

A RESOLUTION

16-789

IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

September 19, 2006

To declare the existence of an emergency, due to Congressional review, with respect to the need to avert the unintended premature termination of existing mental health civil commitments.

RESOLVED, BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this resolution may be cited as the "Mental Health Civil Commitment Extension Congressional Review Emergency Declaration Resolution of 2006".

Sec. 2. (a) In January 2003, the Council passed the Mental Health Civil Commitment Act of 2002, effective April 4, 2003 (D.C. Law 14-283; 50 DCR 917) ("Act").

(b) The Act contains several amendments designed to modernize the District's statutory scheme for civil commitment, including a change in the term of civil commitment from indeterminate to a one year period, and the creation of a streamlined judicial procedure for recommitment in those cases where commitment beyond one year is warranted. These two amendments, along with others contained in the Act, expanded the role of the Commission on Mental Health, which is an arm of the Superior Court of the District of Columbia that performs a key screening function in civil commitment cases. These amendments required affirmative Congressional approval because section 602(a)(7) of the District of Columbia Home Rule Act, approved December 24, 1973 (87 Stat. 813; D.C. Official Code § 1-206.02(a)(7)), prohibits the Council from enacting legislation with respect to the Commission on Mental Health.

(c) In section 2(gg) of the Act (D.C. Official Code § 21-589.01), the Council provided for the conversion of existing indeterminate commitments to one year terms, by allowing for their termination 18 months from January 1, 2003, that is; July 2004, unless a petition for recommitment is filed in advance of that date.

(d) The Council anticipated that Congressional approval of the recommitment procedure would be forthcoming promptly and there would be an 18 month window of opportunity for filing and coordinating the prosecution of recommitment petitions in all existing commitment cases. For a variety of reasons unrelated to the merits, there was a delay in obtaining Congressional approval of the provisions relating to the recommitment process.

(e) To ensure that there was a recommitment process in place and that indeterminate commitments did not prematurely terminate effective July 2004, the Council enacted sequential emergency and temporary legislation, including the Mental Health Civil Commitment Extension Temporary Act of 2004, effective July 19, 2004 (D.C. Law 15-199; 51 DCR 7601) ("temporary law"), to extend the time for recommitment to 548 days after Congressional approval of the relevant recommitment provisions.

(f) Congressional approval of the recommitment procedures was enacted in the District of Columbia Mental Health Civil Commitment Modernization Act of 2004, approved December 10, 2004 (Pub. L. No. 108-450; 118 Stat. 3472). However, the temporary law that extended the time for recommitment to June 12, 2006, expired on July 20, 2005, and permanent legislation was not enacted.

(g) In reliance on the June 12, 2006, deadline for recommitment, the Department of Mental Health filed recommitment petitions on approximately 100 persons, which persons the Department of Mental Health submits remain mentally ill and, as a result, dangerous to themselves or others. Recombitment proceedings have been completed on several of these persons, but most petitions are pending before the Commission on Mental Health.

(h) In June 2006, the Council enacted the Mental Health Civil Commitment Extension Emergency Act of 2006, effective (D.C. Act 16-390; 53 DCR 4887) ("Emergency Act"), to avert the premature termination of existing commitments and retroactively eliminate the gap in the indeterminate commitments to allow the recommitment procedure to proceed in accordance with the intent of the Council in enacting the Mental Health Civil Commitment Act of 2002. The Emergency Act expired on September 12, 2006.

(i) Temporary legislation, the Mental Health Civil Commitment Extension Temporary Act of 2006, signed by the Mayor on July 21, 2006 (D.C. Act 16-460; 53 DCR 6706), has been transmitted to Congress for the 30-day review period required by section 602(c)(1) of the District of Columbia Home Rule Act, approved December 24, 1973 (87 Stat. 813; D.C. Official Code § 1-206.02(c)(1)), and is currently not projected to become law until January 24, 2007.

(j) It is important that the provisions of the Emergency Act continue in effect, without interruption, until the Mental Health Civil Commitment Extension Temporary Act of 2006 is in effect.

Sec. 3. The Council of the District of Columbia determines that the circumstances enumerated in section 2 constitute emergency circumstances making it necessary that the Mental Health Civil Commitment Extension Congressional Review Emergency Act of 2006 be adopted after a single reading.

Sec. 4. This resolution shall take effect immediately.

A RESOLUTION

16-790

IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

September 19, 2006

To declare the existence of an emergency, due to Congressional review, with respect to the need to provide for civil fines, penalties, and fees to be imposed as alternative sanctions for any infraction of certain provisions and to clarify the duties of the Office of the Tenant Advocate to include assistance to tenant organizations.

RESOLVED, BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this resolution may be cited as "Additional Sanctions for Nuisance Abatement and Office of the Tenant Advocate Duties Clarification Congressional Review Emergency Declaration Resolution of 2006".

Sec. 2. (a) There exists an immediate crisis in the Department of Consumer and Regulatory Affairs ("Department") concerning the inability of the Department to abate nuisance property violations through the use of the civil infractions provisions of law.

(b) The penalties for noncompliance with the District of Columbia nuisance abatement law do not authorize the use of the civil infractions provisions of law as additional sanctions.

(c) Amendment of present law will:

- (1) Allow the Department to swiftly cite nuisance property law violators; and
- (2) Facilitate compliance with the District's nuisance property law.

(d) There also exists an immediate need to clarify the duties of the Office of the Tenant Advocate to include assistance to tenant organizations.

(e) As currently constructed, the Office of the Tenant Advocate is authorized to provide a number of vital services to tenants of the District of Columbia, but is not authorized to provide the same assistance for tenant organizations.

(f) Tenant organizations have a critical need for the assistance of the Office of the Tenant Advocate and the amendment will authorize the office to provide the services.

(g) The Additional Sanctions for Nuisance Abatement and Office of Tenant Advocate Duties Clarification Emergency Amendment Act of 2006, effective June 26, 2006 (D.C. Act 16-408; 53 DCR 5428), reestablished the Department's authority to issue civil infractions for vacant property violations enumerated in the Schedule of Fines, and clarified the duties of the Office of the Tenant Advocate. The emergency expires September 24, 2006.

(h) The Additional Sanctions for Nuisance Abatement and Office of Tenant Advocate Duties Clarification Temporary Amendment Act of 2006, signed by the Mayor on July 21, 2006 (D.C. Act 16-461; 53 DCR 6708), will not become law (due to Congressional review) before the expiration of the emergency.

(i) This Congressional review emergency is necessary in order to allow the Department to continue its vacant property enforcement efforts and to maintain the validity of sanctions issued, as well as keep important clarification in place on the duties of the Office of the Tenant Advocate.

Sec. 3. The Council of the District of Columbia determines that the circumstances enumerated in section 2 constitute emergency circumstances making it necessary that the Additional Sanctions for Nuisance Abatement and Office of the Tenant Advocate Duties Clarification Congressional Review Emergency Amendment Act of 2006 be adopted after a single reading.

Sec. 4. This resolution shall take effect immediately.

A RESOLUTION

16-791

IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

September 19, 2006

To declare the existence of an emergency with respect to the need to impose an additional tax of .35% on transfers of security interests.

RESOLVED, BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this resolution may be cited as the "Deed Transfer and Recordation Clarification Emergency Declaration Resolution of 2006".

Sec. 2. (a) Section 303(a-3) of the District of Columbia Deed Recordation Tax Act, approved March 2, 1962 (76 Stat. 12; D.C. Official Code § 42-1103(a-3), as amended by the Fiscal Year 2007 Budget Support Act of 2006 and the Fiscal Year Budget Support Emergency Act of 2006, was intended to increase by .35%, effective October 1, 2006, the 1.1% tax imposed on the recordation of certain deeds evidencing transfers of interests in real property and security interests therein. The purpose was to provide funding for the Comprehensive Housing Task Force Fund, the Housing Production Trust Fund, and other District government operations beginning October 1, 2006.

(b) To enable the Office of Tax and Revenue in the limited time available to put in place the necessary administrative steps to collect the intended amount of tax and to ensure that the proper amount of funding will be available starting October 1, 2006, it is necessary to clarify immediately that section 303(a-3) increases the 1.1% tax on security interests in real property by the intended .35%.

Sec. 3. The Council of the District of Columbia determines that the circumstances enumerated in section 2 constitute emergency circumstances making it necessary that the Deed Transfer and Recordation Clarification Emergency Amendment Act of 2006 be adopted after a single reading.

Sec. 4. This resolution shall take effect immediately.

A RESOLUTION

16-792

IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

September 19, 2006

To declare the existence of an emergency with respect to the need to amend Chapter 20 of Title 21 of the District of Columbia Official Code to clarify presumption of incapacity, to add definitions of "best interests", "emergency care", "incapacitated individual for health-care decisions", and "substituted judgment", to amend the definition of "guardian", to permit the court to waive the appointment of a visitor and examiner in certain circumstances, to prohibit the appointment of a guardian with a conflict of interest, to require guardians to limit their caseload, to require the court to appoint the type of guardian which is least restrictive to the individual, to authorize the court to appoint a health-care guardian, to clarify the powers and duties of guardians, and to clarify the reasons that the court may remove a guardian; to amend Chapter 22 of Title 21 of the District of Columbia Official Code to authorize psychologists to certify incapacity to make a health-care decision, to provide that nothing in this chapter condones mercy-killing or conflicts with the Emergency Medical Treatment and Labor Act, to permit court-appointed mental retardation advocates to provide substituted consent for health-care decisions for incapacitated customers, and to authorize a health-care provider, the District of Columbia, or an interested person to file a petition for the appointment of a limited guardian if there is no individual who can act as a substitute health-care decision-maker for an incapacitated customer; and to amend the Mentally Retarded Citizens Constitutional Rights and Dignity Act of 1978 to add definitions of "behavioral plan", "best interests", "comprehensive evaluation", "psychotropic medication", and "substituted judgment", to repeal a provision providing a process for authorizing emergency medical surgery for a customer that is inconsistent with federal law, and to require initial and periodic evaluations of the decision-making capacity of and the availability of health-care decision-making supports for Mental Retardation and Developmental Disabilities Administration ("MRDDA") customers, to require informed consent for services and to establish a process for informed consent for psychotropic medications, to require MRDDA to complete a comprehensive review of psychotropic medication use for all MRDDA customers within one year, to establish an MRDDA health-care decisions policy and to require the MRDDA Administrator to issue reports on those evaluations and the agency's health-care decision-making activities.

RESOLVED, BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this resolution may be cited as the "Health-Care Decisions for Persons with Developmental Disabilities Emergency Declaration Resolution of 2006".

Sec. 2. The Health-Care Decisions for Persons with Mental Retardation and Developmental Disabilities Temporary Amendment Act of 2005, effective February 9, 2006 (D.C. Law 16-46; 52 DCR 10482), expires on September 22, 2006. There exists an emergency need for gap-filling legislation to ensure that there is no lapse in legal authority or in rules that have already been issued to implement the act. It is further imperative, appropriate, and necessary that this emergency legislation be considered and passed to protect the health, safety, and welfare of District citizens with developmental disabilities.

Sec. 3. The Council of the District of Columbia determines that the circumstances enumerated in section 2 constitute emergency circumstances making it necessary that the Health-Care Decisions for Persons with Developmental Disabilities Emergency Amendment Act of 2006 be adopted after a single reading.

Sec. 4. This resolution shall take effect immediately.

A RESOLUTION

16-793

IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

September 19, 2006

To declare the existence of an emergency with respect to the need to approve the negotiated compensation settlement between the District of Columbia and Compensation Units 1 and 2, for the period from October 1, 2006 through September 30, 2010.

RESOLVED, BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this resolution may be cited as the "Compensation Agreement Between the District of Columbia and Compensation Units 1 and 2 Approval Emergency Declaration Resolution of 2006".

Sec. 2. (a) As a result of negotiations over the course of almost 8 months, the District of Columbia and the labor organizations comprising Compensation Units 1 and 2 have reached an agreement, which has been ratified by both parties.

(b) The employees covered by the agreement provide a variety of services to the residents and visitors of the District of Columbia.

(c) Unless legislative action is immediately taken upon the negotiated compensation agreement between the District of Columbia and Compensation Units 1 and 2, a negative impact upon the financial well-being and personal morale of the members of the compensation collective bargaining units may compromise the delivery of services, affecting the residents and visitors to the District of Columbia.

Sec. 3. The Council of the District of Columbia determines that the circumstances enumerated in section 2 constitute emergency circumstances making it necessary that the Compensation Agreement Between the District of Columbia and Compensation Units 1 and 2 Emergency Approval Resolution of 2006 be adopted on an emergency basis.

Sec. 4. This resolution shall take effect immediately.

A RESOLUTION

16-794

IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

September 19, 2006

To approve, on an emergency basis, the negotiated compensation settlement between the District of Columbia and Compensation Units 1 and 2.

RESOLVED, BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this resolution may be cited as the "Compensation Agreement Between the District of Columbia and Compensation Units 1 and 2 Emergency Approval Resolution of 2006".

Sec. 2. Pursuant to section 1717(j) of the District of Columbia Government Comprehensive Merit Personnel Act of 1978, effective March 3, 1979 (D.C. Law 2-139; D.C. Official Code § 1-617.17(j)), the Council approves the attached compensation agreement, signed by the Mayor on July 7, 2006, between the District of Columbia and Compensation Units 1 & 2 and the related salary schedules, which were transmitted to the Council by the Mayor on July 10, 2006 and which provide as follows:



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

DISTRICT OF COLUMBIA REGISTER

Occupational Group(s): PROFESSIONAL AND SCIENTIFIC

Service Codes:

Job Series:

Fiscal Year:

Effective Date:

Union/Nonunion: Union

Pay Plan Schedule: CS

Peoplesoft Salary Plan: X01

Schedule ID:

% Increase:

Resolution Number:

Date of Resolution:

Grade	Step										Between Steps
	1	2	3	4	5	6	7	8	9	10	
09	\$39,421	\$40,681	\$41,941	\$43,201	\$44,461	\$45,721	\$46,981	\$48,241	\$49,501	\$50,761	\$1,260
10	\$43,247	\$44,634	\$46,021	\$47,408	\$48,795	\$50,182	\$51,569	\$52,956	\$54,343	\$55,730	\$1,387
11	\$47,498	\$49,023	\$50,550	\$52,077	\$53,604	\$55,131	\$56,658	\$58,185	\$59,712	\$61,239	\$1,527
12	\$58,773	\$60,596	\$62,419	\$64,242	\$66,065	\$67,888	\$69,711	\$71,534	\$73,357	\$75,180	\$1,823
13	\$67,709	\$69,880	\$72,051	\$74,222	\$76,393	\$78,564	\$80,735	\$82,906	\$85,077	\$87,248	\$2,171
14	\$80,023	\$82,588	\$85,153	\$87,718	\$90,283	\$92,848	\$95,413	\$97,978	\$100,543	\$103,108	\$2,565

FY2006 New

7743

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



Fiscal Year: Occupational Group(s): PROFESSIONAL AND SCIENTIFIC

Effective Date:

Service Codes:

Union/Nonunion: Union

Job Series:

Pay Plan Schedule: CS

Peoplesoft Salary Plan:
Schedule ID: X01

% Increase:

Resolution Number:

Date of Resolution:

DISTRICT OF COLUMBIA REGISTER

Grade	1	2	3	4	Step	5	6	7	8	9	10	Between Steps
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FY2007 - Oct 1, 2006

3.0%

09	\$40,603	\$41,901	\$43,199	\$44,497	\$45,795	\$47,093	\$48,391	\$49,689	\$50,987	\$52,285	\$1,298
10	\$44,543	\$45,972	\$47,401	\$48,830	\$50,259	\$51,688	\$53,117	\$54,546	\$55,975	\$57,404	\$1,429
11	\$48,920	\$50,493	\$52,066	\$53,639	\$55,212	\$56,785	\$58,358	\$59,931	\$61,504	\$63,077	\$1,573
12	\$60,535	\$62,413	\$64,291	\$66,169	\$68,047	\$69,925	\$71,803	\$73,681	\$75,559	\$77,437	\$1,878
13	\$69,741	\$71,977	\$74,213	\$76,449	\$78,685	\$80,921	\$83,157	\$85,393	\$87,629	\$89,865	\$2,236
14	\$82,427	\$85,068	\$87,709	\$90,350	\$92,991	\$95,632	\$98,273	\$100,914	\$103,555	\$106,196	\$2,641

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



DISTRICT OF COLUMBIA REGISTER

Fiscal Year: _____ **Occupational Group(s):** PROFESSIONAL AND SCIENTIFIC
Effective Date: _____ **Service Codes:** _____
Union/Nonunion: Union **Job Series:** _____
Pay Plan Schedule: CS
Peoplesoft Salary Plan: _____
Schedule ID: X01
% Increase: _____
Resolution Number: _____
Date of Resolution: _____

	Grade	1	2	3	4	Step 5	6	7	8	9	10	Between Steps
FY2008 - Oct 1, 2007		3.25%										
09	\$41,923	\$43,263	\$44,603	\$45,943	\$47,283	\$48,623	\$49,963	\$51,303	\$52,643	\$53,983	\$1,340	
10	\$45,992	\$47,467	\$48,942	\$50,417	\$51,892	\$53,367	\$54,842	\$56,317	\$57,792	\$59,267	\$1,475	
11	\$50,510	\$52,134	\$53,758	\$55,382	\$57,006	\$58,630	\$60,254	\$61,878	\$63,502	\$65,126	\$1,624	
12	\$62,499	\$64,439	\$66,379	\$68,319	\$70,259	\$72,199	\$74,139	\$76,079	\$78,019	\$79,959	\$1,940	
13	\$72,010	\$74,318	\$76,626	\$78,934	\$81,242	\$83,550	\$85,858	\$88,166	\$90,474	\$92,782	\$2,308	
14	\$85,105	\$87,832	\$90,559	\$93,286	\$96,013	\$98,740	\$101,467	\$104,194	\$106,921	\$109,648	\$2,727	

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SEP 29 2006

UNRECORDED

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



DISTRICT OF COLUMBIA REGISTER

Fiscal Year: Occupational Group(s): PROFESSIONAL AND SCIENTIFIC

Effective Date:

Service Codes:

Union/Nonunion: Union

Job Series:

Pay Plan Schedule: CS

Peoplesoft Salary Plan:
Schedule ID: X01

% Increase:

Resolution Number:

Date of Resolution:

	Grade	1	2	3	4	Step	5	6	7	8	9	10	Between Steps
FY2009 - Oct 1, 2008													4.0%
09	\$43,602	\$44,995	\$46,388	\$47,781	\$49,174	\$50,567	\$51,960	\$53,353	\$54,746	\$56,139	\$1,393		
10	\$47,832	\$49,366	\$50,900	\$52,434	\$53,968	\$55,502	\$57,036	\$58,570	\$60,104	\$61,638	\$1,534		
11	\$52,530	\$54,219	\$55,908	\$57,597	\$59,286	\$60,975	\$62,664	\$64,353	\$66,042	\$67,731	\$1,689		
12	\$65,001	\$67,018	\$69,035	\$71,052	\$73,069	\$75,086	\$77,103	\$79,120	\$81,137	\$83,154	\$2,017		
13	\$74,888	\$77,289	\$79,690	\$82,091	\$84,492	\$86,893	\$89,294	\$91,695	\$94,096	\$96,497	\$2,401		
14	\$88,506	\$91,343	\$94,180	\$97,017	\$99,854	\$102,691	\$105,528	\$108,365	\$111,202	\$114,039	\$2,837		

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



Fiscal Year: Occupational Group(s): PROFESSIONAL AND SCIENTIFIC

Effective Date:

Service Codes:

Union/Nonunion: Union

Job Series:

Pay Plan Schedule: CS

Peoplesoft Salary Plan:

Schedule ID: X01

% Increase:

Resolution Number:

Date of Resolution:

DISTRICT OF COLUMBIA REGISTER

Grade	1	2	3	4	Step	5	6	7	8	9	10	Between Steps
FY2010 - Oct 1, 2009	4.0%											
09	\$45,345	\$46,794	\$48,243	\$49,692	\$51,141	\$52,590	\$54,039	\$55,488	\$56,937	\$58,386	\$1,449	
10	\$49,743	\$51,339	\$52,935	\$54,531	\$56,127	\$57,723	\$59,319	\$60,915	\$62,511	\$64,107	\$1,596	
11	\$54,633	\$56,389	\$58,145	\$59,901	\$61,657	\$63,413	\$65,169	\$66,925	\$68,681	\$70,437	\$1,756	
12	\$67,600	\$69,698	\$71,796	\$73,894	\$75,992	\$78,090	\$80,188	\$82,286	\$84,384	\$86,482	\$2,098	
13	\$77,884	\$80,381	\$82,878	\$85,375	\$87,872	\$90,369	\$92,866	\$95,363	\$97,860	\$100,357	\$2,497	
14	\$92,048	\$94,998	\$97,948	\$100,898	\$103,848	\$106,798	\$109,748	\$112,698	\$115,648	\$118,598	\$2,950	

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



DISTRICT OF COLUMBIA REGISTER

Fiscal Year: Occupational Group(s): TECHNICAL/PARAPROFESSIONAL

Effective Date:

Union/Nonunion: Union

Service Codes:

Pay Plan Schedule: CS

Job Series:

Peoplesoft Salary Plan:

Schedule ID: X02

% Increase:

Resolution Number:

Date of Resolution:

	Grade	1	2	3	4	Step	5	6	7	8	9	10	Between Steps
FY2006 New	05	\$26,579	\$27,505	\$28,431	\$29,357	\$30,283	\$31,209	\$32,135	\$33,061	\$33,987	\$34,913	\$926	
	06	\$29,449	\$30,476	\$31,503	\$32,530	\$33,557	\$34,584	\$35,611	\$36,638	\$37,665	\$38,692	\$1,027	
	07	\$32,635	\$33,769	\$34,903	\$36,037	\$37,171	\$38,305	\$39,439	\$40,573	\$41,707	\$42,841	\$1,134	
	08	\$35,842	\$36,983	\$38,124	\$39,265	\$40,406	\$41,547	\$42,688	\$43,829	\$44,970	\$46,111	\$1,141	
	09	\$39,421	\$40,681	\$41,941	\$43,201	\$44,461	\$45,721	\$46,981	\$48,241	\$49,501	\$50,761	\$1,260	
	10	\$43,247	\$44,634	\$46,021	\$47,408	\$48,795	\$50,182	\$51,569	\$52,956	\$54,343	\$55,730	\$1,387	
	11	\$47,496	\$49,023	\$50,550	\$52,077	\$53,604	\$55,131	\$56,658	\$58,185	\$59,712	\$61,239	\$1,527	

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



Fiscal Year: Occupational Group(s): TECHNICAL/PARAPROFESSIONAL

Effective Date:

Service Codes:

Union/Nonunion: Union

Job Series:

Pay Plan Schedule: CS

Peoplesoft Salary Plan:

Schedule ID: X02

% Increase:

Resolution Number:

Date of Resolution:

DISTRICT OF COLUMBIA REGISTER

	Grade	1	2	3	4	Step	5	6	7	8	9	10	Between Steps
FY2007 - Oct 1, 2006						3.0%							
05	\$27,379	\$28,332	\$29,285	\$30,238	\$31,191	\$32,144	\$33,097	\$34,050	\$35,003	\$35,956	\$953		
06	\$30,332	\$31,390	\$32,448	\$33,506	\$34,564	\$35,622	\$36,680	\$37,738	\$38,796	\$39,854	\$1,058		
07	\$33,614	\$34,782	\$35,950	\$37,118	\$38,286	\$39,454	\$40,622	\$41,790	\$42,958	\$44,126	\$1,168		
08	\$36,918	\$38,093	\$39,268	\$40,443	\$41,618	\$42,793	\$43,968	\$45,143	\$46,318	\$47,493	\$1,175		
09	\$40,603	\$41,901	\$43,199	\$44,497	\$45,795	\$47,093	\$48,391	\$49,689	\$50,987	\$52,285	\$1,298		
10	\$44,543	\$45,972	\$47,401	\$48,830	\$50,259	\$51,688	\$53,117	\$54,546	\$55,975	\$57,404	\$1,429		
11	\$48,920	\$50,493	\$52,066	\$53,639	\$55,212	\$56,785	\$58,358	\$59,931	\$61,504	\$63,077	\$1,573		

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

DISTRICT OF COLUMBIA REGISTER

Fiscal Year: Occupational Group(s): TECHNICAL/PARAPROFESSIONAL

Effective Date:

Service Codes:

Union/Nonunion: Union

Job Series:

Pay Plan Schedule: CS

Peoplesoft Salary Plan:

Schedule ID: X02

% Increase:

Resolution Number:

Date of Resolution:

	Grade	1	2	3	4	Step	5	6	7	8	9	10	Between Steps
FY2008 - Oct 1, 2007													3.25%
05	\$28,269	\$29,253	\$30,237	\$31,221	\$32,205	\$33,189	\$34,173	\$35,157	\$36,141	\$37,125	\$38,109	\$39,093	\$984
06	\$31,319	\$32,411	\$33,503	\$34,595	\$35,687	\$36,779	\$37,871	\$38,963	\$40,055	\$41,147	\$42,239	\$43,331	\$1,092
07	\$34,706	\$35,912	\$37,118	\$38,324	\$39,530	\$40,736	\$41,942	\$43,148	\$44,354	\$45,560	\$46,766	\$47,972	\$1,206
08	\$38,115	\$39,329	\$40,543	\$41,757	\$42,971	\$44,185	\$45,399	\$46,613	\$47,827	\$49,041	\$50,255	\$51,469	\$1,214
09	\$41,923	\$43,263	\$44,603	\$45,943	\$47,283	\$48,623	\$49,963	\$51,303	\$52,643	\$53,983	\$55,323	\$56,663	\$1,340
10	\$45,992	\$47,467	\$48,942	\$50,417	\$51,892	\$53,367	\$54,842	\$56,317	\$57,792	\$59,267	\$60,742	\$62,217	\$1,475
11	\$50,510	\$52,134	\$53,758	\$55,382	\$57,006	\$58,630	\$60,254	\$61,878	\$63,502	\$65,126	\$66,750	\$68,374	\$1,624

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7750

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



DISTRICT OF COLUMBIA REGISTER

Fiscal Year: Occupational Group(s): TECHNICAL/PARAPROFESSIONAL

Effective Date:

Service Codes:

Union/Nonunion: Union

Job Series:

Pay Plan Schedule: CS

Peoplesoft Salary Plan:

Schedule ID: X02

% Increase:

Resolution Number:

Date of Resolution:

	Grade	1	2	3	4	Step 5	6	7	8	9	10	Between Steps
FY2009 - Oct 1, 2008						4.0%						
05	\$29,401	\$30,424	\$31,447	\$32,470	\$33,493	\$34,516	\$35,539	\$36,562	\$37,585	\$38,608	\$1,023	
06	\$32,574	\$33,709	\$34,844	\$35,979	\$37,114	\$38,249	\$39,384	\$40,519	\$41,654	\$42,789	\$1,135	
07	\$36,095	\$37,349	\$38,603	\$39,857	\$41,111	\$42,365	\$43,619	\$44,873	\$46,127	\$47,381	\$1,254	
08	\$39,638	\$40,901	\$42,164	\$43,427	\$44,690	\$45,953	\$47,216	\$48,479	\$49,742	\$51,005	\$1,263	
09	\$43,602	\$44,995	\$46,388	\$47,781	\$49,174	\$50,567	\$51,960	\$53,353	\$54,746	\$56,139	\$1,393	
10	\$47,832	\$49,366	\$50,900	\$52,434	\$53,968	\$55,502	\$57,036	\$58,570	\$60,104	\$61,638	\$1,534	
11	\$52,530	\$54,219	\$55,908	\$57,597	\$59,286	\$60,975	\$62,664	\$64,353	\$66,042	\$67,731	\$1,689	

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7751

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



DISTRICT OF COLUMBIA REGISTER

Fiscal Year:
Effective Date:
Union/Nonunion: Union
Pay Plan Schedule: CS
 Peoplesoft Salary Plan:
 Schedule ID: X02
% Increase:
Resolution Number:
Date of Resolution:

Occupational Group(s): TECHNICAL/PARAPROFESSIONAL

Service Codes:

Job Series:

	Grade	1	2	3	4	Step 5	6	7	8	9	10	Between Steps
FY2010 - Oct 1, 2009												4.0%
05	\$30,577	\$31,641	\$32,705	\$33,769	\$34,833	\$35,897	\$36,961	\$38,025	\$39,089	\$40,153	\$1,064	
06	\$33,875	\$35,056	\$36,237	\$37,418	\$38,599	\$39,780	\$40,961	\$42,142	\$43,323	\$44,504	\$1,181	
07	\$37,539	\$38,843	\$40,147	\$41,451	\$42,755	\$44,059	\$45,363	\$46,667	\$47,971	\$49,275	\$1,304	
08	\$41,222	\$42,536	\$43,850	\$45,164	\$46,478	\$47,792	\$49,106	\$50,420	\$51,734	\$53,048	\$1,314	
09	\$45,345	\$46,794	\$48,243	\$49,692	\$51,141	\$52,590	\$54,039	\$55,488	\$56,937	\$58,386	\$1,449	
10	\$49,743	\$51,339	\$52,935	\$54,531	\$56,127	\$57,723	\$59,319	\$60,915	\$62,511	\$64,107	\$1,596	
11	\$54,633	\$56,389	\$58,145	\$59,901	\$61,657	\$63,413	\$65,169	\$66,925	\$68,681	\$70,437	\$1,756	

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7752

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



DISTRICT OF COLUMBIA REGISTER

Fiscal Year: Occupational Group(s): CLERICAL/ADMINISTRATIVE SUPPORT

Effective Date: Service Codes:

Union/Nonunion: Union

Job Series:

Pay Plan Schedule: CS

Peoplesoft Salary Plan:
Schedule ID: X03

% Increase:

Resolution Number:

Date of Resolution:

	Step										Between
Grade	1	2	3	4	5	6	7	8	9	10	Steps
FY2006 New											
02	\$21,502	\$22,255	\$23,008	\$23,761	\$24,514	\$25,267	\$26,020	\$26,773	\$27,526	\$28,279	\$753
03	\$23,435	\$24,248	\$25,061	\$25,874	\$26,687	\$27,500	\$28,313	\$29,126	\$29,939	\$30,752	\$813
04	\$24,578	\$25,413	\$26,248	\$27,083	\$27,918	\$28,753	\$29,588	\$30,423	\$31,258	\$32,093	\$835
05	\$26,579	\$27,505	\$28,431	\$29,357	\$30,283	\$31,209	\$32,135	\$33,061	\$33,987	\$34,913	\$926
06	\$29,449	\$30,476	\$31,503	\$32,530	\$33,557	\$34,584	\$35,611	\$36,638	\$37,665	\$38,692	\$1,027
07	\$32,635	\$33,769	\$34,903	\$36,037	\$37,171	\$38,305	\$39,439	\$40,573	\$41,707	\$42,841	\$1,134
08	\$35,842	\$36,983	\$38,124	\$39,265	\$40,406	\$41,547	\$42,688	\$43,829	\$44,970	\$46,111	\$1,141
09	\$39,421	\$40,681	\$41,941	\$43,201	\$44,461	\$45,721	\$46,981	\$48,241	\$49,501	\$50,761	\$1,260

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SEP 29 2006

DISTRICT OF COLUMBIA REGISTER

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



DISTRICT OF COLUMBIA REGISTER

Fiscal Year: Occupational Group(s): CLERICAL/ADMINISTRATIVE SUPPORT

Effective Date:

Service Codes:

Union/Nonunion: Union

Job Series:

Pay Plan Schedule: CS

Peoplesoft Salary Plan:
Schedule ID: X03

% Increase:

Resolution Number:

Date of Resolution:

	Grade	1	2	3	4	Step	5	6	7	8	9	10	Between Steps
FY2007 - Oct 1, 2006													3.0%
02	\$22,149	\$22,924	\$23,699	\$24,474	\$25,249	\$26,024	\$26,799	\$27,574	\$28,349	\$29,124	\$775		
03	\$24,136	\$24,974	\$25,812	\$26,650	\$27,488	\$28,326	\$29,164	\$30,002	\$30,840	\$31,678	\$838		
04	\$25,312	\$26,173	\$27,034	\$27,895	\$28,756	\$29,617	\$30,478	\$31,339	\$32,200	\$33,061	\$861		
05	\$27,379	\$28,332	\$29,285	\$30,238	\$31,191	\$32,144	\$33,097	\$34,050	\$35,003	\$35,956	\$953		
06	\$30,332	\$31,390	\$32,448	\$33,506	\$34,564	\$35,622	\$36,680	\$37,738	\$38,796	\$39,854	\$1,058		
07	\$33,614	\$34,782	\$35,950	\$37,118	\$38,286	\$39,454	\$40,622	\$41,790	\$42,958	\$44,126	\$1,168		
08	\$36,918	\$38,093	\$39,268	\$40,443	\$41,618	\$42,793	\$43,968	\$45,143	\$46,318	\$47,493	\$1,175		
09	\$40,603	\$41,901	\$43,199	\$44,497	\$45,795	\$47,093	\$48,391	\$49,689	\$50,987	\$52,285	\$1,298		

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SEP 29 2006



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



DISTRICT OF COLUMBIA REGISTER

Fiscal Year: Occupational Group(s): CLERICAL/ADMINISTRATIVE SUPPORT

Effective Date:

Service Codes:

Union/Nonunion: Union

Job Series:

Pay Plan Schedule: CS

Peoplesoft Salary Plan:
Schedule ID: X03

% Increase:

Resolution Number:

Date of Resolution:

	Grade	1	2	3	4	Step	5	6	7	8	9	10	Between Steps
FY2008 - Oct 1, 2007		3.25%											
02	\$22,866	\$23,667	\$24,468	\$25,269	\$26,070	\$26,871	\$27,672	\$28,473	\$29,274	\$30,075	\$801		
03	\$24,921	\$25,786	\$26,651	\$27,516	\$28,381	\$29,246	\$30,111	\$30,976	\$31,841	\$32,706	\$865		
04	\$26,135	\$27,024	\$27,913	\$28,802	\$29,691	\$30,580	\$31,469	\$32,358	\$33,247	\$34,136	\$889		
05	\$28,269	\$29,253	\$30,237	\$31,221	\$32,205	\$33,189	\$34,173	\$35,157	\$36,141	\$37,125	\$984		
06	\$31,319	\$32,411	\$33,503	\$34,595	\$35,687	\$36,779	\$37,871	\$38,963	\$40,055	\$41,147	\$1,092		
07	\$34,706	\$35,912	\$37,118	\$38,324	\$39,530	\$40,736	\$41,942	\$43,148	\$44,354	\$45,560	\$1,206		
08	\$38,115	\$39,329	\$40,543	\$41,757	\$42,971	\$44,185	\$45,399	\$46,613	\$47,827	\$49,041	\$1,214		
09	\$41,923	\$43,263	\$44,603	\$45,943	\$47,283	\$48,623	\$49,963	\$51,303	\$52,643	\$53,983	\$1,340		

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



DISTRICT OF COLUMBIA REGISTER

Fiscal Year: Occupational Group(s): CLERICAL/ADMINISTRATIVE SUPPORT

Effective Date: Service Codes:

Union/Nonunion: Union Job Series:

Pay Plan Schedule: CS

Peoplesoft Salary Plan:
Schedule ID: X03

% Increase:

Resolution Number:

Date of Resolution:

Grade	1	2	3	4	5	6	7	8	9	10	Between Steps
FY2009 - Oct 1, 2008	4.0%										
02	\$23,781	\$24,614	\$25,447	\$26,280	\$27,113	\$27,946	\$28,779	\$29,612	\$30,445	\$31,278	\$833
03	\$25,920	\$26,819	\$27,718	\$28,617	\$29,516	\$30,415	\$31,314	\$32,213	\$33,112	\$34,011	\$899
04	\$27,179	\$28,104	\$29,029	\$29,954	\$30,879	\$31,804	\$32,729	\$33,654	\$34,579	\$35,504	\$925
05	\$29,401	\$30,424	\$31,447	\$32,470	\$33,493	\$34,516	\$35,539	\$36,562	\$37,585	\$38,608	\$1,023
06	\$32,574	\$33,709	\$34,844	\$35,979	\$37,114	\$38,249	\$39,384	\$40,519	\$41,654	\$42,789	\$1,135
07	\$36,095	\$37,349	\$38,603	\$39,857	\$41,111	\$42,365	\$43,619	\$44,873	\$46,127	\$47,381	\$1,254
08	\$39,638	\$40,901	\$42,164	\$43,427	\$44,690	\$45,953	\$47,216	\$48,479	\$49,742	\$51,005	\$1,263
09	\$43,602	\$44,995	\$46,388	\$47,781	\$49,174	\$50,567	\$51,960	\$53,353	\$54,746	\$56,139	\$1,393

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



DISTRICT OF COLUMBIA REGISTER

Fiscal Year: Occupational Group(s): CLERICAL/ADMINISTRATIVE SUPPORT

Effective Date:

Service Codes:

Union/Nonunion: Union

Job Series:

Pay Plan Schedule: CS

Peoplesoft Salary Plan:

Schedule ID: X03

% Increase:

Resolution Number:

Date of Resolution:

	Grade	1	2	3	4	Step	5	6	7	8	9	10	Between Steps
FY2010 - Oct 1, 2009													4.0%
02	\$24,730	\$25,597	\$26,464	\$27,331	\$28,198	\$29,065	\$29,932	\$30,799	\$31,666	\$32,533	\$33,400	\$34,267	\$867
03	\$26,957	\$27,892	\$28,827	\$29,762	\$30,697	\$31,632	\$32,567	\$33,502	\$34,437	\$35,372	\$36,307	\$37,242	\$935
04	\$28,266	\$29,228	\$30,190	\$31,152	\$32,114	\$33,076	\$34,038	\$35,000	\$35,962	\$36,924	\$37,886	\$38,848	\$962
05	\$30,577	\$31,641	\$32,705	\$33,769	\$34,833	\$35,897	\$36,961	\$38,025	\$39,089	\$40,153	\$41,217	\$42,281	\$1,064
06	\$33,875	\$35,056	\$36,237	\$37,418	\$38,599	\$39,780	\$40,961	\$42,142	\$43,323	\$44,504	\$45,685	\$46,866	\$1,181
07	\$37,539	\$38,843	\$40,147	\$41,451	\$42,755	\$44,059	\$45,363	\$46,667	\$47,971	\$49,275	\$50,579	\$51,883	\$1,304
08	\$41,222	\$42,536	\$43,850	\$45,164	\$46,478	\$47,792	\$49,106	\$50,420	\$51,734	\$53,048	\$54,362	\$55,676	\$1,314
09	\$45,345	\$46,794	\$48,243	\$49,692	\$51,141	\$52,590	\$54,039	\$55,488	\$56,937	\$58,386	\$59,835	\$61,284	\$1,449

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SEP 29 2006

UNFILED ORIGINAL

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

Fiscal Year: Occupational Group(s): Corrections and Others Occupation Group

Effective Date: Service Codes:

Union/Nonunion: Union

Job Series:

Pay Plan Schedule: CS

Peoplesoft Salary Plan: X04

Schedule ID:

% Increase:

Resolution Number:

Date of Resolution:

Grade	Step										Between Steps
	1	2	3	4	5	6	7	8	9	10	
02	\$18,780	\$19,405	\$20,030	\$20,655	\$21,280	\$21,905	\$22,530	\$23,155	\$23,780	\$24,405	\$625
03	\$25,396	\$26,103	\$26,810	\$27,517	\$28,224	\$28,931	\$29,638	\$30,345	\$31,052	\$31,759	\$707
04	\$28,514	\$29,306	\$30,098	\$30,890	\$31,682	\$32,474	\$33,266	\$34,058	\$34,850	\$35,642	\$792
05	\$32,794	\$33,680	\$34,566	\$35,452	\$36,338	\$37,224	\$38,110	\$38,996	\$39,882	\$40,768	\$886
06	\$34,568	\$35,557	\$36,546	\$37,535	\$38,524	\$39,513	\$40,502	\$41,491	\$42,480	\$43,469	\$989
07	\$37,316	\$38,413	\$39,510	\$40,607	\$41,704	\$42,801	\$43,898	\$44,995	\$46,092	\$47,189	\$1,097
08	\$38,890	\$40,108	\$41,326	\$42,544	\$43,762	\$44,980	\$46,198	\$47,416	\$48,634	\$49,852	\$1,218
09	\$41,617	\$42,962	\$44,307	\$45,652	\$46,997	\$48,342	\$49,687	\$51,032	\$52,377	\$53,722	\$1,345
10	\$45,835	\$47,315	\$48,795	\$50,275	\$51,755	\$53,235	\$54,715	\$56,195	\$57,675	\$59,155	\$1,480
11	\$48,745	\$50,367	\$51,989	\$53,611	\$55,233	\$56,855	\$58,477	\$60,099	\$61,721	\$63,343	\$1,622
12	\$58,411	\$60,359	\$62,307	\$64,255	\$66,203	\$68,151	\$70,099	\$72,047	\$73,995	\$75,943	\$1,948
13	\$69,459	\$71,775	\$74,091	\$76,407	\$78,723	\$81,039	\$83,355	\$85,671	\$87,987	\$90,303	\$2,316
14	\$82,086	\$84,821	\$87,556	\$90,291	\$93,026	\$95,761	\$98,496	\$101,231	\$103,966	\$106,701	\$2,735

FY2006

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



DISTRICT OF COLUMBIA REGISTER

Fiscal Year: _____ **Occupational Group(s):** *Corrections and Others Occupation Group*
Effective Date: _____ **Service Codes:** _____
Union/Nonunion: Union **Job Series:** _____
Pay Plan Schedule: CS
Peoplesoft Salary Plan: _____
Schedule ID: X04
% Increase: _____
Resolution Number: _____
Date of Resolution: _____

	Grade	1	2	3	4	Step	5	6	7	8	9	10	Between Steps
FY2007 - Oct 1, 2006													3.0%
04	\$29,372	\$30,187	\$31,002	\$31,817	\$32,632	\$33,447	\$34,262	\$35,077	\$35,892	\$36,707	\$815		
05	\$33,780	\$34,692	\$35,604	\$36,516	\$37,428	\$38,340	\$39,252	\$40,164	\$41,076	\$41,988	\$912		
06	\$35,604	\$36,623	\$37,642	\$38,661	\$39,680	\$40,699	\$41,718	\$42,737	\$43,756	\$44,775	\$1,019		
07	\$38,435	\$39,565	\$40,695	\$41,825	\$42,955	\$44,085	\$45,215	\$46,345	\$47,475	\$48,605	\$1,130		
08	\$40,055	\$41,310	\$42,565	\$43,820	\$45,075	\$46,330	\$47,585	\$48,840	\$50,095	\$51,350	\$1,255		
09	\$42,867	\$44,252	\$45,637	\$47,022	\$48,407	\$49,792	\$51,177	\$52,562	\$53,947	\$55,332	\$1,385		
10	\$47,208	\$48,733	\$50,258	\$51,783	\$53,308	\$54,833	\$56,358	\$57,883	\$59,408	\$60,933	\$1,525		
11	\$50,206	\$51,877	\$53,548	\$55,219	\$56,890	\$58,561	\$60,232	\$61,903	\$63,574	\$65,245	\$1,671		
12	\$60,165	\$62,171	\$64,177	\$66,183	\$68,189	\$70,195	\$72,201	\$74,207	\$76,213	\$78,219	\$2,006		
13	\$71,541	\$73,927	\$76,313	\$78,699	\$81,085	\$83,471	\$85,857	\$88,243	\$90,629	\$93,015	\$2,386		
14	\$84,549	\$87,366	\$90,183	\$93,000	\$95,817	\$98,634	\$101,451	\$104,268	\$107,085	\$109,902	\$2,817		

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SEP 29 2006

ENROLLED ORIGINAL

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



DISTRICT OF COLUMBIA REGISTER

Fiscal Year: Occupational Group(s): Corrections and Others Occupation Group

Effective Date:

Service Codes:

Union/Nonunion: Union

Job Series:

Pay Plan Schedule: CS

Peoplesoft Salary Plan:

Schedule ID: X04

% Increase:

Resolution Number:

Date of Resolution:

	Grade	1	2	3	4	Step 5	6	7	8	9	10	Between Steps
FY2008 - Oct 1, 2007		3.25%										
04	\$30,325	\$31,167	\$32,009	\$32,851	\$33,693	\$34,535	\$35,377	\$36,219	\$37,061	\$37,903	\$38,745	\$842
05	\$34,880	\$35,821	\$36,762	\$37,703	\$38,644	\$39,585	\$40,526	\$41,467	\$42,408	\$43,349	\$44,290	\$941
06	\$36,758	\$37,811	\$38,864	\$39,917	\$40,970	\$42,023	\$43,076	\$44,129	\$45,182	\$46,235	\$47,288	\$1,053
07	\$39,683	\$40,850	\$42,017	\$43,184	\$44,351	\$45,518	\$46,685	\$47,852	\$49,019	\$50,186	\$51,353	\$1,167
08	\$41,356	\$42,652	\$43,948	\$45,244	\$46,540	\$47,836	\$49,132	\$50,428	\$51,724	\$53,020	\$54,316	\$1,296
09	\$44,260	\$45,690	\$47,120	\$48,550	\$49,980	\$51,410	\$52,840	\$54,270	\$55,700	\$57,130	\$58,560	\$1,430
10	\$48,741	\$50,316	\$51,891	\$53,466	\$55,041	\$56,616	\$58,191	\$59,766	\$61,341	\$62,916	\$64,491	\$1,575
11	\$51,839	\$53,564	\$55,289	\$57,014	\$58,739	\$60,464	\$62,189	\$63,914	\$65,639	\$67,364	\$69,089	\$1,725
12	\$62,121	\$64,192	\$66,263	\$68,334	\$70,405	\$72,476	\$74,547	\$76,618	\$78,689	\$80,760	\$82,831	\$2,071
13	\$73,868	\$76,331	\$78,794	\$81,257	\$83,720	\$86,183	\$88,646	\$91,109	\$93,572	\$96,035	\$98,498	\$2,463
14	\$87,299	\$90,207	\$93,115	\$96,023	\$98,931	\$101,839	\$104,747	\$107,655	\$110,563	\$113,471	\$116,379	\$2,908

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



DISTRICT OF COLUMBIA REGISTER

Fiscal Year: Occupational Group(s): Corrections and Others Occupation Group

Effective Date: Service Codes:

Union/Nonunion: Union

Job Series:

Pay Plan Schedule: CS

Peoplesoft Salary Plan:

Schedule ID: X04

% Increase:

Resolution Number:

Date of Resolution:

	Grade	1	2	3	4	Step	5	6	7	8	9	10	Between Steps
FY2010 - Oct 1, 2009													4.0%
04	\$32,799	\$33,710	\$34,621	\$35,532	\$36,443	\$37,354	\$38,265	\$39,176	\$40,087	\$40,998	\$911		
05	\$37,722	\$38,741	\$39,760	\$40,779	\$41,798	\$42,817	\$43,836	\$44,855	\$45,874	\$46,893	\$1,019		
06	\$39,761	\$40,899	\$42,037	\$43,175	\$44,313	\$45,451	\$46,589	\$47,727	\$48,865	\$50,003	\$1,138		
07	\$42,918	\$44,181	\$45,444	\$46,707	\$47,970	\$49,233	\$50,496	\$51,759	\$53,022	\$54,285	\$1,263		
08	\$44,730	\$46,132	\$47,534	\$48,936	\$50,338	\$51,740	\$53,142	\$54,544	\$55,946	\$57,348	\$1,402		
09	\$47,874	\$49,420	\$50,966	\$52,512	\$54,058	\$55,604	\$57,150	\$58,696	\$60,242	\$61,788	\$1,546		
10	\$52,717	\$54,421	\$56,125	\$57,829	\$59,533	\$61,237	\$62,941	\$64,645	\$66,349	\$68,053	\$1,704		
11	\$56,069	\$57,935	\$59,801	\$61,667	\$63,533	\$65,399	\$67,265	\$69,131	\$70,997	\$72,863	\$1,866		
12	\$67,190	\$69,430	\$71,670	\$73,910	\$76,150	\$78,390	\$80,630	\$82,870	\$85,110	\$87,350	\$2,240		
13	\$79,892	\$82,557	\$85,222	\$87,887	\$90,552	\$93,217	\$95,882	\$98,547	\$101,212	\$103,877	\$2,665		
14	\$94,424	\$97,569	\$100,714	\$103,859	\$107,004	\$110,149	\$113,294	\$116,439	\$119,584	\$122,729	\$3,145		

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Corr Others

Salaries Displayed As Annual Rates

Comp 12 2006 Final Schedules FY07 to FY10 V2.xls

SEP 29 2006

ENROLLED ORIGINAL

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

DISTRICT OF COLUMBIA REGISTER

Fiscal Year: Occupational Group(s): Social Workers/Student Trainees

Effective Date:

Service Codes: A22

Union/Nonunion: Union

Job Series: 00185 00199

Pay Plan Schedule: CS

Peoplesoft Salary Plan:
Schedule ID: X05 (previously X02)

% Increase:

Resolution Number:

Date of Resolution:

	Grade	1	2	3	4	Step 5	6	7	8	9	10	Between Steps
FY2006	09	\$45,721	\$46,983	\$48,245	\$49,507	\$50,769	\$52,031	\$53,293	\$54,555	\$55,817	\$57,079	\$1,262
	11	\$52,078	\$53,603	\$55,128	\$56,653	\$58,178	\$59,703	\$61,228	\$62,753	\$64,278	\$65,803	\$1,525
	12	\$58,773	\$60,596	\$62,419	\$64,242	\$66,065	\$67,888	\$69,711	\$71,534	\$73,357	\$75,180	\$1,823

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

DISTRICT OF COLUMBIA REGISTER

Fiscal Year: *Occupational Group(s):* *Social Workers/Student Trainees*
Effective Date:
Union/Nonunion: Union *Service Codes:* A22
Pay Plan Schedule: CS *Job Series:* 00185 00199
Peoplesoft Salary Plan:
Schedule ID: X05 (previously X02)
% Increase:
Resolution Number:
Date of Resolution:

	Step										Between
Grade	1	2	3	4	5	6	7	8	9	10	Steps
FY2007 - Oct 1, 2006	3.0%										
09	\$47,092	\$48,392	\$49,692	\$50,992	\$52,292	\$53,592	\$54,892	\$56,192	\$57,492	\$58,792	\$1,300
11	\$53,643	\$55,213	\$56,783	\$58,353	\$59,923	\$61,493	\$63,063	\$64,633	\$66,203	\$67,773	\$1,570
12	\$60,535	\$62,413	\$64,291	\$66,169	\$68,047	\$69,925	\$71,803	\$73,681	\$75,559	\$77,437	\$1,878

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7764

SEP 29 2006

ENROLLED ORIGINAL

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



DISTRICT OF COLUMBIA REGISTER

Fiscal Year: _____ **Occupational Group(s):** Social Workers/Student Trainees
Effective Date: _____
Union/Nonunion: Union **Service Codes:** A22
Pay Plan Schedule: CS **Job Series:** 00185 00199
Peoplesoft Salary Plan: _____
Schedule ID: X05 (previously X02)
% Increase: _____
Resolution Number: _____
Date of Resolution: _____

	Grade	Step										Between Steps
		1	2	3	4	5	6	7	8	9	10	
FY2008 - Oct 1, 2007		3.25%										
09	\$48,623	\$49,965	\$51,307	\$52,649	\$53,991	\$55,333	\$56,675	\$58,017	\$59,359	\$60,701	\$1,342	
11	\$55,386	\$57,007	\$58,628	\$60,249	\$61,870	\$63,491	\$65,112	\$66,733	\$68,354	\$69,975	\$1,621	
12	\$62,499	\$64,439	\$66,379	\$68,319	\$70,259	\$72,199	\$74,139	\$76,079	\$78,019	\$79,959	\$1,940	

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

DISTRICT OF COLUMBIA REGISTER

Fiscal Year: _____ **Occupational Group(s):** Social Workers/Student Trainees
Effective Date: _____ **Service Codes:** A22
Union/Nonunion: Union **Job Series:** 00185 00199
Pay Plan Schedule: CS
Peoplesoft Salary Plan: _____
Schedule ID: X05 (previously X02)
% Increase: _____
Resolution Number: _____
Date of Resolution: _____

	Grade	Step										Between Steps
		1	2	3	4	5	6	7	8	9	10	
FY2009 - Oct 1, 2008		4.0%										
09	\$50,567	\$51,963	\$53,359	\$64,755	\$56,151	\$57,547	\$58,943	\$60,339	\$61,735	\$63,131	\$1,396	
11	\$57,601	\$59,287	\$60,973	\$62,659	\$64,345	\$66,031	\$67,717	\$69,403	\$71,089	\$72,775	\$1,686	
12	\$65,001	\$67,018	\$69,035	\$71,052	\$73,069	\$75,086	\$77,103	\$79,120	\$81,137	\$83,154	\$2,017	

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



DISTRICT OF COLUMBIA REGISTER

Fiscal Year: _____ **Occupational Group(s):** Social Workers/Student Trainees

Effective Date: _____ **Service Codes:** A22

Union/Nonunion: Union **Job Series:** 00185 00199

Pay Plan Schedule: CS

Peoplesoft Salary Plan: _____

Schedule ID: X05 (previously X02)

% Increase: _____

Resolution Number: _____

Date of Resolution: _____

	Grade	1	2	3	4	Step	5	6	7	8	9	10	Between Steps
FY2010 - Oct 1, 2009						4.0%							
09	\$52,589	\$54,041	\$55,493	\$56,945	\$58,397	\$59,849	\$61,301	\$62,753	\$64,205	\$65,657	\$1,452		
11	\$59,906	\$61,659	\$63,412	\$65,165	\$66,918	\$68,671	\$70,424	\$72,177	\$73,930	\$75,683	\$1,753		
12	\$67,600	\$69,698	\$71,796	\$73,894	\$75,992	\$78,090	\$80,188	\$82,286	\$84,384	\$86,482	\$2,098		

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SEP 29 2006

ENROLLED ORIGINAL

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

DISTRICT OF COLUMBIA REGISTER

Fiscal Year: **Occupational Group(s):** Health Care Occupations
Effective Date:
Union/Nonunion: Union **Service Codes:** A15, A39
Pay Plan Schedule: CS **Job Series:** 00603 00620 00625 00633 00638 00644 00645 00647 00649
Peoplesoft Salary Plan: 00661 00682 00688
Schedule ID: X06
% Increase:
Resolution Number:
Date of Resolution:

	Grade	1	2	3	4	Step 5	6	7	8	9	10	Between Steps
FY2006	05	\$30,731	\$31,566	\$32,401	\$33,236	\$34,071	\$34,906	\$35,741	\$36,576	\$37,411	\$38,246	\$835
	06	\$34,062	\$34,987	\$35,912	\$36,837	\$37,762	\$38,687	\$39,612	\$40,537	\$41,462	\$42,387	\$925
	07	\$36,631	\$37,666	\$38,701	\$39,736	\$40,771	\$41,806	\$42,841	\$43,876	\$44,911	\$45,946	\$1,035
	08	\$40,404	\$41,545	\$42,686	\$43,827	\$44,968	\$46,109	\$47,250	\$48,391	\$49,532	\$50,673	\$1,141
	09	\$44,459	\$45,721	\$46,983	\$48,245	\$49,507	\$50,769	\$52,031	\$53,293	\$54,555	\$55,817	\$1,262
	10	\$48,798	\$50,182	\$51,566	\$52,950	\$54,334	\$55,718	\$57,102	\$58,486	\$59,870	\$61,254	\$1,384
	11	\$53,606	\$55,130	\$56,654	\$58,178	\$59,702	\$61,226	\$62,750	\$64,274	\$65,798	\$67,322	\$1,524
	12	\$64,240	\$66,065	\$67,890	\$69,715	\$71,540	\$73,365	\$75,190	\$77,015	\$78,840	\$80,665	\$1,825

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



DISTRICT OF COLUMBIA REGISTER

Fiscal Year: **Occupational Group(s):** Health Care Occupatons
Effective Date: **Service Codes:** A15, A39
Union/Nonunion: Union **Job Series:** 00603 00620 00625 00633 00638 00644 00645 00647 00649
00681 00682 00688
Pay Plan Schedule: CS
Peoplesoft Salary Plan:
Schedule ID: X06
% Increase:
Resolution Number:
Date of Resolution:

Grade	1	2	3	4	Step 5	6	7	8	9	10	Between Steps
FY2007 - Oct 1, 2006	3.0%										
05	\$31,653	\$32,513	\$33,373	\$34,233	\$35,093	\$35,953	\$36,813	\$37,673	\$38,533	\$39,393	\$860
06	\$35,083	\$36,036	\$36,989	\$37,942	\$38,895	\$39,848	\$40,801	\$41,754	\$42,707	\$43,660	\$953
07	\$37,730	\$38,796	\$39,862	\$40,928	\$41,994	\$43,060	\$44,126	\$45,192	\$46,258	\$47,324	\$1,066
08	\$41,617	\$42,792	\$43,967	\$45,142	\$46,317	\$47,492	\$48,667	\$49,842	\$51,017	\$52,192	\$1,175
09	\$45,792	\$47,092	\$48,392	\$49,692	\$50,992	\$52,292	\$53,592	\$54,892	\$56,192	\$57,492	\$1,300
10	\$50,264	\$51,689	\$53,114	\$54,539	\$55,964	\$57,389	\$58,814	\$60,239	\$61,664	\$63,089	\$1,425
11	\$55,213	\$56,783	\$58,353	\$59,923	\$61,493	\$63,063	\$64,633	\$66,203	\$67,773	\$69,343	\$1,570
12	\$66,166	\$68,046	\$69,926	\$71,806	\$73,686	\$75,566	\$77,446	\$79,326	\$81,206	\$83,086	\$1,880

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SEP 29 2006

ENROLLED ORIGINAL

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



DISTRICT OF COLUMBIA REGISTER

Fiscal Year: **Occupational Group(s):** Health Care Occupatlons
Effective Date: **Service Codes:** A15, A39
Union/Nonunion: Union **Job Series:** 00603 00620 00625 00633 00638 00644 00645 00647 00649
00661 00682 00688
Pay Plan Schedule: CS
Peoplesoft Salary Plan:
Schedule ID: X06
% Increase:
Resolution Number:
Date of Resolution:

Grade	Step										Between Steps
	1	2	3	4	5	6	7	8	9	10	
FY2008 - Oct 1, 2007 3.25%											
05	\$32,682	\$33,570	\$34,458	\$35,346	\$36,234	\$37,122	\$38,010	\$38,898	\$39,786	\$40,674	\$888
06	\$36,223	\$37,207	\$38,191	\$39,175	\$40,159	\$41,143	\$42,127	\$43,111	\$44,095	\$45,079	\$984
07	\$38,955	\$40,056	\$41,157	\$42,258	\$43,359	\$44,460	\$45,561	\$46,662	\$47,763	\$48,864	\$1,101
08	\$42,970	\$44,183	\$45,396	\$46,609	\$47,822	\$49,035	\$50,248	\$51,461	\$52,674	\$53,887	\$1,213
09	\$47,281	\$48,623	\$49,965	\$51,307	\$52,649	\$53,991	\$55,333	\$56,675	\$58,017	\$59,359	\$1,342
10	\$51,899	\$53,370	\$54,841	\$56,312	\$57,783	\$59,254	\$60,725	\$62,196	\$63,667	\$65,138	\$1,471
11	\$57,004	\$58,626	\$60,248	\$61,870	\$63,492	\$65,114	\$66,736	\$68,358	\$69,980	\$71,602	\$1,622
12	\$68,317	\$70,258	\$72,199	\$74,140	\$76,081	\$78,022	\$79,963	\$81,904	\$83,845	\$85,786	\$1,941

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01/27/0

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



DISTRICT OF COLUMBIA REGISTER

Fiscal Year: Occupational Group(s): Health Care Occupatlons

Effective Date: Service Codes: A15, A39

Union/Nonunion: Union Job Series: 00603 00620 00625 00633 00638 00644 00645 00647 00649
00661 00682 00688

Pay Plan Schedule: CS

Peoplesoft Salary Plan: Schedule ID: X06

% Increase:

Resolution Number:

Date of Resolution:

	Grade	1	2	3	4	Step 5	6	7	8	9	10	Between Steps
FY2009 - Oct 1, 2008		4.0%										
05	\$33,991	\$34,914	\$35,837	\$36,760	\$37,683	\$38,606	\$39,529	\$40,452	\$41,375	\$42,298	\$923	
06	\$37,673	\$38,696	\$39,719	\$40,742	\$41,765	\$42,788	\$43,811	\$44,834	\$45,857	\$46,880	\$1,023	
07	\$40,513	\$41,658	\$42,803	\$43,948	\$45,093	\$46,238	\$47,383	\$48,528	\$49,673	\$50,818	\$1,145	
08	\$44,687	\$45,949	\$47,211	\$48,473	\$49,735	\$50,997	\$52,259	\$53,521	\$54,783	\$56,045	\$1,262	
09	\$49,171	\$50,567	\$51,963	\$53,359	\$54,755	\$56,151	\$57,547	\$58,943	\$60,339	\$61,735	\$1,396	
10	\$53,974	\$55,504	\$57,034	\$58,564	\$60,094	\$61,624	\$63,154	\$64,684	\$66,214	\$67,744	\$1,530	
11	\$59,284	\$60,971	\$62,658	\$64,345	\$66,032	\$67,719	\$69,406	\$71,093	\$72,780	\$74,467	\$1,687	
12	\$71,052	\$73,070	\$75,088	\$77,106	\$79,124	\$81,142	\$83,160	\$85,178	\$87,196	\$89,214	\$2,018	

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

DISTRICT OF COLUMBIA REGISTER

Fiscal Year: Occupational Group(s): **Health Care Occupatons**
Effective Date:
Union/Nonunion: Union **Service Codes:** A15, A39
Pay Plan Schedule: CS **Job Series:** 00603 00820 00625 00633 00638 00644 00645 00647 00649
Peoplesoft Salary Plan: **Schedule ID:** X06 00661 00682 00688
% Increase:
Resolution Number:
Date of Resolution:

Grade	1	2	3	4	Step 5	6	7	8	9	10	Between Steps
FY2010 - Oct 1, 2009	4.0%										
05	\$35,350	\$36,310	\$37,270	\$38,230	\$39,190	\$40,150	\$41,110	\$42,070	\$43,030	\$43,990	\$960
08	\$39,180	\$40,244	\$41,308	\$42,372	\$43,436	\$44,500	\$45,564	\$46,628	\$47,692	\$48,756	\$1,064
07	\$42,133	\$43,324	\$44,515	\$45,706	\$46,897	\$48,088	\$49,279	\$50,470	\$51,661	\$52,852	\$1,191
08	\$46,476	\$47,788	\$49,100	\$50,412	\$51,724	\$53,036	\$54,348	\$55,660	\$56,972	\$58,284	\$1,312
09	\$51,137	\$52,589	\$54,041	\$55,493	\$56,945	\$58,397	\$59,849	\$61,301	\$62,753	\$64,205	\$1,452
10	\$56,134	\$57,725	\$59,316	\$60,907	\$62,498	\$64,089	\$65,680	\$67,271	\$68,862	\$70,453	\$1,591
11	\$61,657	\$63,411	\$65,165	\$66,919	\$68,673	\$70,427	\$72,181	\$73,935	\$75,689	\$77,443	\$1,754
12	\$73,893	\$75,992	\$78,091	\$80,190	\$82,289	\$84,388	\$86,487	\$88,586	\$90,685	\$92,784	\$2,099

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SEP 29 2006

EROLDED ORIGINAL

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

DISTRICT OF COLUMBIA REGISTER

ENROLLED ORIGINAL

SEP 29 2006

Comp 12 2006 Final Schedules FY07 to FY10 V2.xls

Salaries Displayed As Annual/Hourly Rates

Labor Trades

Fiscal Year: Occupational Group(s): Maintenance/Trades/Labor
L=Leader

Effective Date: Service Codes:

Union/Nonunion: Union
 Pay Plan Schedule: RW
 Peoplesoft Salary Plan: X07 (leaders previous X08)
 Schedule ID:
 % Increase:
 Resolution Number:
 Date of Resolution:

New Schedule FY06	Step										Between Steps
	Grade	1	2	3	4	5	6	7	8	9	
02	\$25,126	\$26,000	\$26,874	\$27,748	\$28,622	\$29,496	\$30,370	\$31,244	\$32,118	\$32,992	\$874
02L	\$27,394	\$28,347	\$29,300	\$30,255	\$31,208	\$32,163	\$33,118	\$34,072	\$35,026	\$35,979	\$955
03	\$27,019	\$27,959	\$28,899	\$29,841	\$30,781	\$31,723	\$32,665	\$33,606	\$34,547	\$35,486	\$942
03L	\$29,598	\$30,628	\$31,657	\$32,689	\$33,719	\$34,751	\$35,783	\$36,813	\$37,844	\$38,873	\$1,032
04	\$28,974	\$29,982	\$30,990	\$32,000	\$33,008	\$34,018	\$35,028	\$36,037	\$37,046	\$38,054	\$1,010
04L	\$31,720	\$32,824	\$33,927	\$35,033	\$36,136	\$37,242	\$38,348	\$39,453	\$40,557	\$41,660	\$1,106
05	\$30,909	\$31,985	\$33,059	\$34,134	\$35,209	\$36,283	\$37,357	\$38,433	\$39,509	\$40,583	\$1,075
05L	\$33,738	\$34,912	\$36,085	\$37,258	\$38,432	\$39,604	\$40,776	\$41,950	\$43,125	\$44,298	\$1,173
06	\$32,781	\$33,922	\$35,062	\$36,201	\$37,341	\$38,480	\$39,619	\$40,760	\$41,902	\$43,041	\$1,139
06L	\$35,963	\$37,215	\$38,465	\$39,715	\$40,966	\$42,216	\$43,465	\$44,717	\$45,969	\$47,219	\$1,250
07	\$34,923	\$36,138	\$37,353	\$38,567	\$39,781	\$40,995	\$42,208	\$43,424	\$44,640	\$45,854	\$1,214
07L	\$38,189	\$39,518	\$40,846	\$42,173	\$43,502	\$44,829	\$46,155	\$47,485	\$48,814	\$50,142	\$1,327
08	\$36,878	\$38,161	\$39,444	\$40,725	\$42,008	\$43,290	\$44,571	\$45,855	\$47,139	\$48,421	\$1,281
08L	\$40,477	\$41,886	\$43,293	\$44,700	\$46,108	\$47,514	\$48,921	\$50,330	\$51,739	\$53,146	\$1,407
09	\$38,750	\$40,099	\$41,446	\$42,793	\$44,141	\$45,487	\$46,833	\$48,182	\$49,531	\$50,879	\$1,347
09L	\$42,474	\$43,952	\$45,429	\$46,905	\$48,383	\$49,859	\$51,334	\$52,813	\$54,292	\$55,768	\$1,476
10	\$40,726	\$42,143	\$43,559	\$44,975	\$46,392	\$47,807	\$49,222	\$50,639	\$52,057	\$53,473	\$1,416
10L	\$44,678	\$46,233	\$47,788	\$49,339	\$50,893	\$52,446	\$53,998	\$55,553	\$57,109	\$58,662	\$1,553
11	\$42,744	\$44,231	\$45,718	\$47,203	\$48,690	\$50,175	\$51,661	\$53,148	\$54,637	\$56,123	\$1,485
11L	\$46,842	\$48,472	\$50,101	\$51,729	\$53,359	\$54,986	\$56,614	\$58,244	\$59,875	\$61,503	\$1,628
12	\$44,678	\$46,233	\$47,786	\$49,339	\$50,893	\$52,446	\$53,998	\$55,553	\$57,109	\$58,662	\$1,553
12L	\$48,922	\$50,624	\$52,325	\$54,026	\$55,728	\$57,428	\$59,127	\$60,830	\$62,534	\$64,234	\$1,701
13	\$46,592	\$48,213	\$49,833	\$51,453	\$53,074	\$54,692	\$56,311	\$57,933	\$59,555	\$61,175	\$1,620
13L	\$51,126	\$52,905	\$54,683	\$56,460	\$58,238	\$60,015	\$61,791	\$63,571	\$65,351	\$67,128	\$1,777

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

DISTRICT OF COLUMBIA REGISTER

Fiscal Year:

Occupational Group(s):

Maintenance/Trades/Labor
L=Leader

Effective Date:

Service Codes:

Union/Nonunion:

Union

Job Series:

0000	02504	02508	02511	02604	02805	03414	03501	03502
03566	03603	03605	03610	03653	03701	03703	03801	03806
03809	03817	03901	04102	04104	04204	04208	04207	04417
04605	04607	04701	04737	04740	04749	04801	04803	04804
04805	05001	05003	05026	05042	05201	05301	05308	05309
05313	05323	05352	05401	05402	05424	05430	05439	05450
05701	05703	05704	05705	05706	05716	05725	05801	05803
05805	05806	05823	06709	06904	06907	07404	07408	

Pay Plan Schedule:

RW

Peoplesoft Salary Plan:

Schedule ID: X07 (leaders previous X08)

% Increase:

Resolution Number:

Date of Resolution:

Grade	Step										Between Steps
	1	2	3	4	5	6	7	8	9	10	
FY2007 - Oct 1, 2006	3.0%										
02	\$25,877	\$26,778	\$27,679	\$28,580	\$29,481	\$30,382	\$31,283	\$32,184	\$33,085	\$33,986	\$901
02L	\$28,220	\$29,201	\$30,182	\$31,163	\$32,144	\$33,125	\$34,106	\$35,087	\$36,068	\$37,049	\$981
03	\$27,832	\$28,800	\$29,768	\$30,736	\$31,704	\$32,672	\$33,640	\$34,608	\$35,576	\$36,544	\$968
03L	\$30,487	\$31,548	\$32,609	\$33,670	\$34,731	\$35,792	\$36,853	\$37,914	\$38,975	\$40,036	\$1,061
04	\$29,846	\$30,884	\$31,922	\$32,960	\$33,998	\$35,036	\$36,074	\$37,112	\$38,150	\$39,188	\$1,038
04L	\$32,676	\$33,812	\$34,948	\$36,084	\$37,220	\$38,356	\$39,492	\$40,628	\$41,764	\$42,900	\$1,136
05	\$31,837	\$32,944	\$34,051	\$35,158	\$36,265	\$37,372	\$38,479	\$39,586	\$40,693	\$41,800	\$1,107
05L	\$34,749	\$35,958	\$37,167	\$38,376	\$39,585	\$40,794	\$42,003	\$43,212	\$44,421	\$45,630	\$1,209
06	\$33,765	\$34,939	\$36,113	\$37,287	\$38,461	\$39,635	\$40,809	\$41,983	\$43,157	\$44,331	\$1,174
06L	\$37,039	\$38,328	\$39,617	\$40,906	\$42,195	\$43,484	\$44,773	\$46,062	\$47,351	\$48,640	\$1,289
07	\$35,974	\$37,224	\$38,474	\$39,724	\$40,974	\$42,224	\$43,474	\$44,724	\$45,974	\$47,224	\$1,250
07L	\$39,331	\$40,700	\$42,069	\$43,438	\$44,807	\$46,176	\$47,545	\$48,914	\$50,283	\$51,652	\$1,369
08	\$37,984	\$39,305	\$40,626	\$41,947	\$43,268	\$44,589	\$45,910	\$47,231	\$48,552	\$49,873	\$1,321
08L	\$41,691	\$43,141	\$44,591	\$46,041	\$47,491	\$48,941	\$50,391	\$51,841	\$53,291	\$54,741	\$1,450
09	\$39,913	\$41,301	\$42,689	\$44,077	\$45,465	\$46,853	\$48,241	\$49,629	\$51,017	\$52,405	\$1,388
09L	\$43,746	\$45,268	\$46,790	\$48,312	\$49,834	\$51,356	\$52,878	\$54,400	\$55,922	\$57,444	\$1,522
10	\$41,944	\$43,404	\$44,864	\$46,324	\$47,784	\$49,244	\$50,704	\$52,164	\$53,624	\$55,084	\$1,460
10L	\$46,016	\$47,617	\$49,218	\$50,819	\$52,420	\$54,021	\$55,622	\$57,223	\$58,824	\$60,425	\$1,601
11	\$44,023	\$45,555	\$47,087	\$48,619	\$50,151	\$51,683	\$53,215	\$54,747	\$56,279	\$57,811	\$1,532
11L	\$48,244	\$49,923	\$51,602	\$53,281	\$54,960	\$56,639	\$58,318	\$59,997	\$61,676	\$63,355	\$1,679
12	\$46,016	\$47,617	\$49,218	\$50,819	\$52,420	\$54,021	\$55,622	\$57,223	\$58,824	\$60,425	\$1,601
12L	\$50,388	\$52,141	\$53,894	\$55,647	\$57,400	\$59,153	\$60,906	\$62,659	\$64,412	\$66,165	\$1,753
13	\$47,990	\$49,659	\$51,328	\$52,997	\$54,666	\$56,335	\$58,004	\$59,673	\$61,342	\$63,011	\$1,669
13L	\$52,661	\$54,492	\$56,323	\$58,154	\$59,985	\$61,816	\$63,647	\$65,478	\$67,309	\$69,140	\$1,831

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7/2/06

SEP 29 2006

ENROLLMENT DIVISION

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

DISTRICT OF COLUMBIA REGISTER

Fiscal Year: _____ **Occupational Group(s):** _____ **Maintenance/Trades/Labor**
Effective Date: _____ **Service Codes:** _____ **L=Leader**

Union/Nonunion: Union **Job Series:** 00000 02504 02508 02511 02604 02805 03414 03501 03502
 03566 03603 03605 03610 03653 03701 03703 03801 03806
Pay Plan Schedule: RW 03809 03817 03901 04102 04104 04204 04206 04207 04417
Peoplesoft Salary Plan: 04605 04607 04701 04737 04740 04749 04801 04803 04804
Schedule ID: X07 (leaders previous X08) 04805 05001 05003 05026 05042 05201 05301 05306 05309
 05313 05323 05352 05401 05402 05424 05430 05439 05450
% Increase: 05701 05703 05704 05705 05706 05716 05725 05801 05803
 05805 05806 05823 06709 06904 06907 07404 07408

Resolution Number: _____
Date of Resolution: _____

	Grade	1	2	3	4	5	6	7	8	9	10	Between Steps
FY2008 - Oct 1, 2007		3.25%										
02		\$26,719	\$27,649	\$28,579	\$29,509	\$30,439	\$31,369	\$32,299	\$33,229	\$34,159	\$35,089	\$930
02L		\$29,137	\$30,150	\$31,163	\$32,176	\$33,189	\$34,202	\$35,215	\$36,228	\$37,241	\$38,254	\$1,013
03		\$28,738	\$29,737	\$30,736	\$31,735	\$32,734	\$33,733	\$34,732	\$35,731	\$36,730	\$37,729	\$999
03L		\$31,476	\$32,572	\$33,668	\$34,764	\$35,860	\$36,956	\$38,052	\$39,148	\$40,244	\$41,340	\$1,096
04		\$30,815	\$31,887	\$32,959	\$34,031	\$35,103	\$36,175	\$37,247	\$38,319	\$39,391	\$40,463	\$1,072
04L		\$33,738	\$34,911	\$36,084	\$37,257	\$38,430	\$39,603	\$40,776	\$41,949	\$43,122	\$44,295	\$1,173
05		\$32,872	\$34,015	\$35,158	\$36,301	\$37,444	\$38,587	\$39,730	\$40,873	\$42,016	\$43,159	\$1,143
05L		\$35,876	\$37,125	\$38,374	\$39,623	\$40,872	\$42,121	\$43,370	\$44,619	\$45,868	\$47,117	\$1,249
06		\$34,863	\$36,075	\$37,287	\$38,499	\$39,711	\$40,923	\$42,135	\$43,347	\$44,559	\$45,771	\$1,212
06L		\$38,242	\$39,573	\$40,904	\$42,235	\$43,566	\$44,897	\$46,228	\$47,559	\$48,890	\$50,221	\$1,331
07		\$37,142	\$38,433	\$39,724	\$41,015	\$42,306	\$43,597	\$44,888	\$46,179	\$47,470	\$48,761	\$1,291
07L		\$40,611	\$42,024	\$43,437	\$44,850	\$46,263	\$47,676	\$49,089	\$50,502	\$51,915	\$53,328	\$1,413
08		\$39,218	\$40,582	\$41,946	\$43,310	\$44,674	\$46,038	\$47,402	\$48,766	\$50,130	\$51,494	\$1,364
08L		\$43,046	\$44,543	\$46,040	\$47,537	\$49,034	\$50,531	\$52,028	\$53,525	\$55,022	\$56,519	\$1,497
09		\$41,211	\$42,644	\$44,077	\$45,510	\$46,943	\$48,376	\$49,809	\$51,242	\$52,675	\$54,108	\$1,433
09L		\$45,166	\$46,738	\$48,310	\$49,882	\$51,454	\$53,026	\$54,598	\$56,170	\$57,742	\$59,314	\$1,572
10		\$43,309	\$44,816	\$46,323	\$47,830	\$49,337	\$50,844	\$52,351	\$53,858	\$55,365	\$56,872	\$1,507
10L		\$47,512	\$49,165	\$50,818	\$52,471	\$54,124	\$55,777	\$57,430	\$59,083	\$60,736	\$62,389	\$1,653
11		\$45,453	\$47,035	\$48,617	\$50,199	\$51,781	\$53,363	\$54,945	\$56,527	\$58,109	\$59,691	\$1,582
11L		\$49,814	\$51,547	\$53,280	\$55,013	\$56,746	\$58,479	\$60,212	\$61,945	\$63,678	\$65,411	\$1,733
12		\$47,512	\$49,165	\$50,818	\$52,471	\$54,124	\$55,777	\$57,430	\$59,083	\$60,736	\$62,389	\$1,653
12L		\$52,026	\$53,836	\$55,646	\$57,456	\$59,266	\$61,076	\$62,886	\$64,696	\$66,506	\$68,316	\$1,810
13		\$49,547	\$51,271	\$52,995	\$54,719	\$56,443	\$58,167	\$59,891	\$61,615	\$63,339	\$65,063	\$1,724
13L		\$54,371	\$56,262	\$58,153	\$60,044	\$61,935	\$63,826	\$65,717	\$67,608	\$69,499	\$71,390	\$1,891

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77775

SEP 29 2006

CANCELLED ORIGINAL

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

DISTRICT OF COLUMBIA REGISTER

Fiscal Year:

Occupational Group(s):

Maintenance/Trades/Labor

L=Leader

Effective Date:

Service Codes:

Union/Nonunion:

Union

Job Series:

0000	02504	02508	02511	02604	02805	03414	03501	03502
03566	03603	03605	03610	03653	03701	03703	03801	03806
03809	03817	03901	04102	04104	04204	04206	04207	04417
04605	04607	04701	04737	04740	04749	04801	04803	04804
04805	05001	05003	05026	05042	05201	05301	05306	05309
05313	05323	05352	05401	05402	05424	05430	05439	05450
05701	05703	05704	05705	05706	05716	05725	05801	05803
05805	05806	05823	06709	06904	06907	07404	07408	

Pay Plan Schedule:

RW

Peoplesoft Salary Plan:

Schedule ID:

X07 (leaders previous X08)

% Increase:

Resolution Number:

Date of Resolution:

	Grade	Step										Between Steps
		1	2	3	4	5	6	7	8	9	10	
FY2009 - Oct 1, 2008		4.0%										
02	\$27,785	\$28,753	\$29,721	\$30,689	\$31,657	\$32,625	\$33,593	\$34,561	\$35,529	\$36,497	\$968	
02L	\$30,301	\$31,355	\$32,409	\$33,463	\$34,517	\$35,571	\$36,625	\$37,679	\$38,733	\$39,787	\$1,054	
03	\$29,887	\$30,928	\$31,965	\$33,004	\$34,043	\$35,082	\$36,121	\$37,160	\$38,199	\$39,238	\$1,039	
03L	\$32,738	\$33,877	\$35,016	\$36,155	\$37,294	\$38,433	\$39,572	\$40,711	\$41,850	\$42,989	\$1,139	
04	\$32,047	\$33,162	\$34,277	\$35,392	\$36,507	\$37,622	\$38,737	\$39,852	\$40,967	\$42,082	\$1,115	
04L	\$35,087	\$36,307	\$37,527	\$38,747	\$39,967	\$41,187	\$42,407	\$43,627	\$44,847	\$46,067	\$1,220	
05	\$34,186	\$35,375	\$36,564	\$37,753	\$38,942	\$40,131	\$41,320	\$42,509	\$43,698	\$44,887	\$1,189	
05L	\$37,311	\$38,610	\$39,909	\$41,208	\$42,507	\$43,806	\$45,105	\$46,404	\$47,703	\$49,002	\$1,299	
06	\$36,259	\$37,519	\$38,779	\$40,039	\$41,299	\$42,559	\$43,819	\$45,079	\$46,339	\$47,599	\$1,260	
06L	\$39,769	\$41,154	\$42,539	\$43,924	\$45,309	\$46,694	\$48,079	\$49,464	\$50,849	\$52,234	\$1,385	
07	\$38,630	\$39,972	\$41,314	\$42,656	\$43,998	\$45,340	\$46,682	\$48,024	\$49,366	\$50,708	\$1,342	
07L	\$42,234	\$43,704	\$45,174	\$46,644	\$48,114	\$49,584	\$51,054	\$52,524	\$53,994	\$55,464	\$1,470	
08	\$40,785	\$42,204	\$43,623	\$45,042	\$46,461	\$47,880	\$49,299	\$50,718	\$52,137	\$53,556	\$1,419	
08L	\$44,767	\$46,324	\$47,881	\$49,438	\$50,995	\$52,552	\$54,109	\$55,666	\$57,223	\$58,780	\$1,557	
09	\$42,857	\$44,348	\$45,839	\$47,330	\$48,821	\$50,312	\$51,803	\$53,294	\$54,785	\$56,276	\$1,491	
09L	\$46,972	\$48,607	\$50,242	\$51,877	\$53,512	\$55,147	\$56,782	\$58,417	\$60,052	\$61,687	\$1,635	
10	\$45,042	\$46,609	\$48,176	\$49,743	\$51,310	\$52,877	\$54,444	\$56,011	\$57,578	\$59,145	\$1,567	
10L	\$49,413	\$51,132	\$52,851	\$54,570	\$56,289	\$58,008	\$59,727	\$61,446	\$63,165	\$64,884	\$1,719	
11	\$47,272	\$48,917	\$50,562	\$52,207	\$53,852	\$55,497	\$57,142	\$58,787	\$60,432	\$62,077	\$1,645	
11L	\$51,808	\$53,610	\$55,412	\$57,214	\$59,016	\$60,818	\$62,620	\$64,422	\$66,224	\$68,026	\$1,802	
12	\$49,413	\$51,132	\$52,851	\$54,570	\$56,289	\$58,008	\$59,727	\$61,446	\$63,165	\$64,884	\$1,719	
12L	\$54,105	\$55,988	\$57,871	\$59,754	\$61,637	\$63,520	\$65,403	\$67,286	\$69,169	\$71,052	\$1,883	
13	\$51,529	\$53,322	\$55,115	\$56,908	\$58,701	\$60,494	\$62,287	\$64,080	\$65,873	\$67,666	\$1,793	
13L	\$56,548	\$58,514	\$60,480	\$62,446	\$64,412	\$66,378	\$68,344	\$70,310	\$72,276	\$74,242	\$1,966	

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9/2/06

SEP 2 9 2006

ENCLOSED ORIGINAL

DISTRICT OF COLUMBIA REGISTER

SEP 29 2006

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

Fiscal Year: Occupational Group(s): Maintenance/Trades/Labor
L=Leader

Effective Date: Service Codes:

Union/Nonunion: Union Job Series: 00000 02504 02508 02511 02804 02805 03414 03501 03502
 Pay Plan Schedule: RW 03568 03603 03605 03610 03653 03701 03703 03801 03806
 Peoplesoft Salary Plan: 03809 03817 03901 04102 04104 04204 04206 04207 04417
 Schedule ID: X07 (leaders previous X08) 04605 04607 04701 04737 04740 04749 04801 04803 04804
 04805 05001 05003 05026 05042 05201 05301 05306 05309
 05313 05323 05352 05401 05402 05424 05430 05439 05450
 05701 05703 05704 05705 05706 05716 05725 05801 05803
 05805 05806 05823 06709 06904 06907 07404 07408

Resolution Number:

Date of Resolution:

Grade	Step										Between Steps
	1	2	3	4	5	6	7	8	9	10	
	4.0%										
02	\$28,899	\$29,905	\$30,911	\$31,917	\$32,923	\$33,929	\$34,935	\$35,941	\$36,947	\$37,953	\$1,006
02L	\$31,514	\$32,610	\$33,706	\$34,802	\$35,898	\$36,994	\$38,090	\$39,186	\$40,282	\$41,378	\$1,096
03	\$31,081	\$32,182	\$33,243	\$34,324	\$35,405	\$36,486	\$37,567	\$38,648	\$39,729	\$40,810	\$1,081
03L	\$34,046	\$35,231	\$36,416	\$37,601	\$38,786	\$39,971	\$41,156	\$42,341	\$43,526	\$44,711	\$1,185
04	\$33,331	\$34,490	\$35,649	\$36,808	\$37,967	\$39,126	\$40,285	\$41,444	\$42,603	\$43,762	\$1,159
04L	\$36,490	\$37,759	\$39,028	\$40,297	\$41,566	\$42,835	\$44,104	\$45,373	\$46,642	\$47,911	\$1,269
05	\$35,552	\$36,789	\$38,026	\$39,263	\$40,500	\$41,737	\$42,974	\$44,211	\$45,448	\$46,685	\$1,237
05L	\$38,803	\$40,154	\$41,505	\$42,856	\$44,207	\$45,558	\$46,909	\$48,260	\$49,611	\$50,962	\$1,351
06	\$37,711	\$39,021	\$40,331	\$41,641	\$42,951	\$44,261	\$45,571	\$46,881	\$48,191	\$49,501	\$1,310
06L	\$41,361	\$42,801	\$44,241	\$45,681	\$47,121	\$48,561	\$50,001	\$51,441	\$52,881	\$54,321	\$1,440
07	\$40,174	\$41,570	\$42,966	\$44,362	\$45,758	\$47,154	\$48,550	\$49,946	\$51,342	\$52,738	\$1,396
07L	\$43,923	\$45,452	\$46,981	\$48,510	\$50,039	\$51,568	\$53,097	\$54,626	\$56,155	\$57,684	\$1,529
08	\$42,419	\$43,894	\$45,369	\$46,844	\$48,319	\$49,794	\$51,269	\$52,744	\$54,219	\$55,694	\$1,475
08L	\$46,559	\$48,178	\$49,797	\$51,416	\$53,035	\$54,654	\$56,273	\$57,892	\$59,511	\$61,130	\$1,619
09	\$44,570	\$46,121	\$47,672	\$49,223	\$50,774	\$52,325	\$53,876	\$55,427	\$56,978	\$58,529	\$1,551
09L	\$48,852	\$50,552	\$52,252	\$53,952	\$55,652	\$57,352	\$59,052	\$60,752	\$62,452	\$64,152	\$1,700
10	\$46,846	\$48,475	\$50,104	\$51,733	\$53,362	\$54,991	\$56,620	\$58,249	\$59,878	\$61,507	\$1,629
10L	\$51,389	\$53,177	\$54,965	\$56,753	\$58,541	\$60,329	\$62,117	\$63,905	\$65,693	\$67,481	\$1,788
11	\$49,162	\$50,873	\$52,584	\$54,295	\$56,006	\$57,717	\$59,428	\$61,139	\$62,850	\$64,561	\$1,711
11L	\$53,881	\$55,755	\$57,629	\$59,503	\$61,377	\$63,251	\$65,125	\$66,999	\$68,873	\$70,747	\$1,874
12	\$51,389	\$53,177	\$54,965	\$56,753	\$58,541	\$60,329	\$62,117	\$63,905	\$65,693	\$67,481	\$1,788
12L	\$56,270	\$58,228	\$60,186	\$62,144	\$64,102	\$66,060	\$68,018	\$69,976	\$71,934	\$73,892	\$1,958
13	\$53,589	\$55,454	\$57,319	\$59,184	\$61,049	\$62,914	\$64,779	\$66,644	\$68,509	\$70,374	\$1,865
13L	\$58,812	\$60,856	\$62,900	\$64,944	\$66,988	\$69,032	\$71,076	\$73,120	\$75,164	\$77,208	\$2,044

FY2010 - Oct 1, 2009

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



DISTRICT OF COLUMBIA REGISTER

Fiscal Year: Occupational Group(s): Correctional Officers/EMS

Effective Date: Service Codes: A01, A03, A20, A21

Union/Nonunion: Job Series: 00006 00007 00083 00699

Pay Plan Schedule: CS
Peoplesoft Salary Plan:
Schedule ID: X10

% Increase:

Resolution Number:

Date of Resolution:

	Grade	1	2	3	4	Step 5	6	7	8	9	10	Between Steps
FY2006	05	\$32,402	\$33,237	\$34,072	\$34,907	\$35,742	\$36,577	\$37,412	\$38,247	\$39,082	\$39,917	\$835
	06	\$34,981	\$35,908	\$36,835	\$37,762	\$38,689	\$39,616	\$40,543	\$41,470	\$42,397	\$43,324	\$927
	07	\$37,266	\$38,317	\$39,368	\$40,419	\$41,470	\$42,521	\$43,572	\$44,623	\$45,674	\$46,725	\$1,051
	08	\$41,100	\$42,260	\$43,420	\$44,580	\$45,740	\$46,900	\$48,060	\$49,220	\$50,380	\$51,540	\$1,180
	09	\$45,228	\$46,512	\$47,796	\$49,080	\$50,364	\$51,648	\$52,932	\$54,216	\$55,500	\$56,784	\$1,284
	10	\$49,628	\$51,040	\$52,452	\$53,864	\$55,276	\$56,688	\$58,100	\$59,512	\$60,924	\$62,336	\$1,412

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8/2/06

SEP 29 2006

ENROLLED ORIGINAL

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



Fiscal Year: **Occupational Group(s):** **Correctional Officers/EMS**
Effective Date: **Service Codes:** A01, A03, A20, A21
Union/Nonunion: **Job Series:** 00006 00007 00083 00699
Pay Plan Schedule: CS
Peoplesoft Salary Plan:
Schedule ID: X10
% Increase:
Resolution Number:
Date of Resolution:

DISTRICT OF COLUMBIA REGISTER

	Grade	1	2	3	4	Step	5	6	7	8	9	10	Between Steps
FY2007 - Oct 1, 2006		3.0%											
05	\$33,374	\$34,234	\$35,094	\$35,954	\$36,814	\$37,674	\$38,534	\$39,394	\$40,254	\$41,114	\$860		
06	\$36,030	\$36,985	\$37,940	\$38,895	\$39,850	\$40,805	\$41,760	\$42,715	\$43,670	\$44,625	\$955		
07	\$38,386	\$39,468	\$40,550	\$41,632	\$42,714	\$43,796	\$44,878	\$45,960	\$47,042	\$48,124	\$1,082		
08	\$42,332	\$43,527	\$44,722	\$45,917	\$47,112	\$48,307	\$49,502	\$50,697	\$51,892	\$53,087	\$1,195		
09	\$46,583	\$47,906	\$49,229	\$50,552	\$51,875	\$53,198	\$54,521	\$55,844	\$57,167	\$58,490	\$1,323		
10	\$51,118	\$52,572	\$54,026	\$55,480	\$56,934	\$58,388	\$59,842	\$61,296	\$62,750	\$64,204	\$1,454		

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6/2/06

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



DISTRICT OF COLUMBIA REGISTER

Fiscal Year: _____ **Occupational Group(s):** Correctional Officers/EMS
Effective Date: _____ **Service Codes:** A01, A03, A20, A21
Union/Nonunion: _____ **Job Series:** 00006 00007 00083 00699
Pay Plan Schedule: CS
Peoplesoft Salary Plan: _____
Schedule ID: X10
% Increase: _____
Resolution Number: _____
Date of Resolution: _____

	Grade	1	2	3	4	Step	5	6	7	8	9	10	Between Steps
FY2009 - Oct 1, 2008						4.0%							
40	05	\$35,842	\$36,764	\$37,686	\$38,608	\$39,530	\$40,452	\$41,374	\$42,296	\$43,218	\$44,140	\$922	
	06	\$38,687	\$39,713	\$40,739	\$41,765	\$42,791	\$43,817	\$44,843	\$45,869	\$46,895	\$47,921	\$1,028	
	07	\$41,218	\$42,380	\$43,542	\$44,704	\$45,866	\$47,028	\$48,190	\$49,352	\$50,514	\$51,676	\$1,162	
	08	\$45,453	\$46,737	\$48,021	\$49,305	\$50,589	\$51,873	\$53,157	\$54,441	\$55,725	\$57,009	\$1,284	
	09	\$50,023	\$51,443	\$52,863	\$54,283	\$55,703	\$57,123	\$58,543	\$59,963	\$61,383	\$62,803	\$1,420	
	10	\$54,891	\$56,452	\$58,013	\$59,574	\$61,135	\$62,696	\$64,257	\$65,818	\$67,379	\$68,940	\$1,561	

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SEP 29 2006

ENCLOSED ORIGINAL

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

DISTRICT OF COLUMBIA REGISTER

Fiscal Year: _____ **Occupational Group(s):** Correctional Officers/EMS
Effective Date: _____ **Service Codes:** A01, A03, A20, A21
Union/Nonunion: _____ **Job Series:** 00006 00007 00083 00699
Pay Plan Schedule: CS
Peoplesoft Salary Plan: _____
Schedule ID: X10
% Increase: _____
Resolution Number: _____
Date of Resolution: _____

	Grade	1	2	3	4	Step 5	6	7	8	9	10	Between Steps
FY2010		4.0%										
	05	\$37,275	\$38,234	\$39,193	\$40,152	\$41,111	\$42,070	\$43,029	\$43,988	\$44,947	\$45,906	\$959
	06	\$40,235	\$41,302	\$42,369	\$43,436	\$44,503	\$45,570	\$46,637	\$47,704	\$48,771	\$49,838	\$1,067
	07	\$42,865	\$44,074	\$45,283	\$46,492	\$47,701	\$48,910	\$50,119	\$51,328	\$52,537	\$53,746	\$1,209
	08	\$47,269	\$48,605	\$49,941	\$51,277	\$52,613	\$53,949	\$55,285	\$56,621	\$57,957	\$59,293	\$1,336
	09	\$52,023	\$53,500	\$54,977	\$56,454	\$57,931	\$59,408	\$60,885	\$62,362	\$63,839	\$65,316	\$1,477
	10	\$57,088	\$58,711	\$60,334	\$61,957	\$63,580	\$65,203	\$66,826	\$68,449	\$70,072	\$71,695	\$1,623

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SEP 29 2006

DISTRICT OF COLUMBIA REGISTER

ENROLLED ORIGINAL

Sec. 3. Fiscal impact statement.

The Council adopts the fiscal impact statement provided by the Chief Financial Officer as the fiscal impact statement required by section 602(c)(3) of the District of Columbia Home Rule Act, approved December 24, 1973 (87 Stat. 813; D.C. Official Code § 1-206.02(c)(3)).

Sec. 4. The Secretary to the Council shall transmit a copy of this resolution, upon its adoption, to the Mayor.

Sec. 5. This resolution shall take effect immediately.

COMPENSATION AGREEMENT BETWEEN
THE DISTRICT OF COLUMBIA GOVERNMENT
AND
COMPENSATION UNITS 1 AND 2

Effective October 1, 2006 – September 30, 2010

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PREAMBLE

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

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

ARTICLE 1

WAGES

SECTION A: FISCAL YEAR 2007:

Effective the first day of the first full pay period beginning on or after October 1, 2006, the salary schedules of employees employed in bargaining units as certified and assigned to Compensation Units 1 & 2 by the Public Employee Relations Board shall be adjusted by three percent (3.0%) in accordance with past methods of increasing base salary schedules.

SECTION B: FISCAL YEAR 2008:

Effective the first day of the first full pay period beginning on or after October 1, 2007, the salary schedules of employees employed in bargaining units as certified and assigned to Compensation Units 1 & 2 by the Public Employee Relations Board shall be adjusted by three point two five percent (3.25%) in accordance with past methods of increasing base salary schedules.

SECTION C: FISCAL YEAR 2009:

Effective the first day of the first full pay period beginning on or after October 1, 2008, the salary schedules of employees employed in bargaining units as certified and assigned to Compensation Units 1 & 2 by the Public Employee Relations Board shall be adjusted by four percent (4.0%) in accordance with past methods of increasing base salary schedules.

SECTION D: FISCAL YEAR 2010:

Effective the first day of the first full pay period beginning on or after October 1, 2009, the salary schedules of employees employed in bargaining units as certified and assigned to Compensation Units 1 & 2 by the Public Employee Relations Board shall be adjusted by four percent (4.0%) in accordance with past methods of increasing base salary schedules.

ARTICLE 2

METRO PASS

Beginning the first full pay period after October 1, 2007, the District of Columbia Government shall subsidize the cost of monthly transit passes for personal use by employees by not less than twenty five (\$25.00) per month for employees who purchase and use such passes to commute to and from work.

ARTICLE 3

BONUS

The parties agree that the Compensation and Classification Reform Task Force will recommend an appropriate amount of not less than \$300.00 but no greater than \$500.00 to be issued as a bonus to each bargaining unit employee (1) on the payroll as of April 11, 2006 and (2) also employed as of September 30, 2006. The amount to be issued as bonus will be based on available funds in the Compensation and Classification Reform Task Force budget minus outstanding obligations from FY 06 Compensation and Classification Reform Task Force projects.

ARTICLE 4

PRE-PAID LEGAL PLAN

SECTION A:

Effective the first full pay period on or after October 1, 2006, the Employer shall make a monthly contribution of five dollars (\$5.00) for each bargaining unit member toward a pre-paid legal services plan. The Employer shall make the monthly contribution referenced in the preceding sentence 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 its own proposed contract which shall be evaluated on the same basis as those offered by any 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 for the monies paid to the provider for the plan.

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 arise or inquiries are made by the legal services provider chosen by the Union, those disputes and inquiries shall be addressed or 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 5

**DISTRICT OF COLUMBIA EMPLOYEE AFFORDABLE HOUSING
TASK FORCE**

SECTION A:

The parties agree to establish a joint Labor-Management Affordable Housing Taskforce to facilitate the purchase and/or rental of homes in the District of Columbia by employees in bargaining units covered by the Compensation Units 1 and 2 collective bargaining agreement. 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, the joint Labor-Management Affordable Housing Task Force will strive to inform employees of the programs currently available for home ownership in the District of Columbia. Additionally, the Task Force shall work 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 District employees, who have worked for the District government for at least one year.

1. During fiscal year 2008, the District shall invest the equivalent of a minimum of .25% of the aggregate salaries effective December 31, 2007, of bargaining unit employees in Compensation Units 1 and 2 toward affordable housing initiatives;

2. During fiscal year 2009, the District shall invest the equivalent of a minimum of .25% of the aggregate salaries effective December 31, 2008, of bargaining unit employees in Compensation Units 1 and 2 toward affordable housing initiatives; and

3. During fiscal year 2010, the District shall invest the equivalent of a minimum of .25% of the aggregate salaries effective December 31, 2009, of bargaining unit employees in Compensation Units 1 and 2 toward affordable housing initiatives.

Any funds set aside in Fiscal Years 2008, 2009 and 2010 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 2007 – FY 2010.

ARTICLE 6

BENEFITS COMMITTEE

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.

SECTION A: 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.

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. 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.).
5. Discuss proposed benefit programs to determine the extent to which they impact employees in Compensation Units 1 and 2.

SECTION B: MEMBERSHIP

One (1) representative from each national union comprising Compensation Units 1 and 2 shall participate as a member of the Committee.

Management shall appoint, among others, representatives from the District of Columbia Office of Personnel, Compensation and Benefits and the Office of Labor Relations and Collective Bargaining. Each party may bring specialists to speak on or clarify issues.

ARTICLE 7

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, 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 two (2) 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: spouse (including a person identified by an employee as his/her "domestic partner" (as defined in D.C. Official Code § 32-701 (2001 ed.)), and related laws, and parents thereof, children (including adopted and foster children and children of whom the employee is legal guardian and spouses thereof, parents, grandparents, grandchildren, brothers, sisters, and spouses thereof. For the purposes of certification of leave, employees shall provide a copy of the obituary or death notice, a note from clergy or funeral professional or a death certificate upon the Employer's request.

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 in effect under the FY 2004 – FY 2006 Compensation Units 1 and 2 collective bargaining agreement at Article 3, Section I, paragraph 3, through the end of fiscal year 2007, which stipulates and requires going forward:

- (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. Employees are fully vested after five years of participation in the 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.

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;
and
- (k) Christmas Day, December 25th of each 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 8

OVERTIME

SECTION A:

Hours of work authorized in excess of eight (8) hours in a pay status 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 eight (8) hours shift or the forty (40) hour work week. The unscheduled leave rule will not apply when an employee has worked a sixteen (16) hour shift (back to back) 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:

1. Compressed 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 schedule, which means (1) in the case of a full-time employee, an 80- hour biweekly basic work requirement which is

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

3. The purpose of this Section is to allow for authorized compressed 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. This provision also applies to bargaining unit employees in the Fire and Emergency Medical Services Department and the Office of Unified Communications.

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.

ARTICLE 9

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 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. 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 2007, 2008, 2009 and 2010.

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 10

ADMINISTRATIVE CLOSINGS

SECTION A:

1. Emergency 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. Sections 201, et seq.

2. Effective October 1, 2004, Section A.1 of the Article shall be superceded and emergency employees required to work when all other District Government employees are released for administrative closings shall be compensated, in addition to their regular pay, one hour for each hour worked during an administrative closing.

SECTION B:

1. Emergency employees required to work when all other District Government employees are released for administrative closings shall earn compensatory time on an hour for hour basis. The determination as to whether the employee receives overtime or compensatory time will be made by joint agreement between the employee and his/her supervisor.

2. Effective October 1, 2004, emergency employees required to work when all other District Government employees are released for administrative closings, in lieu of compensation, shall earn administrative closing leave on an hour for hour basis for each hour worked during an administrative closing. The determination as to whether the employee receives compensation or administrative closing leave will be made by joint agreement between the employee and his/her supervisor.

SECTION C:

Each Department shall identify emergency positions. Each emergency employee shall be notified in writing of the emergency status of his/her position.

SECTION D:

Such employees shall make every effort to fulfill emergency duties. If due to emergency conditions an employee is unable to report for duty at the scheduled place and time, the employee will immediately notify his/her supervisor to request release from duty during the administrative closing.

ARTICLE 11

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

SECTION A: CALL BACK

A minimum of four (4) hours of overtime work 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

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.

The employee's schedule must specify the hours during which he/she will be required to remain on-call.

SECTION D: HOLIDAY PAY

An employee who is required to work on a legal holiday falling within his or her regular basic workweek, 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 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.

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.

2. **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 12

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:

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 §§1-411 through 1-416 (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.

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. §3721).

SECTION D:

While the Agency may request an employee to use his/her personal vehicle, after January 1, 2002, no employee within Compensation Units 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 13

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 14

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 to the Office of Personnel within thirty (30) days upon receipt from the employee of relevant documentation.

ARTICLE 15

DUTY STATION COVERAGE

The Fire and Emergency Medical Services employees and the correctional officers at the Department of Corrections and the Department of Human 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 16

GRIEVANCES

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.

Grievances concerning compensation shall be filed with the appropriate agency under the applicable working conditions agreement. When the grievance concerns issues under the Compensation Agreement that are not exclusive to a particular agency, the grievance shall be filed with the appropriate personnel authority (CFSA, MPD, UDC, DCOP or OLRCB) by whom the bargaining unit employees are employed.

ARTICLE 17

REDUCTION IN FORCE TRAINING

SECTION A:

The District shall provide notice of proposed reduction-in-force, and upon request by the Union, shall bargain over the impact and effects of this exercise of Management's right under §1-617.08 of the D.C. Official Code (2001 Edition).

SECTION B:

Pursuant to the Workforce Investment Act of 1998, as amended, P.L. 105-220, 112 Stat. 936, the District of Columbia provides core services geared toward finding such employment. Core services include skills assessment, job search and placement assistance and outreach services. Intensive services involve individual counseling, career planning services or short-term pre-vocational services. Training services include occupational skills training, skills upgrading, adult education or entrepreneurial training. The Department of Employment Services is available to deliver services through One-Stop Centers.

ARTICLE 18

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 the new ASMP are implemented by the District of Columbia.

ARTICLE 19

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 20

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 Unions 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 which was effective through September 30, 2006, shall continue and will identify temporary and term employees whose current term and or temporary appointments extend to September 30, 2006 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, are in a pay status as of September 30, 2006, and who are paid from appropriated funding to the career service prior to the end of the FY 2007 – FY 2010 Compensation Agreement.

SECTION D:

Prior to the end of the FY 2007 – FY 2010 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, 2006, 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.

ARTICLE 21

**COMPENSATION AND CLASSIFICATION REFORM TASK
FORCE**

The District shall set aside an amount approximately equivalent to one half percent (1/2%) of the total Compensation Units 1 and 2 payroll as of December 31 of the previous year for each year of the contract, which shall be used for classification and compensation reform. Said amounts shall be applied in the manner determined by the joint labor-management committee consistent with the provisions of Appendix A and B and Memorandum of Understanding concerning Classification and Compensation Collaborative Review" dated February 1, 2006, which shall be Appendix C of this Agreement.

The contracting parties agree that amounts hereafter designated through collective bargaining for classification and compensation collaborative review under the terms of the FY 2007 to FY 2010 Compensation Units 1 and 2 Agreement shall be accorded similar treatment for purposes of implementation. Specifically, any funds set aside in Fiscal Years 2007, 2008, 2009 and 2010 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 compensation and classification reform shall be expended or obligated prior to the expiration of the Compensation Units 1 and 2 Agreement for FY 2007 – FY 2010.

ARTICLE 22

JOINT PETITION TO PERB

The parties agree to jointly petition PERB to establish a new compensation unit that includes all eligible employees in the Department of Corrections, Emergency Medical Services, Office of Unified Communications, Protective Services Division, the Metropolitan Police Department and Department of Rehabilitation Services.

ARTICLE 23

SAVINGS CLAUSE

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).

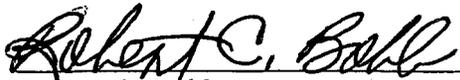
The terms of this contract supercede any subsequently enacted D.C. laws, District Personnel Manual (DPM) regulations, or departmental rules concerning compensation covered herein.

ARTICLE 24

DURATION

This Agreement shall remain in full force and effect through September 30, 2010. On this ____ day of _____ 2006, and as witness the parties hereto have set their signature.

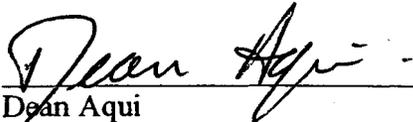
**FOR THE DISTRICT OF COLUMBIA
GOVERNMENT**



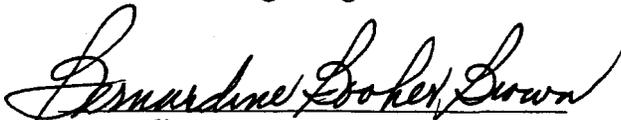
Robert C. Bobb
Deputy Mayor/City Administrator



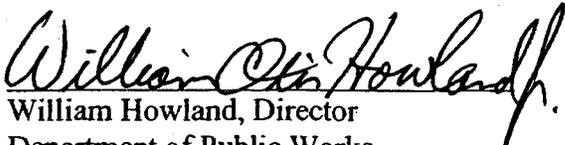
Natasha Campbell
Supervisory Attorney Advisor
Office of Labor Relations and
Collective Bargaining



Dean Aquiri
Attorney Advisor
Office of Labor Relations and
Collective Bargaining



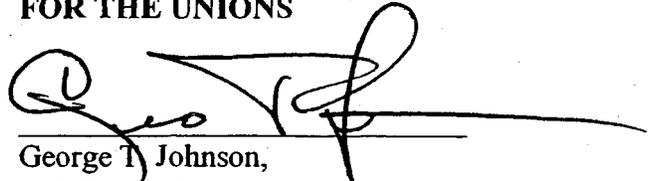
Bernardine Brown
Department of Health



William Howland, Director
Department of Public Works

Bertha Guerra
Department of Public Works

FOR THE UNIONS



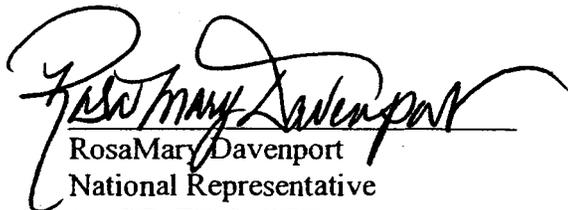
George T. Johnson,
Chief Negotiator
Compensation Units 1 and 2



Eric Bunn
President
AFGE Local 2725



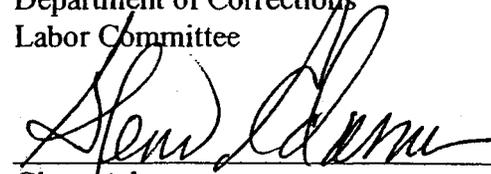
James A. Ivey
President
AFSCME Local 2091



Rosa Mary Davenport
National Representative
NAGE, IPBO, SEIU



Nila S. Ritenour
Chairman
Fraternal Order of Police/
Department of Corrections
Labor Committee



Glenn Adams
Chairman
Fraternal Order of Police/DYRS
Labor Committee

Compensation Units One and Two Collective Bargaining Agreement

Signed: _____

Ellen Flaherty

Ellen Flaherty
D.C. Public Libraries

[Signature]

Al Bink
AFSCME
District Council 20

Jaki Buckley

Jaki Buckley
Labor Liaison
Department of Human Services

Cliff Lowery

Clifford Lowery
President
AFGE Local 1975

Kate Jesberg

Kate Jesberg
Interim Director
Department of Human Services

Deborah Courtney

Deborah Courtney
President
AFSCME Local 2401

Devon Brown

Devon Brown
Director
Department of Corrections

Brenda Featherstone

Brenda Featherstone
President
AFSCME Local 2401

Kenneth Jackson

Kenneth Jackson
Deputy Fire Chief
Fire and Emergency Medical Services

Sheena Benjamin

Sheena Benjamin
President
AFGE Local 2776
AFSCME

Frances P. Berry

Frances P. Berry
Department of Employment Services

Cliff Detrick

Cliff Detrick
President
AFSCME Local 2743

Terence Reddick

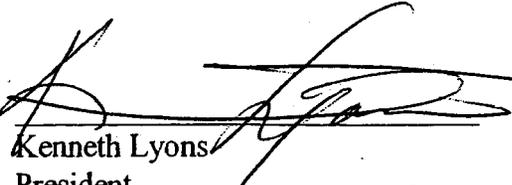
Terence Reddick
Department of Parks & Recreation

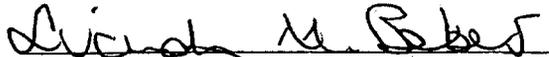
Samuel Forrest

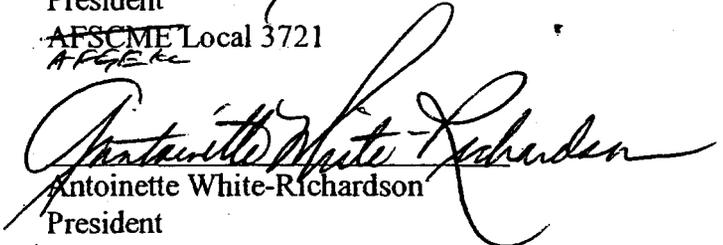
Samuel Forrest
President
IBPO Local 445

Compensation Units One and Two Collective Bargaining Agreement
Signed: _____

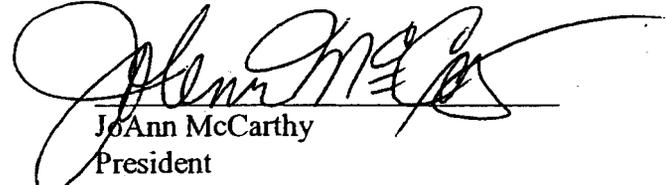
Darlene Mansfield
Department of Consumer
and Regulatory Affairs

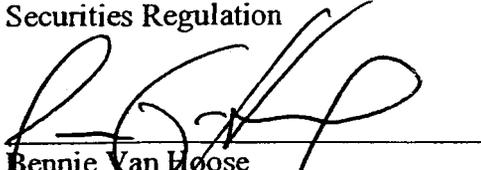

Kenneth Lyons
President
AFSCME Local 3721
AFGE Local

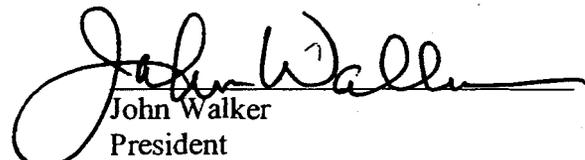

Lucinda Babers
Department of Motor Vehicles

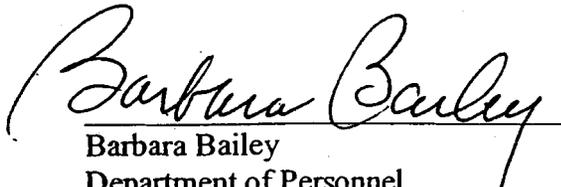

Antoinette White-Richardson
President
AFSCME Local 1808

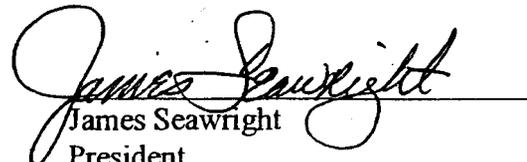

Rhonda K. Davis-Blackshear
Department of Insurance &
Securities Regulation

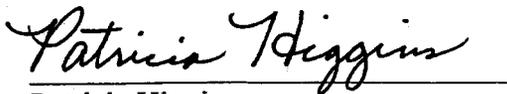

JoAnn McCarthy
President
AFGE Local 2978


Bennie Van Hoose
Office of the Chief Financial Officer

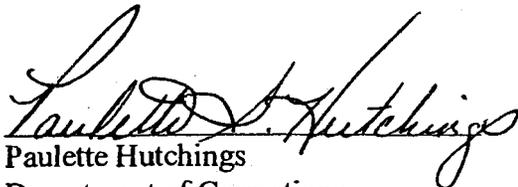

John Walker
President
AFGE Local 383

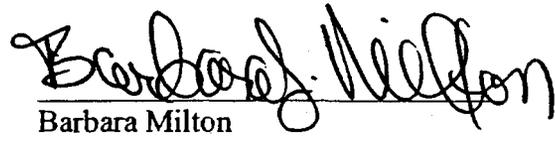

Barbara Bailey
Department of Personnel


James Seawright
President
AFGE Local 1000


Patricia Higgins
Department of Health

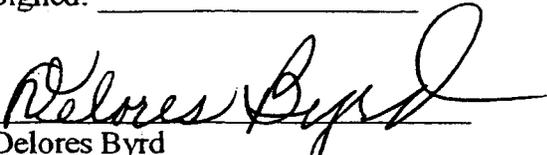
Walter Jones
President
AFGE Local 2087

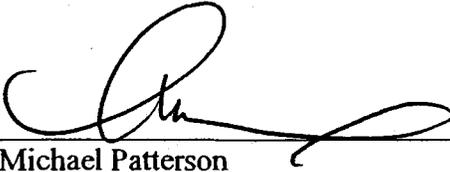

Paulette Hutchings
Department of Corrections

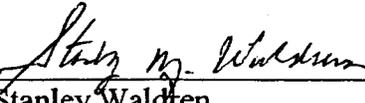

Barbara Milton
President
AFGE Local 631

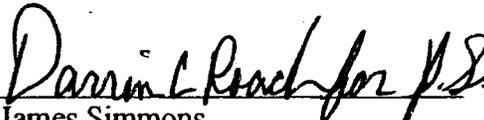
Compensation Units One and Two Collective Bargaining Agreement

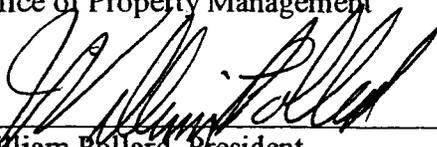
Signed: _____


Delores Byrd
D.C. Public Libraries

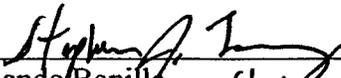

Michael Patterson
President
NAGE R3-05

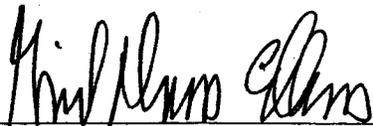

Stanley Waldren
Department of Corrections


James Simmons
President
AFSCME Local 877

Troye McCarthy
Office of Property Management

William Pollard, President
University of the District of Columbia

Deborah Jackson
President
AFGE Local 2741


For Orlando Bonilla
LIUNA, PSE 572
Stephen J. Lanning

Michael C. Clark
D.C. Office of Energy

Gail Davis-Elkins
Office of the Corporation Counsel

Dorothy Howard
President
AFSCME Local 709


Earl Tasco, Jr.,
President
AFCME Local 2092

Andrea Anderson
Office of Planning

Compensation Units One and Two Collective Bargaining Agreement

Signed: _____

Randy Gadson
Child and Family Services Agency

Claudia Queen

Claudia Queen AGE
As Vice President 2978

Clifford Mustafa Dozier

Clifford Mustafa Dozier
Department of Youth Rehabilitative Services

Mernda Gillis

1st Vice President
Local 2725 AFGE

Deborah Wilson

Deborah Wilson
Child and Family Services Agency

Shirley H. Estes

Shirley H. Estes
Department of Human Services
Ex. Board

Patricia Haylock

Patricia Haylock
Department of Insurance,
Securities and Banking

Janet Mahaney

Janet Mahaney
Office of the Chief Technology Officer

Stelen Shandell

AFSCME LOCAL 2401 - EB

Odessa Nance

Odessa Nance
Department of Motor Vehicles

Olaitan Kowabari

AFSCME Local 2401 EI

E. Michael Latessa

E. Michael Latessa, Director
Office of Unified Communications

Shirley Pawan

VP
Local 1200
AFSCME

Ronnie Edwards

Ronnie Edwards
Department of Transportation

Roger B. Leberwood

ROGER B. LEGERWOOD, SEC. TREAS
AFSCME LOCAL 1200

Barry L. Carey

Barry L. Carey
VP President AFSCME 2091

Robin Yeldell
Office of Cable Television
and Telecommunications

Marie-Lyde Pierre-Louis
Marie-Lyde Pierre-Louis
Chief Medical Examiner
Office of the Chief Medical Examiner

Beverly Fields
Beverly Fields
Office of the Chief Medical Examiner

Carliss C. Barnett
Carliss Barnett
Office of Contracting and Procurement

Angela Nottingham
Angela Nottingham
Department of Housing
and Community Development

Benita Anderson
Benita Anderson
Office of Property Management

Reana Drummond-Jackson
Reana Drummond-Jackson
D.C. Taxicab Commission

Clarene Martin
Clarene Martin
University of the District of Columbia

Thomas E. Hampton
Thomas E. Hampton
Commissioner
DIBB

Julia C. Cantow
DPW, Fleet
Local 631

James Frazier
Vice. pres.
Local 631

Elena Rocha, Vice Pres.
Local 631 - OPM - DECA

Elena Rocha
Darrin C. Roach VP
AFSCME Local 877

7817

Compensation Units One and Two Collective Bargaining Agreement

Signed: _____

Belinda Wiley, Chief Steward
AFGE Local 3 (83)

Cynthia Perry
1199 NUTHC

APPROVAL

This collective bargaining agreement between the District of Columbia and Compensation Units 1 and 2, dated _____, has been reviewed in accordance with Section 1-617.15 of the District of Columbia Official Code (2001 Ed.) and is hereby approved on this 7th day of July, 2006.

Anthony A. Williams

Anthony A. Williams, Mayor

Memorandum of Understanding

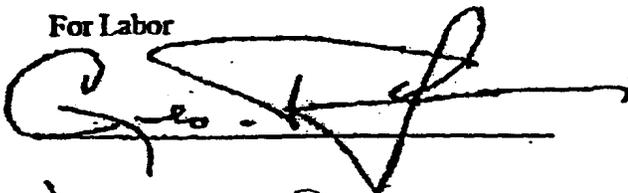
Between
Compensation Units 1 & 2
and
The District of Columbia
Concerning Classification and Compensation Collaborative Review

"The Parties hereby agree that in order to support the objective of rewarding a high performance workforce, a training program for all bargaining committee members shall be developed by a joint labor-management committee. The Committee will be composed of sixteen members, eight appointed by labor and eight appointed by management, and the Chief and Co-Chief negotiators of Compensation Units 1 & 2. This training program shall enhance the understanding of compensation and classification concepts and explore the appropriateness and application of high performance rewards to the District's workforce.

Furthermore, the Parties hereby agree that the District and the Unions shall commence a joint labor-management classification and compensation collaborative review of District jobs. This project shall examine the current classification and compensation systems in order to ensure that job classifications fairly represent actual work performed by District employees as well as the appropriateness of the District's current classification and compensation systems.

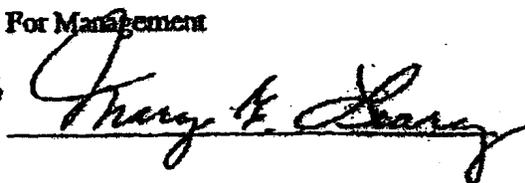
In order to support the training, classification and compensation joint labor-management initiatives, it is understood that the District shall retain the services of The Segal Company to assume the role of the lead consultant with these projects."

For Labor



David Joel Schlein

For Management



January 30, 2001

APPENDIX B

**MEMORANDUM OF AGREEMENT
BETWEEN THE
DISTRICT OF COLUMBIA
AND
COMPENSATION UNITS 1 AND 2
CLASSIFICATION AND COMPENSATION REFORM TASK FORCE INITIATIVES**

Pursuant to the terms of the "Memorandum of Understanding Between Compensation - Units 1 and 2 and the District of Columbia Concerning Classification and Compensation Collaborative Review," which was incorporated as part of the Compensation Agreement between the District of Columbia Government and Compensation Units I and 2, FY 2001-FY 2003 ("Compensation Agreement"), the District of Columbia Government and the Unions in Compensation Units I and 2, established the Joint Labor-Management Classification and Compensation Reform Task Force (Joint Task Force). In addition, under the terms of the Compensation Agreement, the District Government agreed to set aside certain funding in fiscal years 2002 and 2003, which would be used by the Joint Task Force to implement initiatives designed to reform the District's compensation and classification systems.

The Compensation Agreement provides that in FY 2003 the District shall invest the equivalent of a minimum of one percent (1 %) increase in the aggregate salaries of Compensation Units 1 and 2 ("1 % Set-aside") toward classification and compensation reform. The District expended a portion of the 1 % Set-aside to implement the first significant change to the compensation system in the District by changing the pay progression of Compensation Units 1 and 2 employees, or how employees move between steps within a grade. The Joint Task Force has also agreed to begin the first classification reform project by reviewing the position classifications in each of the 9 occupational pay groups and where appropriate reclassify positions and adjust the grades and rates of pay for the reclassified positions.

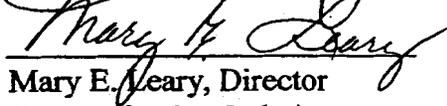
The Joint Task Force classification review will begin in August 2003, with a review of positions in the clerical/administrative occupational group and specific classification series and/or positions, which the Joint Task Force has determined, requires immediate review. The Joint Task Force has agreed that the District shall expend the unencumbered FY 2003 1% Set-aside fund balance under the terms of the Compensation Agreement, to fund increases in salaries or make other pay adjustments for employees in Compensation Units 1 and 2 who occupy positions the grade and/or the rate of pay of which is changed because of reclassification, re-grading, rate adjustment or changes in the District's classification and/or compensation policy as part of the classification reform project initiated by the Joint Task Force in FY 2003.

The Joint Task Force has agreed to apply any rate adjustment retroactively to a date in FY 2003. The retroactive date of implementation will be determined based on the number of employees affected and the unexpended balance of the 1% set-aside. That is pay adjustments will be made in affected employees' pay retroactive to the date permitted by the fund balance. Payment to employees should be made by March 31, 2004.

Further, the contracting parties agree that amounts hereafter designated through collective bargaining for classification and compensation collaborative review under the terms of the FY 2004 to FY2006 Compensation Units 1 and 2 Agreement, shall be accorded similar treatment for purposes of implementation. Specifically, any funds set aside in the Fiscal Years 2004, 2005 or 2006 shall be available for expenditure in that fiscal year or any other fiscal year covered by the Compensation Unit 1 and 2 agreement. Provided however, that all funds set aside for compensation and classification reform shall be expended or obligated prior to the expiration of the Compensation Units 1 and 2 Agreement for FY2004 – FY2006.

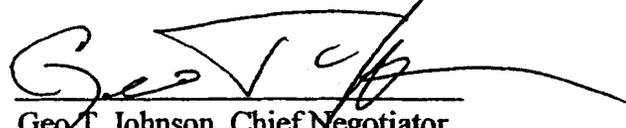
AGREED, this 26th day of August, 2003.

**FOR THE DISTRICT OF COLUMBIA
GOVERNMENT**



Mary E. Leary, Director
Office of Labor Relations
and Collective Bargaining

FOR COMPENSATION UNITS 1 & 2



Geo T. Johnson, Chief Negotiator
Compensation Units 1 and 2

*Union Proposal
2/1/06*

Memorandum of Understanding
Between
Compensation Units 1 and 2 and the District of Columbia

The "Memorandum of Understanding between Compensation Units 1 and 2 and the District of Columbia Concerning Classification and Compensation Collaborative Review" was initially incorporated as part of the Compensation Agreement between the District of Columbia Government and Compensation Units 1 and 2 covering fiscal years 2001 through 2003.

Pursuant to the terms of this MOU, the joint Labor Management Classification and Compensation Reform Task Force (LMCCRTF) shall:

1. Effective March 1, 2006, this joint labor management committee established pursuant to the terms of the Compensation Units 1 and 2 collective bargaining agreements (the LMCCRTF) shall be administered under the District's Office of Labor Relations and Collective Bargaining (OLRCB);
2. The LMCCRTF shall have eight (8) voting representatives from labor including representatives from each national labor union comprising Compensation Units 1 and 2 and the District's OLRCB shall appoint an equal number of management representatives;
3. Outside consultants and other subject matter experts are not members of the LMCCRTF and shall not have voting rights in the LMCCRTF. However, such persons may be invited to attend said meetings only when they are presenting information relevant to the task;
4. The funds from the LMCCRTF for fiscal years FY 2004 through FY 2006 shall be used to implement the new pay schedules the last pay period of September 2006, which are attached as Appendices A(1) through A(8) to management's proposals for base wage increases for the contract beginning October 1, 2006.

*med
2/1/06
G.T.S.
2/1/06*

**MEMORANDUM OF AGREEMENT
BETWEEN
COMPENSATION UNITS 1 AND 2
AND
THE GOVERNMENT OF THE DISTRICT OF COLUMBIA**

This Memorandum of Agreement (MOA) memorializes the agreement reached between Compensation Units 1 and 2 (Union) and the Government of the District of Columbia (Employer) (jointly referred to herein as "the Parties") regarding the revised salary schedules attached hereto as Appendices A1-A8.

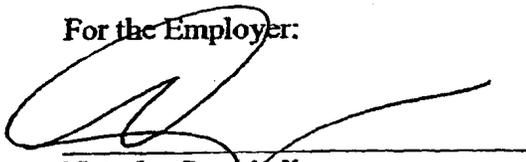
1. As a result of ongoing discussions and negotiations between the Parties, the Parties agree that:

- a. Beginning the last full pay period in September 2006, the salary schedules of employees employed in bargaining units as certified and assigned to Compensation Unit 1 or 2 by the Public Employee Relations Board, shall be replaced by the revised occupationally based salary schedules that are attached hereto as Appendices A1-A8. The implementation will take place with employees moving to the same grade and the pay closest to their current wage without any loss of pay.

- b. For employees on the Revised X07 and X08 salary schedules, the employees LEI date shall be modified to insure that the employee receives the next step anticipated prior to the implementation of the Revised Salary Schedules.

Dated in Washington, D.C. this 7th day of June, 2006 by:

For the Employer:

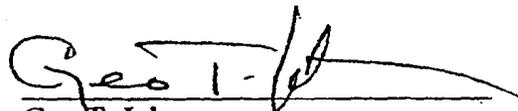


Natasha Campbell
Attorney Advisor



Dean Aqui
Attorney Advisor

For Compensation Units 1 and 2:



Geo T. Johnson
Chief Negotiator

COMPENSATION UNITS 1&2 SCHEDULES - FY06 & BEYOND

Current Contract

New Contract

