

106TH CONGRESS
2^D SESSION

H. R. 4880

To amend the District of Columbia Police and Firemen's Salary Act of 1958 to establish new pay rates and compensation schedules for officers and members of the United States Secret Service Uniformed Division and the United States Park Police, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

JULY 18, 2000

Mrs. MORELLA (for herself, Mr. DAVIS of Virginia, and Mr. HOYER) introduced the following bill; which was referred to the Committee on Government Reform

A BILL

To amend the District of Columbia Police and Firemen's Salary Act of 1958 to establish new pay rates and compensation schedules for officers and members of the United States Secret Service Uniformed Division and the United States Park Police, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE**

4 This act may be cited as the "Federal Law Enforce-
5 ment Pay Equity Act of 2000".

1 **SEC. 2. ESTABLISHMENT OF UNIFORM SALARY SCHEDULE**
 2 **FOR UNITED STATES SECRET SERVICE UNI-**
 3 **FORMED DIVISION AND UNITED STATES**
 4 **PARK POLICE.**

5 (a) IN GENERAL.—Section 501(c)(1) of the District
 6 of Columbia Police and Firemen’s Salary Act of 1958 (sec.
 7 4–416(c)(1), DC Code) is amended to read as follows:

8 “(c)(1) The annual rates of basic compensation of of-
 9 ficers and members of the United States Secret Service
 10 Uniformed Division and the United States Park Police,
 11 serving in classes corresponding or similar to those in the
 12 salary schedule in section 101, shall be fixed in accordance
 13 with the following schedule of rates:

“Salary class and title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Time between steps	52 weeks			104 weeks			
Years in service		1	2	3	5	7	9
1: Private	32,623	34,587	36,626	38,306	41,001	43,728	45,407
3: Detective			42,378	44,502	46,620	48,746	50,837
4: Sergeant				46,151	48,446	50,746	53,056
5: Lieutenant ¹					50,910	53,462	56,545
7: Captain ¹						59,802	62,799
8: Inspector/Major ¹						69,163	72,760
9: Deputy Chief ¹						79,768	85,158
10: Assistant Chief ²							
11: Chief, United States Secret Service Uni- formed Division, United States Park Police ³							

¹The rate of basic pay for positions in Salary Class 5, 7, 8, and 9 is limited to 95 percent of the rate of pay for level V of the Executive Schedule.

²The rate of basic pay for positions in Salary Class 10 will be equal to 95 percent of the rate of pay for level V of the Executive Schedule.

³The rate of basic pay for positions in Salary Class 11 will be equal to the rate of pay for level V of the Executive Schedule.

“Salary class and title	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Time between steps	104 weeks		156 weeks	208 weeks			
Years in service	11	13	15	18	22	26	30
1: Private	47,107	48,801	50,498	53,448	55,394	57,036	58,746
3: Detective	52,972	55,086	57,204	61,212	63,337	65,462	67,426
4: Sergeant	55,372	57,691	59,999	63,558	65,867	68,176	70,221
5: Lieutenant ¹	59,120	61,688	64,258	68,197	70,744	73,290	75,489
7: Captain ¹	65,797	68,757	71,747	76,292	79,309	82,325	84,796
8: Inspector/Major ¹	76,542	80,524	83,983	87,645	91,827	95,464	99,075
9: Deputy Chief ¹	90,578	95,980	99,968	103,957	107,945	111,933	115,291
10: Assistant Chief ²							
11: Chief, United States Secret Service Uni- formed Division, United States Park Police ³							

¹The rate of basic pay for positions in Salary Class 5, 7, 8, and 9 is limited to 95 percent of the rate of pay for level V of the Executive Schedule.

²The rate of basic pay for positions in Salary Class 10 will be equal to 95 percent of the rate of pay for level V of the Executive Schedule.

³The rate of basic pay for positions in Salary Class 11 will be equal to the rate of pay for level V of the Executive Schedule.

1 (b) CONFORMING AMENDMENTS.—

2 (1) APPLICATION OF PROVISIONS TO PARK PO-
3 LICE.—Section 501(c) of such Act (sec. 4–416(c),
4 DC Code) is amended—

5 (A) in paragraph (2), by striking “Treas-
6 ury” and inserting the following: “Treasury,
7 and the annual rates of basic compensation of
8 officers and members of the United States Park
9 Police shall be adjusted by the Secretary of the
10 Interior,”;

11 (B) in paragraph (5), by inserting after
12 “Uniformed Division” the following: “or officers
13 and members of the United States Park Po-
14 lice”;

15 (C) in paragraph (6)(A), by inserting after
16 “Uniformed Division” the following: “or the
17 United States Park Police”; and

1 (D) in paragraph (7)(A), by inserting after
2 “Uniformed Division” the following: “or the
3 United States Park Police”.

4 (2) TERMINATION OF CURRENT ADJUSTMENT
5 AUTHORITY.—Section 501(b) of such Act (sec. 4–
6 416(b), DC Code) is amended by adding at the end
7 the following new paragraph:

8 “(4) This subsection shall not apply with respect to
9 any pay period for which the salary schedule under sub-
10 section (c) applies to the United States Park Police.”.

11 **SEC. 3. REVISION OF CAPS ON MAXIMUM COMPENSATION.**

12 (a) ANNUAL SALARY UNDER SCHEDULE.—Section
13 501(c)(2) of the District of Columbia Police and Fire-
14 men’s Salary Act of 1958 (sec. 4–416(c)(2), DC Code)
15 is amended by striking the period at the end and inserting
16 the following: “, except that in no case may the annual
17 rate of basic compensation for any such officer or member
18 exceed the rate of basic pay payable for level IV of the
19 Executive Schedule contained in subchapter II of chapter
20 53 of title 5, United States Code.”.

21 (b) REPEAL OF CAP ON COMBINED BASIC PAY AND
22 LONGEVITY PAY.—Section 501(c) of such Act (sec. 4–
23 416(c), DC Code) is amended by striking paragraph (4).

24 (c) LIMITATION ON PAY PERIOD EARNINGS FOR
25 COMP TIME.—Section 1(h) of the Act entitled “An Act

1 to provide a five-day week for officers and members of the
2 Metropolitan Police force, the United States Park Police
3 force, and the White House Police force, and for other
4 purposes”, approved August 15, 1950 (sec. 4–1104(h),
5 DC Code), is amended—

6 (1) in paragraphs (1) and (2), by striking
7 “Metropolitan Police force; or of the Fire Depart-
8 ment of the District of Columbia; or of the United
9 States Park Police” each place it appears and in-
10 sserting “Metropolitan Police force or of the Fire De-
11 partment of the District of Columbia”; and

12 (2) in paragraph (3), by inserting after “United
13 States Secret Service Uniformed Division” each
14 place it appears the following: “or of the United
15 States Park Police”.

16 **SEC. 4. DETERMINATION OF SERVICE STEP ADJUSTMENTS.**

17 (a) **METHOD FOR DETERMINATION OF ADJUST-**
18 **MENTS.**—Section 303(a) of the District of Columbia Po-
19 lice and Firemen’s Salary Act of 1958 (sec. 4–412(a), DC
20 Code) is amended—

21 (1) in the matter preceding paragraph (1), by
22 “Each” and inserting “Except as provided in para-
23 graph (5), each”; and

24 (2) by adding at the end the following new
25 paragraph:

1 “(5) Each officer and member of the United
2 States Secret Service Uniformed Division and the
3 United States Park Police with a current perform-
4 ance rating of ‘satisfactory’ or better, shall have a
5 service step adjustment in the following manner:

6 “(A) Each officer and member in service
7 step 1, 2, or 3 shall be advanced in compensa-
8 tion successively to the next higher service step
9 at the beginning of the 1st pay period imme-
10 diately subsequent to the completion of 52 cal-
11 endar weeks of active service in the officer’s or
12 member’s service step.

13 “(B) Each officer and member in service
14 step 4, 5, 6, 7, 8, or 9 shall be advanced in
15 compensation successively to the next higher
16 service step at the beginning of the 1st pay pe-
17 riod immediately subsequent to the completion
18 of 104 calendar weeks of active service in the
19 officer’s or member’s service step.

20 “(C) Each officer and member in service
21 step 10 shall be advanced in compensation suc-
22 cessively to the next higher service step at the
23 beginning of the 1st pay period immediately
24 subsequent to the completion of 156 calendar

1 weeks of active service in the officer's or mem-
2 ber's service step.

3 “(D) Each officer and member in service
4 steps 11 or 12, or 13 shall be advanced in com-
5 pensation successively to the next higher service
6 step at the beginning of the 1st pay period im-
7 mediately subsequent to the completion of 208
8 calendar weeks of active service in the officer's
9 or member's service step.”.

10 (b) USE OF TOTAL CREDITABLE SERVICE TO DE-
11 TERMINE STEP PLACEMENT.—Section 304 of such Act
12 (sec. 4–413, DC Code) is amended—

13 (1) in subsection (a), by striking “(b)” and in-
14 serting “(b) or (c)”; and

15 (2) by adding at the end the following new sub-
16 section:

17 “(c)(1) Each officer and member of the United States
18 Secret Service Uniformed Division or the United States
19 Park Police who is promoted or transferred to a higher
20 salary shall receive basic compensation in accordance with
21 the officer's or member's total creditable service.

22 “(2) For purposes of this subsection, an officer's or
23 member's creditable service is any police service in pay
24 status with the United States Secret Service Uniformed

1 Division, United States Park Police, or Metropolitan Po-
2 lice Department. ”.

3 (c) CONFORMING AMENDMENT.—Section 401(a) of
4 such Act (sec. 4–415(a), DC Code) is amended by adding
5 at the end the following new paragraph:

6 “(4) This subsection shall not apply to officers and
7 members of the United States Secret Service Uniformed
8 Division or the United States Park Police.”.

9 **SEC. 5. CONVERSION TO NEW SALARY SCHEDULE.**

10 (a) IN GENERAL.—

11 (1) DETERMINATION OF RATES OF BASIC
12 PAY.—Effective on the 1st day of the 1st pay period
13 beginning six months after the date of enactment of
14 this Act, the Secretary of the Treasury shall fix the
15 rates of basic pay for officers and members of the
16 United States Secret Service Uniformed Division,
17 and the Secretary of the Interior shall fix the rates
18 of basic pay for officers and members of the United
19 States Park Police, in accordance with this sub-
20 section.

21 (2) PLACEMENT ON REVISED SALARY SCHED-
22 ULE.—

23 (A) IN GENERAL.—Each officer and mem-
24 ber shall be placed in and receive basic com-
25 pensation at the corresponding scheduled serv-

1 ice step of the salary schedule under section
2 501(c) of the District of Columbia Police and
3 Firemen's Salary Act of 1958 (as amended by
4 section 2(a)) in accordance with the member's
5 total years of creditable service, receiving credit
6 for all service step adjustments. If the sched-
7 uled rate of pay for the step to which the officer
8 or member would be assigned in accordance
9 with this paragraph is lower than the officer's
10 or member's salary immediately prior to the en-
11 actment of this paragraph, the officer or mem-
12 ber will be placed in and receive compensation
13 at the next higher service step.

14 (B) CREDIT FOR INCREASES DURING
15 TRANSITION.—Each member whose position is
16 to be converted to the salary schedule under
17 section 501(b) of the District of Columbia Po-
18 lice and Firemen's Salary Act of 1958 (as
19 amended by subsection (a)) and who, prior to
20 the effective date of this section has earned, but
21 has not been credited with, an increase in his
22 or her rate of pay shall be afforded that in-
23 crease before such member is placed in the cor-
24 responding service step in the salary schedule
25 under section 501(b).

1 (C) CREDITABLE SERVICE DESCRIBED.—

2 For purposes of this paragraph, an officer's or
3 member's creditable service is any police service
4 in pay status with the United States Secret
5 Service Uniformed Division, United States Park
6 Police, or Metropolitan Police Department.

7 (b) HOLD HARMLESS FOR CURRENT TOTAL COM-
8 PENSATION.—Notwithstanding any other provision of law,
9 if the total rate of compensation for an officer or employee
10 for any pay period occurring after conversion to the salary
11 schedule pursuant to subsection (a) (determined by taking
12 into account any locality-based comparability adjustments,
13 longevity pay, and other adjustments paid in addition to
14 the rate of basic compensation) is less than the officer's
15 or employee's total rate of compensation (as so deter-
16 mined) on the date of enactment, the rate of compensation
17 for the officer or employee for the pay period shall be
18 equal to—

19 (1) the rate of compensation on the date of en-
20 actment (as so determined); increased by

21 (2) a percentage equal to 50 percent of sum of
22 the percentage adjustments made in the rate of
23 basic compensation under section 501(c) of the Dis-
24 trict of Columbia Police and Firemen's Salary Act of
25 1958 (as amended by subsection (a)) for pay periods

1 occurring after the date of enactment and prior to
2 the pay period involved.

3 (c) CONVERSION NOT TREATED AS TRANSFER OR
4 PROMOTION.—The conversion of positions and individuals
5 to appropriate classes of the salary schedule under section
6 501(e) of the District of Columbia Police and Firemen’s
7 Salary Act of 1958 (as amended by section 2(a)) and the
8 initial adjustments of rates of basic pay of those positions
9 and individuals in accordance with subsection (a) shall not
10 be considered to be transfers or promotions within the
11 meaning of section 304 of the District of Columbia Police
12 and Firemen’s Salary Act of 1958 (sec. 4–413, DC Code).

13 (d) TRANSFER OF CREDIT FOR SATISFACTORY SERV-
14 ICE.—Each individual whose position is converted to the
15 salary schedule under section 501(e) of the District of Co-
16 lumbia Police and Firemen’s Salary Act of 1958 (as
17 amended by section 2(a)) in accordance with subsection
18 (a) shall be granted credit for purposes of such individ-
19 ual’s first service step adjustment under the salary sched-
20 ule in such section 501(e) for all satisfactory service per-
21 formed by the individual since the individual’s last in-
22 crease in basic pay prior to the adjustment under that sec-
23 tion.

24 (e) ADJUSTMENT TO TAKE INTO ACCOUNT GEN-
25 ERAL SCHEDULE ADJUSTMENTS DURING TRANSITION.—

1 The rates provided under the salary schedule under sec-
2 tion 501(c) of the District of Columbia Police and Fire-
3 men’s Salary Act of 1958 (as amended by section 2(a))
4 shall be increased by the percentage of any annual adjust-
5 ment applicable to the General Schedule authorized under
6 section 5303 of title 5, United States Code, which takes
7 effect during the period which begins on the date of the
8 enactment of this Act and ends on the date

9 **SEC. 6. PAY ADJUSTMENTS FOR CERTAIN POSITIONS.**

10 (a) **TECHNICIAN DUTY.**—Section 302 of the District
11 of Columbia Police and Firemen’s Salary Act of 1958 (sec.
12 4–411, DC Code) is amended—

13 (1) in subsection (b), by striking “\$810 per
14 annum” and inserting the following: “\$810 per
15 annum, except in the case of an officer or member
16 of the United States Secret Service Uniformed Divi-
17 sion or the United States Park Police, who shall re-
18 ceive a per annum amount equal to 6 percent of the
19 sum of such officer’s or member’s rate of basic com-
20 pensation plus locality pay adjustments”;

21 (2) in subsection (c), by striking “\$595 per
22 annum” each place it appears and inserting the fol-
23 lowing: “\$595 per annum, except in the case of an
24 officer or member of the United States Park Police,
25 who shall receive a per annum amount equal to 6

1 percent of the sum of such officer's or member's
2 rate of basic compensation plus locality pay adjust-
3 ments"; and

4 (3) in subsection (e), by inserting after "When-
5 ever any officer or member" the following: "(other
6 than an officer or member of the United States Se-
7 cret Service Uniformed Division or the United
8 States Park Police)".

9 (b) HELICOPTER PILOT, BOMB DISPOSAL, OR SCUBA
10 DIVING DUTY.—Section 202 of such Act (sec. 4–408, DC
11 Code) is amended by striking "\$2,270 per annum" and
12 inserting the following: "\$2,270 per annum, except in the
13 case of an officer or member of the United States Park
14 Police, who shall receive a per annum amount equal to
15 7 percent of the sum of such officer's or member's rate
16 of basic compensation plus locality pay adjustments".

17 **SEC. 7. CONFORMING PROVISIONS RELATING TO FEDERAL**
18 **LAW ENFORCEMENT PAY REFORM ACT.**

19 (a) TERMINATION OF EXISTING SPECIAL SALARY
20 RATES AND ADJUSTMENTS.—Beginning on the effective
21 date of this Act—

22 (1) no existing special salary rates shall be au-
23 thorized for members of the United States Park Po-
24 lice under section 5305 of title 5, United States
25 Code (or any previous similar provision of law); and

1 (2) no special rates of pay or special pay ad-
2 justments shall be applicable to members of the
3 United States Park Police pursuant to section 405
4 of the Federal Law Enforcement Pay Reform Act of
5 1990.

6 (b) CONFORMING AMENDMENTS.—(1) Section
7 405(b) of the Federal Law Enforcement Pay Reform Act
8 of 1990 (5 U.S.C. 5303 note) is amended to read as fol-
9 lows:

10 “(b) This subsection applies with respect to any—

11 “(1) special agent within the Diplomatic Secu-
12 rity Service;

13 “(2) probation officer (referred to in section
14 3672 of title 18, United States Code); or

15 “(3) pretrial services officer (referred to in sec-
16 tion 3153 of title 18, United States Code).”.

17 (2) Section 405(c) of such Act (5 U.S.C. 5303 note)
18 is amended to read as follows:

19 “(c) For purposes of this section, the term ‘appro-
20 priate agency head’ means—

21 “(1) with respect to any individual under sub-
22 section (b)(1), the Secretary of State; or

23 “(2) with respect to any individual under sub-
24 section (b)(2) or (b)(3), the Director of the Adminis-
25 trative Office of the United States Courts.”.

1 **SEC. 8. EFFECTIVE DATE.**

2 This Act and the amendments made by this Act shall
3 become effective on the 1st day of the 1st pay period be-
4 ginning 6 months after the date of enactment.

○