


ARTICLE 16
INCORPORATION OF NON COMPENSATION AGREEMENT

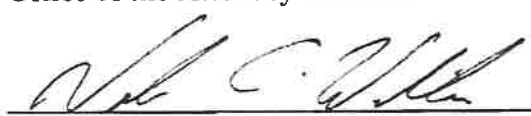
The terms and conditions of the Non Compensation Agreement Between the Office of the Attorney General and the American Federation of Government Employees, Local 1403, AFL-CIO, effective October 1, 2013 through September 30, 2017 (Non Compensation Agreement), are incorporated herein by reference into this Agreement. The provisions of this Compensation Agreement shall control to the extent of any inconsistency.

On this 28th day of March, 2014 and in witness to this Agreement, the Parties hereto set their signatures.

**FOR THE DISTRICT OF COLUMBIA
GOVERNMENT**




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Office of the Attorney General




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**FOR THE AMERICAN FEDERATION
OF GOVERNMENT EMPLOYEES
LOCAL 1403**



Shana Frost, Acting President
AFGE, Local 1403



Robert A. DeBerardinis, Vice President
AFGE, Local 1403

APPROVAL

This collective bargaining agreement between the District of Columbia and Compensation Unit 33, dated 28 March 2014 has been reviewed in accordance with §1-617.15 of the District of Columbia Official Code (2012 Repl.) and is hereby approved on this 24 day of June 2014.



Vincent Gray, Mayor

MASTER AGREEMENT

BETWEEN

THE AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES
LOCALS 383, 2737, 2741, 3406, 3444 AND 3871

AND

THE GOVERNMENT OF THE DISTRICT OF COLUMBIA

EFFECTIVE THROUGH SEPTEMBER 30, 1995

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PREAMBLE

This Agreement is entered into between the District of Columbia (hereinafter referred to as the Employer) and the American Federation of Government Employees, District of Columbia Locals (hereinafter referred to as the Union).

The Employer and the Union recognize the need to provide efficient service to the public and to maintain and increase the quality of service. Both parties further agree to the need for establishing and maintaining a sound labor-management relationship and mutually agree to continue working toward this goal. Each side has been afforded the opportunity to put forth all its proposals and to bargain in good faith. Both parties agree this Agreement expresses the results of their negotiations. Each party declares without reservation the contents of the Agreement. Therefore, to ensure the stability of the Agreement, no new provisions shall be proposed during the term of this Agreement, unless provided for elsewhere in this Agreement or such proposal is entertained by mutual agreement of the parties.

The Preamble is intended to provide the background and purpose of the collective bargaining agreement. Alleged violations of the Preamble per se will not be cited as contract violations.

ARTICLE 1 RECOGNITION

The District of Columbia Government (Metropolitan Police Department, Office of Planning, Office of Energy, Department of Administrative Services, Department of Recreation and Parks, and Department of Human Services), pursuant to the appropriate Employer recognition, certifications of the Public Employee Relations Board (PERB) and its predecessor, the Board of Labor Relations, hereby recognizes for the purposes of collective bargaining the following American Federation of Government Employees, District of Columbia Locals: 383, 2737, 2744, 3406, 3444 and 3871.

ARTICLE 2 GOVERNING LAWS AND REGULATIONS

SECTION 1:

In the event any D.C. Government-wide rule or regulation or Department rule, issuance or policy is in conflict with this Agreement, the terms of this Agreement shall prevail.

SECTION 2:

Except in emergency situations, the Department will consult with the Union prior to implementing any Department-wide rule, regulation or policy which is in conflict with this Agreement.

ARTICLE 3
UNION SECURITY AND DUES DEDUCTION

SECTION 1:

The terms and conditions of this Agreement shall apply to all employees in the bargaining unit without regard to Union membership. Employees covered by this Agreement have the right to join or refrain from joining the Union.

SECTION 2:

The Employer agrees to deduct Union dues from each employee's bi-weekly pay upon authorization of D.C. Form 277. Union dues withholding authorization may be canceled upon written notification to the Union and the Department thirty (30) days prior to each annual anniversary date (effective date) of this Agreement, regardless of the provisions of D.C. Form 277. When Union dues are canceled, the Department shall withhold a service fee in accordance with Section 3 of this Article. This provision shall supersede any other dues deduction agreement in effect prior to the effective date of this Agreement.

SECTION 3:

Because the Union is responsible for representing the interests of all bargaining unit employees without discrimination and without regard to Union membership, Management agrees to deduct a service fee from each non-Union member's bi-weekly pay, without written authorization. Upon the showing of the Local Union that sixty percent (60%) of the eligible employees in the bargaining unit for which it has certification, are Union members, the Department shall begin withholding, not later than the second pay period after this Agreement becomes effective and the showing of sixty percent (60%) is made, a service fee applicable to all employees in the bargaining unit(s) who are not Union members. The service fee and/or Union dues withheld shall be transmitted to the Union, minus a collection fee of five cents (\$.05) per deduction per pay period. The service fee withholding shall continue for the duration of this Agreement. Payment of dues or service fees through wage deductions shall be implemented in accordance with procedures established by the Department and this Article. Employees who enter the bargaining unit where a service fee is in effect shall have the service fee or Union dues withheld by the appropriate Department after the sixty percent (60%) showing is made.

SECTION 4:

The service fee applicable to non-Union members shall not exceed the amount of the Union dues. Payment of dues or service fees shall not be a condition of employment.

SECTION 5:

When a service fee is not in effect, the Union may require that an employee who does not pay dues or service fee shall pay all reasonable costs incurred by the Union in representing such employee(s) in grievance, adverse actions or appeal proceedings in accordance with the provisions of the Comprehensive Merit Personnel Act (CMPA).

SECTION 6:

The Union shall indemnify, defend and otherwise hold the Department harmless for any good faith errors, or omissions in carrying out the provisions of this Article.

SECTION 7:

When an employee is permanently separated from the bargaining unit, he/she will submit a request to have Union dues or service fee deductions canceled. Upon request, on a quarterly basis, Management will provide the Union with a list of names of bargaining unit members.

ARTICLE 4
UNION RIGHTS

SECTION 1:

- A. Officers, stewards, and all other official representatives are authorized to perform Union duties during duty hours and will suffer no loss of pay, no adversarial action, no retaliatory action or loss of any other benefits as a result thereof. Performance evaluations of an employee will be adjusted to accommodate the performance of these official duties.
- B. Officers and stewards shall not be denied the right to meet with employees or to act on behalf of employees in the bargaining unit.

SECTION 2:

- A. Presidents and their designee shall be granted reasonable official time to carry out their responsibilities as

authorized representatives of the Local. They shall not be denied official time except under conditions of unusual work necessity.

- B. Reasonable official time shall also be granted to other Local Union Officers and stewards to carry out their responsibility as authorized representatives of the Local.
- C. If Management denies official time to a Union representative, the representative will be notified, at the time of denial, when they will be released. If the release is delayed for more than twenty-four (24) hours, the Local President or designee may request that the Management Official state the denial and the reason for denial. Such statement will be provided in writing within two (2) work days.
- D. Labor-Management business shall include, but not be limited to the following:
 - 1. Preparation, investigation, and presentation of all grievances and appeals heard by the Agency, OEA, PERB, OHR, Personnel, Arbitration, etc.;
 - 2. Negotiations, consultations meetings and training involving Union representatives exclusively and/or between Union representatives and authorized Management officials concerning topics of interest to employees in the bargaining unit or subject which will enhance and improve labor-management relations;
 - 3. Representation on labor-management committees; and
 - 4. Other Union related matters such as assisting, investigating, researching regulations in conjunction with representational responsibilities.

SECTION 3:

The Union shall supply in writing, and shall maintain with the Employer on a current basis, a complete list of all authorized stewards, which shall be posted on appropriate bulletin boards.

SECTION 4:

Employee representatives are authorized to perform and discharge labor-management duties related to representing employees in the unit.

A Union representative may be required to leave his/her assigned work area to transact permissible labor-management business. When it becomes necessary for an officer or steward to transact permissible labor-management business away from the

assigned work area during work hours, the officer or steward must request and receive permission from his/her immediate supervisor. If the immediate supervisor is unavailable, permission shall be requested from the next level Management official.

Before entering a work area other than his/her own, a Union representative shall request from the appropriate supervisor of his/her desire to visit or meet and confer with an employee in that work area. If the supervisor is unable to grant the request, the representative will be advised of an appropriate time to meet with the employee.

SECTION 5:

Management agrees to recognize the officers and duly designated representatives of the Union who are not employees and shall be advised by the Union of the names of its officers and representatives.

SECTION 6:

The Union will be consulted prior to any change in shift assignments of duly appointed stewards. The Union will be consulted prior to the organization of new shifts that would affect the members of the unit. The Union will have the right to select a steward for each newly organized shift. In the event a shop steward is detailed or reassigned, he/she will be given reasonable time to complete all pending matters in which he/she is involved.

SECTION 7:

Management agrees to inform all new or rehired employees to the Union's exclusive recognition and to have them introduced to their shop steward when they are assigned to a duty post. The shop steward will be given an opportunity to meet with the new employee.

SECTION 8:

During orientation of new employees or when new employees come on board, the Union president or his/her designee shall be granted up to one (1) hour for the purpose of informing employees of the Union's exclusive recognition, union benefits, and employee rights under the negotiated agreement as well as distribution of any Union related materials.

SECTION 9:

The Employer agrees, upon request, to notify the Union of new employees in the bargaining unit listed by organization unit with title and grade.

SECTION 10:

Upon request, the Employer agrees to provide the Union with a list in alphabetical order, of all employees in the Department. The list shall contain name, job title, grade, date of employment, job status, date of NTE for temporary/term employees, when applicable, and CBU codes.

SECTION 11:

Each Local shall notify the Office of Labor Relations and Collective Bargaining (OLRCB) in advance of Union sponsored training, with the names of the Union officials and stewards who are to attend. The Employer shall grant official time, up to forty (40) hours, for stewards and officers and up to eighty (80) hour each for the local president and one (1) designee from January 1 through December 31 of each year. It is understood that these hours pertain to the positions described and not individuals.

ARTICLE 5

LABOR-MANAGEMENT RELATIONS

SECTION 1 - CONSULTATION AND COMMUNICATION:

The parties agree that consultation and communication on working conditions matters should be maintained at all levels between the Union and Management.

SECTION 2 - LABOR-MANAGEMENT RELATIONS COMMITTEE:

A. The parties agree to establish a Labor-Management Relations Committee. Unless agreed to otherwise on a Departmental Basis, this Committee will be composed of five (5) Union representatives and five (5) Management representatives. Union and Management shall independently establish methods related to appointment and tenure of Committee representatives. The Committee shall meet quarterly or on an as needed basis mutually agreed upon. The parties shall provide an agenda five (5) working days prior to the scheduled meeting. The meetings will be co-chaired by one (1) Union and one (1) Management representative.

B. The Labor-Management Relations Committee may establish subcommittees as may be necessary and agreed upon by the Committee representatives. The Labor-Management Committee may make recommendations to the Department but shall have no authority to renegotiate, amend or otherwise alter this Agreement. The parties agree that appeals, grievances or problems of individual employees shall not be subjects of discussion at these meetings.

C. When either party has agreed to furnish to the other party information relevant to a topic discussed in the Labor-Management Relations Committee, the information shall be provided within fifteen (15) working days. The fifteen working day time limit may be waived upon mutual agreement.

SECTION 3 - LEVEL MEETINGS:

For the purpose of establishing open communications, upon request, Management will meet on an as needed basis to confer with or consult with the unit's Local Presidents or designated officials provided either party furnishes the other with an itemized agenda setting forth the topics of discussion five (5) working days prior to the meeting. When preparing the agenda called for in this Section, Management and Union will provide space on the agenda for appropriate issues which may arise after the agenda is submitted. If the parties mutually agree that other meetings are necessary, such meetings shall be scheduled to discuss the specific issue(s).

SECTION 4:

The Department Director may meet quarterly with Local President and the Executive Board in his/her Department provided either party furnishes the other an itemized agenda fifteen (15) working days prior to the meeting.

ARTICLE 6 EMPLOYEE RIGHTS

SECTION 1:

The Employer and the Union agree that all employees shall have the right to join, organize or affiliate with the Union or to refrain from any such activity. Except as expressly provided herein, the Comprehensive Merit Personnel Act (CMPA) or the District Personnel Manual (DPM), the freedom shall be recognized to extend to participation in the management of the Union and acting for it in the capacity of a Union representative, including representation of its views to the officials of the Executive Branch, the D.C. City Council or other appropriate authority.

SECTION 2:

Employees shall be free from restraint, interference, coercion, or discrimination in the exercise of their right to organize and designate representatives of their own choosing for the purpose of collective bargaining and the prosecution of grievances.

SECTION 3:

The parties agree that employees and Management shall maintain mutual respect. Therefore, to the extent possible, communication pertaining to employee guidance should be made in an atmosphere that avoids public embarrassment.

SECTION 4:

It is understood that the employees in the bargaining unit shall have full protection of all Articles in this Agreement as long as they remain in the bargaining unit.

SECTION 5:

The terms of this Agreement do not preclude any bargaining unit employee from bringing matters of a personal concern to the attention of the appropriate officials of Management and/or the Union.

SECTION 6:

Employees may be granted administrative leave when requested to attend scheduled meetings with Management officials outside the Department, officials of the Executive Branch, the D.C. City Council, or other appropriate authorities.

The employee receiving such a request is responsible for immediately informing the appropriate Management official in advance of the request. The employee is also responsible for informing the official of its source, as well as submitting a written request.

SECTION 7:

Employees elected to Union office which takes them away from their employment with the Department may, at the written request of the employee and the Union at least thirty (30) working days in advance, be granted a leave of absence without pay. The leave of absence shall not exceed one (1) year. Contributions for continued benefits shall be paid by the Union.

SECTION 8:

A labor representative of the appropriate bargaining unit will be given the opportunity to be present at any examination of an employee by a Management official in connection with an investigation (1) if disciplinary action could result, and (2) the employee requests representation.

If a Union representative is not available, the employee will be given a reasonable amount of time to obtain representation.

Employees requested to reply to proposed disciplinary actions will be informed of their right to have present a Union representative or representative of their choosing if the employee so desires.

ARTICLE 7
CLASSIFICATION AND POSITION DESCRIPTION

SECTION 1 - CLASSIFICATION:

An employee may request a review of his/her classification in terms of title, series, grade or description with his/her supervisor. Such a request must be presented orally or in writing to the supervisor. If the review does not settle the matter, the employee may request a review through the D.C. Office of Personnel, using the District Personnel procedures.

Any appeal of a classification action shall be processed exclusively in accordance with the grievance procedure outlined in the District Personnel Manual.

SECTION 2 - POSITION DESCRIPTIONS:

Employees shall be furnished a copy of the description of the position to which assigned at the time of the assignment or upon request. An employee detailed or reassigned to an established position shall be given a position description at the time of assignment. An employee detailed to an unestablished position shall be furnished with statements of duties at the time of assignment to the detail.

SECTION 3:

If the Union is representing an employee or group of employees and needs a position description to facilitate the representation, the Union may request a copy(ies) of the position description(s) from the D.C. Office of Personnel. All requests must be submitted in writing, identifying the name(s), series, and grade(s) of position(s) requested.

SECTION 4:

The Union will be given the opportunity to review and consult on substantial changes in job descriptions prior to implementation.

SECTION 5:

When changes are made to a position description, the affected employee will be informed, prior to implementation.

SECTION 6:

When the phrase "other duties as assigned" is used in a position description, the phrase shall mean the employee(s) may be

assigned to other duties related to those listed in the position description.

SECTION 7:

The principle of equal pay for equal work will be supported in accordance with the provisions of D.C. Code Section 1-612.1 and applicable D.C. Personnel regulations and instructions.

SECTION 8:

Alleged violations of equal pay for equal work law shall be handled in accordance with law and procedures of the District Personnel Manual.

ARTICLE 8
MERIT STAFFING

SECTION 1:

The parties agree that merit promotion principles should be applied as prescribed in the DPM.

SECTION 2:

All vacancies in the bargaining unit shall be filled in accordance with the D.C. Office of Personnel Merit Staffing and Employment Plan.

SECTION 3:

The Department agrees that vacancy announcements shall be posted in accordance with Personnel regulations for a period of at least ten (10) workdays prior to the expiration date throughout the Department. If such announcements are limited to Department only, they may be posted five (5) working days, consistent with District Personnel regulations. Such announcements shall provide a synopsis of duties to be performed, qualifications required, any special knowledge, skills or ability that will be given consideration. The Union president or designee shall be furnished a copy of all vacancy announcements, cancellations, corrections or amendments, when issued.

SECTION 4:

All vacancy announcements will contain appropriate information specific to the position advertised.

SECTION 5:

When there are more than ten (10) qualified applicants for a position, and qualified applicants are excluded from the certificate, the Union shall be notified, and if requested, a rating panel shall be convened.

SECTION 6:

When a rating panel is convened for positions in the bargaining unit, the Union may send one (1) representative. The panel shall meet to review the candidates' applications and rank the candidates in accordance with the District's Merit Staffing Plan. Such Union representative must meet qualifications for panel membership as required by the District Merit Staffing Plan.

SECTION 7:

The Department agrees to notify the Union at least five (5) working days prior to the convening of the rating panel. The Union agrees to furnish the name of the Union representative appointed to the panel. Such Union representative must meet all conditional qualifications for panel membership as required by the D.C. Office of Personnel's Merit Staffing Plan.

SECTION 8:

Employees wishing to be considered for the vacancy(ies) will apply in writing to the appropriate Personnel Office.

SECTION 9:

Applicants will be evaluated based on established guidelines, and a list of best qualified candidates will be referred to the selecting official. If one candidate on the best qualified list is interviewed for the position, all candidates on the list shall be interviewed.

SECTION 10:

All applicants will be notified by the D.C. Office of Personnel of the action taken on their applications.

SECTION 11:

No employee may grieve non-selection unless there has been a procedural violation of the Merit Staffing and Employment Plan, as cited in this Article. Complaints of non-selection due to discrimination are appealable to the D.C. Office of Human Rights and are not subject to the negotiated grievance procedure.

SECTION 12:

In accordance with the Merit Staffing Plan, an employee is entitled to request the following information from the Personnel Office concerning any position for which he/she has applied pursuant to specific Merit Staffing announcement:

a. Any record of performance or supervisory evaluation not submitted by the candidate which was used in considering him or her for selection;

b. Whether he or she was found eligible on the basis of minimum qualifications;

c. The name of the individual selected; and

d. His or her categorical ranking.

Such requests must meet the criteria set forth in the Merit Staffing Plan.

SECTION 13:

Prior to the hiring or transfer of employees into specially funded term positions, the D.C. Office of Personnel will adequately explain all employment and funding contingencies of the position and will document such employment and funding contingencies on the Personnel Action Form 1 and provide a copy to the employee.

ARTICLE 9
CAREER LADDER

SECTION 1:

A career ladder is a series of positions in the same line of work with increase in difficulty from the entrance level to the level established as full performance. Employees may be promoted without further competition until reaching the full performance level when competition was held at an earlier stage. Management and the Union agree that career ladder promotion will be made only when:

1. Recommended by the appropriate supervisor;
2. The Employee meets the appropriate minimum qualifications, including selective factors. For example:
 - a. Time in grade requirement,

- b. Demonstrated potential for the skill involved,
- c. Demonstrated to the satisfaction of the supervisor, the ability to perform at the next higher level.

SECTION 2:

An employee may receive successive career promotions until he/she reaches the full performance level in a career ladder after meeting the qualifications requirements for each level. At grades above the journeyman level, positions are filled under competitive promotion procedures.

SECTION 3:

An employee in a trainee position may receive a career promotion upon satisfactory completion of the training period.

SECTION 4:

An employee who is an apprentice in a recognized trade or craft may receive career promotions through the various phases of is/her apprentice program, up to and including assignment to a journeyman position.

ARTICLE 10

DETAILS AND TEMPORARY PROMOTIONS

SECTION 1 - DETAILS:

- A. A detail is the temporary official assignment of an employee to a different position for a specified time period with the employee returning to his/her regular duties at the end of the detail. The employee on detail shall at all times be considered the incumbent of his/her regular position.
- B. Details shall not be made as a means of retaliation or discipline. Nothing in this Agreement prevents the Department from detailing an employee to maintain and preserve the efficiency of the service or the health, safety or welfare of the Department.
- C. Details may be rotated among qualified employees.
- D. Details may be used for meeting temporary needs of the Department's work program and for on-the-job training. Details may be appropriately used to meet emergencies occasioned by, among other things, abnormal work loads, changes in mission or organization, unanticipated absence, or to complete special projects.

- E. Employees will be detailed to lateral positions in accordance with the time limits provided in the DPM.
- F. Employees detailed to work in a higher graded position shall be entitled to the pay associated with that position after undertaking the duties of the higher grade for a period of ninety (90) consecutive days. Therefore, beginning on the ninety-first (91st) day, the employee is entitled to acting pay as long as he/she remains in the detail.
- G. A record of all employee details or assignments to higher-graded positions in excess of thirty (30) working days shall be documented and placed in his/her personnel file. Notification of a detail or assignment shall be given to the affected employee as soon as practicable prior to the proposed detail.
- H. Any employee covered by this Agreement shall not forfeit any benefits to which otherwise entitled under this Agreement while on detail or assignment to another activity, provided, however, such employee will be expected to conform to the rules and regulations governing such matters as hours of work in effect at the temporary duty activity.
- I. Employees on detail to a lower-graded position shall maintain the pay of his/her incumbent position.

SECTION 2 - TEMPORARY PROMOTIONS:

- A. A career employee may be given a temporary promotion to meet a temporary need. At the end of the specified period of time, the employee shall be returned to the same or comparable position from which the employee was temporarily promoted.
- B. Except in emergency circumstances, advance notice shall be given to the Union of temporary promotions of the Local Officers and Stewards. The notification shall include the position, title, grade, effective date, and location.
- C. A temporary promotion of 120 days or less may be made without regard to merit promotion requirements.
- D. A temporary promotion of more than 120 days shall be made in accordance with merit promotion procedures.

ARTICLE 11 SPECIALLY FUNDED POSITIONS

The Employer agrees, prior to the hiring or transfer of employees into specially funded positions, to adequately explain all employment and funding contingencies of the position and to

document such employment and funding contingencies on the Personnel Action Form 1 and provide a copy to the employee.

ARTICLE 12
TEMPORARY AND TERM EMPLOYEES

SECTION 1:

Subject to fund availability, Agency needs and in keeping with the Comprehensive Merit Personnel Act (CMPA) and governing regulations, term or temporary positions may be converted to permanent positions.

SECTION 2:

Employees appointed non-competitively to such term or temporary positions who have performed at a satisfactory level shall be given the opportunity to apply for permanent status under the provisions of the CMPA and governing regulations should such positions be converted to permanent.

SECTION 3:

Employees appointed competitively to such term or temporary positions who have performed at a satisfactory level may be converted to permanent status without further competition, provided that the position vacancy announcement from which the employee was selected so stated.

ARTICLE 13
REASSIGNMENTS

SECTION 1:

Requests for reassignments may be made by an employee. Employees requesting reassignment within the same organizational unit or to other organizational units shall submit a request in writing, inclusive of the supportive reasons, to their immediate supervisor. The supervisor will respond to the written request in writing within fifteen (15) days. The notification periods in Sections 2 and 3 below will not apply to reassignments made pursuant to request.

SECTION 2:

If an employee is reassigned, he/she will be given advance notice of the reassignment except in cases of shortage or emergencies. If a reassignment involves relocation to a different facility or building, seven (7) working days advance notice will be

given to the employee, unless an emergency situation necessitates the reassignment. When an employee is reassigned, a personnel action will be prepared to initiate the action.

SECTION 3:

If a reassignment or relocation of a Union representative is planned, the Union President will be given a ten (10) day advance written notice provided that the Department has been notified that the employee listed is an authorized Union representative prior to reassignment.

ARTICLE 14 PERFORMANCE EVALUATION

The present system used to evaluate performance will continue in use until such time as the performance rating plan described in Title XIV of the CMPA is established.

1. Each Department shall ensure that each employee's supervisor discusses performance with him or her, employees shall be commended for good work and counseled where improvement is necessary; this shall be done in the course of day-to-day activities as the supervisor observes the employee's performance.
2. When the annual performance appraisal is issued by the immediate supervisor, a conference shall be held. The performance appraisal rating shall make allowances for job related factors beyond the control of the employee, mutually agreed to by the employee and the supervisor, which may have caused him or her not to have achieved a specific level of performance. Performance evaluations shall not be carried out in a retaliatory manner. At such conference, the supervisor will discuss the rating with the employee and describe how the employee can receive a higher rating.
3. Supervisors shall not ask employees and an employee shall not be required to sign incomplete or blank forms. Any alterations, changes, corrections, modifications, deletions or additions shall require the initials of the employee being rated. The employee shall, upon signing, receive a copy of the appraisal and be advised in writing of his/her appeal rights.
4. If an employee disagrees with his/her rating, then the employee may exercise his/her rights under relevant provisions of the DPM.

5. Employees who are alleged to be working at an unsatisfactory level will be given an opportunity to improve performance for a period of at least ninety (90) days. The employee and supervisor will develop a work plan that will enable the employee to improve his/her deficiencies.

ARTICLE 15
TRAINING AND UPWARD MOBILITY

The Employer and the Union recognize the need for cooperation in the areas of employee training and upward mobility.

SECTION 1 - INFORMATION:

The Department will assist employees in implementing individual career development plans by publicizing training programs and current training opportunities.

SECTION 2:

When information on training is received the Department agrees to post such information on bulletin boards.

SECTION 3 - RECORDS:

A record of satisfactorily completed training courses may be filed by each employee in his/her Official Personnel File.

SECTION 4 - IN-HOUSE TRAINING:

Training which is authorized and approved by the Department under the terms of this Agreement shall be conducted during duty hours where practicable. This does not apply to reading assignments given as part of training. The Department reserves the right to schedule training sessions. Multiple training sessions will not be scheduled to accommodate all duty hours. Nothing in this Article prevents an employee from choosing to participate in a training program on his/her own time. Shift employees shall not lose any monies because of training in accordance with the District Personnel Manual, Chapters 12 and 13.

SECTION 5 - MANDATORY TRAINING:

When the Department introduces new equipment into the work site which impacts upon the position and/or duties of an employee in the bargaining unit, the Department will provide necessary training.

SECTION 6 - OPTIONAL TRAINING:

a. Bargaining unit employees will be given an opportunity to apply for and participate in appropriate training and educational programs. Requests for training and educational opportunities shall be processed timely.

b. Employees shall be notified in timely manner of their selection or non-selection for a training or educational opportunity for which they applied or were nominated. In cases where a training request or nomination has been denied, the employees may request and receive an explanation for the denial.

SECTION 7:

Subject to availability of training and educational funds, the Department may pay or help pay tuition for approved training offered outside of the Department.

SECTION 8 - LABOR REPRESENTATIVE TRAINING:

The Department agrees that administrative leave, not to include travel or per diem, may be granted to an employee representative to attend training approved by the Office of Labor Relations and Collective Bargaining (OLRCB), which is designed to advise representatives on matters of mutual concern to the Department and Union within the scope of the Comprehensive Merit Personnel Act (CMPA).

ARTICLE 16

CONTRACTING OUT/PRIVATIZATION

SECTION 1:

The parties agree that, the decision to contract out is a Management Right pursuant to applicable laws, regulations and policies.

SECTION 2:

It is agreed that issues regarding contracting out or privatization, are appropriate for Labor/Management meetings. The Department agrees to discuss such issues, as well as alternatives to contracting out or privatization (existing and future work) with the Union. The Employer agrees to consider existing resources, to consult with the Union, and further agrees to consider the views, recommendations, and suggestions offered by the Union. When requested by either party, Union proposals and Agency responses will be reduced to writing.

SECTION 3:

The Employer agrees to give the Union at least thirty (30) days advance notice, except in emergency situations, of the intent to contract out work which has not previously been contracted out.

SECTION 4:

The Employer agrees to notify the Union at least sixty (60) days in advance of any contracting out actions which may displace any bargaining unit employees. The Employer agrees to minimize displacement actions by reassigning, retraining, restricting hiring, and taking other actions necessary to retain bargaining unit employees consistent with applicable laws and regulations.

SECTION 5:

When requested, the Employer agrees to provide the Union with current information on contracts within the Agency.

ARTICLE 17
REORGANIZATION OR REALIGNMENT

SECTION 1:

Reorganization is defined as that action which results in the transfer of, consolidation of, abolition of, or authorization with respect to functions and hierarchy, between or among agencies, and which affects the structure or structures thereof; which reorganization is subject to adoption by legislative action, including consideration of the District of Columbia Council in accordance with the Government Reorganization Procedures Act of 1981, Sections 4-1-299.1 through 1-299.7, D.C. Code (1981).

SECTION 2:

Realignment is defined as a change in the internal structure or functions of the Agency which affects a substantial number of employees in the bargaining unit but which does not constitute a reorganization.

SECTION 3:

At least thirty (30) days prior to a Department's effecting a reorganization, the Department shall notify the Union in writing and shall provide the following information:

- a. A description of the purpose and nature of the changes;
- b. Organizational chart(s) existing and proposed;

- c. Mission and function statements existing and proposed;
- d. Staffing patterns existing and proposed; and,
- e. Any relevant information deemed necessary for consultation.

SECTION 4:

When a realignment occurs, the Director or his/her designee shall confer with the Union and provide the relevant information deemed necessary prior to the action.

SECTION 5:

Within ten (10) working days after written notice to the Union of the Department's intent to effect a reorganization, the Director or his/her Designee shall arrange to confer with the Union prior to the implementation of the reorganization.

ARTICLE 18 REDUCTION IN FORCE (RIF) / FURLONGHS

SECTION 1:

The Employer agrees to explore and consider possible alternatives prior to implementing a RIF/Furlough. When RIFs/Furloughs are under consideration the Union shall be notified and when possible given thirty (30) days to offer alternatives for further consideration. The City shall notify the Union of all alternatives considered, whether they have been accepted or rejected and on what basis.

SECTION 2:

The Employer agrees to immediately notify the Union in writing of the Mayor's intent to approve the conducting of a RIF/Furlough. Such notice shall be prior to a general notice to employees and will include:

- a. The reason for the action to be taken;
- b. The approximate number of employees who may be affected initially;
- c. The types of positions anticipated to be affected initially; and
- d. The anticipated effective date.

SECTION 3:

- A. The Employer further agrees to minimize the effect on bargaining unit employees to whatever extent possible through reassignment, retraining, or restructuring recruitment and any other means to avoid separation of employees in full compliance with all laws and regulations of the District of Columbia.
- B. Priority re-employment rights will be afforded to employees separated through reduction in force, prior to filling vacant positions of the same or similar job classifications, (except when the Employer fills positions through in-service placement action) in accordance with the District Personnel Manual (DPM).

SECTION 4:

Once a RIF/Furlough is announced, employees will be granted time to update their personnel folders and provide any other information necessary for retention registers. The Employer will provide a memorandum to all employees instructing them to this and notifying them of what type of information should be provided to personnel.

SECTION 5:

Upon request, the Union shall be provided reports on positions filled by priority reemployment and any other positions filled.

SECTION 6:

The Unions shall be provided a copy of the relevant retention register. Prior to the effective date of a RIF, the Union shall at its option, meet with Management to resolve issues which may impact a bargaining unit employee. The Union in accordance with the collective bargaining agreement shall have the right to file grievances on unresolved issues.

SECTION 7:

The Employer shall implement reductions in force in accordance with Title 1, Chapter 6, Subchapter XXV of the D.C. Code (1981 ed.) and Chapter 24 of the D.C. personnel regulations.

SECTION 8:

Furlough days will not effect holiday pay or overtime pay.

SECTION 9:

The Agency and Union shall bargain on the impact of furloughs and RIF's.

SECTION 10:

Any alleged violation(s) of this Article and/or RIF procedures may be grieved in accordance with the negotiated Grievance Procedure or may be appealed to the Office of Employee Appeals (OEA).

SECTION 11:

The Employer shall implement the provisions of the Compensation Agreement for Compensation Units 1 and 2 concerning layoffs and furloughs.

ARTICLE 19
EQUAL EMPLOYMENT OPPORTUNITY

SECTION 1:

Management and the Union agree to cooperate in providing equal opportunity for all qualified persons, to prohibit discrimination because of age, sex, race, creed, color, national origin, or other criteria prohibited and, to promote the full realization of equal opportunity through positive and continuing efforts. Complaints of discrimination are not subject to the grievance procedure and must be processed in accordance with the Equal Employment Opportunity Rules governing complaints of discrimination in the District of Columbia Government, 31 DCR 56. All employees shall be provided these rules.

SECTION 2:

Through the procedures established for Union-Management cooperation each party agrees to advise the other of equal opportunity problems of which they are aware. The Employer and the Union will jointly seek solutions to such problems through personnel management procedures and programs provided in the Agreement and in the Employer's rules and regulations.

SECTION 3:

Management agrees to promote the Affirmative Action Program ensuring that:

- A. All personnel actions and employment practices are based on merit and fair and equitable treatment; and,
- B. Any complaints of, or known discriminatory personnel management policy, procedure or practice, shall be given prompt and fair consideration and corrected where found.

SECTION 4:

Upon request, the Employer shall provide the Local Presidents with a copy of the Affirmative Action Plan.

SECTION 5:

The Employer agrees that the Union may submit names of Employees for consideration for appointment as an EEO Counselor. The Union shall be promptly notified in writing of the name and telephone number of the EEO Counselor.

SECTION 6:

The name and telephone number of the EEO Counselor shall be posted on all bulletin boards.

SECTION 7:

The Employer and the Union recognize that sexual harassment is a form of misconduct that undermines the integrity of the employment relationship and adversely affects employees opportunities. All employees must be allowed to work in an environment free from unsolicited and unwelcomed sexual overtures. Sexual harassment is defined in Equal Opportunity rules governing complaints of discrimination in the District of Columbia Government (31 DCR 56).

SECTION 8:

Employees alleging discrimination or sexual harassment shall contact the Department's EEO Counselor for assistance in processing such complaints. EEO complaints are not grievable under the collective bargaining agreement.

ARTICLE 20
CONSULTATION AND COUNSELING

SECTION 1:

The parties recognize that alcoholism, drug abuse and emotional illness or other personal problems may cause excessive absenteeism, disruptive behavior, or directly affect an employee's

job performance. As such, the Department shall make best efforts to assist employees experiencing these conditions by referring them to the appropriate District Government counseling or treatment program.

SECTION 2:

Prior to initiation of discipline, employees accepting a referral will be provided reasonable time to improve work performance and/or attendance, provided, however, that the employee adheres to the requirements of the service or program and the employee's work performance and/or attendance satisfactorily improves.

SECTION 3:

If the employee refuses to seek counseling and/or there is not an adequate improvement in work performance and/or attendance, as determined by the supervisor, disciplinary action or appropriate administrative action may be taken by the Department.

SECTION 4:

The Department may grant excused leave, in accordance with the DPM (i.e., annual leave, sick leave, advanced sick leave, or leave without pay), to an employee who accepts referral for the time he/she participates in a program. Such leave must be requested in advance.

SECTION 5:

To the extent available, the Department will post a notice describing the D.C. Government consultation or treatment program.

SECTION 6:

With respect to any programs or counseling attended by employees pursuant to this Article, the employee shall sign a release of information form to provide the Department or supervisor with information on the employee's attendance and adherence to the program or service.

SECTION 7:

Management reserves its right to take disciplinary action against employees. In appropriate cases, when an employee accepts a referral, Management will give due consideration to an employee's satisfactory attendance and/or conduct and/or improved job performance prior to initiating disciplinary action. Due consideration will be given to the recovery process. Management may also verify an employee's participation in a program or service prior to initiating disciplinary action.

ARTICLE 21
LEAVE ADMINISTRATION

SECTION 1 - APPLICATION OF LEAVE:

Any request for a leave of absence shall be submitted in writing on SF-71 by the employee to his immediate supervisor. The request shall state the type of leave requested and the length of time off the employee desires.

Any employee's request for immediate sick leave due to family sickness or death shall be answered immediately.

An advance request for a short leave of absence, not to exceed three (3) days shall be answered as soon as possible, or no later than twenty-four (24) hours after the request is submitted.

Any advance request for a leave of absence exceeding two (2) weeks shall be answered within five (5) days, except for scheduled vacations, as provided for elsewhere in this Agreement. If the request is disapproved, the supervisor shall return the SF-71 with the reasons for the disapproval indicated.

Employees shall be returned to the same grade and classification they held at the time the leave of absence was granted. However, if an employee is returning from an excused leave for educational purposes during which he/she has acquired the qualifications for a higher rated position, he/she shall not have lost any of his/her rights in being evaluated for a higher graded position.

SECTION 2 - CALL IN TIME

A. The Employer agrees that the request for leave shall not be unreasonably denied. However, the Union and employees recognize that workload and scheduling considerations will not always allow the grant of previously unscheduled leave requests. Employees are required to request leave for illness or emergencies at least one (1) hour before the start of their tour of duty and normally no later than two (2) hours after the normal reporting time.

B. All requests shall be called into the employee's immediate supervisor. If the immediate supervisor is not on duty, or cannot be reached, the employee should call the Ward Office/ Facility Manager's Office. The supervisor receiving the call shall convey the request to the proper supervisor.

SECTION 3 - VACATION SCHEDULES:

The Employer reserves the right to determine the number of

employees in each job category who may be on scheduled annual leave at any given time. Vacation schedules shall be based on employee requests and upon supervisory approval and shall be posted as early in the leave year as possible. Once posted, the schedule may not be changed except by mutual agreement of the parties concerned or in case of emergency. Scheduling conflicts will be resolved first by discussion with employees involved and then based on the needs of the service. When the needs of the service are met, scheduling of leave will be resolved on a first come, first served basis.

SECTION 4 - PAID LEAVE:

A. ANNUAL LEAVE: Employees shall earn annual leave from the date of hire if the appointment is for ninety (90) days or longer. Employees shall be eligible to take vacation (annual leave) as of the first day of employment if the appointment is for ninety (90) days or longer.

Requests to use annual leave shall be submitted by the employee on Standard Form-71, Application for Leave, normally in advance of the date such leave is to commence. Leave may be used for personal business in hourly amounts.

1. Accumulation: Annual leave will be earned as follows:
(Based on full-time employment in a pay status)

- a. Less than three years service - 1/2 day each pay period.
- b. More than three years service - 3/4 day each pay period.
- c. More than fifteen years service - 1 day each pay period.

2. Annual leave may be accrued, however no more than 30 days annual leave may be carried forward into the next leave year unless any of the following conditions are met:

- a. to correct an Administrative error;
- b. when annual leave was scheduled in advance but its use denied because of exigencies of the public business; or,
- c. when the annual leave was scheduled in advance but its use was precluded because of illness or injury.

If at the end of any leave year an employee has annual leave in excess of the normal permissible carry over because of one or more of the above reasons, he/she shall not forfeit the excess. All restored annual leave

must be taken within two (2) years from the date of restoration. It is understood that all decisions relating to this matter are in the authority of the Office of Financial Management, D.C. Controller.

Employees shall receive a lump sum payment for all annual leave not used upon resignation, retirement or separation.

B. SICK LEAVE:

1. Call in and reporting time for request for emergency annual or sick leave shall be specified in the Article "Call In Time" of this Agreement.

2. Advance sick leave may be granted to permanent or probationary employees up to thirty (30) days. Employees requesting such leave must submit a satisfactory medical certificate.

3. Sick leave shall be granted to employees incapacitated by illness, for appointments with physicians, dentists, diagnostic examinations, x-rays or for any other purposes set forth in DPM Chapter 12. Employees shall request sick leave in advance when appointments have been previously scheduled for medical, dental or optical treatment.

4(a) In accordance with Chapter 12B of the DPM, an employee may be required to furnish a satisfactory medical certificate to the Employer for any absence of more than three (3) days. When a physician's services are not used, the employee's signed statement and Form 71 may be accepted in lieu of the medical certificate if the Supervisor is assured sick leave privileges are not being abused.

(b) Such certificate for shorter periods can be required from employees proven to have abused sick leave privileges.

(c) An ongoing review shall be made of the employee's sick leave record. Once the employee has demonstrated an improvement in this use of sick leave, a notice rescinding the medical certification requirement shall be issued to the employee.

5. Employee shall start to earn sick leave from their date of hire, at the rate of one-half day each bi-weekly pay period, and shall accumulate sick leave as long as they are in the service of the Employer in a pay status.

6. Employees shall be credited unused sick leave by having such leave counted as time in service for retirement purposes. Sick leave for employees who terminate employment

other than by retirement shall remain to their credit for three (3) years.

C. MILITARY LEAVE:

Military leave shall be granted in accordance with Title XII of the Comprehensive Merit Personnel Act, D.C. Law 2-139.

D. COURT LEAVE:

Employees shall be granted leave of absence with pay any time they are required to report for jury duty or to appear as a witness on behalf of the District Government or the U.S. Government.

If an employee testifies in a non-official capacity on behalf of a private party, thereby having to take annual leave or leave without pay, he/she is entitled to the usual fees and expenses related to such witness service as provided by Court.

E. VOTING AND REGISTRATION:

Where the polls are not open at least three (3) hours either before or after an employee's regular hours of work, he/she may be granted an amount of excused leave which will permit him/her to report for work three (3) hours after the polls open or leave work three (3) hours before the polls close, whichever requires the lesser amount of time off.

F. FUNERAL LEAVE:

1. Funeral leave not to exceed three (3) work days shall be granted to an employee in connection with the funeral of, or memorial service for his/her immediate relative who died as a result of wounds, disease, or injury incurred while serving as a member of the Armed Forces in a combat zone, without loss of pay, charge to leave or credit for time or service, and without affecting his/her performance or efficiency rating.

2. In the event of a death in the immediate family (parents, sister, brother, spouse, child, mother-in-law, sister-in-law, brother-in-law, son-in-law, or daughter-in-law) of any employee, Annual Leave or LWOP will be granted.

G. OTHER (ADMINISTRATIVE LEAVE):

Duty time (administrative leave) may be granted for other purposes as provided by the DPM, or elsewhere in this Agreement.

SECTION 5 - UNPAID LEAVE:

A. Leave Without Pay (LWOP):

Leave of absence without pay for limited period may be granted for a reasonable purpose. Such leave shall be requested on SF-71 for an absence of eighty (80) hours or less and on the appropriate Department Form for an absence of more than eighty (80) hours. Reasonable purposes in each case shall be agreed upon by the employee and the Employer.

B. Union Business:

1. Employees elected to any Union office or selected by the Union to do work which takes them from their employment with the Employer shall, at the written request of the employee and the Union, be granted a leave of absence without pay. The initial leave of absence shall not exceed one (1) year. Leave of absence for Union officials may be extended for similar periods. No more than one (1) employee of the bargaining unit shall be on such leave at the same time.

2. Attendance at Union sponsored programs will be on approved annual leave or leave without pay unless Administrative leave has been approved by the Director, D.C. Office of Labor Relations and Collective Bargaining.

C. TRAINING LEAVE:

After completing one (1) year of service, an employee, upon request may be granted a leave of absence for educational purposes. The period of the leave of absence may not exceed one (1) year but it may be extended at the Employer's discretion.

D. MATERNITY/ PATERNITY LEAVE:

Maternity/ Paternity leave before child-birth and following child-birth shall be granted at the request of the employee. Extensions of this period not to exceed a total of one (1) year shall be made for medical reasons upon proper certification. Extensions for non-medical reasons shall be at the option of the Employer. (NOTE: Maternity leave may be accumulated annual leave, sick leave, or leave without pay). Sick leave shall be requested and approved in accordance with Section 3B of this Article.

E. MILITARY FURLOUGH:

An employee who enlists or is ordered to active duty in the Armed Forces can claim restoration rights within ninety (90) days of release from active duty under honorable conditions.

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The Department shall restore an eligible employee as soon as possible after he/she applies, but in any case it shall restore him/her within thirty (30) days after it receives his/her application.

ARTICLE 22
USE OF PRIVATE VEHICLES

SECTION 1:

A. To the extent possible, the Department may provide vehicles for the use of employees who need transportation to perform their duties.

B. In the event a vehicle is not available for an employee who needs transportation to perform his/her duties, the employee may use either his/her private vehicle or public transportation.

SECTION 2:

A. Employees who use their personal vehicles in the performance of their duties shall be reimbursed at the rate provided in the Compensation Units 1 and 2 Agreement, consistent with Departmental rules and regulations. The Department shall reimburse employees for the actual cost of public transportation use consistent with Departmental rules and regulations.

B. Employees who use public transportation in the performance of their official duties shall not be adversely affected in the Department's evaluation. An employee's use of public transportation will not be used as an excuse for non-performance of duties.

SECTION 3:

The Department will make available to employees information concerning the procedures for, and the Department's role in the adjudication of parking violations received during the performance of official duties.

SECTION 4:

Employees shall not be required to operate government vehicles that are not properly registered.

SECTION 5:

An employee whose vehicle is rendered inoperable during the course of official duties shall be granted reasonable time, upon notification to the supervisor, to make minor repairs or get the vehicle to a garage and return to the office.

ARTICLE 23
SAFETY

SECTION 1:

The Employer, the Union and the Employees shall work cooperatively to provide and maintain safe and healthful working conditions.

SECTION 2:

The Employer and the Union will cooperate in keeping each other informed of unhealthy and unsafe conditions in the work place.

SECTION 3:

An employee shall not be required to work in dangerous conditions until such conditions have been removed, remedied, rendered reasonably safe or adequate protection provided for the condition encountered. The Employer agrees that an employee will not be required to operate equipment that he/she is not qualified to operate, which by doing so might endanger himself/herself or other employees. The Employer shall ensure that equipment and work areas are maintained at a level to insure safe working conditions.

SECTION 4:

- A. The Employer agrees to furnish the appropriate protective clothing and equipment necessary for the performance of assigned work. The Union may, at its discretion, recommend new protective clothing and equipment modifications to existing equipment for consideration by the Employer.
- B. Safety and protective equipment that is issued or made available by the Employer shall be worn or utilized, as the case may be, by the employees.
- C. The Employer will provide proper eye protection for all employees where duty responsibilities so require.

SECTION 5:

Employees shall report to Management when first aid kits need maintenance. Management shall be responsible for replenishing first aid kits.

SECTION 6:

The Union, the employee and the Employer will make every effort to prevent accidents of any kind. Should accidents occur,

however, a primary consideration will be the welfare of the injured personnel.

SECTION 7:

When it becomes known that an accident has resulted in a work injury, the Employer agrees to notify a Union representative promptly, and provide the injured employee with the proper Workmans Compensation forms/information, including but not limited to the workers hotline within 72 hours.

SECTION 8:

Transportation shall be provided if needed, to the nearest health facilities in the event of an injury requiring emergency medical treatment beyond immediate first aid.

SECTION 9:

The Employer is committed to providing safety training. Such safety training, (e.g., CPR and other first aid techniques) shall be provided to Union and Management volunteers by the Employer within six (6) months after the effective date of this Agreement. This training will be scheduled by the Employer in conjunction with each safety committee covered by this Agreement.

SECTION 10:

The Employer will provide upon request, the manufacturer's material safety data sheet concerning chemicals used at the Employer's facilities to the Union.

SECTION 11:

The Employer agrees to maintain clean and sanitary locker and lunch rooms and other related personal facilities. Employees are responsible for leaving such facilities in an orderly condition.

SECTION 12:

No employee will be required to perform duties involving hazards without first receiving sufficient training concerning the hazards, proper work methods, and the protective measurers and equipment to be used.

SECTION 13:

In the event of excessive temperatures or equipment failure, employees shall be reassigned or released.

Excessive temperatures are listed her for informational

purposes:

85 degrees Fahrenheit - 50% humidity (minimum)
86 degrees Fahrenheit - 47% humidity
87 degrees Fahrenheit - 45% humidity
88 degrees Fahrenheit - 42% humidity
89 degrees Fahrenheit - 40% humidity
90 degrees Fahrenheit - 37% humidity.

Any temperature above 95 degrees Fahrenheit during extremely cold weather conditions, the Employer agrees that affected employees, working inside building will be dismissed or relocated when the temperature in a particular building is below 65 degrees Fahrenheit.

Employees who are required to work outside shall not be required to perform those duties during period of severe inclemency.

SECTION 14:

A safety committee of three (3) representatives from the Union and three (3) representatives from Management, one (1) of whom shall be the Agency Safety Officer, will be established in the Agency. One (1) Management and one (1) Union representative shall serve as co-chairpersons. The Committee will:

- A. Meet once a month, or at the call of either co-chairperson to review special conditions which may develop.
- B. Conduct safety surveys and make joint recommendations to the appropriate administrator, through the safety officer. Final reports from the appropriate administrator shall be provided to the Safety Committee within a reasonable period on all matters initiated by the Committee.
- C. Coordinate the development and conduct of appropriate health and safety training programs. All training must be coordinated with the Office of Administration and Management.
- D. Consult with, and render assistance to the Agency safety officer upon request.

SECTION 15:

The Employer and the Union mutually recognize the need for protection of employees from assault and intimidation and will work cooperatively to obtain appropriate protective measures in this regard.

SECTION 16:

The Employer agrees to provide to potentially exposed employees and the Union, all information available to the Employer concerning hazardous substances. A listing of all chemicals used by the Department along with their generic names shall be provided upon request to the Union. Such listing shall indicate chemical use by work area. Emergency shower/wash facilities shall be provided at locations where employees are required to be exposed to hazardous substances.

SECTION 17:

The Employer agrees to take necessary steps to ensure the safety of employees who are required to work alone. The Employer agrees to immediately and periodically review all present security/safety measures affecting the employees and to ensure that these procedures are known and carried out by all employees. Where necessary, the Employer agrees to revise and/or implement security measures for the protection of the employees. A continuous review of security safety measures shall be the joint responsibility of Management and the Union.

SECTION 18:

- A. The Employer shall provide full yearly physical examinations to all employees upon request of the employee, who because of the nature of their work may be exposed to biological or man made health risks.
- B. The Employer shall provide full yearly physical, hearing and optical examinations to all employees, who because of the nature of their work may suffer physical or optical damage.
- C. The examinations in A and B above shall be on official time and at no cost to the employee.

SECTION 19:

The Employer will institute measures to control the spread of occupationally acquired infectious diseases. The Employer will consider all patients and clients as potentially infected and will rigorously apply infection control precautions to minimize the risk of exposure to blood and body fluids of all clients and patients. Rubber gloves and other appropriate equipment will be provided to all employees who may be subject to exposure.

ARTICLE 24
CORRECTIVE AND ADVERSE ACTION

SECTION 1:

1. Corrective and Adverse Actions, as defined in Personnel regulations, may be imposed on employees only for cause, in accordance with the provisions of the Comprehensive Merit Personnel Act (CMPA) D.C. Law 2-139, as amended and the DPM.
2. Corrective and Adverse Actions will be appropriate to the circumstances, with due regard to the principles of progressive discipline in accordance with Chapter 16 of the DPM.
3. Employees may either grieve these actions through the negotiated grievance procedure or appeal them to the Office of Employee Appeals (OEA), but not both. Employees shall select either of these procedures in writing and once the selection is made, it cannot be changed. Adverse Action grievances shall be filed in accordance with Article 16, Section 5.

SECTION 2:

1. It is understood that correction and discipline by supervisors will be done in accordance with the circumstances so as not to subject the employee to unnecessary embarrassment, i.e., privacy.
2. An employee and the Union shall be notified in writing of any proposed disciplinary or adverse action within forty-five (45) days, no including Saturdays, Sundays, or legal holidays, after the date that the Employer knew or should have known of the act or occurrence.

In the even that the act or occurrence allegedly constituting cause for discipline is the subject of an ongoing criminal investigation, the 45-day limit imposed by the previous paragraph of this section shall be tolled until the conclusion of the criminal investigation.

The failure of the Employer to issue such notice shall preclude the discipline pursuant to the law.

Employees are also entitled to a written final decision of the proposed action within 45 calender days of the date charges are preferred against the employee, except that in the event there is an ongoing criminal prosecution.

3. Employees requested to reply during investigative or proposal stages of a disciplinary action shall be informed of their right to have a Union representative present.

4. Employees shall not be required to write or sign incident statements in regard to possible disciplinary actions.
5. Employees shall be given a copy of the Report of Findings Determination made by the disinterested designee at the time of its issuance.
6. The removal of an employee during his/her probationary period is not grievable and shall be done in accordance with the DPM.

ARTICLE 25
HOLIDAYS

The District of Columbia Government Comprehensive Merit Personnel Act (CMPA) and the District Personnel regulations prescribe the procedures for legal public holidays for employees of the District Government.

1. As stipulated in D.C. Code, §1-613.2(a) (1987 Repl.), the following days are legal public holidays for employees of the District Government:

- a. New Year's Day, January 1;
- b. Dr. Martin Luther King, Jr.'s Birthday, the third Monday in January;
- c. President's Day, the third Monday in February;
- d. Memorial Day, the last Monday in May;
- e. Independence Day, July 4;
- f. Labor Day, the first Monday in September;
- g. Columbus Day, the second Monday in October;
- h. Veteran's Day, November 11;
- i. Thanksgiving Day, the fourth Thursday in November;
and,
- j. Christmas Day, December 25.

2. January 20th of each 4th year starting in 1981, Inauguration Day, is a legal public holiday for the purpose of pay and leave of employees scheduled to work on that day. When January 20th of any 4th year falls on Sunday, the next succeeding day selected for public observance of the Inauguration of the President is a legal public holiday.

ARTICLE 26
IMPROVED BENEFITS

Any future legislation, ordinance, or order of the D.C. Government which improves the benefits now received by employees covered by this Contract automatically will be applied to such employees.

ARTICLE 27
PERSONNEL ISSUES

SECTION 1:

The Department, through the D.C. Office of Personnel, will continue to provide counseling to employees who are of retirement age. This counseling will include information on voluntary deductions, benefits, insurance, and assisting employees in preparing all necessary retirement papers. Further, to the extent training is available, the Department, in conjunction with the DCOP, shall continue to provide training on the retirement program, and shall ensure that notices announcing the program will be posted on appropriate bulletin boards.

SECTION 2:

The Department agrees that employees shall be directed to the appropriate Office of Personnel for such questions as: retirement, death benefits and disability compensation.

ARTICLE 28
SUPPLEMENTAL NEGOTIATIONS

SECTION 1:

Each of the Local's listed in Article One (1) of this Agreement is free to negotiate supplement agreements on working conditions not covered by this Agreement.

SECTION 2:

Any such supplemental agreement may include subjects such as, transfer of facility; uniforms; transportation of clients; etc.

SECTION 3:

Any such supplemental agreement shall be incorporated by reference in this Agreement and shall be enforced by Article 36 of this Agreement.

ARTICLE 29
WORK ON HOLIDAYS

SECTION 1:

In accordance with the DPM Chapter 12, for full-time employees whose basic workweek is Monday through Friday, if a legal holiday occurs on Saturday, the Friday immediately before is a legal public holiday and if a legal holiday occurs on Sunday, the Monday immediately following is a legal public holiday.

SECTION 2:

In accordance with the DPM Chapter 12, when a holiday falls on a regular weekly nonworkday of an employee whose basic workweek is other than Monday through Friday, the workday immediately before that regular weekly nonworkday is a legal public holiday for the employee.

The DPM issuance regarding the holiday schedule for the calendar year will be posted on the employee bulletin boards.

SECTION 3:

Except for emergency operations or continuous or shift operations, any necessary work performed on a holiday may be performed by qualified volunteers. If there are insufficient qualified volunteers to perform the work, the Department reserves the right to require employees to work on holidays.

ARTICLE 30
GRIEVANCE PROCEDURE

SECTION 1 - PURPOSE:

A. The purpose of this grievance procedure is to establish an effective procedure for the fair, expeditious and orderly adjustment of grievances. Grievances may be settled informally at any step of the process. Therefore, the parties or their authorized representatives have the authority to settle a grievance at any stage of the grievance procedure.

B. Most grievances arise from misunderstandings or disputes which can be settled promptly and satisfactorily on an informal basis at the immediate supervisory level. The Employer and the Union agree that every effort will be made by Management and the aggrieved party(ies) to settle grievances at the lowest possible level. Inasmuch as dissatisfactions and disagreements arise occasionally among people in any work situation, the filing of a grievance shall not be construed as reflecting unfavorably on an

employee's good standing, his/her performance, or his/her loyalty or desirability to the organization. Reasonable time during working hours will be allowed for employees and the Union representative to discuss, prepare for and present grievances, including attendance at meetings with Employer officials.

C. All time limits may be extended by mutual consent.

SECTION 2 - SCOPE:

A grievance is any alleged violation of this Agreement or applicable provision of the Compensation Agreement, or any misapplication or misinterpretation of Personnel rules, regulations or statutes that affect terms and conditions of employment. It is agreed that EEO complaints shall not be grievable.

SECTION 3 - PRESENTATION OF GRIEVANCES:

- A. This procedure is designed to enable the parties to settle grievances at the lowest possible administrative level.
- B. Grievances not responded to by Management in a timely manner may be advanced to the next level by the Union.
- C. Categories of Grievances:

1. PERSONAL - A grievance of a personal nature requires the consent of the aggrieved employee at Step 2 of this procedure even if the Grievant is represented by his/her Union. In the case of an individual Grievant proceeding without Union representation, the Union must be given an opportunity to be present and offer its views at any meeting held to adjust the grievance.

2. GROUP - A grievance involving a number of employees in the unit may be filed at whatever step resolution is possible.

3. UNION/CLASS - A grievance involving employees in the bargaining unit may be filed and signed by the Union President or designee directly at Step 3 of the grievance procedure. Grievances so filed will be processed only if the issue raised is common to bargaining unit employees. A class grievance must contain all information specified in Section 4 of the grievance procedure and the Administrator or his/her designee shall respond in writing within twenty-one (21) working days of receipt.

SECTION 4 - PROCEDURAL STEPS/PERSONAL AND GROUP GRIEVANCES:

A. STEP 1:

Grievances (except Adverse Action and Union/Class) shall first be taken up orally or in writing by the concerned employee or Union representative with the appropriate Employer representative in an attempt to settle the matter. Grievances must be presented within twenty (20) work days from the date the employee or Union became aware of the grievance. The Union representative must be present if the employee so desires. However, if an employee(s) presents a grievance directly to the Employer for adjustment consistent with the term of this Agreement, the Union shall have an observer present. The Employer representative shall communicate the decision within ten (10) working days from the presentation of the grievance. The Employer shall present a written response when the grievance is presented in writing and an oral response when the case is presented orally.

B. STEP 2:

If the matter is not satisfactorily settled at Step 1 of the presentation of grievance, the employee(s) or the Union representative may, within ten (10) working days, submit the matter in writing to the next level Employer representative. The Employer representative will meet with the Union representative and the aggrieved employee(s) within five (5) working days after receipt of the grievance. The Employer representative shall give the employee(s) and the Union her/his written response within five (5) working days after the meeting.

The grievance at this and at every further step shall contain:

1. A statement of the specific provision(s) of the Agreement alleged to be violated.
2. The date(s) on which the alleged violation occurred.
3. A brief description of how the alleged violation occurred.
4. The specific remedy or adjustment sought.
5. Authorization by the employee if Union representation is desired.

Should the grievance not contain the required information, the Grievant or Union representative shall be so notified and given fifteen (15) working days from receipt of notification to resubmit the grievance. Failure to resubmit the grievance within the fifteen (15) day period shall void the grievance.

C. STEP 3:

If the grievance is not settled at Step 2, the employee(s) or the Union may within ten (10) working days forward the grievance to the Department Head for further consideration. The Department Head will review the grievance, consult with the employee(s) and the Union, and give the employee(s) and the Union his/her written answer within ten (10) working days after receipt of the grievance.

D. STEP 4:

If the grievance is not satisfactorily settled at Step 3, the Union may refer the matter to arbitration.

SECTION 5 - ADVERSE ACTION GRIEVANCES:

A. STEP 1:

A grievance which involves an adverse action, a removal or reduction in grade based on unacceptable performance shall be presented in writing by the concerned employee and the Union representative with the Agency Head within forty-five (45) calendar days of the final notice of action. The Employer will have fifteen (15) working days in which to answer the complaint in writing.

B. STEP 2:

If the matter is not satisfactorily settled at Step 4, the Union can invoke arbitration within twenty (20) working days of receipt of the Employer's decision at the Step 4 level.

The Union may, prior to the implementation of the penalty, request that the deciding official consider delay of the implementation of the decision pending the outcome of the arbitration. The Union and Management agree that such arbitrations will be scheduled and heard within 30 days after the Agency Head's decision to delay implementation. A withdrawal of the arbitration or delay in scheduling of such arbitration by the Union will result in the immediate implementation of the penalty. If the Agency Head denies the request to consider the delay of the implementation of the penalty, then Steps 1 and 2 of this Section shall apply.

SECTION 6 - UNION/CLASS GRIEVANCES:

STEP 1: The Employer and the Local President or his/her designee will meet within five (5) working days after receipt of the grievance to discuss the grievance.

STEP 2: The Department Head shall give the Local President his/her written response within ten (10) working days after the meeting. If the grievance is not settled by this method, the Union may refer the matter to arbitration. Nothing herein will preclude

either party from attempting to settle such grievances informally at the appropriate level.

SECTION 7 - ARBITRATION:

A. SELECTION OF AN ARBITRATOR: The parties agree that a panel of arbitrators will be selected by the parties within thirty (30) working days of the signing of this Agreement to hear arbitrations. The panel will consist of seven (7) arbitrators who will be selected alternately to hear cases.

B. A committee of Union representatives and Management officials that are party to this agreement will meet quarterly to review the status of grievances, the selection of arbitrators and other issues related to this grievance procedure.

C. When mutually agreed by both parties, the following expedited arbitration procedures shall be used:

1. The arbitration will be held within thirty (30) working days of the request to arbitrate.

2. There shall be no stenographic record of the proceedings.

3. The hearing shall be conducted by the Arbitrator in whatever manner that will most expeditiously permit full presentation of the evidence and arguments of the parties. The Arbitrator shall make appropriate minutes of the proceedings. Normally, the hearing shall be completed within one (1) day. In unusual circumstances and for good cause shown, the Arbitrator may schedule an additional hearing to be held within seven (7) days.

4. There shall be no posthearing briefs.

5. Time of Award - The award shall be rendered promptly by the Arbitrator and unless otherwise agreed by the parties, no later than seven (7) days from the date of the closing of the hearing.

6. Form of Award - The award shall be in writing and shall be signed by the Arbitrator. If the Arbitrator determines that an opinion is necessary, it shall be in summary form.

D. The parties agree that arbitrations not heard under the expedited arbitration procedure will be scheduled and heard within ninety (90) days unless the parties mutually agree to extend the time limits.

SECTION 8 - GENERAL:

1. Witnesses shall be sequestered upon request of either party.
2. If either party desires a verbatim record of the proceedings, it may order such record. The party desiring the record shall make the record available to the other party and pay full costs of the transcript. Upon mutual agreement, the expenses may be shared.
3. The parties shall request that the arbitration award be in writing and set forth the Arbitrator's findings, reasoning and conclusions, within thirty (30) days after the conclusion of the hearing. Time limits may be extended by mutual agreement except in the case of expedited arbitrations.
4. The Arbitrator shall not have the power to add to, subtract from, or modify the provisions of this Agreement through the award.
5. The Arbitrator's award shall be binding upon both parties. Nothing in this Section prevents either party from appealing an award pursuant to the negotiated grievance procedure, in accordance with D.C. Code §1-605.2. Either party may submit the award for reconsideration by filing an Arbitration Review Request with the Public Employee Relations Board (PERB) within the time prescribed by law and regulation. Whenever an Arbitrator's decision is appealed, the decision shall remain in effect pending the outcome of the appeal process.
6. A statement of the Arbitrator's fee and expenses shall accompany the award. The fee and expense of the Arbitrator shall be born by the losing party. In cases where it is unclear whether or not a party has lost the case, the Arbitrator will make the determination.
7. Any dispute over the application of an Arbitrator's award, the Arbitrator shall retain jurisdiction.

SECTION 9 - APPEAL AND GRIEVANCE OPTIONS:

An aggrieved employee affected by a removal or reduction in grade based on unacceptable performance, or adverse action may at his/her option raise the matter under a statutory appellate procedure or the negotiated grievance procedure, but not both.

For the purpose of this Section and employee shall be deemed to have exercised his/her option under this Section when the employee files a notice of appeal under the appellate procedure or files a grievance in writing under the negotiated grievance procedure.

SECTION 10 - QUESTIONS OR GRIEVABILITY:

In the event either party should assert a grievance non-grievable or non-arbitrable, the original grievance shall be considered amended to include this issue. Any dispute of grievability or arbitrability shall be referred to arbitration as a threshold issue(s).

ARTICLE 31
MANAGEMENT RIGHTS

The Department shall retain the sole right, authority and complete discretion to maintain the order and efficiency of the public service entrusted to it, and to operate and manage the affairs of the District in all aspects, including but not limited to, all rights and authority held by the Employer prior to the signing of this Agreement.

Such management rights shall not be subject to the negotiated grievance procedure or arbitration, unless specifically abridged and abrogated in a separate distinctive Article of this Agreement. The Employer retains the following rights, which in accordance with applicable laws, rules and regulations which in no way are wholly inclusive:

1. To direct employees of the Department;
2. To hire, promote, transfer, assign and retain employees in positions within the agency and to suspend, demote, discharge or take other disciplinary action against employees for cause;
3. To relieve employees of duties because of lack of work or other legitimate reasons;
4. To maintain the efficiency of the District government operations entrusted to them;
5. To determine the mission of the agency, its budget, its organization, the number of employees and the number, types and grades of positions or employees assigned to an organizational unit, work project or tour of duty, and the technology of performing its work; or its internal security practices; and,
6. To take whatever actions may be necessary to carry out the mission of the District government in emergency situations.

ARTICLE 32
NO STRIKE OR LOCKOUT

SECTION 1:

Under the provisions of D.C. Code Section 1-618.5, it is unlawful to participate in, authorize or ratify a strike.

SECTION 2:

The term "strike," as used herein means a concerted refusal to perform duties/attend work or any unauthorized concerted work stoppage or slowdown.

SECTION 3:

The Union agrees to disarm any strikes or any unauthorized concerted work stoppage or slowdown.

SECTION 4:

No lockout of employees shall be instituted by the Employer during the term of this Agreement, except that the Department in a strike situation retains the right to close down any facilities to provide for the safety of employees, property or the public.

ARTICLE 33
SAVINGS CLAUSE

In the event any Article, Section or portion of the Agreement shall be held invalid and unenforceable by any court or higher authority of competent jurisdiction, such decision shall apply only to the specific Article, Section or portion thereof specified in the decision, and upon issuance of such a decision, the Employer and the Union agree to negotiate a substitute Article, Section or portion thereof.

ARTICLE 34
DURATION

SECTION 1:

This agreement shall remain in full force and effect until September 30, 1995. This Agreement shall become effective upon the Mayor's approval in accordance with provisions of Section 1715 of the CMP. If disapproved because certain provisions are asserted to be contrary to applicable law, the parties shall meet within thirty (30) days to negotiate a legally constituted replacement provision for the offensive provision, or the offensive provision shall be deleted.

SECTION 2:

This Agreement shall automatically be renewed for a one (1) year period thereafter, unless either party gives to the other party written notice of intention to terminate or modify the Agreement one-hundred fifty (150) days and no later than ninety (90) days prior to its anniversary date. In the event that either party requests modification of any Article or parts of any Article, or the inclusion of additional provisions, only the related Articles and/or parts of the Articles shall be affected and unrelated Articles or parts of Articles shall continue in full force and effect.

SECTION 3:

The parties acknowledge that this Agreement represents the results of negotiations during which both parties had unlimited right and opportunity to make demands and proposals with respect to any mandatory negotiable subject matter.

SECTION 4:

It is agreed that any request by either party for further negotiations due to change in legislation, rules or regulations affecting any article in this Agreement shall be for the purpose of amending, modifying or supplementing provisions agreed to and included in this Agreement. If the parties mutually agree in writing during the term of this Agreement that modifications to the Agreement are necessary, it may be modified.

Signed this _____ day of _____, 1994.

FOR THE EMPLOYER

FOR THE UNION

Debra McDowell, Director
D.C. Office of Labor Relations
and Collective Bargaining

David Schlein

David Schlein, National V.P.
American Federation of
Government Employees, AFL-CIO

Vincent Gray, Director
Department of Human Services
Services

Hugh Battle, President
AFGE Local 383

Carole Hill Lowe, Director
Department of Recreation
and Parks

Thomas M. Proctor
Thomas Proctor, President
AFGE Local 2741

Bruce Marshall, Director
Department of Administrative
Services

Sandra Addison
Sandra Addison, President
AFGE Local 3406

Chief Fred Thomas
Metropolitan Police Department

Ralph Bell
Ralph Bell, President
AFGE Local 3444

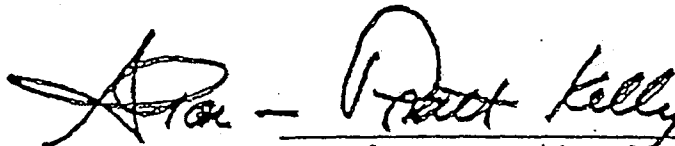
Al Dobbins, Director
Office of Planning and
and Energy

Paul Hart
Paul Hart, President
AFGE Local 3871

Claretta Carpenter
Claretta Carpenter, President
AFGE Local 2737

APPROVAL

This Collective Bargaining Agreement between the District of Columbia Government and the American Federation of Government Employees Locals 383, 2737, 2741, 3406, 3444 and 3871 dated _____ has been reviewed in accordance with Section 1715(a) of the District of Columbia Comprehensive Merit Personnel Act of 1978 (§1-618.15(a), D.C. Code, 1987 Repl.), and is hereby approved this 12th day of September, 1994.


Sharon Pratt Kelly
Mayor

COLLECTIVE BARGAINING UNIT CODE DESCRIPTIONS

CBU CODE	UNIT DESCRIPTION	UNION/ LOCAL	COMPENSATION BARGAINING UNIT	DEPARTMENT/ AGENCY
BCA	Nonprofessional employees at the Detoxification Center for Alcoholics, ADASA.	AFGE 2737	1 & 2	DHS
BCB	Professional employees at Karrick Hall - Rehabilitation Residential Center, ADASA.	AFGE 2737	1 & 13	DHS
BCC	Nonprofessional employees at Karrick Hall - Rehabilitation Residential Center, ADASA.	AFGE 2737	1 & 2	DHS
BKA	Employees of the Printing and Reproduction Division.	AFGE 3406	1 & 2	DAS
BPA	All employees of the Office of Planning and Development.	AFGE 3871	1	Office of Planning
BPB	All employees in the Office of Energy.	AFGE 3871	1	Office of Energy
BPC	All employees in the mail room of Department of Administrative Services.	AFGE 3871	1	DAS
BHA	All employees in the Department of Recreation and Parks.	AFGE 2741	1 & 2	DRP
BMA	Wage grade employees of the Property Division and Fleet Management Division.	AFGE 3444	2	MPD
BBA	DS employees of Laurel, MD, in the Institutional Care Services Administration and Forest Haven excluding guards, teachers and instructors, and nurses, CSS.	AFGE 383	1	DHS
BBB	Guards at Laurel, MD, in the Institutional Care Services Division and Forest Haven, CSS.	AFGE 383	1	DHS
BBC	Teachers and Instructors at Laurel, MD, Institutional Care Services Division and Forest Haven, CSS.	AFGE 383	1	DHS
BBD	Nonprofessional employees of the Forensic Psychiatry Division, Mental Health Administration, CMHS.	AFGE 383	1	DHS

CBU CODE	UNIT DESCRIPTION	UNION/ LOCAL	COMPENSATION BARGAINING UNIT	DEPARTMENT/ AGENCY
BBE	Nonprofessional employees of Area B (Psychiatric Division) and Emergency Mental Health Services, Mental Health Administration, CMHS.	AFGE 383	1 & 2	DHS
BBF	Nonprofessional employees of the Youth Group Homes Branch, Youth Services Administration, CSS.	AFGE 383	1 & 2	DHS
BEG	Nonprofessional employees of Area C Community Mental Health Center, CMHS.	AFGE 383	1 & 2	DHS
BBH	Employees of the Developmental Services Center, Mental Retardation/Developmental Disabilities (MRDDA), CSS.	AFGE 383	1 & 2	DHS
BBI	Nonprofessional employees in the Community Care Services Division, Youth Services Administration, CSS.	AFGE 383	1	DHS
J	Nonprofessional employees of the Office of Planning and Evaluation, Research and Statistics Division.	AFGE 383	1	DHS
SED	All nonprofessional, nonsupervisory employees in CMHS, DHS, excluding nonprofessional employees of the Construction, Electrical, Mechanical, Preventive Maintenance, Garage and Fabric Care Sections.	AFSCME 2095 & AFGE 383	1 & 2	DHS
BBK	Nonprofessional employees of the Alcohol Drug Abuse Services Administration, CPH.	AFGE 383	1 & 2	DHS

DEPARTMENT OF ADMINISTRATIVE SERVICES AND
THE AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, LOCAL 3406
SUPPLEMENTAL AGREEMENT

ARTICLE I
BULLETIN BOARDS

SECTION A:

The Employer agrees to provide designated Bulletin Boards in appropriate work areas for the posting of material relative to the activities of the Union.

SECTION B:

Material posted must be readily identified as representing the Union. The Employer shall require the Union President to remove any posted material that fails to comply with provisions of Section C.

SECTION C:

Material must not contain any statement that could be construed to identify it as an official release of the District of Columbia Government. The contents of the material posted must be related to the activities of the Union. Material relating to partisan political matters or sectarian religious subjects may not be posted. Material must not contain derogatory or abusive statements on individuals.

ARTICLE II
EMPLOYEE COUNSELING PROGRAM

In addition to the regulations outlined in ARTICLE 20, Consultation and Counseling, of the Master Agreement, the parties agree that when troubled employees are identified, they are to be handled in a forthright manner with the agency's personnel administrative procedure. All records pertaining to the employee will be handled in the strictest of confidence.

ARTICLE III
PERSONNEL FILES

SECTION A:

An employee or his/her designated representative shall have the right to view his/her personnel file and, upon request, inspect or copy any document appearing in his/her official personnel file folder consistent with release of official information as prescribed in Title 31 of the Comprehensive Merit Personnel Act.

SECTION B:

The Employer will assist the employee or his/her representative (designated in writing) to obtain photo-copies of any such document.

SECTION C:

The right of employees pertaining to their official personnel files as stipulated in Section A and B above shall be extended to

apply to an employee's personnel file kept by the Printing Division.

ARTICLE IV
USE OF DISTRICT GOVERNMENT FACILITIES

SECTION A:

The Employer may approve requests for the use of District Government facilities for Union meetings during non-working hours. The Union agrees to exercise reasonable care in using such space and will leave it in a clean and orderly condition. When use of the facilities are to be scheduled after 4:15 p.m., the Union will request their use five (5) days in advance.

SECTION B:

The Employer agrees to provide a space for the Union stewards to meet in private with an aggrieved employee and for the maintenance of union records. This space may be used during breaks and at lunch. This space may not be used during duty hours unless with permission of the Division Chief.

ARTICLE V
OVERTIME ASSIGNMENTS

SECTION A:

The Employer agrees to assign overtime assignments on a fair and equitable basis.

SECTION B:

Each employee volunteering for overtime will be given the opportunity on a rotation basis, dependent on the skills required and those of the employee.

SECTION C:

A list of available personnel for overtime will be maintained by the supervisor and a copy provided to the Union President.

ARTICLE VI
HOURS OF WORK

SECTION A:

The basic forty (40) hour work week shall be Monday through Friday.

SECTION B:

The Employer will provide a reasonable amount of time, consistent with the nature of the work performed, for employees to clean up prior to lunch and at the end of the work day.

SECTION C:

Employees detailed out of their sections for periods of one (1) day or less will be allowed a reasonable amount of time to put away equipment and personal property.

SECTION D:

The Bureau will provide two (2) paid fifteen (15) minute rest periods on each tour of duty, one for each four (4) hour period worked, as close to the middle of each four (4) hour period as feasible. Rest periods shall in no case immediately precede, or follow, the beginning or ending of the regular work day or meal period.

ARTICLE VII
APPRENTICE CAREER DEVELOPMENT PROGRAM

SECTION A:

A joint Labor-Management Committee shall be established to develop recommendations for an Apprentice Career Development Program. This joint Labor-Management Committee shall consist of three (3) Union representatives and three (3) Management representatives. A Management and Union representative shall act as co-chairpersons.

The parties agree that the Apprentice Career Development Program should apply to a series of positions in the same line of work which increase in difficulty from entrance level to the level established as Full Performance by the Position Classification Standards of the D.C. Office of Personnel (DCOP).

SECTION B:

The Program Development Guidelines shall be as follows:

1. Employees in the Program may be promoted without further competition when competition was held at an earlier stage, until reaching the Full Performance Level.
2. The Employer and the Union agree that Apprentice Career Development Promotions will be made only when:
 - a. Recommended by the appropriate supervisor and approved by Management.
 - b. The employee meets the appropriate minimum qualification including selective factors, and has:
 1. Demonstrated potential for the skill involved.
 2. Demonstrated to the satisfaction of the supervisor, the ability to perform at the next higher level.
 3. An employee in the Apprentice Career Development Program may receive successive Career Promotions until he/she reaches the Full Performance Level after meeting the qualification requirements of

Section B above for each level consistent with Personnel regulations.

4. Grades above the Full Performance Level positions shall be filled under the Merit Staffing Procedures.

SECTION C:

A joint Labor-Management Committee shall submit its recommendation to appropriate Departmental officials for review and approval. Upon departmental approval, the proposed Apprentice Program will be submitted to the D.C. Office of Personnel for review and approval consistent with applicable DPM regulations.

SECTION D:

There will be established a formal process of communication between employees and the Chief of Printing relating to issues involving the training process in the Division. Employees may at any time submit official suggestions or examples of Formal Training Programs to the Chief of Printing. The Chief of Printing shall consider all submittals and either reject them, put them into effect, or refer them (if necessary) to other officials of the Department of Administrative Service for further consideration.

**COMPENSATION COLLECTIVE BARGAINING
AGREEMENT**

BETWEEN

THE DISTRICT OF COLUMBIA GOVERNMENT

AND

COMPENSATION UNITS 1 AND 2

EFFECTIVE APRIL 1, 2013 – SEPTEMBER 30, 2017

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PREAMBLE

This Compensation Agreement is entered into between the Government of the District of Columbia and the undersigned labor organizations representing units of employees comprising Compensation Units 1 and 2, as certified by the Public Employee Relations Board (PERB).

The Agreement was reached after negotiations during which the parties were able to negotiate on any and all negotiable compensation issues, and contains the full agreement of the parties as to all such compensation issues. The Agreement shall not be reconsidered during its life nor shall either party make any changes in compensation for the duration of the Agreement unless by mutual consent or as required by law.

ARTICLE 1 WAGES

SECTION A: FISCAL YEAR 2013:

Effective the first day of the first full pay period beginning on or after April 1, 2013, the FY 2013 salary schedules of employees employed in bargaining units as certified and assigned to Compensation Units 1 and 2 by the Public Employees Relations Board shall be adjusted by 3%.

SECTION B: FISCAL YEAR 2014:

The Parties agree that the District shall set aside the amount equivalent to 1.5% of the total salaries for Compensation Units 1 and 2, as of November 19, 2012, to be used to implement any compensation adjustment required by the Classification and Compensation and Reform Project.

SECTION C: FISCAL YEAR 2015:

Effective the first day of the first full pay period beginning on or after October 1, 2014, the FY 2015 salary schedules of employees employed in bargaining units as certified and assigned to Compensation Units 1 and 2 by the Public Employees Relations Board shall be adjusted by 3%.

SECTION D: FISCAL YEAR 2016:

Effective the first day of the first full pay period beginning on or after October 1, 2015, the FY 2016 salary schedules of employees employed in bargaining units as certified and assigned to Compensation Units 1 & 2 by the Public Employees Relations Board shall be adjusted by 3%.

SECTION E: FISCAL YEAR 2017:

Effective the first day of the first full pay period beginning on or after October 1, 2016, the FY 2017 salary schedules of employees employed in bargaining units as certified and assigned to Compensation Units 1 & 2 by the Public Employees Relations Board shall be adjusted by 3%.

**ARTICLE 2
METRO PASS**

The District of Columbia Government shall subsidize the cost of monthly transit passes for personal use by employees by not less than twenty five (\$25.00) per month for employees who purchase and use such passes to commute to and from work.

**ARTICLE 3
PRE-PAID LEGAL PLAN**

SECTION A:

The Employer shall make a monthly contribution of ten dollars (\$10.00) for each bargaining unit member toward a pre-paid legal services plan. The Employer shall make monthly contributions directly to the designated provider of the legal services program.

SECTION B:

The plan shall be contracted for by the Union subject to a competitive bidding process where bidders are evaluated and selected by the Union. The District may present a proposed contract which shall be evaluated on the same basis as other bidders. The contract shall provide that the Employer will be held harmless from any liability arising out of the implementation and administration of the plan by the benefit provider, that the benefit provider will supply utilization statistics to the Employer and the Union upon request for each year of the contract, and that the benefit provider shall bear all administrative costs.

SECTION C:

The parties shall meet to develop procedures to implement the legal plan which shall be binding upon the benefit provider. The procedures shall include an enrollment process.

SECTION D:

To be selected for a contract under this Article, the benefit provider must maintain an office in the District of Columbia; be incorporated in the District and pay a franchise tax and other applicable taxes; have service providers in the District; and maintain a District bank account.

SECTION E:

The Employer's responsibility under the terms of this Article shall be as outlined in Section C of this Article and to make premium payments as is required under Section A of this Article. To the extent that any disputes or inquiries are made by the legal services provider chosen by the Union, those inquiries shall be made exclusively to the Union. The Employer shall only be required to communicate with the Union to resolve any disputes that may arise in the administration of this Article.

**ARTICLE 4
DISTRICT OF COLUMBIA
NEGOTIATED EMPLOYEE ASSISTANCE HOME PURCHASE
PROGRAM**

SECTION A:

The Parties shall continue the Joint Labor-Management Taskforce on Employee Housing.

SECTION B:

Pursuant to the DPM, Part 1, Chapter 3 §301, the District provides a preference for District residents in employment. In order to encourage employees to live and work in the District of Columbia, a joint Labor-Management Task Force on Employee Housing was established during previous negotiations with Compensation Units 1 & 2. The Taskforce strives to inform employees of the programs currently available for home ownership in the District of Columbia. Additionally, the Taskforce collaborates with other government agencies including the Department of Housing and Community Development and the District's Housing Finance Agency to further affordable housing opportunities for bargaining unit employees, who have been employed by the District Government for at least one year.

SECTION C:

The parties agree that \$500,000.00 will be set aside to be used toward Negotiated employee Assistance Home Purchase Program (NEAHP) for the duration of the Agreement. If at any time, the funds set aside have been depleted, the Parties will promptly convene negotiations to provide additional funds for the program.

SECTION D:

Any funds set aside in Fiscal Years 2014, 2015, 2016 and 2017 shall be available for expenditure in that fiscal year or any other fiscal year covered by the Compensation Units 1 and 2 Agreement. All funds set aside for housing incentives shall be expended or obligated prior to the expiration of the Compensation Units 1 and 2 Agreement for FY 2014 – FY 2017.

ARTICLE 5 BENEFITS COMMITTEE

SECTION A:

The parties agree to continue their participation on the District's Joint Labor-Management Benefits Committee for the purpose of addressing the benefits of employees in Compensation Units 1 and 2. The Benefits Committee shall meet quarterly, in January, April, July and October of each year.

SECTION B: RESPONSIBILITIES:

The Parties shall be authorized to consider all matters that concern the benefits of employees in Compensation Units 1 and 2 that are subject to mandatory bargaining between the parties. The Parties shall be empowered to address such matters only to the extent granted by the Unions in Compensation Units 1 and 2 and the District of Columbia Government. The parties agree to apply a system of expedited arbitration if necessary to resolve issues that are subject to mandatory bargaining. The Committee may, by consensus, discuss and consider other benefit issues that are not mandatory bargaining subjects.

SECTION C:

The Committee shall:

1. Monitor the quality and level of services provided to covered employees under existing Health, Optical and Dental Insurance Plans for employees in Compensation Units 1 and 2.
2. Recommend changes and enhancements in Health, Optical and Dental benefits for employees in Compensation Units 1 and 2 consistent with Chapter 6, Subchapter XXI of the D.C. Official Code (2001 ed.).
3. With the assistance of the Office of Contracting and Procurement, evaluate criteria for bids, make recommendations concerning the preparation of solicitation of bids and make recommendations to the contracting officer concerning the selection of providers following the receipt of bids, consistent with Chapter 4 of the D.C. Official Code (2001 ed.).

4. Following the receipt of bids to select health, dental, optical, life and disability insurance providers, the Union's Chief Negotiator shall be notified to identify no more than two individuals to participate in the RFP selection process.
5. Explore issues concerning the workers' compensation system that affect employees in Compensation Units 1 and 2 consistent with Chapter 6, Subchapter XXIII of the D.C. Official Code (2001 ed.).
6. The Union shall be notified of proposed benefit programs to determine the extent to which they impact employees in Compensation Units 1 and 2. Upon notification, the Union shall inform the Office of Labor Relations and Collective Bargaining within ten (10) calendar days to discuss any concerns it has regarding the impact on employees in Compensation Units 1 and 2.

ARTICLE 6 BENEFITS

SECTION A: LIFE INSURANCE:

1. Life insurance is provided to covered employees in accordance with §1-622.01, *et seq.* of the District of Columbia Official Code (2001 Edition) and Chapter 87 of Title 5 of the United States Code.

(a) District of Columbia Official Code §1-622.03 (2001 Edition) requires that benefits shall be provided as set forth in §1-622.07 to all employees of the District first employed after September 30, 1987, except those specifically excluded by law or by rule.

(b) District of Columbia Official Code §1-622.01 (2001 Edition) requires that benefits shall be provided as set forth in Chapter 87 of Title 5 of the United States Code for all employees of the District government first employed before October 1, 1987, except those specifically excluded by law or rule and regulation.

2. The current life insurance benefits for employees hired on or after October 1, 1987 are: The District of Columbia provides life insurance in an amount equal to the employee's annual salary rounded to the next thousand, plus an additional \$2,000. Employees are required to pay two-thirds (2/3) of the total cost of the monthly premium. The District Government shall pay one-third (1/3) of the total cost of the premium. Employees may choose to purchase additional life insurance coverage through the District Government. These additions to the basic coverage are set-forth in the schedule below:

Option A – Standard	Provides \$10,000 additional coverage	Cost determined by age
Option B – Additional	Provides coverage up to five times the employee's annual salary	Cost determined by age and employee's salary
Option C – Family	Provides \$5,000 coverage for the eligible spouse and \$2,500 for each eligible child.	Cost determined by age.

Employees must contact their respective personnel offices to enroll or make changes in their life insurance coverage.

SECTION B: HEALTH INSURANCE:

1. Pursuant to D.C. Official Code §1-621.02 (2001 Edition), all employees covered by this agreement and hired after September 30, 1987, shall be entitled to enroll in group health insurance coverage provided by the District of Columbia.

(a) Health insurance coverage shall provide a level of benefits comparable to the plan(s) provided on the effective date of this agreement. Benefit levels shall not be reduced during the term of this agreement except by mutual agreement of the District, representatives of Compensation Units 1 and 2 and the insurance carrier(s). District employees are required to execute an enrollment form in order to participate in this program.

(b) The District may elect to provide additional health care providers for employees employed after September 30, 1987, provided that such addition of providers does not reduce the current level of benefits provided to employees. Should the District Government decide to expand the list of eligible providers, the District shall give Compensation Units 1 & 2 representatives notice of the proposed additions.

(c) Employees are required to contribute 25% of the total premium cost of the employee's selected plan. The District of Columbia Government shall contribute 75% of the premium cost of the employee's selected plan.

2. Pursuant to D.C. Official Code §1-621.01 (2001 Edition), all District employees covered by this agreement and hired before October 1, 1987, shall be eligible to participate in group health insurance coverage provided through the Federal Employees Health Benefits Program (FEHB) as provided in Chapter 89 of Title 5 of the United States Code. This program is administered by United States Office of Personnel Management.

3. The plan descriptions shall provide the terms of coverage and administration of the respective plans. Employees and union representatives are entitled to receive a copy of the summary plan description upon request. Additionally, employees

and union representatives are entitled to review copies of the actual plan description upon advance request.

SECTION C: OPTICAL AND DENTAL:

1. The District shall provide Optical and Dental Plan coverage at a level of benefits comparable to the plan(s) provided on the effective date of this agreement. Benefit levels shall not be reduced during the term of this agreement except by mutual agreement of the District, the Union and the insurance carrier(s). District employees are required to execute an enrollment form in order to participate in the Optical and Dental program.

2. The District may elect to provide additional Optical and/or Dental providers, provided that such addition of providers does not reduce the current level of benefits provided to employees. Should the District Government decide to expand the list of eligible providers, the District shall give Compensation Units 1 & 2 representatives notice of the proposed additions.

SECTION D: SHORT-TERM DISABILITY INSURANCE PROGRAM

Employees covered by this Agreement shall be eligible to enroll, at their own expense, in the District's Short-Term Disability Insurance Program, which provides for partial income replacement when employees are required to be absent from duty due to a non-work-related qualifying medical condition. Employees may use income replacement benefits under the program in conjunction with annual or sick leave benefits provided for in this Agreement.

SECTION E: ANNUAL LEAVE:

1. In accordance with D.C. Official Code §1-612.03 (2001 Edition), full-time employees covered by the terms of this agreement are entitled to:

(a) one-half (1/2) day (4 hours) for each full biweekly pay period for an employee with less than three years of service (accruing a total of thirteen (13) annual leave days per annum);

(b) three-fourths (3/4) day (6 hours) for each full biweekly pay period, except that the accrual for the last full biweekly pay period in the year is one and one-fourth days (10 hours), for an employee with more than three (3) but less than fifteen (15) years of service (accruing a total of twenty (20) annual leave days per annum); and,

(c) one (1) day (8 hours) for each full biweekly pay period for an employee with fifteen (15) or more years of service (accruing a total of twenty-six (26) annual leave days per annum).

2. Part-time employees who work at least 40 hours per pay period earn annual leave at one-half the rate of full-time employees.

3. Employees shall be eligible to use annual leave in accordance with the District of Columbia laws.

SECTION F: SICK LEAVE:

1. In accordance with District of Columbia Official Code §1-612.03 (2001 Edition), a full-time employee covered by the terms of this agreement may accumulate up to thirteen (13) sick days in a calendar year.

2. Part-time employees for whom there has been established in advance a regular tour of duty of a definite day or hour of any day during each administrative workweek of the biweekly pay period shall earn sick leave at the rate of one (1) hour for each twenty (20) hours of duty. Credit may not exceed four (4) hours of sick leave for 80 hours of duty in any pay period. There is no credit of leave for fractional parts of a biweekly pay period either at the beginning or end of an employee's period of service.

SECTION G: OTHER FORMS OF LEAVE:

1. **Military Leave:** An employee is entitled to leave, without loss of pay, leave, or credit for time of service as reserve members of the armed forces or as members of the National Guard to the extent provided in D.C. Official Code §1-612.03(m) (2001 Edition).

2. **Court Leave:** An employee is entitled to leave, without loss of pay, leave, or service credit during a period of absence in which he or she is required to report for jury duty or to appear as a witness on behalf of the District of Columbia Government, or the Federal or a state or local government to the extent provided in D.C. Official Code §1-612.03(l) (2001 Edition).

3. **Funeral Leave:**

a. An employee is entitled to two (2) days of leave, without loss of pay, leave, or service credit to make arrangements for or to attend the funeral or memorial service for an immediate relative. In addition, the Employer shall grant an employee's request for annual or compensatory time up to three (3) days upon the death of an immediate relative. Approval of additional time shall be at the Employer's discretion. However, requests for leave shall be granted unless the Agency's ability to accomplish its work would be seriously impaired.

b. For the purpose of this section "immediate relative" means the following relatives of the employee: spouse (including a person identified by an employee as his/her "domestic partner" (as defined in D.C. Official Code §32-701 (2001 edition), and related laws), and parents thereof, children (including adopted and foster children and children of whom the employee is legal guardian and spouses thereof, parents, grandparents, grandchildren, brothers, sisters, and spouses thereof. For the purposes of certification of leave, employees shall provide a copy of the obituary or death notice, a note from clergy or funeral professional or a death certificate upon the Employer's request.

c. An employee is entitled to not more than three (3) days of leave, without loss of pay, leave, or service credit to make arrangements for or to attend the funeral or memorial service for a family member who died as a result of a wound, disease or injury incurred while serving as a member of the armed forces in a combat zone to the extent provided in D.C. Official Code §1-612.03(n) (2001 Edition).

SECTION H: PRE-TAX BENEFITS:

1. Employee contributions to benefits programs established pursuant to D.C. Official Code §1-611.19 (2001 ed.), including the District of Columbia Employees Health Benefits Program, may be made on a pre-tax basis in accordance with the requirements of the Internal Revenue Code and, to the extent permitted by the Internal Revenue Code, such pre-tax contributions shall not effect a reduction of the amount of any other retirement, pension, or other benefits provided by law.

2. To the extent permitted by the Internal Revenue Code, any amount of contributions made on a pre-tax basis shall be included in the employee's contributions to existing life insurance, retirement system, and for any other District government program keyed to the employee's scheduled rate of pay, but shall not be included for the purpose of computing Federal or District income tax withholdings, including F.I.C.A., on behalf of any such employee.

SECTION I: RETIREMENT:

1. **CIVIL SERVICE RETIREMENT SYSTEM (CSRS):** As prescribed by 5 U.S.C. §8401 and related chapters, employees first hired by the District of Columbia Government before October 1, 1987, are subject to the provisions of the CSRS, which is administered by the U.S. Office of Personnel Management. Under Optional Retirement the aforementioned employee may choose to retire when he/she reaches:

- (a) Age 55 and 30 years of service;
- (b) Age 60 and 20 years of service;
- (c) Age 62 and 5 years of service.

Under Voluntary Early Retirement, which must be authorized by the U.S. Office of Personnel Management, an employee may choose to retire when he/she reaches:

- (a) Age 50 and 20 years of service;
- (b) Any age and 25 years of service.

The pension of an employee who chooses Voluntary Early Retirement will be reduced by 2% for each year under age 55.

**2. CIVIL SERVICE RETIREMENT SYSTEM: SPECIAL
RETIREMENT PROVISIONS FOR LAW ENFORCEMENT OFFICERS:**

Employees first hired by the District of Columbia Government before October 1, 1987, who are subject to the provisions of the CSRS and determined to be:

- (a) a "law enforcement officer" within the meaning of 5 U.S.C. §8331(20)(D);
and
- (b) eligible for benefits under the special retirement provision for law
enforcement officers;

shall continue to have their retirement benefits administered by the U. S. Office of
Personnel Management in accordance with applicable law and regulation.

3. DEFINED CONTRIBUTION PENSION PLAN:

Section A:

The District of Columbia shall continue the Defined Contribution Pension Plan
currently in effect which includes:

- (1) All eligible employees hired by the District on or after October 1, 1987, are enrolled into the defined contribution pension plan.
- (2) As prescribed by §1-626.09(c) of the D.C. Official Code (2001 Edition) after the completion of one year of service, the District shall contribute an amount not less than 5% of their base salary to an employee's Defined Contribution Pension Plan account. The District government funds this plan; there is no employee contribution to the Defined Contribution Pension Plan.
- (3) As prescribed by §1-626.09(d) of the D.C. Official Code (2001 Edition) the District shall contribute an amount not less than an additional .5% of a detention officer's base salary to the same plan.
- (4) Compensation Units 1 and 2 Joint Labor Management Technical
Advisory Pension Reform Committee
 - (a) Establishment of the Joint Labor-Management Technical
Advisory Pension Reform Committee (JLMTAPRC or Committee)
 - (1) The Parties agree that employees should have the security of a predictable level of income for their retirement after a career in public service. In order to support the objective of providing retirement income for employees hired on or after October 1, 1987, the District shall plan and implement an enhanced retirement program effective October 1, 2008. The enhanced program will consist of a

deferred compensation component and a defined benefit component.

(2) Accordingly, the Parties agree that the JLMTAPRC is hereby established for the purpose of developing an enhanced retirement program for employees covered by the Compensation Units 1 and 2 Agreement.

(b) Composition of the JLMTAPRC

The Joint Labor-Management Technical Advisory Pension Reform Committee will be composed of six (6) members, three (3) appointed by labor and three (3) appointed by management, and the Chief Negotiators (or his/her designee) of Compensation Units 1 and 2. Appointed representatives must possess a pension plan background including but not limited to consulting, financial or actuarial services. In addition, an independent consulting firm with demonstrated experience in pension plans design and actuarial analysis will support the Committee.

(c) Responsibilities of the JLMTAPRC

The Committee shall be responsible to:

- Plan and design an enhanced retirement program for employees hired on or after October 1, 1987 with equitable sharing of costs and risks between employee and employer;
- Establish a formula cap for employee and employer contributions;
- Establish the final compensation calculation using the highest three-year consecutive average employee wages;
- Include retirement provisions such as disability, survivor and death benefits, health and life insurance benefits;
- Design a plan sustainable within the allocated budget;
- Draft and support legislation to amend the D.C. Code in furtherance of the "Enhanced Retirement Program."

(d) Duration of the Committee

The Committee shall complete and submit a report with its recommendations to the City Administrator for the District of Columbia within one hundred and twenty (120) days after the effective date of the Compensation Units 1 and 2 Agreement.

4. TIAA-CREF PLAN:

For eligible education service employees at the University of the District of Columbia hired by the University or a predecessor institution, the University will contribute an amount not less than seven percent (7%) of their base salary to the Teachers Insurance and Annuity Association College Retirement Equities Fund (TIAA-CREF).

SECTION J: HOLIDAYS:

1. As prescribed by D.C. Official Code §1-612.02 (2001 Edition) the following legal public holidays are provided to all employees covered by this agreement:

- (a) New Year's Day, January 1st of each year;
- (b) Dr. Martin Luther King, Jr.'s Birthday, the 3rd Monday in January of each year;
- (c) Washington's Birthday, the 3rd Monday in February of each year;
- (d) Emancipation Day, April 16th;
- (e) Memorial Day, the last Monday in May of each year;
- (f) Independence Day, July 4th of each year;
- (g) Labor Day, the 1st Monday in September of each year;
- (h) Columbus Day, the 2nd Monday in October of each year;
- (i) Veterans Day, November 11th of each year;
- (j) Thanksgiving Day, the 4th Thursday in November of each year;
and
- (k) Christmas Day, December 25th of each year.

2. When an employee, having a regularly scheduled tour of duty is relieved or prevented from working on a day District agencies are closed by order of the Mayor, he or she is entitled to the same pay for that day as for a day on which an ordinary day's work is performed.

ARTICLE 7 OVERTIME

SECTION A: Overtime Work:

Hours of work authorized in excess of eight (8) hours in a pay status in a day or forty (40) hours in a pay status in a work week shall be overtime work for which an employee shall receive either overtime pay or compensatory time unless the employee has used unscheduled leave during the eight (8) hours shift or the forty (40) hour work week. The unscheduled leave rule will not apply when an employee has worked a sixteen (16) hour shift (back-to-back) and takes unscheduled leave for an eight (8) hour period following the back-to-back shift or where an employee has indicated his/her preference not to work overtime and the Employer has no other option but to order the employee to work overtime. Scheduled leave is leave requested and approved prior to the close of the preceding shift.

SECTION B: Compressed, Alternate and Flexible Schedules:

1. Compressed, Alternate and Flexible schedules may be jointly determined within a specific work area that modifies this overtime provision (as outlined in Section A of this Article) but must be submitted to the parties to this contract prior to implementation. This Agreement to jointly determine compressed schedules does not impact on the setting of the tour of duty.

2. When an employee works a Compressed, Alternate, and Flexible schedule, which generally means (1) in the case of a full-time employee, an 80-hour biweekly basic work requirement which is scheduled for less than 10 workdays, and (2) in the case of a part-time employee, a biweekly basic work requirement of less than 80 hours which is scheduled for less than 10 workdays, the employee would receive overtime pay or compensatory time for all hours in a pay status in excess of his/her assigned tour of duty, consistent with the 2004 District of Columbia Omnibus Authorization Act, 118 Stat. 2230, Pub. L. 108-386 Section (October 30, 2004).

3. The purpose of this Section is to allow for authorized Compressed, Alternate, and Flexible time schedules which exceed eight (8) hours in a day or 40 hours in a week to be deemed the employee's regular tour of duty, and not be considered and not be considered overtime within the confines of the specific compressed work schedule and this Article. Bargaining unit members so affected would receive overtime or compensatory time for all hours in pay status in excess of their assigned tour of duty.

SECTION C:

Subject to the provisions of Section D of this Article, an employee who performs overtime work shall receive either pay or compensatory time at a rate of time and one-half (1-1/2) for each hour of work for which overtime is payable.

SECTION D:

Bargaining Unit employees shall receive overtime pay unless the employee and the supervisor mutually agree to compensatory time in lieu of pay for overtime work. Such mutual agreement shall be made prior to the overtime work being performed.

SECTION E:

Paramedics and Emergency Medical Services Technicians employed by the Fire and Emergency Medical Services Department and represented by the American Federation of Government Employees, Local 3721 shall earn overtime after they have worked 40 hours in a week.

**ARTICLE 8
INCENTIVE PROGRAMS**

PART I - SICK LEAVE INCENTIVE PROGRAM:

In order to recognize an employee's productivity through his/her responsible use of accrued sick leave, the Employer agrees to provide time-off in accordance with the following:

SECTION A:

A full time employee who is in a pay status for the leave year shall accrue annually:

1. Three (3) days off for utilizing a total of no more than two (2) days of accrued sick leave.
2. Two (2) days off for utilizing a total of more than two (2) but not more than four (4) days of accrued sick leave.
3. One (1) day off for utilizing a total of more than four (4) but no more than five (5) days of accrued sick leave.

SECTION B:

Employees in a non-pay status for no more than two (2) pay periods for the leave year shall remain eligible for incentive days under this Article. Sick leave usage for maternity or catastrophic illness/injury, not to exceed two (2) consecutive pay periods, shall not be counted against sick leave for calculating eligibility for incentive leave under this Article.

SECTION C:

Time off pursuant to a sick leave incentive award shall be selected by the employee and requested at least three (3) full workdays in advance of the leave date. Requests for time off pursuant to an incentive award shall be given priority consideration and the employee's supervisor shall approve such requests for time off unless staffing needs or workload considerations dictate otherwise. If the request is denied, the employee shall request and be granted a different day off within one month of the date the employee initially requested. Requests for time off shall be made on the standard "Application for Leave" form.

SECTION D:

All incentive days must be used in full-day increments following the leave year in which they were earned. Incentive days may not be substituted for any other type of absence from duty. There shall be no carryover or payment for any unused incentive days.

SECTION E:

Part-time employees are not eligible for the sick leave incentive as provided in this Article.

SECTION F:

This program shall be in effect in Fiscal Years 2014, 2015, 2016 and 2017.

PART II – PERFORMANCE INCENTIVE PILOT PROGRAM:

In order to recognize employees' productivity through their accomplishment of established goals and objectives, special acts toward the accomplishment of agency initiatives, demonstrated leadership in meeting agency program and/or project goals and/or the District's Strategic Plan initiatives, the Employer, in accordance with criteria established by the High Performance Workplace Committee agrees to establish pilot incentive programs within agencies, including time off without loss of pay or charge to leave as an incentive award. The District of Columbia Government Office of Labor Management Partnerships and the District of Columbia Incentive Awards Committee may serve as resources at the request of the parties in the implementation of the pilot incentive programs within agencies.

ARTICLE 9

CALL-BACK/CALL-IN/ON-CALL AND PREMIUM PAY

SECTION A: CALL-BACK

A minimum of four (4) hours of overtime, shall be credited to any employee who is called back to perform unscheduled overtime work on a regular workday after he/she completes the regular work schedule and has left his/her place of employment.

SECTION B: CALL-IN

1. When an employee is called in before his/her regular tour of duty to perform unscheduled overtime and there is no break before the regular tour is to begin, a minimum of two (2) hours of overtime shall be credited to the employee.

2. A minimum of four (4) hours of overtime work shall be credited to any employee who is called in when not scheduled and informed in advance, on one of the days when he/she is off duty.

SECTION C: ON-CALL

1. An employee may be required to be on call after having completed his/her regular tour of duty. The employer shall specify the hours during which the employee is on call; and shall compensate the employee at a rate of twenty-five percent (25%) of his/her basic rate of pay for each hour the employee is on call.

2. The employee's schedule must specify the hours during which he/she will be required to remain on-call. On call designation will be made on the form attached as Appendix 1.

SECTION D: HOLIDAY PAY

An employee who is required to work on a legal holiday falling within his or her regular basic workweek, shall be paid at the rate of twice his or her regular basic rate of pay for not more than eight (8) hours of such work.

SECTION E: NIGHT DIFFERENTIAL

An employee shall receive night differential pay at a rate of ten percent (10%) in excess of their basic day rate of compensation when they perform night work on a regularly scheduled tour of duty falling between 6:00 p.m. and 6:00 a.m. Employees shall receive night differential in lieu of shift differential.

SECTION F: PAY FOR SUNDAY WORK

A full-time employee assigned to a regularly scheduled tour of duty, any part of which includes hours that fall between midnight Saturday and midnight Sunday, is entitled to Sunday premium pay for each hour of work performed which is not overtime work and which is not in excess of eight (8) hours for each tour of duty which begins or ends on Sunday. Sunday premium pay is computed as an additional twenty-five percent (25%) of the employee's basic rate of compensation.

SECTION G: ADDITIONAL INCOME ALLOWANCE FOR CHILD AND FAMILY SERVICES

1. The Additional Income Allowance (AIA) program within the Child and Family Services Agency (CFSA) which was established pursuant to the "Personnel Recruitment and Retention Incentives for Child and Family Services Agency Compensation System Changes Emergency Approval Resolution of 2001", Council Resolution 14-53 (March 23, 2001) and as contained in Chapter 11, Section 1154 of the District Personnel Manual, "Recruitment and Retention Incentives – Child and Family Services Agency," shall remain in full force and effect during the term of this Agreement.
2. The Administration of the AIA within CFSA shall be governed by the implementing regulations established in Child and Family Services Agency, Human Resources Administration Issuance System, HRA Instruction No. IV.11-3.

3. **OTHER SUBORDINATE AGENCIES WITH SIGNIFICANT
RECRUITMENT AND RETENTION PROBLEMS**

Subordinate agencies covered by this Agreement may provide additional income allowances for positions that have significant recruitment and retention problems consistent with Chapter 11, Part B, Section 1143 of the District Personnel Manual.

**ARTICLE 10
MILEAGE ALLOWANCE**

SECTION A:

The parties agree that the mileage allowance established for the employees of the Federal Government who are authorized to use their personal vehicles in the performance of their official duties shall be the rate for Compensation Units 1 and 2 employees, who are also authorized in advance, by Management to use their personal vehicles in the performance of their official duties.

SECTION B:

To receive such allowance, authorization by Management must be issued prior to the use of the employee's vehicle in the performance of duty. Employees shall use the appropriate District Form to document mileage and request reimbursement of the allowance.

SECTION C:

1. Employees required to use their personal vehicle for official business if a government vehicle is not available, who are reimbursed by the District on a mileage basis for such use, are within the scope of the District of Columbia Non-Liability Act (D.C. Official Code §§2-411 through 2-416 (2001 Edition)). The Non-Liability Act generally provides that a District Employee is not subject to personal liability in a civil suit for property damage or for personal injury arising out of a motor vehicle accident during the discharge of the employee's official duties, so long as the employee was acting within the scope of his or her employment.

2. Claims by employees for personal property damage or loss incident to the use of their personal vehicle for official business if a government vehicle is not available may be made under the Military Personnel and Civilian Employees Claim Act of 1964 (31 U.S.C. §3701 *et seq.*).

SECTION D:

No employee within Compensation 1 and 2 shall be required to use his/her personal vehicle unless the position vacancy announcement, position description or other pre-hire

documentation informs the employee that the use of his/her personal vehicle is a requirement of the job.

SECTION E:

Employees required as a condition of employment to use their personal vehicle in the performance of their official duties may be provided a parking space or shall be reimbursed for non-commuter parking expenses, which are incurred in the performance of their official duties.

ARTICLE 11
ANNUAL LEAVE/COMPENSATORY TIME BUY-OUT

SECTION A:

An employee who is separated or is otherwise entitled to a lump-sum payment under personnel regulations for the District of Columbia Government shall receive such payment for each hour of unused annual leave or compensatory time in the employee's official leave record.

SECTION B:

The lump-sum payment shall be computed on the basis of the employee's rate at the time of separation in accordance with such personnel regulations. .

ARTICLE 12
BACK PAY

Arbitration awards or settlement agreements in cases involving an individual employee shall be paid within sixty (60) days of receipt from the employee of relevant documentation, including documentation of interim earnings and other potential offsets. The responsible Agency shall submit the SF-52 and all other required documentation to the Department of Human Resources within thirty (30) days upon receipt from the employee of relevant documentation.

ARTICLE 13
DUTY STATION COVERAGE

The Fire and Emergency Medical Services employees and the correctional officers at the Department of Corrections and the Department of Youth Rehabilitative Services who are covered under Section 7(k) of the Fair Labor Standards Act shall be compensated a minimum of one hour pay if required to remain at his/her duty station beyond the normal tour of duty.

ARTICLE 14

GRIEVANCES

SECTION A:

This Compensation Agreement shall be incorporated by reference into local working conditions agreements in order to utilize the grievance/arbitration procedure in those Agreements to consider alleged violations of this Agreement.

SECTION B:

Grievances concerning compensation shall be filed with the appropriate agency and the Office of Labor Relations and Collective Bargaining under the applicable working conditions agreement.

ARTICLE 15

LOCAL ENVIRONMENT PAY

SECTION A:

Each department or agency shall eliminate or reduce to the lowest level possible all hazards, physical hardships, and working conditions of an unusual nature. When such action does not overcome the hazard, physical hardship, or unusual nature of the working condition, additional pay is warranted. Even though additional pay for exposure to a hazard, physical hardship, or unusual working condition is authorized, there is a responsibility on the part of a department or agency to initiate continuing positive action to eliminate danger and risk which contribute to or cause the hazard, physical hardship, or unusual working condition. The existence of pay for exposure to hazardous working conditions or hardships in a local environment is not intended to condone work practices that circumvent safety laws, rules and regulations.

SECTION B:

Local environment pay is paid for exposure to (1) a hazard of an unusual nature which could result in significant injury, illness, or death, such as on a high structure when the hazard is not practically eliminated by protective facilities or an open structure when adverse conditions exist, e.g., darkness, lightning, steady rain, snow, sleet, ice, or high wind velocity; (2) a physical hardship of an unusual nature under circumstances which cause significant physical discomfort in the form of nausea, or skin, eye, ear or nose irritation, or conditions which cause abnormal soil of body and clothing, etc., and where such distress or discomfort is not practically eliminated.

SECTION C:

Wage Grade (WG) employees as listed in Chapter 11B, Appendix C of the DPM and any other employee including District Service (DS) employees as determined pursuant to Section 4 of this Article and Chapter 11B, Subpart 10.6 of the DPM are eligible for environmental differentials.

SECTION D:

The determination as to whether additional pay is warranted for workplace exposure to environmental hazards, hardships or unusual working conditions may be initiated by an agency or labor organization in accordance with the provisions of Chapter 11B, Subpart 10.6 of the DPM.

SECTION E:

Employees eligible for local environment pay under the terms of this Agreement shall be compensated as follows:

1. **Severe Exposure.** Employees subject to "Severe" exposure shall receive local environment pay equal to twenty seven percent (27%) of *the rate for RW 10, step 2 on the Compensation Unit 2 pay schedule*. The following categories of work are currently paid the rate for "severe" exposure:

- High Work

2. **Moderate Exposure.** Employees subject to "Moderate" exposure shall receive local environment pay equal to ten percent (10%) of *the rate for RW 10, step 2 on the Compensation Unit 2 pay schedule*. The following categories of work are currently paid the rate for "moderate" exposure:

- Explosives and Incendiary
Materials – High Degree Hazard
- Poison (Toxic Chemicals)
– High Degree Hazard
- Micro Organisms
– High Degree Hazard

3. **Low Exposure.** Employees subject to "Low" exposure shall receive local environment pay equal to five percent (5%) of *the rate for RW 10, step 2 on the Compensation Unit 2 pay schedule*. The following categories of work are currently paid the rate for "low" exposure:

- Dirty Work
- Cold Work
- Hot Work
- Welding Preheated metals

- Explosives and Incendiary Materials
 - Low Degree Hazard
- Poison (Toxic Chemicals)
 - Low Degree Hazard
- Micro Organisms
 - Low Degree Hazard

SECTION F:

These changes to local environment pay shall not take effect until the payroll modules of PeopleSoft are implemented by the District of Columbia.

**ARTICLE 16
NEWLY CERTIFIED BARGAINING UNITS**

For units placed into a new compensation unit, working conditions or non-compensatory matters shall be negotiated simultaneous with negotiations concerning compensation. Where the agreement is for a newly certified collective bargaining unit assigned to an existing compensation unit, the parties shall proceed promptly to negotiate simultaneously any working conditions, other non-compensatory matters, and coverage of the compensation agreement. There should not be read into the new language any intent that an existing compensation agreement shall become negotiable when there is a newly certified collective bargaining unit. Rather, the intent is to require prompt negotiations of non-compensatory matters as well as application of compensation (e.g., when pay scale shall apply to the newly certified unit).

**ARTICLE 17
TERM AND TEMPORARY EMPLOYEES**

The District of Columbia recognizes that many temporary and term employees have had their terms extended to perform permanent services. To address the interests of current term and temporary employees whose appointments have been so extended over time and who perform permanent services, the District of Columbia and the Union representing the employees in Compensation Units 1 and 2 agree to the following:

SECTION A:

Joint labor-management committees established in each agency/program in the Compensation Units 1 and 2 collective bargaining agreement which was effective through September 30, 2010, shall continue and will identify temporary and term employees whose current term and or temporary appointments extend to September 30, 2006, and who perform permanent services in District agency programs.

SECTION B:

Each Agency and Local Union shall review all term appointments within the respective agencies to determine whether such appointments are made and maintained consistent with applicable law. The Union shall identify individual appointments it believes to be contrary to applicable law and notify the Agency. The Agency shall provide the Union reason(s) for the term or temporary nature of the appointment(s), where said appointments appear to be contrary to law. If an employee has been inappropriately appointed to or maintained in a temporary or term appointment, the Agency and the Union shall meet to resolve the matter.

SECTION C:

The agency shall convert bargaining unit temporary and term employees identified by the joint labor-management committees, who perform permanent services, who are in a pay status as of September 30, 2010, and are paid from appropriated funding to the career service prior to the end of the FY 2013 – FY 2017 Compensation Agreement.

SECTION D:

Prior to the end of the FY 2013 – FY 2017 Compensation Agreement, to the extent not inconsistent with District or Federal law and regulation, the District shall make reasonable efforts to convert to the career service temporary and term bargaining unit employees identified by the joint labor-management committees who perform permanent services, are in a pay status as of September 30, 2017, are full-time permanent positions, and are paid through intra-district funding or federal grant funding. .

SECTION E:

Employees in term or temporary appointments shall be converted to permanent appointments, consistent with the D.C. Official Code.

SECTION F:

District agencies retain the authority to make term and temporary appointments as appropriate for seasonal and temporary work needs.

SECTION G:

A Joint-Labor Management Committee shall consist of one (1) representative from each national union comprising Compensation Units 1 and 2. The District shall appoint an equal number of representatives. The Committee will facilitate the implementation of this Article should difficulties arise in the Joint-Labor Management Committees set forth in Section A.

ARTICLE 18

SAVINGS CLAUSE

SECTION A:

Should any provisions of this Agreement be rendered or declared invalid by reason of any existing or subsequently enacted law or by decree of a court or administrative agency of competent jurisdiction, such invalidation shall not affect any other part or provision hereof. Where appropriate, the parties shall meet within 120 days to negotiate any substitute provision(s).

SECTION B:

The terms of this contract supersede any subsequently enacted D.C. laws, District Personnel Manual (DPM) regulations, or departmental rules concerning compensation covered herein.

ARTICLE 19


DURATION

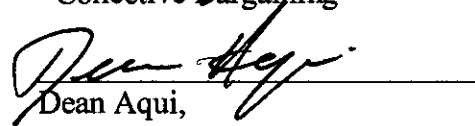
This Agreement shall remain in full force and effect through September 30, 2017. On this _____ day of _____ 2013, and as witness the parties hereto have set their signature.

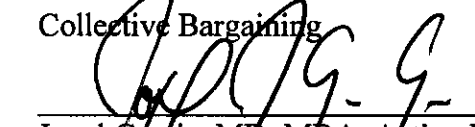
Compensation Units One and Two Collective Bargaining Agreement

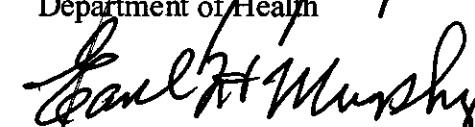
Signed: July, 2013


**FOR THE DISTRICT OF COLUMBIA
GOVERNMENT**

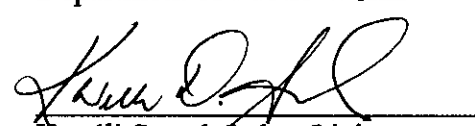

Natasha Campbell, Director
Office of Labor Relations and
Collective Bargaining

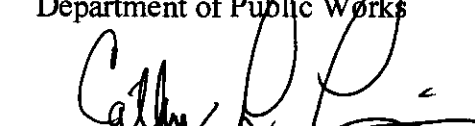

Dean Aqui,
Supervisory Attorney Advisor
Office of Labor Relations and
Collective Bargaining


Joxel Garcia, MD, MBA, Acting Director
Department of Health



Earl Murphy, Labor Liaison
Department of Health


William Howland, Director
Department of Public Works

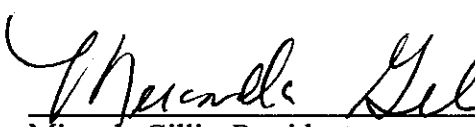

Kwelli Sneed, Labor Liaison
Department of Public Works

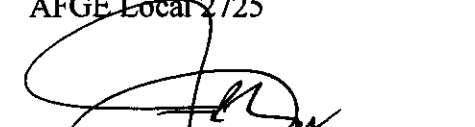

Cathy Lanier, Chief
Metropolitan Police Department

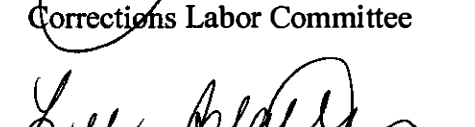
FOR THE UNIONS

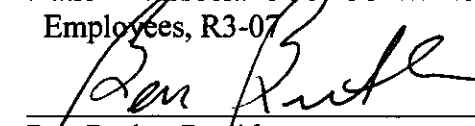

Geo T. Johnson, Chief Negotiator
Compensation Units 1 and 2


James Ivey, President
AFSCME Local 2091


Miranda Gillis, President
AFGE Local 2725


John Rosser, Chairman
Fraternal Order of Police/Department of
Corrections Labor Committee


Lee Blackmon, President
National Association of Government
Employees, R3-07


Ben Butler, President
AFGE Local 2741


Cynthia Perry, Staff Representative
1199 NUCHHE

Compensation Units One and Two Collective Bargaining Agreement

Signed: July, 2013

Mark Viehmeyer, Labor Liaison
Metropolitan Police Department

Lisa Wallace

Lisa Wallace, Vice President
SEIU 1199E-DC

Kenneth Ellerbe

Kenneth Ellerbe, Chief
DC Fire and Emergency Medical Services

Cliff Lowrey

Clifford Lowrey, President
AFGE Local 1975

Brian Lee
DC Fire and Emergency Medical Services

Sabrina Brown, President
AFSCME Local 2401

Jesús Aguirre

Jesús Aguirre, Director
Department of Parks and Recreation

Reginald Walker, President
AFSCME Local 1200

Jamar Johnson

Jamar Johnson, Labor Liaison
Department of Park and Recreation

Cliff Dedrick

Cliff Dedrick, President
AFSCME Local 2743

Lucinda Babers

Lucinda Babers, Director
Department of Motor Vehicles

Kenneth Lyons, President
AFGE Local 3721

Odessa Nance, Labor Liaison
Department of Motor Vehicles

Robert Hollingsworth

Robert Hollingsworth, President
AFSCME Local 2776

Terry Bellamy

Terry Bellamy, Director
Department of Transportation

Antoinette White-Richardson

Antoinette White-Richardson, President
AFSCME Local 1808

Compensation Units One and Two Collective Bargaining Agreement

Signed: July, 2013

Melissa Williams
Melissa Williams, Labor Liaison
Department of Transportation

Robert Mayfield
Robert Mayfield, President
AFGE Local 2978

Thomas Fa st
Thomas Fa st, Director
Department of Corrections

Timothy Traylor
Timothy Traylor, President
AFGE Local 383

Paulette Johnson-Holings
Paulette Johnson-Holings,
Labor Liaison
Department of Corrections

Richard Campbell
Richard Campbell, President
AFGE Local 1000

Aileta Samuels

Marie Lydie Perre-Louis
Marie Lydie Perre-Louis
Chief Medical Examiner
Office of the Chief Medical Examiner

Walter Jones
Walter Jones, President
AFSCME Local 2087

Beverly Fields
Beverly Fields, Labor Liaison
Office of the Chief Medical Examiner

Barbara Milton
Barbara Milton, President
AFGE Local 631

Brian Hanlon
Brian Hanlon, Director
Department of General Services

Antonio Reed
Antonio Reed, President
NAGE R3-05

Cecelia Bankins
Cecelia Bankins, Labor Liaison
Department of General Services

Cedric Crawley
Cedric Crawley
FOP-DYRSLC

Phillip A. Lattimore, III
Phillip A. Lattimore, III, Director
Office of Risk Management

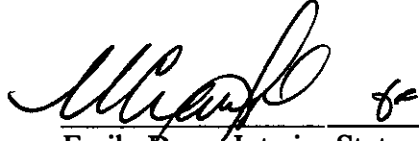
Darren Roach
Darren Roach, President
AFSCME Local 877

Compensation Units One and Two Collective Bargaining Agreement

Signed: July, 2012

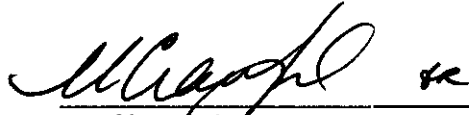
Amy Mauro, Labor Liaison
Office of Risk Management

Sheila Bailey-Wilson, President
AFSCME Local 709

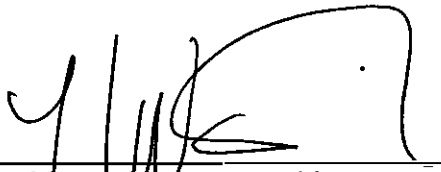


Emily Duso, Interim State
Superintendent of Education
Office of the State Superintendent
Of Education

Johnnie Walker, Representative
AFGE Local 3444



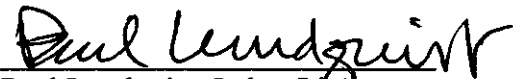
RaeShawn Crosson, Labor Liaison
Office of the State Superintendent
Of Education




Keith Washington, President
AFSCME Local 2092

Dr. Natwar Gandhi,
Chief Financial Officer
Office of the Chief Financial Officer

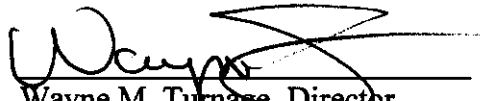
Mary Horne, President
AFSCME Local 2095



Paul Lundquist, Labor Liaison
Office of the Chief Financial Officer



Phillip A. Lattimore, III, Director
Office of Risk Management

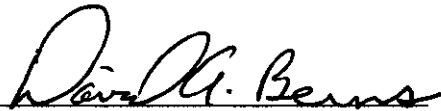


Wayne M. Turnage, Director
Department of Health Care Finance

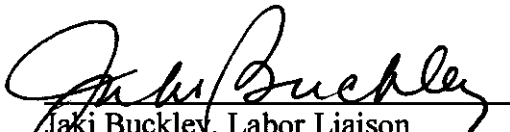
Compensation Units One and Two Collective Bargaining Agreement

Signed: July, 2012

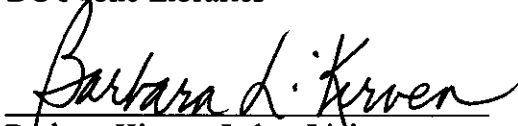
Portia Shorter, Labor Liaison
Department of Health Care Finance

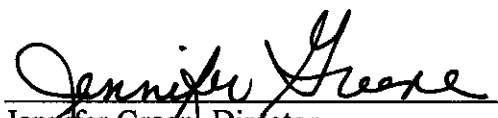



David Berns, Director
Department of Human Services


Jaki Buckley, Labor Liaison
Department of Human Services

Ginnie Cooper, Executive Director
DC Public Libraries


Barbara Kirven, Labor Liaison
DC Public Libraries


Jennifer Green, Director
Office of Unified Communications


Armita Bonner-Evans, Labor Liaison
Office of Unified Communications

Compensation Units One and Two Collective Bargaining Agreement

Signed: July, 2012

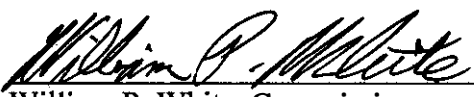
Gustavo F. Velasquez, Director
Office of Human Rights

Ayanna Lee, Labor Liaison
Office of Human Rights




Lisa Maria Mallory, Director
Department of Employment Services


Rahsaan J. Coefield, Labor Liaison
Department of Employment Services



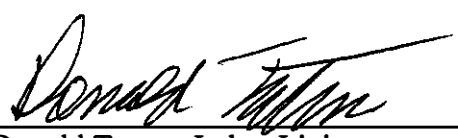
William P. White, Commissioner
Department of Insurance, Securities
And Banking



Margaret Schruender, Labor Liaison
Department of Insurance, Securities
And Banking



Nicholas A. Majett, Director
Department of Consumer and
Regulatory Affairs



Donald Tatum, Labor Liaison
Department of Consumer and
Regulatory Affairs

Compensation Units One and Two Collective Bargaining Agreement

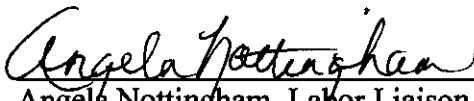
Signed: July, 2012

Keith Anderson, Director
Department of the Environment



Denise Rivera-Portis, Labor Liaison
Department of the Environment

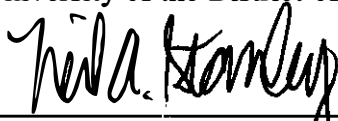
Michael Kelly, Director
Department of Housing and
Community Development



Angela Nottingham, Labor Liaison
Department of Housing and
Community Development

Dr. James E. Lyons, Sr., Interim President
University of the District of Columbia

_____, Labor Liaison
University of the District of Columbia



Neil Stanley, Director
Department of Youth Rehabilitation
Services

Tania Mortensen, Labor Liaison
Department of Youth Rehabilitation
Services



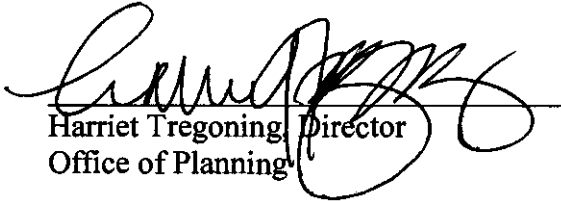
Vikkie Garay, Labor Liaison
Department of General Services

Compensation Units One and Two Collective Bargaining Agreement


Signed: July, 2012

Ron M. Linton, Commissioner
DC Taxicab Commission

Patty Mason, Labor Liaison
DC Taxicab Commission



Harriet Tregoning, Director
Office of Planning



Sandra Harp, Labor Liaison
Office of Planning

Eric E. Richardson, Executive Director
Office of Cable Television

Angela Harper, Labor Liaison
Office of Cable Television

Robert Mancini, Chief Technology Officer
Office of the Chief Technology Officer

Christina Fleps, Labor Liaison
Office of the Chief Technology Officer

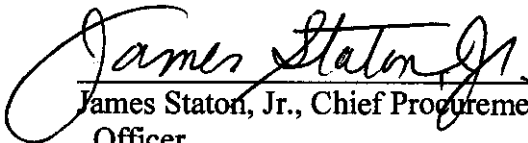
Compensation Units One and Two Collective Bargaining Agreement

Signed: July, 2012



Laura L. Nuss, Director
Department of Disability Services

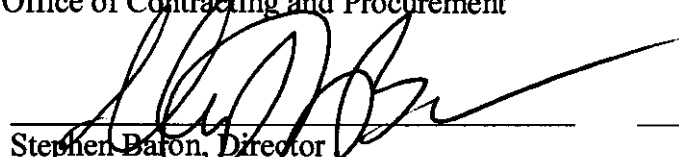
Kehinde Asuelimen, Labor Liaison
Department of Disability Services



James Staton, Jr., Chief Procurement
Officer
Office of Contracting and Procurement



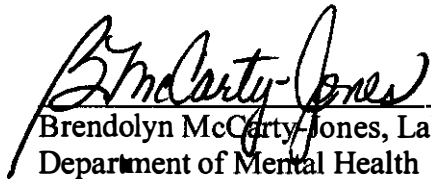
Shirley Danner, Labor Liaison
Office of Contracting and Procurement



Stephen Baron, Director
Department of Mental Health



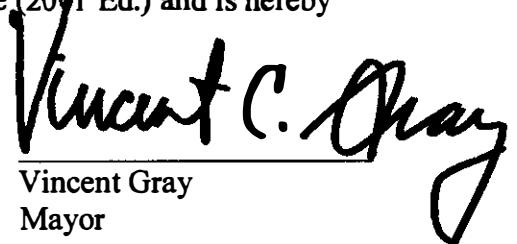
Frankie T. Wheeler, Director,
Human Resources
Department of Mental Health



Brendolyn McCarty-Jones, Labor Liaison
Department of Mental Health

APPROVAL

This collective bargaining agreement between the District of Columbia and Compensation Units 1 and 2, dated April 12, 2012, has been reviewed in accordance with Section 1-617.15 of the District of Columbia Official Code (2001 Ed.) and is hereby approved on this 10 day of July, 2013.


Vincent Gray
Mayor

APPENDIX A

Memorandum of Understanding

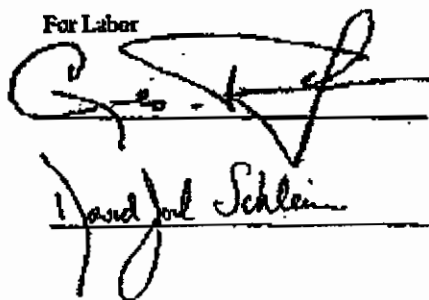
Between
Compensation Units 1 & 2
and
The District of Columbia
Concerning Classification and Compensation Collaborative Review

"The Parties hereby agree that in order to support the objective of rewarding a high performance workforce, a training program for all bargaining committee members shall be developed by a joint labor-management committee. The Committee will be composed of sixteen members, eight appointed by labor and eight appointed by management and the Chief and Co-Chief negotiators of Compensation Units 1 & 2. This training program shall enhance the understanding of compensation and classification concepts and explore the appropriateness and application of high performance rewards to the District's workforce.

Furthermore, the Parties hereby agree that the District and the Unions shall commence a joint labor-management classification and compensation collaborative review of District jobs. This project shall examine the current classification and compensation systems in order to ensure that job classifications fairly represent actual work performed by District employees as well as the appropriateness of the District's current classification and compensation systems.

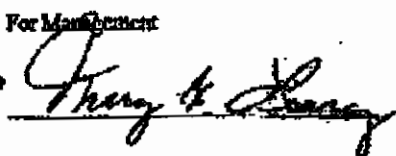
In order to support the training, classification and compensation joint labor-management initiatives, it is understood that the District shall retain the services of The Segal Company to assume the role of the lead consultant with these projects."

For Labor



David Joel Schlein

For Management



Henry H. Hargis

January 30, 2001

APPENDIX B

MEMORANDUM OF AGREEMENT BETWEEN THE DISTRICT OF COLUMBIA AND COMPENSATION UNITS 1 AND 2 CLASSIFICATION AND COMPENSATION REFORM TASK FORCE INITIATIVES

Pursuant to the terms of the "Memorandum of Understanding Between Compensation - Units 1 and 2 and the District of Columbia Concerning Classification and Compensation Collaborative Review," which was incorporated as part of the Compensation Agreement between the District of Columbia Government and Compensation Units I and 2, FY 2001-FY 2003 ("Compensation Agreement"), the District of Columbia Government and the Unions in Compensation Units I and 2, established the Joint Labor-Management Classification and Compensation Reform Task Force (Joint Task Force). In addition, under the terms of the Compensation Agreement, the District Government agreed to set aside certain funding in fiscal years 2002 and 2003, which would be used by the Joint Task Force to implement initiatives designed to reform the District's compensation and classification systems.

The Compensation Agreement provides that in FY 2003 the District shall invest the equivalent of a minimum of one percent (1 %) increase in the aggregate salaries of Compensation Units 1 and 2 ("1 % Set-aside") toward classification and compensation reform. The District expended a portion of the 1 % Set-aside to implement the first significant change to the compensation system in the District by changing the pay progression of Compensation Units 1 and 2 employees, or how employees move between steps within a grade. The Joint Task Force has also agreed to begin the first classification reform project by reviewing the position classifications in each of the 9 occupational pay groups and where appropriate reclassify positions and adjust the grades and rates of pay for the reclassified positions.

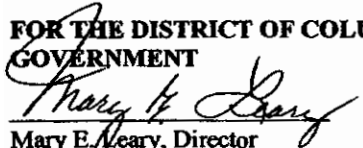
The Joint Task Force classification review will begin in August 2003, with a review of positions in the clerical/administrative occupational group and specific classification series and/or positions, which the Joint Task Force has determined, requires immediate review. The Joint Task Force has agreed that the District shall expend the unencumbered FY 2003 1% Set-aside fund balance under the terms of the Compensation Agreement, to fund increases in salaries or make other pay adjustments for employees in Compensation Units 1 and 2 who occupy positions the grade and/or the rate of pay of which is changed because of reclassification, re-grading, rate adjustment or changes in the District's classification and/or compensation policy as part of the classification reform project initiated by the Joint Task Force in FY 2003.

The Joint Task Force has agreed to apply any rate adjustment retroactively to a date in FY 2003. The retroactive date of implementation will be determined based on the number of employees affected and the unexpended balance of the 1 % set-aside. That is pay adjustments will be made in affected employees' pay retroactive to the date permitted by the fund balance. Payment to employees should be made by March 31, 2004.

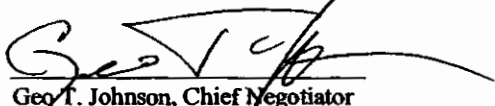
Further, the contracting parties agree that amounts hereafter designated through collective bargaining for classification and compensation collaborative review under the terms of the FY 2004 to FY2006 Compensation Units 1 and 2 Agreement, shall be accorded similar treatment for purposes of implementation. Specifically, any funds set aside in the Fiscal Years 2004, 2005 or 2006 shall be available for expenditure in that fiscal year or any other fiscal year covered by the Compensation Unit 1 and 2 agreement. Provided however, that all funds set aside for compensation and classification reform shall be expended or obligated prior to the expiration of the Compensation Units 1 and 2 Agreement for FY2004 – FY2006.

AGREED, this 26th day of August, 2003.

**FOR THE DISTRICT OF COLUMBIA
GOVERNMENT**


Mary E. Neary, Director
Office of Labor Relations
and Collective Bargaining

FOR COMPENSATION UNITS 1 & 2


Geo. T. Johnson, Chief Negotiator
Compensation Units 1 and 2

Union Proposal
2/1/06

Memorandum of Understanding
Between
Compensation Units 1 and 2 and the District of Columbia

The "Memorandum of Understanding between Compensation Units 1 and 2 and the District of Columbia Concerning Classification and Compensation Collaborative Review" was initially incorporated as part of the Compensation Agreement between the District of Columbia Government and Compensation Units 1 and 2 covering fiscal years 2001 through 2003.

Pursuant to the terms of this MOU, the joint Labor Management Classification and Compensation Reform Task Force (LMCCRTF) shall:

1. Effective March 1, 2006, this joint labor management committee established pursuant to the terms of the Compensation Units 1 and 2 collective bargaining agreements (the LMCCRTF) shall be administered under the District's Office of Labor Relations and Collective Bargaining (OLRCB);
2. The LMCCRTF shall have eight (8) voting representatives from labor including representatives from each national labor union comprising Compensation Units 1 and 2 and the District's OLRCB shall appoint an equal number of management representatives;
3. Outside consultants and other subject matter experts are not members of the LMCCRTF and shall not have voting rights in the LMCCRTF. However, such persons may be invited to attend said meetings only when they are presenting information relevant to the task;
4. The funds from the LMCCRTF for fiscal years FY 2004 through FY 2006 shall be used to implement the new pay schedules the last pay period of September 2006, which are attached as Appendices A(1) through A(8) to management's proposals for base wage increases for the contract beginning October 1, 2006.

mel
2/1/06
G.T.S.
2/1/06

LABOR AGREEMENT



between the

Metropolitan Police Department

and the

National Association of
Government Employees (NAGE)

Local R3-05

Effective March 8, 2007 – September 30, 2010

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ARTICLE 1 PREAMBLE

Section 1

This agreement is entered into between the Metropolitan Police Department, Washington, DC, and Local R3-05, National Association of Government Employees.

Section 2

The parties to this Agreement hereby recognize that the collective bargaining relationship reflected in this agreement is of mutual benefit and the result of good faith collective bargaining between the parties. Further, both parties agree to establish and promote a sound and effective labor-management relationship in order to achieve mutual understanding of practices, procedures and matters affecting conditions of employment and to continue working toward this goal.

Section 3

The parties hereto affirm without reservation the provisions of this agreement, and agree to honor and support the commitments contained herein. The parties agree to resolve whatever differences may arise between them through the avenues for resolving disputes agreed to through negotiation of this agreement.

Section 4

It is the intent and purpose of the parties hereto to promote and improve the efficiency and quality of service provided by the Department. Therefore, in consideration of mutual covenants and promises herewith contained, the department and Union do hereby agree as follows:

ARTICLE 2 RECOGNITION

The Department recognizes the National Association of Government Employees, as the exclusive representative for a unit consisting of the following employees of the Metropolitan Police Department:

All non-professional employees of the Metropolitan Police Department excluding wage grade employees of the Property Division and the Fleet Management Division, management executives, confidential employees, supervisors or any employee engaged in personnel work in other than a purely clerical capacity.

ARTICLE 3
WAGES AND OTHER BENEFITS

Members covered by this agreement are in compensation unit one (1). The relevant compensation unit 1 package negotiated with the Government of the District of Columbia shall be incorporated in this Agreement.

ARTICLE 4
NO STRIKE CLAUSE

Section 1

For the purpose of this contract, the term "strike" includes any strike or concerted action with others involving failure to report for duty, the willful absence from one's position; the slowdown or stoppage of work; the abstinence in whole or part from the full, faithful, and proper performance of the duties of employment or in any manner interfering with the operation of the Department for the purpose of inducing, influencing or coercing a change in the conditions or compensation or the rights, privileges or obligations of employment.

Section 2

Neither the Union nor any employee in the bargaining unit shall initiate, authorize, actively support or participate in a strike.

Section 3

The Department may discipline, as deemed appropriate, any employee who engages in a strike.

Section 4

In the event of a strike as prohibited by this Article, the Employer agrees that there shall be no liability on the part of Local R3-05, provided that upon notification, in writing, by the Employer of said strike, Local R3-05 meets the following conditions:

1. Within not more than eight (8) hours after receipt of written notification by the Employer of any strike, Local R3-05 shall publicly disavow the action by issuing a statement to the media stating that the strike is unauthorized and unsupported by the Union.
2. Local R3-05 shall in good faith promptly direct the employees in the bargaining unit to return to work.

3. The Union's failure to comply with the above conditions, in the event of a strike in which members of the bargaining unit participate, shall be grounds for the Employer to terminate this contract.

Section 5

Management agrees that no employee will be prevented from reporting for work and performing his duties solely because of any dispute between the parties hereto.

ARTICLE 5 MANAGEMENT RIGHTS

Section 1

The Metropolitan Police Department retains the sole right in accordance with applicable laws and rules and regulations:

1. To direct employees of the Agency;
2. To hire, promote, transfer, assign and retain employees in positions within the agency and to suspend, demote, discharge or take other disciplinary action against employees for cause;
3. To relieve employees of duties because of lack of work or other legitimate reasons;
4. To maintain the efficiency of the District government operations entrusted to them;
5. To determine the mission of the Agency, its budget, its organization, the number of employees and the number, types and grades of positions of employees assigned to an organizational unit, work project or tour of duty, and the technology of performing its work, or its internal security practices; and
6. To take whatever actions may be necessary to carry out the mission of the District Government in emergency situations.

Section 2

Those inherent managerial functions, prerogatives, and policy making rights, whether listed above or not, that are in accordance with the applicable laws, rules, and regulations are hereby retained by the Department.

Section 3

Those management rights that have not been expressly modified or restricted by a separate distinctive article of this Agreement are not in any way, directly or indirectly, subject to the grievance and arbitration procedures contained herein.

Section 4

When a Departmental General Order or Regulation directly impacts on the conditions of employment of unit members, such impact shall be a proper subject of consultation or negotiation, as appropriate, with the Employer.

ARTICLE 6 RIGHTS OF EMPLOYEE REPRESENTATION

Section 1

Designated employee representatives will be free from reprisal, coercion or discrimination in the exercise of their right to act on behalf of an employee or group of employees within the bargaining unit.

Section 2

One (1) Chief Steward and up to twelve (12) Shop Stewards shall be designated by the Union and shall be accorded recognition by the Employer as employee representatives for the employees in the bargaining unit.

Section 3

Stewards are authorized to perform and discharge the duties and responsibilities as assigned under the grievance procedure.

Section 4

The Union will supply management with the names of all the employee officials of the Union and all stewards.

Section 5

Subject to security and safety, Union officials who are non-employees will be allowed to visit work sites, after prior notification and approval, to carry out their responsibilities under the terms of this Agreement.

Section 6

Stewards may be contacted by employees concerning complaints and grievances during working hours but not for the purpose of discussing other Union matters. In the event such contact would require the employee to leave his/her duty post, he/she must first obtain permission from his/her supervisor.

Section 7

Officials of the Union, who are employees, and stewards, shall notify their immediate supervisor when they desire to leave their work assignments to carry out their duties under the grievance procedure.

Section 8

The official or steward shall be granted official time unless the work situation or an emergency precludes the granting of such official time. If official time is denied, the steward will be informed at that time when he/she will be granted official time. If the immediate supervisor is not available, notification will be made to the next higher level of supervision.

Section 9

The Employer shall provide Union stewards, employees and Union officials with official time in the manner hereinafter described to receive, investigate, prepare and present grievances to management.

1. An employee may request the presence of a Union representative during an interview by the Employer if he/she believes the interview/meeting may result in disciplinary action. A Local Union representative shall be given the opportunity to be present following such a request.
2. Upon the employee's request for Union representation, the Employer shall allow the employee time to consult with the Union representative regarding the subject and purpose of the meeting. A Union representative shall be given the opportunity to be present following such a request. In no event shall the meeting be delayed beyond 24 hours unless mutually agreed.
3. Upon the employee's request, official time shall be granted as needed within scheduled working hours to report grievances to Union representative(s) and to management.
4. Union stewards and officials shall be granted official time to investigate, receive and present a grievance in accordance with the provisions of the negotiated grievance

procedure. Time shall be allowed for travel if it becomes necessary for a steward to go to another police facility to represent an employee.

Section 10

Constitutionally and officially elected delegates shall be granted five (5) days administrative leave to attend the NAGE National Convention.

Section 11

Employees elected to any Union office or selected to do Union work which takes them from their employment with the Employer shall, at the written request of the Executive Vice-President of the Local's Parent Organization, be granted a leave of absence without pay. The initial leave of absence shall not exceed one year. Leaves of absence for such Union business shall be extended for similar periods upon request. The cost of any employment benefits retained by the employee during such absence shall be paid by the Union.

ARTICLE 7 PROBATIONARY EMPLOYEES

Employees serving a probationary period shall not be entitled by virtue of this Agreement to any rights and/or privileges that exceed or are in conflict with the provisions of the Comprehensive Merit Personnel Act, or any Departmental rules and regulations governing probationary employees.

ARTICLE 8 DUES

The Employer agrees to withhold Union dues from the wages of unit employees who authorize such deductions by signing the voluntary salary allotment form or service fees as provided in Union Security, Article 9, Section 2.

The amount to be deducted shall be certified to the Employer by the duly authorized officer of NAGE. The aggregate biweekly deductions for all employees shall be remitted biweekly, together with an itemized statement to the duly authorized officer of NAGE, immediately after such deductions are made.

Members can choose to become service-fee payers at any time.

ARTICLE 9 UNION SECURITY

Section 1

The Union shall be responsible for representing the interests of all unit employees without discrimination and without regard to membership in the Union.

Section 2

In keeping with the principle that employees who benefit by the Agreement should share in the cost of its administration, the Union shall require that employees who do not pay Union dues shall pay an amount (not to exceed Union dues) that represents the cost of negotiation and/or representation. Such deductions shall be allowed when the Union presents evidence that at least 51% of the members in the unit are members of the Union.

Section 3

Membership in the Union or payment of the service fees shall not be a condition of employment.

Section 4

If any court action is brought against the Employer, as a result of the service fee provisions of this Agreement, the Union shall intervene as a party defendant for the purpose of defending the propriety of the contract under the law.

Section 5

The Union shall have access to all new and rehired employees to explain Union membership, services and programs. Such access shall occur during either a formal orientation session or upon such employee's reporting to their work site within thirty (30) calendar days of employee's appointment or reappointment. A list of new hired employees shall be furnished to the Union by the end of each month. One week prior to all scheduled orientations, the Employer shall provide written notice to the Union president.

ARTICLE 10 LABOR-MANAGEMENT COOPERATION

Section 1

The Employer agrees that representatives of the Union and management may meet monthly, or as necessary, for the purpose of discussing issues of common interests and establishing and maintaining labor-management cooperation by a committee composed of equal numbers from both

parties. Such Union-management meetings will be held during normal working hours without loss of pay to those employees attending.

Section 2

The purpose of these meetings shall be to discuss different points of view and exchange views on working conditions, terms of employment, matters of common interest or other matters which either party believes will contribute to improvement in the relations between them within the framework of this Agreement. It is understood that appeals, grievances or problems of individual employees shall not be the subject of discussion at these meetings, nor shall the meetings be for any other purpose which will modify, add to or detract from the provisions of this Agreement.

Section 3

The Department and the Union agree to exchange agendas of topics to be discussed at least five (5) days in advance of the date set for the meeting. If unusual circumstances or timeliness of events do not allow for inclusion of discussion items on the agenda submitted in advance of the meeting, the Department or the Union may present discussion items at the scheduled meetings, and the issues thus presented may either be discussed by both parties or tabled, by either party, for later discussion.

ARTICLE 11 NON-DISCRIMINATION AND AFFIRMATIVE ACTION

Section 1 - Non-discrimination

1. Both parties shall share equally the responsibility for applying the provision of this Agreement to all employees in the bargaining unit without discrimination as to age, sex, marital status, race, color, religion, national origin, political affiliation, handicap or sexual orientation.
2. The Employer agrees not to interfere with the rights of employees to become members of the Union and there shall be no discrimination, interference, restraint or coercion by the Employer or an Employer representative against any employee because of Union membership or because of any employee activity in an official capacity on behalf of the Union.

Section 2 - Affirmative Action

1. The Employer will continue to conduct an affirmative action program and a workplace environment plan formulated and implemented in accordance with applicable laws and regulations.
2. The Union shall have one (1) member on the Employer's EEO Counselor List selected

by the Union president or his/her designee. The member shall be either a local executive board member or a shop steward/Union representative.

3. The Union shall be provided the opportunity for involvement in the assessment and development stages of the Employer Affirmative Action Plan. In addition, the Union may submit written comments and suggestions for the Employer's consideration during the assessment and development stages.
4. The Employer agrees to provide the Union with a reasonable number of copies of the Affirmative Action Plan and will make it available for review by employees. Additionally, the Employer will provide a copy of the EEO complaint procedure to the Union and to employees.
5. The Employer and the Union will respect an employee's right to file a formal discrimination complaint under the Metropolitan Police Department's equal employment opportunity program (EEO).
6. Final selection and appointment of EEO Counselors is a management responsibility. The Union will be provided with a list of the names of the EEO Counselors and EEO Officer.
7. Allegations of discrimination based on Union affiliation may be grieved and arbitrated under this Agreement. All other allegations of discrimination will be filed with the Department's EEO office, the District's Office of Human Rights or the U.S. EEO office.

ARTICLE 12 USE OF FACILITIES

Section 1

The Union agrees to request, in advance, the use of space to conduct Union meetings during non-working hours of employees involved. If the request for the use of space is approved, reasonable care will be exercised in using the space and the area will be left in a clean and orderly condition. When use of the facilities is to be scheduled after 1600 hours, the Union will request this use three (3) days in advance.

Section 2

The Employer agrees to provide bulletin boards in appropriate areas for use by the Union. Material posted on these boards must be related to legitimate interests of the Union and bear the signature of a Union representative who is an employee of the Agency.

Section 3

The Employer agrees to designate a mailbox within the Department's internal mail system for use by the Union.

Section 4

The Employer agrees to furnish to the Union a suitable location in each district or at department headquarters which will normally be available to the Union in connection with the handling of employee grievances and complaints. If that area, however, is not then available, a like area will be made available.

ARTICLE 13 CONTRACTING OUT

Section 1

It is understood that decision regarding contracting out are within the discretion of the department. Prior to contracting out which deviates from the agency's past practice, the Employer agrees to consider existing resources, to consult with the Union and agrees to consider the views, recommendations or suggestions offered by the Union.

Section 2

The Employer agrees to notify the Union within thirty (30) calendar days of any contracting out actions, which will displace any career employee. The Employer further agrees to minimize displacement action through realignment, retraining and restricting hiring and to exert other action necessary to retain career employees consistent with applicable laws and regulations and to place employees who have been displaced by such action in other available vacant positions within MPD for which they are qualified and able to perform with minimum training. "Minimum training" refers to instruction intended to familiarize and acclimate reassigned employees with the procedures followed in a new position/department.

ARTICLE 14 EMPLOYEE LISTS

Quarterly, during the term of this Agreement, the Employer shall provide the Union, upon request, with an alphabetical list of employees in the bargaining unit. This list shall include the employee's name, address, telephone number, assignment and service computation date.

ARTICLE 15 VACANCY ANNOUNCEMENTS

Section 1

All Vacancy Announcements for positions covered by this Agreement, for which the area of consideration is unlimited, will be posted on the District's Office of Personnel web site for at least ten (10) days. Vacancy announcements for which the area of consideration is limited to the Metropolitan Police Department will be open for at least five (5) days and carried in the Dispatch, and on the MPD website for five (5) days.

Section 2

Employees must submit an application in the manner outlined in the announcement to be considered. The Department agrees to advise candidates that their application has been received, upon telephonic request by the applicant. Non-selected applicants will be notified by the Department of their non-selection. Competitive or non-competitive appointment or promotion from a group of candidates who were properly qualified, ranked or certified is not grievable under this contract.

Section 3

Where all other factors are equal among applicants, the vacancy shall be filled by the applicant who has seniority in the Department.

Section 4

Employees may individually or with a Union representative request a final review of a specific promotion action for which they applied and were not selected.

ARTICLE 16 JOB DESCRIPTIONS

Section 1

Each employee covered by this agreement shall be supplied with a copy of his/her job description. The Union shall be supplied with a copy of each job description upon request. The Union shall be given the opportunity to review substantial changes in job descriptions prior to implementation. This review will not delay the implementation of changes.

Section 2

The phrase “performs other duties as required or assigned” and phrases of similar nature in the job description are understood to mean duties, which are reasonably related to the duties outlined.

Employees will not be required to work outside of their job descriptions on a regular basis.

Section 3

An employee may appeal the classification of his position at any time.

ARTICLE 17 REDUCTION IN FORCE

Section 1

The Employer agrees to provide the Union with advance information concerning a reduction in force.

Section 2

The Employer further agrees to minimize the effect on career employees to whatever extent possible through reassignment, retraining, or restricting recruitment and any other appropriate means to avoid separation of employees in full compliance with all laws and regulations of the District of Columbia.

ARTICLE 18 SCHEDULING

Section 1 – Work Schedule

Work schedules showing the employee's shift, work days and hours shall be posted or otherwise made known to the employee. The workweek for full-time employees shall normally consist of five consecutive days, eight (8) hours of work, Monday through Friday, totaling forty (40) hours unless the employee is assigned to a twenty-four (24) hour operational unit.

Special schedules shall be established for employees who are assigned in a twenty-four (24) hour operational unit and are required to work on Saturday and/or Sunday as part of their regular workweek. The workday for employees assigned in a twenty-four (24) hour operational unit shall consist of eight (8) hours of work. Work schedules for employees assigned to these units shall be posted and show the employee's workdays, tour of duty and days off or otherwise made known to the employee.

Section 2 – Changes In Work Schedule

Prior to any changes to the employee's work schedule, the Employer shall provide the employee with a fourteen (14) day notice. The Employer will also furnish the employee the reasons for the new assignment or change in the work schedule.

An employee's workweek or tour of duty shall not be changed for brief periods of time or on short notice for the purpose of avoiding the payment of overtime. Except when the Chief of Police determines that a unit would be seriously handicapped in carrying out its function or that costs would be substantially increased, the working hours in each day in the basic workweek shall be the same.

Section 3 - Rest Periods

All employees shall be provided two fifteen (15) minute rest periods for each tour of duty.

The same principle shall apply for overtime worked beyond the regular shift except that the employees need work only one (1) or more hours to qualify for the first fifteen (15) minute overtime rest period. Where possible, this initial overtime rest period shall be granted prior to the beginning of overtime work.

Section 4

Unit employees shall be granted a ten (10) minute personal cleanup period, if needed, prior to the end of the tour of duty.

ARTICLE 19 LEAVE

Section 1 – Annual Leave

Annual leave shall be requested by the employee from their immediate supervisor or his/her designee. Management agrees to provide the employee an opportunity to use the annual leave that is earned. Requests for annual leave will not be denied without sufficient cause and shall be based upon factors which are reasonable, equitable and do not discriminate against any employee or group of employees. Leave previously approved will not be cancelled or rescheduled by the employer without a good and sufficient reason, which shall be in writing in the remarks section on the DCSF-71.

Any normal requests for accumulated annual leave must be submitted on a DCSF-71 to the immediate supervisor or his/her designee. Requests for one day of leave or more shall be requested at least one (1) day in advance. Management shall allow an employee to submit an annual leave request four (4) months or more in advance, but no more than 12 months prior to

the date(s) the leave is requested.

It is the responsibility of the employee to notify his/her supervisor of the need for emergency annual leave prior to his/her tour of duty when possible. Call-in for emergency annual leave shall be at least one (1) hour before the start of the tour of duty, and will state the reason for the requested leave and the expected duration.

Requests for annual leave shall be approved on a first received basis. But in the event two or more requests for the same period are received and staffing requirements prevent the granting of all such requests, when objective considerations are equal, the conflict shall be resolved on the basis of employee seniority as determined by D.C. Service computation data.

If an employee is unavoidably or necessarily absent for less than one hour, or tardy, the Agency, for adequate reason may excuse him or her without charge to leave. When an employee is charged with leave or placed on any type of non-pay status, the Agency may not require him or her to perform work for any part of the leave charged against his or her account or non-pay period.

At retirement, resignation or separation, employees shall receive a lump sum payment for all annual leave not used to offset debt to the Department.

Section 2 – Sick Leave

Accrued sick leave shall be granted to employees incapacitated by illness from the performance of their duties. Employees shall request sick leave as soon as possible on the first day of sickness and shall inform his or her supervisor of the expected length of absence. If the incapacity lasts longer than estimated, the employee shall contact the supervisor and provide a revised estimate.

In the event of an unforeseen emergency, a family member may contact the employee's supervisor; however, the employee must make direct contact with his/her supervisor or the next higher level manager as soon as practical but no later than the employee's end of tour of duty.

Accrued sick leave shall be requested and approved in advance for visits to and/or appointments with doctors, dentists, practitioners, opticians, chiropractors, etc. and for the purpose of securing diagnostic examinations, treatments and x-rays.

If absent three (3) workdays or less, the employee shall be required to certify to his or her incapacity by initialing the time and attendance report or by signing the DCSF-71, application for leave. An absence in excess of three (3) workdays should be supported by a medical certificate the reverse of the DCSF-71, or similar statement. In the event that the illness was of a nature that medical treatment was not required, the employee's supervisor (or appropriate official) may accept a suitable statement signed by the employee in lieu of a medical certificate.

If, however the illness was of such a nature that medical treatment could not be obtained because of remoteness or location or other reason, the person responsible for approving leave may accept an appropriate statement signed by the employee in lieu of a medical certificate. The minimum charge for sick leave is one hour; additional charges are in multiples of one hour.

Where there is reason to believe that sick leave is being abused, the supervisor should notify the employee in writing that a medical certificate will be required for any future absence that is to be charged to sick leave, regardless of its duration. When it is determined that an absence is not properly chargeable to sick leave or annual leave, absence without leave shall be charged. Unapproved absences also may be made a basis for disciplinary action.

Permanent employees who have completed their probationary periods shall be eligible to request advance sick leave. An employee who has completed one (1) year of service shall be granted up to thirty (30) days of advance sick leave upon submission of medical certification and as allowed by departmental rules.

Section 3 - Family and Medical Leave

At the request of the employee, and pursuant to D.C. Official Code § 32-501 et seq., employees shall be entitled to up to sixteen (16) weeks of family and medical leave in accordance with the District of Columbia Family and Medical Leave Act (FMLA). Employees are also entitled to twelve (12) weeks of federal FMLA leave. An employee is not entitled to both types of leave in one year.

Maternity leave of absence shall be granted to pregnant employees who request same. The leave shall commence upon the date requested by the employee and may continue up to four (4) months. Employees must qualify for maternity leave under the Family Medical Leave Act. Maternity leave may be any combination of accumulated annual leave, sick leave, compensatory time or leave without pay at the employee's option. A pregnant employee shall be entitled to use accrued sick leave for the period she is unable to work for medical reasons certified by a physician.

Paternity leave shall be granted for a period of up to sixteen (16) weeks following the birth of a child, adoption and foster child and/or children. Such leave shall consist of annual leave and or compensatory time.

Section 4 – Leave of Absences

The Chief of Police may grant an employee leave without pay, up to one (1) year, in the event of serious illness. Any prior leave, D.C. or federal, counts toward the year.

Section 5 – Leave for Blood Donation

Employees shall be granted paid leave not to exceed four (4) hours on any one occasion for the purpose of donating blood, in accordance with D.C. personnel regulations.

ARTICLE 20 TRAINING

Section 1 – Basic Training

Other than skills necessary to qualify for the position, the Employer agrees to provide each employee with basic training or orientation for the safe and effective performance of his/her job. Such training shall be provided at the Employer's expense and, if possible, during the employee's regular workday. If the employee is required to participate in training outside of regular work hours, the employee will be compensated in accordance with the Compensation Units 1 and 2 Agreement.

Section 2 – Reassignments and New Assignments

When employees are reassigned to new positions or assigned new duties in connection with their current positions, the Employer will provide the training necessary to enable employees to perform all required duties. This training may be on the job training.

Section 3 – Continued Training Opportunities

Training and reimbursement for training will be governed by the Department's tuition reimbursement program.

Section 4 – Career Training and Development

The employer will attempt to publicize available training opportunities and courses for employee development and advancement, by posting advertisements on the Department's website and in the Department's Dispatch.

Section 5 – Funding

Where the agency, in its sole discretion, is unable to fund training, such decision will not be grievable or arbitrable.

ARTICLE 21 SAFETY AND HEALTH

Section 1

The Employer will make every effort to provide and maintain safe working conditions. The Union will cooperate in these efforts and encourage its members to work in a safe manner and to obey established safe practices and regulations.

Section 2

The Employer will take prompt and corrective action to correct any unsafe condition or act which is reported. No employee shall be required to continue to work where an immediate hazard to health and safety exist.

Section 3

Protective devices and other equipment necessary for the protection of employees from injury shall be provided by the Employer whenever such devices and equipment are necessary. Proper ventilation shall be provided and maintained where there may be danger from chemical fumes.

Section 4

The Department and the Union agree to establish a standing Joint Safety Committee which shall meet as necessary, upon mutual agreement, to review safety conditions; to discuss matters of mutual interest and benefit pertaining to safety; and to make recommendations for improvement of safety conditions to the Chief of Police.

Section 5

The Joint Safety Committee shall consist of not more than two (2) individuals appointed by the department and two (2) individuals appointed by the Union, who shall be selected annually to serve on the committee for a period of one year. The Union shall notify the Chief of Police in writing of the names and work locations of their appointees and the names and work locations of a designated alternate for each standing member.

Section 6

A summary report of the Committee's meeting(s) shall be submitted quarterly to the Chief of Police. If additional meetings are held, summary reports of those meetings shall also be submitted. The recommendations of the committee, including dissenting or additional recommendations by individual committee members, shall be submitted in writing to the Chief of Police subsequent to each meeting.

Section 7

The Chief of Police shall, within twenty (20) days from receipt of the recommendations of the Committee, advise the Committee in writing of his decision on the recommendations submitted.

Section 8

The members of the Joint Safety Committee appointed by the Union shall be granted official time to attend meetings when they occur during the regular working hours of the employees. The Union shall notify the Department's Labor Relations Representative at least one (1) day in advance of any scheduled meeting if an alternate will attend in the absence of the appointed member.

Section 9

If an employee in a position identified by the Chief of Police is injured in the performance of his or her duty, the Chief of Police shall have the discretion to identify a "light duty" detail for that employee, considering first any available positions within the employee's unit. The light duty detail shall be terminated as soon as the employee is medically able to return to his or her permanent assignment. The light duty detail may last no more than 90 days, except that the Chief of Police shall have the discretion to extend the detail, provided the prognosis is that the employee is not permanently disabled and will medically recover to the point of being able to return to his or her permanent assignment. The "light duty" detail shall not be to a position carrying additional compensation. Under no circumstances will the employee be considered "assigned" to the detailed, light duty position.

Section 10

Disputes arising under this Article shall not be subject to the negotiated grievance procedure.

ARTICLE 22 PERSONNEL FILES

Section 1

The official personnel files of all personnel covered by this Agreement shall be maintained only in Human Services.

Section 2

Each employee shall have the right to examine the contents of his/her personnel file and request copies of material in the file subject to D.C. Official Code § 1-631.05.

Section 3

Each employee shall have the right to present information immediately germane to any information contained in his or her official personnel record and seek to have irrelevant, immaterial or untimely information removed from the record.

Section 4

Records of corrective actions or adverse action shall be removed from an employee's official file in accordance with the District Personnel Manual (DPM).

Section 5

Upon presentation of written authorization by an employee, the Union representative may examine the employee's personnel file and make copies of the material as deemed necessary subject to the limitations of section 2 of this Article.

Section 6

Any material commending an employee shall be forwarded to Human Services to be placed in the Official Personnel File.

Section 7

The rights of employees pertaining to their Official Personnel Files shall be extended to apply to any employee's personnel file maintained by the Department.

ARTICLE 23 DISTRIBUTION OF CONTRACT

The Employer agrees to print this Agreement utilizing its in house facilities and Union agrees to share its cost. The Local President will be provided with 600 copies for distribution to members.

ARTICLE 24 DISCIPLINE

Section 1

Discipline shall be administered in a fair, equitable, consistent objective and nondiscriminatory manner. Disciplinary action shall not be taken in a manner that is retaliatory or constitutes harassment. Employees shall not be subject to restraints, interference, coercion or reprisals when participating in the disciplinary process.

The Employer agrees that adverse or disciplinary action will not be taken against an employee without cause. For the purpose of this Article, discipline shall include the following:

1. Corrective Action – official verbal counseling; official verbal warning; official reprimand or suspension of three (3) days or less.
2. Adverse Action – suspension of four days or more; reduction in grade or removal.

Section 2

Discipline shall be appropriate to the circumstances and shall be corrective rather than punitive in nature, and shall reflect the severity of the infraction. Discipline shall be administered to reflect the severity of infraction, consistent with the principles of progressive discipline. Progressive discipline does not require all discipline to start at the corrective level. Some infractions will support adverse action for the first offense.

In appropriate cases, consideration shall be given to correcting the problem through progressive discipline and the use of the employee assistance programs as provided under D.C. Official Code § 1-620.07.

Section 3

For purposes of disciplinary actions and penalties, days are defined as workdays (not including Saturdays, Sundays or legal holidays).

An employee's prior disciplinary record shall be considered in selecting the appropriate penalty. However, the following time limits on prior disciplinary actions shall apply when determining the appropriate discipline:

1. A reprimand or lesser penalty shall be considered a prior offense and may be cited only within two (2) years of the effective date of the reprimand, and only if it was not withdrawn earlier by the deciding official issuing the reprimand or by other competent authority.
2. A prior corrective or adverse action except reprimands or lesser penalties shall be considered a prior offense and may be cited only within three (3) years from the effective date of the action, and only if it was not withdrawn earlier by the deciding official issuing the action or by other competent authority.

Section 4

If a supervisor has reason to verbally admonish, reprimand or discipline an employee, it shall be done in private and in a manner that shall not embarrass the employee before other employees or the public.

Section 5

An employee, against whom corrective action is proposed, shall be provided with an advance written notice of ten (10) business days. The employee shall have ten (10) business days to respond in writing and/or in person to the corrective action proposal.

Any form of corrective action taken against an employee may be appealed through the grievance procedure, beginning at the appropriate step, to the Chief of Police and will not be subject to further appeal.

Section 6

An employee, against whom adverse action is proposed, shall be provided with an advance written notice of fifteen (15) calendar days. The employee shall have fifteen (15) calendar days to respond to the adverse action proposal.

If any disciplinary action results in a suspension without pay in excess of three (3) days, a reduction in grade, or a removal, the Union may on behalf of the employee appeal the final Agency action to arbitration as provided in Article 25.

If the Union declines to advance an appeal to arbitration, or at the election of an employee, an appeal may be made to the Office of Employee Appeals on those disciplinary actions that result in a suspension without pay for ten (10) days or more, a reduction in grade or a removal.

Section 7

The Employer agrees that the notice of proposal for corrective or adverse action will identify the causes and the reasons for the proposed action. The Employer agrees to notify the employee of his/her right to representation in corrective or adverse actions. The material upon which the proposed discipline is based shall be made available to the employee and/or his/her authorized representative for review. The employee and/or his/her authorized representative shall be entitled to receive copies of the material within a reasonable time.

Any information that cannot be disclosed to the employee and/or his/her representative shall not be used to support the proposed action.

Section 8

An employee shall be given four (4) hours of administrative leave to prepare for his/her defense against a proposal for suspension of four (4) or more days or removal. An employee shall be given two (2) hours of administrative leave to prepare for his/her defense against a proposal of suspension for three (3) days or less.

Section 9

A Commander/Director or his/her designee may attempt to resolve a suspension of ten (10) days or less after a conference with an affected employee and his Union representative (unless representation is voluntarily waived by the employee) without resorting to the steps outlined elsewhere in this Article. If discipline is recommended by an Administrative Board or by a Commander or Director other than the one to whom the employee is permanently assigned, the Conference shall be held with the Department Disciplinary Review Officer (DDRO). The employee, once notified and prior to the conference, may review the relevant investigative report. The following conditions apply to the conference:

1. The penalty does not exceed a fine or suspension of ten (10) days.
2. Transfer, reassignment, and nontraditional penalties including, but not limited to, community service, counseling, etc. are specifically permitted under this Section;
3. The affected employee voluntarily agrees to the penalty and waives all appeal rights after having been given an opportunity in the conference to present his/her side of the matter;
4. Any statements made in the conference (including proposed settlement) or actual agreement shall not be used by either party as evidence or precedent in that case or any other; except that the outcome of such a conference may be considered in the future for purposes of progressive discipline.
5. If an agreement is not reached between the affected employee and the Commander/Director (or designee), or the DDRO, where applicable, normal disciplinary procedures shall be followed in imposing any penalty.

ARTICLE 25 GRIEVANCE PROCEDURE

A. PURPOSE

The purpose of this grievance procedure is to establish effective machinery for the fair, expeditious and orderly adjustment of grievances. Only an allegation that there has been a violation,

misapplication or misinterpretation of the terms of this Agreement shall constitute a grievance under the provisions of this grievance procedure.

B. PRESENTATION OF GRIEVANCES

Section 1

A grievance may be brought under this procedure by one or more aggrieved employees with or without Union representation.

1. If a grievance involves all the employees in the bargaining unit, the grievance may be filed by the Union as a class grievance directly at Step 2 of the grievance procedure. It is understood that grievances filed by the Union as class grievances will be processed only if the issue raised by the grievance is the same as to all employees involved.
2. If a grievance involves a group of employees within a district or division, the grievance may be filed by the Union on behalf of the group of employees or by the group of employees at the appropriate management level authorized to resolve the issue.

Section 2

A grievance shall not be accepted by the Department or recognized as a grievance under the terms of this Agreement unless it is presented by the Union and/or the employee to management at the oral Step of this procedure not later than ten (10) business days from the date of the occurrence giving rise to the grievance or within ten (10) business days of the employee's knowledge of its occurrence, or in the case of class grievances, by the Union not later than thirty (30) business days from the date of the occurrence giving rise to the grievance or within thirty (30) business days of the Union's knowledge of its occurrence at Step 2 of the procedure.

Section 3

A grievance not submitted by the employee within the time limits prescribed for each step of the procedure shall be considered satisfactorily settled on the basis of the last decision received by the employee which shall not be subject to further appeal, nor shall the Union be entitled to pursue the grievance further. A grievance not responded to by the appropriate management representative within the time limits specified at any step shall enable the employee to pursue the grievance at the next higher step of the procedure.

Section 4

The time limits prescribed herein may be waived by mutual agreement, in writing, by the parties hereto, but if not so waived must be strictly adhered to.

C. PROCEDURAL STEPS

Informal Step

The aggrieved employee, with or without his Union representative, shall meet with the management official at the lowest level capable of resolving the grievance, who is not a member of the certified bargaining unit, and orally discuss the grievance. If the official lacks the authority to resolve the grievance, he/she shall refer the employee to the appropriate management official. The official shall make a decision and orally communicate this decision to the employee within three (3) business days from the initial presentation of the grievance.

Step 1

Section 1

If the grievance is not resolved informally, the employee shall submit a written grievance to his or her Manager, Commanding Officer or Division Chief within seven (7) business days following the informal response. The specific written grievance presented at Step 1 shall be used solely and exclusively as the basis for all subsequent steps. The employee shall be represented at Step 1 by his/her steward or Union representative. The written grievance at this step shall contain the following:

1. A statement of the specific provisions(s) of the Agreement alleged to have been violated, misapplied or misinterpreted;
2. The manner in which the provision is purported to have been violated, misapplied or misinterpreted;
3. The date or dates on which the alleged violation, misinterpretation or misapplication occurred;
4. The specific remedy or adjustment sought;
5. Authorization for the Union or other employee representative, if desired by the employee, to act as his/her representative in the grievance; and
6. The signature of the aggrieved employee or the Union representative, according to the category of the grievance.

If the grievance does not contain the required information, the grievant shall be notified and granted five (5) business days from the receipt of the notification to resubmit the grievance. Failure to resubmit the grievance as required within the five (5) business day period shall void the grievance.

Section 2

The employee's Manager, Commanding Officer or Division Chief shall respond in writing to this grievance within seven (7) business days of its receipt. The written response shall contain the following:

1. An affirmation or denial of the allegations upon which the grievance is based;
2. An analysis of the alleged violation of the agreement;
3. The remedy or adjustment, if any, to be made; and
4. The Signature of the appropriate management representative.

Step 2

1. If the grievance is not resolved at Step 1, the employee shall submit a written grievance to the Chief of Police within seven (7) business days following receipt of the Manager, Commanding Officer or Division Chief's response. The written grievance filed at this step need not be signed by the employee. The Chief of Police, or his/her designee, shall respond in writing to the grievance within seven (7) business days of its receipt.
2. Class grievance shall be submitted by the Union in writing at this step of the grievance as provided for in Part B, Section 1.1 of this Article and shall contain the following:
 - a. A statement of the specific provision(s) of the Agreement alleged to have been violated;
 - b. The manner in which the provision is purported to have been violated;
 - c. The date or dates on which the alleged violation occurred;
 - d. The specific remedy or adjustment sought;
 - e. A statement that the grievance involves all employees in the bargaining unit and that the issue or issues raised by the grievance are the same to all employees involved;
 - f. Signature of the President of Local R3-05;
 - g. The required information must be furnished in sufficient detail to identify and clarify the matter at issue which forms the basis for the grievance. If the grievance does not contain the required information, the President of Local R3-05 shall be

notified and granted five (5) business days from receipt of the notification to resubmit the grievance. Failure to resubmit the complaint as required within the five (5) day period shall void the grievance.

The Chief of Police, or his/her designee, shall respond in writing to the class grievance within twenty-one (21) business days of its receipt.

D. GENERAL

Section 1

The Department and the Union agree that every effort will first be made to settle the grievance within the Department and at the lowest possible level.

Section 2

The employees in the unit and the Union shall follow the procedures set forth in this Article with respect to any grievance they may have and shall not follow any other course of action to resolve their grievances. If either breaches this provision, the right to invoke the provisions of this Article as to the incident involved shall be forfeited.

Section 3

The settlement of a grievance prior to arbitration shall not constitute a precedent in the settlement of a grievance.

Section 4

The fact that a grievance is raised by an employee, regardless of its ultimate disposition, shall not be recorded in the employee's personnel file or in any file or record utilized in the promotion process; nor shall such fact be used in any recommendations for job placement; nor shall an employee be placed in jeopardy or be subject to reprisal for having followed this grievance procedure.

Section 5

If an employee is given a directive by a supervisory authority which he/she believes to be in conflict with the provisions of this Agreement, the employee shall comply with the directive at the time it is given and thereafter exercise his/her right to grieve the matter. The employee's compliance with such a directive will not prejudice the employee's right to file a grievance, nor will his/her compliance affect the resolution of the grievance.

Section 6

The presentation and discussion of grievances provided for in this Article shall be conducted at a

time and place which will afford a fair and reasonable opportunity for all persons, including witnesses, to attend. No witnesses shall be heard unless their relevancy to the case has been established. Such witnesses shall be present only for the time necessary for them to present personal testimony. When the presentation and discussion of grievances or hearings as provided for in this procedure are held during the normal working hours of the participants, all employees who are entitled to be present shall be excused with pay for that purpose. An employee scheduled to work shift work or weekends will have his/her hours changed to coincide with the time of the hearing.

Section 7

No recording device shall be utilized during any step of this procedure. No person shall be present at any step for the purpose of recording the discussion.

E. ARBITRATION

Section 1

The parties agree that arbitration is the method of resolving grievances which have not been satisfactorily resolved pursuant to the grievance procedure and may be used by the Union to appeal certain disciplinary actions as outlined in Article 24.

Section 2

Within thirty (30) days of the decision of the Chief of Police on a grievance, a disciplinary action or on a final Agency Action, the Union, on behalf of an employee, may advance the matter to arbitration.

Section 3

An attempt will be made to reach agreement on the issue or conciliate the matter. Should conciliation fail, each party shall submit its own statement of the issue to arbitration under the voluntary labor arbitration rules of the Federal Mediation and Conciliation Service. The arbitrator shall be selected by the parties from a panel or panels submitted by the FMCS.

Section 4

Submissions to arbitration shall be made within ten (10) business days from any attempt at conciliation.

Section 5

1. The arbitrator shall hear and decide only one grievance or appeal in each case.
2. The parties to the grievance or appeal shall not be permitted to assert in such arbitration proceedings any ground or to rely on any evidence not previously disclosed to the other party.
3. The hearing on the grievance or appeal shall be informal and the rules of evidence shall not apply. The hearing shall not be open to the public or persons not immediately involved unless all parties to the same agree. All parties shall have the right at their own expense to legal and/or stenographic assistance at this hearing.
4. The arbitrator shall not have the power to add to, subtract from or modify the provision of this Agreement in arriving at a decision of the issue presented and shall confine his decision solely to the precise issue submitted for arbitration.
5. Arbitration awards shall not be made retroactive beyond the date of occurrence of the event upon which the grievance or appeal is based.
6. The arbitrator shall render his/her decision in writing, setting forth his/her opinion and conclusions on the issues submitted, within thirty (30) days after the conclusion of the hearing. The decision of the arbitrator shall be binding upon both parties and all employees during the life of this Agreement.
7. A statement of the arbitrator's fee and expenses shall accompany the award. The fee and expense of the arbitrator shall be borne equally by both parties.

Section 6

Either party may file an appeal from an arbitration award to the PERB, not later than twenty (20) days after the award is served for reasons which show that:

1. The arbitrator was without authority or exceeded the jurisdiction granted; or
2. The award on its face is contrary to law and public policy; or
3. Was procured by fraud, collusion or other similar and unlawful means.

ARTICLE 26

DISTRICT PERSONNEL MANUAL

The Department shall make available to the Union in its Personnel Office any portion of the D.C. Personnel Manual that is not available on the District's web site. The Department shall furnish the Union with a copy of all department regulations.

ARTICLE 27

SAVINGS CLAUSE

In the event an Article, Section or portion of the Agreement should be held invalid and unenforceable by any Court or higher authority of competent jurisdiction, such decision shall apply only to the specific Article, Section, or portion thereof specified in the decision; and upon issuance of such a decision, the Employer and the Union agree to immediately negotiate a substitute for the invalidated Article, Section, or portion thereof.

ARTICLE 28

DETAILS

Section 1

An employee detailed or assigned to a position carrying additional compensation for more than 90 consecutive days shall receive the higher rate of pay beginning the first full pay period following the 90 day period.

Section 2

The Employer shall take measures to insure that an employee assigned or detailed to a higher graded position is not arbitrarily removed from the detail in order to avoid payment in accordance with section 1, above.

Section 3

Upon selection of an employee to a detailed position, the selecting official shall immediately prepare a DC Standard Form 52 (Request For Personnel Action).

Section 4

The Employer shall avoid practices in detailing employees to a higher graded position that are indicative of pre-selection.

ARTICLE 29

DURATION AND FINALITY OF AGREEMENT

Section 1

This Agreement shall remain in full force and effect until September 30, 2010, subject to the provisions of Section 1715 of the Merit Personnel Act. In the event there is a change in management or the transfer of a group or groups of functional elements to another DC Government Agency, this agreement will be honored by the new agency until a new agreement is negotiated.

Section 2

The parties acknowledge that this contract represents the complete Agreement arrived at as a result of negotiations during which both had the unlimited right and opportunity to make demands and proposals with respect to any negotiable subject or matter.

Section 3

In the event that a state of civil emergency is declared by the Mayor (civil disorders, natural disasters, etc.), the provisions of this Agreement may be suspended by the Mayor during the time of the emergency. The Chief of Police may suspend any provision of this contract when the Chief declares an emergency.

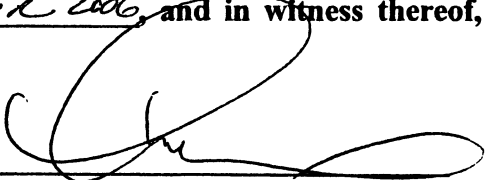
Section 4

This Agreement shall remain in effect until September 30, 2010, from the date approved as provided in Section 1715 of the Act, and will be automatically renewed for three (3) year periods thereafter unless either party gives to the other party written notice of intention to terminate or modify the Agreement one hundred and fifty (150) days prior to its anniversary date. In the event that either party requests modification of any article or part of any article, or the inclusion of additional provisions, only the related articles or part of the articles shall be affected and the unrelated articles and/or parts of articles shall continue in full force and effect.

On this 28TH day of DECEMBER 2006, and in witness thereof, the parties
hereto have set their signatures.



Charles H. Ramsey
Chief of Police



Michael Patterson
President
National Association of Government Employees
Local R3-05

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General Question #30

Contract

FY	PO Number	Contract No.	Vendor	Description	PO Amount	Procurement Method	Requestor	Funding Source	Exp Amount
FY16	PO528733	CW27100	Hitachi Data Systems	Renewal Maintenance and Support CCTV Camera System -- Contract CW27100 -- Option Year 1	\$41,403	ExemptFromCompetition	Eric Starks	Local	\$41,403
FY16	PO528734	N/A	METRO PRINTING EQUIPMENT INC	Ryobi 3200 PFA Press Machine: S/N 5529	\$9,975	SmallPurchase	Patricia Cambel	Local	\$9,975
FY16	PO528736	N/A	NEW RELIC,INC	Renewal Subscription New Relic Monitoring and Analysis Service	\$21,645	ExemptFromCompetition	Eric Starks	Local	\$21,645
FY16	PO528737	C12725	DOCUMENT SYSTEMS INC	Renewal Maintenance and Support Checkpoint Premium Software	\$40,701	ExemptFromCompetition	Eric Starks	Local	\$40,701
FY16	PO528738	N/A	Dell Computer Corp.	MS Project Server Setup and Configuration (Continuation RQ879584/PO514739)	\$24,311	CooperativeAgreements	Eric Starks	Local	\$24,311
FY16	PO528739	N/a	AUDIO VISUAL INNOVATIONS INC	Renewal Maintenance and Support Audio Visual and Data Recording Hardware	\$29,463	SmallPurchase	Eric Starks	Local	\$29,463
FY16	PO528740	N/A	Coplogic, Inc.	Renewal Maintenance and Support Coplogic Online Reporting Tool Software	\$23,814	SmallPurchase	Eric Starks	Local	\$23,814
FY16	PO528741	N/A	Chris Parson/Linear Systems	Renewal Maintenance and Support DIMS DVD and Image Server Hardware	\$13,766	SmallPurchase	Eric Starks	Local	\$13,766
FY16	PO528742	N/A	International Business Machine	Renewal Maintenance and Support IBM Cognos Business Intelligence Software	\$63,703	ExemptFromCompetition	Eric Starks	Local	\$63,703
FY16	PO528743	N/A	Hitachi Data Systems	Renewal Maintenance and Support CCTV Genetec System Maintenance Agreement	\$13,617	ExemptFromCompetition	Eric Starks	Local	\$13,617
FY16	PO528744	N/A	HEWLETT PACKARD COMPANY	Renewal Maintenance and Support TACIS HP Server Equipment Hardware	\$50,208	ExemptFromCompetition	Eric Starks	Local	\$50,208
FY16	PO528745	N/A	Hitachi Data Systems	Renewal Maintenance and Support CCTV Warranty of BridgeWave Links	\$24,940	ExemptFromCompetition	Eric Starks	Local	\$24,940
FY16	PO528746	N/A	Tri-Tech Forensics d/b/a National Law Enforcement Supply	Renewal Subscription National Law Enforcement Telecommunications Systems (NLETS)	\$48,000	ExemptFromCompetition	Eric Starks	Local	\$48,000
FY16	PO528747	N/A	Software AG	Renewal Maintenance and Support TACIS Software Licenses	\$13,091	SmallPurchase	Eric Starks	Local	\$13,091
FY16	PO528748	N/A	JDI Ventures Inc. DBA Peak Performance Solutions	Renewal Maintenance and Support CJIS NCIC Records Validation Software	\$12,360	SmallPurchase	Eric Starks	Local	\$12,360
FY16	PO528749	N/A	Samange	Renewal Maintenance and Support Samange Software	\$8,075	SmallPurchase	Eric Starks	Local	\$8,075
FY16	PO528750	N/A	Intek Integration Technologies	Renewal Maintenance and Support Warehouse Librarian Software	\$20,730	ExemptFromCompetition	Eric Starks	Local	\$20,730
FY16	PO528751	N/A	FILEONQ, INC.	Renewal Maintenance and Support Evidence Control Asset Management System Software	\$33,215	SmallPurchase	Eric Starks	Local	\$33,215
FY16	PO528752	C1754-V3	MVS, Inc.	Renewal Maintenance and Support Uninterrupted Power Supply (UPS) System	\$12,830	ExemptFromCompetition	Eric Starks	Local	\$12,830
FY16	PO528753	N/A	International Business Machine	Renewal Maintenance and Support IBM Analyst Workstation Software	\$44,899	SmallPurchase	Eric Starks	Local	\$44,899
FY16	PO528766	N/A	Dell Computer Corp.	Renewal Maintenance and Support Compellent Data Storage System Software	\$38,943	ExemptFromCompetition	Eric Starks	Local	\$38,943
FY16	PO528839	DCFA-2011-C-0019	Sterling Corporation dba Sterling Helicopter	FY16 funding for Helicopter Maintenance - please refer to contract for specifics.	\$150,000	CompetitiveSealedBid-IFB	Patricia Cambel	Local	\$98,852

General Question #30

Contract

FY	PO Number	Contract No.	Vendor	Description	PO Amount	Procurement Method	Requestor	Funding Source	Exp Amount
FY16	PO528881	CW18655	ACCESS INTERPRETING, INC.	Blanket purchase agreement for hiring American Sign Language interpreters to provide sign language interpretation services at adverse action hearings, custodial interrogations, witness or victim interviews, community events, or other activities when MPD bilingual personnel are unavailable or are inappropriate to perform that function. bpa no.: cw18655	\$33,000	SmallPurchase	Edward Delgado	Local	\$10,571
FY16	PO528923	DCMP-2016-3990	THEWASHINGTON TIMES LLC	MPD is requesting a BPA to publish once a week for two successive weeks in a local newspaper of general circulation with the intention to forfeit and sell or otherwise dispose of forfeited property". This represents MPD's legal requirement to advertise property subject to forfeiture. MPD estimates each occurrence will require no more than 100 lines and the number of times MPD will require the ads will be no more than 100 times during the fiscal year.	\$33,000	SmallPurchase	Patricia Cambel	Local	\$15,190
FY16	PO528930	DCPO-2012-B-0067	MULTICULTURAL COMMUNITY SERVIC	Oral interpreters in any language to provide oral interpretation services at adverse action hearings, custodial interrogations, witness or victim interviews, community events, or other activities when MPD bilingual personnel are unavailable or are inappropriate to perform that function.	\$25,000	SmallPurchase	Edward Delgado	Local	\$14,304
FY16	PO529004	DCPO-2012-C-0083	SHOTSPOTTER, INC.	Shotspotter Gunshot Detection System Maintenance and Support	\$446,620	ExemptFromCompetition	Eric Starks	Local	\$446,620
FY16	PO529010	DCFA-2013-C-0003	CAPITAL SEGWAY, LLC	Segway maintenance & Repair	\$30,000	SmallPurchase	Hester, Greg	Local	\$26,930
FY16	PO529114	CW20144	Enterprise RAC of Maryland	Cargo Van. Four (4) day rental period (including drop off, pick up, and staging) is 10/9-10/12. The rental contract must include unlimited mileage.	\$10,466	SmallPurchase	Patricia Cambel	Local	\$9,617
FY16	PO529119	N/A	Dell Computer Corp.	Renewal Maintenance and Support Computrace Coverage Software	\$40,037	SmallPurchase	Eric Starks	Local	\$40,037
FY16	PO529123	N/A	YELLOW HOUSE ASSOCIATES	Renewal Operational Maintenance and Support for YHA Supported MPD Systems and Software	\$60,000	ExemptFromCompetition	Eric Starks	Local	\$60,000
FY16	PO529320	CW19745	FIRST TRANSIT INC DBA FIRST VE	FY16 Target Fleet - Sept 2015 thru April 2016 7 months until Contract CW19745 option May 1st 2016	\$3,544,468	CompetitiveSealedProposal-RFP	Hester, Greg	Local	\$3,544,408
FY16	PO529361	N/A	INFORMATICA CORPORATION	Renewal Maintenance and Support Informatica Software	\$72,913	ExemptFromCompetition	Eric Starks	Local	\$72,913
FY16	PO529451	DCFA-2012-C-0015	South Capitol Heliport, LLC	FY16 funding for purchase of jet fuel for ASU helicopters	\$130,000	SoleSource	Patricia Cambel	Local	\$130,000
FY16	PO529457	DCTO-2008-C-0135	OST, Inc.	Resource: Scott Schillero, Security Analyst, Pop 10/1/2015 to 1/31/201. Rate: \$56.30 + \$4.77 = \$61.07. Engagement ID 527309	\$58,627	CompetitiveSealedProposal-RFP	Phillip Honore	Local	\$58,017

General Question #30

Contract

FY	PO Number	Contract No.	Vendor	Description	PO Amount	Procurement Method	Requestor	Funding Source	Exp Amount
FY16	PO529469	DCFA-2011-C-0466	ALLIED BARTON SECURITY SERVICE	Provide security officer (SO) services for DCPS schools for the period of October 1, 2015 through July 8, 2016	\$14,893,912	CompetitiveSealedProposal-RFP	Janice D. Sullivan	Intra-District	\$14,679,293
FY16	PO529481	N/A	NC4 Public Sector LLC	Renewal Maintenance and Support E-Team System Software	\$14,490	SmallPurchase	Eric Starks	Local	\$14,490
FY16	PO529489	DCKT-2012-AC-0003	MONTANA DOUBLE CAR WASH	FY16-OAPT13189_2 FAO- CSB-FLEET - Car Wash Services (DCKT-2012-AC-0003 Montana Car wash)	\$28,000	SmallPurchase	Hester, Greg	Local	\$17,285
FY16	PO529521	DCTO-2008-C-0135	OST, Inc.	Resource Title: Security Analyst Resource: Tiffany Jones Rate: \$56.31 + \$4.77 = \$61.08 Period of Performance: 10/01/2015 to 01/31/2016 Engagement ID 527696	\$58,942	CompetitiveSealedProposal-RFP	Phillip Honore	Local	\$58,942
FY16	PO529522	N/A	Analytica LLC	1FAUA4 - Contract services for one individual to serve as a full-time Project Coordinator for the National Capital Region (NCR) License Plate Reader (LPR) Project. Period of Performance: 10/1/15 - 5/31/16	\$164,390	SmallPurchase	Patricia Cambel	Intra-District	#N/A
FY16	PO529576	na	FEDERAL EXPRESS	Adding funds- Federal Express expedited delivery services for all MPD operations in FY 2016 - Continuing service on Account:# 1718-6365 Period of Performance: 10/1/15 - 9/30/16	\$9,592	SmallPurchase	Patricia Cambel	Local	\$5,466
FY16	PO529594	DCTO-2008-C-0135	OST, Inc.	Resource: Nithya Subramanian, DWH Architect Level 2, PoP 10/1/2015 to 9/30/2016. Rate: \$111.90 + HSF \$4.77 = \$116.67 Engagement ID 438761 Estimated Labor Hours: 2080 hrs	\$38,384	CompetitiveSealedProposal-RFP	Eric Starks	Local	\$38,384
FY16	PO529595	DCTO-2008-C-0135	OST, Inc.	Resource: Sridaran Ramakrishnan, DWH Architect Level 2, PoP 10/1/2015 to 9/30/2016. Rate: \$111.90+ HSF \$4.77 = \$116.67 Estimated Labor Hours: 2080 Engagement ID 497931	\$242,674	CompetitiveSealedProposal-RFP	Eric Starks	Local	\$242,674
FY16	PO529610	DCTO-2008-C-0135	OST, Inc.	Paul Bose, .Net Architect Level 2 PoP: 10/01/2015 to 9/30/2016 Rate: \$91.50 + HSF \$4.77 = \$96.27 Estimated Labor Hours: 2080 hrs Engagement ID 250936	\$209,869	CompetitiveSealedProposal-RFP	Eric Starks	Local	\$209,869
FY16	PO529612	DCTO-2008-C-0135	OST, Inc.	Resource: Temidayo Oyegbade, Network Technician Level 1, PoP 10/1/2015 to 9/30/2016 Rate: \$44.60 + HSF \$4.77 = \$49.37 Engagement ID 443118 Estimated Labor Hours: 2080	\$102,690	CompetitiveSealedProposal-RFP	Eric Starks	Local	\$102,690
FY16	PO529614	DCTO-2008-C-0135	OST, Inc.	Resource: Matthew Hopwood, RMS Project Manager, PoP 10/01/2015 to 9/30/2016. Rate: \$90.26+ HSF \$4.77 = \$95.03 Engagement ID 504216	\$165,637	CompetitiveSealedProposal-RFP	Eric Starks	Local	\$165,637
FY16	PO529794	DCTO-2008-C-0135	OST, Inc.	Tivon Brooks, Network Technician Level 1 PoP: 10/01/2015 to 9/30/2016 Rate: \$44.60 + HSF \$4.77 = \$49.37 Estimated Labor Hours: 2080 hrs Engagement ID 416495	\$102,690	CompetitiveSealedProposal-RFP	Eric Starks	Local	\$102,690
FY16	PO529851	DCKT-2012-A-0003 Car	DR.KINGS CAR WASH	Car Wash Services	\$6,000	SmallPurchase	Hester, Greg	Local	\$6,000

General Question #30

Contract

FY	PO Number	Contract No.	Vendor	Description	PO Amount	Procurement Method	Requestor	Funding Source	Exp Amount
FY16	PO529908	DCTO-2008-C-0135	OST, Inc.	Resource: Darryl Dandridge, Network Technician Level 1, PoP 10/01/2015 to 9/30/2016. Rate: \$44.60 + HSF \$4.77 = \$49.37 Engagement ID 472399. Estimated Hours: 2080 hours	\$102,690	CompetitiveSealedProposal-RFP	Eric Starks	Local	\$102,364
FY16	PO529983	DCTO-2008-C-0135	OST, Inc.	Resource: Gowtami Kandregula, QA Consultant Level 3, PoP 10/1/2015 to 3/31/2016. Rate: \$74.46+ HSF \$4.77 = \$79.23 Engagement ID 467858. Estimated hours: 1040	\$41,200	CompetitiveSealedProposal-RFP	Eric Starks	Intra-District	\$41,200
FY16	PO530006	DCTO-2008-C-0135	OST, Inc.	Resource: Satyakrishna Gavirneni, Business Analyst Level 3 , PoP 10/1/2015 to 9/30/2016. Rate: \$64.00+ HSF \$4.77 = \$68.77 Engagement ID 467648. Total Hours: 445	\$115,327	CompetitiveSealedProposal-RFP	Eric Starks	Multiple	\$115,327
FY16	PO530008	DCTO-2008-C-0135	OST, Inc.	Resource: James Rowland, Wireless Network Engineer 3, PoP 10/1/2015 to 9/30/2016. Rate: \$60.10 + HSF \$4.77 = \$64.87 Engagement ID 450849. Estimated Labor Hours: 2080 hrs	\$114,950	CompetitiveSealedProposal-RFP	Eric Starks	Local	\$103,727
FY16	PO530024	DCTO-2008-C-0135	OST, Inc.	Resource: Maaz Anjum, Business Analyst Level 3, PoP 10/01/2015 to 9/30/2016. Rate: \$64.17+ HSF \$4.77 = \$68.94 Engagement ID 498008 Estimated Labor Hours: 2080	\$143,395	CompetitiveSealedProposal-RFP	Eric Starks	Local	\$134,502
FY16	PO530029	DCTO-2008-C-0135	OST, Inc.	Julius Peterson, System Administrator Level 2 PoP: 10/01/2015 to 9/30/2016 Rate: \$62.00 + HSF \$4.77 = \$66.77 Estimated Labor Hours: 2080 hrs Engagement ID 249621	\$138,882	CompetitiveSealedProposal-RFP	Eric Starks	Local	\$130,669
FY16	PO530112	DCTO-2008-C-0135	OST, Inc.	Venkata Ramana Gunturu, .NET Developer Level 3 PoP: 10/01/2015 to 9/30/2016 Rate: \$73.00 + HSF \$4.77 = \$77.77 Estimated Labor Hours: 2080 hrs Engagement ID 394384	\$161,762	CompetitiveSealedProposal-RFP	Eric Starks	Local	\$161,528
FY16	PO530115	DCTO-2008-C-0135	OST, Inc.	Resource: Ram Katakamsetty, Cognos Developer Level 3, PoP 10/1/2015 to 9/30/2016. Rate: \$73.42+ HSF \$4.77 = \$78.19 Engagement ID 511600 Estimated Labor Hours: 2080	\$193,911	CompetitiveSealedProposal-RFP	Eric Starks	Local	\$187,734
FY16	PO530120	DCTO-2008-C-0135	OST, Inc.	Chandrasekhara Annavarapu, .NET Architect Level 2 PoP: 10/01/2015 to 9/30/2016 Rate: \$73.42 + HSF \$4.77 = \$78.19 Estimated Labor Hours: 2080 hrs Engagement ID 331134	\$162,635	CompetitiveSealedProposal-RFP	Eric Starks	Local	\$162,635
FY16	PO530206	DCTO-2008-C-0135	OST, Inc.	Resource: Ambica Bakshi, DEE Project Manager Level 2, PoP 10/1/2015 to 9/30/2016 Rate: \$76.16+ HSF \$4.77 = \$80.93 Engagement ID 530669 Estimated Labor Hours: 2080	\$88,780	CompetitiveSealedProposal-RFP	Eric Starks	Local	\$88,740
FY16	PO530210	DCTO-2008-C-0135	OST, Inc.	Henry Beard, Network Engineer Level 3 PoP: 11/09/2015 to 9/30/2016 Rate: \$60.10 + HSF \$4.77 = \$64.87 Estimated Labor Hours: 2080 hrs Engagement ID 407460	\$56,216	CompetitiveSealedProposal-RFP	Eric Starks	Local	\$56,210

General Question #30

Contract

FY	PO Number	Contract No.	Vendor	Description	PO Amount	Procurement Method	Requestor	Funding Source	Exp Amount
FY16	PO530237	DCFA-2009-C-2292	PFC ASSOCIATES LLC	The District engages PFC Associates to procure Occupational Healthcare and Ancillary Healthcare Services.	\$1,983,000	SoleSource	Leeann Turner	Intra-District	\$1,983,000
FY16	PO530255	DCTO-2008-C-0135	OST, Inc.	Resource Title: Field Support Tech Level 1 Resource: Richard Okai Rate: \$21.27 + \$4.77 = \$26.04 Period of Performance: 10/01/15 to 9/30/16 Peoplefluent ID #: 535104	\$4,531	CompetitiveSealedProposal-RFP	LaMont Hinton	Local	\$833
FY16	PO530256	DCTO-2008-C-0135	OST, Inc.	Resource Title: Field Support Tech Level 1 Resource: D'Angelo Jones Rate: \$21.27 + \$4.77 = \$26.04 Period of Performance: 10/01/15 to 9/30/16 Peoplefluent ID #:	\$54,163	CompetitiveSealedProposal-RFP	LaMont Hinton	Local	\$21,249
FY16	PO530257	DCTO-2008-C-0135	OST, Inc.	Resource Title: Field Support Tech Level 1 Resource: Gerald Lassiter Rate: \$21.27 + \$4.77 = \$26.04 Period of Performance: 10/01/15 to 9/30/16 Peoplefluent ID #:535116	\$54,163	CompetitiveSealedProposal-RFP	LaMont Hinton	Local	\$53,538
FY16	PO530258	DCTO-2008-C-0135	OST, Inc.	Resource Title: Field Support Tech Level 1 Resource: Kolawole, Yomi Rate: \$21.27 + \$4.77 = \$26.04 Period of Performance: 10/01/15 to 9/30/16 Peoplefluent ID #: 535090	\$54,163	CompetitiveSealedProposal-RFP	LaMont Hinton	Local	\$49,124
FY16	PO530259	DCTO-2008-C-0135	OST, Inc.	Resource Title: Field Support Tech Level 1 Resource: Anthony Gilliam Rate: \$21.27 + \$4.77 = \$26.04 Period of Performance: 10/01/15 to 9/30/16 Peoplefluent ID #: 477689	\$54,163	CompetitiveSealedProposal-RFP	LaMont Hinton	Local	\$28,358
FY16	PO530260	DCTO-2008-C-0135	OST, Inc.	Resource Title: Field Support Tech Level 1 Resource: Jamauky Venson Rate: \$21.27 + \$4.77 = \$26.04 Period of Performance: 10/01/15 to 9/30/16 Peoplefluent ID #: 490097	\$54,163	CompetitiveSealedProposal-RFP	LaMont Hinton	Local	\$45,362
FY16	PO530261	DCTO-2008-C-0135	OST, Inc.	Resource Title: Field Support Tech Level 1 Resource: RoShae Henderson Rate: \$21.27 + \$4.77 = \$26.04 Period of Performance: 10/01/15 to 9/30/16 Peoplefluent ID #:526182	\$8,515	CompetitiveSealedProposal-RFP	LaMont Hinton	Local	\$7,890
FY16	PO530262	DCTO-2008-C-0135	OST, Inc.	Resource Title: Field Support Tech Level 1 Resource: Deangelo Williams Rate: \$21.25 + \$4.77 = \$26.02 Period of Performance: 10/01/15 to 9/30/16 Peoplefluent ID #: 490285	\$54,122	CompetitiveSealedProposal-RFP	LaMont Hinton	Local	\$53,081
FY16	PO530263	DCTO-2008-C-0135	OST, Inc.	Resource Title: Field Support Tech Level 1 Resource: Antonio Hyman Rate: \$21.18 + \$4.77 = \$25.95 Period of Performance: 10/01/15 to 9/30/16 Peoplefluent ID #: 460931	\$53,976	CompetitiveSealedProposal-RFP	LaMont Hinton	Local	\$52,237
FY16	PO530264	DCTO-2008-C-0135	OST, Inc.	Resource Title: Field Support Tech Level 1 Resource: Steve Jordan Rate: \$21.18 + \$4.77 = \$25.95 Period of Performance: 10/01/15 to 9/30/16 Peoplefluent ID #: 472624	\$4,515	CompetitiveSealedProposal-RFP	LaMont Hinton	Local	\$3,529

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Contract

FY	PO Number	Contract No.	Vendor	Description	PO Amount	Procurement Method	Requestor	Funding Source	Exp Amount
FY16	PO530266	DCTO-2008-C-0135	OST, Inc.	Resource Title: Security Analyst Resource: LaQuanda Till Rate: \$56.30 + \$4.77 = \$61.07 Period of Performance: 10/1/2015 to 1/31/2016 Engagement ID 530565	\$59,299	CompetitiveSealedProposal-RFP	Phillip Honore	Local	\$59,299
FY16	PO530336	DCMP-2016-A-4090	NEAL R GROSS & CO INC	Provides Stenographic Services for Trial Boards/Adverse Action Hearings etc. This service will be ordered on an as needed basis.	\$100,000	SmallPurchase	Gilbert, Phyllis	Local	\$100,000
FY16	PO530354	N/A	Leica Geosystems Inc.	CCP for Leica Cyclone - Register	\$36,272	SmallPurchase	Patricia Cambel	Local	\$36,272
FY16	PO530375	DCTO-2008-C-0135	OST, Inc.	Resource Title: Administrative Assistant Resource: Malcolm Wilkerson Rate: \$37.60 + 4.77 = 42.37 Period of Performance: 10/01/15 to 9/30/16 Peoplefluent ID #: 519690	\$88,130	CompetitiveSealedProposal-RFP	LaMont Hinton	Local	\$80,101
FY16	PO530383	DCTO-2008-C-0135	OST, Inc.	Resource: Yerri Pasela, .NET Developer Level 3, PoP 10/5/2015 to 9/30/2016. Rate: \$73.42 + HSF \$4.77 = \$78.19 Engagement ID 549897	\$131,125	CompetitiveSealedProposal-RFP	Eric Starks	Multiple	\$131,125
FY16	PO530487	N/A	Elsag North America, LLC	Maintenance and repair services for National Capital Region (NCR) License Plate Reader (LPR) equipment for one year. This line provides funding for - October 1, 2015 - May 31, 2016.	\$47,500	SmallPurchase	Patricia Cambel	Intra-District	#N/A
FY16	PO530638	CW20114	ACME AUTO LEASING LLC	Requisition is for used, 2013-2015 model, mid-sized sedans or sports utility rental vehicles for the Metropolitan Police Department's (MPD) Narcotics & Special Investigations Division. Requisition is for the rental of twenty-one (21) vehicles from October 1, 2015 through January 31, 2016 at a cost of \$809 per vehicle, per month with unlimited mileage, routine maintenance, and insurance. Insurance included to cover collision \$1000 per vehicle, per month, per occurrence.	\$72,956	CompetitiveSealedBid-IFB	Robertina Veronica Wilson	O-Type	\$63,532
FY16	PO530731	DCMP-2016-A-4602	SURVEILLANCE EQUIPMENT GROUP	Surveillance Equipment Group Maintenance for Electronic Surveillance Equipment used by the Internal Affairs Bureau/Internal Affairs Division (IAD) for conducting covert criminal & administrative Investigations. the contractor will maintain a schedule for maintenance/ repairs/ replacement of equipment on an as needed basis as well as emergency repairs when necessary.	\$20,000	SmallPurchase	Gilbert, Phyllis	Local	\$20,000
FY16	PO530898	n/a	WEST PUBLISHING CORP	FY-16 Online investigative data. Provides information w/ unlimited Access to all Auto Tracking information for investigative purposes.	\$25,000	ExemptFromCompetition	Gilbert, Phyllis	Local	\$22,700

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Contract

FY	PO Number	Contract No.	Vendor	Description	PO Amount	Procurement Method	Requestor	Funding Source	Exp Amount
FY16	PO530907	DCPO-2012-C-0392	American Traffic Solutions, Inc.	A three-month extension of an existing contract with American Traffic Solutions, DCPO-2012-C-0392, to operate automated traffic enforcement systems from 10/1/2015 to 1/6/2016	\$987,846	SoleSource	LaMont Hinton	Local	\$975,543
FY16	PO530962	C12879	Dupont Computers	Requisition in FY2016 (October 1, 2015 through September 30, 2016) to repair electronic surveillance equipment assigned to the Metropolitan Police Department's Electronic Surveillance Unit. the vendor shall provide service, repair, or replace (unrepairable) equipment. (OAPT 12210)	\$7,000	DCSupplySchedule	Robertina Veronica Wilson	O-Type	\$3,765
FY16	PO530963	N/A	DIVERSE COMPUTING INC.	The ATEU seeks to procure a Registered Owner Request System (RORS) services from Diverse Computing as part of an existing contract. The goal of this system is to acquire vehicle registered owner information from the vehicle's license plate data. The plate data should be transmitted to the National Law Enforcement Telecommunications System (NLETS), via the departments Washington Area Law Enforcement System (WALES II) so that ATEU may issue automated traffic citations.	\$50,275	SmallPurchase	LaMont Hinton	Local	\$50,275
FY16	PO530964	N/A	ATTUNITY INC	Renewal Maintenance and Support Attunity Database Replication Software	\$15,312	SmallPurchase	Eric Starks	Local	\$15,312
FY16	PO530965	N/A	NESTLE WATERS AMERICA INC.	Provide drinking water and water dispensers to MPD facilities identified in the attached statement of work. Rate per bottle - \$3.16; no charge for the dispenser.	\$30,000	SmallPurchase	Patricia Cambel	Local	\$30,000
FY16	PO530966	NA	PITNEY BOWES CREDIT CORP.	MPD requires metered postage services from the United States Postal Service as required by operational need and/or specific legislation re: registered mail notifications and return receipts.	\$55,000	SmallPurchase	Patricia Cambel	Local	\$55,000
FY16	PO531024	DCMP-2016-A-3488	ABEL TOWING INC.	Emergency Towing Services for Districts 5,6 & 7	\$42,000	SmallPurchase	Patricia Cambel	Local	\$39,550
FY16	PO531132	GS-25F-0010M	PITNEY BOWES	Renewal of Lease # 9142036-001 Pitney Bowes Global Financial Services: Equipment Maintenance Agreement . Agency is renewing the lease at the same rate as the existing lease as of Oct 1, 2012 under GSA Contract GS-25F-0010M SIN 51-58B at a rate of \$2375/mo. Certified Mail Tracking with e-Return Receipt using Pitney Bowes SendSuite Shipping Application	\$28,500	SmallPurchase	Patricia Cambel	Local	\$28,500
FY16	PO531180	N/A	LIEBERT GLOBAL SERVICES	Renewal Maintenance and Support Liebert Power Distribution Hardware	\$8,862	SmallPurchase	Eric Starks	Local	\$8,862
FY16	PO531181	CW31751	Neovera Inc.	One-time Setup and Installation Fee for Linux Monitoring COBALT records management system	\$7,600	SoleSource	Eric Starks	Local	\$7,600

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Contract

FY	PO Number	Contract No.	Vendor	Description	PO Amount	Procurement Method	Requestor	Funding Source	Exp Amount
FY16	PO531206	N/A	Telerik Inc.	Renewal Maintenance and Support DevCraft Developer Software	\$8,492	SmallPurchase	Eric Starks	Local	\$8,492
FY16	PO531228	n/a	ABC TOWING INC	Emergency Towing Services for Districts 1,2,3 & 4	\$42,000	SmallPurchase	Patricia Cambel	Local	\$16,900
FY16	PO531232	DCFA-2013-C-0004	Arrow Bicycle	MPD engages Arrow Bike to procure Mountain Bike maintenance & repair in accordance with Contract Number: DCFA-2013-C-0004	\$15,000	CompetitiveSealedBid-IFB	Hester, Greg	Local	\$15,000
FY16	PO531233	CW38734	Volcanic Bikes	MPD engages Volcanic Bikes to procure 57- 22" Frame Mountain Bikes to include Assembly and Delivery in accordance with Contract Number CW38734.	\$415,355	CompetitiveSealedBid-IFB	Hester, Greg	Local	\$415,354
FY16	PO531236	CW19311	DIVERSE COMPUTING INC.	eMessage Switch System Maintenance and Support	\$562,128	CompetitiveSealedBid-IFB	Eric Starks	Local	\$562,128
FY16	PO531339	DS-00D-0002V	CANON FINANCIAL SERVICES	MPD engages Canon Financial Services to procure Canon Copier Lease & Maintenance under Contract # GS-00F-0002V	\$113,688	ExemptFromCompetition	Patricia Cambel	Local	\$113,688
FY16	PO531340	C12210	MDM Office Systems DBA Standard Office Supply	NIKON D3200 W/18-55 VR LENS - BLACK WITH NIKON SB-910 AF SPEEDLIGHT U.S.A, LOWEPRO NOVA 160 AW BLACK, AND LEXAR 8GB PLTNM II 300X SDHC MEM CARD	\$23,695	SmallPurchase	Patricia Cambel	Local	\$23,695
FY16	PO531390	CW20114	ACME AUTO LEASING LLC	9 rental trucks are needed for ATEU camera technicians to service and maintain cameras and transport cameras, components and equipment.	\$64,798	CompetitiveSealedBid-IFB	LaMont Hinton	Local	\$57,602
FY16	PO531522	N/A	XEROX CORPORATION	Break Fix services and supplies for all MPD Printers to include maintenance kits, drums, toner, replacement parts and labor.	\$99,840	SmallPurchase	Patricia Cambel	Local	\$99,840
FY16	PO531558	CW32582	DLT SOLUTIONS INC	Oracle Software License Maintenance and Support	\$191,176	GSA-FederalSupplySchedule	Eric Starks	Local	\$191,176
FY16	PO531638	DCTO-2008-C-0135	OST, Inc.	Resource Title: Administrative Assistant Resource: Narcisa Moran Rate: \$37.62 + 4.77 = 42.39 Period of Performance: 10/01/15 to 9/30/16 Peoplefluent ID #: 520466	\$2,374	CompetitiveSealedProposal-RFP	LaMont Hinton	Local	\$2,374
FY16	PO531640	DCTO-2008-C-0135	OST, Inc.	Resource Title: Administrative Assistant Resource: Sarchashmah, Sayed Rate: \$37.62 + 4.77 = 42.39 Period of Performance: 10/01/15 to 9/30/16 Peoplefluent ID #: 520165	\$88,171	CompetitiveSealedProposal-RFP	LaMont Hinton	Local	\$84,610
FY16	PO531642	DCTO-2008-C-0135	OST, Inc.	Resource Title: Field Support Tech Level 1 Resource: DeMarco Adams Rate: \$20 + \$4.77 = \$24.77 Period of Performance: 10/01/15 to 9/30/16 Peoplefluent ID #: 490287	\$51,522	CompetitiveSealedProposal-RFP	LaMont Hinton	Local	\$49,614
FY16	PO531687	CW40106	BlueLaw International	MPD engages BlueLaw International to procure Polygraph Examiners in accordance with Contract Number CW40106.	\$249,000	CompetitiveSealedBid-IFB	Phillip Honore	Local	\$248,692

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Contract

FY	PO Number	Contract No.	Vendor	Description	PO Amount	Procurement Method	Requestor	Funding Source	Exp Amount
FY16	PO531699	DCMP-2016-A-3386	ADAMS MORGAN ANIMAL CLINIC	BLANKET PURCHASE AGREEMENT (BPA) FOR CANINE VETERINARY SERVICE TO INCLUDE BOTH ROUTINE EXAMINATIONS, TREAT ILLNESSES, ANNUAL INOCULATIONS, ANNUAL DENTAL CLEANINGS AND EMERGENCY CARE ON AN AS NEEDED BASIS	\$55,000	SmallPurchase	Patricia Cambel	Local	\$55,000
FY16	PO531896	N/A	Envisage Technologies Corp	Acadis Readiness Suite Software as a Service Annual Subscription - Acadis Training Management System - Acadis LMS - Acadis Registration/Online Registration - Acadis Automated Testing - Acadis Document Management - Acadis In-Service Reporting - Acadis Scheduling Period of Performance: October 1, 2015 through September 30, 2016 Training management system will serve as the MPD's central repository for student training, instructor management, employment records, certifications and contact information. It enables the MPD to maintain complete and accurate student records throughout the entire employment	\$65,000	SmallPurchase	Patricia Cambel	Local	\$65,000
FY16	PO531906	N/A	CDW Government, Inc.	Open Mesh Wireless Routers	\$7,159	SingleQuote	Eric Starks	Local	\$7,159
FY16	PO531912	C12202-V3	MORGANS INC	Item: Polo Shirt Manufacture: 5.11 Tactical Style #: 41060-Professional Polo-Short Sleeve Shirt Color: Dark Navy Length: Regular Quantity: 52 (In sizes noted below) Description: 5.11 Tactical brand Professional Polo Short Sleeve shirt, style #41060, color is Dark Navy. Total quantity is 52 in the following sizes in regular length. 4- Small 3- Medium 17- Large 19- X Large 6- 2X Large 3- 3X Large	\$8,726	DCSupplySchedule	William O'Connor	Local	\$8,414
FY16	PO532115	GS-25F-0062L	XEROX CORPORATION	FY16 Xerox Copier Lease and Maintenance	\$789,000	GSA-FederalSupplySchedule	Patricia Cambel	Local	\$697,913
FY16	PO532182	CW39581	Hitachi Data Systems	MPD engages Hitachi Data Corporation to procure CCTV Upgrade Maintenance and Support, in accordance with Contract Number: CW39581.	\$64,566	CompetitiveSealedBid-IFB	Eric Starks	Local	\$64,566
FY16	PO532312	n/a	TASER International	TASER BWC Accessories	\$12,136	SmallPurchase	Patricia Cambel	Local	\$12,136
FY16	PO532326	N/A	NAT'L ASSOC. OF ST.BOATING	Annual dues to the National Association of Boating Law Administrators as required under the MOA with the United States Coast Guard and Metropolitan Police Department. Re: NASBLA Notice - 505 Ordering Officer: Lt. Paul Niepling, Harbor Patrol Telephone Number: 1.202.727.4582 PERIOD OF PERFORMANCE: DATE OF AWARD THRU 9/30/16	\$6,000	ExemptFromCompetition	Wilbur Niepling	Federal	\$6,000

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Contract

FY	PO Number	Contract No.	Vendor	Description	PO Amount	Procurement Method	Requestor	Funding Source	Exp Amount
FY16	PO532327	N/A	LexisNexis Risk Solutions FL Inc	Monthly fee (\$105) for 2 users to access Accurant Law Enforcement Plus Online and Desktop Software with Sex Offender Registry Alerts (30/month) for a period of 12 months (10/1/2015-9/30/2016).	\$39,348	ExemptFromCompetition	Patricia Cambel	Intra-District	\$39,348
FY16	PO532476	DCTO-2008-C-0135	OST, Inc.	Resource: Ashok Kumar, DWH Architect Level 2, PoP 10/22/2015 to 9/30/2016. Rate: \$108.00 + HSF \$4.77 = \$112.77 Engagement ID 550864	\$229,600	CompetitiveSealedProposal-RFP	Eric Starks	Local	\$227,965
FY16	PO532498	N/A	VIRTUAL CORPORATION	Sustainable Planner Software Maintenance	\$7,000	ExemptFromCompetition	Patricia Cambel	Intra-District	#N/A
FY16	PO532518	N/A	LexisNexis Risk Solutions FL Inc	Shipping for DC Code Books	\$13,566	SmallPurchase	Kimberly T. Butler	Local	\$13,566
FY16	PO532653	C12202-V3	MORGANS INC	Embroidered Small Harbor Patrol Patches	\$8,631	DCSupplySchedule	Adam Snapko	Federal	\$8,631
FY16	PO532676	CW39759	Atlantic Tactical, Inc	Glock 17 9MM Full Sized Gen 3 Pistol w/Trijicon night sights (installed) w/MPD custom serial numbers	\$111,592	CompetitiveSealedBid-IFB	Patricia Cambel	Local	\$0
FY16	PO532754	CW39505	TASER International	FY16 BWC Order. See attached CLIN and deliverables list, deliverable schedule and IGE for specifics.	\$4,406,307	SoleSource	Leeann Turner	Local	\$4,385,638
FY16	PO532782	N/A	VIRTUAL CORPORATION	The Metropolitan Police Department (MPD) requires maintenance and support to assist with the revisions to the current Information Technology Disaster Recovery (ITDR) planning application within its instance of Sustainable Planner (SP) and the training/support of MPD assigned resources in its use - see attached SOW.	\$19,700	ExemptFromCompetition	Patricia Cambel	Intra-District	#N/A
FY16	PO532798	N/A	Coplogic, Inc.	Software Development services for Coplogic Software Tool - LexisNexis Desk Officer Reporting System Interface with Cobalt RMS	\$9,975	ExemptFromCompetition	Eric Starks	Local	\$9,975
FY16	PO532928	DCMP-2016-A-2773	TRI STATE MARINE INC	Blanket Purchase Order to supply Yamaha dealer boat engine maintenance parts and repair parts for Yamaha 4 stroke engines.	\$25,000	SmallPurchase	Adam Snapko	Federal	\$24,889
FY16	PO532942	DCTO-2008-C-0135	OST, Inc.	Resource Title: Field Support Tech Level 1 Resource: Duane Davis Rate: \$21.27 + \$4.77 = \$26.04 Period of Performance: 10/01/15 to 9/30/16 Peoplefluent ID #: 506121	\$6,875	CompetitiveSealedProposal-RFP	LaMont Hinton	Local	\$6,875
FY16	PO532958	DCTO-2008-C-0135	OST, Inc.	Resource Title: Field Support Tech Level 1 Resource: Abdur Akram Rate: \$21.25 + \$4.77 = \$26.02 Period of Performance: 10/01/15 to 9/30/16 Peoplefluent ID #: 490102	\$54,122	CompetitiveSealedProposal-RFP	LaMont Hinton	Local	\$46,212
FY16	PO532987	DCKT- 2012-A-2077	KORMAN SIGN INC	Marked cruisers - vehicle graphics	\$52,235	SmallPurchase	Hester, Greg	Capital	\$52,235
FY16	PO533020	NA	Transglobal Business System INC	Annual Situational Awareness Management System Server License. Period of Performance: 10/01/15 - 09/30/2016.	\$85,000	ExemptFromCompetition	Patricia Cambel	Intra-District	#N/A
FY16	PO533080	DCMP-2016-A-7537	All K-9 Inc.	provide training/street leads, tracking leads/harnesses, steel collars, pinch/agitation collars, bite sleeves & covers, bite suits, tug toys, kongs, nylon/canvass odor bags, scent boxes, etc.	\$3,000	SmallPurchase	Patricia Cambel	Local	\$2,991

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Contract

FY	PO Number	Contract No.	Vendor	Description	PO Amount	Procurement Method	Requestor	Funding Source	Exp Amount
FY16	PO533090	DCFA-2013-C-0004	Arrow Bicycle	MPD engages Arrow Bike to procure Mountain Bike maintenance & repair in accordance with Contract Number: DCFA-2013-C-0004. Period of Performance November 5, 2015-November 4,2016.	\$60,000	CompetitiveSealedBid-IFB	Hester, Greg	Local	\$60,000
FY16	PO533158	N/A	MorphoTrak, Inc	Creation and Implementation of Centralized Charge List for LiveScan	\$77,000	ExemptFromCompetition	Eric Starks	Local	\$69,660
FY16	PO533244	cw39571	W S JENKS & SON	Item: Flashlight Case Manufacture: Gould and Goodrich Mfg. Part #: B672-4BR Color: Black Finish: Leather Quantity: 1,500 Description: Gould and Goodrich brand flashlight case, model # B672-4BR, leather, black in color, with brass snap closure.	\$203,790	CompetitiveSealedBid-IFB	William O'Connor	Local	\$203,790
FY16	PO533376	CW39291	Elsag North America, LLC	210027 - Installation - Mobile	\$504,750	CompetitiveSealedBid-IFB	Patricia Cambel	Intra-District	#N/A
FY16	PO533466	CW37329	Atlantic Tactical, Inc	Duty and Training Ammunition as identified in the attached Statement of Need in accordance with Contract Number CW37329	\$395,968	CompetitiveSealedBid-IFB	John Aceto	Local	\$395,968
FY16	PO533468	C12237-V3	Public Performance Management	Consulting services to develop a Statement of Work for a detailed occupational health care services solicitation	\$25,450	SingleQuote	Patricia Cambel	Local	\$21,364
FY16	PO533509	CW28623	Atlantic Tactical, Inc	MPD engages Safety League Inc, dba Atlantic Tactical to procure Combat Medical Reinforcement Tape in accordance with Contract Number: CW28623. Prices have been deemed fair and reasonable	\$212,097	CompetitiveSealedBid-IFB	Patricia Cambel	Local	\$204,155
FY16	PO533522	CW38084	The Pittman Group, Inc DBA VANTIX	The MPD Office of Chief Technology Office (OCTO) engages The Pittman Group dba Vantix, LLC to procure a Public Safety data exchange between law enforcement agencies comprising the National Capital Region (NCR) in accordance with Contract Number: CW38084.	\$178,970	CompetitiveSealedBid-IFB	Patricia Cambel	Intra-District	#N/A
FY16	PO533564	NA	Miller Mendel, Inc.	Pre-employment background investigation software	\$177,950	CompetitiveSealedProposal-RFP	Marvin Haiman	Local	\$177,950
FY16	PO533588	C12408	TOUCAN PRINTING & PROMO PROD	Boat Registration Cards and Decals for the 2016 and 2017 boating seasons.	\$8,730	DCSupplySchedule	Adam Snapko	Federal	\$8,730
FY16	PO533703	N/A	Alexander & Tom, Inc.	Web-based Firearms Safety Training course - Migration to Windows 2008 server from Windows 2003 server	\$13,756	ExemptFromCompetition	Eric Starks	Local	\$13,756
FY16	PO533812	C1754-V3	SUPRETECH, INC.	Repair for Motorola MC75 hand held ticket writers	\$25,656	DCSupplySchedule	LaMont Hinton	Local	\$25,656
FY16	PO533919	N/A	Time Trade System, Inc	Internet-based appointment scheduling and event registration application and related online service, which runs and is hosted on the TimeTrade site on the World Wide Web.	\$8,250	ExemptFromCompetition	Patricia Cambel	Local	\$8,250
FY16	PO534167	C12345	METROPOLITAN OFFICE PRODUCTS	Office Supplies	\$83,431	DCSupplySchedule	William O'Connor	Local	\$83,425

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Contract

FY	PO Number	Contract No.	Vendor	Description	PO Amount	Procurement Method	Requestor	Funding Source	Exp Amount
FY16	PO534174	N/A	INFINITY RADIO DBA/WLZL RADIO	A comprehensive targeted digital marketing web based campaign to reach the demographic we are seeking to fill the position of Police Officer. Social media, email and mobile device platforms will be used to reach 4.2 million CBS subscribers with in the Washington DC Metro area. Plan B, included in the attachment was approved by the COO.	\$19,900	ExemptFromCompetition	Phillip Honore	Local	\$19,900
FY16	PO534240	N/A	WASH CONVENT CENTER AUTHORITY	Location of FY2016 Promotional Selection Testing event for officer to sergeant, sergeant to lieutenant, and lieutenant to captain candidates.	\$8,250	SmallPurchase	Laura Wagman	Local	\$8,250
FY16	PO534255	C12662	THE HAMILTON GROUP	Training Materials	\$14,070	DCSupplySchedule	Kimberly T. Butler	Local	\$14,070
FY16	PO534308	CW31751	Neovera Inc.	Linux Engineering and Support- Option Period 1	\$189,996	CompetitiveSealedProposal-RFP	Eric Starks	Local	\$189,996
FY16	PO534327	CW40397	The Pittman Group, Inc DBA VANTIX	The Metropolitan Police Department (MPD) engages Vantix/The Pittman Group, to procure Portable/Mobile Camera Trailers in accordance with Contract Number: CW40397.	\$379,112	CompetitiveSealedBid-IFB	Eric Starks	Capital	#N/A
FY16	PO534550	Contract Number CW29248, Aggregate Award Group No. Eight.	MORGANS INC	MPD engages Morgan's Inc. T/A Jimmie Muscatello's to procure Uniforms and Equipment for MPD Personnel in accordance with City-Wide Contract Number CW29248, Aggregate Award Group No. Eight. Funds to cover remainder of base year (10/1/15 - 12/8/15)	\$374,437	CompetitiveSealedBid-IFB	William O'Connor	Local	\$374,437
FY16	PO534553	CW40646	Segway Inc.	Segway I2 Patroller - 23 units	\$157,067	SoleSource	Hester, Greg	Capital	\$157,067
FY16	PO534554	N/A	HERTZ EQUIPMENT RENTAL CORP	9 rental trucks for ATEU camera technicians to service and maintain cameras and transport cameras and equipment.	\$16,000	SmallPurchase	Leeann Turner	Local	\$16,000
FY16	PO534643	n/a	Cobra Canine, LLC	DUAL PURPOSE CANINES. GERMAN SHEPHERD, BELGIAN MALINOIS AND DUTCH SHEPHERD IN BREED	\$20,100	SmallPurchase	Patricia Cambel	Local	\$20,100
FY16	PO534708	N/A	CareerBuilder Government LLC	Annual Web Based Advertising Careerbuilder.com Job Posting products	\$15,000	SmallPurchase	Phillip Honore	Local	\$15,000
FY16	PO534711	N/A	Hitachi Data Systems	Extended Maintenance and Support CCTV Warranty of BridgeWave Links	\$47,388	SmallPurchase	Eric Starks	Local	\$47,388
FY16	PO534714	N/A	INFO SOFT GROUP, INC.	Annual Web Based Advertising DCjob.com Job postings, media products to attract new applicants to MPD	\$7,500	SmallPurchase	Phillip Honore	Local	\$7,500
FY16	PO534719	DCMP-2015-A9412	HENRY SCHEIN, INC.	The MPD Canine Unit requires a purchasing adequate stock of medical supplies to include, but not limited to: Bandages, Vaccinations, Syringes and Medications to treat sick or injured Police Canines	\$11,000	ExemptFromCompetition	Patricia Cambel	Local	\$10,836
FY16	PO534723	N/A	Lichtman & Elliot, PC	MPD has need for the services of outside legal counsel to represent MPD in immigration matters, including obtaining H1B Visas and Permanent Resident status.	\$10,000	SmallPurchase	Patricia Cambel	Local	\$9,550

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Contract

FY	PO Number	Contract No.	Vendor	Description	PO Amount	Procurement Method	Requestor	Funding Source	Exp Amount
FY16	PO534730	DCFA-2015-C-229255	PFC ASSOCIATES LLC	The District engages PFC Associates to procure Occupational Healthcare and Ancillary Healthcare Services.	\$8,232,555	SoleSource	Leeann Turner	Multiple	\$8,187,053
FY16	PO534733	C12662	THE HAMILTON GROUP	Havis - CG-X - ChargeGuard, 12V Negative Ground Timer Switch	\$87,475	DCSupplySchedule	Hester, Greg	Capital	\$87,475
FY16	PO534750	N/A	File & ServeXpress, LLC	LexisNexis File & Serve is the exclusive means of transacting business at the Public Employee Relations Board (PERB). The company as of March 1, 2013 does not accept credit cards.	\$1,500	ExemptFromCompetition	Patricia Cambel	Local	\$941
FY16	PO534782	GS-07F-0485Y	ETI Lighting, Inc.	KIT# DCMSEDAN-BP DC Marked Sedan units	\$633,361	GSA-FederalSupplySchedule	Hester, Greg	Capital	\$621,334
FY16	PO534785	VA-140331-DELL	Dell Computer Corp.	Renewal Maintenance and Support Red Hat Development Software for Red Hat servers in production. Quote #718985019	\$19,887	ExemptFromCompetition	Eric Starks	Local	\$19,887
FY16	PO534792	CW382566	Ergometrics	Continuation of testing and assessment development for the Metropolitan Police Department (MPD). MPD engages Ergometrics, Inc. to develop and score three custom, valid, one-time use, written multiple-choice selection tests, one custom, valid, one-time use video based structured interview, and the use and scoring of two supervisory and management promotional exams in accordance with CW382566. This request is associated with RQ885582 and contract CW382566. The funds associated with this requisition are for the following CLINs identified in CW382566 (please see attached): CLIN0001, CLIN0002, CLIN0005, CLIN0008.	\$60,664	CompetitiveSealedProposal-RFP	Laura Wagman	Local	\$60,664
FY16	PO534818	N/A	STANDARD GRAPHICS MID ATLANTIC	Wide Black FB Strip, 20,000 Required; Carton(s)	\$25,500	SmallPurchase	Christopher Hughes	Local	\$25,500
FY16	PO534872	N/A	TLO, LLC	Monthly TLOxp transaction fee to continue services for Account #298388. The fee is a flat rate for 5,000 transactions per month. See attachments for reference information. POP is October 2015-September 2016	\$10,800	ExemptFromCompetition	Patricia Cambel	Intra-District	#N/A
FY16	PO534947	CW38369	MorphoTrak, Inc	AFIS Enhancement Common Credentials - Single Sign-on	\$45,442	ExemptFromCompetition	Eric Starks	Local	\$42,412
FY16	PO535053	N/A	Atlantic Tactical, Inc	Item: OC Aerosol (OC Spray) Manufacture: Defense Technology Product Line: First Defense, MK-4 Mfg. Part #: 5049 Formulation Weight: 3.0 ounces Major Capsaicinoid Content: .2% Propellant: Nitrogen Delivery System: Stream Quantity: 1,500 canisters	\$11,835	SmallPurchase	William O'Connor	Local	\$11,835
FY16	PO535072	CW38369	MorphoTrak, Inc	Morpho BIS AFIS upgrade for EBTS 10.0 compliance	\$108,750	ExemptFromCompetition	Eric Starks	Local	\$108,750
FY16	PO535073	CW38369	MorphoTrak, Inc	Automated Fingerprint Identification System (AFIS Maintenance and Support	\$133,637	ExemptFromCompetition	Eric Starks	Local	\$133,637

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FY	PO Number	Contract No.	Vendor	Description	PO Amount	Procurement Method	Requestor	Funding Source	Exp Amount
FY16	PO535084	N/A	HENRY SCHEIN, INC.	THE MPD CANINE UNIT has a need to ensure that an adequate stock of Parasite Medications: Monthly Heartworm Preventative and Monthly Flea and Tick Medications, which are given to each dog on a monthly basis. These medications need to be kept available to treat up to 50 MPD Canines, year round. These Medications must be able to treat a 95lb. or higher dog. The Preferred and Currently used heartworm Medication is Iverhart Max (heartworm preventative). The Canine Unit at the direction of the department veterinarian will be switching from the Vectra 3-D, Topical (flea and tick preventative) To Nexgard (flea and tick preventative), which will still be administered by the handler monthly in pill form. On as needed basic not exceed \$11,000.00	\$11,000	SmallPurchase	Patricia Cambel	Local	\$10,841
FY16	PO535341	N/A	EOEJournal, inc	The EOE magazine will provide print and digital exposure with a live link to the Metropolitan Police apply here web source. The EOE magazine distribution also reaches higher education facilities, Minority Serving Institutions (MSI), as well as other employment resource centers throughout the United States who target all diversity groups and veterans.	\$2,950	ExemptFromCompetition	Phillip Honore	Local	\$2,950
FY16	PO535394	N/A	First Vehicle Services	Parking Lot and Shop Sweeper	\$14,685	SmallPurchase	Hester, Greg	Capital	#N/A
FY16	PO535597	N/A	DEEPWOOD VETERINARY CLINIC	Horse Mounted Unit routine equine veterinary care to include twice a year vaccinations, blood testing for diseases and physical examinations and emergency care for the four (4) Metropolitan Police Department horses boarded at the Ft Dupont Stables.	\$7,000	SmallPurchase	Patricia Cambel	Local	\$6,841

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Contract

FY	PO Number	Contract No.	Vendor	Description	PO Amount	Procurement Method	Requestor	Funding Source	Exp Amount
FY16	PO535631	DCMP-2014-A-7833	THE DIVERS CHOICE LLC	BPA for purchase and repairs of scuba equipment on an as needed basis: This will cover Annual servicing (tune-up) and age and condition will determine if additional repair and or a more extensive overhaul is required: G250HP 2nd Stage, MK-10 1st Stage, G200 2nd Stage, Classic Buoyancy compensators, DUI Buoyancy compensators, Aluminum Dive Tanks & Valves Inspection & Hydrostatic test (Mandatory every 5 years), DUI Vulcanized Rubber Dry Suits are repaired on an as needed basis. Interspiro Mk2 Full Face AGA Masks are repaired/overhauled on an as needed basis. The parts prices will vary due to age and condition and results of inspection.	\$10,000	ExemptFromCompetition	Adam Snapko	Federal	\$9,993
FY16	PO535634	C12138-V3	Wilson Dependable Services, LLC	Range and Armorer Supplies as identified in the attached Statement of Need	\$21,744	SmallPurchase	John Aceto	Local	\$21,142
FY16	PO535652	DCMP-2014-A-7835-V2	WEST MARINE DBA PORT SUPPLY	BPA for the purchase of tape, chains, bulb, fenders, lubricants, oil, adapters, anchors, line, etc. Account#457370-06.	\$25,000	SmallPurchase	Adam Snapko	Federal	\$24,998
FY16	PO535665	C12210	MDM Office Systems DBA Standard Office Supply	CCTV Camera Equipment and Parts for Refresh of Camera Box 501	\$15,606	DCSupplySchedule	Eric Starks	Donation	\$15,606
FY16	PO535704	N/A	THE PRESIDIO CORPORATION	Renewal Maintenance and Support SMARTnet Software	\$37,480	ExemptFromCompetition	Eric Starks	Local	\$37,480
FY16	PO535793	NA	Metropolitan Washington Council of Governments	Metropolitan Washington Council of Governments (MWCOG) Annual Assessment for MWCOG's FY2016. Invoice No. RQ103695 (July 1, 2015 - June 30, 2016)	\$8,615	ExemptFromCompetition	Patricia Cambel	Local	\$8,615
FY16	PO535868	n/a	W.A. Hamilton Co., Inc.	Body-Worn Camera Cages	\$61,700	SmallPurchase	Eric Starks	Local	\$61,700
FY16	PO536009	C12662	THE HAMILTON GROUP	Horse Trailer for SODHMu, see attached SOW	\$23,914	DCSupplySchedule	Hester, Greg	Local	\$23,914
FY16	PO536071	CW29248	MORGANS INC	MPD engages Morgan's Inc. T/A Jimmie Muscatello's to procure Uniforms and Equipment for MPD Personnel in accordance with City-Wide Contract Number CW29248, Option Year One (1)- Aggregate Award Group No. Eight.	\$654,000	CompetitiveSealedBid-IFB	William O'Connor	Local	\$653,993
FY16	PO536117	DCAM-12-NC-0173-2	SUPERIOR SERVICE & ASSOC. INC	MPD engages Superior Services & Associates, Inc. to procure Rifle Range Cleaning Services - annual preventative maintenance.	\$28,702	CompetitiveSealedProposal-RFP	Patricia Cambel	Local	\$28,702
FY16	PO536126	N/A	Televere Systems, LLC	14"x17" Phosphor plate, protector and holder	\$91,840	ExemptFromCompetition	Patricia Cambel	Intra-District	#N/A
FY16	PO536155	N/A	CI TECHNOLOGIES, INC.	Misconduct Case Tracking Software Package	\$40,600	ExemptFromCompetition	Eric Starks	Local	\$40,600
FY16	PO536160	AR-233	THE PRESIDIO CORPORATION	Body-Worn Camera Switches	\$97,020	SmallPurchase	Eric Starks	Local	\$87,777

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FY	PO Number	Contract No.	Vendor	Description	PO Amount	Procurement Method	Requestor	Funding Source	Exp Amount
FY16	PO536189	DCMP-A-2016-7505	PHILLIPS FEED SERVICE INC.	The MPD Canine Unit has a need to procure dog food, assorted dog foods and peripherals (see statement of works). BPA	\$18,000	SmallPurchase	Patricia Cambel	Local	\$17,762
FY16	PO536190	DCPO-2016-C-0392SS	American Traffic Solutions, Inc.	One year contract with ATS DCFA-2016-C-0115 from 01/09/2016 to 01/08/2017	\$999,999	SoleSource	Patricia Cambel	Local	\$998,898
FY16	PO536191	CW41022	Software AG	TACIS Time and Attendance System Maintenance and Support	\$201,000	ExemptFromCompetition	Eric Starks	Local	\$201,000
FY16	PO536231	DCTO-2008-C-0135	OST, Inc.	Resource: Marcus DeRamus, IT Clerk/Operator Level 2, PoP 1/6/2015 to 9/30/2016. Rate: \$27.63 + HSF \$4.77 = \$32.40 Engagement ID 565282	\$51,710	CompetitiveSealedProposal-RFP	Eric Starks	Local	\$46,397
FY16	PO536233	DCTO-2008-C-0135	OST, Inc.	Resource: Renada Ferguson, IT Clerk/Operator Level 2, PoP 1/6/2015 to 9/30/2016. Rate: \$27.63 + HSF \$4.77 = \$32.40 Engagement ID 565288	\$49,702	CompetitiveSealedProposal-RFP	Eric Starks	Local	\$44,091
FY16	PO536318	na	MDM Office Systems DBA Standard Office Supply	Production Heavy Weight Carbonless Paper - Nekoosa Digital 3 Part Reverse Seq. 8 1/2 x 11 20M Pink/Canary/White Blackprint 1670 sets/ctn. No Substitutions No Substitutions	\$42,661	SmallPurchase	Christopher Hughes	Local	\$42,661
FY16	PO536384	N/A	RELX Inc	LexisNexis Software Licenses for twenty-seven (27) users for a period of ten (10) months (12/1/15-9/30/16)	\$10,920	ExemptFromCompetition	Patricia Cambel	Local	\$10,920
FY16	PO536400	DCAM-12-NC-0173-2	SUPERIOR SERVICE & ASSOC. INC	MPD engages Superior Services & Associates, Inc. to procure Rifle Range Cleaning Services - annual preventative maintenance.	\$188,698	CompetitiveSealedProposal-RFP	Patricia Cambel	Local	\$156,381
FY16	PO536412	CW40304	GENERAL SERVICE ADMINISTRATION	GSA Auto Choice Marked Ford Utility -100L- W-AREQ	\$5,045,329	GSA-FederalSupplySchedule	Hester, Greg	Capital	#N/A
FY16	PO536490	CW20114	ACME AUTO LEASING LLC	Requisition is for used, 2013-2016 model, mid-sized sedans or sports utility vehicles for the Metropolitan Police Department's (MPD) Narcotics & Special Investigations Division (NSID). Requisition is for the rental of twenty-one (21) vehicles from February 1, 2016 through September 30, 2016 at a cost of \$827 per vehicle, per month with unlimited mileage, routine maintenance, and insurance. Insurance included to cover collision at \$1000 per vehicle, per month, per occurrence.	\$143,936	CompetitiveSealedBid-IFB	Robertina Veronica Wilson	O-Type	\$135,348
FY16	PO536508	N/A	MONSTER WORLDWIDE INC.	Continuation of Monster.com web based advertising products that focus on military service members, veterans, and their spouses through a nationwide job posting campaign.	\$4,526	ExemptFromCompetition	Phillip Honore	Local	\$4,526
FY16	PO536566	N/A	First Vehicle Services	Electrical supplies - misc cable- terminals- for new vehicle outfit.	\$20,897	ExemptFromCompetition	Hester, Greg	Local	\$16,639
FY16	PO536658	C12210	MDM Office Systems DBA Standard Office Supply	AV Equipment for Media Productions	\$51,641	DCSupplySchedule	Kimberly T. Butler	Local	\$37,975

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FY	PO Number	Contract No.	Vendor	Description	PO Amount	Procurement Method	Requestor	Funding Source	Exp Amount
FY16	PO536689	TASK130280	SAFEWARE INC	TASK Order 130280 For service to maintain Law Enforcement Terrorism Prevention Program funded respiratory equipment. Including, but not limited to: flow testing for 300 self contained breathing apparati (SCBA); maintenance, repair and replacement batteries for MSA powered air purifying respirators (PAPRs); maintenance, service and training for rebreather units; and parts for Drager rebreathers. See attached SOW for additional information.	\$300,000	GSA-FederalSupplySchedule	Patricia Cambel	Intra-District	#N/A
FY16	PO536730	C12129-V5	Stockbridge Consulting LLC	PrinterLogic Software and Subscription Service	\$9,373	DCSupplySchedule	Eric Starks	Local	\$9,373
FY16	PO536804	C12237-V3	Public Performance Management	IAB/IAD requests the services of a contractor to create an operational handbook for the Internal Affairs Division. See attached statement of work.	\$42,701	DCSupplySchedule	Gilbert, Phyllis	Local	\$39,808
FY16	PO537101	CW40646	Segway Inc.	SEGWAY I2 PATROLLER - 23 UNITS	\$155,687	SoleSource	Hester, Greg	Local	\$155,687
FY16	PO537156	C12662	THE HAMILTON GROUP	Evidence Collection Bags - PD95's 10X12 Heat sealable pouches, resists tampering. Guage 4.5 Mil, Film Color: Clear and shipping and delivery	\$9,950	DCSupplySchedule	Gilbert, Phyllis	Local	\$9,950
FY16	PO537311	CW40859	DATA NET SYSTEMS CORP	Development of ecommerce reporting system for public reports and FOIA requests.	\$249,867	CompetitiveSealedProposal-RFP	Eric Starks	Capital	\$74,960
FY16	PO537387	C12210	MDM Office Systems DBA Standard Office Supply	MPD engages MDM Office Systems, Inc. DBA SOS to procure four hundred (400) Rear Mountain Bike storage bags to include delivery, in accordance with the attached SOW. 400-Mountain Bike Trunk bags 1 @36.58 ea 1 -Delivery 200.00	\$14,832	SmallPurchase	Hester, Greg	Local	\$14,832
FY16	PO537424	N/A	THE HAMILTON GROUP	Ford Utility: 25 complete units 12VS rear cargo load protector TPO transport seat cover TPO seat belt assembly with ELR/ALR retractors XL Transport Partition	\$55,005	CompetitiveSealedBid-IFB	Hester, Greg	Local	\$55,005
FY16	PO537425	DCTO-2008-C-0135	OST, Inc.	Resource: Yogheshkumar Kyada, DWH Architect Level 2, PoP 2/3/2016 to 9/30/2016. Rate: \$111.90 + HSF \$4.77 = \$116.67 Engagement ID 569742	\$157,388	CompetitiveSealedProposal-RFP	Eric Starks	Local	\$157,388
FY16	PO537553	N/A	Major Police Supply/General Sales Administration	Setina load Partition model # 12VS part # 12 vs Ford Police Interceptor Utility	\$28,000	SmallPurchase	Hester, Greg	Local	\$28,000
FY16	PO537701	CW41902	MAVRON INC	Prisoner transport units Dual/cell compartments with safety bar-- & special gun safe mounted in the forward area	\$153,640	CompetitiveSealedBid-IFB	Hester, Greg	Capital	\$153,640
FY16	PO537723	N/A	LGS Group	InterMotive Police Surveillance module - for Officer safety & protection - Sedans	\$25,875	ExemptFromCompetition	Hester, Greg	Local	\$25,875
FY16	PO537778	BPA-16-0015	Cobra Canine, LLC	SINGLE PURPOSE DETECTOR DOGS TO BE UTILIZED FOR EXPLOSIVE DETECTION CANINES	\$28,200	SmallPurchase	Patricia Cambel	Local	\$28,200

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FY	PO Number	Contract No.	Vendor	Description	PO Amount	Procurement Method	Requestor	Funding Source	Exp Amount
FY16	PO537924	C12210	MDM Office Systems DBA Standard Office Supply	Grid Aim Kit with Medium and Large Boards with Case for Storage	\$8,388	DCSupplySchedule	Patricia Cambel	Intra-District	#N/A
FY16	PO537949	C12846	PAULETTE WASHINGTON	Reload Satellite Phone Minutes - 500 Prepaid Sim Card Minutes	\$11,314	DCSupplySchedule	Eric Starks	Local	\$11,314
FY16	PO537962	CW20144	Enterprise RAC of Maryland	Cargo Van. Seven (7) day rental period (including drop off, pick up, and staging) is 3/28-4/3. The rental contract must include unlimited mileage.	\$36,138	0	Patricia Cambel	Local	\$13,465
FY16	PO537986	C1085	EMERGENCY 911 SECURITY	Digital Imaging and Video Recovery Kits	\$35,508	DCSupplySchedule	Eric Starks	O-Type	\$35,508
FY16	PO537987	N/A	COVANTA SECURE SERVICES	Secure and confidential destruction (burning) of narcotics and contraband at an environmentally safe location- Additional funding	\$31,875	ExemptFromCompetition	Patricia Cambel	Local	\$1,575
FY16	PO538065	N/A	TRICORE SYSTEMS LLC	The Metropolitan Police Department is seeking the installation of network cables and closed circuit TV cameras at multiple District and Sub-District locations in support of the Department's Body-Worn Camera (BWC) program.	\$35,500	SmallPurchase	Derek Meeks	Local	\$35,500
FY16	PO538106	N/A	RSC ELECTRICAL & MECHANICAL CO	The Metropolitan Police Department is seeking the installation of electrical circuits at multiple District and Sub-District locations in support of the Department's Body-Worn Camera (BWC) program.	\$42,150	SmallPurchase	Derek Meeks	Local	\$42,150
FY16	PO538499	N/A	Commercial Vehicle Safety Alliance (CVSA)	COMMERCIAL VEHICLE SAFETY ALLIANCE FY 2016 MEMBERSHIP DUES. INVOICE# 16624 DATED 10/01/2015.	\$5,300	ExemptFromCompetition	James Schaefer	Federal	\$5,300
FY16	PO538723	DCTO-2008-C-0135	OST, Inc.	Resource: Anthony Gilliam, Clerk/Operator Level 3, PoP 2/1/2016 to 9/30/2016. Rate: \$30.95 + HSF \$4.77 = \$35.72 Engagement ID 569326	\$74,298	CompetitiveSealedProposal-RFP	LaMont Hinton	Local	\$42,114
FY16	PO538800	CW36344	LDV INC	This is a replacement PO for PO 518655 for LDV- for the local \$\$ on Line # 2 amount is \$57,651.00	\$57,651	GSA-FederalSupplySchedule	Hester, Greg	Capital	\$57,651
FY16	PO538842	CW41022	Software AG	6 Month Option to Renew Contract CW41022 TACIS Time and Attendance Maintenance and Support	\$201,000	CompetitiveSealedProposal-RFP	Eric Starks	Local	\$201,000
FY16	PO538880	CW41422	First Vehicle Services	MPD EOD operations custom built trucks x 4 in accordance to IFB Doc240591 of January 13, 2016. MPD Fleet Budget vehicle emergency equipment	\$191,797	CompetitiveSealedBid-IFB	Hester, Greg	Local	\$191,797
FY16	PO538920	N/A	NATIONAL CINEMEDIA, LLC	DC Movie Theater Advertisements to assist in recruiting DC residents for the positions of police officer, cadet and participation in the public safety academy	\$14,560	ExemptFromCompetition	Phillip Honore	Donation	\$14,560

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FY	PO Number	Contract No.	Vendor	Description	PO Amount	Procurement Method	Requestor	Funding Source	Exp Amount
FY16	PO539015	C1776	MDM Office Systems DBA Standard Office Supply	Preside Laminate Lectern	\$26,020	DCSupplySchedule	Adam Snapko	Federal	\$26,020
FY16	PO539051	N/A	COLOR ID, LLC	Programmed HID ISO/DUOProx 100% PVC with Mag Stripe Cards	\$16,350	SmallPurchase	Patricia Cambel	Local	\$16,350
FY16	PO539058	CW28921	IMMIX TECHNOLOGY INC	MPD engages Immix Technology to procure scheduling and timekeeping software to replace TACIS and automate schedules, in accordance with Contract Number CW28921 and Modification 002.	\$589,020	CompetitiveSealedBid-IFB	Patricia Cambel	Local	\$465,677
FY16	PO539379	N/A	The Employment Guide	The Employment Guide (online and print) will reach 5 local markets, DC (twice), NY, Detroit, Baltimore to seek candidates in our slowest months of recruiting January - June. The Employment Guide targets, college graduates, veterans and unemployed citizens.	\$3,520	SingleQuote	Phillip Honore	Local	\$3,520
FY16	PO539659	N/A	Atlantic Tactical, Inc	#1 Item: Magazine Case Manufacture: Duty Man Mfg. Part #: 8511U Color: Black Quantity: 200 Description: Duty Man brand magazine case, model # 8511U, holds two magazines (double), leather, black in color, with Velcro closure.	\$25,488	SmallPurchase	William O'Connor	Local	\$25,488
FY16	PO539780	N/A	Macon Resources, Inc.	The Metropolitan Police Department is seeking a consultant/trainer to facilitate a training for law enforcement and allied victim services professionals on the dynamics of working with sexual assault survivors who have disabilities. The training will take place July 27, 2016 and July 28, 2016 from 8am-5pm each day in Washington, DC. The agenda will include the following: Prevalence of violence for people with disabilities Risk Factors for sexual violence in the lives of people with disabilities Offender Factors when the victim has a disability Obstacles and Challenges Attitudes and Dynamics Communicating with people with various kinds of disabilities (i.e., mental illnesses, physical disabilities, intellectual disabilities, hearing impaired victims, other disabilities Accommodations and Case Law Collaborative Response Increasing our confidence and comfort in working with victims with disabilities	\$4,700	ExemptFromCompetition	Tyria J. Fields	Intra- District	\$4,700

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FY	PO Number	Contract No.	Vendor	Description	PO Amount	Procurement Method	Requestor	Funding Source	Exp Amount
FY16	PO539837	N/A	PRAETORIAN GROUP/CALIBRE PRESS	PoliceOne.com provides web based advertising on their main page and career section page. They feature job postings to attract entry level and experienced police officers nationwide. PoliceOne.com is one way the law enforcement community finds relevant news, identifies important training information, interacts online and researches product purchases and manufacturers.	\$4,902	ExemptFromCompetition	Phillip Honore	Local	\$4,902
FY16	PO539873	CW42686	Willard Marine, Inc.	A Rigid Hull Inflatable (RIB) Vessel with a T-top, molded fiberglass hull, inflatable multi-chambered air collar, and equipped with twin Suzuki DF175 HP outboard engines.	\$144,093	CompetitiveSealedBid-IFB	Adam Snapko	Federal	\$144,093
FY16	PO539876	DCKA-2013-C-0141	M C DEAN INC	electrical support for installing outlets on light poles for the installation of automated traffic equipment	\$29,500	CompetitiveSealedBid-IFB	LaMont Hinton	Local	\$10,244
FY16	PO539958	N/A	COMCAST SPOTLIGHT	Comcast Spotlight targeted video advertising will reach 3.5 million households within the National Capital Region using 30-second commercial spots to be view on Comcasr, Verizon FiOS and Cox Cable homes, mobile devices and webpage impressions.	\$30,151	ExemptFromCompetition	Phillip Honore	Local	\$30,151
FY16	PO539959	N/A	West Street Productions	West Street Productions recruitment videos for the MPD Cadet Program and Public Safety Academy.	\$35,690	ExemptFromCompetition	Phillip Honore	Donation	\$35,690
FY16	PO539997	CW42793	Sterling Corporation dba Sterling Helicopter	Helicopter Maintenance and Repairs Services for the Metropolitan Police Department (MPD). Period of Performance March 23, 2016 through March 22, 2017 with Four (4) One (1) Year Options.	\$218,388	CompetitiveSealedBid-IFB	Patricia Cambel	Local	\$210,922
FY16	PO540008	N/A	First Strike Media	American Police Beat Online and Magazine is the law enforcement professional publication informing experienced officers of career, training and news within the law enforcement community nationwide. With 220,000 monthly readers they offer valued print advertising offer free online exposure on their main website.	\$2,900	ExemptFromCompetition	Phillip Honore	Local	\$2,900
FY16	PO540012	N/A	CareerBuilder Government LLC	CareerBuilder email marketing campaign. 3000+ emails per month reaching the CareerBuilder subscriber database of those who are police officers and veterans who have been active on the service for the last 6 months.	\$10,000	ExemptFromCompetition	Phillip Honore	Local	\$10,000
FY16	PO540061	N/A	Pandora Media, Inc.	PANDORA Display Everywhere advertising. PANDORA will display MPD Recruiting banners on all platforms within the DC/MD/VA subscriber area targeting age groups 21-34 from March 27, 2016 through July 31, 2016.	\$15,000	ExemptFromCompetition	Phillip Honore	Local	\$15,000

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FY	PO Number	Contract No.	Vendor	Description	PO Amount	Procurement Method	Requestor	Funding Source	Exp Amount
FY16	PO540283	N/A	Atlantic Tactical, Inc	Item: Expandable Riot Baton Manufacture: Monadnock Model #: 2502 Part ID #: 100096 (SX-24/36) Color: Black Handle: Knurled Quantity: 400 Description: Monadnock brand expandable riot baton model # 2502, part #100096, black in color with knurled handle. SX 24/36, closed length is 24 inches and open length is 36 inches.	\$21,837	SmallPurchase	William O'Connor	Local	\$21,837
FY16	PO540296	VA-140331	Dell Computer Corp.	DELL Laptop Computers with customized specifications	\$13,272	CooperativeAgreements	Eric Starks	O-Type	\$13,272
FY16	PO540297	N/A	International Business Machine	FY2016 IMB Statistical Package for the Social Sciences (SPSS)	\$3,553	ExemptFromCompetition	Laura Wagman	Local	\$0
FY16	PO540368	N/A	AUDIO VISUAL INNOVATIONS INC	Maintenance and Support Restoration of JOCC audio visual and data recording hardware	\$66,747	ExemptFromCompetition	Eric Starks	Local	\$66,747
FY16	PO540392	GA-07F-0063J	Workskiff, Inc	Workskiff Super John 17 foot patrol vessel to replace Harbor Vessel 814	\$39,621	GSA-FederalSupplySchedule	Adam Snapko	Federal	\$39,621
FY16	PO540400	N/A	SouthComm Communications Inc	SouthComm Law Enforcement Media operates subscribers on Officer.com. Officer.com reaches 1.1 million experienced officers and potential law enforcement job seekers per month. These subscribers visit webpages 2.64 per session each day. This campaign will cover print, mobile and online through Job listings on Officer.com, Banner Ads (50,000 impressions) and 18,000 subscriber email blast.	\$4,383	ExemptFromCompetition	Phillip Honore	Local	\$4,383
FY16	PO540401	N/A	First Hand Mobile, DBA Telemethod	Services needed to maintain the MPD text tip CSC 50411 for a period of 12 months.	\$18,000	ExemptFromCompetition	Edward Delgado	Local	\$18,000
FY16	PO540516	VA-140331	Dell Computer Corp.	Dell Computer Systems	\$11,770	CooperativeAgreements	Eric Starks	Local	\$11,770
FY16	PO540744	N/A	DIVERSE COMPUTING INC.	Consulting Services - CJIS Audit Program Assessment, Gap Analysis and Recommendations	\$34,750	SmallPurchase	Eric Starks	Local	\$34,750
FY16	PO540925	C1877-V3	CORPORATE SYSTEMS RESOURCES	Two (2) contracted individuals to perform general administrative functions such as filing and scanning of confidential documents.	\$50,000	SmallPurchase	Gilbert, Phyllis	Local	\$36,381
FY16	PO541060	CW39759	Atlantic Tactical, Inc	Glock 17 9MM Full Sized Gen 3 Pistol w/Trijicon night sights (installed) w/MPD custom serial numbers	\$111,500	CompetitiveSealedBid-IFB	Leeann Turner	Local	\$111,500
FY16	PO541064	N/A	Dell Computer Corp.	Management and Implementation and Deployment of Audio/Video equipment	\$14,718	SmallPurchase	Eric Starks	Local	\$14,718
FY16	PO541096	CW40106	BlueLaw International	20 polygraph examinations	\$10,931	SmallPurchase	Phillip Honore	Local	\$10,931
FY16	PO541224	N/A	SAFEWARE INC	Replacement of chemical monitoring system and three years of bi-annual calibration service for MPD/ECB Drug Vault at 17 DC Village Lane SW, Washington, DC 20032	\$12,750	SmallPurchase	Patricia Cambel	Local	\$12,750

General Question #30

Contract

FY	PO Number	Contract No.	Vendor	Description	PO Amount	Procurement Method	Requestor	Funding Source	Exp Amount
FY16	PO541246	DCTO-2008-C-0135	OST, Inc.	Resource: Luis Mendoza, Network Architect Level 1, PoP 4/20/2016 to 9/30/2016. Rate: \$72.32 + HSF \$4.77 = \$77.09 Engagement ID 579599	\$70,152	CompetitiveSealedProposal-RFP	Eric Starks	Local	\$63,368
FY16	PO541294	CW40106	BlueLaw International	9 polygraph examinations	\$4,919	ExemptFromCompetition	Phillip Honore	Local	\$4,919
FY16	PO541325	N/A	American Diving Supply, LLC	AGA Mask W/ Regulator W/O Safety Press YLW Silicone	\$94,958	SmallPurchase	Adam Snapko	Federal	\$94,958
FY16	PO541403	DCTO-2008-C-0135	OST, Inc.	Resource: Prakash D'Souza, Project Manager Level 2, PoP 4/22/2016 to 9/30/2016. Rate: \$76.16 + HSF \$4.77 = \$80.93 Engagement ID 580005	\$76,803	CompetitiveSealedProposal-RFP	Eric Starks	Local	\$57,865
FY16	PO541413	CW19311	DIVERSE COMPUTING INC.	Upgrade MPD's Hot Files System to integrate with SQL Server	\$58,000	CooperativeAgreements	Eric Starks	Local	\$58,000
FY16	PO541478	CW19311	DIVERSE COMPUTING INC.	System changes to upgrade MPD's eAgent Message Switch System to integrate with SQL Server	\$30,000	CooperativeAgreements	Eric Starks	Local	\$30,000
FY16	PO541489	CW37931	The Pittman Group, Inc DBA VANTIX	Fixed price/lot for delivery, replace/install and configure equipment for 68 CCTV Cameras and deployment of CCTV wireless WAN (wide-area-network)	\$996,062	Conversion	Eric Starks	Local	\$996,062
FY16	PO541567	CW40106	BlueLaw International	MPD engages BlueLaw International to procure Polygraph Examiners in accordance with Contract Number CW40106.	\$226,647	CompetitiveSealedBid-IFB	Phillip Honore	Local	\$225,824
FY16	PO541621	CW43667	Business Development Associates LLC	Assessment and Analysis, Key Performance Indicators and Recommendations	\$79,862	CompetitiveSealedProposal-RFP	Eric Starks	Local	\$59,497
FY16	PO541628	DCFA-2016-C-0115/CW41881	American Traffic Solutions, Inc.	Contractor to provide support and maintenance for the existing Automated Traffic Safety Enforcement system for the remaining FY period	\$2,140,000	SoleSource	LaMont Hinton	Local	\$2,083,270
FY16	PO541714	CW42534	Howard University the Learning Academy	MPD engages Howard University to procure MCSAP GRANT DEVELOPMENT AND MANAGEMENT SERVICES in accordance with the attached Statement of Work (SOW). Period of Performance is from date of award through September 30, 2016 in accordance with the Federal Motor Carrier Safety Administration (FMCSA) Grant.	\$99,000	SmallPurchase	James Schaefer	Federal	\$96,139
FY16	PO542005	CW20144	Enterprise RAC of Maryland	Cargo Van. Pick-up date, July 1, 2016 at 9 am. Drop-off date, July 5, 2016 at 12 pm. Pickup location must be within the borders of the District of Columbia. The rental contract must include unlimited mileage. (Daily rate \$56 x 5 days)	\$16,813	SmallPurchase	Wilbur Niepling	Local	\$16,813
FY16	PO542069	C1788	PRM CONSULTING INC	Actuarial services to review PFC RFP responses.	\$5,950	SmallPurchase	Leeann Turner	Local	\$5,950
FY16	PO542162	CW19745	FIRST TRANSIT INC DBA FIRST VE	FY16 Target Fleet Services - Option 1 May- thru Sept 2016. 1st option--Contract CW19745	\$2,699,272	CompetitiveSealedProposal-RFP	Hester, Greg	Local	\$2,600,336

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Contract

FY	PO Number	Contract No.	Vendor	Description	PO Amount	Procurement Method	Requestor	Funding Source	Exp Amount
FY16	PO542349	BPA-16-0015	Cobra Canine, LLC	DUAL PURPOSE CANINES. GERMAN SHEPHERDS, BELGIAN MALINOIS AND DUTCH SHEPHERD BREED	\$82,500	CooperativeAgreements	Patricia Cambel	Local	\$34,700
FY16	PO542385	N/A	First Hand Mobile, DBA Telemethod	CSCA Lease, 12 Month CSCA short code lease	\$12,000	ExemptFromCompetition	Edward Delgado	Local	\$12,000
FY16	PO542389	C1636-V2	YAKIMA SUPPLIES	Item: Copy Paper Size: 8.5 x 11 Weight: 22 pound Brightness: 96 Color: White Quantity: 11,000 reams (500 sheets per ream) Description: Copy paper, size- 8.5 x 11, weight-22 pound, brightness-96, color-white, and acid free for archival use, 11,000 reams with 500 sheets per ream.	\$32,230	DCSupplySchedule	William O'Connor	Local	\$0
FY16	PO542432	C12662	THE HAMILTON GROUP	Purchase of Thirty (30) Mustang Survival High Visibility Hydro-static Personal Flotation Devices, Cost for shipping and handling \$9.00	\$9,125	DCSupplySchedule	Adam Snapko	Federal	\$9,125
FY16	PO542483	N A	Whitaker Brothers Business Machines	Duplo DC 616 Pro Slitter, Cutter, Creaser	\$22,789	SmallPurchase	Christopher Hughes	Local	\$22,789
FY16	PO542499	N/A	International Business Machine	FY2017 IMB Statistical Package for the Social Sciences (SPSS) Renewal	\$3,553	ExemptFromCompetition	Laura Wagman	Local	\$3,553
FY16	PO542728	N/A	COVANTA SECURE SERVICES	Secure and confidential destruction (burning) of narcotics and contraband at an environmentally safe location - 35 Tons	\$15,000	ExemptFromCompetition	Patricia Cambel	Local	\$15,000
FY16	PO542729	RQ925816	Dell Computer Corp.	Renewal of Backup Executive Licenses for Window Servers	\$6,683	SingleQuote	Eric Starks	Local	\$6,683
FY16	PO542732	N/A	FILEONQ, INC.	Renewal of Asset Body Camera FileOnQ Software Maintenance Support	\$14,967	ExemptFromCompetition	Eric Starks	Local	\$14,967
FY16	PO542886	N/A	CHANNING BETE COMPANY, INC.	The BLS Provider eCard is the electronic equivalent of the BLS Provider printed course completion card and can be provided to students as an alternative to a printed card for Fiscal Year 2016.	\$4,961	SmallPurchase	Kimberly T. Butler	Local	\$4,961
FY16	PO542994	N/A	ABC TECHNICAL SOLUTIONS INC	Specialized Radio and Antenna Cables for MPD Units	\$105,000	SmallPurchase	Hester, Greg	Capital	\$105,000

General Question #30

Contract

FY	PO Number	Contract No.	Vendor	Description	PO Amount	Procurement Method	Requestor	Funding Source	Exp Amount
FY16	PO543207	N/A	SURVIVORS & ADVOCATES EMPOWERM	The Metropolitan Police Department is seeking a consultant-trainer to train on the dynamics of domestic violence. Participants will gain an understanding of the barriers to safety that victims of domestic violence face in Washington, DC. Participants will learn about the Civil Protection Order Process in Washington, DC. Participants will be able to identify risk factors for high lethality victims of domestic violence. Participants will know how to respond to a LAP Alert. Participants will be able to identify resources available to meet the immediate needs of high risk domestic violence victims. The training will take place in Washington, DC on September 12 and September 13, 2016 from 8-5pm each day. The facilitator will provide pre-test and post-test administration as well as handout materials.	\$1,350	SmallPurchase	Tyria J. Fields	Intra-District	\$1,350
FY16	PO543373	N/A	INTOXIMETERS	PRINTER OKIDATA B4600 120V LASER.	\$6,515	SmallPurchase	James Schaefer	Intra-District	\$6,515
FY16	PO543455	CW39759	Atlantic Tactical, Inc	Law enforcement munitions (CLINS 002-015)	\$43,218	CompetitiveSealedBid-IFB	Patricia Cambel	Local	\$43,209
FY16	PO543487	N/A	Cellebrite USA, Corp.	Cellebrite UFED Touch Ultimate-Mobile Forensic Solution -Annual Software Renewal Fee	\$21,693	ExemptFromCompetition	Robin Brabham	O-Type	\$21,693
FY16	PO543656	C12210	MDM Office Systems DBA Standard Office Supply	#1 Item: Copy Paper Size: 8.5" x 11" Weight: 22 pound Brightness: 96 Color: White Quantity: 11,000 reams (500 sheets per ream) Description: Copy paper, size-8.5" x 11", weight-22 pound, brightness-96, color-white, and acid free for archival use, 11,000 reams with 500 sheets per ream.	\$40,854	DCSupplySchedule	William O'Connor	Local	\$40,854

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Contract

FY	PO Number	Contract No.	Vendor	Description	PO Amount	Procurement Method	Requestor	Funding Source	Exp Amount
FY16	PO543671	C12202-V4	MORGANS INC	Item: Jacket (Hi-Vis Supershell) Manufacture: Blauer Jacket Style #: 9970V Jacket Color: Dark Navy with High Visibility Yellow Jacket Length: Regular Liner Style: 4660 (Softshell Fleece Jacket) Liner Color: Dark Navy Liner Length: Regular Quantity: 2,000 Lettering: POLICE Scotchlite silver lettering on back of jacket heat sealed from Eurotex, size 9-1/2 x 3-1/2, font is Haettenschweiler bold. Badge Tab: Over Left Breast Name Bar Tab: Over Right Breast Patches: Metropolitan Police Department Arm Patch (Left Arm) (Not Provided by MPD) Sizes: 10 XS 150 Small 250 Medium 350 Large 300 XLarge 250 2XLarge 125 3XLarge 50 4X-Large 15 5XLarge 1,500 Total + 500 Second Order by Size w/Special Instructions (see below) 2,000 TOTAL QUANTITY Second Order by Size w/Special Instructions: No more than 60 days after receiving the initial 1,500 jackets MPD will notify the vendor the jacket sizes of the final 500 jackets. This will allow MPD to distribute the jackets received and determine the jacket sizes needed.	\$708,480	DCSupplySchedule	William O'Connor	Local	\$708,480
FY16	PO543783	DCTO-2008-C-0135	OST, Inc.	Resource Khurshid Alam, Network Engineer Level 3, PoP 6/13/2016 to 9/30/2016. Rate: \$ 60.10+ HSF \$4.77 = \$64.87 Engagement ID 590326	\$64,870	CompetitiveSealedProposal-RFP	Eric Starks	Local	\$18,488
FY16	PO543785	C12237-V3	Public Performance Management	Workers Compensation Fraud Investigation Services	\$200,000	CompetitiveSealedBid-IFB	Gilbert, Phyllis	Local	\$13,463
FY16	PO543803	CW29248	MORGANS INC	MPD engages Morgan's Inc., T/A Jimmie Muscatello's, to procure Uniforms and Equipment for MPD Personnel in accordance with City-Wide Contract Number CW29248, Aggregate Group Number 8 and 10. Funds are to cover contract MOD-010 through the end of the fiscal year, from 06/01/16 to 09/30/16	\$800,000	CompetitiveSealedProposal-RFP	William O'Connor	Local	\$793,238
FY16	PO543880	N/A	COMMUNICATIONS LAB	Emergency Management Voice Manager Telecommunications System	\$24,119	SmallPurchase	Eric Starks	Local	\$24,119
FY16	PO543940	DCTO-2008-C-0135	OST, Inc.	Resource Rahul Mehta, Project Manager Level 2, PoP 6/20/2016 to 9/30/2016. Rate: \$ 76.16+ HSF \$4.77 = \$80.93 Engagement ID 591091	\$72,837	CompetitiveSealedProposal-RFP	Eric Starks	Local	\$43,379
FY16	PO543981	C12662	THE HAMILTON GROUP	Evidence collection bags - PD 14'S 9X12 and 3" lip muscle Pak Security Envelop with lock-in closure. Gauge 4.0 Mil Film Color: Clear and shipping and delivery	\$8,100	DCSupplySchedule	Robert Sutton	Local	\$8,100

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Contract

FY	PO Number	Contract No.	Vendor	Description	PO Amount	Procurement Method	Requestor	Funding Source	Exp Amount
FY16	PO544198	N/A	The Pittman Group, Inc DBA VANTIX	Refurbish and configure equipment for fourteen (14) Total Recall CrimeEye® CCTV Camera Boxes. Install fifteen (15) CCTV Refurbished Total Recall CrimeEye® Camera Boxes at fifteen (15) locations within the District of Columbia.	\$57,400	SmallPurchase	Eric Starks	Local	\$57,400
FY16	PO544244	N/A	EMERGENCY 911 SECURITY	Crash Reconstruction Laser 2016	\$9,366	SingleQuote	James Schaefer	Intra-District	\$9,366
FY16	PO544287	DCFA-2012-C-0466	ALLIED BARTON SECURITY SERVICE	Provide special police officers and services for period of July 9, 2016 - September 30, 2016	\$3,423,406	CompetitiveSealedProposal-RFP	Janice D. Sullivan	Intra-District	\$1,727,504
FY16	PO544353	N/A	SyTech Corporation	ADACS4 Digital Pen Register Sytem (SA-6001-PR)	\$29,900	ExemptFromCompetition	Marvin Johnson	O-Type	\$29,900
FY16	PO544369	N/A	DIRECTV	Renewal Subscription of DIRECTV Satellite Television Services	\$1,468	SmallPurchase	Eric Starks	Local	\$1,371
FY16	PO544425	N/A	PHYSIO-CONTROL CORPORATION	FY16 Renewal of Technical Service Support Agreement with Physio Control of AED's.	\$17,244	ExemptFromCompetition	Kimberly T. Butler	Local	\$17,244
FY16	PO544644	VA-140331	Dell Computer Corp.	-SI# BOXN99 OptiPlex 7040 MT (Dell Computer), quantity of 12 units -Dell UltrSharp 24 Monitor & U2415 (Dell Monitor), quantity of 12 units	\$13,692	ExemptFromCompetition	Eric Starks	Local	\$13,692
FY16	PO544923	DCFA-2015-C-2292SS	PFC ASSOCIATES LLC	The District engages PFC Associates to procure Occupational Healthcare and Ancillary Healthcare Services.	\$3,183,306	SoleSource	Patricia Cambel	Multiple	\$2,621,914
FY16	PO545118	N/A	SouthComm Communications Inc	This is the Continuation of SouthComm Law Enforcement Media operates subscribers on Officer.com. Officer.com reaches 1.1 million experienced officers and potential law enforcement job seekers per month. These subscribers visit webpages 2.64 per session each day. This campaign will cover print, mobile and online through Job listings on Officer.com, Banner Ads (50,000 impressions) and 18,000 subscriber email blast.	\$4,383	ExemptFromCompetition	Phillip Honore	Local	\$4,383
FY16	PO545430	N/A	VEHICLE MAINTENANCE PROGRAM	Item: Road Flares Manufacture: Standard Fusee Corporation, t/a Orion Safety Products Mfg. Part #: 9340 Color: Red (burn color) Quantity: 918 cases, 36 flares per case Description: 30 minute heavy duty safety road flare with wire stand, burn red in color, 36 flares per case, shipping included in price.	\$46,359	SmallPurchase	William O'Connor	Local	\$46,359
FY16	PO545513	CW45434	CRISWELL CHEVEROLET, INC.	2016 Chevy Suburban 4x4	\$54,644	CooperativeAgreements	Hester, Greg	Local	\$54,644
FY16	PO545984	N/A	High Plains Computing, Inc	Renewal service contract for the hardware and software maintenance of 12 information Kiosk Thinman series kiosks.	\$20,925	ExemptFromCompetition	Eric Starks	Intra-District	\$20,925

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Contract

FY	PO Number	Contract No.	Vendor	Description	PO Amount	Procurement Method	Requestor	Funding Source	Exp Amount
FY16	PO546304	PO326165	MorphoTrak, Inc	Renewal maintenance and support for Viisage Mugshot system for a six (6) month term including support for the FaceExplorer system and Data Extraction and Encryption services.	\$130,315	ExemptFromCompetition	Eric Starks	Local	\$130,315
FY16	PO546392	CW45746	TASER International	Interview Room Hardware Equipment, and Storage of Data/Evidence	\$300,000	SoleSource	Eric Starks	Local	\$299,275
FY16	PO546396	CW45432	Atlantic Diving Supply (dba ADS, Inc.)	12 FPX NANOs with Integrated Display and associated peripherals	\$429,500	GSA-FederalSupplySchedule	Eric Starks	Intra-District	#N/A
FY16	PO546436	C12210	MDM Office Systems DBA Standard Office Supply	Item: Paper Shredder Brand: Swingline Model: Swingline LX20-30 Super Cross-Cut Jam Free Shredder, 20 Sheets, 20+ Users Mfg. Item #: 1770045 UPC#: 033816094116 Color: Black/Silver Quantity: 10 Units Description: Swingline LX20-30 Super Cross-Cut Jam Free Shredder, 20 sheets, 20+ users, manufactures item number 1770045, UPC number 033816094116, color is black/silver.	\$12,095	DCSupplySchedule	William O'Connor	Local	\$12,095
FY16	PO546551	CW45483	Televere Systems, LLC	ScanX Scout, rugged portable Computed Radiography (CR) system, with battery and soft case.	\$274,995	CompetitiveSealedBid-IFB	Eric Starks	Intra-District	#N/A
FY16	PO546579	C12210	MDM Office Systems DBA Standard Office Supply	ITEM: Gloves-Synthetic Disposable Examination (Non-Powered) PACKAGING: 1 Case = 10 boxes per case/100 gloves per box QUANTITY: 400 cases in the following sizes: Small- 50 cases Medium- 50 cases Large- 100 cases XLarge- 200 cases DESCRIPTION: Examination, disposable, synthetic, non-powdered gloves, 1 Case = 10 boxes per case/100 gloves per box. The gloves must clearly be labeled EXAMINATION GLOVES	\$11,200	DCSupplySchedule	William O'Connor	Local	\$11,200
FY16	PO546592	N/A	V H BLACKINTON & CO INC	Item: ¿Achievement¿ ribbon only Manufacture: V.H. Blackinton & Company Inc. Model #: RC-23 Quantity: 250 Description: ¿Achievement¿ Ribbon, Style # RC-23, from V.H. Blackinton & Co., Inc.	\$23,975	SmallPurchase	William O'Connor	Local	\$23,975
FY16	PO546976	N/A	Envisage Technologies Corp	Addition of Acadis Performance Evaluations module to our existing Acadis software package	\$17,500	ExemptFromCompetition	Eric Starks	Local	\$17,500
FY16	PO547081	WS172983	SAFEWARE INC	The Metropolitan Police Department¿s Homeland Security Bureau has a requirement to obtain three thousand (3000) dual purposed ballistic/CDU helmets to support both CDU deployments and high-risk field operations.	\$847,080	CooperativeAgreements	Leeann Turner	Local	\$847,080

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Contract

FY	PO Number	Contract No.	Vendor	Description	PO Amount	Procurement Method	Requestor	Funding Source	Exp Amount
FY16	PO547107	C12662-V2	THE HAMILTON GROUP	#1 Item: Polo Shirt (Hi-Vis) Manufacture: Blauer Shirt Style #: 8137 Color: High Visibility Yellow/Black Badge Tab: Badge Eyelet with internal support strap over left breast in high visibility yellow Name Bar Tab: Name Bar Eyelet with internal support strap over right breast in high visibility yellow Lettering: 2-line custom logo on back, 1st line: POLICE; 2nd line: MPD Nightlife Unit, color is black, 1st line letter size: 2-3/4" in standard logo font, all capital letters; 2nd line letter size: 1-1/2" in standard logo font, total logo size approximately 9-3/4" x 5", Heat applied, placed on center back Quantity: 200 Sizes: 4 XS 20 Small 72 Medium 76 Large 20 XLarge 6 2XLarge 2 3XLarge 200 Total	\$15,998	DCSupplySchedule	William O'Connor	Local	\$15,998
FY16	PO547283	N/A	STAR OFFICE PRODUCTS, INC	Airclean Bonded Carbon-Activated Filter for Bench Top to 96" DRYSAFE	\$22,299	SmallPurchase	Leeann Turner	Local	\$22,299
FY16	PO547288	N/A	VAN CLEVE & ASSOCIATES, INC.	Requisition is for magnetized and mini GPS trackers. Magnetized: Small GPS tracker with built-in magnet. Unit should be entirely self-contained, including battery, SIM card, and magnet. Charging is accomplished via an inductive charging pad. Operates on GSM network & all communication and data access/review is through server site, which is accessed via the Internet. 60mm x 35mm x 30mm. Compact: Mini GPS tracker. Unit is entirely self-contained, including battery and SIM card. Charging is accomplished via an inductive charging pad. Operates on GSM network & all communication and data access/review is through server site, which is accessed via the Internet. 60mm x 25mm x 20mm. Access to server to monitor tracker service and GSM service	\$12,675	SingleQuote	Robertina Veronica Wilson	O-Type	\$12,675
FY16	PO547353	CW39505	TASER International	Grant funded BWCs (500)	\$823,656	SoleSource	Derek Meeks	Federal	\$823,656
FY16	PO547433	CW45807	MorphoTrak, Inc	AFIS Gallery Card Digital Conversion	\$841,527	ExemptFromCompetition	Eric Starks	Federal	\$210,382
FY16	PO547476	DCMP-2016-932846	NEAL R GROSS & CO INC	Additional funding to provide Stenographic Services for Trial Boards/Adverse Action Hearings etc. This service will be ordered on an as needed basis.	\$35,000	ExemptFromCompetition	Patricia Cambel	Local	\$35,000
FY16	PO547909	NA	AHT Services Group, LLC	keyboard op graphic color c3000 new touch screen version. freight & shipping / service repair labor / service repair zone 2	\$9,700	SingleQuote	Robert Sutton	Local	\$9,700

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Contract

FY	PO Number	Contract No.	Vendor	Description	PO Amount	Procurement Method	Requestor	Funding Source	Exp Amount
FY16	PO548166	CW175640	LAWMEN SUPPLY COMPANY	Item: Armor Plates Brand: Point Blank Plate Series: Speed Plate Plus Style Code#: PLT451SCFQ Plate #: 30025-58 Size: 5½x 8½ Quantity: 2,500 Units Description: The Point Blank brand, plate series Speed Plate Plus, plate style code number PLT451SCFQ, plate number 30025-58.	\$475,000	CompetitiveSealedBid-IFB	William O'Connor	Local	\$475,000
FY16	PO548405	CW46577	Atlantic Tactical, Inc	The Metropolitan Police Department's Patrol Services Bureau has a requirement to obtain 475 Eotech Holographic Weapon Sights as a primary optic for issued Colt M4 patrol rifles. This red dot optic is necessary for low light conditions and is a practical addition to sighting system of the patrol rifle.	\$200,388	SingleQuote	Patricia Cambel	Local	\$200,388
FY16	PO548514	N/A	AHT Services Group, LLC	Repairs for the Kardex Remstar machine in the Evidence Control Warehouse	\$5,040	SingleQuote	Patricia Cambel	Local	\$5,040
FY16	PO548569	CW38256	Ergometrics	This request is associated with PO534792 and contract CW38256. MPD wishes to exercise Option Period 1 of contract CW38256. (Please see attached approval.) Continuation of testing and assessment development for the Metropolitan Police Department (MPD). MPD engages Ergometrics, Inc. to develop and score custom, valid, one-time use, selection tests as described in CW382566. The funds associated with this requisition are for the following CLINs identified in CW38256: CLIN1002, CLIN1003, CLIN1005, CLIN1006, CLIN1007, CLIN1008, CLIN1009, CLIN1013, CLIN1015 and CLIN1016. (Please see attached funding certification.)	\$71,050	CompetitiveSealedProposal-RFP	Laura Wagman	Local	\$0
FY16	PO548643	N/A	West Street Productions	Provide professional promotional video series for the Cadet Program highlighting the Public Safety Academy. This service includes the revision done with Chief Lanier.	\$2,800	ExemptFromCompetition	Phillip Honore	Donation	\$2,800
FY16	PO548693	CW40425	ETI Lighting, Inc.	Resubmission-Lighting for Police Interceptor Utility Vehicles ETI (Soundoff Signal) lighting schedule	\$12,156	SmallPurchase	Adam Snapko	Federal	\$0
FY16	PO548787	C1884-V2	CORPORATE SYSTEMS RESOURCES	XTK Grid Aim System and associated peripherals to support the Explosive Ordnance Disposal (EOD) Unit.	\$55,020	DCSupplySchedule	Eric Starks	Local	\$55,020
FY16	PO548840	C1884-V2	CORPORATE SYSTEMS RESOURCES	Upgrade License Plate Reader (LPR) Controller Equipment and Data Migration Services	\$242,848	DCSupplySchedule	Eric Starks	Intra-District	#N/A
FY16	PO549030	CW42742	MICROSOFT CORPORATION	MPD engages Microsoft Corporation, to procure system Maintenance and Support services for Microsoft Software Products in accordance with Contract Number: CW42742 and VITA Contract #: VA-160304	\$160,929	CompetitiveSealedBid-IFB	Eric Starks	Local	\$160,929

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Contract

FY	PO Number	Contract No.	Vendor	Description	PO Amount	Procurement Method	Requestor	Funding Source	Exp Amount
FY16	PO549068	CW37329	Atlantic Tactical, Inc	MPD engages Atlantic Tactical to procure Winchester 9mm 124 gr. FMJ- Case of 500 in accordance with Contract Number: CW37329.	\$17,550	CompetitiveSealedBid-IFB	Patricia Cambel	Local	\$9,011
FY16	PO549259	C1884-V2	CORPORATE SYSTEMS RESOURCES	Project Management, Implementation and Deployment of Audio/Video equipment	\$124,092	DCSupplySchedule	Eric Starks	Local	\$0
FY16	PO549269	CW45569	Elsag North America, LLC	MPD engages Selex ES (Elsag North America), to procure Installation of Tray Mounted Field Control Units at multiple locations, in accordance with Contract #: CW45569.	\$566,415	CompetitiveSealedBid-IFB	Edward Delgado	Intra-District	#N/A
FY16	PO549329	DOC277984	Atlantic Tactical, Inc	9 bomb suits and related accessories. Please refer to SOW for specs.	\$317,781	CooperativeAgreements	Leeann Turner	Local	\$0
FY16	PO549379	DCFA-2012-C-0466	AlliedBarton Security Services	Provide special police officers and services for September 2016	\$214,611	CompetitiveSealedProposal-RFP	Janice D. Sullivan	Intra-District	\$0
FY16	PO549540	N/A	HERTZ EQUIPMENT RENTAL CORP	9 rental trucks for ATEU camera technicians to service and maintain cameras and transport cameras and equipment.	\$7,100	SmallPurchase	LaMont Hinton	Local	\$7,030
FY16	PO549658	N/A	XEROX CORPORATION	Break Fix services and supplies for all MPD Printers to include maintenance kits, drums, toner, replacement parts and labor.	\$8,780	SmallPurchase	Patricia Cambel	Local	\$8,780
FY16	PO549690	CW40106B	Blocker & Brown Polygraph Services, Inc.	MPD engages Blocker and Brown, LLC to procure Polygraph Examiners in accordance with Contract Number: CW40106B.	\$2,500	SmallPurchase	Phillip Honore	Local	\$2,500
FY16	PO549728	C12887-V4	Analytica LLC	Full-time Project Coordinator for the National Capital Region (NCR) License Plate Reader (LPR) Project under the supervision of the MPD Program Manager.	\$45,112	SmallPurchase	Eric Starks	Intra-District	#N/A
FY17	PO549841	DKT-2012-A-0003 Car	DR.KINGS CAR WASH	Car Wash Services	\$6,000	SmallPurchase	Hester, Greg	Local	\$1,544
FY17	PO550012	DCMP-2016-A-1872	FLAGSHIP BRUSHLESS CAR WASH	FY 17 funding for the Car Wash Services against BPA# DCMP-2016-A-1872.	\$6,000	SmallPurchase	Hester, Greg	Local	\$1,840
FY17	PO550132	DCFA-2012-C-0466	AlliedBarton Security Services	Provide special police officers and services for the period October 1, 2016 - July 8, 2017	\$16,500,000	CompetitiveSealedProposal-RFP	Janice D. Sullivan	Intra-District	\$4,233,990
FY17	PO550147	CW39018	South Capitol Heliport, LLC	Purchase of jet fuel for ASU helicopters Reference contract CW39018.	\$110,000	SoleSource	Patricia Cambel	Local	\$26,379
FY17	PO550217	DKT-2012-AC-0003	MONTANA DOUBLE CAR WASH	Ready for approval FY17 Car Wash Services	\$15,000	SmallPurchase	Hester, Greg	Local	\$3,888
FY17	PO550272	WS178697	OST, Inc.	Resource: TBD Title: RMS Project Manager PoP: 10/1/16 to 12/31/16	\$451,339	GSA-FederalSupplySchedule	Eric Starks	Local	\$323,492
FY17	PO550327	DCFA-2013-C-0004	Arrow Bicycle	MPD engages Arrow Bike to procure Mountain Bike maintenance & repair in accordance with Contract Number: DCFA-2013-C-0004/CW18942 Period of Performanc November 5, 2015-November 4,2016.	\$115,000	SmallPurchase	Hester, Greg	Local	\$38,344
FY17	PO550346	CW19745	FIRST TRANSIT INC DBA FIRST VE	NON Target Services Oct 2016 to April 30th- 2017	\$3,862,981	CompetitiveSealedBid-IFB	Hester, Greg	Local	\$1,581,106
FY17	PO550492	WS180794	Software AG	TACIS Time and Attendance System Maintenance and Support	\$205,002	GSA-FederalSupplySchedule	Eric Starks	Local	\$205,002
FY17	PO550562	CW39581	HITACHI HIGH TECH AMERICA, INC	CCTV Network Maintenance and Support	\$67,793	CompetitiveSealedProposal-RFP	Eric Starks	Local	\$67,793

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Contract

FY	PO Number	Contract No.	Vendor	Description	PO Amount	Procurement Method	Requestor	Funding Source	Exp Amount
FY17	PO550627	N/A	FILEONQ, INC.	Renewal FileOnQ Asset Evidence Control Management Software	\$33,215	ExemptFromCompetition	Eric Starks	Local	\$33,215
FY17	PO550628	N/A	FILEONQ, INC.	Renewal FileOnQ BWC Evidence Control Management Software	\$14,967	ExemptFromCompetition	Eric Starks	Local	\$14,967
FY17	PO550629	N/A	International Business Machine	Renewal IBM i2 Analyst Workstation Software	\$49,388	ExemptFromCompetition	Eric Starks	Local	\$49,388
FY17	PO550649	N/A	Dell Computer Corp.	Renewal Compellent Storage System Software	\$59,799	ExemptFromCompetition	Eric Starks	Local	\$59,799
FY17	PO550650	N/A	Chris Parson/Linear Systems	Renewal DIMS DVD and Image Server Support	\$13,966	ExemptFromCompetition	Eric Starks	Local	\$13,966
FY17	PO550651	N/A	Coplogic, Inc.	Renewal CopLogic Online Reporting Software	\$25,005	ExemptFromCompetition	Eric Starks	Local	\$25,005
FY17	PO550653	N/A	International Business Machine	Renewal IBM Cognos Software	\$66,183	ExemptFromCompetition	Eric Starks	Local	\$66,183
FY17	PO550654	N/A	Hewlett Packard Enterprise Company	Renewal TACIS HP Server Support	\$23,901	ExemptFromCompetition	Eric Starks	Local	\$23,901
FY17	PO550657	N/A	Telerik Inc.	Renewal DevCraft Developer Software	\$8,492	ExemptFromCompetition	Eric Starks	Local	\$8,492
FY17	PO550659	N/A	DIRECTV	Renewal DirectTV Subscription	\$6,012	ExemptFromCompetition	Eric Starks	Local	\$2,105
FY17	PO550660	N/A	ATTUNITY INC	Renewal Attunity Database Replication Software	\$15,312	ExemptFromCompetition	Eric Starks	Local	\$15,312
FY17	PO550661	N/A	JDI Ventures Inc. DBA Peak Performance Solutions	Renewal CJIS NCIC Records Validation Software	\$17,000	ExemptFromCompetition	Eric Starks	Local	\$17,000
FY17	PO550668	N/A	INFORMATICA CORPORATION	Renewal Informatica Software	\$73,715	ExemptFromCompetition	Eric Starks	Local	\$73,715
FY17	PO550679	DCTO-2008-C-0135	OST, Inc.	Resource: Anthony Gilliam Resource Title: Field Support Tech Level 3 Rate: \$30.95 + \$4.77 = \$35.72 Period of Performance: 10/01/16 to 2/28/17 Engagement ID #: 574643	\$28,576	CompetitiveSealedProposal-RFP	LaMont Hinton	Local	\$22,289
FY17	PO550697	N/A	YELLOW HOUSE ASSOCIATES	Renewal YHA Supported MPD Systems Maintenance and Support	\$60,000	ExemptFromCompetition	Eric Starks	Local	\$60,000
FY17	PO550713	DCTO-2008-C-0135	OST, Inc.	Resource: Yomi Kolawole Resource Title: Field Support Tech Level 1 Rate: \$21.27 + \$4.77 = \$26.04 Period of Performance: 10/01/16 to 2/28/2017 Engagement ID #: 535090	\$20,832	CompetitiveSealedProposal-RFP	LaMont Hinton	Local	\$14,999
FY17	PO550714	DCTO-2008-C-0135	OST, Inc.	Resource: Deangelo Williams Resource Title: Field Support Tech Level 1 Rate: \$21.25. + \$4.77 = \$26.02 Period of Performance: 10/01/16 to 2/28/17 Engagement ID #: 490285	\$20,816	CompetitiveSealedProposal-RFP	LaMont Hinton	Local	\$16,393
FY17	PO550716	DCTO-2008-C-0135	OST, Inc.	Resource: Abdur Akram Resource Title: Field Support Tech Level 1 Rate: \$21.25 + \$4.77 = \$26.02 Period of Performance: 10/01/16to 2/28/17 Engagement ID #: 490102	\$20,816	CompetitiveSealedProposal-RFP	LaMont Hinton	Local	\$9,471
FY17	PO550717	DCTO-2008-C-0135	OST, Inc.	Resource: Antonio Hyman Resource Title: Field Support Tech Level 1 Rate: \$21.18 + \$4.77 = \$25.95 Period of Performance: 10/01/16 to 2/28/2017 Engagement ID #: 460931	\$20,760	CompetitiveSealedProposal-RFP	LaMont Hinton	Local	\$16,219

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Contract

FY	PO Number	Contract No.	Vendor	Description	PO Amount	Procurement Method	Requestor	Funding Source	Exp Amount
FY17	PO550718	DCTO-2008-C-0135	OST, Inc.	Resource: DeMarco Adams Resource Title: Field Support Tech Level 1 Rate: \$20.00 + \$4.77 = \$24.77 Period of Performance: 10/01/16 to 2/28/2017 Engagement ID #: 490287	\$19,816	CompetitiveSealedProposal-RFP	LaMont Hinton	Local	\$10,304
FY17	PO550763	CW40106	BlueLaw International	MPD engages Blue Law International to procure polygraph examination services in accordance with Contract Number: CW40106. Period of Performance: 10/01/16-09/30/17 (FY17)	\$415,000	CompetitiveSealedBid-IFB	Phillip Honore	Local	\$103,016
FY17	PO550790	N/A	THE PRESIDIO CORPORATION	Renewal SMARTnet Software	\$39,641	ExemptFromCompetition	Eric Starks	Local	\$39,641
FY17	PO550793	N/A	Intek Integration Technologies	Renewal Warehouse Librarian Software	\$21,930	ExemptFromCompetition	Eric Starks	Local	\$21,930
FY17	PO550794	N/A	AUDIO VISUAL INNOVATIONS INC	Renewal Audio Visual and Data Recording System Support	\$29,463	ExemptFromCompetition	Eric Starks	Local	\$29,463
FY17	PO550796	N/A	LIEBERT GLOBAL SERVICES	Renewal Liebert Power Distribution PDUs Units Support	\$8,862	ExemptFromCompetition	Eric Starks	Local	\$7,301
FY17	PO550797	C12846	PAULETTE WASHINGTON	Renewal Satellite Phone Prepaid Minutes	\$11,693	ExemptFromCompetition	Eric Starks	Local	\$0
FY17	PO550798	N/A	Tri-Tech Forensics d/b/a National Law Enforcement Supply	Renewal NLETS Software Subscription	\$48,000	ExemptFromCompetition	Eric Starks	Local	\$48,000
FY17	PO550799	N/A	Software AG	Renewal TACIS Software Licenses	\$13,483	ExemptFromCompetition	Eric Starks	Local	\$13,483
FY17	PO550800	VA-140401	Dell Computer Corp.	Renewal Visual Studio 2013 Software	\$11,499	CooperativeAgreements	Eric Starks	Local	\$0
FY17	PO550801	CW19311	DIVERSE COMPUTING INC.	eMessage Switch Maintenance and Support	\$590,234	ExemptFromCompetition	Eric Starks	Local	\$590,234
FY17	PO550807	n/a	WEST PUBLISHING CORP	Online investigative data. Provides information w/ unlimited Access to all Auto Tracking information for investigative purposes.	\$15,000	ExemptFromCompetition	Gilbert, Phyllis	Local	\$3,904
FY17	PO550883	N/A	DEEPWOOD VETERINARY CLINIC	Horse Mounted Unit routine equine veterinary care to include twice a year vaccinations, blood testing for diseases and physical examinations and emergency care for the four (4) Metropolitan Police Department horses boarded at the Ft DuPont Stables. (Not to exceed \$7,000.00)	\$7,000	SmallPurchase	Patricia Cambel	Local	\$1,789
FY17	PO551077	N/A	First Hand Mobile, DBA Telemethod	SMS and MMS wireless connectivity fee.	\$30,000	ExemptFromCompetition	Edward Delgado	Local	\$18,000
FY17	PO551078	N/A	FEDERAL EXPRESS	Federal Express expedited delivery services for all MPD operations in FY2017- Continuing service on Account # 1718-6365- Period of Performance: 10/01/16-09/30/17 Not to exceed \$5,000.00	\$5,000	ExemptFromCompetition	Patricia Cambel	Local	\$1,568

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Contract

FY	PO Number	Contract No.	Vendor	Description	PO Amount	Procurement Method	Requestor	Funding Source	Exp Amount
FY17	PO551079	GS-25F-0010M	PITNEY BOWES GLOBAL FINANCIA	Renewal of Lease # 9142036-001 Pitney Bowes Global Financial Services: Equipment Maintenance Agreement . Agency is renewing the lease at the same rate as the existing lease as of Oct 1, 2012 under GSA Contract GS- 25F-0010M SIN 51-58B at a rate of \$2375/mo. Certified Mail Tracking with e-Return Receipt using Pitney Bowes SendSuite Shipping Application	\$28,500	ExemptFromCompetition	Patricia Cambel	Local	\$2,375
FY17	PO551080	N/A	HENRY SCHEIN, INC.	THE MPD CANINE UNIT has a need to ensure that an adequate stock of Parasite Medications: Monthly Heartworm Preventative and Monthly Flea and Tick Medications, which are given to each dog on a monthly basis. These medications need to be kept available to treat up to 45 MPD Canines, year round. These Medications must be able to treat a 95lb. or higher dog. The Preferred and Currently used heartworm Medication is Iverhart Max, when available or Heartgard Plus Chews (heartworm preventative). The Canine Unit at the direction of the department veterinarian would like to switch from the Vectra 3-D, Topical (flea and tick preventative) To Nexgard (flea and tick preventative), which will still be administered by the handler monthly in pill form. On as needed basic.	\$11,000	SmallPurchase	Patricia Cambel	Local	\$0
FY17	PO551081	N/A	HENRY SCHEIN, INC.	The MPD Canine Unit requires a purchasing adequate stock of medical supplies to include, but not limited to: Bandages, Vaccinations, Syringes and Medications to treat sick or injured Police Canines on an as needed basic.	\$11,000	ExemptFromCompetition	Patricia Cambel	Local	\$2,644
FY17	PO551083	CW32817	MULTICULTURAL COMMUNITY SERVIC	FY 2017 Language Translation and Interpretation	\$25,000	SmallPurchase	Kimberly Chisley- Missouri	Local	\$775
FY17	PO551202	CW20114	ACME AUTO LEASING LLC	Acme Auto Leasing Rental vehicles for FY17 for ATEU. Reference CW20114.	\$70,000	CompetitiveSealedBid-IFB	LaMont Hinton	Local	\$15,300
FY17	PO551285	DCFA-2013-C-0003	CAPITAL SEGWAY, LLC	Segway maintenance & Repair	\$30,000	CooperativeAgreements	Hester, Greg	Local	\$4,848
FY17	PO551286	C1651-V5	MVS, Inc.	Renewal MGE UPS Support	\$13,343	DCSupplySchedule	Eric Starks	Local	\$13,343
FY17	PO551288	N/A	JOHN JOHN INC T/A ANT TOWING & STORAGE	Emergency Towing Services for Districts 1,2,3 & 4	\$42,000	SmallPurchase	Patricia Cambel	Local	\$10,875
FY17	PO551294	DCMP-2016-A-3488	JOHN JOHN INC T/A ANT TOWING & STORAGE	Emergency Towing Services for Districts 5,6 & 7	\$42,000	SmallPurchase	Patricia Cambel	Local	\$0
FY17	PO551296	CW29191	RELX Inc	LexisNexis Software Licenses for twenty-seven (27) users for a period of twelve (12) months (10/1/16-9/30/17)	\$13,104	SmallPurchase	Patricia Cambel	Local	\$4,368

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Contract

FY	PO Number	Contract No.	Vendor	Description	PO Amount	Procurement Method	Requestor	Funding Source	Exp Amount
FY17	PO551326	C12210	MDM Office Systems DBA Standard Office Supply	131 piece First Aid Kit PART # FAO-132 part number	\$5,370	DCSupplySchedule	Hester, Greg	Local	\$5,370
FY17	PO551486	N/A	NEW RELIC,INC	Renewal New Relic Monitoring and Analysis Subscription	\$35,613	ExemptFromCompetition	Eric Starks	Local	\$35,613
FY17	PO551668	DCTO-2008-C-0135	OST, Inc.	Resource: Malcom Wilkerson Resource Title: Administrative Support Rate: \$37.60 + \$4.77 = \$42.37 Period of Performance: 10/01/16 to 3/31/17 Engagement ID #: 519690	\$6,779	CompetitiveSealedProposal-RFP	LaMont Hinton	Local	\$6,779
FY17	PO551724	CW19311	DIVERSE COMPUTING INC.	The ATEU seeks to procure a Registered Owner Request System (RORS) services from Diverse Computing as part of an existing contract. The goal of this system is to acquire vehicle registered owner information from the vehicles license plate data. The plate data should be transmitted to the National Law Enforcement Telecommunications System (NLETS), via the departments Washington Area Law Enforcement System (WALES II) so that ATEU may issue automated traffic citations. Total	\$50,275	CompetitiveSealedProposal-RFP	LaMont Hinton	Local	\$50,275
FY17	PO551733	CW19514	XEROX CORPORATION	MPD engages Xerox Corporation to procure Copier Lease and Maintenance, Option Year 3, Contract #GS-25F-0062L, Xerox_MPD Contract CW19514	\$766,500	GSA-FederalSupplySchedule	Eric Starks	Local	\$191,392
FY17	PO551837	N/A	The Pittman Group, Inc DBA VANTIX	Renewal Genetec Omnicast Licensing and Maintenance and Support	\$45,235	ExemptFromCompetition	Eric Starks	Local	\$45,235
FY17	PO551841	N/A	TLO, LLC	Monthly TLOxp transaction fee to continue services for Account #298388. The fee is a flat rate for 5,000 transactions per month. See attachments for reference information. POP is October 2016-September 2017	\$10,800	ExemptFromCompetition	Patricia Cambel	Local	\$2,770
FY17	PO551948	GS-00F-0002V	CANON FINANCIAL SERVICES	Increase PO to contract mod total of \$113,687.52 - Canon Copier Lease and Maintenance under Contract GS-00F0002V, Contract Number DS-00D-0002V	\$113,688	CooperativeAgreements	Eric Starks	Local	\$28,495
FY17	PO551953	N/A	Time Trade System, Inc	Internet-based appointment scheduling and event registration application and related online service, which runs and is hosted on the TimeTrade site on the World Wide Web	\$9,075	ExemptFromCompetition	Patricia Cambel	Local	\$9,075
FY17	PO551954	N/A	SURVEILLANCE EQUIPMENT GROUP	Surveillance Equipment Group Maintenance for Electronic Surveillance Equipment used by the Internal Affairs Bureau/Internal Affairs Division (IAD) for conducting covert criminal & administrative Investigations. the contractor will maintain a schedule for maintenance/ repairs/ replacement of equipment on an as needed basis as well as emergency repairs when necessary.	\$25,000	ExemptFromCompetition	Gilbert, Phyllis	Local	\$4,299

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Contract

FY	PO Number	Contract No.	Vendor	Description	PO Amount	Procurement Method	Requestor	Funding Source	Exp Amount
FY17	PO552481	N/A	ARVIN G. REYNOLDS	EQUINE FARRIER TO PROVIDE ROUTINE HORSE SHOE CARE, HORSE SHOEING AND EMERGENCY HORSE SHOE SERVICES ON AS NEEDED BASE NOT TO EXCEED \$9,500.00	\$9,500	SmallPurchase	Patricia Cambel	Local	\$1,240
FY17	PO552482	BPA-17-0005	ADAMS MORGAN ANIMAL CLINIC	BLANKET PURCHASE AGREEMENT (BPA) FOR CANINE VETERINARY SERVICE TO INCLUDE BOTH ROUTINE EXAMINATIONS, TREAT ILLNESSES, ANNUAL INOCULATIONS, ANNUAL DENTAL CLEANINGS AND EMERGENCY CARE ON AN AS NEEDED BASIS	\$58,000	CooperativeAgreements	Patricia Cambel	Local	\$12,586
FY17	PO552664	N/A	Envisage Technologies Corp	Acadis Readiness Suite Software as a Service Annual Subscription - Acadis Training Management System - Acadis LMS - Acadis Registration/Online Registration - Acadis Automated Testing - Acadis Document Management - Acadis In-Service Reporting - Acadis Scheduling Period of Performance: October 1, 2016 through September 30, 2017 Training management system will serve as the MPD's central repository for student training, instructor management, employment records, certifications and contact information. It enables the MPD to maintain complete and accurate student records throughout the entire employment	\$65,000	ExemptFromCompetition	Patricia Cambel	Local	\$0
FY17	PO552665	C1064	STAR OFFICE PRODUCTS, INC	Item: Copy Paper Size: 8.5" x 11" Weight: 20 pound Brightness: 92 or better Color: White Quantity: 15,000 reams (500 sheets per ream) Description: Copy paper, size-8.5" x 11", weight-20 pound, brightness-92 or better, color-white, and acid free for archival use. 500 sheets per ream.	\$46,446	DCSupplySchedule	William O'Connor	Local	\$46,446
FY17	PO552868	C1884-V2	CORPORATE SYSTEMS RESOURCES	Project Management, Implementation and Deployment of Audi/Video equipment	\$124,092	SmallPurchase	Eric Starks	Local	\$76,979
FY17	PO552958	DCFA-2015-C-2292SS	PFC ASSOCIATES LLC	The District engages PFC Associates to procure Occupational Healthcare and Ancillary Healthcare Services.	\$7,823,742	SoleSource	Patricia Cambel	Multiple	\$3,398,900
FY17	PO553186	DCMP-2017-942914	XEROX CORPORATION	Break Fix services and supplies for all MPD Printers to include maintenance kits, drums, toner, replacement parts and labor. 24 HOUR SERVICE RESPONSE TIMEFRAME	\$10,000	SmallPurchase	Eric Starks	Local	\$8,900
FY17	PO553259	n/a	PRM CONSULTING INC	Actuarial services to review PFC RFP responses.	\$5,300	SmallPurchase	Leeann Turner	Local	\$5,150
FY17	PO553503	C12662-V2	THE HAMILTON GROUP	Mountain Bike parts see SOW for detail	\$40,000	SmallPurchase	Hester, Greg	Local	\$40,000
FY17	PO553504	N/A	Champion Awards, Trophies and Goods, Inc	Customized Engraved - Model - Airflyte Series Plaque - #P3992 (6 x 8). Ordered on an as needed basis	\$22,253	ExemptFromCompetition	Gilbert, Phyllis	Local	\$0
FY17	PO553547	GS-10F-0372X	ACCESS INTERPRETING, INC.	FY 17 Sign Language Interpretation in accordance with the ADA Law	\$20,000	GSA-FederalSupplySchedule	Kimberly Chisley-Missouri	Local	\$1,795

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Contract

FY	PO Number	Contract No.	Vendor	Description	PO Amount	Procurement Method	Requestor	Funding Source	Exp Amount
FY17	PO553563	N/A	GREAT AMERICAN CORP	Boxed Lunches and other items for FY17 Inauguration	\$77,000	SmallPurchase	Leeann Turner	Federal	\$0
FY17	PO553578	N/A	THEWASHINGTON TIMES LLC	MPD is requesting to publish once a week for two successive weeks in a local newspaper of general circulation with the intention to forfeit and sell or otherwise dispose of forfeited property". This represents MPD's legal requirement to advertise property subject to forfeiture. MPD estimates each occurrence will require no more than 100 lines and the number of times MPD will require the ads will be no more than 100 times during the fiscal year.	\$30,000	ExemptFromCompetition	Robert Sutton	Local	\$0
FY17	PO553582	N/A	Transglobal Business System INC	Annual Situational Awareness Management System Server License. Period of Performance: 10/01/16 - 09/30/2017.	\$85,000	ExemptFromCompetition	Patricia Cambel	Local	\$85,000
FY17	PO553588	N/A	INFO SOFT GROUP, INC.	DCJob.com Annual web based advertising for local DC, Maryland and Virginia recruiting of applicants (entry-level, experienced officer, cadet program)	\$7,500	ExemptFromCompetition	Phillip Honore	Local	\$7,500
FY17	PO553643	CW20114	ACME AUTO LEASING LLC	Insurance for 21 HIDTA rental vehicles from Oct 1, 2016 through January 31, 2017. Insurance includes \$1000 per vehicle, per vehicle, per month.	\$70,980	SmallPurchase	Robertina Veronica Wilson	O-Type	\$52,942
FY17	PO553644	N/A	RELX Inc	Monthly fee (\$93) for 13 users in Billgroup#1227390 to access Accurant Law Enforcement Plus Online and Desktop Software with Real Time Phone Search and Virtual Identity Search & Report for a period of 12 months (10/1/2016-9/30/2017)	\$39,348	ExemptFromCompetition	Patricia Cambel	Local	\$9,837
FY17	PO553671	N/A	RR Donnelly	Civil Notices of Violation (NOVs) forms - Ticket Books	\$18,000	ExemptFromCompetition	Eric Starks	Local	\$0
FY17	PO553675	N/A	Envisage Technologies Corp	Acadis software package	\$65,000	ExemptFromCompetition	Kimberly T. Butler	Local	\$65,000
FY17	PO553745	BPA-17-0008	RAY ALLEN MANUFACTURING CO	provide training/street leads, tracking leads/harnesses, steel collars, pinch/agitation collars, bite sleeves & covers, bite suits, tug toys, kongs, nylon/canvass odor bags, scent boxes, etc.	\$3,000	SmallPurchase	Patricia Cambel	Local	\$1,100
FY17	PO553757	N/A	Hitachi Data Systems	1YR CradlePoint Warranty	\$8,734	ExemptFromCompetition	Eric Starks	Local	\$0
FY17	PO553765	N/A	MorphoTrak, Inc	WorkFlow for Adding RMS Data to the DC MPD AFIS System	\$7,340	ExemptFromCompetition	Eric Starks	Local	\$0
FY17	PO553849	N/A	MONSTER WORLDWIDE INC.	Monster.com web based advertising (job listings)	\$4,526	ExemptFromCompetition	Phillip Honore	Local	\$4,526
FY17	PO553864	DCAM-12-NC-0173-2	SUPERIOR SERVICE & ASSOC. INC	MPD engages Superior Services & Associates, Inc. to procure Rifle Range Cleaning Services - annual preventative maintenance.	\$189,838	CompetitiveSealedProposal-RFP	John Aceto	Local	\$47,459

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Contract

FY	PO Number	Contract No.	Vendor	Description	PO Amount	Procurement Method	Requestor	Funding Source	Exp Amount
FY17	PO553912	N/A	INFINITY RADIO DBA/WLZL RADIO	CBSRadio will deploy email marketing deployments to attract entry level candidates and cadet candidates between the ages of 17-25.	\$18,900	ExemptFromCompetition	Phillip Honore	Local	\$18,900
FY17	PO554079	N/A	Atlantic Tactical, Inc	Range and Armorer Supplies as identified in the attached Statement of Need	\$20,736	SmallPurchase	John Aceto	Local	\$11,073
FY17	PO554085	CW43667	Business Development Associates LLC	Continuation of Services for Contract CW43667 - Performance Metric Professional Services	\$19,965	SmallPurchase	Eric Starks	Local	\$19,965
FY17	PO554089	CW40145	Miller Mendel, Inc.	Pre-employment background investigation software	\$108,300	CompetitiveSealedProposal-RFP	Phillip Honore	Local	\$103,322
FY17	PO554191	N/A	File & ServeXpress, LLC	LexisNexis File & Serve is the exclusive means of transacting business at the Public Employee Relations Board (PERB). The company as of March 1, 2013 does not accept credit cards.	\$1,500	ExemptFromCompetition	Patricia Cambel	Local	\$225
FY17	PO554192	N/A	SouthComm Communications Inc	Officer.com (SouthComm) is web based advertising solution to attract potential candidates for entry-level and experienced officer positions.	\$13,250	ExemptFromCompetition	Phillip Honore	Local	\$13,250
FY17	PO554243	DCMP-2016-A-4090	NEAL R GROSS & CO INC	Provides Stenographic Services for Trial Boards/Adverse Action Hearings etc. This service will be ordered on an as needed basis.	\$150,000	CompetitiveSealedBid-IFB	Gilbert, Phyllis	Local	\$30,081
FY17	PO554267	N/A	PRAETORIAN GROUP/CALIBRE PRESS	PoliceOne.com is a leading online web based advertising product that attracts entry level and experienced officers to apply to MPD	\$4,902	ExemptFromCompetition	Phillip Honore	Local	\$4,902
FY17	PO554329	N/A	MN AIRLINES LLC	Chartered flight for Hennepin County (MN) Sheriffs Office. 1/18/17 - 1/21/17. Please refer to attached agreement for details.	\$57,000	SmallPurchase	Leeann Turner	Federal	\$0
FY17	PO554395	CW46671	Old Glory Harley-Davidson	Harley Davidson FLHTPI units	\$770,823	CompetitiveSealedBid-IFB	Leeann Turner	Federal	\$0
FY17	PO554403	C1020	EMERGENCY 911 SECURITY	Heated gear for the Motor Unit for inaugural parade	\$22,029	DCSupplySchedule	Leeann Turner	Federal	\$0
FY17	PO554463	N/A	PHILLIPS FEED SERVICE INC.	The MPD Canine Unit has a need to procure dog food, assorted dog foods and peripherals (see statement of works	\$17,000	ExemptFromCompetition	Patricia Cambel	Local	\$0

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Contract

FY	PO Number	Contract No.	Vendor	Description	PO Amount	Procurement Method	Requestor	Funding Source	Exp Amount
FY17	PO554569	C12202-V4	MORGANS INC	Item: Jacket (Hi-Vis Supershell) Manufacture: Blauer Jacket Style #: 9970V Jacket Color: Dark Navy with High Visibility Yellow Jacket Length: Regular Liner Style: 4660 (Softshell Fleece Jacket) Liner Color: Dark Navy Liner Length: Regular Lettering: POLICE Scotchlite silver lettering on back of jacket heat sealed from Eurotex, size 9-1/2 x 3-1/2, font is Haettenschweiler bold. Badge Tab: Over Left Breast Name Bar Tab: Over Right Breast Patches: Metropolitan Police Department Arm Patch (Left Arm) Quantity: 1,200 Sizes: 25 XS 200 Small 200 Medium 225 Large 200 XLarge 200 2XLarge 125 3XLarge 20 4X-Large 5 5XLarge 1,200 Total	\$423,936	DCSupplySchedule	William O'Connor	Local	\$0
FY17	PO554580	DCTO-2008-C-0135	OST, Inc.	Demarco Adams Field Support Tech Level 1 20.00 + 4.77 = 24.77 Period of Performance 11/28/16 thru 2/28/17	\$13,871	CompetitiveSealedProposal-RFP	LaMont Hinton	Local	\$5,251
FY17	PO554631	N/A	Dupont Computers	Repair electronic surveillance and video extraction equipment assigned to the Metropolitan Police Department's Electronic Surveillance Unit. The vendor shall provide service, repair, or replace (unrepairable) equipment.	\$7,000	SmallPurchase	Robertina Veronica Wilson	O-Type	\$0
FY17	PO554704	N/A	COVANTA SECURE SERVICES	Use of facility to dispose of confidential and non-confidential items that no longer need to be stored by MPD. Drugs , Marijuana soil, documents etc.	\$20,000	ExemptFromCompetition	Robert Sutton	Local	\$2,092
FY17	PO554859	N/A	CAREERBUILDER.COM	CareerBuilder.com online advertising FY17	\$15,000	ExemptFromCompetition	Phillip Honore	Local	\$0
FY17	PO554860	C14085	NESTLE WATERS AMERICA INC.	Provide drinking water and water dispensers to MPD facilities identified in the attached statement of work. No charge forthe dispenser. THE WATER WILL BE ORDERED ON AN AS NEEDED BASIS & FREQUENCY	\$29,993	DCSupplySchedule	Patricia Cambel	Local	\$7,557
FY17	PO554899	DCTO-2008-C-0135	OST, Inc.	Resource: Satyakrishna Gavirneni, Business Analyst Level 3 , PoP 11/21/2016 to 3/31/2017. Rate: \$64.00+ HSF \$4.77 = \$68.77 Engagement ID 467648. Total Hours: 1020	\$70,145	CompetitiveSealedProposal-RFP	Eric Starks	Local	\$20,906
FY17	PO554901	DCTO-2008-C-0135	OST, Inc.	Resource: Yerri Pasela, .NET Developer Level 3, PoP 11/21/2016 to 3/31/2017. Rate: \$73.42 + HSF \$4.77 = \$78.19 Engagement ID 549897	\$79,754	CompetitiveSealedProposal-RFP	Eric Starks	Local	\$24,395