

**District of Columbia Government Salary Schedule: Police Service (Union)**



Fiscal Year: 2024

Effective Date: October 8, 2023

Union/Nonunion: Union

Affected CBU/Service Code(s): KAA D01, KAA D11

Pay Plan: Police Service

Peoplesoft Schedule: PS0001

% Increase: 4.5%

Resolution Number:

Date of Resolution:

Grade		Steps								
		1	2	3	4	5	6	7	8	9
Class 01- Officer	Base Annual Salary October 9, 2022	\$ 66,419	\$ 69,739	\$ 73,223	\$ 76,884	\$ 80,730	\$ 84,750	\$ 89,004	\$ 93,454	\$ 98,125
	Base Pay with 4.5% Increase as of October 8, 2023= Base Pay #1	\$ 69,408	\$ 72,877	\$ 76,518	\$ 80,344	\$ 84,363	\$ 88,564	\$ 93,009	\$ 97,659	\$ 102,541
	Retention Allowance less than 20 yrs:Pay #1 + 4.2% = Pay #2	\$ 72,323	\$ 75,938	\$ 79,732	\$ 83,718	\$ 87,906	\$ 92,283	\$ 96,916	\$ 101,761	\$ 106,847
	Base Retention Differential After 5 Years: Pay 2+ 5% = Pay #3	\$ 75,939	\$ 79,735	\$ 83,718	\$ 87,904	\$ 92,301	\$ 96,898	\$ 101,761	\$ 106,849	\$ 112,190
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 79,736	\$ 83,532	\$ 87,515	\$ 91,701	\$ 96,098	\$ 100,695	\$ 105,558	\$ 110,646	\$ 115,987
	Base Retention Differential After 20 Years : Pay #3 + 5%= Pay #5	\$ 79,736	\$ 83,722	\$ 87,904	\$ 92,299	\$ 96,916	\$ 101,742	\$ 106,849	\$ 112,192	\$ 117,799
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 87,710	\$ 91,695	\$ 95,878	\$ 100,273	\$ 104,890	\$ 109,716	\$ 114,823	\$ 120,165	\$ 125,773
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 91,697	\$ 95,682	\$ 99,865	\$ 104,260	\$ 108,877	\$ 113,703	\$ 118,810	\$ 124,152	\$ 129,760
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 95,683	\$ 99,669	\$ 103,852	\$ 108,247	\$ 112,864	\$ 117,690	\$ 122,797	\$ 128,139	\$ 133,746
Class 03 Detective	Base Annual Salary October 9, 2022	\$ 83,022	\$ 87,174	\$ 91,531	\$ 96,111	\$ 100,917	\$ 105,962	\$ 111,262		
	Base Pay with 4.5% Increase as of October 8, 2023= Base Pay #1	\$ 86,758	\$ 91,097	\$ 95,650	\$ 100,436	\$ 105,458	\$ 110,730	\$ 116,269		
	Retention Allowance less than 20 yrs:Pay #1 + 4.2% = Pay #2	\$ 90,402	\$ 94,923	\$ 99,667	\$ 104,654	\$ 109,888	\$ 115,381	\$ 121,152		
	Base Retention Differential After 5 Years: Pay 2+ 5% = Pay #3	\$ 94,922	\$ 99,669	\$ 104,651	\$ 109,887	\$ 115,382	\$ 121,150	\$ 127,210		
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 99,668	\$ 104,415	\$ 109,397	\$ 114,633	\$ 120,128	\$ 125,896	\$ 131,956		
	Base Retention Differential After 20 Years : Pay #3 + 5%= Pay #5	\$ 99,668	\$ 104,652	\$ 109,883	\$ 115,381	\$ 121,151	\$ 127,208	\$ 133,570		
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 109,635	\$ 114,619	\$ 119,850	\$ 125,348	\$ 131,118	\$ 137,174	\$ 143,537		
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 114,618	\$ 119,603	\$ 124,347	\$ 130,332	\$ 136,101	\$ 142,158	\$ 148,520		
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 119,602	\$ 124,586	\$ 129,817	\$ 135,315	\$ 141,085	\$ 147,141	\$ 153,504		
Class 04- Sergeant	Base Annual Salary October 9, 2022	\$ 90,204	\$ 94,714	\$ 99,455	\$ 104,425	\$ 109,644	\$ 115,126			
	Base Pay with 4.5% Increase as of October 8, 2023= Base Pay #1	\$ 94,263	\$ 98,976	\$ 103,930	\$ 109,124	\$ 114,578	\$ 120,307			
	Retention Allowance less than 20 yrs:Pay #1 + 4.2% = Pay #2	\$ 98,222	\$ 103,133	\$ 108,296	\$ 113,707	\$ 119,390	\$ 125,360			
	Base Retention Differential After 5 Years: Pay 2+ 5% = Pay #3	\$ 103,133	\$ 108,290	\$ 113,710	\$ 119,393	\$ 125,360	\$ 131,628			
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 108,290	\$ 113,446	\$ 118,867	\$ 124,549	\$ 130,516	\$ 136,784			
	Base Retention Differential After 20 Years : Pay #3 + 5%= Pay #5	\$ 108,290	\$ 113,704	\$ 119,396	\$ 125,362	\$ 131,628	\$ 138,209			
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 119,119	\$ 124,533	\$ 130,225	\$ 136,191	\$ 142,457	\$ 149,038			
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 124,534	\$ 129,948	\$ 135,639	\$ 141,606	\$ 147,871	\$ 154,452			
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 129,948	\$ 135,362	\$ 141,054	\$ 147,020	\$ 153,286	\$ 159,867			

# District of Columbia Government Salary Schedule: Police Service (Union)



**Fiscal Year:** 2025

**Effective Date:** October 6, 2024

**Union/Nonunion:** Union

**Affected CBU/Service Code(s):** KAA D01, KAA D11

**Pay Plan:** Police Service

**Peoplesoft Schedule:** PS0001

**% Increase:** 4.25%

**Resolution Number:**

**Date of Resolution:**

Grade		Steps								
		1	2	3	4	5	6	7	8	9
Class 01- Officer	Base Annual Salary October 8, 2023	\$ 69,408	\$ 72,877	\$ 76,518	\$ 80,344	\$ 84,363	\$ 88,564	\$ 93,009	\$ 97,659	\$ 102,541
	Base Pay with 4.25% Increase as of October 6, 2024= Base Pay #1	\$ 72,358	\$ 75,974	\$ 79,770	\$ 83,759	\$ 87,948	\$ 92,328	\$ 96,962	\$ 101,810	\$ 106,899
	Retention Allowance less than 20 yrs:Pay #1 + 4.2% = Pay #2	\$ 75,397	\$ 79,165	\$ 83,120	\$ 87,276	\$ 91,642	\$ 96,206	\$ 101,034	\$ 106,086	\$ 111,389
	Base Retention Differential After 5 Years: Pay 2+ 5% = Pay #3	\$ 79,167	\$ 83,123	\$ 87,276	\$ 91,640	\$ 96,224	\$ 101,016	\$ 106,086	\$ 111,390	\$ 116,958
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 83,125	\$ 87,082	\$ 91,235	\$ 95,599	\$ 100,183	\$ 104,974	\$ 110,044	\$ 115,348	\$ 120,917
	Base Retention Differential After 20 Years : Pay #3 + 5%= Pay #5	\$ 83,125	\$ 87,280	\$ 91,640	\$ 96,222	\$ 101,036	\$ 106,067	\$ 111,390	\$ 116,959	\$ 122,806
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 91,438	\$ 95,592	\$ 99,953	\$ 104,535	\$ 109,348	\$ 114,379	\$ 119,703	\$ 125,272	\$ 131,119
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 95,594	\$ 99,748	\$ 104,109	\$ 108,691	\$ 113,504	\$ 118,536	\$ 123,859	\$ 129,428	\$ 135,275
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 99,750	\$ 103,905	\$ 108,265	\$ 112,847	\$ 117,661	\$ 122,692	\$ 128,015	\$ 133,584	\$ 139,431
	Class 03 Detective	Base Annual Salary October 8, 2023	\$ 86,758	\$ 91,097	\$ 95,650	\$ 100,436	\$ 105,458	\$ 110,730	\$ 116,269	
Base Pay with 4.25% Increase as of October 6, 2024= Base Pay #1		\$ 90,445	\$ 94,969	\$ 99,715	\$ 104,705	\$ 109,940	\$ 115,436	\$ 121,210		
Retention Allowance less than 20 yrs:Pay #1 + 4.2% = Pay #2		\$ 94,244	\$ 98,957	\$ 103,903	\$ 109,102	\$ 114,557	\$ 120,284	\$ 126,301		
Base Retention Differential After 5 Years: Pay 2+ 5% = Pay #3		\$ 98,956	\$ 103,905	\$ 109,098	\$ 114,557	\$ 120,285	\$ 126,299	\$ 132,616		
Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4		\$ 103,904	\$ 108,853	\$ 114,046	\$ 119,505	\$ 125,233	\$ 131,246	\$ 137,564		
Base Retention Differential After 20 Years : Pay #3 + 5%= Pay #5		\$ 103,904	\$ 109,100	\$ 114,553	\$ 120,285	\$ 126,300	\$ 132,613	\$ 139,247		
Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6		\$ 114,294	\$ 119,491	\$ 124,944	\$ 130,675	\$ 136,690	\$ 143,004	\$ 149,638		
Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7		\$ 119,490	\$ 124,686	\$ 129,632	\$ 135,871	\$ 141,885	\$ 148,199	\$ 154,833		
Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8		\$ 124,685	\$ 129,881	\$ 135,334	\$ 141,066	\$ 147,080	\$ 153,394	\$ 160,028		
Class 04- Sergeant		Base Annual Salary October 8, 2023	\$ 94,263	\$ 98,976	\$ 103,930	\$ 109,124	\$ 114,578	\$ 120,307		
	Base Pay with 4.25% Increase as of October 6, 2024= Base Pay #1	\$ 98,269	\$ 103,182	\$ 108,347	\$ 113,762	\$ 119,448	\$ 125,420			
	Retention Allowance less than 20 yrs:Pay #1 + 4.2% = Pay #2	\$ 102,396	\$ 107,516	\$ 112,898	\$ 118,540	\$ 124,464	\$ 130,688			
	Base Retention Differential After 5 Years: Pay 2+ 5% = Pay #3	\$ 107,516	\$ 112,892	\$ 118,542	\$ 124,467	\$ 130,688	\$ 137,222			
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 112,892	\$ 118,268	\$ 123,918	\$ 129,843	\$ 136,063	\$ 142,598			
	Base Retention Differential After 20 Years : Pay #3 + 5%= Pay #5	\$ 112,892	\$ 118,537	\$ 124,470	\$ 130,690	\$ 137,222	\$ 144,083			
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 124,181	\$ 129,826	\$ 135,759	\$ 141,979	\$ 148,511	\$ 155,372			
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 129,826	\$ 135,470	\$ 141,403	\$ 147,624	\$ 154,156	\$ 161,017			
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 135,471	\$ 141,115	\$ 147,048	\$ 153,269	\$ 159,800	\$ 166,662			

# District of Columbia Government Salary Schedule: Police Service (Union)



Fiscal Year: 2026

Effective Date: October 5, 2025

Union/Nonunion: Union

Affected CBU/Service Code(s): KAA D01, KAA D11

Pay Plan: Police Service

Peoplesoft Schedule: PS0001

% Increase: 4.25%

Resolution Number:

Date of Resolution:

Grade		Steps								
		1	2	3	4	5	6	7	8	9
Class 01- Officer	Base Annual Salary October 6, 2024	\$ 72,358	\$ 75,974	\$ 79,770	\$ 83,759	\$ 87,948	\$ 92,328	\$ 96,962	\$ 101,810	\$ 106,899
	Base Pay with 4.25% Increase as of October 5, 2025= Base Pay #1	\$ 75,433	\$ 79,203	\$ 83,160	\$ 87,319	\$ 91,686	\$ 96,252	\$ 101,083	\$ 106,137	\$ 111,442
	Retention Allowance less than 20 yrs:Pay #1 + 4.2% = Pay #2	\$ 78,601	\$ 82,529	\$ 86,653	\$ 90,986	\$ 95,537	\$ 100,295	\$ 105,328	\$ 110,595	\$ 116,123
	Base Retention Differential After 5 Years: Pay 2+ 5% = Pay #3	\$ 82,531	\$ 86,656	\$ 90,986	\$ 95,535	\$ 100,313	\$ 105,309	\$ 110,595	\$ 116,124	\$ 121,929
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 86,658	\$ 90,782	\$ 95,112	\$ 99,662	\$ 104,440	\$ 109,436	\$ 114,721	\$ 120,251	\$ 126,055
	Base Retention Differential After 20 Years : Pay #3 + 5%= Pay #5	\$ 86,658	\$ 90,989	\$ 95,535	\$ 100,312	\$ 105,329	\$ 110,575	\$ 116,125	\$ 121,931	\$ 128,025
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 95,324	\$ 99,654	\$ 104,201	\$ 108,978	\$ 113,995	\$ 119,241	\$ 124,790	\$ 130,596	\$ 136,691
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 99,657	\$ 103,987	\$ 108,534	\$ 113,311	\$ 118,328	\$ 123,573	\$ 129,123	\$ 134,929	\$ 141,024
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 103,990	\$ 108,320	\$ 112,866	\$ 117,644	\$ 122,661	\$ 127,906	\$ 133,456	\$ 139,262	\$ 145,357
	Class 03 Detective	Base Annual Salary October 6, 2024	\$ 90,445	\$ 94,969	\$ 99,715	\$ 104,705	\$ 109,940	\$ 115,436	\$ 121,210	
Base Pay with 4.25% Increase as of October 5, 2025= Base Pay #1		\$ 94,289	\$ 99,005	\$ 103,953	\$ 109,155	\$ 114,612	\$ 120,342	\$ 126,361		
Retention Allowance less than 20 yrs:Pay #1 + 4.2% = Pay #2		\$ 98,249	\$ 103,163	\$ 108,319	\$ 113,739	\$ 119,426	\$ 125,396	\$ 131,669		
Base Retention Differential After 5 Years: Pay 2+ 5% = Pay #3		\$ 103,161	\$ 108,322	\$ 113,735	\$ 119,426	\$ 125,397	\$ 131,666	\$ 138,252		
Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4		\$ 108,320	\$ 113,480	\$ 118,893	\$ 124,585	\$ 130,556	\$ 136,824	\$ 143,410		
Base Retention Differential After 20 Years : Pay #3 + 5%= Pay #5		\$ 108,320	\$ 113,738	\$ 119,422	\$ 125,398	\$ 131,667	\$ 138,250	\$ 145,165		
Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6		\$ 119,152	\$ 124,570	\$ 130,254	\$ 136,230	\$ 142,499	\$ 149,081	\$ 155,997		
Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7		\$ 124,568	\$ 129,986	\$ 135,141	\$ 141,646	\$ 147,915	\$ 154,497	\$ 161,413		
Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8		\$ 129,983	\$ 135,402	\$ 141,086	\$ 147,062	\$ 153,331	\$ 159,913	\$ 166,829		
Class 04- Sergeant		Base Annual Salary October 6, 2024	\$ 98,269	\$ 103,182	\$ 108,347	\$ 113,762	\$ 119,448	\$ 125,420		
	Base Pay with 4.25% Increase as of October 5, 2025= Base Pay #1	\$ 102,445	\$ 107,567	\$ 112,952	\$ 118,597	\$ 124,525	\$ 130,750			
	Retention Allowance less than 20 yrs:Pay #1 + 4.2% = Pay #2	\$ 106,748	\$ 112,085	\$ 117,696	\$ 123,578	\$ 129,755	\$ 136,242			
	Base Retention Differential After 5 Years: Pay 2+ 5% = Pay #3	\$ 112,086	\$ 117,689	\$ 123,581	\$ 129,757	\$ 136,242	\$ 143,054			
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 117,690	\$ 123,294	\$ 129,185	\$ 135,361	\$ 141,847	\$ 148,658			
	Base Retention Differential After 20 Years : Pay #3 + 5%= Pay #5	\$ 117,690	\$ 123,574	\$ 129,760	\$ 136,245	\$ 143,054	\$ 150,207			
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 129,459	\$ 135,343	\$ 141,529	\$ 148,014	\$ 154,823	\$ 161,976			
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 135,343	\$ 141,227	\$ 147,413	\$ 153,898	\$ 160,708	\$ 167,860			
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 141,228	\$ 147,112	\$ 153,297	\$ 159,783	\$ 166,592	\$ 173,745			