



Councilmember Anita Bonds

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A PROPOSED RESOLUTION

IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

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

RESOLVED, BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this resolution may be cited as the “Compensation System Changes for Non-Union, Uniformed Members of the Fire and Emergency Medical Services Department Emergency Approval Resolution of 2023”.

Sec. 2. Pursuant to sections 1105 and 1106 of the District of Columbia Government Comprehensive Merit Personnel Act of 1978, effective March 3, 1979 (D.C. Law 2-139; D.C. Official Code §§ 1-611.05 and 1-611.06), the Council approves the proposed compensation system changes transmitted by the Mayor to the Council for salary increases for Career and Excepted Service employees not covered by collective bargaining in the Fire and Emergency Medical Services Department occupying the positions of Class 08 Battalion Chief, Class 08B Battalion Chief Paramedic, Class 09 Deputy Chief, Class 09B Deputy Chief Paramedic, and Class 10 Assistant Chief.

Sec. 3. The compensation system changes referred to in section 2 of this resolution are approved as outlined in the attached pay schedules, and shall become effective as follows:

- (a) For fiscal year 2021, retroactively to October 11, 2020;

32 (b) For fiscal year 2022, retroactively to October 10, 2021;

33 (c) For fiscal year 2023, retroactively to October 9, 2022;

34 (d) For fiscal year 2024, on October 8, 2023.

35 Sec. 4. Transmittal.

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

38 Sec. 5. Fiscal impact statement.

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

42 Sec. 6. Effective date.

43 This resolution shall take effect immediately.

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



**Fiscal Year:** 2021

**Effective Date:** 10/11/2020 (Revised 2/2023)

**Union/Nonunion:** Non-union      **Affected CBU/Service Code(s):** XAA D02, XAA DO3, XAA D12, XAA D13

**Pay Plan/Schedule:** Fire Service (FS)  
**Peoplesoft Schedule:** DS0052, FS0003

**% Increase:** 2.5%

**Resolution Number:**

**Date of Resolution:**

Grade		Steps			
		1	2	3	4
Class 08 Battalion Chief	Base Pay with 2.5% Increase as of October 11, 2020= Base Pay #1	\$ 122,267	\$ 128,624	\$ 135,311	\$ 142,350
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 128,380	\$ 135,055	\$ 142,077	\$ 149,468
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 134,494	\$ 141,486	\$ 148,842	\$ 156,585
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 140,607	\$ 147,918	\$ 155,608	\$ 163,703
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 146,720	\$ 154,349	\$ 162,373	\$ 170,820
Class 08B Battalion Chief Paramedic	Base Pay with 2.5% Increase as of October 11, 2020= Base Pay #1	\$ 130,728	\$ 137,085	\$ 143,772	\$ 150,811
	Service Longevity Payment- 15 YOS @ 5% of Pay #1= Pay #2	\$ 137,264	\$ 143,939	\$ 150,961	\$ 158,352
	Service Longevity Payment- 20 YOS @ 10% of Pay #1= Pay #3	\$ 143,801	\$ 150,794	\$ 158,149	\$ 165,892
	Service Longevity Payment- 25 YOS @ 15% of Pay #1= Pay #4	\$ 150,337	\$ 157,648	\$ 165,338	\$ 173,433
	Service Longevity Payment- 30 YOS @ 20% of Pay #1= Pay #5	\$ 156,874	\$ 164,502	\$ 172,526	\$ 180,973
Class 09 Deputy Chief	Base Pay with 2.5% Increase as of October 11, 2020= Base Pay #1	\$ 143,486	\$ 153,098	\$ 163,358	\$ 174,305
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 150,660	\$ 160,753	\$ 171,526	\$ 183,020
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 157,835	\$ 168,408	\$ 179,694	\$ 191,736
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 165,009	\$ 176,063	\$ 187,862	\$ 200,451
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 172,183	\$ 183,718	\$ 196,030	\$ 209,166
Class 09B Deputy Chief Paramedic	Base Pay with 2.5% Increase as of October 11, 2020= Base Pay #1	\$ 151,947	\$ 161,559	\$ 171,819	\$ 182,766
	Service Longevity Payment- 15 YOS @ 5% of Pay #1= Pay #2	\$ 159,544	\$ 169,637	\$ 180,410	\$ 191,904
	Service Longevity Payment- 20 YOS @ 10% of Pay #1= Pay #3	\$ 167,142	\$ 177,715	\$ 189,001	\$ 201,043
	Service Longevity Payment- 25 YOS @ 15% of Pay #1= Pay #4	\$ 174,739	\$ 185,793	\$ 197,592	\$ 210,181
	Service Longevity Payment- 30 YOS @ 20% of Pay #1= Pay #5	\$ 182,336	\$ 193,871	\$ 206,183	\$ 219,319
Class 10 Assistant Chief	Base Pay with 2.5% Increase as of October 11, 2020= Base Pay #1	\$ 168,963	\$ 180,220	\$ 192,227	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 177,411	\$ 189,231	\$ 201,838	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 185,859	\$ 198,242	\$ 211,450	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 194,307	\$ 207,253	\$ 221,061	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 202,756	\$ 216,264	\$ 230,672	

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



**Fiscal Year:** 2022  
**Effective Date:** 10/10/2021 (Revised 2/2023)  
**Union/Nonunion:** Non-union      **Affected CBU/Service Code(s):** XAA D02, XAA D03, XAA D12, XAA D13  
**Pay Plan/Schedule:** Fire Service (FS)  
**Peoplesoft Schedule:** DS0052, FS0003

**% Increase:** 3.0%

**Resolution Number:**

**Date of Resolution:**

Grade		Steps			
		1	2	3	4
Class 08 Battalion Chief	Base Pay with 3.0% Increase as of October 10, 2021= Base Pay #1	\$ 125,935	\$ 132,483	\$ 139,370	\$ 146,621
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 132,232	\$ 139,107	\$ 146,339	\$ 153,952
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 138,529	\$ 145,731	\$ 153,307	\$ 161,283
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 144,825	\$ 152,355	\$ 160,276	\$ 168,614
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 151,122	\$ 158,980	\$ 167,244	\$ 175,945
Class 08B Battalion Chief Paramedic	Base Pay with 3.0% Increase as of October 10, 2021= Base Pay #1	\$ 134,650	\$ 141,198	\$ 148,085	\$ 155,336
	Service Longevity Payment- 15 YOS @ 5% of Pay #1= Pay #2	\$ 141,383	\$ 148,258	\$ 155,489	\$ 163,103
	Service Longevity Payment- 20 YOS @ 10% of Pay #1= Pay #3	\$ 148,115	\$ 155,318	\$ 162,894	\$ 170,870
	Service Longevity Payment- 25 YOS @ 15% of Pay #1= Pay #4	\$ 154,848	\$ 162,378	\$ 170,298	\$ 178,636
	Service Longevity Payment- 30 YOS @ 20% of Pay #1= Pay #5	\$ 161,580	\$ 169,438	\$ 177,702	\$ 186,403
Class 09 Deputy Chief	Base Pay with 3.0% Increase as of October 10, 2021= Base Pay #1	\$ 147,791	\$ 157,691	\$ 168,259	\$ 179,534
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 155,181	\$ 165,576	\$ 176,672	\$ 188,511
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 162,570	\$ 173,460	\$ 185,085	\$ 197,487
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 169,960	\$ 181,345	\$ 193,498	\$ 206,464
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 177,349	\$ 189,229	\$ 201,911	\$ 215,441
Class 09B Deputy Chief Paramedic	Base Pay with 3.0% Increase as of October 10, 2021= Base Pay #1	\$ 156,506	\$ 166,406	\$ 176,974	\$ 188,249
	Service Longevity Payment- 15 YOS @ 5% of Pay #1= Pay #2	\$ 164,331	\$ 174,726	\$ 185,823	\$ 197,661
	Service Longevity Payment- 20 YOS @ 10% of Pay #1= Pay #3	\$ 172,157	\$ 183,047	\$ 194,671	\$ 207,074
	Service Longevity Payment- 25 YOS @ 15% of Pay #1= Pay #4	\$ 179,982	\$ 191,367	\$ 203,520	\$ 216,486
	Service Longevity Payment- 30 YOS @ 20% of Pay #1= Pay #5	\$ 187,807	\$ 199,687	\$ 212,369	\$ 225,899
Class 10 Assistant Chief	Base Pay with 3.0% Increase as of October 10, 2021= Base Pay #1	\$ 174,032	\$ 185,627	\$ 197,994	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 182,734	\$ 194,908	\$ 207,894	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 191,435	\$ 204,190	\$ 217,793	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 200,137	\$ 213,471	\$ 227,693	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 208,838	\$ 222,752	\$ 237,593	

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



**Fiscal Year:** 2023  
**Effective Date:** 10/9/2022 (Revised 2/2023)  
**Union/Nonunion:** Non-union      **Affected CBU/Service Code(s):** XAA D02, XAA DO3, XAA D12, XAA D13  
**Pay Plan/Schedule:** Fire Service (FS)  
**Peoplesoft Schedule:** DS0052, FS0003  
  
**% Increase:** 3.5%  
**Resolution Number:**  
**Date of Resolution:**

Grade		Steps			
		1	2	3	4
Class 08 Battalion Chief	Base Pay with 3.5% Increase as of October 9, 2022= Base Pay #1	\$ 130,343	\$ 137,120	\$ 144,248	\$ 151,753
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 136,860	\$ 143,976	\$ 151,460	\$ 159,341
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 143,377	\$ 150,832	\$ 158,673	\$ 166,928
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 149,894	\$ 157,688	\$ 165,885	\$ 174,516
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 156,412	\$ 164,544	\$ 173,098	\$ 182,104
Class 08B Battalion Chief Paramedic	Base Pay with 3.5% Increase as of October 9, 2022= Base Pay #1	\$ 139,363	\$ 146,140	\$ 153,268	\$ 160,773
	Service Longevity Payment- 15 YOS @ 5% of Pay #1= Pay #2	\$ 146,331	\$ 153,447	\$ 160,931	\$ 168,812
	Service Longevity Payment- 20 YOS @ 10% of Pay #1= Pay #3	\$ 153,299	\$ 160,754	\$ 168,595	\$ 176,850
	Service Longevity Payment- 25 YOS @ 15% of Pay #1= Pay #4	\$ 160,267	\$ 168,061	\$ 176,258	\$ 184,889
	Service Longevity Payment- 30 YOS @ 20% of Pay #1= Pay #5	\$ 167,236	\$ 175,368	\$ 183,922	\$ 192,928
Class 09 Deputy Chief	Base Pay with 3.5% Increase as of October 9, 2022= Base Pay #1	\$ 152,964	\$ 163,210	\$ 174,148	\$ 185,818
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 160,612	\$ 171,371	\$ 182,855	\$ 195,109
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 168,260	\$ 179,531	\$ 191,563	\$ 204,400
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 175,909	\$ 187,692	\$ 200,270	\$ 213,691
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 183,557	\$ 195,852	\$ 208,978	\$ 222,982
Class 09B Deputy Chief Paramedic	Base Pay with 3.5% Increase as of October 9, 2022= Base Pay #1	\$ 161,984	\$ 172,230	\$ 183,168	\$ 194,838
	Service Longevity Payment- 15 YOS @ 5% of Pay #1= Pay #2	\$ 170,083	\$ 180,842	\$ 192,326	\$ 204,580
	Service Longevity Payment- 20 YOS @ 10% of Pay #1= Pay #3	\$ 178,182	\$ 189,453	\$ 201,485	\$ 214,322
	Service Longevity Payment- 25 YOS @ 15% of Pay #1= Pay #4	\$ 186,282	\$ 198,065	\$ 210,643	\$ 224,064
	Service Longevity Payment- 30 YOS @ 20% of Pay #1= Pay #5	\$ 194,381	\$ 206,676	\$ 219,802	\$ 233,806
Class 10 Assistant Chief	Base Pay with 3.5% Increase as of October 9, 2022= Base Pay #1	\$ 180,123	\$ 192,124	\$ 204,924	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 189,129	\$ 201,730	\$ 215,170	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 198,135	\$ 211,336	\$ 225,416	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 207,141	\$ 220,943	\$ 235,663	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 216,148	\$ 230,549	\$ 245,909	

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



**Fiscal Year:** 2024  
**Effective Date:** October 8, 2023  
**Union/Nonunion:** Non-union      **Affected CBU/Service Code(s):** XAA D02, XAA D03, XAA D12, XAA D13  
**Pay Plan/Schedule:** Fire Service (FS)  
**Peoplesoft Schedule:** DS0052, FS0003

**% Increase:** 3.5%

**Resolution Number:**

**Date of Resolution:**

Grade		Steps			
		1	2	3	4
Class 08 Battalion Chief	Base Pay with 3.5% Increase as of October 8, 2023= Base Pay #1	\$ 134,905	\$ 141,919	\$ 149,297	\$ 157,064
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 141,650	\$ 149,015	\$ 156,762	\$ 164,917
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 148,396	\$ 156,111	\$ 164,227	\$ 172,770
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 155,141	\$ 163,207	\$ 171,692	\$ 180,624
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 161,886	\$ 170,303	\$ 179,156	\$ 188,477
Class 08B Battalion Chief Paramedic	Base Pay with 3.5% Increase as of October 8, 2023= Base Pay #1	\$ 144,240	\$ 151,254	\$ 158,632	\$ 166,399
	Service Longevity Payment- 15 YOS @ 5% of Pay #1= Pay #2	\$ 151,452	\$ 158,817	\$ 166,564	\$ 174,719
	Service Longevity Payment- 20 YOS @ 10% of Pay #1= Pay #3	\$ 158,664	\$ 166,379	\$ 174,495	\$ 183,039
	Service Longevity Payment- 25 YOS @ 15% of Pay #1= Pay #4	\$ 165,876	\$ 173,942	\$ 182,427	\$ 191,359
	Service Longevity Payment- 30 YOS @ 20% of Pay #1= Pay #5	\$ 173,088	\$ 181,505	\$ 190,358	\$ 199,679
Class 09 Deputy Chief	Base Pay with 3.5% Increase as of October 8, 2023= Base Pay #1	\$ 158,318	\$ 168,922	\$ 180,243	\$ 192,322
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 166,234	\$ 177,368	\$ 189,255	\$ 201,938
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 174,150	\$ 185,814	\$ 198,267	\$ 211,554
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 182,066	\$ 194,260	\$ 207,279	\$ 221,170
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 189,982	\$ 202,706	\$ 216,292	\$ 230,786
Class 09B Deputy Chief Paramedic	Base Pay with 3.5% Increase as of October 8, 2023= Base Pay #1	\$ 167,653	\$ 178,257	\$ 189,578	\$ 201,657
	Service Longevity Payment- 15 YOS @ 5% of Pay #1= Pay #2	\$ 176,036	\$ 187,170	\$ 199,057	\$ 211,740
	Service Longevity Payment- 20 YOS @ 10% of Pay #1= Pay #3	\$ 184,418	\$ 196,083	\$ 208,536	\$ 221,823
	Service Longevity Payment- 25 YOS @ 15% of Pay #1= Pay #4	\$ 192,801	\$ 204,996	\$ 218,015	\$ 231,906
	Service Longevity Payment- 30 YOS @ 20% of Pay #1= Pay #5	\$ 201,184	\$ 213,908	\$ 227,494	\$ 241,988
Class 10 Assistant Chief	Base Pay with 3.5% Increase as of October 8, 2023= Base Pay #1	\$ 186,427	\$ 198,848	\$ 212,096	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #1= Pay #2	\$ 195,748	\$ 208,790	\$ 222,701	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #1= Pay #3	\$ 205,070	\$ 218,733	\$ 233,306	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #1= Pay #4	\$ 214,391	\$ 228,675	\$ 243,910	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #1= Pay #5	\$ 223,712	\$ 238,618	\$ 254,515	