

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



Fiscal Year: 2024

Effective Date: October 8, 2023

Union/Nonunion: Non-union **Affected CBU/Service Code(s):** XAA D01, XAA D11

Pay Plan/Schedule: Police Service

Peoplesoft Schedule: PS0002

% Increase: 4.5%

Resolution Number:

Date of Resolution:

Grade		Steps				
		1	2	3	4	5
Class 05 Lieutenant	Base Pay with 4.5% Increase as of October 8, 2023 = Base Pay #1	\$ 108,644	\$ 114,642	\$ 120,925	\$ 127,578	\$ 134,592
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 113,207	\$ 119,457	\$ 126,004	\$ 132,936	\$ 140,245
	Base Retention Differential after 5 Years: Pay 2 + 5% = Pay #3	\$ 118,867	\$ 125,430	\$ 132,304	\$ 139,583	\$ 147,257
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 124,811	\$ 131,373	\$ 138,247	\$ 145,526	\$ 153,200
	Base Retention Differential- 20 or more YOS: Pay #3 + 5%= Pay #5	\$ 124,811	\$ 131,701	\$ 138,919	\$ 146,562	\$ 154,620
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 137,292	\$ 144,182	\$ 151,400	\$ 159,043	\$ 167,101
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 143,532	\$ 150,423	\$ 157,641	\$ 165,284	\$ 173,342
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 149,773	\$ 156,663	\$ 163,881	\$ 171,524	\$ 179,582
Class 07 Captain	Base Pay with 4.5% Increase as of October 8, 2023 = Base Pay #1	\$ 128,710	\$ 135,406	\$ 142,445	\$ 149,853	
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 134,116	\$ 141,093	\$ 148,428	\$ 156,147	
	Base Retention Differential after 5 Years: Pay 2 + 5% = Pay #3	\$ 140,822	\$ 148,148	\$ 155,849	\$ 163,954	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 147,863	\$ 155,189	\$ 162,890	\$ 170,995	
	Base Retention Differential- 20 or more YOS: Pay #3 + 5%= Pay #5	\$ 147,863	\$ 155,555	\$ 163,642	\$ 172,152	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 162,649	\$ 170,341	\$ 178,428	\$ 186,938	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 170,042	\$ 177,734	\$ 185,821	\$ 194,331	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 177,435	\$ 185,128	\$ 193,214	\$ 201,724	

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Pay Plan/Schedule: Police Service

Peoplesoft Schedule: PS0002

% Increase: 4.5%

Resolution Number:

Date of Resolution:

Grade		Steps				
		1	2	3	4	5
Class 08 Inspector	Base Pay with 4.5% Increase as of October 8, 2023 = Base Pay #1	\$ 143,221	\$ 150,672	\$ 158,502	\$ 166,750	
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 149,236	\$ 157,000	\$ 165,159	\$ 173,754	
	Base Retention Differential after 5 Years: Pay 2 + 5% = Pay #3	\$ 156,698	\$ 164,850	\$ 173,417	\$ 182,441	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 164,533	\$ 172,685	\$ 181,252	\$ 190,276	
	Base Retention Differential- 20 or more YOS: Pay #3 + 5%= Pay #5	\$ 164,533	\$ 173,093	\$ 182,088	\$ 191,563	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 180,986	\$ 189,546	\$ 198,541	\$ 208,017	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 189,213	\$ 197,773	\$ 206,768	\$ 216,243	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 197,440	\$ 205,999	\$ 214,994	\$ 224,470	
Class 09 Commander	Base Pay with 4.5% Increase as of October 8, 2023 = Base Pay #1	\$ 168,080	\$ 179,341	\$ 191,353	\$ 204,178	
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 175,139	\$ 186,873	\$ 199,390	\$ 212,753	
	Base Retention Differential after 5 Years: Pay 2 + 5% = Pay #3	\$ 183,896	\$ 196,217	\$ 209,359	\$ 223,391	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 193,091	\$ 205,412	\$ 218,554	\$ 232,586	
	Base Retention Differential- 20 or more YOS: Pay #3 + 5%= Pay #5	\$ 193,091	\$ 206,028	\$ 219,827	\$ 234,561	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 212,400	\$ 225,337	\$ 239,136	\$ 253,870	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 222,055	\$ 234,992	\$ 248,791	\$ 263,524	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 231,709	\$ 244,646	\$ 258,446	\$ 273,179	
Class 10 Assistant Chief	Base Pay with 4.5% Increase as of October 8, 2023 = Base Pay #1	\$ 197,921	\$ 211,113	\$ 225,173		
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 206,234	\$ 219,980	\$ 234,630		
	Base Retention Differential after 5 Years: Pay 2 + 5% = Pay #3	\$ 216,545	\$ 230,979	\$ 246,362		
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 227,373	\$ 241,806	\$ 257,189		
	Base Retention Differential- 20 or more YOS: Pay #3 + 5%= Pay #5	\$ 227,373	\$ 242,528	\$ 258,680		
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 250,110	\$ 265,265	\$ 281,417		
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 261,479	\$ 276,634	\$ 292,786		
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 272,847	\$ 288,002	\$ 304,154		

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



Fiscal Year: 2025
Effective Date: October 6, 2024
Union/Nonunion: Non-union
Pay Plan/Schedule: Police Service
Peoplesoft Schedule: PS0002

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

% Increase: 4.25%

Resolution Number:

Date of Resolution:

Grade		Steps				
		1	2	3	4	5
Class 05 Lieutenant	Base Pay with 4.25% Increase as of October 6, 2024 = Base Pay #1	\$ 113,261	\$ 119,514	\$ 126,064	\$ 133,000	\$ 140,312
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 118,018	\$ 124,534	\$ 131,359	\$ 138,586	\$ 146,205
	Base Retention Differential after 5 Years: Pay 2 + 5% = Pay #3	\$ 123,919	\$ 130,760	\$ 137,927	\$ 145,515	\$ 153,515
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 130,115	\$ 136,956	\$ 144,123	\$ 151,711	\$ 159,711
	Base Retention Differential- 20 or more YOS: Pay #3 + 5%= Pay #5	\$ 130,115	\$ 137,298	\$ 144,823	\$ 152,791	\$ 161,191
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 143,126	\$ 150,310	\$ 157,834	\$ 165,803	\$ 174,203
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 149,632	\$ 156,816	\$ 164,340	\$ 172,308	\$ 180,708
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 156,138	\$ 163,321	\$ 170,846	\$ 178,814	\$ 187,214
Class 07 Captain	Base Pay with 4.25% Increase as of October 6, 2024 = Base Pay #1	\$ 134,180	\$ 141,161	\$ 148,499	\$ 156,222	
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 139,816	\$ 147,090	\$ 154,736	\$ 162,783	
	Base Retention Differential after 5 Years: Pay 2 + 5% = Pay #3	\$ 146,806	\$ 154,444	\$ 162,473	\$ 170,922	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 154,147	\$ 161,785	\$ 169,813	\$ 178,263	
	Base Retention Differential- 20 or more YOS: Pay #3 + 5%= Pay #5	\$ 154,147	\$ 162,166	\$ 170,596	\$ 179,469	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 169,561	\$ 177,581	\$ 186,011	\$ 194,883	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 177,269	\$ 185,288	\$ 193,718	\$ 202,591	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 184,976	\$ 192,996	\$ 201,426	\$ 210,298	

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Pay Plan/Schedule: Police Service

Peoplesoft Schedule: PS0002

% Increase: 4.25%

Resolution Number:

Date of Resolution:

Grade		Steps				
		1	2	3	4	5
Class 08 Inspector	Base Pay with 4.25% Increase as of October 6, 2024 = Base Pay #1	\$ 149,308	\$ 157,076	\$ 165,238	\$ 173,837	
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 155,579	\$ 163,673	\$ 172,178	\$ 181,138	
	Base Retention Differential after 5 Years: Pay 2 + 5% = Pay #3	\$ 163,358	\$ 171,857	\$ 180,787	\$ 190,195	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 171,526	\$ 180,025	\$ 188,955	\$ 198,363	
	Base Retention Differential- 20 or more YOS: Pay #3 + 5%= Pay #5	\$ 171,526	\$ 180,450	\$ 189,826	\$ 199,705	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 188,678	\$ 197,602	\$ 206,979	\$ 216,857	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 197,255	\$ 206,179	\$ 215,555	\$ 225,434	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 205,831	\$ 214,755	\$ 224,131	\$ 234,010	
Class 09 Commander	Base Pay with 4.25% Increase as of October 6, 2024 = Base Pay #1	\$ 175,223	\$ 186,963	\$ 199,486	\$ 212,856	
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 182,582	\$ 194,815	\$ 207,864	\$ 221,796	
	Base Retention Differential after 5 Years: Pay 2 + 5% = Pay #3	\$ 191,711	\$ 204,556	\$ 218,258	\$ 232,886	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 201,297	\$ 214,142	\$ 227,843	\$ 242,471	
	Base Retention Differential- 20 or more YOS: Pay #3 + 5%= Pay #5	\$ 201,297	\$ 214,784	\$ 229,171	\$ 244,530	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 221,427	\$ 234,914	\$ 249,300	\$ 264,660	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 231,492	\$ 244,979	\$ 259,365	\$ 274,725	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 241,556	\$ 255,043	\$ 269,430	\$ 284,789	
Class 10 Assistant Chief	Base Pay with 4.25% Increase as of October 6, 2024 = Base Pay #1	\$ 206,333	\$ 220,085	\$ 234,743		
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 214,999	\$ 229,329	\$ 244,602		
	Base Retention Differential after 5 Years: Pay 2 + 5% = Pay #3	\$ 225,749	\$ 240,795	\$ 256,832		
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 237,036	\$ 252,082	\$ 268,120		
	Base Retention Differential- 20 or more YOS: Pay #3 + 5%= Pay #5	\$ 237,036	\$ 252,835	\$ 269,674		
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 260,740	\$ 276,538	\$ 293,378		
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 272,592	\$ 288,390	\$ 305,229		
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 284,444	\$ 300,242	\$ 317,081		

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



Fiscal Year: 2026

Effective Date: October 5, 2025

Union/Nonunion: Non-union **Affected CBU/Service Code(s):** XAA D01, XAA D11

Pay Plan/Schedule: Police Service

Peoplesoft Schedule: PS0002

% Increase: 4.25%

Resolution Number:

Date of Resolution:

Grade		Steps				
		1	2	3	4	5
Class 05 Lieutenant	Base Pay with 4.25% Increase as of October 5, 2025 = Base Pay #1	\$ 118,075	\$ 124,593	\$ 131,422	\$ 138,653	\$ 146,275
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 123,034	\$ 129,826	\$ 136,942	\$ 144,476	\$ 152,419
	Base Retention Differential after 5 Years: Pay 2 + 5% = Pay #3	\$ 129,186	\$ 136,317	\$ 143,789	\$ 151,700	\$ 160,039
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 135,645	\$ 142,776	\$ 150,248	\$ 158,160	\$ 166,499
	Base Retention Differential- 20 or more YOS: Pay #3 + 5%= Pay #5	\$ 135,645	\$ 143,133	\$ 150,978	\$ 159,285	\$ 168,041
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 149,210	\$ 156,698	\$ 164,543	\$ 172,850	\$ 181,606
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 155,992	\$ 163,480	\$ 171,325	\$ 179,632	\$ 188,388
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 162,774	\$ 170,262	\$ 178,107	\$ 186,414	\$ 195,170
Class 07 Captain	Base Pay with 4.25% Increase as of October 5, 2025 = Base Pay #1	\$ 139,883	\$ 147,160	\$ 154,810	\$ 162,861	
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 145,758	\$ 153,341	\$ 161,312	\$ 169,701	
	Base Retention Differential after 5 Years: Pay 2 + 5% = Pay #3	\$ 153,046	\$ 161,008	\$ 169,378	\$ 178,186	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 160,698	\$ 168,660	\$ 177,030	\$ 185,839	
	Base Retention Differential- 20 or more YOS: Pay #3 + 5%= Pay #5	\$ 160,698	\$ 169,058	\$ 177,847	\$ 187,096	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 176,768	\$ 185,128	\$ 193,916	\$ 203,165	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 184,803	\$ 193,163	\$ 201,951	\$ 211,200	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 192,838	\$ 201,198	\$ 209,986	\$ 219,235	

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Pay Plan/Schedule: Police Service

Peoplesoft Schedule: PS0002

% Increase: 4.25%

Resolution Number:

Date of Resolution:

Grade		Steps				
		1	2	3	4	5
Class 08 Inspector	Base Pay with 4.25% Increase as of October 5, 2025 = Base Pay #1	\$ 155,654	\$ 163,752	\$ 172,261	\$ 181,225	
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 162,191	\$ 170,630	\$ 179,496	\$ 188,836	
	Base Retention Differential after 5 Years: Pay 2 + 5% = Pay #3	\$ 170,301	\$ 179,161	\$ 188,471	\$ 198,278	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 178,816	\$ 187,676	\$ 196,986	\$ 206,793	
	Base Retention Differential- 20 or more YOS: Pay #3 + 5%= Pay #5	\$ 178,816	\$ 188,119	\$ 197,894	\$ 208,192	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 196,698	\$ 206,001	\$ 215,776	\$ 226,074	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 205,639	\$ 214,942	\$ 224,717	\$ 235,015	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 214,579	\$ 223,882	\$ 233,658	\$ 243,955	
Class 09 Commander	Base Pay with 4.25% Increase as of October 5, 2025 = Base Pay #1	\$ 182,670	\$ 194,909	\$ 207,964	\$ 221,902	
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 190,342	\$ 203,095	\$ 216,698	\$ 231,222	
	Base Retention Differential after 5 Years: Pay 2 + 5% = Pay #3	\$ 199,859	\$ 213,250	\$ 227,533	\$ 242,783	
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 209,852	\$ 223,243	\$ 237,526	\$ 252,776	
	Base Retention Differential- 20 or more YOS: Pay #3 + 5%= Pay #5	\$ 209,852	\$ 223,912	\$ 238,910	\$ 254,922	
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 230,837	\$ 244,898	\$ 259,895	\$ 275,907	
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 241,330	\$ 255,390	\$ 270,388	\$ 286,400	
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 251,823	\$ 265,883	\$ 280,881	\$ 296,893	
Class 10 Assistant Chief	Base Pay with 4.25% Increase as of October 5, 2025 = Base Pay #1	\$ 215,102	\$ 229,439	\$ 244,720		
	Retention Allowance less than 20 yrs: Pay #1 + 4.2% = Pay #2	\$ 224,136	\$ 239,075	\$ 254,998		
	Base Retention Differential after 5 Years: Pay 2 + 5% = Pay #3	\$ 235,343	\$ 251,029	\$ 267,748		
	Service Longevity Payment- 15 YOS @ 5% of Step 1 Pay #3= Pay #4	\$ 247,110	\$ 262,796	\$ 279,515		
	Base Retention Differential- 20 or more YOS: Pay #3 + 5%= Pay #5	\$ 247,110	\$ 263,581	\$ 281,136		
	Service Longevity Payment- 20 YOS @ 10% of Step 1 Pay #5= Pay #6	\$ 271,821	\$ 288,292	\$ 305,847		
	Service Longevity Payment- 25 YOS @ 15% of Step 1 Pay #5= Pay #7	\$ 284,177	\$ 300,647	\$ 318,202		
	Service Longevity Payment- 30 YOS @ 20% of Step 1 Pay #5= Pay #8	\$ 296,532	\$ 313,003	\$ 330,558		