

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 uniformed members of the Metropolitan Police 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 Metropolitan Police 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 qualifying uniformed members of the Metropolitan Police Department not covered by collective bargaining occupying the positions of Class 05 Lieutenant, Class 07 Captain, Class 08 Inspector, Class 09 Commander, 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;
- (b) For fiscal year 2022, retroactively to October 10, 2021; and
- (c) For fiscal year 2023, retroactively to October 9, 2022.

33 Sec. 4. Each retroactive payment to an individual under section 3 shall be reduced by any
34 monetary compensation the individual received for the same time period pursuant to the Fiscal
35 Year 2022 and Fiscal Year 2023 District Government Employee Pay Schedules Emergency
36 Approval Act of 2022, effective July 25, 2022 (D.C. Act 24-513; 69 DCR 9390).

37 Sec. 5. Transmittal.

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

39 Sec. 6. Fiscal impact statement.

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

43 Sec. 7. Effective date.

44 This resolution shall take effect immediately.

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



Fiscal Year: 2021

Effective Date: October 11, 2020

Union/Nonunion: Non-union Affected CBU/Service Code(s): XAA D01, XAA D11

Pay Plan/Schedule: Police Service
 Peoplesoft Schedule: PS0002

% Increase: 2.5%

Resolution Number:

Date of Resolution:

Grade		Steps				
		1	2	3	4	5
Class 05 Lieutenant	Base Pay with 2.5% Increase as of October 11, 2020 = Base Pay #1	\$ 96,586	\$ 101,919	\$ 107,504	\$ 113,418	\$ 119,654
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 100,642	\$ 106,199	\$ 112,019	\$ 118,182	\$ 124,680
	Base Retention Differential after 5 Years: Pay 2 + 5% = Pay #3	\$ 105,674	\$ 111,509	\$ 117,620	\$ 124,091	\$ 130,914
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 110,958	\$ 116,793	\$ 122,904	\$ 129,375	\$ 136,198
	Base Retention Differential- 20 or more YOS: Pay #3 + 5%= Pay #5	\$ 110,958	\$ 117,085	\$ 123,501	\$ 130,296	\$ 137,460
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 122,054	\$ 128,181	\$ 134,597	\$ 141,391	\$ 148,555
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 127,602	\$ 133,729	\$ 140,145	\$ 146,939	\$ 154,103
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 133,150	\$ 139,276	\$ 145,693	\$ 152,487	\$ 159,651
Class 07 Captain	Base Pay with 2.5% Increase as of October 11, 2020 = Base Pay #1	\$ 114,425	\$ 120,378	\$ 126,636	\$ 133,222	
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 119,231	\$ 125,434	\$ 131,954	\$ 138,818	
	Base Retention Differential after 5 Years: Pay 2 + 5% = Pay #3	\$ 125,192	\$ 131,706	\$ 138,552	\$ 145,759	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 131,452	\$ 137,965	\$ 144,812	\$ 152,018	
	Base Retention Differential- 20 or more YOS: Pay #3 + 5%= Pay #5	\$ 131,452	\$ 138,291	\$ 145,480	\$ 153,046	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 144,597	\$ 151,436	\$ 158,625	\$ 166,192	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 151,170	\$ 158,009	\$ 165,197	\$ 172,764	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 157,742	\$ 164,581	\$ 171,770	\$ 179,337	

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



Fiscal Year: 2021

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Pay Plan/Schedule: Police Service
Peoplesoft Schedule: PS0002

% Increase: 2.5%

Resolution Number:

Date of Resolution:

Grade		Steps				
		1	2	3	4	5
Class 08 Inspector	Base Pay with 2.5% Increase as of October 11, 2020 = Base Pay #1	\$ 127,327	\$ 133,950	\$ 140,911	\$ 148,243	
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 132,674	\$ 139,576	\$ 146,829	\$ 154,469	
	Base Retention Differential after 5 Years: Pay 2 + 5% = Pay #3	\$ 139,308	\$ 146,555	\$ 154,171	\$ 162,192	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 146,273	\$ 153,520	\$ 161,136	\$ 169,158	
	Base Retention Differential- 20 or more YOS: Pay #3 + 5%= Pay #5	\$ 146,273	\$ 153,883	\$ 161,879	\$ 170,302	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 160,901	\$ 168,510	\$ 176,506	\$ 184,929	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 168,214	\$ 175,824	\$ 183,820	\$ 192,243	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 175,528	\$ 183,137	\$ 191,134	\$ 199,557	
Class 09 Commander	Base Pay with 2.5% Increase as of October 11, 2020 = Base Pay #1	\$ 149,426	\$ 159,437	\$ 170,116	\$ 181,518	
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 155,701	\$ 166,133	\$ 177,261	\$ 189,142	
	Base Retention Differential after 5 Years: Pay 2 + 5% = Pay #3	\$ 163,486	\$ 174,440	\$ 186,124	\$ 198,599	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 171,661	\$ 182,614	\$ 194,298	\$ 206,773	
	Base Retention Differential- 20 or more YOS: Pay #3 + 5%= Pay #5	\$ 171,661	\$ 183,162	\$ 195,430	\$ 208,529	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 188,827	\$ 200,328	\$ 212,596	\$ 225,695	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 197,410	\$ 208,911	\$ 221,179	\$ 234,278	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 205,993	\$ 217,494	\$ 229,762	\$ 242,861	
Class 10 Assistant Chief	Base Pay with 2.5% Increase as of October 11, 2020 = Base Pay #1	\$ 175,955	\$ 187,683	\$ 200,183		
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 183,345	\$ 195,565	\$ 208,590		
	Base Retention Differential after 5 Years: Pay 2 + 5% = Pay #3	\$ 192,512	\$ 205,344	\$ 219,020		
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 202,137	\$ 214,969	\$ 228,645		
	Base Retention Differential- 20 or more YOS: Pay #3 + 5%= Pay #5	\$ 202,137	\$ 215,611	\$ 229,971		
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 222,351	\$ 235,824	\$ 250,184		
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 232,458	\$ 245,931	\$ 260,291		
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 242,565	\$ 256,038	\$ 270,398		

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



Fiscal Year: 2022

Effective Date: October 10, 2021

Union/Nonunion: Non-union Affected CBU/Service Code(s): XAA D01, XAA D11

Pay Plan/Schedule: Police Service
 Peoplesoft Schedule: PS0002

% Increase: 3.5%

Resolution Number:

Date of Resolution:

Grade		Steps				
		1	2	3	4	5
Class 05 Lieutenant	Base Pay with 3.5% Increase as of October 10, 2021 = Base Pay #1	\$ 99,967	\$ 105,486	\$ 111,267	\$ 117,388	\$ 123,842
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 104,165	\$ 109,917	\$ 115,940	\$ 122,318	\$ 129,043
	Base Retention Differential after 5 Years: Pay 2 + 5% = Pay #3	\$ 109,373	\$ 115,412	\$ 121,737	\$ 128,434	\$ 135,495
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 114,842	\$ 120,881	\$ 127,205	\$ 133,902	\$ 140,964
	Base Retention Differential- 20 or more YOS: Pay #3 + 5%= Pay #5	\$ 114,842	\$ 121,183	\$ 127,824	\$ 134,855	\$ 142,270
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 126,326	\$ 132,667	\$ 139,308	\$ 146,340	\$ 153,754
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 132,068	\$ 138,409	\$ 145,050	\$ 152,082	\$ 159,496
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 137,810	\$ 144,151	\$ 150,792	\$ 157,824	\$ 165,239
Class 07 Captain	Base Pay with 3.5% Increase as of October 10, 2021 = Base Pay #1	\$ 118,430	\$ 124,591	\$ 131,068	\$ 137,885	
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 123,404	\$ 129,824	\$ 136,573	\$ 143,676	
	Base Retention Differential after 5 Years: Pay 2 + 5% = Pay #3	\$ 129,574	\$ 136,315	\$ 143,402	\$ 150,860	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 136,053	\$ 142,794	\$ 149,880	\$ 157,338	
	Base Retention Differential- 20 or more YOS: Pay #3 + 5%= Pay #5	\$ 136,053	\$ 143,131	\$ 150,572	\$ 158,403	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 149,658	\$ 156,736	\$ 164,177	\$ 172,008	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 156,461	\$ 163,539	\$ 170,980	\$ 178,811	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 163,263	\$ 170,342	\$ 177,782	\$ 185,613	

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



Fiscal Year: 2022

Effective Date: October 10, 2021

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Pay Plan/Schedule: Police Service

Peoplesoft Schedule: PS0002

% Increase: 3.5%

Resolution Number:

Date of Resolution:

Grade		Steps				
		1	2	3	4	5
Class 08 Inspector	Base Pay with 3.5% Increase as of October 11, 2021 = Base Pay #1	\$ 131,783	\$ 138,638	\$ 145,843	\$ 153,432	
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 137,318	\$ 144,461	\$ 151,968	\$ 159,876	
	Base Retention Differential after 5 Years: Pay 2 + 5% = Pay #3	\$ 144,184	\$ 151,684	\$ 159,567	\$ 167,869	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 151,393	\$ 158,893	\$ 166,776	\$ 175,079	
	Base Retention Differential- 20 or more YOS: Pay #3 + 5%= Pay #5	\$ 151,393	\$ 159,268	\$ 167,545	\$ 176,263	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 166,533	\$ 174,408	\$ 182,684	\$ 191,402	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 174,103	\$ 181,977	\$ 190,254	\$ 198,972	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 181,672	\$ 189,547	\$ 197,824	\$ 206,542	
Class 09 Commander	Base Pay with 3.5% Increase as of October 11, 2021 = Base Pay #1	\$ 154,656	\$ 165,017	\$ 176,070	\$ 187,871	
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 161,151	\$ 171,948	\$ 183,465	\$ 195,762	
	Base Retention Differential after 5 Years: Pay 2 + 5% = Pay #3	\$ 169,209	\$ 180,545	\$ 192,638	\$ 205,550	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 177,669	\$ 189,006	\$ 201,099	\$ 214,010	
	Base Retention Differential- 20 or more YOS: Pay #3 + 5%= Pay #5	\$ 177,669	\$ 189,573	\$ 202,270	\$ 215,827	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 195,436	\$ 207,340	\$ 220,037	\$ 233,594	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 204,320	\$ 216,223	\$ 228,921	\$ 242,478	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 213,203	\$ 225,107	\$ 237,804	\$ 251,361	
Class 10 Assistant Chief	Base Pay with 3.5% Increase as of October 11, 2021 = Base Pay #1	\$ 182,113	\$ 194,252	\$ 207,189		
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 189,762	\$ 202,410	\$ 215,891		
	Base Retention Differential after 5 Years: Pay 2 + 5% = Pay #3	\$ 199,250	\$ 212,531	\$ 226,686		
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 209,213	\$ 222,494	\$ 236,648		
	Base Retention Differential- 20 or more YOS: Pay #3 + 5%= Pay #5	\$ 209,213	\$ 223,158	\$ 238,020		
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 230,134	\$ 244,079	\$ 258,942		
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 240,595	\$ 254,539	\$ 269,402		
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 251,055	\$ 265,000	\$ 279,863		

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



Fiscal Year: 2023

Effective Date: October 9, 2022

Union/Nonunion: Non-union Affected CBU/Service Code(s): XAA D01, XAA D11

Pay Plan/Schedule: Police Service
Peoplesoft Schedule: PS0002

% Increase: 4.0%

Resolution Number:

Date of Resolution:

Grade		Steps				
		1	2	3	4	5
Class 05 Lieutenant	Base Pay with 4% Increase as of October 9, 2022 = Base Pay #1	\$ 103,966	\$ 109,705	\$ 115,718	\$ 122,084	\$ 128,796
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 108,332	\$ 114,313	\$ 120,578	\$ 127,211	\$ 134,205
	Base Retention Differential after 5 Years: Pay 2 + 5% = Pay #3	\$ 113,749	\$ 120,029	\$ 126,607	\$ 133,572	\$ 140,915
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 119,436	\$ 125,716	\$ 132,294	\$ 139,259	\$ 146,603
	Base Retention Differential- 20 or more YOS: Pay #3 + 5%= Pay #5	\$ 119,436	\$ 126,030	\$ 132,937	\$ 140,250	\$ 147,961
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 131,380	\$ 137,974	\$ 144,881	\$ 152,194	\$ 159,905
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 137,352	\$ 143,946	\$ 150,852	\$ 158,166	\$ 165,877
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 143,324	\$ 149,917	\$ 156,824	\$ 164,137	\$ 171,848
Class 07 Captain	Base Pay with 4% Increase as of October 9, 2022 = Base Pay #1	\$ 123,167	\$ 129,575	\$ 136,311	\$ 143,400	
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 128,340	\$ 135,017	\$ 142,036	\$ 149,423	
	Base Retention Differential after 5 Years: Pay 2 + 5% = Pay #3	\$ 134,757	\$ 141,768	\$ 149,138	\$ 156,894	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 141,495	\$ 148,505	\$ 155,875	\$ 163,632	
	Base Retention Differential- 20 or more YOS: Pay #3 + 5%= Pay #5	\$ 141,495	\$ 148,856	\$ 156,594	\$ 164,739	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 155,645	\$ 163,006	\$ 170,744	\$ 178,889	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 162,719	\$ 170,080	\$ 177,819	\$ 185,963	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 169,794	\$ 177,155	\$ 184,893	\$ 193,038	

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



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Pay Plan/Schedule: Police Service

Peoplesoft Schedule: PS0002

% Increase: 4.0%

Resolution Number:

Date of Resolution:

Grade		Steps				
		1	2	3	4	5
Class 08 Inspector	Base Pay with 4% Increase as of October 9, 2022 = Base Pay #1	\$ 137,054	\$ 144,184	\$ 151,677	\$ 159,569	
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 142,811	\$ 150,239	\$ 158,047	\$ 166,271	
	Base Retention Differential after 5 Years: Pay 2 + 5% = Pay #3	\$ 149,951	\$ 157,751	\$ 165,949	\$ 174,585	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 157,449	\$ 165,249	\$ 173,447	\$ 182,082	
	Base Retention Differential- 20 or more YOS: Pay #3 + 5%= Pay #5	\$ 157,449	\$ 165,639	\$ 174,247	\$ 183,314	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 173,194	\$ 181,384	\$ 189,992	\$ 199,059	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 181,066	\$ 189,256	\$ 197,864	\$ 206,931	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 188,938	\$ 197,128	\$ 205,737	\$ 214,804	
Class 09 Commander	Base Pay with 4% Increase as of October 9, 2022 = Base Pay #1	\$ 160,842	\$ 171,618	\$ 183,113	\$ 195,386	
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 167,598	\$ 178,826	\$ 190,804	\$ 203,592	
	Base Retention Differential after 5 Years: Pay 2 + 5% = Pay #3	\$ 175,977	\$ 187,767	\$ 200,344	\$ 213,772	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 184,776	\$ 196,566	\$ 209,143	\$ 222,571	
	Base Retention Differential- 20 or more YOS: Pay #3 + 5%= Pay #5	\$ 184,776	\$ 197,155	\$ 210,361	\$ 224,460	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 203,254	\$ 215,633	\$ 228,839	\$ 242,938	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 212,493	\$ 224,872	\$ 238,077	\$ 252,177	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 221,732	\$ 234,111	\$ 247,316	\$ 261,416	
Class 10 Assistant Chief	Base Pay with 4% Increase as of October 9, 2022 = Base Pay #1	\$ 189,398	\$ 202,022	\$ 215,477		
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 197,352	\$ 210,507	\$ 224,527		
	Base Retention Differential after 5 Years: Pay 2 + 5% = Pay #3	\$ 207,220	\$ 221,032	\$ 235,753		
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 217,581	\$ 231,393	\$ 246,114		
	Base Retention Differential- 20 or more YOS: Pay #3 + 5%= Pay #5	\$ 217,581	\$ 232,084	\$ 247,541		
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 239,339	\$ 253,842	\$ 269,299		
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 250,218	\$ 264,721	\$ 280,178		
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 261,097	\$ 275,600	\$ 291,057		