

Executive Service Positions – Pay Levels



District Personnel Manual Instruction No. 10-44

Effective Date
January 14, 2015

Expiration Date
Until superseded

Related DPM Chapters
10

i **NOTE:** This instruction supersedes E-DPM Instruction No. 10-43 Pay Levels for Executive Positions Paid Under the Executive Service ("DX Schedule"), dated November 17, 2014. This instruction removes the Executive Director position in the Commission on the Arts and Humanities and changes the name of the Department of Mental Health to the Department of Behavior Health. All other information remains the same.

Overview

The purpose of this instruction is to provide the position titles, pay levels, and salary ranges for all Executive Service positions in subordinate agencies under the Mayor.

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General Provisions

1. The Executive Schedule ("*DX Schedule*"), which is the basic pay schedule for positions in the Executive Service, is divided into five (5) pay levels: *E1*, *E2*, *E3*, *E4*, and *E5*.
2. Each pay level has a minimum, midpoint, and maximum salary range, established by the Mayor and subject to Council review and approval by resolution.
3. Except as otherwise provided by law or regulation, a person appointed to a position in the Executive Service shall be appointed at the pay level on the *DX Schedule* designated for that position, and will receive a salary set at any amount within the salary range determined to be appropriate.

4. In accordance with section 1001.2 of Chapter 10 of the D.C. personnel regulations, Executive Service, the Director of the D.C. Department of Human Resources (DCHR) is responsible for providing relevant criteria for consideration by the Mayor in designating the appropriate pay level within the *DX Schedule* for each Executive Service position. The criteria must include but is not limited to the following:
- (a) Agency budget characteristics;
 - (b) Agency workforce characteristics;
 - (c) Complexity of agency mission and functions; and
 - (d) Desired qualifications for or the impact of the person on the position.

Pay Levels

Based on the criteria referenced in paragraph 4 above, the pay levels within the *DX Schedule* designated by the Mayor for Executive Service positions as of the date of this instruction are as follows:

PAY LEVEL: E1
SALARY RANGE: \$90,478 – \$135,717

AGENCY	POSITION TITLE
Office on African Affairs	Executive Director
Office of Asian & Pacific Islander Affairs	Executive Director
Office on Returning Citizen Affairs	Executive Director
Office on Latino Affairs	Director

PAY LEVEL: E2
SALARY RANGE: \$98,394 – \$147,525

AGENCY	POSITION TITLE
Department of Small and Local Business Development	Director
Office of Cable Television	Director

PAY LEVEL: *E3*
SALARY RANGE: \$106,989 – \$160,281

AGENCY	POSITION TITLE
Office on Aging	Director
Office of Disability Rights	Director
Office of the Secretary of the District of Columbia	Secretary of the District of Columbia

PAY LEVEL: *E4*
SALARY RANGE: \$116,264 – \$174,125

AGENCY	POSITION TITLE
Department of Motor Vehicles	Director
Department of Parks and Recreation	Director
District Department of the Environment	Director
Office of Contracting and Procurement	Chief Procurement Officer
Office of Human Rights	Director
Office of Planning	Director
Office of Risk Management	Chief Risk Officer

PAY LEVEL: *E5*
SALARY RANGE: \$125,877 – \$309,000

AGENCY	POSITION TITLE
Child and Family Services Agency	Director
D.C. Public Schools	Chancellor
Department of Consumer and Regulatory Affairs	Director
Department of Corrections	Director

PAY LEVEL: E5 (Continued)
SALARY RANGE: \$125,877 – \$309,000

AGENCY	POSITION TITLE
Department on Disability Services	Director
Department of Education	Deputy Mayor for Education
Department of Employment Services	Director
Department of Forensic Services	Director
Department of General Services	Director
Department of Health	Director
Department of Health Care Finance	Director
Department of Housing and Community Development	Director
D.C. Department of Human Resources	Director
Department of Human Services	Director
Department of Insurance, Securities and Banking	Commissioner
Department of Behavioral Health	Director
Department of Public Works	Director
Department of Youth Rehabilitation Services	Director
District Department of Transportation	Director
Fire and Emergency Medical Services Department	Fire Chief
Homeland Security and Emergency Management Agency	Director
Metropolitan Police Department	Chief of Police
Office of the Chief Medical Examiner	Chief Medical Examiner

PAY LEVEL: E5 (Continued)
SALARY RANGE: \$125,877 – \$309,000

AGENCY	POSITION TITLE
Office of the Attorney General for the District of Columbia	Attorney General for the District of Columbia
Office of the Chief Technology Officer	Chief Technology Officer
Office of the Deputy Mayor for Planning and Economic Development	Deputy Mayor for Planning and Economic Development
Office of the Inspector General	Inspector General
Office of Unified Communications	Director

Exceptions

- As provided in the Executive Compensation Amendment Act of 2011 (D.C. Law 19-243), effective February 24, 2012, salary exceptions were made for the following positions:

AGENCY	POSITION TITLE
D.C. Public Schools	Chancellor
Fire and Emergency Medical Services Department	Fire Chief
Metropolitan Police Department	Chief of Police

- As provided in the Criminal Code Amendment Act of 2012 (D.C. Law 19-320), effective June 19, 2013, a salary exception was made for the following position:

AGENCY	POSITION TITLE
Department of Forensic Sciences	Director

- As provided in the Fiscal Year 2014 Budget Support Emergency Act of 2013 (A20-0130), effective July 30, 2013, a salary exception was made for the following position:

AGENCY	POSITION TITLE
Office of the Chief Medical Examiner	Chief Medical Examiner

- The salary exceptions for the positions listed in section 1 through 3 above, apply only to the named, incumbent office-holders of these positions. Furthermore, the salaries referenced in the statute shall not be used as a basis for determining the salaries of future office-holders in the above positions. Rather, the Executive Service Salary Schedule shall be used to determine compensation.

Employment Contracts

- The Mayor shall not enter into an employment contract with a subordinate agency head that contains terms and conditions of employment that are inconsistent with existing law.
- Employment contracts shall be posted on the DCHR website within 30 days of signing. The posting shall be subject to:
 - Relevant exemptions pursuant to section 204 of the Freedom of Information Act of 1976, effective March 25, 1977 (D.C. Law 1-96; D.C. Official Code § 2-534); and
 - Required disclosures pursuant to section 206 of the Freedom of Information Act of 1976, effective March 25, 1977 (D.C. Law 1-96; D.C. Official Code § 2-536).
- The employment contract shall be transmitted to the Council of the District of Columbia simultaneously with the transmittal of the nomination of the subordinate agency head.

Applicability

The provisions of this instruction apply to District government subordinate agencies. Other personnel authorities or independent agencies may adopt any or all of these procedures or guidance materials for agencies and employees under their respective jurisdictions.

Inquiries

Inquiries concerning the provisions of this DPM instruction can be directed to the Administration for Recruitment and Classification Services, DCHR, at (202) 442-9700.



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