COMPENSATION COLLECTIVE BARGAINING AGREEMENT

BETWEEN

THE DISTRICT OF COLUMBIA GOVERNMENT

AND

COMPENSATION UNITS 1 AND 2

EFFECTIVE October 1, 2017 through September 30, 2021

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On-Call Notification Template ..... Appendix 1
(July 26, 2010)

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 2018:

Effective the first day of the first full pay period beginning on or after October 1, 2017, the FY 2018 salary schedules of employees employed in bargaining units as certified and assigned to Compensation Units 1 and 2 by the Public Employees Relations Board shall be adjusted by 3%.

SECTION B: FISCAL YEAR 2019:

Effective the first day of the first full pay period beginning on or after October 1, 2018, the FY 2019 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 2%.

SECTION C: FISCAL YEAR 2020:

Effective the first day of the first full pay period beginning on or after October 1, 2019, the FY 2020 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 3%.

SECTION D: FISCAL YEAR 2021:

1. Effective the first day of the first full pay period beginning on or after October 1, 2020, the FY 2021 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 3.5%.

2. A portion of the cost of the District's proposal to increase wages for FY 18 – 3%, FY 19 – 2%, FY 20 – 3%, and FY 20 – 3.5% will be paid for from a portion of the funds set aside by the Bowser Administration for Compensation and Classification Reform. As a result, the Union will withdraw its Compensation and Classification Reform grievances in their entirety (both master and individual grievances).

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 twelve dollars and fifty cents ($12.50) in FY 2018 for each bargaining unit member toward a pre-paid legal services plan. The Employer shall make a monthly contribution of fifteen dollars ($15.00) in FY 2019 for each bargaining unit member toward a pre-paid legal services plan. The Employer shall make a monthly contribution of seventeen dollars and fifty cents ($17.50) in FY 20 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 $500,000.00 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 2018, 2019, 2020, and 2021 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 2018 – FY 2021.

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) Independence Day, July 4th of each year;
(g) Labor Day, the 1st Monday in September of each year;
(h) Columbus Day, the 2nd Monday in October of each year;
(i) Veterans Day, November 11th of each year;
(j) Thanksgiving Day, the 4th Thursday in November of each year;
(k) Christmas Day, December 25th of each year; and
(l) 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 employees 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).

2. 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. 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, 2018, 2019, 2020 and 2021.

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.

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 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.

SECTION C:

Wage Grade (WG) employees as listed in Chapter 11B, Appendix C of the DPM and any other employee including District Service (DS) employees as determined pursuant to Section 4 of this Article and Chapter 11B, Subpart 10.6 of the DPM 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 Chapter 11B, Subpart 10.6 of the DPM.

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

SECTION F:

These changes to local environment pay shall not take effect until the payroll modules of PeopleSoft are implemented by the District of Columbia.

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 to September 30, 2021, 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 as of September 30, 2017, and are paid from appropriated funding to the career service prior to the end of the FY 2018 – FY 2021 Compensation Agreement.

SECTION D:

Prior to the end of the FY 2018 – FY 2021 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, 2017, 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. § 2011, 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, 2021. On this 25th day of February 2018, and as witness the parties hereto have set their signature.

Compensation Units One and Two Collective Bargaining Agreement

On this 26th day of February, 2018, as witness the parties hereto have set their signature.

FOR THE DISTRICT OF COLUMBIA GOVERNMENT

Repunzelle Bullock, Interim Director
Office of Labor Relations and Collective Bargaining

Kathryn Naylor, Supervisory Attorney Advisor
Office of Labor Relations and Collective

Eugene A. Adams, Director
Office of Administrative Hearings Office

Karl Racine, Attorney General
Office of the Attorney General

Nadine Wilburn, Chief Counsel/Senior Advisor
Office of the Attorney General

Tanya Royster, MD, Director
Department of Behavioral Health

Brendolyn McCarty-Jones, Labor Liaison
Department of Behavioral Health

FOR THE UNIONS

Andrew Washington, Executive Director
AFSCME, District Council 20

Eric Bunn, Sr. National Vice President
AFGE, District 14

Lee Blackmon, National Representative
NAGE, District of Columbia Regional

Steve Anderson, President
AFGE, Local 1403

Wayne L. Enoch, President
AFSCME, Local 2401

Beth McBride, President
AFGE, Local 383

Carroll Ward, President
AFGE, Local 2978

Angie M. Gates, Director
D.C. Office of Cable Television, Film, Music and Entertainment

Barry Carey, President
AFSCME, Local 2091

Dr. Steven Johnson, Labor Liaison
D.C. Office of Cable Television, Film, Music and Entertainment

Wanda Shelton Martin, Area Director
1199 NUHHCE

Roger A. Mitchell, Jr. MD, Chief Medical Examiner
Office of the Chief Medical Examiner

~~Reginald Walker, President~~ Michael Coley
AFSCME, Local 1200

Beverly Fields, Labor Liaison
Office of the Chief Medical Examiner

Miranda Gillis, President
AFGE, Local 2725

Barney Krucoff, Interim Chief Technology Officer
Office of the Chief Technology Officer

John Rosser, Chairperson
FOP/DOCLC

Pamela Brown, Esq., General Counsel
Office of the Chief Technology Officer

Keith Washington, President
AFSCME, Local 2092

Brenda Donald, Director
Child and Family Services Agency

Lisa Blackwell, Executive President
AFGE, Local 1000

Nina McIntosh-Jones, Labor Liaison
Child and Family Services Agency

Christal Williams

Melinda M. Bolling, Director
Department of Consumer and
Regulatory Affairs

Don Tatum, Labor Liaison
Department of Consumer and
Regulatory Affairs

George A. Schutter, Chief Procurement Officer
Office of Contracting and Procurement

Gina Toppin, Labor Liaison
Office of Contracting and Procurement

Quincy L. Booth, Director
Department of Corrections

Paulette Hutching-Johnson, Labor Liaison
Department of Corrections

Andrew Reese, Director
Department on Disability Services

Aretha Lyles, President
AFGE, Local 3721

Gina Walton, President
AFGE, Local 1975

Lisa Wallace, Vice President
1199 SEIU/UHWE

Harvey Cannon, President
NAGE, Local R3-05

Debbie Knox, President
NAGE, Local R3-07

David Hackney, President
NAGE, Local R3-08

LaToya McDowney, President
NAGE, Local R3-09

Barbara Milton, President
AFGE, Local 631

Jessica Gray, Labor Liaison
Department on Disability Services

Barbara Jones, President
AFGE, Local 2741

Odie Donald II, Director
D.C. Department of Employment Services

LaCharn Fletcher, President
FOP/DC Protective Services-PDLC

Van Freeman, Deputy Chief of Staff
D.C. Department of Employment Services

Thomas Ratliff, President
Teamsters, Local 639

Tommy Wells, Director
Department of Energy and the Environment

Michael Flood, President
AFSCME, Local 2921

Talisha Pitt, Labor Liaison
Department of Energy and the Environment

~~Ritchie Brooks, President~~ Rec Secy
Teamsters, Local 730
Richard L. Johnson

Gregory Dean, Chief
Fire and Emergency Medical Services Department

Felicia Dantzler, President
AFSCME, Local 2743

Steven N. Blivess, Esq., Labor Liaison
Fire and Emergency Medical Services Department

Corey Upchurch, President
AFSCME, Local 1959

Ernest Chrappah, Chairman
D.C. Department of For-Hire Vehicles

Tanya Ricks, Labor Liaison
D.C. Department of For-Hire Vehicles

Jenifer Smith, PhD, Director
Department of Forensic Sciences

Rasheed Raj, General Counsel
Department of Forensic Sciences

Greer Johnson Gillis, Director
Department of General Services

Brittney A. Wright, Labor Liaison
Department of General Services

LaQuandra S. Nesbitt, MD, MPH, Director
Department of Health

Kathleen Ognibene, Labor Liaison
Department of Health

Debra Walker, President
AFSCME, Local 709

[redacted], Chairperson
FOP/DYRSLC

Robert Hollingsworth, President
AFSCME, Local 2776

Antoinette White-Richardson, President
AFSCME, Local 1808

Darrin Roach, President
AFSCME, Local 877

LaVerne Gooding-Jones, President
AFSCME, Local 2087

Larry Doggett, Business Manager
Public Service Employees, Local 572

Perlisha Gales, President
Alliance of Independent Workers Union

Christopher Rodriguez, Director
Homeland Security and Emergency
Management Agency

George Barksdale, President
AFGE, Local 3444

Anthony Crispino, Labor Liaison
Homeland Security and Emergency
Management Agency

Polly Donaldson, Director
Department of Housing and
Community Development

Drew Hubbard, Labor Liaison
Department of Housing and
Community Development

Monica Palacio, Director
D.C. Office of Human Rights

Ayanna Lee, Labor Liaison
D.C. Office of Human Rights

Laura Zeilinger, Director
Department of Human Services

Jaki Buckley, Labor Liaison
Department of Human Services

Stephen C. Taylor, Commissioner
Department of Insurance, Securities
And Banking

Katrice Purdie, Labor Liaison
Department of Insurance, Securities
And Banking

Lucinda Babers, Director
Department of Motor Vehicles

Odessa Nance, Labor Liaison
Department of Motor Vehicles

Peter Newsham, Chief
D.C. Metropolitan Police Department

Mark Viehmeyer, Labor Liaison
D.C. Metropolitan Police Department

Keith A. Anderson, Director
D.C. Department of Parks and Recreation

Kwelli Sneed, MBA, CPM, Labor Liaison
D. C. Department of Parks and Recreation

Eric D. Shaw, Director
D.C. Office of Planning

Sandra Harp, Labor Liaison
D.C. Office of Planning

Antwan Wilson, Chancellor
D.C. Public Schools

Kaitlyn Girard, Director
Labor Management and Employee Relations
D.C. Public Schools

For Christopher Shorter, Director
Department of Public Works

Gail Heath, Labor Liaison
Department of Public Works

Jed Ross, Chief Risk Officer
Office of Risk Management

MELISSA CARLOS

~~Eric Glover, Esq.~~, Labor Liaison
Office of Risk Management

Hanseul Kang, Superintendent
Office of the State Superintendent
Of Education

Quiyana Hall, Labor Liaison
Office of the State Superintendent
Of Education

Jeff Marootian, Director
District Department of Transportation

Nana Bailey, Labor Liaison
District Department of Transportation

Karima Holmes, Director
Office of Unified Communications

Yvonne McManus, Labor Liaison
Office of Unified Communications

Clinton Lacey, Director
Department of Youth Rehabilitation Services

Trey Stanback, Labor Liaison
Department of Youth Rehabilitation Services

Jeffrey S. DeWitt, Chief Financial Officer
Office of the Chief Financial Officer

LaSharn Moreland, ~~Labor Liaison~~ EXECUTIVE Director, HUMAN RESOURCES
Office of the Chief Financial Officer

Richard Reyes-Gavilan, Executive Director
D.C. Public Libraries

Barbara Kirven, Labor Liaison
D.C. Public Libraries

Veronica Ahern, Executive Director
D.C. Public Service Commission

Richard Beverly, General Counsel
D.C. Public Service Commission

Ronald Mason, Jr., J.D., President
University of the District of Columbia

Patricia Cornwell Johnson, Vice President
Human Resources
University of the District of Columbia

Wayne Turnage, M.P.A., Director
Department of Health Care Finance

Sudie Mae Seed, Labor Liaison
Department of Health Care Finance

APPROVAL

This collective bargaining agreement between the District of Columbia and Compensation Units 1 and 2, dated Jan 23, 2018, has been reviewed in accordance with Section 1-617.15 of the District of Columbia Official Code and is hereby approved on this 24th day of February, 2018.

Muriel Bowser
Mayor

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

COUNCIL OF THE DISTRICT OF COLUMBIA
THE JOHN A. WILSON BUILDING
1350 PENNSYLVANIA AVENUE, N.W.
WASHINGTON, D.C. 20004

February 23, 2018

The Honorable Muriel E. Bowser
Mayor of the District of Columbia
1350 Pennsylvania Avenue, N.W., 3rd Floor
Washington, D.C. 20004

Dear Mayor Bowser:

This is to inform you of the status of a proposed resolution transmitted to the Council in accordance with D.C. Official Code § 1-617.17(j). The below proposed resolution has been deemed approved by virtue of the Council having taken no action to disapprove it.

Proposed Resolution	Title	Date of Approval
PR 22-738	Compensation Collective Bargaining Agreement between the District of Columbia Government and Compensation Units 1 and 2, FY 2018 - FY 2021, Approval Resolution of 2018	February 23, 2018

If you have any questions please contact me at 202-724-8032.

Sincerely,

Phil Mendelson
Chairman of the Council

cc: Committee on Labor and Workforce Development

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

Fiscal Year:	2018	*Service Code Definition:*	*Professional and Scientific*
Effective Date:	October 1, 2017	*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	$ 52,570	$ 54,249	$ 55,928	$ 57,607	$ 59,286	$ 60,965	$ 62,644	$ 64,323	$ 66,002	$ 67,681	$ 1,679
10	$ 57,670	$ 59,519	$ 61,368	$ 63,217	$ 65,066	$ 66,915	$ 68,764	$ 70,613	$ 72,462	$ 74,311	$ 1,849
11	$ 63,337	$ 65,372	$ 67,407	$ 69,442	$ 71,477	$ 73,512	$ 75,547	$ 77,582	$ 79,617	$ 81,652	$ 2,035
12	$ 78,364	$ 80,797	$ 83,230	$ 85,663	$ 88,096	$ 90,529	$ 92,962	$ 95,395	$ 97,828	$ 100,261	$ 2,433
13	$ 90,288	$ 93,183	$ 96,078	$ 98,973	$ 101,868	$ 104,763	$ 107,658	$ 110,553	$ 113,448	$ 116,343	$ 2,895
14	$ 106,715	$ 110,133	$ 113,551	$ 116,969	$ 120,387	$ 123,805	$ 127,223	$ 130,641	$ 134,059	$ 137,477	$ 3,418

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

Fiscal Year:	2018	*Service Code Definition:*	*Technical and Paraprofessional*
Effective Date:	October 1, 2017	*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	$ 35,445	$ 36,679	$ 37,913	$ 39,147	$ 40,381	$ 41,615	$ 42,849	$ 44,083	$ 45,317	$ 46,551	$ 1,234
6	$ 39,271	$ 40,640	$ 42,009	$ 43,378	$ 44,747	$ 46,116	$ 47,485	$ 48,854	$ 50,223	$ 51,592	$ 1,369
7	$ 43,518	$ 45,030	$ 46,542	$ 48,054	$ 49,566	$ 51,078	$ 52,590	$ 54,102	$ 55,614	$ 57,126	$ 1,512
8	$ 47,792	$ 49,314	$ 50,836	$ 52,358	$ 53,880	$ 55,402	$ 56,924	$ 58,446	$ 59,968	$ 61,490	$ 1,522
9	$ 52,570	$ 54,249	$ 55,928	$ 57,607	$ 59,286	$ 60,965	$ 62,644	$ 64,323	$ 66,002	$ 67,681	$ 1,679
10	$ 57,670	$ 59,519	$ 61,368	$ 63,217	$ 65,066	$ 66,915	$ 68,764	$ 70,613	$ 72,462	$ 74,311	$ 1,849
11	$ 63,337	$ 65,372	$ 67,407	$ 69,442	$ 71,477	$ 73,512	$ 75,547	$ 77,582	$ 79,617	$ 81,652	$ 2,035

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

Fiscal Year:	2018	*Service Code Definition:*	*Clerical and Administrative Support*
Effective Date:	October 1, 2017	*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	$ 28,676	$ 29,679	$ 30,682	$ 31,685	$ 32,688	$ 33,691	$ 34,694	$ 35,697	$ 36,700	$ 37,703	$ 1,003
3	$ 31,251	$ 32,335	$ 33,419	$ 34,503	$ 35,587	$ 36,671	$ 37,755	$ 38,839	$ 39,923	$ 41,007	$ 1,084
4	$ 32,776	$ 33,889	$ 35,002	$ 36,115	$ 37,228	$ 38,341	$ 39,454	$ 40,567	$ 41,680	$ 42,793	$ 1,113
5	$ 35,445	$ 36,679	$ 37,913	$ 39,147	$ 40,381	$ 41,615	$ 42,849	$ 44,083	$ 45,317	$ 46,551	$ 1,234
6	$ 39,271	$ 40,640	$ 42,009	$ 43,378	$ 44,747	$ 46,116	$ 47,485	$ 48,854	$ 50,223	$ 51,592	$ 1,369
7	$ 43,518	$ 45,030	$ 46,542	$ 48,054	$ 49,566	$ 51,078	$ 52,590	$ 54,102	$ 55,614	$ 57,126	$ 1,512
8	$ 47,792	$ 49,314	$ 50,836	$ 52,358	$ 53,880	$ 55,402	$ 56,924	$ 58,446	$ 59,968	$ 61,490	$ 1,522
9	$ 52,570	$ 54,249	$ 55,928	$ 57,607	$ 59,286	$ 60,965	$ 62,644	$ 64,323	$ 66,002	$ 67,681	$ 1,679

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

Fiscal Year: 2018

Service Code Definition: Corrections and Other Occupation Groups

Effective Date: October 1, 2017

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:

Grade	Step 1	2	3	4	5	6	7	8	9	10	Between Steps
4	$ 38,024	$ 39,080	$ 40,136	$ 41,192	$ 42,248	$ 43,304	$ 44,360	$ 45,416	$ 46,472	$ 47,528	$ 1,056
5	$ 43,731	$ 44,912	$ 46,093	$ 47,274	$ 48,455	$ 49,636	$ 50,817	$ 51,998	$ 53,179	$ 54,360	$ 1,181
6	$ 46,094	$ 47,413	$ 48,732	$ 50,051	$ 51,370	$ 52,689	$ 54,008	$ 55,327	$ 56,646	$ 57,965	$ 1,319
7	$ 49,751	$ 51,216	$ 52,681	$ 54,146	$ 55,611	$ 57,076	$ 58,541	$ 60,006	$ 61,471	$ 62,936	$ 1,465
8	$ 51,851	$ 53,477	$ 55,103	$ 56,729	$ 58,355	$ 59,981	$ 61,607	$ 63,233	$ 64,859	$ 66,485	$ 1,626
9	$ 55,496	$ 57,289	$ 59,082	$ 60,875	$ 62,668	$ 64,461	$ 66,254	$ 68,047	$ 69,840	$ 71,633	$ 1,793
10	$ 61,116	$ 63,091	$ 65,066	$ 67,041	$ 69,016	$ 70,991	$ 72,966	$ 74,941	$ 76,916	$ 78,891	$ 1,975
11	$ 65,004	$ 67,166	$ 69,328	$ 71,490	$ 73,652	$ 75,814	$ 77,976	$ 80,138	$ 82,300	$ 84,462	$ 2,162
12	$ 77,891	$ 80,488	$ 83,085	$ 85,682	$ 88,279	$ 90,876	$ 93,473	$ 96,070	$ 98,667	$ 101,264	$ 2,597
13	$ 92,619	$ 95,708	$ 98,797	$ 101,886	$ 104,975	$ 108,064	$ 111,153	$ 114,242	$ 117,331	$ 120,420	$ 3,089
14	$ 109,467	$ 113,112	$ 116,757	$ 120,402	$ 124,047	$ 127,692	$ 131,337	$ 134,982	$ 138,627	$ 142,272	$ 3,645

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

Fiscal Year:	2018	*Service Code Definition:*	*Social Worker & Student Trainee*
Effective Date:	October 1, 2017		
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	$ 51,851	$ 53,213	$ 54,575	$ 55,937	$ 57,299	$ 58,661	$ 60,023	$ 61,385	$ 62,747	$ 64,109	$ 1,362
7	$ 56,226	$ 57,740	$ 59,254	$ 60,768	$ 62,282	$ 63,796	$ 65,310	$ 66,824	$ 68,338	$ 69,852	$ 1,514
9	$ 60,966	$ 62,649	$ 64,332	$ 66,015	$ 67,698	$ 69,381	$ 71,064	$ 72,747	$ 74,430	$ 76,113	$ 1,683
11	$ 69,439	$ 71,474	$ 73,509	$ 75,544	$ 77,579	$ 79,614	$ 81,649	$ 83,684	$ 85,719	$ 87,754	$ 2,035
12	$ 78,364	$ 80,797	$ 83,230	$ 85,663	$ 88,096	$ 90,529	$ 92,962	$ 95,395	$ 97,828	$ 100,261	$ 2,433
13	$ 86,993	$ 89,691	$ 92,389	$ 95,087	$ 97,785	$ 100,483	$ 103,181	$ 105,879	$ 108,577	$ 111,275	$ 2,698

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

Fiscal Year:	**2018**	***Service Code Definition:***	***Health Care Occupations***
Effective Date:	**October 1, 2017**	***Service Codes:***	***A15, A39***
Union/Nonunion:	**Union**	***Job Series:***	0603 Physicians Assistant 0620 Licensed Practical Nurse 0625 Autopsy Assistant Mortuary 0638 Recreation Therapist 0644 Medical Technologist 0645 Medical Technician 0647 Diagnostic Radiolofic Technician 0649 Medical Instrument Technician 0681 Dental Assistant 0682 Dental Hygienist 0688 Sanitarian
Pay Plan/Schedule:	**CS**		
Peoplesoft Schedule:	**DS0069** **X06**		
% Increase:	**3.0%**		
Resolution Number:			
Date of Resolution:			

	Step										Between
Grade	***1***	***2***	***3***	***4***	***5***	***6***	***7***	***8***	***9***	***10***	**Steps**
5	$ 40,980	$ 42,093	$ 43,206	$ 44,319	$ 45,432	$ 46,545	$ 47,658	$ 48,771	$ 49,884	$ 50,997	$ 1,113
6	$ 45,422	$ 46,655	$ 47,888	$ 49,121	$ 50,354	$ 51,587	$ 52,820	$ 54,053	$ 55,286	$ 56,519	$ 1,233
7	$ 48,842	$ 50,223	$ 51,604	$ 52,985	$ 54,366	$ 55,747	$ 57,128	$ 58,509	$ 59,890	$ 61,271	$ 1,381
8	$ 53,878	$ 55,399	$ 56,920	$ 58,441	$ 59,962	$ 61,483	$ 63,004	$ 64,525	$ 66,046	$ 67,567	$ 1,521
9	$ 59,283	$ 60,966	$ 62,649	$ 64,332	$ 66,015	$ 67,698	$ 69,381	$ 71,064	$ 72,747	$ 74,430	$ 1,683
10	$ 65,076	$ 66,920	$ 68,764	$ 70,608	$ 72,452	$ 74,296	$ 76,140	$ 77,984	$ 79,828	$ 81,672	$ 1,844
11	$ 71,483	$ 73,515	$ 75,547	$ 77,579	$ 79,611	$ 81,643	$ 83,675	$ 85,707	$ 87,739	$ 89,771	$ 2,032
12	$ 85,661	$ 88,095	$ 90,529	$ 92,963	$ 95,397	$ 97,831	$ 100,265	$ 102,699	$ 105,133	$ 107,567	$ 2,434

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

Fiscal Year:	2018	*Service Code Definition:*	*Maintenance, Trades, & Labor*
Effective Date:	October 1, 2017		*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	$ 16.10	$ 16.66	$ 17.22	$ 17.78	$ 18.34	$ 18.90	$ 19.46	$ 20.02	$ 20.58	$ 21.14	$ 0.56
02L	$ 17.56	$ 18.17	$ 18.78	$ 19.39	$ 20.00	$ 20.61	$ 21.22	$ 21.83	$ 22.44	$ 23.05	$ 0.61
03	$ 17.37	$ 17.96	$ 18.55	$ 19.14	$ 19.73	$ 20.32	$ 20.91	$ 21.50	$ 22.09	$ 22.68	$ 0.59
03L	$ 18.98	$ 19.64	$ 20.30	$ 20.96	$ 21.62	$ 22.28	$ 22.94	$ 23.60	$ 24.26	$ 24.92	$ 0.66
04	$ 18.60	$ 19.24	$ 19.88	$ 20.52	$ 21.16	$ 21.80	$ 22.44	$ 23.08	$ 23.72	$ 24.36	$ 0.64
04L	$ 20.34	$ 21.05	$ 21.76	$ 22.47	$ 23.18	$ 23.89	$ 24.60	$ 25.31	$ 26.02	$ 26.73	$ 0.71
05	$ 19.85	$ 20.53	$ 21.21	$ 21.89	$ 22.57	$ 23.25	$ 23.93	$ 24.61	$ 25.29	$ 25.97	$ 0.68
05L	$ 21.62	$ 22.38	$ 23.14	$ 23.90	$ 24.66	$ 25.42	$ 26.18	$ 26.94	$ 27.70	$ 28.46	$ 0.76
06	$ 21.03	$ 21.76	$ 22.49	$ 23.22	$ 23.95	$ 24.68	$ 25.41	$ 26.14	$ 26.87	$ 27.60	$ 0.73
06L	$ 23.09	$ 23.88	$ 24.67	$ 25.46	$ 26.25	$ 27.04	$ 27.83	$ 28.62	$ 29.41	$ 30.20	$ 0.79
07	$ 22.42	$ 23.19	$ 23.96	$ 24.73	$ 25.50	$ 26.27	$ 27.04	$ 27.81	$ 28.58	$ 29.35	$ 0.77
07L	$ 24.49	$ 25.34	$ 26.19	$ 27.04	$ 27.89	$ 28.74	$ 29.59	$ 30.44	$ 31.29	$ 32.14	$ 0.85
08	$ 23.69	$ 24.50	$ 25.31	$ 26.12	$ 26.93	$ 27.74	$ 28.55	$ 29.36	$ 30.17	$ 30.98	$ 0.81
08L	$ 25.89	$ 26.81	$ 27.73	$ 28.65	$ 29.57	$ 30.49	$ 31.41	$ 32.33	$ 33.25	$ 34.17	$ 0.92
09	$ 24.85	$ 25.71	$ 26.57	$ 27.43	$ 28.29	$ 29.15	$ 30.01	$ 30.87	$ 31.73	$ 32.59	$ 0.86
09L	$ 27.26	$ 28.20	$ 29.14	$ 30.08	$ 31.02	$ 31.96	$ 32.90	$ 33.84	$ 34.78	$ 35.72	$ 0.94
10	$ 26.11	$ 27.02	$ 27.93	$ 28.84	$ 29.75	$ 30.66	$ 31.57	$ 32.48	$ 33.39	$ 34.30	$ 0.91
10L	$ 28.66	$ 29.65	$ 30.64	$ 31.63	$ 32.62	$ 33.61	$ 34.60	$ 35.59	$ 36.58	$ 37.57	$ 0.99
11	$ 27.38	$ 28.34	$ 29.30	$ 30.26	$ 31.22	$ 32.18	$ 33.14	$ 34.10	$ 35.06	$ 36.02	$ 0.96
11L	$ 30.05	$ 31.09	$ 32.13	$ 33.17	$ 34.21	$ 35.25	$ 36.29	$ 37.33	$ 38.37	$ 39.41	$ 1.04
12	$ 28.66	$ 29.65	$ 30.64	$ 31.63	$ 32.62	$ 33.61	$ 34.60	$ 35.59	$ 36.58	$ 37.57	$ 0.99
12L	$ 31.40	$ 32.48	$ 33.56	$ 34.64	$ 35.72	$ 36.80	$ 37.88	$ 38.96	$ 40.04	$ 41.12	$ 1.08
13	$ 29.86	$ 30.90	$ 31.94	$ 32.98	$ 34.02	$ 35.06	$ 36.10	$ 37.14	$ 38.18	$ 39.22	$ 1.04
13L	$ 32.64	$ 33.82	$ 35.00	$ 36.18	$ 37.36	$ 38.54	$ 39.72	$ 40.90	$ 42.08	$ 43.26	$ 1.18

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

Fiscal Year:	**2018**	***Service Code Definition:***	***Correctional Officers & EMS***
Effective Date:	**October 1, 2017**		
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	$ 43,218	$ 44,328	$ 45,438	$ 46,548	$ 47,658	$ 48,768	$ 49,878	$ 50,988	$ 52,098	$ 53,208	$ 1,110
6	$ 46,643	$ 47,880	$ 49,117	$ 50,354	$ 51,591	$ 52,828	$ 54,065	$ 55,302	$ 56,539	$ 57,776	$ 1,237
7	$ 49,695	$ 51,096	$ 52,497	$ 53,898	$ 55,299	$ 56,700	$ 58,101	$ 59,502	$ 60,903	$ 62,304	$ 1,401
8	$ 54,790	$ 56,341	$ 57,892	$ 59,443	$ 60,994	$ 62,545	$ 64,096	$ 65,647	$ 67,198	$ 68,749	$ 1,551
9	$ 60,310	$ 62,022	$ 63,734	$ 65,446	$ 67,158	$ 68,870	$ 70,582	$ 72,294	$ 74,006	$ 75,718	$ 1,712
10	$ 66,179	$ 68,061	$ 69,943	$ 71,825	$ 73,707	$ 75,589	$ 77,471	$ 79,353	$ 81,235	$ 83,117	$ 1,882

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

Fiscal Year:	2019	*Service Code Definition:*	*Professional and Scientific*
Effective Date:	October 14, 2018	*Series:*	
Union/Nonunion:	Union	*Affected CBU/Service Code(s):*	
Pay Plan/Schedule:	CS		
Peoplesoft Schedule:	DS0077		
	X01		
% Increase:	2.0%		
Resolution Number:			
Date of Resolution:			

	Steps										
Grade	*1*	*2*	*3*	*4*	*5*	*6*	*7*	*8*	*9*	*10*	Between Steps
9	$ 53,620	$ 55,333	$ 57,046	$ 58,759	$ 60,472	$ 62.185	$ 63,898	$ 65,611	$ 67,324	$ 69,037	$ 1,713
10	$ 58,823	$ 60,709	$ 62,595	$ 64,481	$ 66,367	$ 68.253	$ 70,139	$ 72,025	$ 73,911	$ 75,797	$ 1,886
11	$ 64,603	$ 66,679	$ 68,755	$ 70,831	$ 72,907	$ 74.983	$ 77,059	$ 79,135	$ 81,211	$ 83,287	$ 2,076
12	$ 79,930	$ 82,412	$ 84,894	$ 87,376	$ 89,858	$ 92,340	$ 94,822	$ 97,304	$ 99,786	$ 102,268	$ 2,482
13	$ 92,093	$ 95,046	$ 97,999	$ 100,952	$ 103,905	$ 106.858	$ 109,811	$ 112,764	$ 115,717	$ 118,670	$ 2,953
14	$ 108,847	$ 112,334	$ 115,821	$ 119,308	$ 122,795	$ 126,282	$ 129,769	$ 133,256	$ 136,743	$ 140,230	$ 3,487

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

Fiscal Year:	2019	*Service Code Definition:*	*Technical and Paraprofessional*
Effective Date:	October 14, 2018	*Series:*	
Union/Nonunion:	Union	*Affected CBU/Service Code(s):*	
Pay Plan/Schedule:	CS		
Peoplesoft Schedule:	DS0078 X02		
% Increase:	2.0%		
Resolution Number:			
Date of Resolution:			

	Steps										
Grade	1	2	3	4	5	6	7	8	9	10	Between Steps
5	$ 36,153	$ 37,412	$ 38,671	$ 39,930	$ 41,189	$ 42,448	$ 43,707	$ 44,966	$ 46,225	$ 47,484	$ 1,259
6	$ 40,058	$ 41,454	$ 42,850	$ 44,246	$ 45,642	$ 47,038	$ 48,434	$ 49,830	$ 51,226	$ 52,622	$ 1,396
7	$ 44,389	$ 45,931	$ 47,473	$ 49,015	$ 50,557	$ 52,099	$ 53,641	$ 55,183	$ 56,725	$ 58,267	$ 1,542
8	$ 48,746	$ 50,299	$ 51,852	$ 53,405	$ 54,958	$ 56,511	$ 58,064	$ 59,617	$ 61,170	$ 62,723	$ 1,553
9	$ 53,620	$ 55,333	$ 57,046	$ 58,759	$ 60,472	$ 62,185	$ 63,898	$ 65,611	$ 67,324	$ 69,037	$ 1,713
10	$ 58,823	$ 60,709	$ 62,595	$ 64,481	$ 66,367	$ 68,253	$ 70,139	$ 72,025	$ 73,911	$ 75,797	$ 1,886
11	$ 64,603	$ 66,679	$ 68,755	$ 70,831	$ 72,907	$ 74,983	$ 77,059	$ 79,135	$ 81,211	$ 83,287	$ 2,076

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

Fiscal Year:	2019	*Service Code Definition:*	*Clerical and Administrative Support*
Effective Date:	October 14, 2018	*Series:*	
Union/Nonunion:	Union	*Affected CBU/Service Code(s):*	
Pay Plan/Schedule:	CS		
Peoplesoft Schedule:	DS0079 X03		
% Increase:	2.0%		
Resolution Number:			
Date of Resolution:			

	Steps										
Grade	*1*	*2*	*3*	*4*	*5*	*6*	*7*	*8*	*9*	*10*	Between Steps
2	$ 29,250	$ 30,273	$ 31,296	$ 32,319	$ 33,342	$ 34,365	$ 35,388	$ 36,411	$ 37,434	$ 38,457	$ 1,023
3	$ 31,875	$ 32,981	$ 34,087	$ 35,193	$ 36,299	$ 37,405	$ 38,511	$ 39,617	$ 40,723	$ 41,829	$ 1,106
4	$ 33,429	$ 34,565	$ 35,701	$ 36,837	$ 37,973	$ 39,109	$ 40,245	$ 41,381	$ 42,517	$ 43,653	$ 1,136
5	$ 36,153	$ 37,412	$ 38,671	$ 39,930	$ 41,189	$ 42,448	$ 43,707	$ 44,966	$ 46,225	$ 47,484	$ 1,259
6	$ 40,058	$ 41,454	$ 42,850	$ 44,246	$ 45,642	$ 47,038	$ 48,434	$ 49,830	$ 51,226	$ 52,622	$ 1,396
7	$ 44,389	$ 45,931	$ 47,473	$ 49,015	$ 50,557	$ 52,099	$ 53,641	$ 55,183	$ 56,725	$ 58,267	$ 1,542
8	$ 48,746	$ 50,299	$ 51,852	$ 53,405	$ 54,958	$ 56,511	$ 58,064	$ 59,617	$ 61,170	$ 62,723	$ 1,553
9	$ 53,620	$ 55,333	$ 57,046	$ 58,759	$ 60,472	$ 62,185	$ 63,898	$ 65,611	$ 67,324	$ 69,037	$ 1,713

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

Fiscal Year:	**2019**	***Service Code Definition:***	***Corrections and Other Occupation Groups***
Effective Date:	**October 14, 2018**		
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:	**2.0%**		
Resolution Number:			
Date of Resolution:			

	Step										Between
Grade	***1***	***2***	***3***	***4***	***5***	***6***	***7***	***8***	***9***	***10***	**Steps**
4	$ 38,785	$ 39,862	$ 40,939	$ 42,016	$ 43,093	$ 44,170	$ 45,247	$ 46,324	$ 47,401	$ 48,478	$ 1,077
5	$ 44,604	$ 45,809	$ 47,014	$ 48,219	$ 49,424	$ 50,629	$ 51,834	$ 53,039	$ 54,244	$ 55,449	$ 1,205
6	$ 47,017	$ 48,362	$ 49,707	$ 51,052	$ 52,397	$ 53,742	$ 55,087	$ 56,432	$ 57,777	$ 59,122	$ 1,345
7	$ 50,747	$ 52,241	$ 53,735	$ 55,229	$ 56,723	$ 58,217	$ 59,711	$ 61,205	$ 62,699	$ 64,193	$ 1,494
8	$ 52,890	$ 54,548	$ 56,206	$ 57,864	$ 59,522	$ 61,180	$ 62,838	$ 64,496	$ 66,154	$ 67,812	$ 1,658
9	$ 56,609	$ 58,437	$ 60,265	$ 62,093	$ 63,921	$ 65,749	$ 67,577	$ 69,405	$ 71,233	$ 73,061	$ 1,828
10	$ 62,340	$ 64,354	$ 66,368	$ 68,382	$ 70,396	$ 72,410	$ 74,424	$ 76,438	$ 78,452	$ 80,466	$ 2,014
11	$ 66,305	$ 68,510	$ 70,715	$ 72,920	$ 75,125	$ 77,330	$ 79,535	$ 81,740	$ 83,945	$ 86,150	$ 2,205
12	$ 79,449	$ 82,098	$ 84,747	$ 87,396	$ 90,045	$ 92,694	$ 95,343	$ 97,992	$ 100,641	$ 103,290	$ 2,649
13	$ 94,471	$ 97,622	$ 100,773	$ 103,924	$ 107,075	$ 110,226	$ 113,377	$ 116,528	$ 119,679	$ 122,830	$ 3,151
14	$ 111,656	$ 115,374	$ 119,092	$ 122,810	$ 126,528	$ 130,246	$ 133,964	$ 137,682	$ 141,400	$ 145,118	$ 3,718

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

Fiscal Year:	2019	***Service Code Definition:***	***Social Worker & Student Trainee***
Effective Date:	**October 14, 2018**		
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:	**2.0%**		
Resolution Number:			
Date of Resolution:			

	Steps										
Grade	***1***	***2***	***3***	***4***	***5***	***6***	***7***	***8***	***9***	***10***	**Between Steps**
5	$ 52,889	$ 54,278	$ 55,667	$ 57,056	$ 58,445	$ 59,834	$ 61,223	$ 62,612	$ 64,001	$ 65,390	$ 1,389
7	$ 57,348	$ 58,893	$ 60,438	$ 61,983	$ 63,528	$ 65,073	$ 66,618	$ 68,163	$ 69,708	$ 71,253	$ 1,545
9	$ 62,184	$ 63,901	$ 65,618	$ 67,335	$ 69,052	$ 70,769	$ 72,486	$ 74,203	$ 75,920	$ 77,637	$ 1,717
11	$ 70,827	$ 72,903	$ 74,979	$ 77,055	$ 79,131	$ 81,207	$ 83,283	$ 85,359	$ 87,435	$ 89,511	$ 2,076
12	$ 79,930	$ 82,412	$ 84,894	$ 87,376	$ 89,858	$ 92,340	$ 94,822	$ 97,304	$ 99,786	$ 102,268	$ 2,482
13	$ 88,733	$ 91,485	$ 94,237	$ 96,989	$ 99,741	$ 102,493	$ 105,245	$ 107,997	$ 110,749	$ 113,501	$ 2,752

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

Fiscal Year:	**2019**	***Service Code Definition:***	***Health Care Occupations***
Effective Date:	**October 14, 2018**	***Service Codes:***	***A15, A39***
Union/Nonunion:	**Union**	***Job Series:***	0603 Physicians Assistant 0620 Licensed Practical Nurse 0625 Autopsy Assistant Mortuary 0638 Recreation Therapist 0644 Medical Technologist 0645 Medical Technician 0647 Diagnostic Radiolofic Technician 0649 Medical Instrument Technician 0681 Dental Assistant 0682 Dental Hygienist 0688 Sanitarian
Pay Plan/Schedule:	**CS**		
Peoplesoft Schedule:	**DS0069** **X06**		
% Increase:	**2.0%**		
Resolution Number:			
Date of Resolution:			

	Step										
Grade	***1***	***2***	***3***	***4***	***5***	***6***	***7***	***8***	***9***	***10***	**Between Steps**
5	$ 41,797	$ 42,933	$ 44,069	$ 45,205	$ 46,341	$ 47,477	$ 48,613	$ 49,749	$ 50,885	$ 52,021	$ 1,136
6	$ 46,329	$ 47,587	$ 48,845	$ 50,103	$ 51,361	$ 52,619	$ 53,877	$ 55,135	$ 56,393	$ 57,651	$ 1,258
7	$ 49,821	$ 51,229	$ 52,637	$ 54,045	$ 55,453	$ 56,861	$ 58,269	$ 59,677	$ 61,085	$ 62,493	$ 1,408
8	$ 54,957	$ 56,508	$ 58,059	$ 59,610	$ 61,161	$ 62,712	$ 64,263	$ 65,814	$ 67,365	$ 68,916	$ 1,551
9	$ 60,471	$ 62,187	$ 63,903	$ 65,619	$ 67,335	$ 69,051	$ 70,767	$ 72,483	$ 74,199	$ 75,915	$ 1,716
10	$ 66,377	$ 68,258	$ 70,139	$ 72,020	$ 73,901	$ 75,782	$ 77,663	$ 79,544	$ 81,425	$ 83,306	$ 1,881
11	$ 72,915	$ 74,987	$ 77,059	$ 79,131	$ 81,203	$ 83,275	$ 85,347	$ 87,419	$ 89,491	$ 91,563	$ 2,072
12	$ 87,373	$ 89,856	$ 92,339	$ 94,822	$ 97,305	$ 99,788	$ 102,271	$ 104,754	$ 107,237	$ 109,720	$ 2,483

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

Fiscal Year:	2019	*Service Code Definition:*	*Maintenance, Trades, & Labor*
Effective Date:	October 14, 2018		*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:	2.0%		
Resolution Number:			
Date of Resolution:			

	Step										
Grade	*1*	*2*	*3*	*4*	*5*	*6*	*7*	*8*	*9*	*10*	Between Steps
02	$ 16.43	$ 17.00	$ 17.57	$ 18.14	$ 18.71	$ 19.28	$ 19.85	$ 20.42	$ 20.99	$ 21.56	$ 0.57
02L	$ 17.92	$ 18.54	$ 19.16	$ 19.78	$ 20.40	$ 21.02	$ 21.64	$ 22.26	$ 22.88	$ 23.50	$ 0.62
03	$ 17.72	$ 18.32	$ 18.92	$ 19.52	$ 20.12	$ 20.72	$ 21.32	$ 21.92	$ 22.52	$ 23.12	$ 0.60
03L	$ 19.37	$ 20.04	$ 20.71	$ 21.38	$ 22.05	$ 22.72	$ 23.39	$ 24.06	$ 24.73	$ 25.40	$ 0.67
04	$ 18.98	$ 19.63	$ 20.28	$ 20.93	$ 21.58	$ 22.23	$ 22.88	$ 23.53	$ 24.18	$ 24.83	$ 0.65
04L	$ 20.76	$ 21.48	$ 22.20	$ 22.92	$ 23.64	$ 24.36	$ 25.08	$ 25.80	$ 26.52	$ 27.24	$ 0.72
05	$ 20.26	$ 20.95	$ 21.64	$ 22.33	$ 23.02	$ 23.71	$ 24.40	$ 25.09	$ 25.78	$ 26.47	$ 0.69
05L	$ 22.04	$ 22.82	$ 23.60	$ 24.38	$ 25.15	$ 25.93	$ 26.71	$ 27.49	$ 28.27	$ 29.05	$ 0.78
06	$ 21.43	$ 22.18	$ 22.93	$ 23.68	$ 24.43	$ 25.18	$ 25.93	$ 26.68	$ 27.43	$ 28.18	$ 0.75
06L	$ 23.54	$ 24.35	$ 25.16	$ 25.97	$ 26.78	$ 27.59	$ 28.40	$ 29.21	$ 30.02	$ 30.83	$ 0.81
07	$ 22.85	$ 23.64	$ 24.43	$ 25.22	$ 26.01	$ 26.80	$ 27.59	$ 28.38	$ 29.17	$ 29.96	$ 0.79
07L	$ 24.97	$ 25.84	$ 26.71	$ 27.58	$ 28.45	$ 29.32	$ 30.19	$ 31.06	$ 31.93	$ 32.80	$ 0.87
08	$ 24.15	$ 24.98	$ 25.81	$ 26.64	$ 27.47	$ 28.30	$ 29.13	$ 29.96	$ 30.79	$ 31.62	$ 0.83
08L	$ 26.40	$ 27.34	$ 28.28	$ 29.22	$ 30.16	$ 31.10	$ 32.04	$ 32.98	$ 33.92	$ 34.86	$ 0.94
09	$ 25.34	$ 26.22	$ 27.10	$ 27.98	$ 28.86	$ 29.74	$ 30.62	$ 31.50	$ 32.38	$ 33.26	$ 0.88
09L	$ 27.80	$ 28.76	$ 29.72	$ 30.68	$ 31.64	$ 32.60	$ 33.56	$ 34.52	$ 35.48	$ 36.44	$ 0.96
10	$ 26.63	$ 27.56	$ 28.49	$ 29.42	$ 30.35	$ 31.28	$ 32.21	$ 33.14	$ 34.07	$ 35.00	$ 0.93
10L	$ 29.23	$ 30.24	$ 31.25	$ 32.26	$ 33.27	$ 34.28	$ 35.29	$ 36.30	$ 37.31	$ 38.32	$ 1.01
11	$ 27.96	$ 28.93	$ 29.90	$ 30.87	$ 31.84	$ 32.81	$ 33.78	$ 34.75	$ 35.72	$ 36.69	$ 0.97
11L	$ 30.65	$ 31.71	$ 32.77	$ 33.83	$ 34.89	$ 35.95	$ 37.01	$ 38.07	$ 39.13	$ 40.19	$ 1.06
12	$ 29.23	$ 30.24	$ 31.25	$ 32.26	$ 33.27	$ 34.28	$ 35.29	$ 36.30	$ 37.31	$ 38.32	$ 1.01
12L	$ 32.03	$ 33.13	$ 34.23	$ 35.33	$ 36.43	$ 37.53	$ 38.63	$ 39.73	$ 40.83	$ 41.93	$ 1.10
13	$ 30.46	$ 31.52	$ 32.58	$ 33.64	$ 34.70	$ 35.76	$ 36.82	$ 37.88	$ 38.94	$ 40.00	$ 1.06
13L	$ 33.27	$ 34.48	$ 35.69	$ 36.90	$ 38.11	$ 39.32	$ 40.53	$ 41.74	$ 42.95	$ 44.16	$ 1.21

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

Fiscal Year:	2019	*Service Code Definition:*	*Correctional Officers & EMS*
Effective Date:	October 14, 2018		
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:	2.0%		
Resolution Number:			
Date of Resolution:			

	Steps										
Grade	*1*	*2*	*3*	*4*	*5*	*6*	*7*	*8*	*9*	*10*	Between Steps
5	$ 44,083	$ 45,215	$ 46,347	$ 47,479	$ 48,611	$ 49,743	$ 50,875	$ 52,007	$ 53,139	$ 54,271	$ 1,132
6	$ 47,575	$ 48,837	$ 50,099	$ 51,361	$ 52,623	$ 53,885	$ 55,147	$ 56,409	$ 57,671	$ 58,933	$ 1,262
7	$ 50,689	$ 52,118	$ 53,547	$ 54,976	$ 56,405	$ 57,834	$ 59,263	$ 60,692	$ 62,121	$ 63,550	$ 1,429
8	$ 55,886	$ 57,468	$ 59,050	$ 60,632	$ 62,214	$ 63,796	$ 65,378	$ 66,960	$ 68,542	$ 70,124	$ 1,582
9	$ 61,517	$ 63,263	$ 65,009	$ 66,755	$ 68,501	$ 70,247	$ 71,993	$ 73,739	$ 75,485	$ 77,231	$ 1,746
10	$ 67,505	$ 69,424	$ 71,343	$ 73,262	$ 75,181	$ 77,100	$ 79,019	$ 80,938	$ 82,857	$ 84,776	$ 1,919

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

Fiscal Year:	2020	*Service Code Definition:*	*Professional and Scientific*
Effective Date:	October 13, 2019	*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	$ 55,230	$ 56,994	$ 58,758	$ 60,522	$ 62,286	$ 64,050	$ 65,814	$ 67,578	$ 69,342	$ 71,106	$ 1,764
10	$ 60,586	$ 62,529	$ 64,472	$ 66,415	$ 68,358	$ 70,301	$ 72,244	$ 74,187	$ 76,130	$ 78,073	$ 1,943
11	$ 66,542	$ 68,680	$ 70,818	$ 72,956	$ 75,094	$ 77,232	$ 79,370	$ 81,508	$ 83,646	$ 85,784	$ 2,138
12	$ 82,326	$ 84,883	$ 87,440	$ 89,997	$ 92,554	$ 95,111	$ 97,668	$ 100,225	$ 102,782	$ 105,339	$ 2,557
13	$ 94,858	$ 97,899	$ 100,940	$ 103,981	$ 107,022	$ 110,063	$ 113,104	$ 116,145	$ 119,186	$ 122,227	$ 3,041
14	$ 112,111	$ 115,703	$ 119,295	$ 122,887	$ 126,479	$ 130,071	$ 133,663	$ 137,255	$ 140,847	$ 144,439	$ 3,592

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

Fiscal Year:	2020	*Service Code Definition:*	*Technical and Paraprofessional*
Effective Date:	October 13, 2019	*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	$ 37,237	$ 38,534	$ 39,831	$ 41,128	$ 42,425	$ 43,722	$ 45,019	$ 46,316	$ 47,613	$ 48,910	$ 1,297
6	$ 41,259	$ 42,697	$ 44,135	$ 45,573	$ 47,011	$ 48,449	$ 49,887	$ 51,325	$ 52,763	$ 54,201	$ 1,438
7	$ 45,718	$ 47,307	$ 48,896	$ 50,485	$ 52,074	$ 53,663	$ 55,252	$ 56,841	$ 58,430	$ 60,019	$ 1,589
8	$ 50,207	$ 51,807	$ 53,407	$ 55,007	$ 56,607	$ 58,207	$ 59,807	$ 61,407	$ 63,007	$ 64,607	$ 1,600
9	$ 55,230	$ 56,994	$ 58,758	$ 60,522	$ 62,286	$ 64,050	$ 65,814	$ 67,578	$ 69,342	$ 71,106	$ 1,764
10	$ 60,586	$ 62,529	$ 64,472	$ 66,415	$ 68,358	$ 70,301	$ 72,244	$ 74,187	$ 76,130	$ 78,073	$ 1,943
11	$ 66,542	$ 68,680	$ 70,818	$ 72,956	$ 75,094	$ 77,232	$ 79,370	$ 81,508	$ 83,646	$ 85,784	$ 2,138

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

Fiscal Year:	2020	*Service Code Definition:*	*Clerical and Administrative Support*
Effective Date:	October 13, 2019	*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	$ 30,130	$ 31,183	$ 32,236	$ 33,289	$ 34,342	$ 35,395	$ 36,448	$ 37,501	$ 38,554	$ 39,607	$ 1,053
3	$ 32,832	$ 33,971	$ 35,110	$ 36,249	$ 37,388	$ 38,527	$ 39,666	$ 40,805	$ 41,944	$ 43,083	$ 1,139
4	$ 34,432	$ 35,602	$ 36,772	$ 37,942	$ 39,112	$ 40,282	$ 41,452	$ 42,622	$ 43,792	$ 44,962	$ 1,170
5	$ 37,237	$ 38,534	$ 39,831	$ 41,128	$ 42,425	$ 43,722	$ 45,019	$ 46,316	$ 47,613	$ 48,910	$ 1,297
6	$ 41,259	$ 42,697	$ 44,135	$ 45,573	$ 47,011	$ 48,449	$ 49,887	$ 51,325	$ 52,763	$ 54,201	$ 1,438
7	$ 45,718	$ 47,307	$ 48,896	$ 50,485	$ 52,074	$ 53,663	$ 55,252	$ 56,841	$ 58,430	$ 60,019	$ 1,589
8	$ 50,207	$ 51,807	$ 53,407	$ 55,007	$ 56,607	$ 58,207	$ 59,807	$ 61,407	$ 63,007	$ 64,607	$ 1,600
9	$ 55,230	$ 56,994	$ 58,758	$ 60,522	$ 62,286	$ 64,050	$ 65,814	$ 67,578	$ 69,342	$ 71,106	$ 1,764

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

Fiscal Year: 2020

Service Code Definition: Corrections and Other Occupation Groups

Effective Date: October 13, 2019

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:

Grade	Step 1	2	3	4	5	6	7	8	9	10	Between Steps
4	$ 39,946	$ 41,056	$ 42,166	$ 43,276	$ 44,386	$ 45,496	$ 46,606	$ 47,716	$ 48,826	$ 49,936	$ 1,110
5	$ 45,943	$ 47,184	$ 48,425	$ 49,666	$ 50,907	$ 52,148	$ 53,389	$ 54,630	$ 55,871	$ 57,112	$ 1,241
6	$ 48,429	$ 49,814	$ 51,199	$ 52,584	$ 53,969	$ 55,354	$ 56,739	$ 58,124	$ 59,509	$ 60,894	$ 1,385
7	$ 52,269	$ 53,808	$ 55,347	$ 56,886	$ 58,425	$ 59,964	$ 61,503	$ 63,042	$ 64,581	$ 66,120	$ 1,539
8	$ 54,476	$ 56,184	$ 57,892	$ 59,600	$ 61,308	$ 63,016	$ 64,724	$ 66,432	$ 68,140	$ 69,848	$ 1,708
9	$ 58,307	$ 60,190	$ 62,073	$ 63,956	$ 65,839	$ 67,722	$ 69,605	$ 71,488	$ 73,371	$ 75,254	$ 1,883
10	$ 64,208	$ 66,283	$ 68,358	$ 70,433	$ 72,508	$ 74,583	$ 76,658	$ 78,733	$ 80,808	$ 82,883	$ 2,075
11	$ 68,295	$ 70,566	$ 72,837	$ 75,108	$ 77,379	$ 79,650	$ 81,921	$ 84,192	$ 86,463	$ 88,734	$ 2,271
12	$ 81,834	$ 84,562	$ 87,290	$ 90,018	$ 92,746	$ 95,474	$ 98,202	$ 100,930	$ 103,658	$ 106,386	$ 2,728
13	$ 97,307	$ 100,552	$ 103,797	$ 107,042	$ 110,287	$ 113,532	$ 116,777	$ 120,022	$ 123,267	$ 126,512	$ 3,245
14	$ 115,004	$ 118,834	$ 122,664	$ 126,494	$ 130,324	$ 134,154	$ 137,984	$ 141,814	$ 145,644	$ 149,474	$ 3,830

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

Fiscal Year:	2020	*Service Code Definition:*	*Social Worker & Student Trainee*
Effective Date:	October 13, 2019		
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	$ 54,478	$ 55,908	$ 57,338	$ 58,768	$ 60,198	$ 61,628	$ 63,058	$ 64,488	$ 65,918	$ 67,348	$ 1,430
7	$ 59,066	$ 60,658	$ 62,250	$ 63,842	$ 65,434	$ 67,026	$ 68,618	$ 70,210	$ 71,802	$ 73,394	$ 1,592
9	$ 64,048	$ 65,817	$ 67,586	$ 69,355	$ 71,124	$ 72,893	$ 74,662	$ 76,431	$ 78,200	$ 79,969	$ 1,769
11	$ 72,953	$ 75,091	$ 77,229	$ 79,367	$ 81,505	$ 83,643	$ 85,781	$ 87,919	$ 90,057	$ 92,195	$ 2,138
12	$ 82,326	$ 84,883	$ 87,440	$ 89,997	$ 92,554	$ 95,111	$ 97,668	$ 100,225	$ 102,782	$ 105,339	$ 2,557
13	$ 91,397	$ 94,231	$ 97,065	$ 99,899	$ 102,733	$ 105,567	$ 108,401	$ 111,235	$ 114,069	$ 116,903	$ 2,834

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

Fiscal Year:	**2020**	***Service Code Definition:***	***Health Care Occupations***
Effective Date:	**October 13, 2019**	***Service Codes:***	***A15, A39***
Union/Nonunion:	**Union**	***Job Series:***	0603 Physicians Assistant 0620 Licensed Practical Nurse 0625 Autopsy Assistant Mortuary 0638 Recreation Therapist 0644 Medical Technologist 0645 Medical Technician 0647 Diagnostic Radiolofic Technician 0649 Medical Instrument Technician 0681 Dental Assistant 0682 Dental Hygienist 0688 Sanitarian
Pay Plan/Schedule:	**CS**		
Peoplesoft Schedule:	**DS0069** **X06**		
% Increase:	**3.0%**		
Resolution Number:			
Date of Resolution:			

	Step										
Grade	***1***	***2***	***3***	***4***	***5***	***6***	***7***	***8***	***9***	***10***	**Between Steps**
5	$ 43,051	$ 44,221	$ 45,391	$ 46,561	$ 47,731	$ 48,901	$ 50,071	$ 51,241	$ 52,411	$ 53,581	$ 1,170
6	$ 47,718	$ 49,014	$ 50,310	$ 51,606	$ 52,902	$ 54,198	$ 55,494	$ 56,790	$ 58,086	$ 59,382	$ 1,296
7	$ 51,313	$ 52,764	$ 54,215	$ 55,666	$ 57,117	$ 58,568	$ 60,019	$ 61,470	$ 62,921	$ 64,372	$ 1,451
8	$ 56,604	$ 58,202	$ 59,800	$ 61,398	$ 62,996	$ 64,594	$ 66,192	$ 67,790	$ 69,388	$ 70,986	$ 1,598
9	$ 62,287	$ 64,054	$ 65,821	$ 67,588	$ 69,355	$ 71,122	$ 72,889	$ 74,656	$ 76,423	$ 78,190	$ 1,767
10	$ 68,370	$ 70,307	$ 72,244	$ 74,181	$ 76,118	$ 78,055	$ 79,992	$ 81,929	$ 83,866	$ 85,803	$ 1,937
11	$ 75,103	$ 77,237	$ 79,371	$ 81,505	$ 83,639	$ 85,773	$ 87,907	$ 90,041	$ 92,175	$ 94,309	$ 2,134
12	$ 89,996	$ 92,553	$ 95,110	$ 97,667	$ 100,224	$ 102,781	$ 105,338	$ 107,895	$ 110,452	$ 113,009	$ 2,557

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

Fiscal Year:	**2020**	***Service Code Definition:***	***Maintenance, Trades, & Labor***
Effective Date:	**October 13, 2019**		***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:			

					Step						Between
Grade	***1***	***2***	***3***	***4***	***5***	***6***	***7***	***8***	***9***	***10***	**Steps**
02	$ 16.91	$ 17.50	$ 18.09	$ 18.68	$ 19.27	$ 19.86	$ 20.45	$ 21.04	$ 21.63	$ 22.22	$ 0.59
02L	$ 18.45	$ 19.09	$ 19.73	$ 20.37	$ 21.01	$ 21.65	$ 22.29	$ 22.93	$ 23.57	$ 24.21	$ 0.64
03	$ 18.28	$ 18.89	$ 19.50	$ 20.11	$ 20.72	$ 21.33	$ 21.94	$ 22.55	$ 23.16	$ 23.77	$ 0.61
03L	$ 19.95	$ 20.64	$ 21.33	$ 22.02	$ 22.71	$ 23.40	$ 24.09	$ 24.78	$ 25.47	$ 26.16	$ 0.69
04	$ 19.55	$ 20.22	$ 20.89	$ 21.56	$ 22.23	$ 22.90	$ 23.57	$ 24.24	$ 24.91	$ 25.58	$ 0.67
04L	$ 21.39	$ 22.13	$ 22.87	$ 23.61	$ 24.35	$ 25.09	$ 25.83	$ 26.57	$ 27.31	$ 28.05	$ 0.74
05	$ 20.87	$ 21.58	$ 22.29	$ 23.00	$ 23.71	$ 24.42	$ 25.13	$ 25.84	$ 26.55	$ 27.26	$ 0.71
05L	$ 22.74	$ 23.53	$ 24.32	$ 25.11	$ 25.90	$ 26.69	$ 27.48	$ 28.27	$ 29.06	$ 29.85	$ 0.79
06	$ 22.08	$ 22.85	$ 23.62	$ 24.39	$ 25.16	$ 25.93	$ 26.70	$ 27.47	$ 28.24	$ 29.01	$ 0.77
06L	$ 24.26	$ 25.09	$ 25.92	$ 26.75	$ 27.58	$ 28.41	$ 29.24	$ 30.07	$ 30.90	$ 31.73	$ 0.83
07	$ 23.55	$ 24.36	$ 25.17	$ 25.98	$ 26.79	$ 27.60	$ 28.41	$ 29.22	$ 30.03	$ 30.84	$ 0.81
07L	$ 25.74	$ 26.63	$ 27.52	$ 28.41	$ 29.30	$ 30.19	$ 31.08	$ 31.97	$ 32.86	$ 33.75	$ 0.89
08	$ 24.89	$ 25.74	$ 26.59	$ 27.44	$ 28.29	$ 29.14	$ 29.99	$ 30.84	$ 31.69	$ 32.54	$ 0.85
08L	$ 27.22	$ 28.18	$ 29.14	$ 30.10	$ 31.06	$ 32.02	$ 32.98	$ 33.94	$ 34.90	$ 35.86	$ 0.96
09	$ 26.09	$ 27.00	$ 27.91	$ 28.82	$ 29.73	$ 30.64	$ 31.55	$ 32.46	$ 33.37	$ 34.28	$ 0.91
09L	$ 28.63	$ 29.62	$ 30.61	$ 31.60	$ 32.59	$ 33.58	$ 34.57	$ 35.56	$ 36.55	$ 37.54	$ 0.99
10	$ 27.42	$ 28.38	$ 29.34	$ 30.30	$ 31.26	$ 32.22	$ 33.18	$ 34.14	$ 35.10	$ 36.06	$ 0.96
10L	$ 30.11	$ 31.15	$ 32.19	$ 33.23	$ 34.27	$ 35.31	$ 36.35	$ 37.39	$ 38.43	$ 39.47	$ 1.04
11	$ 28.80	$ 29.80	$ 30.80	$ 31.80	$ 32.80	$ 33.80	$ 34.80	$ 35.80	$ 36.80	$ 37.80	$ 1.00
11L	$ 31.54	$ 32.64	$ 33.74	$ 34.84	$ 35.94	$ 37.04	$ 38.14	$ 39.24	$ 40.34	$ 41.44	$ 1.10
12	$ 30.11	$ 31.15	$ 32.19	$ 33.23	$ 34.27	$ 35.31	$ 36.35	$ 37.39	$ 38.43	$ 39.47	$ 1.04
12L	$ 33.00	$ 34.13	$ 35.26	$ 36.39	$ 37.52	$ 38.65	$ 39.78	$ 40.91	$ 42.04	$ 43.17	$ 1.13
13	$ 31.38	$ 32.47	$ 33.56	$ 34.65	$ 35.74	$ 36.83	$ 37.92	$ 39.01	$ 40.10	$ 41.19	$ 1.09
13L	$ 34.26	$ 35.51	$ 36.76	$ 38.01	$ 39.25	$ 40.50	$ 41.75	$ 43.00	$ 44.25	$ 45.50	$ 1.25

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

Fiscal Year:	**2020**	***Service Code Definition:***	***Correctional Officers & EMS***
Effective Date:	**October 13, 2019**		
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	$ 45,405	$ 46,571	$ 47,737	$ 48,903	$ 50,069	$ 51,235	$ 52,401	$ 53,567	$ 54,733	$ 55,899	$ 1,166
6	$ 49,002	$ 50,302	$ 51,602	$ 52,902	$ 54,202	$ 55,502	$ 56,802	$ 58,102	$ 59,402	$ 60,702	$ 1,300
7	$ 52,209	$ 53,681	$ 55,153	$ 56,625	$ 58,097	$ 59,569	$ 61,041	$ 62,513	$ 63,985	$ 65,457	$ 1,472
8	$ 57,564	$ 59,193	$ 60,822	$ 62,451	$ 64,080	$ 65,709	$ 67,338	$ 68,967	$ 70,596	$ 72,225	$ 1,629
9	$ 63,364	$ 65,162	$ 66,960	$ 68,758	$ 70,556	$ 72,354	$ 74,152	$ 75,950	$ 77,748	$ 79,546	$ 1,798
10	$ 69,532	$ 71,508	$ 73,484	$ 75,460	$ 77,436	$ 79,412	$ 81,388	$ 83,364	$ 85,340	$ 87,316	$ 1,976

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

Fiscal Year:	2021	*Service Code Definition:*	*Professional and Scientific*
Effective Date:	October 11, 2020	*Series:*	
Union/Nonunion:	Union	*Affected CBU/Service Code(s):*	
Pay Plan/Schedule:	CS		
Peoplesoft Schedule:	DS0077		
	X01		
% Increase:	3.5%		
Resolution Number:			
Date of Resolution:			

	Steps										Between
Grade	*1*	*2*	*3*	*4*	*5*	*6*	*7*	*8*	*9*	*10*	Steps
9	$ 57,162	$ 58,988	$ 60,814	$ 62,640	$ 64,466	$ 66,292	$ 68,118	$ 69,944	$ 71,770	$ 73,596	$ 1,826
10	$ 62,707	$ 64,718	$ 66,729	$ 68,740	$ 70,751	$ 72,762	$ 74,773	$ 76,784	$ 78,795	$ 80,806	$ 2,011
11	$ 68,870	$ 71,083	$ 73,296	$ 75,509	$ 77,722	$ 79,935	$ 82,148	$ 84,361	$ 86,574	$ 88,787	$ 2,213
12	$ 85,209	$ 87,855	$ 90,501	$ 93,147	$ 95,793	$ 98,439	$ 101,085	$ 103,731	$ 106,377	$ 109,023	$ 2,646
13	$ 98,176	$ 101,324	$ 104,472	$ 107,620	$ 110,768	$ 113,916	$ 117,064	$ 120,212	$ 123,360	$ 126,508	$ 3,148
14	$ 116,034	$ 119,752	$ 123,470	$ 127,188	$ 130,906	$ 134,624	$ 138,342	$ 142,060	$ 145,778	$ 149,496	$ 3,718

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

Fiscal Year:	2021	*Service Code Definition:*	*Technical and Paraprofessional*
Effective Date:	October 11, 2020	*Series:*	
Union/Nonunion:	Union	*Affected CBU/Service Code(s):*	
Pay Plan/Schedule:	CS		
Peoplesoft Schedule:	DS0078 X02		
% Increase:	3.5%		
Resolution Number:			
Date of Resolution:			

	Steps										
Grade	*1*	*2*	*3*	*4*	*5*	*6*	*7*	*8*	*9*	*10*	Between Steps
5	$ 38,538	$ 39,881	$ 41,224	$ 42,567	$ 43,910	$ 45,253	$ 46,596	$ 47,939	$ 49,282	$ 50,625	$ 1,343
6	$ 42,704	$ 44,192	$ 45,680	$ 47,168	$ 48,656	$ 50,144	$ 51,632	$ 53,120	$ 54,608	$ 56,096	$ 1,488
7	$ 47,317	$ 48,962	$ 50,607	$ 52,252	$ 53,897	$ 55,542	$ 57,187	$ 58,832	$ 60,477	$ 62,122	$ 1,645
8	$ 51,964	$ 53,620	$ 55,276	$ 56,932	$ 58,588	$ 60,244	$ 61,900	$ 63,556	$ 65,212	$ 66,868	$ 1,656
9	$ 57,162	$ 58,988	$ 60,814	$ 62,640	$ 64,466	$ 66,292	$ 68,118	$ 69,944	$ 71,770	$ 73,596	$ 1,826
10	$ 62,707	$ 64,718	$ 66,729	$ 68,740	$ 70,751	$ 72,762	$ 74,773	$ 76,784	$ 78,795	$ 80,806	$ 2,011
11	$ 68,870	$ 71,083	$ 73,296	$ 75,509	$ 77,722	$ 79,935	$ 82,148	$ 84,361	$ 86,574	$ 88,787	$ 2,213

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

Fiscal Year:	2021	*Service Code Definition:*	*Clerical and Administrative Support*
Effective Date:	October 11, 2020	*Series:*	
Union/Nonunion:	Union	*Affected CBU/Service Code(s):*	
Pay Plan/Schedule:	CS		
Peoplesoft Schedule:	DS0079 X03		
% Increase:	3.5%		
Resolution Number:			
Date of Resolution:			

	Steps										
Grade	*1*	*2*	*3*	*4*	*5*	*6*	*7*	*8*	*9*	*10*	Between Steps
2	$ 31,184	$ 32,274	$ 33,364	$ 34,454	$ 35,544	$ 36,634	$ 37,724	$ 38,814	$ 39,904	$ 40,994	$ 1,090
3	$ 33,981	$ 35,160	$ 36,339	$ 37,518	$ 38,697	$ 39,876	$ 41,055	$ 42,234	$ 43,413	$ 44,592	$ 1,179
4	$ 35,637	$ 36,848	$ 38,059	$ 39,270	$ 40,481	$ 41,692	$ 42,903	$ 44,114	$ 45,325	$ 46,536	$ 1,211
5	$ 38,538	$ 39,881	$ 41,224	$ 42,567	$ 43,910	$ 45,253	$ 46,596	$ 47,939	$ 49,282	$ 50,625	$ 1,343
6	$ 42,704	$ 44,192	$ 45,680	$ 47,168	$ 48,656	$ 50,144	$ 51,632	$ 53,120	$ 54,608	$ 56,096	$ 1,488
7	$ 47,317	$ 48,962	$ 50,607	$ 52,252	$ 53,897	$ 55,542	$ 57,187	$ 58,832	$ 60,477	$ 62,122	$ 1,645
8	$ 51,964	$ 53,620	$ 55,276	$ 56,932	$ 58,588	$ 60,244	$ 61,900	$ 63,556	$ 65,212	$ 66,868	$ 1,656
9	$ 57,162	$ 58,988	$ 60,814	$ 62,640	$ 64,466	$ 66,292	$ 68,118	$ 69,944	$ 71,770	$ 73,596	$ 1,826

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

Fiscal Year:	**2021**	***Service Code Definition:***	***Corrections and Other Occupation Groups***
Effective Date:	**October 11, 2020**		
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:	**3.5%**		
Resolution Number:			
Date of Resolution:			

					Step						Between
Grade	***1***	***2***	***3***	***4***	***5***	***6***	***7***	***8***	***9***	***10***	**Steps**
4	$ 41,344	$ 42,493	$ 43,642	$ 44,791	$ 45,940	$ 47,089	$ 48,238	$ 49,387	$ 50,536	$ 51,685	$ 1,149
5	$ 47,549	$ 48,834	$ 50,119	$ 51,404	$ 52,689	$ 53,974	$ 55,259	$ 56,544	$ 57,829	$ 59,114	$ 1,285
6	$ 50,119	$ 51,554	$ 52,989	$ 54,424	$ 55,858	$ 57,293	$ 58,728	$ 60,163	$ 61,598	$ 63,033	$ 1,435
7	$ 54,098	$ 55,691	$ 57,284	$ 58,877	$ 60,470	$ 62,063	$ 63,656	$ 65,249	$ 66,842	$ 68,435	$ 1,593
8	$ 56,382	$ 58,150	$ 59,918	$ 61,686	$ 63,454	$ 65,222	$ 66,990	$ 68,758	$ 70,526	$ 72,294	$ 1,768
9	$ 60,347	$ 62,296	$ 64,245	$ 66,194	$ 68,143	$ 70,092	$ 72,041	$ 73,990	$ 75,939	$ 77,888	$ 1,949
10	$ 66,454	$ 68,602	$ 70,750	$ 72,898	$ 75,046	$ 77,194	$ 79,342	$ 81,490	$ 83,638	$ 85,786	$ 2,148
11	$ 70,687	$ 73,037	$ 75,387	$ 77,737	$ 80,087	$ 82,437	$ 84,787	$ 87,137	$ 89,487	$ 91,837	$ 2,350
12	$ 84,700	$ 87,523	$ 90,346	$ 93,169	$ 95,992	$ 98,815	$ 101,638	$ 104,461	$ 107,284	$ 110,107	$ 2,823
13	$ 100,711	$ 104,070	$ 107,429	$ 110,788	$ 114,147	$ 117,506	$ 120,865	$ 124,224	$ 127,583	$ 130,942	$ 3,359
14	$ 119,029	$ 122,993	$ 126,957	$ 130,921	$ 134,885	$ 138,849	$ 142,813	$ 146,777	$ 150,741	$ 154,705	$ 3,964

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

Fiscal Year:	2021	*Service Code Definition:*	*Social Worker & Student Trainee*
Effective Date:	October 11, 2020		
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:	3.5%		
Resolution Number:			
Date of Resolution:			

	Steps										
Grade	*1*	*2*	*3*	*4*	*5*	*6*	*7*	*8*	*9*	*10*	Between Steps
5	$ 56,385	$ 57,865	$ 59,345	$ 60,825	$ 62,305	$ 63,785	$ 65,265	$ 66,745	$ 68,225	$ 69,705	$ 1,480
7	$ 61,132	$ 62,780	$ 64,428	$ 66,076	$ 67,724	$ 69,372	$ 71,020	$ 72,668	$ 74,316	$ 75,964	$ 1,648
9	$ 66,289	$ 68,120	$ 69,951	$ 71,782	$ 73,613	$ 75,444	$ 77,275	$ 79,106	$ 80,937	$ 82,768	$ 1,831
11	$ 75,506	$ 77,719	$ 79,932	$ 82,145	$ 84,358	$ 86,571	$ 88,784	$ 90,997	$ 93,210	$ 95,423	$ 2,213
12	$ 85,209	$ 87,855	$ 90,501	$ 93,147	$ 95,793	$ 98,439	$ 101,085	$ 103,731	$ 106,377	$ 109,023	$ 2,646
13	$ 94,593	$ 97,527	$ 100,461	$ 103,395	$ 106,329	$ 109,263	$ 112,197	$ 115,131	$ 118,065	$ 120,999	$ 2,934

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

Fiscal Year:	**2021**	***Service Code Definition:***	***Health Care Occupations***
Effective Date:	**October 11, 2020**	***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:	**3.5%**		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	$ 44,558	$ 45,769	$ 46,980	$ 48,191	$ 49,402	$ 50,613	$ 51,824	$ 53,035	$ 54,246	$ 55,457	$ 1,211
6	$ 49,386	$ 50,728	$ 52,070	$ 53,412	$ 54,754	$ 56,096	$ 57,438	$ 58,780	$ 60,122	$ 61,464	$ 1,342
7	$ 53,108	$ 54,610	$ 56,112	$ 57,614	$ 59,116	$ 60,618	$ 62,120	$ 63,622	$ 65,124	$ 66,626	$ 1,502
8	$ 58,585	$ 60,239	$ 61,893	$ 63,547	$ 65,201	$ 66,855	$ 68,509	$ 70,163	$ 71,817	$ 73,471	$ 1,654
9	$ 64,470	$ 66,298	$ 68,126	$ 69,954	$ 71,782	$ 73,610	$ 75,438	$ 77,266	$ 79,094	$ 80,922	$ 1,828
10	$ 70,762	$ 72,767	$ 74,772	$ 76,777	$ 78,782	$ 80,787	$ 82,792	$ 84,797	$ 86,802	$ 88,807	$ 2,005
11	$ 77,734	$ 79,942	$ 82,150	$ 84,358	$ 86,566	$ 88,774	$ 90,982	$ 93,190	$ 95,398	$ 97,606	$ 2,208
12	$ 93,144	$ 95,791	$ 98,438	$ 101,085	$ 103,732	$ 106,379	$ 109,026	$ 111,673	$ 114,320	$ 116,967	$ 2,647

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

Fiscal Year:	2021	*Service Code Definition:*	*Maintenance, Trades, & Labor*
Effective Date:	October 11, 2020		*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:	3.5%		
Resolution Number:			
Date of Resolution:			

Grade	Step 1	2	3	4	5	6	7	8	9	10	Between Steps
02	$ 17.50	$ 18.11	$ 18.72	$ 19.33	$ 19.94	$ 20.55	$ 21.16	$ 21.77	$ 22.38	$ 22.99	$ 0.61
02L	$ 19.07	$ 19.74	$ 20.41	$ 21.08	$ 21.75	$ 22.42	$ 23.09	$ 23.76	$ 24.43	$ 25.10	$ 0.67
03	$ 18.89	$ 19.53	$ 20.17	$ 20.81	$ 21.45	$ 22.09	$ 22.73	$ 23.37	$ 24.01	$ 24.65	$ 0.64
03L	$ 20.66	$ 21.37	$ 22.08	$ 22.79	$ 23.50	$ 24.21	$ 24.92	$ 25.63	$ 26.34	$ 27.05	$ 0.71
04	$ 20.21	$ 20.91	$ 21.61	$ 22.31	$ 23.01	$ 23.71	$ 24.41	$ 25.11	$ 25.81	$ 26.51	$ 0.70
04L	$ 22.16	$ 22.92	$ 23.68	$ 24.44	$ 25.20	$ 25.96	$ 26.72	$ 27.48	$ 28.24	$ 29.00	$ 0.76
05	$ 21.62	$ 22.35	$ 23.08	$ 23.81	$ 24.54	$ 25.27	$ 26.00	$ 26.73	$ 27.46	$ 28.19	$ 0.73
05L	$ 23.53	$ 24.35	$ 25.17	$ 25.99	$ 26.81	$ 27.63	$ 28.45	$ 29.27	$ 30.09	$ 30.91	$ 0.82
06	$ 22.84	$ 23.64	$ 24.44	$ 25.24	$ 26.04	$ 26.84	$ 27.64	$ 28.44	$ 29.24	$ 30.04	$ 0.80
06L	$ 25.11	$ 25.97	$ 26.83	$ 27.69	$ 28.55	$ 29.41	$ 30.27	$ 31.13	$ 31.99	$ 32.85	$ 0.86
07	$ 24.37	$ 25.21	$ 26.05	$ 26.89	$ 27.73	$ 28.57	$ 29.41	$ 30.25	$ 31.09	$ 31.93	$ 0.84
07L	$ 26.61	$ 27.54	$ 28.47	$ 29.40	$ 30.33	$ 31.26	$ 32.19	$ 33.12	$ 34.05	$ 34.98	$ 0.93
08	$ 25.76	$ 26.64	$ 27.52	$ 28.40	$ 29.28	$ 30.16	$ 31.04	$ 31.92	$ 32.80	$ 33.68	$ 0.88
08L	$ 28.15	$ 29.15	$ 30.15	$ 31.15	$ 32.15	$ 33.15	$ 34.15	$ 35.15	$ 36.15	$ 37.15	$ 1.00
09	$ 27.01	$ 27.95	$ 28.89	$ 29.83	$ 30.77	$ 31.71	$ 32.65	$ 33.59	$ 34.53	$ 35.47	$ 0.94
09L	$ 29.65	$ 30.67	$ 31.69	$ 32.71	$ 33.73	$ 34.75	$ 35.77	$ 36.79	$ 37.81	$ 38.83	$ 1.02
10	$ 28.39	$ 29.38	$ 30.37	$ 31.36	$ 32.35	$ 33.34	$ 34.33	$ 35.32	$ 36.31	$ 37.30	$ 0.99
10L	$ 31.15	$ 32.23	$ 33.31	$ 34.39	$ 35.47	$ 36.55	$ 37.63	$ 38.71	$ 39.79	$ 40.87	$ 1.08
11	$ 29.79	$ 30.83	$ 31.87	$ 32.91	$ 33.95	$ 34.99	$ 36.03	$ 37.07	$ 38.11	$ 39.15	$ 1.04
11L	$ 32.64	$ 33.78	$ 34.92	$ 36.06	$ 37.20	$ 38.34	$ 39.48	$ 40.62	$ 41.76	$ 42.90	$ 1.14
12	$ 31.15	$ 32.23	$ 33.31	$ 34.39	$ 35.47	$ 36.55	$ 37.63	$ 38.71	$ 39.79	$ 40.87	$ 1.08
12L	$ 34.15	$ 35.32	$ 36.49	$ 37.66	$ 38.83	$ 40.00	$ 41.17	$ 42.34	$ 43.51	$ 44.68	$ 1.17
13	$ 32.47	$ 33.60	$ 34.73	$ 35.86	$ 36.99	$ 38.12	$ 39.25	$ 40.38	$ 41.51	$ 42.64	$ 1.13
13L	$ 35.50	$ 36.78	$ 38.06	$ 39.34	$ 40.62	$ 41.90	$ 43.18	$ 44.46	$ 45.74	$ 47.02	$ 1.28

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

Fiscal Year:	2021	*Service Code Definition:*	*Correctional Officers & EMS*
Effective Date:	October 11, 2020		
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:	3.5%		
Resolution Number:			
Date of Resolution:			

	Steps										
Grade	*1*	*2*	*3*	*4*	*5*	*6*	*7*	*8*	*9*	*10*	Between Steps
5	$ 46,997	$ 48,203	$ 49,409	$ 50,615	$ 51,821	$ 53,027	$ 54,233	$ 55,439	$ 56,645	$ 57,851	$ 1,206
6	$ 50,719	$ 52,064	$ 53,409	$ 54,754	$ 56,099	$ 57,444	$ 58,789	$ 60,134	$ 61,479	$ 62,824	$ 1,345
7	$ 54,038	$ 55,561	$ 57,084	$ 58,607	$ 60,130	$ 61,653	$ 63,176	$ 64,699	$ 66,222	$ 67,745	$ 1,523
8	$ 59,579	$ 61,265	$ 62,951	$ 64,637	$ 66,323	$ 68,009	$ 69,695	$ 71,381	$ 73,067	$ 74,753	$ 1,686
9	$ 65,585	$ 67,445	$ 69,305	$ 71,165	$ 73,025	$ 74,885	$ 76,745	$ 78,605	$ 80,465	$ 82,325	$ 1,860
10	$ 71,966	$ 74,011	$ 76,056	$ 78,101	$ 80,146	$ 82,191	$ 84,236	$ 86,281	$ 88,326	$ 90,371	$ 2,045