

Government of the District of Columbia  
Office of the Chief Financial Officer



**Natwar M. Gandhi**  
Chief Financial Officer

**MEMORANDUM**

**TO:** The Honorable Phil Mendelson  
Chairman, Council of the District of Columbia

**FROM:** Natwar M. Gandhi  
Chief Financial Officer 

**DATE:** September 27, 2013

**SUBJECT:** Fiscal Impact Statement - "University of the District of Columbia Career, Educational, and Legal Service Non-Collective Bargaining Unit Employees Compensation System Changes Approval Resolution of 2013"

**REFERENCE:** PR 20-420, as introduced

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**Conclusion**

Funds are sufficient in the FY 2014 through FY 2017 budget and financial plan to implement the approval resolution.

**Background**

The resolution approves a 3 percent salary increase, retroactive to the 1<sup>st</sup> day of the 1<sup>st</sup> pay period beginning on or after April 1, 2013 for all non-union career, educational and legal service employees at the University of the District of Columbia (UDC). The Board of Trustees of UDC approved the salary increase on June 4, 2013.

**Financial Plan Impact**

Funds are sufficient in the FY 2014 through FY 2017 budget and financial plan to implement the approval resolution.

The salary increases will cost approximately \$547,754 in FY 2013 for retroactive payments, and approximately \$1.1 million in FY 2014, and \$4.4 million in the four-year financial plan period. The increase will affect 378 non-collective bargaining unit employees of UDC. UDC implemented a right-sizing plan in FY 2013, which resulted in projected savings of \$7.9 million per year. The proposed salary increases can be absorbed in these savings.