

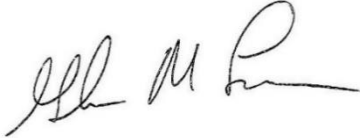
Government of the District of Columbia
Office of the Chief Financial Officer



Glen Lee
Chief Financial Officer

MEMORANDUM

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

FROM: Glen Lee
Chief Financial Officer 

DATE: September 12, 2025

SUBJECT: Fiscal Impact Statement – Salary Schedule Changes for Non-Union,
Uniformed Police Officials of the Metropolitan Police Department
Emergency Approval Resolution of 2025

REFERENCE: Draft resolution as provided to the Office of Revenue Analysis on
September 11, 2025

Conclusion

Funds are sufficient in the proposed fiscal year 2026 through fiscal year 2029 budget and financial plan to implement the resolution.

The resolution approves retroactive and base pay increases for non-union, uniformed police officials of the Metropolitan Police Department (MPD) that will cost \$10.5 million in fiscal year 2026 and \$27.3 million over the four-year financial plan. The resolution will be effective October 1, 2025, and funding in the Workforce Investments Account is sufficient to pay the total costs of the increase.

Background

The resolution approves changes to the salary schedules for current non-union, uniformed police officials at MPD for the period from October 1, 2023 through September 30, 2026 that includes approximately 215 current employees with an average salary of \$146,078. Those that have retired or died during the effective period may also be eligible for the increase¹.

Increases to Base Salary

Eligible employees will receive the following increases to base salary:

- 4.50 percent for fiscal year 2024 (retroactive, effective October 8, 2023);

¹ Pursuant to D.C. Official Code § 1-611.06(d)(2).

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FIS: "Salary Schedule Changes for Non-Union, Uniformed Police Officials of the Metropolitan Police Department Emergency Approval Resolution of 2025," Draft provided to the Office of Revenue Analysis on September 11, 2025.

- 4.25 percent for fiscal year 2025 (retroactive, effective October 6, 2024); and
- 4.25 percent for fiscal year 2026 (beginning October 5, 2025).

Retroactive increases are payable as of October 1, 2025, the effective date of the resolution.

Financial Plan Impact

Funds are sufficient in the proposed fiscal year 2026 through fiscal year 2029 budget and financial plan to implement the resolution. The resolution will be effective October 1, 2025, and funding in the Workforce Investments Account is sufficient to pay the total costs of the increase.

The pay increases will cost \$10.5 million in fiscal year 2026 and \$27.3 million over the four-year financial plan. The fiscal year 2026 cost includes retroactive pay increases on fiscal year 2024 and fiscal year 2025 earnings. The cost over the financial plan also includes an estimate of increases to annual contributions due for the Police Officers' and Firefighters' Retirement Plan, due to the pay raises. Actual annual required retirement contributions will be provided by the District of Columbia Retirement Board in its next actuarial analysis.

A breakout of the costs is in the chart below.

Cost of the Salary Schedule Changes for Non-Union, Uniformed Police Officials of the Metropolitan Police Department Emergency Approval Resolution of 2025 FY 2026- FY 2029 (\$ in thousands)					
	FY 2026^(a)	FY 2027	FY 2028	FY 2029	Four-Year Total
Retroactive Salary and Overtime Increase	\$4,221	\$0	\$0	\$0	\$4,221
Retroactive Overtime Increase	\$1,145	\$0	\$0	\$0	\$1,145
Retroactive Fringe Increase	\$78	\$0	\$0	\$0	\$78
Base Salary Increase ^(b)	\$4,262	\$4,976	\$5,703	\$6,446	\$21,387
Base Overtime Increase	\$769	\$769	\$769	\$769	\$3,076
Base Fringe Increase	\$51	\$73	\$83	\$94	\$301
Retirement Funding Impact	\$0	\$278	\$278	\$278	\$834
TOTAL COST	\$10,527	\$6,096	\$6,834	\$7,586	\$31,043

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Cost of the Salary Schedule Changes for Non-Union, Uniformed Police Officials of the Metropolitan Police Department Emergency Approval Resolution of 2025 FY 2026- FY 2029 (\$ in thousands)					
	FY 2026^(a)	FY 2027	FY 2028	FY 2029	Four-Year Total
Less Funds available in the Financial Plan for Base Salaries ^(c)		(\$628)	(\$1,256)	(\$1,884)	(\$3,769)
COST COVERED BY WORKFORCE INVESTMENTS ACCOUNT (UP0)	\$10,527	\$5,467	\$5,577	\$5,702	\$27,274

Table Notes:

- (a) Includes 4.5 percent increase in fiscal year 2024 retroactive to October 8, 2023, 4.25 percent increase for fiscal year 2025 retroactive to October 6, 2024, and 4.25 percent increase for fiscal year 2026, beginning October 5, 2025. Additional fringe benefit costs are also included at 1.45 percent of salary.
- (b) Includes salary increase assumption of 2 percent annually for fiscal years 2027 through 2029.
- (c) Increases already built into the financial plan for current base salaries are used toward the cost of the agreement.