

Salary Adjustments – Various Categories of City Employees, 1991 – 2017
Updated 12-06-2016

Year	Management	Police (MPA)	Fire (Local 215)	D.C. 48
1991	3.5%	3.5%	3.5%	3.5%
1992	3.5%	3.5%	3.5%	3.5%
1993	2.5%	3.5%	3.5%	2.5%
1994	2.5%	3.5%	3.5%	2.5%
1995	3.0%	3.0%	3.0%	3.0%
1996	3.0%	3.0%	3.0%	3.0%
1997	2.75%	3.5%	3.5%	2.75%
1998	2.75%	3.25%	3.0%	2.75%
1999	2.5%	3.25%	3.0%	3.0%
2000	3.25%	3.25%	3.25%	3.25%
2001	2.5% (1)	3.25%	3.25%	2.5%
2002	3.0%	3.25%	3.0%	3.0%
2003	2.5%	3.0%	3.0%	3.0%
2004	2.5% (2)	3.0%	3.0%	3.0%
2005	2.5% (3)	3.0%	3.0%	3.0%
2006	2.1% (4)	3.0%	3.0%	3.0%
2007	2.0%	3.0%	3.0%	2.0% (5)
2008	2.0%	3.25%	3.0%	1.0% PP 1, 2008 1.0% PP 14, 2008
2009	0%	\$359 + 3.0% (6)	\$359 + 3.0% (6)	1.0% PP 1, 2009 1.0% PP 14, 2009
2010	0%	0%	0%	0%
2011	0%	\$19.18 biweekly PP 1, 2011	\$325 PP 1, 2011(7) + \$23.08 biweekly for Firefighter, Fire Paramedic and Heavy Equipment Operator and \$42.31 biweekly for Lieutenant and Vehicle Operations Instructor 2.95% PP 26, 2011	0%
2012	0%	\$575 for PR 801 PP 1, 2012 + 2.2% PP 1, 2012 1.35% PP 14, 2012 (8)	1.0% PP 14, 2012	0%
2013	1.5% (9)	2.0% PP 1, 2013 0.5% PP 14, 2013	2.0% PP 1, 2013	1.5% (9)
2014	1.0% (10)	2.0% PP 1, 2014 0.5% PP 14, 2014	1.0% PP 1, 2014 1.0% PP 14, 2014	1.0% (10)
2015	0%	2.25% PP 1, 2015 0.25% PP 14, 2015	2.0% PP 1, 2015 + 1.0% PP 1, 2015 for Fire Paramedic and EMT-II Cert	0%
2016	0%	Hired on or after Oct 3, 2011 \$28.77 biweekly + 2.5% PP 1, 2016 0.5% PP 14, 2016 Hired prior to Oct 3, 2011 \$28.77 biweekly + 2.0% PP 1, 2016 0.5% PP 14, 2016 0.5% PP 25, 2016	2.0% PP 1, 2016 2.0% PP 14, 2016 0.25% PP 25, 2016	0%
2017		2.0% PP 1, 2017		

- (1) Those management salary grade pay steps that exceed \$50,000 annually as of Pay Period 26, 2001, remained at 2001 rates for Pay Periods 1-16, 2002. Effective Pay Period 17, 2002, the 3.0% increase for 2002 was applied to all earning over \$50,000, except for elected officials; their increase was delayed until Pay Period 1, 2003.
- (2) Effective Pay Period 1, 2004, those management employees in Salary Grade 11 and above, and all elected officials, were frozen at 2003 rates of pay for calendar year 2004.
- (3) Effective Pay Period 1, 2005, an additional 2.5% adjustment was added to the base salary of all management employees in Salary Grade 11 and above, and all elected official (excluding the Mayor and Common Council Members) to restore pay equity with employees at Salary Grade 10 and below. However, there was no retroactivity for employees of Salary Grade 11 and above in terms of receiving a retroactive amount equal to the frozen amount from 2004.
- (4) Effective Pay Period 1, 2006, management employee earning at least \$90,000 and entitled to a step increase in 2006, did not receive a step increase in 2006.
- (5) In 2008, employees represented by D.C. 48 rejected a proposed contract covering 2007 and 2008.
- (6) For 2009, the base of all salaried is increased by \$359, and then increased another 3% on top of the base.
- (7) For 2011, the base of all salaries is increased by \$325.
- (8) For 2012, the base of all salaries is increased by \$575 and then increased another 2.2% in Pay Period 26, 2011 and then increased by 1.35% in Pay Period 14, 2012.
- (9) For 2013, effective Pay Period 14 + Lump Sum for Pay Periods 1-13 for Residents.
- (10) For 2014, effective Pay Period 14 + Lump Sum for Pay Periods 1-13 for Residents.