

# Pay Increase for DC Government Employees



## *Frequently Asked Questions (FAQ)* *UPDATED: June 14, 2013*

This FAQ document contains important information regarding the pay increase for union employees and non-union employees in the Career Service, Management Supervisory Service, Fire Service, Police Service, Excepted Service, Legal Service (including Senior Executive Attorneys) and Executive Service.

### **1. How many employees will the pay increase impact?**

The pay increase will impact **12,625 union employees** across eight contracts that have been ratified to date and **9,817 non-union employees**. Additional employee raises for union employees will be implemented as new collective bargaining agreements are reached.

### **2. Which union positions are eligible for the pay increase?**

The 10 collective bargaining agreements that have been completed to date cover approximately 13,000 union employees in various occupational groups and 34 agencies.

The 10 completed agreements include:

- **Compensation Units 1 and 2**, which include approximately 9,000 union employees in the District government. They work various District agencies in professional, technical, clerical, administrative, trade and craft positions such as accountants, engineers, paramedics, correctional officers, staff assistants, sanitation workers, solid waste inspectors, locksmiths and custodians.

Employees in Compensation Units 1 and 2 bargaining units are represented by the following unions:

- American Federation of State, County and Municipal Employees;
- American Federation of Government Employees;
- Fraternal Order of Police;
- National Association of Government Employees;
- Service Employees International Union;
- National Union of Hospital and Healthcare Employees; and
- Alliance of Independent Workers Laborers Organization.

Employees in Compensation Units 1 and 2 bargaining units work in the following agencies:

- |        |        |        |
|--------|--------|--------|
| ○ ABRA | ○ DHCF | ○ OAG  |
| ○ CFSA | ○ DHS  | ○ OCFO |
| ○ DCOZ | ○ DISB | ○ OCME |
| ○ DCPL | ○ DMV  | ○ OCP  |
| ○ DCRA | ○ DOC  | ○ OCT  |
| ○ DCTC | ○ DOH  | ○ OCTO |
| ○ DDOE | ○ DOES | ○ OHR  |
| ○ DDOT | ○ DPR  | ○ OP   |
| ○ DDS  | ○ DPW  | ○ OSSE |
| ○ DFS  | ○ DYRS | ○ ORM  |
| ○ DGS  | ○ FEMS | ○ OUC  |
| ○ DHCD | ○ MPD  | ○ UDC  |

- **Compensation Unit 33**, the attorneys employed by the Office of the Attorney General and represented by the American Federation of Government Employees, Local 33.
- **Office of the State Superintendent for Education and the American Federation of State, County and Municipal Employees (AFSCME), Local 1959**, consisting of part-time school bus drivers and attendants.
- **Office of the State Superintendent for Education and the International Brotherhood of Teamsters, Local 639**, consisting of full-time school bus drivers and attendants.
- **Department of Mental Health and the Service Employees International Union**, consisting of social workers at the Department of Mental Health.
- **Department of Mental Health and the Committee of Interns and Residents**, consisting of medical interns and residents.
- **Department of Mental Health and the American Federation of State, County and Municipal Employees, Local 3758 and the National Union of Hospital and Healthcare Employees**, consisting of psychologists employed by the Department of Mental Health.
- **Department of Mental Health and the American Federation of Government Employees, Local 383 and AFSCME, Local 2095**, consisting of behavioral specialists and related service providers at the Department of Mental Health.
- **Department of Mental Health and District of Columbia Nurses Association**, consisting of nurses at the Department of Mental Health.
- **Department of General Services and Teamsters, Local 639**, consisting primarily of professional engineers and craftsman at the Department of General Services.

### 3. Which non-union positions are eligible for the pay increase?

- Career Service employees on the: general white collar and general blue collar schedules (General CS Schedule); nurses schedule; and MPD and FEMS schedules
- Management Supervisory Service employees
- Excepted Service employees
- Executive Service employees
- Legal Service and Legal Service Management employees
- Non-union OCFO employees
- DCPS employees on the Non-Union Educational Service (Non Instructional) Schedule and on the Executive Service (DC Central Office) Schedule

The following non-union employees are not covered: Mayor, City Administrator, Councilmembers, CFO, MPD Chief, FEMS Chief, DCPS Chancellor, Chief Medical Examiner, DFS Director, employees of most independent agencies (e.g., DC Water, WCSA). See question 7 for additional exclusions.

### 4. What is the amount of the pay increase?

Non-union employees will receive a 3 percent pay increase for fiscal years 2013, 2015, 2016, and 2017. The increase for FY2013 will be effective April 7, 2013, and non-union employees will receive retroactive pay. The increases in FY2015, 2016, and 2017, will be effective the first pay period beginning on or after October 1 of each year. There will not be a pay increase in FY2014.

DC Government union employee pay increases are governed by collective bargaining agreements (CBAs). See Question 2 for list of completed agreements.

Union employees should contact their union representative, agency labor liaison or the Office of Labor Relations and Collective Bargaining at (202) 724-4776 for details regarding their pay increases.

**5. When will the pay increase go into effect?**

The legislation to implement the three percent (3%) pay increase for non-union employees and the collective bargaining agreements for union employees must first be approved by the Council of the District of Columbia before they become effective. It is anticipated that the Council will approve these items on June 18, 2013. In addition, the funding for the pay increases must be approved by Congress, which is expected by June 25, 2013. Once the funding and legislation are approved, the implementation process for the pay increases will begin with inputting the new pay schedules into PeopleSoft.

**6. When will the pay increase appear on employee pay checks?**

Once the pay increase is approved by the Council, employees in Pay Group 1 (paid on Tuesdays) should see the pay increase in their pay check on August 6. Employees in Pay Group 2 (paid on Fridays) should see the pay increase in their pay check on August 23. The retroactive pay through the effective date of April 7, 2013 (unless another date is included in the collective bargaining agreement), will be made in a lump sum payment on or before September 30, 2013. *These dates are estimates and subject to change.*

**7. Which positions are excluded from the pay increase?**

Employees of the District of Columbia Public Schools and the Board of Trustees of the University of the District of Columbia are excluded from the pay increase.

The following Executive Service positions salaries have been frozen, as provided in D.C. Official Code § 1-610.52(b)(2):

- Chief of the Metropolitan Police Department
- Chief of the Fire and Emergency Medical Services Department
- Chancellor of the District of Columbia Public Schools
- Chief Medical Examiner of the Office of the Chief Medical Examiner
- Director of the Department of Forensic Sciences

Other exclusions include: Mayor, City Administrator, Councilmembers, and Council Chair.