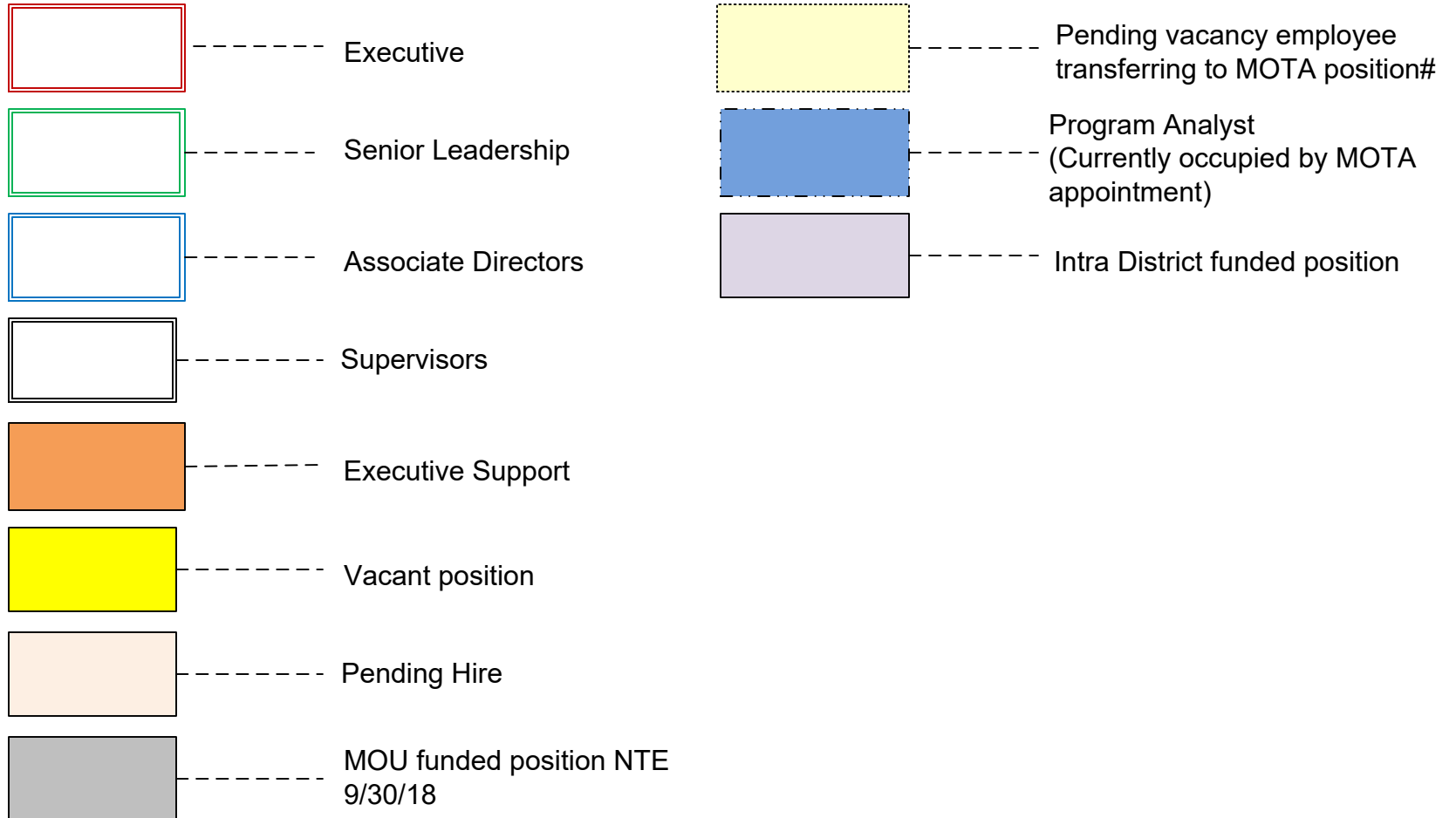
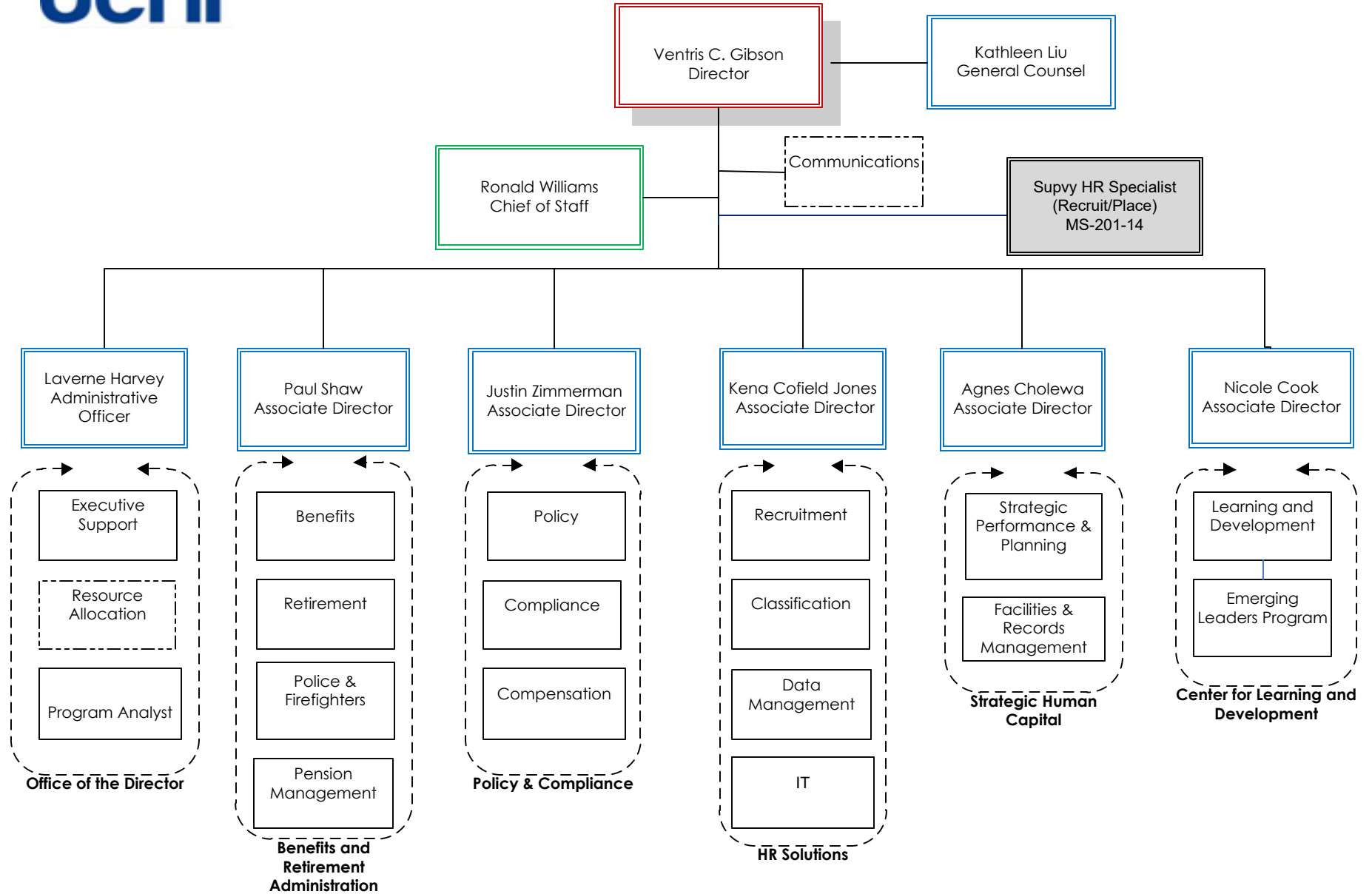


AGENCY STRUCTURE SUMMARY



AGENCY STRUCTURE



OFFICE OF THE DIRECTOR



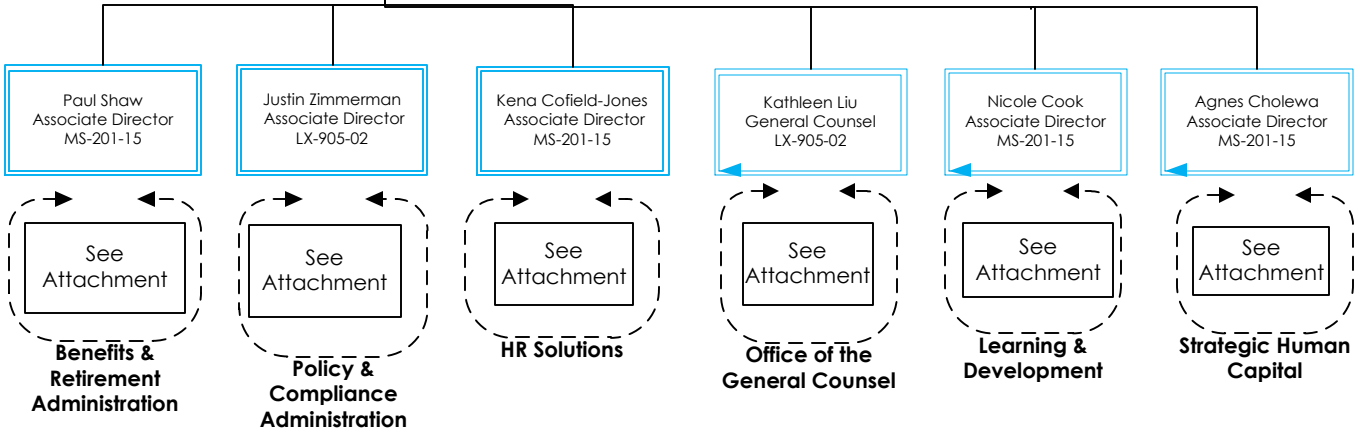
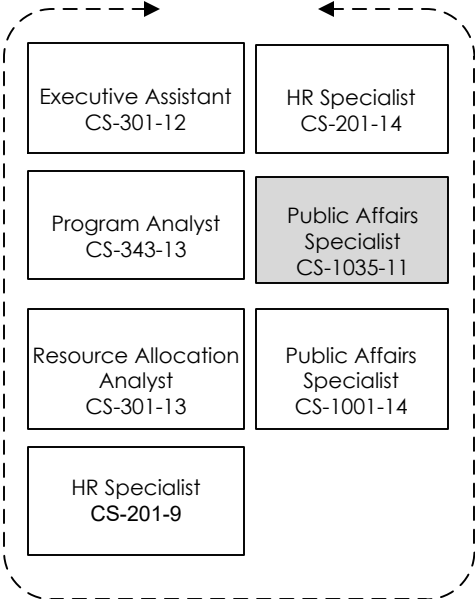
Ventris C. Gibson
Director
DX-0201-E5

Supvy HR Specialist
(Recruit/Place)
MS-201-14

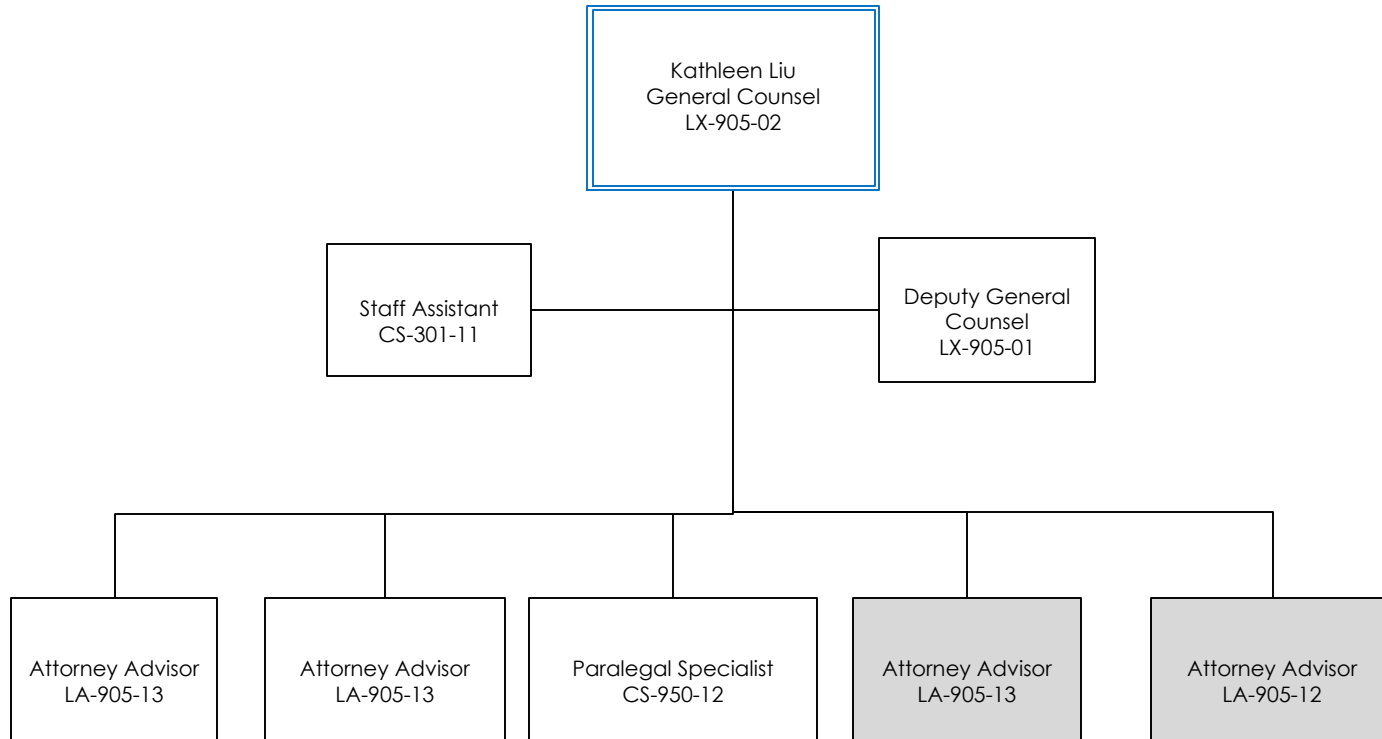
Special Assistant
XS-6

Ronald Williams
Chief of Staff
XS-301-9

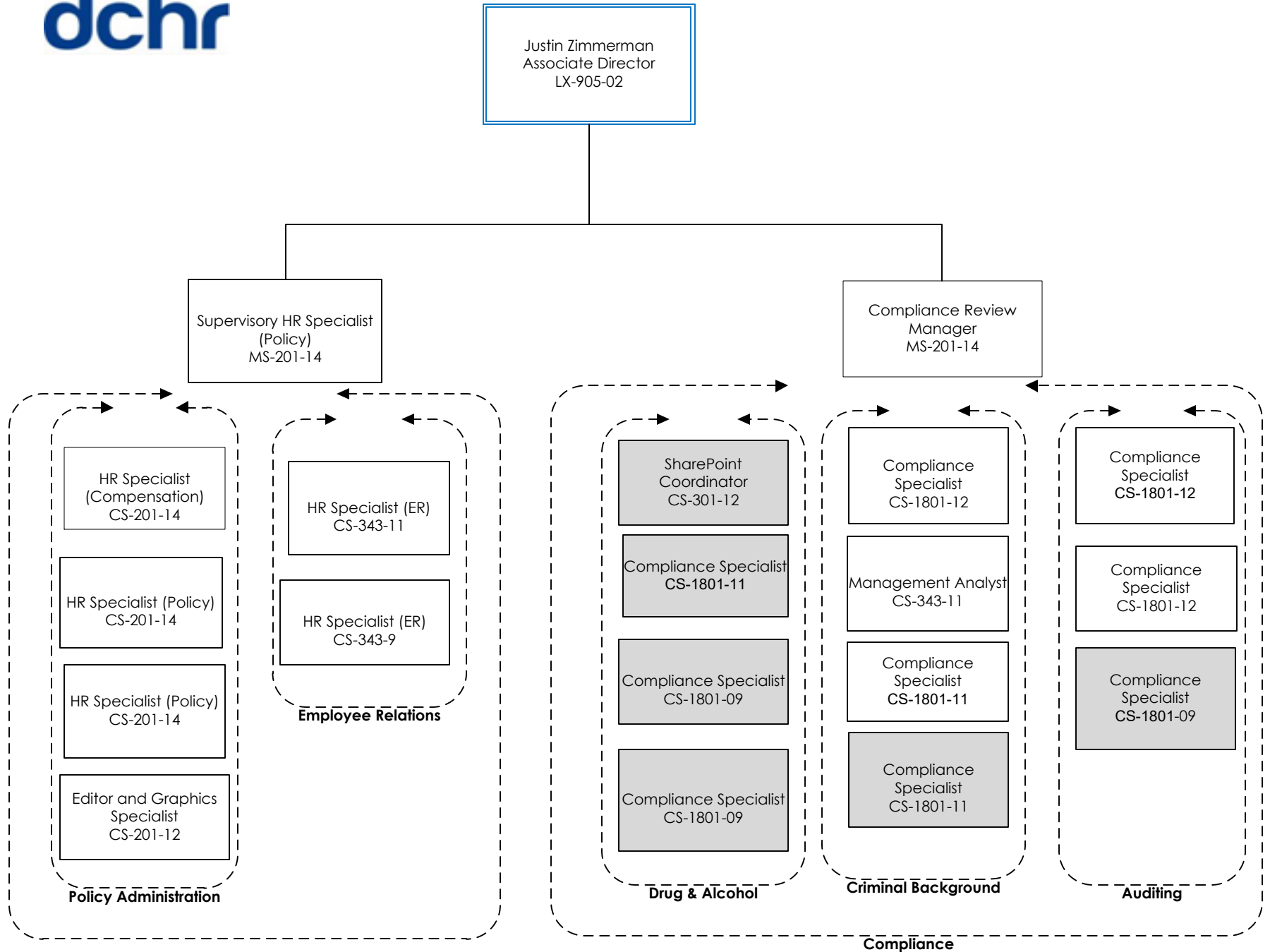
Laverne Harvey
Administrative Officer
MS-341-14



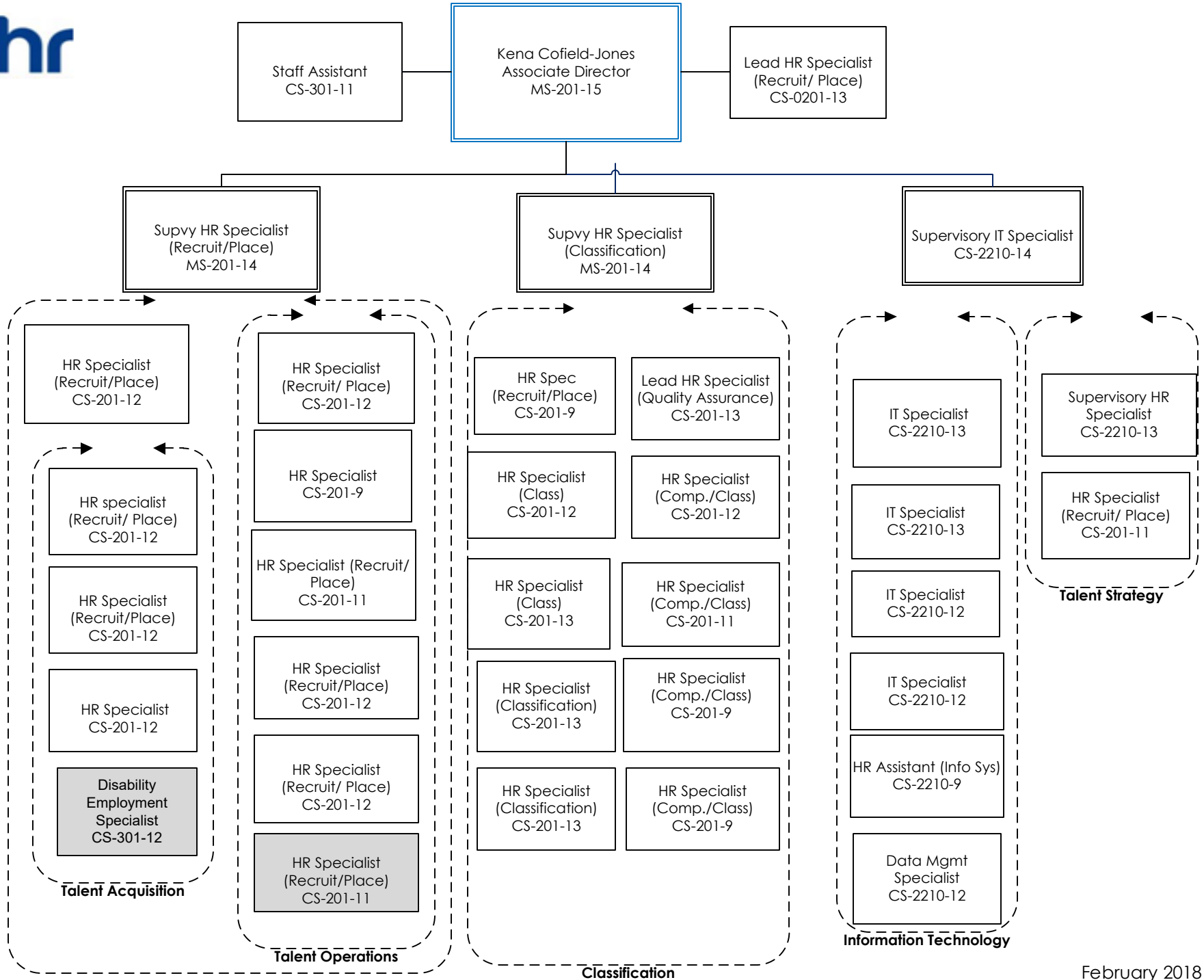
OFFICE OF THE GENERAL
COUNSEL



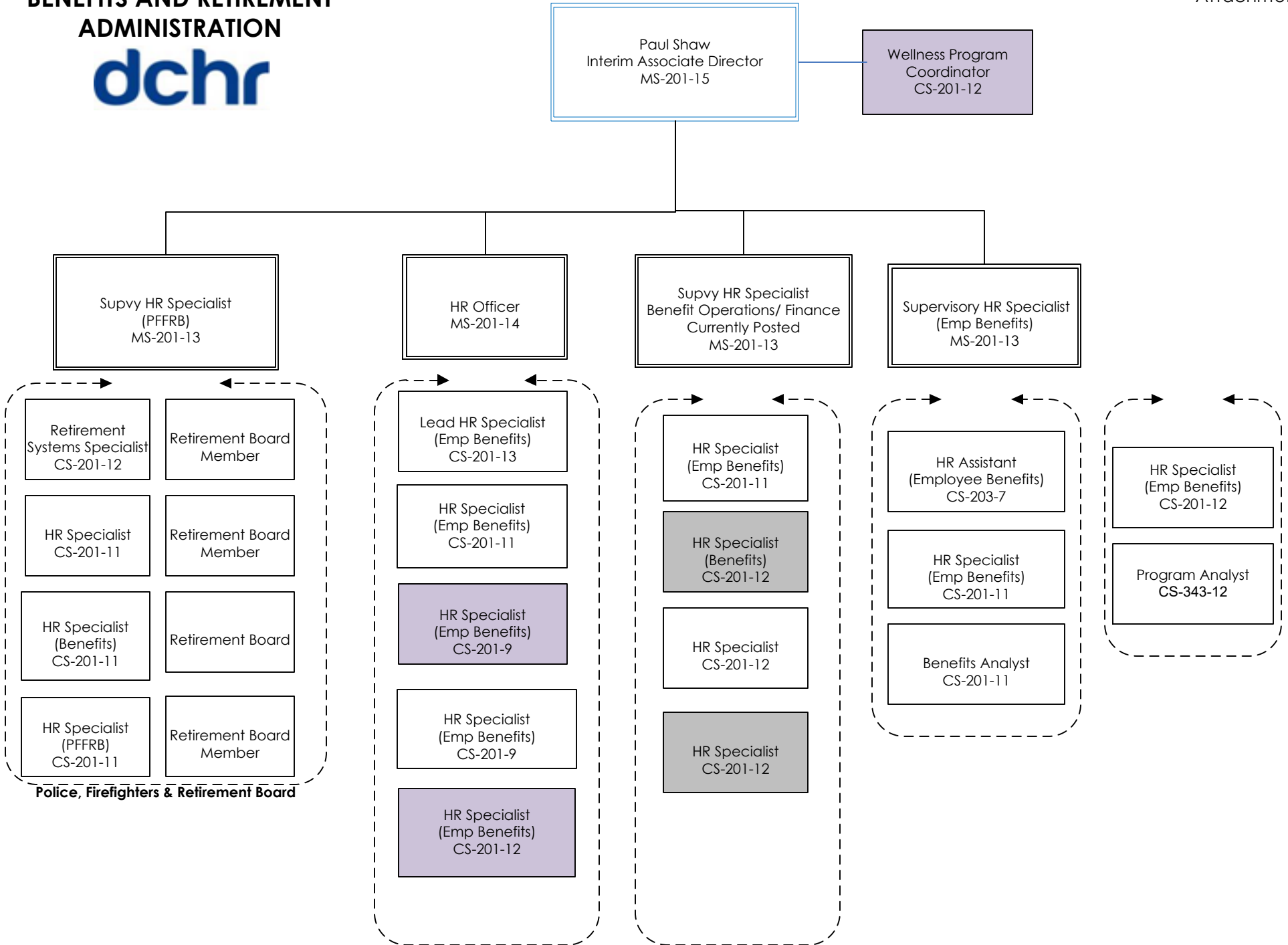
**POLICY & COMPLIANCE
ADMINISTRATION**

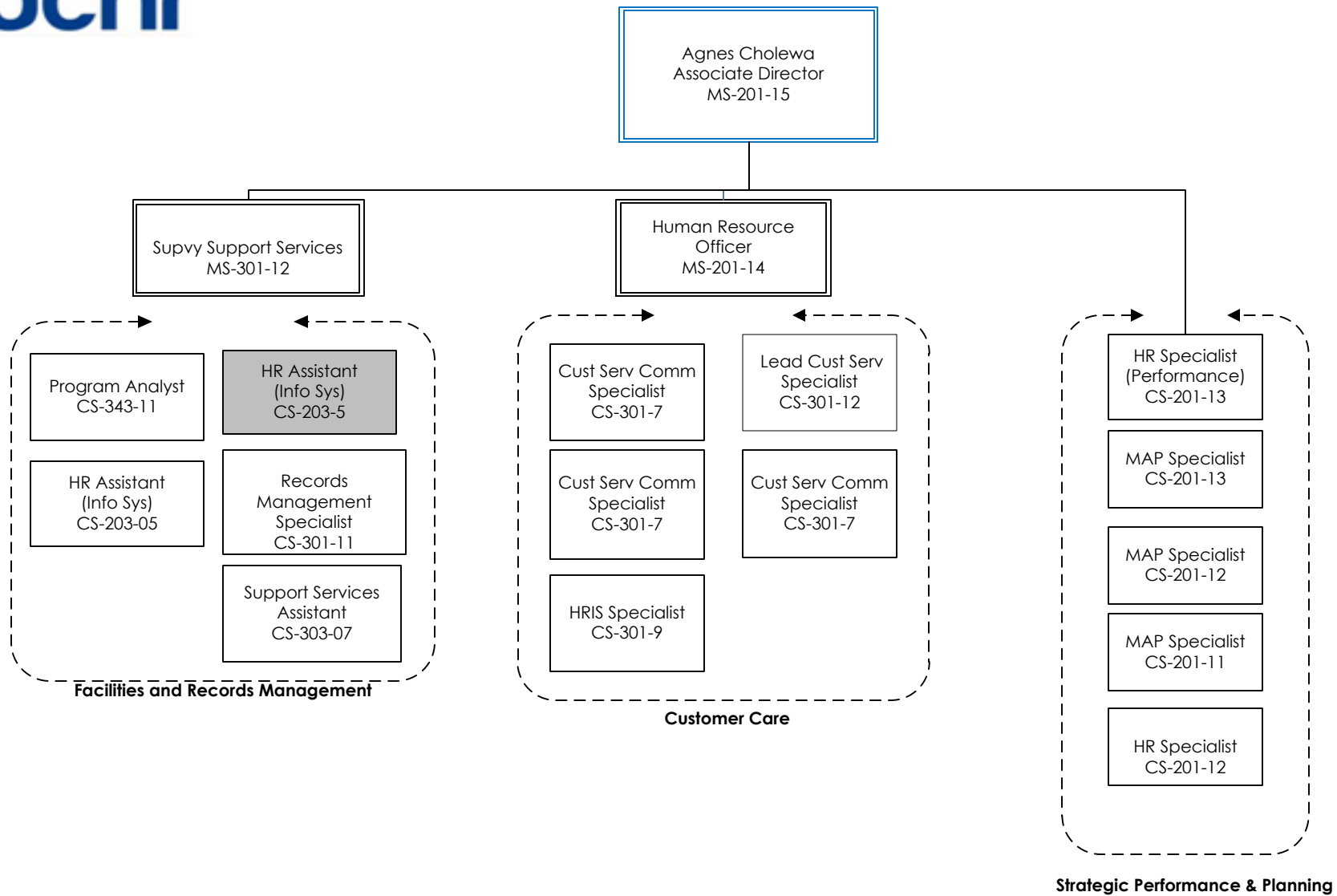


HR Solutions Administration

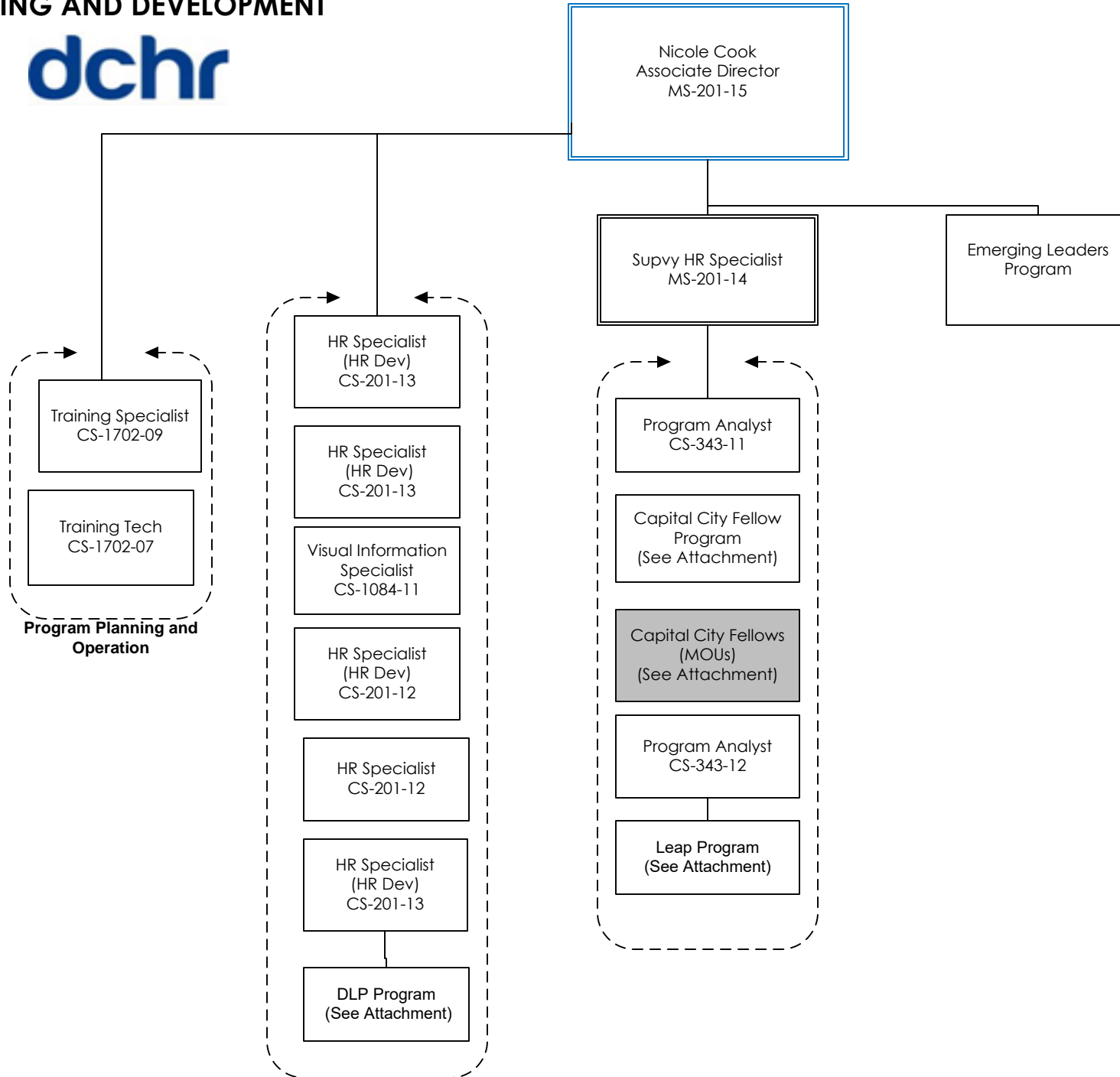


BENEFITS AND RETIREMENT ADMINISTRATION

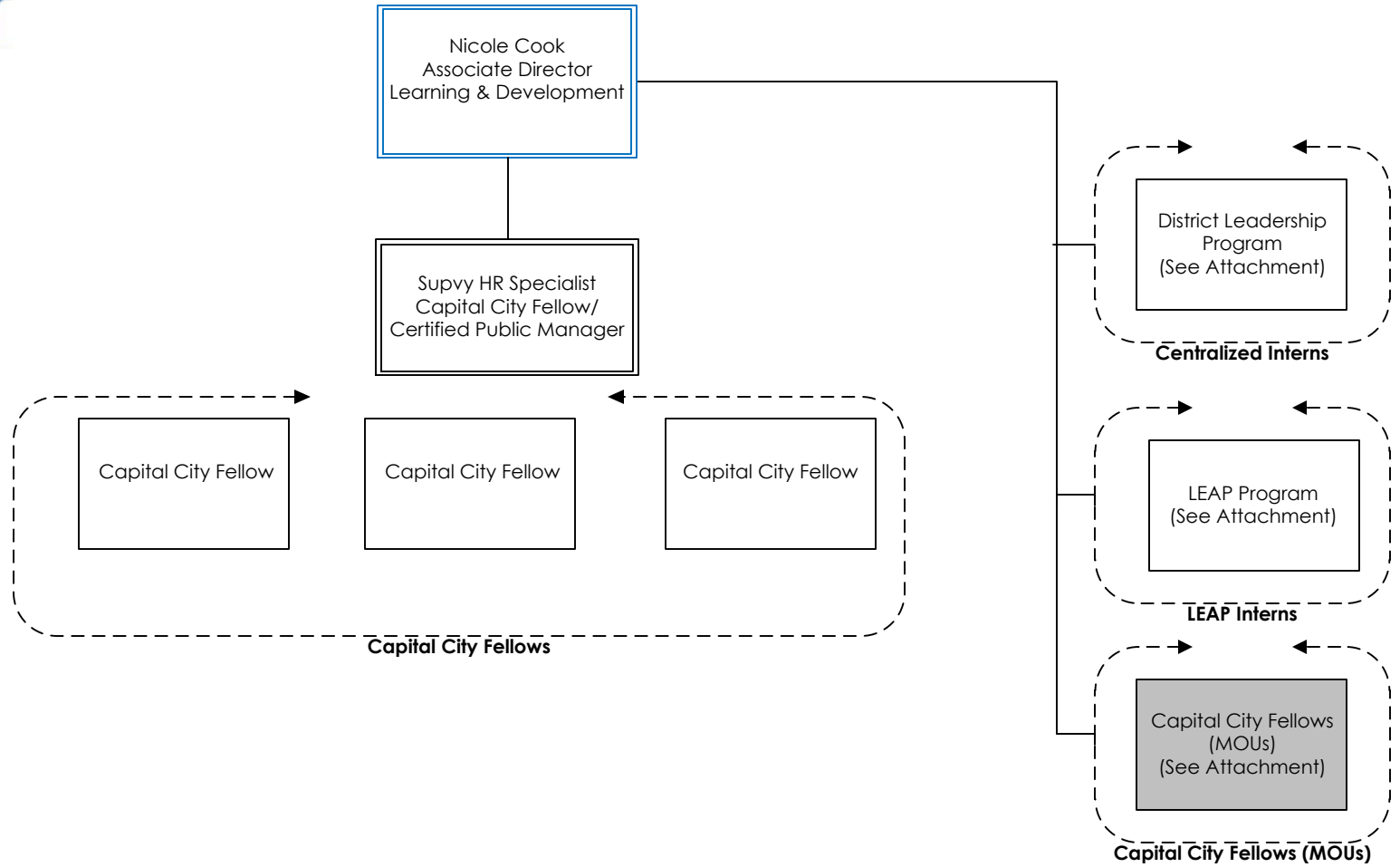





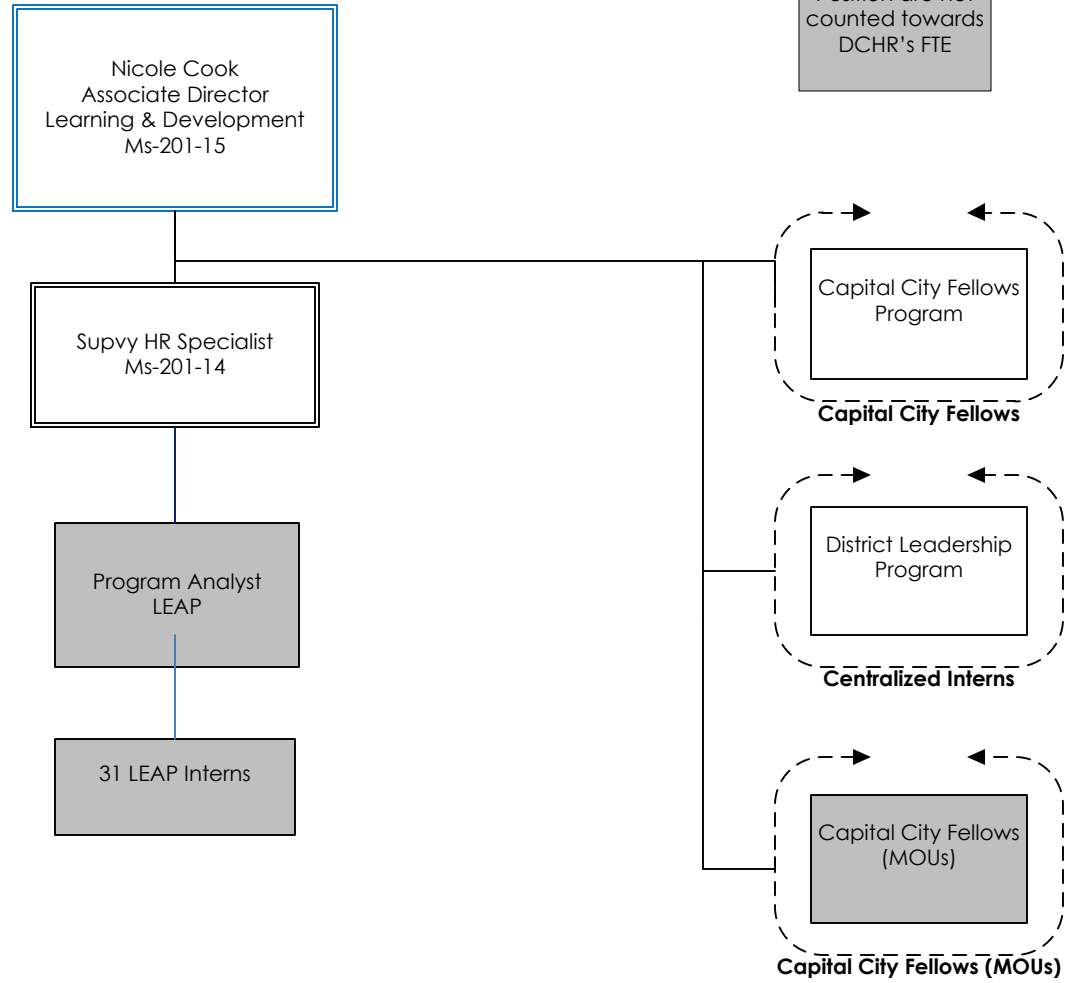
LEARNING AND DEVELOPMENT



LEARNING AND DEVELOPMENT



LEARNING AND DEVELOPMENT



Posn Nbr	Title	Name	EOD Date	Vac Stat	Grade	Step	FY18 Salary	FY18 Fringe 21.1%	FY17 Fringe 19.90%	FTE x Dist %	F/P Time	Reg/Temp/Term	WAE	Position Status (A-active, R-frozen, P-proposed)
00005831	EXECUTIVE ASSISTANT	Dunbar,Pamela	10/2/2017	F	11	8	\$ 69,641.00	\$ 14,694.25	\$ 13,858.56	1	F	Term	N	A
00009300	Human Resources Specialist	Pedroso,Tashima S	6/14/2004	F	14	7	\$ 114,199.00	\$ 24,095.99	\$ 22,725.60	1	F	Reg	N	A
00010661	Records Management Specialist	Venson,Millicent R	1/22/2008	F	11	6	\$ 65,987.00	\$ 13,923.26	\$ 13,131.41	1	F	Reg	N	A
00011823	HR ASST (INFO SYS)	Young,Darius Nico	9/22/2014	F	5	3	\$ 34,035.00	\$ 7,181.39	\$ 6,772.97	1	F	Reg	N	A
00013887	Program Analyst	Smith-Mathis,Ledesma	10/30/2006	F	13	1	\$ 81,050.00	\$ 17,101.55	\$ 16,128.95	1	F	Reg	N	A
00015210	Resource Allocation Analyst	Moore,Latasha A	5/20/2002	F	13	8	\$ 99,229.00	\$ 20,937.32	\$ 19,746.57	1	F	Reg	N	A
00016777	Program Analyst	Ebron,Dianne F	11/19/2012	F	11	6	\$ 65,987.00	\$ 13,923.26	\$ 13,131.41	1	F	Reg	N	A
00033032	Director, Dept of Human Res.	Gibson,Ventris C	8/3/2015	F	E5	0	\$ 197,327.40	\$ 41,636.08	\$ 39,268.15	1	F	Reg	N	A
00035025	RECORDS MGMT SUPV	Anderson,Mildred J	4/21/2008	F	12	0	\$ 79,778.65	\$ 16,833.30	\$ 15,875.95	1	F	Reg	N	A
00047234	Administrative Officer	Harvey,Laverne Elizabeth	1/8/2007	F	14	0	\$ 139,521.74	\$ 29,439.09	\$ 27,764.83	1	F	Reg	N	A
00047286	Support Services Assistant	Moore,Jamar	6/27/2016	F	7	5	\$ 44,491.00	\$ 9,387.60	\$ 8,853.71	1	F	Reg	N	A
00077599	HR Spec (Recruit & Placement)	Jerry,Lumisha R.	4/3/2017	F	12	10	\$ 53,995.20	\$ 11,392.99	\$ 10,745.04	1	P	Temp	N	A
00087376	Chief of Staff	Williams,Ronald A	9/8/2015	F	10	0	\$ 164,800.00	\$ 34,772.80	\$ 32,795.20	1	F	Reg	N	A
Program 1000 - Agency Management (AMP) - Activity - 10100 - Personnel (Office of the Director)										13				
00070185	Public Information Officer	Rucker,Clarissa	1/4/2016	F	14	6	\$ 111,131.00	\$ 23,448.64	\$ 22,115.07	1	F	Reg	N	A
00085462	Public Affairs Specialist	Ball,Courtney	10/20/2014	F	11	1	\$ 56,852.00	\$ 11,995.77	\$ 11,313.55	1	F	Term	N	A
Program 1000 - Agency Management (AMP) - Activity - 10800 - Communication										2				
00025493	Supv HR Spec (HR Dev)	Scriven,Tammy Jo	11/3/2014	F	14	0	\$ 125,186.20	\$ 26,414.29	\$ 24,912.05	1	F	Reg	N	A
00039860	HRIS Specialist	Lemon,Anthony	3/21/2016	F	11	4	\$ 62,333.00	\$ 13,152.26	\$ 12,404.27	1	F	Reg	N	A
00043710	Customer Svcs Communicat Spec	Hogue,Joi L	8/10/2015	F	7	2	\$ 40,420.00	\$ 8,528.62	\$ 8,043.58	1	F	Term	N	A
00044251	Customer Svcs Communicat Spec	Crowder,Sharon D	4/13/2015	F	7	3	\$ 41,777.00	\$ 8,814.95	\$ 8,313.62	1	F	Term	N	A
00047526	Customer Svcs Communicat Spec	Ferguson,Ebony G.	8/9/2011	F	7	4	\$ 43,134.00	\$ 9,101.27	\$ 8,583.67	1	F	Reg	N	A
00070157	Lead Customer Svc Comm Spec	Allen,Keith	4/14/2008	F	11	2	\$ 58,679.00	\$ 12,381.27	\$ 11,677.12	1	F	Reg	N	A
Program 1000 - Agency Management (AMP) - Activity - 10850 - Customer Service										6				
00041740	General Counsel	Liu,Kathleen J.	9/23/2013	F	2	0	\$ 145,200.00	\$ 30,637.20	\$ 28,894.80	1	F	Reg	N	A
00043137	Attorney Advisor	Cheek,John J.	12/17/2012	F	13	4	\$ 104,404.00	\$ 22,029.24	\$ 20,776.40	1	F	Reg	N	A
00044557	PARALEGAL SPEC	Grey,Jeremy E	4/19/1999	F	12	8	\$ 92,616.00	\$ 19,541.98	\$ 18,430.58	1	F	Reg	N	A
00045500	Deputy General Counsel	Thomas,Zoe Cooper	6/4/2012	F	1	0	\$ 135,000.00	\$ 28,485.00	\$ 26,865.00	1	F	Reg	N	A
00045986	Staff Assistant	Holt,Ruth E	4/9/2012	F	11	2	\$ 58,679.00	\$ 12,381.27	\$ 11,677.12	1	F	Reg	N	A
00073485	Attorney Advisor	Harris,Tiffany	10/5/2015	F	12	3	\$ 85,134.00	\$ 17,963.27	\$ 16,941.67	1	F	Term	N	A
00073513	Attorney Advisor	Farhangi,Amir	4/21/2014	F	13	2	\$ 98,078.00	\$ 20,694.46	\$ 19,517.52	1	F	Term	N	A
00077595	Attorney Advisor	Simpson,Leah N.	1/28/2013	F	13	1	\$ 94,915.00	\$ 20,027.07	\$ 18,888.09	1	F	Reg	N	A
Program 2100 - General Counsel - Activity - 21200 - Legal Service										8				
00006074	Supvy HR Spec (Empl Benefits)	Miller,Milton L	6/11/1994	F	13	0	\$ 109,401.45	\$ 23,083.71	\$ 21,770.89	1	F	Reg	N	A
00013624	Lead HR Specialist (Retirement)	Brown,Robin E	10/7/1991	F	13	4	\$ 88,841.00	\$ 18,745.45	\$ 17,679.36	1	F	Reg	N	A
00013902	Associate Director for Benefit	Shaw,Paul D	12/2/2013	F	15	0	\$ 149,350.00	\$ 31,512.85	\$ 29,720.65	1	F	Reg	N	A
00017461	Program Analyst	Batchelder,Emily Ann	5/4/2009	F	12	10	\$ 89,992.00	\$ 18,988.31	\$ 17,908.41	1	F	Reg	N	A
00020790	HR Spec. (Employee Benefits)	Argueta,Evelin	6/2/2014	F	11	3	\$ 60,506.00	\$ 12,766.77	\$ 12,040.69	1	F	Reg	N	A
00021720	HR Specialist (PFFRB)	Ghebreyohannes,Siye	2/3/2014	F	11	1	\$ 56,852.00	\$ 11,995.77	\$ 11,313.55	1	F	Reg	N	A
00021722	HR Spec. (Employee Benefits)	Winslow,Gail M	6/23/1997	F	11	5	\$ 64,160.00	\$ 13,537.76	\$ 12,767.84	1	F	Reg	N	A
00022056	HR Specialist (Emp. Benefits)	Gill,Danna K	7/21/2014	F	12	1	\$ 70,345.00	\$ 14,842.80	\$ 13,998.66	1	F	Reg	N	A

00022859	HR Specialist (Emp. Benefits)	Prescott,Maria	8/8/2016	F	12	5	\$ 79,077.00	\$ 16,685.25	\$ 15,736.32	1	F	Reg	N	A
00025631	Supvy HR Spec (Empl Benefits)	Rooker,Wendy	4/4/2016	F	13	0	\$ 96,000.00	\$ 20,256.00	\$ 19,104.00	1	F	Reg	N	A
00026074	HR Specialist (Comp./Class.)	Smith,Christopher N.	10/30/2017	F	11	4	\$ 62,333.00	\$ 13,152.26	\$ 12,404.27	1	F	Term	N	A
00036371	HR Spec (Employee Benefits)	Clayton,Chad J	11/19/2012	F	9	2	\$ 48,693.00	\$ 10,274.22	\$ 9,689.91	1	F	Reg	N	A
00043650	HR Spec (Recruitment/Placement)	Zemui,Rodhas T	12/4/2017	F	9	3	\$ 50,201.00	\$ 10,592.41	\$ 9,990.00	1	F	Term	N	A
00043651	Human Resources Officer (Recru	Bradley,Julia	11/30/2015	F	14	0	\$ 99,659.00	\$ 21,028.05	\$ 19,832.14	1	F	Reg	N	A
00044496	HR Spec. (Employee Benefits)	Mwangi,David	7/25/2016	F	11	1	\$ 56,852.00	\$ 11,995.77	\$ 11,313.55	1	F	Reg	N	A
00044577	Program Analyst	Willie-Bonglo,Mamei M	5/30/2017	F	11	1	\$ 56,852.00	\$ 11,995.77	\$ 11,313.55	1	F	Term	N	A
00044584	Program Coordinator (SharePoin	Mengestab,Absala	11/14/2016	F	12	2	\$ 72,528.00	\$ 15,303.41	\$ 14,433.07	1	F	Term	N	A
00077598	HR Spec. (Employee Benefits)	Morris,Shannon N	12/31/2012	F	11	10	\$ 73,295.00	\$ 15,465.25	\$ 14,585.71	1	F	Reg	N	A
00077773	HR Spec (Recruitment/Placement)	Allen,MiKeisha S	8/11/2014	F	11	1	\$ 56,852.00	\$ 11,995.77	\$ 11,313.55	1	F	Term	N	A
00077896	HR Specialist (Emp. Benefits)	GARY,PAMELA D	5/20/2013	F	12	7	\$ 83,443.00	\$ 17,606.47	\$ 16,605.16	1	F	Term	N	A
00078162	HR Specialist (Emp. Benefits)	Murdock,Michelle A	3/16/1998	F	12	5	\$ 79,077.00	\$ 16,685.25	\$ 15,736.32	1	F	Reg	N	A
00084796	Compliance Specialist	Dowe,Shalontia F	10/16/2017	F	11	2	\$ 58,679.00	\$ 12,381.27	\$ 11,677.12	1	F	Term	N	A
00085639	HR Spec (Employee Benefits)	Canales,Leslie J	1/23/2017	F	9	4	\$ 51,709.00	\$ 10,910.60	\$ 10,290.09	1	F	Term	N	A
00087401	Disability Employment Speciali	Aybar-Morales,Miriam	9/18/2017	F	12	1	\$ 70,345.00	\$ 14,842.80	\$ 13,998.66	1	F	Term	N	A
00092440	Compliance Specialist	Chambers,Rayna	5/30/2017	F	9	1	\$ 47,185.00	\$ 9,956.04	\$ 9,389.82	1	F	Term	N	A
00093458	HR Specialist (Emp. Benefits)	Stradford,Anthony	8/7/2017	F	12	4	\$ 76,894.00	\$ 16,224.63	\$ 15,301.91	1	F	Term	N	A
00094096	Wellness Program Coordinator	Johnson,Jill	9/19/2017	F	12	7	\$ 83,443.00	\$ 17,606.47	\$ 16,605.16	1	F	Term	N	A
Program 2200 - Benefits & Retirement - Activity - 22100 - Benefits Operation Unit														
													27	
00002821	RETIREMENT BOARD MEMBER	Epps Jr.,Charles	6/15/2009	F	0	0	\$ 13,000.00	\$ 2,743.00	\$ 2,587.00	0.15	P	Temp	Y	A
00003106	RETIREMENT BOARD MEMBER	Wyatt,Henry J	5/21/2015	F	0	0	\$ 13,000.00	\$ 2,743.00	\$ 2,587.00	0.15	P	Temp	Y	A
00003288	HR Specialist (PFFRB)	Cooper,Alicia D	9/2/2008	F	12	8	\$ 85,626.00	\$ 18,067.09	\$ 17,039.57	0.25	F	Reg	N	A
00003288	HR Specialist (PFFRB)	Cooper,Alicia D	9/2/2008	F	12	8	\$ 85,626.00	\$ 18,067.09	\$ 17,039.57	0.75	F	Reg	N	A
00021754	HR Specialist (PFFRB)	Gardner,Denise Sinkfield	8/17/1981	F	11	5	\$ 64,160.00	\$ 13,537.76	\$ 12,767.84	0.75	F	Reg	N	A
00021754	HR Specialist (PFFRB)	Gardner,Denise Sinkfield	8/17/1981	F	11	5	\$ 64,160.00	\$ 13,537.76	\$ 12,767.84	0.25	F	Reg	N	A
00021929	Supvy HR Spec (Police/Fire Bd)	Jones,Lela R	4/25/1980	F	13	0	\$ 107,220.00	\$ 22,623.42	\$ 21,336.78	0.25	F	Reg	N	A
00021929	Supvy HR Spec (Police/Fire Bd)	Jones,Lela R	4/25/1980	F	13	0	\$ 107,220.00	\$ 22,623.42	\$ 21,336.78	0.75	F	Reg	N	A
Program 2200 - Benefits & Retirement - Activity - 22200 - Police & Fire Retirement Relief Board														
													3.3	
00005517	HR Spec (Recruitment/Placement)	Carter,Shaquana Shari	5/5/2014	F	11	4	\$ 62,333.00	\$ 13,152.26	\$ 12,404.27	1	F	Term	N	A
00006283	HR Spec (Recruitment/Placement)	Flanagan,Lango W.	6/19/2017	F	11	4	\$ 62,333.00	\$ 13,152.26	\$ 12,404.27	1	F	Term	N	A
00008900	HR Spec (Recruit & Placement)	Armstrong,Jennifer A	2/23/2006	F	12	2	\$ 72,528.00	\$ 15,303.41	\$ 14,433.07	1	F	Reg	N	A
00008905	HR Spec (Recruit & Placement)	Brown,Tenika C	12/16/2014	F	12	2	\$ 72,528.00	\$ 15,303.41	\$ 14,433.07	1	F	Reg	N	A
00010023	HR Spec (Recruit & Placement)	Fields,Brittany A	12/8/2008	F	12	3	\$ 74,711.00	\$ 15,764.02	\$ 14,867.49	1	F	Reg	N	A
00024813	HUMAN RESOURCES SPEC	Dease,Francine	10/14/2008	F	12	1	\$ 70,345.00	\$ 14,842.80	\$ 13,998.66	1	F	Reg	N	A
00026680	Staff Assistant	Gadsden,Carla D	1/20/1987	F	11	5	\$ 64,160.00	\$ 13,537.76	\$ 12,767.84	1	F	Reg	N	A
00032863	Lead HR Spec. (Recruit/Place.)	Chow,Justin	3/20/2017	F	13	3	\$ 86,244.00	\$ 18,197.48	\$ 17,162.56	1	F	Reg	N	A
00033615	HR Spec (Recruit & Placement)	Smith,Antwain L	5/9/2011	F	12	3	\$ 74,711.00	\$ 15,764.02	\$ 14,867.49	1	F	Reg	N	A
00043632	HR Spec (Recruit & Placement)	Walker,Cecilia C.	1/22/2008	F	12	2	\$ 72,528.00	\$ 15,303.41	\$ 14,433.07	1	F	Reg	N	A
00044154	Associate Director for Recruit	Cofield Jones,Kena M	3/28/2011	F	15	0	\$ 144,200.00	\$ 30,426.20	\$ 28,695.80	1	F	Reg	N	A
00047331	Supvy HR Spec. (Recruit/Place)	Hardy,Milton	3/6/2017	F	14	0	\$ 115,000.00	\$ 24,265.00	\$ 22,885.00	1	F	Reg	N	A
00047347	HR Spec (Recruit & Placement)	Kibunja,Michelle	8/26/2013	F	12	4	\$ 76,894.00	\$ 16,224.63	\$ 15,301.91	1	F	Reg	N	A
Program 2700 - HR Solutions - Activity - 27100 - Recruiting and Staffing														
													13	
00020532	HR Specialist (Comp./Class.)	Calhoun,Michelle Deneen	6/16/2014	F	12	1	\$ 70,345.00	\$ 14,842.80	\$ 13,998.66	1	F	Reg	N	A
00028216	HR Specialist (Comp./Class.)	Constantino,Eliseo L.	1/13/2014	F	12	5	\$ 79,077.00	\$ 16,685.25	\$ 15,736.32	1	F	Reg	N	A
00045911	HUMAN RESOURCES SPEC CLASS	Green,Dana	1/7/2008	F	13	10	\$ 104,423.00	\$ 22,033.25	\$ 20,780.18	1	F	Reg	N	A

00046349	HUMAN RESOURCES SPEC CLASS	McNair,Angela D	2/4/2008	F	13	10	\$ 104,423.00	\$ 22,033.25	\$ 20,780.18	1	F	Reg	N	A
00046651	Supvy HR Specialist (Class)	Green,L. Lorraine	4/8/2013	F	14	0	\$ 135,960.00	\$ 28,687.56	\$ 27,056.04	1	F	Reg	N	A
Program 2700 - HR Solutions - Activity - 27200 - Classification										5				
00012279	IT Specialist (Internet)	Nunez-Smith,Anita E	3/17/2008	F	13	7	\$ 96,632.00	\$ 20,389.35	\$ 19,229.77	1	F	Reg	N	A
00013769	IT Spec. (Customer Support)	Williams,Lamont D	11/2/2007	F	12	4	\$ 76,894.00	\$ 16,224.63	\$ 15,301.91	1	F	Reg	N	A
00014162	IT Spec. (Customer Support)	Cleveland,Henry E	4/29/1985	F	12	5	\$ 79,077.00	\$ 16,685.25	\$ 15,736.32	1	F	Reg	N	A
00031896	Supervisory IT Specialist	Holland,Jamaal	7/15/2013	F	14	0	\$ 124,000.00	\$ 26,164.00	\$ 24,676.00	1	F	Term	N	A
00046639	Info. Technology Specialist	Perkins,Tremayne D	3/20/2005	F	14	5	\$ 108,063.00	\$ 22,801.29	\$ 21,504.54	1	F	Reg	N	A
00047287	IT Spec. (Customer Support)	Drummond,Jamon T	6/1/2015	F	12	4	\$ 76,894.00	\$ 16,224.63	\$ 15,301.91	1	F	Reg	N	A
00070143	IT Specialist	Young,Wanda	6/2/2014	F	14	9	\$ 120,335.00	\$ 25,390.69	\$ 23,946.67	1	F	Reg	N	A
00070202	IT SPEC. (CUSTOMER SUPPORT)	Hayes,Anthony J	5/18/2009	F	9	4	\$ 51,709.00	\$ 10,910.60	\$ 10,290.09	1	F	Term	N	A
Program 2700 - HR Solutions - Activity - 27300 - Information Technology										8				
00024981	Meas., Anal. & Plan. Spec (HR)	Myers,Nicole	6/6/2016	F	11	1	\$ 56,852.00	\$ 11,995.77	\$ 11,313.55	1	F	Term	N	A
00036683	Meas., Anal. & Plan. Spec (HR)	Jones,Carlos A.	10/14/2012	F	12	2	\$ 72,528.00	\$ 15,303.41	\$ 14,433.07	1	F	Reg	N	A
00047244	Associate Director for Busines	Cholewa,Agnes J	9/4/2012	F	15	0	\$ 138,432.00	\$ 29,209.15	\$ 27,547.97	1	F	Reg	N	A
Program 2700 - HR Solutions - Activity - 27400 - Analytics										3				
00000490	Training Technician	Lewis,Muriel L	4/4/2016	F	7	5	\$ 44,491.00	\$ 9,387.60	\$ 8,853.71	1	F	Reg	N	A
00006410	Lead HR Specialist (Quality As	Crawford,Nigel C.	9/8/2008	F	13	4	\$ 88,841.00	\$ 18,745.45	\$ 17,679.36	1	F	Reg	N	A
00009554	Training Technician	Douglas,Adrienne M	9/18/2017	F	7	2	\$ 40,420.00	\$ 8,528.62	\$ 8,043.58	1	F	Term	N	A
00009947	Assoc. Direct for Workforce De	Cook,Nicole A	8/1/2005	F	15	0	\$ 135,188.00	\$ 28,524.67	\$ 26,902.41	1	F	Reg	N	A
00010582	HR Spec (Recruit & Placement)	Assefa,Menbere	5/6/2013	F	12	4	\$ 76,894.00	\$ 16,224.63	\$ 15,301.91	1	F	Reg	N	A
00014865	HR Specialist	Weaver,Makeda K	4/6/2015	F	12	3	\$ 74,711.00	\$ 15,764.02	\$ 14,867.49	1	F	Reg	N	A
00016830	HR Spec (HR Dev)	Conley,Steven M.	5/15/2006	F	13	8	\$ 99,229.00	\$ 20,937.32	\$ 19,746.57	1	F	Reg	N	A
00020264	HR Spec (HR Dev)	St. Vil,Willair	3/5/2012	F	13	10	\$ 104,423.00	\$ 22,033.25	\$ 20,780.18	1	F	Reg	N	A
00030237	HR Spec (Human Resource Dev)	Hawkins,James	2/10/2014	F	12	2	\$ 72,528.00	\$ 15,303.41	\$ 14,433.07	1	F	Reg	N	A
00043709	Visual Information Specialist	Casey,Herbert D	3/17/2008	F	11	8	\$ 69,641.00	\$ 14,694.25	\$ 13,858.56	1	F	Reg	N	A
00070178	Supv HR Spec (HR Dev)	Robertson,Cheryl T	1/22/2008	F	14	0	\$ 111,064.80	\$ 23,434.67	\$ 22,101.90	1	F	Reg	N	A
00093756	HR Spec (Human Resource Dev)	Liu,Jia	10/13/2015	F	12	1	\$ 70,345.00	\$ 14,842.80	\$ 13,998.66	1	F	Reg	N	A
Program 3000 - Learning & Development - Activity - 31000 - Training & Development										12				
00023873	CAPITAL CITY FELLOW	Bennett,Adesina Ajani	10/30/2017	F	9	4	\$ 51,709.00	\$ 10,910.60	\$ 10,290.09	1	F	Term	N	A
00044483	CAPITAL CITY FELLOW	Saydee,Alice	6/2/2014	F	9	4	\$ 51,709.00	\$ 10,910.60	\$ 10,290.09	1	F	Term	N	A
00085637	CAPITAL CITY FELLOW	McNeil,Steven C	3/6/2017	F	9	2	\$ 48,693.00	\$ 10,274.22	\$ 9,689.91	1	F	Term	N	A
Program 3000 - Learning & Development - Activity - 32000 - Capital City Fellows										3				
00047185	District Leadershp Program Int	Petrovic,Niciah T	11/27/2017	F	7	1	\$ 39,063.00	\$ 8,242.29	\$ 7,773.54	0.2	F	Temp	N	A
00047186	District Leadershp Program Int	Wilhite,Theodore J	11/27/2017	F	7	1	\$ 39,063.00	\$ 8,242.29	\$ 7,773.54	0.2	F	Temp	N	A
00047187	District Leadershp Program Int	Wilson,Sherita T	11/27/2017	F	7	1	\$ 39,063.00	\$ 8,242.29	\$ 7,773.54	0.2	F	Temp	N	A
00047188	District Leadershp Program Int	Sow,Aissatou A	11/27/2017	F	5	1	\$ 31,823.00	\$ 6,714.65	\$ 6,332.78	0.2	F	Temp	N	A
00047189	District Leadershp Program Int	Johnson,Khari Eyen Zame	11/27/2017	F	5	1	\$ 31,823.00	\$ 6,714.65	\$ 6,332.78	0.77	F	Temp	N	A
00047190	District Leadershp Program Int	Jones,Jessica E	11/27/2017	F	5	1	\$ 31,823.00	\$ 6,714.65	\$ 6,332.78	0.77	F	Temp	N	A
00047193	District Leadershp Program Int	Draughn,Torey M	11/27/2017	F	7	1	\$ 39,063.00	\$ 8,242.29	\$ 7,773.54	0.77	F	Temp	N	A
00047194	District Leadershp Program Int	Steckler,Bryan A	11/27/2017	F	7	1	\$ 39,063.00	\$ 8,242.29	\$ 7,773.54	0.77	F	Temp	N	A
00047196	District Leadershp Program Int	Hernandez,Angela N	11/27/2017	F	5	1	\$ 31,823.00	\$ 6,714.65	\$ 6,332.78	0.77	F	Temp	N	A
00047197	District Leadershp Program Int	Folley,Mkai	11/27/2017	F	7	1	\$ 39,063.00	\$ 8,242.29	\$ 7,773.54	0.77	F	Temp	N	A
00047210	District Leadershp Program Int	Smith,Genevera A	11/27/2017	F	7	1	\$ 39,063.00	\$ 8,242.29	\$ 7,773.54	0.77	F	Temp	N	A
00047211	District Leadershp Program Int	Bilal,Ayesha R	11/27/2017	F	5	1	\$ 31,823.00	\$ 6,714.65	\$ 6,332.78	0.77	F	Temp	N	A
00047212	District Leadershp Program Int	Campbell,Jade	11/27/2017	F	5	1	\$ 31,823.00	\$ 6,714.65	\$ 6,332.78	0.77	F	Temp	N	A

00047213	District Leadershp Program Int	Cagney,Erin M	11/27/2017	F	7	1	\$ 39,063.00	\$ 8,242.29	\$ 7,773.54	0.77	F	Temp	N	A
00047214	District Leadershp Program Int	Harris,Krista M	11/27/2017	F	5	1	\$ 31,823.00	\$ 6,714.65	\$ 6,332.78	0.77	F	Temp	N	A
00047215	District Leadershp Program Int	Leonard,Alexaundria D	11/27/2017	F	7	1	\$ 39,063.00	\$ 8,242.29	\$ 7,773.54	0.77	F	Temp	N	A
00047216	District Leadershp Program Int	Peterson,Devonte J	11/27/2017	F	7	1	\$ 39,063.00	\$ 8,242.29	\$ 7,773.54	0.77	F	Temp	N	A
00047219	District Leadershp Program Int	Stephenson,Robert	11/27/2017	F	5	1	\$ 31,823.00	\$ 6,714.65	\$ 6,332.78	0.77	F	Temp	N	A
00047220	District Leadershp Program Int	Harrison,Deja Dionne	11/27/2017	F	5	1	\$ 31,823.00	\$ 6,714.65	\$ 6,332.78	0.77	F	Temp	N	A
00047221	District Leadershp Program Int	Nushi,Enis	11/27/2017	F	5	1	\$ 31,823.00	\$ 6,714.65	\$ 6,332.78	0.77	F	Temp	N	A
00047222	District Leadershp Program Int	Tope,Alyssa	11/27/2017	F	7	1	\$ 39,063.00	\$ 8,242.29	\$ 7,773.54	0.77	F	Temp	N	A
00047224	District Leadershp Program Int	Campbell,Darren L	12/11/2017	F	5	1	\$ 31,823.00	\$ 6,714.65	\$ 6,332.78	0.77	F	Temp	N	A
00082588	District Leadershp Program Int	Nepal,Mahesh	11/27/2017	F	7	1	\$ 39,063.00	\$ 8,242.29	\$ 7,773.54	1	F	Temp	N	A
00083549	District Leadershp Program Int	Castleberry,Elenami Marie	1/9/2018	F	7	1	\$ 39,063.00	\$ 8,242.29	\$ 7,773.54	1	F	Temp	N	A
00083554	District Leadershp Program Int	Irungu,John Gatambia	11/27/2017	F	7	1	\$ 39,063.00	\$ 8,242.29	\$ 7,773.54	1	F	Temp	N	A
00083556	District Leadershp Program Int	Wise,Connell	11/27/2017	F	7	1	\$ 39,063.00	\$ 8,242.29	\$ 7,773.54	1	F	Temp	N	A
00084789	District Leadershp Program Int	Burdick,William	11/27/2017	F	5	1	\$ 31,823.00	\$ 6,714.65	\$ 6,332.78	1	F	Temp	N	A
00084790	District Leadershp Program Int	Fofung,Ngamdab Magaret	11/27/2017	F	7	1	\$ 39,063.00	\$ 8,242.29	\$ 7,773.54	1	F	Term	N	A
00084797	District Leadershp Program Int	Herrera,Luis J	11/29/2017	F	5	1	\$ 31,823.00	\$ 6,714.65	\$ 6,332.78	1	F	Reg	N	A
00085538	District Leadershp Program Int	Harris,De'Yan	11/29/2017	F	7	1	\$ 39,063.00	\$ 8,242.29	\$ 7,773.54	0.25	F	Temp	N	A
00085953	LEAP Trainee	Tutt,Tricia A	9/18/2017	F	4	1	\$ 26,475.30	\$ 5,586.29	\$ 5,268.58	1	F	Temp	N	A
00085954	LEAP Trainee	Tyson-El,Ebone' T	1/8/2018	F	4	1	\$ 26,475.30	\$ 5,586.29	\$ 5,268.58	1	P	Temp	N	A
00085955	LEAP Trainee	Johnson,Kevina	1/8/2018	F	4	1	\$ 26,475.30	\$ 5,586.29	\$ 5,268.58	1	F	Temp	N	A
00085956	LEAP Trainee	Tompkins,Briyana M	1/8/2018	F	4	1	\$ 26,475.30	\$ 5,586.29	\$ 5,268.58	1	P	Temp	N	A
00085958	LEAP Trainee	Gilchrist,Tyrita	1/8/2018	F	4	1	\$ 26,475.30	\$ 5,586.29	\$ 5,268.58	1	P	Temp	N	A
00085959	LEAP Trainee	Shackelford,Tol W	1/8/2018	F	4	1	\$ 26,475.30	\$ 5,586.29	\$ 5,268.58	1	P	Temp	N	A
00085960	LEAP Trainee	Wynne,Richetta C	1/8/2018	F	4	1	\$ 26,475.30	\$ 5,586.29	\$ 5,268.58	1	F	Temp	N	A
00085961	LEAP Trainee	Swingon,Kamilah T	1/8/2018	F	4	1	\$ 26,475.30	\$ 5,586.29	\$ 5,268.58	1	P	Temp	N	A
00085962	LEAP Trainee	Thompson,Valencia B	9/18/2017	F	4	1	\$ 49,978.26	\$ 10,545.41	\$ 9,945.67	1	P	Temp	N	A
00085964	LEAP Trainee	Dickson,Marquisha L	9/18/2017	F	4	1	\$ 49,978.26	\$ 10,545.41	\$ 9,945.67	1	P	Temp	N	A
00086074	LEAP Trainee	English,Cheryl L	9/18/2017	F	4	1	\$ 50,325.33	\$ 10,618.64	\$ 10,014.74	1	P	Temp	N	A
00086075	LEAP Trainee	Chisley,Jacqueline M	1/8/2018	F	4	1	\$ 26,475.30	\$ 5,586.29	\$ 5,268.58	1	P	Temp	N	A
00086076	LEAP Trainee	Moorehead,Dazetta M	1/8/2018	F	4	1	\$ 26,475.30	\$ 5,586.29	\$ 5,268.58	1	P	Temp	N	A
00086077	LEAP Trainee	Swinson,Patrina R	1/8/2018	F	4	1	\$ 26,475.30	\$ 5,586.29	\$ 5,268.58	1	P	Temp	N	A
00086078	LEAP Trainee	Jones-Cook,Shaneka D	1/8/2018	F	4	1	\$ 26,475.30	\$ 5,586.29	\$ 5,268.58	1	P	Temp	N	A
00086079	LEAP Trainee	Dudley,Alisha V	9/18/2017	F	4	1	\$ 26,475.30	\$ 5,586.29	\$ 5,268.58	1	P	Temp	N	A
00086080	LEAP Trainee	Hill,LaToya R	9/18/2017	F	4	1	\$ 49,978.26	\$ 10,545.41	\$ 9,945.67	1	P	Temp	N	A
00086082	LEAP Trainee	Collington,Nickesha N.	1/22/2018	F	4	1	\$ 26,475.30	\$ 5,586.29	\$ 5,268.58	1	P	Temp	N	A
00086352	Program Analyst	Thornton,Daniel L.	6/29/2015	F	12	3	\$ 74,711.00	\$ 15,764.02	\$ 14,867.49	1	F	Term	N	A
00091273	LEAP Trainee	Anderson III,John W	9/6/2016	F	4	1	\$ 26,475.30	\$ 5,586.29	\$ 5,268.58	1	P	Temp	N	A
00091274	LEAP Trainee	Smith,Norma E	1/8/2018	F	4	1	\$ 26,475.30	\$ 5,586.29	\$ 5,268.58	1	P	Temp	N	A
00091276	LEAP Trainee	Anderson,Lachelle C	1/8/2018	F	4	1	\$ 26,475.30	\$ 5,586.29	\$ 5,268.58	1	P	Temp	N	A
00091277	LEAP Trainee	Cato,Angela S	1/8/2018	F	4	1	\$ 26,475.30	\$ 5,586.29	\$ 5,268.58	1	P	Temp	N	A
00091278	LEAP Trainee	Hall,LaChae N	1/8/2018	F	4	1	\$ 26,475.30	\$ 5,586.29	\$ 5,268.58	1	P	Temp	N	A
00091280	LEAP Trainee	Bailey,Jennifer T.	1/22/2018	F	4	1	\$ 26,475.30	\$ 5,586.29	\$ 5,268.58	1	P	Temp	N	A
00091283	LEAP Trainee	Gray,Fimiya C	6/26/2017	F	4	0	\$ 26,114.40	\$ 5,510.14	\$ 5,196.77	1	P	Temp	N	A
00091284	LEAP Trainee	Hawkins,Michelle E	6/26/2017	F	4	0	\$ 26,114.40	\$ 5,510.14	\$ 5,196.77	1	P	Temp	N	A
00091285	LEAP Trainee	Hinnant,Jada	6/26/2017	F	4	0	\$ 26,114.40	\$ 5,510.14	\$ 5,196.77	1	P	Temp	N	A
00091286	LEAP Trainee	Parker,Karen L	6/26/2017	F	4	0	\$ 26,114.40	\$ 5,510.14	\$ 5,196.77	1	P	Temp	N	A

00091287	LEAP Trainee	Watson,Tia M.	6/26/2017	F	4	0	\$ 26,114.40	\$ 5,510.14	\$ 5,196.77	1	P	Temp	N	A
00091293	LEAP Trainee	Edelen,Kerry N	10/30/2017	F	4	1	\$ 26,475.30	\$ 5,586.29	\$ 5,268.58	1	P	Temp	N	A
00091299	LEAP Trainee	Zaki,Thuria O	6/26/2017	F	4	0	\$ 26,114.40	\$ 5,510.14	\$ 5,196.77	1	P	Temp	N	A
Program 3000 - Learning & Development - Activity - 33000 - Special Programs										53.91				
00014651	Supvy HR Spec. (Recruit/Place)	Daniels,Donnel	2/6/2017	F	14	0	\$ 131,000.00	\$ 27,641.00	\$ 26,069.00	1	F	Reg	N	A
00042941	HR Specialist (Perf. Mgmt.)	Mancini,Philip J	1/27/2014	F	13	7	\$ 96,632.00	\$ 20,389.35	\$ 19,229.77	1	F	Reg	N	A
00043523	Meas., Anal. & Plan. Spec (HR)	Easterday,Victoria	4/18/2016	F	13	1	\$ 81,050.00	\$ 17,101.55	\$ 16,128.95	1	F	Reg	N	A
00082615	Special Assistant	Selman,David C.	4/8/2013	F	6	0	\$ 95,481.00	\$ 20,146.49	\$ 19,000.72	1	F	Reg	N	A
00083553	HR ASST (INFO SYS)	Vincent,Sherley G	11/9/2015	F	5	5	\$ 36,247.00	\$ 7,648.12	\$ 7,213.15	1	F	Term	Y	A
Program 4300 - Strategic Human Capital - Activity - 43100 - Performance Measurement										5				
00010083	Compliance Specialist	Egbarin,Henry Benjamin	9/6/2016	F		0	\$ 56,852.00	\$ 11,995.77	\$ 11,313.55	1	F	Reg	N	A
00023434	Compliance Specialist	Reyes,Anthony	3/3/2014	F	12	4	\$ 76,894.00	\$ 16,224.63	\$ 15,301.91	1	F	Reg	N	A
00043852	Management Analyst (HR)	Harris,David	6/2/2014	F	11	5	\$ 64,160.00	\$ 13,537.76	\$ 12,767.84	1	F	Reg	N	A
00044475	Human Resources Specialist (Em	Ortiz Bautista,Lisette	6/2/2014	F	11	1	\$ 56,852.00	\$ 11,995.77	\$ 11,313.55	1	F	Reg	N	A
00044494	Compliance Specialist	Brock,Priscilla J	5/15/2017	F	11	1	\$ 56,852.00	\$ 11,995.77	\$ 11,313.55	1	F	Term	N	A
00047243	Compliance Review Manager	Easley,Andre A	1/27/2014	F	14	0	\$ 109,624.96	\$ 23,130.87	\$ 21,815.37	1	F	Reg	N	A
00083215	Compliance Specialist	Pierce,Darien	5/30/2017	F	9	1	\$ 35,388.75	\$ 7,467.03	\$ 7,042.36	1	P	Temp	N	A
Program 4500 - Policy and Compliance - Activity - 45100 - Compliance										7				
00003332	Human Resources Specialist (Em	Brennan,Ellen	5/30/2017	F	9	3	\$ 50,201.00	\$ 10,592.41	\$ 9,990.00	1	F	Term	N	A
00009222	Compliance Specialist	Cambridge,Tamika	6/2/2014	F	13	6	\$ 94,035.00	\$ 19,841.39	\$ 18,712.97	1	F	Reg	N	A
00022379	HUMAN RESOURCES SPEC POLICY	Larue,Denise L	7/18/1984	F	13	8	\$ 99,229.00	\$ 20,937.32	\$ 19,746.57	1	F	Reg	N	A
00022446	Human Resources Specialist (Po	Pendarvis,Zondie	12/27/1983	F	14	7	\$ 114,199.00	\$ 24,095.99	\$ 22,725.60	1	F	Reg	N	A
00024184	Supvy. HR Specialist (Policy)	Stancell,Gia L	8/10/2015	F	14	0	\$ 99,659.00	\$ 21,028.05	\$ 19,832.14	1	F	Reg	N	A
00027572	Associate Director for Policy	Zimmerman,Justin I	10/15/2007	F	2	0	\$ 151,519.93	\$ 31,970.71	\$ 30,152.47	1	F	Reg	N	A
00035726	HUMAN RESOURCES SPEC CLASS	Mbambo,McEwan Y	7/29/2013	F	13	5	\$ 91,438.00	\$ 19,293.42	\$ 18,196.16	1	F	Reg	N	A
00047200	HR Spec (Recruit & Placement)	Gardner,Ronald	2/13/2012	F	12	2	\$ 72,528.00	\$ 15,303.41	\$ 14,433.07	1	F	Reg	N	A
00093453	Compliance Specialist	Dangerfield-Harris,Jennifer S	9/19/2016	F	12	1	\$ 70,345.00	\$ 14,842.80	\$ 13,998.66	1	F	Reg	N	A
00093454	Editor and Graphics Specialist	Pham,Dan H	10/30/2017	F	12	3	\$ 74,711.00	\$ 15,764.02	\$ 14,867.49	1	F	Reg	N	A
Program 4500 - Policy and Compliance - Activity - 45200 - Policy										10				
00010152	Human Resources Specialist (Co	Sims,Parris R.	5/13/2007	F	14	5	\$ 108,063.00	\$ 22,801.29	\$ 21,504.54	1	F	Reg	N	A
Program 4500 - Policy and Compliance - Activity - 45300 - Compensation										1				

File Type	Abbr.	Employee	Status	Created	Status Date	Executive Summary
Grievance	DGS	Employee	Open	6/16/2015	12/14/2017	Grievance alleged pay disparity. Grievance processing was paused pending related federal litigation. A final decision will issue soon. Employee has since contacted DCHR and submitted another grievance with similar allegations of a pay disparity. Per regulations, the grievance is being transferred back to DGS for review and resolution at the agency level.
Complaint	DHS	Employee	Closed	6/13/2016	7/24/2016	Complaint alleged verbal offer for position was revoked. Requisition was cancelled. Closed.
Grievance	OIG	Employee	Closed	8/8/2016	10/24/2016	Employee grieved 9 day suspension for misconduct. Agency decision supported by evidence. OIG's denial of grievance affirmed.
Grievance	DMV	Employee	Closed	9/26/2016	10/5/2016	Employee alleged being physically removed from work space by supervisor. Employee did not respond to meeting requests. Closed.
Grievance	DDOT	Employee	Closed	10/21/2016	11/16/2016	Grievance related to employee's non-selection for a promotion. Referred back to DDOT with recommendations.
Grievance	OIG	Employee	Closed	11/2/2016	2/1/2017	Employee reconsideration request of final grievance decision (Oct. 2016). Denied.
Grievance	OCTO	Employee	Closed	11/9/2016	11/23/2016	Grievant alleged unwelcoming work environment. Referred to OCTO for first level handling.
Grievance	DYRS	Employee	Closed	11/18/2016	1/24/2017	Employee claimed under payment between 2007 and 2013. Payclaim denied as untimely.
Grievance	DCPS	Employee	Closed	12/13/2016	12/13/2016	Grievance transferred to DCPS.
Grievance	DGS	Employee	Closed	1/10/2017	3/6/2017	Employee claimed improper application of residency preference. Grievance not substantiated.
Grievance	DYRS	Employee	Closed	1/30/2017	2/1/2017	Former employee alleged ethical violations by supervisor. Referred to DYRS for initial handling.
Grievance	DOH	Employee	Closed	2/16/2017	3/2/2017	Grievance transferred to DOH.
Grievance	DOC	Employee	Closed	2/17/2017	2/17/2017	Grievance alleged non-selection. Employee subsequently withdrew his/her grievance.
Grievance	DOC	Employee	Closed	2/21/2017	4/12/2017	Employee alleged discrimination in selection process. Allegations not supported by evidence. Denied.
Grievance	DCRA	Applicant	Closed	2/27/2017	6/20/2017	Applicant grieved non-selection for position. Grievance unsubstantiated and denied.
Grievance	DOH	Employee	Closed	3/1/2017	11/20/2017	Employee grieved reassignment. DOH denial of grievance upheld on 6/22/2017. Then, Employee grieved retaliation for filing complaint. All outstanding grievances to be resolved with settlement.
Grievance	DBH	Employee	Closed	5/26/2017	8/29/2017	Employee grieved non-selection for promotion. Grievance was dismissed as untimely.
Complaint	DISB	Employee	Closed	5/31/2017	10/31/2017	Employee alleged wrongful termination. Referred back to DISB with recommendations. Employee was reinstated.
Grievance	DOC	Employee	Closed	5/31/2017	6/27/2017	Employee contacted DCHR regarding non-selection for a position with DOC. Employee did not respond to requests for information. Case closed. Employee was provided with the DCHR Grievance Form and advised of his/her rights under Chapter 16. Employee met with DCHR Employee Relations, but did not submit a grievance form.
Grievance	DDS	Employee	Closed	6/19/2017	6/28/2017	Employee submitted complete DCHR grievance form alleging violations of Chapters 7B, 8, 11B and 14. Transferred to DDS for handling.
Complaint	DCHR	Employee	Closed	8/10/2017	9/13/2017	Former employee alleged sexual harassment and retaliation. Former employee encouraged to contact OHR.
Grievance	DPR	Employee	Closed	8/10/2017	12/11/2017	Employee alleged improper handling of promotion application. Has not responded to request for information. Dismissed.

File Type	Abbr.	Employee	Status	Created	Status Date	Executive Summary
Complaint	DCRA	Employee	Closed	8/17/2017	Pending	Employee alleges termination of his/her health benefits. Working with relevant District agencies to resolve.
Complaint	DCRA	Employee	Closed	8/28/2017	10/16/2017	Employee requested reconsideration of classification of his/her position as a Grade 9. Request denied.
Grievance	ODR	Employee	Closed	8/28/2017	10/11/2017	Employee alleged discrimination on the basis of age, race and disability. In addition, he/she alleged wrongful and fraudulent appointments/promotions. Grievance denied on merits.
Grievance	DOC	Employee	Closed	8/28/2017	10/5/2017	Employee grieved non-selection, which was denied by DOC. On review, DCHR denied grievance as untimely.
Grievance	OSSE	Employee	Closed	8/31/2017	10/27/2017	Employee alleged he/she should be classified as in the labor union. No evidence supports allegation. Denied.
Grievance	ABRA	Employee	Closed	9/1/2017	10/2/2017	Employee submitted a grievance challenging an investigative after-action report issued by DCHR. Matter dismissed as not subject to grievance procedures.
Grievance	DBH	Employee	Closed	9/5/2017	10/3/2017	Grievance transferred to DBH for first level review.
Grievance	DMV	Employee	Closed	9/8/2017	10/5/2017	Grievance transferred to DMV.
Grievance	DMV	Employee	Closed	9/13/2017	11/8/2017	Former employee grieved probationary termination. Referred to DMV for first level review.
Grievance	OCP	Employee	Closed	9/20/2017	9/26/2017	Grievance transferred to OCP for first level review.
Complaint	FEMS	Employee	Closed	9/27/2017	1/3/2018	Employee requested that taxes not be withheld from his/her paycheck. Request denied.
Complaint	OSSE	Employee	Closed	10/18/2017	1/24/2018	Employee alleged that he/she cannot cash his/her check. Employee encouraged to reach out to his/her bank.
Grievance	OPC	Employee	Closed	10/22/2017	11/2/2017	Grievance from 2 days suspension. Transferred to OCP for handling.
Grievance	BEGA	Employee	Closed	11/2/2017	12/15/2017	Employee requested review of BEGA's grievance determination as to ethics violations and non-sexual harassment. BEGA's decision was affirmed.
Grievance	DPR	Employee	Closed	11/6/2017	1/16/2018	Employee alleged records concealment. Grievance transferred to DPR/OGC.
Grievance	DPR	Employee	Closed	11/6/2017	11/8/2017	Employee requested records relating to internal job posting via grievance. Matter transferred to DPR.
Complaint	DYRS	Employee	Closed	12/6/2017	12/6/2017	Employee requested review of his/her termination. Complaint transferred to DYRS.
Complaint	DCHR	Applicant	Open	12/21/2017	Pending	Applicant complains about his/her rejected application. Application submitted was incomplete.
Grievance	DOEE	Employee	Closed	1/17/2018	1/18/2018	Employee not provided federal service credit and grieved that decision. Transferred to DOEE for handling.
Grievance	DYRS	Employee	Open	1/18/2018	Pending	Grievance will be transferred to DYRS.
Complaint	OSSE	Employee	Open	2/2/2018	Pending	Employee alleges that he/she was wrongfully denied his/her FMLA request.
Grievance	Unknown	Applicant	Closed	FY 16	FY 16	Grievance alleged non-selection. Applicant did not respond to request for more information.
Grievance	FEMS	Employee	Closed	FY 16	FY 16	Grievance alleged pre-selection of selected candidate. Requisition was canceled. Selected candidate was a reassignment. Denied.
Complaint	Anonymous	Anonymous	Closed	FY 17		Allegation that employee used access to HR database to gain advantage in applying for a position.
Complaint	Anonymous	Anonymous	Closed	FY 17		Allegation that employee engaged in nepotism by hiring spouse.
Complaint	Anonymous	Anonymous	Open	FY 17		Allegation that employee misrepresented academic credentials.
Complaint	Anonymous	Anonymous	Open	FY 18		Allegations that employee has altered interview scores, hired and promoted unqualified employees, offered higher salaries based on race or gender, and hired friends.
Complaint	Anonymous	Anonymous	Open	FY 18		Allegations that employees have hired friends and family, wrongfully terminated employees, discriminated against women in hiring and that there is a disparity of salaries between men and women

Date	Board Members Attendance															
	Justin Zimmerman	Jeremy Grey	Andrea Comentale	Frank McDougald	Ralph Ennis	Aubrey Mongal	Charnette Robinson	Wilfredo Manlapaz	Vendette Parker	Stuart Emerman	Mark Wynn	Milton Douglas	Jacqueline Watson	Brian Amy	Charles Epps	HenryWyatt
1/5/2017	1		1					1			1			1	1	1
1/12/2017	1				1		1		1					1		1
1/19/2017																
1/26/2017					1			1				1				1
2/2/2017	1		1					1				1		1		1
2/9/2017	1				1					1					1	1
2/16/2017	1		1				1				1		1			1
2/23/2017					1		1					1				1
3/2/2017	1		1				1					1		1		1
3/9/2017	1		1				1					1				1
3/16/2017	1		1				1					1		1		1
3/23/2017					1					1		1		1		1
3/30/2017	1		1						1			1				1
4/6/2017	1				1				1			1		1		1
4/13/2017	1				1					1				1		1
4/20/2017	1				1		1						1			1
4/27/2017			1					1						1		1
5/4/2017			1					1								1
5/11/2017			1						1			1		1		1
5/18/2017	1		1						1			1		1		1
5/25/2017	1		1							1		1			1	1
6/1/2017	1				1			1				1				1
6/8/2017	1		1						1			1		1		1
6/15/2017	1				1				1							1
6/22/2017					1					1		1				1
6/29/2017	1		1					1				1		1		1
7/6/2017	1							1				1		1		1
7/13/2017	1		1						1			1		1		1
7/20/2017																
7/27/2017		1	1							1				1		1
8/3/2017	1				1					1				1		1
8/10/2017	1				1				1						1	1
8/17/2017		1	1							1		1				1
8/24/2017			1						1			1				1
8/31/2017	1		1		1					1				1		1
9/7/2017	1		1							1		1		1		1
9/14/2017	1				1									1		1
9/21/2017	1		1					1			1					1
9/28/2017		1	1							1		1		1		1
10/5/2017	1		1						1			1				1
10/12/2017																1
10/19/2017	1		1				1				1			1		1
10/26/2017		1	1							1				1		1
11/2/2017		1			1			1						1		1
11/9/2017	1		1						1					1		1
11/16/2017		1			1					1				1		1
11/23/2017																
11/30/2017	1		1							1					1	1
12/7/2017	1		1					1			1				1	1
12/14/2017		1								1	1			1		1
12/21/2017	1		1				1							1		1
12/28/2017	1				1						1				1	1
Total	33	7	30	17	0	8	12	10	12	8	25	11	22	11	47	41

Date	Board Members Attendance															
	Justin Zimmerman	Jeremy Grey	Andrea Comentale	Frank McDougald	Ralph Ennis	Aubrey Mongal	Charnette Robinson	Wilfredo Manlapaz	Vendette Parker	Stuart Emermar	Mark Wynn	Milton Douglas	Jacqueline Watson	Brian Amy	Charles Epps	Henry Wyatt
1/4/2018			1	1				1			1					1
1/11/2018	1		1						1			1	1			1
1/18/2018	1		1							1		1				1
1/25/2018	1				1		1					1			1	1
2/1/2018																
2/8/2018																
2/15/2018																
2/22/2018																
3/1/2018																
3/8/2018																
3/15/2018																
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10/25/2018																
11/1/2018																
11/8/2018																
11/15/2018																
11/22/2018																
11/29/2018																
12/6/2018																
12/13/2018																
12/20/2018																
12/27/2018																
Totals	3	0	2	1	0	1	0	0	1	1	0	3	1	0	2	2

FY2017 Budget & Expenditures - As of 9/30/2017											Attachment C								
Approp Fund Title	Agy Fund	Agy Fund Title	GAAP Category Title	Comp Source Group	Comp Source Group Title	Program	Program Title	Activity	Activity Title	FY17 Approved Budget	Revisions	FY17 Revised Budget	Change in Budget	Expenditures	Variance Budget Vs Expenses				
LOCAL FUND	0100	LOCAL FUNDS	PERSONNEL SERVICES	0011	REGULAR PAY - CONT FULL TIME	1000	AGENCY MANAGEMENT	1010	PERSONNEL	920,248.86	0.00	920,248.86	No change	920,676.98	(428.12)				
								1080	COMMUNICATIONS	115,914.04	0.00	115,914.04	No change	114,891.52	1,022.52				
								1085	CUSTOMER SERVICE	370,911.49	0.00	370,911.49	No change	359,385.16	11,526.33				
							2100	GENERAL COUNSEL	2120	LEGAL	418,991.62	0.00	418,991.62	No change	413,499.66	5,491.96			
							2700	HR SOLUTIONS	2710	RECRUITING AND STAFFING	797,834.18	0.00	797,834.18	No change	895,729.42	(97,895.24)			
									2720	CLASSIFICATION	423,917.93	0.00	423,917.93	No change	439,189.82	(15,271.89)			
									2730	INFORMATION TECHNOLOGY	612,371.12	0.00	612,371.12	No change	574,479.26	37,891.86			
									2740	ANALYTICS	248,346.70	0.00	248,346.70	No change	259,441.41	(11,094.71)			
							3000	LEARNING AND DEVELOPMENT	3100	TRAINING AND DEVELOPMENT	871,019.62	0.00	871,019.62	No change	904,848.88	(33,829.26)			
									3200	CAPITAL CITY FELLOWS	195,050.00	0.00	195,050.00	No change	174,694.46	20,355.54			
							4300	STRATEGIC HUMAN CAPITAL	4310	PERFORMANCE MEASUREMENT	451,142.05	0.00	451,142.05	No change	462,992.46	(11,850.41)			
									4500	POLICY AND COMPLIANCE	4510	COMPLIANCE	362,122.71	0.00	362,122.71	No change	358,053.04	4,069.67	
							4520	POLICY			674,657.77	0.00	674,657.77	No change	724,588.28	(49,930.51)			
							4530	COMPENSATION			103,991.55	0.00	103,991.55	No change	96,722.45	7,269.10			
							0012	REGULAR PAY - OTHER	1000	AGENCY MANAGEMENT	1010	PERSONNEL	33,628.43	0.00	33,628.43	No change	33,523.90	104.53	
					2700	HR SOLUTIONS				2710	RECRUITING AND STAFFING	186,185.35	0.00	186,185.35	No change	99,262.21	86,923.14		
					3000	LEARNING AND DEVELOPMENT			3100	TRAINING AND DEVELOPMENT	112,648.26	0.00	112,648.26	No change	64,019.80	48,628.46			
									4500	POLICY AND COMPLIANCE	4520	POLICY	49,310.91	0.00	49,310.91	No change	9,360.94	39,949.97	
					0014	FRINGE BENEFITS - CURR PERSONNEL	1000	AGENCY MANAGEMENT	1010	PERSONNEL	194,445.94	0.00	194,445.94	No change	190,042.31	4,403.63			
									1080	COMMUNICATIONS	23,066.89	0.00	23,066.89	No change	22,936.78	130.11			
									1085	CUSTOMER SERVICE	73,811.38	0.00	73,811.38	No change	83,574.13	(9,762.75)			
							2700	HR SOLUTIONS	2120	LEGAL	87,963.86	0.00	87,963.86	No change	86,898.51	1,065.35			
									2710	RECRUITING AND STAFFING	195,819.89	0.00	195,819.89	No change	184,842.11	10,977.78			
									2720	CLASSIFICATION	84,359.66	0.00	84,359.66	No change	69,078.32	15,281.34			
									2730	INFORMATION TECHNOLOGY	135,842.37	0.00	135,842.37	No change	159,632.07	(23,789.70)			
							2740	ANALYTICS	2740	ANALYTICS	49,420.99	0.00	49,420.99	No change	38,206.28	11,214.71			
									3000	LEARNING AND DEVELOPMENT	3100	TRAINING AND DEVELOPMENT	195,749.90	0.00	195,749.90	No change	210,458.74	(14,708.84)	
							3200	CAPITAL CITY FELLOWS			38,814.95	0.00	38,814.95	No change	57,050.46	(18,235.51)			
							4310	PERFORMANCE MEASUREMENT			89,777.26	0.00	89,777.26	No change	77,583.52	12,193.74			
							4500	POLICY AND COMPLIANCE	4510	COMPLIANCE	72,062.42	0.00	72,062.42	No change	73,351.19	(1,288.77)			
					4520	POLICY			144,069.76	0.00	144,069.76	No change	133,179.84	10,889.92					
					4530	COMPENSATION			20,694.32	0.00	20,694.32	No change	27,933.42	(7,239.10)					
					NON-PERSONNEL SERVICES	OTHER SERVICES AND CHARGES	1000	AGENCY MANAGEMENT	1010	PERSONNEL	1,751.00	0.00	1,751.00	No change	1,751.00	0.00			
									1030	PROPERTY MANAGEMENT	1,587.85	0.00	1,587.85	No change	1,579.00	8.85			
								0041	CONTRACTUAL SERVICES - OTHER	2600	COMPENSATION AND CLASSIFICATION	2620	CLASSIFICATION	0.00	80,334.48	80,334.48	No change	80,334.48	0.00
					1734	CONTINGENCY RESERVE	PERSONNEL SERVICES	0012	REGULAR PAY - OTHER	3000	LEARNING AND DEVELOPMENT	3200	CAPITAL CITY FELLOWS	0.00	317,000.00	317,000.00	Reprogramming	353,873.96	(36,873.96)
												3300	SPECIAL PROGRAMS	0.00	520,000.00	520,000.00	Reprogramming	524,457.11	(4,457.11)
							NON-PERSONNEL SERVICES	0014	FRINGE BENEFITS - CURR PERSONNEL	3000	LEARNING AND DEVELOPMENT	3200	CAPITAL CITY FELLOWS	0.00	80,584.00	80,584.00	Reprogramming	43,710.04	36,873.96
												3300	SPECIAL PROGRAMS	0.00	31,058.00	31,058.00	Reprogramming	26,600.89	4,457.11
								0041	CONTRACTUAL SERVICES - OTHER	1000	AGENCY MANAGEMENT	1010	PERSONNEL	0.00	226,290.99	226,290.99	Reprogramming	226,290.99	0.00
													Total for Local Budget	8,427,784.80	1,255,267.47	9,683,052.27		9,663,005.19	20,047.08
				SPECIAL PURPOSE REVENUE	0615	DEFINED BENEFITS RETIREMENT PROGRAM	PERSONNEL SERVICES	0011	REGULAR PAY - CONT FULL TIME	2200	BENEFITS AND RETIREMENT SERVICES	2220	POLICE AND FIRE RETIREMENT RELIEF BOARD	194,937.39	0.00	194,937.39	No change	171,319.16	23,618.23
												2220	POLICE AND FIRE RETIREMENT RELIEF BOARD	10,500.00	0.00	10,500.00	No change	7,793.23	2,706.77
												2220	POLICE AND FIRE RETIREMENT RELIEF BOARD	40,882.04	0.00	40,882.04	No change	25,665.64	15,216.40
					0639	AGREEMENT	PERSONNEL SERVICES	0011	REGULAR PAY - CONT FULL TIME	4500	POLICY AND COMPLIANCE	4530	COMPENSATION	51,933.67	0.00	51,933.67	No change	49,492.00	2,441.67
0012	REGULAR PAY - OTHER	1000	AGENCY MANAGEMENT								1010	PERSONNEL	35,022.91	0.00	35,022.91	No change	40,439.18	(5,416.27)	
					1080	COMMUNICATIONS	41,684.19	0.00	41,684.19	No change	37,650.71	4,033.48							

**Total \$20,047.08
Local surplus for
FY2017 is less
than .05%**

FUNDS ('O'TYPE)	WITH INDEPENDENT AGENCIES															
1555	REIMBURSABLES FROM OTHER GOVERNMENTS	NON-PERSONNEL SERVICES	0014	FRINGE BENEFITS - CURR PERSONNEL	1000	AGENCY MANAGEMENT	1010	PERSONNEL	6,969.56	0.00	6,969.56	No change	1,553.29	5,416.27		
					1080	COMMUNICATIONS	8,295.15	0.00	8,295.15	No change	12,328.63	(4,033.48)				
					4500	POLICY AND COMPLIANCE	4530	COMPENSATION	10,334.80	0.00	10,334.80	No change	12,776.47	(2,441.67)		
			0020	SUPPLIES AND MATERIALS	1000	AGENCY MANAGEMENT	1010	PERSONNEL	14,349.72	0.00	14,349.72	No change	14,349.72	0.00		
			0011	REGULAR PAY - CONT FULL TIME	2200	BENEFITS AND RETIREMENT SERVICES	2220	POLICE AND FIRE RETIREMENT RELIEF BOARD	53,562.05	0.00	53,562.05	No change	29,569.52	23,992.53		
			0014	FRINGE BENEFITS - CURR PERSONNEL	2200	BENEFITS AND RETIREMENT SERVICES	2220	POLICE AND FIRE RETIREMENT RELIEF BOARD	10,658.85	0.00	10,658.85	No change	8,610.50	2,048.35		
Total for SPR Budget									479,130.33	0.00	479,130.33		411,548.05	67,582.28		
0700	MOU FUNDS	PERSONNEL SERVICES	0011	REGULAR PAY - CONT FULL TIME	4300	STRATEGIC HUMAN CAPITAL	4310	PERFORMANCE MEASUREMENT	56,232.85	(19,977.19)	36,255.66	Intra District	36,080.05	175.61		
			0012	REGULAR PAY - OTHER	1000	AGENCY MANAGEMENT	1010	PERSONNEL	0.00	36,616.96	36,616.96	Intra District	36,616.96	0.00		
					2200	BENEFITS AND RETIREMENT SERVICES	2210	BENEFITS OPERATION UNIT	0.00	133,650.00	133,650.00	Intra District	133,650.00	0.00		
					2700	HR SOLUTIONS	2710	RECRUITING AND STAFFING	0.00	75,392.90	75,392.90	Intra District	81,231.97	(5,839.07)		
					3000	LEARNING AND DEVELOPMENT	3100	TRAINING AND DEVELOPMENT	0.00	47,547.67	47,547.67	Intra District	47,547.67	0.00		
							3200	CAPITAL CITY FELLOWS	117,030.00	41,506.70	158,536.70	Intra District	158,536.70	0.00		
							3300	SPECIAL PROGRAMS	1,087,128.89	96,165.23	1,183,294.12	Intra District	1,201,495.17	(18,201.05)		
			4500	POLICY AND COMPLIANCE	4510	COMPLIANCE	0.00	245,181.37	245,181.37	Intra District	237,821.42	7,359.95				
			0014	FRINGE BENEFITS - CURR PERSONNEL	2200	BENEFITS AND RETIREMENT SERVICES	2210	BENEFITS OPERATION UNIT	0.00	31,350.00	31,350.00	Intra District	31,350.00	0.00		
					2700	HR SOLUTIONS	2710	RECRUITING AND STAFFING	0.00	15,339.07	15,339.07	Intra District	9,500.00	5,839.07		
					3000	LEARNING AND DEVELOPMENT	3100	TRAINING AND DEVELOPMENT	0.00	6,685.05	6,685.05	Intra District	6,685.05	0.00		
							3200	CAPITAL CITY FELLOWS	23,288.97	5,266.29	28,555.26	Intra District	28,555.26	0.00		
							3300	SPECIAL PROGRAMS	216,338.67	(129,519.93)	86,818.74	Intra District	79,057.01	7,761.73		
					4300	STRATEGIC HUMAN CAPITAL	4310	PERFORMANCE MEASUREMENT	11,190.34	(6,560.35)	4,629.99	Intra District	4,629.99	0.00		
					4500	POLICY AND COMPLIANCE	4510	COMPLIANCE	0.00	57,000.00	57,000.00	Intra District	64,681.89	(7,681.89)		
					0040	OTHER SERVICES AND CHARGES	2700	HR SOLUTIONS	2710	RECRUITING AND STAFFING	15,750.00	(15,750.00)	0.00	Intra District	0.00	
		4500	POLICY AND COMPLIANCE	4510			COMPLIANCE	0.00	123,093.55	123,093.55	Intra District	124,951.00	(1,857.45)			
				4520			POLICY	25,504.00	(25,504.00)	0.00	Intra District	0.00				
				0041			CONTRACTUAL SERVICES - OTHER	1000	AGENCY MANAGEMENT	1010	PERSONNEL	0.00	191,623.56	191,623.56	Intra District	191,623.56
		2700	HR SOLUTIONS	2710	RECRUITING AND STAFFING	0.00		70,287.00	70,287.00	Intra District	70,287.00	0.00				
		3000	LEARNING AND DEVELOPMENT	3100	TRAINING AND DEVELOPMENT	0.00		144,000.00	144,000.00	Intra District	144,000.00	0.00				
		4500	POLICY AND COMPLIANCE	4510	COMPLIANCE	0.00		294,753.32	294,753.32	Intra District	302,437.37	(7,684.05)				
		1615	HEALTH BENEFITS ASSESSMENT	PERSONNEL SERVICES	0011	REGULAR PAY - CONT FULL TIME	1000	AGENCY MANAGEMENT	1010	PERSONNEL	137,917.00	236,553.78	374,470.78	Intra District	354,540.43	19,930.35
							2100	GENERAL COUNSEL	2120	LEGAL	274,842.54	0.00	274,842.54	No change	280,036.52	(5,193.98)
							2200	BENEFITS AND RETIREMENT SERVICES	2210	BENEFITS OPERATION UNIT	846,379.88	325,600.00	1,171,979.88	Intra District	1,240,611.52	(68,631.64)
							2700	HR SOLUTIONS	2720	CLASSIFICATION	120,336.96	0.00	120,336.96	No change	120,336.96	0.00
					0012	REGULAR PAY - OTHER	2200	BENEFITS AND RETIREMENT SERVICES	2210	BENEFITS OPERATION UNIT	210,517.19	0.00	210,517.19	No change	223,095.42	(12,578.23)
					0014	FRINGE BENEFITS - CURR PERSONNEL	1000	AGENCY MANAGEMENT	1010	PERSONNEL	27,445.48	49,531.10	76,976.58	Intra District	71,831.05	5,145.53
				2100			GENERAL COUNSEL	2120	LEGAL	54,693.66	0.00	54,693.66	No change	49,499.68	5,193.98	
				2200			BENEFITS AND RETIREMENT SERVICES	2210	BENEFITS OPERATION UNIT	210,322.53	59,400.00	269,722.53	Intra District	183,608.36	86,114.17	
				2700			HR SOLUTIONS	2720	CLASSIFICATION	23,947.06	0.00	23,947.06	No change	23,947.06	0.00	
				0020			SUPPLIES AND MATERIALS	1000	AGENCY MANAGEMENT	1010	PERSONNEL	112,640.00	36,539.90	149,179.90	Intra District	154,880.31
1000	AGENCY MANAGEMENT							1010	PERSONNEL	0.00	41,597.38	41,597.38	Intra District	41,597.38	0.00	
0040	OTHER SERVICES AND CHARGES			1000	AGENCY MANAGEMENT	1010	PERSONNEL	521,007.06	13,426.44	534,433.50	Intra District	457,012.61	77,420.89			
0041	CONTRACTUAL SERVICES - OTHER	1000	AGENCY MANAGEMENT	1010	PERSONNEL	1,750,970.00	431,377.42	2,182,347.42	Intra District	2,190,753.38	(8,405.96)					
0070	EQUIPMENT & EQUIPMENT RENTAL	1000	AGENCY MANAGEMENT	1010	PERSONNEL	14,535.57	148,763.75	163,299.32	Intra District	163,299.32	0.00					
Total for Intra District Budget									5,858,018.65	2,760,936.97	8,618,955.62		8,545,788.07	73,167.55		
Gross Total for FY2017									14,764,933.78	4,016,204.44	18,781,138.22		18,620,341.31	160,796.91		

Total FY2017 SPR expenses is in line with revenue collected

Total FY2017 Intra District expenses is in line with revenue collected

Intra District Transferees - DCHR As Seller Agency

As of 9/30/2017

Buyer Agency	Agency Code	Seller Agency	Agency Code	Fund	Program & Activity	Amount	MOU Description	Funds Advanced	Budget Authority Granted	Letter of Intent
Department of Health Benefit Exchange Authority	HIO	DCHR	BE0	SPR	AMP - Personnel	\$ 168,590.00	Provide HR Services	Yes	Yes	Yes
Department of Transportation	KA0	DCHR	BE0	Intra District	Learning & Dev / Capital City Fellow	\$ 93,545.98	To provide Captial City Fellows Program	Yes	Yes	Yes
Office of the State Superintendent of Education	GO0	DCHR	BE0	Intra District	Learning & Dev / Capital City Fellow	\$ 46,772.99	To provide Captial City Fellows Program	Yes	Yes	Yes
MPD	FA0	DCHR	BE0	Intra District	Learning & Dev / Special Programs	\$ 46,772.99	To provide Captial City Fellows Program	Yes	Yes	Yes
Office on Aging	BY0	DCHR	BE0	Intra District	HR Solution / Recruiting	\$ 50,000.00	DCHR to provide Employment Specialist	Yes	Yes	No
Department of Campaign Finance	CJO	DCHR	BE0	Intra District	HR Solution / Recruiting	\$ 15,000.00	Provide HR Services	Yes	Yes	No
Department of Housing & Community development	DB0	DCHR	BE0	Intra District	HR Solution / Recruiting	\$ 55,287.00	Provide HR Services	Yes	Yes	No
DC National Guard	FK0	DCHR	BE0	Intra District	HR Solution / Recruiting	\$ 10,000.00	To provide HR services	Yes	Yes	No
Department on Disability Services	JM0	DCHR	BE0	Intra District	HR Solution / Recruiting	\$ 30,731.97	To provide Disability Employment Specialist	Yes	Yes	No
Office of Inspector General	AD0	DCHR	BE0	Intra District	Learning & Dev / Training & Develop	\$ 12,000.00	Executive leadership program	Yes	Yes	No
Depty Mayor Greater Economic Opportunity	EM0	DCHR	BE0	Intra District	Learning & Dev / Training & Develop	\$ 12,000.00	Executive leadership program	Yes	Yes	No
Health Care Finance	HT0	DCHR	BE0	Intra District	Learning & Dev / Training & Develop	\$ 12,000.00	Executive leadership program	Yes	Yes	No
Department of Energy & Environment	KG0	DCHR	BE0	Intra District	Learning & Dev / Training & Develop	\$ 48,000.00	Executive leadership program	Yes	Yes	No
Department of Behavioral Health	RM0	DCHR	BE0	Intra District	Learning & Dev / Training & Develop	\$ 12,000.00	Executive leadership program	Yes	Yes	No
Office of the State Superintendent of Education	GD0	DCHR	BE0	Intra District	Learning & Dev / Training & Develop	\$ 36,000.00	Executive leadership program	Yes	Yes	No
Department of For-Hire Vehicles	TC0	DCHR	BE0	Intra District	Learning & Dev / Training & Develop	\$ 12,000.00	Executive leadership program	Yes	Yes	No
Office of Finance and Treasury	AT0	DCHR	BE0	Intra District	Benefits - Ben Operation	\$ 165,000.00	DCHR to provide support 401(a) & 457(b)	Yes	Yes	No
The Department of General Services	AM0	DCHR	BE0	Intra District	AMP - Personnel	\$ 91,623.56	To provide Supervisory HR Specialist	Yes	Yes	No
Office of Peoples Counsel	DJO	DCHR	BE0	Intra District	AMP - Personnel	\$ 36,616.96	To provide Consumer Outreach Specialist	Yes	Yes	No
DC Public Schools	GA0	DCHR	BE0	Intra District	AMP - Personnel	\$ 100,000.00	To provide executive recruiting services	Yes	Yes	No
Departement of Consumer Regulatroy Affairs	CR0	DCHR	BE0	Intra District	Strategic Human Cap/ Perform M.	\$ 40,885.65	Provide HR Services	Yes	Yes	Yes
Department of Employment Services	CF0	DCHR	BE0	Intra District	Learning & Dev / Special Programs	\$ 1,058,179.48	Provide / manage LEAP Program	Yes	Yes	Yes
Office of Unified Communication	UC0	DCHR	BE0	Intra District	Learning & Dev / Special Programs	\$ 85,747.38	Provide Intern Services for DLP	Yes	Yes	No
Department of Human Services	JA0	DCHR	BE0	Intra District	Learning & Dev / Special Programs	\$ 25,506.00	Administer Job Circle	Yes	Yes	No
MPD	FA0	DCHR	BE0	Intra District	Learning & Dev / Special Programs	\$ 40,000.00	Administer Job Circle	Yes	Yes	No
Office of Planning	BD0	DCHR	BE0	Intra District	Learning & Dev / Special Programs	\$ 51,010.00	Provide Intern Services for DLP	Yes	Yes	No
Department of Housing & Community development	DB0	DCHR	BE0	Intra District	Policy & Comp / Compliance	\$ 9,670.00	Provide Intern Services for DLP	Yes	Yes	No
Department of Human Services	JA0	DCHR	BE0	Intra District	Learning & Dev / Training & Develop	\$ 44,567.00	Administer Job Circle	Yes	Yes	No
Department of Energy & Environment	KG0	DCHR	BE0	Intra District	Learning & Dev / Training & Develop	\$ 9,670.00	Administer Job Circle	Yes	Yes	No
Department of For-Hire Vehicles	TC0	DCHR	BE0	Intra District	Policy & Comp / Compliance	\$ 1,576.00	Provide suitability and compliance services	Yes	Yes	No
District of Columbia National Guard	FK0	DCHR	BE0	Intra District	Policy & Comp / Compliance	\$ 9,592.25	Provide suitability and compliance services	Yes	Yes	No
Department of Homeland Securty & Emergency Mgmt Agency	BN0	DCHR	BE0	Intra District	Policy & Comp / Compliance	\$ 680.75	Provide suitability and compliance services	Yes	Yes	No
Office of Unified Communication	UC0	DCHR	BE0	Intra District	Policy & Comp / Compliance	\$ 18,176.50	Provide suitability and compliance services	Yes	Yes	Yes
Department of Parks and Recreation	HA0	DCHR	BE0	Intra District	Policy & Comp / Compliance	\$ 97,321.50	Provide suitability and compliance services	Yes	Yes	No
Department of Health	HCO	DCHR	BE0	Intra District	Policy & Comp / Compliance	\$ 5,618.00	Provide suitability and compliance services	Yes	Yes	No
Department of Employment Services	CF0	DCHR	BE0	Intra District	Policy & Comp / Compliance	\$ 45,612.00	Provide suitability and compliance services	Yes	Yes	No
Department of Youth Rehabilitation Services	JZ0	DCHR	BE0	Intra District	Policy & Comp / Compliance	\$ 18,107.75	Provide suitability and compliance services	Yes	Yes	No
Office of Fire and Emergency Medical Services	FB0	DCHR	BE0	Intra District	Policy & Comp / Compliance	\$ 38,129.97	Provide suitability and compliance services	Yes	Yes	No
The Department of General Service	AM0	DCHR	BE0	Intra District	Policy & Comp / Compliance	\$ 6,568.25	Provide suitability and compliance services	Yes	Yes	No
Department of Transportation	KA0	DCHR	BE0	Intra District	Policy & Comp / Compliance	\$ 24,081.35	Provide suitability and compliance services	Yes	Yes	No

Intra District Transferences - DCHR As Seller Agency

As of 9/30/2017

Buyer Agency	Agency Code	Seller Agency	Agency Code	Fund	Program & Activity	Amount	MOU Description	Funds Advanced	Budget Authority Granted	Letter of Intent
Office of the State Superintendent of Education	GDO	DCHR	BE0	Intra District	Policy & Comp / Compliance	\$ 436,531.12	Provide suitability and compliance services	Yes	Yes	No
Department of Public Libraries	CEO	DCHR	BE0	Intra District	Policy & Comp / Compliance	\$ 9,611.55	Provide suitability and compliance services	Yes	Yes	No
Department of Motor Vehicles	KV0	DCHR	BE0	Intra District	Policy & Comp / Compliance	\$ 6,642.25	Provide suitability and compliance Services	Yes	Yes	No
City Wide MOU	All	DCHR	BE0	Intra District	Various	\$ 5,555,050.00	Administration of Employee Benefits/ Health Programs	Yes	Yes	N / A
Total FY2017 DCHR as seller Agency						\$ 8,523,886.20				

Intra District Transfers - DCHR As Buyer Agency	As of 9/30/2017
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Buyer Agency	Agency Code	Seller Agency	Agency Code	Index	PCA	Object class	Amount	Funding Source	MOU Description	Letter of Intent
D.C. Department of Human Resources	BE0	OCFO - Office Finance & Resource Management	AS0	FHBAS	10100	0111	\$ 325,239.00	Intra district	OCFO to provide Financial Services	Yes
D.C. Department of Human Resources	BE0	Department of Public Works	KTO	FHBAS	10300	0404	\$ 1,578.78	Local	Fleet Services	Yes
D.C. Department of Human Resources	BE0	Office of Disability Rights	JRO	FHBAS	10100	0409	\$ 3,588.00	Intra district	To provide sign language interpretation services	No
D.C. Department of Human Resources	BE0	Office of Chief Technology Officer	TO0	FHBAS	10100	0409	\$ 23,052.00	Intra district	Microsoft Office 365 Enterprise Subscription	No
Total for FY2017 - DCHR as buyer agency							\$ 353,457.78			

Intra District Transferees - DCHR As Seller Agency

As of 2/1/2018

Buyer Agency	Agency Code	Seller Agency	Agency Code	Fund	Program & Activity	Amount	MOU Description	Funds Advanced	Budget Authority Granted	Letter of Intent
Department of Transportation	KA0	DCHR	BE0	Intra District	Learning & Dev / Capital City Fellow	\$ 16,935.03	To provide Captial City Fellows Program	No	No	No
Office of the State Superintendent of Education	GO0	DCHR	BE0	Intra District	Learning & Dev / Capital City Fellow	\$ 16,938.03	To provide Captial City Fellows Program	No	No	No
Department of Employment Services	CFO	DCHR	BE0	Intra District	Learning & Dev / Special Programs	\$ 1,875,937.22	Manage Summer & year round LEAP Program	No	Yes	Yes
Department on Disability Services	JM0	DCHR	BE0	Intra District	HR Solution / Recruiting	\$ 92,195.91	DCHR to provide Employment Specialist	Yes	Yes	No
Office of the Deputy Mayor for Greater Economic Opp.	EM0	DCHR	BE0	Intra District	Learning & Dev / Training & Develop	\$ 12,500.00	Executive leadership program	Yes	No	No
Department of Health	HCO	DCHR	BE0	Intra District	Learning & Dev / Training & Develop	\$ 25,000.00	Executive leadership program	Yes	No	No
Department of Parks and Recreation	HA0	DCHR	BE0	Intra District	Learning & Dev / Training & Develop	\$ 25,000.00	Executive leadership program	Yes	Yes	No
Office of Finance and Treasury	ATO	DCHR	BE0	Intra District	Benefits - Ben Operation	\$ 207,948.57	DCHR to provide support 401(a) & 457(b)	No	No	No
Department of Housing & Community development	DB0	DCHR	BE0	Intra District	AMP - Personnel	\$ 55,287.00	Personnel Management Responsibility	Yes	No	No
Department of General Services	AM0	DCHR	BE0	Intra District	AMP - Personnel	\$ 157,986.00	Provide HR Leadership and Guidance	No	No	No
Department of Health Benefit Exchange Authority	HIO	DCHR	BE0	SPR	AMP - Personnel	\$ 100,250.00	Provide HR Services	Yes	Yes	Yes
Department of Campaign Finance	CJO	DCHR	BE0	Intra District	HR Solution / Recruiting	\$ 15,000.00	Provide HR Services	Yes	Yes	Yes
Department of Consumer Regulatory Affairs	CRO	DCHR	BE0	Intra District	Strategic Human Cap/ Perform M.	\$ 67,053.00	Provide HR Services	Yes	Yes	Yes
Department of Small & Local Business dev	ENO	DCHR	BE0	Intra District	Strategic Human Cap/ Perform M.	\$ 15,750.00	Provide HR Services	No	No	Yes
Office of Unified Communication	UC0	DCHR	BE0	Intra District	Learning & Dev / Special Programs	\$ 120,000.00	Provide Intern Services for DLP	Yes	No	No
Department of Human Services	JA0	DCHR	BE0	Intra District	Learning & Dev / Special Programs	\$ 25,800.00	Provide Intern Services for DLP	No	No	No
Department of Small & Local Business dev	ENO	DCHR	BE0	Intra District	Learning & Dev / Special Programs	\$ 15,222.00	Provide Intern Services for DLP	Yes	No	No
Department of Insurance, Securities and Banking	SRO	DCHR	BE0	Intra District	Policy & Comp / Compliance	\$ 3,279.00	Provide suitability and compliance services	Yes	Yes	No
Department of For-Hire Vehicles	TC0	DCHR	BE0	Intra District	Policy & Comp / Compliance	\$ 6,890.00	Provide suitability and compliance services	Yes	No	No
District of Columbia National Guard	JA0	DCHR	BE0	Intra District	Policy & Comp / Compliance	\$ 10,773.00	Provide suitability and compliance services	Yes	Yes	No
Department of Homeland Security & Emergency Mgmt Agency	BN0	DCHR	BE0	Intra District	Policy & Comp / Compliance	\$ 2,380.00	Provide suitability and compliance services	Yes	Yes	No
Office of Unified Communication	UC0	DCHR	BE0	Intra District	Policy & Comp / Compliance	\$ 18,534.00	Provide suitability and compliance services	Yes	Yes	Yes
DC Public Schools	GA0	DCHR	BE0	Intra District	Policy & Comp / Compliance	\$ 272,000.00	Provide suitability and compliance services	No	No	No
Department of Parks and Recreation	HA0	DCHR	BE0	Intra District	Policy & Comp / Compliance	\$ 141,464.00	Provide suitability and compliance services	Yes	Yes	No
Department of Health	HCO	DCHR	BE0	Intra District	Policy & Comp / Compliance	\$ 10,347.00	Provide suitability and compliance services	Yes	Yes	No
Department of Employment Services	CFO	DCHR	BE0	Intra District	Policy & Comp / Compliance	\$ 96,641.00	Provide suitability and compliance services	Yes	Yes	Yes
Office of Contracting and Procurement	PO0	DCHR	BE0	Intra District	Policy & Comp / Compliance	\$ 6,048.00	Provide suitability and compliance services	Yes	Yes	No
Department of Youth Rehabilitation Services	JZO	DCHR	BE0	Intra District	Policy & Comp / Compliance	\$ 6,550.00	Provide suitability and compliance services	Yes	No	No
Department of Forensic Science	FR0	DCHR	BE0	Intra District	Policy & Comp / Compliance	\$ 27,279.00	Provide suitability and compliance services	Yes	Yes	No
Office of Fire and Emergency Medical Services	FB0	DCHR	BE0	Intra District	Policy & Comp / Compliance	\$ 56,383.00	Provide suitability and compliance services	Yes	Yes	No
Office of Chief Medical Examiner	FX0	DCHR	BE0	Intra District	Policy & Comp / Compliance	\$ 2,082.00	Provide suitability and compliance services	Yes	Yes	No
Department of the Attorney General	CB0	DCHR	BE0	Intra District	Policy & Comp / Compliance	\$ 3,720.00	Provide suitability and compliance services	Yes	No	No
Department of Consumer Regulatory Affairs	CRO	DCHR	BE0	Intra District	Policy & Comp / Compliance	\$ 6,456.00	Provide suitability and compliance services	Yes	No	No
Human Resources Administration Child and Family Services	RLO	DCHR	BE0	Intra District	Policy & Comp / Compliance	\$ 38,819.00	Provide suitability and compliance services	Yes	No	No
Office of Chief Technology Officer	TO0	DCHR	BE0	Intra District	Policy & Comp / Compliance	\$ 7,688.00	Provide suitability and compliance services	Yes	No	Yes
Department of Disability Services	JM0	DCHR	BE0	Intra District	Policy & Comp / Compliance	\$ 11,262.00	Provide suitability and compliance services	Yes	Yes	No
The Department of General Service	AM0	DCHR	BE0	Intra District	Policy & Comp / Compliance	\$ 35,220.00	Provide suitability and compliance services	Yes	No	No
Department of Transportation	KA0	DCHR	BE0	Intra District	Policy & Comp / Compliance	\$ 33,916.00	Provide suitability and compliance services	No	No	No
Office of the State Superintendent of Education	GD0	DCHR	BE0	Intra District	Policy & Comp / Compliance	\$ 89,775.00	Provide suitability and compliance services	Yes	Yes	No
Office of the State Superintendent of Education	GD0	DCHR	BE0	Intra District	Policy & Comp / Compliance	\$ 107,752.00	Provide suitability and compliance services	Yes	Yes	Yes
Department of Public Libraries	CE0	DCHR	BE0	Intra District	Policy & Comp / Compliance	\$ 20,593.00	Provide suitability and compliance services	No	No	No
Department of Human Services	JA0	DCHR	BE0	Intra District	Policy & Comp / Compliance	\$ 37,675.00	Provide suitability and compliance Services	Yes	No	Yes
Department of Motor Vehicles	TC0	DCHR	BE0	Intra District	Policy & Comp / Compliance	\$ 4,275.00	Provide suitability and compliance Services	Yes	No	No
City Wide MOU	All	DCHR	BE0	Intra District	Various	\$ 5,152,026.49	Administration of Employee Benefits/ Health Programs	Yes	Yes	N / A
Total FY2018 DCHR as seller Agency						\$ 9,054,630.25				

Intra District Transfers - DCHR As Buyer Agency	2/1/2018
As of 2/1/2018	

Buyer Agency	Agency Code	Seller Agency	Agency Code	Index	PCA	Object class	Amount	Funding Source	MOU Description	Letter of Intent
D.C. Department of Human Resources	BE0	OCFO - Office Finance & Resource Management	AS0	FHBAS	10100	0111	\$ 330,022.56	Intra district	OCFO to provide Financial Services	Yes
D.C. Department of Human Resources	BE0	Department of Public Works	KTO	FHBAS	10300	0404	\$ 3,329.78	Local	Fleet Services	Yes
D.C. Department of Human Resources	BE0	Office of Chief Technology Officer	TOO	FHBAS	10100	0409	\$ 22,743.00	Intra district	OPR to Develop & Administer a records retention schedule	No
D.C. Department of Human Resources	BE0	Office of Chief Technology Officer	TOO	FHBAS	10100	0409	\$ 53,528.00	Intra district	Microsft Office 365 Enterprise Subscription	No
Total for FY2018 - DCHR as buyer agency							\$ 409,623.34			

DCHR FY 2017 PROCUREMENTS OVER \$10K

Contractor Name/Sub Status	Contract #/Type	Description of Services	Period of Performance / Current Year of Contract	Contract Amount	Deliverables/Monitoring
Cheiron, Inc. N/A	CW47075 <i>Requirements</i>	Actuarial Services - provide employee benefits, consulting, actuarial services and expert advice for various benefit plans including medical, vision, dental, life and disability insurance, commuter benefits, flexible spending accounts, retirement plans, and retiree health and life insurance plans.	10/1/2016 – 9/30/2017 Base Period	NTE \$150,000.00	Deliverables: Annual forensic analysis of contractor health and dental insurance price/cost proposals. Monitoring: Quarterly PASS Evaluations.
George Washington University N/A	DCBE-2014-C-0160 <i>Sole Source</i>	Certified Public Manager Program - provide a leadership and management training program for mid-level District managers through the Certified Public Manager (CPM). Program augments the leadership and management training program provided for mid-level DC Government managers.	10/1/2016 – 9/30/2017 OY 2	\$195,584.00	Deliverables: Syllabus provided at start of module. One module completed every 12 months. Evaluations completed by students on instructor, curriculum, materials and content after each day's class. Annual graduation ceremony. Monitoring: Monthly meetings with Contractor. Quarterly PASS Evaluations.
Cigna SubK for	DCBE-2013-C-0199 <i>Requirements</i>	Citywide Dental Services - provide high quality, cost effective, and accessible dental insurance plan for employees.	1/1/2017 – 12/31/2017 OY 4	\$11,376,767.48	Deliverables: Provide high-quality, cost effective, and accessible dental insurance Monitoring: Quarterly PASS Evaluations.

Contractor Name/Sub Status	Contract #/Type	Description of Services	Period of Performance / Current Year of Contract	Contract Amount	Deliverables/Monitoring
Benefit Resources Inc. N/A	CW38983 <i>Requirements</i>	Commuter Benefits and Flexible Spending Administration – administration of the District’s Flexible Spending and Commuter Benefit Programs for approximately 36,000 District employees, in accordance with IRS regulation Section 132(f).	1/1/2017 – 12/31/2017 OY 2	\$240,750.00	Deliverables: Flexible Spending and Commuter Benefit Programs. Monitoring: Quarterly PASS Evaluations.
Knowlogy Corporation N/A	CW44602 <i>Exempt from Competition</i>	Computer Application Training - to support/deliver Computer Application training in various District government agencies. Training includes Microsoft Office: Word, Excel, Access, Power Point, Visio, Share Points, Adobe.	6/21/16 – 6/21/2017 OY 1	\$85,275.00	Deliverables: Provide classroom instruction in Microsoft Office: Word, Excel, Access, Power Point, Visio, Share Points, Adobe to District government employees that register. Monitoring: Quarterly PASS Evaluations.
Canon N/A	GS-00F-002V <i>GSA Schedule</i>	Copier Lease – to lease copiers, associated maintenance services, and applicable accessories.	10/1/2016 – 9/30/2017 OY 4	\$142,895.00	Deliverables: Provide routine service and maintenance on leased copier equipment. Monitoring: Perform monthly authentication and tracking software for automatic reporting function. Uniflow allows the agency to manage its fleet by facts with over 60 different types of reports.

Contractor Name/Sub Status	Contract #/Type	Description of Services	Period of Performance / Current Year of Contract	Contract Amount	Deliverables/Monitoring
Neal R. Gross N/A	CW40026 <i>Requirements</i>	Court Reporting Services - to provide court reporter services. The Police and Firefighters' Retirement and Relief Board require these services for review and consideration of disability retirements and related matters.	11/2/2016 – 11/1/2017 OY 1	\$40,000.00	Deliverables: Recorded and transcribed products for all disability hearings before the Board and other related matters. Monitoring: Quarterly PASS Evaluations.
Fieldprint N/A	CW39361 <i>Requirements</i>	Criminal Background Checks - to conduct criminal background searches, consumer credit reports, driving record reporting, personal history statement review, employment verification, personal reference checks, education and military verification (if applicable) to employees, volunteers, and applicants for employment of positions for protection, safety, and sensitive positions.	10/1/2016 – 9/30/2017 OY 1	\$167,875.00	Deliverables: Provide criminal background searches, consumer credit reports, driving record reporting, personal history statement review, employment verification, personal reference checks, education and military verification as needed. Monitoring: Maintained through Sharepoint and the Tru-Screen IT Web service. 24hr- 365 days/yr real time reporting.
Metro Lab N/A	CW38738 <i>Requirements</i>	Drug and Alcohol Testing - to perform job related forensic screening which include drug and alcohol testing for the District of Columbia. This requires the screening of persons in Safety or Protection Sensitive positions. Specifically, the Contractor shall be responsible for providing pre-employment, random, reasonable suspicion, post-accident/incident, return-to-duty, Medical Review Officer Services and follow-up testing for all affected applicants and employees.	9/1/2016 – 8/31/2017 OY 2	\$0	N/A - Option not exercised due to contractor performance issues.

Contractor Name/Sub Status	Contract #/Type	Description of Services	Period of Performance / Current Year of Contract	Contract Amount	Deliverables/Monitoring
National Drug Screening N/A	CW40670 <i>IDIQ</i>	Drug and Alcohol Testing - to perform job related forensic screening which include drug and alcohol testing for the District of Columbia. This requires the screening of persons in Safety or Protection Sensitive positions. Specifically, the Contractor shall be responsible for providing pre-employment, random, reasonable suspicion, post-accident/incident, return-to-duty, Medical Review Officer Services and follow-up testing for all affected applicants and employees.	12/4/2016 – 12/3/2017 OY 1	NTE\$662,200.00	Deliverables: Service 36K District employees and 27 Agencies under Personnel Authority. Drug and alcohol testing, collections system, and medical examiner review. Monitoring: 24hr- 365 days/yr real time reporting. Program reconciles invoices. Bi-Annual In-Progress Reviews (IPRs) with Contractor. Quarterly PASS Evaluations.
Inova N/A	CW29517/ DCBE-2014-C-0159 <i>Requirements</i>	Employee Assistance Program (EAP) - provide assessments, counseling, referral and follow-up services for District Government employees who encounter such problems as substance abuse, family/marital problems, financial difficulties, or emotional problems that could adversely affect an employee's overall job performance.	6/23/2016 – 6/22/2017 OY 2	\$249,924.60	Deliverables: Assessments, counseling, referral and follow-up services for District Government employees Monitoring: Quarterly PASS Evaluations.
George Washington University N/A	CW30598 <i>Requirements</i>	Executive Leadership Program – to enhance the performance of the Mayor's Cabinet and build a talent pipeline of second-tier leaders. The program covers: creating organizational leadership, change initiatives, innovation and sustained capacity building.	3/21/2016 – 3/20/2017 OY 2	\$205,000.00	Deliverables: Monthly 2-day meeting for nine month program to train cohorts in strategic planning, leadership development, one-on-one and peer coaching sessions. Monitoring: Quarterly PASS Evaluations and individual participant surveys on training effectiveness.

Contractor Name/Sub Status	Contract #/Type	Description of Services	Period of Performance / Current Year of Contract	Contract Amount	Deliverables/Monitoring
Polihire N/A	CW36508 <i>IDIQ</i>	Executive Search Services - recruiting and vetting candidates for executive, senior-level, and hard-to-fill technical positions, to conduct recruitment activities on an as needed basis. The Contractor shall assist DCHR and District government agencies in recruiting qualified candidates for excepted service and executive level positions.	4/14/2016 – 4/13/2017 OY 1	\$17,410.00	Deliverables: Deliver qualified candidates to DCHR for screening related to hard-to-fill vacancies. Monitoring: Quarterly PASS Evaluations.
The Choice N/A	CW36510 <i>IDIQ</i>	Executive Search Services - recruiting and vetting candidates for executive, senior-level, and hard-to-fill technical positions, to conduct recruitment activities on an as needed basis. The Contractor shall assist DCHR and District government agencies in recruiting qualified candidates for excepted service and executive level positions.	4/14/2016 – 4/13/2017 OY 1	\$10,300.00	Deliverables: Deliver qualified candidates to DCHR for screening related to hard-to-fill vacancies. Monitoring: Quarterly PASS Evaluations.
Aetna Approved Sub for 0.18%	CW38673 <i>Requirements</i>	Health Benefits - to provide health insurance benefit plans (PPO, HMO, and CDHP) for employees of the District of Columbia.	1/1/2017 – 12/31/2017 OY 2	\$378,639,555.84 DCHR only administers this contract. The contract amount is not reflected in DCHR's budget.	Deliverables: Provide high-quality PPO, HMO, and CDHP health insurance benefit plans for employees and beneficiaries of the District of Columbia. Monitoring: Quarterly PASS Evaluations.
Kaiser Approved Sub for 0.11%	CW38675 <i>Requirements</i>	Health Benefits - to provide health insurance benefit plans (HMO) for employees of the District of Columbia.	1/1/2017 – 12/31/2017 OY 2	\$220,997,964.80 DCHR only administers this contract. The contract amount is not reflected	Deliverables: Provide high-quality HMO health insurance benefit plans for employees and beneficiaries of the District of Columbia. Monitoring: Quarterly PASS Evals.

Contractor Name/Sub Status	Contract #/Type	Description of Services	Period of Performance / Current Year of Contract	Contract Amount	Deliverables/Monitoring
				in DCHR's budget.	
United Healthcare Approved Sub for 0.2%	CW38677 <i>Requirements</i>	Health Benefits - to provide health insurance benefit plans (HMO) for employees of the District of Columbia.	1/1/2017 – 12/31/2017 OY 2	\$250,752,156.00 DCHR only administers this contract. The contract amount is not reflected in DCHR's budget.	Deliverables: Provide high-quality HMO health insurance benefit plans for employees and beneficiaries of the District of Columbia. Monitoring: Quarterly PASS Evaluations.
Standard Insurance Co. Approved Sub for 2.42%	CW47748 <i>Requirements</i>	Life and Disability Insurance – to underwrite and administer the District's Life Insurance and Long and Short Term Disability Insurance Plans.	1/1/2017 – 12/31/2017 OY 1	\$18,765,086.00 DCHR only administers this contract. The contract amount is not reflected in DCHR's budget.	Deliverables: Provide high-quality life and disability insurance benefit plans for employees and beneficiaries of the District of Columbia. Monitoring: Quarterly PASS Evaluations.
Tai Pedro and Associates N/A	CW24917 <i>BPA</i>	On Demand Training – to provide various employee training and consulting services	5/6/2016 – 5/5/2017 OY 3	NTE \$100,000.00	Deliverables: Provide various employee training and consulting services Monitoring: Quarterly PASS Evaluations.
Skillssoft N/A	CW40205 <i>Requirements</i>	Online Training (E-Learning) - to provide content training to include, at a minimum, business, technical, compliance, health and safety content training and associated reference materials as a blended multi-media	11/22/2015 – 11/21/2016 OY 2	\$189,665.00	Deliverables: Provide business, technical, compliance and health and safety content training. Provides associated reference materials as a blended multi-media learning system

Contractor Name/Sub Status	Contract #/Type	Description of Services	Period of Performance / Current Year of Contract	Contract Amount	Deliverables/Monitoring
		learning system accessed through the internet for District employees.			accessed through the internet for District employees. Monitoring: Quarterly PASS Evaluations.
Tai Pedro and Associates N/A	CW28737 BPA	Training Development/Consulting - to design/update (as necessary) the organizational skills training courses, as well as to provide the training and instruction to employees of the District of Columbia government.	5/6/2016 – 5/5/2017 OY 4	\$0 - DCHR elected not to use Contractor after end of FY17	Deliverables: Provided organizational skills training courses. Monitoring: Quarterly PASS Evaluations.
Quality Plan Administrators CBE Approved Waiver	CW38758 Requirements	Vision Benefits - to provide a high quality, cost effective, and accessible prepaid vision care services plan for union and non-union employees of the Government of the District of Columbia.	1/1/2017 – 12/31/2017 OY 2	\$1,279,707.00 DCHR only administers this contract. The contract amount is not reflected in DCHR's budget.	Deliverables: Provide high-quality, cost effective and accessible prepaid vision care services. Monitoring: Quarterly PASS Evaluations.
Calibre Systems N/A	CW51425 Requirements	Lean Six Sigma Program – to provide a centralized Lean Six Sigma Green Belt and Black Belt Program that provides leadership and management training for mid-level District government managers. Provides training to Green Belt, Black Belt, and Champion training participants for the Lean Six Sigma Program.	5/1/2018 - 4/30/2019 Base Period	\$245,605.00	Deliverables: Provide centralized Lean Six Sigma Green Belt and Black Belt Training and Certification. Monitoring: Quarterly PASS Evaluations.
KPMG	GS-00F-275 CA /CW52244	Employment Tax Services - to provide employment tax and consultation services.	5/17/2018 5/16/2019	\$616,000.00	Deliverables: Provide employment tax and consultation services. PII sensitive.

Contractor Name/Sub Status	Contract #/Type	Description of Services	Period of Performance / Current Year of Contract	Contract Amount	Deliverables/Monitoring
N/A	<i>IDIQ</i>	Contractor performs discovery of the tax issues experienced by the District.	1 yr Contract		Monitoring: Quarterly PASS Evaluations.

Contractor Name/Sub Status	Contract #/Type	Description of Services	Period of Performance / Current Year of Contract	Contract Amount	Deliverables/Monitoring
Dale Carnegie N/A	CW54567 IDIQ	Competency-Based Training – to provide ongoing competency-based employee training and consulting services for the District government workforce.	9/18/17 - 9/17/18 Base Period	NTE: \$200,000.00	Deliverables: Provide computer technology (Microsoft Office, Visio, SharePoint), Technical Computer Applications (DC Geographic Information System), Workplace Essentials (Writing for Essential Communication, Customer Care Excellence, Critical Thinking), Organizational Skills (Effective Presentation Skills, Sexual Harassment, Project Management), Professional Development (Human Resource Management) and Management and Leadership Development. Monitoring: Quarterly PASS Evaluations.
Graduate School USA N/A	CW54596 IDIQ	Competency-Based Training - to provide ongoing competency-based employee training and consulting services for the District government workforce.	9/18/17 - 9/17/18 Base Period	NTE: \$200,000.00	Deliverables: Provide computer technology (Microsoft Office, etc. Technical Computer Applications (DC Geographic Info System), Workplace Essentials (Writing for Essential Communication, Customer Care Excellence, Critical Thinking), Organizational Skills (Effective Presentations, Sexual Harassment, Project Mgmt.), Professional Development, etc. Monitoring: Quarterly PASS Evals.

Contractor Name/Sub Status	Contract #/Type	Description of Services	Period of Performance / Current Year of Contract	Contract Amount	Deliverables/Monitoring
<p>C. L. Russell Group, LLC</p> <p>N/A</p>	<p>CW54567</p> <p><i>IDIQ</i></p>	<p>Competency-Based Training - to provide ongoing competency-based employee training and consulting services for the District government workforce.</p>	<p>9/18/17 - 9/17/18</p> <p>Base Period</p>	<p>NTE: \$200,000.00</p>	<p>Deliverables: Provide computer technology (Microsoft Office, Visio, SharePoint), Technical Computer Applications (DC Geographic Information System), Workplace Essentials (Writing for Essential Communication, Customer Care Excellence, Critical Thinking), Organizational Skills (Effective Presentation Skills, Sexual Harassment, Project Management), Professional Development (Human Resource Management) and Management and Leadership Development.</p> <p>Monitoring: Quarterly PASS Evaluations.</p>

DCHR FY 2018 PROCUREMENTS OVER \$10K

Contractor Name/Sub Status	Contract #/Type	Description of Services	Period of Performance / Current Year of Contract	Contract Amount	Deliverables/Monitoring
Cheiron, Inc. N/A	CW47075 <i>Requirements</i>	Actuarial Services - provide employee benefits, consulting, actuarial services and expert advice for various benefit plans including medical, vision, dental, life and disability insurance, commuter benefits, flexible spending accounts, retirement plans, and retiree health and life insurance plans.	10/1/2017 – 9/30/2018 OY 1	NTE \$150,000.00	Deliverables: Annual forensic analysis of contractor health and dental insurance price/cost proposals. Monitoring: Quarterly PASS Evaluations.
George Washington University N/A	DCBE-2014-C-0160 <i>Sole Source</i>	Certified Public Manager Program - provide a leadership and management training program for mid-level District managers through the Certified Public Manager (CPM). Program augments the leadership and management training program provided for mid-level DC Government managers.	10/1/2017 – 9/30/2018 OY 3	\$195,584.00	Deliverables: Syllabus provided at start of module. One module completed every 12 months. Evaluations completed by students on instructor, curriculum, materials and content after each day's class. Annual graduation ceremony. Monitoring: Monthly meetings with Contractor. Quarterly PASS Evaluations.
Cigna Sub for	CW56050 <i>Requirements</i>	Citywide Dental Services - provide high quality, cost effective, and accessible dental insurance plan for employees.	1/1/2018 – 12/31/2018 OY 1	\$12,363,122.00 DCHR only administers this contract. The contract amount is not reflected in DCHR's budget.	Deliverables: Provide high-quality, cost effective, and accessible dental insurance Monitoring: Quarterly PASS Evaluations.

Contractor Name/Sub Status	Contract #/Type	Description of Services	Period of Performance / Current Year of Contract	Contract Amount	Deliverables/Monitoring
Benefit Resources Inc. N/A	CW38983 <i>Requirements</i>	Commuter Benefits and Flexible Spending Administration – administration of the District’s Flexible Spending and Commuter Benefit Programs for approximately 36,000 District employees, in accordance with IRS regulation Section 132(f).	1/1/2018 – 12/31/2018 OY 3	\$240,750.00	Deliverables: Flexible Spending and Commuter Benefit Programs. Monitoring: Quarterly PASS Evaluations.
Knowlogy Corporation N/A	CW44602 <i>Exempt from Competition</i>	Computer Application Training - to support and deliver computer application training in various District government agencies. Training includes Microsoft Office: Word, Excel, Access, Power Point, Visio, Share Points, Adobe.	6/21/17 – 6/21/2018 OY 2	\$85,275.00	Deliverables: Provide classroom instruction in Microsoft Office: Word, Excel, Access, Power Point, Visio, Share Points, Adobe to District government employees that register. Monitoring: Quarterly PASS Evaluations.
Canon N/A	NIPA CP-002-13/CW57760 <i>Cooperative Agreement</i>	Copier Lease – to lease copiers, associated maintenance services, and applicable accessories.	1/30/2018 – 9/30/2018 Base Period	\$130,222.08	Deliverables: Printers and copiers delivery 2/26/18. Monitoring: Perform monthly authentication and tracking software for automatic reporting function. Uniflow allows the agency to manage its fleet by facts with over 60 different types of reports.
Neal R. Gross	CW40026	Court Reporting Services - to provide court reporter services. The Police and Firefighters’	11/2/2018 – 11/1/2018	\$40,000.00	Deliverables: Record and transcribe products for all disability hearings

N/A	<i>Requirements</i>	Retirement and Relief Board require these services for review and consideration of disability retirements and related matters.	OY 2		before the Board and other related matters. Monitoring: Quarterly PASS Evaluations.
Contractor Name/Sub Status	Contract #/Type	Description of Services	Period of Performance / Current Year of Contract	Contract Amount	Deliverables/Monitoring
Fieldprint N/A	CW39361 <i>Requirements</i>	Criminal Background Checks - to conduct criminal background searches, consumer credit reports, driving record reporting, personal history statement review, employment verification, personal reference checks, education and military verification (if applicable) to employees, volunteers, and applicants for employment of positions for protection, safety, and sensitive positions.	10/1/2017 – 9/30/2018 OY 2	NTE \$600,000.00	Deliverables: Provide criminal background searches, consumer credit reports, driving record reporting, personal history statement review, employment verification, personal reference checks, education and military verification. Monitoring: Maintained through Sharepoint and the Tru-Screen IT Web service. 24hr- 365 days/yr real time reporting.
National Drug Screening N/A	CW40670 <i>IDIQ</i>	Drug and Alcohol Testing - to perform job related forensic screening which include drug and alcohol testing for the District of Columbia. This requires the screening of persons in Safety or Protection Sensitive positions. Specifically, the Contractor shall be responsible for providing pre-employment, random, reasonable suspicion, post-accident/incident, return-to-duty, Medical Review Officer Services and follow-up testing for all affected applicants and employees.	12/4/2017 – 12/3/2018 OY 2	NTE\$662,200.00	Deliverables: Service 36K District employees and 27 Agencies under Personnel Authority. Drug and alcohol testing, collections system, and medical examiner review. Monitoring: 24hr- 365 days/yr real time reporting. Program reconciles invoices. Bi-Annual In-Progress Reviews (IPRs) with Contractor. Quarterly PASS Evaluations.

Contractor Name/Sub Status	Contract #/Type	Description of Services	Period of Performance / Current Year of Contract	Contract Amount	Deliverables/Monitoring
Inova N/A	CW29517/ DCBE-2014-C-0159 <i>Requirements</i>	Employee Assistance Program (EAP) - provide assessments, counseling, referral and follow-up services for District Government employees who encounter such problems as substance abuse, family/marital problems, financial difficulties, or emotional problems that could adversely affect an employee's overall job performance.	6/23/2017 – 6/22/2018 OY 3	\$247,674.00	Deliverables: Assessments, counseling, referral and follow-up services for District Government employees Monitoring: Quarterly PASS Evaluations.
George Washington University N/A	CW30598 <i>Requirements</i>	Executive Leadership Program – to enhance the performance of the Mayor's Cabinet and build a talent pipeline of second-tier leaders. The program covers: creating organizational leadership, change initiatives, innovation and sustained capacity building.	3/21/2017 – 3/20/2018 OY 3	\$205,000.00	Deliverables: Monthly 2-day meeting for nine month program to train cohorts in strategic planning, leadership development, one-on-one and peer coaching sessions. Monitoring: Quarterly PASS Evaluations and individual participant surveys on training effectiveness.
Polihire N/A	CW36508 <i>IDIQ</i>	Executive Search Services - recruiting and vetting candidates for executive, senior-level, and hard-to-fill technical positions, to conduct recruitment activities on an as needed basis. The Contractor shall assist DCHR and District government agencies in recruiting qualified candidates for excepted service and executive level positions.	4/14/2017 – 4/13/2018 OY 2	\$17,410.00	Deliverables: Deliver qualified candidates to DCHR for screening related to hard-to-fill vacancies. Monitoring: Quarterly PASS Evaluations.

Contractor Name/Sub Status	Contract #/Type	Description of Services	Period of Performance / Current Year of Contract	Contract Amount	Deliverables/Monitoring
The Choice N/A	CW36510 <i>IDIQ</i>	Executive Search Services - recruiting and vetting candidates for executive, senior-level, and hard-to-fill technical positions, to conduct recruitment activities on an as needed basis. The Contractor shall assist DCHR and District government agencies in recruiting qualified candidates for excepted service and executive level positions.	4/14/2017 – 4/13/2018 OY 2	\$0	N/A - OY 2 not exercised due to contractor performance
Aetna Approved Sub for 0.16%	CW38673 <i>Requirements</i>	Health Benefits - to provide health insurance benefit plans (PPO, HMO, and CDHP) for employees of the District of Columbia.	1/1/2018 – 12/31/2018 OY 3	\$406,456,020.88 DCHR only administers this contract. The contract amount is not reflected in DCHR's budget.	Deliverables: Provide high-quality PPO, HMO, and CDHP health insurance benefit plans for employees and beneficiaries of the District of Columbia. Monitoring: Quarterly PASS Evaluations.
Kaiser Approved Sub for 0.11%	CW38675 <i>Requirements</i>	Health Benefits - to provide health insurance benefit plans (HMO) for employees of the District of Columbia.	1/1/2018 – 12/31/2018 OY 3	\$228,633,971.80 DCHR only administers this contract. The contract amount is not reflected in DCHR's budget.	Deliverables: Provide high-quality HMO health insurance benefit plans for employees and beneficiaries of the District of Columbia. Monitoring: Quarterly PASS Evals.

Contractor Name/Sub Status	Contract #/Type	Description of Services	Period of Performance / Current Year of Contract	Contract Amount	Deliverables/Monitoring
United Healthcare Approved Sub for 0.01%	CW38677 <i>Requirements</i>	Health Benefits - to provide health insurance benefit plans (HMO) for employees of the District of Columbia.	1/1/2018 – 12/31/2018 OY 3	\$273,070,016.00 DCHR only administers this contract. The contract amount is not reflected in DCHR's budget.	Deliverables: Provide high-quality HMO health insurance benefit plans for employees and beneficiaries of the District of Columbia. Monitoring: Quarterly PASS Evaluations.
Standard Insurance Co. Approved Sub for 2.66%	CW47748 <i>Requirements</i>	Life and Disability Insurance – to underwrite and administer the District's Life Insurance and Long and Short Term Disability Insurance Plans.	1/1/2018 – 12/31/2018 OY 2	\$18,765,086.00 DCHR only administers this contract. The contract amount is not reflected in DCHR's budget.	Deliverables: Provide high-quality life and disability insurance benefit plans for employees and beneficiaries of the District of Columbia. Monitoring: Quarterly PASS Evaluations.
Tai Pedro and Associates N/A	CW24917 <i>BPA</i>	On Demand Training – to provide various employee training and consulting services	5/6/2017 – 5/5/2018 OY 4	\$0	N/A - DCHR elected not to use Contractor after end of FY17.
Skillssoft N/A	CW40205 <i>Requirements</i>	Online Training (E-Learning) - to provide content training to include, at a minimum, business, technical, compliance, health and safety content training and associated reference materials as a blended multi-media learning system accessed through the internet for District employees.	11/22/2017 – 11/21/2018 OY 2	\$189,665.00	Deliverables: Provide business, technical, compliance and health and safety content training. Provides associated reference materials as a blended multi-media learning system accessed through the internet for District employees.

Contractor Name/Sub Status	Contract #/Type	Description of Services	Period of Performance / Current Year of Contract	Contract Amount	Deliverables/Monitoring
Quality Plan Administrators CBE Approved Waiver	CW38758 <i>Requirements</i>	Vision Benefits - to provide a high quality, cost effective, and accessible prepaid vision care services plan for union and non-union employees of the Government of the District of Columbia.	1/1/2018 – 12/31/2018 OY 3	\$1,279,707.00	Monitoring: Quarterly PASS Evaluations. Deliverables: Provide high-quality, cost effective and accessible prepaid vision care services. Monitoring: Quarterly PASS Evaluations.
Calibre Systems N/A	CW51425 Requirements	Lean Six Sigma Program - to provide a Centralized Lean Six Sigma Green Belt and Black Belt Program that provides leadership and management training for mid-level District government managers. Provides training to Green Belt, Black Belt, and Champion training participants for the Lean Six Sigma Program.	5/1/2018 - 4/30/2019 Base Period	\$245,605.00	N/A – Option year not up for renewal 5/1/18.
KPMG N/A	GS-00F-275 CA /CW52244 IDIQ	Employment Tax Services - to provide employment tax and consultation services. Contractor performs discovery of the tax issues experienced by the District.	5/17/2018 - 5/16/2019 1-yr Contract	\$433,710.00	N/A – Option year not up for renewal 6/17/18.
Dale Carnegie N/A	CW54567 <i>IDIQ</i>	Competency-Based Training - to provide ongoing competency-based employee training and consulting services for the District government workforce.	9/18/18 - 9/17/19 Base Period	NTE: \$200,000.00	N/A – Option year not up for renewal 9/18/18.

Contractor Name/Sub Status	Contract #/Type	Description of Services	Period of Performance / Current Year of Contract	Contract Amount	Deliverables/Monitoring
Graduate School USA N/A	CW54596 <i>IDIQ</i>	Competency-Based Training - to provide ongoing competency-based employee training and consulting services for the District government workforce.	9/18/18 - 9/17/19 Base Period	NTE: \$200,000.00	N/A – Option year not up for renewal 9/18/18.
C. L. Russell Group, LLC N/A	CW54565 <i>IDIQ</i>	Competency-Based Training - to provide ongoing competency-based employee training and consulting services for the District government workforce.	9/18/18 - 9/17/19 Base Period	NTE: \$200,000.00	N/A – Option year not up for renewal 9/18/18.
Midtown Personnel, INC N/A	CW40998 <i>IDIQ</i>	HR Consulting Services – to provide HR Consultants on an as needed basis.	12/23/17 – 12/22/18 OY 2	\$95,000.00	N/A



OCPD 8003.01
Effective Date: October 1, 2004
Expiration Date: Until Rescinded
Page 1 of 5

PROCUREMENT POLICY & PROCEDURE DIRECTIVE

SUBJECT: e-Val CONTRACTOR PERFORMANCE EVALUATION

ORIGINATING OFFICE: Business Operations Unit (BOU)

1. **PURPOSE**: The purpose of this policy directive is to establish and implement uniform procedures for the systematic evaluation and assessment of contractor performance by the Office of Contracting and Procurement (OCP) in cooperation with OCP customer agencies.
2. **AUTHORITY**: Section 202 of the District of Columbia Procurement Practices Act of 1985 (PPA), effective February 21, 1986, as amended, (D.C. Law 6-85; D.C. Official Code §2-302.02).
3. **APPLICABILITY**: This policy directive shall apply to construction contracts and contracts for supplies and services (including architectural and engineering), when the value equals or exceeds one-hundred thousand dollars (\$100,000).

4. POLICY STATEMENT:

4.1 General Rule

The OCP shall operate and maintain e-Val, a computerized database of contractor performance evaluations designed to:

- 4.1.1 Make clear that a contractor's performance is one of the factors that should be considered by OCP contract personnel when considering awarding a contract;
- 4.1.2 Establish the criteria to be used by contract personnel to evaluate contractor performance under supplies and services contracts and construction contracts;
- 4.1.3 Establish a consistent contractor rating system;
- 4.1.4 Establish a mechanism for collecting contractor performance information electronically;

- 4.1.5 Monitor contractor compliance with contract requirements;
 - 4.1.6 Ensure that the District receives high quality supplies and services; and
 - 4.1.7 Maintain a history of contractor performance.
- 4.2 The e-Val database shall reside on the Intranet. Contractor performance information can be reviewed and reports generated by OCP contracting personnel using their SLA passwords at www.ocp.in.dc.gov, “Online Business Processing”, (e-Val OCP only). Agency program personnel may view all records that have been evaluated, minus the ratings which can be provided by OCP contracting personnel, as needed.
- 4.3 Information on the e-Val policy and evaluation instructions are available to the public on <http://www.ocp.dc.gov>.
- 4.4 The purpose of maintaining past performance evaluations of D.C. Contractors is to provide historical information to be used strictly in the decision process to award new D.C. contracts, or to exercise options on existing D.C. contracts. Rating information maintained on e-Val is not public information and shall not be released to anyone other than OCP personnel, program personnel (as needed) and to the affected contractor. This information is exempt from disclosure under Freedom of Information Act requests under D.C. Official Code § 2-534(a)(4).
- 4.5 **Definitions:**
- 4.5.1 **Days:** Calendar days
 - 4.5.2 **e-Val:** OCP’s electronic database that initiates evaluation notifications, collects and maintains performance evaluations on D.C. contractors for all contracts over \$100,000. Evaluations can be searched by completed evaluations, contract number, by NIGP code, by vendor, by date and by caption.
 - 4.5.3 **Form 4001 for Supplies And Services Contracts and 4001a for Construction Contracts:** The primary instruments for evaluating contractor performance contain two primary parts: 1) General information about the contract, the contractor and the evaluator and 2) Rating/comments.
 - 4.5.4 **Form 4001b, the Contractor Response Form:** The instrument that contractors may use to indicate their agreement or disagreement with their respective evaluations and to provide supporting narrative.

- 4.5.5 **e-Val Project Manager:** The program manager within OCP's Business Operations Unit that is responsible for the e-Val system.
- 4.5.6 **Evaluator:** The person who rates the contractor's performance and who in most situations should be the Contracting Officer's Technical Representative (COTR).
- 4.5.7 **Standard Contracting Officer's Letter:** The standard letter for contractor response which the Contracting Officer (CO) must download, sign, date, and forward to the BOU for each completed evaluation. BOU will forward the original letter along with the final evaluation and Contractor Response Form to the contractor.

5. THE SEQUENCED EVALUATION PROCESS

- 5.1 **e-Val** electronically generates a listing of contracts that are within 90 days of the contract expiration date; and sends the listing to BOU, the e-Val Project Manager and the CO simultaneously.
- 5.2 **The e-Val System Manager** sends an electronic notification and an evaluation Form 4001 or 4001a via e-mail to the CO indicating that a particular contract evaluation should be performed and due within 30 calendar days from the initial notification.
- 5.3 **The CO:**
 - 5.3.1 Receives via e-mail, the notification that a contract is due for evaluation and receives forms 4001 or 4001a. The CO reviews the first page of 4001 or 4001a, General Information and completes the evaluator information section. The CO submits the e-mail to the evaluator designated by the CO within five (5) days of notification from the e-Val system manager.
- 5.4 **The Evaluator:**
 - 5.4.1 Receives notification that a contract is due for evaluation via e-mail and completes Form 4001 or 4001a, rating the contractor's performance. Comments are mandatory and must be included for each rating factor. The ratings are to be tabulated electronically.
 - 5.4.2 Reviews and makes any modifications prior to returning the evaluation.

- 5.4.3 Downloads, signs and dates a hard copy of the evaluation for program files. (Electronic signatures are contemplated for the future).
- 5.4.4 Forwards the completed evaluation via e-mail to the Contracting Officer within twelve (12) days of receipt of the first notification to evaluate.

5.5 The CO:

- 5.5.1 Receives the completed evaluation from the Evaluator;
- 5.5.2 Reviews the evaluation and generates a consensus with the Evaluator
- 5.5.3 Finalizes the evaluation, inclusive of all comments
- 5.5.4 Forwards the completed evaluation via e-mail, to the e-Val Project Manager in BOU within five (5) days of receipt from the evaluator
- 5.5.5 Downloads, completes and signs a hard copy of the Standard Contracting Officer's Letter to the contractor and immediately forwards the original to the e-Val Project Manager in the BOU via United States Postal Service mail, or hand delivered to the receptionist at OCP Headquarters. Maintains a hard copy of the completed evaluation in the official contract file.

5.6 The e-Val Project Manager:

- 5.6.1 Sends a copy of the evaluation, the originally signed Standard Contracting Officer's Letter and the Contractor Response Form 4001b to the contractor within seven (7) days of receipt from the CO. The Contractor is requested to respond to the evaluation ratings and comments within 30 days.
- 5.6.2 Stores the completed evaluation in the e-Val system in a pending status file until a response is obtained.

5.7 The Contractor:

- 5.7.1 Responds or fails to respond via regular mail or e-mail within thirty (30) days of the date the evaluation documents are sent by BOU.

5.8 The e-Val Project Manager:

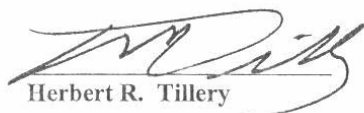
- 5.8.1 Upon receipt of the contractor's response:
- 5.8.1.1 Forwards a copy of the completed Contractor Response Form to the CO f or maintenance in the official contract file; and
 - 5.8.1.2 Stores the Contractor's Response Form 4001b in the e-Val system with the contractor's performance evaluation
- 5.8.2 Removes the evaluation from the pending status and stores it within e-Val with a notice of no response to the Contracting Officer if the contractor does not respond within 30 days.

6. APPENDICES

- Appendix A:** Form 4001 Contractor Performance Evaluation for Supplies and Services
- Appendix B:** Form 4001a Contractor Performance Evaluation for Construction
- Appendix C:** Form 4001b Contractor Response Form - Supplies and Services
- Appendix D:** Form 4001b Contractor Response Form - Construction

7. **AMENDS OR SUPERSEDES:** This policy directive supersedes OCPD 8003.00, effective September 14, 2000.
8. **EFFECTIVE DATE:** This policy directive shall become effective on October 1, 2004.
9. **EXPIRATION DATE:** This policy directive is effective until rescinded.

Herbert R. Tillery
Deputy Mayor for Operations and
Interim Chief Procurement Officer


Herbert R. Tillery

11/10/04
Date

OCPD 8003.01
Appendix A

Attached is the
OCP Form 4001– “Contractor Performance Evaluation for Supplies and Services”

Contractor Performance Evaluation Form 4001 General Information (Supplies & Services)

CONTRACT INFORMATION		
Agency Name:		
Agency Director/Contact Name:	Phone #:	Email :
Contracting Officer Name:	Phone #:	Email :
COTR Name:	Phone #:	Email :
Contract Specialist Name:	Phone #:	Email :
Fax #:		
Commodity Buying Group:		

	Item	Description
1.	Caption/Description:	
2.	Contract Type:	
3.	NIGP Code:	
4.	Solicitation Number:	
5.	Contract Number:	
6.	Contract Award Amount:	
7.	Contract Period:	
8.	Recurring Contract:	
9.	Multi-Year:	
10.	Contract Year:	
11.	Market type:	
12.	LSDBE:	
13.	Not for Profit:	
14.	Tax ID Number:	
15.	Business Name: (Awardee official Name)	
16.	Contractor Name:	
17.	Email Address:	
18.	Address:	
19.	City, State Zip Code:	
20.	Telephone Number:	
21.	Fax Number:	

EVALUATOR INFORMATION				
Person Completing Initial Evaluation:	<input type="text"/>	Title:	<input type="text"/>	
Address:	<input type="text"/>		City:	<input type="text"/>
State:	<input type="text"/>	Zip Code:	<input type="text"/>	
Telephone No.:(XXX-XXX-XXXX):	<input type="text"/>	Fax No.:(XXX-XXX-XXXX)	<input type="text"/>	
Email Address:	<input type="text" value="AJAY - ajay"/>		<input type="text"/>	
Evaluation Review Period:	Start Date:	<input type="text"/>	End Date:	<input type="text"/>

Contractor Performance Evaluation Form 4001 Rating (Supplies & Services)

Ratings: Assign each category a rating of 0 (Unsatisfactory), 1(Poor), 2 (Fair), 3 (Good), 4 (Excellent), 5(Outstanding), N/A (Not applicable). See Rating Schedule for guidance. Each rating must be accompanied by comments.

Rating Schedule	
(N/A)	"Not applicable" indicates that the rating factor does not apply.
(0)	"Unsatisfactory" indicates that the contractor did not meet contractual requirements. The performance involved major compliance problems for which the Contractor's corrective actions were ineffective.
(1)	"Poor" indicates that the contractor barely met the contractual requirements and the performance was marginal.
(2)	"Fair" indicates that the contractor met the contractual requirements. There were some minor problems for which successful corrective action was undertaken.
(3)	"Good" indicates that the contractor's performance was effective and even exceeded some of the contractual requirements with only minor problems identified overall.
(4)	"Excellent" indicates that the contractor was in compliance with all contractual requirements, and that minimal difficulties were met with full and complete implementation of corrective action where necessary.
(5)	"Outstanding" indicates that the contractor's performance exceeded all contractual requirements, and that no corrective actions were necessary.

CATEGORIES	
Quality	Timeliness
Cost Control	Management/Business Relations
QUALITY	
Adherence to the specific contract requirements or Scope of Work	<input type="checkbox"/> N/A <input type="checkbox"/> 0 <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input checked="" type="checkbox"/> 4 <input type="checkbox"/> 5

Comments:

Quality of Delivered item of final work product or service

N/A 0 1 2 3 4 5

Comments:

Technical performance and approach to the contract

N/A 0 1 2 3 4 5

Comments:

Accuracy, timeliness and completeness of documentation

N/A 0 1 2 3 4 5

Comments:

TIMELINESS

Adherence to interim and final delivery requirements and milestones

N/A 0 1 2 3 4 5

Comments:

COST CONTROL

Ability to perform or deliver at the original price or budget

N/A 0 1 2 3 4 5

Comments:

MANAGEMENT/BUSINESS RELATIONS

Reliability

N/A 0 1 2 3 4 5

Comments:

Effectiveness of service delivery and interaction

N/A 0 1 2 3 4 5

Comments:

Effectiveness of Project Management

N/A 0 1 2 3 4 5

Comments:

Overall customer satisfaction

N/A 0 1 2 3 4 5

Comments:

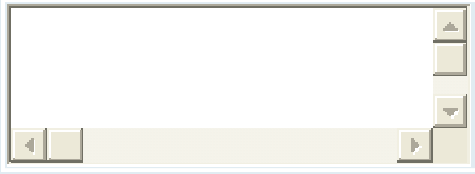
CONCLUSION

16. Total Points:

Evaluation Rating:

17. Did the evaluator consider input from the contracting officer, program personnel, end-users and others affected by the contract? Yes No

If no, provide explanation:



18. Person Completing Initial Evaluation:

Title: Date(mm/dd/yyyy):

OCPD 8003.01
Appendix B

*Attached is the
OCP Form 4001a– “Contractor Performance Evaluation for Construction”*

Contractor Performance Evaluation Form 4001a General Information (Construction)

	Item	Description
1.	Caption/Description:	
2.	Contract Type:	
3.	NIGP Code:	
4.	Solicitation Number:	
5.	Contract Number:	
6.	Contract Award Amount:	
7.	Contract Period:	
8.	Recurring Contract:	
9.	Multi-Year:	
10.	Contract Year:	
11.	Market type:	
12.	LSDBE:	
13.	Not for Profit:	
14.	Tax ID Number:	
15.	Business Name: (Awardee official Name)	
16.	Contractor Name:	
17.	Email Address:	
18.	Address:	
19.	City, State Zip Code:	
20.	Telephone Number:	
21.	Fax Number:	

Contractor Performance Evaluation Form 4001a Rating (Construction)

Ratings: Assign each category a rating of 0 (Unsatisfactory), 1 (Poor), 2 (Fair), 3 (Good), 4 (Excellent), 5 (Outstanding), N/A (Not applicable). See Rating Schedule for guidance. Each rating must be accompanied by comments.

Rating Schedule	
(N/A)	"Not applicable" indicates that the rating factor does not apply.
(0)	"Unsatisfactory" indicates that the contractor did not meet contractual requirements. The performance involved major compliance problems for which the Contractor's corrective actions were ineffective.
(1)	"Poor" indicates that the contractor barely met the contractual requirements and the performance was marginal.
(2)	"Fair" indicates that the contractor met the contractual requirements. There were some minor problems for which successful corrective action was undertaken.
(3)	"Good" indicates that the contractor's performance was effective and even exceeded some of the contractual requirements with only minor problems identified overall.
(4)	"Excellent" indicates that the contractor was in compliance with all contractual requirements, and that minimal difficulties were met with full and complete implementation of corrective action where necessary.
(5)	"Outstanding" indicates that the contractor's performance exceeded all contractual requirements, and that no corrective actions were necessary.

CATEGORIES	
Quality	Timeliness
Management/Business Relations	Compliance with Labor Standards
Compliance with Safety Standards	Cost Control

QUALITY	
Compliance with Specifications/Requirements	<input type="radio"/> N/A <input type="radio"/> 0 <input type="radio"/> 1 <input checked="" type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5

Comments:

Implementation of Approved Quality Assurance Plan	<input type="radio"/> N/A <input type="radio"/> 0 <input type="radio"/> 1 <input checked="" type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5
---	--

Comments:

Adequacy of Materials

N/A 0 1 2 3 4 5

Comments:

Storage of Materials

N/A 0 1 2 3 4 5

Comments:

Quality of Workmanship

N/A 0 1 2 3 4 5

Comments:

Identification/Correction of Deficient Work

N/A 0 1 2 3 4 5

Comments:

Adequacy of Site Clean-up

N/A 0 1 2 3 4 5

Comments:

TIMELINESS

Adherence to Timelines of Approved Schedule

N/A 0 1 2 3 4 5

Comments:

Resolution of Delays

N/A 0 1 2 3 4 5

Comments:

Empty comment box with scrollbars.

Submission of Required Documentation

N/A 0 1 2 3 4 5

Comments:

Empty comment box with scrollbars.

Completion of Punch List Items

N/A 0 1 2 3 4 5

Comments:

Empty comment box with scrollbars.

MANAGEMENT/BUSINESS RELATIONS

Cooperation and Responsiveness

N/A 0 1 2 3 4 5

Comments:

Empty comment box with scrollbars.

Management of Resources / Personnel

N/A 0 1 2 3 4 5

Comments:

Empty comment box with scrollbars.

Coordination and Control of Subcontractors

N/A 0 1 2 3 4 5

Comments:

Empty comment box with scrollbars.

Adequacy of Work Force

N/A 0 1 2 3 4 5

Comments:

Control of Change Order Activity by Contractor

N/A 0 1 2 3 4 5

Comments:

Meeting LSDBE Subcontracting Requirements

N/A 0 1 2 3 4 5

Comments:

Overall Customer Satisfaction

N/A 0 1 2 3 4 5

Comments:

Delivery of Operations / Manufacturers Manuals

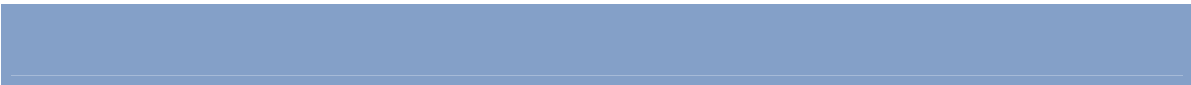
N/A 0 1 2 3 4 5

Comments:

Adherence to warranty requirements:

N/A 0 1 2 3 4 5

Comments:



COMPLIANCE WITH LABOR STANDARDS

Compliance with Labor Laws and Regulations N/A 0 1 2 3 4 5

Comments:

Complete and Timely Payrolls N/A 0 1 2 3 4 5

Comments:

Correction of Noted Deficiencies N/A 0 1 2 3 4 5

Comments:

COMPLIANCE WITH SAFETY STANDARDS

Adequacy of Safety Plan N/A 0 1 2 3 4 5

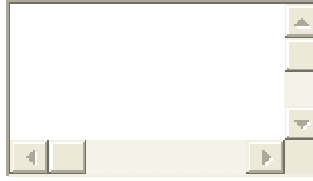
Comments:

Implementation of Safety Plan N/A 0 1 2 3 4 5

Comments:

Correction of Noted Deficiencies N/A 0 1 2 3 4 5

Comments:



COST CONTROL

Control of Cost

N/A 0 1 2 3 4 5

Comments:



Timely Billing

N/A 0 1 2 3 4 5

Comments:



Accurate Billing

N/A 0 1 2 3 4 5

Comments:



CONCLUSION

16. Total Points:

Evaluation Rating:

17. Did the evaluator consider input from the contracting officer, program personnel, end-users and others affected by the contract? Yes No

If no, provide explanation:

18. Person Completing Initial Evaluation:

Title: Date(mm/dd/yyyy):

*Attached is the
OCP Form 4001b – “Contractor Response Form for Supplies and Services”*

***OCP CONTRACTOR PERFORMANCE EVALUATION
CONTRACTOR RESPONSE – SUPPLIES/SERVICES***

You are being provided an opportunity to respond to the evaluation of your performance for Contract Number _____, titled “ _____.” Your response must be completed and submitted on this form within thirty calendar days of today’s date via e-mail to _____@ dc.gov. An e-mail version of this form will be sent to you upon request. If e-mail is not available, please contact the OCP Business Operations Unit on 202.724.5458 or 202.724.3676. The total extent of your comments should not exceed two, double spaced pages (8 ½ x 11); they will become part of your official contract file maintained by the Office of Contracting and Procurement.

Quality - Agree or Disagree with Ratings

Comments:

Timeliness - Agree or Disagree with Ratings

Comments:

Cost Control - Agree or Disagree with Ratings

Comments:

Management/Business Relations – Agree or Disagree with Ratings

Comments:

You may add other comments as necessary:

Thank you! Your response will be considered in assessing your overall performance.

OCP Form 4001b

*Attached is the
OCP Form 4001b – “Contractor Response Form for Construction”*

OCP CONTRACTOR PERFORMANCE EVALUATION
CONTRACTOR RESPONSE - CONSTRUCTION

You are being provided an opportunity to respond to the evaluation of your performance for Contract Number _____, titled “ _____.” Your response must be completed and submitted on this form within thirty calendar days of today’s date via e-mail to _____._____@ dc.gov. An e-mail version of this form will be sent to you upon request. If e-mail is not available, please contact the OCP Business Operations Unit on 202.724.5458 or 202.724.3676. The total extent of your comments should not exceed two, double spaced pages (8 ½ x 11); they will become part of your official contract file maintained by the Office of Contracting and Procurement.

**Quality – Agree or Disagree with Ratings:
Comments:**

**Timeliness - Agree or Disagree with Ratings:
Comments:**

**Management/Business Relations - Agree or Disagree with Ratings:
Comments:**

**Compliance with Labor Standards - Agree or Disagree with Ratings:
Comments:**

Contractor Response- Construction (continued)

**Compliance with Safety Standards - Agree or Disagree with Ratings:
Comments:**

**Cost Control - Agree or Disagree with Ratings:
Comments:**

You may add other comments as necessary:

Thank you! Your response will be considered in assessing your overall performance.

FY2017 Performance Accountability Report

The Performance Accountability Report (PAR) measures each agency's performance for the fiscal year against the agency's performance plan and includes major accomplishments, updates on initiatives, and key performance indicators (KPIs).

Mission

The mission of the DC Department of Human Resources (DCHR) is to strengthen individual and organizational performance and enable the District government to attract, develop, and retain a highly qualified, diverse workforce

Summary of Services

DCHR offers executive management to District government officials and/or agencies by providing personnel-related services to help each agency meet daily mission mandates. Specific services provided include position classification and recruitment services, the interpretation of personnel-related policy, as well as oversight control (such as the adherence to regulatory requirements) for effective recruitment and staffing, strategic and financial restructuring through realignment assistance, and resource management. In addition, the agency provides D.C. government employees with a variety of services, including employee benefits and compensation guidance, performance management, compliance, audit assessments, legal guidance on personnel matters, and training/development.

FY17 Top Accomplishments

Accomplishment	Impact on Agency	Impact on Residents
<p>Career Pathing: DCHR created a competency bank with questions to use in succession planning. Career paths for several occupational series have been completed. DCHR completed the beta version of the career pathing website. Positions listed in the career paths are linked to competencies and to classes offered at DCHR.</p>	<p>This accomplishment will cultivate talent for the future District-wide.</p>	<p>Employees, including those who are district residents, will now be able to understand how to grow and prosper in careers within the District government.</p>
<p>DC Residency Enhancement Laws: legislation for highly compensated employees, hard-to-fill positions, student loan payments, and streamlined residency verification (District Government Employee Residency Amendment Act of 2017) was sent to the Council committee.</p>	<p>This impacted our agency by providing more flexibility in the hiring process and assisting in retaining well qualified employees that live in the District by providing tuition aid.</p>	<p>This impacts the residents of DC by increasing the number of residents that compose our work force.</p>
<p>Increase Knowledge, Understanding, and Preparation for Retirement: the development of an on-going educational series to increase employees' knowledge of District of Columbia retirement benefits. DCHR conducted a total of 115 onsite seminars that were held at Agency locations throughout the District for employees.</p>	<p>The retirement seminars in addition to the proposal of an automated 457 enrollment system will prepare employees for retirement and a thriving post career.</p>	<p>DCHR conducted a total of 115 onsite seminars that were held at Agency locations throughout the District for employees. Topics included the DC 401(a) defined contribution plan, voluntary retirement savings in the 457(b) deferred compensation plan, and other financial investment seminars. Over a thousand employees attended, which included District residents.</p>

2017 Strategic Objectives

Objective	Strategic Objective
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Number	
1	DCHR engages District employees to ensure that each person is in the right job and is provided with the right resources to leverage their knowledge, skills, and behaviors to meet District goals and sustain organizational success
2	DCHR defines the pathways, programs and processes to create opportunities to continuously develop District employees and residents through assignments and activities aimed at advancing their career trajectory.
3	DCHR strategically and expeditiously sources, selects and on-boards highly talented individuals with the acumen, aptitude and attitude to thrive in District Government
4	Create and maintain a highly efficient, transparent and responsive District government**

2017 Key Performance Indicators

Measure	Freq	Target	Q1	Q2	Q3	Q4	FY 2017	KPI Status	Explanation
1 - DCHR engages District employees to ensure that each person is in the right job and is provided with the right resources to leverage their knowledge, skills, and behaviors to meet District goals and sustain organizational success (5 Measures)									
Percent of new hires that are DC residents	Quarterly	60%	51%	43.5%	52.6%	48%	49%	Unmet	We are continuing to increase our outreach to increase the number of District residents.
Average number of days to fill vacancy from post to offer acceptance	Quarterly	80	86	119	93	76	93.5	Unmet	The average number of days to fill a vacancy from post to offer acceptance for FY17 was 93.5 days. A barrier to meeting this KPI target was agencies with hard to fill positions. Hard to fill positions drive up the average time to fill.
New Hire Turnover Rate	Annually	16%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	10.6%	Met	
Percent of personnel actions completed within same pay period of effective date	Quarterly	60%	55.6%	65.7%	56.2%	69.2%	61.4%	Met	
Average cost per personnel action	Annually	81.51	Annual Measure	Annual Measure	Annual Measure	Annual Measure	112.8	Unmet	Employees at various grades process actions and thus the average rate is higher.
2 - DCHR defines the pathways, programs and processes to create opportunities to continuously develop District employees and residents through assignments and activities aimed at advancing their career trajectory. (1 Measure)									
Percent of employees under the Mayor's authority enrolled in telecommuting and alternate work schedule program	Annually	14%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	13.2%	Nearly Met	Although we came very close to meeting our goal this Fiscal Year, we did fall short due to there currently being no requirement for employees at agencies to participate in telecommuting or alternate work schedule program. However, we do anticipate an increase in percentage in FY18 due to our partnership with Sustainable

DC. We will continue to promote this opportunity to the DC Government Community.

3 - DCHR strategically and expeditiously sources, selects and on-boards highly talented individuals with the acumen, aptitude and attitude to thrive in District Government (5 Measures)

Percent of employees participating in deferred compensation program	Annually	45%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	35.9%	Unmet	Based on a survey conducted by ICMA-RC barriers included employee understanding of the importance of retirement planning (i.e. employees do not believe they will retire) and the lack of an automated enrollment system, which has recently been proposed to Council.
Percent of employee performance plans completed	Annually	91%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	91.4%	Met	
Percent of employee performance evaluations completed	Annually	87%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	86.2%	Nearly Met	This goal was 99.2% fulfilled for this Fiscal Year. DCHR will remain diligent and continue working in concert with its agency partners to meet this goal in the new Fiscal Year.
Upward Mobility Rate (Promotion Rate)	Annually	12%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	55.5%	Met	This is the first time that we are tracking this measure and we are working to reassess a reasonable target.
Internal Placement Rate	Annually	11%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	26%	Met	

We've revisited a project to standardize District wide measures for the Objective "Create and maintain a highly efficient, transparent and responsive District government." New measures will be tracked in FY18 and FY19 and published starting in the FY19 Performance Plan.

2017 Workload Measures

Measure	Freq	Q1	Q2	Q3	Q4	FY 2017
1 - Customer Service Management (1 Measure)						
Number of customer resource center walk-ins	Quarterly	3238	2919	3058	2906	12121
1 - Drug and Alcohol Enforcement Compliance (1 Measure)						
Number of drug/alcohol tests of incumbent employees	Quarterly	11	645	462	430	1548
1 - Retirement & Death Claims Processing (1 Measure)						
Number of retirements	Quarterly	162	140	135	120	557
1 - Training Administration (2 Measures)						

Number of unique employees completing training	Quarterly	3866	2994	4516	3553	14929
Number of individual trainings completed	Quarterly	198	208	290	347	1043
3 - Recruitment & Staffing Services (3 Measures)						
Percent of all employees who are District residents	Quarterly	43.2%	43.1%	43.4%	43.3%	43.3%
Number of new hires	Quarterly	1244	1469	2359	2599	7671
Number of job postings	Quarterly	584	656	615	558	2413

2017 Strategic Initiatives

Title	Description	Complete to Date	Status Update	Explanation
ANALYTICS (1 Strategic Initiative)				
Absenteeism	In FY16, DCHR began monitoring absenteeism by developing and reporting on the absenteeism rate on a quarterly basis. In addition, DCHR met with District agencies to review the Time Reporting Codes (TRCs) used to report time. Based on findings and best practices, in FY17 DCHR will continue to report on the quarterly absenteeism rate, educate and train District managers on absenteeism and best practices to reduce the absenteeism rate, specifically the sick leave rate. In addition, DCHR will establish/update any policies related to absenteeism, if applicable.	75-99%	DCHR worked with the Office of the Chief Technology Officer to create unscheduled Time Reporting Codes (TRC) for annual and sick leave. Once implemented, all employees will have access to these Time Reporting Codes, which will improve the tracking of leave. In addition, DCHR has begun to develop a TRC data dictionary which will provide definitions and examples of how to use the TRCs.	DCHR is collaborating with multiple agencies to ensure that the data dictionary includes the accurate definitions of all the TRCs. This process has taken longer than expected.
BENEFITS OPERATION UNIT (2 Strategic initiatives)				
Increase employee knowledge, understanding, and preparation for retirement	DCHR will develop an on-going educational series to increase employees' knowledge of District of Columbia retirement benefits and retirement savings programs. DCHR will engage internal and external stakeholders to coordinate and implement pre-retirement seminars and a retirement handbook for employees and HR personnel.	Complete	DCHR worked to finalize the customer opinion survey for employees, which has an expected release date of late October 2017. Additionally, DCHR has worked with the mayoral administration to propose a bill that would have automatically enrolled future District new hires into the 457(b) program. The bill is set for council review and vote during Q1 2018. Lastly, in FY17, ICMA-RC hosted a total of 368 seminars and workshops.	
Increase engagement and	DCHR has established a framework and foundation for the District's workplace wellness program. In FY17,	Complete	DCHR assisted at least 25 agencies with 59 wellness	

<p>participation in the District's workplace wellness program across agencies District-wide</p>	<p>DCHR will provide continued leadership, guidance, and resource management to Wellness Leaders from each agency, in coordination with the District's healthcare vendors, and provide health outcomes tracking through a comprehensive health outcomes evaluation. DCHR will seek to increase the number of District Agencies participating in the workplace wellness program.</p>		<p>events including seminars, screenings, fitness classes, etc. DCHR also hosted eight onsite health screening events, which are open to all employees. These events included the "Lose and Win" event, which was an eight-week onsite weight-loss program. DCHR also brought the "Mammovan", which is a self-contained mobile unit that offers one-stop mammogram screenings, to several agencies. This year, DCHR also installed blood pressure machines at 17 different DC Government worksites.</p>	
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CUSTOMER SERVICE (1 Strategic Initiative)

<p>Customer Service Management (CSM)</p>	<p>DCHR's CSM initiative will focus on streamlining its practices, strategies and technologies to manage and analyze customer interactions, with the goal of improving relationships with customers and meeting service level agreements. Specifically, DCHR will 1) identify a technology solution to serve as an information warehouse/database; 2) co-locate staff and services which will enable customers to resolve a variety of questions/issues in a single location; and 3) use/compile customer data to better serve internal/external customers.</p>	<p>75-99%</p>	<p>In FY17, we introduced the capability for customers to sign in electronically in order to better track customer service volume. DCHR also allotted time to research the best practices of Customer Service. Lastly, DCHR refined the use of an iterative Microsoft Excel workbook as a knowledge sharing tool and the repository for storing frequently requested information/data. The workbook will continually be updated based on user feedback.</p>	<p>This initiative was not completed because we were not able to implement the co-location of staff. This will be done during the implementation of Shared Services.</p>
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PERFORMANCE MEASUREMENT (1 Strategic Initiative)

<p>Executive Performance Management Program</p>	<p>DCHR is establishing the annual Executive Performance Management Program (EPMP) to monitor the performance of Executives (Agency Directors and Deputy Mayors) under the Mayor's Authority to ensure accountability to District stakeholders. Beginning in Fiscal Year 2017, DCHR is creating a performance plan template that allows District Executives to outline and monitor major programs, initiatives, projects, and priorities to be achieved for the fiscal year. A process will also be crafted for District Leadership (Deputy Mayors, City Administrator and Mayor) to ensure that each executive's priorities are aligned with those of the Mayoral administration. Throughout the year, DCHR will</p>	<p>Complete</p>	<p>During this Fiscal Year, DCHR collaborated with the Office of the City Administrator to send the executive performance plan template to Directors and Deputy Mayors. Based on feedback, DCHR updated the Executive Performance Management Program template to include a more proactive approach and introduced the Results and</p>	
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	facilitate ongoing feedback along with the review and modification of plans as needed. Upon the closing of the fiscal year, DCHR will coordinate the performance review and ratings for all District Executives.		Development Plan for FY18. Executives were notified regarding the change in early August and plans were due in September.	
PERSONNEL (2 Strategic initiatives)				
Employee Engagement	In FY17, DCHR will define and implement a District-wide engagement survey that will examine employee development, recognition, and resources. Based on analysis of the results, DCHR will develop a targeted engagement toolkit that will provide managers with tools to engage their employees. In addition, DCHR will train managers on the importance of engagement and effective tools for engaging employees.	75-99%	In FY17, DCHR has acquired polling technology that allows employees to anonymously answer questions. DCHR also worked to create a quarterly awards program through developing it's framework as well as creating a website and an electronic nomination process through collaboration with the Office of the Chief Technology Officer. Finally, DCHR created a flyer and marketing video and is working to finalize details of the program.	DCHR is working with the OCA to finalize the rules and regulations to launch the program.
Electronic Official Personnel Folder (OPF)	In FY16, DCHR began the clean-up effort of paper OPFs and images stored in FileNet. In FY17, DCHR will conduct an assessment of current technology (FileNet and Infolinx) and business processes for the electronic archiving and viewing of official personnel folders under the Mayor's Authority. In addition, DCHR will assess the technology needed to integrate FileNet with PeopleSoft and create a plan for finalizing the electronic OPF.	50-74%	DCHR has collaborated with the Office of the Chief Technology Officer (OCTO) to begin to transition to electronic Official Personnel Files (eOPF). OCTO completed the procurement and licensing of software to begin scanning inactive OPFs. DCHR staff has trained on the new software and is continuing to scan inactive OPFs prior to archiving. Finally, DCHR met and discussed eOPF (electronic Official Personnel File) business needs with several vendors.	Although DCHR is scanning inactive OPFs, these can only be viewed when an employee separates from the District. DCHR will be working to transition this to all active employees in Fiscal Year 19.
POLICY (4 Strategic initiatives)				
D.C. Residency Enhancement Laws	In FY17, DCHR will develop and submit to the Council amendment to the Comprehensive Merit Personnel Act that will bring enhancements to our objective of increasing the number of D.C. residents who make up our work force. The legislation will require highly compensated employees to be District residents, provide direct-appointment authority of D.C. residents to hard-to-fill positions, authorize agency payment of student loans (up to a maximum amount) for employees hired	Complete	During the third quarter, the "District Government Employee Residency Amendment Act of 2017" (Bill 22-0212) was referred to the Council's Committee on Labor and Workforce Development for review and consideration.	

	under the D.C. hiring preference, and streamline the residency verification process for applicants and employees			
Compensation Report and Recommendation	In FY17, DCHR will develop a process to annually create a comprehensive compensation report and recommendation for submission to the Mayor each year. The report will outline our general compensation standing relative to key markets and will provide recommendations for modifications to the salary schedules, which can be considered in the annual budget cycle. The reports can also serve as a reference for labor negotiations and provide immediate salary data when requested.	75-99%	DCHR conducted an assessment of current compensation practices within the District, which produced survey data that will be utilized to provide salary recommendations on positions. DCHR also developed a process flow and outline for the annual compensation report. Part of the process of the annual review of compensation practices is to review the policies to ensure they meet industry standards and are up to date. DCHR finalized the policy on setting pay without salary history and is rolling out guidance on the new policy in October 2017.	We are continuing to evaluate compensation analysis products from select vendors to enable us to develop a comprehensive compensation report for the Mayor on an annual basis.
Classification and Compensation Reform	In FY17, DCHR will finalize all components of the Job Evaluation Model; update the market data and create new salary schedule; and submit new compensation and classification system for Council approval and develop and launch a District-wide roll-out plan. DCHR will also train agency Managers and HR staff on the process and system.	0-24%	In FY17, the project originally developed by the Labor Management Task Force was determined to exceed funding available to implement. It was decided that DCHR will conduct an analysis of the District's current classification system. DCHR will also analyze career ladder positions, complete desk audits, and examine classification inequities while researching options that offer new and modern systems. To date, DCHR has hired 2 Specialists and 1 Project Manager to begin with the revised compensation project.	Due to the change of scope that occurred in Quarter 3, this initiative was not completed, but will continue into FY18 and will be updated within our "Streamlined Classification" Initiative.
Updating Personnel Laws	In FY17, DCHR will develop proposed amendments to the Comprehensive Merit Personnel Act (CMPA). These updates may include, among other things, revisions to personnel authority, statutory support of the Comp & Class Reform Project, statutory support for Shared Services, provisions for Total Rewards, clarification of benefits, updates to workers' compensation laws and updates to reduction-in-force laws. Overall, these amendments will support the city's long-term personnel objectives. (Some portions of the updates will likely take	Complete	DCHR completed its review of the Comprehensive Merit Personnel Act (CMPA) as well as the proposed changes. The draft Comprehensive Merit Personnel Act bill is complete and is being circulated internally for review.	

place within FY17. However, due to the size of the CMPA, other portions may not be updated until FY18.)

RECRUITING AND STAFFING (1 Strategic Initiative)

<p>Consolidated Recruitment Procedures</p>	<p>In FY17, DCHR will define and implement District-wide recruitment policies and procedures, collapsing numerous provisions (often conflicting) into a single regulatory chapter. Based on these new rules, covering all services, DCHR will develop guide and training materials to ensure consistent and transparent recruitment activities.</p>	<p>75-99%</p>	<p>DCHR developed a project plan for implementing the Chapter 2 and presented it to the HR Community. DCHR hosted three focus groups comprised of managers and recruiters to receive feedback on the recruitment process. DCHR then drafted a new DPM Chapter, Talent Acquisition. When implemented, it will impact chapters 1, 4, 7A 7B, 8, 11B, 14, and 38. Chapters 7A, 7B, and 38 of the DPM will be repealed entirely. Chapter 8 will continue to house recruitment procedures for Uniformed Fire, Police, and EMS employees.</p>	<p>While we were not able to fully implement the chapter this year, we have concrete concepts of how our processes will work moving forward. This will be captured as procedural guidance on topics such as workforce planning, staffing plans, and marketing. We are also preparing materials for the launch of a District-wide employee value proposition to coincide with the release of the new chapter.</p>
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SPECIAL PROGRAMS (1 Strategic Initiative)

<p>Shared Services Project</p>	<p>At the request of the Mayor, DCHR will investigate the feasibility of transitioning human resources activities for agencies under the authority of the mayor to a Shared Services delivery model. This model enables delivery of a suite of HR services in a consistent, efficient, and cost-effective manner to organizations that have differing requirements, expectations, budgets, collective bargaining arrangements, and vary in size, scope and complexity. Based upon its findings, DCHR will propose a HR service delivery model that increase the level of service provided to District employees and residents by improving efficiency, effectiveness, employee experience, economies of scale and education.</p>	<p>50-74%</p>	<p>The team researched best practices, visited several shared services providers, and solicited feedback from the HR community. During Q4, it was decided that shared services would be implemented in FY19. To continue planning, six working groups (best practices, innovations, communication, customer care, cultural transition, and employee engagement) began identifying key deliverables. DCHR launched a SharePoint website, which provides the HR community with updates. DCHR also scheduled a meeting with the OCFO to begin the MOU planning process.</p>	<p>In Quarter 4, it was decided that shared services would not be implemented in phases, but instead would be implemented District-wide in Fiscal Year 19.</p>
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TRAINING AND DEVELOPMENT (1 Strategic Initiative)

<p>Career Pathways</p>	<p>In FY17, DCHR will develop a career path and succession management framework that will assist agencies in identifying business needs, identifying roles that are critical to the agency in achieving its mission, identifying the skills sets which make these roles critical, and building plans around those roles. In addition to providing a framework to assist agencies in identifying critical skill sets, DCHR will also equip agencies with the tools to develop talent in key competency areas to ensure a robust leadership bench. With successful completion, employees will be able to understand how to grow and prosper in careers within the District government.</p>	<p>75-99%</p>	<p>DCHR created a competency bank with assessment questions for agencies to use in succession planning. DCHR also completed the career paths for the 100, 200, 300, 400, and 500 level occupational series according to the OPM standards. Lastly, DCHR completed the beta version of the career pathing website. Positions listed in the career paths are linked to competencies and to classes offered at DCHR. Currently, there is at least one full career path represented in the 0000-0500 occupational series with more to be added in Q1 of FY18.</p>	<p>The first phase of the website is complete. Completion for the project will be accomplished once every single position has a career path and is displayed on the website. The succession plan proposal is complete and awaiting approval.</p>
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**FY 2018 PERFORMANCE PLAN
Department of Human Resources**

MISSION

The mission of the DC Department of Human Resources (DCHR) is to strengthen individual and organizational performance and enable the District government to attract, develop and retain a highly-qualified, diverse workforce.

Strategic Objective #1: TALENT ACQUISITION

DCHR strategically and expeditiously sources, selects and on-boards highly talented individuals with the acumen, aptitude and attitude to thrive in District Government.

INITIATIVES

Communication of Talent Acquisition Rules - During Fiscal Year 2017, the Policy and Compliance Administration has been developing Talent Acquisition regulations to complement the Human Resources Solution Administration's efforts to modernize our talent acquisition processes. In Fiscal Year 2018, these rules will be finalized and published in the District of Columbia Register.

KEY PERFORMANCE INDICATORS

- Percent of new hires that are DC residents
- Time-to-fill: Average number of days to fill vacancy from post to offer acceptance
- New Hire Turnover Rate
- Percent of personnel actions completed within the same pay period of the effective date
- Average cost per personnel action

WORKLOAD MEASURES

- Percent of all employees who are District residents
- Number of new hires
- Number of job postings

Strategic Objective #2: TALENT MANAGEMENT

DCHR engages District employees to ensure that each person is in the right job and has been provided with the right resources to leverage their knowledge, skills, and behaviors to meet District goals and sustain organizational success.

INITIATIVES

Streamlined Classification - In FY18, DCHR will update and streamline the current classification process by: creating a position description (PD) library, auditing current position descriptions to ensure they accurately reflect the duties and responsibilities that are being performed, standardizing position descriptions, and researching and recommending the implementation of an automated solution for position design and management (designing positions, job evaluation, classification) that will digitize, automate, optimize, track, monitor, and report on these activities and allow for an easily accessible database from multiple users.

Mediation and Grievance Education - During Fiscal Year 2017, the Policy and Compliance Administration worked to finalize a revised mediation program, which is a component of the grievance procedures. In Fiscal Year 2018, we will engage in educational outreach and finalize the mediator program.

KEY PERFORMANCE INDICATORS

- Percent of employees participating in deferred compensation program
- Percent of employees under the Mayor’s authority enrolled in telecommuting and alternate work schedule program
- Percent of employee performance plans completed
- Percent of employee performance evaluations completed

WORKLOAD MEASURES

- Number of customer resource center walk-ins
- Number of drug/alcohol tests conducted
- Number of criminal checks conducted
- Number of grievances processed
- Number of retirements

Strategic Objective #3: TALENT DEVELOPMENT

DCHR defines the pathways, programs and processes to create opportunities to continuously develop District employees and residents through assignments and activities aimed at advancing their career trajectory.

INITIATIVES

Citywide Lean Six Sigma Program - In Fiscal Year 2018, the DCHR Center for Learning and Development will launch a citywide Lean Six Sigma Program that will be available to all agencies. The program, which will be designed to educate the District's workforce on business process improvement, will include a Green Belt Training and Certification program, a Black Belt Training and Certification program, and Champion Training. In addition to training and coaching, participants will demonstrate their understanding of the Lean Six Sigma methodology through the completion of projects focused on saving time, energy and effort; eliminating waste and redundancies; and increasing staff/customer satisfaction.

Workplace Coaching Program - In Fiscal Year 2018, the DCHR Center for Learning and Development will launch a new Workplace Coaching Program. The program will include training for managers within District Government agencies, and coaching clinics where managers can obtain advice and other coaching resources. We will complete the pilot phase initiated in Fiscal Year 2017 and measure the impact of the coaching initiative using pre- and post- surveys. We will introduce the 9 in 90 campaign which challenges managers to have 9 coaching conversations in 90 days.

Career Pathways Education & Training - In Fiscal Year 2018, the DCHR Center for Learning and Development will finalize the Career Pathways implementation by providing access to career path information, career resources, and skill development tools using a website that will be accessible to current and future employees. In addition, the DCHR Center for Learning and Development will create a marketing strategy and communications plan to announce the website. We will also educate agency employees about the Career Pathways initiative by conducting workshops at the agencies and at DCHR, providing guidance to employees on the tools and resources available.

KEY PERFORMANCE INDICATORS

- Upward Mobility Rate
- Internal Hire Rate

WORKLOAD MEASURES

- Number of unique employees completing training
- Number of individual trainings completed

Strategic Objective #4: GOOD GOVERNANCE (as proposed by OCA)

Create and maintain a highly efficient, transparent and responsive District government.

INITIATIVES

Shared Services - In Fiscal Year 2017, DCHR began planning the transition of HR into a shared services delivery model, which enables delivery of HR services in a more consistent, efficient, and cost-effective manner. During Fiscal Year 2018, DCHR will complete and implement various Six Sigma re-engineered business processes including hiring, back pay processing, and leave management. In addition, DCHR will develop service level agreements, benchmark metrics, and continue the business process improvement for various HR processes. Finally, DCHR will implement a change in management approach that will heavily focus on District-wide HR community engagement.

Implementation of Automated Retirement Counseling Requests and Case Files -Leveraging the previously developed automated retirement fund distribution process, DCHR will develop and implement an automated system to capture and track retirement cases and counseling requests. Automating the counseling request process and associated case files will allow for the establishment of defined workflows that will drive consistency in both documentation and employee experience. The revised process will also allow for increased data integrity and reduced human error, while shortening turnaround time for counseling requests. This automated process will also ensure increased coordination with other District agencies that support the retirement process by creating opportunities for shared data access.

HR Auditing Program - In Fiscal Year 2018, we will implement a new Human Resources auditing program. The program will include defined quarterly and annual audits. The audits will aide in identifying areas for improvement, policy updating, and policy enforcement.

Retirement Accuracy - In Fiscal Year 2017, DCHR began a data review and cleanup to address ongoing errors in employee retirement coding. In Fiscal Year 2018, DCHR will continue this work by:

- Creating standard operating procedures that provide detailed instructions for correct retirement plan coding at employee hire
- Training the HR community on appropriate retirement coding
- Collaborating with the Office of Finance Treasury (OFT) and Office of Payroll and Retirement Services (OPRS) to draft legislation, similar to the Federal Erroneous Retirement Coverage Corrections Act (FERCCA) that would help address existing and alleviate future retirement coding errors

KEY PERFORMANCE INDICATORS

Measure	FY15 Target	FY15 Actual	FY16 Target	FY16 Actual	FY17 Target	FY17 Actual	FY18 Target
Percent of new hires that are DC residents	55%	49.9%	60%	50.4%	60%	49%	60%
Average number of days to fill vacancy from post to offer acceptance	N/A	83	75	86.3	80	93.5	78
New Hire Turnover Rate	N/A	12%	14%	N/A	16%	10.6%	16%
Percent of personnel actions completed within same pay period of effective date	85%	38.9%	50%	33.4%	60%	61.4%	65%
Average cost per personnel action	N/A	N/A	\$74.10	\$95.40	\$81.51	\$112.80	\$81.5
Upward Mobility Rate (Promotion Rate)	N/A	8%	10%	N/A	12%	55.5%	50%
Internal Hire Rate	N/A	9%	11%	N/A	11%	26%	25%
Percent of employees under the Mayor's authority enrolled in telecommuting and alternate work schedule program	N/A	12%	14%	13%	15%	13.2%	15%
Percent of employees participating in deferred compensation program	N/A	30.7%	54%	36.6%	45%	35.9%	45%
Percent of employee performance plans completed	85%	90.1%	90%	91.4%	91%	91.4%	92%
Percent of employee performance evaluations completed	75%	69.2%	75%	83.3%	87%	86.2%	88%

Agency Name

Annual Freedom of Information Act Report for Fiscal Year 2017
October 1, 2016 through September 30, 2017

FOIA Officer Reporting _____

PROCESSING OF FOIA REQUESTS

- 1. Number of FOIA requests received during reporting period
- 2. Number of FOIA requests pending on October 1, 2016.....
- 3. Number of FOIA requests pending on September 30, 2017.....
- 4. The average number of days unfilled requests have been pending before each public body as of September 30, 2017

DISPOSITION OF FOIA REQUESTS

- 5. Number of requests granted, in whole.....
- 6. Number of requests granted, in part, denied, in part.....
- 7. Number of requests denied, in whole.....
- 8. Number of requests withdrawn.....
- 9. Number of requests referred or forwarded to other public bodies.....
- 10. Other disposition

NUMBER OF REQUESTS THAT RELIED UPON EACH FOIA EXEMPTION

- 11. Exemption 1 - D.C. Official Code § 2-534(a)(1).....
- 12. Exemption 2 - D.C. Official Code § 2-534(a)(2).....
- 13. Exemption 3 - D.C. Official Code § 2-534(a)(3)
 - Subcategory (A).....
 - Subcategory (B).....
 - Subcategory (C)
 - Subcategory (D)
 - Subcategory (E)
 - Subcategory (F)
- 14. Exemption 4 - D.C. Official Code § 2-534(a)(4)
- 15. Exemption 5 - D.C. Official Code § 2-534(a)(5).....

- 16. Exemption 6 - D.C. Official Code § 2-534(a)(6)
 - Subcategory (A).....
 - Subcategory (B).....
- 17. Exemption 7 - D.C. Official Code § 2-534(a)(7).....
- 18. Exemption 8 - D.C. Official Code § 2-534(a)(8).....
- 19. Exemption 9 - D.C. Official Code § 2-534(a)(9).....
- 20. Exemption 10 - D.C. Official Code § 2-534(a)(10).....
- 21. Exemption 11 - D.C. Official Code § 2-534(a)(11).....
- 22. Exemption 12 - D.C. Official Code § 2-534(a)(12).....

TIME-FRAMES FOR PROCESSING FOIA REQUESTS

- 23. Number of FOIA requests processed within 15 days.....
- 24. Number of FOIA requests processed between 16 and 25 days.....
- 25. Number of FOIA requests processed in 26 days or more.....
- 26. Median number of days to process FOIA Requests.....

RESOURCES ALLOCATED TO PROCESSING FOIA REQUESTS

- 27. Number of staff hours devoted to processing FOIA requests.....
- 28. Total dollar amount expended by public body for processing FOIA requests.....

FEEES FOR PROCESSING FOIA REQUESTS

- 29. Total amount of fees collected by public body.....

PROSECUTIONS PURSUANT TO SECTION 207(d) OF THE D.C. FOIA

- 30. Number of employees found guilty of a misdemeanor for arbitrarily or capriciously violating any provision of the District of Columbia Freedom of Information Act

QUALITATIVE DESCRIPTION OR SUMMARY STATEMENT

Pursuant to section 208(a)(9) of the D.C. FOIA, provide in the space below or as an attachment, “[a] qualitative description or summary statement, and conclusions drawn from the data regarding compliance [with the provisions of the Act].”

FY17 DCHR Employee Training Participation

DCHR Employee Training by Vendor	# of Participants
Calibre	
Lean Six Sigma-Green Belt	9
DCHR	
Building High Performance Team	5
Communicating Non-Defensively	1
DOH MSS Bldg High Perf Teams	1
Giving and Receiving Feedback	3
Handling People with Tact	1
HR Job Science-(HR STAFF ONLY)	7
HR JOB SCIENCE-HIRING MGR	1
Introduction to Management	5
Multigenerational Workplace	4
PeopleSoft Reports/Query	6
Performance Management (MSS)	7
Personality - Myers-Briggs	2
Position Management	1
Progressive Discipline	6
Reasonable Suspicion	9
Reasonable Suspicion Training	2
Resume Build. & Interviewing	11
Setting Boundaries	1
Sexual Harassment for Employee	1
Understanding PMP for Employee	1
Work-Life Effectiveness	1
Writing for Essential Comm	4
DCHR	
9.2 Core HR & Position Mgmt	2
9.2 Developing Question Sets	4
9.2 eLM-ALAs/Training Coord	2
9.2 Entering Question Set	6
9.2 eRecruit (HR)	10
DCHR (Online)	
ACA Reporting in PeopleSoft	3
Active Employee by Agency Quer	2
Commitment Accounting - Online	1
Comp & Class Online Training	4
Ethics for DC Employees-Online	8
Initiate/Process a Promotion	2
Mass 'Reports To' Changes	1
Paid Family Leave	1
Position Funding Report	2
Position Management - Online	1
Process a Manual Wage in Grade	2
Telecommuting [Online Course]	16
DDOT	

Generational Differences	1
Intro to Construction Material	1
Introduction to ITS	1
Task Order Packaging	1
Water Taxi:What a concept	1
DYRS	
Suicide Prevent. Status Policy	1
FEMS	
Hands on Hearts	1
Knowledge	
Adobe InDesign-Level 1	1
Microsoft Access 2010-Level I	2
Microsoft Excel 2010 - Level 3	1
Microsoft Excel 2010 - Level I	5
Microsoft Excel 2010-Level II	3
Microsoft Outlook 2010	1
Microsoft Powerpoint 2010	1
Microsoft Project 2010	2
Microsoft Visio 2010-Level I	3
Microsoft Word 2010 - Level II	1
Sharepoint 2010-Level 1	2
OAG (Online)	
CSSD Orientation (Online)	1
OCP	
Contract Admin./ E-Val Monitor	1
Contract Administrator	4
Effective Statements of Work	2
Intro to DC Gov't Contracting	6
Managing the DC Purchase Card	2
PASS Buyer	7
Procurement Foundation	1
Using the DC Purchase Card	1
OCTO	
ArcGIS Online for Organization	1
Overview of DC GIS - ArcGIS	2
OCTO (Online)	
Cybersecurity Awareness Traini	41
OHR	
EEO Counseling Best Practices	1
Language Access	8
OLGBTQ (Online)	
LGBT Cultural CompetencyOnline	7
OPRS (Online)	
ESS Absence Request - Online	2
ESS Overtime Requests - Online	1
ESS Time Entry -Online	9
MSS Approve Abs Request-Online	1

MSS Approve OT Request -Online	2
MSS Approve Time - Online	9
MSS Time Entry - Online	9
Skillport	
A Manager's Guide to Diversity	1
Adobe Illustrator CC 2015 Fund	2
Be a Better Listener	1
Coaching Techniques that Drive	7
Coaching to Shift Perception	4
Creating Workbooks, Worksheets	1
Define and Sequence Activiti	1
Delivering Bad News Effectivel	1
Designing Effective PowerPoint	1
Develop and Control the Sche	1
Developing a Successful Team	1
Diversity on the Job: Diversit	1
Diversity on the Job: The Impo	1
Embracing Organizational Chang	2
Ensuring Successful Presenta	1
Estimate Resources and Durat	1
Ethical Standards and PMI® C	1
FY 2017 MSS Learning Program	1
Giving Appropriate Feedback	4
Interacting with Customers	1
Introduction to Project Mana	1
Key Accounting Concepts and	1
Maintaining an Engaging Organi	4
Making Feedback a Reg Occurr.	6
Management Essentials: Directi	1
Managing for Rapid Change and	2
Managing Projects for Strate	1
Microsoft Excel 2016 Intermedi	1
Microsoft Office 2016 Intermed	2
Polishing Your Skills for Ex	2
Preparing for Organizational C	2
PRINCE2® Project Management	1
Project Initiation and the P	1
Reaching Sound Conclusions	1
Sexual Harassment Prevention f	3
SharePoint Online	1
The Accounting Equation and Fi	1
The Benefits and Challenges of	8
Verifying and Building on Cr	1
Writing under Pressure: Prepar	1
Tai Pedro	
Anger Management	1
Critical Thinking	1

Effective Presentation Skills	6
Leadership Essentials	4
Project Management	11
Time Management	8
Train the Trainer	1
Grand Total	410

FY18 DCHR Employee Training Participation

DCHR Employee Training by Vendor	# of Participants
CL Russell Group	
Effective Presentation Skills	1
Negotiation and Influence	1
Presentation Skills 101	1
DCHR	
9.2 Core HR & Position Mgmt	3
9.2 Developing Question Sets	1
9.2 Entering Question Set	1
9.2 eRecruit (HR)	3
Agency-Level Admin ELM Trng	4
CCE - Train-the-Trainer	1
Coaching with Intention	2
Communicating Non-Defensively	1
Giving and Receiving Feedback	1
Handling People with Tact	1
Managing Up	1
PeopleSoft Reports/Query	1
Resume Build. & Interviewing	1
Writing for Essential Comm	1
DCHR (Online)	
Comp & Class Online Training	1
Ethics for DC Employees-Online	5
Paid Family Leave	2
Process a Manual Wage in Grade	1
Telecommuting [Online Course]	2
Knowledge	
Microsoft Access 2010-Level I	1
Microsoft Excel 2010 - Level I	1
Microsoft Excel 2010-Level II	1
OCP	
Contract Administrator	1
Intro to DC Gov't Contracting	1
PASS Buyer	1
OCTO	
IT Project Management	1
Overview of DC GIS - ArcGIS	1
OCTO (Online)	
Cybersecurity Awareness Traini	37
OLGBT	
LGBT Cultural Competency	1
OLGBT (Online)	
LGBT Cultural CompetencyOnline	3
OPRS (Online)	
ESS Time Entry -Online	3
MSS Time Entry - Online	1

Skillport

A Manager's Guide to Diversity	1
Acting with Diplomacy and Tac	1
Administrative Professionals:	1
Basic Budgeting for Non-fina	1
Career and Family Challenges	1
Choosing to Lead as a Woman	1
CISA: The Process of Auditin	1
Coaching Techniques that Drive	6
Coaching to Shift Perception	6
Compensation and Benefits: Ma	2
CompTIA Cybersecurity Analys	1
Controlling Conflict, Stress	1
Customer Advocacy: Enhancing t	1
Customer Service Fundamentals:	1
Customer Service in the Field	1
Customer-focused Interaction	1
Dealing with Customer Servic	1
Designing a Customer Service	1
Designing Effective PowerPoint	1
EEO and Lawful Hiring	1
Embedding Charts and Tables in	1
Essential Skills for Professio	1
Establishing Effective Virtua	1
Facing and Resolving Conflict	1
Facing Confrontation in Cust	1
Facing Virtual Team Challenge	1
Financial Statement Analysis	1
Focusing on the Bottom Line a	1
Getting Started with Excel 201	1
Getting Started with Word 2010	1
Giving Appropriate Feedback	5
HR as Business Partner: Linkin	1
Human Resource Development: E	1
Identifying and Managing Custo	1
Interacting with Customers	1
Internal Control and Audits in	1
Introduction to the Access 201	1
Making Feedback a Reg Occurr.	6
Managing Project Communicati	1
Managing with a Cost-control	1
Microsoft Excel 2016 Advance	1
Microsoft Excel 2016 Essential	1
Monitoring Schedule Performanc	1
Navigating Other People's Emo	1
Navigating Your Own Emotions	1
Navigating, Customizing, Lists	1

Negotiating Well and Going f	1
Operations Management Functi	1
Overcoming Challenges of Manag	1
PivotTables and PivotCharts in	1
Polishing Your Skills for Ex	2
Principles of Accounting and F	1
Procrastination: Admitting i	1
Providing On-site Customer S	1
Reaching Customers Digitally	1
Risk Control (PMBOK® Guide F	1
Sexual Harassment Prevention f	185
Working with the Interface and	1
Workplace Harassment Preventio	2
Grand Total	354

Program Name & Overview	Program Data
<p>Executive Leadership Program</p> <p>The Executive Leadership Program (ELP) aims to enhance executive-level talent supply across District Government by establishing a robust cadre of high-performing leaders for review by current and future Mayors. ELP participants are directly nominated by and serve their respective agency heads.</p>	<p>CLD launched Cohort 3 of the Executive Leadership Program cohort in September 2016 with 24 participants across 11 agencies. The FY17 program ended in May 2017. Cohort 4 began in October 2017 with 26 participants from 15 agencies.</p>
<p>Certified Public Manager Program</p> <p>"CLD administers the nationally accredited Certified Public Manager® (CPM) Program, which is designed to enhance District Government managers' skills and provide them with effective leadership tools. Academic rigor is brought to the program through strategic partnerships with The George Washington University, as well as renowned government, nonprofit and private-sector practitioners who bring the best of leadership and management theory and practice to the classroom. The CPM Program consists of approximately 300 hours of graduate-level instruction beginning with the Basic Leadership Course (BLC), which focuses on teambuilding and leadership to provide a solid foundation for subsequent coursework. The program is being enhanced with additional leadership and strategic project management training. District managers will also participate in performance improvement project teams where they will apply the project-management methodologies they have learned in class to real improvement opportunities identified by agency directors and other stakeholders.</p>	<p>In FY17, 118 employees applied and 27 employees across 19 agencies were accepted into the program. The current cohort is scheduled to graduate in September 2018.</p>
<p>City-wide Lean Six Sigma Program</p> <p>DCHR has partnered with Calibre Systems, Inc. to offer Champion, Green Belt, and Black Belt Lean Six Sigma training and certification. This Program is offered with the goal of helping the District reduce cycle time, lower costs, eliminate waste, improve performance, enhance service, and sustain improvements in the long term. The program, which was a former component of the Certified Public Manager (CPM) Program, now provides a Citywide approach that will introduce more District employees to the Lean Six Sigma methodology that can be applied directly to their scope of work.</p>	<p>In FY17, we launched the first cohort with a total of 45 participants in the Lean Six Sigma Green Belt program, representing 9 agencies, undertaking 11 projects District-wide. The cohort is scheduled to complete their certifications in March 2018. DCHR is currently recruiting for Cohort 2.</p>
<p>University Partners</p> <p>CLD partners with the Benefits and Retirement Administration to provide employees with tuition discounts with 8 colleges and universities:</p> <ul style="list-style-type: none"> • Catholic University of America/Metropolitan School for Professional Studies • Southern New Hampshire University/College for America • Excelsior University • Graduate School USA <ul style="list-style-type: none"> • University of the District of Columbia • University of Maryland University College • University of Phoenix 	<p>There were 493 employees enrolled in FY17 under the DC Government benefit; not including UDC.</p>

Chapter No.	Title (Refers to the chapter title)	Chapter Content (Provides a summary of the provisions contained in the chapter)	Date of Adoption of Current Rules (Date reflects the last amendment to the chapter)	Pending Amendment to Specific Chapters (Reflects upcoming changes to the amendment to the chapter)
Highlighted rows indicate that the chapter is contained in Subtitle B of Title 6 of the DCMR, however, the rulemaking authority exists elsewhere.				
1	Human Resources Management	The chapter provides basic rules relating to general personnel management. Among others, this chapter contains rules pertaining to oaths and variations.	Rules adopted on 12/11/2015 (62 DCR 015849)	Possible amendment based on changes to Chapter 2.
2	Retention of Personnel Rights and Benefits	Provisions concerning guaranteed retention of personnel rights and benefits applicable to certain persons employed by the District government serving on the date Title II of the District of Columbia Government Comprehensive Merit Personnel Act (CMPA) (D.C. Official Code §§ 1-602.01 through 1-602.06) became effective	Rules adopted on 10/3/1980 (27 DCR 4342)	Chapter 2 will be revised to incorporate all recruitment provisions into a single chapter (see asterisks*)
3	Residency	Rules on the residency preference system applicable to competitive appointments, including promotions, to positions in the Career, Excepted (attorney positions only), Management Supervisory, and Legal Services; residency requirement for appointees to the Senior Executive Attorney Service (SEAS); and domicile requirement for appointees to the Excepted and Executive Services	Amended rules adopted 8/28/2015 (62 DCR 11889)	Possible amendments to Ch 3 in FY 2018, depending on adoption of Residency legislation.
4	Suitability	Provisions on general (i.e. residency, license certification, etc.) and enhanced suitability screenings (i.e. criminal background, traffic, credits checks; random drug and alcohol test, etc.)	Amended rules adopted 10/23/2015 (62 DCR 013820)	
5	Public Employee Relations Board	Contained in 6B, however, rulemaking authority for this chapter has been delegated to the Office of Employee Appeals (OEA).	N/A	
6	Office of Employee Appeals	Contained in 6B, however, the OEA has rulemaking authority for this chapter.	N/A	
7	Equal Employment Opportunity and Veterans Preference	Affirmative action policy in employment; and preference in employment and reduction in force for veterans	Amended rules adopted in 9/1985	
8*	Career Service	Rules on employment in the Career Service (“merit system rules”), including recruitment, examination, competitive and non-competitive selection, prohibited personnel practices, etc.	Amended rules 12/5/2014 (61 DC 12498)	Possible amendments to Chapters 8 and 38 (see *) to collapse into one chapter in FY 2019

SUBTITLE B OF TITLE 6 OF THE D.C. MUNICIPAL REGULATIONS (DCMR): GOVERNMENT PERSONNEL

Chapter No.	Title (Refers to the chapter title)	Chapter Content (Provides a summary of the provisions contained in the chapter)	Date of Adoption of Current Rules (Date reflects the last amendment to the chapter)	Pending Amendment to Specific Chapters (Reflects upcoming changes to the amendment to the chapter)
9	Excepted Service	Rules on employment for persons appointed to Excepted Service positions as part of the Mayor’s personal staff, Excepted Service policy positions, Excepted Service statutory positions, Excepted Service attorney positions, Excepted Service expert & consultants, and Excepted Service special appointments; separation pay; pre-employment expenses; etc.	Amended rules adopted 11/13/2015 (62 DCR 014869)	Amendments to be proposed to Chapter 9 in FY 2018
10	Executive Service	Rules on employment in the Executive Service, including separation pay, pre-employment expenses; etc.	Amended rules adopted 8/22/2014 (61 DCR 008761)	
11	Classification and Compensation	Rules on the classification, grading of positions, and classification appeals; compensation rules, including within-grade-increases, open range salary schedules; exempt time off, severance pay, dual compensation, premium pay, back pay, etc.	Ch 11A (Class) – Amended rules adopted 4/7/2000 (47 DCR 2421) Ch 11B (Comp) – Amended rules adopted 9/1/2017 (64 DCR 016086)	Amendments to be proposed to Chapter 11B in FY 2018
12	Hours of Work; Legal Holidays; Leave	Rules on work schedules; legal holidays; various types of leave, including family and medical leave, annual leave bank; flexible work schedules; alternative work schedules; compressed work schedules; telework; etc.	Amended rules adopted on 9/1/2017 (64 DCR 008589) and 9/15/2017 (64 DCR 009052)	
13	Employee Development	Rules on programs for the training and development of District government employees through planned courses, systems, etc., which are related to the performance of official duties for the District government	Amended rules adopted on 1/2/2004 (51 DCR 89)	
14	Performance Management	Rules for the comprehensive performance management system established under D.C. Official Code §§ 1-613.51 through 1-613.53	Amended rules adopted on 7/13/2012 (59 DCR 008398)	Amendments to be proposed to Chapter 14 in FY 2018

SUBTITLE B OF TITLE 6 OF THE D.C. MUNICIPAL REGULATIONS (DCMR): GOVERNMENT PERSONNEL

Chapter No.	Title (Refers to the chapter title)	Chapter Content (Provides a summary of the provisions contained in the chapter)	Date of Adoption of Current Rules (Date reflects the last amendment to the chapter)	Pending Amendment to Specific Chapters (Reflects upcoming changes to the amendment to the chapter)
15	Whistleblower Protection	Refers to statutory provisions in D.C. Official Code 1-615.51 through 1-615.58a	N/A	
16	Corrective and Adverse Actions; Enforced Leave; and Grievances	Rules on filing grievances and initiating corrective and adverse actions	Amended rules adopted on 5/12/2017 (64 DCR 004623)	Amendments to be proposed to Chapter 16 in FY 2018
17	Labor-Management Relations	Reserved.	N/A	
18	Employee Conduct	Rules on standards of conduct; conflicts of interest; reporting of financial interests; nepotism, and outside employment	Amended rules adopted on 4/11/2014 (61 DCR 003977)	Amendments to be proposed to Chapter 18 in FY 2018
19	Incentive Awards	Rules for Monetary Awards, including <i>Exemplary Performance Awards</i> , <i>Instant Cash-In-Your Account Awards</i> , and <i>Retirement Awards</i> ; Non-Monetary Awards, including <i>Tangible Item Awards</i> , <i>Time-Off Awards</i> , and <i>Honorary Awards</i> ; and Group Awards.	Amended rules adopted on 6/19/2009 (56 DCR 004758)	Amendments to be proposed to Chapter 19 in FY 2018
20	Safety & Health	(1) Occupational Safety & Health Program (rulemaking authority delegated to the Department of Employment Services); (2) Health – Section 2049: Pre-Employment and Other Physical Examinations and General Medical Qualifications Requirements; Section 2050: Employee Assistance Program	Chapter 20A (Safety) – Refers to statute requiring Office of Risk Mgmt to conduct annual agency site safety inspections Chapter 20B (Health) – amended rules adopted on 11/1/2013 (60 DCR 015260)	Amendments to be proposed to Chapter 20 in FY 2018
21	Health Benefits	Provisions on health benefits for persons first hired by the District government prior to 10/01/87 (Federal health benefits) and health benefits for persons first hired by the District government after 09/30/87 (District government	Chapter 21A (Fed Health) – rules adopted on 5/16/1990	

SUBTITLE B OF TITLE 6 OF THE D.C. MUNICIPAL REGULATIONS (DCMR): GOVERNMENT PERSONNEL

Chapter No.	Title (Refers to the chapter title)	Chapter Content (Provides a summary of the provisions contained in the chapter)	Date of Adoption of Current Rules (Date reflects the last amendment to the chapter)	Pending Amendment to Specific Chapters (Reflects upcoming changes to the amendment to the chapter)
		health benefits).	(27 DCR 2055) Chapter 21B (D.C. Health) – amended rules adopted on 8/5/2016 (63 DCR 010213)	
22	Life Insurance Benefits	Provisions on life insurance benefits for persons first hired by the District government prior to 10/01/87 (Federal life insurance) and life insurance benefits for persons first hired by the District government after 09/30/87 (District life insurance)	Amended rules adopted on 9/25/2015 (62 DCR 12687)	
23	Disability Compensation	No rules in Title 6 of the DCMR. Pursuant to Mayor’s Order 2004-198, dated December 14, 2004, the Office of Risk Management adopted rules on the <i>Termination, Suspension or Reduction of Disability Compensation Benefits for District Employees</i> , which added a new Chapter 31 to 7 DCMR.	N/A	
24	Reductions in Force	Rules on reductions in force; and the administration of the <i>Agency Reemployment Priority Program (ARPP)</i> and <i>Displaced Employee Program (DEP)</i> ; furloughs	Amended rules adopted on 7/13/2012 (59 DCR 008400)	
25	Political Rights of Employees	Contained in 6B, however, links to the Board of Ethics and Government Accountability website	N/A	
26	Retirement	Provisions on the retirement system applicable to persons first hired by the District government prior to 10/01/87 (CSRS); the Defined Contribution Pension Plan applicable to persons first hired by the District government after 9/30/87, and police and fire	Chapter 26A (CSRS) – Amended rules adopted 4/21/2006 (53 DCR 3265) Chapter 26B (Police and Fire) – Refer to DPM Trans 9, dtd.	

SUBTITLE B OF TITLE 6 OF THE D.C. MUNICIPAL REGULATIONS (DCMR): GOVERNMENT PERSONNEL

Chapter No.	Title (Refers to the chapter title)	Chapter Content (Provides a summary of the provisions contained in the chapter)	Date of Adoption of Current Rules (Date reflects the last amendment to the chapter)	Pending Amendment to Specific Chapters (Reflects upcoming changes to the amendment to the chapter)
			6/26/1989 Chapter 26C (D.C. Defined Contribution)	
27	Temporary Assignment of Personnel	Rules on <i>Personnel Exchange Agreements</i> between District government agencies, private sector institutions, institutions of higher education, or agencies of federal, and state, and local governments	Amended rules adopted on 7/2/2010 (57 DCR 005745)	
29	Employee Debt Set-Offs	Rules on employee indebtedness, including collection of erroneous payments and waivers of government claims of erroneous payment	Amended rules adopted on 4/7/2000 (47 DCR 10121)	
31	Records Management and Privacy of Records	Rules on the establishment, maintenance, disclosure, and disposition of personnel records	Amended rules adopted on 3/5/1999 (46 DCR 2372)	Amendment to be proposed to Chapter 31A in FY 2019
35	Voluntary Services	Rules on the utilization of volunteers by District government agencies	Amended rules adopted on 12/10/1982 (29 DCR 5405)	
36	Legal Service	Rules contain conditions of employment for individuals appointed as attorneys in the Legal Service	Amended rules adopted on 11/28/2014 (61 DCR 12182)	
37	Appointment, Reappointment, Discipline and Removal of Administrative Law Judges by the Commission on Selection and Tenure of Administrative Law	Standards and procedures for the operation of the <i>Commission on the Selection and Tenure of Administrative Law Judges</i> pertaining to the appointment, reappointment, discipline, removal, and qualifications of Administrative Law Judges in the Office of Administrative Hearings [Rulemaking authority for this chapter was originally delegated to the Office of the Deputy Mayor for Public Safety and Justice (ODMPSJ) via Mayor’s Order 2003-53, dated May 2, 2003. Rulemaking authority for the chapter	Amended rules adopted on 7/16/2014 (51 DCR 7033)	

SUBTITLE B OF TITLE 6 OF THE D.C. MUNICIPAL REGULATIONS (DCMR): GOVERNMENT PERSONNEL

Chapter No.	Title (Refers to the chapter title)	Chapter Content (Provides a summary of the provisions contained in the chapter)	Date of Adoption of Current Rules (Date reflects the last amendment to the chapter)	Pending Amendment to Specific Chapters (Reflects upcoming changes to the amendment to the chapter)
	Judges	was subsequently delegated to the City Administrator via Mayor's Order 2004-98, dated June 9, 2004 (the ODMPSJ no longer exists).]		
38*	Management Supervisory Service	Rules on employment in the Management Supervisory Service	Amended rules adopted on 5/2/2014 (61 DCR 004428)	

Attachment U

Agency	Group 1 Count	Percentage	Group 2 Count	Percentage	Group 3 Count	Percentage	Group 4 Count	Percentage	Group 5 Count	Percentage	Group 6 Count	Percentage	Group 7 Count	Percentage	Group 8 Count	Percentage	Total Count
Homeland Security & EMA	8	7.92%	2	1.98%	39	38.61%	29	28.71%	18	17.82%	1	0.99%	3	2.97%	1	0.99%	101
Office Of the Mayor	4	3.88%	8	7.77%	12	11.65%	3	2.91%	1	0.97%	0	0.00%	71	68.93%	4	3.88%	103
DC National Guard	14	12.39%	57	50.44%	24	21.24%	16	14.16%	2	1.77%	0	0.00%	0	0.00%	0	0.00%	113
Insurance, Securities and Bank	9	7.89%	2	1.75%	71	62.28%	3	2.63%	23	20.18%	5	4.39%	0	0.00%	1	0.88%	114
Dept Housing & Comm Dev	20	13.07%	5	3.27%	86	56.21%	10	6.54%	19	12.42%	7	4.58%	5	3.27%	1	0.65%	153
Dept of Forensic Sciences	38	19.90%	11	5.76%	92	48.17%	21	10.99%	25	13.09%	3	1.57%	0	0.00%	1	0.52%	191
Dept of Human Resources	7	3.65%	73	38.02%	64	33.33%	17	8.85%	19	9.90%	7	3.65%	4	2.08%	1	0.52%	192
Council of the District	5	2.54%	1	0.51%	7	3.55%	0	0.00%	0	0.00%	9	4.57%	175	88.83%	0	0.00%	197
Contracting and Procurement	11	5.26%	1	0.48%	130	62.20%	4	1.91%	58	27.75%	4	1.91%	0	0.00%	1	0.48%	209
Dept of Health Care Finance	17	7.69%	7	3.17%	149	67.42%	7	3.17%	32	14.48%	6	2.71%	2	0.90%	1	0.45%	221
Department of Motor Vehicles	158	65.02%	2	0.82%	55	22.63%	4	1.65%	21	8.64%	1	0.41%	1	0.41%	1	0.41%	243
Office of the Chief Technology	5	1.57%	13	4.09%	164	51.57%	103	32.39%	28	8.81%	4	1.26%	0	0.00%	1	0.31%	318
Dept of Energy and Environment	31	9.20%	49	14.54%	104	30.86%	99	29.38%	45	13.35%	8	2.37%	0	0.00%	1	0.30%	337
Office of Unified Communicatio	140	40.46%	43	12.43%	133	38.44%	0	0.00%	28	8.09%	1	0.29%	0	0.00%	1	0.29%	346
Disability Services	49	12.86%	6	1.57%	261	68.50%	8	2.10%	49	12.86%	7	1.84%	0	0.00%	1	0.26%	381
Ofc. of State Superintendent	11	7.69%	3	2.10%	31	21.68%	0	0.00%	89	62.24%	8	5.59%	0	0.00%	1	0.70%	143
Consumer & Regulatory Affairs	48	12.28%	66	16.88%	198	50.64%	25	6.39%	43	11.00%	7	1.79%	3	0.77%	1	0.26%	391
Department of Youth Rehabilita	285	56.89%	28	5.59%	88	17.56%	19	3.79%	75	14.97%	5	1.00%	0	0.00%	1	0.20%	501
Department of Health	77	14.45%	35	6.57%	225	42.21%	93	17.45%	90	16.89%	10	1.88%	2	0.38%	1	0.19%	533
DC Public Library	303	56.01%	17	3.14%	150	27.73%	6	1.11%	62	11.46%	1	0.18%	2	0.37%	0	0.00%	541
Ofc of the Attorney General	77	13.70%	31	5.52%	135	24.02%	19	3.38%	21	3.74%	257	45.73%	21	3.74%	1	0.18%	562
Department of Parks and Recrea	361	64.01%	102	18.09%	34	6.03%	8	1.42%	56	9.93%	1	0.18%	1	0.18%	1	0.18%	564
Dept of Employment Services	79	12.91%	141	23.04%	215	35.13%	93	15.20%	77	12.58%	4	0.65%	2	0.33%	1	0.16%	612
Dept of General Services	217	38.34%	28	4.95%	237	41.87%	10	1.77%	65	11.48%	5	0.88%	3	0.53%	1	0.18%	566
Child and Family Services Agcy	110	14.44%	8	1.05%	480	62.99%	5	0.66%	152	19.95%	6	0.79%	0	0.00%	1	0.13%	762
Transportation, District Dept	477	46.45%	24	2.34%	395	38.46%	12	1.17%	109	10.61%	6	0.58%	4	0.39%	0	0.00%	1027
Department of Human Services	125	11.65%	195	18.17%	344	32.06%	223	20.78%	177	16.50%	5	0.47%	3	0.28%	1	0.09%	1073
Department of Corrections	739	65.40%	182	16.11%	96	8.50%	23	2.04%	86	7.61%	1	0.09%	2	0.18%	1	0.09%	1130
Ofc Chief Financial Officer	322	25.35%	28	2.20%	884	69.61%	15	1.18%	16	1.26%	0	0.00%	5	0.39%	0	0.00%	1270
Behavioral Health, Dept. of	569	43.80%	38	2.93%	416	32.02%	46	3.54%	170	13.09%	5	0.38%	54	4.16%	1	0.08%	1299
Department of Public Works	910	67.51%	170	12.61%	173	12.83%	10	0.74%	80	5.93%	4	0.30%	0	0.00%	1	0.07%	1348
OSSE DOT Department	101	61.21%	0	0.00%	7	4.24%	1	0.61%	56	33.94%	0	0.00%	0	0.00%	0	0.00%	165
University of the D.C.	34	41.46%	15	18.29%	32	39.02%	0	0.00%	0	0.00%	0	0.00%	1	1.22%	0	0.00%	82
Fire & Emergency Medical Svs	1319	65.49%	18	0.89%	642	31.88%	1	0.05%	15	0.74%	6	0.30%	11	0.55%	2	0.10%	2014
Metropolitan Police Department	3845	86.64%	246	5.54%	266	5.99%	11	0.25%	57	1.28%	7	0.16%	5	0.11%	1	0.02%	4438
DC Public Schools	954	38.70%	4	0.16%	1364	55.33%	104	4.22%	7	0.28%	16	0.65%	8	0.32%	8	0.32%	2465
Grand Total	11479	46.46%	1659	6.72%	7803	31.58%	1048	4.24%	1871	7.57%	417	1.69%	388	1.57%	40	0.16%	24705

Agency	DC Count	DC Percentage	MD Count	MD Percentage	VA Count	VA Percentage	Other Count	Other Percentage	Total Count
Advry Neighborhood Commission	3	100.00%	0	0.00%	0	0.00%	0	0.00%	3
Alcoholic Beverage Reg Admin	26	49.06%	24	45.28%	3	5.66%	0	0.00%	53
Asian Pacific Islander Affairs	3	33.33%	1	11.11%	5	55.56%	0	0.00%	9
Behavioral Health, Dept. of	491	37.80%	679	52.27%	120	9.24%	9	0.69%	1299
Board of Elections & Ethics	28	60.87%	14	30.43%	4	8.70%	0	0.00%	46
Board of Ethics and Government	8	61.54%	1	7.69%	3	23.08%	1	7.69%	13
Child and Family Services Agcy	233	30.58%	454	59.58%	71	9.32%	4	0.52%	762
Comm Judicial Disabil & Tenure	1	50.00%	0	0.00%	1	50.00%	0	0.00%	2
Comm on the Arts & Humanities	13	48.15%	11	40.74%	3	11.11%	0	0.00%	27
Consumer & Regulatory Affairs	177	45.27%	166	42.46%	43	11.00%	5	1.28%	391
Contract Appeals Board	5	45.45%	5	45.45%	0	0.00%	1	9.09%	11
Contracting and Procurement	98	46.67%	81	38.57%	30	14.29%	1	0.48%	210
Corrections Info Council	3	60.00%	2	40.00%	0	0.00%	0	0.00%	5
Council of the District	187	94.92%	10	5.08%	0	0.00%	0	0.00%	197
Criminal Code Reform Comm.	3	75.00%	1	25.00%	0	0.00%	0	0.00%	4
Criminal Justice Council	10	55.56%	5	27.78%	3	16.67%	0	0.00%	18
DC National Guard	26	23.01%	79	69.91%	8	7.08%	0	0.00%	113
DC Public Library	294	54.24%	206	38.01%	40	7.38%	2	0.37%	542
DC Public Schools	4492	48.41%	3922	42.26%	781	8.42%	85	0.92%	9280
DC Retirement Board	16	26.67%	31	51.67%	12	20.00%	1	1.67%	60
DC Sentencing Commission	6	100.00%	0	0.00%	0	0.00%	0	0.00%	6
DC State Board of Education	19	79.17%	4	16.67%	1	4.17%	0	0.00%	24
Dep Mayor Greater Econ Opp	12	75.00%	3	18.75%	0	0.00%	1	6.25%	16
Department of Corrections	229	20.21%	787	69.46%	112	9.89%	5	0.44%	1133
Department of Health	214	40.00%	264	49.35%	55	10.28%	2	0.37%	535
Department of Human Services	556	51.82%	454	42.31%	60	5.59%	3	0.28%	1073
Department of Motor Vehicles	136	55.97%	94	38.68%	13	5.35%	0	0.00%	243
Department of Parks and Recrea	401	71.10%	149	26.42%	12	2.13%	2	0.35%	564
Department of Public Works	927	68.77%	402	29.82%	18	1.34%	1	0.07%	1348
Department of Youth Rehabilita	175	34.86%	293	58.37%	31	6.18%	3	0.60%	502
Dept Housing & Comm Dev	93	60.78%	48	31.37%	11	7.19%	1	0.65%	153
Dept of Employment Services	346	56.44%	221	36.05%	39	6.36%	7	1.14%	613
Dept of Energy and Environment	149	44.21%	149	44.21%	39	11.57%	0	0.00%	337
Dept of Forensic Sciences	49	25.65%	75	39.27%	66	34.55%	1	0.52%	191
Dept of General Services	299	45.51%	310	47.18%	43	6.54%	5	0.76%	657
Dept of Health Care Finance	97	43.89%	98	44.34%	25	11.31%	1	0.45%	221
Dept of Human Resources	117	60.62%	59	30.57%	16	8.29%	1	0.52%	193
Dept of Small & Local Bus Dev	22	52.38%	18	42.86%	2	4.76%	0	0.00%	42
Dept. of For-Hire Vehicles	31	54.39%	23	40.35%	3	5.26%	0	0.00%	57
Deputy Mayor for Education	11	78.57%	2	14.29%	1	7.14%	0	0.00%	14
Disability Services	120	31.50%	209	54.86%	49	12.86%	3	0.79%	381
Fire & Emergency Medical Svs	611	30.34%	1037	51.49%	209	10.38%	157	7.80%	2014
Health Benefit Exchange Author	33	41.77%	28	35.44%	15	18.99%	3	3.80%	79
Homeland Security & EMA	39	38.61%	39	38.61%	23	22.77%	0	0.00%	101
Insurance, Securities and Bank	56	49.12%	44	38.60%	12	10.53%	2	1.75%	114
Judicial Nomination Commission		0.00%	1	100.00%	0	0.00%	0	0.00%	1
Lottery & Charitable Games	16	27.59%	33	56.90%	8	13.79%	1	1.72%	58
Mayor's Ofc of Legal Counsel	8	100.00%	0	0.00%	0	0.00%	0	0.00%	8
Metropolitan Police Department	878	19.77%	2609	58.76%	925	20.83%	28	0.63%	4440
Motion Picture & Television	4	80.00%	1	20.00%	0	0.00%	0	0.00%	5
Neighborhood Safety and Engage	1	100.00%	0	0.00%	0	0.00%	0	0.00%	1
Non Public Tuition		0.00%	5	62.50%	3	37.50%	0	0.00%	8
Ofc Chief Financial Officer	337	26.47%	759	59.62%	170	13.35%	7	0.55%	1273
Ofc Finance & Resource Mgmt	1	5.00%	11	55.00%	6	30.00%	2	10.00%	20
Ofc of Cable Television	15	40.54%	19	51.35%	2	5.41%	1	2.70%	37
Ofc of Campaign Finance	8	33.33%	12	50.00%	4	16.67%	0	0.00%	24
Ofc of Employee Appeals	3	20.00%	12	80.00%	0	0.00%	0	0.00%	15
Ofc of Planning	33	47.14%	26	37.14%	11	15.71%	0	0.00%	70
Ofc of Police Complaints	14	60.87%	5	21.74%	4	17.39%	0	0.00%	23
Ofc of the Attorney General	279	49.64%	220	39.15%	63	11.21%	0	0.00%	562
Ofc of the Auditor	13	40.63%	11	34.38%	8	25.00%	0	0.00%	32
Ofc of the City Administrator	38	69.09%	10	18.18%	6	10.91%	1	1.82%	55
Ofc of the Deputy Mayor for He	14	87.50%	2	12.50%	0	0.00%	0	0.00%	16
Ofc of the Inspector General	35	40.23%	27	31.03%	23	26.44%	2	2.30%	87
Ofc of the People's Counsel	20	54.05%	13	35.14%	4	10.81%	0	0.00%	37
Ofc of the Secretary	17	68.00%	6	24.00%	2	8.00%	0	0.00%	25
Ofc of the Senior Advisor	12	92.31%	0	0.00%	1	7.69%	0	0.00%	13
Ofc of the Tenant Advocate	8	50.00%	7	43.75%	1	6.25%	0	0.00%	16
Ofc of Zoning	10	55.56%	5	27.78%	3	16.67%	0	0.00%	18
Ofc on Aging	33	45.21%	33	45.21%	7	9.59%	0	0.00%	73
Ofc on Latino Affairs	9	100.00%	0	0.00%	0	0.00%	0	0.00%	9

Ofc. of State Superintendent	143	36.95%	191	49.35%	52	13.44%	1	0.26%	387
Ofc. Victim Serv. & Justice Gr	8	50.00%	6	37.50%	2	12.50%	0	0.00%	16
Ofc.of Film, Television & Ent.	4	66.67%	2	33.33%	0	0.00%	0	0.00%	6
Office of Disability Rights	8	80.00%	2	20.00%	0	0.00%	0	0.00%	10
Office of Human Rights	23	62.16%	11	29.73%	3	8.11%	0	0.00%	37
Office of Risk Management	10	28.57%	24	68.57%	1	2.86%	0	0.00%	35
Office of the Chief Medical Ex	38	43.18%	34	38.64%	16	18.18%	0	0.00%	88
Office of the Chief Technology	66	20.69%	151	47.34%	98	30.72%	4	1.25%	319
Office Of the Mayor	89	86.41%	10	9.71%	4	3.88%	0	0.00%	103
Office of Unified Communicatio	170	49.13%	164	47.40%	12	3.47%	0	0.00%	346
Office of Veteran Affairs	3	100.00%	0	0.00%	0	0.00%	0	0.00%	3
Office of Administrative Hearin	47	64.38%	18	24.66%	7	9.59%	1	1.37%	73
ORM - Workers Compensation	13	52.00%	11	44.00%	1	4.00%	0	0.00%	25
OSSE DOT Department	839	59.17%	560	39.49%	19	1.34%	0	0.00%	1418
Planning & Econ Dev	42	63.64%	21	31.82%	3	4.55%	0	0.00%	66
Public Employee Relations Brd	7	100.00%	0	0.00%	0	0.00%	0	0.00%	7
Public Safety & Justice Cluste	8	88.89%	0	0.00%	1	11.11%	0	0.00%	9
Public Service Commission	25	33.78%	33	44.59%	16	21.62%	0	0.00%	74
Real Property Tax Appeals Comm	5	50.00%	4	40.00%	1	10.00%	0	0.00%	10
Statehood Initiatives Agency	4	50.00%	2	25.00%	2	25.00%	0	0.00%	8
Transportation, District Dept	621	60.41%	336	32.68%	68	6.61%	3	0.29%	1028
University of the D.C.	642	43.88%	656	44.84%	152	10.39%	13	0.89%	1463
Grand Total	15486	42.88%	16565	45.87%	3691	10.22%	371	1.03%	36113

Agency	Temp Appt		Term Appt		Reg Appt		Total Count
	Count	Percentage	Count	Percentage	Count	Percentage	
Alcoholic Beverage Reg Admin	0	0.00%	3	100.00%	0	0.00%	3
Asian Pacific Islander Affairs	0	0.00%	4	80.00%	1	20.00%	5
Board of Elections & Ethics	149	95.51%	2	1.28%	5	3.21%	156
Board of Ethics and Government	1	20.00%	1	20.00%	3	60.00%	5
Child and Family Services Agcy	1	1.32%	4	5.26%	71	93.42%	76
Comm on the Arts & Humanities	0	0.00%	2	40.00%	3	60.00%	5
Consumer & Regulatory Affairs	0	0.00%	20	46.51%	23	53.49%	43
Contract Appeals Board	0	0.00%	0	0.00%	2	100.00%	2
Contracting and Procurement	0	0.00%	5	29.41%	12	70.59%	17
Corrections Info Council	0	0.00%	2	66.67%	1	33.33%	3
Council of the District	28	49.12%	0	0.00%	29	50.88%	57
Criminal Justice Council	0	0.00%	1	33.33%	2	66.67%	3
DC National Guard	0	0.00%	31	93.94%	2	6.06%	33
DC Public Library	5	9.26%	4	7.41%	45	83.33%	54
DC Public Schools	1510	54.51%	17	0.61%	1243	44.87%	2770
DC Retirement Board	0	0.00%	0	0.00%	8	100.00%	8
DC Sentencing Commission	0	0.00%	0	0.00%	3	100.00%	3
DC State Board of Education	0	0.00%	0	0.00%	1	100.00%	1
Department of Behavioral Healt	14	9.59%	39	26.71%	93	63.70%	146
Department of Corrections	2	2.30%	3	3.45%	82	94.25%	87
Department of Health	1	1.79%	36	64.29%	19	33.93%	56
Department of Human Services	4	2.56%	118	75.64%	34	21.79%	156
Department of Motor Vehicles	1	3.57%	4	14.29%	23	82.14%	28
Department of Parks and Recrea	522	96.85%	5	0.93%	12	2.23%	539
Department of Public Works	202	76.23%	13	4.91%	50	18.87%	265
Department of Youth Rehabilita	0	0.00%	22	30.14%	51	69.86%	73
Dept Housing & Comm Dev	1	7.14%	6	42.86%	7	50.00%	14
Dept of Employment Services	92	60.93%	47	31.13%	12	7.95%	151
Dept of Energy and Environment	57	64.04%	25	28.09%	7	7.87%	89
Dept of Forensic Sciences	4	7.84%	35	68.63%	12	23.53%	51
Dept of General Services	0	0.00%	12	25.53%	35	74.47%	47
Dept of Health Care Finance	2	5.13%	7	17.95%	30	76.92%	39
Dept of Human Resources	115	76.67%	33	22.00%	2	1.33%	150
Dept of Small & Local Bus Dev	0	0.00%	3	60.00%	2	40.00%	5
Dept. of For-Hire Vehicles	1	14.29%	1	14.29%	5	71.43%	7
Deputy Mayor for Education	0	0.00%	2	66.67%	1	33.33%	3
Disability Services	0	0.00%	11	21.57%	40	78.43%	51
Fire & Emergency Medical Svs	20	18.02%	2	1.80%	89	80.18%	111
Health Benefit Exchange Author	0	0.00%	7	50.00%	7	50.00%	14
Homeland Security & EMA	0	0.00%	14	82.35%	3	17.65%	17
Insurance, Securities and Bank	2	9.52%	1	4.76%	18	85.71%	21
Lottery & Charitable Games	2	50.00%	0	0.00%	2	50.00%	4
Metropolitan Police Department	26	7.34%	21	5.93%	307	86.72%	354
Motion Picture & Television	0	0.00%	0	0.00%	1	100.00%	1
Non Public Tuition	0	0.00%	0	0.00%	2	100.00%	2
Ofc Chief Financial Officer	50	36.50%	8	5.84%	79	57.66%	137
Ofc of Cable Television	0	0.00%	3	75.00%	1	25.00%	4
Ofc of Campaign Finance	0	0.00%	0	0.00%	5	100.00%	5
Ofc of Employee Appeals	0	0.00%	0	0.00%	2	100.00%	2
Ofc of Planning	2	25.00%	1	12.50%	5	62.50%	8
Ofc of Police Complaints	5	55.56%	0	0.00%	4	44.44%	9
Ofc of the Attorney General	27	45.76%	5	8.47%	27	45.76%	59
Ofc of the Auditor	0	0.00%	0	0.00%	1	100.00%	1
Ofc of the City Administrator	0	0.00%	0	0.00%	11	100.00%	11
Ofc of the Deputy Mayor for He	0	0.00%	1	16.67%	5	83.33%	6
Ofc of the Inspector General	0	0.00%	3	25.00%	9	75.00%	12
Ofc of the People's Counsel	0	0.00%	0	0.00%	3	100.00%	3
Ofc of the Senior Advisor	0	0.00%	0	0.00%	4	100.00%	4
Ofc of the Tenant Advocate	0	0.00%	2	40.00%	3	60.00%	5
Ofc on Aging	9	56.25%	5	31.25%	2	12.50%	16
Ofc on Latino Affairs	0	0.00%	1	33.33%	2	66.67%	3

Ofc. of State Superintendent	4	7.84%	0	0.00%	47	92.16%	51
Ofc. Victim Serv. & Justice Gr	0	0.00%	0	0.00%	1	100.00%	1
Office of Disability Rights	0	0.00%	1	100.00%	0	0.00%	1
Office of Human Rights	0	0.00%	8	100.00%	0	0.00%	8
Office of Risk Management	1	12.50%	6	75.00%	1	12.50%	8
Office of the Chief Medical Ex	0	0.00%	6	46.15%	7	53.85%	13
Office of the Chief Technology	0	0.00%	76	85.39%	13	14.61%	89
Office Of the Mayor	2	5.71%	8	22.86%	25	71.43%	35
Office of Unified Communicatio	0	0.00%	10	34.48%	19	65.52%	29
Office of Veteran Affairs	0	0.00%	1	50.00%	1	50.00%	2
Office ofAdministrative Hearin	0	0.00%	2	14.29%	12	85.71%	14
ORM - Workers Compensation	0	0.00%	1	20.00%	4	80.00%	5
OSSE DOT Department	0	0.00%	0	0.00%	63	100.00%	63
Planning & Econ Dev	0	0.00%	11	78.57%	3	21.43%	14
Public Employee Relations Brd	0	0.00%	0	0.00%	2	100.00%	2
Public Service Commission	0	0.00%	1	25.00%	3	75.00%	4
Real Property Tax Appeals Comm	0	0.00%	1	100.00%	0	0.00%	1
Statehood Initiatives Agency	1	50.00%	0	0.00%	1	50.00%	2
Transportation, District Dept	0	0.00%	35	34.31%	67	65.69%	102
University of the D.C.	1229	93.32%	0	0.00%	88	6.68%	1317
Grand Total	4092	52.66%	759	9.77%	2920	37.58%	7771

Agency	Temp Appt		Term Appt		Reg Appt		Total Count
	Count	Percentage	Count	Percentage	Count	Percentage	
Alcoholic Beverage Reg Admin	0	0.00%	8	100.00%	0	0.00%	8
Asian Pacific Islander Affairs	0	0.00%	7	87.50%	1	12.50%	8
Board of Elections & Ethics	43	86.00%	0	0.00%	7	14.00%	50
Board of Ethics and Government	1	50.00%	0	0.00%	1	50.00%	2
Child and Family Services Agcy	0	0.00%	8	11.94%	59	88.06%	67
Comm on the Arts & Humanities	0	0.00%	8	66.67%	4	33.33%	12
Consumer & Regulatory Affairs	1	1.45%	51	73.91%	17	24.64%	69
Contract Appeals Board	0	0.00%	0	0.00%	1	100.00%	1
Contracting and Procurement	0	0.00%	5	13.89%	31	86.11%	36
Corrections Info Council	0	0.00%	2	100.00%	0	0.00%	2
Council of the District	16	23.19%	1	1.45%	52	75.36%	69
Criminal Justice Council	0	0.00%	0	0.00%	1	100.00%	1
DC National Guard	0	0.00%	19	95.00%	1	5.00%	20
DC Public Library	17	28.33%	1	1.67%	42	70.00%	60
DC Public Schools	1422	49.38%	31	1.08%	1427	49.55%	2880
DC Retirement Board	0	0.00%	0	0.00%	5	100.00%	5
DC Sentencing Commission	0	0.00%	0	0.00%	2	100.00%	2
DC State Board of Education	0	0.00%	3	42.86%	4	57.14%	7
Dep Mayor Greater Econ Opp	0	0.00%	2	40.00%	3	60.00%	5
Department of Behavioral Healt	23	17.29%	33	24.81%	77	57.89%	133
Department of Corrections	2	0.70%	209	73.08%	75	26.22%	286
Department of Health	31	30.10%	40	38.83%	32	31.07%	103
Department of Human Services	3	3.75%	60	75.00%	17	21.25%	80
Department of Motor Vehicles	2	6.67%	0	0.00%	28	93.33%	30
Department of Parks and Recrea	541	91.69%	18	3.05%	31	5.25%	590
Department of Public Works	138	87.90%	10	6.37%	9	5.73%	157
Department of Youth Rehabilita	0	0.00%	21	32.81%	43	67.19%	64
Dept Housing & Comm Dev	0	0.00%	7	63.64%	4	36.36%	11
Dept of Employment Services	82	51.57%	57	35.85%	20	12.58%	159
Dept of Energy and Environment	83	67.48%	36	29.27%	4	3.25%	123
Dept of Forensic Sciences	4	8.70%	20	43.48%	22	47.83%	46
Dept of General Services	0	0.00%	24	35.29%	44	64.71%	68
Dept of Health Care Finance	3	9.09%	2	6.06%	28	84.85%	33
Dept of Human Resources	117	91.41%	7	5.47%	4	3.13%	128
Dept of Small & Local Bus Dev	0	0.00%	2	40.00%	3	60.00%	5
Dept. of For-Hire Vehicles	0	0.00%	0	0.00%	5	100.00%	5
Deputy Mayor for Education	0	0.00%	1	16.67%	5	83.33%	6
Disability Services	0	0.00%	6	17.65%	28	82.35%	34
Fire & Emergency Medical Svs	19	20.21%	1	1.06%	74	78.72%	94
Health Benefit Exchange Author	0	0.00%	14	60.87%	9	39.13%	23
Homeland Security & EMA	0	0.00%	19	90.48%	2	9.52%	21
Insurance, Securities and Bank	3	15.00%	1	5.00%	16	80.00%	20
Lottery & Charitable Games	1	16.67%	0	0.00%	5	83.33%	6
Mayor's Ofc of Legal Counsel	0	0.00%	0	0.00%	1	100.00%	1
Metropolitan Police Department	51	10.32%	150	30.36%	293	59.31%	494
Motion Picture & Television	0	0.00%	2	100.00%	0	0.00%	2
Ofc Chief Financial Officer	25	19.84%	10	7.94%	91	72.22%	126
Ofc of Cable Television	0	0.00%	11	100.00%	0	0.00%	11
Ofc of Planning	0	0.00%	0	0.00%	9	100.00%	9
Ofc of Police Complaints	5	50.00%	0	0.00%	5	50.00%	10
Ofc of the Attorney General	23	29.49%	17	21.79%	38	48.72%	78
Ofc of the Auditor	1	14.29%	0	0.00%	6	85.71%	7
Ofc of the City Administrator	1	10.00%	5	50.00%	4	40.00%	10
Ofc of the Deputy Mayor for He	0	0.00%	2	28.57%	5	71.43%	7
Ofc of the Inspector General	0	0.00%	0	0.00%	19	100.00%	19
Ofc of the People's Counsel	0	0.00%	0	0.00%	4	100.00%	4
Ofc of the Secretary	0	0.00%	2	50.00%	2	50.00%	4
Ofc of the Senior Advisor	0	0.00%	0	0.00%	6	100.00%	6
Ofc of Zoning	0	0.00%	0	0.00%	1	100.00%	1
Ofc on Aging	4	23.53%	10	58.82%	3	17.65%	17
Ofc on Latino Affairs	0	0.00%	1	25.00%	3	75.00%	4

Ofc. of State Superintendent	4	5.33%	0	0.00%	71	94.67%	75
Ofc. Victim Serv. & Justice Gr	0	0.00%	1	33.33%	2	66.67%	3
Ofc.of Film, Television & Ent.	0	0.00%	2	50.00%	2	50.00%	4
Office of Disability Rights	1	33.33%	1	33.33%	1	33.33%	3
Office of Human Rights	0	0.00%	4	80.00%	1	20.00%	5
Office of Risk Management	0	0.00%	6	75.00%	2	25.00%	8
Office of the Chief Medical Ex	1	4.35%	3	13.04%	19	82.61%	23
Office of the Chief Technology	1	2.50%	34	85.00%	5	12.50%	40
Office Of the Mayor	1	4.00%	1	4.00%	23	92.00%	25
Office of Unified Communicatio	0	0.00%	0	0.00%	26	100.00%	26
Office of Veteran Affairs	0	0.00%	0	0.00%	1	100.00%	1
Office ofAdministrative Hearin	0	0.00%	2	50.00%	2	50.00%	4
ORM - Workers Compensation	0	0.00%	0	0.00%	2	100.00%	2
OSSE DOT Department	0	0.00%	0	0.00%	93	100.00%	93
Planning & Econ Dev	0	0.00%	8	88.89%	1	11.11%	9
Public Employee Relations Brd	0	0.00%	0	0.00%	2	100.00%	2
Public Safety & Justice Cluste	2	66.67%	0	0.00%	1	33.33%	3
Public Service Commission	0	0.00%	0	0.00%	8	100.00%	8
Statehood Initiatives Agency	1	100.00%	0	0.00%	0	0.00%	1
Transportation, District Dept	1	0.90%	8	7.21%	102	91.89%	111
University of the D.C.	1039	92.03%	6	0.53%	84	7.44%	1129
Grand Total	3713	46.92%	1020	12.89%	3181	40.19%	7914

Agency	Temp Appt		Term Appt		Reg Appt		Total Hires
	Count	Percentage	Count	Percentage	Count	Percentage	Count
Alcoholic Beverage Reg Admin	0	0.00%	2	100.00%	0	0.00%	2
Asian Pacific Islander Affairs	0	0.00%	1	100.00%	0	0.00%	1
Board of Elections & Ethics	2	100.00%	0	0.00%	0	0.00%	2
Board of Ethics and Government	0	0.00%	0	0.00%	1	100.00%	1
Child and Family Services Agcy	0	0.00%	0	0.00%	11	100.00%	11
Comm on the Arts & Humanities	0	0.00%	0	0.00%	1	100.00%	1
Consumer & Regulatory Affairs	3	9.68%	24	77.42%	4	12.90%	31
Contracting and Procurement	0	0.00%	0	0.00%	5	100.00%	5
Council of the District	7	63.64%	1	9.09%	3	27.27%	11
Criminal Justice Council	0	0.00%	0	0.00%	1	100.00%	1
DC National Guard	1	11.11%	8	88.89%	0	0.00%	9
DC Public Library	10	34.48%	0	0.00%	19	65.52%	29
DC Public Schools	169	46.69%	2	0.55%	191	52.76%	362
DC State Board of Education	0	0.00%	0	0.00%	2	100.00%	2
Dep Mayor Greater Econ Opp	0	0.00%	1	100.00%	0	0.00%	1
Department of Behavioral Health	4	13.33%	5	16.67%	21	70.00%	30
Department of Corrections	0	0.00%	6	12.00%	44	88.00%	50
Department of Health	0	0.00%	2	40.00%	3	60.00%	5
Department of Human Services	0	0.00%	35	85.37%	6	14.63%	41
Department of Motor Vehicles	0	0.00%	0	0.00%	9	100.00%	9
Department of Parks and Recrea	3	13.64%	17	77.27%	2	9.09%	22
Department of Public Works	221	93.64%	5	2.12%	10	4.24%	236
Department of Youth Rehabilita	0	0.00%	2	10.53%	17	89.47%	19
Dept Housing & Comm Dev	0	0.00%	0	0.00%	2	100.00%	2
Dept of Employment Services	4	13.79%	19	65.52%	6	20.69%	29
Dept of Energy and Environment	6	50.00%	6	50.00%	0	0.00%	12
Dept of Forensic Sciences	1	7.14%	3	21.43%	10	71.43%	14
Dept of General Services	0	0.00%	5	27.78%	13	72.22%	18
Dept of Health Care Finance	1	11.11%	1	11.11%	7	77.78%	9
Dept of Human Resources	55	87.30%	5	7.94%	3	4.76%	63
Dept of Small & Local Bus Dev	0	0.00%	2	66.67%	1	33.33%	3
Dept. of For-Hire Vehicles	0	0.00%	2	50.00%	2	50.00%	4
Disability Services	0	0.00%	3	37.50%	5	62.50%	8
Fire & Emergency Medical Svs	0	0.00%	0	0.00%	51	100.00%	51
Health Benefit Exchange Author	0	0.00%	4	80.00%	1	20.00%	5
Homeland Security & EMA	0	0.00%	0	0.00%	2	100.00%	2
Lottery & Charitable Games	0	0.00%	0	0.00%	4	100.00%	4
Metropolitan Police Department	1	0.97%	17	16.50%	85	82.52%	103
Ofc Chief Financial Officer	4	17.39%	1	4.35%	18	78.26%	23
Ofc of Campaign Finance	0	0.00%	1	100.00%	0	0.00%	1
Ofc of the Attorney General	18	60.00%	1	3.33%	11	36.67%	30
Ofc of the Auditor	0	0.00%	1	100.00%	0	0.00%	1
Ofc of the City Administrator	0	0.00%	0	0.00%	3	100.00%	3
Ofc of the Inspector General	0	0.00%	0	0.00%	1	100.00%	1
Ofc of the Senior Advisor	0	0.00%	0	0.00%	3	100.00%	3
Ofc on Aging	1	33.33%	1	33.33%	1	33.33%	3
Ofc. of State Superintendent	0	0.00%	0	0.00%	35	100.00%	35
Office of Disability Rights	0	0.00%	0	0.00%	1	100.00%	1
Office of Human Rights	0	0.00%	2	100.00%	0	0.00%	2
Office of Risk Management	0	0.00%	2	50.00%	2	50.00%	4
Office of the Chief Medical Ex	0	0.00%	1	50.00%	1	50.00%	2
Office of the Chief Technology	0	0.00%	1	50.00%	1	50.00%	2
Office Of the Mayor	0	0.00%	0	0.00%	9	100.00%	9
Office of Unified Communicatio	0	0.00%	2	100.00%	0	0.00%	2
Office ofAdministrative Hearin	0	0.00%	1	33.33%	2	66.67%	3
OSSE DOT Department	0	0.00%	1	1.64%	60	98.36%	61
Public Service Commission	0	0.00%	0	0.00%	2	100.00%	2
Transportation, District Dept	1	1.89%	3	5.66%	49	92.45%	53
University of the D.C.	218	92.37%	3	1.27%	15	6.36%	236

Workforce Development Program Information and Results--2017

Capital City Fellows			
Description of program	Target populations	Recent Master's Degree graduates	
	Program length	18 months	
	Educational or other eligibility requirements	Master's Degree	
	Other descriptive information	Fellows rotate to three different agencies or are hired in DC Government	
Funding sources and program costs	Total funding and funding amount by revenue type (federal, local, or special purpose)	\$608,048.87	
	Funding amounts by federal grant name	N/A	
	Funding vehicle type for providers (e.g. grants or Human Care Agreements)	N/A	
	Portion of total funding used for wage subsidies, if applicable	N/A	
	Average cost per participant	\$46,772.13	
List the services provided and the deliverer of each service (i.e. whether the agency or providers deliver the service)			
List of names of courses of training			
List of sectors and occupations of occupational training, where applicable			
Total number of participants			
Breakdown (%) of total participants	by race		
	69.23% White, 30.77% African American		
	by gender		
69.23% Women, 23.08% Male, 7.69% LGBTQ			
Performance metrics: Goals and outcomes	Rate of placement in unsubsidized employment	N/A	N/A
	Rate of retention in employment	(goal 100%)	(result 100%)
	Median or average earnings	(goal \$72,000-\$80,000)	(result \$72,000)
	Credential attainment rate	N/A	N/A
	Completion rate	N/A	N/A
List any performance metrics the program uses (Col. C), the numerical target/goal that the program set in FY17 (Col. D), and the results of the program in FY17 (Col. E)		N/A	N/A
Provide any additional information to provide context for performance outcomes (optional)			
Out of 19 Fellows in the program 18 were hired in permanent positions; 1 resigned to take an oversees position			

PROVIDER INFORMATION		Provider 1	Provider 2	Provider 3 (add more columns as necessary to include all providers)
Name		N/A	N/A	N/A
List of names of courses of training, where applicable		N/A	N/A	N/A
Total participants		N/A	N/A	N/A
Participants per course of training		N/A	N/A	N/A
List the services offered for each course of training		N/A	N/A	N/A
List of sectors and occupations of occupational training, if applicable		N/A	N/A	N/A
Funding information	Total funding (from District agencies)	N/A	N/A	N/A
	Funding (from District agencies) for each course of training, if applicable	N/A	N/A	N/A
Initial educational functioning level of program participants, if available		N/A	N/A	N/A
Performance Outcomes	Rate of placement in employment	N/A	N/A	N/A
	Rate of retention in employment	N/A	N/A	N/A
	Median or average earnings	N/A	N/A	N/A
	Credential attainment rate	N/A	N/A	N/A
	Completion rate	N/A	N/A	N/A
List any additional performance metrics the program uses (Col. B), the numerical target/goal that the program set in FY17 (Col. C), and the results of the program in FY17 (Cols. D-G+)	(text--metrics)	(# or % for numerical goals)		
Additional information to provide context for performance outcomes (optional)		N/A	N/A	N/A

Workforce Development Program Information and Results--2017

LEAP		
Description of program	Target populations	TANF Receipts, unemployed, and under employed population
	Program length	One Year
	Educational or other eligibility requirements	Must be a DC Resident
	Other descriptive information	The L.E.A.P. Academy is a work-training program
Funding sources and program costs	Total funding and funding amount by revenue type (federal, local, or special purpose)	\$1,875,937.22
	Funding amounts by federal grant name	N/A
	Funding vehicle type for providers (e.g. grants or Human Care Agreements)	N/A
	Portion of total funding used for wage subsidies, if applicable	N/A
	Average cost per participant	\$39,913.56
List the services provided and the deliverer of each service (i.e. whether the agency or providers deliver the service)	N/A	
List of names of courses of training	N/A	
List of sectors and occupations of occupational training, where applicable	N/A	
Total number of participants	47	
Breakdown (%) of total participants	by race	100% African American
	by gender	65.96% Women; 34.04% Men
Performance metrics: Goals and outcomes	Rate of placement in unsubsidized employment	N/A
	Rate of retention in employment	100%
	Median or average earnings	N/A
	Credential attainment rate	N/A
	Completion rate	N/A
List any performance metrics the program uses (Col. B), the numerical target/goal that the program set in FY17 (Col. C), and the results of the program in FY17 (Col. D)	(text) N/A	
Provide any additional information to provide context for performance outcomes (optional)	N/A	

PROVIDER INFORMATION		Provider 1	Provider 2	Provider 3 (add more columns as necessary to include all providers)
Name	N/A	N/A	N/A	N/A
List of names of courses of training, where applicable	N/A	N/A	N/A	N/A
Total participants	N/A	N/A	N/A	N/A
Participants per course of training	N/A	N/A	N/A	N/A
List the services offered for each course of training	N/A	N/A	N/A	N/A
List of sectors and occupations of occupational training, if applicable	N/A	N/A	N/A	N/A
Funding information	Total funding (from District agencies)	N/A	N/A	N/A
	Funding (from District agencies) for each course of training, if applicable	N/A	N/A	N/A
Initial educational functioning level of program participants, if available	N/A	N/A	N/A	N/A
Performance Outcomes	Rate of placement in employment	N/A	N/A	N/A
	Rate of retention in employment	N/A	N/A	N/A
	Median or average earnings	N/A	N/A	N/A
	Credential attainment rate	N/A	N/A	N/A
	Completion rate	N/A	N/A	N/A
List any additional performance metrics the program uses (Col. B), the numerical target/goal that the program set in FY17 (Col. C), and the results of the program in FY17 (Cols. D-G+)	(text--metrics)	(# or % for numerical goals)		
Additional information to provide context for performance outcomes (optional)	N/A	N/A	N/A	N/A