provide time-off in accordance with the following:

SECTION A:

A full time employee who is in a pay status for the full calendar leave year shall accrue annually:

1. Three (3) days off for utilizing a total of no more than two (2) days of accrued sick leave.

2. Two (2) days off for utilizing a total of more than two (2) but not more than four (4) days of accrued sick leave.

3. One (1) day off for utilizing a total of more than four (4) but no more than five (5) days of accrued sick leave.

SECTION B:

Employees in a non-pay status for no more than two (2) pay periods for the leave year shall remain eligible for incentive days under this Article. Sick leave usage for maternity or catastrophic illness/injury, not to exceed two (2) consecutive pay periods, shall not be counted against sick leave for calculating eligibility for incentive leave under this Article.

SECTION C:

Time off pursuant to a sick leave incentive award shall be selected by the employee and requested at least three (3) full workdays in advance of the leave date. Requests for time off pursuant to an incentive award shall be given priority consideration and the employee's supervisor shall approve such requests for time off unless staffing needs or workload considerations dictate otherwise. If the request is denied, the employee shall request and be granted a different day off within one month of the date the employee initially requested. Requests for time off shall be made on the standard "Application for Leave" form.

SECTION D:

All incentive days must be used in full-day increments following the leave year in which they were earned. The Employer will notify the employee of their sick leave incentive day(s) no later than March of each year. The incentive day(s) will also be credited to the employee's leave account no later than the end of April of each year. Incentive days may

not be substituted for any other type of absence from duty. There shall be no carryover or payment for any unused incentive days.

SECTION E:

Part-time employees are not eligible for the sick leave incentive as provided in this Article.

SECTION F:

This program shall be in effect in Fiscal Years 2022, 2023, 2024 and 2025.

PART II – PERFORMANCE INCENTIVE PILOT PROGRAM:

In order to recognize employees' productivity through their accomplishment of established goals and objectives, special acts toward the accomplishment of agency initiatives, demonstrated leadership in meeting agency program and/or project goals and/or the District's Strategic Plan initiatives, the Employer, in accordance with criteria established by the High Performance Workplace Committee agrees to establish pilot incentive programs within agencies, including time off without loss of pay or charge to leave as an incentive award. The District of Columbia Government Office of Labor Management Partnerships and the District of Columbia Incentive Awards Committee may serve as resources at the request of the parties in the implementation of the pilot incentive programs within agencies.

ARTICLE 9
CALL-BACK/CALL-IN/ON-CALL AND PREMIUM PAY

SECTION A: CALL-BACK

A minimum of four (4) hours of overtime shall be credited to any employee who is called back to perform unscheduled overtime work on a regular workday after he/she completes the regular work schedule and has left his/her place of employment.

SECTION B: CALL-IN

1. When an employee is called in before his/her regular tour of duty to perform unscheduled overtime and there is no break before the regular tour is to begin, a minimum of two (2) hours of overtime shall be credited to the employee.

2. A minimum of four (4) hours of overtime work shall be credited to any employee who is called in when not scheduled and informed in advance, on one of the days when he/she is off duty.

SECTION C: ON-CALL

1. An employee may be required to be on call after having completed his/her regular tour of duty. The employer shall specify the hours during which the employee is on call; and shall compensate the employee at a rate of twenty-five percent (25%) of his/her basic rate of pay for each hour the employee is on call.

2. An employee is on-call when a determination has been made that the work of that position requires the employee to remain accessible and available to the point where his or her time cannot be used effectively for the employee's own personal purposes.

3. The employee's schedule must specify the hours during which he/she will be required to remain on-call. On-call designation will be made on the form attached as Appendix 1.

SECTION D: HOLIDAY PAY

An employee who is required to work on a legal holiday falling within his or her regularly scheduled tour of duty shall be paid at the rate of twice his or her regular basic rate of pay for not more than eight (8) hours of such work.

SECTION E: NIGHT DIFFERENTIAL

An employee shall receive night differential pay at a rate of ten percent (10%) in excess of their basic day rate of compensation when they perform night work on a regularly scheduled tour of duty falling between 6:00 p.m. and 6:00 a.m. Employees shall receive night differential in lieu of shift differential.

SECTION F: PAY FOR SUNDAY WORK

A full-time employee assigned to a regularly scheduled tour of duty, any part of which includes hours that fall between midnight Saturday and midnight Sunday, is entitled to Sunday premium pay for each hour of work actually performed which is not overtime work and which is not in excess of eight (8) hours for each tour of duty which begins or ends on Sunday. Sunday premium pay is computed as an additional twenty-five percent (25%) of the employee's basic rate of compensation.

SECTION G: ADDITIONAL INCOME ALLOWANCE FOR CHILD AND FAMILY SERVICES

1. The Additional Income Allowance (AIA) program within the Child and Family Services Agency (CFSA) which was established pursuant to the "Personnel Recruitment and Retention Incentives for Child and Family Services Agency Compensation System Changes Emergency Approval Resolution of 2001", Council Resolution 14-53 (March 23, 2001) and as

contained in Chapter 11, Section 1154 of the District Personnel Manual, "Recruitment and Retention Incentives – Child and Family Services Agency," shall remain in full force and effect during the term of this Agreement.

2. The Administration of the AIA within CFSA shall be governed by the implementing regulations established in Child and Family Services Agency, Human Resources Administration Issuance System, HRA Instruction No. IV.11-3.

3. **OTHER SUBORDINATE AGENCIES WITH SIGNIFICANT RECRUITMENT AND RETENTION PROBLEMS**
Subordinate agencies covered by this Agreement may provide additional income allowances for positions that have significant recruitment and retention problems consistent with Chapter 11, Part B, Section 1143 of the District Personnel Manual.

ARTICLE 10
MILEAGE ALLOWANCE

SECTION A:

The parties agree that the mileage allowance established for the employees of the Federal Government who are authorized to use their personal vehicles in the performance of their official duties shall be the rate for Compensation Units 1 and 2 employees, who are also authorized in advance, by Management to use their personal vehicles in the performance of their official duties.

SECTION B:

To receive such allowance, authorization by Management must be issued prior to the use of the employee's vehicle in the performance of duty. Employees shall use the appropriate District Form to document mileage and request reimbursement of the allowance.

SECTION C:

1. Employees required to use their personal vehicle for official business if a government vehicle is not available, who are reimbursed by the District on a mileage basis for such use, are within the scope of the District of Columbia Non-Liability Act (D.C. Official Code §§2-411 through 2-416 (2001 Edition)). The Non-Liability Act generally provides that a District Employee is not subject to personal liability in a civil suit for property damage or for personal injury arising out of a motor vehicle accident during the discharge of the employee's official duties, so long as the employee was acting within the scope of his or her employment.

2. Claims by employees for personal property damage or loss incident to the use of their personal vehicle for official business if a government vehicle is not available

may be made under the Military Personnel and Civilian Employees Claim Act of 1964 (31 U.S.C. §3701 *et seq*.).

SECTION D:

No employee within Compensation 1 and 2 shall be required to use his/her personal vehicle unless the position vacancy announcement, position description or other pre-hire documentation informs the employee that the use of his/her personal vehicle is a requirement of the job.

SECTION E:

Employees required as a condition of employment to use their personal vehicle in the performance of their official duties may be provided a parking space or shall be reimbursed for non-commuter parking expenses, which are incurred in the performance of their official duties.

ARTICLE 11
ANNUAL LEAVE/COMPENSATORY TIME BUY-OUT

SECTION A:

An employee who is separated or is otherwise entitled to a lump-sum payment under personnel regulations for the District of Columbia Government shall receive such payment for each hour of unused annual leave or compensatory time in the employee's official leave record.

SECTION B:

The lump-sum payment shall be computed on the basis of the employee's rate at the time of separation in accordance with such personnel regulations.

ARTICLE 12
BACK PAY

Arbitration awards or settlement agreements in cases involving an individual employee shall be paid within sixty (60) days of receipt from the employee of relevant documentation, including documentation of interim earnings and other potential offsets. The responsible Agency shall submit the SF-52 and all other required documentation to the Department of Human Resources within thirty (30) days upon receipt from the employee of relevant documentation.

ARTICLE 13
DUTY STATION COVERAGE

The Fire and Emergency Medical Services employees and the correctional officers at the Department of Corrections and the Department of Youth Rehabilitative Services who are covered under Section 7(k) of the Fair Labor Standards Act shall be compensated a minimum of one hour pay if required to remain at his/her duty station beyond the normal tour of duty.

ARTICLE 14
GRIEVANCES

SECTION A:

This Compensation Agreement shall be incorporated by reference into local working conditions agreements in order to utilize the grievance/arbitration procedure in those Agreements to consider alleged violations of this Agreement.

SECTION B:

Grievances concerning compensation shall be filed with the appropriate agency and the Office of Labor Relations and Collective Bargaining under the applicable working conditions agreement. In the event a grievance alleges a violation affecting all members of Compensation Units 1 and 2, it will be sufficient to file the grievance directly with the Office of Labor Relations and Collective Bargaining within thirty (30) calendar days of knowledge of the alleged violation. Other than this possible variance in the filing deadline and receiving office, the applicable negotiated grievance procedure will remain in full force and effect.

ARTICLE 15
LOCAL ENVIRONMENT PAY

SECTION A:

Each department or agency shall eliminate or reduce to the lowest level possible all hazards, physical hardships, and working conditions of an unusual nature. When such action does not overcome the hazard, physical hardship, or unusual nature of the working condition, additional pay is warranted. Even though additional pay for exposure to a hazard, physical hardship, or unusual working condition is authorized, there is a responsibility on the part of a department or agency to initiate continuing positive action to eliminate danger and risk which contribute to or cause the hazard, physical hardship, or unusual working condition. The existence of pay for exposure to hazardous working

conditions or hardships in a local environment is not intended to condone work practices that circumvent safety laws, rules and regulations.

SECTION B:

Local environment pay is paid for actual exposure to (1) a hazard of an unusual nature which could result in significant injury, illness, or death, such as on a high structure when the hazard is not practically eliminated by protective facilities or an open structure when adverse conditions exist, e.g., darkness, lightning, steady rain, snow, sleet, ice, or high wind velocity; (2) a physical hardship of an unusual nature under circumstances which cause significant physical discomfort in the form of nausea, or skin, eye, ear or nose irritation, or conditions which cause abnormal soil of body and clothing, etc., and where such distress or discomfort is not practically eliminated.

Local environmental pay will only be paid to employees when the employee is in an active duty status. Local environmental pay will not be paid when an employee is on leave or teleworking.

SECTION C:

Employees as listed in Attachment 2, Approved Positions for Local Environmental Pay, of DCHR Instruction No. 11B-90, Premium Pay – Local and Environmental Pay, and any other employee including District Service (DS) employees as determined pursuant to Section D of this Article are eligible for environmental differentials.

SECTION D:

The determination as to whether additional pay is warranted for workplace exposure to environmental hazards, hardships or unusual working conditions may be initiated by an agency or labor organization in accordance with the provisions of DCHR Instruction No. 11B-90, Premium Pay – Local and Environmental Pay. The determination shall be issued by DCHR within ninety (90) calendar days of the submission of the request.

SECTION E:

Employees eligible for local environment pay under the terms of this Agreement shall be compensated as follows:

1. **Severe Exposure.** Employees subject to "Severe" exposure shall receive local environment pay equal to twenty seven percent (27%) of *the rate for RW 10, step 2 on the Compensation Unit 2 pay schedule*. The following categories of work are currently paid the rate for "severe" exposure:

- High Work

2. **Moderate Exposure.** Employees subject to "Moderate" exposure shall receive local environment pay equal to ten percent (10%) of *the rate for RW 10, step 2 on*

the Compensation Unit 2 pay schedule. The following categories of work are currently paid the rate for "moderate" exposure:

- Explosives and Incendiary Materials – High Degree Hazard
- Poison (Toxic Chemicals) – High Degree Hazard
- Micro Organisms – High Degree Hazard

3. **Low Exposure.** Employees subject to "Low" exposure shall receive local environment pay equal to five percent (5%) of *the rate for RW 10, step 2 on the Compensation Unit 2 pay schedule*. The following categories of work are currently paid the rate for "low" exposure:

- Dirty Work
- Cold Work
- Hot Work
- Welding Preheated metals
- Explosives and Incendiary Materials – Low Degree Hazard
- Poison (Toxic Chemicals) – Low Degree Hazard
- Micro Organisms – Low Degree Hazard

ARTICLE 16
NEWLY CERTIFIED BARGAINING UNITS

For units placed into a new compensation unit, working conditions or non-compensatory matters shall be negotiated simultaneous with negotiations concerning compensation. Where the agreement is for a newly certified collective bargaining unit assigned to an existing compensation unit, the parties shall proceed promptly to negotiate simultaneously any working conditions, other non-compensatory matters, and coverage of the compensation agreement. There should not be read into the new language any intent that an existing compensation agreement shall become negotiable when there is a newly certified collective bargaining unit. Rather, the intent is to require prompt negotiations of non-compensatory matters as well as application of compensation (e.g., when pay scale shall apply to the newly certified unit).

ARTICLE 17
TERM AND TEMPORARY EMPLOYEES

The District of Columbia recognizes that many temporary and term employees have had their terms extended to perform permanent services. To address the interests of current term and temporary employees whose appointments have been so extended over time and who perform permanent services, the District of Columbia and the Union representing the employees in Compensation Units 1 and 2 agree to the following:

SECTION A:

Joint labor-management committees established in each agency/program in the Compensation Units 1 and 2 collective bargaining agreement shall continue and will identify temporary and term employees whose current term and or temporary appointments extend through the term of this Agreement, and who perform permanent services in District agency programs.

SECTION B:

Each Agency and Local Union shall review all term appointments within the respective agencies to determine whether such appointments are made and maintained consistent with applicable law. The Union shall identify individual appointments it believes to be contrary to applicable law and notify the Agency. The Agency shall provide the Union reason(s) for the term or temporary nature of the appointment(s), where said appointments appear to be contrary to law. If an employee has been inappropriately appointed to or maintained in a temporary or term appointment, the Agency and the Union shall meet to resolve the matter.

SECTION C:

The agency shall convert bargaining unit temporary and term employees identified by the joint labor-management committees, who perform permanent services, who are in a pay status during the term of this Agreement, and are paid from appropriated funding to the career service..

SECTION D:

Prior to the end of the this Compensation Agreement, to the extent not inconsistent with District or Federal law and regulation, the District shall make reasonable efforts to convert to the career service temporary and term bargaining unit employees identified by the joint labor-management committees who perform permanent services, are in a pay status as of September 30, 2021, are full-time permanent positions, and are paid through intra-district funding or federal grant funding.

SECTION E:

Employees in term or temporary appointments shall be converted to permanent appointments, consistent with the D.C. Official Code.

SECTION F:

District agencies retain the authority to make term and temporary appointments as appropriate for seasonal and temporary work needs.

SECTION G:

A Joint-Labor Management Committee shall consist of one (1) representative from each national union comprising Compensation Units 1 and 2. The District shall appoint an equal number of representatives. The Committee will facilitate the implementation of this Article should difficulties arise in the Joint-Labor Management Committees set forth in Section A.

SECTION H:

District agencies will first post vacant career service positions internal to the Agency for bargaining unit term and temporary employees to apply and compete before posting the positions externally. There shall be no direct appointments.

ARTICLE 18
ADMINISTRATIVE CLOSING

SECTION A:

1. Employees designated as "Essential Employees" are those who work in critical District government operations that cannot be suspended or interrupted, even in the event of declared emergencies. "Essential Employees" must report to work as scheduled even when the government is administratively closed, during emergencies or other government closing. Once an employee has been notified by his/her employing agency that his/her position is designated as "Essential" no further notice is required as long as the employee continues to occupy the position designated "Essential".

2. Employees designated "Emergency Employees" are those who support certain critical government operations and functions necessary for the continuity of operations, including during declared emergencies. "Emergency Employees" may be required to work when a situation or condition occurs and result in early dismissal for other employees, government closing or during other emergencies.

Once an employee has been notified by his/her employing agency that his/her position is designated as "Emergency", the designation will remain in effect until the designation is terminated in writing.

3. As applicable, employees required to work when all other District Government employees are released for administrative closings, shall be compensated in accordance with the minimum standards established by the Fair Labor Standards Act, (FLSA), 29 U.S.C. § 201, *et seq*.

4. As applicable, employees required to work when all other District Government employee are released as a result of an administrative closings shall be compensated, in addition to their regular pay, one hour for each hour worked during the administrative closing.

SECTION B:

The determination as to whether the employee receives overtime or compensatory time will be at the time employee's election which shall be made before the work is performed. When elected, employees required to work when all other District Government employees are released for administrative closing shall earn compensatory time on an hour for hour basis.

ARTICLE 19
SAVINGS CLAUSE

SECTION A:

Should any provisions of this Agreement be rendered or declared invalid by reason of any existing or subsequently enacted law or by decree of a court or administrative agency of competent jurisdiction, such invalidation shall not affect any other part or provision hereof. Where appropriate, the parties shall meet within 120 days to negotiate any substitute provision(s).

SECTION B:

The terms of this contract supersede any subsequently enacted D.C. laws, District Personnel Manual (DPM) regulations, or departmental rules concerning compensation covered herein.

ARTICLE 20
DURATION

This Agreement shall remain in full force and effect through September 30, 2025. On this _____ day of _____2022 , and as witness the parties hereto have set their signature.

Compensation Units One and Two Collective Bargaining Agreement
Signed: _____, 2022

FOR THE DISTRICT OF COLUMBIA GOVERNMENT	**FOR THE UNIONS**
_____	_____
_____	_____
_____	_____

APPENDIX 1

Management's Proposal
7/26/10

INSERT DATE

Firstname Lastname
Position/Title
Department/Division

RE: On-Call Notification

Dear Mr./Ms. Lastname:

You are hereby notified that you shall be placed in an "on-call" status effective **On-Call Dates** between the hours of **Start AM/PM and End AM/PM**. During the aforementioned hours, you are required to be available to report for work within **a reasonable time (not to exceed two hours)**. You are expected to be available by phone for the duration of the "on-call" period. You are expected to answer when called or return a call from INSERT AGENCY management within a reasonable amount of time (not to exceed **30 minutes**).

Sincerely,

SUPERVISOR/MANAGER NAME
SUPERVISOR POSITION TITLE

APPROVAL

This collective bargaining agreement between the District of Columbia and Compensation Units 1 and 2, dated _____, has been reviewed in accordance with Section 1-617.15 of the District of Columbia Official Code (2001 Ed.) and is hereby approved on this __ day of _____, 2022.

_____
Muriel Bowser
Mayor

District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)

Fiscal Year:	**2023**	***Service Code Definition:***	***Professional and Scientific***
Effective Date:	**October 9, 2022**	***Series:***	
Union/Nonunion:	**Union**	***Affected CBU/Service Code(s):***	
Pay Plan/Schedule:	**CS**		
Peoplesoft Schedule:	**DS0077**		
	X01		
% Increase:	**2.5%**	**over FY21**	
Resolution Number:			
Date of Resolution:			

					Steps						
Grade	***1***	***2***	***3***	***4***	***5***	***6***	***7***	***8***	***9***	***10***	**Between Steps**
9	$ 58,590	$ 60,462	$ 62,334	$ 64,206	$ 66,078	$ 67,950	$ 69,822	$ 71,694	$ 73,566	$ 75,438	$ 1,872
10	$ 64,276	$ 66,337	$ 68,398	$ 70,459	$ 72,520	$ 74,581	$ 76,642	$ 78,703	$ 80,764	$ 82,825	$ 2,061
11	$ 70,593	$ 72,861	$ 75,129	$ 77,397	$ 79,665	$ 81,933	$ 84,201	$ 86,469	$ 88,737	$ 91,005	$ 2,268
12	$ 87,340	$ 90,052	$ 92,764	$ 95,476	$ 98,188	$ 100,900	$ 103,612	$ 106,324	$ 109,036	$ 111,748	$ 2,712
13	$ 100,633	$ 103,859	$ 107,085	$ 110,311	$ 113,537	$ 116,763	$ 119,989	$ 123,215	$ 126,441	$ 129,667	$ 3,226
14	$ 118,935	$ 122,746	$ 126,557	$ 130,368	$ 134,179	$ 137,990	$ 141,801	$ 145,612	$ 149,423	$ 153,234	$ 3,811

District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)

Fiscal Year:	**2024**	***Service Code Definition:***	***Professional and Scientific***
Effective Date:	**October 8, 2023**	***Series:***	
Union/Nonunion:	**Union**	***Affected CBU/Service Code(s):***	
Pay Plan/Schedule:	**CS**		
Peoplesoft Schedule:	**DS0077**		
	X01		
% Increase:	**3.0%**		
Resolution Number:			
Date of Resolution:			

	Steps										
Grade	***1***	***2***	***3***	***4***	***5***	***6***	***7***	***8***	***9***	***10***	**Between Steps**
9	$ 60,348	$ 62,276	$ 64,204	$ 66,132	$ 68,060	$ 69,988	$ 71,916	$ 73,844	$ 75,772	$ 77,700	$ 1,928
10	$ 66,204	$ 68,327	$ 70,450	$ 72,573	$ 74,696	$ 76,819	$ 78,942	$ 81,065	$ 83,188	$ 85,311	$ 2,123
11	$ 72,711	$ 75,047	$ 77,383	$ 79,719	$ 82,055	$ 84,391	$ 86,727	$ 89,063	$ 91,399	$ 93,735	$ 2,336
12	$ 89,958	$ 92,752	$ 95,546	$ 98,340	$ 101,134	$ 103,928	$ 106,722	$ 109,516	$ 112,310	$ 115,104	$ 2,794
13	$ 103,651	$ 106,974	$ 110,297	$ 113,620	$ 116,943	$ 120,266	$ 123,589	$ 126,912	$ 130,235	$ 133,558	$ 3,323
14	$ 122,504	$ 126,429	$ 130,354	$ 134,279	$ 138,204	$ 142,129	$ 146,054	$ 149,979	$ 153,904	$ 157,829	$ 3,925

District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)

Fiscal Year:	**2025**	***Service Code Definition:***	***Professional and Scientific***
Effective Date:	**October 6, 2024**	***Series:***	
Union/Nonunion:	**Union**	***Affected CBU/Service Code(s):***	
Pay Plan/Schedule:	**CS**		
Peoplesoft Schedule:	**DS0077**		
	X01		
% Increase:	**3.0%**		
Resolution Number:			
Date of Resolution:			

					Steps						Between
Grade	***1***	***2***	***3***	***4***	***5***	***6***	***7***	***8***	***9***	***10***	**Steps**
9	$ 62,158	$ 64,144	$ 66,130	$ 68,116	$ 70,102	$ 72,088	$ 74,074	$ 76,060	$ 78,046	$ 80,032	$ 1,986
10	$ 68,189	$ 70,376	$ 72,563	$ 74,750	$ 76,937	$ 79,124	$ 81,311	$ 83,498	$ 85,685	$ 87,872	$ 2,187
11	$ 74,893	$ 77,299	$ 79,705	$ 82,111	$ 84,517	$ 86,923	$ 89,329	$ 91,735	$ 94,141	$ 96,547	$ 2,406
12	$ 92,656	$ 95,534	$ 98,412	$ 101,290	$ 104,168	$ 107,046	$ 109,924	$ 112,802	$ 115,680	$ 118,558	$ 2,878
13	$ 106,763	$ 110,185	$ 113,607	$ 117,029	$ 120,451	$ 123,873	$ 127,295	$ 130,717	$ 134,139	$ 137,561	$ 3,422
14	$ 126,178	$ 130,221	$ 134,264	$ 138,307	$ 142,350	$ 146,393	$ 150,436	$ 154,479	$ 158,522	$ 162,565	$ 4,043

District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)

Fiscal Year:	**2023**	***Service Code Definition:***	***Technical and Paraprofessional***
Effective Date:	**October 9, 2022**	***Series:***	
Union/Nonunion:	**Union**	***Affected CBU/Service Code(s):***	

Pay Plan/Schedule: **CS**

Peoplesoft Schedule: **DS0078**
X02

% Increase: **2.5%** **Over FY 21**

Resolution Number:

Date of Resolution:

	Steps										
Grade	***1***	***2***	***3***	***4***	***5***	***6***	***7***	***8***	***9***	***10***	**Between Steps**
5	$ 39,500	$ 40,877	$ 42,254	$ 43,631	$ 45,008	$ 46,385	$ 47,762	$ 49,139	$ 50,516	$ 51,893	$ 1,377
6	$ 43,772	$ 45,297	$ 46,822	$ 48,347	$ 49,872	$ 51,397	$ 52,922	$ 54,447	$ 55,972	$ 57,497	$ 1,525
7	$ 48,500	$ 50,186	$ 51,872	$ 53,558	$ 55,244	$ 56,930	$ 58,616	$ 60,302	$ 61,988	$ 63,674	$ 1,686
8	$ 53,261	$ 54,959	$ 56,657	$ 58,355	$ 60,053	$ 61,751	$ 63,449	$ 65,147	$ 66,845	$ 68,543	$ 1,698
9	$ 58,590	$ 60,462	$ 62,334	$ 64,206	$ 66,078	$ 67,950	$ 69,822	$ 71,694	$ 73,566	$ 75,438	$ 1,872
10	$ 64,276	$ 66,337	$ 68,398	$ 70,459	$ 72,520	$ 74,581	$ 76,642	$ 78,703	$ 80,764	$ 82,825	$ 2,061
11	$ 70,593	$ 72,861	$ 75,129	$ 77,397	$ 79,665	$ 81,933	$ 84,201	$ 86,469	$ 88,737	$ 91,005	$ 2,268

District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)

Fiscal Year:	**2024**	***Service Code Definition:***	***Technical and Paraprofessional***
Effective Date:	**October 8, 2023**	***Series:***	
Union/Nonunion:	**Union**	***Affected CBU/Service Code(s):***	
Pay Plan/Schedule:	**CS**		
Peoplesoft Schedule:	**DS0078** **X02**		
% Increase:	**3.0%**		
Resolution Number:			
Date of Resolution:			

	Steps										
Grade	***1***	***2***	***3***	***4***	***5***	***6***	***7***	***8***	***9***	***10***	**Between Steps**
5	$ 40,686	$ 42,104	$ 43,522	$ 44,940	$ 46,358	$ 47,776	$ 49,194	$ 50,612	$ 52,030	$ 53,448	$ 1,418
6	$ 45,084	$ 46,655	$ 48,226	$ 49,797	$ 51,368	$ 52,939	$ 54,510	$ 56,081	$ 57,652	$ 59,223	$ 1,571
7	$ 49,957	$ 51,693	$ 53,429	$ 55,165	$ 56,901	$ 58,637	$ 60,373	$ 62,109	$ 63,845	$ 65,581	$ 1,736
8	$ 54,859	$ 56,608	$ 58,357	$ 60,106	$ 61,855	$ 63,604	$ 65,353	$ 67,102	$ 68,851	$ 70,600	$ 1,749
9	$ 60,348	$ 62,276	$ 64,204	$ 66,132	$ 68,060	$ 69,988	$ 71,916	$ 73,844	$ 75,772	$ 77,700	$ 1,928
10	$ 66,204	$ 68,327	$ 70,450	$ 72,573	$ 74,696	$ 76,819	$ 78,942	$ 81,065	$ 83,188	$ 85,311	$ 2,123
11	$ 72,711	$ 75,047	$ 77,383	$ 79,719	$ 82,055	$ 84,391	$ 86,727	$ 89,063	$ 91,399	$ 93,735	$ 2,336

District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)

Fiscal Year:	**2025**	***Service Code Definition:***	***Technical and Paraprofessional***
Effective Date:	**October 6, 2024**	***Series:***	
Union/Nonunion:	**Union**	***Affected CBU/Service Code(s):***	
Pay Plan/Schedule:	**CS**		
Peoplesoft Schedule:	**DS0078** **X02**		
% Increase:	**3.0%**		
Resolution Number:			
Date of Resolution:			

	Steps										
Grade	***1***	***2***	***3***	***4***	***5***	***6***	***7***	***8***	***9***	***10***	**Between Steps**
5	$ 41,905	$ 43,366	$ 44,827	$ 46,288	$ 47,749	$ 49,210	$ 50,671	$ 52,132	$ 53,593	$ 55,054	$ 1,461
6	$ 46,437	$ 48,055	$ 49,673	$ 51,291	$ 52,909	$ 54,527	$ 56,145	$ 57,763	$ 59,381	$ 60,999	$ 1,618
7	$ 51,456	$ 53,244	$ 55,032	$ 56,820	$ 58,608	$ 60,396	$ 62,184	$ 63,972	$ 65,760	$ 67,548	$ 1,788
8	$ 56,503	$ 58,305	$ 60,107	$ 61,909	$ 63,711	$ 65,513	$ 67,315	$ 69,117	$ 70,919	$ 72,721	$ 1,802
9	$ 62,158	$ 64,144	$ 66,130	$ 68,116	$ 70,102	$ 72,088	$ 74,074	$ 76,060	$ 78,046	$ 80,032	$ 1,986
10	$ 68,189	$ 70,376	$ 72,563	$ 74,750	$ 76,937	$ 79,124	$ 81,311	$ 83,498	$ 85,685	$ 87,872	$ 2,187
11	$ 74,893	$ 77,299	$ 79,705	$ 82,111	$ 84,517	$ 86,923	$ 89,329	$ 91,735	$ 94,141	$ 96,547	$ 2,406

District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)

Fiscal Year: **2023**

Service Code Definition: ***Clerical and Administrative Support***

Effective Date: **October 9, 2022**

Series:

Union/Nonunion: **Union**

Affected CBU/Service Code(s):

Pay Plan/Schedule: **CS**
Peoplesoft Schedule: **DS0079**
X03

% Increase: **2.5%** **Over FY 21**

Resolution Number:

Date of Resolution:

	Steps										
Grade	***1***	***2***	***3***	***4***	***5***	***6***	***7***	***8***	***9***	***10***	**Between Steps**
2	$ 31,961	$ 33,079	$ 34,197	$ 35,315	$ 36,433	$ 37,551	$ 38,669	$ 39,787	$ 40,905	$ 42,023	$ 1,118
3	$ 34,832	$ 36,040	$ 37,248	$ 38,456	$ 39,664	$ 40,872	$ 42,080	$ 43,288	$ 44,496	$ 45,704	$ 1,208
4	$ 36,529	$ 37,770	$ 39,011	$ 40,252	$ 41,493	$ 42,734	$ 43,975	$ 45,216	$ 46,457	$ 47,698	$ 1,241
5	$ 39,500	$ 40,877	$ 42,254	$ 43,631	$ 45,008	$ 46,385	$ 47,762	$ 49,139	$ 50,516	$ 51,893	$ 1,377
6	$ 43,772	$ 45,297	$ 46,822	$ 48,347	$ 49,872	$ 51,397	$ 52,922	$ 54,447	$ 55,972	$ 57,497	$ 1,525
7	$ 48,500	$ 50,186	$ 51,872	$ 53,558	$ 55,244	$ 56,930	$ 58,616	$ 60,302	$ 61,988	$ 63,674	$ 1,686
8	$ 53,261	$ 54,959	$ 56,657	$ 58,355	$ 60,053	$ 61,751	$ 63,449	$ 65,147	$ 66,845	$ 68,543	$ 1,698
9	$ 58,590	$ 60,462	$ 62,334	$ 64,206	$ 66,078	$ 67,950	$ 69,822	$ 71,694	$ 73,566	$ 75,438	$ 1,872

District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)

Fiscal Year:	**2024**	***Service Code Definition:***	***Clerical and Administrative Support***
Effective Date:	**October 8, 2023**	***Series:***	
Union/Nonunion:	**Union**	***Affected CBU/Service Code(s):***	
Pay Plan/Schedule:	**CS**		
Peoplesoft Schedule:	**DS0079** **X03**		
% Increase:	**3.0%**		
Resolution Number:			
Date of Resolution:			

	Steps										
Grade	***1***	***2***	***3***	***4***	***5***	***6***	***7***	***8***	***9***	***10***	**Between Steps**
2	$ 32,918	$ 34,070	$ 35,222	$ 36,374	$ 37,526	$ 38,678	$ 39,830	$ 40,982	$ 42,134	$ 43,286	$ 1,152
3	$ 35,878	$ 37,122	$ 38,366	$ 39,610	$ 40,854	$ 42,098	$ 43,342	$ 44,586	$ 45,830	$ 47,074	$ 1,244
4	$ 37,626	$ 38,904	$ 40,182	$ 41,460	$ 42,738	$ 44,016	$ 45,294	$ 46,572	$ 47,850	$ 49,128	$ 1,278
5	$ 40,686	$ 42,104	$ 43,522	$ 44,940	$ 46,358	$ 47,776	$ 49,194	$ 50,612	$ 52,030	$ 53,448	$ 1,418
6	$ 45,084	$ 46,655	$ 48,226	$ 49,797	$ 51,368	$ 52,939	$ 54,510	$ 56,081	$ 57,652	$ 59,223	$ 1,571
7	$ 49,957	$ 51,693	$ 53,429	$ 55,165	$ 56,901	$ 58,637	$ 60,373	$ 62,109	$ 63,845	$ 65,581	$ 1,736
8	$ 54,859	$ 56,608	$ 58,357	$ 60,106	$ 61,855	$ 63,604	$ 65,353	$ 67,102	$ 68,851	$ 70,600	$ 1,749
9	$ 60,348	$ 62,276	$ 64,204	$ 66,132	$ 68,060	$ 69,988	$ 71,916	$ 73,844	$ 75,772	$ 77,700	$ 1,928

District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)

Fiscal Year: **2025**

Service Code Definition: ***Clerical and Administrative Support***

Effective Date: **October 6, 2024**

Series:

Union/Nonunion: **Union**

Affected CBU/Service Code(s):

Pay Plan/Schedule: **CS**
Peoplesoft Schedule: **DS0079**
X03

% Increase: **3.0%**

Resolution Number:

Date of Resolution:

	Steps										
Grade	***1***	***2***	***3***	***4***	***5***	***6***	***7***	***8***	***9***	***10***	**Between Steps**
2	$ 33,904	$ 35,091	$ 36,278	$ 37,465	$ 38,652	$ 39,839	$ 41,026	$ 42,213	$ 43,400	$ 44,587	$ 1,187
3	$ 36,952	$ 38,234	$ 39,516	$ 40,798	$ 42,080	$ 43,362	$ 44,644	$ 45,926	$ 47,208	$ 48,490	$ 1,282
4	$ 38,756	$ 40,072	$ 41,388	$ 42,704	$ 44,020	$ 45,336	$ 46,652	$ 47,968	$ 49,284	$ 50,600	$ 1,316
5	$ 41,905	$ 43,366	$ 44,827	$ 46,288	$ 47,749	$ 49,210	$ 50,671	$ 52,132	$ 53,593	$ 55,054	$ 1,461
6	$ 46,437	$ 48,055	$ 49,673	$ 51,291	$ 52,909	$ 54,527	$ 56,145	$ 57,763	$ 59,381	$ 60,999	$ 1,618
7	$ 51,456	$ 53,244	$ 55,032	$ 56,820	$ 58,608	$ 60,396	$ 62,184	$ 63,972	$ 65,760	$ 67,548	$ 1,788
8	$ 56,503	$ 58,305	$ 60,107	$ 61,909	$ 63,711	$ 65,513	$ 67,315	$ 69,117	$ 70,919	$ 72,721	$ 1,802
9	$ 62,158	$ 64,144	$ 66,130	$ 68,116	$ 70,102	$ 72,088	$ 74,074	$ 76,060	$ 78,046	$ 80,032	$ 1,986

District of Columbia Government Salary Schedule: Comp Unit 1 & 2

Fiscal Year: **2023**

Service Code Definition: ***Corrections and Other Occupation Groups***

Effective Date: **October 9, 2022**

Union/Nonunion: **Union**

Job Series:

0006 Correctional Program Specialist
0081 Fire Protection Specialist
0101 Correctional Treatment Specialist
0390 Telecommunications Equipment Operator
1802 Cellblock Technician (Cellblock Only)
1811 Criminal Investigator
2151 Dispatcher (OUC Only)

Pay Plan/Schedule: **CS**
Peoplesoft Schedule: **DS0067**
X04

% Increase: **2.5%** **Over FY 21**

Resolution Number:

Date of Resolution:

	Step										
Grade	***1***	***2***	***3***	***4***	***5***	***6***	***7***	***8***	***9***	***10***	**Between Steps**
4	$ 42,377	$ 43,555	$ 44,733	$ 45,911	$ 47,089	$ 48,267	$ 49,445	$ 50,623	$ 51,801	$ 52,979	$ 1,178
5	$ 48,738	$ 50,055	$ 51,372	$ 52,689	$ 54,006	$ 55,323	$ 56,640	$ 57,957	$ 59,274	$ 60,591	$ 1,317
6	$ 51,378	$ 52,847	$ 54,316	$ 55,785	$ 57,254	$ 58,723	$ 60,192	$ 61,661	$ 63,130	$ 64,599	$ 1,469
7	$ 55,450	$ 57,083	$ 58,716	$ 60,349	$ 61,982	$ 63,615	$ 65,248	$ 66,881	$ 68,514	$ 70,147	$ 1,633
8	$ 57,792	$ 59,604	$ 61,416	$ 63,228	$ 65,040	$ 66,852	$ 68,664	$ 70,476	$ 72,288	$ 74,100	$ 1,812
9	$ 61,855	$ 63,853	$ 65,851	$ 67,849	$ 69,847	$ 71,845	$ 73,843	$ 75,841	$ 77,839	$ 79,837	$ 1,998
10	$ 68,114	$ 70,316	$ 72,518	$ 74,720	$ 76,922	$ 79,124	$ 81,326	$ 83,528	$ 85,730	$ 87,932	$ 2,202
11	$ 72,453	$ 74,862	$ 77,271	$ 79,680	$ 82,089	$ 84,498	$ 86,907	$ 89,316	$ 91,725	$ 94,134	$ 2,409
12	$ 86,816	$ 89,710	$ 92,604	$ 95,498	$ 98,392	$ 101,286	$ 104,180	$ 107,074	$ 109,968	$ 112,862	$ 2,894
13	$ 103,229	$ 106,672	$ 110,115	$ 113,558	$ 117,001	$ 120,444	$ 123,887	$ 127,330	$ 130,773	$ 134,216	$ 3,443
14	$ 122,005	$ 126,068	$ 130,131	$ 134,194	$ 138,257	$ 142,320	$ 146,383	$ 150,446	$ 154,509	$ 158,572	$ 4,063

District of Columbia Government Salary Schedule: Comp Unit 1 & 2

Fiscal Year: **2024**

Service Code Definition: ***Corrections and Other Occupation Groups***

Effective Date: **October 8, 2023**

Union/Nonunion: **Union**

Job Series:

0006 Correctional Program Specialist
0081 Fire Protection Specialist
0101 Correctional Treatment Specialist
0390 Telecommunications Equipment Operator
1802 Cellblock Technician (Cellblock Only)
1811 Criminal Investigator
2151 Dispatcher (OUC Only)

Pay Plan/Schedule: **CS**
Peoplesoft Schedule: **DS0067**
X04

% Increase: **3.0%**

Resolution Number:

Date of Resolution:

	Step										
Grade	***1***	***2***	***3***	***4***	***5***	***6***	***7***	***8***	***9***	***10***	**Between Steps**
4	$ 43,646	$ 44,860	$ 46,074	$ 47,288	$ 48,502	$ 49,716	$ 50,930	$ 52,144	$ 53,358	$ 54,572	$ 1,214
5	$ 50,202	$ 51,558	$ 52,914	$ 54,270	$ 55,626	$ 56,982	$ 58,338	$ 59,694	$ 61,050	$ 62,406	$ 1,356
6	$ 52,920	$ 54,433	$ 55,946	$ 57,459	$ 58,972	$ 60,485	$ 61,998	$ 63,511	$ 65,024	$ 66,537	$ 1,513
7	$ 57,113	$ 58,795	$ 60,477	$ 62,159	$ 63,841	$ 65,523	$ 67,205	$ 68,887	$ 70,569	$ 72,251	$ 1,682
8	$ 59,527	$ 61,393	$ 63,259	$ 65,125	$ 66,991	$ 68,857	$ 70,723	$ 72,589	$ 74,455	$ 76,321	$ 1,866
9	$ 63,710	$ 65,768	$ 67,826	$ 69,884	$ 71,942	$ 74,000	$ 76,058	$ 78,116	$ 80,174	$ 82,232	$ 2,058
10	$ 70,158	$ 72,426	$ 74,694	$ 76,962	$ 79,230	$ 81,498	$ 83,766	$ 86,034	$ 88,302	$ 90,570	$ 2,268
11	$ 74,624	$ 77,106	$ 79,588	$ 82,070	$ 84,552	$ 87,034	$ 89,516	$ 91,998	$ 94,480	$ 96,962	$ 2,482
12	$ 89,420	$ 92,401	$ 95,382	$ 98,363	$ 101,344	$ 104,325	$ 107,306	$ 110,287	$ 113,268	$ 116,249	$ 2,981
13	$ 106,327	$ 109,873	$ 113,419	$ 116,965	$ 120,511	$ 124,057	$ 127,603	$ 131,149	$ 134,695	$ 138,241	$ 3,546
14	$ 125,665	$ 129,850	$ 134,035	$ 138,220	$ 142,405	$ 146,590	$ 150,775	$ 154,960	$ 159,145	$ 163,330	$ 4,185

District of Columbia Government Salary Schedule: Comp Unit 1 & 2

Fiscal Year: **2025**

Service Code Definition: ***Corrections and Other Occupation Groups***

Effective Date: **October 6, 2024**

Union/Nonunion: **Union**

Job Series:

0006 Correctional Program Specialist
0081 Fire Protection Specialist
0101 Correctional Treatment Specialist
0390 Telecommunications Equipment Operator
1802 Cellblock Technician (Cellblock Only)
1811 Criminal Investigator
2151 Dispatcher (OUC Only)

Pay Plan/Schedule: **CS**
Peoplesoft Schedule: **DS0067**
X04

% Increase: **3.0%**

Resolution Number:

Date of Resolution:

	Step										
Grade	***1***	***2***	***3***	***4***	***5***	***6***	***7***	***8***	***9***	***10***	**Between Steps**
4	$ 44,957	$ 46,207	$ 47,457	$ 48,707	$ 49,957	$ 51,207	$ 52,457	$ 53,707	$ 54,957	$ 56,207	$ 1,250
5	$ 51,707	$ 53,104	$ 54,501	$ 55,898	$ 57,295	$ 58,692	$ 60,089	$ 61,486	$ 62,883	$ 64,280	$ 1,397
6	$ 54,509	$ 56,067	$ 57,625	$ 59,183	$ 60,741	$ 62,299	$ 63,857	$ 65,415	$ 66,973	$ 68,531	$ 1,558
7	$ 58,828	$ 60,560	$ 62,292	$ 64,024	$ 65,756	$ 67,488	$ 69,220	$ 70,952	$ 72,684	$ 74,416	$ 1,732
8	$ 61,313	$ 63,235	$ 65,157	$ 67,079	$ 69,001	$ 70,923	$ 72,845	$ 74,767	$ 76,689	$ 78,611	$ 1,922
9	$ 65,624	$ 67,743	$ 69,862	$ 71,981	$ 74,100	$ 76,219	$ 78,338	$ 80,457	$ 82,576	$ 84,695	$ 2,119
10	$ 72,263	$ 74,599	$ 76,935	$ 79,271	$ 81,607	$ 83,943	$ 86,279	$ 88,615	$ 90,951	$ 93,287	$ 2,336
11	$ 76,861	$ 79,418	$ 81,975	$ 84,532	$ 87,089	$ 89,646	$ 92,203	$ 94,760	$ 97,317	$ 99,874	$ 2,557
12	$ 92,104	$ 95,174	$ 98,244	$ 101,314	$ 104,384	$ 107,454	$ 110,524	$ 113,594	$ 116,664	$ 119,734	$ 3,070
13	$ 109,518	$ 113,170	$ 116,822	$ 120,474	$ 124,126	$ 127,778	$ 131,430	$ 135,082	$ 138,734	$ 142,386	$ 3,652
14	$ 129,437	$ 133,747	$ 138,057	$ 142,367	$ 146,677	$ 150,987	$ 155,297	$ 159,607	$ 163,917	$ 168,227	$ 4,310

District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)

Fiscal Year: **2023** ***Service Code Definition:*** ***Social Worker & Student Trainee***

Effective Date: **October 9, 2022**

Union/Nonunion: **Union** ***Affected CBU/Service Code(s):*** A22

Pay Plan/Schedule: **CS** ***Series:*** 0185 Social Worker
Peoplesoft Schedule: **DS0080** 0186 Social Worker (Associate)
X05

% Increase: **2.5%** **Over FY 21**

Resolution Number:

Date of Resolution:

	Steps										
Grade	***1***	***2***	***3***	***4***	***5***	***6***	***7***	***8***	***9***	***10***	**Between Steps**
5	$ 57,795	$ 59,312	$ 60,829	$ 62,346	$ 63,863	$ 65,380	$ 66,897	$ 68,414	$ 69,931	$ 71,448	$ 1,517
7	$ 62,661	$ 64,350	$ 66,039	$ 67,728	$ 69,417	$ 71,106	$ 72,795	$ 74,484	$ 76,173	$ 77,862	$ 1,689
9	$ 67,949	$ 69,825	$ 71,701	$ 73,577	$ 75,453	$ 77,329	$ 79,205	$ 81,081	$ 82,957	$ 84,833	$ 1,876
11	$ 77,395	$ 79,663	$ 81,931	$ 84,199	$ 86,467	$ 88,735	$ 91,003	$ 93,271	$ 95,539	$ 97,807	$ 2,268
12	$ 87,340	$ 90,052	$ 92,764	$ 95,476	$ 98,188	$ 100,900	$ 103,612	$ 106,324	$ 109,036	$ 111,748	$ 2,712
13	$ 96,959	$ 99,966	$ 102,973	$ 105,980	$ 108,987	$ 111,994	$ 115,001	$ 118,008	$ 121,015	$ 124,022	$ 3,007

District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)

Fiscal Year: **2024**

Service Code Definition: ***Social Worker & Student Trainee***

Effective Date: **October 8, 2023**

Union/Nonunion: **Union**

Affected CBU/Service Code(s): A22

Pay Plan/Schedule: **CS**

Peoplesoft Schedule: **DS0080**
X05

Series:
0185 Social Worker
0186 Social Worker (Associate)

% Increase: **3.0%**

Resolution Number:

Date of Resolution:

	Steps										
Grade	***1***	***2***	***3***	***4***	***5***	***6***	***7***	***8***	***9***	***10***	**Between Steps**
5	$ 59,527	$ 61,090	$ 62,653	$ 64,216	$ 65,779	$ 67,342	$ 68,905	$ 70,468	$ 72,031	$ 73,594	$ 1,563
7	$ 64,540	$ 66,280	$ 68,020	$ 69,760	$ 71,500	$ 73,240	$ 74,980	$ 76,720	$ 78,460	$ 80,200	$ 1,740
9	$ 69,985	$ 71,918	$ 73,851	$ 75,784	$ 77,717	$ 79,650	$ 81,583	$ 83,516	$ 85,449	$ 87,382	$ 1,933
11	$ 79,717	$ 82,053	$ 84,389	$ 86,725	$ 89,061	$ 91,397	$ 93,733	$ 96,069	$ 98,405	$ 100,741	$ 2,336
12	$ 89,958	$ 92,752	$ 95,546	$ 98,340	$ 101,134	$ 103,928	$ 106,722	$ 109,516	$ 112,310	$ 115,104	$ 2,794
13	$ 99,865	$ 102,963	$ 106,061	$ 109,159	$ 112,257	$ 115,355	$ 118,453	$ 121,551	$ 124,649	$ 127,747	$ 3,098

District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)

Fiscal Year:	**2025**	***Service Code Definition:***	***Social Worker & Student Trainee***
Effective Date:	**October 6, 2024**		
Union/Nonunion:	**Union**	***Affected CBU/Service Code(s):***	A22
Pay Plan/Schedule:	**CS**	***Series:***	0185 Social Worker
Peoplesoft Schedule:	**DS0080** **X05**		0186 Social Worker (Associate)
% Increase:	**3.0%**		
Resolution Number:			
Date of Resolution:			

	Steps										
Grade	***1***	***2***	***3***	***4***	***5***	***6***	***7***	***8***	***9***	***10***	**Between Steps**
5	$ 61,312	$ 62,922	$ 64,532	$ 66,142	$ 67,752	$ 69,362	$ 70,972	$ 72,582	$ 74,192	$ 75,802	$ 1,610
7	$ 66,477	$ 68,269	$ 70,061	$ 71,853	$ 73,645	$ 75,437	$ 77,229	$ 79,021	$ 80,813	$ 82,605	$ 1,792
9	$ 72,085	$ 74,076	$ 76,067	$ 78,058	$ 80,049	$ 82,040	$ 84,031	$ 86,022	$ 88,013	$ 90,004	$ 1,991
11	$ 82,109	$ 84,515	$ 86,921	$ 89,327	$ 91,733	$ 94,139	$ 96,545	$ 98,951	$ 101,357	$ 103,763	$ 2,406
12	$ 92,656	$ 95,534	$ 98,412	$ 101,290	$ 104,168	$ 107,046	$ 109,924	$ 112,802	$ 115,680	$ 118,558	$ 2,878
13	$ 102,861	$ 106,052	$ 109,243	$ 112,434	$ 115,625	$ 118,816	$ 122,007	$ 125,198	$ 128,389	$ 131,580	$ 3,191

District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)

Fiscal Year:	**2023**	***Service Code Definition:***	***Correctional Officers & EMS***
Effective Date:	**October 9, 2022**		
Union/Nonunion:	**Union**	***Affected CBU/Service Code(s):***	A01. A03. A20. A21
Pay Plan/Schedule:	**CS**	***Series:***	0007 Correctional Officer
Peoplesoft Schedule:	**DS0070**		0083 Special Police Officer
	X10		0699 EMT/Paramedic
% Increase:	**2.5%** **Over FY 21**		
Resolution Number:			
Date of Resolution:			

					Steps						**Between**
Grade	***1***	***2***	***3***	***4***	***5***	***6***	***7***	***8***	***9***	***10***	**Steps**
5	$ 48,169	$ 49,406	$ 50,643	$ 51,880	$ 53,117	$ 54,354	$ 55,591	$ 56,828	$ 58,065	$ 59,302	$ 1,237
6	$ 51,989	$ 53,367	$ 54,745	$ 56,123	$ 57,501	$ 58,879	$ 60,257	$ 61,635	$ 63,013	$ 64,391	$ 1,378
7	$ 55,389	$ 56,950	$ 58,511	$ 60,072	$ 61,633	$ 63,194	$ 64,755	$ 66,316	$ 67,877	$ 69,438	$ 1,561
8	$ 61,069	$ 62,797	$ 64,525	$ 66,253	$ 67,981	$ 69,709	$ 71,437	$ 73,165	$ 74,893	$ 76,621	$ 1,728
9	$ 67,223	$ 69,130	$ 71,037	$ 72,944	$ 74,851	$ 76,758	$ 78,665	$ 80,572	$ 82,479	$ 84,386	$ 1,907
10	$ 73,766	$ 75,862	$ 77,958	$ 80,054	$ 82,150	$ 84,246	$ 86,342	$ 88,438	$ 90,534	$ 92,630	$ 2,096

District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)

Fiscal Year:	**2024**	***Service Code Definition:***	***Correctional Officers & EMS***
Effective Date:	**October 8, 2023**		
Union/Nonunion:	**Union**	***Affected CBU/Service Code(s):***	A01. A03. A20. A21
Pay Plan/Schedule:	**CS**	***Series:***	0007 Correctional Officer
Peoplesoft Schedule:	**DS0070**		0083 Special Police Officer
	X10		0699 EMT/Paramedic
% Increase:	**3.0%**		
Resolution Number:			
Date of Resolution:			

	Steps										
Grade	***1***	***2***	***3***	***4***	***5***	***6***	***7***	***8***	***9***	***10***	**Between Steps**
5	$ 49,611	$ 50,886	$ 52,161	$ 53,436	$ 54,711	$ 55,986	$ 57,261	$ 58,536	$ 59,811	$ 61,086	$ 1,275
6	$ 53,550	$ 54,969	$ 56,388	$ 57,807	$ 59,226	$ 60,645	$ 62,064	$ 63,483	$ 64,902	$ 66,321	$ 1,419
7	$ 57,050	$ 58,658	$ 60,266	$ 61,874	$ 63,482	$ 65,090	$ 66,698	$ 68,306	$ 69,914	$ 71,522	$ 1,608
8	$ 62,904	$ 64,683	$ 66,462	$ 68,241	$ 70,020	$ 71,799	$ 73,578	$ 75,357	$ 77,136	$ 78,915	$ 1,779
9	$ 69,237	$ 71,202	$ 73,167	$ 75,132	$ 77,097	$ 79,062	$ 81,027	$ 82,992	$ 84,957	$ 86,922	$ 1,965
10	$ 75,979	$ 78,138	$ 80,297	$ 82,456	$ 84,615	$ 86,774	$ 88,933	$ 91,092	$ 93,251	$ 95,410	$ 2,159

District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)

Fiscal Year: **2025**

Service Code Definition: ***Correctional Officers & EMS***

Effective Date: **October 6, 2024**

Union/Nonunion: **Union**

Affected CBU/Service Code(s): A01. A03. A20. A21

Pay Plan/Schedule: **CS**
Peoplesoft Schedule: **DS0070**
X10

Series:
0007 Correctional Officer
0083 Special Police Officer
0699 EMT/Paramedic

% Increase: **3.0%**

Resolution Number:

Date of Resolution:

	Steps										
Grade	***1***	***2***	***3***	***4***	***5***	***6***	***7***	***8***	***9***	***10***	**Between Steps**
5	$ 51,100	$ 52,413	$ 53,726	$ 55,039	$ 56,352	$ 57,665	$ 58,978	$ 60,291	$ 61,604	$ 62,917	$ 1,313
6	$ 55,155	$ 56,617	$ 58,079	$ 59,541	$ 61,003	$ 62,465	$ 63,927	$ 65,389	$ 66,851	$ 68,313	$ 1,462
7	$ 58,762	$ 60,418	$ 62,074	$ 63,730	$ 65,386	$ 67,042	$ 68,698	$ 70,354	$ 72,010	$ 73,666	$ 1,656
8	$ 64,789	$ 66,622	$ 68,455	$ 70,288	$ 72,121	$ 73,954	$ 75,787	$ 77,620	$ 79,453	$ 81,286	$ 1,833
9	$ 71,314	$ 73,338	$ 75,362	$ 77,386	$ 79,410	$ 81,434	$ 83,458	$ 85,482	$ 87,506	$ 89,530	$ 2,024
10	$ 78,261	$ 80,484	$ 82,707	$ 84,930	$ 87,153	$ 89,376	$ 91,599	$ 93,822	$ 96,045	$ 98,268	$ 2,223

District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)

Fiscal Year:	**2023**	***Service Code Definition:***	***Maintenance, Trades, & Labor***
Effective Date:	**October 9, 2022**		***L- Leader***
Union/Nonunion:	**Union**	***Affected CBU/Service Code(s):***	B01 Regular B02 Leader
Pay Plan/Schedule:	**RW**		
Peoplesoft Schedule:	**WS0029** **WS0034- Leaders** **X07 (Leaders previously X08)**		
% Increase:	**2.5% Over FY 21**		
Resolution Number:			
Date of Resolution:			

Grade	1	2	3	4	Step 5	6	7	8	9	10	Between Steps
02	$ 17.92	$ 18.55	$ 19.18	$ 19.81	$ 20.44	$ 21.07	$ 21.70	$ 22.33	$ 22.96	$ 23.59	$ 0.63
02L	$ 19.57	$ 20.25	$ 20.93	$ 21.61	$ 22.29	$ 22.97	$ 23.65	$ 24.33	$ 25.01	$ 25.69	$ 0.68
03	$ 19.35	$ 20.01	$ 20.67	$ 21.33	$ 21.99	$ 22.65	$ 23.31	$ 23.97	$ 24.63	$ 25.29	$ 0.66
03L	$ 21.17	$ 21.90	$ 22.63	$ 23.36	$ 24.09	$ 24.82	$ 25.55	$ 26.28	$ 27.01	$ 27.74	$ 0.73
04	$ 20.71	$ 21.43	$ 22.15	$ 22.87	$ 23.59	$ 24.31	$ 25.03	$ 25.75	$ 26.47	$ 27.19	$ 0.72
04L	$ 22.71	$ 23.49	$ 24.27	$ 25.05	$ 25.83	$ 26.61	$ 27.39	$ 28.17	$ 28.95	$ 29.73	$ 0.78
05	$ 22.19	$ 22.93	$ 23.67	$ 24.41	$ 25.15	$ 25.89	$ 26.63	$ 27.37	$ 28.11	$ 28.85	$ 0.74
05L	$ 24.12	$ 24.96	$ 25.80	$ 26.64	$ 27.48	$ 28.32	$ 29.16	$ 30.00	$ 30.84	$ 31.68	$ 0.84
06	$ 23.41	$ 24.23	$ 25.05	$ 25.87	$ 26.69	$ 27.51	$ 28.33	$ 29.15	$ 29.97	$ 30.79	$ 0.82
06L	$ 25.74	$ 26.62	$ 27.50	$ 28.38	$ 29.26	$ 30.14	$ 31.02	$ 31.90	$ 32.78	$ 33.66	$ 0.88
07	$ 24.98	$ 25.84	$ 26.70	$ 27.56	$ 28.42	$ 29.28	$ 30.14	$ 31.00	$ 31.86	$ 32.72	$ 0.86
07L	$ 27.29	$ 28.24	$ 29.19	$ 30.14	$ 31.09	$ 32.04	$ 32.99	$ 33.94	$ 34.89	$ 35.84	$ 0.95
08	$ 26.41	$ 27.31	$ 28.21	$ 29.11	$ 30.01	$ 30.91	$ 31.81	$ 32.71	$ 33.61	$ 34.51	$ 0.90
08L	$ 28.87	$ 29.89	$ 30.91	$ 31.93	$ 32.95	$ 33.97	$ 34.99	$ 36.01	$ 37.03	$ 38.05	$ 1.02
09	$ 27.70	$ 28.66	$ 29.62	$ 30.58	$ 31.54	$ 32.50	$ 33.46	$ 34.42	$ 35.38	$ 36.34	$ 0.96
09L	$ 30.41	$ 31.45	$ 32.49	$ 33.53	$ 34.57	$ 35.61	$ 36.65	$ 37.69	$ 38.73	$ 39.77	$ 1.04
10	$ 29.08	$ 30.10	$ 31.12	$ 32.14	$ 33.16	$ 34.18	$ 35.20	$ 36.22	$ 37.24	$ 38.26	$ 1.02
10L	$ 31.92	$ 33.03	$ 34.14	$ 35.25	$ 36.36	$ 37.47	$ 38.58	$ 39.69	$ 40.80	$ 41.91	$ 1.11
11	$ 30.52	$ 31.59	$ 32.66	$ 33.73	$ 34.80	$ 35.87	$ 36.94	$ 38.01	$ 39.08	$ 40.15	$ 1.07
11L	$ 33.45	$ 34.62	$ 35.79	$ 36.96	$ 38.13	$ 39.30	$ 40.47	$ 41.64	$ 42.81	$ 43.98	$ 1.17
12	$ 31.92	$ 33.03	$ 34.14	$ 35.25	$ 36.36	$ 37.47	$ 38.58	$ 39.69	$ 40.80	$ 41.91	$ 1.11
12L	$ 35.00	$ 36.20	$ 37.40	$ 38.60	$ 39.80	$ 41.00	$ 42.20	$ 43.40	$ 44.60	$ 45.80	$ 1.20
13	$ 33.31	$ 34.46	$ 35.61	$ 36.76	$ 37.91	$ 39.06	$ 40.21	$ 41.36	$ 42.51	$ 43.66	$ 1.15
13L	$ 36.36	$ 37.68	$ 39.00	$ 40.32	$ 41.64	$ 42.96	$ 44.28	$ 45.60	$ 46.92	$ 48.24	$ 1.32

District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)

Fiscal Year: **2024** ***Service Code Definition:*** ***Maintenance, Trades, & Labor***

Effective Date: **October 8, 2023** ***L- Leader***

Union/Nonunion: **Union** ***Affected CBU/Service Code(s):*** B01 Regular
B02 Leader

Pay Plan/Schedule: **RW**
Peoplesoft Schedule: **WS0029**
WS0034- Leaders
X07 (Leaders previously X08)

% Increase: **3.0%**

Resolution Number:

Date of Resolution:

Grade	1	2	3	4	5	6	7	8	9	10	Between Steps
					Step						
02	$ 18.45	$ 19.10	$ 19.75	$ 20.40	$ 21.05	$ 21.70	$ 22.35	$ 23.00	$ 23.65	$ 24.30	$ 0.65
02L	$ 20.16	$ 20.86	$ 21.56	$ 22.26	$ 22.96	$ 23.66	$ 24.36	$ 25.06	$ 25.76	$ 26.46	$ 0.70
03	$ 19.93	$ 20.61	$ 21.29	$ 21.97	$ 22.65	$ 23.33	$ 24.01	$ 24.69	$ 25.37	$ 26.05	$ 0.68
03L	$ 21.81	$ 22.56	$ 23.31	$ 24.06	$ 24.81	$ 25.56	$ 26.31	$ 27.06	$ 27.81	$ 28.56	$ 0.75
04	$ 21.34	$ 22.08	$ 22.82	$ 23.56	$ 24.30	$ 25.04	$ 25.78	$ 26.52	$ 27.26	$ 28.00	$ 0.74
04L	$ 23.40	$ 24.20	$ 25.00	$ 25.80	$ 26.60	$ 27.40	$ 28.20	$ 29.00	$ 29.80	$ 30.60	$ 0.80
05	$ 22.86	$ 23.62	$ 24.38	$ 25.14	$ 25.90	$ 26.66	$ 27.42	$ 28.18	$ 28.94	$ 29.70	$ 0.76
05L	$ 24.86	$ 25.72	$ 26.58	$ 27.44	$ 28.30	$ 29.16	$ 30.02	$ 30.88	$ 31.74	$ 32.60	$ 0.86
06	$ 24.13	$ 24.97	$ 25.81	$ 26.65	$ 27.49	$ 28.33	$ 29.17	$ 30.01	$ 30.85	$ 31.69	$ 0.84
06L	$ 26.50	$ 27.41	$ 28.32	$ 29.23	$ 30.14	$ 31.05	$ 31.96	$ 32.87	$ 33.78	$ 34.69	$ 0.91
07	$ 25.75	$ 26.63	$ 27.51	$ 28.39	$ 29.27	$ 30.15	$ 31.03	$ 31.91	$ 32.79	$ 33.67	$ 0.88
07L	$ 28.10	$ 29.08	$ 30.06	$ 31.04	$ 32.02	$ 33.00	$ 33.98	$ 34.96	$ 35.94	$ 36.92	$ 0.98
08	$ 27.19	$ 28.12	$ 29.05	$ 29.98	$ 30.91	$ 31.84	$ 32.77	$ 33.70	$ 34.63	$ 35.56	$ 0.93
08L	$ 29.74	$ 30.79	$ 31.84	$ 32.89	$ 33.94	$ 34.99	$ 36.04	$ 37.09	$ 38.14	$ 39.19	$ 1.05
09	$ 28.53	$ 29.52	$ 30.51	$ 31.50	$ 32.49	$ 33.48	$ 34.47	$ 35.46	$ 36.45	$ 37.44	$ 0.99
09L	$ 31.33	$ 32.40	$ 33.47	$ 34.54	$ 35.61	$ 36.68	$ 37.75	$ 38.82	$ 39.89	$ 40.96	$ 1.07
10	$ 29.95	$ 31.00	$ 32.05	$ 33.10	$ 34.15	$ 35.20	$ 36.25	$ 37.30	$ 38.35	$ 39.40	$ 1.05
10L	$ 32.89	$ 34.03	$ 35.17	$ 36.31	$ 37.45	$ 38.59	$ 39.73	$ 40.87	$ 42.01	$ 43.15	$ 1.14
11	$ 31.44	$ 32.54	$ 33.64	$ 34.74	$ 35.84	$ 36.94	$ 38.04	$ 39.14	$ 40.24	$ 41.34	$ 1.10
11L	$ 34.47	$ 35.67	$ 36.87	$ 38.07	$ 39.27	$ 40.47	$ 41.67	$ 42.87	$ 44.07	$ 45.27	$ 1.20
12	$ 32.89	$ 34.03	$ 35.17	$ 36.31	$ 37.45	$ 38.59	$ 39.73	$ 40.87	$ 42.01	$ 43.15	$ 1.14
12L	$ 36.07	$ 37.30	$ 38.53	$ 39.76	$ 40.99	$ 42.22	$ 43.45	$ 44.68	$ 45.91	$ 47.14	$ 1.23
13	$ 34.29	$ 35.48	$ 36.67	$ 37.86	$ 39.05	$ 40.24	$ 41.43	$ 42.62	$ 43.81	$ 45.00	$ 1.19
13L	$ 37.45	$ 38.81	$ 40.17	$ 41.53	$ 42.89	$ 44.25	$ 45.61	$ 46.97	$ 48.33	$ 49.69	$ 1.36

District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)

Fiscal Year: **2025** ***Service Code Definition:*** ***Maintenance, Trades, & Labor***

Effective Date: **October 6, 2024** ***L- Leader***

Union/Nonunion: **Union** ***Affected CBU/Service Code(s):*** B01 Regular
B02 Leader

Pay Plan/Schedule: **RW**
Peoplesoft Schedule: **WS0029**
WS0034- Leaders
X07 (Leaders previously X08)

% Increase: **3.0%**

Resolution Number:

Date of Resolution:

Grade	1	2	3	4	Step 5	6	7	8	9	10	Between Steps
02	$ 19.00	$ 19.67	$ 20.34	$ 21.01	$ 21.68	$ 22.35	$ 23.02	$ 23.69	$ 24.36	$ 25.03	$ 0.67
02L	$ 20.77	$ 21.49	$ 22.21	$ 22.93	$ 23.65	$ 24.37	$ 25.09	$ 25.81	$ 26.53	$ 27.25	$ 0.72
03	$ 20.53	$ 21.23	$ 21.93	$ 22.63	$ 23.33	$ 24.03	$ 24.73	$ 25.43	$ 26.13	$ 26.83	$ 0.70
03L	$ 22.47	$ 23.24	$ 24.01	$ 24.78	$ 25.55	$ 26.32	$ 27.09	$ 27.86	$ 28.63	$ 29.40	$ 0.77
04	$ 21.99	$ 22.75	$ 23.51	$ 24.27	$ 25.03	$ 25.79	$ 26.55	$ 27.31	$ 28.07	$ 28.83	$ 0.76
04L	$ 24.08	$ 24.91	$ 25.74	$ 26.57	$ 27.40	$ 28.23	$ 29.06	$ 29.89	$ 30.72	$ 31.55	$ 0.83
05	$ 23.52	$ 24.31	$ 25.10	$ 25.89	$ 26.68	$ 27.47	$ 28.26	$ 29.05	$ 29.84	$ 30.63	$ 0.79
05L	$ 25.59	$ 26.48	$ 27.37	$ 28.26	$ 29.15	$ 30.04	$ 30.93	$ 31.82	$ 32.71	$ 33.60	$ 0.89
06	$ 24.87	$ 25.73	$ 26.59	$ 27.45	$ 28.31	$ 29.17	$ 30.03	$ 30.89	$ 31.75	$ 32.61	$ 0.86
06L	$ 27.32	$ 28.25	$ 29.18	$ 30.11	$ 31.04	$ 31.97	$ 32.90	$ 33.83	$ 34.76	$ 35.69	$ 0.93
07	$ 26.51	$ 27.42	$ 28.33	$ 29.24	$ 30.15	$ 31.06	$ 31.97	$ 32.88	$ 33.79	$ 34.70	$ 0.91
07L	$ 28.94	$ 29.95	$ 30.96	$ 31.97	$ 32.98	$ 33.99	$ 35.00	$ 36.01	$ 37.02	$ 38.03	$ 1.01
08	$ 28.00	$ 28.96	$ 29.92	$ 30.88	$ 31.84	$ 32.80	$ 33.76	$ 34.72	$ 35.68	$ 36.64	$ 0.96
08L	$ 30.64	$ 31.72	$ 32.80	$ 33.88	$ 34.96	$ 36.04	$ 37.12	$ 38.20	$ 39.28	$ 40.36	$ 1.08
09	$ 29.42	$ 30.43	$ 31.44	$ 32.45	$ 33.46	$ 34.47	$ 35.48	$ 36.49	$ 37.50	$ 38.51	$ 1.01
09L	$ 32.28	$ 33.38	$ 34.48	$ 35.58	$ 36.68	$ 37.78	$ 38.88	$ 39.98	$ 41.08	$ 42.18	$ 1.10
10	$ 30.85	$ 31.93	$ 33.01	$ 34.09	$ 35.17	$ 36.25	$ 37.33	$ 38.41	$ 39.49	$ 40.57	$ 1.08
10L	$ 33.89	$ 35.06	$ 36.23	$ 37.40	$ 38.57	$ 39.74	$ 40.91	$ 42.08	$ 43.25	$ 44.42	$ 1.17
11	$ 32.36	$ 33.50	$ 34.64	$ 35.78	$ 36.92	$ 38.06	$ 39.20	$ 40.34	$ 41.48	$ 42.62	$ 1.14
11L	$ 35.49	$ 36.73	$ 37.97	$ 39.21	$ 40.45	$ 41.69	$ 42.93	$ 44.17	$ 45.41	$ 46.65	$ 1.24
12	$ 33.89	$ 35.06	$ 36.23	$ 37.40	$ 38.57	$ 39.74	$ 40.91	$ 42.08	$ 43.25	$ 44.42	$ 1.17
12L	$ 37.14	$ 38.41	$ 39.68	$ 40.95	$ 42.22	$ 43.49	$ 44.76	$ 46.03	$ 47.30	$ 48.57	$ 1.27
13	$ 35.34	$ 36.56	$ 37.78	$ 39.00	$ 40.22	$ 41.44	$ 42.66	$ 43.88	$ 45.10	$ 46.32	$ 1.22
13L	$ 38.58	$ 39.98	$ 41.38	$ 42.78	$ 44.18	$ 45.58	$ 46.98	$ 48.38	$ 49.78	$ 51.18	$ 1.40

District of Columbia Government Salary Schedule: Comp Unit 1 & 2

Fiscal Year:	**2023**	***Service Code Definition:***	
Effective Date:	**October 9, 2022**	***Service Codes:***	***A15, A39***
Union/Nonunion:	**Union**	***Job Series:***	0603 Physicians Assistant
			0620 Licensed Practical Nurse
			0625 Autopsy Assistant Mortuary
Pay Plan/Schedule:	**CS**		0638 Recreation Therapist
Peoplesoft Schedule:	**DS0069**		0644 Medical Technologist
	X06		0645 Medical Technician
			0647 Diagnostic Radiolofic Technician
% Increase:	**2.5%** **Over FY21**		0649 Medical Instrument Technician
			0681 Dental Assistant
Resolution Number:			0682 Dental Hygienist
			0688 Sanitarian
Date of Resolution:			

					Step						**Between**
Grade	***1***	***2***	***3***	***4***	***5***	***6***	***7***	***8***	***9***	***10***	**Steps**
5	$ 45,673	$ 46,914	$ 48,155	$ 49,396	$ 50,637	$ 51,878	$ 53,119	$ 54,360	$ 55,601	$ 56,842	$ 1,241
6	$ 50,619	$ 51,995	$ 53,371	$ 54,747	$ 56,123	$ 57,499	$ 58,875	$ 60,251	$ 61,627	$ 63,003	$ 1,376
7	$ 54,434	$ 55,974	$ 57,514	$ 59,054	$ 60,594	$ 62,134	$ 63,674	$ 65,214	$ 66,754	$ 68,294	$ 1,540
8	$ 60,051	$ 61,746	$ 63,441	$ 65,136	$ 66,831	$ 68,526	$ 70,221	$ 71,916	$ 73,611	$ 75,306	$ 1,695
9	$ 66,081	$ 67,955	$ 69,829	$ 71,703	$ 73,577	$ 75,451	$ 77,325	$ 79,199	$ 81,073	$ 82,947	$ 1,874
10	$ 72,528	$ 74,584	$ 76,640	$ 78,696	$ 80,752	$ 82,808	$ 84,864	$ 86,920	$ 88,976	$ 91,032	$ 2,056
11	$ 79,678	$ 81,941	$ 84,204	$ 86,467	$ 88,730	$ 90,993	$ 93,256	$ 95,519	$ 97,782	$ 100,045	$ 2,263
12	$ 95,473	$ 98,186	$ 100,899	$ 103,612	$ 106,325	$ 109,038	$ 111,751	$ 114,464	$ 117,177	$ 119,890	$ 2,713

District of Columbia Government Salary Schedule: Comp Unit 1 & 2

Fiscal Year:	**2024**	***Service Code Definition:***	***Health Care Occupations***
Effective Date:	**October 8, 2023**	***Service Codes:***	***A15, A39***
Union/Nonunion:	**Union**	***Job Series:***	0603 Physicians Assistant
			0620 Licensed Practical Nurse
			0625 Autopsy Assistant Mortuary
Pay Plan/Schedule:	**CS**		0638 Recreation Therapist
Peoplesoft Schedule:	**DS0069**		0644 Medical Technologist
	X06		0645 Medical Technician
			0647 Diagnostic Radiolofic Technician
% Increase:	**3.0%**		0649 Medical Instrument Technician
			0681 Dental Assistant
Resolution Number:			0682 Dental Hygienist
			0688 Sanitarian
Date of Resolution:			

					Step						**Between**
Grade	***1***	***2***	***3***	***4***	***5***	***6***	***7***	***8***	***9***	***10***	**Steps**
5	$ 47,044	$ 48,322	$ 49,600	$ 50,878	$ 52,156	$ 53,434	$ 54,712	$ 55,990	$ 57,268	$ 58,546	$ 1,278
6	$ 52,135	$ 53,553	$ 54,971	$ 56,389	$ 57,807	$ 59,225	$ 60,643	$ 62,061	$ 63,479	$ 64,897	$ 1,418
7	$ 56,068	$ 57,654	$ 59,240	$ 60,826	$ 62,412	$ 63,998	$ 65,584	$ 67,170	$ 68,756	$ 70,342	$ 1,586
8	$ 61,852	$ 63,598	$ 65,344	$ 67,090	$ 68,836	$ 70,582	$ 72,328	$ 74,074	$ 75,820	$ 77,566	$ 1,746
9	$ 68,064	$ 69,994	$ 71,924	$ 73,854	$ 75,784	$ 77,714	$ 79,644	$ 81,574	$ 83,504	$ 85,434	$ 1,930
10	$ 74,703	$ 76,821	$ 78,939	$ 81,057	$ 83,175	$ 85,293	$ 87,411	$ 89,529	$ 91,647	$ 93,765	$ 2,118
11	$ 82,068	$ 84,399	$ 86,730	$ 89,061	$ 91,392	$ 93,723	$ 96,054	$ 98,385	$ 100,716	$ 103,047	$ 2,331
12	$ 98,335	$ 101,130	$ 103,925	$ 106,720	$ 109,515	$ 112,310	$ 115,105	$ 117,900	$ 120,695	$ 123,490	$ 2,795

District of Columbia Government Salary Schedule: Comp Unit 1 & 2

Fiscal Year:	**2025**	***Service Code Definition:***	***Health Care Occupations***
Effective Date:	**October 6, 2024**	***Service Codes:***	***A15, A39***
Union/Nonunion:	**Union**	***Job Series:***	0603 Physicians Assistant
			0620 Licensed Practical Nurse
			0625 Autopsy Assistant Mortuary
Pay Plan/Schedule:	**CS**		0638 Recreation Therapist
Peoplesoft Schedule:	**DS0069**		0644 Medical Technologist
	X06		0645 Medical Technician
			0647 Diagnostic Radiolofic Technician
% Increase:	**3.0%**		0649 Medical Instrument Technician
			0681 Dental Assistant
Resolution Number:			0682 Dental Hygienist
			0688 Sanitarian
Date of Resolution:			

					Step						**Between**
Grade	***1***	***2***	***3***	***4***	***5***	***6***	***7***	***8***	***9***	***10***	**Steps**
5	$ 48,453	$ 49,770	$ 51,087	$ 52,404	$ 53,721	$ 55,038	$ 56,355	$ 57,672	$ 58,989	$ 60,306	$ 1,317
6	$ 53,701	$ 55,161	$ 56,621	$ 58,081	$ 59,541	$ 61,001	$ 62,461	$ 63,921	$ 65,381	$ 66,841	$ 1,460
7	$ 57,752	$ 59,385	$ 61,018	$ 62,651	$ 64,284	$ 65,917	$ 67,550	$ 69,183	$ 70,816	$ 72,449	$ 1,633
8	$ 63,709	$ 65,507	$ 67,305	$ 69,103	$ 70,901	$ 72,699	$ 74,497	$ 76,295	$ 78,093	$ 79,891	$ 1,798
9	$ 70,106	$ 72,094	$ 74,082	$ 76,070	$ 78,058	$ 80,046	$ 82,034	$ 84,022	$ 86,010	$ 87,998	$ 1,988
10	$ 76,946	$ 79,127	$ 81,308	$ 83,489	$ 85,670	$ 87,851	$ 90,032	$ 92,213	$ 94,394	$ 96,575	$ 2,181
11	$ 84,530	$ 86,931	$ 89,332	$ 91,733	$ 94,134	$ 96,535	$ 98,936	$ 101,337	$ 103,738	$ 106,139	$ 2,401
12	$ 101,288	$ 104,166	$ 107,044	$ 109,922	$ 112,800	$ 115,678	$ 118,556	$ 121,434	$ 124,312	$ 127,190	$ 2,878

District of Columbia Government Salary Schedule:
Department of General Services Teamsters 730 Boiler Plant Operators (Union)

Fiscal Year: **2023** ***Service Code Definition:*** ***Maintenance, Trades, & Labor***

Effective Date: **October 9, 2022**

Union/Nonunion: **Union** ***Affected CBU/Service Code(s):*** AKA/B01, AKB/B01, AKG/B01

Pay Plan/Schedule: **RW**
Peoplesoft Schedule: **WS0500**

% Increase: **2.5% over FY21**

Resolution Number:

Date of Resolution:

					Steps					
Grade	***1***	***2***	***3***	***4***	***5***	***6***	***7***	***8***	***9***	***10***
RW-15	$28.39	$30.37	$31.48	$32.73	$33.92	$35.34	$36.88	$39.10	$41.82	$45.17

District of Columbia Government Salary Schedule:
Department of General Services Teamsters 730 Boiler Plant Operators (Union)

Fiscal Year:	**2024**	***Service Code Definition:***	***Maintenance, Trades, & Labor***
Effective Date:	**October 8, 2023**		
Union/Nonunion:	**Union**	***Affected CBU/Service Code(s):***	AKA/B01, AKB/B01, AKG/B01
Pay Plan/Schedule:	**RW**		
Peoplesoft Schedule:	**WS0500**		
% Increase:	**3.0%**		
Resolution Number:			
Date of Resolution:			

	Steps									
Grade	***1***	***2***	***3***	***4***	***5***	***6***	***7***	***8***	***9***	***10***
RW-15	$29.24	$31.28	$32.42	$33.71	$34.94	$36.40	$37.99	$40.27	$43.07	$46.53

District of Columbia Government Salary Schedule:
Department of General Services Teamsters 730 Boiler Plant Operators (Union)

Fiscal Year: **2025** ***Service Code Definition:*** ***Maintenance, Trades, & Labor***

Effective Date: **October 6, 2024**

Union/Nonunion: **Union** ***Affected CBU/Service Code(s):*** AKA/B01, AKB/B01, AKG/B01

Pay Plan/Schedule: **RW**
Peoplesoft Schedule: **WS0500**

% Increase: **3.0%**

Resolution Number:

Date of Resolution:

	Steps									
Grade	***1***	***2***	***3***	***4***	***5***	***6***	***7***	***8***	***9***	***10***
RW-15	$30.12	$32.22	$33.39	$34.72	$35.99	$37.49	$39.13	$41.48	$44.36	$47.93

UDC AFSCME Union Administrative Employees

FY2023
Effective Date **October 1, 2022**
Union/Non Union **Union**
Peoplesoft Plan Schedule **DS0095**
Percentage Increase **2.5% Over FY 21**

						Step				Step
	1	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**Increment**
1A	$ 215,772								
2A	$ 158,306	$ 163,308	$ 168,310	$ 173,312	$ 178,314	$ 183,316	$ 188,318	$ 193,320	$ 5,002
2B	$ 148,221	$ 153,134	$ 158,047	$ 162,960	$ 167,873	$ 172,786	$ 177,699	$ 182,612	$ 4,913
03	$ 125,165	$ 130,082	$ 134,999	$ 139,916	$ 144,833	$ 149,750	$ 154,667	$ 159,584	$ 4,917
04	$ 110,993	$ 115,245	$ 119,497	$ 123,749	$ 128,001	$ 132,253	$ 136,505	$ 140,757	$ 4,252
05	$ 99,124	$ 102,886	$ 106,648	$ 110,410	$ 114,172	$ 117,934	$ 121,696	$ 125,458	$ 3,762
06	$ 93,243	$ 96,901	$ 100,559	$ 104,217	$ 107,875	$ 111,533	$ 115,191	$ 118,849	$ 3,658
07	$ 84,221	$ 87,476	$ 90,731	$ 93,986	$ 97,241	$ 100,496	$ 103,751	$ 107,006	$ 3,255
08	$ 76,579	$ 79,512	$ 82,445	$ 85,378	$ 88,311	$ 91,244	$ 94,177	$ 97,110	$ 2,933
09	$ 64,229	$ 66,691	$ 69,153	$ 71,615	$ 74,077	$ 76,539	$ 79,001	$ 81,463	$ 2,462
10	$ 58,288	$ 60,538	$ 62,788	$ 65,038	$ 67,288	$ 69,538	$ 71,788	$ 74,038	$ 2,250
11	$ 53,310	$ 55,308	$ 57,306	$ 59,304	$ 61,302	$ 63,300	$ 65,298	$ 67,296	$ 1,998
12	$ 48,631	$ 50,494	$ 52,357	$ 54,220	$ 56,083	$ 57,946	$ 59,809	$ 61,672	$ 1,863
13	$ 44,098	$ 45,776	$ 47,454	$ 49,132	$ 50,810	$ 52,488	$ 54,166	$ 55,844	$ 1,678
14	$ 39,762	$ 41,311	$ 42,860	$ 44,409	$ 45,958	$ 47,507	$ 49,056	$ 50,605	$ 1,549
15	$ 34,335	$ 35,625	$ 36,915	$ 38,205	$ 39,495	$ 40,785	$ 42,075	$ 43,365	$ 1,290

UDC AFSCME Union Administrative Employees

FY2024	
Effective Date	**October 1, 2023**
Union/Non Union	**Union**
Peoplesoft Plan Schedule	**DS0095**
Percentage Increase	**3.0%**

	1	2	3	Step 4	5	6	7	8	Step Increment
1A	$ 222,245								
2A	$ 163,055	$ 168,207	$ 173,359	$ 178,511	$ 183,663	$ 188,815	$ 193,967	$ 199,119	$ 5,152
2B	$ 152,669	$ 157,729	$ 162,789	$ 167,849	$ 172,909	$ 177,969	$ 183,029	$ 188,089	$ 5,060
03	$ 128,918	$ 133,983	$ 139,048	$ 144,113	$ 149,178	$ 154,243	$ 159,308	$ 164,373	$ 5,065
04	$ 114,321	$ 118,701	$ 123,081	$ 127,461	$ 131,841	$ 136,221	$ 140,601	$ 144,981	$ 4,380
05	$ 102,097	$ 105,972	$ 109,847	$ 113,722	$ 117,597	$ 121,472	$ 125,347	$ 129,222	$ 3,875
06	$ 96,043	$ 99,810	$ 103,577	$ 107,344	$ 111,111	$ 114,878	$ 118,645	$ 122,412	$ 3,767
07	$ 86,750	$ 90,102	$ 93,454	$ 96,806	$ 100,158	$ 103,510	$ 106,862	$ 110,214	$ 3,352
08	$ 78,876	$ 81,897	$ 84,918	$ 87,939	$ 90,960	$ 93,981	$ 97,002	$ 100,023	$ 3,021
09	$ 66,155	$ 68,691	$ 71,227	$ 73,763	$ 76,299	$ 78,835	$ 81,371	$ 83,907	$ 2,536
10	$ 60,035	$ 62,353	$ 64,671	$ 66,989	$ 69,307	$ 71,625	$ 73,943	$ 76,261	$ 2,318
11	$ 54,909	$ 56,967	$ 59,025	$ 61,083	$ 63,141	$ 65,199	$ 67,257	$ 69,315	$ 2,058
12	$ 50,093	$ 52,011	$ 53,929	$ 55,847	$ 57,765	$ 59,683	$ 61,601	$ 63,519	$ 1,918
13	$ 45,422	$ 47,150	$ 48,878	$ 50,606	$ 52,334	$ 54,062	$ 55,790	$ 57,518	$ 1,728
14	$ 40,953	$ 42,549	$ 44,145	$ 45,741	$ 47,337	$ 48,933	$ 50,529	$ 52,125	$ 1,596
15	$ 35,364	$ 36,693	$ 38,022	$ 39,351	$ 40,680	$ 42,009	$ 43,338	$ 44,667	$ 1,329

UDC AFSCME Union Administrative Employees

FY2025	
Effective Date	**October 1, 2024**
Union/Non Union	**Union**
Peoplesoft Plan Schedule	**DS0095**
Percentage Increase	**3.0%**

						Step				Step
	1	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**Increment**
1A	$ 228,912								
2A	$ 167,945	$ 173,252	$ 178,559	$ 183,866	$ 189,173	$ 194,480	$ 199,787	$ 205,094	$ 5,307
2B	$ 157,248	$ 162,460	$ 167,672	$ 172,884	$ 178,096	$ 183,308	$ 188,520	$ 193,732	$ 5,212
03	$ 132,785	$ 138,002	$ 143,219	$ 148,436	$ 153,653	$ 158,870	$ 164,087	$ 169,304	$ 5,217
04	$ 117,752	$ 122,263	$ 126,774	$ 131,285	$ 135,796	$ 140,307	$ 144,818	$ 149,329	$ 4,511
05	$ 105,161	$ 109,152	$ 113,143	$ 117,134	$ 121,125	$ 125,116	$ 129,107	$ 133,098	$ 3,991
06	$ 98,924	$ 102,804	$ 106,684	$ 110,564	$ 114,444	$ 118,324	$ 122,204	$ 126,084	$ 3,880
07	$ 89,351	$ 92,804	$ 96,257	$ 99,710	$ 103,163	$ 106,616	$ 110,069	$ 113,522	$ 3,453
08	$ 81,241	$ 84,353	$ 87,465	$ 90,577	$ 93,689	$ 96,801	$ 99,913	$ 103,025	$ 3,112
09	$ 68,140	$ 70,752	$ 73,364	$ 75,976	$ 78,588	$ 81,200	$ 83,812	$ 86,424	$ 2,612
10	$ 61,838	$ 64,225	$ 66,612	$ 68,999	$ 71,386	$ 73,773	$ 76,160	$ 78,547	$ 2,387
11	$ 56,555	$ 58,675	$ 60,795	$ 62,915	$ 65,035	$ 67,155	$ 69,275	$ 71,395	$ 2,120
12	$ 51,594	$ 53,570	$ 55,546	$ 57,522	$ 59,498	$ 61,474	$ 63,450	$ 65,426	$ 1,976
13	$ 46,784	$ 48,564	$ 50,344	$ 52,124	$ 53,904	$ 55,684	$ 57,464	$ 59,244	$ 1,780
14	$ 42,181	$ 43,825	$ 45,469	$ 47,113	$ 48,757	$ 50,401	$ 52,045	$ 53,689	$ 1,644
15	$ 36,428	$ 37,796	$ 39,164	$ 40,532	$ 41,900	$ 43,268	$ 44,636	$ 46,004	$ 1,368