

**Alcoholic Beverage Regulation Administration (“ABRA”)**  
**FY19-20 Performance Oversight Hearing Questions**  
**Committee on Business and Economic Development**  
**Kenyan McDuffie, Chairperson**

General Questions

1. Please provide a current organizational chart for the agency, including the number of vacant, frozen, and filled positions in each division or subdivision. Include the names and titles of all senior personnel, and note the date that the information was collected on the chart.
  - a. Please provide an explanation of the roles and responsibilities of each division and subdivision.

**Response: Please see the attached response to Question 1 for an agency organizational chart. The organizational chart is accurate as of December 23, 2019.**

- b. Please provide a narrative explanation of any changes to the organizational chart made during the previous year.

**Response: There were two new positions added to the ABRA organizational chart. A Compliance Analyst and an Information Technology Specialist (Network Services). The two new positions were both approved by the Council as part of the Mayor’s FY20 budget submission for ABRA.**

2. Please provide a current Schedule A for the agency which identifies each position by program and activity, with the employee’s title/position, salary, fringe benefits, and length of time with the agency. Please note the date that the information was collected. The Schedule A should also indicate if the position is continuing/term/temporary/contract or if it is vacant or frozen. Please separate salary and fringe and indicate whether the position must be filled to comply with federal or local law.

**Response: Please see the attached response to Question 2 for the Schedule A document.**

3. Please list all employees detailed to or from your agency. For each employee identified, please provide the name of the agency the employee is detailed to or from, the reason for the detail, the date of the detail, and the employee’s projected date of return.

**Response: ABRA does not have any employees that have been detailed to or from our agency.**

4. Please provide the Committee with:

- a. A list of all employees who received or retained cellphones, personal digital assistants, or similar communications devices at agency expense in FY19 and FY20, to date;

**Response: Please see the attached response to Question 4a.**

- b. A list of all vehicles owned, leased, or otherwise used by the agency and to whom the vehicle is assigned, as well as a description of all vehicle accidents involving the agency's vehicles in FY19 and FY20, to date;

**Response: ABRA has ten vehicles that are owned by the agency and utilized by the Enforcement division and are assigned as follows:**

**Primary Vehicle used by Supervisory Investigators**

<u>Tag</u>	<u>Make and Model</u>	<u>Year</u>
DC-10891	Toyota Camry	2017

**Supervisory Investigator Mark Brashears  
Green Team (Rotating Shift)**

<u>Tag</u>	<u>Make and Model</u>	<u>Year</u>
DC-8842	Dodge Caravan	2014
DC-10190	Toyota Corolla	2013
DC-10595	Toyota Corolla	2014
DC-12847	Ford Taurus	2017

**Supervisory Investigator Jason Peru  
Blue Team (Rotating Shift)**

<u>Tag</u>	<u>Make and Model</u>	<u>Year</u>
DC-11379	Dodge Avenger	2010
DC-10596	Toyota Corolla	2014
DC-11503	Toyota Corolla	2013
DC-12262	Toyota Camry	2018
DC-13079	Toyota Camry	2018

**Supervisory Investigator, John Fiorentine  
Orange Team (Night Shift)**

**The Orange Team has access to the ten vehicles listed above.**

**There were seven (7) motor vehicle accidents in FY 2019, and none to date in FY 2020.**

**Please see the attached worksheet - Agency Accidents in FY 2019.**

- c. A list of travel expenses, arranged by employee for FY19 and FY20, to date, including the justification for travel; and

**Response: Please see the attached response to Question 4c.**

- d. A list of the total workers' compensation payments paid in FY19 and FY20, to date, including the number of employees who received workers' compensation payments, in what amounts, and for what reasons.

**Response: ABRA did not have any workers' compensation payments in FY 2019 and FY 2020 to date.**

- 5. For FY19 and FY20, to date, what was the total cost for mobile communications and devices, including equipment and service plans?

**Response: Please see the attached response to Question 5 for ABRA's mobile communications costs.**

- 6. For FY19 and FY20, to date, please list all intra-District transfers to or from the agency. For each transfer, include the following details:
  - a. Buyer agency;
  - b. Seller agency;
  - c. The program and activity codes and names in the sending and receiving agencies' budgets;
  - d. Funding source (i.e. local, federal, SPR);
  - e. Description of MOU services;
  - f. Total MOU amount, including any modifications;
  - g. Whether a letter of intent was executed for FY18 or FY19 and if so, on what date,
  - h. The date of the submitted request from or to the other agency for the transfer;
  - i. The dates of signatures on the relevant MOU; and
  - j. The date funds were transferred to the receiving agency

**Response: Please see the attached response to Question 6.**

- 7. Please list any additional intra-district transfers planned for FY19, including the anticipated agency(ies), purposes, and dollar amounts.

**Response: Please see the attached response to Question 7.**

- 8. For FY19 and FY20, to date, please identify any special purpose revenue funds maintained by, used by, or available for use by the agency. For each fund identified, provide:
  - a. The revenue source name and code;
  - b. The source of funding;

- c. A description of the program that generates the funds;
- d. The amount of funds generated by each source or program;
- e. Expenditures of funds, including the purpose of each expenditure; and
- f. The current fund balance.

**Response: Please see the attached response to Question 8.**

- 9. For FY19 and FY20, to date, please list any purchase card spending by the agency, the employee making each expenditure, and the general purpose for each expenditure.

**Response: Please see the attached response to Question 9.**

- 10. Please list all memoranda of understanding (“MOU”) entered into by your agency during FY19 and FY20, to date, as well as any MOU currently in force. For each, indicate the date on which the MOU was entered and the termination date.

**Response: Please see the attached response to Question 10.**

- 11. Please list the ways, other than MOU, in which the agency collaborated with analogous agencies in other jurisdictions, with federal agencies, or with non-governmental organizations in FY19 and FY20, to date.

**Response: ABRA continues to coordinate with the US Marshal Service (USMS) anytime the USMS executes a Notice of Eviction or a Writ for an ABC licensed premises in the District. USMS notifies ABRA in advance of the executed action and ABRA investigators are on the scene to ensure that any alcoholic beverages are properly secured and stored.**

**Additionally, ABRA also works with the US Attorney’s Office (USAO) on those matters that occur at an ABC licensed establishment that are criminal in nature, such as an assault, the bribing of an ABRA investigator, or the selling or distribution of illegal drugs.**

**ABRA also collaborates routinely with its fellow District agencies such as DCRA, OTR and MPD on licensing and enforcement issues, often accompanying other agencies’ inspectors for joint investigative operations. For example, in FY19, ABRA coordinated with the Office of Tax and Revenue in determining whether licensees and/or applicants owed the District more than \$100 and were unable to renew their licenses or obtain licenses and made a significant impact with identifying entities and individuals in debt to the District and helped the District recover the debt. ABRA also collaborated with MPD, DCRA Corporations, Zoning and Small Business divisions to ensure applicants and licensees provided sufficient notification to these agencies for special events to be held including Pub Crawls and street festivals.**

- 12. Please identify all recommendations identified by the Office of the Inspector General, D.C. Auditor, or other federal or local oversight entities during the previous 3 years. Please provide an update on what actions have been taken to address these

recommendations. If the recommendation has not yet been implemented, please explain why.

**Response: ABRA has not received any recommendations in FY18, FY19, or thus far in FY20.**

13. Please list all capital projects in the financial plan and provide an update on all capital projects under the agency's purview in FY19 and FY20, to date, including the amount budgeted, actual dollars spent, and any remaining balances. In addition, please provide:
- a. An update on all capital projects begun, in progress, or concluded in FY18, FY19, and FY20, to date, including the amount budgeted, actual dollars spent, and any remaining balances.
  - b. An update on all capital projects planned for FY19, FY20, FY21, FY22, FY23, and FY24.
  - c. A description of whether the capital projects begun, in progress, or concluded in FY18, FY19, or FY20, to date, had an impact on the operating budget of the agency. If so, please provide an accounting of such impact.

**Response: ABRA does not have any capital projects.**

14. Please provide a table showing your agency's Council-approved original budget, revised budget (after reprogrammings, etc.), and actual spending, by program and activity, for fiscal years 2018, 2019, and the first quarter of 2020. For each program and activity, please include total budget and break down the budget by funding source (federal, local, special purpose revenue, or intra-district funds).
- a. Include any over- or under-spending. Explain any variances between fiscal year appropriations and actual expenditures for fiscal years 2018 and 2019 for each program and activity code.
  - b. Attach the cost allocation plans for FY19 and FY20.
  - c. In FY18 or FY19, did the agency have any federal funds that lapsed? If so, please provide a full accounting, including amounts, fund sources (e.g. grant name), and reason the funds were not fully expended.

**Response: Please see the attached response to Question 14.**

15. Please provide a list of all budget enhancement requests (including capital improvement needs) for FY19 and FY20, to date. For each, include a description of the need and the amount of funding requested.

**Response: ABRA did not have any budget enhancement requests for FY19 or FY20, to date.**

16. Please list, in chronological order, each reprogramming in FY19 and FY20, to date, that impacted the agency, including those that moved funds into the agency, out of the

agency, and within the agency. Include the revised, final budget for your agency after the reprogrammings for FY19 and FY20, to date. For each reprogramming, list the date, amount, rationale, and reprogramming number. Please also include the program, activity, and CSG codes for the originating and receiving funds.

**Response: Please see the table below.**

**Alcoholic Beverage Regulation Administration (LQ0)**  
**List of Reprogramming Actions for Special Purpose Revenue Funds**

**1 - FY 2019**

Effective Date	Document No.	Description	Amount
3/12/2019	BJLQ0012	Reprogramming was needed to purchase computers. Funds were reprogrammed from Activity 1030 (Property Management), CSG 0020 & CSG 0040 to Activity 1040 (Information Technology), CSG 0070.	12,000.00
<b>Total</b>			<b>12,000.00</b>

This reprogramming was done within ABRA's SPR fund and did not change the overall budget for the Agency.

**2 - FY 2020**

There is no Special Purpose Revenue Fund reprogramming to date for FY 2020.

17. Please list each grant or sub-grant received by your agency in FY19 and FY20, to date. List the date, amount, source, purpose of the grant or sub-grant received, and amount expended.

**Response: ABRA did not receive any grants or sub-grants for FY19 or FY20.**

- a. How many FTEs are dependent on grant funding? What are the terms of this funding? If it is set to expire, what plans, if any, are in place to continue funding the FTEs?

**Response: ABRA does not have any FTEs that are dependent upon grant funding.**

18. Please describe every grant your agency is, or is considering, applying for in FY21.

**Response: ABRA is not applying for any grants in FY21.**

19. Please list each contract, procurement, and lease, entered into, extended, and option years exercised by your agency during FY19 and FY20, to date. For each contract, please provide the following information, where applicable:

- a. The name of the contracting party;  
b. Contract number;

- c. Contract type (e.g. HCA, BPA, Sole Source, sing/exempt from competition award, etc.)
- d. The nature of the contract, including the end product or service;
- e. Contract's outputs and deliverables;
- f. Status of deliverables;
- g. The dollar amount of the contract, including amount budgeted and amount actually spent;
- h. The term of the contract;
- i. Whether the contract was competitively bid;
- j. Subcontracting status (i.e. Did the Contractor sub any provision of the goods and/or services with another vendor);
- k. CBE status;
- l. Division and activity within ABRA utilizing the goods and/or services;
- m. The name of the agency's contract monitor and the results of any monitoring activity; and
- n. The funding source.

**Response: Please see the attached response to Question 19.**

20. Please list all pending lawsuits that name the agency as a party. Identify which cases on the list are lawsuits that potentially expose the District to significant financial liability or will result in a change in agency practices, and describe the current status of the litigation. Please provide the extent of each claim, regardless of its likelihood of success. For those identified, please include an explanation about the issues involved in each case.

**Response: There is one pending lawsuit and it relates to a personnel action.**

**Fowler v ABRA - United States District Court for the District of Columbia (No. 1:18-cv-00634). Complaint was filed March 20, 2018, alleging discrimination based on age and a hostile work environment. The Government's Motion to Dismiss the Complaint for failure to state a claim was granted in part on January 23, 2019. On February 8, 2019, the Employee was then granted leave to amend her Complaint and did so on March 12, 2019. As of November 2019, the Employee now seeks a second opportunity to amend her original Complaint to add a claim of retaliation. The Government has filed an Opposition to the Employee's Motion for Leave to File a Second Amended Complaint in response.**

- a. Please provide the status of 2461 Corporation Madam's Organ Restaurant and Bar v. District of Columbia, (Case No. 2016 CA 001769 B). Also, please discuss the nature of the claim in the lawsuit.

**Response: On November 30, 2018, the parties filed a Praecipe of Dismissal with the Court stipulating to a dismissal of the case.**

21. Please list all settlements entered into by the agency or by the District on behalf of the agency in FY19 or FY20, to date, and provide the parties' names, the amount of the settlement, and if related to litigation, the case name and a brief description of the case. If

unrelated to litigation, please describe the underlying issue or reason for the settlement (e.g. administrative complaint, etc.).

**Response: The Agency did not have any settlements in FY19. The Agency had one settlement that was reached in FY20. The Agency cannot disclose specific information pursuant to the terms of the settlement.**

22. Please list the administrative complaints or grievances as well as the nature of the complaints or grievances that the agency received in FY19 and FY20, to date, broken down by source. Please describe the process utilized to respond to any complaints and grievances received and any changes to agency policies or procedures that have resulted from complaints or grievances received. For any complaints or grievances that were resolved in FY19 or FY20, to date, describe the resolution.

**Response: ABRA has two pending administrative grievances that were filed after the employee's term appointment was not renewed. In FY19, ABRA also responded to a grievance that was filed in response to an employee being disciplined as a result of reporting late to work on multiple occasions. Finally, ABRA had a complaint filed with the Office of Employee Appeals by an employee that failed to meet the requirements of a Performance Improvement Plan (PIP).**

23. Please describe the agency's procedures for investigating allegations of sexual harassment or misconduct committed by or against its employees. List and describe any allegations received by the agency in FY19 and FY20, to date, whether or not those allegations were resolved.

**Response: ABRA complies with the requirements set forth in Mayor's Order No. 2017-313, issued December 18, 2017, regarding the investigation of allegations of sexual harassment or misconduct. ABRA has adopted the policies set forth in that Order and makes clear to its employee base that it will not tolerate any form of sexual harassment in the workplace. As part of our commitment to a safe workplace, all ABRA employees will be completing the mandatory refresher sexual harassment course by the January 30, 2020 compliance deadline.**

**There were no allegations received by ABRA in FY19 or FY20, to date.**

24. Please list and describe any ongoing investigations, audits, or reports on the agency or any employee of the agency, or any investigations, studies, audits, or reports on the agency or any employee of the agency that were completed during FY19 and FY20, to date.

**Response: ABRA is one of several District agencies participating in an on-going audit being conducted by the Office of the District of Columbia Auditor on those D.C. Code provisions that require the views of Advisory Neighborhood Commissions to be given great weight in government decisions.**



25. Please describe any spending pressures the agency experienced in FY19 and any anticipated spending pressures for the remainder of FY20. Include a description of the pressure and the estimated amount. If the spending pressure was in FY18, describe how it was resolved, and if the spending pressure is in FY19, describe any proposed solutions.

**Response: The agency did not experience any spending pressures in FY19. The agency does not anticipate any spending pressures in FY20.**

26. Please provide a copy of the agency's FY19 performance plan. Please explain which performance plan objectives were completed in FY18 and whether they were completed on time and within budget. If they were not, please provide an explanation.

**Response: A copy of the agency's FY19 performance plan is attached. ABRA completed all of its performance plan objectives on time and within budget.**

27. Please provide a copy of your agency's FY20 performance plan as submitted to the Office of the City Administrator.

**Response: A copy of the agency's FY20 performance plan is attached.**

28. Please provide the number of FOIA requests for FY19 and FY20, to date, that were submitted to your agency. Include the number granted, partially granted, denied, and pending. In addition, please provide the average response time, the estimated number of FTEs required to process requests, the estimated number of hours spent responding to these requests, and the cost of compliance.

**Response: Response: In FY19, there were a total of five hundred eighty (580) FOIA requests submitted to the agency. Of the 580 submitted, five hundred seventy-five (575) requests were completed. Five (5) requests were pending at the end of the fiscal year.**

**Three hundred ten (310) requests were *Granted in Full* with no information withheld. Two hundred sixty-five (265) requests were *Granted in Part/ Denied in Part* with some personal information, trade secrets, and other exempt information, withheld. Zero (0) were *Denied in Full*. The average processing time was 5 days. The FOIA officer spent approximately 7.5 hours per day resulting in 1976 hours per year responding to FOIA requests. This is approximately 95% of the total working hours for the year. The remaining time was spent responding to subpoenas and preparation of routine ABRA records for public dissemination such as Enforcement Division case reports.**

**In FY20, as of January 9, 2020 there have been a total of ninety-one (91) FOIA requests submitted to the agency. Of the 91 requests submitted, eighty-eight (88) requests have been completed. Three (3) requests are currently pending; fifty-two (52) requests were *Granted in Full* with no information withheld. Thirty-three (33) requests were *Granted in Part/ Denied in Part* with personal information, trade secrets, and other exempt information, withheld. Two (2) requests were *Denied in Full*. One (1) request was disposed of by other**

means. (Withdrawn). The average processing time is 7 days. The increase in processing time is attributable to an increase in FOIA requests. The FOIA officer has spent approximately 400 hours, to date, responding to FOIA requests. This is approximately 95% of the total hours worked for the year. The remaining time was spent responding to subpoenas and preparation of routine ABRA records for public dissemination, such as Enforcement Division case reports and investigative histories.

<b>Alcoholic Beverage Regulation Administration Freedom of Information Act Data Summary FY19 &amp; FY 20</b>		
	<b>FY 19</b>	<b>FY 20</b>
<b>Total Requests Submitted</b>	580	91
<b>Total Requests Completed</b>	575	88
<b>Average Processing Time (DAYS)</b>	5	7
<b>Dispositions</b>		
	<b>FY 19</b>	<b>FY 18</b>
<b>Granted in Full</b>	310	52
<b>Granted in Part/Denied In Part</b>	265	33
<b>Denied in Full</b>	0	2
<b>Pending</b>	5 (As of 9/30/2019)	3 (As of 1/9/20)
<b>Disposed by Other Means</b>	0	1

29. Please provide a list of all studies, research papers, reports, and analyses that the agency prepared or contracted for during FY19 and FY20, to date. Please state the status and purpose of each. Please submit a hard copy to the Committee if the study, research paper, report, or analysis is complete.

**Response:** In response to the Committee’s request, ABRA submitted a report to the Council on March 18, 2019 entitled “The Effectiveness of Single-serve Moratoriums in the District”. The report was prepared to address the Committee’s questions pertaining to single sale moratoria in the District. A copy of the report is attached.

30. Please separately list each employee whose salary was \$100,000 or more in FY19 and FY20, to date. Provide the name, position number, position title, program, activity, salary, and fringe. In addition, state the amount of any overtime or bonus pay received by each employee on the list.

**Response: Please see the attached response to Question 30.**

31. Please list in descending order the top 25 overtime earners in your agency in FY19 and FY20, to date, if applicable. For each, state the employee's name, position number, position title, program, activity, salary, fringe, and the aggregate amount of overtime pay earned.

**Response: Please see the attached response to Question 31.**

32. For FY19 and FY20, to date, please provide a list of employee bonuses or special pay granted that identifies the employee receiving the bonus or special pay, the amount received, and the reason for the bonus or special pay.

**Response: ABRA Assistant Attorney Generals Jonathan Berman and April Randall received a two percent bonus of their salary in FY19. These amounts were required by the attorneys' union contract under the American Federation of Government Employees. These two attorneys are also entitled to receive a two percent bonus of their salary in FY20 as a result of their union contract.**

**Alcoholic Beverage and Regulation Administration**  
**Fiscal Year 2019 and 2020 List of Employee Bonuses and Special Award Payments**

**A) Bonuses**

**1 - FY 2019**

<b>Employee Name</b>	<b>Bonus Paid</b>	<b>Bonus Paid</b>
Randall, April Renee	2,318.86	Bonus paid pursuant to the Legal Services Act.
Berman, Jonathan A.	2,588.06	Bonus paid pursuant to the Legal Services Act.
	<b>4,906.92</b>	

**2 - FY 2020**

There are no bonuses paid in FY 2020, to date.

**B) Special Award Payments**

There are no special award payments made in FY 2019 and FY 2020, to date.

33. Please provide each collective bargaining agreement that is currently in effect for agency employees. Please include the bargaining unit and the duration of each agreement. Please note if the agency is currently in bargaining and its anticipated completion.

**Response: A copy of ABRA's collective bargaining agreements currently in effect are attached. Collective bargaining agreements for ABRA's union employees are negotiated by the Mayor's Office of Labor Relations and Collective Bargaining.**

34. Please list all reports or reporting currently required of the agency in the District of Columbia Code or Municipal Regulations. Provide a description of whether the agency is in compliance with these requirements, and if not, why not (e.g. the purpose behind the requirement is moot, etc.).

**Response: Pursuant to DC Official Code § 25-205, the ABC Board is required to provide an annual report to the Council detailing its activities during the previous year. This report includes:**

- (1) Licenses, including the number of licenses outstanding; the number of new alcohol licenses and permits issued; the number of alcohol licenses and permits renewed; the number of licenses suspended; and the number of licenses revoked;**
- (2) Enforcement, including the number of regulatory inspections performed and the number of investigations conducted;**
- (3) The workload of the Board, including the number of adjudicated cases processed; the number of hearings conducted; and the number of show cause cases pending;**
- (4) Community notification efforts, including the number of ANC notifications issued; the number of ANC meetings attended by Board members; and the number of community meetings attended by Board members; and**
- (5) Revenue generated by Board actions, including revenue generated by the Board from permits, licenses and fines.**

**The agency is in compliance with all of the reporting requirements.**

35. Please provide a list of any additional training or continuing education opportunities made available to agency employees. For each additional training or continuing education program, please provide the subject of the training, the names of the trainers, and the number of agency employees that were trained.

**Response: ABRA employees are encouraged to take on-line training throughout the year. ABRA employees completed the OCTO required cybersecurity training in November 2019. All ABRA investigators took a defensive driving training offered by DPW on December 10, 2019. ABRA is working with BEGA to develop ethics training and training on the Open Meetings Act for the Board and all employees before the end of the third quarter FY 2020.**

36. Does the agency conduct annual performance evaluations of all its employees? Who conducts such evaluations? What steps are taken to ensure that all agency employees are meeting individual job requirements?

**Response: Yes, ABRA conducts mid-year and annual performance plans for its employees, including managers. Mid-year performance plans are required to be completed by managers and reviewed with the employee. The mid-year is a marker for the employee to**

ensure they are on track to meet or exceed their performance goals. Annual performance plans are then completed at the end of the fiscal year by the manager to evaluate the employee's performance and provide feedback. The mid-year review provides an opportunity for all managers to ensure that employees are meeting their individual job requirements. Managers may at any time during the course of the performance year provide feedback to the employee to encourage and assist with meeting all job requirements.

#### Agency Operations

37. Please describe any initiatives that the agency implemented in FY19 or FY20, to date, to improve the internal operations of the agency or the interaction of the agency with outside parties. Please describe the results, or expected results, of each initiative.

**Response: In FY19, the agency took steps to better track and monitor media news coverage and social media conversations about ABRA and other topics important to its mission, and connect with media representatives. This has allowed our communications team to flag potential compliance issues, correct misinformation, respond to questions from the public in real time, and keep staff current on coverage.**

**Additionally, ABRA played a significant role in educating ABC licensees that were interested in offering sports wagering about the agency's substantial change and public comment process. After being advised by the District's Office of the Attorney General that offering sports wagering may be considered a substantial change and require ABC Board approval, in addition to being licensed by the Office of Lottery and Gaming (OLG), ABRA developed and distributed new forms, web content, FAQs, and communications to proactively answer questions about the process. To date, the ABC Board has approved 13 of 30 received applications.**

**In FY20, we plan to continue investing in and expanding our use of tech solutions to bolster 24/7 citizen access, customer service, and efficiencies; increase educational offerings; and grow accessibility options.**

38. What are the agency's top five priorities? Please explain how the agency expects to address these priorities in FY20. How did the agency address its top priorities listed for this question last year?

**Response: The agency's top five priorities in FY20 are:**

- 1. Educate licensees on the District's alcoholic beverage laws and regulations;**
- 2. Ensure that licensed establishments are in compliance with the ABC laws and regulations;**
- 3. Engage in community outreach regarding the licensing process;**
- 4. Create and maintain a highly efficient, transparent, and responsive agency in the District of Columbia government; and**

5. Attend community meetings to educate the community regarding the licensing process.

**The agency intends to continue working on the priorities referenced above in FY20. The agency addressed its top priorities in FY19 by conducting 14,951 regulation investigations and inspections and 1,198 sale to minor compliance checks at licensed establishments. Additionally, ABRA's education efforts in FY19 resulted in 328 licensees and members of the public being trained. The agency also attended 72 community meetings in FY19.**

39. Please list each new program implemented by the agency during FY19 and FY20, to date. For each initiative, please provide:

- a. A description of the initiative;
- b. The funding required to implement the initiative; and
- c. Any documented results of the initiative.

**Response: The agency did not implement any new programs in FY19 or FY20, to date.**

40. How does the agency measure programmatic success? Please discuss any changes to outcome measurements in FY19 and FY20, to date.

**Response: The agency measures programmatic success by accomplishing all of the goals in its performance plan, which it did successfully in FY19. In response to its success in FY19, ABRA increased its target goal for conducting regulatory inspections and investigations from 10,000 to 11,000 in FY20. Second, the agency increased its target goal for the number of licensees and members of the public to receive agency training from 75 to 100 in FY20.**

41. What are the top metrics regularly used by the agency to evaluate its operations? Please be specific about which data points are monitored by the agency.

**Response: The agency uses a variety of metrics to meet goals, be transparent, and ensure that licensees and the community are educated. ABRA's key metrics consist of tracking the number of ABC licenses and permits issued and renewed, along with the number of temporary licenses issued. These metrics have a direct effect on ABRA's annual revenue collection, which correlates directly with the ability of the agency to sustain operations without requiring local funds to operate. ABRA also tracks revenue and citation collections. ABRA additionally tracks the number of regulatory inspections, investigations and sale to minor violations. Regarding the ABC Board (Board), ABRA tracks the number of cases adjudicated; show cause cases pending; Board approved settlement agreements; number of hearings conducted by the Board; fines ordered by the Board; citations issued; and ABC licenses suspended or revoked.**

42. Please list the task forces and organizations of which the agency is a member.

**Response: Response: ABRA is a member of the following task forces and organizations:**

- **The National Liquor Law Enforcement Association (NLLEA);**
- **The Noise Task Force, which consists of personnel from ABRA and the Department of Consumer and Regulatory Affairs (DCRA);**
- **The Mayor’s Special Events Task Group (MSETG), which consists of members from several agencies in the city tasked to review and approve special events for the District; and**
- **The National Conference of State Liquor Administrators (NCSLA)**

43. Please explain the impact on your agency of any legislation passed at the federal level during FY19 and FY20, to date, which significantly affected agency operations.

**Response: ABRA was not affected by any legislation passed at the federal level during FY19 and FY20, to date.**

44. Please describe any steps the agency took in FY19 and FY20, to date, to improve the transparency of agency operations.

**Response: ABRA goes to great lengths to be transparent to its customers and the public alike. Every reasonable step is taken to ensure that the public is duly informed about matters before the ABC Board and the decisions that the ABC Board makes during its Wednesday meetings. To achieve this goal, ABRA does the following:**

- a) **ABRA regularly updates its website. ABC Board decisions and copies of Board Orders are posted on ABRA’s website within 24 hours of the Board issuing its decision or executing an Order. ABRA also posts its rulemakings on its website to ensure that the public is aware of any pending proposed rulemakings so that they can submit comments. In addition, the contact information for ABRA staff is always kept current so that members of the public can be assured that if they contact the agency, they will receive a response.**
- b) **In accordance with the Open Meetings Amendment Act, ABRA publishes its weekly calendars in the D.C. Register in advance of the ABC Board’s meeting. In addition to publishing the calendar on the website, the calendar is posted outside of the hearing room. ABRA also publishes at the beginning of every calendar year, the dates of all of the Board’s meetings and hearings.**
- c) **ABRA also has a mailing distribution list that any member of the public can join. The mailing list gives the public access to frequent updates of ABC Board hearings, rulemakings, and ABC Board decisions. ABRA also has an electronic newsletter that provides the public with a wealth of information.**
- d) **ABRA’s Records Division ensures timely responses to document requests.**
- e) **Lastly, customer service is paramount to the Agency. All staff persons are expected to respond to e-mails and/or telephone calls within 24 hours. If the staff member is unable to assist a member of the public, they are expected to refer the individual to someone who can assist them.**

45. Please identify all electronic databases maintained by your agency, including the following:

- a. A detailed description of the information tracked within each system;
- b. The age of the system and any discussion of substantial upgrades that have been made or are planned to the system; and
- c. Whether the public can be granted access to all or part of each system.

**Response: ABRA utilizes an electronic database referred to as Accela. The Accela database tracks every alcohol license that has been processed by the agency since 2008. Accela produces each approved and renewed license as well as tracks the status of each license, changes made to the license, protests against the license and enforcement actions related to the license. Both permanent and temporary licenses are tracked, in addition to ABC Manager and Solicitor licenses. The Ad Hoc reporting system of the database can be used to produce informational and statistical reports regarding the number and kinds of licenses that ABRA has processed over time. Since ABRA's migration from OCTO's Legacy server to self-hosting with Accela in the cloud, additional upgrades continue to be made to enhance the capabilities of the system of which includes accommodation of new and current laws, new processes and procedures and increase reporting capabilities. Although the public cannot currently access the Accela system, ABRA is currently exploring enhancements that would include public access and mobile enforcement.**

46. Please provide a detailed description of any new technology acquired in FY19 and FY20, to date, including the cost, where it is used, and what it does. Please explain if there have been any issues with implementation.

**Response: ABRA did not purchase any new technology, excluding computers, in FY19 or FY20, to date. Upgrades and improvements continued to be made to the existing Accela database in FY19 and FY20.**

47. How many in-person training programs took place in FY19 and FY20, to date?

**Response: ABRA Investigators took a defensive driving training offered by DPW on December 10, 2019. All new investigators also received an extensive in-person training program that was conducted by the agency's two team leads. ABRA employees are encouraged to take on-line training throughout the year. ABRA employees are encouraged to take on-line training throughout the year. This included all ABRA employees completing the OCTO required cybersecurity training in November 2019.**

48. What training deficiencies, if any, did the agency identify during FY19 and FY20, to date?

**Response: The Agency has not identified any training deficiencies.**

Small Business Enterprise (SBE)



49. Please attach copies of the required annual **small business enterprise (SBE) expenditure** reports for your agency for FY19 and FY20.

- a. D.C. Official Code § 2-218.53(b) requires each District agency to submit supplemental information with their annual SBE expenditure report, including: a description of the activities the agency engaged in to achieve their fiscal year SBE expenditure goal; and a description of any changes the agency intends to make during the next fiscal year to achieve their SBE expenditure goal. Has your agency submitted the required information for fiscal year 2018 and 2019? Please provide a copy as an attachment.

**Response: Please see the attached worksheets for FY19. Expenditures for FY20 are not available at this time. The agency exceeded its SBE goals for FY19.**

50. Please provide the Committee with the SBE goals for FY18, FY19, and FY20.

**Response: The SBE goals are as follows:**

**FY18 - \$220,725.00**

**FY19 - \$172,656.66**

**FY20 - \$193,128.50**

51. Please provide a breakdown of the SBE contracts that were awarded to minority and women owned businesses for FY18, FY19, and FY20, to date.

**Response: ABRA does not track this information.**

#### Settlement Agreements

52. How many settlement agreements were submitted to the ABC Board for review and approval in FY19 and thus far in FY20?

**Response: In FY19, the ABC Board received 136 settlement agreements. Of the 136 settlement agreements received in FY19, 107 were new settlement agreements and 29 were amended settlement agreements.**

**In FY20, as of December 31, 2019, the ABC Board has received 22 settlement agreements. Of those 22 settlement agreements, 18 were new settlement agreements and four were amended settlement agreements.**

53. How many such agreements were approved in FY19 and thus far in FY20?

**Response: In FY19, the ABC Board approved 141 settlement agreements or amended settlement agreements. In FY20 to date, the ABC Board has approved 25 settlement agreements or amended settlement agreements.**

54. How many settlement agreements were either violated or terminated in FY19 and how many have been violated or terminated thus far in FY20?

**Response: The Board terminated one settlement agreement in FY19. Specifically, the settlement agreement for Purple Patch was terminated in April 2019 with the consent and support of the ANC. In FY20 to date, the ABC Board has not terminated any settlement agreements.**

55. How many establishments have requested to have their settlement agreements terminated without community approval? How many of those requests were granted? Please provide the location of the establishment.

**Response: The following eight establishments sought to unilaterally terminate their settlement agreements in FY19:**

**FY 2019:**

- a) Millie's, 4866 Massachusetts Ave., N.W. (denied)
- b) Al Dente, 3201 New Mexico Ave., N.W. (protested; the parties entered into a new superseding settlement agreement)
- d) Angolo Ristorante, 2934 M St., N.W. (protested; the parties entered into a new superseding settlement agreement)
- e) Columbia Lodge, 1844-1846 3rd St., N.W. (denied)
- f) Lupo Verde, 1401 T St., N.W. (protested; the parties entered into a new superseding new settlement agreement)
- g) Spirit of Mt. Vernon, 600 Water St., S.W. (entered into a new superseding settlement agreement with the ANC)
- h) Odyssey Cruises, 600 Water St., S.W. (entered into a new superseding settlement agreement with the ANC)
- i) Po Boy Jim, 1934 9th St., N.W. (denied)

**The following five establishments sought to unilaterally terminate their settlement agreements in FY20, to date:**

**FY 2020:**

- a) AMC Theatre's Mazza Gallerie 7, 5300 Wisconsin Ave., N.W. (protested)
- b) Bukom Café, 2442 18th St., N.W. (withdrawn)
- c) The Park at 14th, 920 14th St., N.W. (protested)
- d) Hawthorne, 1336 U St., N.W. (protested)
- e) Bin 1301 Wine Bar, 1301 U St., N.W. (protested)

Board Questions

56. What is the current number of seats filled on the Board? How many seats are vacant?

**Response: There are currently five (5) seats that are filled on the Board. As of January 10, 2020, there are two vacant seats on the Board. Mayoral nominations to fill the two vacant seats are currently before the Committee.**

57. Please provide the date when each member was appointed and the date their appointment ends?

**Response: Please see the table below:**

<b>ABC Board Member</b>	<b>Initial Appointment Date</b>	<b>Term End Date</b>
<b>Donovan Anderson</b>	<b>November 3, 2015</b>	<b>May 7, 2023</b>
<b>James N. Short</b>	<b>January 7, 2014</b>	<b>May 7, 2020</b>
<b>Bobby Cato, Jr.</b>	<b>January 9, 2018</b>	<b>May 7, 2023</b>
<b>Rema Wahabzadah</b>	<b>January 9, 2018</b>	<b>May 7, 2020</b>
<b>Rafi Crockett</b>	<b>July 9, 2019</b>	<b>May 7, 2023</b>

58. Please provide the Ward in which each Board member resides.

**Response: The ABC Board members reside in the following Wards.**

<b><u>ABC Board Member</u></b>	<b><u>Residing Ward</u></b>
<b>Donovan Anderson, Chairperson</b>	<b>Ward 7</b>
<b>James Short</b>	<b>Ward 7</b>
<b>Rema Wahabzadah</b>	<b>Ward 6</b>
<b>Bobby Cato</b>	<b>Ward 5</b>
<b>Rafi Crockett</b>	<b>Ward 5</b>

59. What was the attendance rate of each ABC Board member at Board meetings in FY19 and what has been the attendance rate of each member at Board meetings in FY20, to date?

**Response: Response: Please see the table below:**

FY'19

ABC BOARD MEMBER	ATTENDED	NOT ATTENDED	PERCENTAGE
NICK ALBERTI	23	3	88%
DONOVAN ANDERSON	41	0	100%
BOBBY CATO	40	1	98%
RAFI CROCKETT	8	0	100%
DONALD ISAAC, SR.	10	4	71%
JAMES SHORT *	36	5	88%
MIKE SILVERSTEIN	37	0	100%
REMA WAHABZADAH *	20	21	49%

FY'20

ABC BOARD MEMBER	ATTENDED	NOT ATTENDED	PERCENTAGE
DONOVAN ANDERSON	10	0	100%
BOBBY CATO	9	1	90%
RAFI CROCKETT **	8	2	80%
JAMES SHORT	10	0	100%
REMA WAHABZADAH **	4	6	40%

\* The Board held four non-Wednesday special meetings in FY 19 on Friday, October 19, 2018, Thursday, November 8, 2018, Thursday, December 13, 2018, and Thursday, March 7, 2019. Two of the meetings missed by Board Member Short were special meeting dates. Three of the meetings missed by Board Member Rema Wahabzahdah were special meeting dates.

\*\* The Board held two non-Wednesday special meetings in FY 20 on Thursday, November 7, 2019 and Thursday, December 5, 2019. These were the only two Board Meetings missed by Board Member Crockett. Two of the meetings missed by Board Member Rema Wahabzahdah were also these two special meeting dates.

60. Please provide whether the ABC Board filled all vacant positions in FY19.

**Response: The ABC Board currently has two vacant positions.**

Reimbursable Detail Officer Program

61. How much of the RDO subsidy did your agency spend in FY19 and how much has been spent so far in FY20?

**Response: In FY19, ABRA spent \$1,146,174.82 of the RDO Subsidy. For FY20, to date, ABRA will be receiving a spending breakdown from MPD in the coming weeks.**

62. How many total ABC licenses, independently or in a group, utilized the ABRA RDO subsidy in FY19 and how many have done so thus far in FY20?

**Response: In FY19, there were 49 ABC licensees that utilized the RDO Subsidy Program. For FY20, ABRA will be receiving a list of participating establishments from MPD in the coming weeks.**

63. Please provide a monthly listing of the funds spent from the RDO subsidy program for FY19 and thus far in FY20?

**Response: Please see the worksheet below.**

Reimbursable Detail FY 2019 Costs through September 2019		
FY 2019	FY 19 ABRA Budget	ABRA Cost
Oct	1,170,000.00	82,934.59
Nov	1,087,065.41	89,535.89
Dec	997,529.52	67,807.40
Jan	929,722.12	85,026.55
Feb	844,695.57	87,536.90
Mar	757,158.67	125,912.75
Apr	631,245.92	88,792.08
May	542,453.84	88,360.52
Jun	454,093.32	90,185.95
Jul	363,907.37	92,742.79
Aug	271,164.58	146,437.20
Sep	124,727.38	100,902.20
<b>Total</b>	<b>23,825.18</b>	<b>1,146,174.82</b>

## Noise Issues

64. How many complaints did ABRA receive from residents regarding noise from ABC establishments in FY19 and thus far in FY20? In addition, how many such complaints were referred to ABRA by MPD in FY19 and thus far in FY20?

**Response: Noise complaints that are received via the ABRA hotline are routinely assigned for immediate follow-up. Complaints that are received by ABRA through e-mails and other means are typically assigned for monitoring by one of the ABRA Enforcement investigative teams and follow-up by the Noise Task Force.**

**In FY19, ABRA received 351 complaints from residents. In FY20, as of 12/6/19, ABRA has received 94 complaints from residents. In FY19, ABRA received two noise referrals from MPD. In FY19, to date, ABRA has received three noise referrals from MPD.**

65. Of those total complaints, how many did ABRA formally investigate?

**Response: ABRA's policy and practice is to follow up on all Noise Complaints received, therefore the total number of Noise Complaints received is the same as those investigated (please see answer to Question 64).**

66. How many citations were issued to ABC establishments for noise violations in FY19 and thus far in FY20? List each citation and establishment.

**Response: ABRA is currently submitting investigative reports involving noise violations to the ABC Board for appropriate enforcement action instead of issuing noise citations.**

67. Explain ABRA's current procedures with respect to responding and investigating complaints about noise from ABC establishments?

**Response: All noise complaints that are received through ABRA's Hotline are responded to by assigning a minimum of two (2) investigators to respond to the complainant's home to determine if there is a level of noise that qualifies as a violation. Investigators also visit the ABC Establishment in question to advise staff that a noise complaint has been made. If a violation is substantiated an Investigative Report may be generated to address the violation.**

**If the noise complaint is received through an electronic complaint, the noise complaint is assigned as part of a list of ABC Establishments that are visited by the Noise Task Force to determine if there is a violation of the Noise Ordinance or of ABRA Regulations.**

68. How many times has the Noise Task Force gone out to investigate noise complaints in FY19 and thus far in FY20? Please provide the dates and the locations.

**Response: ABRA conducted 1,293 Noise Inspections in FY19, and 161 Noise Inspections in FY20, as of 10/31/19. Please see the attached response to Question 68.**

Entertainment Endorsements and Promoters

69. How many ABC establishments currently have entertainment endorsements?

**Response: As of December 31, 2019, 720 ABC establishments have entertainment endorsements.**

70. Please provide an update of ABRA's regulations regarding "pub crawls".

- a. How many permits have been issued since the regulations have been enacted?
- b. How does the agency receive positive or negative feedback concerning the effects of the new regulations?
- c. If the agency has received any feedbacks, how has the agency implemented these changes to its policies and regulations?

**Response: The Board updated the pub crawl regulations in 2017. The Board approved 27 pub crawls in FY17, 32 pub crawls in FY18, and 43 pub crawls in FY19.**

**In September 2019, the Board held a public hearing on the pub crawl permit applications it received for Halloween 2019. The Board was apprised and addressed the following concerns:**

- a. **Litter/trash accumulation after pub crawl events;**
- b. **Licensed establishments participating in more than one pub crawl even though they are not held at the same time. ABRA's regulations allow for this but some community members raised concerns about it; and**
- c. **Only requiring pub crawl promoters who solicit more than 200 participants to obtain pub crawl permits. The Board will explore all pub crawls regardless of size should be licensed and regulated.**

Cannabis Questions

71. Bill 23-72, the "Marijuana Legalization and Regulation Act of 2019", and Bill 23-280, the "Safe Cannabis Sales Act of 2019" are currently before Council for review and ABRA would be the primary regulatory body if both bills are passed. Please discuss how ABRA intends to undertake this endeavor.

- a. Please provide specific examples that the agency will be making in order to fully execute the bills.

**Response: A congressional rider is currently in effect that prohibits ABRA from implementing these two bills. In the event that the rider is lifted, ABRA is in position to**

**implement this legislation. Specifically, ABRA has spent a significant amount of time researching and studying best practices in other jurisdictions. ABRA played a significant role in drafting Bill 23-280 and making sure that it would be able to implement the provisions of the Bill.**

**If cannabis legislation was enacted, ABRA would hold regular meetings with stakeholders to address their concerns and would seek significant public comment prior to implementing new regulations.**

72. Does the agency currently have FTEs who are trained or knowledgeable about cannabis enforcement and regulation?

**Response: Yes. The Agency has several FTEs who are trained or knowledgeable about cannabis enforcement and regulation. Several ABRA staff have attended either conferences or trainings regarding cannabis regulation and enforcement. Of note, ABRA is also a member of the District's Medical Marijuana Task Force.**

**The Agency also has several ABRA investigators, as well as the Chief of Enforcement, who are former Law Enforcement officers and have received training in cannabis enforcement and regulation. Some of these individuals also have extensive experience in the enforcement of marijuana/cannabis laws, the prescribed methods of effectively securing cannabis, proper evidence procedures specific to cannabis, to include weighing, photographing, and documenting.**

73. How many members of the Board, if any, are trained or knowledgeable about cannabis regulation?

**Response: The Board has several members that are knowledgeable about cannabis issues.**

#### Other Questions

74. How many protests regarding current ABC establishments or establishments applying for and ABC license were initiated in FY19 and have been initiated thus far in FY20?

**Response: In FY19, there were 115 protests filed with ABRA. In FY20, as of 1/7/19, 58 protests have been filed.**

75. Please provide an update on the minor compliance check program and provide whether the vendor of the hired minors are District residents.

**Response: In FY19 and FY20, Ultimate Services was contracted by the Office of Contracting and Procurement as the vendor to provide ABRA with minors for the Compliance Check Program. ABRA's statement of work requires the vendor to utilize**



**youths that are District of Columbia students. For FY19, ABRA conducted 1,198 Compliance Checks with 134 Sale to Minor violations. For FY20, as of 12/31/19, ABRA has conducted 214 Compliance Checks with 21 Sale to Minor violations.**

76. Please provide an update on the partnership with Office of Cable, Television, Film, Music, and Entertainment to stream and archive ABC Board hearings and meetings during FY19 and FY20, to date.

**Response: Based upon ABRA's previous discussions with and feedback received from the Office of Cable, Television, Film, Music, and Entertainment, ABRA intends to work on this issue in FY 2020.**

77. Please provide an update on the moratorium to ban the sale of individual beer purchase.

**Response: In response to the Committee's request, ABRA submitted a report to the Council on March 18, 2019 entitled "The Effectiveness of Single-serve Moratoriums in the District". The report was prepared to address the Committee's questions pertaining to single sale moratoria in the District.**

78. What has the agency done in the past year to make the activities of the agency more transparent to the public? In addition, please identify ways in which the activities of the agency and information retained by the agency could be made more transparent.

**Response: To enhance its transparency, ABRA posts numerous updates for the public via its listserv, Twitter, and the ABRA website. This includes copies of Board agendas, decisions, and transcripts. ABRA's Licensing Division ensures that all public hearing notices and agendas are published in the DC Register in accordance with DC Government guidelines. Finally, ABRA conducts licensee and community member specific workshops and trainings to keep the public informed on District laws and regulations.**

79. How does the agency solicit feedback from businesses, schools, and residents?

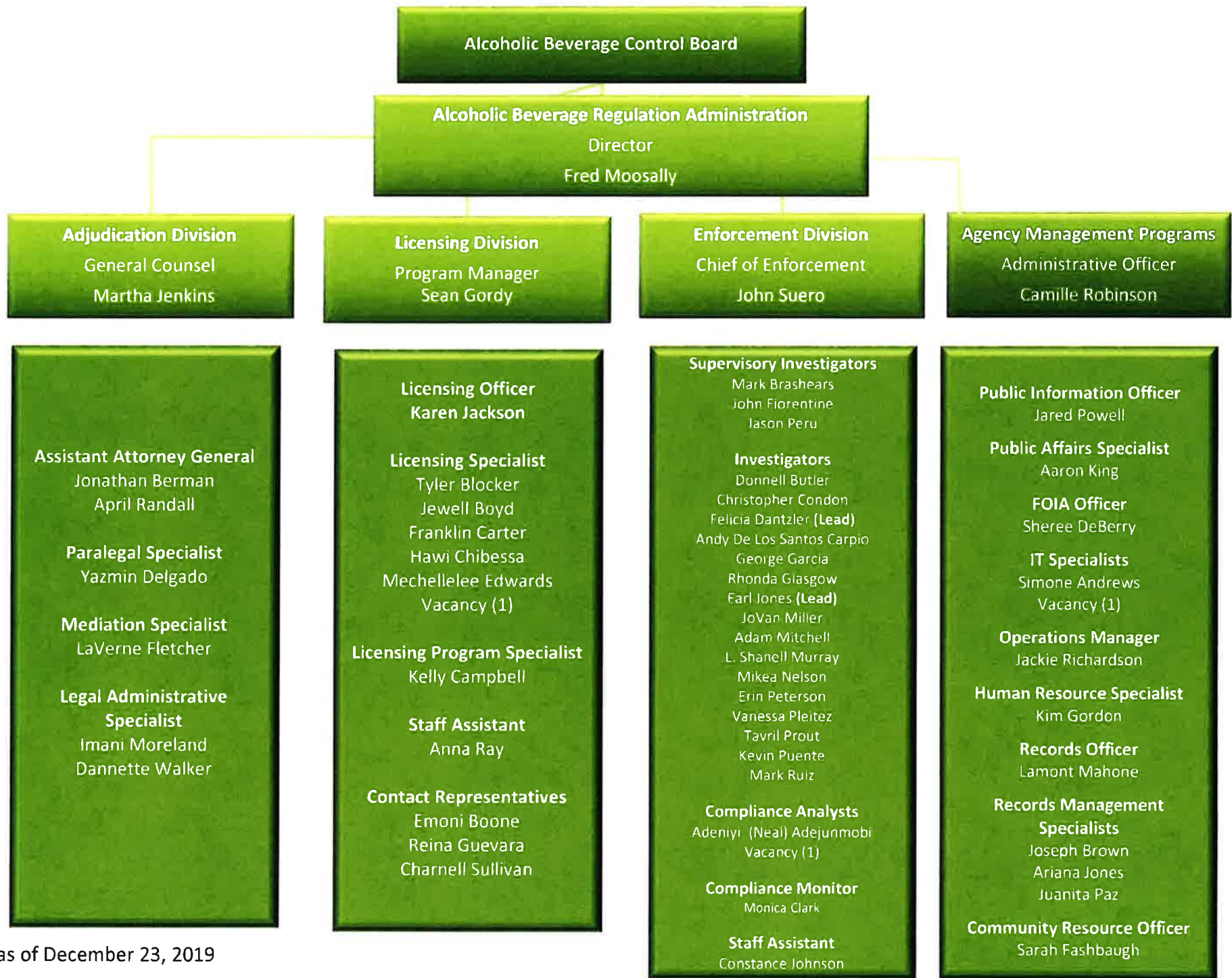
**Response: ABRA's Community Resource Officer solicits feedback from licensees, ANC Commissioners, and members of the public following customer training sessions held at ABRA, including through in-person and direct email surveys.**

**Specifically, ABRA has training participants fill out surveys following their attendance at trainings which include but are not limited to:**

- (1) New licensee orientation trainings;**
- (2) Books and records trainings; and**
- (3) Advisory Neighborhood Commission and community organization trainings.**

80. Has the agency changed its practices as a result of such feedback?

**Response: ABRA has made changes to its website as a result of customer recommendations received from these training sessions.**



as of December 23, 2019

# Alcoholic Beverage Regulation Administration

The Adjudication Division is responsible for supporting the ABC Board's adjudication function by performing administrative duties and informing licensees, Advisory Neighborhood Commissions and the public about the protest process. Adjudication staff monitors the status of protest hearing and settlement agreements and notifies the parties and the public of the ABC Board decisions. The Adjudication staff works in conjunction with the General Counsel and staff to ensure the enactment of the ABC Board decisions and orders. In addition, staff works with the Compliance/Enforcement staff to ensure that reports are submitted in timely fashion and that ABRA investigators are prepared to testify at Board hearings.



## Alcoholic Beverage Regulation Administration

The Licensing Division issues new and renewal licenses to liquor stores, grocery stores, restaurants, hotels, nightclubs, and other establishments that manufacture, distribute, sell or serve alcoholic beverages in the District of Columbia. This program provides customer services directly to the general public, the business community, Advisory Neighborhood Commissions, and community groups and associations, among others.



# Alcoholic Beverage Regulation Administration

The Enforcement Division conducts regulatory and voluntary agreement compliance inspections, conducts underage compliance checks, conducts joint investigations as needed with the Metropolitan Police Department (MPD), Fire and Emergency Medical Services Department, (FEMS), the Office of Tax and Revenue (OTR), the Department of Consumer and Regulatory Affairs (DCRA), and others; and conducts various inspections associated with the licensing and adjudicatory processes such as final, compliance, placard, special event, and financial audit investigations. The program also participates in Neighborhood Core Meetings, meetings and briefings with MPD Districts, police roll calls, and other activities in order to facility interagency cooperation and knowledge sharing on matters of common concern.



# Alcoholic Beverage Regulation Administration

The Agency Management Program provides for administrative support and the required tools to achieve operational and programmatic results. This program is standard for all agencies using performance-based budgeting. In addition, the Records Management component provides file, document and database information to ABRA staff, the Alcohol Beverage and Control (ABC) Board and the general public so that they can receive accurate information and files. The program provides customer service to the general public, licensees, Advisory Neighborhood Commissions, community groups and associations, and others, who rely upon the receipt of timely and accurate information regarding ABRA and ABC Board activities. The Public Information Officer (PIO) is responsible for planning, developing, and communicating the agency's programs, policies, and activities, as well as externally to the general public through news media, various constituencies, and municipal entities for the agency. The PIO, also, is responsible for providing leadership and direction for program operations including, but not limited to records management, community resources, and communications.

## Agency Management Programs

Administrative Officer

Camille Robinson

## Public Information Officer

Jared Powell

## Public Affairs Specialist

Aaron King

## FOIA Officer

Sheree DeBerry

## IT Specialists

Simone Andrews

Vacancy (1)

## Operations Manager

Jackie Richardson

## Human Resource Specialist

Kim Gordon

## Records Officer

Lamont Mahone

## Records Management Specialists

Joseph Brown

Ariana Jones

Juanita Paz

## Community Resource Officer

Sarah Fashbaugh

**Alcoholic Beverage Regulation Administration (LQO)**

**Schedule A - As of December 31, 2019**

Program Code	Program Title	Activity Code	Activity Title	Posn Nbr	Title	Grade	Step	Vac Stat	Hire Date	Length of Time (Years)	Reg/Temp/Term	FTEs	Salary	Benefits				
1000	Agency Management	1040	Information Technology	00088521	Information Technology Special	13	0	V	Vacant	Vacant	Reg	1	87,703.00	20,171.69				
				00099328	IT Specialist (DataMgmt)	13	3	F	5/16/2016	3.57	Reg	1	93,325.00	21,464.75				
				<b>1040 Total</b>									<b>2</b>	<b>181,028.00</b>	<b>41,636.44</b>			
		1060	Legal	00013752	Mediation Specialist	13	10	F	5/21/1990	29.58	Reg	1	122,227.00	28,112.21				
				00022846	Legal Administrative Specialis	11	9	F	3/6/2006	13.78	Reg	1	83,646.00	19,238.58				
				00031504	Legal Administrative Specialis	11	3	F	2/23/2015	4.80	Reg	1	70,818.00	16,288.14				
				00041738	SUPERVISORY ATTORNEY ADVISOR	1	0	F	6/11/2007	12.51	Reg	1	173,731.70	39,958.29				
				00041739	ATTORNEY ADVISOR	14	5	F	2/16/2010	9.82	Reg	1	134,103.00	30,843.69				
				00043314	ATTORNEY ADVISOR	13	7	F	11/10/2008	11.09	Reg	1	120,155.00	27,635.65				
				00095795	Paralegal Specialist	13	8	F	3/31/2008	11.70	Reg	1	116,145.00	26,713.35				
				<b>1060 Total</b>									<b>7</b>	<b>820,825.70</b>	<b>188,789.91</b>			
		1080	Communications	00031508	Public Affairs Specialist	12	2	F	6/11/2018	1.50	Term	1	78,487.00	18,052.01				
				00092068	Public Information Officer	13	0	F	4/15/2019	0.66	Reg	1	131,285.86	30,195.75				
				00095574	Community Resource Officer	13	5	F	10/11/2011	8.17	Reg	1	107,022.00	24,615.06				
				<b>1080 Total</b>									<b>3</b>	<b>316,794.86</b>	<b>72,862.82</b>			
		1085	Customer Service	00031505	Freedom of Info Spec	12	10	F	3/4/2019	0.77	Reg	1	97,375.00	22,396.25				
				<b>1085 Total</b>									<b>1</b>	<b>97,375.00</b>	<b>22,396.25</b>			
		1090	Performance Management	00000382	Director of Alcoholic Beverage	11	0	F	1/4/1999	20.95	Term	1	197,909.64	45,519.22				
				00013529	Administrative Officer	14	0	F	4/12/1999	20.68	Reg	1	150,978.28	34,725.00				
				00021204	OPERATIONS MGR	13	10	F	10/11/1987	32.19	Reg	1	122,227.00	28,112.21				
				00096816	Human Resources Specialist	13	6	F	6/13/2016	3.50	Reg	1	101,758.00	23,404.34				
						<b>1090 Total</b>									<b>4</b>	<b>572,872.92</b>	<b>131,760.77</b>	
		<b>1000 Total</b>											<b>17</b>	<b>1,977,319.48</b>	<b>454,783.48</b>			
2000	Licensing	2010	Licensing	00008074	LICENSING SPEC	11	5	F	10/1/2012	7.20	Reg	1	75,094.00	17,271.62				
				00012097	Licensing Officer	13	0	F	2/6/2006	13.85	Reg	1	117,123.03	26,938.30				
				00016930	Licensing Specialist	9	0	V	Vacant	Vacant	Reg	1	55,230.00	12,702.90				
				00019864	LICENSING SPEC	9	5	F	10/29/2018	1.12	Term	1	62,286.00	14,325.78				
				00025384	LICENSING SPEC	9	10	F	11/13/2018	1.08	Term	1	71,106.00	16,354.38				
				00031499	CONTACT REPRESENTATIVE	7	2	F	5/29/2018	1.54	Term	1	47,307.00	10,880.61				
				00031512	CONTACT REPRESENTATIVE	9	7	F	11/18/2013	6.07	Reg	1	65,814.00	15,137.22				
				00077044	Licensing Manager	14	0	F	5/20/2013	6.56	Reg	1	150,979.26	34,725.23				
				00091418	LICENSING SPEC	9	2	F	1/22/2018	1.88	Term	1	56,994.00	13,108.62				
				00091968	LICENSING SPEC	11	5	F	7/29/2013	6.37	Reg	1	75,094.00	17,271.62				
				00094985	Staff Assistant	11	9	F	8/6/2018	1.35	Term	1	83,646.00	19,238.58				
				00095083	CONTACT REPRESENTATIVE	8	5	F	3/7/2016	3.76	Term	1	56,607.00	13,019.61				
				00097243	Licensing Program Specialist	12	5	F	8/11/2014	5.34	Reg	1	92,554.00	21,287.42				
						<b>2010 Total</b>									<b>13</b>	<b>1,009,834.29</b>	<b>232,261.89</b>	
				<b>2000 Total</b>											<b>13</b>	<b>1,009,834.29</b>	<b>232,261.89</b>	
				3000	Investigations	3010	Investigations	00003368	Investigator	12	7	F	3/15/1999	20.76	Reg	1	97,668.00	22,463.64
								00005244	Investigator	9	10	F	4/29/2019	0.62	Reg	1	71,106.00	16,354.38
								00010731	Compliance Analyst	12	10	F	9/14/2009	10.25	Reg	1	105,339.00	24,227.97
								00021798	Investigator	9	3	F	6/11/2018	1.50	Reg	1	58,758.00	13,514.34
00022254	Investigator	9	4					F	2/4/2019	0.85	Reg	1	60,522.00	13,920.06				
00031511	Supervisory Investigator	13	0					F	11/26/2018	1.04	Reg	1	98,880.00	22,742.40				
00033545	Supervisory Investigator	14	0					F	6/3/2013	6.53	Reg	1	139,317.80	32,043.09				
00085658	Supervisory Investigator	13	0					F	4/8/2013	6.68	Reg	1	121,641.14	27,977.46				
00087322	Investigator	9	1					F	2/19/2019	0.81	Reg	1	55,230.00	12,702.90				
00087784	Investigator	9	1					F	2/4/2019	0.85	Reg	1	55,230.00	12,702.90				
00088458	Investigator	9	10					F	4/29/2019	0.62	Reg	1	71,106.00	16,354.38				
00090690	Supervisory Investigator	13	0					F	8/12/2013	6.33	Reg	1	118,884.55	27,343.45				



Program Code	Program Title	Activity Code	Activity Title	Posn Nbr	Title	Grade	Step	Vac Stat	Hire Date	Length of Time (Years)	Reg/Temp/Term	FTEs	Salary	Benefits
				00091085	Investigator	9	2	F	2/19/2019	0.81	Reg	1	56,994.00	13,108.62
				00091213	Compliance Analyst	12	0	V	Vacant	Vacant	Reg	1	82,326.00	18,934.98
				00091467	Staff Assistant	11	5	F	8/22/2016	3.30	Term	1	75,094.00	17,271.62
				00093189	Investigator	9	1	F	4/29/2019	0.62	Reg	1	55,230.00	12,702.90
				00095080	Investigator	9	3	F	12/9/2019	0.06	Reg	1	58,758.00	13,514.34
				00095081	Investigator	9	10	F	6/25/2018	1.52	Reg	1	71,106.00	16,354.38
				00095082	Investigator	9	8	F	12/23/2019	0.02	Reg	1	67,578.00	15,542.94
				00095084	Investigator	12	4	F	11/28/2016	3.04	Reg	1	89,997.00	20,699.31
				00096913	Lead Investigation	13	8	F	2/20/2007	12.81	Reg	1	116,145.00	26,713.35
				00096914	Lead Investigation	13	5	F	9/28/2009	10.21	Reg	1	107,022.00	24,615.06
				00097105	Investigator	12	3	F	8/26/2013	6.30	Reg	1	87,440.00	20,111.20
				00097157	Investigator	9	1	F	4/29/2019	0.62	Reg	1	55,230.00	12,702.90
				00097228	Compliance Monitor	12	2	F	7/2/2012	7.45	Reg	1	84,883.00	19,523.09
			<b>3010 Total</b>									<b>25</b>	<b>2,061,485.49</b>	<b>474,141.66</b>
<b>3000 Total</b>												<b>25</b>	<b>2,061,485.49</b>	<b>474,141.66</b>
5000	Records Management	5010	Records Management	00091915	Records Officer	12	0	F	8/8/2016	3.34	Reg	1	92,700.00	21,321.00
				00096875	Records Management Specialist	11	3	F	3/20/2017	2.73	Term	1	70,818.00	16,288.14
				00096915	Records Management Specialist	11	3	F	4/18/2016	3.65	Term	1	70,818.00	16,288.14
				00098250	Records Management Specialist	11	1	F	11/14/2016	3.07	Reg	1	66,542.00	15,304.66
			<b>5010 Total</b>									<b>4</b>	<b>300,878.00</b>	<b>69,201.94</b>
<b>5000 Total</b>												<b>4</b>	<b>300,878.00</b>	<b>69,201.94</b>
<b>Grand Total</b>												<b>59</b>	<b>5,361,094.26</b>	<b>1,233,051.68</b>

**List of Employees with Cellphones  
Question 4A**

FY 2019		FY 2020	
EMPLOYEE	DEVICE	EMPLOYEE	DEVICE
ABRA Hotline	Cellular Device -Samsung Galaxy 8	John Fiorentine	Cellular Device - Samsung Galaxy S8
Mark Brashears	Cellular Device -- Samsung Galaxy 5	Mark Brashears	Cellular Device - Samsung Galaxy S8
Donnell Butler	Cellular Device -- Samsung Galaxy 6	Donnell Butler	Cellular Device - Samsung Galaxy S8
Felicia Dantzer	Cellular Device -- Samsung Galaxy 6	Felicia Dantzer	Cellular Device - Samsung Galaxy S8
Sarah Fashbaugh	Cellular Device - Samsung Galaxy 6	Andy De Los Santos Carpio	Cellular Device - Samsung Galaxy S8
Sean Gordy	Cellular Device -- Samsung Galaxy 6	Sarah Fashbaugh	Cellular Device - Samsung Galaxy S8
Karen Jackson	Cellular Device -- Samsung Galaxy 6	John Fiorentine	Cellular Device - Samsung Galaxy S10e
Martha Jenkins	Cellular Device -- Samsung Galaxy 6	George Garcia	Cellular Device - Samsung Galaxy S8
Earl Jones	Cellular Device - Samsung Galaxy 6	Rhoda Glasgow	Cellular Device - Samsung Galaxy S9
Fred Moosally	Cellular Device -- Samsung Galaxy 6	Sean Gordy	Cellular Device - Samsung Galaxy S8
Jason Peru	Cellular Device - Samsung Galaxy 6	Karen Jackson	Cellular Device - Samsung Galaxy S8
Vanessa Pleitez	Cellular Device -- Samsung Galaxy 5	Martha Jenkins	Cellular Device - Samsung Galaxy S8
Kevin Puente	Cellular Device - Samsung Galaxy 6	Earl Jones	Cellular Device - Samsung Galaxy S8
Camille Robinson	Cellular Device - Samsung Galaxy 6	Jovan Miller	Cellular Device - Samsung Galaxy S8
John Suero	Cellular Device -- Samsung Galaxy 5	Adam Mitchell	Cellular Device - Samsung Galaxy S8
		Fred Moosally	Cellular Device - Samsung Galaxy S8
		Shannell Murray	Cellular Device - Samsung Galaxy S8
		Mikea Nelson	Cellular Device - Samsung Galaxy S8
		Jason Peru	Cellular Device - Samsung Galaxy S8
		Vanessa Pleitez	Cellular Device - Samsung Galaxy S8
		Jared Powell	Cellular Device - Samsung Galaxy S8
		Tavril Prout	Cellular Device - Samsung Galaxy S8
		Kevin Puente	Cellular Device - Samsung Galaxy S8
		Camille Robinson	Cellular Device - Samsung Galaxy S8
		Mark Ruiz	Cellular Device - Samsung Galaxy S8
		John Suero	Cellular Device - Samsung Galaxy S10e
		Jeremy Zollarcoffer	Cellular Device - Samsung Galaxy S8

**ALCOHOLIC BEVERAGE REGULATION ADMINISTRATION  
FY 2019 AGENCY ACCIDENTS  
QUESTION 4B**

<b>Accident Date</b>	<b>Time of Accident</b>	<b>Police Report Number (CCN)</b>	<b>Location Address</b>	<b>Description</b>	<b>Outcome</b>
17-Apr-19	12:45 p.m.	19-065764	300 Tingey Street SE	While backing into a parking space on Tingey Street SE, the ABRA vehicle struck the bumper of a privately owned vehicle.	No injuries, minor scratches on the rear bumper of the vehicle.
22-May-19	10:17 p.m.	N/A	2000 14th Street NW	While being operated by an ABRA investigator, the driver of the ABRA vehicle scraped the passenger side of the vehicle on a pole in the parking garage.	No injuries, minor scratches to the passenger side rear quarter panel of the vehicle.
15-Jun-19	1:52 p.m.	19-104291	2000 14th Street NW	While being operated by an ABRA investigator, the driver of the ABRA vehicle backed into a parked DC Government vehicle in the parking garage.	No injuries, minor damage to the driver's side rear taillight assembly of the vehicle.
1-Aug-19	7:16 p.m.	19-135354	900 U Street NW	While being operated by an ABRA investigator on U Street NW, the side mirror of the ABRA vehicle struck the side mirror of a privately owned vehicle.	No injuries, Minor scratches on the side mirror of the vehicle.
18-Aug-19	Unknown	19-146588	1537 19th Street NW	While being operated by an ABRA investigator, the driver of the ABRA parked and exited the vehicle while performing work duties. Upon returning to the vehicle, the operator observed scratches on the vehicle that were not previously there.	No injuries, Minor scratches on the driver's side rear door and side mirror of the vehicle.
18-Sep-19	14:17 p.m.	19-166534	3146 M Street NW	While making a left hand turn from Wisconsin Ave NW onto M Street NW, a commercial vehicle (trash truck) took the turn wide and moved into the lane with the ABRA vehicle, causing a crash.	No injuries, damage to the driver side rear quarter panel, and rear bumper of the vehicle.
18-Sep-19	5:00 a.m.	N/A	200 14th Street NW	While being operated by an ABRA investigator, the driver of the ABRA vehicle scraped the passenger side of the vehicle on a pole in the parking garage.	No injuries, minor damage to the passenger side rear door of the vehicle.

Travel Expenses  
Question 4C

FY'19-OCTOBER 1 2018 THROUGH SEPTEMBER 30, 2019			REGISTRATION	FUNDING			MILEAGE		
EMPLOYEE NAME & TITLE	EVENT TITLES	BENEFIT TO AGENCY	REGISTRATION (*+CLASSES)	LODGING	AIRFARE (RT)	PER DIEM	REIMBURSEMENT		
Phillip Bluestein, Public Information Officer	Accelerate 2018	To enhance efficiency and effectiveness in using Accela	\$1,200.00	O Type	\$597.15	\$422.40	\$379.50	\$0.00	\$2,599.05
Kelly Campbell, Staff Assistant	Accelerate 2018	To enhance efficiency and effectiveness in using Accela	\$1,800.00	O Type	\$597.15	\$422.40	\$241.50	\$0.00	\$3,061.05
Sean Gordy, Licensing Manager	Accelerate 2018	To enhance efficiency and effectiveness in using Accela	\$150.00	O Type	\$1,153.40	\$288.24	\$224.00	\$0.00	\$1,815.64
Karen Jackson, Licensing Officer	Accelerate 2018	To enhance efficiency and effectiveness in using Accela	\$1,800.00	O Type	\$597.15	\$463.95	\$241.50	\$0.00	\$3,102.60
John Suero, Chief Investigator	FBI-LEEDA Executive Leadership Training	Enhance management skills	\$650.00	O Type	\$614.20	\$295.40	\$363.00	\$0.00	\$1,922.60
John Suero, Chief Investigator	32nd Annual NLEEA Conference	Managing Public Safety in Changing Tides of Alcohol Environment	\$425.00	O Type	\$720.99	\$166.84	\$266.00	\$0.00	\$1,578.83
Shawn Townsend, Supervisory Investigator	32nd Annual NLEEA Conference	Managing Public Safety in Changing Tides of Alcohol Environment	\$425.00	O Type	\$720.99	\$418.11	\$266.00	\$0.00	\$1,830.10
Neal Adejunmobi, Auditor	ISACA	Secure DevOPS & Application Audit Conference	\$105.00	O Type	\$0.00	\$0.00	\$0.00	\$0.00	\$105.00
Neal Adejunmobi, Auditor	Institute of Internal Auditors Membership Dues	To ensure Auditor maintains his certification	\$255.00	O Type	\$0.00	\$0.00	\$0.00	\$0.00	\$255.00
Neal Adejunmobi, Auditor	ISACA Membership Dues	To ensure Auditor maintains his certification	\$220.00	O Type	\$0.00	\$0.00	\$0.00	\$0.00	\$220.00
Neal Adejunmobi, Auditor	ISACA	Seminar on Managing & Auditing Cybersecurity	\$650.00	O Type	\$0.00	\$0.00	\$0.00	\$0.00	\$650.00
Neal Adejunmobi, Auditor	ISACA	Cloud Computing Conference	\$105.00	O Type	\$0.00	\$0.00	\$0.00	\$0.00	\$105.00
Mark Brashears, Supervisory Investigator	Supervisory Investigator	Training on leadership	\$695.00	O Type	\$693.00	\$0.00	\$396.50	\$198.36	\$1,982.86
Jason Peru, Supervisory Investigator	NLEEA 2019 Conference	Best practices on alcohol law enforcement	\$450.00	O Type	\$580.64	\$431.96	\$335.50	\$0.00	\$1,798.10
Martha Jenkins, General Counsel	NABCA Legal Symposium	Enhance knowledge on alcoholic laws and regulations	\$295.00	O Type	\$0.00	\$0.00	\$0.00	\$0.00	\$295.00
April Randall, Assistant General Counsel	NABCA Legal Symposium	Enhance knowledge on alcoholic laws and regulations	\$295.00	O Type	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Jonathan Berman, Assistant General Counsel	NABCA Legal Symposium	Enhance knowledge on alcoholic laws and regulations	\$295.00	O Type	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
FY'20-OCTOBER 1 2019 THROUGH SEPTEMBER 30, 2020			REGISTRATION	FUNDING			MILEAGE		
EMPLOYEE NAME & TITLE	EVENT TITLES	BENEFIT TO AGENCY	REGISTRATION (*+CLASSES)	LODGING	AIRFARE (RT)	PER DIEM	REIMBURSEMENT		
Fred Moosally, Director	Marijuana Manaement Symposium 2019	Best practices for regulation of marijuana	\$272.50	O Type	\$553.28	\$290.00	\$190.00	\$0.00	\$1,305.78
Kelly Campbell, Staff Assistant	Accelerate 2019	To enhance efficiency and effectiveness in using Accela	\$1,200.00	O Type	\$1,152.88	\$866.28	\$342.00	\$0.00	\$3,561.16
Karen Jackson, Licensing Officer	Accelerate 2019	To enhance efficiency and effectiveness in using Accela	\$1,200.00	O Type	\$1,152.88	\$656.96	\$342.00	\$0.00	\$3,351.84
Jared Powell, Public Information Officer	Accelerate 2019	To enhance efficiency and effectiveness in using Accela	\$1,200.00	O Type	\$1,199.17	\$434.51	\$342.00	\$0.00	\$3,175.68
John Suero, Chief Investigator	FBI-LEEDA Executive Leadership Training	Enhance management skills	\$650.00	O Type	\$614.20	\$295.40	\$363.00	\$0.00	\$1,922.60
Neal Adejunmobi, Auditor	Institute of Internal Auditors Membership Dues	To ensure Auditor maintains his certification	\$255.00	O Type	\$0.00	\$0.00	\$0.00	\$0.00	\$255.00
Neal Adejunmobi, Auditor	ISACA Membership Dues	To ensure Auditor maintains his certification	\$220.00	O Type	\$0.00	\$0.00	\$0.00	\$0.00	\$220.00
Sheree DeBerry, FOIA Office	IAPP	Training to enhance FOIA skills	\$1,095.00	O Type	\$0.00	\$0.00	\$0.00	\$0.00	\$1,095.00
Aaron King, Public Affairs Specialist	Linkedin	Training to enhance PIO skills	\$299.88	O Type	\$0.00	\$0.00	\$0.00	\$0.00	\$299.88
Fred Moosally, Director	RHI 2020 Sociable City Summitt Registration	Enhance skills best practices of nightlife challenges	\$665.00	O Type	\$0.00	\$0.00	\$0.00	\$0.00	\$665.00
Martha Jenkins, General Counsel	RHI 2020 Sociable City Summitt Registration	Enhance skills best practices of nightlife challenges	\$545.00	O Type	\$0.00	\$0.00	\$0.00	\$0.00	\$545.00
Donovan Anderson, Chairman, ABC Board	RHI 2020 Sociable City Summitt Registration	Enhance skills best practices of nightlife challenges	\$665.00	O Type	\$0.00	\$0.00	\$0.00	\$0.00	\$665.00
Bobby Cato, ABC Board Member	RHI 2020 Sociable City Summitt Registration	Enhance skills best practices of nightlife challenges	\$665.00	O Type	\$0.00	\$0.00	\$0.00	\$0.00	\$665.00
James Short, ABC Board Member	RHI 2020 Sociable City Summitt Registration	Enhance skills best practices of nightlife challenges	\$665.00	O Type	\$0.00	\$0.00	\$0.00	\$0.00	\$665.00

**FY'19**

Vendor Account	Agency Code	Invoice Month	MRC	OCC	Long Distance	Dir Asst	Total Usage Charge	TAX	Total
<u>31878884100001</u>	LQ	2019-09 (8/24~9/23)	1660.60	236.89	000.00	000.00	0.00	000.00	1897.49
<u>31878884100001</u>	LQ	2019-08 (7/24~8/23)	1660.60	236.89	000.00	000.00	0.00	000.00	1897.49
<u>31878884100001</u>	LQ	2019-07 (6/24~7/23)	1660.60	236.89	000.00	000.00	0.00	000.00	1897.49
<u>31878884100001</u>	LQ	2019-06 (5/24~6/23)	1660.60	218.45	000.00	000.00	0.00	000.00	1879.05
<u>31878884100001</u>	LQ	2019-05 (4/24~5/23)	1660.60	215.31	000.00	000.00	0.00	000.00	1875.91
<u>31878884100001</u>	LQ	2019-04 (3/24~4/23)	1660.60	215.31	000.00	000.00	0.00	000.00	1875.91
<u>31878884100001</u>	LQ	2019-03 (2/24~3/23)	1662.74	218.87	000.00	000.00	0.00	000.00	1881.61
<u>31878884100001</u>	LQ	2019-02 (1/24~2/23)	1657.61	217.90	000.00	000.00	0.00	000.00	1875.51
<u>31878884100001</u>	LQ	2019-01 (12/24~1/23)	1657.31	218.22	000.00	000.00	0.00	000.00	1875.53
<u>31878884100001</u>	LQ	2018-12 (11/24~12/23)	1666.58	218.04	000.00	000.00	1.20	000.00	1885.82
<u>31878884100001</u>	LQ	2018-11 (10/24~11/23)	1666.58	217.60	000.00	000.00	0.00	000.00	1884.18
<u>31878884100001</u>	LQ	2018-10 (9/24~10/23)	1666.58	217.60	000.00	000.00	0.00	000.00	1884.18

**TOTAL \$22,610.17**

**FY'20**

Vendor Account	Agency Code	Invoice Month	MRC	OCC	Long Distance	Dir Asst	Total Usage Charge	TAX	Total
<u>31878884100001</u>	LQ	2019-09 (8/24~9/23)	1660.60	236.89	000.00	000.00	0.00	000.00	1897.49

**TOTAL \$1,897.49**



**Alcoholic Beverage Regulation Administration (LQ0)**  
**List of Planned Intra-District Transfers for FY 2020**

**Question 7**

<b>Description</b>	<b>Buyer Agency</b>	<b>Seller Agency</b>	<b>Amount</b>
Merchant Services	Alcoholic Beverage Regulation Admin	Office of the Chief Financial Officer (OCFO)	50,168.24
Fleet Maintenance	Alcoholic Beverage Regulation Admin	Department of Public Works (DPW)	30,000.00
Radio Communications Services	Alcoholic Beverage Regulation Admin	Office of Unified Communications (OUC) (Citywide)	2,000.00
Reimbursable Detail Program	Alcoholic Beverage Regulation Admin	Metropolitan Police Department (MPD)	1,170,000.00
			<b>\$ 1,252,168.24</b>

**Alcoholic Beverage Regulation Administration (LQ0)**  
**Special Purpose Revenue Funds**  
**FY2019 and FY2020 Revenue and Expenditures**

Fund Code	Fund Title	Source of Funding	Program	Program Description	Description of Expenditures	FY2019 Revenue	FY2019 Actual Expenditure	FY2020 Revenue 12/11/2019	FY2020 Actual Expenditure 12/11/2019	Fund Balance (As of 09/30/2019)
6017	ABC - Import and Class License Fees	Business owners of establishments that manufacture, distribute sell and/or serve alcoholic beverages (liquor stores, grocery stores, restaurants, hotels)	Licensing (2000)	Revenue is generated from the collection of fees associated with the issuance and renewal of licenses and permits	59 FTE's - salaries, benefits, overtime Supplies, scanning, shredding, equipment maintenance, Accela subscription, OCTO IT support, telephone, DPW fleet maintenance, employee training, computers, vehicle and office equipment	8,428,108	6,798,874	880,322	1,151,257	6,968,858
						<b>8,428,108</b>	<b>6,798,874</b>	<b>880,322</b>	<b>1,151,257</b>	<b>6,968,858</b>



**Alcoholic Beverage Regulation Administration  
Answer to Council Question 9**

FY'19

DATE	VENDOR	AGENCY CREDIT CARD HOLDER	AMOUNT	GENERAL PURPOSE
10/1/2018	USPS	Jackie Richardson	\$91.96	Postage
10/3/2018	Statewide Bonding Company	Jackie Richardson	\$2,257.00	Bonding of agency cashiers
10/4/2018	Dupont Computers	Jackie Richardson	\$290.00	Printing of business cards
10/5/2018	USPS	Jackie Richardson	\$14.11	Postage
10/15/2018	ISACA	Jackie Richardson	\$105.00	Training for Auditor
10/16/2018	USPS	Jackie Richardson	\$12.56	Postage
10/16/2019	Standard Office Supply	Jackie Richardson	\$974.46	Office supplies
10/17/2018	USPS	Jackie Richardson	\$6.70	Postage
10/19/2018	Metropolitan Office Products	Jackie Richardson	\$2,229.71	Office supplies
10/22/2018	Neal R. Gross & Company	Jackie Richardson	\$294.50	Transcription Services
10/22/2018	Neal R. Gross & Company	Jackie Richardson	\$2,451.24	Transcription Services
10/23/2018	Easy Keys	Jackie Richardson	\$9.88	Desk keys
10/23/2018	Dupont Computers	Jackie Richardson	\$725.00	Printing of business cards
10/23/2018	RW Locksmiths, LLC	Jackie Richardson	\$342.50	Open up safe
10/25/2018	USPS	Jackie Richardson	\$6.70	Postage
10/25/2018	FBI Leeda	Jackie Richardson	\$650.00	Registration for FBI Leeda Conference
10/29/2018	Neal R. Gross & Company	Jackie Richardson	\$225.00	Transcription Services
10/29/2018	Dupont Computers	Jackie Richardson	\$525.00	Printing of business cards
10/30/2018	Metropolitan Office Products	Jackie Richardson	\$127.99	Office supplies
11/2/2018	Metropolitan Office Products	Jackie Richardson	\$2,169.43	Office supplies
11/2/2018	Metropolitan Office Products	Jackie Richardson	\$779.93	Office supplies
11/5/2018	USPS	Jackie Richardson	\$6.70	Postage
11/7/2018	USPS	Jackie Richardson	\$6.70	Postage
11/7/2018	Drivers License Guide	Jackie Richardson	\$2,660.00	Drivers License Guide Books
11/20/2018	USPS	Jackie Richardson	\$7.62	Postage
12/3/2018	Standard Office Supply	Jackie Richardson	\$655.12	Office supplies
12/4/2018	Uline	Jackie Richardson	\$245.17	Hand truck for Records Division
12/4/2018	USPS	Jackie Richardson	\$6.70	Postage
12/5/2018	Metropolitan Office Products	Jackie Richardson	\$984.95	Office supplies
12/11/2018	ISACA	Jackie Richardson	\$220.00	Membership fees for Auditor
12/12/2018	Institute of Internal Auditors	Jackie Richardson	\$255.00	Membership fees for Auditor
12/12/2018	Metropolitan Office Products	Jackie Richardson	\$1,331.88	Office supplies

DATE	VENDOR	AGENCY CREDIT CARD HOLDER	AMOUNT	GENERAL PURPOSE
12/12/2018	Washington Opportunity Institute	Jackie Richardson	\$4,889.00	Printing of Placards
12/12/2018	Standard Office Supply	Jackie Richardson	\$914.61	Office supplies
12/14/2018	Dupont Computers	Jackie Richardson	\$390.00	Printing of business cards
12/14/2018	USPS	Jackie Richardson	\$100.00	Postage
12/14/2018	Metropolitan Office Products	Jackie Richardson	\$374.30	Office supplies
12/18/2018	Dupont Computers	Jackie Richardson	\$700.00	Printing of business cards
12/28/2018	Standard Office Supply	Jackie Richardson	\$961.25	Office supplies
1/8/2019	USPS	Jackie Richardson	\$6.70	Postage
1/9/2019	Metropolitan Office Products	Jackie Richardson	\$1,019.38	Office supplies
1/9/2019	Metropolitan Office Products	Jackie Richardson	\$742.45	Office supplies
1/10/2019	USPS	Jackie Richardson	\$7.83	Postage
1/11/2019	USPS	Jackie Richardson	\$14.82	Postage
1/11/2019	Metropolitan Office Products	Jackie Richardson	\$50.97	Office supplies
1/16/2019	Standard Office Supply	Jackie Richardson	\$370.29	Office supplies
1/17/2019	Metropolitan Office Products	Jackie Richardson	\$203.29	Office supplies
1/22/2019	Washington Police Supply	Jackie Richardson	\$423.05	Flashlights
1/25/2019	USPS	Jackie Richardson	\$6.91	Postage
1/28/2019	Thompson Construction	Jackie Richardson	\$4,867.75	Side light and wall in office
2/4/2019	Liberty Office Products	Jackie Richardson	\$503.58	Ribbons for cashiers
2/4/2019	Metropolitan Office Products	Jackie Richardson	\$1,412.67	Office supplies
2/6/2019	FBI Leeda	Jackie Richardson	\$695.00	Registration for FBI Leeda Conference
2/6/2019	Metropolitan Office Products	Jackie Richardson	\$ 176.47	Office supplies
2/12/2019	A Digital Solutions	Jackie Richardson	\$3,465.00	Printing of Code Books
2/12/2019	USPS	Jackie Richardson	\$606.00	Postage
2/13/2019	USPS	Jackie Richardson	\$3,850.00	Postage
2/14/2019	Graham Staffing Service	Jackie Richardson	\$440.00	Sign Language Interpreter
2/14/2019	FBI Leeda	Jackie Richardson	\$50.00	Membership Fee
2/22/2019	National Alcohol Beverage	Jackie Richardson	\$295.00	Registration for Conference
2/22/2019	Standard Office Supply	Jackie Richardson	\$2,003.84	Office supplies
2/26/2019	USPS	Jackie Richardson	\$6.85	Postage
2/26/2019	National Alcohol Beverage	Jackie Richardson	\$295.00	Registration for Conference
2/28/2019	USPS	Jackie Richardson	\$29.80	Postage
3/8/2019	Metropolitan Office Products	Jackie Richardson	\$270.03	Office supplies
3/11/2019	Metropolitan Office Products	Jackie Richardson	\$581.97	Office supplies
3/12/2019	USPS	Jackie Richardson	\$21.60	Postage
3/13/2019	USPS	Jackie Richardson	\$6.85	Postage

DATE	VENDOR	AGENCY CREDIT CARD HOLDER	AMOUNT	GENERAL PURPOSE
3/14/2019	Standard Office Supply	Jackie Richardson	\$875.79	Office supplies
3/17/2019	Dell	Jackie Richardson	\$6,648.00	Dell monitors & cpu's
3/19/2019	USPS	Jackie Richardson	\$825.00	Postage
3/21/2019	Toucan	Jackie Richardson	\$1,190.00	Printing of Letterhead
3/26/2019	USPS	Jackie Richardson	\$23.90	Postage
3/26/2019	Graduate School	Jackie Richardson	\$899.00	Training for Auditor
3/26/2019	ISACA	Jackie Richardson	\$650.00	Training for Auditor
3/26/2019	ISACA	Jackie Richardson	\$105.00	Training for Auditor
3/28/2019	Standard Office Supply	Jackie Richardson	\$3,318.75	Office supplies
3/29/2019	Amazon	Jackie Richardson	\$50.99	Cover for paper folder
3/29/2019	Standard Office Supply	Jackie Richardson	\$625.37	Office supplies
4/2/2019	Dupont Computers	Jackie Richardson	\$290.00	Translation services
4/2/2019	Dupont Computers	Jackie Richardson	\$1,225.00	Printing of business cards
4/4/2019	Metropolitan Office Products	Jackie Richardson	\$1,851.33	Office supplies
4/9/2019	Metropolitan Office Products	Jackie Richardson	\$627.78	Office supplies
4/10/2019	USPS	Jackie Richardson	\$550.00	Postage
4/12/2019	Toucan	Jackie Richardson	\$1,220.00	Printing of business envelopes
4/15/2019	Metropolitan Office Products	Jackie Richardson	\$814.02	Office supplies
4/17/2019	Standard Office Supply	Jackie Richardson	\$152.60	Office supplies
4/18/2019	Amazon	Jackie Richardson	\$49.95	Digital clock for ABC Board conference room
4/22/2019	Metropolitan Office Products	Jackie Richardson	\$2,279.94	Office supplies
4/26/2019	Champion Awards	Jackie Richardson	\$28.50	Name plate
4/26/2019	Metropolitan Office Products	Jackie Richardson	\$1,229.19	Office supplies
4/27/2019	Adobe	Jackie Richardson	\$2,242.68	Adobe
5/1/2019	Standard Office Supply	Jackie Richardson	\$2,764.48	Office supplies
5/2/2019	USPS	Jackie Richardson	\$124.90	Postage
5/3/2019	Standard Office Supply	Jackie Richardson	\$2,475.48	Office supplies
5/9/2019	Toucan	Jackie Richardson	\$285.00	Printing of tip sheets
5/14/2019	USPS	Jackie Richardson	\$1,114.99	Postage
5/14/2019	Metropolitan Office Products	Jackie Richardson	\$199.96	Office supplies
5/22/2019	Metropolitan Office Products	Jackie Richardson	\$2,345.63	Office supplies
5/29/2019	Metropolitan Office Products	Jackie Richardson	\$63.98	Office supplies
6/3/2019	Tatical Gear	Jackie Richardson	\$844.79	Tatical flashlights for investigators
6/3/2019	The Business Journal	Jackie Richardson	\$84.80	Subscription for PIO
6/4/2019	The Sharper Image	Jackie Richardson	\$180.94	Ultrazoom binoculars
6/4/2019	Standard Office Supply	Jackie Richardson	\$699.80	Office supplies

DATE	VENDOR	AGENCY CREDIT CARD HOLDER	AMOUNT	GENERAL PURPOSE
6/4/2019	Standard Office Supply	Jackie Richardson	\$684.01	Office supplies
6/6/2019	USPS	Jackie Richardson	\$825.00	Postage
6/6/2019	Washington Opportunity Institute	Jackie Richardson	\$4,674.00	Printing of import permits
6/12/2019	Metropolitan Office Products	Jackie Richardson	\$267.25	Office supplies
6/12/2019	Metropolitan Office Products	Jackie Richardson	\$315.97	Office supplies
6/13/2019	Snappa	Jackie Richardson	\$120.00	Snappa for PIO
6/13/2019	Linkendin	Jackie Richardson	\$299.88	Training for PIO
6/21/2019	Adobe	Kim Gordon	\$599.88	Adobe
6/24/2019	USPS	Jackie Richardson	\$6.85	Postage
6/25/2019	U Street Cleaners	Jackie Richardson	\$368.00	Cleaning of ABRA jackets
6/25/2019	Toucan	Jackie Richardson	\$1,645.00	Printing of kraft envelopes
7/3/2019	Dupont Computers	Jackie Richardson	\$350.00	Printing of business cards
7/9/2019	Metropolitan Office Products	Jackie Richardson	\$489.95	Office supplies
7/9/2019	Washington Opportunity Institute	Jackie Richardson	\$3,848.00	Printing of Orange & White licenses & placards
7/10/2019	Metropolitan Office Products	Jackie Richardson	\$749.90	Office supplies
7/11/2019	A Digital Solutions	Jackie Richardson	\$2,475.00	Printing of ABRA code books
7/13/2019	Linkendin	Jackie Richardson	\$299.88	Training for Public Affairs Specialist
7/16/2019	USPS	Jackie Richardson	\$385.00	Postage
7/17/2019	Video Communications	Jackie Richardson	\$360.00	Service for PC issue
7/22/2019	USPS	Jackie Richardson	\$825.00	Postage
7/23/2019	F.A. O'Toole	Jackie Richardson	\$780.35	Shelving for file room
7/23/2019	Washington Opportunity Institute	Jackie Richardson	\$6,985.00	Additional payment for printing of placards
7/24/2019	Metropolitan Office Products	Jackie Richardson	\$30.98	Office supplies
7/24/2019	USPS	Jackie Richardson	\$6.85	Postage
7/25/2019	Metropolitan Office Products	Jackie Richardson	\$1,316.54	Office supplies
7/26/2019	Easy Keys	Jackie Richardson	\$55.60	Desk keys
7/30/2019	NCSLA	Jackie Richardson	\$300.00	Paypal-NCSLA membership fee
7/30/2019	FBI LEEDA	Jackie Richardson	\$695.00	Training fee
8/2/2019	Metropolitan Office Products	Jackie Richardson	\$192.92	Office supplies
8/3/2019	Adobe	Kim Gordon	\$529.21	Adobe
8/6/2019	AP Style book	Jackie Richardson	\$31.63	Style book for PIO staff
8/8/2019	USPS	Jackie Richardson	\$6.85	Postage
8/9/2019	Dupont Computers	Jackie Richardson	\$525.00	Printing of business cards
8/9/2019	Dupont Computers	Jackie Richardson	\$350.00	Printing of business cards
8/12/2019	Information Forecast	Jackie Richardson	\$272.50	Conference fee
8/13/2019	USPS	Jackie Richardson	\$1,100.00	Postage

DATE	VENDOR	AGENCY CREDIT CARD HOLDER	AMOUNT	GENERAL PURPOSE
8/14/2019	USPS	Jackie Richardson	\$825.00	Postage
8/20/2019	Metropolitan Office Products	Jackie Richardson	\$2,391.70	Office supplies
8/22/2019	National Liquor Law	Jackie Richardson	\$300.00	Membership fee
8/22/2019	National Liquor Law	Jackie Richardson	\$450.00	Registration fee
8/27/2019	Standard Office Supply	Jackie Richardson	\$1,019.70	Office supplies
8/28/2019	Uline	Jackie Richardson	\$260.03	Canopy of D.C. Double Check Program
8/28/2019	Metropolitan Office Products	Jackie Richardson	\$289.94	Office supplies
8/28/2019	Fed Ex	Jackie Richardson	\$254.97	Printing of renewal poster board
8/30/2019	PayPal-Ebay	Jackie Richardson	\$19.89	Grill cover for paper folder
9/3/2019	Wideangle Software	Kim Gordon	\$30.00	FOIA Program
9/4/2019	R&R Janitorial	Jackie Richardson	\$2,950.00	Painting of lunch room and add chair rails
9/4/2019	Capital Servics & Supplies	Jackie Richardson	\$550.00	Office supplies
9/5/2019	RSC Electrical & Mechanics	Jackie Richardson	\$1,670.00	Installed electrical outlet for copier
9/5/2019	USPS	Jackie Richardson	\$652.20	Postage
9/9/2019	IAPP	Jackie Richardson	\$1,095.00	On-line FOIA training
9/9/2019	USPS	Jackie Richardson	\$7.30	Postage
9/11/2019	Adobe	Jackie Richardson	\$127.74	Adobe
9/11/2019	Accelarate	Jackie Richardson	\$1,200.00	Conference fee
9/11/2019	Accelarate	Jackie Richardson	\$3,400.00	Conference fees for two employees
9/13/2019	Dupont Computers	Jackie Richardson	\$175.00	Printing of business cards
9/16/2019	Metropolitan Office Products	Jackie Richardson	\$799.88	Office supplies
9/17/2019	USPS	Jackie Richardson	\$7.30	Postage
9/17/2019	Standard Office Supply	Jackie Richardson	\$803.04	Office supplies
9/18/2019	Arkansas Flag & Banner	Jackie Richardson	\$94.20	Flag stand
9/18/2019	Standard Office Supply	Jackie Richardson	\$3,099.00	Office supplies
9/19/2019	Metropolitan Office Products	Jackie Richardson	\$147.95	Office supplies
9/19/2019	Metropolitan Office Products	Jackie Richardson	\$800.86	Office supplies



**Alcoholic Beverage Regulation Administration  
Answer to Council Question 9**

FY'20

DATE	VENDOR	AGENCY CREDIT CARD HOLDER	AMOUNT	GENERAL PURPOSE
10/7/2019	Whitaker Brothers	Jackie Richardson	\$140.16	Repair date stamp
10/8/2019	General Assembly	Jackie Richardson	\$3,500.00	Training for Public Affairs Specialist
10/8/2019	Standard Office Supply	Jackie Richardson	\$1,100.00	Office supplies
10/10/2019	USPS	Jackie Richardson	\$15.50	Postage
10/15/2019	USPS	Kim Gordon	\$8.80	Postage
10/16/2019	Standard Office Supply	Jackie Richardson	\$654.00	Office supplies
10/17/2019	Metropolitan Office Products	Jackie Richardson	\$840.80	Office supplies
10/18/2019	Metropolitan Office Products	Jackie Richardson	\$15.98	Office supplies
10/22/2019	Fred Pryor Career Track	Jackie Richardson	\$297.00	Proofreading class for three employees
10/22/2019	Standard Office Supply	Jackie Richardson	\$384.30	Office supplies
10/22/2019	Standard Office Supply	Jackie Richardson	\$16.91	Office supplies
10/29/2019	Metropolitan Office Products	Jackie Richardson	\$29.98	Office supplies
10/31/2019	Labor Law Posters	Jackie Richardson	\$79.50	Purchase of labor law posters
11/20/2019	Statewide Bonding Company	Jackie Richardson	\$2,484.00	Bonding of agency cashiers
11/21/2019	Dupont Computers	Jackie Richardson	\$175.00	Printing of business cards
11/22/2019	Mindjet Corel	Jackie Richardson	\$269.94	Mindjet program for PIO
11/25/2019	Washington Opportunity Institute	Jackie Richardson	\$2,310.00	Self laminating cards for ABC licenses
11/26/2019	USPS	Jackie Richardson	\$550.00	Postage
12/12/2019	Responsible Hospitality Institute	Jackie Richardson	\$545.00	Registration fee for RHI Summit
12/12/2019	Easykeys	Jackie Richardson	\$13.90	Desk keys
12/16/2019	Responsible Hospitality Institute	Jackie Richardson	\$120.00	Registration fee for pre-summit seminar
12/16/2019	Responsible Hospitality Institute	Jackie Richardson	\$545.00	Registration fee for RHI Summit
12/16/2019	Responsible Hospitality Institute	Jackie Richardson	\$665.00	Registration fee for pre-summit seminar & summit
12/16/2019	Responsible Hospitality Institute	Jackie Richardson	\$665.00	Registration fee for pre-summit seminar & summit
12/16/2019	Responsible Hospitality Institute	Jackie Richardson	\$665.00	Registration fee for pre-summit seminar & summit
12/16/2019	Standard Office Supply	Jackie Richardson	1775.54	Office supplies
12/18/2019	ISACA	Jackie Richardson	\$220.00	CISSA Membership dues for Auditor
12/18/2019	THEIAA	Jackie Richardson	\$260.00	THEIAA Membership dues for Auditor

**Alcoholic Beverage Regulation Administration (LQ0)**  
**List of MOUs**

**1) List of MOUs signed in FY 2019**

Description	Buyer Agency	Seller Agency	Date MOU Signed	Amount
HR Services	Alcoholic Beverage Regulation Admin	DC Human Resources (DCHR)	11/7/2018	30,541.13
Radio Communications Services	Alcoholic Beverage Regulation Admin	Office of Unified Communications (OUC) (Citywide)	10/10/2018	1,993.07
Reimbursable Detail Program	Alcoholic Beverage Regulation Admin	Metropolitan Police Department (MPD)	4/18/2019	1,146,174.81
				<b>\$ 1,178,709.01</b>

**2) List of MOUs signed in FY 2020**

There are no MOUs signed in FY 2020 as of yet.



**Alcoholic Beverage Regulation Administration (LQ0)**  
**Fiscal Year 2018 Budget and Actual Expenditures**

Approp Fund	Approp Fund Title	Program	Program Title	Activity	Activity Title	Original Budget	Revised Budget	Expenditures	Available Balance
0110	DEDICATED TAXES	3000	INVESTIGATIONS	3010	INVESTIGATIONS	1,170,000.00	1,170,000.00	955,348.58	214,651.42
		<b>3000 Total</b>				<b>1,170,000.00</b>	<b>1,170,000.00</b>	<b>955,348.58</b>	<b>214,651.42</b>
<b>0110 Total</b>						<b>1,170,000.00</b>	<b>1,170,000.00</b>	<b>955,348.58</b>	<b>214,651.42</b>
0600	SPECIAL PURPOSE REVENUE FUNDS ('O'TYPE)	1000	AGENCY MANAGEMENT	1015	TRAINING AND EMPLOYEE DEVELOPMENT	39,000.00	14,000.00	12,313.66	1,686.34
				1030	PROPERTY MANAGEMENT	492,388.62	407,388.62	406,184.22	1,204.40
				1040	INFORMATION TECHNOLOGY	101,993.36	86,993.36	86,615.64	377.72
				1050	FINANCIAL MANAGEMENT	70,000.00	31,000.00	30,543.22	456.78
				1060	LEGAL	1,215,523.18	1,070,523.18	1,069,481.83	1,041.35
				1070	FLEET MANAGEMENT	47,110.43	47,110.43	52,660.04	(5,549.61)
				1080	COMMUNICATIONS	309,935.99	291,935.99	291,362.93	573.06
				1085	CUSTOMER SERVICE	72,417.31	72,417.31	81,233.84	(8,816.53)
				1087	LANGUAGE ACCESS	15,000.00	15,000.00	13,207.50	1,792.50
				1090	PERFORMANCE MANAGEMENT	963,065.04	893,065.04	884,728.68	8,336.36
		<b>1000 Total</b>				<b>3,326,433.93</b>	<b>2,929,433.93</b>	<b>2,928,331.56</b>	<b>1,102.37</b>
		2000	LICENSING	2010	LICENSING	1,011,043.62	966,043.62	961,419.50	4,624.12
		<b>2000 Total</b>				<b>1,011,043.62</b>	<b>966,043.62</b>	<b>961,419.50</b>	<b>4,624.12</b>
		3000	INVESTIGATIONS	3010	INVESTIGATIONS	2,821,735.59	2,495,735.59	2,491,845.84	3,889.75
		<b>3000 Total</b>				<b>2,821,735.59</b>	<b>2,495,735.59</b>	<b>2,491,845.84</b>	<b>3,889.75</b>
		5000	RECORDS MANAGEMENT	5010	RECORDS MANAGEMENT	326,101.76	244,101.76	243,327.43	774.33
		<b>5000 Total</b>				<b>326,101.76</b>	<b>244,101.76</b>	<b>243,327.43</b>	<b>774.33</b>
<b>0600 Total</b>						<b>7,485,314.90</b>	<b>6,635,314.90</b>	<b>6,624,924.33</b>	<b>10,390.57</b>
<b>Grand Total</b>						<b>8,655,314.90</b>	<b>7,805,314.90</b>	<b>7,580,272.91</b>	<b>225,041.99</b>

The \$214,651.42 surplus in Dedicated Taxes is due to lower than anticipated reimbursable detail expenditures with MPD (reimbursement for overtime).  
The \$10,390.57 surplus in Special Purpose Revenue Fund is mainly due to lower than anticipated spending in Non-Personnel Service costs for equipment

**ABRA did not have federal funding in FY 2018.**

THE HISTORY OF THE UNITED STATES OF AMERICA

CHAPTER I

THE DISCOVERY OF AMERICA

THE first discovery of America was made by Christopher Columbus in 1492. He was an Italian explorer who sailed across the Atlantic Ocean in search of a westward route to the Indies. On October 12, 1492, he landed on the island of San Salvador in the West Indies. This event marked the beginning of European exploration and colonization of the Americas.

Other explorers followed Columbus, including Vasco Nunez de Balboa, who discovered the Pacific Ocean in 1499, and Amerigo Vesputi, who explored the eastern coast of South America in 1498. The discovery of America led to the establishment of colonies and the eventual formation of the United States of America.

**Alcoholic Beverage Regulation Administration (L00)**  
**Fiscal Year 2019 Budget and Actual Expenditures**

Approp Fund	Approp Fund Title	Program	Program Title	Activity	Activity Title	Original Budget	Revised Budget	Expenditures	Available Balance
0110	DEDICATED TAXES	3000	INVESTIGATIONS	3010	INVESTIGATIONS	1,292,000.00	1,170,000.00	1,146,174.81	23,825.19
		<b>3000 Total</b>				<b>1,292,000.00</b>	<b>1,170,000.00</b>	<b>1,146,174.81</b>	<b>23,825.19</b>
<b>0110 Total</b>						<b>1,292,000.00</b>	<b>1,170,000.00</b>	<b>1,146,174.81</b>	<b>23,825.19</b>
0600	SPECIAL PURPOSE REVENUE FUNDS (O'TYPE)	1000	AGENCY MANAGEMENT	1015	TRAINING AND EMPLOYEE DEVELOPMENT	39,000.00	39,000.00	38,357.88	642.12
				1030	PROPERTY MANAGEMENT	611,095.36	599,095.36	388,403.41	210,691.95
				1040	INFORMATION TECHNOLOGY	104,615.31	116,615.31	102,781.62	13,833.69
				1050	FINANCIAL MANAGEMENT	70,000.00	70,000.00	66,143.80	3,856.20
				1060	LEGAL	1,272,067.17	1,272,067.17	1,172,334.84	99,732.33
				1070	FLEET MANAGEMENT	50,136.80	50,136.80	46,051.68	4,085.12
				1080	COMMUNICATIONS	367,088.07	367,088.07	280,413.95	86,674.12
				1085	CUSTOMER SERVICE	81,930.14	81,930.14	91,136.53	(9,206.39)
				1087	LANGUAGE ACCESS	15,000.00	15,000.00	9,667.94	5,332.06
				1090	PERFORMANCE MANAGEMENT	938,310.70	938,310.70	913,426.44	24,884.26
		<b>1000 Total</b>				<b>3,549,243.55</b>	<b>3,549,243.55</b>	<b>3,108,718.09</b>	<b>440,525.46</b>
		2000	LICENSING	2010	LICENSING	1,148,582.74	1,148,582.74	1,092,444.47	56,138.27
		<b>2000 Total</b>				<b>1,148,582.74</b>	<b>1,148,582.74</b>	<b>1,092,444.47</b>	<b>56,138.27</b>
		3000	INVESTIGATIONS	3010	INVESTIGATIONS	2,943,108.98	2,943,108.98	2,299,891.85	643,217.13
		<b>3000 Total</b>				<b>2,943,108.98</b>	<b>2,943,108.98</b>	<b>2,299,891.85</b>	<b>643,217.13</b>
		5000	RECORDS MANAGEMENT	5010	RECORDS MANAGEMENT	365,760.24	365,760.24	297,820.08	67,940.16
		<b>5000 Total</b>				<b>365,760.24</b>	<b>365,760.24</b>	<b>297,820.08</b>	<b>67,940.16</b>
<b>0600 Total</b>						<b>8,006,695.51</b>	<b>8,006,695.51</b>	<b>6,798,874.49</b>	<b>1,207,821.02</b>
<b>Grand Total</b>						<b>9,298,695.51</b>	<b>9,176,695.51</b>	<b>7,945,049.30</b>	<b>1,231,646.21</b>

The \$23,825.19 surplus in Dedicated Taxes is due to lower than anticipated reimbursable detail expenditures with MPD (reimbursement for overtime).

The \$1,207,821.02 surplus in Special Purpose Revenue Fund consists of \$804,014.84 PS surplus due to vacant positions; and the remaining \$403,806.18 is NPS surplus due to lower than anticipated expenditures for supplies, transcription services, licensing fees and improvements, office build out, records management, contractual services surrounding

**ABRA did not have federal funding in FY 2019.**

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**Alcoholic Beverage Regulation Administration (LQ0)**  
**Fiscal Year 2020 Budget and Actual Expenditures**  
**As of December 11, 2019**

Approp Fund	Approp Fund Title	Program	Program Title	Activity	Activity Title	Original Budget	Revised Budget	Expenditures	Available Balance
0110	DEDICATED TAXES	3000	INVESTIGATIONS	3010	INVESTIGATIONS	1,170,000.00	1,170,000.00	0.00	1,170,000.00
		<b>3000 Total</b>				<b>1,170,000.00</b>	<b>1,170,000.00</b>	<b>0.00</b>	<b>1,170,000.00</b>
<b>0110 Total</b>						<b>1,170,000.00</b>	<b>1,170,000.00</b>	<b>0.00</b>	<b>1,170,000.00</b>
0600	SPECIAL PURPOSE REVENUE FUNDS ('O'TYPE)	1000	AGENCY MANAGEMENT	1015	TRAINING AND EMPLOYEE DEVELOPMENT	39,000.00	39,000.00	75.28	38,924.72
				1030	PROPERTY MANAGEMENT	603,567.22	603,567.22	98,353.41	505,213.81
				1040	INFORMATION TECHNOLOGY	308,789.38	308,789.38	21,467.21	287,322.17
				1050	FINANCIAL MANAGEMENT	70,000.00	70,000.00	369.37	69,630.63
				1060	LEGAL	1,305,732.48	1,305,732.48	243,500.43	1,062,232.05
				1070	FLEET MANAGEMENT	90,623.00	90,623.00	0.00	90,623.00
				1080	COMMUNICATIONS	342,735.68	342,735.68	55,062.07	287,673.61
				1085	CUSTOMER SERVICE	112,268.25	112,268.25	19,625.78	92,642.47
				1087	LANGUAGE ACCESS	15,000.00	15,000.00	2,270.32	12,729.68
				1090	PERFORMANCE MANAGEMENT	690,574.95	690,574.95	84,550.13	606,024.82
		<b>1000 Total</b>				<b>3,578,290.96</b>	<b>3,578,290.96</b>	<b>525,274.00</b>	<b>3,053,016.96</b>
		2000	LICENSING	2010	LICENSING	1,257,714.29	1,257,714.29	200,231.95	1,057,482.34
		<b>2000 Total</b>				<b>1,257,714.29</b>	<b>1,257,714.29</b>	<b>200,231.95</b>	<b>1,057,482.34</b>
		3000	INVESTIGATIONS	3010	INVESTIGATIONS	2,745,252.59	2,745,252.59	369,031.71	2,376,220.88
		<b>3000 Total</b>				<b>2,745,252.59</b>	<b>2,745,252.59</b>	<b>369,031.71</b>	<b>2,376,220.88</b>
		5000	RECORDS MANAGEMENT	5010	RECORDS MANAGEMENT	376,499.94	376,499.94	56,719.25	319,780.69
		<b>5000 Total</b>				<b>376,499.94</b>	<b>376,499.94</b>	<b>56,719.25</b>	<b>319,780.69</b>
<b>0600 Total</b>						<b>7,957,757.78</b>	<b>7,957,757.78</b>	<b>1,151,256.91</b>	<b>6,806,500.87</b>
<b>Grand Total</b>						<b>9,127,757.78</b>	<b>9,127,757.78</b>	<b>1,151,256.91</b>	<b>7,976,500.87</b>

**ALCOHOLIC BEVERAGE REGULATION ADMINISTRATION  
LIST OF CONTRACTS, PROCUREMENTS AND LEASES  
QUESTION 19**

FY'19

VENDOR	NATURE OF CONTRACT	PURCHASE ORDER #	AMOUNT ALLOCATED	AMOUNT SPENT	CONTRACT TERM	COMPETITIVELY BIDDED	CONTRACT MONITOR	FUNDING SOURCE	CBE	DIVISION UTILIZING GOODS	Subcontracting
Accela, Inc.	Accela subscription needed to support ABRA's use in the agency's licensing software system	593132	\$91,656.53	\$91,656.53	10/22/18-9/30/19	OCP solicits bids	Jackie Richardson	O Type	No	Licensing Division	No
Canon Solutions America, Inc.	Annual maintenance on Canon copier C9280	592603	\$27,242.20	\$27,242.20	10/17/18-9/30/19	OCP solicits bids	Jackie Richardson	O Type	No	Administrative Division	No
Canon Solutions America, Inc.	Annual maintenance on Canon copier C850	592436	\$12,346.80	\$2,600.52	10/15/18-9/30/19	OCP solicits bids	Jackie Richardson	O Type	No	Administrative Division	No
Christopher Bartolotta	How to detect fake identificaton training for ABC licensees and ABRA investigators	605548	\$3,500.00	\$3,500.00	5/28/19-9/30/19	OCP solicits bids	Jackie Richardson	O Type	No	Enforcement Division	No
Dell Marketing, LP	Dell Laptop	591520	\$1,289.00	\$1,289.00	10/5/18-9/30/19	OCP solicits bids	Jackie richardson	O Type	No	Enforcement Division	No
Dell Marketing, LP	Software licenses	601440	\$608.00	\$608.00	3/18/19-9/30/19	OCP solicits bids	Jackie Richardson	O Type	No	All Divisions	No
Dell Marketing, LP	Dell Latitude 7490	601612	\$3,867.00	\$3,867.00	3/21/19-9/30/19	OCP solicits bids	Jackie Richardson	O Type	No	All Divisions	No
Dell Marketing, LP	Dell Optiplex 760 SFF and monitors	602752	\$5,508.00	\$5,508.00	4/18/19-9/30/19	OCP solicits bids	Jackie Richardson	O Type	No	All Divisions	No
Dell Marketing, LP	Six Dell 24" monitors	605548	\$954.00	\$954.00	6/24/19-9/30/19	OCP solicits bids	Jackie Richardson	O Type	No	All Divisions	No
Digi Docs, Inc.	Shredding services	592059	\$2,055.24	\$2,055.24	10/11/18-9/30/19	OCP solicits bids	Jackie Richardson	O Type	Yes	Records Division	No
D.R. Myers Distributing Company	2019 US & Canada ID Checking Guides	604141	\$6,665.00	\$6,665.00	5/21/19-9/30/19	OCP solicits bids	Jackie Richardson	O Type	No	Enforcement Division	No
Kline Imports Arlington, Inc.	2019 Black Toyota Camry	600965	\$24,209.00	\$24,209.00	3/8/19-9/30/19	OCP solicits bids	Jackie Richardson	O Type	No	Enforcement Division	No
MVS, Inc.	Dell monitors and CPU's	609858	\$11,380.40	\$11,380.40	10/10/19-9/30/19	OCP solicits bids	Jackie Richardson	O Type	Yes	All Divisions	No
Neal R. Gross & Company, Inc.	Transcription Services for ABC board hearings	593074	\$99,000.00	\$69,214.48	10/22/18-9/30/19	OCP solicits bids	Jackie Richardson	O Type	Yes	Adjudication	No
Razavi Application Developers	Accela enhancements and updates to ABRA's existing Accela implementation.	610160	\$179,480.00	\$16,316.00	9/16/19-9/30/19	OCP solicits bids	Jackie Richardson	O Type	No	Licensing Division	No
Star Office Products	Purchased C850 Canon copier	610646	\$83,605.43	\$83,605.43	9/20/19-9/30/19	OCP solicits bids	Jackie Richardson	O Type	Yes	All Divisions	No
Tracers Information Specialist	Background checks on new hires	592056	\$500.00	\$375.50	10/11/18-9/30/19	OCP solicits bids	Jackie Richardson	O Type	No	Enforcement	No
Multicultural Community Service	Provide translation & interpretation services for hearings, meetings, and trainings.	592916	\$15,000.00	\$9,667.94	10/19/18-9/30/19	OCP solicits bids	Jackie Richardson	O Type	No	Adjudication	No
Underage Compliance Checks	Vendor provides youths to participate in ABRA's underage Compliance Check Program.	594779	\$46,250.00	\$46,250.00	11/8/18-9/30/19	OCP solcits bids	Jackie Richardson	O Type	No	Enforcement	No
Westlaw Publishing Corp.	Access to Westlaw on-line data base for agency attorneys	594002	\$4,080.00	\$3,690.14	10/31/18-9/30/19	OCP solicits bids	Jackie Richardson	O Type	No	Adjudication	No

**ALCOHOLIC BEVERAGE REGULATION ADMINISTRATION  
LIST OF CONTRACTS, PROCUREMENTS AND LEASES  
QUESTION 19**

FY'20

VENDOR	NATURE OF CONTRACT	PURCHASE ORDER #	AMOUNT ALLOCATED	AMOUNT SPENT	CONTRACT TERM	COMPETITIVELY BIDDED	CONTRACT MONITOR	FUNDING SOURCE	CBE	DIVISION UTILIZING GOODS	Subcontracting
Accela, Inc.	Accela subscription needed to support ABRA's use in the agency's licensing software system	616279	\$98,072.49	\$98,072.49	11/14/2019-9/30/20	OCP solicits bids	Jackie Richardson	O Type	No	Licensing Division	No
Andean Consulting Solutions	Translation & interpretation services for ABC Board hearings, trainings and meetings.	612328	\$15,000.00	\$2,270.32	10/2/19-9/30/20	OCP solicits bids	Jackie Richardson	O Type	Yes	Adjudication Division	No
Canon Solutions America, Inc.	Annual maintenance on Canon copier C9280	616126	\$31,328.61	\$0.00	11/13/19-9/30/20	OCP solicits bids	Jackie Richardson	O Type	No	All Divisions	No
Canon Solutions America, Inc.	Annual maintenance on Canon copier C850	615856	\$13,222.80	\$0.00	11/8/19-9/30/20	OCP solicits bids	Jackie Richardson	O Type	No	All Divisions	No
Dell Marketing	Dell Optiplex 7070 SFF		\$8,361.00	\$0.00	12/13/19-9/30/19	OCP solicits bids	Jackie Richardson	O Type	No	All Divisions	No
Digi Docs, Inc.	Shredding services	612640	\$2,204.24	\$0.00	10/4/19-9/30/20	OCP solicits bids	Jackie Richardson	O Type	Yes	Records Division	No
Neal R. Gross & Company, Inc.	Transcription Services for ABC board hearings	614815	\$10,000.00	\$3,086.63	10/25/19-9/30/20	OCP solicits bids	Jackie Richardson	O Type	Yes	Adjudication	No
Neal R. Gross & Company, Inc.	Transcription Services for ABC board hearings	612785	\$70,000.00	\$4,348.74	10/4/2019-9/30/19	OCP solicits bids	Jackie Richardson	O Type	Yes	Adjudication	No
Tracers Information Specialist	Background checks on new hires	616533	\$1,000.00	\$0.00	11/18/19-9/30/20	OCP solicits bids	Jackie Richardson	O Type	No	Enforcement	No
Underage Compliance Checks	Vendor provides youths to participate in ABRA's underage Compliance Check Program.	614054	\$46,250.00	\$3,775.00	10/17/19-9/30/20	OCP solicits bids	Jackie Richardson	O Type	No	Enforcement	No
Westlaw Publishing Corp.	Access to Westlaw on-line data base for agency attorneys	612641V3	\$5,880.00	\$0.00	11/13/19-9/30/20	OCP solicits bids	Jackie Richardson	O Type	No	Adjudication	No

**Alcoholic Beverage Regulation Administration FY2019**

Agency Alcoholic Beverage Regulation Administration Agency Acronym ABRA Agency Code LQ0

To edit agency and POC information press your agency name (underlined and in blue above).

Agency Performance POCs Camille (ABRA) Robinson; Kim (ABRA) Gordon Agency Budget POCs Camille (ABRA) Robinson; Kim (ABRA) Gordon Fiscal Year 2019

**FY2019 Agency Top Accomplishments**

Add Add Accomplishment

Accomplishment

Accomplishments	Accomplishment	Impact on Agency	Impact on Residents
	ABRA conducted 1,198 sale to minor compliance checks at licensed establishments in FY 2019. This significantly exceeded the agency's goal to conduct 900 sale to minor compliance checks in FY 2019.	This accomplishment benefits ABRA by working jointly with minors under 21 years of age to identify licensed establishments that sell alcoholic beverages to minors.	This accomplishment benefits District residents by taking enforcement action to reduce the sale of alcoholic beverages to minors under 21 years of age.
	ABRA conducted 14,951 regulatory inspections and investigations in FY 2019. This significantly exceeded the agency's goal to conduct 10,000 regulatory inspections and investigations in FY 2019.	This accomplishment benefits ABRA by ensuring that licensed establishments operate under the terms of their liquor license.	This accomplishment benefits District residents by investigating licensed establishments to ensure that they are in compliance with the District's alcohol laws and regulations.
	ABRA collected \$545,200 in fines in FY 2019. This significantly exceeded the agency's FY 19 goal of \$400,000.	This accomplishment benefits ABRA by ensuring that fines imposed by the agency are collected in a timely manner.	This accomplishment benefits District residents as fines collected by the agency are returned to the District's general fund to be utilized for other District services.

**Agency's Operating Budget**

Lookup Your Agency's Operating Budget

**2019 Objectives**

Strategic Objectives

Objective Number	Strategic Objective
1	Educate licensees on the District's alcoholic beverage laws and regulations.
2	Ensure that licensed establishments are in compliance with the ABC laws and regulations.
3	Engage in community outreach regarding the licensing process.

Add Strategic Objective Add Strategic Objective

**2019 Key Performance Indicators**

Key Performance Indicators	Measure	New Measure/Benchmark Year	Directionality	FY 2017 Actual Report	FY 2018 Actual Report	FY 2019 Target Report	FY 2019 Q1	FY 2019 Q2	FY 2019 Q3	FY 2019 Q4	FY 2019 Report	Was 2019 KPI Met?	Are Explanations of Barriers to Meeting KPIs Complete
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**1 - Educate licensees on the District's alcoholic beverage laws and regulations. (1 Measure)**

Number of licensees and members of the public that received training from the Agency	Up is Better			92	233	75	30	114	15	169	328	Met	
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**2 - Ensure that licensed establishments are in compliance with the ABC laws and regulations. (6 Measures)**

Amount of revenue generated by licenses and permits	Up is Better			\$5,746,567	\$5,695,917	\$3,700,000	\$999,119	\$3,768,921	\$1,854,093	\$1,805,566	\$8,427,899	Met	
Amount of revenue generated by fines	Up is Better			\$566,860	\$481,100	\$400,000	\$152,550	\$149,350	\$147,650	\$95,650	\$545,200	Met	
Percent of one-day and substantial change permits issued within 15 days or less	Up is Better			100%	100%	90%	100%	100%	99.4%	100%	99.8%	Met	
Number of inspections, investigations, and monitoring activities	Up is Better			12,962	10,852	10,000	2108	2977	5431	4435	14,951	Met	
Number of establishments inspected to ensure compliance with underage drinking laws	Up is Better			1246	1027	900	124	415	308	351	1198	Met	
Total number of citations issued	Up is Better			481	645	250	129	163	200	180	672	Met	

**3 - Engage in community outreach regarding the licensing process. (1 Measure)**



OCA: District Performance P... -

Measure	New Measure/ Benchmark Year	Directionality	FY 2017 Actual Report	FY 2018 Actual Report	FY 2019 Target Report	FY 2019 Q1	FY 2019 Q2	FY 2019 Q3	FY 2019 Q4	FY 2019 Report	Was 2019 KPI Met?	Are Explanations of Barriers to Meeting KPIs Complete
Number of community meetings attended to educate the community regarding the licensing process		Up is Better	58	88	20	19	15	9	29	72	Met	

2019 Operations

Operations Header	Operations Title	Operations Description	Type of Operations
<b>1 - Educate licensees on the District's alcoholic beverage laws and regulations. (2 Activities)</b>			
LICENSING	Daily Issuance of Licenses and Permits	This is a key driver in all of ABRA's operations. The number of licenses and permits issued daily is in direct correlation to the amount of revenue the agency generates on a monthly basis.	Daily Service
LICENSING	Renewal of Licenses and Permits	This is a key driver in all of ABRA's operations. The number of licenses and permits renewed directly affects the amount of revenue the agency generates on a monthly basis.	Daily Service
<b>2 - Ensure that licensed establishments are in compliance with the ABC laws and regulations. (1 Activity)</b>			
INVESTIGATIONS	Conduct a minimum of two regulatory inspections or investigations at each licensed establishment.	Thorough conduct of the regulatory inspections for all licensed establishments.	Daily Service
<b>3 - Engage in community outreach regarding the licensing process. (1 Activity)</b>			
COMMUNICATIONS	Community Outreach and Notifications	Ensuring the general public are well informed of the schedule of extension of hours for calendar 2019 and its exceptions.	Key Project

2019 Workload Measures

Workload Measures - Operations	Measure	New Measure/ Benchmark Year	Numerator Title	Units	FY 2016 Actual Report	FY 2017 Actual Report	FY 2018 Actual Report	FY 2019 Q1	FY 2019 Q2	FY 2019 Q3	FY 2019 Q4	FY 2019
<b>1 - Daily Issuance of Licenses and Permits (1 Measure)</b>												
	Number of one-day and substantial change permits issued within 15 days or less		Number of applications accepted.	1	484	544	826	140	158	180	179	657
<b>1 - Renewal of Licenses and Permits (1 Measure)</b>												
	Number of ABC licenses and permits renewed		Number of licenses and permits renewed.	1	3700	3443	3451	716	799	1037	1048	3600

2019 Initiatives

Strategic Initiatives	Strategic Initiative Title	Strategic Initiative Description	Proposed Completion Date	Add Initiative Update for PAR
<b>Community Outreach and Notifications (1 Strategic Initiative)</b>				
	Engage in proactive community outreach regarding the Calendar Year 2019 Holiday Extension of Hours Licensing Process.	ABRA will engage in community outreach and provide timely information to active on-premises licensees and the public regarding changes made to the Holiday Extension of Hours Program for Calendar Year 2019 as a result of the Fiscal Year 2019 Budget Support Act of 2018. Specifically, the Agency shall provide written notice to on-premises licensees regarding the Holiday Extension of Hours licensing process for Calendar Year 2019. Notice of the Holiday Extension of Hours licensing process for Calendar Year 2019 shall be provided to the public by posting information regarding the process on the ABRA website.	12-31-2018	
<b>Conduct a minimum of two regulatory inspections or investigations at each licensed establishment. (2 Strategic Initiatives)</b>				
	Conduct a minimum of two regulatory inspections at each licensed establishments	ABRA investigators will conduct a minimum of two regulatory inspections, monitoring or investigations at each licensed establishment to verify compliance with the District's laws and regulations. ABRA will be conducting a minimum of 10,000 regulatory inspections, monitoring or investigations at licensed establishments located in the District.	09-30-2019	
	Conduct books and records compliance course	ABRA will be conducting a minimum of two training courses for licensed restaurants and hotels regarding maintaining compliance with the District's books and records and quarterly statement regulatory requirements. The course curriculum will cover the following: (1) the requirement for licensees to maintain books and records for a three-year period; (2) the requirement for restaurants and hotels to file quarterly statements with ABRA; and (3) the minimum food sales requirements for restaurants and hotels.	09-30-2019	
<b>Daily Issuance of Licenses and Permits (1 Strategic Initiative)</b>				
	Conduct new licensee orientation classes	ABRA will be conducting a minimum of four new licensee orientation classes that shall be available to licensees and the public at no charge. The class curriculum shall include the following: (1) a review of relevant provisions contained in both Title 25 of the D.C. Code and Title 23 of the DCMR; (2) noise abatement and sound management; and (3) how to work proactively with Advisory Neighborhood Commissions, neighborhood and business groups and residents.	09-30-2019	

2019 Initiative Updates

Initiative Updates

Strategic Initiative Title	Initiative Status Update	% Complete to date	Confidence in completion by end of fiscal year (9/30)?	Status of Impact	Explanation of Impact	Supporting Data	FY19 Reporting Quarter
<b>Conduct a minimum of two regulatory inspections at each licensed establishments (4 Initiative Updates)</b>							
Conduct a minimum of two regulatory inspections at each licensed establishments	ABRA has completed 21.08% of the goal of this initiative. The goal is 10,000 regulatory inspections, and ABRA conducted 2,108 regulatory inspections and investigations in the first quarter of FY 2019.	0-24%	High	Incremental	The initiative has a public safety impact to ensure that establishments are in compliance with ABC regulations and laws.		Q1
Conduct a minimum of two regulatory inspections at each licensed establishments	ABRA is on target to complete this initiative, to date ABRA has completed 51% of the goal. The goal is 10,000 regulatory inspections, and has conducted 5,085 regulatory inspections and investigations through the second quarter of FY 2019.	50-74%	High	Incremental	The initiative has a public safety impact to ensure that establishments are in compliance with ABC regulations and laws.		Q2
Conduct a minimum of two regulatory inspections at each licensed establishments	ABRA has completed this initiative, to date ABRA has completed 105% of the goal. The goal was 10,000 regulatory inspections, and has conducted 10,516 regulatory inspections and investigations through the third quarter of FY 2019.	Complete	High	Incremental	The initiative has a public safety impact to ensure that establishments are in compliance with ABC regulations and laws.		Q3
Conduct a minimum of two regulatory inspections at each licensed establishments	ABRA has completed this initiative, to date ABRA has completed 150% of the goal. The goal was 10,000 regulatory inspections, and has conducted 14,951 regulatory inspections and investigations through the fourth quarter of FY 2019.	Complete		Incremental	The initiative has a public safety impact to ensure that establishments are in compliance with ABC regulations and laws.		Q4
<b>Conduct Books and Records compliance course (4 Initiative Updates)</b>							
Conduct Books and Records compliance course	ABRA did not conduct books and records training in the first quarter of FY 2019. ABRA will be conducting two books and records training sessions in the third quarter of FY 2019.	0-24%	High	Incremental	The training ensures (1) the requirement for licensees to maintain books and records for a three-year period; (2) the requirement for restaurants and hotels to file quarterly statements with ABRA; and (3) the minimum food sales requirements for restaurants and hotels.		Q1
Conduct Books and Records compliance course	ABRA did not conduct books and records training in the second quarter of FY 2019. ABRA will be conducting two books and records training sessions in the third quarter of FY 2019.	0-24%	High	Incremental	The training ensures (1) the requirement for licensees to maintain books and records for a three-year period; (2) the requirement for restaurants and hotels to file quarterly statements with ABRA; and (3) the minimum food sales requirements for restaurants and hotels.		Q2
Conduct Books and Records compliance course	ABRA has met this goal as two books and records training course were held on April 25, 2019. ABRA will be conducting two more books and records training's in September.	Complete	High	Incremental	The training ensures (1) the requirement for licensees to maintain books and records for a three-year period; (2) the requirement for restaurants and hotels to file quarterly statements with ABRA; and (3) the minimum food sales requirements for restaurants and hotels.		Q3
Conduct Books and Records compliance course	ABRA has met this goal. The agency has conducted four books and records training courses. Two were held on April 25, 2019 and two additional books and records training's were held on September 25, 2019.	Complete		Incremental	The training ensures (1) the requirement for licensees to maintain books and records for a three-year period; (2) the requirement for restaurants and hotels to file quarterly statements with ABRA; and (3) the minimum food sales requirements for restaurants and hotels.		Q4
<b>Conduct new licensee orientation classes (4 Initiative Updates)</b>							
Conduct new licensee orientation classes	ABRA is on target to exceed this goal. The agency conducted two new licensee orientation classes in the first quarter of FY 2019. The training courses were held on October 18, 2018 and December 13, 2018.	50-74%	High	Incremental	The orientation provides an overview of both Title 25 and Title 23: noise abatement and sound management; and working proactively with ANC's and the community.		Q1
Conduct new licensee orientation classes	ABRA is on target to exceed this goal. The agency has conducted three new licensee orientation classes through the second quarter of FY 2019. The training courses were held on October 18, 2018, December 13, 2018 and March 21, 2019.	75-99%	High	Incremental	The orientation provides an overview of both Title 25 and Title 23: noise abatement and sound management; and working proactively with ANC's and the community.		Q2
Conduct new licensee orientation classes	ABRA has met this goal. The agency has conducted four new licensee orientation classes through the third quarter of FY 2019. The training courses were held on October 18, 2018, December 13, 2018, March 21, 2019 and May 16, 2019.	Complete	High	Incremental	The orientation provides an overview of both Title 25 and Title 23: noise abatement and sound management; and working proactively with ANC's and the community.		Q3
Conduct new licensee orientation classes	ABRA has met this goal. The agency has conducted five new licensee orientation classes through the fourth quarter of FY 2019. The training courses were held on October 18, 2018, December 13, 2018, March 21, 2019, May 16, 2019 and August 9, 2019.	Complete		Incremental	The orientation provides an overview of both Title 25 and Title 23: noise abatement and sound management; and working proactively with ANC's and the community.		Q4
<b>Engage in proactive community outreach regarding the Calendar Year 2019 Holiday Extension of Hours Licensing Process. (2 Initiative Updates)</b>							

Strategic Initiative Title	Initiative Status Update	% Complete to date	Confidence in completion by end of fiscal year (9/30)?	Status of Impact	Explanation of Impact	Supporting Data	FY19 Reporting Quarter
Engage in proactive community outreach regarding the Calendar Year 2019 Holiday Extension of Hours Licensing Process.	This goal was met as information was sent out to licensees and the public regarding the Holiday Extension of Hours Program for FY 2019 prior to the December deadline. ABRA also posted information on its website regarding the program for Calendar Year 2019.	Complete	High	Incremental	The Holiday Extension of Hours notice provides on premise licensees with prior written notice that their business will have the ability for extended hours on specific dates.		Q1
Engage in proactive community outreach regarding the Calendar Year 2019 Holiday Extension of Hours Licensing Process.	This goal was met as information was sent out to licensees and the public regarding the Holiday Extension of Hours Program for FY 2019 prior to the December deadline. ABRA also posted information on its website regarding the program for Calendar Year 2019.	Complete		Incremental	The Holiday Extension of Hours notice provides on premise licensees with prior written notice that their business will have the ability for extended hours on specific dates.		Q4

Internal: Unfinished 2018 Initiatives

This year, the OCA is requesting updates on any unfinished initiatives from FY18. Updates will not be published, but will be used to report progress to the City Administrator and the Mayor as needed.

Strategic Initiatives	Title	Description	Complete to Date	Status Update	Explanation	Anticipated Completion Date	Add Initiative Update - Rolled Over Initiatives
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No strategic initiatives found

Int: Unfinished 2018 Initiative Updates

Strategic Initiative Title	Anticipated completion date	New Initiative created for FY19	No Longer an Initiative	Initiative Status Update	% Complete to date	Confidence in completion by anticipated completion date?	Status of Impact	Explanation of Impact	Supporting Data	FY19 Reporting Quarter
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No initiative updates found

2019 Capital Projects

Capital projects - performance plans links	Project Number	Project Title	Owner Agency Acronym	Implementing Agency Acronym	Milestone Description	Fiscal Year Allotment
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No capital projects - performance plans links found

Operating Budget

Administrative Information

Record ID# 644

Performance Plan ID 644

# Alcoholic Beverage Regulation Administration FY2020

Agency Alcoholic Beverage Regulation Administration

Agency Acronym ABRA

Agency LQO Code

To edit agency and POC information press your agency name (underlined and in blue above).

Agency Performance POCs Camille (ABRA) Robinson; Kim (ABRA) Gordon

Agency Budget POCs Camille (ABRA) Robinson; Kim (ABRA) Gordon

Fiscal Year 2020

## ▼ Agency's Operating Budget

[Lookup Your Agency's Operating Budget](#)

## ▼ 2020 Objectives

Objective Number	Strategic Objective	# of Measures	# of Operations	Add Key Performance Indicator	Add Operations
1	Educate licensees on the District's alcoholic beverage laws and regulations.	1	2	Add Key Performance Indicator	Add Operations
2	Ensure that licensed establishments are in compliance with the ABC laws and regulations.	6	1	Add Key Performance Indicator	Add Operations
3	Engage in community outreach regarding the licensing process.	1	1	Add Key Performance Indicator	Add Operations
<b>TOT</b>		<b>8</b>	<b>4</b>		

Add Strategic Objective

## ▼ 2020 Key Performance Indicators

Measure	New Measure/Benchmark Year	Directionality	FY 2017 Actual	FY 2018 Actual	FY 2019 Target	FY2019 Actual	FY 2020 Target
<b>1 - Educate licensees on the District's alcoholic beverage laws and regulations. (1 Measure)</b>							
Number of licensees and members of the public that received training from the Agency		Up is Better	92	233	75	328	100
<b>2 - Ensure that licensed establishments are in compliance with the ABC laws and regulations. (6 Measures)</b>							
Amount of revenue generated by licenses and permits		Up is Better	\$5,746,567	\$5,695,917	\$3,700,000	\$8,427,699	\$3,700,000
Amount of revenue generated by fines		Up is Better	\$566,860	\$481,100	\$400,000	\$545,200	\$400,000

Measure	New Measure/ Benchmark Year	Directionality	FY 2017 Actual	FY 2018 Actual	FY 2019 Target	FY2019 Actual	FY 2020 Target
Number of inspections, investigations, and monitoring activities		Up is Better	12,962	10,852	10,000	14,951	11,000
Number of establishments inspected to ensure compliance with underage drinking laws		Up is Better	1246	1027	900	1198	900
Total number of citations issued		Up is Better	481	645	250	672	250
Percent of one-day and substantial change permits issued within 15 days or less		Up is Better	100%	100%	90%	99.8%	90%
<b>3 - Engage in community outreach regarding the licensing process. (1 Measure)</b>							
Number of community meetings attended to educate the community regarding the licensing process		Up is Better	58	88	20	72	40

2020 Operations

Operations Header	Operations Title	Operations Description	Type of Operations	Add Workload Measure	Add Strategic Initiative
<b>1 - Educate licensees on the District's alcoholic beverage laws and regulations. (2 Activities)</b>					
LICENSING	Daily Issuance of Licenses and Permits	This is a key driver in all of ABRA's operations. The number of licenses and permits issued daily is in direct correlation to the amount of revenue the agency generates on a monthly basis.	Daily Service	Add Workload Measure	Add Strategic Initiative
LICENSING	Renewal of Licenses and Permits	This is a key driver in all of ABRA's operations. The number of licenses and permits renewed directly affects the amount of revenue the agency generates on a monthly basis.	Daily Service	Add Workload Measure	Add Strategic Initiative
<b>2 - Ensure that licensed establishments are in compliance with the ABC laws and regulations. (1 Activity)</b>					
INVESTIGATIONS	Conduct a minimum of two regulatory inspections or investigations at each licensed establishment.	Conducting thorough regulatory inspections for all licensed establishments.	Daily Service	Add Workload Measure	Add Strategic Initiative
<b>3 - Engage in community outreach regarding the licensing process. (1 Activity)</b>					

Operations Header	Operations Title	Operations Description	Type of Operations	Add Workload Measure	Add Strategic Initiative
COMMUNICATIONS	Community Outreach and Notifications	Ensuring the general public are well informed of the schedule of extension of hours for the calendar year and its exceptions.	Key Project	Add Workload Measure	Add Strategic Initiative

2020 Workload Measures

Measure	New Measure/ Benchmark Year	FY2016 Actual	FY2017 Actual	FY2018 Actual	FY2019 Actual
<b>1 - Daily Issuance of Licenses and Permits (1 Measure)</b>					
Number of one-day and substantial change permits issued within 15 days or less		484	544	826	657
<b>1 - Renewal of Licenses and Permits (1 Measure)</b>					
Number of ABC licenses and permits renewed		3700	3443	3451	3600

2020 Initiatives

Strategic Initiatives	Strategic Initiative Title	Strategic Initiative Description	Proposed Completion Date	Is this initiative focused on Wards 7 and/or 8?	Does this initiative support the Resilient DC Strategy?	Activity - Objective - Agency - Cluster
<b>Community Outreach and Notifications (1 Strategic Initiative)</b>						
	Engage in proactive community outreach regarding the Calendar Year 2020 Holiday Extension of Hours Licensing Process.	ABRA will engage in community outreach and provide timely information to active on-premises licensees and the public regarding changes made to the Holiday Extension of Hours Program for Calendar Year 2020 as a result of the Fiscal Year 2020 Budget Support Act of 2018. Specifically, the agency shall provide written notice to on-premises licensees regarding the Holiday Extension of Hours licensing process for Calendar Year 2020. Notice of the Holiday Extension of Hours licensing process for Calendar Year 2020 shall be provided to the public by posting information regarding the process on the ABRA website.	12-31-2019			Deputy Mayor for Operations and Infrastructure
<b>Conduct a minimum of two regulatory inspections or investigations at each licensed establishment. (2 Strategic Initiatives)</b>						

Strategic Initiative Title	Strategic Initiative Description	Proposed Completion Date	Is this Initiative focused on Wards 7 and/or 8?	Does this initiative support the Resilient DC Strategy?	Activity - Objective - Agency - Cluster
Conduct a minimum of two regulatory inspections at each licensed establishments	ABRA Investigators will conduct a minimum of two regulatory inspections at each licensed establishment to verify compliance with the District's laws and regulations. ABRA will be conducting a minimum of 11,000 regulatory inspections, monitoring or investigations at licensed establishments located in the District.	09-30-2020			Deputy Mayor for Operations and Infrastructure
Conduct Books and Records Compliance Course	ABRA will be conducting a minimum of two training courses for licensed restaurants and hotels regarding maintaining compliance with the District's financial books and records and quarterly statement regulatory requirements. The course curriculum will cover the following: (1) the requirement for licensees to maintain books and records for a three-year period; (2) the requirement for restaurants and hotels to file quarterly statements with ABRA; and (3) the minimum food sales requirements for restaurants and hotels.	09-30-2020			Deputy Mayor for Operations and Infrastructure
<b>Daily Issuance of Licenses and Permits (1 Strategic Initiative)</b>					
Conduct New Licensee Orientation Classes	ABRA will be conducting a minimum of four new licensee orientation classes held at ABRA that shall be available to licensees and the public at no charge. The class curriculum shall include the following: (1) a review of relevant provisions contained in both Title 25 of the D.C. Code and Title 23 of the DCMR; (2) noise abatement and sound management; and (3) how to work proactively with Advisory Neighborhood Commissions, neighborhood and business groups and residents.	09-30-2020			Deputy Mayor for Operations and Infrastructure

Internal: Unfinished 2019 Initiatives

Strategic Initiatives	Title	Description	Complete to Date	Status Update	Explanation	Anticipated Completion Date	Add Initiative Update - Rolled Over Initiatives
<b>COMMUNICATIONS (1 Strategic Initiative)</b>							

Administrative Information

**Performance Plan ID 667**

Created on Oct. 30, 2018 at 11:14 AM (EDT). Last updated by Katz, Lia (EOM) on Jan. 28 at 11:48 AM (EST). Owned by Katz, Lia (EOM).





MURIEL BOWSER  
MAYOR

2019 MAR 18 PM 2:05  
OFFICE OF THE  
SECRETARY

The Honorable Kenyan McDuffie  
Chairman, Committee on Business and Economic Development  
Council of the District of Columbia  
1350 Pennsylvania Avenue, N.W., Suite 506  
Washington, D.C. 20004

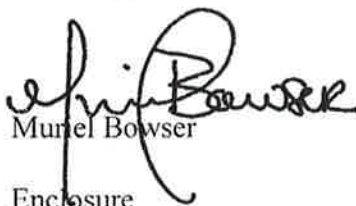
Dear Councilmember McDuffie:

Today, I am transmitting to the Committee on Business and Economic Development (Committee) the Alcoholic Beverage Regulation Administration's (ABRA) report entitled, *The Effectiveness of Single-serve Moratoriums in the District* ("Report"). This Report was prepared for purposes of addressing the Committee's questions pertaining to single-sale moratoria in the District. Specifically, the Committee asked ABRA to prepare a report that:

1. Examined the effectiveness of single-serve moratoria;
2. Reviewed the correlation, if any, between single-serve alcoholic beverages and crime in the District; and
3. Examined the relationship between single-serve alcoholic beverages and crime, including what impact moratoria have had in mitigating the effect on crime in those wards where moratoria exist.

The Report addresses each of these items, while at the same time providing an overview of legislation, regulations, and policies addressing single sales in other states. There is great variation among the states. The Executive is available to discuss the Report and its findings further with the Committee and to address any additional questions or concerns.

Sincerely,

  
Muriel Bowser

Enclosure

ALCOHOLIC BEVERAGE REGULATION ADMINISTRATION:

# THE EFFECTIVENESS OF SINGLE-SERVE MORATORIUMS IN THE DISTRICT

REPORT FOR THE COUNCIL OF  
THE DISTRICT OF COLUMBIA

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## **Abstract**

The Alcoholic Beverage Regulation Administration (ABRA) has produced this report in response to a policy recommendation made by the District of Columbia Council Committee on Business and Economic Development. ABRA was asked to examine the effectiveness of single-serve moratoriums. The agency was also requested to review any correlation between sales of single-serve alcoholic beverages and crime in the District and, if there is a relationship, whether or not single-serve moratoriums have had any mitigating effect as applied in various wards.

As defined by District law, single-serve alcoholic beverages are individual containers of alcohol with 70 ounces or less of beer, malt liquor or ale as well as spirits sold in half-pints or smaller volumes, which are a perceived public nuisance and contributor to violence. These beverages are perceived by some District residents and lawmakers as a contributor to public nuisance, underage drinking, crime and violent crime, which served as the impetus for the moratoriums.

Through the review of previous academic studies on similar matters and ABRA's own analysis of crime data in the District, this report's intent is to advise the Council on the effectiveness of these moratoriums as it determines whether the measures already implemented in Mt. Pleasant, Ward 2, Ward 4, Ward 6, Ward 7 and Ward 8 should be expanded to other parts of the District.

## **Objective**

Alcohol use and abuse have long been attributed to a number of societal ills throughout the country, including thefts, sex crimes and violence. About three million violent crimes occur each year in which the victims perceive the offender to have been drinking at the time of the offense.<sup>1</sup> According to the Alcohol Rehab Guide, roughly 15 percent of robberies throughout the country have been linked to alcohol use. By that same token, an estimated 37 percent of sexual assaults and rape are committed by offenders who were under the influence of alcohol and roughly 27 percent of aggravated assaults.<sup>2</sup>

In order to mitigate these circumstances, numerous cities and communities have taken different policy approaches in attempts to reduce alcohol-related violence. The most traditional approach taken by local governments and organizations is the individual-based approach, which uses interventions such as mass-media campaigns, alcohol treatment, recovery programs and education to change individual behaviors. For example, to reduce drunk driving and alcohol-related accidents, responsible drinking campaigns involving television, radio and other media advertisements that communicate the dangers of driving while intoxicated is an individual-based approach. In 2004, The American Journal of Preventive Medicine reviewed eight such media campaigns throughout the country and found that they resulted in a 13 percent median decrease in alcohol-related automobile accidents.<sup>3</sup>

More recent efforts against alcohol-related incidents have been directed at changing the environment at the community level by implementing laws and regulations that create controlled drinking environments. The theory behind this approach, the community-based approach, holds that changing the factors that contribute to the drinking of alcohol, such as availability, access and cost, can be more effective than attempting to change the drinking habits of an individual. The District's moratoriums on

single-serve alcoholic beverages are considered to be a community-based approach with the goal of reducing alcohol-fueled crime and violence, public intoxication and other related issues by restricting access and availability for customers seeking to purchase ready-to-drink, individual containers of alcohol. Those community members and councilmembers that supported the moratoriums believed they could curb public alcohol consumption and the criminal activity related to it.

## **Alcohol, Crime and Violence**

According to data from the National Council on Alcoholism and Drug Dependence Inc. (NCADD), alcohol is a factor in 40% of all violent crimes today.<sup>1</sup> The same data from the NCADD shows alcohol, more than any illegal drug, was found to be closely associated with violent crimes, including murder, rape, assault and spousal abuse. U.S. Department of Justice figures show that 37% of almost 2 million convicted offenders in jail report that they were drinking alcohol at the time of their arrest.

According to Professor Mary McMurrin, a psychologist at the University of Nottingham, "if someone provokes us while we're drunk, we don't tend to take other factors into account, such as the consequence of rising to the bait. This can lead to violent reactions from people who would usually shrug things off." Because alcohol use is legal and pervasive, it plays a particularly strong role in the relationship to crime, violent occurrences and other societal problems.<sup>4</sup>

In another study from the Journal of Community Health, researchers examined the association between the type of alcohol consumed and exposure to violence. The types of alcoholic drinks included malt liquor beer, regular beer, wine cooler, wine, fortified wine or hard liquor. Researchers found that malt liquor beverages significantly increased the odds of being both threatened and physically attacked compared to consumption of other types of alcohol. The findings suggested not only that drinking malt liquor beverages increases exposure to violence, but those subjects, who drink malt liquor beverages in combination with other types of alcohol are at risk of being exposed to the most intense form of violence, especially female illicit drug users.<sup>5</sup>

Juveniles are not exempt from the effects of alcohol on violent behavior. The NCADD also found that four out of every five children and teen arrestees in the juvenile systems were under the influence of alcohol or drugs while committing their crimes, were arrested for committing an alcohol or drug offense or admit having substance abuse or addiction problems. 1.9 million of the 2.4 million juvenile arrestees had substance abuse and addiction involvement.

## **National and Local Policies**

Throughout the United States, many cities have implemented laws and regulations for single-serve containers of alcohol. Laws relating to single-serve sales began being introduced around 1995 and continue to be implemented with policies varying in scope affecting either all or some retailers based on the city. The laws range from affecting some retailers on a case-by-case basis to all retailers throughout the state. For example, in Kansas City, Missouri, the sale of any glass bottle, other than a growler, containing more than 32 ounces of malt beverages that is chilled or refrigerated is prohibited. Cities

have implemented single-serve bans with the objective of reducing alcohol-violent crimes and car-accidents.

In Missouri, there is no law that prohibits establishments from holding both off-premises and on-premises licenses. As a result, some establishments are licensed to sell liquor both “by the drink” (individually for consumption on premises) and “by the package” (by the container for consumption off premises). In Kansas City’s Code of Ordinances Sec. 10.332 it states, “Restrictions and prohibited acts by all retail licensees. (c) Sale for off-premise consumption. No retail licensee or employee of the licensee shall sell, for off-premise consumption, any glass bottle, other than a growler... containing more than 32 ounces of malt beverages that is chilled or refrigerated to a temperature that is below room temperature of the licensed premises.” Unlike the District, Kansas City establishments are still allowed the sale of single-serve containers as long as they are not chilled, which tends to increase the chance of immediate consumption. The state of Indiana also prohibits the sale of cold beer at grocery and convenience stores. Beer in Indiana at these stores is required to be sold at room temperature.

In San Francisco, as part of a Good Neighbor agreement, instead of creating a policy banning all off-premise retailers from selling certain alcohols like malt liquor and other single-serve containers, the establishment was provided the option to voluntarily participate. For those retailers that opt-in, the agreement pushes back their beginning hours of operation and bans the sale of problematic alcohol such as cheap vodka, fortified wine and single-serve containers. This incentivizes liquor stores into being the “good guy” with the goal of preventing alcohol-related violence with the newly implemented restrictions.

## **Single-serves and crime**

As previously established, alcohol use often directly relates to criminal activity. Further, binge alcohol use or intoxication has an even higher correlation to crime, as alcohol impairs judgment and increases impulsive and aggressive behavior. According to some studies, single-serve beverages contribute to binge drinking and expedite intoxication, especially in minors, which can create an even stronger linkage to delinquency.

One 40-ounce bottle of malt liquor, typically consumed as a single serving before it gets warm or flat, can contain as much alcohol as a six-pack of standard beer. Therefore, consuming just one 40-ounce alcoholic beverage can meet the definition of heavy episodic or binge drinking which, according to a study from the University of Minnesota, is associated with violence and disorderly conduct.<sup>6</sup> Alcoholic contents in typical single-serve beverages vary, ranging from a 12-ounce beer to a 24-ounce alcopop to a 40-ounce malt liquor, but all can cause intoxication in one single can.

In order to study the linkage between single-serve alcoholic beverages and crime, the University of California examined the city of San Bernardino, CA through Geographic Information Systems (GIS) mapping. “The impact of retail practices on violence: The case of single serve alcohol beverage containers” found that crime tended to cluster around alcohol retailers known as “package stores,” most of which were selling single serves. Researchers also looked at crime rates compared to

refrigerated space allocated to single-serve containers in San Bernardino. The findings reflected higher rates of violent crime in neighborhoods around the alcohol stores that allot over 10 percent of cooler space for single-serve containers. Using the GIS framework, researchers were able to analyze the physical relationship between variables such as violence, alcohol availability and other factors and establish a correlation between the sales of single-serve alcoholic beverages and the prevalence of crime. One author of that study said that “banning or reducing the sales of single-serve, ready-to-consume containers of alcohol can have an additional impact on preventing violence.”<sup>6</sup>

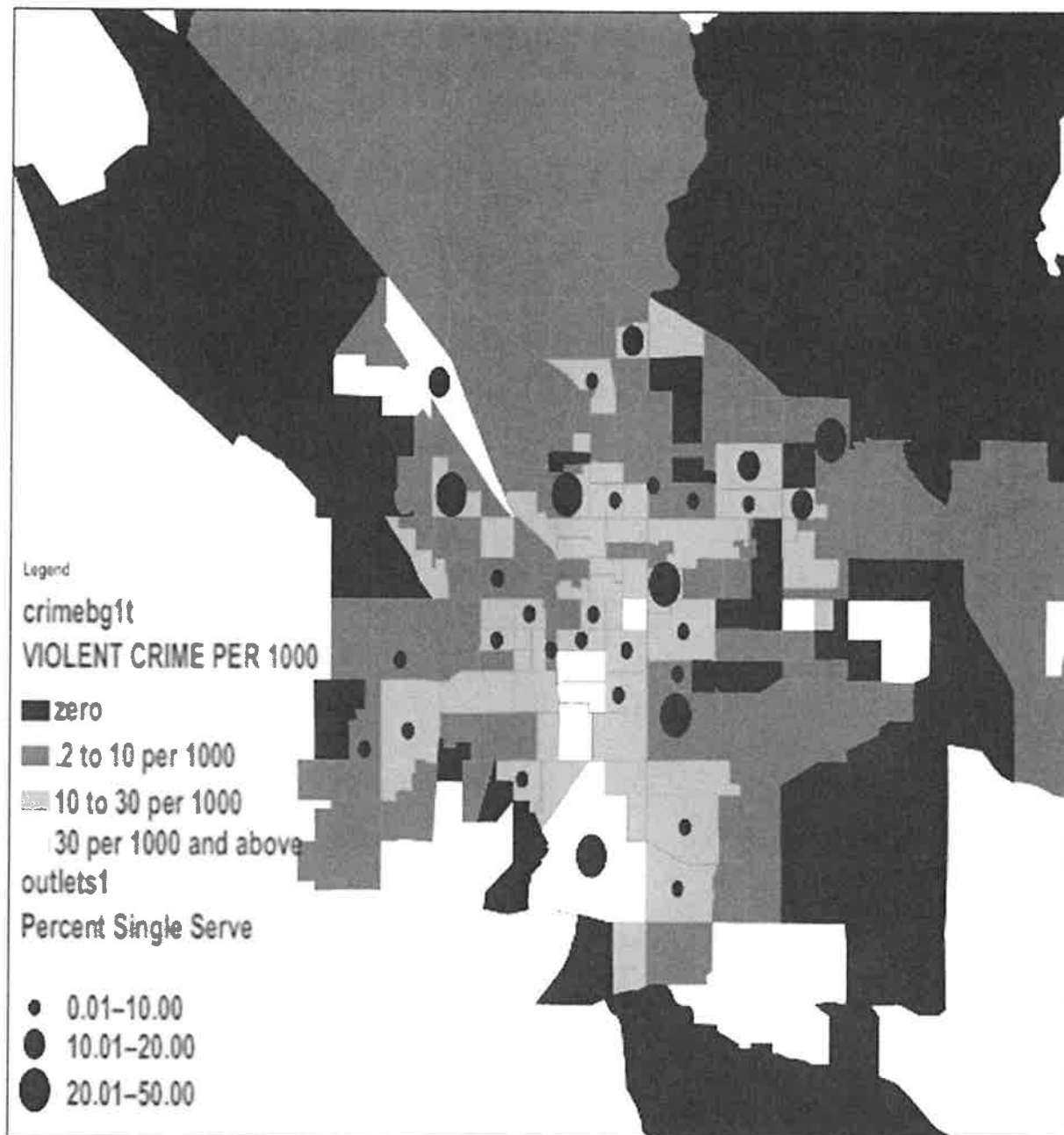
Researchers concluded that “there is no reason that communities concerned about single-serve containers and their impact cannot take regulatory action on the basis of this limited study. Community interests should dictate local policy, and the potential benefits of reduced violence outweigh any potential harm that the banning or limitation of such sales would create.”<sup>7</sup>

Cooler space also has a significant impact on crime and single-serve containers. According to the University of California study, single-serve containers of alcoholic beverages by definition are sold chilled and ready to consume and are purchased for immediate and complete consumption. Single-serve containers “are packaged and sold for quick consumption, and they promote over-consumption. I don’t know anyone who would drink half a 24-ouncer and put it back in the refrigerator for later,” said Amelia Lopez, health education specialist with the Alcohol Drug Abuse Prevention program at San Bernardino County’s Department of Public Health.

The study also found that violent crime rates were much higher in communities that had both high densities of retail alcohol outlets and that devoted more cooler space for single-serve containers. The researchers determined that the impact of sales of single-serve containers of alcoholic beverages alone was “modest,” but when the percentage of cooler space devoted to single-serve containers increased, so did the crime rate. “Researchers found higher crime rates in neighborhoods where outlets devoted more than 10 percent of cooler space to singles,” said Dan Skiles, of the Institute for Public Strategies. “In some cases, it was as high as 50 percent.”<sup>7</sup>

Another interesting finding in San Bernardino was that retailers would conveniently provide pairings to encourage customers to drink single-serve alcoholic beverages immediately after purchase. For example, retailers would provide fresh lemons for sale, displayed next to the single-serve beverages, to appeal to the 60 percent Hispanic population of the city. Because off-premise retailers are not permitted to have a space for drinking alcohol, that immediate consumption took place on streets, parks, sidewalks, alleys or while driving away from the establishment.

Figure 1 shows the areas of high, moderate and low violent crime (including homicide, rape, assault and robbery) in the background while in the foreground two types of retail establishments: the dark-colored dots represent outlets that had 20% or more of their shelf space devoted to single-serve containers.



### Single-Serves and Underage Drinking

Many jurisdictions across the country have proposed single-serve prohibitions on the basis of preventing underage drinking. Advocates of these moratoriums have argued that single-serve containers are more easily accessible to youth due to their lower cost than multiples. They also argue that single-serves are often aggressively marketed to minors. Activists for single-serve moratoriums claim that many of these

beverages are packaged in bright colors and endorsed by celebrities well-known among younger populations. Further, that the sugary-sweet nature of a large number of single-serve brands encourages binge drinking and presents a gateway for the unexposed to alcohol. For example, Flugel, a single-serve product that features a “bug-eyed” pink duck on its label next to the exclamation “It’s Dynamite!” has 10% alcohol by volume (ABV), twice as much as most beers. Four Loko, previously one of the most common types of single-serve beverage, comes in a popular candy flavor called “sour apple,” which has 14% ABV in a 23.5 ounce can. This is roughly the equivalent of five alcoholic beverages in one single container.<sup>8</sup> In 2011, 16 state attorneys general wrote a letter to Pabst Brewing Company urging the company to reduce the alcoholic content in a similarly flavored and commonly single-serve beverage called “Blast,” claiming that it was marketing a “binge in a can” to underage drinkers.<sup>9</sup>

According to Karolyn V. Nunnallee, president of Mothers Against Drunk Driving, “the [alcohol] industry is using these products and bright, colorful images to pull people into drinking underage. There aren’t a lot of adults that relate to frogs or lizards in advertising.”<sup>9</sup>

However, there is no federal law that prohibits single-serve alcoholic beverages, as long as they are properly labeled and meet other requirements and no federal regulations that prohibit companies from using animated characters to advertise liquor. And liquor companies have said that blaming the packaging for underage drinking is misguided and that the public should instead target the retailers.

In June 2018, the Province of Quebec in Canada passed legislative changes that made it illegal to sell certain beer-based beverages with an alcohol content of over 7%. This came after the body of a 14-year old Quebecois girl who drank several cans of a high alcohol and high sugar drink was discovered behind her school in March. The changes also prohibited the marketing of alcoholic beverages specifically to underage audiences.<sup>10</sup>

A series of studies published in the US National Library of Medicine by the National Institutes of Health from 2015 found that flavored alcoholic beverages are very popular among youth, with nearly half of those surveyed reporting having consumed one in the past 30 days. The most popular brands include Smirnoff malt beverages, Mike’s Hard Lemonade, Bacardi malt beverages, and Four Loko/Four MaXed, which are all commonly sold as single-serves. However, the same study also at least partially refutes the argument that cheaper costs of alcohol contribute to underage drinking. In examining 951 brands of alcoholic beverages and youth consumption (ages 13 to 20), the authors found that the most frequently purchased brands of alcoholic beverages among underage youth were not the cheapest. For example, Bud Light, Smirnoff malt beverages, and Budweiser were the most popular beverage choices, but ranked 253<sup>rd</sup>, 456<sup>th</sup> and 186<sup>th</sup> cheapest, respectively. The studies indicated that underage youth are “significantly” affected by the alcoholic beverage marketing that they are exposed to, giving credence to the claim that the type of packaging used on many single-serve alcoholic beverages may contribute to underage drinking.<sup>11</sup>

In another study in Australia, the authors examined retail outlets selling single-serves and interviewed their staff. Findings concluded that more than 40% of all glass-door display refrigerators were dedicated to the storage and display of “ready to drink” beverages. It also found that more than half of store staff



reported that they believed that these products were being marketed to those under 18-years old, and particularly towards girls.<sup>12</sup>

Other studies found that “alcopops,” a term for flavored malt beverages that are often sold in singles, are twice as likely to be consumed by youth as adults and are four times more likely to be consumed by youth who binge drink than those who don’t.<sup>13</sup> The Canadian Institute for Substance Use Research released a report this year which argued that “it is insufficient to only regulate either the size or strength” of single-serve pre-mixed beverages with high alcohol content and volume. The report recommended that both alcohol content and size of drinks should be regulated to restrict the number of standard drinks in a single serve container. It did not advocate for the prohibition of single-serve containers in general.<sup>14</sup>

A 2008 study by the University of Wollongong in Australia found that what it calls “ready-to-drink” (RTD) products (also referred to as designer drinks or flavored alcoholic beverages), which are frequently single-serve, have been the subject of considerable concern in relation to alcohol-related harm among young people. The report cited considerable evidence “that there is a direct relationship between reduced alcohol prices and increased consumption among young people.” It argues that cheap, single-serve and high alcohol containers “are priced well within the budget of young people and, importantly, that young people actively search out and purchase products with the highest alcohol content for the lowest price.” In 2008, the Australian government increased its excise tax on RTDs from \$39 per liter of pure alcohol to \$67. The authors indicated that this caused the price of RTDs to only moderately increase, citing an example of the price of Bacardi Breezers and Vodka Cruisers increasing from \$12 to \$14. Further, the study found that there was no significant progress towards reducing the affordability of these products for underage drinkers.<sup>15</sup>

## **Single-Serve Debate in the District**

After violent crime spiked in the District during the late 1990s, the idea of single-serve moratoriums gained popularity in the 2000s as a way to encourage responsible drinking and discourage illegal public drinking and intoxication. The *Prohibition on Single Sales of Alcoholic Beverages Amendment Act of 2001*, proposed by then-Councilmembers Fenty, Chavous and Graham, was introduced with the aim of prohibiting the sale of single-serve alcoholic beverages throughout the entire city. However, support for a blanket prohibition faltered and the legislation failed to pass into law.

Other pieces of legislation were gradually introduced at the Council to usher in moratoriums on a ward by ward basis throughout the District. These bills stirred up debate in communities, the media and hearings regarding what wards should or shouldn’t be targeted. They were championed by then-Councilmember Adrian Fenty, who said: “I think they work, I think they’re effective, and I support councilmembers who introduce them in their wards.”

However, during a hearing in 2008 over implementing single-serve moratoriums in Ward 6, then councilmember Marion Barry, said, “my understanding is that there’s serious division in this community around this issue....the residents who are among those long-term residents who have been there for

some time who've gotten accustomed to this way of life like it, and people who recently moved in [don't] – that's what I understand." Barry voted against that bill, but later supported moratoriums in Wards 7 and 8, saying, "there are a lot of ills affecting our community in Ward 8, a lot of negative behaviors, but another ill in my view is alcohol. It's addictive; I've had that experience myself, so have others...and we all know that single sales of beer contributes to that situation."<sup>16</sup>

In the opening remarks before the hearing for the *Wards 4, 7, and 8 Anti-Sale of Single Containers of Alcoholic Beverages Amendment Act of 2008*, Ward 7 Councilmember Yvette Alexander stated, "public drinking creates a nuisance; this is not a racial issue or one of prohibition. This bill is about caring about the community."<sup>17</sup>

Many residents and community organizations also weighed in by protesting, petitioning and testifying for or against single-serve bans. One resident's testimony worried that "banning singles would mean more problems; ['bootleggers'] would buy cases and sell singles illegally on the street." Another raised the point that, "if Ward 4 has [the ban], and it's considered a better ward than Ward 8....then what's good for the goose is good for the gander." During one hearing, opponents of moratoriums organized by the Korean American Grocers Association and the Association of Beverage Alcohol Wholesalers showed up in bright-yellow t-shirts saying, "Say no the Ward 7 and Ward 8 Single Sales Ban Bills!!!"

Nevertheless, in August 2008, the District Council voted to pass a bill that required all off-premises alcohol outlets in Ward 7 and Ward 8 to cease the sale of single-serve containers of beer, malt liquor, and ale. The Council passed additional legislation in December of that same year that added single-serve moratoriums to Wards 2, 4, and 6 and Mt. Pleasant in Ward 1. Those bills were signed by then-Mayor Adrian Fenty and enacted, leaving all but Wards 3, 5 and most of Ward 1 with single-serve moratoriums. Wards 2 and 6 were granted an exceptions policy, for which licensees could apply for through ABRA. On October 27, 2008, then-Mayor Adrian Fenty signed the Consolidated Mt. Pleasant, Ward 2, and Ward 6 Single Sales Moratorium Act of 2008 bill, and on December 24, 2008, the bill was considered District law.

## **Current Law and Moratoriums in the District**

Title 25; Alcoholic Beverage Regulation Administration (*§ 25-340.01, § 25-341.01, § 25-342, § 25-343, § 25-344, § 25-345, § 25-346*), of the District of Columbia Official Code holds that in Wards 2, 4, 6, 7, 8 and the Mount Pleasant neighborhood in Ward 1 as "the area defined as ANC-1D: delineated by Piney Branch Parkway to the north, 16th Street to the East, Harvard Street to the South, and Adams Mill and Klingle Roads to the West):

"(b) A licensee under an off-premises retailer's license, class A or B, located in [wards] shall not:

- (1) Divide a manufacturer's package of more than one container of beer, malt liquor, or ale, to sell an individual container of the package if the capacity of the individual container is 70 ounces or less; or
- (2) Sell, give, offer, expose for sale, or deliver an individual container of beer, malt liquor, or ale with capacity of 70 ounces or less."

Licensees in Wards 2 and 6 are also prohibited from selling spirits (liquor) sold in half-pints or smaller volumes.

Licensees in Wards 2 and 6 can apply for an exception to the single-serve sales restriction by submitting an *Exception to Single Sales Ban Application* to ABRA, alongside a letter of support for the request from their Advisory Neighborhood Commission (ANC). Input that the Board receives from the ANC where the establishment is located is required to be given great weight. The form requires the applicant to express why the single-serve restrictions should be lifted against his or her establishment and must be approved based on the Board's discretion. Wards 3 and 5 and most of Ward 1 currently do not have restrictions regarding the sale of single-serve containers of alcohol.

### Effects of the Moratoriums in the District

In order to determine whether the 2008 single-serve moratoriums had an effect on crime in the District, ABRA examined Metropolitan Police Department crime data by ward. Below charts the total number of reported violent crimes in the District of Columbia throughout the calendar year of 2008, when the moratoriums were implemented.

The MPD crime map data shows that after the moratoriums were implemented, there was an immediate decrease in reported violent crimes in Ward 7 and Ward 8. In Ward 7, there was a 14 percent decrease from August (when the moratorium was implemented) to September. In Ward 8, there was a 20 percent decrease from August to September. After the implementation of the moratoriums in Ward 2, Ward 4, and part of Ward 1 there was a slight increase in reported violent crimes. In Ward 1, there was approximately a four percent increase from December (when the moratorium was implemented) to

## DISTRICT OF COLUMBIA VIOLENT CRIME STATISTICS

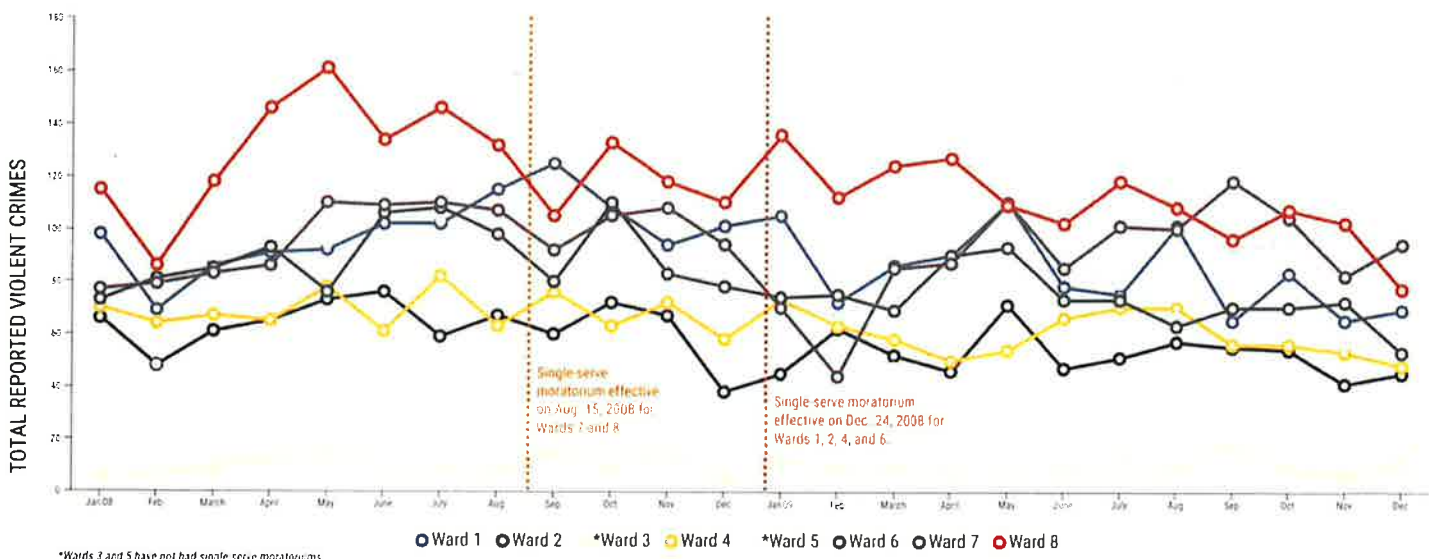
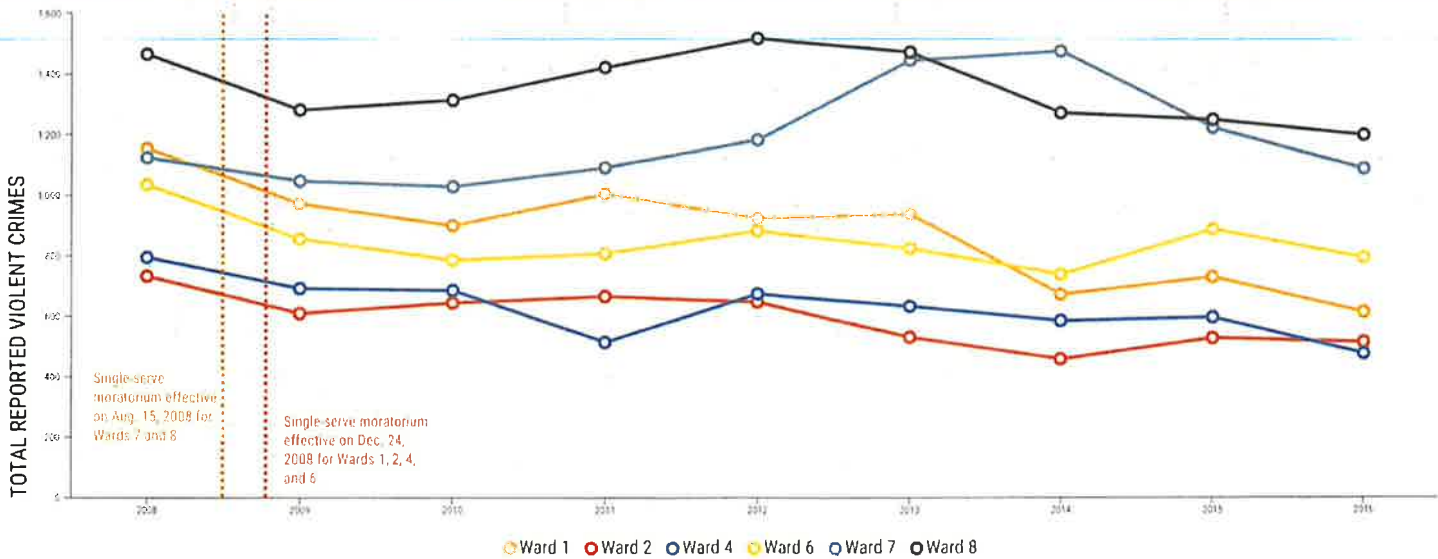


Figure 1 shows the total reported violent crimes (homicide, sex abuse, robbery excluding gun, robbery with gun, assault-dangerous weapon excluding gun and assault-dangerous weapon) in 2008 according to the Metropolitan Police Department's (MPD) crime map data across the eight wards before and after the implementation of the moratoriums

January. In Ward 2, there was an 18 percent increase from December to January, and in Ward 4, there was a 25 percent increase. However, towards the end of the year, all levels of violent crime in all wards trended downwards, except for Ward 7, which spiked in September.

In another study conducted by ABRA, violent crime figures from 2008 to 2016 were compared against the implementation of single-serve moratoriums in 2008 using MPD crime maps (MPD was unable to provide these figures from before 2008). Through the below chart, it is evident that there was an immediate decrease in violent crime from 2008 to 2009 in all wards, followed by a trend upward from 2010 to 2013. After 2013, the number of reported violent crimes began to decrease again.

## DISTRICT OF COLUMBIA VIOLENT CRIME STATISTICS



This may indicate that the single-serve moratoriums did have an immediate effect on lowering violent crime that dissipated over time, but perhaps contributed to a general downturn of violent crime by 2016. Media statements at the time seem to reflect the chart's rendering. In 2009, Ward 6 Councilmember Tommy Wells issued a press release six months after the enactment of his ward's moratorium saying that once singles were banned along the H Street corridor in Northeast, there was a significant reduction in calls to police and arrests for public drinking, urination and disorderly conduct.

Advisory Neighborhood Commissioner Neil Glick of 6B agreed with Wells. At the time, he lived across the street from a liquor store in the district and told the Huffington Post that the area had benefited from the single-serve moratorium. He said that public drinking, public urination and litter were rampant before the ban. "Since singles were banned in Ward 6, that drastically changed. Our neighborhood has become quieter. We don't see people loitering around drunk all day. We still have the trash, and we still

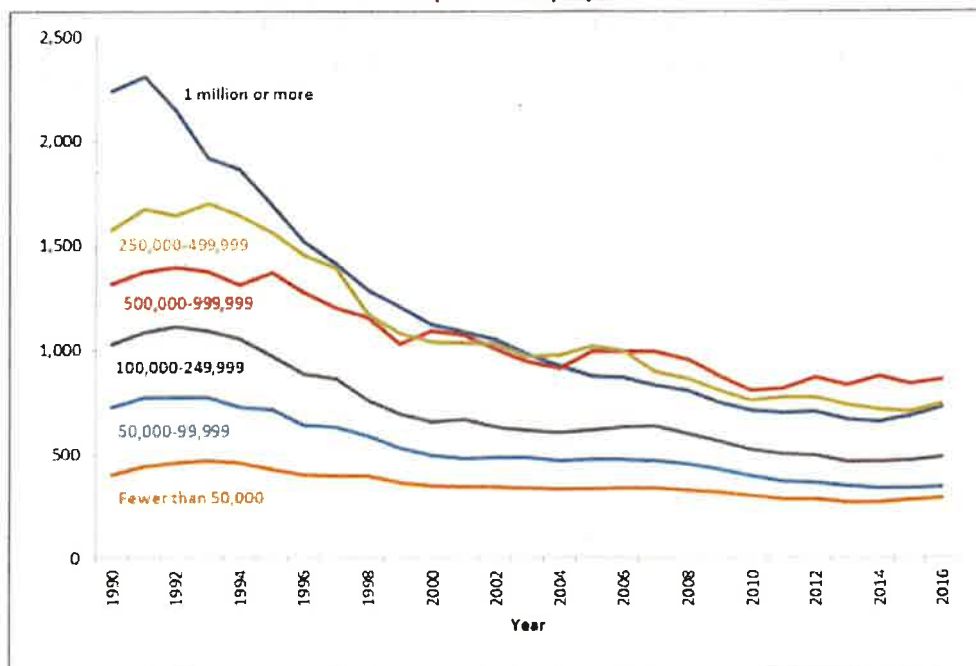
have the public drinking, but now it is in groups of two or three people. Because of the alcohol, the people get very loud and boisterous.”<sup>18</sup>

However, Ward 6 crime statistics collected by the Huffington Post don't exactly reflect that trend. Arthur Delaney, a reporter for the Huffington Post, wrote, “Police in the First District, which has similar boundaries to Ward 6, arrested 389 people for open container violations from February through August 2009, compared with 260 people during those months in 2008, before singles had been banned. Sixty-three people were arrested for urinating or defecating in public, versus 46 people in 2008. Complaint calls to the department about these behaviors also increased dramatically from 184 to 319.”<sup>18</sup>

Additionally, the volume of complaints to police and the number of arrests for alcohol-related disorderly conduct incidents increased in the months following the bans when compared to the corresponding period in the previous year. And arrests for public consumption of alcohol and open container violations decreased slightly citywide from 2008 to 2009, but public urination citations increased.

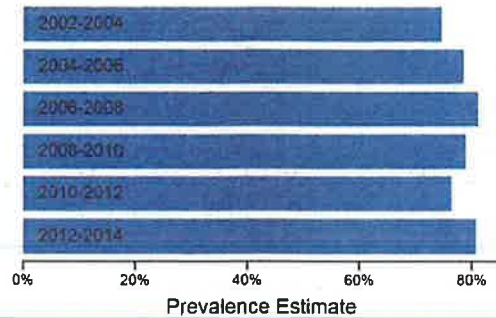
It is also important to compare the violent crime statistics against national trends. The figure below from the Congressional Research Service indicates that cities across the country experienced a similar dip in violent crime after 2008 that began a downward trend up until 2015. This is particularly evident in larger population cities, according to the chart. Further, the District's violent crime chart very closely mirrors the Congressional Research Service's 500,000 to 999,999 population line during the same period.<sup>19</sup>

**Figure 5. Violent Crime Rates, by City Size, 1990-2016**  
Rate per 100,000 people



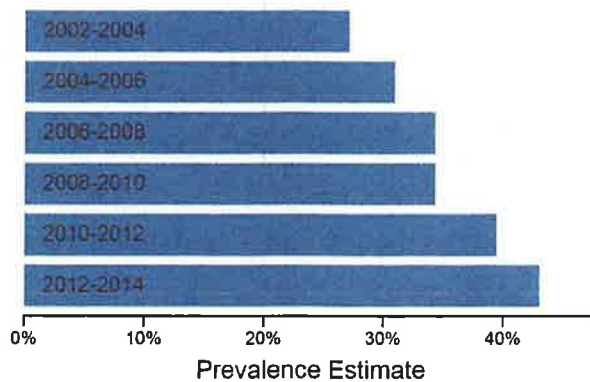
ABRA also looked at data from the District Department of Behavioral Health (DBH) to examine crime statistics directly related to alcohol and see how they relate to the moratorium implementation dates.

DBH data indicates that between 2002 and 2014, alcohol use by those 12 years of age and older increased steadily across all wards. In Wards 1 and 2, the trend was stymied from 2006 to 2010, but up-ticked significantly thereafter. Ward 3 is the only Ward to show any significantly different pattern, as alcohol use by those 12 and older crested in 2006-2007, decreased in the ensuing years and then peaked again in 2012-2014.



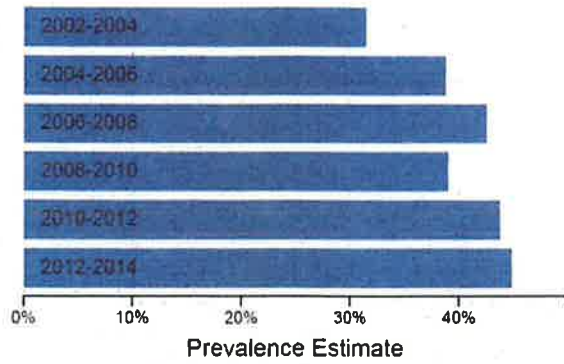
**Alcohol use in the past month by those 12 years and older in Ward 3**

A very significant finding is that binge drinking, or consuming five or more drinks on one occasion in the last month, went up in every ward in almost every year since 2002, despite the moratoriums. The percentage of young adults ages 18–25 reporting binge alcohol use in the past month increased from 39.3% in 2002-2003 to 48.7% in 2013-2014.



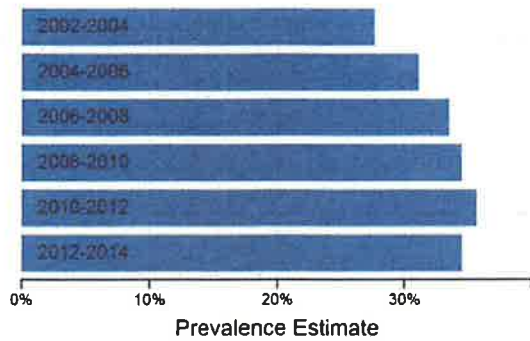
**Binge drinking for those 12 and older in the last month: Ward 1**

There was an increase from 27.1 percent in 2002 to 43.1 percent in 2014.



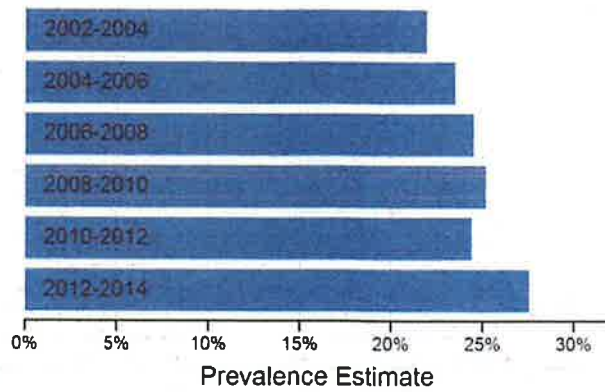
**Binge drinking for those 12 and older in the last month: Ward 2**

There was an increase from 31.6 percent in 2002 to 45 percent in 2014. However, there was a spike in occurrences of binge drinking from 2006 to 2008, during the implementation of the moratoriums, followed by a steep drop and then a gradual incline.



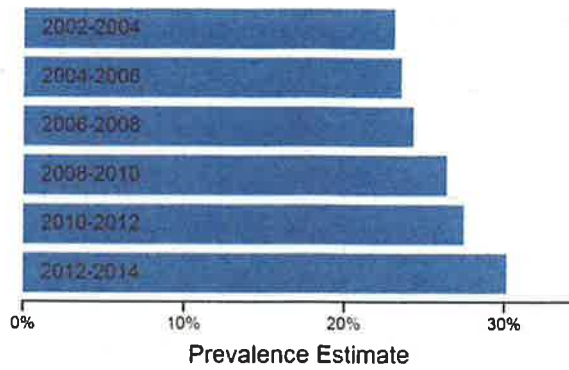
**Binge drinking for those 12 and older in the last month: Ward 3**

There was an increase from 27.7 percent in 2002 to 34.5 percent in 2014. Note that this ward did not have a moratorium implemented.



**Binge drinking for those 12 and older in the last month: Ward 4**

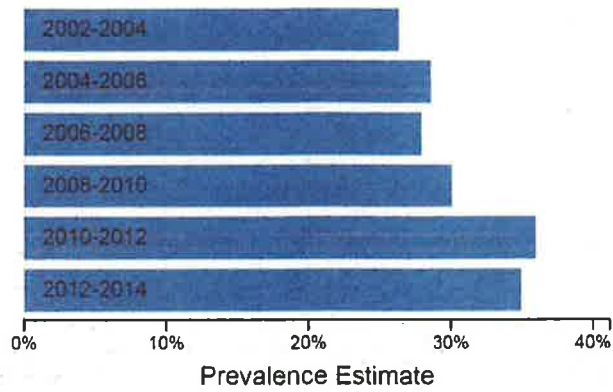
There was an increase from 21.9 percent in 2002 to 27.6 percent in 2014.



**Binge drinking for those 12 and older in the last month: Ward 5**

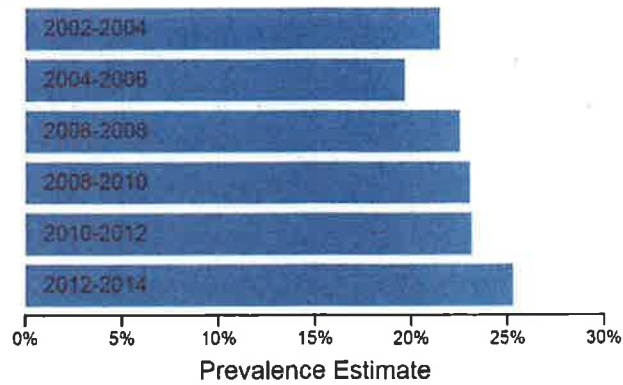
There was an increase from 23.1 percent in 2002 to 30.2 percent in 2014. Note that this ward did not have a moratorium implemented.





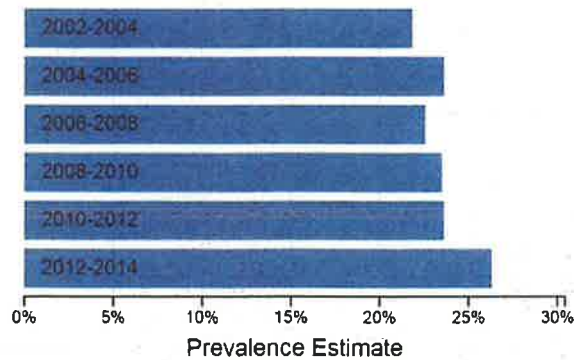
**Binge drinking for those 12 and older in the last month: Ward 6**

There was an increase from 26.4 percent in 2002 to 35 percent in 2014.



**Binge drinking for those 12 and older in the last month: Ward 7**

There was an increase from 21.5 percent in 2002 to 25.3 percent in 2014.

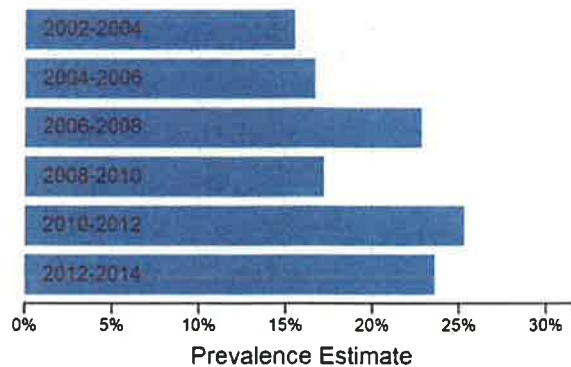


**Binge drinking for those 12 and older in the last month: Ward 8**

There was an increase from 21.9 percent in 2002 to 26.3 percent in 2014.

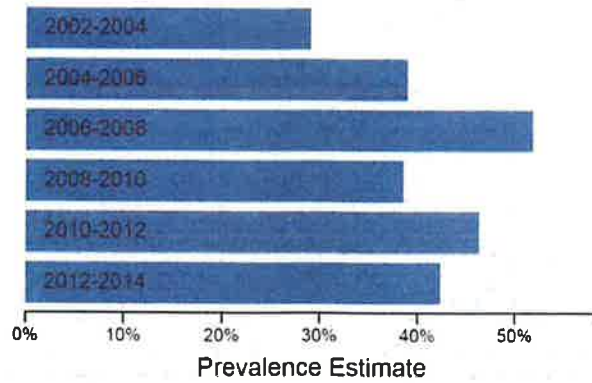
**Analysis**

Based on the figures and charts above, little correlation can be determined between the implementation of the moratoriums and the prevalence of binge drinking for those 12 years of age and older. However, a moderate correlation can be extrapolated from the underage population (12 to 20 years old) under the same criteria. Based on data from DBH, it does appear that the prevalence of binge drinking among the underage youth did drop in almost every ward around the same time after the moratoriums were implemented, which may insinuate that the moratoriums had an immediate effect in curbing underage drinking. However, prevalence estimates mostly rose in the following years.



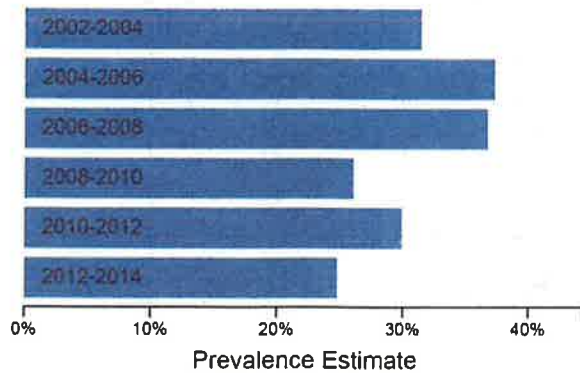
**Binge drinking for those 12 to 20 in the last month: Ward 1**

There was an increase from 15.5 percent in 2002 to 22.8 percent in 2008. Prevalence estimates dropped back down to 17.2 percent in 2010, but spiked again in 2014 to 23.6.



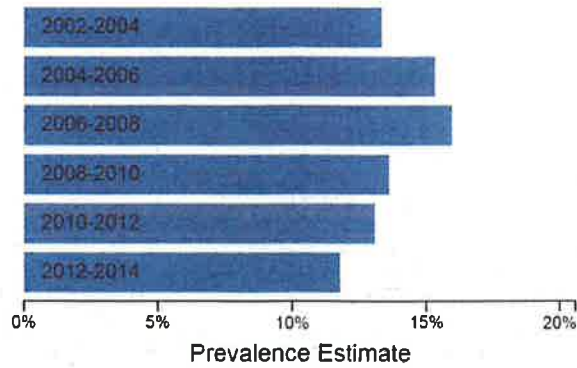
**Binge drinking for those 12 to 20 in the last month: Ward 2**

There was an increase from 29.1 percent in 2002 to 51.9 percent in 2006. Prevalence estimates then had a slight decrease to 42.4 in 2014.



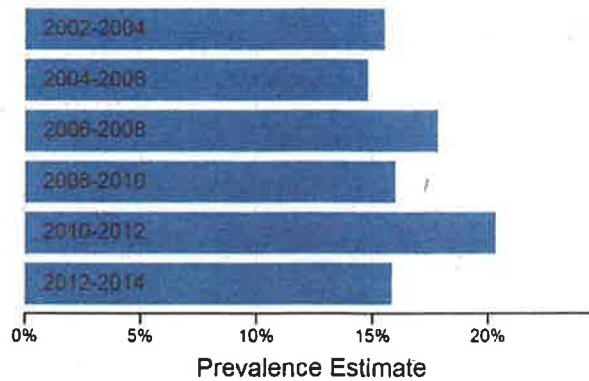
**Binge drinking for those 12 to 20 in the last month: Ward 3**

There was a slight increase from 31.4 percent in 2002 to 37.3 percent in 2006 and then a significant decrease to 24.8 percent by 2014. Note that this ward did not have a single-serve moratorium implemented, yet it still reflects the trend of decreased underage drinking after the implementation dates.



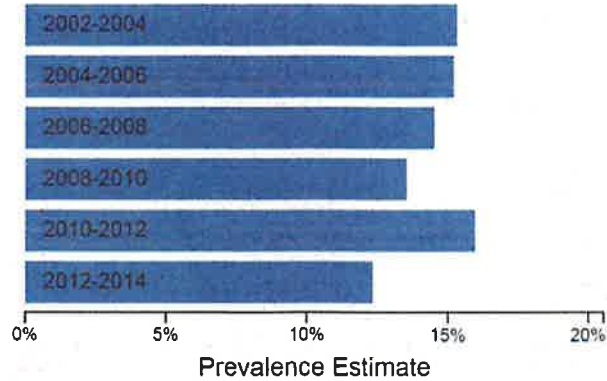
**Binge drinking for those 12 to 20 in the last month: Ward 4**

There was a small increase from 13.3 percent in 2002 to 16 percent in 2006 and then a significant decrease to 11.8 percent by 2014. The 2014 levels of reported underage binge drinking were lower in 2012 than in any of the years before the moratoriums were implemented.



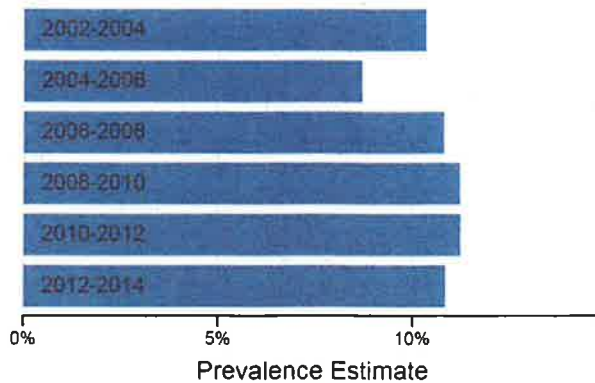
**Binge drinking for those 12 to 20 in the last month: Ward 5**

There was a small increase from 15.5 percent in 2002 to 17.8 percent in 2008 and further up to 20.3 in 2012. Then there was a decrease to 15.8 by 2014. Note that there were no single-serve moratoriums implemented in Ward 5.



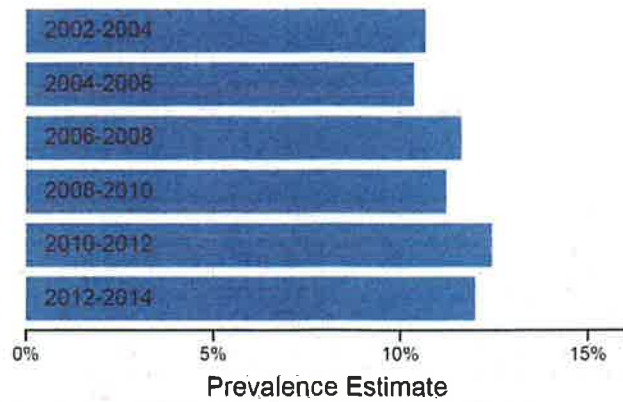
**Binge drinking for those 12 to 20 in the last month: Ward 6**

There was actually a small and steady decline in the prevalence estimate from 15.3 percent in 2002 to 13.6 percent in 2010. Then, estimates spiked to 16 percent in 2012 and back down to 12.4 percent by 2014. This is the only chart that reflects consecutive declines in the prevalence estimates from 2002 to 2010. It is also important to note that underage drinking levels in 2012-2014 are significantly lower than levels in the years before the moratoriums were implemented.



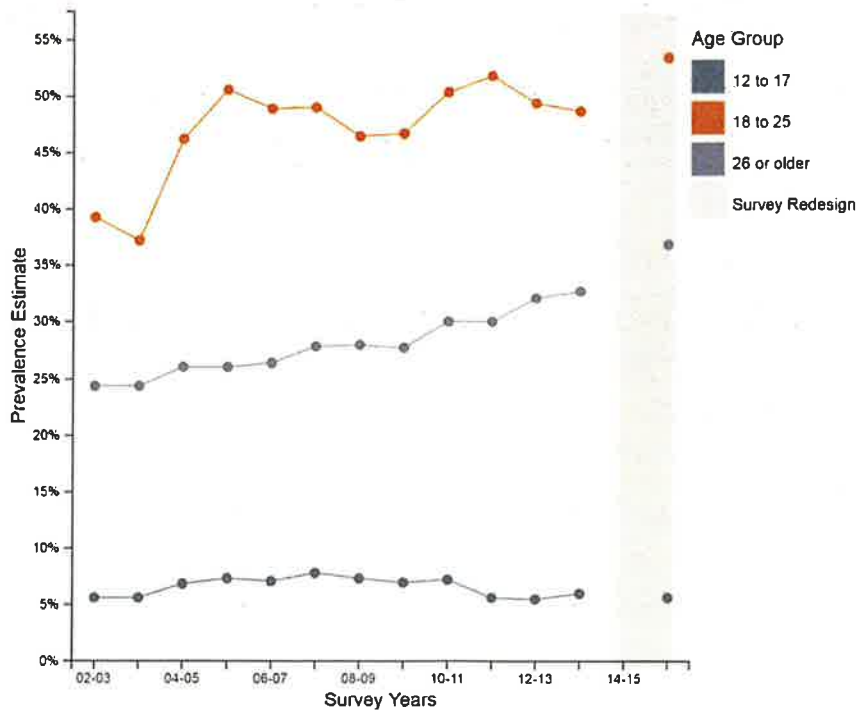
**Binge drinking for those 12 to 20 in the last month: Ward 7**

Like Ward 6, there was a decrease in the prevalence estimate from figures before the moratoriums. In 2002, the figures were at 10.3 percent, which dropped to 8.7 percent by 2014.



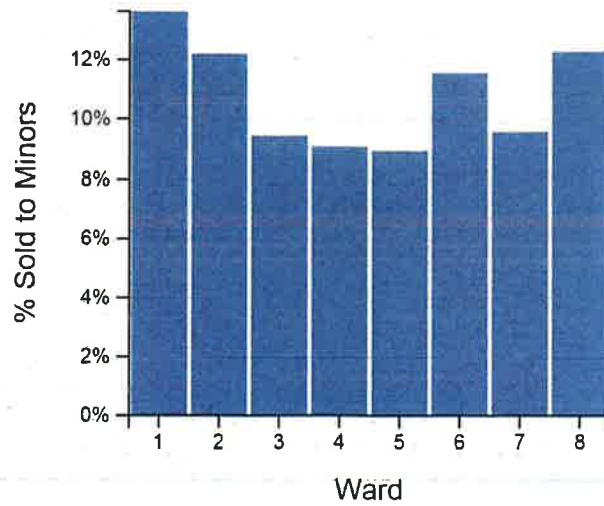
**Binge drinking for those 12 to 20 in the last month: Ward 8**

There was a small increase from 10.7 percent in 2002 to 11.6 percent in 2008. Estimates then dropped down to 11.2 percent in 2010 and back up to 12 percent by 2014.



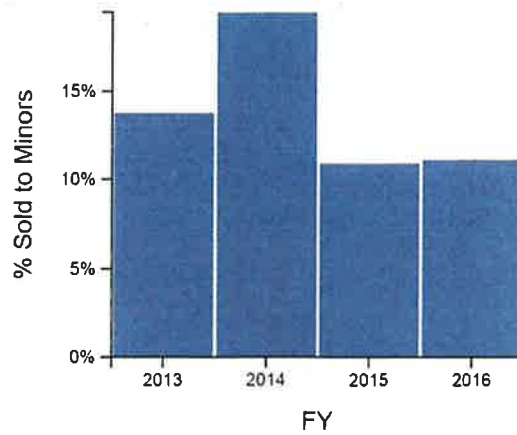
**Alcohol Consumption (by age group)**

Underage drinking was on the uptrend until the moratoriums. Adult drinking aged 26 or older increased steadily with little effect from the moratoriums. 18 to 25 y/o drinking began a downtrend before the moratoriums, but steadied out after before rising again.



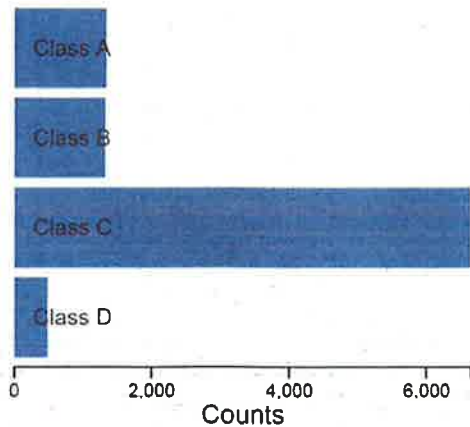
**Percentage of Sale to minor charts in FY16**

In FY16, with 13.7 percent of sales to underage customers, Ward 1 produced the highest sale to minor offenses; Ward 5 produced the lowest sale to minor offenses with 9% of sales to underage customers.



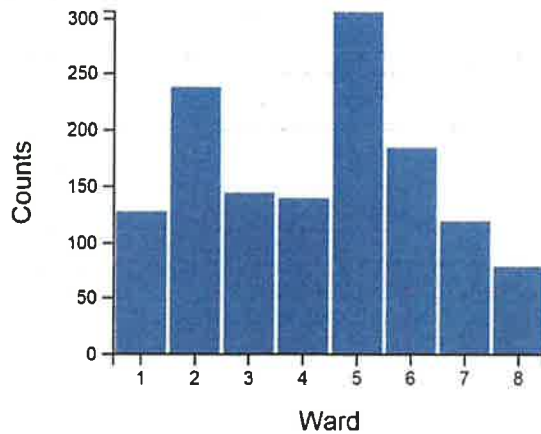
**Percentage of Retailers who sold Alcohol to Minors**

There was an increase from 13.8 percent in FY13 to 19.5 percent in FY14. Estimates then dropped down to 10.9% percent in FY15 and back up to 11.1 percent by FY16.



**Alcohol retailers by class**

Class A retailers (off-premise; beer, wine, spirits), Class B retailers (off-premises; beer, wine), Class C retailers (On-premise; beer, wine, spirits) and Class D (on-premises; beer and wine)



**Class A retailer charts (per ward)**

In Wards 7 and 8, most licensed alcohol retailers held Class A or B licenses and were classified as grocery or liquor stores. The number of restaurants and nightclubs in those wards was relatively low.

**Analysis**

Although reported violent crime decreased or increased in certain wards, the correlation between the moratoriums and reported violent crimes is not strong enough to attribute success to the policy in the District. Other existing variables, including time of year, change in residencies, national trends, policing, etc. may have contributed to the difference in reported violent crimes.<sup>20</sup>



### **Can retailers simply get around the moratoriums?**

Single-serve containers account for more than 50 percent of all beer sales in convenience stores, so once the single-serve moratoriums were instituted, many affected off-premises retailers sought other ways to make up that revenue.<sup>4</sup>

The most common way for affected retailers to continue to fill that demand after moratoriums in the District was by offering two-packs of alcoholic beverages, rather than singles. The convenience and low price of a two-pack mimic the accessibility and ready to drink nature of a single-serve. Furthermore, for those customers looking to binge drink, the combination of two 24-ounce cans of beer exceeds the volume of a 40-ounce single-serve beverage and often even costs less.

According to a local report by DCist from 2011, "walk into the Chinatown Market at Sixth and H Streets NW and for \$3.25, tax included, you can get yourself two 24-ounce cans of Miller Lite, Bud Light or Steel Reserve. Or if that's not strong enough, the same amount of money will get you the same amount of Full Tilt, a malt liquor that contains 12 percent alcohol by volume." That same report declared that "the two-pack is the new single beer."<sup>21</sup>

This skirting of the intent of the law draws questions of the efficacy of the moratorium. For example, did prohibition of single-serve alcoholic beverages create more alcoholism and violence by forcing retailers to provide larger quantities for less money? Or could they have pushed the alcohol market underground, creating unregulated distribution?

A single-serve moratorium in San Bernardino, CA came under scrutiny for exactly this line of reasoning. However, a San Bernardino County Health Department official argued that the local ordinance was right in targeting single-serve beverages, "because of the way they're packaged and promoted, they encourage more consumption," versus the two-packs and other multiples.<sup>(12)</sup>

While it can be ascertained that these moratoriums have negatively impacted the sales of some small retail outlets in the District, not enough data is available at this time to determine whether or not retail outlets switching to sales of two-packs or other multiples have led to a decrease or increase in violence.

## **Discussion**

### **Exceptions for Growlers but not Crowlers**

In the District, growlers are permitted in all wards and neighborhoods. By District law, a growler is a reusable container that is capable of holding up to 64 fluid ounces of beer, wine, or mead that is designed to be filled and sealed on-premises for off-premises consumption. There are a few sales restriction regarding growlers. For example, wine in growlers may only be sold if the alcohol content in the wine (including cider and mead) does not contain more than 15% by volume. Under District law, only liquor stores, grocery stores, convenience stores, breweries, wineries and wine pub and brew pub permit holders may sell products to customers in growlers in the District. Growlers are individual containers that hold under 70 ounces of an alcoholic beverage, yet, they are not restricted by the moratoriums in any ward.

Consumers have also gained an additional source of transporting beer and wine from off-premises establishments, the crowler. In the Omnibus Alcoholic Beverage Regulation Amendment Act of 2018, the crowler was recognized and permitted as a new type of sealed container to transport beer, wine, cider or mead for off-premises consumption. Crowlers by law are defined as containers capable of holding up to 64 fluid ounces of beer or wine and are designed to be filled and sealed on-premises for off-premises consumption. Unlike growlers that are made of glass, crowlers are disposable cans. There is also a difference in cost, portability and cleanliness between the two. The reusability of a glass growler allows consumers to conserve for another date. The one-and-done nature of a crowler's aluminum container lacks the reuse feature present in a glass growler. Due to having similar features to a single-serve container, the sale of crowlers is prohibited in areas of the District with moratoriums.

### **Ward vs. Neighborhood Moratoriums**

In the District, regarding the single-serve moratorium—some Wards are treated differently than others. In Wards 2 and 6, off-premises retailers can apply to the Alcoholic Beverage Control Board for an exception to the single sales restrictions in their area. There are approximately 26 off-premises establishments in Ward 2 and approximately 12 off-premises establishments in Ward 6 that have applied for and received the exception from their designated ANCs and the Board. With moratoriums regarding alcohol in the District, the single-serve ban is the only one that is regulated from Ward to Ward (excluding Mt. Pleasant) rather than focusing on specific neighborhoods. Other moratoriums are set in place to limit the number of alcoholic beverage licenses issued in specific neighborhoods. Concentrating more on neighborhoods would provide more granular information regarding where specifically in the District alcohol-violent incidents occur.

After evaluating the impact of single-serve alcoholic beverage restrictions on crime in the District, ABRA has found that there were some reductions in crimes associated with alcohol. Through the analysis of the various studies mentioned in this report, the single-sale moratorium was generally perceived as successful by residents, police and business owners. Studies have shown at least some policy effects on crime reduction at both the individual outlet level and the surrounding area level.

### **Conclusion**

This study has gathered data from a variety of sources in an attempt to provide information on the correlation between single-serve alcoholic beverages and alcohol-related violence, underage drinking, and public intoxication. Understanding the nature of these associations, including environmental and individual approaches along with policy changes and moratoriums supplies insight in developing effective strategies to prevent alcohol-related issues.

The data collected in this study relays that alcohol is widely available and aggressively promoted throughout society to adults, young adults and sometimes individuals even younger. Yet, underage drinking is dangerous, not only for the consumer but also for society, as evident by the number of

alcohol-related violent incidents, motor vehicle crashes, and other injuries. Identifying adolescents as a greater risk can assist in ceasing the issue before it begins.

The placement of restrictions of sale regarding single-serve containers can arguably assist in decreasing underage drinking. For example, restricting the accessibility of low cost high quantity single-serve alcoholic beverages consisting of bright colorful containers, fruity flavors, and high sugar marketed to younger consumers; limits the accessibility of these products to minors.

We have examined the relationship between alcohol and violent events based on the amount of drinking being related to the severity of the subsequent violence. However, research has yet to determine how availability interacts with other factors in the process leading up to the type of violence. Research has shown that various types of violence often involve drinking by the offender, victim or both. However, understanding the relationship between alcohol and violent behavior is complex and involves individual, situational and other influences. There was not sufficient data to understand systematically whether and how the availability of single-serve containers of alcohol in the District contributes to violence.

Upon looking at other jurisdictions, we have found that local governments both nationally and internationally have taken different approaches and actions toward the initiative to reduce public intoxication and alcohol-related violence. In San Bernardino, California researchers looked specifically at the occupancy of cooler space in establishments and how chilled alcoholic beverage containers lead to public intoxication. The study found higher rates of violent crimes in neighborhoods around alcohol stores that allotted over 10 percent of cooler space for single-serve containers. It was revealed that when the percentage of cooler space containing single-serve beverages increased, so did the crime rate. With this information it appears that providing chilled, ready-to-consume single serve containers in over 10 percent of cooler space may increase the probability of alcohol-related violence and crime. Cities such as Kansas City, Missouri have attempted to proactively cease potential alcohol-related crimes by putting restrictions on the sale of chilled containers of certain types of alcohol. The state of Indiana also prohibits the sale of cold beer at grocery stores and convenience stores. Beer at these stores is required to be sold at room temperature.

Findings have shown that specifically in the District, it is not clear if the moratoriums implemented in Ward 2, Ward 4, Ward 6, Ward 7, Ward 8 and part of Ward 1 have effectively relieved the societal ills of binge drinking, alcohol-related violence and public intoxication. Of note, the Department of Behavioral Health examined the prevalence of binge drinking of individuals of the age 12 and older, and the results showed there was an increase in binge drinking in every Ward during the span of 12 years.

In the District, the moratoriums set in place differ by Ward. In Ward 2 and Ward 6, there are exceptions that can be given to businesses located inside of the moratorium, in Ward 1; the moratorium is only in effect in Mt. Pleasant and in Ward 4, Ward 7 and Ward 8 the moratorium is fully implemented throughout the area with no exceptions. Making the moratoriums uniform would assist in collecting additional sufficient data on the effectiveness of the moratoriums resulting in conceiving measurable and adequate data.

Since the District has implemented the single-serve moratoriums, there has previously been no official review or evaluation to show how the Wards or neighborhoods have benefitted from or been impacted by the change in law. Similar to the Board's periodic review of liquor license moratoriums, it is important to periodically assess and re-examine the implemented moratoriums every 5-10 years to ensure that they are as effective as they can be. Evaluation can help identify areas for improvement, ultimately helping to realize any changes that need to be made. The information gathered from a periodic moratorium evaluation will allow for better communication regarding the impact of the single-serve moratoriums compared to when they were first implemented.

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## Appendix

### National Ban Policies

CITY	STATE	BEVERAGE TYPE	POLICY FORMAT	GEOGRAPHIC COVERAGE	RETAILERS AFFECTED (OFF-SALE ONLY)	RESTRICTION	DATE	POLICY EXAMPLES
Phoenix	AZ	Malt Liquor	Zoning Code/Conditional Use Permit	Citywide	Some retailers on a case-by-case basis	Single Container: Prohibits the sale of single containers of beer normally sold in packs.	2009	<a href="#">See Application Number ZA-757-08-8, Zoning Administrator Marked Agenda, City of Phoenix, Arizona, January 8, 2009, Page 4.</a>
Los Angeles	CA	Malt Liquor and Fortified Wine	Zoning Code/Conditional Use Permit	Citywide	Some retailers on a case-by-case basis	Single Container: Prohibits the sale of beer in single containers of 16 ounces or less. Container Size: Prohibits the sale of wine in containers smaller than 750 ml. Alcohol Type: Prohibits the sale of malt liquor and fortified wine.	2006	<a href="#">See Project Number R2006-00332-(4), Conditional Use Permit Number 200600137-(4), (Conditions 20-f,g,h on page 12 of pdf).</a>
San Francisco	CA	Malt Liquor and Fortified Wine	Voluntary Agreement	Citywide	Some retailers on a voluntary basis	Single Container: Prohibits the sale of single containers of alcohol in paper bags.	2008	<a href="#">See San Francisco Chronicle article entitled "San Francisco Tenderloin's Crackdown on Liquor Abuse," by C.W. Nevius, September 6, 2008.</a>
San Francisco	CA	Malt Liquor and Fortified Wine	City Ordinance	Citywide	Some retailers who violate performance standards	General Alcohol Sales: Allows for imposition of restrictions on licenses.	2006	<a href="#">See City and County of San Francisco, California Municipal Code, Chapter 26. Deemed Approved Off-Street Alcohol Use Nuisance Regulations.</a>
San Francisco	CA	Malt Liquor and Fortified Wine	License Condition	Citywide	Some retailers on a case-by-case basis	Alcohol Type: Prohibits the sale of high-alcohol malt liquor and fortified wine.	1998	<a href="#">See Agenda and Minutes from the July 27, 1998 meeting of the San Francisco Board of Supervisors.</a>
San Diego	CA	Malt Liquor and Fortified Wine	City Ordinance, Zoning Code/Conditional Use Permit	Specific area: Centre City Planned District	All retailers in designated areas	Alcohol content: Prohibits the sale of wine with more than 15% alcohol by volume. Container size: Prohibits the sale of wine in containers smaller than 750 ml. Single Container: Prohibits the sale of malt beverages in less than six-pack quantities.	2006	<a href="#">See San Diego, California Municipal Code, Chapter 15, Article 06, Division 03, Centre City Planned District, Section 156.0315(a)(5)(A),(B),and C.</a>

San Diego	CA	Malt Liquor and Fortified Wine	Injunction	Citywide	Some retailers considered to be nuisance properties	Alcohol Type: Prohibits the sale of high-alcohol malt liquor and fortified wine.	2004	<a href="#">See 2003 City of San Diego City Attorney Annual Report to Mayor and City Council, Page 21, February 25, 2004.</a>
San Bernardino	CA	Malt Liquor and Fortified Wine	License Condition	Citywide	Some retailers on a case-by-case basis	Single Container: Prohibits the sale of malt beverages in less than six-pack quantities. Container Size: Prohibits the sale of wine in containers smaller than 750ml. Open Container: Prohibits the consumption of alcohol on property adjacent to the licensee.	1990	<a href="#">See In The Matter of the Application of Food 4 Less of California, Inc., File 20-220154, December 21, 1990.</a>
San Francisco	CA	Malt Liquor and Fortified Wine	City Ordinance	Specific area: Alcohol Restricted Use Districts	All retailers in designated areas	General Alcohol Sales: Creates an Alcohol Restricted Use District	2003 2008	<a href="#">See City and County of San Francisco, California Municipal Code Planning Code, Article 7, Neighborhood Commercial Districts, Section 782.</a>
Ontario	CA	Malt Liquor and Fortified Wine	City Ordinance, Zoning Code/Conditional Use Permit	Citywide	Some retailers seeking to retain their deemed approved status	Single Container: Prohibits the sale of malt beverages, regardless of container size, in quantities of less than six per sale. Container Size: Prohibits the sale of wine in containers smaller than 750 ml.	2008	<a href="#">See Ontario, California Municipal Code, Title 9. Development Code, Chapter 1. Zoning and Land Use Requirements, Article 35. Deemed Approved Alcoholic Beverage Sale Regulations, Section 9-1.3503. Performance standards and deemed approved activities, subsec</a>
Oxnard	CA	Malt Liquor and Fortified Wine	License Condition	Citywide	Some retailers on a case-by-case basis	Single Container: Prohibits the sale of single containers of beer or malt liquor. Alcohol Content: Prohibits the sale of fortified wines with greater than 14% alcohol by volume, with some exceptions.	2004	<a href="#">See City of Oxnard, California Police Standard Conditions, Pages 2 and 3.</a>
Chula Vista	CA	Malt Liquor and Fortified Wine	License Condition	Citywide	Some retailers on a case-by-case basis	Container Size: Prohibits the sale of wine in containers smaller than 750 ml. Alcohol Content: Prohibits the sale of wine greater than 15% alcohol by volume. Open Container: Prohibits the consumption of alcohol on any property adjacent to the licensee.	2005	<a href="#">See Petition For Conditional License, File Number 21-423949 before the California Department of Alcohol Beverage Control, Page 2.</a>



Chula Vista	CA	Malt Liquor and Fortified Wine	City Ordinance	Citywide	Not applicable	Glass Container: Prohibits the possession of glass containers in city parks.	1995	<a href="#">See Chula Vista, California Municipal Code, Title 2, Chapter 2.66, Section 2.66.035.</a>
Berkeley	CA	Malt Liquor and Fortified Wine	Zoning Code/Conditional Use Permit	Citywide	Some retailers on a case-by-case basis	Alcohol Type: Prohibits the sale of malt liquor and fortified wine.	2008	<a href="#">See Conditional Use Permit UP #08-1000061, page 9 at 36.a.</a>
Berkeley	CA	Malt Liquor and Fortified Wine	City Ordinance	Citywide	Not applicable	Open Container: Prohibits the consumption of alcoholic beverages in parks, cars, or property open to public.	2000	<a href="#">See City of Berkeley, California City Ordinances, Chapter 13.36 Disorderly Conduct, Section 13.36.070. Consumption of alcoholic beverages in places open to public view prohibited.</a>
Oakland	CA	Malt Liquor	Voluntary Agreement	Citywide	Some retailers on a "case-by-case" basis.	Alcohol Content: Prohibits sale of malt liquor and beer with alcohol content greater than 7% by weight.	2006	<a href="#">See City of Oakland Media Release March 9, 2006</a>
Anaheim	CA	Malt Liquor	Zoning Code/Conditional Use Permit	Citywide	Some retailers on a case-by-case basis	Single Container: Prohibits the sale of beer in less than six-pack quantities.	2002	<a href="#">See City of Anaheim Planning and Community Development Memorandum Regarding Conditional Use Permit Number 2002-04651, Determination of Public Convenience or Necessity Number 2002-00009 (Condition 3 p.3 of pdf).</a>
Sacramento	CA	Malt Liquor and Fortified Wine	Zoning Code/Conditional Use Permit	Citywide	Some retailers on a case-by-case basis	Container Size: Prohibits the sale of wine in containers less than 750 ml. Single Container: Prohibits the sale of beer, ale and malt liquor in less than six-pack quantities if containers are 24 ounces or less.	2008	<a href="#">See City of Sacramento, California Planning Commission Report P07-140, January 10, 2008, Page 9.</a>
Oakland	CA	Malt Liquor and Fortified Wine	Voluntary Agreement, Zoning Code/Conditional Use Permit	Citywide	Some retailers on a case-by-case basis	Alcohol Content: Prohibits the sale of malt beverages with an alcohol content of 6% or greater.	2008	<a href="#">See Oakland City Planning Commission, Case File Number REV08-012, Pages 1,2, and 11, October 15, 2008.</a>
Santa Ana	CA	Malt Liquor and Fortified Wine	City Ordinance, Zoning Code/Conditional Use Permit	Citywide	Some retailers on a case-by-case basis	Alcohol Content: Prohibits the sale of wine with more than 15% alcohol by volume. Container Size: Prohibits the sale of malt beverages in 22, 32, or 40 oz. containers. Prohibits the sale of wine in containers smaller than 750 ml. Single Container: Prohibits the sale of malt beverages in quantities of less than 6 per sale. Malt beverage containers of 16 oz. or less must be sold in manufacturers' pre-packaged multi-unit quantities.	2007	<a href="#">See Santa Ana, California Municipal Ordinances, Chapter 41 Zoning, Article 1, In General, Division 1 Declaration of Necessity, Section 41-196 and See Resolution Number 2008-08 approving Conditional Use Permit Number 2008-13, Page 6.</a>

Hartford	CT	Malt Liquor and Fortified Wine	City Ordinance	Citywide	Not applicable	Open Container: Prohibits the possession of open containers of alcohol on highways, in parking lots and in public areas.	1997	<a href="#">See Hartford, Connecticut Municipal Code, Chapter 4, Section 4-3.</a>
Washington	DC	Malt Liquor and Fortified Wine	Moratorium Zone, City Ordinance	Citywide	Some retailers that do not meet an appropriateness standard	General Alcohol Sales: Allows for creation of moratorium zones to restrict the sale of certain products.	2004	<a href="#">See District of Columbia Official Code, Title 25, Chapter 3, Subchapter IV, Section 25-351.</a>
Washington	DC	Malt Liquor	Moratorium Zone, City Ordinance	Specific area: Ward 4 Moratorium Zone	All retailers in designated area	General Alcohol Sales: Creates a Moratorium Zone wherein the Liquor Board may restrict alcohol sales. Single Container: Prohibits the division of manufacturers' packages of malt liquor. Prohibits the sale of individual containers of malt liquor of 70 oz. or less.	2009	<a href="#">See District of Columbia Official Code, Title 25, Chapter 3, Subchapter III, Section 25-341.01.</a>
Washington	DC	Malt Liquor	City Ordinance	Specific area: Wards 7, 8, and Mt. Pleasant neighborhood (1D)	All retailers in designated areas	Single Container: Prohibits the division of manufacturer's packages of malt liquor if the capacity of the individual container is 70 oz. or less. Prohibits the sale of individual containers of malt liquor of 70 oz. or less.	2009	<a href="#">See District of Columbia Official Code, Title 25, Chapter 3, Subchapter III, Section 25-342.</a>
Washington	DC	Malt Liquor	City Ordinance	Specific area: Wards 2 and 6	All retailers in designated areas	Single Container: Prohibits the division of manufacturer's packages of malt liquor if the capacity of the individual container is 70 oz. or less. Prohibits the sale of individual containers of malt liquor of 70 oz. or less. Container Size: Prohibits the sale of liquor in half-pints or smaller volumes.	2009	<a href="#">See District of Columbia Official Code, Title 25, Chapter 3, Subchapter III, Sections 25-345.</a>
Florida, State-wide	FL	Malt Liquor	State Statute	Statewide	All retailers	Container Size: Prohibits the sale of malt beverages in containers larger than 32 oz.	2001	<a href="#">See Florida Statutes, Title XXXIV Alcoholic Beverages and Tobacco, Chapter 563 Beer, Section 563.06 Malt beverages; imprint on individual container; size of containers; exemptions, subsection 6.</a>
Tampa	FL	Malt Liquor and Fortified Wine	Voluntary Agreement	Citywide	Some retailers on a voluntary basis	Single Container: Prohibits the sale of single containers of malt liquor. Chilled Container: Prohibits the sale of chilled containers of malt liquor and fortified wine.	2007	<a href="#">See City of Tampa Land Development Coordination Petitions for Special Use Alcohol Beverages (form only - does not include actual restriction language).</a>

Atlanta	GA	Malt Liquor and Fortified Wine	City Ordinance	Citywide	Not applicable	Open Container: Prohibits the consumption of alcohol on city land, including parks, except during permitted outdoor festivals. Prohibits the consumption of alcohol in MARTA stations.	2007	<a href="#">See Atlanta, Georgia Code of Ordinances, Chapter 10 Alcoholic Beverages, Article 1 In General, Section 10-8.</a>
Atlanta	GA	Malt Liquor	City Ordinance	Citywide	All retailers	Single Container: Prohibits the sale of less than 14 oz. of malt beverage within a single transaction unless in conjunction with an additional malt beverage package sale.	2002	<a href="#">See Atlanta, Georgia Code of Ordinances, Chapter 10 Alcoholic Beverages, Article 2, Dealers and Manufacturers, Division 2, Subdivision 1, Section 10-74.</a>
Bloomington	IL	Malt Liquor	City Ordinance	Citywide	Some retailers on a case-by-case basis	Single Container: Gives the Liquor Control Commissioner the authority to prohibit the sale of single serving sizes.	2004	<a href="#">See Bloomington, Illinois City Code, Chapter 6 Alcoholic Beverages, Section 37 Powers and Duties Generally, Section f.</a>
Chicago	IL	Malt Liquor and Fortified Wine	City Ordinance	Citywide	All retailers	General Alcohol Sales: Allows for suspension or revocation of a license if the property becomes or creates a nuisance.	2007	<a href="#">See Municipal Code of Chicago, Illinois, Title 4, Chapter 60, Section 142.</a>
Chicago	IL	Malt Liquor and Fortified Wine	City Ordinance	Citywide	All retailers	Single Container: Prohibits the division of a manufacturer's package containing more than one container of malt beverage of 16 oz. or less, in order to sell a single container. Prohibits the sale of single containers of malt beverages of 16 oz. or less.	2007	<a href="#">See Municipal Code of Chicago, Illinois, Title 4, Chapter 60, Section 140 (h-i).</a>
Peoria	IL	Malt Liquor	Zoning Code/Conditional Use Permit	Citywide	New retailers applying for site approval	Single Container: Prohibits single container sales.	2004	<a href="#">See City of Peoria, Illinois, City Council Agenda, August 17, 2004, Item Number 61 and pages 26661-26663 of the accompanying City Council Proceedings (p.6 of pdf).</a>
Baltimore	MD	Malt Liquor and Fortified Wine	Zoning Code/Conditional Use Permit	Citywide	Some retailers applying for a license in a Planned Unit Development	Single Container: Prohibits the sale of single cans of malt liquor. Alcohol Type: Prohibits the sale of chemically-fortified wines.	2008	<a href="#">See City of Baltimore, Maryland Legislative File Number 08-0164, Page 3.</a>

Baltimore	MD	Malt Liquor and Fortified Wine	Voluntary Agreement	Citywide	Some retailers on a voluntary basis	Alcohol Type: Prohibits the sale of fortified wine. Single Container: Prohibits the sale of beer in quantities smaller than a six-pack. Prohibits the sale of single containers of beer. Container Size: Prohibits the sale of wine or liquor in containers less than 750 ml., except for cordials.	1988	<a href="#">See License Restrictions Pertaining to Consumer Sales/Purchase Limitations, Page 2-7.</a>
Saint Paul	MN	Malt Liquor	License Condition	Citywide	All retailers	Single Container: Prohibits the sale of 32 oz. and 40 oz. containers of beer. Container Size: Prohibits the sale of single containers of beer that were packaged for sale as multiples.	2005	<a href="#">See City of Saint Paul, Minnesota Department of Safety and Inspections License Agreement for License Number 20030001054.</a>
Minneapolis	MN	Malt Liquor and Fortified Wine	License Condition	Citywide	Some retailers on a case-by-case basis	Alcohol Type: Prohibits the sale of fortified wines, other than premium brands. Single Container: Prohibits the sale of single containers of malt liquor of 16 oz. or less. Container Size: Prohibits the sale of liquor or wine in quantities smaller than one pint.	2004	<a href="#">See Official Proceedings of the Minneapolis, Minnesota City Council, April 28, 2006, Page 388 and March 30, 2007, Page 251, and See Conditions of License, License Number L173-50014.</a>
Minneapolis	MN	Malt Liquor and Fortified Wine	City Ordinance	Citywide	Not applicable	General Alcohol Sales: Gives the City Council authority to impose license restrictions.	2004	<a href="#">See Minneapolis, Minnesota Code of Ordinances, Charter, Chapter 4 Section 5, Subsection c.</a>
Minneapolis	MN	Malt Liquor and Fortified Wine	City Ordinance	Citywide	Not applicable	Open Container: Prohibits the consumption of liquor in any place frequented by the public, in vehicles on public highways, and on private property without the consent of the owner.	1989	<a href="#">See Minneapolis, Minnesota Code of Ordinances, Title 14, Chapter 364, Section 364.40.</a>
Kansas City	MO	Malt Liquor	City Ordinance	Citywide	All retailers	Chilled Container/Glass Container/Container Size: Prohibits the sale of any glass bottle containing more than 32 oz. of malt beverages that is chilled or refrigerated.	1996	<a href="#">See Kansas City, Missouri Code of Ordinances, Ordinance No. 960836, Section 2 (c). The ordinances are searchable by term.</a>
Saint Louis	MO	Malt Liquor	City Ordinance	Citywide	All retailers	Single Container: Prohibits the sale of less than three standard 12 ounce or less containers of intoxicating malt liquor.	1994	<a href="#">See Saint Louis, Missouri City Ordinances, Alcoholic Beverage, Ordinance 63129, Section 14.03.100, Minimum Quantity in Original Package-Beer</a>

Albuquerque	NM	Malt Liquor and Fortified Wine	City Ordinance, Zoning Code/Conditional Use Permit	Specific area: Community Commercial Zones	All retailers in designated areas	Location of Sale: Prohibits off-premise sale of alcohol within 500 feet of a residential zone. Alcohol Content/Container Size/Location of Sale/Single Container: Prohibits, within 500 feet of schools, religious institutions, parks, public spaces, residential zones and redevelopment areas, the off-premise sale of distilled spirits in any package less than 750 ml, beer in single containers of 16 oz. or less, and fortified wines with more than 13.5% alcohol by volume.	2008	<a href="#">See Albuquerque, New Mexico Code of Ordinances, Chapter 14, Article 16, Part 2, Section 14-16-217 (A)(13)(a).</a>
Gallup	NM	Malt Liquor	City Ordinance	Citywide	Not applicable	Glass container: Prohibits the sale of beer and malt beverages in glass containers that are 23 oz. or larger.	2004	<a href="#">See Gallup, New Mexico City Code, Title 3, Chapter 3, Article A.</a>
Las Vegas	NV	Malt Liquor	License Condition	Citywide	Some retailers with temporary licenses	Single Container: Prohibits the sale of single containers of malt beverages.	2003	<a href="#">See City of Las Vegas, Nevada City Council Agenda, September 3, 2003, Agenda Item Number 59, Pages 79 and 80.</a>
Portland	OR	Malt Liquor and Fortified Wine	City Ordinance	Citywide	Not applicable	Open Container: Prohibits the consumption of alcohol in parks.	2006	<a href="#">See Portland, Oregon City Code and Charter, Title 14, Section 2.07 (PSF 2.07).</a>
Portland	OR	Malt Liquor and Fortified Wine	Alcohol Impact Area, City Ordinance	Specific Area: Alcohol Impact Area	Some retailers in designated areas	Alcohol Type: Restricts the sale of alcoholic beverages associated with street drinking.	2005	<a href="#">See Portland, Oregon City Code and Charter, Title 14, Section 14B.100.060.</a>
Philadelphia	PA	Malt Liquor	Voluntary Agreement	Citywide	Some retailers on a voluntary basis	Single Container: Prohibits the sale of single containers of malt beverages. Take out sales must consist of six-pack or four-packs of single servings. Alcohol Content/Container Size: Prohibits the sale of malt beverages with an alcohol content of over 5% in 40 oz. containers or any single serving container.	2005	<a href="#">See Responsible Business Practices Agreement, September 13, 2007, Page 2 and Responsible Business Practices Agreement, September 19, 2007, Page 2.</a>

Fort Worth	TX	Malt Liquor and Fortified Wine	City Ordinance	Specific area: Near homeless shelters	Not applicable	Open Container: Prohibits the possession of an open container or consumption of alcoholic beverages on public property within 1,000 feet of a homeless shelter.	2007	<a href="#">See Code of the City of Fort Worth, Texas, Chapter 4, Section 4-5.</a>
Austin	TX	Malt Liquor and Fortified Wine	City Ordinance	Specific area: Glass container areas	Not applicable	Glass Container: Prohibits the possession of an open glass container in designated areas.	1992	<a href="#">Austin, Texas City Code, Title 9, Prohibited Activities, Chapter 9-4, Prohibited Activities, Article 2, Offenses Related To Prohibited Acts, Section 9-4-12, Glass Containers Prohibited in Certain Areas.</a>
Seattle	WA	Malt Liquor and Fortified Wine	Alcohol Impact Area, City Ordinance	Specific area: Alcohol Impact Areas	All retailers in designated areas	Brands: Prohibits the sale of specific brands of malt liquor and fortified wine in the AIAs.	2006	<a href="#">See Council Bill Number 115422, Ordinance 121999, Record Series 1801-02, Seattle Municipal Archives, (page 6)</a>
Spokane	WA	Malt Liquor	Alcohol Impact Area, City Ordinance, Voluntary Agreement	Specific area: Alcohol Impact Areas	All retailers on a voluntary basis	Alcohol Content/Single Container: Prohibits the sale of single containers of beer and malt liquor, regardless of size, with an alcohol volume of 5.5% and higher (excluding imports and microbrews). General Alcohol Sales: Describes boundaries of an Alcohol Impact Area.	2003	<a href="#">See Good Neighbor Agreement and See Spokane, Washington Municipal Code, Title 10, Chapter 10.08, Article 3, Section 10.08.270.</a>
Tacoma	WA	Malt Liquor and Fortified Wine	Alcohol Impact Area, City Ordinance	Specific area: Alcohol Impact Area	All retailers in designated areas	Brands: Prohibits the sale of specific brands of malt liquor and fortified wine in the AIA.	2008	<a href="#">See Tacoma, Washington Municipal Code, Ordinance Numbers 27602 and 27684.</a>
Madison	WI	Malt Liquor and Fortified Wine	City Ordinance, License Condition	Specific area: Districts 4 and 8	All retailers in designated areas	Single Container: Prohibits the sale of beer or malt liquor in sizes smaller than a six-pack with the exception of imports and microbrews. Container Size: Prohibits the sale of fortified wine or liquor in smaller than pint-sized containers. Alcohol Type: Prohibits the sale of fortified wine in any package size.	2009	<a href="#">See City of Madison, Wisconsin Legislative File ID 10491, Alcohol License Review Committee, Pages One and Two.</a>
Madison	WI	Malt Liquor and Fortified Wine	City Ordinance	Specific area: Glass-Free Zone	Not applicable	Glass Container: Prohibits the possession of glass containers on public property within the Glass-Free Zone.	2003	<a href="#">See Madison, Wisconsin Code of Ordinances, Chapter 23, Section 23.36.</a>
Madison	WI	Malt Liquor and Fortified Wine	License Condition	Citywide	Some retailers on a case-by-case basis	Single Container: Prohibits the sale of beer or fermented malt beverages in less than a six-pack of 12-oz containers. Alcohol Type: Prohibits the sale of fortified wine in any package size.	2007	<a href="#">See City of Madison, Wisconsin Meeting Minutes, Alcohol License Review Committee, Pages 2 &amp; 3, February 20, 2008.</a>

**Alcoholic Beverage Regulation Administration (LQ0)**  
**Fiscal Year 2019 and 2020 - Employees with Salary of \$100,000 or More**

**1) FY 2019**

Name	Position Number	Position Title	Program Code	Program Title	Activity Code	Activity Title	Salary	Benefits	Overtime
Moosally, Frederick P	00000382	Director of Alcoholic Beverage	1000	Agency Management	1090	Performance Management	192,145.28	44,193.41	-
Jenkins, Martha L	00041738	SUPERVISORY ATTORNEY ADVISOR	1000	Agency Management	1060	Legal	168,671.55	38,794.46	-
Gordy, Sean C	00077044	Licensing Manager	2000	Licensing	2010	Licensing	146,581.81	33,713.82	-
Robinson, Camille	00013529	Administrative Officer	1000	Agency Management	1090	Performance Management	146,580.85	33,713.60	-
Suero, John A.	00033545	Supervisory Investigator	3000	Investigations	3010	Investigations	135,260.00	31,109.80	-
Berman, Jonathan A.	00041739	ATTORNEY ADVISOR	1000	Agency Management	1060	Legal	131,732.00	30,298.36	-
Powell, Jared Justin	00092068	Public Information Officer	1000	Agency Management	1080	Communications	127,462.00	29,316.26	-
Fletcher, La Verne	00013752	Mediation Specialist	1000	Agency Management	1060	Legal	118,670.00	27,294.10	-
Richardson, Jacqueline R	00021204	OPERATIONS MGR	1000	Agency Management	1090	Performance Management	118,670.00	27,294.10	1,476.24
Randall, April Renee	00043314	Attorney Advisor	1000	Agency Management	1060	Legal	118,030.00	27,146.90	-
Jackson, Karen D	00012097	Licensing Officer	2000	Licensing	2010	Licensing	113,711.68	26,153.69	-
Delgado Sanchez, Yazmin	00095795	Paralegal Specialist	1000	Agency Management	1060	Legal	112,764.00	25,935.72	-
Dantzler, Felicia	00096913	Lead Investigation	3000	Investigations	3010	Investigations	112,764.00	25,935.72	12,529.84
Peru, Jason R	00085658	Supervisory Investigator	3000	Investigations	3010	Investigations	107,362.00	24,693.26	2,571.58
Brashears, Mark W	00090690	Supervisory Investigator	3000	Investigations	3010	Investigations	104,929.00	24,133.67	-
Fashbaugh, Sarah R	00095574	Community Resource Officer	1000	Agency Management	1080	Communications	103,905.00	23,898.15	800.82
Jones, Earl	00096914	Lead Investigation	3000	Investigations	3010	Investigations	103,905.00	23,898.15	5,448.18
Adejunmobi, Neal	00010731	Compliance Analyst	3000	Investigations	3010	Investigations	102,268.00	23,521.64	-

**2) FY 2020**

Name	Position Number	Position Title	Program Code	Program Title	Activity Code	Activity Title	Salary	Benefits	Overtime
Moosally, Frederick P	00000382	Director of Alcoholic Beverage	1000	Agency Management	1090	Performance Management	197,909.64	45,519.22	-
Jenkins, Martha L	00041738	SUPERVISORY ATTORNEY ADVISOR	1000	Agency Management	1060	Legal	173,731.70	39,958.29	-
Gordy, Sean C	00077044	Licensing Manager	2000	Licensing	2010	Licensing	150,979.26	34,725.23	-
Robinson, Camille	00013529	Administrative Officer	1000	Agency Management	1090	Performance Management	150,978.28	34,725.00	-
Suero, John A.	00033545	Supervisory Investigator	3000	Investigations	3010	Investigations	139,317.80	32,043.09	-
Berman, Jonathan A.	00041739	ATTORNEY ADVISOR	1000	Agency Management	1060	Legal	134,103.00	30,843.69	-
Powell, Jared Justin	00092068	Public Information Officer	1000	Agency Management	1080	Communications	131,285.86	30,195.75	-
Fletcher, La Verne	00013752	Mediation Specialist	1000	Agency Management	1060	Legal	122,227.00	28,112.21	-
Richardson, Jacqueline R	00021204	OPERATIONS MGR	1000	Agency Management	1090	Performance Management	122,227.00	28,112.21	199.69
Peru, Jason R	00085658	Supervisory Investigator	3000	Investigations	3010	Investigations	121,641.14	27,977.46	631.79
Randall, April Renee	00043314	Attorney Advisor	1000	Agency Management	1060	Legal	120,155.00	27,635.65	-
Brashears, Mark W	00090690	Supervisory Investigator	3000	Investigations	3010	Investigations	118,884.55	27,343.45	-
Jackson, Karen D	00012097	Licensing Officer	2000	Licensing	2010	Licensing	117,123.03	26,938.30	-
Delgado Sanchez, Yazmin	00095795	Paralegal Specialist	1000	Agency Management	1060	Legal	116,145.00	26,713.35	-
Dantzler, Felicia	00096913	Lead Investigation	3000	Investigations	3010	Investigations	116,145.00	26,713.35	5,100.34
Fashbaugh, Sarah R	00095574	Community Resource Officer	1000	Agency Management	1080	Communications	107,022.00	24,615.06	848.98
Jones, Earl	00096914	Lead Investigation	3000	Investigations	3010	Investigations	107,022.00	24,615.06	-
Adejunmobi, Neal	00010731	Compliance Analyst	3000	Investigations	3010	Investigations	105,339.00	24,227.97	-
Gordon, Kim L.	00096816	Human Resources Specialist	1000	Agency Management	1090	Performance Management	101,758.00	23,404.34	-

## Alcoholic Beverage Regulation Administration (LQ0)

### Fiscal Year 2019 and 2020 - Top 25 Overtime Earners

#### 1) FY 2019

Name	Position Number	Position Title	Program Code	Program Title	Activity Code	Activity Title	Salary	Benefits	Overtime
Puente, Kevin	00095084	Investigator	3000	Investigations	3010	Investigations	84,894.00	19,525.62	27,160.64
Pleitez, Vanessa	00097105	Investigator	3000	Investigations	3010	Investigations	82,412.00	18,954.76	18,743.41
Dantzler, Felicia	00096913	Lead Investigation	3000	Investigations	3010	Investigations	112,764.00	25,935.72	12,529.84
garcia, george	00091085	Investigator	3000	Investigations	3010	Investigations	55,333.00	12,726.59	8,812.11
Ruiz, Mark	00087322	Investigator	3000	Investigations	3010	Investigations	53,620.00	12,332.60	8,015.29
Prout, Tavrill K	00021798	Investigator	3000	Investigations	3010	Investigations	57,046.00	13,120.58	5,930.56
Glasgow, Rhoda S	00022254	Investigator	3000	Investigations	3010	Investigations	58,759.00	13,514.57	5,756.43
Zollarcoffer, Jeremy Newall	00005244	Investigator	3000	Investigations	3010	Investigations	69,037.00	15,878.51	5,575.85
Jones, Earl	00096914	Lead Investigation	3000	Investigations	3010	Investigations	103,905.00	23,898.15	5,448.18
Nelson, Mikea	00087784	Investigator	3000	Investigations	3010	Investigations	53,620.00	12,332.60	5,187.26
Chibessa, Hawi A	00025384	LICENSING SPEC	2000	Licensing	2010	Licensing	69,037.00	15,878.51	4,891.51
Johnson, Constance S	00091467	Staff Assistant	3000	Investigations	3010	Investigations	72,907.00	16,768.61	4,409.07
Carter, Franklin M	00019864	LICENSING SPEC	2000	Licensing	2010	Licensing	58,759.00	13,514.57	3,425.26
Peru, Jason R	00085658	Supervisory Investigator	3000	Investigations	3010	Investigations	107,362.00	24,693.26	2,571.58
Boyd, Jewell Shannon	00091968	LICENSING SPEC	2000	Licensing	2010	Licensing	72,907.00	16,768.61	1,830.39
Miller, Jovan D	00088458	Investigator	3000	Investigations	3010	Investigations	69,037.00	15,878.51	1,514.77
Richardson, Jacqueline R	00021204	OPERATIONS MGR	1000	Agency Management	1090	Performance Management	118,670.00	27,294.10	1,476.24
Blocker, Tyler	00091418	LICENSING SPEC	2000	Licensing	2010	Licensing	55,333.00	12,726.59	1,050.80
Murray, Laquitta Shanell	00093189	Investigator	3000	Investigations	3010	Investigations	53,620.00	12,332.60	914.10
Fashbaugh, Sarah R	00095574	Community Resource Officer	1000	Agency Management	1080	Communications	103,905.00	23,898.15	800.82
Brown, Joseph	00096875	Records Management Specialist	5000	Records Management	5010	Records Management	66,679.00	15,336.17	746.43
Jones, Ariana	00096915	Records Management Specialist	5000	Records Management	5010	Records Management	68,755.00	15,813.65	725.09
Boone, Emoni	00031499	CONTACT REPRESENTATIVE	1000	Agency Management	1090	Performance Management	45,931.00	10,564.13	248.38
Sullivan, Charnel	00095083	Contact Representative	2000	Licensing	2010	Licensing	54,958.00	12,640.34	247.54
King, Aaron	00031508	Public Affairs Specialist	1000	Agency Management	1080	Communications	76,199.00	17,525.77	213.19

#### 2) FY 2020

Name	Position Number	Position Title	Program Code	Program Title	Activity Code	Activity Title	Salary	Benefits	Overtime
Puente, Kevin	00095084	Investigator	3000	Investigations	3010	Investigations	89,997.00	20,699.31	7,262.25
Dantzler, Felicia	00096913	Lead Investigation	3000	Investigations	3010	Investigations	116,145.00	26,713.35	5,100.34
Pleitez, Vanessa	00097105	Investigator	3000	Investigations	3010	Investigations	87,440.00	20,111.20	4,974.44
garcia, george	00091085	Investigator	3000	Investigations	3010	Investigations	56,994.00	13,108.62	4,514.33
Glasgow, Rhoda S	00022254	Investigator	3000	Investigations	3010	Investigations	60,522.00	13,920.06	3,897.73
Ruiz, Mark	00087322	Investigator	3000	Investigations	3010	Investigations	55,230.00	12,702.90	3,681.74
Boyd, Jewell Shannon	00091968	LICENSING SPEC	2000	Licensing	2010	Licensing	75,094.00	17,271.62	3,464.17
Johnson, Constance S	00091467	Staff Assistant	3000	Investigations	3010	Investigations	75,094.00	17,271.62	2,946.19
Nelson, Mikea	00087784	Investigator	3000	Investigations	3010	Investigations	55,230.00	12,702.90	2,588.80
Chibessa, Hawi A	00025384	LICENSING SPEC	2000	Licensing	2010	Licensing	71,106.00	16,354.38	2,124.52
Zollarcoffer, Jeremy Newall	00005244	Investigator	3000	Investigations	3010	Investigations	71,106.00	16,354.38	1,942.75
Jones, Ariana	00096915	Records Management Specialist	5000	Records Management	5010	Records Management	70,818.00	16,288.14	1,115.04
Blocker, Tyler	00091418	LICENSING SPEC	2000	Licensing	2010	Licensing	56,994.00	13,108.62	996.79
Miller, Jovan D	00088458	Investigator	3000	Investigations	3010	Investigations	71,106.00	16,354.38	996.18
Prout, Tavrill K	00021798	Investigator	3000	Investigations	3010	Investigations	58,758.00	13,514.34	940.80
Fashbaugh, Sarah R	00095574	Community Resource Officer	1000	Agency Management	1080	Communications	107,022.00	24,615.06	848.98
Carter, Franklin M	00019864	LICENSING SPEC	2000	Licensing	2010	Licensing	62,286.00	14,325.78	817.29
Peru, Jason R	00085658	Supervisory Investigator	3000	Investigations	3010	Investigations	121,641.14	27,977.46	631.79
Edwards, Mechellelee R	00008074	LICENSING SPEC	2000	Licensing	2010	Licensing	75,094.00	17,271.62	304.42
Curry, Juanita	00098250	Records Management Specialist	5000	Records Management	5010	Records Management	66,542.00	15,304.66	207.95
Richardson, Jacqueline R	00021204	OPERATIONS MGR	1000	Agency Management	1090	Performance Management	122,227.00	28,112.21	199.69
Boone, Emoni	00031499	CONTACT REPRESENTATIVE	1000	Licensing	2010	Licensing	47,307.00	10,880.61	166.27
Sullivan, Charnel	00095083	Contact Representative	2000	Licensing	2010	Licensing	56,607.00	13,019.61	158.53
Brown, Joseph	00096875	Records Management Specialist	5000	Records Management	5010	Records Management	70,818.00	16,288.14	136.19
Murray, Laquitta Shanell	00093189	Investigator	3000	Investigations	3010	Investigations	55,230.00	12,702.90	41.11



**COMPENSATION AGREEMENT**

**BETWEEN**

**THE DISTRICT OF COLUMBIA**

**AND**

**THE OFFICE OF THE ATTORNEY GENERAL**

**AND**

**THE AMERICAN FEDERATION OF GOVERNMENT**

**EMPLOYEES, LOCAL 1403,**

**AFL-CIO**

**EFFECTIVE OCTOBER 1, 2017 THROUGH SEPTEMBER 30, 2020**

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**PREAMBLE**

This Compensation Agreement (Agreement or Compensation Agreement) is entered into between the District of Columbia and the American Federation of Government Employees, Local 1403, (Union) (herein after jointly referred to as the parties) the sole and exclusive collective bargaining representative of unit employees comprising Compensation Unit 33, as certified by the Public Employee Relations Board (PERB).

**ARTICLE 1  
RECOGNITION**

AFGE Local 1403 is recognized as the sole and exclusive collective bargaining representative for the bargaining units set forth in PERB Certification No. 121 and PERB Certification No. 133.

**ARTICLE 2  
WAGES**

	FY 2018	FY 2019	FY 2020
% Increase	1.8%	1.8%	1.8%

**SECTION A – FY 2018:**

The A-35 salary schedule for all bargaining unit employees will be increased by one and eight-tenths percent (1.8%) effective the first day of the first full pay period commencing on or after October 1, 2017.

**SECTION B – FY 2019:**

The A-35 salary schedule for all bargaining unit employees will be increased by one and eight-tenths percent (1.8%) effective the first day of the first full pay period commencing on or after October 1, 2018.

**SECTION C -- FY 2020:**

The A-35 salary schedule for all bargaining unit employees will be increased by one and eight-tenths percent (1.8%) effective the first day of the first full pay period commencing on or after October 1, 2019.

The Union has agreed to forego any adjustments coming from the District's Classification and Compensation initiative for the term of this Agreement.

**ARTICLE 2A  
BONUSES**

**SECTION A – FY 2018:**

Each employee who receives an “Excellent” or substantially similar rating for the evaluation period ending August 31, 2017, shall receive a one and a half percent (1.5%) bonus. Each employee who receives an “Outstanding” or substantially similar rating for the evaluation period ending August 31, 2017, shall receive a two percent (2%) bonus. Bonus payments shall be paid to each qualified employee within the second quarter of the fiscal year beginning October 1, 2017, and in no event later than March 31, 2018. If Employer has not conducted a performance review for an employee by December 31, 2017, the employee shall be entitled to the bonus amount for FY 2018, established by the rating in the most recent annual performance evaluation, if any.

**SECTION B -- FY 2019:**

Each employee who receives an “Excellent” or substantially similar rating for the evaluation period ending August 31, 2018, shall receive a one and a half percent (1.5%) bonus. Each employee who receives an “Outstanding” or substantially similar rating for the evaluation period ending August 31, 2018, shall receive a two percent (2%) bonus. Bonus payments shall be paid to each qualified employee within the second quarter of the fiscal year beginning October 1, 2018, and in no event later than March 31, 2019. If Employer has not conducted a performance review for an employee by December 31, 2018, the employee shall be entitled to the bonus amount for FY 2019, established by the rating in the most recent annual performance evaluation, if any.

**SECTION C -- FY 2020:**

Each employee who receives an “Excellent” or substantially similar rating for the evaluation period ending August 31, 2019, shall receive a one and a half percent (1.5%) bonus. Each employee who receives an “Outstanding” or substantially similar rating for the evaluation period ending August 31, 2019, shall receive a two percent (2%) bonus. Bonus payments shall be paid to each qualified employee within the second quarter of the fiscal year beginning October 1, 2019, and in no event later than March 31, 2020. If Employer has not conducted a performance review for an employee by December 31, 2019, the employee shall be entitled to the bonus amount for FY 2020, established by the rating in the most recent annual performance evaluation, if any.

**ARTICLE 2B  
SATURDAY AND HOLIDAY PAY**

Effective FY 2018, attorneys who are required to work on Saturdays or holidays to provide court coverage will receive straight time pay for all hours worked. Disbursements for Saturday and holiday pay will not exceed \$65,000.00 for any fiscal year of this Agreement. After disbursements reach \$65,000.00 in any one fiscal year, attorneys who are required to work on

Saturdays or holidays for the remainder of that fiscal year will receive compensatory time for the number of hours actually worked.

### **ARTICLE 3 BENEFITS COMMITTEE**

#### **SECTION A – General:**

The parties herein agree to establish a Benefits Committee for the purpose of addressing the benefits of bargaining unit employees represented by the Union. The Union shall select two representatives to serve on the committee. The District of Columbia Human Resources office shall appoint at least one committee representative with authority to make benefits decisions. Within thirty (30) business days following the Council of the District of Columbia's approval of this Agreement, the Union shall contact DCHR's Associate Director of the Benefits and Retirement Administration to establish the Benefits Committee and meet to hold an initial meeting to review current benefits. Subsequently, the Benefits Committee shall meet at least twice during the 6-month period immediately prior to the expiration of any of the District of Columbia contracts for benefits implicated herein that is prior to the formal solicitation of bids from providers for such contracts as provided for in Section C3 below.

#### **SECTION B – Purpose:**

The purpose of the Benefits Committee shall be to address the benefits of employees in the Local 1403 bargaining unit and of other local unions that may join this committee and make recommendations to the Executive regarding those benefits. AFGE shall not have final decision making authority with regard to benefits. Differences in opinion arising from Benefits Committee meetings or the procurement process, including but not limited to vendor recommendations/selection and what benefits the District shall provide shall not be subject to grievance arbitration or any bargained or statutory resolution process.

#### **SECTION C – Responsibilities:**

The members of the Benefits Committee are authorized to consider all matters that concern the benefits of employees represented by the Committee. The Benefits Committee shall:

1. Monitor the quality and level of services provided to bargaining unit employees under existing Health, Retirement, Optical, Life, Disability, Indemnity and Dental Insurance Plans.
2. Review and recommend changes and enhancements in Health, Retirement, Optical, Life, Disability, Indemnity and Dental benefits, and any proposals for new benefits, consistent with D.C. Official Code, Chapter 6, Subchapter XXI.
3. DCHR will review with the Committee in advance the technical requirements in preparation for the formal solicitation of bids from providers in order for the Committee

to provide any comments and recommendations on the criteria for bids and preparation of solicitations for requests for proposals for DCHR's consideration. DCHR will highlight any changes or enhancements to existing benefit plans or programs reflected in the technical requirements. After DCHR has reviewed and considered the Union's comments and recommendations, the Committee shall meet in order for DCHR to inform the Union how or if DCHR will incorporate the Union's comments and recommendations in the final solicitation for bids.

4. Explore issues concerning the workers' compensation system that affect bargaining unit employees consistent with D.C. Official Code, Chapter 6, Subchapter XXIII (Public Sector Workers' Compensation).
5. DCHR shall notify the Committee by email after the award to providers but prior to implementation of any significant alteration of existing benefits programs, and proposed additional benefit programs to determine the extent to which they impact employees. Upon notification, the Committee shall notify the Office of Labor Relations and Collective Bargaining within ten (10) calendar days to discuss any concerns any Committee member has regarding the impact on bargaining unit employees.

**SECTION D – Maintenance of Benefits:**

Nothing herein shall be construed to reduce, modify or eliminate any benefits available to the bargaining unit employees prior to entering into this Agreement.

**SECTION E – Additional Benefits:**

The parties agree that the establishment of this Benefits Committee does not limit or prohibit the parties to this Agreement from negotiating and agreeing to additional or modified benefits.

**ARTICLE 4  
BENEFITS**

Except as otherwise provided in this Agreement, the Parties hereby incorporate the following specific benefits provided under the Compensation Agreement between the District of Columbia Government and Compensations Units 1 and 2, FY 2013 – FY 2017

( Compensation Units 1 & 2 Agreement): Life Insurance; Health Insurance; Indemnity Insurance; Short and Long Term Disability Insurance; Optical and Dental Insurance; Annual, Sick and Other Leave; Pre-Tax Benefits; Retirement; Civil Service Retirement System; Defined Contribution; Deferred Compensation; Metro Pass/Monthly Transit Subsidy; Holidays; at least equal to the level of benefits provided to their general membership as the applicable benefits for bargaining unit members covered by this Agreement. To the extent that any successor Compensation Units 1 & 2 Agreement provides for higher levels of benefits than what is

provided for under this Agreement with respect to any of the specific or substantively related benefits listed above in this paragraph, the Parties agree to reopen negotiations for the sole purpose of renegotiating those specific benefits. In no event will the benefits stated in this Agreement be reduced through this process.

**SECTION A -- Life Insurance:**

1. Life insurance is provided to covered employees in accordance with §1-622.01, et seq. of the District of Columbia Official Code (2012 Repl.) and Chapter 87 of Title 5 of the United States Code.

District of Columbia Official Code §1-622.03 (2012 Repl.) requires that benefits shall be provided as set forth in §1-622.07 to all employees of the District first employed after September 30, 1987, except those specifically excluded by law or by rule.

District of Columbia Official Code §1-622.01 (2012 Repl.) requires that benefits shall be provided as set forth in Chapter 87 of Title 5 of the United States Code for all employees of the District government first employed before October 1, 1987, except those specifically excluded by law or rule and regulation.

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

Option A – Standard. Provides \$10,000 additional coverage. Cost determined by age.

Option B – Additional. Provides coverage up to five times the employee's annual salary. Cost determined by age and employee's salary.

Option C – Family. Provides \$10,000 coverage for the eligible spouse and \$10,000 for each eligible child; \$25,000 coverage for eligible spouse and \$10,000 for each eligible child; or \$50,000 coverage for eligible spouse and \$10,000 for each eligible child. Cost determined by age.

3. The level of life insurance benefits provided to Employees covered under this Agreement shall not be decreased or revised during the term of this Agreement without the express advance written consent of the Union. The District shall provide life insurance coverage for employees hired on or after October 1, 1987 that shall provide a level of benefits that is equal

in coverage and level of benefits to other similarly situated District of Columbia bargaining unit employees.

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

**SECTION B -- Health Insurance:**

1. Pursuant to D.C. Official Code § 1-621.02 (2012 Repl.), all employees covered by this agreement and hired after September 30, 1987, shall be entitled to enroll in group health insurance provided by the District of Columbia. Health insurance coverage shall provide a level of benefits that is at least equal in coverage and level of benefits to the plan(s) provided on the effective date of this agreement. District employees are required to execute an enrollment form in order to participate in this program.

(a) The Employer may elect to provide additional health care insurance providers for employees employed after September 1, 1987, provided that additional insurance providers do not reduce the current level of benefits provided to employees. If the Employer decides to expand or reduce the list of eligible insurance providers, the Employer shall give Union representatives notice of the additions or reductions after the award but prior to implementation.

(b) Employees are required to contribute 25% of the total premium cost of the employee's selected plan. The Employer shall contribute 75% of the premium cost of the employee's selected plan.

2. Pursuant to D.C. Official Code § 1-621.01 (2012 Repl.), all District employees covered by this agreement and hired before October 1, 1987, shall be eligible to participate in group health insurance coverage provided through the Federal Employees Health Benefits Program (FEHB) as provided in Chapter 89 of Title 5 of the United States Code. The United States Office of Personnel Management administers this program.

3. The plan descriptions shall provide the terms of coverage and administration of the respective plans. Plan summaries and the full plans will be available on the DCHR website. Where the full plan is not posted a link to the plans will be provided on the DCHR website.

**SECTION C -- Optical and Dental:**

1. The District shall provide Optical and Dental Plan coverage at a level of benefits that is at least equal in coverage and level of benefits to the plan(s) provided on the effective date of this agreement. Benefit levels shall not be reduced during the term of this agreement. District employees are required to execute an enrollment form in order to participate in the Optical and Dental program.

2. The District may elect to provide additional Optical and/or Dental insurance providers, provided that additional insurance providers do not reduce the current level of



benefits provided to employees. Should the District Government decide to expand or reduce the list of eligible insurance providers, the District shall give Union representatives notice of the additions or reductions after the award but prior to implementation.

**SECTION D – Short and Long Term Disability:**

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

2. Short and Long Term Disability Benefit levels shall not be decreased or revised during the term of this Agreement without the express written consent of the Union.

3. The District may elect to provide additional Short and/or Long Term Disability coverage providers, provided that additional insurance providers do not reduce or substantively modify the current level of benefits provided to employees. If the District decides to expand or reduce the list of eligible disability insurance providers, the District shall give the Union notice of the additions or reductions after the award but prior to implementation.

**SECTION E – Indemnity Benefits:**

Employer shall provide access to the indemnity benefits currently in effect for Union employees.

**SECTION F – Annual Leave:**

1. In accordance with D.C. Official Code §1-612.03 (2012 Repl.), full-time employees covered by the terms of this Agreement are entitled to:

(a) one-half (1/2) day (4 hours) for each full biweekly pay period for an employee with less than three (3) years of service (accruing a total of thirteen (13) annual leave days per annum);

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

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

2. Part-Time employees who work on a prearranged scheduled tour of duty are entitled to earn leave as provided above on a pro rata basis.

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

4. An employee's request to use annual leave shall not be unreasonably denied.

**SECTION G – Sick Leave:**

1. In accordance with District of Columbia Code §1-612.03 (2014 Repl.), a full-time employee covered by the terms of this Agreement may accumulate up to thirteen (13) sick days which accrues on the basis of four hours for each full biweekly pay period, and may accumulate up to thirteen (13) days in a calendar year.

2. In the case of part-time employment, the rate at which leave accrues under this subsection shall be a percentage of the rate prescribed above which is determined by dividing 40 into the number of hours in the regularly scheduled work week of that employee during that fiscal year.

3. An employee may use sick leave to:

(a) Seek medical attention and/or recover from illness or injury;

(b) Provide care for a family member who is incapacitated as a result of physical or mental illness, injury, pregnancy, or childbirth;

(c) Provide care for a family member as a result of medical, dental, or optical examination or treatment;

(d) Provide care for a foster child or a prospective or newly adopted child in the employee's care; or

(e) Make any other use allowed by law, including to obtain social, medical or legal services if the employee or the employee's family member is a victim of stalking, domestic violence or sexual abuse as provided for under D.C. Official Code § 32-131.02(b)(4) (2014 Repl.).

4. An employee's request to take sick leave shall not be unreasonably denied.

**SECTION H – Other Forms of Leave:**

1. **Military Leave:** An employee is entitled to leave, without loss of pay, leave, or credit for time of service as reserve members of the armed forces or as members of the National Guard to the extent provided in D.C. Official Code §1-612.03(m)(2014 Repl.).

2. **Court Leave:** An employee is entitled to leave, without loss of pay, leave, or service credit during a period of absence in which he or she is required to report for jury duty or to appear as a witness on behalf of the District of Columbia Government, or the Federal or a

State or Local Government to the extent provided in D.C. Official Code §1-612.03(l) (2014 Repl.).

3. Funeral Leave:

An employee is entitled to three (3) days of leave without loss of pay, leave, or service credit to make arrangements for or to attend the funeral or memorial service for an immediate relative in accordance with Funeral and Memorial Service Leave Amendment Act, D.C. Law 20-83, § 2(a), 61 DCR 176, effective February 22, 2014. In addition, the Employer shall grant an employee's request for annual, sick or compensatory time up to three (3) days upon the death of an immediate relative. Approval of additional time shall be at the Employer's discretion. However, requests for leave shall be granted unless the Agency's ability to accomplish its work would be seriously impaired. For purposes of this section "immediate relative" is an individual who is related to an employee by blood, marriage, adoption, or domestic partnership as father, mother, child, husband, wife, sister, brother, aunt, uncle, grandparent, grandchild or similar familial relationship; or an individual for whom the recipient employee is the legal guardian; or a fiancé, fiancée or domestic partner of an employee, as defined in D.C. Official Code §32-701 (2014 Repl.) and related laws. For the purpose of leave certification, employees shall provide a copy of the obituary or death notice, a note from clergy or funeral professional or a death certificate within ten (10) business days of the Employer's request.

4. Administrative Closing – An employee who has previously scheduled leave for a day (or portion of a day) on which the District of Columbia or the Office of the Attorney General closes by order of the Mayor or the Attorney General shall not be charged leave for that day, or portion of the day, that the District agency is closed.

5. Back-to-School Leave – Subject to the discretion of an individual's manager as described in this section, any employee who serves as the primary caregiver for a child enrolled in school, including pre-school, elementary school, middle or junior high school, or high school, may take 2 hours of excused leave (that is without charge to the employee's leave balance) to assist his or her child in preparing for and traveling to the first day of school during the academic year. An employee's individual manager shall make every effort to grant requests for excused absences on the first day; however, the granting of all such requests may not be feasible if it results in disruption of public services provided by the administration. Accordingly, when an employee cannot be granted an excused absence on his or her child's first school day, he or she shall be given an excused absence of 2 hours during the first week of school or as soon thereafter as practicable, in order to assist his or her child in preparing for an attending school.

6. Family Leave – Within any 12-month period, an employee is entitled to up to eight weeks of paid family leave for the birth or adoption of a child or to care for a family member (a person related by blood, legal custody, domestic partnership or marriage) with a serious health condition.

**SECTION I – Pre-Tax Benefits:**

1. Employee contributions to benefits programs established pursuant to D.C. Official Code §1-611.19 (2012 Repl.), including the District of Columbia Employees Health Benefits Program, may be made on a pre-tax basis in accordance with the requirements of the Internal Revenue Code and, to the extent permitted by the Internal Revenue Code, such pre-tax contributions shall not effect a reduction of the amount of any other retirement, pension, or other benefits provided by law.

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

**SECTION J – Retirement:**

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

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

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

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

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

2. **DEFINED CONTRIBUTION PENSION PLAN:** The District shall continue the Defined Contribution Pension Plan currently in effect which includes:

- (a) All eligible employees hired by the District on or after October 1, 1987, shall be enrolled into the defined contribution pension plan as prescribed by D.C. Official Code § 1-626.09 (2012 Repl.).

(b) After the completion of one year of service, the District shall contribute an amount not less than 5% of their base salary to an employee's Defined Contribution Pension Plan account. The District government funds this plan. There is no employee contribution to the Defined Contribution Pension Plan. After two years of plan participation, an employee is entitled to 20% of the account. After three years of plan participation, an employee is entitled to 40% of the account. After 4 years of plan participation, an employee is entitled to 60% of the account. An employee is fully vested after five years of plan participation and is entitled to 100% of the account.

3. **DEFERRED COMPENSATION PROGRAM:** All District employees covered by this Agreement shall be eligible to participate in the District's Deferred Compensation Program described in Section 1-626.05 and related Chapters of the D.C. Official Code (2012 Repl.). The Deferred Compensation Program is a savings system through pre-tax deductions and allows employees to accumulate funds for long-term goals, including retirement. The portion of salary contributed reduces the amount of taxable income in each paycheck. The Internal Revenue Service determines the annual maximum deferral amount. Under the program, employees may choose from various fixed or variable rate investment options.

**SECTION K – Holidays:**

1. The following legal public holidays are provided to all employees covered by this Agreement:

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

2. Any other legal public holiday observed by the District and any other day declared a holiday for District workers by the President, Congress, or the Mayor will also be granted to employees covered by this Agreement (together, the holidays described in this section are referred to as Holidays throughout this Agreement). When an employee, having a regularly scheduled tour of duty is relieved or prevented from working on a day District agencies are closed by order of the Mayor, he or she is entitled to the same pay for that day as for a day on which an ordinary day's work is performed.

**SECTION L – Benefits Levels:**

The level of benefits shall not be decreased or revised during the term of this Agreement without the express written consent of the Union.

**ARTICLE 5  
COMPENSATORY TIME**

**SECTION A:**

A lawyer who is required to work one or more hours outside his or her normal work hours may, whenever possible, request an equal amount of compensatory time from his or her supervisor before the work is performed. The decision to grant an employee compensatory time is at the discretion of management but shall not be unreasonably denied. The denial of a request shall be in writing and shall state the reason for the denial.

**SECTION B:**

Compensatory time may be approved for work that exceeds an employee's regular tour of duty, including:

- Extraordinary assignments
- Scheduled or special events
- Travel time outside normal work hours

**SECTION C:**

If the request is granted, the time will be recorded on the employee's records and may be used in the same manner that annual leave is used. However, accrued compensatory time off must be used by the end of the 26th pay period after the pay period during which it was earned. In no event will an employee be entitled to pay in lieu of compensatory time, except as expressly provided elsewhere in this Agreement.

**ARTICLE 6  
MONTHLY TRANSIT SUBSIDY**

Beginning the first full pay period on or after Council approval, the District of Columbia Government shall subsidize the cost of monthly transit for personal use by employees by twenty-five dollars (\$25.00) per month for actual transportation expenses incurred by employees who commute to and from work.

**ARTICLE 7  
MILEAGE ALLOWANCE METRO REIMBURSEMENT AND  
ACCESS TO OFFICIAL GOVERNMENT VEHICLES AND TRANSPORTATION**

**SECTION A – Parking Spaces:**

Three (3) parking spaces shall be set aside from among those allocated to the Office of the Attorney General in the underground parking garage at 441 4th St., NW, Washington, D.C. for use by bargaining unit members as determined by the Union. The parking spaces shall be funded by the Union. The parking rate payable by the Union will not exceed the rate applicable to the parking spaces allocated to the Office of the Attorney General. The Union, within its sole discretion, may utilize one or more of its allocated spaces from time to time to provide short term parking for its members. Upon request, the Union shall notify the Employer which employees are authorized to use the Union parking spaces.

**SECTION B – Mileage Allowance:**

The parties agree that the mileage allowance established by the U.S. General Services Administration for authorized Federal Government travel shall be the reimbursement rate for Union employees authorized to use their personal vehicles for official District of Columbia business. To receive such allowance, authorization by Employer must be received in advance of the employees' travel. Employees shall use the appropriate District Form to document mileage and timely request reimbursement.

**SECTION C – Use of Personal Vehicles:**

1. Employees who are authorized and are within the scope of employment while using their personal vehicle for official business are covered by the District of Columbia Non-Liability Act (D.C. Official Code §§2-411 through 2-416 (2012 Repl.)). The Non-Liability Act generally provides that a District Employee is not subject to personal liability in a civil suit for property damage or for personal injury arising out of a motor vehicle accident during the discharge of the employee's official duties, so long as the employee was acting within the scope of his or her employment.

2. Claims by employees for personal property damage or loss incident to the use of their personal vehicle for official business may be made under the Military Personnel and Civilian Employees Claim Act of 1964 (31 U.S.C. §3701 et seq.).

**SECTION D – Reimbursement for Use of Personal Vehicles:**

Management shall not require an employee to use his/her personal vehicle for government purposes. In the event it becomes necessary for employees to use their personal vehicle for official government business, employees shall obtain prior approval from his/her immediate supervisor and shall be reimbursed for mileage and parking incurred consistent with District of Columbia rules, regulations and orders.

**SECTION E - Reimbursement for Taxicab or Online Vehicle Expenses:**

Employees who must travel by taxicab or online vehicle (e.g. Uber or Zipcar) for official government business to a destination that is not reasonably accessible by Metro shall be reimbursed for their travel, provided that they receive prior authorization from an immediate supervisor for reimbursement.

**SECTION F – Metro Fare Cards:**

Upon request, Employer shall provide metro fare cards in electronic form to employees for official government travel within the WMATA system. The metro fare card value shall be equivalent to the cost of travel at the time of day during which the employee travels.

**SECTION G – Availability of Fleet Vehicles:**

Upon prior approval by an immediate supervisor, management shall facilitate the request for a Department of Public Works fleet vehicle to the extent available. Employees may use the vehicle for official government business at no charge to the Employee.

**ARTICLE 8  
SICK LEAVE INCENTIVE PROGRAM**

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

**SECTION A – Accrual:**

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

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



3. One (1) day off for utilizing a total of more than four (4) but no more than five (5) days of accrued sick leave.

**SECTION B – Employees in a Non-pay Status:**

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

**SECTION C – Procedure for Use of Time Accrued:**

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

**SECTION D – Use of Time Accrued:**

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

**SECTION E – Part Time Employees:**

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

**ARTICLE 9  
ANNUAL LEAVE BUY-OUT**

**SECTION A – Payment for Annual Leave:**

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

**SECTION B – Computation:**

The lump-sum payment shall be computed on the basis of the employee's hourly pay rate at the time of separation.

**ARTICLE 10  
BACK PAY**

Arbitration awards or settlement agreements in cases involving an individual employee shall be paid within a reasonable time of receipt from the employee of relevant documentation, including documentation of interim earnings and other potential offsets. Employer shall submit the SF-52 and all other required documentation to the Department of Human Resources or the Office of Pay and Retirement Services within thirty (30) days following receipt from the employee of relevant documentation.

**ARTICLE 11  
WAITING PERIODS FOR ADVANCEMENT WITHIN STEPS**

The within-grade waiting periods on the A-35 salary scale for step advancement for bargaining unit employees with a prearranged regularly scheduled tour of duty are as follows:

1. Steps 2, 3, 4 and 5: fifty-two (52) calendar weeks of creditable service;
2. Steps 6, 7, 8, 9 and 10: one hundred and four (104) calendar weeks of creditable service.

**ARTICLE 12  
GRIEVANCE AND ARBITRATION PROCEDURES**

Grievance procedures shall be determined by the terms and conditions of Article 28 in the Non Compensation Agreement.

**ARTICLE 13  
SAVINGS CLAUSE**

**SECTION A:**

In the event any article, section or portion of this Agreement is held to be invalid and unenforceable by any court or other authority of competent jurisdiction, such decision shall apply only to the specific article, section, or portion thereof specified in the decision; and upon issuance of such a decision, the Employer and the Union agree to immediately negotiate a substitute for the invalidated article, section or portion thereof to the extent possible.

**SECTION B:**

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

**ARTICLE 14  
DURATION AND FINALITY**

**SECTION A -- Effective Date:**

This agreement shall be implemented as provided herein subject to the requirements of Section 1715 of the District of Columbia Comprehensive Merit Personnel Act D.C. Official Code, § 1-617.15(a), (2012 Repl.). This Agreement shall be effective on the date provided by law (i.e., when it is approved by the Council or as otherwise effective pursuant to D.C. Official Code § 1-617.17 (2012 Repl.)) and shall remain in full force and effect until September 30, 2020, or until a new compensation agreement becomes effective. Notice to reopen the Agreement shall be provided as required by D.C. Official Code § 1-617.17 (f)(1)(A)(i) (2012 Repl.).

**SECTION B – Finality:**

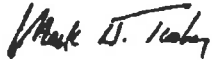
This Agreement was reached after negotiations during which the parties were able to negotiate on any and all negotiable compensation issues, and contains the full agreement of the parties as to all such compensation issues that were or could have been negotiated.

**ARTICLE 15  
INCORPORATION OF NON-COMPENSATION AGREEMENT**

The terms and conditions of the Non Compensation Agreement between the District of Columbia and the American Federation of Government Employees, Local 1403, AFL-CIO, effective October 1, 2017 through September 30, 2020 (Non-Compensation Agreement), are incorporated herein by reference into this Agreement. The provisions of this Compensation Agreement shall control to the extent of any inconsistency.

On this 31<sup>st</sup> day of October, 2017 and in witness to this Agreement, the parties hereto set their signatures.

**FOR THE DISTRICT OF COLUMBIA  
GOVERNMENT**



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**Mark H. Tuohey, III, Director  
Mayor's Office of Legal Counsel**



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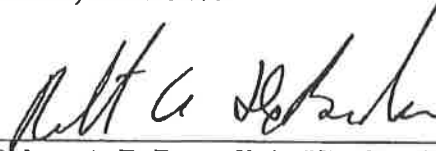
**Karl A. Racine, Attorney General  
Office of the Attorney General**

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



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**Steve Anderson, President  
AFGE, Local 1403**



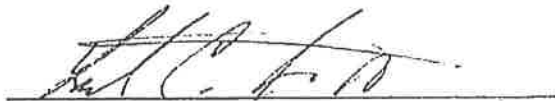
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**Robert A. DeBerardinis, Vice President  
AFGE, Local 1403**


On this 31<sup>st</sup> day of October, 2017 and in witness to this Agreement, the parties hereto set their signatures.


**FOR THE DISTRICT OF COLUMBIA  
GOVERNMENT**

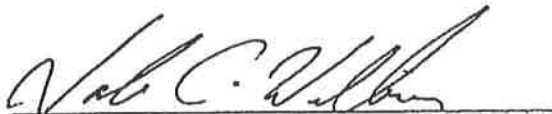
**FOR THE AMERICAN FEDERATION  
OF GOVERNMENT EMPLOYEES  
LOCAL 1403**


  
Lionel C. Sims Jr., Esq., Director  
Office of Labor Relations & Collective  
Bargaining

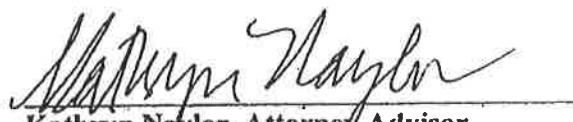
  
Olga L. Clegg, Vice President  
AFGE, Local 1403

  
Ronald R. Ross, Deputy Director  
Mayor's Office of Legal Counsel

  
Anne Hollander  
AFGE, Local 1403


  
Nadine Wilburn, Chief  
Personnel, Labor & Employment Division  
Office of the Attorney General

  
Beth-Sherri Akyereko  
AFGE, Local 1403

  
Kathryn Naylor, Attorney Advisor  
Office of Labor Relations & Collective  
Bargaining

  
Dave Rosenthal  
AFGE Local 1403

  
Kevin Stokes, Chief of Staff  
Office of Labor Relations & Collective  
Bargaining

  
Marie-Claire Brown  
AFGE Local 1403

  
Asha Bryant, Attorney Advisor  
Office of Labor Relations & Collective  
Bargaining

**APPROVAL**

This compensation collective bargaining agreement between the District of Columbia and Compensation Unit 33 represented by AFGE, Local 1403, dated \_\_\_\_\_, has been reviewed in accordance with Section 1-617.17 of the District of Columbia Official Code (2012 Repl.) and is hereby approved on this \_\_\_\_\_ day of \_\_\_\_\_, 2017.

\_\_\_\_\_  
Muriel E. Bowser, Mayor

# District of Columbia Government Salary Schedule: Legal Services (Union)

Fiscal Year: 2018 Service Code Definition: Attorneys (includes both OAG and other agencies)

Effective Date: October 1, 2017

Union/Nonunion: Union Affected CBU/Service Code(s): BQA A35

Pay Plan/Schedule: LS (Legal Service)  
 Peoplesoft Schedule: LA0002

% Increase: 1.80%

Resolution Number:

Date of Resolution:

Grade	Steps										Between Steps	
	1	2	3	4	5	6	7	8	9	10		
09 \$	56,027	\$ 57,895	\$ 59,763	\$ 61,631	\$ 63,499	\$ 65,367	\$ 67,235	\$ 69,103	\$ 70,971	\$ 72,839	\$	1,868
10 \$	61,701	\$ 63,758	\$ 65,815	\$ 67,872	\$ 69,929	\$ 71,986	\$ 74,043	\$ 76,100	\$ 78,157	\$ 80,214	\$	2,057
11 \$	67,783	\$ 70,046	\$ 72,309	\$ 74,572	\$ 76,835	\$ 79,098	\$ 81,361	\$ 83,624	\$ 85,887	\$ 88,150	\$	2,263
12 \$	81,246	\$ 83,956	\$ 86,666	\$ 89,376	\$ 92,086	\$ 94,796	\$ 97,506	\$ 100,216	\$ 102,926	\$ 105,636	\$	2,710
13 \$	96,623	\$ 99,843	\$ 103,063	\$ 106,283	\$ 109,503	\$ 112,723	\$ 115,943	\$ 119,163	\$ 122,383	\$ 125,603	\$	3,220
14 \$	114,171	\$ 117,979	\$ 121,787	\$ 125,595	\$ 129,403	\$ 133,211	\$ 137,019	\$ 140,827	\$ 144,635	\$ 148,443	\$	3,808
15 \$	134,310	\$ 138,785	\$ 143,260	\$ 147,735	\$ 152,210	\$ 156,685	\$ 161,160	\$ 165,635	\$ 168,043	\$ 171,434	\$	Varies

# District of Columbia Government Salary Schedule: Legal Services (Union)

Fiscal Year: 2019 Service Code Definition: Attorneys (includes both OAG and other agencies)

Effective Date: October 14, 2018

Union/Nonunion: Union Affected CBU/Service Code(s): BOA A35

Pay Plan/Schedule: LS (Legal Service)  
Peoplesoft Schedule: LA0002

% Increase: 1.80%

Resolution Number:

Date of Resolution:

Grade	Steps										Between Steps
	1	2	3	4	5	6	7	8	9	10	
09 \$	57,034 \$	58,936 \$	60,838 \$	62,740 \$	64,642 \$	66,544 \$	68,446 \$	70,348 \$	72,250 \$	74,152 \$	1,902
10 \$	62,812 \$	64,906 \$	67,000 \$	69,094 \$	71,188 \$	73,282 \$	75,376 \$	77,470 \$	79,564 \$	81,658 \$	2,094
11 \$	69,002 \$	71,306 \$	73,610 \$	75,914 \$	78,218 \$	80,522 \$	82,826 \$	85,130 \$	87,434 \$	89,738 \$	2,304
12 \$	82,708 \$	85,467 \$	88,226 \$	90,986 \$	93,744 \$	96,503 \$	99,262 \$	102,021 \$	104,780 \$	107,539 \$	2,759
13 \$	98,362 \$	101,640 \$	104,918 \$	108,196 \$	111,474 \$	114,752 \$	118,030 \$	121,308 \$	124,586 \$	127,864 \$	3,278
14 \$	116,228 \$	120,104 \$	123,980 \$	127,856 \$	131,732 \$	135,608 \$	139,484 \$	143,360 \$	147,236 \$	151,112 \$	3,876
15 \$	136,728 \$	141,283 \$	145,839 \$	150,394 \$	154,950 \$	159,505 \$	164,061 \$	168,616 \$	171,068 \$	174,520	Varies



# District of Columbia Government Salary Schedule: Legal Services (Union)

Fiscal Year: 2020 Service Code Definition: Attorneys (includes both OAG and other agencies)

Effective Date: October 13, 2019

Union/Nonunion: Union Affected CBU/Service Code(s): BOA A35

Pay Plan/Schedule: LS (Legal Service)  
 Peoplesoft Schedule: LA0002

% Increase: 1.80%

Resolution Number:

Date of Resolution:

Grade	Steps										Between Steps
	1	2	3	4	5	6	7	8	9	10	
09 \$	58,058 \$	59,995 \$	61,932 \$	63,869 \$	65,806 \$	67,743 \$	69,680 \$	71,617 \$	73,554 \$	75,491 \$	1,937
10 \$	63,945 \$	66,076 \$	68,207 \$	70,338 \$	72,469 \$	74,600 \$	76,731 \$	78,862 \$	80,993 \$	83,124 \$	2,131
11 \$	70,242 \$	72,588 \$	74,934 \$	77,280 \$	79,626 \$	81,972 \$	84,318 \$	86,664 \$	89,010 \$	91,356 \$	2,346
12 \$	84,199 \$	87,007 \$	89,815 \$	92,623 \$	95,431 \$	98,239 \$	101,047 \$	103,855 \$	106,663 \$	109,471 \$	2,808
13 \$	100,133 \$	103,470 \$	106,807 \$	110,144 \$	113,481 \$	116,818 \$	120,155 \$	123,492 \$	126,829 \$	130,166 \$	3,337
14 \$	118,319 \$	122,265 \$	126,211 \$	130,157 \$	134,103 \$	138,049 \$	141,995 \$	145,941 \$	149,887 \$	153,833 \$	3,946
15 \$	139,189 \$	143,826 \$	148,464 \$	153,101 \$	157,739 \$	162,376 \$	167,014 \$	171,651 \$	174,147 \$	177,661 \$	Vanes

**COLLECTIVE BARGAINING WORKING CONDITIONS AGREEMENT**

**BETWEEN**

**AMERICAN FEDERATION OF GOVERNMENT  
EMPLOYEES, LOCAL 1403,  
AFL-CIO,**

**AND**

**THE DISTRICT OF COLUMBIA,**

**AND**

**THE OFFICE OF THE ATTORNEY GENERAL,  
THE GOVERNMENT OF THE  
DISTRICT OF COLUMBIA**

**EFFECTIVE OCTOBER 1, 2017 THROUGH SEPTEMBER 30, 2020**

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**ARTICLE 1  
RECOGNITION**

**Section 1 – Recognition:**

A. The American Federation of Government Employees, (AFGE) Local 1403 (Union) is recognized as the sole and exclusive collective bargaining representative of employees in the bargaining unit as defined in Section 2 of this Article.

B. As the sole and exclusive representative, the Union is entitled to act for and to negotiate collective bargaining agreements (CBA) on behalf of all employees in the bargaining unit. The Union shall represent the interests of all employees in the bargaining unit without discrimination as to membership.

C. The Employer shall give the Union an opportunity to be present at any formal meeting between the Employer and one or more employee(s) in the bargaining unit concerning any grievance or general condition of employment of the employee(s) in the bargaining unit. A “formal meeting” refers to any meeting between an employee and any individual in his or her supervisory chain of control that includes at least one (1) other management official or supervisor and at least one (1) Union representative.

**Section 2 – Coverage:**

A. All Series 905 attorneys employed by the Office of the Attorney General for the District of Columbia (“OAG”), and all attorneys employed by an agency of the District of Columbia Government which is subordinate to the Mayor (“Agency Counsel Office” collectively with OAG referred to herein as “Employer”), except employees excluded under D.C. Official Code § 1-617.09(b). PERB Case No. O1-RC-03; Certification No. 121; PERB Case No. 01014-RC-0301, Certification No. 121, 133 (April 19, 2005).

B. AFGE Local 1403 is recognized as the sole and exclusive bargaining representative for the bargaining units set forth in PERB Certification No. 121 and PERB Certification No. 133.

**ARTICLE 2  
LABOR-MANAGEMENT RELATIONS**

**Section 1-A - Composition and Function of the OAG Labor-Management Committee:**

A. The Union and the OAG shall continue the existing OAG Labor-Management Committee (LMC) that will consist of an agreed upon number of Union and OAG representatives.

B. The purpose of the OAG LMC, which shall meet monthly unless canceled in advance by the chairs, is to provide a forum for the exchange of views on working conditions, terms of employment, risk assessment, matters of common interest or other matters, which either party believes will contribute to improvement in the relations between the Union and the Employer within the framework of this Agreement.

C. Performance evaluation appeals, grievances and disciplinary matters shall not be the subject of discussions at these meetings, nor shall the meeting be for any other purpose, which would modify, add to or detract from the provisions of this Agreement. The Committee shall adopt rules for meetings including rules for notices, agendas, times and locations.

**Section 1-B -Composition and Function of the MOLC Labor-Management Committee:**

- A. The Union and the Mayor's Office of Legal Counsel (MOLC) shall establish a Labor-Management Committee (LMC) that will consist of an agreed upon number of Union and MOLC representatives.
- B. The purpose of the MOLC LMC, which shall meet quarterly, is to provide a forum for the exchange of views on working conditions, terms of employment, risk assessment, matters of common interest or other matters, which either party believes will contribute to improvement in the relations between the Union and the Mayor within the framework of this Agreement.
- C. Performance evaluation appeals, grievances and disciplinary matters shall not be the subject of discussions at these meetings, nor shall the meeting be for any other purpose, which would modify, add to or detract from the provisions of this Agreement. The Committee shall adopt rules for meetings including rules for notices, agendas, times and locations.

**Section 2 – Subcommittees:**

The parties may mutually agree to establish subcommittees of the LMCs to study problems and conditions.

**Section 3 – Union's Right to Request Impact and Effects Bargaining:**

Nothing herein shall be construed to limit the Union's right to request impact and effects bargaining over any proposed organizational changes.

**Section 5 - Labor-Management Meetings:**

- A. In mutual recognition of the parties' joint desire to discuss and resolve matters of concern at the lowest possible level, the Union steward and first-level supervisor, should meet periodically for the purpose of meaningful consultation and communication on the problems and policies of the organization in their working unit, and if appropriate, the steward may meet with supervisors of a higher level. Such meetings between supervisors and stewards shall be on duty time, shall be brief, and shall cover matters of concern between them and appropriate to their relationship.
- B. Appropriate representatives from the Union and Employer shall meet at either party's request to discuss problems concerning the implementation of this Agreement. Each party shall furnish the other with an itemized agenda setting forth the topics of discussion one (1) day before the meeting,

unless otherwise agreed. The parties further agree that items not on the agenda may be raised for discussion, if agreed to by the parties at the meeting.

**Section 6 - Organizational Changes:**

A. The parties agree that changes to the functions and structure (except changes involving a particular individual as to personnel/supervisory appointments or transfers or space relocations) of the Employer, are a proper matter for consideration by the Labor-Management Committee or relevant subcommittee. The Employer may, in its discretion, solicit the views of the Union on any proposed organizational change at any time, but agrees that it shall provide to the Union President a copy of the final draft of organizational changes that will impact Bargaining Unit Employees. The Union President or his/her designee may request a meeting concerning the proposed changes and the Attorney General and/or the Mayor, as appropriate, or their designees, shall honor any such request. Following these consultations, the Union will be provided a copy of the final plan that has been approved by appropriate officials. If any changes to the plan are made thereafter, the Union shall be provided a copy of such changes.

**Section 7 – Risk Assessment:**

B. The Union may make recommendations to the Attorney General and/or the Mayor, as appropriate, concerning risk management issues for District legal service employees. The Attorney General and/or the Mayor, as appropriate, or their designees will respond to risk management recommendations within a reasonable period of time after receipt, but in no event later than six months following the transmittal of a written recommendation from the LMC to the Attorney General and/or the Mayor, as appropriate.

**ARTICLE 3  
ADMINISTRATION OF LEAVE**

Except as otherwise provided in this Agreement or the corresponding Compensation Agreement, the parties shall adhere to all applicable law and District government rules and regulations in the administration of leave. Annual leave must be requested reasonably in advance except in an emergency (unanticipated event). Employer's decision to grant or deny annual leave shall be made within 72 hours of the request, excluding Saturdays, Sundays, holidays, and any other day that the District government is closed and will be based solely on mission (including coverage) requirements. Except in emergency situations, the Employer shall not consider the reason for the annual leave request in making the leave determination. If requested by the employee, the supervisor shall discuss the reason for the denial of any request, and discuss when the employee will be able to take the requested leave. Requests for annual leave shall be approved when possible.

**ARTICLE 4  
ALTERNATIVE WORK SCHEDULES**

**Section 1 – Definitions:**

A. Except as provided in this Article, the professional workday for full-time employees shall consist of eight (8) hours of work within a 24-hour period. The normal hours of work shall be consecutive except that they may be interrupted by a lunch period.

**B. Professional Workweek:**

Attorneys work a professional work week on a salaried basis consisting of a minimum of forty (40) hours. The normal workweek for full-time attorneys shall consist of five (5) consecutive days, at least eight (8) hours of work, Monday through Friday. Management may vary the workweek of attorneys in order to meet work load requirements or emergency situations and must provide the employees with at least a two (2) day advance notice, if possible. Attorneys are exempt from the overtime restrictions under the Fair Labor Standards Act. However, in the event an employee is asked to work more than 8 hours per day or 40 hours per week, management will attempt to give as much notice as possible and reasonably consider any request for compensatory time covered elsewhere in this agreement.

**Section 2 Fair Labor Standards Act:**

Attorneys are excluded from the overtime provisions of the Fair Labor Standards Act (FLSA) and no overtime pay or compensatory time is authorized for work performed unless authorized elsewhere in this Agreement.

**Section 3 Flexible/Alternative Work Schedules:**

Employer shall maintain, to the extent already in effect, or establish at least the following three Alternative Work Schedules (AWS) for covered employees: (1) a Flexible Work Schedule, (2) a Compressed Work Schedule, and (3) a Flexiplace/Telecommuting Schedule, including Ad Hoc Telecommuting. AWS may be combined, except that a Compressed Work Schedule may only be combined with Ad Hoc Telecommuting. The existing AWS policies of all agencies are hereby incorporated by reference into this Agreement provided that they include the three AWS described in this Section. In the event that any agency does not currently have an AWS policy that includes the three AWS described in this Section, the OAG Office Order # 2015-03 shall apply until such time as the agency establishes its policy. The normal work hours shall be adjusted, consistent with a supervisor's discretion set forth in the applicable Office Order or other governing policy, rule, regulation or law to allow for AWS schedules, with appropriate adjustments in affected leave. In deciding whether to grant an employee's request to use an alternative work schedule, the employee's supervisor shall consider, but is not limited to the following factors:

- A. The demands of the requesting individual's work;
- B. The need to maintain adequate staffing to handle unanticipated matters or cover



matters that are handled by the Office, Unit, Section, or Division, even if that assignment is not assigned to the requesting employee;

- (1) The needs of the work unit, including the need to ensure sufficient staffing levels during core hours and availability of office staff or government officials;
- (2) Whether granting an AWS request results in the denial of annual or sick leave to other members of the Office, Unit, Section, or Division;
- (3) The past performance of the requesting individual;
- (4) Equitable sharing of Office functions;
  - a. Whether work assignments can be performed effectively and efficiently by an employee on the type of AWS being requested;
  - b. Whether the requested AWS places an undue burden on others covered by this Office Order within a particular Unit, Section, or Division; and
  - c. Any other factor that may affect the quality or quantity of work accomplished by the Office, Unit, Section or Division.

Such schedules maybe appropriate where:

1. It is cost effective;
2. It increases employee morale and productivity; or
3. It better serves the needs of the public.

The Union shall be given advance notice when flexible/alternative work schedules are proposed and shall be given the opportunity to consult. A flexible/alternative work schedule shall not affect the existing leave system. Leave will continue to be earned at the same number of hours per pay period as for employees on five (5) day, forty (40) hour schedules and will be charged on an hour-by-hour basis.

#### **Section 4 Flexiplace/Telecommuting:**

Supervisors may permit employees to use flexiplace/telecommuting plans. Employees participating in flexiplace/telecommuting plans must be accessible and available during their entire tour of duty and for recall to physically appear in the office. Employees should make every effort to report as soon as possible, generally within 2 hours. Employees are solely responsible for completing assigned work after appropriate management review and shall comply with management's requirements with regard to advance review of drafts prior to a final deadline.

**Section 5 Supervisor's Authority:**

An attorney's request for AWS shall not be unreasonably denied. An immediate supervisor must provide written justification for the denial of an AWS request. An attorney may seek review of the denial of an alternative work schedule to the manager of his/her immediate supervisor. OAG employees may appeal a manager's denial of his/her AWS request to the Attorney General. Agency employees may appeal a manager's denial of his/her AWS request to the Director of the MOLC. A supervisor may require AWS participants to provide additional information about conformance with their approved tours, such as the use of sign-in sheets, or other time accountability systems or methods.

**Section 6 Impact and Effect Bargaining:**

The Attorney General shall not change its existing AWS Office Order # 2015-03 without advance notice to the union and an opportunity to engage in impact and effects bargaining. Agencies shall not implement an alternate work schedule policy without advance notice to the union, an opportunity to engage in impact and effects bargaining and an opportunity to make substantive suggestions to any AWS policy before the policy's effective date.

**ARTICLE 5  
EMPLOYEE ASSISTANCE PROGRAM**

**Section 1 – General:**

The parties recognize that alcoholism, drug abuse, and emotional and mental illness are health problems that may affect job performance. To this end, the Employer will, at least annually, make employees aware of the District's Employee Assistance Program (DPM Chapter 20B, Section 2050, EAP) and available services provided under it. The provisions of the DPM govern except as provided below.

**Section 2 - Use of Sick Leave:**

Employees undergoing a prescribed program of treatment for alcoholism, drug abuse, emotional illness, or mental illness will be allowed to use available sick leave for this purpose on the same basis as any other illness with appropriate documentation of attendance.

**ARTICLE 6  
UNION STEWARDS/OFFICAL TIME**

**Section 1 - Number of Stewards:**

A. The Union may designate, other than the Chief Steward, no more than five (5) stewards, or one (1) steward for every fifty (50) bargaining unit employees, whichever is greater.

B. The Union will endeavor, whenever possible, to limit the number of Union Representatives working in the same division, to a number that will not cause a significant work disruption in that work unit.

## **Section 2 - Designation of Representatives:**

### **A. Union Officers, Stewards and Other Representatives**

1. **Union Officers and Stewards:** The Union agrees to provide the Employer and the Office of Labor Relations and Collective Bargaining (OLRCB) with a written list of its officers and stewards within two (2) workdays after the date this Agreement is executed and within five (5) working days after each general election.
2. **Other Representatives:** The Union will also notify the Employer and OLRCB, in writing, of other Union representatives who may request official time, along with a description of their individual Union assignments.

B. Changes in the list will be submitted to the Employer's designated official(s) at least two (2) workdays prior to the assumption of representational responsibilities by any new officers, stewards or other representatives. If a Union official is not on the list of designated representatives and is needed prior to the two (2) days notice, the Union President shall notify the Employer's designated official(s) by phone and/or e-mail before the official will be recognized. The Employer shall recognize any Union official designated pursuant to this section.

C. The Employer will not recognize any Union official or representative who is not listed as required or for whom notification was not provided in accordance with this section.

D. Except where explicitly provided, this Agreement shall not be interpreted in any manner that interferes with the Union's right to designate representatives of its own choosing on any particular representational matter.

E. The Union will be notified prior to any change in tours of duty of duly appointed Stewards. The Union shall also be notified prior to the organization of tours of duty that would affect the members of the unit.

F. Employer recognizes that the Union may designate employee members, selected or appointed to a Union office or delegated to a Union function and agrees that, upon request, the employee may be granted annual leave or leave without pay for the period of time required to be away from his/her job. Such requests will be submitted as far in advance as possible, but not less than one (1) working day prior to the day the leave is to begin in the event the leave request is eight (8) hours or less, or five (5) working days in advance, in the event the leave request exceeds eight (8) hours. The Union shall be notified of a disapproval of leave in writing together with the Employer's justification. Leave contemplated under this article shall not be denied except for good cause.

### **Section 3 - Performance Appraisals:**

A. No Union representative will be disadvantaged in the assessment of his/her performance based on his/her participation in Union activities and/or use of official time to conduct labor-management business authorized by this Agreement. However, performance problems unrelated to participation in Union activities and/or the use of official time may be addressed in accordance with other relevant provisions of this Agreement.

B. At the beginning of the rating year or when the Union representative is initially appointed, workload and performance expectations will be established that consider the actual use of official time and the impact on performance of the duties of the employee's position. Additionally, the designated supervisor and the Union representative will meet at least quarterly to discuss needed adjustments to workload and representational needs.

### **Section 4 - Official Time for Representational Activity:**

A. Pursuant to the statutory right and responsibility of the Union to represent bargaining unit employees, representatives of the Union will be granted reasonable amounts of official time to investigate, prepare for, and conduct representational functions in accordance with the provisions of this Article as follows. The Union President will be assigned a caseload equal to no greater than 50% of the average caseload of an attorney with his or her grade level and experience in the Division which employs the Union President. The Union Vice President # 1 will be assigned a caseload equal to no greater than 80% of the average caseload of an attorney with his/her grade level and experience in the Division which employs the Union Vice President #1. The Union Vice President # 2 will be assigned a caseload equal to no greater than 85% of the average caseload of an attorney with his/her grade level and experience in the office which employs the Union Vice President #2. The Union represents that Union Vice President # 1 will primarily represent OAG employees and Union Vice President # 2 will primarily represent employees in subordinate agencies. No other Union members or officer will be assigned a reduced caseload. However, other Union members or officers shall be granted reasonable amounts of official time to investigate, prepare for, and conduct representational functions as needed, including necessary travel time. Employer will not be required to grant or approve official time for any Union shop steward, officer or other representative who has not complied with the Employer notification requirements of Section 2 of this Article.

B. For the purpose of this Article, "representational functions" means those authorized activities undertaken by employees on behalf of other employees or the Union pursuant to representational rights under the terms of this Agreement and District of Columbia law. Examples of activities for which reasonable amounts of official time will be authorized include:

- (1) collective bargaining negotiations;
- (2) discussions with Employer representatives concerning personnel policies, practices, and matters affecting working conditions;
- (3) any proceeding in which the Union is representing an employee or the Union pursuant to its obligations under this Agreement;

- (4) grievance meetings and arbitration hearings;
- (5) a disciplinary or adverse action oral reply meeting, if the Union is designated as representative of the employee;
- (6) any meetings for the purpose of presenting replies to the proposed termination of probationers, if the Union is designated as representative of the employee;
- (7) any meeting for the purpose of presenting reconsideration replies in connection with the denial of within-grade increases, if the Union is designated as representative of the employee;
- (8) attendance at an examination of an employee who reasonably believes he or she may be the subject of a disciplinary or adverse action;
- (9) informal consultation meetings between the Employer and the Union;
- (10) conferring with affected employees about matters for which remedial relief is available under the terms of this Agreement;
- (11) attendance at meetings of committees on which Union representatives are authorized members by the Employer or this Agreement;
- (12) attendance at labor-management committee meetings or other joint labor-management cooperative efforts;
- (13) attendance at Employer recognized or sponsored activities to which the Union has been invited;
- (14) attendance at public hearings of the District of Columbia City Council or other legislative/administrative bodies of the District or federal government relating to matters that affect either the Employer or labor relations/labor matters in the District of Columbia that impact or may impact the Union;
- (15) necessary travel to any of the activities listed above;
- (16) training related to the representational functions of Union officials and stewards which the parties agree is to their mutual benefit and for which management is given notice and provided with an agenda and course description; and
- (17) new employee orientation meetings.

C. Official time shall not include time spent on internal Union business, including, but not limited to:

- (1) Attending Local, Regional, or National Union meetings;
- (2) Soliciting members;
- (3) Collecting dues;

- (4) Posting notices of Union meetings; administering elections;
- (5) Preparing and distributing internal Union newsletters or other such internal documents; and,
- (6) Internal Union strategy sessions, except for representational functions.

**Section 5 - Requesting Official Time:**

- A. All use of official time by any Union officer, official, steward or other representative must be recorded on the Employer-approved Official Time Report Form and submitted on a monthly basis to Employer's designee.
- B. Official time for Union representatives should be requested on the approved "Official Time Report" form. The Union representative will request authorization for official time from his or her supervisor in advance and as is consistent with workload requirements except when circumstances do not allow for advance approval (e.g., unscheduled meetings called by management where the Union's attendance is requested; or representation of employees in investigatory interviews; or circumstances where the employee might be subject to discipline). Failure to properly request and obtain approval of official time may result in disciplinary action depending on the circumstances.
- C. All advance requests for official time are understood to be estimates.
- D. If a request for official time is denied, the manager or supervisor refusing such permission shall give the reasons for refusal in writing to the individual who was so denied, if the individual involved makes such a request.
- E. Employee Union representatives, except the Union President, in light of his 50% reduced caseload, Vice President #1, in light of his or her 20% reduced caseload, and Vice President #2, in light of his or her 15% reduced caseload, will complete the "Official Time Report" form (attached to this Agreement as Exhibit "A") provided by the Employer to accurately depict the actual official time used in a timely manner each pay period.
- F. Management shall not prevent Union representatives from representing employees at reasonable times consistent with the provisions of this Agreement. The Union and employees recognize that workload and scheduling considerations will not always allow for the immediate release of employees from their assignments. However, the Employer agrees that such permission for release shall not be unreasonably delayed or denied. Workload needs will be balanced with official time needs prior to approval based on the following standard: official time requests shall be granted unless they hinder the accomplishment of essential workload requirements that cannot otherwise be accommodated.
- G. All affected employees (e.g., grievants, representatives, witnesses, and appellants) whose presence has been determined to be necessary, by either the Union or the Employer, as the case may be, at relevant proceedings (including hearings, meetings, arbitrations, oral replies, or other labor-management business) will receive necessary official/duty time to participate in and travel to and from the proceedings.

**Section 6:**

A. The parties agree that Union officials and stewards are entitled to take a reasonable amount of official time and the officials and stewards requesting/using official time shall be treated with civility and shall not be discriminated against because they participate in Union activities and/or take official time. Likewise, Union officials and stewards shall treat supervisors with civility in regard to their supervisors need to have information about the amount and type of official time being requested so that the supervisor can effectively manage their personnel and allotted workload. The parties agree that there is a need for flexibility to enable managers to effectuate the mission of the government and, at the same time, to enable Union officials and stewards of the bargaining unit to take care of Union business expeditiously.

B. In cases of alleged abuse of official time by the Union, or alleged improper restriction of official time or discrimination by the Employer, the parties shall endeavor to resolve the matter at the lowest possible level. If efforts to resolve the matter between the first line supervisor and the Union official or representative fail, then the party alleging the abuse or improper restriction shall bring the matter to the attention of the appropriate management and Union representatives. If the matter is not resolved then either party may seek assistance from the D.C. Office of Labor Relations and Collective Bargaining.

**Section 7:**

The parties shall conduct separate training concerning use of official time for members and managers and supervisors.

**ARTICLE 7  
UNION USE OF EMPLOYER FACILITIES AND SERVICES**

**Section 1:**

Upon request, the Union may have access to meeting space by following established Employer procedures. Except as provided elsewhere in this Agreement, the Union shall attempt to hold meetings during the non-work time of employees attending the meetings. The Union will be responsible for maintaining decorum at meetings on the Employer's premises and for restoring the space to the same condition to which it existed prior to the meetings.

**Section 2:**

Employer manpower, office space, and supplies, except as otherwise provided in this Agreement, shall not be used in support of internal Union business.

**Section 3:**

The Employer may provide appropriate office space with a locking door for the Union. Assigned Union office space will remain in use unless or until the Employer needs the use of the assigned space. In this event, management will notify the Union sixty (60) days in advance. Other approximately equivalent or mutually agreeable space will be made available at least

fifteen (15) business days prior to the time the Union is required to vacate the present office.

**Section 4:**

The Employer will make available to the Union at a minimum two (2) locking file cabinets, one (1) desk, and three (3) chairs.

**Section 5:**

The Union shall limit its posting of notices and bulletins to Union-designated bulletin boards, and each such posting shall be authorized and initialed by a Union officer or steward. A courtesy copy of all materials to be posted pursuant to this article will be provided to the Attorney General and/or Mayor, as appropriate, or their designees at the time of posting. Each bulletin board shall have the following notice posted in a prominent place:

This bulletin board is for the exclusive use of AFGE Local 1403 and its membership. Matters posted on the board are not intended to reflect the official views of the DC Government or the Employer unless issued by them.

**Section 6:**

The contents of the notices posted on the bulletin board shall be at the discretion of the Union, except that the Attorney General and/or Mayor, as appropriate, or their designees may request the removal of language or material that it believes is defamatory or discriminatory. With notice to the Union, Employer may remove language or material that is defamatory or discriminatory.

**Section 7:**

Union officers and representatives, and other unit members who serve in any capacity on behalf of the Union, may use their regular workstations including telephones, computers, and e-mails to communicate with bargaining unit employees in connection with their representational functions; provided however, such activity shall not interfere with the effective operation of the Government's business. Employer shall not monitor Union telephone or email activity or content related to representational functions. All communication regarding terms and conditions of employment shall be in accordance with the Code of Conduct applicable to District Government employees as defined in the Government Ethics Act (D.C. Law 19-124, D.C. Official Code § 1-1161.01 *et seq.*). Communications, including broadcast emails, will not contain statements that reflect on or attack the integrity or motives of individuals, the Office of the Attorney General, the Mayor, or other agencies of the District Government. Communications will clearly identify the Union official responsible for its content.



**ARTICLE 8  
PERSONNEL FILES**

**Section 1 - Official Files – Definition and Right to Examine:**

Employees and/or their authorized representatives shall be permitted to examine all contents of the employee's personnel files, including without limitation the Official Personnel File ("OPF"), whether maintained by the Employer, DCHR or elsewhere, upon request.

**Section 2 - Right to Respond:**

Each Employee shall have the right to answer any material filed in his/her personnel files and his/her answer shall be attached to the material to which it relates. Unless prohibited by law or regulation, in the case of complaints made orally that are reduced to writing and placed in an personnel file, Employees shall be informed of the person making the complaint; the substance of the complaint, and the date the complaint was made and may respond as provided for in this section.

**Section 3 - Right to Copy:**

An employee and/or their authorized representatives will be permitted to copy any material in all personnel files, including without limitation the OPF, for that employee maintained by the Employer.

**Section 4 - Access by Union:**

Upon presentation of written authorization by an employee, the Union representative may examine all of the employee's personnel files, including without limitation the OPF, and obtain copies of the material free of charge.

**Section 5 – Employee to Receive Copies:**

As consistent with applicable law, the employee shall receive a copy of all material placed in his/her OPF and all personnel related materials, including electronic data, upon request.

**ARTICLE 9  
JOB DESCRIPTIONS**

Each employee within the unit shall receive a copy of his/her current job description upon request. When an employee's job description is changed, the employee and the Union shall be provided a copy of the new job description. When there is a material change in job duties, the employee shall be given advance notice of the change.

**ARTICLE 10  
LATE ARRIVAL/EARLY DISMISSAL**

**Section 1 -- Late Arrival:**

Employees shall be permitted to arrive late at work without charge to leave during inclement weather or during other extraordinary circumstances where the District government has authorized a late arrival for all non-essential employees, consistent with the authorization. All employees shall be considered non-essential for purposes of this Article unless they have been previously notified of their essential status.

**Section 2 -- Early Dismissal:**

A. Whenever the Attorney General, the Mayor, designated agency head, or an authorized official authorizes the early dismissal of District government employees, all employees (except those who have been designated in advance as essential employees consistent with the applicable laws and regulations and those who have been notified by their supervisor that because of specific pressing work requirements that they may not leave work early) shall be permitted to leave their duty stations consistent with the early dismissal authorization. The Attorney General and/or Mayor (or their designees) shall make every reasonable effort to ensure that employees are notified timely of the early dismissal or other leave policy during extraordinary circumstances. In addition, managers and supervisors shall make every reasonable attempt to ensure that employees who they manage or supervise are notified of the early dismissal authorization.

B. Notice shall be provided to employees whose work assignments do not permit them to leave work early regardless of the general early release authorization.

**Section 3 -- Employees on leave during the late arrival/early dismissal period:**

An employee who previously requested and was granted leave during the authorized late arrival and/or early dismissal hours shall not be charged leave for the period requested that coincides with the authorized late arrival and/or early dismissal hours.

**ARTICLE 11  
STRIKES AND LOCKOUTS**

In accordance with applicable law, it shall be unlawful for any District Government employee or the Union to authorize, ratify or participate in a strike against the District. The term strike as used herein means any unauthorized concerted work stoppage or slowdown. No lockout of employees shall be instituted by the Employer during the term of this Agreement except that the Employer in a strike situation retains the right to close down any facilities to provide for the safety of employees, equipment or the public.

**ARTICLE 12  
CONTRACTING OUT/PRIVATIZATION**

Employer recognizes the Union's desire to retain all work regularly performed for the Employer, and the Union recognizes the Employer's need to maintain an efficient workplace; therefore, Employer will use its best efforts to continue to use bargaining unit employees and not subcontract work that has been traditionally and regularly performed by its employees. Decisions regarding contracting out are areas of discretion of the Employer. The impact and implementation of contracting out upon bargaining unit employees is a mandatory subject of bargaining. The Employer must notify the Union at least thirty (30) days in advance of any contracting out actions. The Union shall have full opportunity to make its recommendations known to the Employer who will duly consider the Union's position and give reasons in writing to the Union for any contracting out action. The Employer shall consult with the Union to determine if the needs of the Government may be met by means other than contracting out work traditionally performed by bargaining unit employees. The Employer shall minimize displacement actions by reassigning or retraining affected employees in order to retain bargaining unit employees consistent with available budget and applicable laws and regulations.

**ARTICLE 13  
UNION RIGHTS AND SECURITY**

**Section 1 – Exclusive Agent:**

The Union shall be the exclusive collective bargaining representative of bargaining unit employees.

**Section 2 – Access to Employees:**

Representatives of the Union shall have access to individual employees, either new or rehired, in its bargaining unit to explain Union membership, services and programs. Such access shall be voluntary for new and rehired employees and shall occur during the formal orientation session. The Union shall have the opportunity to provide a fifteen (15) minute presentation as a part of the orientation programs for the Employer.

**Section 3 – Dues Check Off:**

Pursuant to D.C. Official Code § 1-617.07 (2012 Rcpl.), the Employer shall deduct dues from the bi-weekly salaries of those employees who authorize the deduction of said dues. The Union shall be solely responsible for notifying employees, prior to obtaining their authorization, that they have certain constitutional rights under *Chicago Teachers Union Local No. 1 v. Hudson*, 475 U.S. 292 (1986) and related cases. The employee must complete and sign an authorized dues deduction form to authorize the withholding. Employer will promptly process dues deduction forms.

**Section 4 – Annual Notification of Annual Dues Amount:**

The amount to be deducted shall be certified to the Office of Labor Relations and Collective Bargaining (OLRCB) annually in writing by the appropriate official of the Union. The employee's authorization shall be forwarded to the OLRCB. It is the responsibility of the employee and the Union to bring errors or changes in status to the attention of the Employer. Corrections or changes shall be made at the earliest opportunity after notification is received but in no case will changes be made retroactively, unless the Employer fails to deduct dues due to the Employer's action or inaction. This provision shall supersede any other dues deduction agreement in effect prior to the effective date of this Agreement.

**Section 5 – Service Fees:**

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

**Section 6 – Cost of Processing:**

Union dues and/or service fees shall be transmitted to the Union, minus a fee of \$.15 per deduction (dues or service fee) per pay period, payable to the OLRCB or the Office of the Attorney General, as the case may be, for the administrative expenses associated with the collection of said dues pursuant to executed dues check off authorizations.

**Section 7 – Hold Harmless:**

The Union shall indemnify, defend and hold the Employer harmless against any and all claims, demands and other forms of liability that may arise from the operation of this Article. In any case in which a judgment is entered against the Employer as a result of the deduction of dues or other fees, the amount held to be improperly deducted from an employee's pay and actually transferred to the Union by the Employer shall be returned to the Employer or conveyed by the Union to the employee(s) as appropriate.

**Section 8:**

Payment of dues or service fees shall not be a condition of employment.

**Section 9:**

When a service fee is not in effect, the Union may require that an employee who does not pay dues or service fees to pay reasonable costs incurred by the Union in representing such employee in grievances, adverse actions or appeal proceedings within the provisions of the CMPA, provided the Union gives advance notice of said costs to the employee.

**Section 10:**

The terms and conditions of this Agreement shall apply to all employees in the bargaining unit without regard to Union membership.

**ARTICLE 14  
TERM EMPLOYEES**

**Section 1:**

A. Term employees in the bargaining unit shall be given not less than two (2) pay periods notice of the termination of their appointment.

B. Term bargaining unit employees shall be fully informed in their offer letter prior to their entrance on duty that the offer of employment is a term position. Term employees shall be provided a copy of their official position description.

C. To the extent not inconsistent with District or Federal law and regulations, the Employer shall use its best efforts, to convert term bargaining unit employees ("NTE employees") to permanent ("FTE") status by the end of each fiscal year if (1) the employee is in a pay status on September 30, 2017, and at the start of each successive fiscal year; (2) Council appropriates sufficient funding that may be utilized for the conversion of attorney term employment into permanent employment; (3) the employee performs services for which the Employer has a continuous need; and (4) the employee has both served for at least one year and performed at a meets expectations level, or the equivalent, for the most recent evaluation rating period. If a term employee is separated by management for any reason, other than project termination or budgetary reasons, and management previously extended the employee's term for 13 months, so that the employee is separated at the end of his or her second term, the employee shall have an opportunity to challenge his or her separation to the same extent as permanent unit employees.

D. By December 1st of each year, Employer must provide the Union with the names of all unit term employees, the reason why their positions are term positions, and the names of all unit employees who have been converted to FTE status.

**Section 2 – Priority Conversion of NTE Employees to FTE Status:**

When management determines to fill a FTE vacancy in a legal services section, the most senior qualified NTE employee with substantially similar, or greater, experience to the vacant position in that section, providing that the employee has a satisfactory performance appraisal and more than 24 months continuous employment, must be offered the FTE position.

## **ARTICLE 15 DISCRIMINATION**

### **Section 1 – General Provisions:**

A. In accordance with the D.C. Human Rights Act of 1977, as amended, D.C. Official Code 2-1401 et seq. (2012 Repl.), the Employer shall not discriminate against any Employee because of actual or perceived race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, family responsibilities, matriculation, political affiliation, disability, gender identity or expression or genetic information.

B. Employer and the Union agree to cooperate to provide equal opportunity for employment and promotion to all qualified persons, to cooperate in ending discrimination, and to promote the full realization of equal employment opportunity through a positive and continuing effort. To this end, EEO concerns may be filed with OAG's or the Mayor's EEO Director, as applicable and in accordance with OAG's Equal Employment Opportunity Office Order currently in effect, as amended, or any substantively similar Mayoral policy or directive, respectively and as the case may be. . At the request of either the Union or Employer, the appropriate EEO Director shall consider any employment practice or policy that allegedly has an adverse impact on members of any protected group.

### **Section 2 - Equal Employment Practices:**

The Employer shall continue implementation of any applicable Equal Employment Opportunity Policy and any applicable Affirmative Action Plan in accordance with existing law on affirmative action. The respective Affirmative Action Plans will be developed in accordance with Federal and D.C. Office of Human Rights guidelines. The Union may provide nonbinding input on the development of the Affirmative Action Plans through OAG's or the Mayor's EEO Director, as applicable. The Employer shall provide the Union a copy of the Affirmative Action Plans, when developed by the Employer.

### **Section 3 – Sexual Harassment:**

A. All Employees must be allowed to work in an environment free from sexual harassment. Therefore, the Union and Employer agree to identify and work to eliminate such occurrences in accordance with any applicable District sexual harassment policy as amended or any subsequent policy developed.

B. Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when: (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

#### **Section 4 – Union Activity:**

The Employer shall not in any way discriminate against any employee because of his/her membership or affiliation in or with the Union or service in any capacity on behalf of the Union. Each employee has the right, freely and without fear of penalty or reprisal:

- A. To form, join and assist in labor organization or to refrain from this activity;
- B. To engage in collective bargaining concerning terms and conditions of employment, as may be appropriate under the law, rules and regulations through a duly designated representative; and
- C. To be protected in the exercise of these rights.

#### **Section 5 – Discrimination Charges and Election:**

A. An employee may raise a complaint of discrimination under applicable law (to the Mayor's or OAG's EEO Director through the administrative complaint process, the Office of Human Rights, the Equal Employment Opportunity Commission, local or federal courts). In consideration for the benefits of arbitration, each employee must sign the attached waiver acknowledging voluntary waiver of his/her federal statutory rights, including his/her rights under Title VII as a condition precedent to submission of his/her discrimination complaint to the grievance process. If an employee elects not to voluntarily waive his/her rights, the employee cannot submit his/her discrimination claim through the grievance process. Grievances must be filed within thirty (30) days of the date that the employee knew or should have known of the conduct being grieved. An employee shall be deemed to have exercised this option when the matter that gives rise to the allegation of discrimination is made the subject of a timely filed grievance or an informal EEO complaint, whichever event (filing) occurs first.

B. The Union and Employer shall agree on a panel of arbitrators who shall have at least five years of experience in employment discrimination law to hear such grievances at the arbitration level of review.

C. A party may appeal an arbitrator's award to the Public Employee Relations Board (PERB). If PERB fails to either exercise jurisdiction or fails to take any step to move the matter forward within 180 days, the complainant shall remove and file the matter with D.C. Office of Human Rights for *de novo* review.

D. A complainant has the right to be accompanied, represented, and advised by a representative of her/his choosing at any stage of the complaint process, except where there is a conflict of interest or position. No party (including the Employee or the Union) is entitled to attorney fees or costs at any level of review for any grievance filed under this Article.

E. The Employer shall notify the Union of all remedial or corrective actions that impact on bargaining unit employees to be taken as the result of informal or formal resolution of EEO complaints.

FORM TO BE COMPLETED BY EMPLOYEES WHO DECIDE TO FILE A GRIEVANCE  
OVER A DISCRIMINATION CHARGE

I, \_\_\_\_\_, acknowledge that I have decided to submit my employment discrimination charge through the grievance procedure. In consideration of arbitration, I will forego and waive my rights to file a separate claim under the discrimination statutes, including Title VII, in accordance with applicable law governing such elections. *See Alexander v. Denver-Gardner*, 415 U.S. 36 (1974).

Dated:

\_\_\_\_\_  
EMPLOYEE'S NAME

**ARTICLE 16  
SAFETY AND HEALTH**

**Section 1 - Working Conditions:**

A. The Employer shall provide and maintain safe working conditions for all employees. It is understood that the District may exceed standards established by regulations consistent with the objectives set by law. The Union will cooperate in these efforts by encouraging its members to work in a safe manner and to obey established safety practices and regulations.

B. Matters involving safety and health will be governed by the D.C. Occupational Safety and Health Plan in accordance with the Comprehensive Merit Personnel Act (D.C. Official Code section 1-620.01 et seq., as amended (2012 Repl.)).



**Section 2 - Corrective Actions:**

A. If an employee observes a condition that he or she reasonably believes to be unsafe, the employee shall report the condition to the immediate supervisor and the OAG Risk Manager Specialist or the Risk Manager for the District agency, as applicable.

B. If the supervisor determines that a condition constitutes an immediate hazard to the health and safety of the employee, the supervisor shall take immediate precautions to protect the employee and contact the appropriate Risk Manager Specialist, as necessary. If the supervisor does not agree that the condition constitutes an immediate hazard to the health and safety of the employee, the employee may immediately refer the matter to the next level supervisor or designee. The supervisor or designee shall meet as soon as possible with the employee and his/her Union representative to make a determination of final actions to be taken, if any.

C. Employees shall be protected against penalty or reprisal for reporting an unsafe or unhealthful working condition or practice, or assisting in the investigation of such condition or practice.

**Section 3 - First Aid Kits and Defibrillators:**

A. Employer shall make first-aid kits reasonably available for the use of all employees in case of on the job injuries.

B. The need for additional first-aid kits is an appropriate issue for the Risk Assessment and Control Committee recommendation. Recommendations of the Risk Assessment and Control Committee will be referred to the Attorney General and/or the Mayor, or their designees.

C. Employer shall provide accessible defibrillators meeting the applicable standard of care where employees in the District legal service occupy office space.

D. Employees who have been identified by the Risk Management Specialist as having been exposed to a toxic substance (including, but not limited to asbestos) in sufficient quantity or duration to meet District Government risk standards shall receive appropriate health screening. In the absence of District Government risk standards, the OAG Risk Manager or the Risk Manager for the District agency, as applicable, will refer to standards established by other appropriate authorities such as OSHA, NIOSH or the EPA.

**Section 4 - Excessive Temperatures in Buildings:**

Employees, other than those determined by the Employer to be essential, shall be released from duty or reassigned to other duties of a similar nature at a suitably temperate site because of excessively hot or cold conditions in a building. The Employer shall make this determination as expeditiously as possible. In lieu of dismissal, the Employer may authorize employees affected

by excessive temperature conditions to telecommute until the condition abates. Administrative leave shall be granted if authorized by the Mayor, the Attorney General, or their designees.

**Section 5 – Maintenance of Health Records:**

Medical records of employees shall be maintained in accordance with the applicable provisions of law. Medical records shall not be disclosed to anyone except in compliance with applicable laws, rules and regulations relating to the disclosure of information. Copies of rules relating to medical records and information shall be made available to the Union.

**ARTICLE 17  
INFORMATIONAL REPORTS ON EMPLOYEES**

Upon request, and at least annually by December 31<sup>st</sup> of each year, Employer shall provide the Union a list of bargaining unit members that includes the name, grade, step, title, hire date, organizational unit, assignment, location, contact information (including work address, telephone number and fax number) and bargaining unit status of each bargaining unit employee. The Employer shall maintain the Union on the regular distribution list for the New Hires and Resignations Report, which shall be updated at least quarterly. The Employer shall include the Union status on the New Hires and Resignations Report provided to the Union.

**ARTICLE 18  
FITNESS FOR DUTY**

The Employer agrees to comply with applicable District law and controlling regulations concerning fitness for duty.

**ARTICLE 19  
REQUESTS FOR INFORMATION**

Consistent with law and upon request of the Union, the Employer shall provide relevant information that the Union needs to perform its duties in grievance processing and collective bargaining negotiations.

**ARTICLE 20  
EMPLOYEE USE OF INFORMATION TECHNOLOGY**

**Section 1 – New Technology:**

Whenever the Employer proposes to acquire or implement equipment or technological changes that may adversely impact employees in the bargaining unit, the Employer shall notify the Union and, when requested, bargain over any adverse effect. Appropriate training for affected employees that will enable

them to maintain their present job status shall be among the principal considerations as part of such bargaining. The Employer shall provide training for affected employees to acquire and maintain the skills and knowledge necessary for new equipment or procedures. The training shall be held during working hours. The Employer shall bear the expense of the training. The Employer shall provide training for employees who had previously not been required to use existing technology but who are then required to do so.

#### **Section 2 – Electronic Mail Use:**

The parties acknowledge that D.C. Government-provided electronic mail (email) services are to be used for internal and external communications that serve legitimate government functions and purposes. Employees are expected to be familiar with the D.C. Government's Email User Policy. The parties agree that employees are allowed to use email on a limited basis for personal purposes, but such use should be limited to non-work time and should not interfere with the performance of the employee's duties, nor used to conduct outside employment or for discriminatory or harassing purposes or exchange of pornographic, discriminatory or harassing material.

#### **Section 3 – Internet Access and Use:**

The parties agree that Internet access through the Employer is considered D.C. Government property and must be used for the program needs of the OAG and the District of Columbia. Employees are expected to be familiar with the D.C. Government's Internet Access and Use Policy. The parties agree that employees are allowed to use the Internet on a limited basis for personal purposes, but that such use should not interfere with the performance of the employee's duties. Employees are expressly prohibited from visiting websites to conduct outside employment or that contain discriminatory, pornographic, bandwidth-consuming, or harassing material.

#### **Section 4 – Telephone Use:**

The Employer and Union agree that D.C. Government telephones must be used primarily in support of D.C. Government programs. The parties acknowledge that employees are permitted to use telephones on an occasional and selective basis for personal purposes. Such use is a privilege and not a right and may not be abused for the conduct of outside employment during the scheduled tour of duty of the employee or for discriminatory, pornographic, or harassing purposes.

#### **Section 5 – Privacy:**

Except as provided generally under current, written, and published D.C. Government policies, the Office of the Attorney General shall not monitor employee email, telephone, or internet use, unless it has good cause to believe that an employee has violated this Article or any applicable law or regulation. The Employer will share with the Union notices of any changes or modifications to said policies that it receives.

## **ARTICLE 21 TRAINING**

### **Section 1 - New Employee Orientation:**

Employer will provide each new employee with an orientation and will notify the Union, in advance, of any such orientation. The orientation shall include a fifteen (15) minute presentation by the Union regarding Union membership.

### **Section 2 - Continued Training Opportunities:**

The Employer and Union mutually agree that the legal services provided by attorneys employed by OAG and other District agencies that employ District legal service attorneys will be enhanced by the opportunity for attorneys to engage in continuing legal education that is relevant to their work. The Employer shall encourage and assist Employees in obtaining career-related training and education both inside and outside the OAG and other District agencies that employ District legal service attorneys by collecting and posting current information available on training and educational opportunities. The Employer shall inform Employees of time or expense assistance the Employer may be able to provide. Continued training shall be provided and approved within budgetary constraints. The Employer will use its best efforts to provide a variety of appropriate continuing legal education opportunities, including ongoing access to online training opportunities and legal ethics training opportunities, throughout each year at no cost to employees to enable employees to meet their continuing legal education requirements under the Legal Service Act.

### **Section 3 - Requests for Continued Training:**

The Employer may consider requests for continued training of Employees and may provide time or expense assistance to Employees. Continued training opportunities shall be afforded Employees on a fair and impartial basis to the maximum extent possible. Employees shall be promptly informed of a denial of a training request together with the reason for the denial. The parties agree that the program needs of the Employer are paramount in providing training to Bargaining Unit Employees.

## **ARTICLE 22 EMPLOYEE RIGHTS**

### **Section 1 – Respect in the Workplace:**

It is the intent of the Mayor, the Attorney General, and the Union that all employees both within the bargaining unit and outside shall be treated with fairness and dignity.

**Section 2 - Employee Rights:**

A. All Union employees have the right, and shall be protected in the free exercise of that right without fear of penalty or reprisal:

- (1) to organize a labor organization free from interference, restraint, or coercion;
- (2) to form, join, or assist any labor organization;
- (3) to bargain collectively through representatives of their own choosing; and
- (4) to refrain from any or all such activities under subsections (1), (2), and (3) of this subsection, except to the extent that such right may be affected by an agreement requiring membership in a labor organization as a condition of employment as authorized in D.C. Official Code § 1-617.11 (2012 Supp.) ("Employee Rights").

B. Employee Rights shall extend to participation in the management of the Union and acting for it in the capacity of a Union representative, including representation of its views to the officials of the Mayor, the Attorney General, D.C. Council and Congress.

**Section 3 - Employee Grievances:**

An individual employee may present a grievance at any time to the Employer without the intervention of the Union; provided, however, that the Union is afforded at least forty-eight (48) hours advance notice by the Employer to be present and to offer its view when requested by an employee at any meeting held to resolve the grievance. Any employee or group of employees who present a personal grievance to the Employer may not do so under the name, or by representation, of the Union. Resolutions of grievance must be consistent with the terms of this Agreement.

**Section 4 - Conflicts of Interest:**

This Agreement does not authorize participation in the management of or acting as a representative of a labor organization by any employee if the participation or activity would result in a conflict of interest, a breach of legal ethics, or otherwise be incompatible with applicable law or with the official duties of the employee.

**Section 5 - Campaigns or Drives - Solicitation of Employees in the Bargaining Unit:**

A. Definition: For the purpose of this Article, solicitation of employees in the bargaining unit means OAG or District government approved solicitations which have been announced in generally published OAG or D.C. government directives.

B. Participation: Contributions from employees in the bargaining unit and participation by employees in the unit to solicit contributions shall be voluntary. There shall be no discrimination against

any employee in the unit for non-participation or for any level of contributions. An employee in the bargaining unit may be requested to volunteer or solicit for contributions. Absent a volunteer, management will request the Union to assist in providing the needed volunteer. Consistent with District government ethics rules, regulations and law, no management or supervisory employee shall participate in any direct solicitation of employees in the bargaining unit who are under his/her supervision except for occasional office functions.

## **ARTICLE 23 SABBATICAL/EXTENDED LEAVE**

It is management policy to allow attorneys to apply for an extended time away from work for community service, education, travel or other outside interests in a non-pay status. To be eligible for a sabbatical, an attorney must have both: 1) been employed within the District legal service for seven years, and 2) received a performance evaluation of at least Successful, or an equivalent rating, in every category for the rating period which immediately precedes the application for sabbatical/extended leave. An attorney who receives a Needs Improvement or a Fails Expectation, or an equivalent rating, in any category is ineligible. At any time after completion of the attorney's seventh anniversary with the District legal service and each successive seven years after return from a sabbatical, the attorney may request up to one (1) year of leave as sabbatical. Attorneys who elect to take a sabbatical will return to a comparable position with the OAG or the District agency in which they worked prior to the sabbatical.

### **Section 1 – Process:**

Application for sabbatical should be submitted to the attorney's immediate supervisor no later than 120 days before the proposed leave is to commence. The immediate supervisor shall review each application and send a recommendation to approve or disapprove the request to the Attorney General or agency director within 30 days of the submission of the request.

### **Section 2 – Supervisor's Authority:**

Sabbaticals may be taken for any purpose. However, the reason for the request may be taken into consideration by the employee's supervisor in determining whether to approve the request. Final decision on request for sabbatical is in the sole discretion of the Mayor or Attorney General, as applicable, who, in his/her discretion, may set limits on the number of attorneys who shall be approved for a sabbatical in any one year. If an employee asks for the reason for the denial, a supervisor must provide a written justification for the denial. The denial of an application for sabbatical/extended leave is not grievable.

### **Section 3 – Potential Loss of Benefits and Insurance Premiums:**

Attorneys understand that an extended leave of absence in a non-pay status may impact his or her retirement and other benefits with the District of Columbia. Attorneys also understand that they are required to pay their portion of any insurance premiums while in a non-pay status. Attorneys shall inform themselves of the District of Columbia rules and regulations applicable to

an extended leave of absence in a non -pay status before submitting the request for sabbatical. Under no circumstances is the management required to allow attorneys to use leave intermittently to avoid the loss of benefits while the attorney is on sabbatical.

## **ARTICLE 24 REASSIGNMENTS, PROMOTIONS, DETAILS**

### **Section 1 – Promotions:**

The criteria and selection process for line attorney promotions are contained in OAG Office Order number 2007-36, entitled Promotion Policy for Legal Service Attorneys in the Office of the Attorney General. The terms of this policy are incorporated by reference into this Agreement, except as otherwise provided herein.

### **Section 2 - Promotion Priority Process:**

Notwithstanding any other provision in this Agreement or in promotion policies and office orders, an attorney who is rated qualified for a promotion and assigned a promotion ranking number but not promoted in the rating period for which he or she is first qualified shall be promoted in rank order before attorneys who are later qualified for promotion, unless the Employer can demonstrate that a substantial reason exists for deviating from this provision.

### **Section 3 - The Promotions Ranking Committee:**

A. The Promotions Ranking Committee (PRC) shall be comprised of Employer representatives (i) from each division in OAG or (ii) selected by the Mayor's Office of Legal Counsel for each subordinate agency. The PRC will rank all promotion candidates office-wide in accordance with procedures outlined in the Office Order establishing the PRC. The PRC shall be governed by the specific provisions set forth in applicable District of Columbia laws and regulations.

B. Management will provide a copy of the current list and it shall provide an updated copy as changes are made.

### **Section 4 – Grievance on Failure to Comply with Process:**

Attorneys may not grieve a failure to obtain a promotion or failure to appear on a list of candidates recommended for promotion. The decision on whether to grant a promotion is within the sole and unreviewable discretion of the Attorney General or agency head, as applicable. However, attorneys may grieve management's alleged failure to comply with the process outlined in Office Order number 2007-36, later orders or section 2 above.

### **Section 5 – Filling Vacancies:**

A. Whenever an attorney vacancy exists within OAG or at a subordinate agency, other than a temporary opening, in any existing job classification or as the result of the development or establishment of a new job classification, Employer shall provide a copy to the Union which shall post such vacancy notice on all Union bulletin boards. The Employer shall also post the announcement electronically through the use of agency-wide e-mail no later than ten (10) working days prior to the closing date. A copy of the notices of job openings will be provided to the appropriate Union Steward at the time of posting.

B. During this period, employees who wish to apply for the position, including employees on layoff, may do so. The application shall be in writing, and may be submitted by electronic mail, any official District online application system or in person to the appropriate Personnel Office.

### **Section 6 - Job Qualifications:**

Management has the right to determine job qualifications. Where the Employer has considered the recommendations of the PRC and has determined that two or more employees/applicants for a position are equally qualified to perform the duties of the position, the selection shall be made by the Employer from the designated qualified candidates. The Employer may also reject all candidates on the list and may request a new list.

### **Section 7 - Additional Duties:**

Issues involving changed or additional duties assigned to an employee, within his/her present position, shall be considered in accordance with District government position classification guidelines set forth in the District Personnel Manual and any other applicable District of Columbia law.

## **ARTICLE 25 TIMELY RECEIPT OF CORRECT PAY AND EXPENSE REIMBURSEMENTS**

### **Section 1 - Tardy or Non-Receipt of Pay:**

A. Employer shall use its best efforts to take all action necessary to correct tardy receipts or non-receipts of employee paychecks due to electronic, delivery, or other pay errors within its control.

B. Employer shall use its best efforts to take all action necessary to assist in correcting tardy receipts or non-receipts of employee paychecks due to electronic, delivery, or other pay errors when the specific error or needed correction is not within its control.



**Section 2 - Pay Errors:**

Employer shall expeditiously use its best efforts to take all action necessary to correct all other paycheck errors including those concerning benefits, sick leave, annual leave and various deductions. In any event, the Employer shall correct all pay errors no later than two (2) weeks following the identification of the error by the employee or the Employer. In the event that pay errors continue to exist more than two pay period after employee provides notice to the appropriate Employer representative and the delay results due to no fault of employee, employee shall receive four (4) hours of administrative leave.

**Section 3 - Timely Receipt of Pay, Pay Increases, Bonuses and Reimbursements:**

A. Employer agrees to use its best efforts to ensure that pay increases, including but not limited to those resulting from step increases, promotions, bonuses and other salary increases, are paid on the effective date. To this end, Employer shall, among other things, use its best efforts to ensure that paperwork needed to implement such increases is completed within a reasonable time of the proposed effective date of the action and shall process the proposed action as expeditiously as possible, to avoid or minimize any delay in implementation.

A. The Employer must pay all pay increases, including but not limited to those resulting from step increases, promotions, bonuses and other salary increases no later than two (2) pay periods following the effective date of the increase.

**Section 4 - Timely Reimbursement of Expenses:**

Employer shall use its best efforts to take all necessary action to ensure that reimbursement of pre-authorized expenses related to the employee's employment, including but not limited to travel and education expenses, is paid within thirty (30) days of submission of a proper request.

**Section 5 – Audits:**

In the event employee requests an audit of pay and benefit records because of errors made in their computation, Employer shall complete such audit and transmit the results to the requesting employee within ten (10) business days or shall provide the employee a reason why additional time is required and shall give a projected date of completion.

**ARTICLE 26  
GENERAL PROVISIONS**

**Section 1 - Work Rules:**

Employees will be advised of verbal and written work rules that they are required to follow. The Employer agrees that proposed new written work rules and the revision of existing written work rules shall be subject to notice and consultation with the Union.

**Section 2 – Identification Device:**

The Employer agrees that the employee has a right to participate and identify with the Union as his/her representative in collective bargaining matters. Therefore, the Employer agrees that such identification devices as emblems, buttons and pins supplied by the Union to the employees within the bargaining unit may be worn on their clothing except when appearing in court or before any administrative tribunal or other government agency on behalf of the Employer.

**Section 3 - Distribution of Agreement:**

The Employer and the Union agree to electronically distribute the fully executed version of this contract to all management and covered employees upon execution of the contract by the parties.

**Section 4 – Office Space:**

Employer will consider the attorney client and other privileges in providing space. Office space will be identified by OAG, the Mayor, or their designees, and assigned by the Union. Employer determines space, division and section allocation, as well as what offices are available for bargaining unit employees. Employer will afford the Union the advance opportunity to consult over the design of new office space at each step of the design process. The parties acknowledge that this does not interfere with management’s final authority to determine the final design.

**ARTICLE 27  
COMPUTATION OF TIME**

All time frames referenced in this Agreement shall be interpreted as business days, unless otherwise specified.

**ARTICLE 28  
GRIEVANCE AND ARBITRATION PROCEDURES**

**Section 1 – Definitions:**

A grievance under this section is an allegation that the other party has violated a provision of this Agreement. RIFs, furloughs, disciplinary actions and performance rating appeals are excluded from the definition of grievance under this section and such disciplinary actions and ratings are not subject to challenge, review or arbitration under the grievance and arbitration procedures of this section. The grievability of disciplinary actions and performance evaluations is governed by other parts of this Agreement and the Compensation Agreement.

**Section 2 – Performance Ratings:**

Any performance rating may be appealed within thirty (30) calendar days of receipt by the employee to a three-person committee established by the Attorney General or the Mayor’s Office of Legal Counsel. The committee shall be empowered to review the basis for a direct

supervisor's rating, conduct a hearing, receive written briefs, and issue a written decision which shall approve, modify, or reject a performance rating. Any decision by the Committee shall be appealable to the Attorney General or agency head, as applicable, within thirty (30) calendar days of receipt of the decision by the employee. The Attorney General's decision or agency head's decision, as applicable, shall be final and no further appeal shall be allowed under this Agreement. If the committee does not act within thirty (30) calendar days of the appeal, the evaluation may be appealed to the Attorney General or the agency head, as applicable who shall issue a decision within fifteen (15) calendar days thereafter. If the Attorney General or agency head, as applicable, does not act within fifteen (15) calendar days, unsatisfactory evaluations may be appealed under the provisions of this Article within fifteen (15) calendar days. The Attorney General and the Mayor's Office of Legal Counsel shall establish procedures for appeals under this Article to the committee and to the Attorney General and agency head, respectively.

### **Section 3 – General Provisions:**

Any grievance that may arise between the parties involving an alleged violation of this Agreement shall be settled as described in this Article unless otherwise agreed to in writing by the Union President and the Attorney General or agency head, as applicable, or his/her designee.

### **Section 4 – Information Requests:**

Both parties shall provide all information determined to be reasonable and needed by the other party for processing of a grievance after a request by the other party within a reasonable amount of time.

### **Section 5 – Procedure:**

A. This procedure is designed to enable the parties to settle grievances at the lowest possible administrative level. Grievances must be filed at the lowest level where resolution is possible. Therefore, all grievances shall ordinarily be presented to the immediate supervisor unless it is clear that the immediate supervisor does not have authority to deal with the grievance and that it should be filed elsewhere. The Union may request a face-to-face meeting with the appropriate management representative who is delegated authority to deal with the grievance at each step. The parties agree to endeavor to engage in productive meetings to resolve a grievance.

B. Nothing in this Agreement shall be construed as precluding discussion between an employee, the Union and the appropriate supervisor over a matter of interest or concern to any of them prior to the initiation of a grievance. Once a matter has been made the subject of a grievance under this procedure, nothing herein shall preclude any party (the Union, the Employer or the Employee) from attempting to resolve the grievance informally at the appropriate level.

**Step 1:** The employee and/or the Union shall take up the grievance, in writing, with the employee's immediate supervisor within fifteen (15) business days from the date of the occurrence or when the employee or the Union knew or should have known of the occurrence. The written grievance shall be clearly identified as a grievance submitted under the provisions of this Article, and shall list the name of the grievant or grievants, the contract provisions allegedly

violated, the basic facts, issues, or concerns giving rise to the grievance, the date or approximate date and location of the violation and the remedy sought. The supervisor shall address the matter and shall respond, in writing, to the Steward and/or the employee within fifteen (15) business days after the receipt of the grievance.

**Step 2:** If the grievance has not been settled, or the supervisor has failed to respond, it may be presented in writing by the Union to the second level supervisor within ten (10) business days after the Step 1 response is due or received, whichever is sooner. The second level supervisor shall respond to the Union in writing within ten (10) business days after receipt of the written grievance.

**Step 3:** If the grievance is still unresolved, or the supervisor has failed to respond, it may be presented in writing by the Union to the Attorney General or agency head, as applicable, or his/her designee, within twenty (20) working days after the Step 2 response is due or received, whichever is sooner. The Attorney General or agency head, as applicable, or his/her designee, shall respond in writing to the Union within twenty (20) business days after receipt of the written grievance.

**Step 4:** If the grievance is still unresolved, or the Attorney General, or agency head, as applicable, or his/her designee has failed to respond, the Union may by written notice request arbitration within twenty (20) business days after the reply at Step 3 is due or received whichever is sooner.

A grievance filed by the Union on a matter involving more than one division within OAG, may be filed with the Attorney General or his/her designee at Step 3. The grievance must be filed within fifteen (15) business days from the date of the occurrence giving rise to the grievance or when the Union knew or should have known of the occurrence.

When mutually agreed by the parties, grievances on the same matter on behalf of two (2) or more employees may be processed as a single grievance for the purpose of resolving all the grievances.

A grievance filed by the Union which does not seek personal relief for a particular employee or a group of employees, but rather expresses the Union's disagreement with management's interpretation or application of the Agreement and which seeks an institutional remedy shall be filed at Step 3 within fifteen (15) business days from the date of the occurrence or when the Union knew or should have known of the occurrence to the extent reasonably possible.

A grievance filed by the Employer should be filed directly with the Union President within fifteen (15) business days from the date of the occurrence or when the Employer knew or should have known of the occurrence giving rise to the grievance. The Union President shall have fifteen (15) business days to respond. If the Employer's grievance is still unresolved, or the Union President or his/her designee has failed to respond, the Employer may by written notice request arbitration within twenty (20) business days after the Union's reply is due or received whichever is sooner.

A grievance concerning a continuing violation of this Agreement may be filed at any time during the existence of the alleged violation of this Agreement.

**Section 6 - Selection of the Arbitrator:**

The arbitration proceeding shall be conducted by an arbitrator selected by the Employer and the Union. The Federal Mediation and Conciliation Service (FMCS) shall be requested to provide a list of seven (7) arbitrators from which an arbitrator shall be selected within seven (7) calendar days after receipt of the list by both parties. Both the Employer and the Union may strike three (3) names from the list using the alternate strike method. The party requesting arbitration shall strike the first name. The arbitration hearing shall be conducted pursuant to the FMCS guidelines unless modified by this Agreement.

**Section 7 – Authority of the Arbitrator:**

The jurisdiction and authority of the arbitrator and his/her opinion and award shall be confined exclusively to the interpretation or application of the express provisions of this Agreement at issue between the Union and the Employer consistent with applicable law and regulation. He/she shall have no authority to add to, detract from, alter, amend, or modify any provision of this Agreement; or to impose on either party a limitation or obligation not explicitly provided for in this Agreement. The written award of the arbitrator on the merits of any grievance adjudicated within his jurisdiction and authority shall be final and binding on the aggrieved employee, the Union and the Employer, subject to either party's appeal rights to the Public Employee Relations Board and the Superior Court of the District of Columbia.

**Section 8 - Decision of the Arbitrator:**

The arbitrator shall be requested to render his/her decision in writing within thirty (30) calendar days after the conclusion of the arbitration hearing.

**Section 9 - Expenses of the Arbitrator:**

Expenses for the arbitrator's services and the proceeding shall be borne equally by the Employer and the Union. However, each party shall be responsible for compensating its own representatives and witnesses. If either party desires a record of the arbitration proceedings, it may cause such a recording to be made, providing it pays for the record and makes copies available without charge to the other party and the arbitrator.

**Section 10 - Time Off For Grievance Hearings:**

The employee, Union Steward and/or Union representative shall, upon request, be permitted to meet and discuss grievances with designated management officials at each step of the Grievance Procedure within the time specified consistent with Section 4 of Article 6 on Union Stewards.

**Section 11 – Time Limits:**

All time limits following the initiation of any grievance set forth in this Article may be extended by mutual consent, but if not so extended, must be strictly observed. If the matter in dispute is not resolved within the time period provided for in any step, the next step may be invoked. The appropriate representative of either party shall not unreasonably deny a request for an extension of time if the request is made in writing by the original deadline date. The parties may mutually agree in writing to waive Steps 1 and/or 2 of the procedure described in this Article.

**Section 12 – Termination of Grievance:**

A grievance shall terminate when either party terminates its own grievance, when both parties consent or for failure to meet contractual time limits. The termination of a grievance shall not prejudice either party from reinstating a grievance at a later date.

**Section 13 – Exclusions:**

Matters not within the jurisdiction of the Employer will not be processed as a grievance under this Article unless the matter is specifically included in another provision of this Agreement or the Compensation Agreement.

**ARTICLE 29  
DISCIPLINE AND DISCHARGE**

**Section 1 -- Disciplinary Actions:**

A. Assistant Attorneys General ("AAG") in the bargaining unit are appointed to serve the District of Columbia consistent with the provisions of the Legal Service Act. An AAG may be subject to disciplinary action, including reprimand, suspension (with or without pay), reduction in grade or step, or removal for unacceptable performance or for any reason that is not arbitrary or capricious. Disciplinary actions shall be processed in accordance with Section 3614, Chapter 36 of the D.C. Personnel Regulations. The Employer shall provide the Employee with ten (10) calendar days advance notice, consistent with the notice provisions of Chapter 36 of the D.C. Personnel Regulations, of any proposed discipline, with the exception of summary removal. The proposed notice of discipline will also be sent to the Union.

B. Notwithstanding Section 1A herein, the Attorney General or an agency head, may summarily suspend or remove a bargaining unit member, in accordance with Sections 1616 and 1617 of the DPM, when the employee's conduct:

1. Threatens the integrity of government operations;
2. Constitutes an immediate hazard to the agency, to other District employees, or to the employee; or

3. Is detrimental to public health, safety, or welfare.

C. Upon request, an employee subject to any disciplinary action shall be allowed access to his or her office, at a mutually agreeable time, to retrieve personal items.

D. If there is no appeal pursuant to the provisions herein, the Attorney General's decision or agency head's decision, as applicable, shall be the final agency decision.

**Section 2 -- Appeal Procedures:**

After the Attorney General or agency head issues an administrative decision in accordance with §3614, Chapter 36 of the D.C. Personnel Regulations, the Union, on behalf of the Employee, may appeal the Attorney General's or agency head's suspensions of ten days or more, including demotions and terminations, within ten (10) business days of the Attorney General's or agency head's decision. This time limit may be extended by mutual consent of the parties, but if not so extended, must be strictly observed. An appeal to the nonbinding arbitrator shall stay the time limits for invoking a review by the Mayor under Section 3614, Chapter 36 of the D.C. Personnel Regulations. The Attorney General's or the agency head's decision in connection with a suspension of less than ten days or any other corrective action is final and not subject to appeal.

**Section 3 -- Stay of Disciplinary Action:**

The filing of an appeal shall not serve to stay or delay the effective date of the Attorney General's or agency head's final administrative decision.

**Section 4 -- Standard of Review and Authority of the Arbitrator:**

A. The arbitrator's jurisdiction and authority and opinion shall be confined exclusively to suspensions of ten days or more, and shall be an advisory, nonbinding decision concerning whether the Employer's decision to discipline is: (1) a result of the Employee's unacceptable performance, (2) for any reason that is not arbitrary or capricious in accordance with § 106.56(a) of the Legal Service Act, or (3) both.

B. The arbitrator does not have authority to modify, amend, or rescind any disciplinary action or to impose any back-pay or other financial obligation on the Employer resulting from the disciplinary action.

**Section 5 -- Time Limits:**

All time limits set forth, in this Article must be strictly observed. If the Union fails to pursue any step within the time limit then it shall have no further right to continue the appeal.

**Section 6 -- Extension of Time Limits:**

All time limits set forth in this Article may be extended by mutual consent, but if not so extended, must be strictly observed. If the matter in dispute is not resolved within the time

period provided for in any step, the next step may be invoked. However, if a party fails to pursue any step within the time limit, then he/she shall have no further right to continue the grievance. The appropriate representative of either party shall not unreasonably deny a request for an extension of time if such request is made in writing by the original deadline date. The parties may mutually agree in writing to waive Steps 1 and or 2 of the procedure described in this Article.

**Section 7 -- Substitution of Binding Arbitration Procedures:**

In the event that the Council of the District of Columbia legislatively establishes a binding arbitration process concerning discipline and discharge for any unit employees in the Legal Service, the parties agree to reopen negotiations solely to rescind this Article to the extent of any conflict and incorporate the binding arbitration process into this Agreement to the maximum extent possible.

**ARTICLE 30  
SAVINGS CLAUSE**

**SECTION 1:**

In the event any article, section or portion of this Agreement is held to be invalid and unenforceable by any court or other authority of competent jurisdiction, such decision shall apply only to the specific article, section, or portion thereof specified in the decision; and upon issuance of such a decision, the Employer and the Union agree to immediately negotiate a substitute for the invalidated article, section or portion thereof to the extent possible.

**SECTION 2:**

The terms of this Agreement supersede any subsequently enacted D.C. laws, District Personnel Manual (DPM) regulations, or departmental rules concerning non-compensation covered herein for the term of this agreement.

**ARTICLE 31  
INCORPORATION OF COMPENSATION AGREEMENT TERMS**

The terms and conditions of the Compensation Agreement between the District of Columbia and the American Federation of Government Employees, Local 1403, AFL-CIO, effective October 1, 2017, through September 30, 2020 (Compensation Agreement), are incorporated by reference into this Agreement. The provisions of the Compensation Agreement shall control to the extent of any inconsistency.



**ARTICLE 32  
DURATION AND FINALITY**

**Section 1 -- Effective Date**

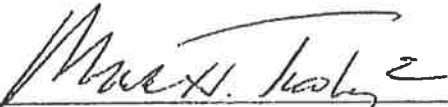
This agreement shall be implemented as provided herein subject to the requirements of Section 1715 of the District of Columbia Comprehensive Merit Personnel Act D.C. Official Code, § 1-617.15(a), (2012 Repl.). This Agreement shall be effective on the date provided by law (i.e., when it is approved by the Council or as otherwise effective pursuant to D.C. Official Code § 1-617.17 (2012 Repl.)) and shall remain in full force and effect until September 30, 2020, or until a new non-compensation agreement becomes effective. Notice to reopen the Agreement shall be provided as required by D.C. Official Code § 1-617.17 (f)(1)(A)(i) (2012 Repl.).

**Section 2 – Finality**

This Agreement was reached after negotiations during which the parties were able to negotiate on any and all negotiable non-compensation issues, and contains the full agreement of the parties as to all such non-compensation issues that were or could have been negotiated.


On this 31<sup>st</sup> day of October, 2017 and in witness to this Agreement, the parties hereto set their signatures.

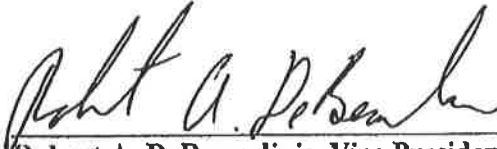
**FOR THE DISTRICT OF COLUMBIA  
GOVERNMENT**

  
\_\_\_\_\_  
**Mark H. Tuohey, III, Director  
Mayor's Office of Legal Counsel**

  
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**Karl A. Ragan, Attorney General  
Office of the Attorney General**

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


  
\_\_\_\_\_  
**Steve Anderson, President  
AFGE, Local 1403**

  
\_\_\_\_\_  
**Robert A. DeBerardinis, Vice President  
AFGE, Local 1403**


On this 31<sup>st</sup> day of October, 2017 and in witness to this Agreement, the parties hereto set their signatures.


**FOR THE DISTRICT OF COLUMBIA  
GOVERNMENT**

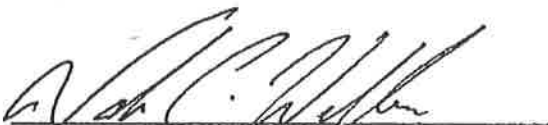
**FOR THE AMERICAN FEDERATION  
OF GOVERNMENT EMPLOYEES  
LOCAL 1403**

  
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Lionel C. Sims Jr., Esq., Director  
Office of Labor Relations & Collective  
Bargaining


  
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Olga J. Clegg, Vice President  
AFGE, Local 1403

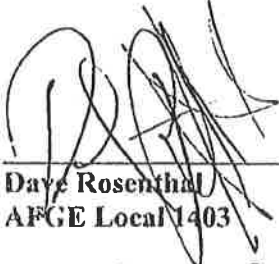
  
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Ronald R. Ross, Deputy Director  
Mayor's Office of Legal Counsel

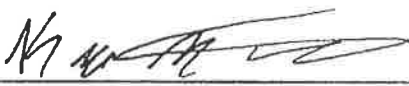
  
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Anne Hollander  
AFGE, Local 1403


  
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Nadine Wilburn, Chief  
Personnel, Labor & Employment Division  
Office of the Attorney General


  
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Beth-Sherri Akyereko  
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Kathryn Naylor, Attorney Advisor  
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Bargaining

  
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PR22-0738 - Compensation Collective Bargaining Agreement between the District of Columbia Government and Compensation Units 1 and 2, FY 2018 - FY 2021, Approval Resolution of 2018 Deemed Approved

Legislative Summary Bill History Other Documents

Table with 2 columns: Field Name and Value. Fields include Legislation Number (PR22-0738), Introduction Date (Jan 23, 2018), Introduced by (Chairman Mendelson at the request of the Mayor), Committee Referral (Committee on Labor and Workforce Development), and Current Status (PR22-0738 deemed approved on Feb 23, 2018).

http://lms.dccouncil.us/Pages/Subscribe.aspx?LegNbr=PR22-0738&Title=Compensation%20Collective%20Bargaining%20Agreement%20between%20the%20District%20of%20%20Columbia%20Government%20and%20Compensation%20Units%201%20and%202%20FY%202018%20-%20FY%202021%20Approval%20Resolution%20of%202018



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OFFICE OF THE  
MAYOR  
9-5-17

**MURIEL BOWSER**  
MAYOR

23

The Honorable Phil Mendelson, Chairman  
Council of the District of Columbia  
1350 Pennsylvania Avenue, N.W.  
Washington, DC 20004

Dear Chairman Mendelson:

I am pleased to submit, for your introduction and Council approval, a proposed resolution cited as the "Compensation Collective Bargaining Agreement between the District of Columbia Government and Compensation Units 1 and 2 FY 2018-2021 Approval Resolution of 2018." The resolution will approve the negotiated compensation collective bargaining agreement between the District of Columbia government and Compensation Units 1 and 2.

The agreement provides that commencing retroactively to the first day of the first full pay period beginning on or after October 1, 2017, the salary schedules of employees employed in bargaining units as certified and assigned by the Public Employees Relations Board to Compensation Units 1 and 2, shall be adjusted by three percent (3%). This adjustment will be followed by a two percent (2%) wage increase effective October 1, 2018, a three percent (3%) wage increase effective October 1, 2019, and a three and a half percent (3.5%) wage increase effective October 1, 2020.

The agreement continues funding for the affordable housing purchase initiative known as the Negotiated Employee Assistance Home Purchase Program (NEAHP) via a \$500,000 set aside for the duration of the agreement. The Agreement continues the initiative to subsidize the cost of monthly transit passes, and increases the amount to fifty dollars (\$50) per month for employees who use such passes to commute to and from work.

The agreement also provides a variety of other historical benefits including, health and life insurance, pension plan, differential and premium pay, annual and sick leave accrual, optical and dental benefits and pre-tax benefits as well as others.

I appreciate your attention to this important legislation that directly benefits thousands of District of Columbia employees. Please contact me or Repunzelle Bullock, Interim

Honorable Phil Mendelson  
Transmittal to the Council  
Compensation Units 1 and 2 Agreement  
Page 2

Director, Office of Labor Relations and Collective Bargaining, at (202) 724-4953, should you have questions concerning this transmittal.

Sincerely,



Murie Bowser



Chairman Phil Mendelson  
at the request of the Mayor

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**A PROPOSED RESOLUTION**

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**IN THE COUNCIL OF THE DISTRICT OF COLUMBIA**

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**To approve, the compensation collective bargaining agreement between the District of Columbia Government and Compensation Units 1 and 2.**

**RESOLVED BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That**

**this resolution may be cited as the "Compensation Collective Bargaining Agreement between the District of Columbia Government and Compensation Units 1 and 2, FY 2018 - FY 2021, Approval Resolution of 2018".**

**Sec. 2. Pursuant to section 1717(j) of the District of Columbia Comprehensive Merit Personnel Act of 1978, effective March 3, 1979 (D.C. Law 2-139; D.C. Official Code 1-617.17(j)), the Council of the District of Columbia approves the compensation collective bargaining agreement between the Government of the District of Columbia and Compensation Units 1 and 2, which was transmitted to the Council by the Mayor on**

**\_\_\_\_\_.**

**Sec. 3. This resolution applies to employees at the following agencies and offices: the Office of Administrative Hearings; the Office of Contracting and**

35 Procurement; Office of Human Rights; the Alcoholic Beverage Regulation  
36 Administration; the Office of the State Superintendent of Education; the Office of Cable  
37 Television, Film, Music and Entertainment; the Child and Family Services Agency; the  
38 Homeland Security and Emergency Management Agency; the Office of Unified  
39 Communications; the Department of Behavioral Health; the Department on Disability  
40 Services; the Office of Risk Management; the Department of Youth Rehabilitation  
41 Services; the Department of Consumer and Regulatory Affairs; the Office of the Attorney  
42 General; the Department of Corrections; the Department of Employment Services; the  
43 Department of Energy and Environment; the Fire and Emergency Medical Services  
44 Department; the Office of the Chief Financial Officer; the Department of Forensic  
45 Sciences; the Department of General Services; the Department of Housing and  
46 Community Development; the Department of Health; the Department of Health Care  
47 Finance; the Department of Human Services; the Department of Insurance, Securities,  
48 and Banking; the Office of the Chief Medical Examiner; the Metropolitan Police  
49 Department; the Department of Motor Vehicles; the Office of Planning; the District of  
50 Columbia Public Library; the District of Columbia Public Schools; the Public Service  
51 Commission; the Department of Public Works; the Department of Recreation and Parks;  
52 the Department of For-Hire Vehicles; the Office of the Chief Technology Officer; the  
53 University of the District of Columbia; and the Office of Zoning.

54       **Sec. 4. Fiscal impact statement.**

55       The Council adopts the attached fiscal impact statement as the fiscal impact  
56 statement required by section 4a of the General Legislative Procedures Act of 1975,  
57 approved October 6, 2006 (120 Stat. 2038; D.C. Official Code § 1-301.47a).



58           **Sec. 5. Transmittal.**

59           **The Secretary of the Council shall transmit a copy of this resolution, upon its**  
60 **adoption, to the Compensation Units 1 and 2 Chief Negotiators (AFSCME District**  
61 **Council 20 and AFGE District 14) and to the Mayor.**

62           **Sec. 6. Effective date.**

63           **This resolution shall take effect immediately.**

**COMPENSATION COLLECTIVE BARGAINING  
AGREEMENT**

**BETWEEN**

**THE DISTRICT OF COLUMBIA GOVERNMENT**

**AND**

**COMPENSATION UNITS 1 AND 2**

**EFFECTIVE October 1, 2017 thru September 30, 2021**

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On-Call Notification Template  
(July 26, 2010)

Appendix 1

**PREAMBLE**

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

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

**ARTICLE 1  
WAGES**

**SECTION A: FISCAL YEAR 2018:**

Effective the first day of the first full pay period beginning on or after October 1, 2017, the FY 2018 salary schedules of employees employed in bargaining units as certified and assigned to Compensation Units 1 and 2 by the Public Employees Relations Board shall be adjusted by 3 %.

**SECTION B: FISCAL YEAR 2019:**

Effective the first day of the first full pay period beginning on or after October 1, 2018, the FY 2019 salary schedules of employees employed in bargaining units as certified and assigned to Compensation Units 1 & 2 by the Public Employees Relations Board shall be adjusted by 2%.

**SECTION C: FISCAL YEAR 2020:**

Effective the first day of the first full pay period beginning on or after October 1, 2019, the FY 2020 salary schedules of employees employed in bargaining units as certified and assigned to Compensation Units 1 & 2 by the Public Employees Relations Board shall be adjusted by 3%.

**SECTION D: FISCAL YEAR 2021:**

Effective the first day of the first full pay period beginning on or after October 1, 2020, the FY 2021 salary schedules of employees employed in bargaining units as certified and assigned to Compensation Units 1 & 2 by the Public Employees Relations Board shall be adjusted by 3.5%.

A portion of the cost of the District's proposal to increase wages for FY 18 – 3%, FY 19 – 2% FY 20 – 3%, and FY 20 – 3.5% will be paid for from a portion of the funds set aside

by the Bowser Administration for Compensation and Classification Reform. As a result, the Union will withdraw its Compensation and Classification Reform grievances in their entirety (both master and individual grievances).

## **ARTICLE 2 METRO PASS**

The District of Columbia Government shall subsidize the cost of monthly transit passes for personal use by employees by not less than fifty (\$50.00) per month for employees who purchase and use such passes to commute to and from work. The metro transit benefit will roll over from month to month for employees who access the benefit. Any benefit not accessed by the end of the calendar year will revert back to the District of Columbia government.

## **ARTICLE 3 PRE-PAID LEGAL PLAN**

### **SECTION A:**

The Employer shall make a monthly contribution of twelve dollars and fifty cents (\$12.50) in FY 2018 for each bargaining unit member toward a pre-paid legal services plan. The Employer shall make a monthly contribution of fifteen dollars (\$15.00) in FY 2019 for each bargaining unit member toward a pre-paid legal services plan. The Employer shall make a monthly contribution of seventeen dollars and fifty cents (\$17.50) in FY 20 for each bargaining unit member toward a pre-paid legal services plan. For each fiscal year, the Employer shall make monthly contributions directly to the designated provider of the legal services program.

### **SECTION B:**

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

### **SECTION C:**

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

**SECTION D:**

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

**SECTION E:**

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

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

**SECTION A:**

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

**SECTION B:**

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

**SECTION C:**

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

**SECTION D:**

Any funds set aside in Fiscal Years 2018, 2019, 2020, and 2021 shall be available for expenditure in that fiscal year or any other fiscal year covered by the Compensation Units 1 and 2 Agreement. All funds set aside for housing incentives shall be expended or obligated prior to the expiration of the Compensation Units 1 and 2 Agreement for FY 2018 – FY 2021.

**ARTICLE 5  
BENEFITS COMMITTEE**

**SECTION A:**

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

**SECTION B: RESPONSIBILITIES:**

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

**SECTION C:**

The Committee shall:

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

selection of providers following the receipt of bids, consistent with Chapter 4 of the D.C. Official Code (2001 ed.).

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

## **ARTICLE 6 BENEFITS**

### **SECTION A: LIFE INSURANCE:**

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

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

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

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



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

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

**SECTION B: HEALTH INSURANCE:**

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

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

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

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

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

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

**SECTION C: OPTICAL AND DENTAL:**

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

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

**SECTION D: SHORT-TERM DISABILITY INSURANCE PROGRAM**

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

**SECTION E: ANNUAL LEAVE:**

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

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

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

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

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

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

**SECTION F: SICK LEAVE:**

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

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

**SECTION G: OTHER FORMS OF LEAVE:**

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

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

3. **Funeral Leave:**

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

b. For the purpose of this section "immediate relative" means the following relatives of the employee: an individual who is related to the employee by blood, marriage, adoption, or domestic partnership as father, mother, child, husband, wife, sister, brother, aunt, uncle, grandparent, grandchild, or similar familial relationship; an individual for whom the employee is the legal guardian; or fiancé, fiancée, or domestic partner of the employee.

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

**SECTION H: PRE-TAX BENEFITS:**

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

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

**SECTION I: RETIREMENT:**

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

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

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

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

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

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

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

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

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

**3. DEFINED CONTRIBUTION PENSION PLAN:**

**Section A:**

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

(1) All eligible employees hired by the District on or after October 1, 1987, are enrolled into the defined contribution pension plan.

(2) As prescribed by §1-626.09(c) of the D.C. Official Code (2001 Edition) after the completion of one year of service, the District shall contribute an amount not less than 5% of their base salary to an employee's Defined Contribution Pension Plan account. The District government funds this plan; there is no employee contribution to the Defined Contribution Pension Plan.

(3) As prescribed by §1-626.09(d) of the D.C. Official Code (2001 Edition) the District shall contribute an amount not less than an additional .5% of a detention officer's base salary to the same plan.

(4) Compensation Units 1 and 2 Joint Labor Management Technical Advisory Pension Reform Committee

(a) Establishment of the Joint Labor-Management Technical Advisory Pension Reform Committee (JLMTAPRC or Committee)

(1) The Parties agree that employees should have the security of a predictable level of income for their retirement after a career in public service. In order to support the objective of providing retirement income for employees hired on or after October 1, 1987, the District shall plan and implement an enhanced retirement program effective October 1, 2008. The enhanced program will consist of a

deferred compensation component and a defined benefit component.

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

**(b) Composition of the JLMTAPRC**

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

**(c) Responsibilities of the JLMTAPRC**

The Committee shall be responsible to:

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

**(d) Duration of the Committee**

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

**4. TIAA-CREF PLAN:**

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

**SECTION J: HOLIDAYS:**

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

- (a) New Year's Day, January 1st of each year;
- (b) Dr. Martin Luther King, Jr.'s Birthday, the 3rd Monday in January of each year;
- (c) Washington's Birthday, the 3rd Monday in February of each year;
- (d) Emancipation Day, April 16<sup>th</sup>;
- (e) Memorial Day, the last Monday in May of each year;
- (f) Independence Day, July 4th of each year;
- (g) Labor Day, the 1st Monday in September of each year;
- (h) Columbus Day, the 2nd Monday in October of each year;
- (i) Veterans Day, November 11th of each year;
- (j) Thanksgiving Day, the 4th Thursday in November of each year;  
and
- (k) Christmas Day, December 25th of each year.
- (l) Inauguration Day, January 20<sup>th</sup> of each 4<sup>th</sup> year

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

**ARTICLE 7  
OVERTIME**

**SECTION A: Overtime Work:**

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

**SECTION B: Compressed, Alternate and Flexible Schedules:**

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

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

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

**SECTION C:**

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

**SECTION D:**

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

**SECTION E:**

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



## **ARTICLE 8 INCENTIVE PROGRAMS**

### **PART I - SICK LEAVE INCENTIVE PROGRAM:**

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

#### **SECTION A:**

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

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

#### **SECTION B:**

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

#### **SECTION C:**

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

**SECTION D:**

All incentive days must be used in full-day increments following the leave year in which they were earned. The Employer will notify the employee of their sick leave incentive day(s) no later than March of each year. Incentive days may not be substituted for any other type of absence from duty. There shall be no carryover or payment for any unused incentive days.

**SECTION E:**

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

**SECTION F:**

This program shall be in effect in Fiscal Years, 2018, 2019, 2020 and 2021.

**PART II – PERFORMANCE INCENTIVE PILOT PROGRAM:**

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

**ARTICLE 9**

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

**SECTION A: CALL-BACK**

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

**SECTION B: CALL-IN**

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

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

#### **SECTION C: ON-CALL**

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

2. An employee is on-call when a determination has been made that the work of that position requires the employee to remain accessible and available to the point where his or her time cannot be used effectively for the employee's own personal purposes.

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

#### **SECTION D: HOLIDAY PAY**

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

#### **SECTION E: NIGHT DIFFERENTIAL**

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

**SECTION F: PAY FOR SUNDAY WORK**

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

**SECTION G: ADDITIONAL INCOME ALLOWANCE FOR CHILD AND FAMILY SERVICES**

1. The Additional Income Allowance (AIA) program within the Child and Family Services Agency (CFSA) which was established pursuant to the "Personnel Recruitment and Retention Incentives for Child and Family Services Agency Compensation System Changes Emergency Approval Resolution of 2001", Council Resolution 14-53 (March 23, 2001) and as contained in Chapter 11, Section 1154 of the District Personnel Manual, "Recruitment and Retention Incentives – Child and Family Services Agency," shall remain in full force and effect during the term of this Agreement.
2. The Administration of the AIA within CFSA shall be governed by the implementing regulations established in Child and Family Services Agency, Human Resources Administration Issuance System, HRA Instruction No. IV.11-3.
3. **OTHER SUBORDINATE AGENCIES WITH SIGNIFICANT RECRUITMENT AND RETENTION PROBLEMS**  
Subordinate agencies covered by this Agreement may provide additional income allowances for positions that have significant recruitment and retention problems consistent with Chapter 11, Part B, Section 1143 of the District Personnel Manual.

**ARTICLE 10  
MILEAGE ALLOWANCE**

**SECTION A:**

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

authorized in advance, by Management to use their personal vehicles in the performance of their official duties.

**SECTION B:**

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

**SECTION C:**

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

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

**SECTION D:**

No employee within Compensation 1 and 2 shall be required to use his/her personal vehicle unless the position vacancy announcement, position description or other pre-hire documentation informs the employee that the use of his/her personal vehicle is a requirement of the job.

**SECTION E:**

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

**ARTICLE 11  
ANNUAL LEAVE/COMPENSATORY TIME BUY-OUT**

**SECTION A:**

An employee who is separated or is otherwise entitled to a lump-sum payment under personnel regulations for the District of Columbia Government shall receive such

payment for each hour of unused annual leave or compensatory time in the employee's official leave record.

**SECTION B:**

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

**ARTICLE 12  
BACK PAY**

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

**ARTICLE 13  
DUTY STATION COVERAGE**

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

**ARTICLE 14  
GRIEVANCES**

**SECTION A:**

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

**SECTION B:**

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

**ARTICLE 15**  
**LOCAL ENVIRONMENT PAY**

**SECTION A:**

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

**SECTION B:**

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

**SECTION C:**

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

**SECTION D:**

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

**SECTION E:**

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

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

- High Work

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

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

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

- Dirty Work
- Cold Work
- Hot Work
- Welding Preheated metals
- Explosives and Incendiary Materials – Low Degree Hazard
- Poison (Toxic Chemicals) – Low Degree Hazard
- Micro Organisms – Low Degree Hazard

#### **SECTION F:**

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

## **ARTICLE 16 NEWLY CERTIFIED BARGAINING UNITS**

For units placed into a new compensation unit, working conditions or non-compensatory matters shall be negotiated simultaneous with negotiations concerning compensation.



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

## **ARTICLE 17**

### **TERM AND TEMPORARY EMPLOYEES**

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

#### **SECTION A:**

Joint labor-management committees established in each agency/program in the Compensation Units 1 and 2 collective bargaining agreement shall continue and will identify temporary and term employees whose current term and or temporary appointments extend to September 30, 2021, and who perform permanent services in District agency programs.

#### **SECTION B:**

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

**SECTION C:**

The agency shall convert bargaining unit temporary and term employees identified by the joint labor-management committees, who perform permanent services, who are in a pay status as of September 30, 2017, and are paid from appropriated funding to the career service prior to the end of the FY 2018 – FY 2021 Compensation Agreement.

**SECTION D:**

Prior to the end of the FY 2018 – FY 2021 Compensation Agreement, to the extent not inconsistent with District or Federal law and regulation, the District shall make reasonable efforts to convert to the career service temporary and term bargaining unit employees identified by the joint labor-management committees who perform permanent services, are in a pay status as of September 30, 2017, are full-time permanent positions, and are paid through intra-district funding or federal grant funding.

**SECTION E:**

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

**SECTION F:**

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

**SECTION G:**

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

**SECTION H:**

District agencies will first post vacant career service positions internal to the Agency for bargaining unit term and temporary employees to apply and compete before posting the positions externally. There shall be no direct appointments.

**ARTICLE 18  
ADMINISTRATIVE CLOSING**

**SECTION A:**

1. Employees designated as "Essential Employees" are those who work in critical District government operations that cannot be suspended or interrupted, even in the event of declared emergencies. "Essential Employees" must report to work as scheduled even when the government is administratively closed, during emergencies or other government closing. Once an employee has been notified by his/her employing agency that his/her position is designated as "Essential" no further notice is required as long as the employee continues to occupy the position designated "Essential".
2. Employees designated "Emergency Employees" are those who support certain critical government operations and functions necessary for the continuity of operations, including during declared emergencies. "Emergency Employees" may be required to work when a situation or condition occurs and result in early dismissal for other employees, government closing or during other emergencies. Once an employee has been notified by his/her employing agency that his/her position is designated as "Emergency", the designation will remain in effect until the designation is terminated in writing.
3. As applicable, employees required to work when all other District Government employees are released for administrative closings, shall be compensated in accordance with the minimum standards established by the Fair Labor Standards Act, (FLSA), 29 U.S.C. § 2011, *et seq.*
4. As applicable, employees required to work when all other District Government employees are released as a result of an administrative closing shall be compensated, in addition to their regular pay, one hour for each hour worked during the administrative closing.

**SECTION B:**

The determination as to whether the employee receives overtime or compensatory time will be at the time employee's election which shall be made before the work is performed. When elected, employees required to work when all other District Government employees are released for administrative closing shall earn compensatory time on an hour for hour basis.

**ARTICLE 19**  
**SAVINGS CLAUSE**

**SECTION A:**

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

**SECTION B:**

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

**ARTICLE 20**  
**DURATION**

This Agreement shall remain in full force and effect through September 30, 2021. On this \_\_\_\_ day of \_\_\_\_\_ 2018, and as witness the parties hereto have set their signature.

**Compensation Units One and Two Collective Bargaining Agreement  
Signed: \_\_\_\_\_, 2018**

**FOR THE DISTRICT OF COLUMBIA  
GOVERNMENT**

**FOR THE UNIONS**

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**APPROVAL**

**This collective bargaining agreement between the District of Columbia and Compensation Units 1 and 2, dated \_\_\_\_\_, 2018, has been reviewed in accordance with Section 1-617.15 of the District of Columbia Official Code (2001 Ed.) and is hereby approved on this \_\_ day of \_\_\_\_\_, 2018.**

\_\_\_\_\_  
**Muriel Bowser**  
**Mayor**

**Management's Proposal  
7.26.10**

**INSERT DATE**

**Firstname Lastname  
Position / Title  
Department / Division**

**Re: On-Call Notification**

**Dear Mr. / Ms. Lastname:**

**You are hereby notified that you shall be placed in an "on-call" status effective On-Call Dates between the hours of Start AM/PM and End AM/PM. During the aforementioned hours, you are required to be available to report for work within a reasonable time (not to exceed two hours). You are expected to be available by phone for the duration of the "on-call" period. You are expected to answer when called or return a call from INSERT AGENCY management within a reasonable amount of time (not to exceed 30 minutes).**

**Sincerely,**

**Supervisor / Manager Name  
Supervisor Position / Title**

**APPENDIX D**

# District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)



Fiscal Year: 2018 Service Code Definition: Professional and Scientific

Effective Date: October 1, 2017 Series:

Union/Nonunion: Union Affected CBU/Service Code(s):

Pay Plan/Schedule: CS

Peoplesoft Schedule: DS0077

X01

% Increase: 3.0%

Resolution Number:

Date of Resolution:

Grade	Steps										Between Steps
	1	2	3	4	5	6	7	8	9	10	
9 S	52,570 \$	54,248 \$	55,928 \$	57,607 \$	59,286 \$	60,965 \$	62,644 \$	64,323 \$	66,002 \$	67,681 \$	1,679
10 S	57,870 \$	59,519 \$	61,168 \$	62,817 \$	64,466 \$	66,115 \$	67,764 \$	69,413 \$	71,062 \$	72,711 \$	1,649
11 S	63,337 \$	65,072 \$	66,807 \$	68,542 \$	70,277 \$	72,012 \$	73,747 \$	75,482 \$	77,217 \$	78,952 \$	2,035
12 S	78,364 \$	80,297 \$	82,230 \$	84,163 \$	86,096 \$	88,029 \$	89,962 \$	91,895 \$	93,828 \$	95,761 \$	2,433
13 S	90,288 \$	93,183 \$	96,078 \$	98,973 \$	101,868 \$	104,763 \$	107,658 \$	110,553 \$	113,448 \$	116,343 \$	2,895
14 S	106,715 \$	110,139 \$	113,561 \$	116,983 \$	120,405 \$	123,827 \$	127,249 \$	130,671 \$	134,093 \$	137,515 \$	3,418



# District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)



Fiscal Year: 2018 Service Code Definition: Technical and Paraprofessional

Effective Date: October 1, 2017 Series:

Union/Nonunion: Union Affected CBU/Service Code(s):

Pay Plan/Schedule: CS  
 Peoplesoft Schedule: DS6078  
 X02

% Increase: 3.0%

Resolution Number:

Date of Resolution:

Grade	Steps											Between Steps
	1	2	3	4	5	6	7	8	9	10		
5 \$	35,445 \$	36,679 \$	37,913 \$	39,147 \$	40,381 \$	41,615 \$	42,849 \$	44,083 \$	45,317 \$	46,551 \$		1,234
6 \$	39,271 \$	40,640 \$	42,009 \$	43,378 \$	44,747 \$	46,116 \$	47,485 \$	48,854 \$	50,223 \$	51,592 \$		1,369
7 \$	43,518 \$	45,030 \$	46,542 \$	48,054 \$	49,566 \$	51,078 \$	52,590 \$	54,102 \$	55,614 \$	57,126 \$		1,512
8 \$	47,792 \$	49,314 \$	50,836 \$	52,358 \$	53,880 \$	55,402 \$	56,924 \$	58,446 \$	59,968 \$	61,490 \$		1,522
9 \$	52,570 \$	54,249 \$	55,928 \$	57,607 \$	59,286 \$	60,965 \$	62,644 \$	64,323 \$	66,002 \$	67,681 \$		1,679
10 \$	57,670 \$	59,519 \$	61,368 \$	63,217 \$	65,066 \$	66,915 \$	68,764 \$	70,613 \$	72,462 \$	74,311 \$		1,849
11 \$	63,337 \$	65,372 \$	67,407 \$	69,442 \$	71,477 \$	73,512 \$	75,547 \$	77,582 \$	79,617 \$	81,652 \$		2,035

# District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)



Fiscal Year: 2018 Service Code Definition: Clerical and Administrative Support

Effective Date: October 1, 2017 Series:

Union/Nonunion: Union Affected CBU/Service Code(s):

Pay Plan/Schedule: CS  
 Peoplesoft Schedule: DS0079  
 X03

% Increase: 3.0%

Resolution Number:

Date of Resolution:

Grade	Steps										Between Steps	
	1	2	3	4	5	6	7	8	9	10		
2 S	28,676	29,679	30,682	31,685	32,688	33,691	34,694	35,697	36,700	37,703		1,003
3 S	31,251	32,335	33,419	34,503	35,587	36,671	37,755	38,839	39,923	41,007		1,084
4 S	32,776	33,989	35,002	36,115	37,228	38,341	39,454	40,567	41,680	42,793		1,113
5 S	35,445	36,679	37,913	39,147	40,381	41,615	42,849	44,083	45,317	46,551		1,234
6 S	39,271	40,640	42,009	43,378	44,747	46,116	47,485	48,854	50,223	51,592		1,369
7 S	43,518	45,030	46,542	48,054	49,566	51,078	52,590	54,102	55,614	57,126		1,512
8 S	47,792	49,314	50,836	52,358	53,880	55,402	56,924	58,445	59,968	61,490		1,522
9 S	52,570	54,249	55,928	57,607	59,286	60,965	62,644	64,323	66,002	67,681		1,679

# District of Columbia Government Salary Schedule: Comp Unit 1 & 2



Fiscal Year: 2018 Service Code Definition: Corrections and Other Occupation Groups

Effective Date: October 1, 2017

Union/Nonunion: Union Job Series:  
 0006 Correctional Program Specialist  
 0081 Fire Protection Specialist  
 0101 Correctional Treatment Specialist  
 0390 Telecommunications Equipment Operator  
 1802 Cellblock Technician (Cellblock Only)  
 1811 Criminal Investigator  
 2151 Dispatcher (OUC Only)

Peoplesoft Schedule: DS0067  
 X04  
 % Increase: 3.0%

Resolution Number:

Date of Resolution:

Grade	1	2	3	4	5	6	7	8	9	10	Between Steps
4 S	\$ 38,024	\$ 39,080	\$ 40,136	\$ 41,192	\$ 42,248	\$ 43,304	\$ 44,360	\$ 45,416	\$ 46,472	\$ 47,528	\$ 1,056
5 S	\$ 43,731	\$ 44,912	\$ 46,093	\$ 47,274	\$ 48,455	\$ 49,636	\$ 50,817	\$ 51,998	\$ 53,179	\$ 54,360	\$ 1,181
6 S	\$ 46,094	\$ 47,413	\$ 48,732	\$ 50,051	\$ 51,370	\$ 52,689	\$ 54,008	\$ 55,327	\$ 56,646	\$ 57,965	\$ 1,319
7 S	\$ 49,751	\$ 51,216	\$ 52,681	\$ 54,146	\$ 55,611	\$ 57,076	\$ 58,541	\$ 60,006	\$ 61,471	\$ 62,936	\$ 1,465
8 S	\$ 51,851	\$ 53,477	\$ 55,103	\$ 56,729	\$ 58,355	\$ 59,981	\$ 61,607	\$ 63,233	\$ 64,859	\$ 66,485	\$ 1,626
9 S	\$ 55,496	\$ 57,289	\$ 59,082	\$ 60,875	\$ 62,668	\$ 64,461	\$ 66,254	\$ 68,047	\$ 69,840	\$ 71,633	\$ 1,793
10 S	\$ 61,116	\$ 63,091	\$ 65,066	\$ 67,041	\$ 69,016	\$ 70,991	\$ 72,966	\$ 74,941	\$ 76,916	\$ 78,891	\$ 1,975
11 S	\$ 65,004	\$ 67,166	\$ 69,328	\$ 71,490	\$ 73,652	\$ 75,814	\$ 77,976	\$ 80,138	\$ 82,300	\$ 84,462	\$ 2,162
12 S	\$ 77,891	\$ 80,488	\$ 83,085	\$ 85,682	\$ 88,279	\$ 90,876	\$ 93,473	\$ 96,070	\$ 98,667	\$ 101,264	\$ 2,597
13 S	\$ 92,619	\$ 95,708	\$ 98,797	\$ 101,886	\$ 104,975	\$ 108,064	\$ 111,153	\$ 114,242	\$ 117,331	\$ 120,420	\$ 3,089
14 S	\$ 109,467	\$ 113,112	\$ 116,757	\$ 120,402	\$ 124,047	\$ 127,692	\$ 131,337	\$ 134,982	\$ 138,627	\$ 142,272	\$ 3,645

# District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)



Fiscal Year: 2018 Service Code Definition: Social Worker & Student Trainee

Effective Date: October 1, 2017

Union/Association: Union Affected CBU/Service Code(s): A22

Pay Plan/Schedule: CS Series: 0185 Social Worker  
 Peoplesoft Schedule: DS0080 0186 Social Worker (Associates)  
 X05

% Increase: 3.0%

Resolution Number:

Date of Resolution:

Grade	Steps										Between Steps
	1	2	3	4	5	6	7	8	9	10	
\$	\$ 51,851	\$ 53,213	\$ 54,575	\$ 55,937	\$ 57,299	\$ 58,661	\$ 60,023	\$ 61,385	\$ 62,747	\$ 64,109	\$
7	\$ 56,226	\$ 57,740	\$ 59,254	\$ 60,768	\$ 62,282	\$ 63,796	\$ 65,310	\$ 66,824	\$ 68,338	\$ 69,852	\$ 1,362
9	\$ 60,966	\$ 62,649	\$ 64,332	\$ 66,015	\$ 67,698	\$ 69,381	\$ 71,064	\$ 72,747	\$ 74,430	\$ 76,113	\$ 1,683
11	\$ 69,439	\$ 71,474	\$ 73,509	\$ 75,544	\$ 77,579	\$ 79,614	\$ 81,649	\$ 83,684	\$ 85,719	\$ 87,754	\$ 2,035
12	\$ 78,364	\$ 80,797	\$ 83,230	\$ 85,663	\$ 88,096	\$ 90,529	\$ 92,962	\$ 95,395	\$ 97,828	\$ 100,261	\$ 2,433
13	\$ 86,993	\$ 89,681	\$ 92,369	\$ 95,057	\$ 97,745	\$ 100,433	\$ 103,121	\$ 105,809	\$ 108,497	\$ 111,185	\$ 2,698

# District of Columbia Government Salary Schedule: Comp Unit 1 & 2



Fiscal Year: 2018 Service Code Definition: Health Care Occupations

Effective Date: October 1, 2017 Service Codes: A15, A39

Union/Nonunion: Union Job Series:

0603 Physicians Assistant  
 0620 Licensed Practical Nurse  
 0625 Autopsy Assistant Mortuary  
 0638 Recreation Therapist  
 0644 Medical Technologist  
 0645 Medical Technician  
 0647 Diagnostic Radiologic Technician  
 0649 Medical Instrument Technician  
 0681 Dental Assistant  
 0682 Dental Hygienist  
 0688 Sanitarian

Pay Plan/Schedule: CS  
 Peoplesoft Schedule: DS0069 X06  
 % Increase: 3.0%

Resolution Number:

Date of Resolution:

Grade	Step											
	1	2	3	4	5	6	7	8	9	10	11	12
5 \$	40,980	42,093	43,206	44,319	45,432	46,545	47,658	48,771	49,884	50,997	52,110	53,223
6 \$	45,422	46,655	47,888	49,121	50,354	51,587	52,820	54,053	55,286	56,519	57,752	58,985
7 \$	48,842	50,223	51,604	52,985	54,366	55,747	57,128	58,509	59,890	61,271	62,652	64,033
8 \$	53,878	55,399	56,920	58,441	59,962	61,483	63,004	64,525	66,046	67,567	69,088	70,609
9 \$	59,283	60,966	62,649	64,332	66,015	67,698	69,381	71,064	72,747	74,430	76,113	77,796
10 \$	65,076	66,920	68,764	70,608	72,452	74,296	76,140	77,984	79,828	81,672	83,516	85,360
11 \$	71,483	73,515	75,547	77,579	79,611	81,643	83,675	85,707	87,739	89,771	91,803	93,835
12 \$	85,661	88,095	90,529	92,963	95,397	97,831	100,265	102,699	105,133	107,567	110,001	112,435

# District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)



Fiscal Year: 2018 Service Code Definition: Maintenance, Trades, & Labor

Effective Date: October 1, 2017

L- Leader

Union: Union Affected CBU/Service Code(s): B01 Regular  
B02 Leader

Pay Plan/Schedule: RW  
Peoplesoft Schedule: WS0029  
WS0034- Leaders  
X07 (Leaders previously X08)

% Increase: 3.0%

Resolution Number:

Date of Resolution:

Grade	1	2	3	4	5	6	7	8	9	10	Between Steps
02 S	16.10	16.66	17.22	17.78	18.34	18.90	19.46	20.02	20.58	21.14	0.56
02L S	17.56	18.17	18.78	19.39	20.00	20.61	21.22	21.83	22.44	23.05	0.61
03 S	17.37	17.96	18.55	19.14	19.73	20.32	20.91	21.50	22.09	22.68	0.59
03L S	18.98	19.64	20.30	20.96	21.62	22.28	22.94	23.60	24.26	24.92	0.66
04 S	18.60	19.24	19.88	20.52	21.16	21.80	22.44	23.08	23.72	24.36	0.64
04L S	20.34	21.05	21.76	22.47	23.18	23.89	24.60	25.31	26.02	26.73	0.71
05 S	19.85	20.53	21.21	21.89	22.57	23.25	23.93	24.61	25.29	25.97	0.68
05L S	21.62	22.38	23.14	23.90	24.66	25.42	26.18	26.94	27.70	28.46	0.76
06 S	21.03	21.76	22.49	23.22	23.95	24.68	25.41	26.14	26.87	27.60	0.73
06L S	23.09	23.88	24.67	25.46	26.25	27.04	27.83	28.62	29.41	30.20	0.79
07 S	22.42	23.19	23.96	24.73	25.50	26.27	27.04	27.81	28.58	29.35	0.77
07L S	24.49	25.34	26.19	27.04	27.89	28.74	29.59	30.44	31.29	32.14	0.85
08 S	23.69	24.50	25.31	26.12	26.93	27.74	28.55	29.36	30.17	30.98	0.81
08L S	25.89	26.81	27.73	28.65	29.57	30.49	31.41	32.33	33.25	34.17	0.92
09 S	24.85	25.71	26.57	27.43	28.29	29.15	30.01	30.87	31.73	32.59	0.86
09L S	27.26	28.20	29.14	30.08	31.02	31.96	32.90	33.84	34.78	35.72	0.94
10 S	26.11	27.02	27.93	28.84	29.75	30.66	31.57	32.48	33.39	34.30	0.91
10L S	28.66	29.65	30.64	31.63	32.62	33.61	34.60	35.59	36.58	37.57	0.99
11 S	27.38	28.34	29.30	30.26	31.22	32.18	33.14	34.10	35.06	36.02	0.96
11L S	30.05	31.09	32.13	33.17	34.21	35.25	36.29	37.33	38.37	39.41	1.04
12 S	28.66	29.65	30.64	31.63	32.62	33.61	34.60	35.59	36.58	37.57	0.99
12L S	31.40	32.48	33.56	34.64	35.72	36.80	37.88	38.96	40.04	41.12	1.08
13 S	29.86	30.90	31.94	32.98	34.02	35.06	36.10	37.14	38.18	39.22	1.04
13L S	32.64	33.82	35.00	36.18	37.36	38.54	39.72	40.90	42.08	43.26	1.18

# District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)



Fiscal Year: 2018 Service Code Definition: Correctional Officers & EMS

Effective Date: October 1, 2017

Union/Nonunion: Union Affected CBU/Service Code(s): A01, A03, A20, A21

Pay Plan/Schedule: CS Series: 0007 Correctional Officer  
 DS0070 0083 Special Police Officer  
 X10 0899 EMT/Paramedic

% Increase: 3.0%

Resolution Number:

Date of Resolution:

Grade	Steps										Between Steps	
	1	2	3	4	5	6	7	8	9	10		
5 S	\$ 43,218	\$ 44,328	\$ 45,438	\$ 46,548	\$ 47,658	\$ 48,768	\$ 49,878	\$ 50,988	\$ 52,098	\$ 53,208	\$	1,110
6 S	\$ 46,643	\$ 47,890	\$ 49,117	\$ 50,354	\$ 51,591	\$ 52,828	\$ 54,065	\$ 55,302	\$ 56,539	\$ 57,776	\$	1,237
7 S	\$ 49,695	\$ 51,086	\$ 52,497	\$ 53,898	\$ 55,299	\$ 56,700	\$ 58,101	\$ 59,502	\$ 60,903	\$ 62,304	\$	1,401
8 S	\$ 54,790	\$ 56,341	\$ 57,892	\$ 59,443	\$ 60,994	\$ 62,545	\$ 64,096	\$ 65,647	\$ 67,198	\$ 68,749	\$	1,551
9 S	\$ 60,310	\$ 62,022	\$ 63,734	\$ 65,446	\$ 67,158	\$ 68,870	\$ 70,582	\$ 72,294	\$ 74,006	\$ 75,718	\$	1,712
10 S	\$ 66,179	\$ 68,061	\$ 69,943	\$ 71,825	\$ 73,707	\$ 75,589	\$ 77,471	\$ 79,353	\$ 81,235	\$ 83,117	\$	1,882

# District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)



Fiscal Year: 2019 Service Code Definition: Professional and Scientific

Effective Date: October 14, 2018 Series:

Union/Nonunion: Union Affected CBU/Service Code(s):

Pay Plan/Schedule: CS

Peoplesoft Schedule: DS0077

X01

% Increase: 2.0%

Resolution Number:

Date of Resolution:

Grade	Steps										Between Steps
	1	2	3	4	5	6	7	8	9	10	
9 S	53,620 \$	55,333 \$	57,046 \$	58,759 \$	60,472 \$	62,185 \$	63,898 \$	65,611 \$	67,324 \$	69,037 \$	1,713
10 S	58,823 \$	60,709 \$	62,595 \$	64,481 \$	66,367 \$	68,253 \$	70,139 \$	72,025 \$	73,911 \$	75,797 \$	1,886
11 S	64,803 \$	66,679 \$	68,555 \$	70,431 \$	72,307 \$	74,183 \$	76,059 \$	77,935 \$	79,811 \$	81,687 \$	2,076
12 S	71,830 \$	73,812 \$	75,794 \$	77,776 \$	79,758 \$	81,740 \$	83,722 \$	85,704 \$	87,686 \$	89,668 \$	2,482
13 S	82,093 \$	84,148 \$	86,203 \$	88,258 \$	90,313 \$	92,368 \$	94,423 \$	96,478 \$	98,533 \$	100,588 \$	2,953
14 S	108,847 \$	112,334 \$	115,821 \$	119,308 \$	122,795 \$	126,282 \$	129,769 \$	133,256 \$	136,743 \$	140,230 \$	3,487



# District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)



Fiscal Year: 2019 Service Code Definition: Technical and Paraprofessional

Effective Date: October 14, 2018 Series:

Union/Nonunion: Union Affected CBU/Service Code(s):

Pay Plan/Schedule: CS  
Peoplesoft Schedule: DS0078  
X02

% Increase: 2.0%

Resolution Number:

Date of Resolution:

Grade	Steps											Between Steps
	1	2	3	4	5	6	7	8	9	10		
5 \$	36,153 \$	37,412 \$	38,671 \$	39,930 \$	41,189 \$	42,448 \$	43,707 \$	44,966 \$	46,225 \$	47,484 \$	1,259	
6 \$	40,058 \$	41,454 \$	42,850 \$	44,246 \$	45,642 \$	47,038 \$	48,434 \$	49,830 \$	51,226 \$	52,622 \$	1,396	
7 \$	44,389 \$	45,931 \$	47,473 \$	49,015 \$	50,557 \$	52,099 \$	53,641 \$	55,183 \$	56,725 \$	58,267 \$	1,542	
8 \$	48,746 \$	50,289 \$	51,832 \$	53,405 \$	54,968 \$	56,511 \$	58,064 \$	59,617 \$	61,170 \$	62,723 \$	1,553	
9 \$	53,620 \$	55,333 \$	57,046 \$	58,759 \$	60,472 \$	62,185 \$	63,898 \$	65,611 \$	67,324 \$	69,037 \$	1,713	
10 \$	58,823 \$	60,709 \$	62,595 \$	64,481 \$	66,367 \$	68,253 \$	70,139 \$	72,025 \$	73,911 \$	75,797 \$	1,886	
11 \$	64,603 \$	66,679 \$	68,755 \$	70,831 \$	72,907 \$	74,983 \$	77,059 \$	79,135 \$	81,211 \$	83,287 \$	2,076	

# District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)



Fiscal Year: 2019 Service Code Definition: Clerical and Administrative Support

Effective Date: October 14, 2018 Series:

Union/Nonunion: Union Affected CBU/Service Code(s):

Pay Plan/Schedule: CS  
 Peoplesoft Schedule: DS0079  
 X03

% Increase: 2.0%

Resolution Number:

Date of Resolution:

Grade	Steps										Between Steps
	1	2	3	4	5	6	7	8	9	10	
2 \$	29,250 \$	30,273 \$	31,296 \$	32,319 \$	33,342 \$	34,365 \$	35,388 \$	36,411 \$	37,434 \$	38,457 \$	1,023
3 \$	31,875 \$	32,981 \$	34,087 \$	35,193 \$	36,299 \$	37,405 \$	38,511 \$	39,617 \$	40,723 \$	41,829 \$	1,106
4 \$	33,429 \$	34,565 \$	35,701 \$	36,837 \$	37,973 \$	39,109 \$	40,245 \$	41,381 \$	42,517 \$	43,653 \$	1,136
5 \$	36,153 \$	37,412 \$	38,671 \$	39,930 \$	41,189 \$	42,448 \$	43,707 \$	44,966 \$	46,225 \$	47,484 \$	1,259
6 \$	40,058 \$	41,454 \$	42,850 \$	44,246 \$	45,642 \$	47,038 \$	48,434 \$	49,830 \$	51,226 \$	52,622 \$	1,396
7 \$	44,389 \$	45,931 \$	47,473 \$	49,015 \$	50,557 \$	52,099 \$	53,641 \$	55,183 \$	56,725 \$	58,267 \$	1,542
8 \$	48,746 \$	50,299 \$	51,852 \$	53,405 \$	54,958 \$	56,511 \$	58,064 \$	59,617 \$	61,170 \$	62,723 \$	1,553
9 \$	53,620 \$	55,333 \$	57,046 \$	58,759 \$	60,472 \$	62,185 \$	63,898 \$	65,611 \$	67,324 \$	69,037 \$	1,713

# District of Columbia Government Salary Schedule: Comp Unit 1 & 2



Fiscal Year: 2019 Service Code Definition: Corrections and Other Occupation Groups

Effective Date: October 14, 2018

Union/Nonunion: Union Job Series:

- 0006 Correctional Program Specialist
- 0081 Fire Protection Specialist
- 0101 Correctional Treatment Specialist
- 0390 Telecommunications Equipment Operator
- 1802 Cellblock Technician (Cellblock Only)
- 1811 Criminal Investigator
- 2151 Dispatcher (OUC Only)

Pay Plan/Schedule: CS  
Peoplesoft Schedule: DS0067  
X04

% Increase: 2.0%

Resolution Number:

Date of Resolution:

Grade	1	2	3	4	5	6	7	8	9	10	Between Steps
4 S	\$ 38,785	\$ 39,862	\$ 40,939	\$ 42,016	\$ 43,093	\$ 44,170	\$ 45,247	\$ 46,324	\$ 47,401	\$ 48,478	\$ 1,077
5 S	\$ 44,604	\$ 45,809	\$ 47,014	\$ 48,219	\$ 49,424	\$ 50,629	\$ 51,834	\$ 53,039	\$ 54,244	\$ 55,449	\$ 1,205
6 S	\$ 47,017	\$ 48,362	\$ 49,707	\$ 51,052	\$ 52,397	\$ 53,742	\$ 55,087	\$ 56,432	\$ 57,777	\$ 59,122	\$ 1,345
7 S	\$ 50,747	\$ 52,241	\$ 53,735	\$ 55,229	\$ 56,723	\$ 58,217	\$ 59,711	\$ 61,205	\$ 62,699	\$ 64,193	\$ 1,494
8 S	\$ 52,990	\$ 54,548	\$ 56,206	\$ 57,864	\$ 59,522	\$ 61,180	\$ 62,838	\$ 64,496	\$ 66,154	\$ 67,812	\$ 1,658
9 S	\$ 56,509	\$ 58,437	\$ 60,265	\$ 62,093	\$ 63,921	\$ 65,749	\$ 67,577	\$ 69,405	\$ 71,233	\$ 73,061	\$ 1,828
10 S	\$ 62,340	\$ 64,354	\$ 66,368	\$ 68,382	\$ 70,396	\$ 72,410	\$ 74,424	\$ 76,438	\$ 78,452	\$ 80,466	\$ 2,014
11 S	\$ 66,305	\$ 68,510	\$ 70,715	\$ 72,920	\$ 75,125	\$ 77,330	\$ 79,535	\$ 81,740	\$ 83,945	\$ 86,150	\$ 2,205
12 S	\$ 79,449	\$ 82,098	\$ 84,747	\$ 87,396	\$ 90,045	\$ 92,694	\$ 95,343	\$ 97,992	\$ 100,641	\$ 103,290	\$ 2,649
13 S	\$ 94,471	\$ 97,622	\$ 100,773	\$ 103,924	\$ 107,075	\$ 110,226	\$ 113,377	\$ 116,528	\$ 119,679	\$ 122,830	\$ 3,151
14 S	\$ 111,656	\$ 115,374	\$ 119,092	\$ 122,810	\$ 126,528	\$ 130,246	\$ 133,964	\$ 137,682	\$ 141,400	\$ 145,118	\$ 3,718

# District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)



Fiscal Year: 2019 Service Code Definition: Social Worker & Student Trainee

Effective Date: October 14, 2018

Union/Nonunion: Union Affected CBU/Service Code(s): A22

Pay Plan/Schedule: CS Series: 0185 Social Worker  
 Peoplesoft Schedule: DS0080 0186 Social Worker (Associates)  
 X05

% Increase: 2.0%

Resolution Number:

Date of Resolution:

Grade	Steps										Between Steps	
	1	2	3	4	5	6	7	8	9	10		
5 S	\$ 52,889	\$ 54,278	\$ 55,667	\$ 57,056	\$ 58,445	\$ 59,834	\$ 61,223	\$ 62,612	\$ 64,001	\$ 65,390	\$ 66,779	\$ 1,389
7 S	\$ 57,348	\$ 58,893	\$ 60,438	\$ 61,983	\$ 63,528	\$ 65,073	\$ 66,618	\$ 68,163	\$ 69,708	\$ 71,253	\$ 72,798	\$ 1,545
9 S	\$ 62,184	\$ 63,901	\$ 65,618	\$ 67,335	\$ 69,052	\$ 70,769	\$ 72,486	\$ 74,203	\$ 75,920	\$ 77,637	\$ 79,354	\$ 1,717
11 S	\$ 70,827	\$ 72,903	\$ 74,979	\$ 77,055	\$ 79,131	\$ 81,207	\$ 83,283	\$ 85,359	\$ 87,435	\$ 89,511	\$ 91,587	\$ 2,076
12 S	\$ 79,930	\$ 82,412	\$ 84,894	\$ 87,376	\$ 89,858	\$ 92,340	\$ 94,822	\$ 97,304	\$ 99,786	\$ 102,268	\$ 104,750	\$ 2,482
13 S	\$ 88,733	\$ 91,485	\$ 94,237	\$ 96,989	\$ 99,741	\$ 102,493	\$ 105,245	\$ 107,997	\$ 110,749	\$ 113,501	\$ 116,253	\$ 2,752

# District of Columbia Government Salary Schedule: Comp Unit 1 & 2



Fiscal Year: 2019 Service Code Definition: Health Care Occupations

Effective Date: October 14, 2018 Service Codes: A15, A39

Union/Nonunion: Union Job Series:  
 0603 Physicians Assistant  
 0620 Licensed Practical Nurse  
 0625 Autopsy Assistant Mortuary  
 0638 Recreation Therapist  
 0644 Medical Technologist  
 0645 Medical Technician  
 0647 Diagnostic Radiologic Technician  
 0649 Medical Instrument Technician  
 0681 Dental Assistant  
 0682 Dental Hygienist  
 0688 Sanitarian

Pay Plan/Schedule: CS  
 Peoplesoft Schedule: DS0069 X06  
 % Increase: 2.0%

Resolution Number:  
 Date of Resolution:

Grade	Step										Between Steps	
	1	2	3	4	5	6	7	8	9	10		
5 \$	41,797	42,933	44,069	45,205	46,341	47,477	48,613	49,749	50,885	52,021	\$	1,136
6 \$	46,329	47,587	48,845	50,103	51,361	52,619	53,877	55,135	56,393	57,651	\$	1,258
7 \$	49,821	51,229	52,637	54,045	55,453	56,861	58,269	59,677	61,085	62,493	\$	1,408
8 \$	54,957	56,508	58,059	59,610	61,161	62,712	64,263	65,814	67,365	68,916	\$	1,551
9 \$	60,471	62,187	63,903	65,619	67,335	69,051	70,767	72,483	74,199	75,915	\$	1,716
10 \$	66,377	68,258	70,139	72,020	73,901	75,782	77,663	79,544	81,425	83,306	\$	1,881
11 \$	72,915	74,987	77,059	79,131	81,203	83,275	85,347	87,419	89,491	91,563	\$	2,072
12 \$	87,373	89,856	92,339	94,822	97,305	99,788	102,271	104,754	107,237	109,720	\$	2,483

# District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)



Fiscal Year: 2019 Service Code Definition: Maintenance, Trades, & Labor

Effective Date: October 14, 2018

Union/Nonunion: Union Affected CBU/Service Code(s): B01 Regular  
B02 Leader

Pay Plan/Schedule: RW  
Peoplesoft Schedule: WS0029  
WS0034- Leaders  
X07 (Leaders previously X08)

% Increase: 2.0%

Resolution Number:

Date of Resolution:

Grade	1	2	3	4	5	6	7	8	9	10	Between Steps
02 \$	16.43	17.00	17.57	18.14	18.71	19.28	19.85	20.42	20.99	21.56	0.57
02L \$	17.92	18.54	19.16	19.78	20.40	21.02	21.64	22.26	22.88	23.50	0.62
03 \$	17.72	18.32	18.92	19.52	20.12	20.72	21.32	21.92	22.52	23.12	0.60
03L \$	19.37	20.04	20.71	21.38	22.05	22.72	23.39	24.06	24.73	25.40	0.67
04 \$	18.98	19.63	20.28	20.93	21.58	22.23	22.88	23.53	24.18	24.83	0.65
04L \$	20.76	21.48	22.20	22.92	23.64	24.36	25.08	25.80	26.52	27.24	0.72
05 \$	20.26	20.95	21.64	22.33	23.02	23.71	24.40	25.09	25.78	26.47	0.69
05L \$	22.04	22.82	23.60	24.38	25.15	25.93	26.71	27.49	28.27	29.05	0.78
06 \$	21.43	22.18	22.93	23.68	24.43	25.18	25.93	26.68	27.43	28.18	0.75
06L \$	23.54	24.35	25.16	25.97	26.78	27.59	28.40	29.21	30.02	30.83	0.81
07 \$	22.85	23.64	24.43	25.22	26.01	26.80	27.59	28.38	29.17	29.96	0.79
07L \$	24.97	25.84	26.71	27.58	28.45	29.32	30.19	31.06	31.93	32.80	0.87
08 \$	24.15	24.98	25.81	26.64	27.47	28.30	29.13	29.96	30.79	31.62	0.83
08L \$	26.40	27.34	28.28	29.22	30.16	31.10	32.04	32.98	33.92	34.86	0.94
09 \$	25.34	26.22	27.10	27.98	28.86	29.74	30.62	31.50	32.38	33.26	0.88
09L \$	27.80	28.76	29.72	30.68	31.64	32.60	33.56	34.52	35.48	36.44	0.96
10 \$	26.63	27.56	28.49	29.42	30.35	31.28	32.21	33.14	34.07	35.00	0.93
10L \$	29.23	30.24	31.25	32.26	33.27	34.28	35.29	36.30	37.31	38.32	1.01
11 \$	27.96	28.93	29.90	30.87	31.84	32.81	33.78	34.75	35.72	36.69	0.97
11L \$	30.65	31.71	32.77	33.83	34.89	35.95	37.01	38.07	39.13	40.19	1.06
12 \$	29.23	30.24	31.25	32.26	33.27	34.28	35.29	36.30	37.31	38.32	1.01
12L \$	32.03	33.13	34.23	35.33	36.43	37.53	38.63	39.73	40.83	41.93	1.10
13 \$	30.46	31.52	32.58	33.64	34.70	35.76	36.82	37.88	38.94	40.00	1.06
13L \$	33.27	34.48	35.69	36.90	38.11	39.32	40.53	41.74	42.95	44.16	1.21

# District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)



Fiscal Year: 2019 Service Code Definition: Correctional Officers & EMS

Effective Date: October 14, 2018

Union/Monunion: Union Affected CBU/Service Code(s): A01, A03, A20, A21

Pay Plan/Schedule: CS 0007 Correctional Officer  
 Peoplescraft Schedule: DS0070 0083 Special Police Officer  
 X10 0699 EMT/Paramedic

% Increase: 2.0%

Resolution Number:

Date of Resolution:

Grade	Steps										Between Steps
	1	2	3	4	5	6	7	8	9	10	
5 \$	44,083 \$	45,215 \$	46,347 \$	47,479 \$	48,611 \$	49,743 \$	50,875 \$	52,007 \$	53,139 \$	54,271 \$	1,132
6 \$	47,575 \$	48,837 \$	50,099 \$	51,361 \$	52,623 \$	53,885 \$	55,147 \$	56,409 \$	57,671 \$	58,933 \$	1,262
7 \$	50,888 \$	52,118 \$	53,547 \$	54,976 \$	56,405 \$	57,834 \$	59,263 \$	60,692 \$	62,121 \$	63,550 \$	1,429
8 \$	55,886 \$	57,468 \$	59,050 \$	60,632 \$	62,214 \$	63,796 \$	65,378 \$	66,960 \$	68,542 \$	70,124 \$	1,582
9 \$	61,517 \$	63,263 \$	65,009 \$	66,755 \$	68,501 \$	70,247 \$	71,993 \$	73,739 \$	75,485 \$	77,231 \$	1,746
10 \$	67,505 \$	69,424 \$	71,343 \$	73,262 \$	75,181 \$	77,100 \$	79,019 \$	80,938 \$	82,857 \$	84,776 \$	1,919

# District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)



Fiscal Year: 2020 Service Code Definition: Professional and Scientific

Effective Date: October 13, 2019 Series:

Union/Nonunion: Union Affected CBU/Service Code(s):

Pay Plan/Schedule: CS

Peoplesoft Schedule: DS0077

X01

% Increase: 3.0%

Resolution Number:

Date of Resolution:

Grade	1	2	3	4	5	6	7	8	9	10	Between Steps
9 \$	55,220 \$	56,994 \$	58,758 \$	60,522 \$	62,286 \$	64,050 \$	65,814 \$	67,578 \$	69,342 \$	71,106 \$	1,764
10 \$	60,586 \$	62,529 \$	64,472 \$	66,415 \$	68,358 \$	70,301 \$	72,244 \$	74,187 \$	76,130 \$	78,073 \$	1,943
11 \$	66,542 \$	68,680 \$	70,818 \$	72,956 \$	75,094 \$	77,232 \$	79,370 \$	81,508 \$	83,646 \$	85,784 \$	2,138
12 \$	82,326 \$	84,883 \$	87,440 \$	89,997 \$	92,554 \$	95,111 \$	97,668 \$	100,225 \$	102,782 \$	105,339 \$	2,557
13 \$	94,858 \$	97,889 \$	100,940 \$	103,981 \$	107,022 \$	110,063 \$	113,104 \$	116,145 \$	119,186 \$	122,227 \$	3,041
14 \$	112,111 \$	115,703 \$	119,295 \$	122,887 \$	126,479 \$	130,071 \$	133,663 \$	137,255 \$	140,847 \$	144,439 \$	3,592



**Annual Small Business Enterprise (SBE) Expenditure Report for FY19**  
**Question 49**

PCARD	Vendor Name	Vendor State	Vendor Zip	Service Description	CBE Number	CBE	SBE	Expenditure Amount	SBE Expenditure	Payment Date	CompSource Title	CompObject Title	
Y	1600 CORNERSTONE, SI	DC	200360000	MISCELLANEOUS PUBLISHING AND PRINTING		N	N	\$131.49	\$0	6/1/2018	40 OTHER SERVICES AND CHARGE	416 POSTAGE	
Y	1600 CORNERSTONE, SI	DC	200360000	MISCELLANEOUS PUBLISHING AND PRINTING		N	N	(\$17.52)	\$0	7/25/2018	40 OTHER SERVICES AND CHARGE	411 PRINTING, DUPLICATING, ETC	
Y	1600 CORNERSTONE, SI	DC	200360000	MISCELLANEOUS PUBLISHING AND PRINTING		N	N	\$322.19	\$0	7/25/2018	40 OTHER SERVICES AND CHARGE	411 PRINTING, DUPLICATING, ETC	
Y	ADOBE SYSTEMS INC	CA	951100000	COMPUTER NETWORK-INFORMATION SERVICES		N	N	\$1,079.28	\$0	5/15/2018	40 OTHER SERVICES AND CHARGE	442 IT SOFTWARE MAINTENANCE	
Y	ADOBE SYSTEMS INC	CA	951100000	COMPUTER NETWORK-INFORMATION SERVICES		N	N	\$160.66	\$0	6/6/2018	40 OTHER SERVICES AND CHARGE	442 IT SOFTWARE MAINTENANCE	
Y	ADOBE SYSTEMS INC	CA	951100000	COMPUTER NETWORK-INFORMATION SERVICES		N	N	\$155.73	\$0	6/17/2018	40 OTHER SERVICES AND CHARGE	442 IT SOFTWARE MAINTENANCE	
Y	ADOBE SYSTEMS INC	CA	951100000	COMPUTER NETWORK-INFORMATION SERVICES		N	N	\$529.21	\$0	8/3/2018	40 OTHER SERVICES AND CHARGE	442 IT SOFTWARE MAINTENANCE	
Y	ADOBE SYSTEMS INC	CA	951100000	COMPUTER NETWORK-INFORMATION SERVICES		N	N	\$128.63	\$0	8/9/2018	40 OTHER SERVICES AND CHARGE	442 IT SOFTWARE MAINTENANCE	
Y	ADOBE SYSTEMS INC	CA	951100000	COMPUTER NETWORK-INFORMATION SERVICES		N	N	\$122.22	\$0	8/22/2018	40 OTHER SERVICES AND CHARGE	442 IT SOFTWARE MAINTENANCE	
Y	AMAZON.COM	WA	981090000	Book Stores		N	N	\$71.39	\$0	3/12/2018		20	201
Y	AOP BUSINESS SERVICES	DC	940430000	Stationery, Office Supplies, Printing/Writing Paper	LSZDRV93327052019	Y	Y	\$50.25	\$50.25	10/18/2017	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES	
Y	AOP BUSINESS SERVICES	DC	940430000	Stationery, Office Supplies, Printing/Writing Paper	LSZDRV93327052019	Y	Y	\$19.99	\$19.99	10/18/2017	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES	
Y	AOP BUSINESS SERVICES	DC	940430000	Stationery, Office Supplies, Printing/Writing Paper	LSZDRV93327052019	Y	Y	\$59.62	\$59.62	12/12/2017	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES	
Y	AOP BUSINESS SERVICES	DC	940430000	Stationery, Office Supplies, Printing/Writing Paper	LSZDRV93327052019	Y	Y	\$1,048.72	\$1,048.72	2/9/2018		20	201
Y	AOP BUSINESS SERVICES	DC	940430000	Stationery, Office Supplies, Printing/Writing Paper	LSZDRV93327052019	Y	Y	\$1,853.78	\$1,853.78	2/24/2018		20	201
Y	AOP BUSINESS SERVICES	DC	940430000	Stationery, Office Supplies, Printing/Writing Paper	LSZDRV93327052019	Y	Y	\$56.54	\$56.54	2/26/2018		20	201
Y	AOP BUSINESS SERVICES	DC	940430000	Stationery, Office Supplies, Printing/Writing Paper	LSZDRV93327052019	Y	Y	\$1,944	\$1,944	3/26/2018		20	201
Y	AOP BUSINESS SERVICES	DC	940430000	STATIONERY-OFFICE SUPPLIES-PRINTING + WRITING PAP.	LSZDRV93327052019	Y	Y	\$2,623.65	\$2,623.65	4/5/2018	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES	
Y	AOP BUSINESS SERVICES	DC	940430000	STATIONERY-OFFICE SUPPLIES-PRINTING + WRITING PAP.	LSZDRV93327052019	Y	Y	\$1,151.88	\$1,151.88	4/23/2018	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES	
Y	AOP BUSINESS SERVICES	DC	940430000	STATIONERY-OFFICE SUPPLIES-PRINTING + WRITING PAP.	LSZDRV93327052019	Y	Y	\$725.94	\$725.94	5/11/2018	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES	
Y	AOP BUSINESS SERVICES	DC	940430000	STATIONERY-OFFICE SUPPLIES-PRINTING + WRITING PAP.	LSZDRV93327052019	Y	Y	\$697.67	\$697.67	5/15/2018	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES	
Y	AOP BUSINESS SERVICES	DC	940430000	STATIONERY-OFFICE SUPPLIES-PRINTING + WRITING PAP.	LSZDRV93327052019	Y	Y	\$119.16	\$119.16	5/16/2018	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES	
Y	AOP BUSINESS SERVICES	DC	940430000	STATIONERY-OFFICE SUPPLIES-PRINTING + WRITING PAP.		Y	N	\$230.04	\$0	7/17/2018	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES	
Y	BESTBUY.COM80490706798	MN	554230000	Electronic Sales		N	N	\$599.99	\$0	10/16/2017	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES	
Y	BESTBUY.COM805503116606	MN	554230000	Electronic Sales		N	N	\$103.99	\$0	11/2/2017	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES	
Y	CAPITAL SERVICES AND S	DC	200180000	Stationery, Office Supplies, Printing/Writing Paper	LSZX17481122019	Y	Y	\$195.04	\$195.04	11/2/2017	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES	
Y	CAPITAL SERVICES AND S	DC	200180000	Stationery, Office Supplies, Printing/Writing Paper	LSZX17481122019	Y	Y	\$473.40	\$473.40	11/7/2017	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES	
Y	CAPITAL SERVICES AND S	DC	200180000	Stationery, Office Supplies, Printing/Writing Paper	LSZX17481122019	Y	Y	\$759.59	\$759.59	11/13/2017	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES	
Y	CAPITAL SERVICES AND S	DC	200180000	Stationery, Office Supplies, Printing/Writing Paper	LSZX17481122019	Y	Y	\$1,245.04	\$1,245.04	12/11/2017	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES	
Y	CAPITAL SERVICES AND S	DC	200180000	Stationery, Office Supplies, Printing/Writing Paper	LSZX17481122019	Y	Y	\$57.98	\$57.98	12/19/2017	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES	
Y	COMPUTER SECURITY PROD	NH	03060-3530	COMPUTERS, COMPUTER PERIPHERAL EQUIPMENT, SOFTWARE		N	N	\$37.16	\$0	8/8/2018	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES	
Y	CUSTOM BANNER LAB	IN	460320000	Specialty Retail Stores-Miscellaneous		N	N	\$135.75	\$0	12/27/2017		0	0
Y	DUPONT COMPUTERS	DC	200090000	CONSULTING, MANAGEMENT AND PUBLIC RELATIONS SVCS	LSDX59723102018	Y	Y	\$90	\$90	5/10/2018	40 OTHER SERVICES AND CHARGE	411 PRINTING, DUPLICATING, ETC	
Y	DUPONT COMPUTERS	DC	200090000	CONSULTING, MANAGEMENT AND PUBLIC RELATIONS SVCS	LSDX40800092021	Y	Y	\$175	\$175	8/16/2018	40 OTHER SERVICES AND CHARGE	411 PRINTING, DUPLICATING, ETC	
Y	DUPONT COMPUTERS	DC	200090000	CONSULTING, MANAGEMENT AND PUBLIC RELATIONS SVCS	LSDX40800092021	Y	Y	\$175	\$175	9/5/2018	40 OTHER SERVICES AND CHARGE	411 PRINTING, DUPLICATING, ETC	
Y	EASYKEYSCOM INC	NC	282730000	BUSINESS SERVICES-NOT ELSEWHERE CLASSIFIED		N	N	\$173.75	\$0	8/16/2018	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES	
Y	EB ACCELERATE 2018	CA	941030000	BUSINESS SERVICES-NOT ELSEWHERE CLASSIFIED		N	N	\$3,600	\$0	8/9/2018	40 OTHER SERVICES AND CHARGE	424 CONFERENCE FEES LOC OUT OF CITY	
Y	EB ACCELERATE 2018	CA	941030000	BUSINESS SERVICES-NOT ELSEWHERE CLASSIFIED		N	N	\$1,200	\$0	8/15/2018	40 OTHER SERVICES AND CHARGE	424 CONFERENCE FEES LOC OUT OF CITY	
Y	EB ACCELERATE 2018	CA	941030000	BUSINESS SERVICES-NOT ELSEWHERE CLASSIFIED		N	N	\$300	\$0	9/6/2018	40 OTHER SERVICES AND CHARGE	419 TUITION FOR EMPLOYEE TRAINING	
Y	EB ACCELERATE 2018	CA	941030000	BUSINESS SERVICES-NOT ELSEWHERE CLASSIFIED		N	N	\$150	\$0	9/6/2018	40 OTHER SERVICES AND CHARGE	419 TUITION FOR EMPLOYEE TRAINING	
Y	ESUREBUY.COM CELLULAR	NY	11219-4561	MISCELLANEOUS AND SPECIALTY RETAIL STORES		N	N	\$1,078.20	\$0	8/29/2018	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES	
Y	FACEBK AGC56FWB62	CA	940250000	ADVERTISING SERVICES		N	N	\$5.43	\$0	6/30/2018	40 OTHER SERVICES AND CHARGE	414 ADVERTISING	
Y	FACEBK PGCS6FWB62	CA	940250000	ADVERTISING SERVICES		N	N	\$43.40	\$0	6/30/2018	40 OTHER SERVICES AND CHARGE	414 ADVERTISING	
Y	FBI LEEDA INC	PA	193550000	Charitable And Social Service Organizations		N	N	\$650	\$0	10/16/2017	40 OTHER SERVICES AND CHARGE	419 TUITION FOR EMPLOYEE TRAINING	
Y	FBI LEEDA INC	PA	193550000	Charitable And Social Service Organizations		N	N	\$650	\$0	1/26/2018		0	0
Y	FEDEX	DC	20005-3707	QUICK COPY REPRODUCTION AND BLUEPRINTING SERVICES		N	N	\$1,654.83	\$0	4/11/2018	40 OTHER SERVICES AND CHARGE	411 PRINTING, DUPLICATING, ETC	
Y	FEDEX	DC	20005-3707	QUICK COPY REPRODUCTION AND BLUEPRINTING SERVICES		N	N	\$1,564.85	\$0	4/11/2018	40 OTHER SERVICES AND CHARGE	411 PRINTING, DUPLICATING, ETC	
Y	FEDEX	DC	20005-3707	QUICK COPY REPRODUCTION AND BLUEPRINTING SERVICES		N	N	(\$1,654.83)	\$0	4/11/2018	40 OTHER SERVICES AND CHARGE	411 PRINTING, DUPLICATING, ETC	
Y	FEDEXOFFICE 00018648	DC	200050000	Quick-Copy, Reproduction and Blueprinting Services		N	N	\$439.62	\$0	1/8/2018	40 OTHER SERVICES AND CHARGE	411 PRINTING, DUPLICATING, ETC	
Y	GRADUATE SCHOOL	DC	200240000	College, Universities, Professional Schools		N	N	\$899	\$0	2/21/2018		40	419
Y	GRADUATE SCHOOL	DC	20024-2520	COLLEGES, UNIV PRO SCHOOLS, JUNIOR COLLEGES		N	N	\$1,099	\$0	4/4/2018	40 OTHER SERVICES AND CHARGE	419 TUITION FOR EMPLOYEE TRAINING	
Y	GRADUATE SCHOOL	DC	20024-2520	COLLEGES, UNIV PRO SCHOOLS, JUNIOR COLLEGES		N	N	\$699	\$0	7/23/2018	40 OTHER SERVICES AND CHARGE	419 TUITION FOR EMPLOYEE TRAINING	
Y	HERMAN MILLER	MI	494640000	Office and Commercial Furniture		N	N	\$768.59	\$0	10/12/2017	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES	
Y	INT*IN *A & A PREMIUM	DC	200110000	Glass, Paint, Wallpaper Stores		N	N	\$3,000	\$0	12/5/2017	40 OTHER SERVICES AND CHARGE	407 MAINTENANCE AND REPAIRS - OTHER	
Y	INT*IN *MARLBORO DECOR	MD	211140000	FLOOR COVERING STORES		N	N	\$679	\$0	6/4/2018	40 OTHER SERVICES AND CHARGE	407 MAINTENANCE AND REPAIRS - OTHER	
Y	INT*IN *VIDEO COMMUNIC	MD	214030000	Professional Services Not Elsewhere Classified		N	N	\$540	\$0	3/2/2018		40	407
Y	ISACA	IL	600080000	Educational Services, Not Elsewhere Classified		N	N	\$220	\$0	12/13/2017	40 OTHER SERVICES AND CHARGE	425 PAYMENT OF MEMBERSHIP DUES	
Y	KEESING/SECUREMARKDECA	CT	66110000	Computer Software Stores		N	N	\$404.30	\$0	2/16/2018		20	204
Y	LIBERTY OFFICE PROD	TX	770630000	Stationery, Office & School Supply Stores		N	N	\$1,514.80	\$0	11/16/2017	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES	
Y	LT PRINTING AND PROMOT	DC	200110000	Miscellaneous Publishing And Printing	LSRV21578042018	Y	Y	\$4,020	\$4,020	10/12/2017	40 OTHER SERVICES AND CHARGE	411 PRINTING, DUPLICATING, ETC	
Y	LT PRINTING AND PROMOT	DC	200110000	Miscellaneous Publishing And Printing	LSRV21578042018	Y	Y	\$5,000	\$5,000	10/18/2017	40 OTHER SERVICES AND CHARGE	411 PRINTING, DUPLICATING, ETC	
Y	LT PRINTING AND PROMOT	DC	200110000	Miscellaneous Publishing And Printing	LSRV21578042018	Y	Y	\$5,000	\$5,000	11/13/2017	40 OTHER SERVICES AND CHARGE	411 PRINTING, DUPLICATING, ETC	
Y	LT PRINTING AND PROMOT	DC	200110000	Miscellaneous Publishing And Printing	LSRV21578042018	Y	Y	\$2,566.10	\$2,566.10	12/7/2017	40 OTHER SERVICES AND CHARGE	411 PRINTING, DUPLICATING, ETC	
Y	LT PRINTING AND PROMOT	DC	200110000	Miscellaneous Publishing And Printing		N	N	\$1,359.18	\$0	1/26/2018		0	0
Y	LT PRINTING AND PROMOT	DC	200110000	Miscellaneous Publishing And Printing		N	N	\$2,772	\$0	1/30/2018		0	0
Y	LT PRINTING AND PROMOT	DC	200110000	Miscellaneous Publishing And Printing		N	N	\$1,114.80	\$0	2/1/2018		40	411
Y	LT PRINTING AND PROMOT	DC	200110000	Miscellaneous Publishing And Printing		N	N	\$4,569	\$0	2/8/2018		40	411
Y	LT PRINTING AND PROMOT	DC	200110000	Miscellaneous Publishing And Printing		N	N	\$798.96	\$0	2/9/2018		40	411
Y	LT PRINTING AND PROMOT	DC	200110000	Miscellaneous Publishing And Printing		N	N	\$5,000	\$0	2/23/2018		40	411
Y	METRO OFFICE PRODUCTS	DC	20032-3913	COMPUTERS, COMPUTER PERIPHERAL EQUIPMENT, SOFTWARE	LSZR00896052021	Y	Y	\$413.01	\$413.01	4/20/2018	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES	
Y	METROPOLITAN OFFICE PR	DC	200320000	Computers, Computer Peripheral Equipment, Software	LSZR5567062018	Y	Y	\$199.77	\$199.77	1/18/2018	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES	
Y	METROPOLITAN OFFICE PR	DC	200320000	Computers, Computer Peripheral Equipment, Software	LSZR5567062018	Y	Y	\$133.95	\$133.95	1/25/2018	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES	
Y	METROPOLITAN OFFICE PR	DC	200320000	Computers, Computer Peripheral Equipment, Software	LSZR5567062018	Y	Y	\$92.97	\$92.97	1/25/2018	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES	

**Annual Small Business Enterprise (SBE) Expenditure Report for FY19**  
**Question 49**

Y	METROPOLITAN OFFICE PR	DC	200320000	Computers, Computer Peripheral Equipment, Software	LSDZR5567062018	Y	Y	\$159.24	\$159.24	2/1/2018	20	201
Y	METROPOLITAN OFFICE PR	DC	200030000	Computers, Computer Peripheral Equipment, Software	LSDZR5567062018	Y	Y	\$440.01	\$440.01	3/27/2018	20	201
Y	METROPOLITAN OFFICE PR	DC	200320000	COMPUTERS COMPUTER PERIPHERAL EQUIPMENT SOFTWARE		N	N	\$920.78	\$0	4/10/2018	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES
Y	METROPOLITAN OFFICE PR	DC	200030000	COMPUTERS COMPUTER PERIPHERAL EQUIPMENT SOFTWARE	LSDZR00896052021	Y	Y	\$133.95	\$133.95	5/29/2018	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES
Y	METROPOLITAN OFFICE PR	DC	200030000	COMPUTERS COMPUTER PERIPHERAL EQUIPMENT SOFTWARE	LSDZR00896052021	Y	Y	\$2,228.79	\$2,228.79	6/14/2018	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES
Y	METROPOLITAN OFFICE PR	DC	200030000	COMPUTERS COMPUTER PERIPHERAL EQUIPMENT SOFTWARE		Y	N	\$838.23	\$0	7/9/2018	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES
Y	METROPOLITAN OFFICE PR	DC	200030000	COMPUTERS COMPUTER PERIPHERAL EQUIPMENT SOFTWARE		Y	N	\$216.03	\$0	7/20/2018	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES
Y	METROPOLITAN OFFICE PR	DC	200030000	COMPUTERS COMPUTER PERIPHERAL EQUIPMENT SOFTWARE		Y	N	\$566.96	\$0	7/27/2018	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES
Y	METROPOLITAN OFFICE PR	DC	200030000	COMPUTERS COMPUTER PERIPHERAL EQUIPMENT SOFTWARE		Y	N	\$2,136.51	\$0	7/27/2018	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES
Y	METROPOLITAN OFFICE PR	DC	200030000	COMPUTERS COMPUTER PERIPHERAL EQUIPMENT SOFTWARE	LSDZR00896052021	Y	Y	\$1,443.41	\$1,443.41	8/6/2018	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES
Y	METROPOLITAN OFFICE PR	DC	200030000	COMPUTERS COMPUTER PERIPHERAL EQUIPMENT SOFTWARE	LSDZR00896052021	Y	Y	\$142.93	\$142.93	8/14/2018	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES
Y	MR GEE'S CAR WASH	DC	200110000	CAR WASHES		N	N	\$1,084.30	\$0	6/7/2018	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES
Y	MULTICULTURAL COMMUNI	DC	200090000	Charitable And Social Service Organizations		N	N	\$220	\$0	10/26/2017	40 OTHER SERVICES AND CHARGE	410 OFFICE SUPPORT
Y	MULTICULTURAL COMMUNI	DC	200090000	Charitable And Social Service Organizations		N	N	\$280	\$0	1/31/2018	40	408
Y	MULTICULTURAL COMMUNI	DC	200090000	ORGANIZATIONS CHARITABLE AND SOCIAL SERVICES		N	N	\$525	\$0	9/21/2018	40 OTHER SERVICES AND CHARGE	429 PROFESSIONAL SERVICES
Y	MULTICULTURAL COMMUNI	DC	200090000	ORGANIZATIONS CHARITABLE AND SOCIAL SERVICES		N	N	\$480	\$0	9/27/2018	40 OTHER SERVICES AND CHARGE	408 PROF SERVICE FEES AND CONTR
Y	NATIONAL ALCOHOL BEVER	VA	223020000	Membership Organizations, Not Elsewhere Classified		N	N	\$295	\$0	2/22/2018	40	424
Y	NATIONAL ALCOHOL BEVER	VA	223020000	Membership Organizations, Not Elsewhere Classified		N	N	\$295	\$0	2/23/2018	0	0
Y	NATIONAL ALCOHOL BEVER	VA	223020000	Membership Organizations, Not Elsewhere Classified		N	N	\$295	\$0	2/23/2018	0	0
Y	NATIONAL LIQUOR LAW	MD	207050000	ORGANIZATIONS MEMBERSHIP-NOT ELSEWHERE CLASSIFIED		N	N	\$900	\$0	8/14/2018	40 OTHER SERVICES AND CHARGE	424 CONFERENCE FEES LOC OUT OF CITY
Y	NATIONAL LIQUOR LAW	MD	207050000	ORGANIZATIONS MEMBERSHIP-NOT ELSEWHERE CLASSIFIED		N	N	\$300	\$0	8/14/2018	40 OTHER SERVICES AND CHARGE	425 PAYMENT OF MEMBERSHIP DUES
Y	OFFICE DEPOT #3315	DC	200090000	Stationery, Office & School Supply Stores		N	N	\$17.98	\$0	1/18/2018	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES
Y	OFFICE DEPOT #3315	DC	200090000	OFFICE SCHOOL SUPPLY AND STATIONERY STORES		N	N	\$105.97	\$0	9/13/2018	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES
Y	OFFICEWORLD.COM	OR	974020000	Stationery, Office & School Supply Stores		N	N	\$29.63	\$0	10/24/2017	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES
Y	OFFICEWORLD.COM	OR	974020000	Stationery, Office & School Supply Stores		N	N	\$112.98	\$0	3/5/2018	20	201
Y	PAYPAL	CA	951310000	PROFESSIONAL SERVICES-NOT ELSEWHERE CLASSIFIED		N	N	\$3,000	\$0	5/21/2018	40 OTHER SERVICES AND CHARGE	406 MAINTENANCE AND REPAIRS - LAND, BUILDING
Y	PAYPAL	AZ	852800000	ORGANIZATIONS MEMBERSHIP-NOT ELSEWHERE CLASSIFIED		N	N	\$300	\$0	7/16/2018	40 OTHER SERVICES AND CHARGE	425 PAYMENT OF MEMBERSHIP DUES
Y	RECREATION.GOV	NY	12020	GOVERNMENT SERVICES-NOT ELSEWHERE CLASSIFIED		N	N	\$130	\$0	6/21/2018	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES
Y	SFRD/DYMO/PRRN/VELMER	CT	69020000	Stationery, Office & School Supply Stores		N	N	\$10.50	\$0	3/0/2018	20	201
Y	SQ *SQ *LOCKSMITH	MD	207050000	GENERAL CONTRACTORS-RESIDENTIAL BUILDINGS		N	N	\$199	\$0	6/27/2018	40 OTHER SERVICES AND CHARGE	407 MAINTENANCE AND REPAIRS - OTHER
Y	STANDARD OFFICE SUPPLY	DC	200110000	Commercial Equipment, Not Elsewhere Classified	LSX47064082019	Y	Y	\$849.75	\$849.75	10/24/2017	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES
Y	STANDARD OFFICE SUPPLY	DC	200110000	Commercial Equipment, Not Elsewhere Classified	LSX47064082019	Y	Y	\$679.80	\$679.80	2/7/2018	20	201
Y	STANDARD OFFICE SUPPLY	DC	200110000	COMMERCIAL EQUIPMENT NOT ELSEWHERE CLASSIFIED	LSX47064082019	Y	Y	\$639.80	\$639.80	4/10/2018	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES
Y	STANDARD OFFICE SUPPLY	DC	200110000	COMMERCIAL EQUIPMENT NOT ELSEWHERE CLASSIFIED	LSX47064082019	Y	Y	\$3,222.90	\$3,222.90	8/6/2018	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES
Y	STANDARD OFFICE SUPPLY	DC	200110000	COMMERCIAL EQUIPMENT NOT ELSEWHERE CLASSIFIED	LSX47064082019	Y	Y	\$93.52	\$93.52	8/8/2018	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES
Y	STANDARD OFFICE SUPPLY	DC	200110000	COMMERCIAL EQUIPMENT NOT ELSEWHERE CLASSIFIED	LSX47064082019	Y	Y	\$194.40	\$194.40	8/8/2018	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES
Y	STANDARD OFFICE SUPPLY	DC	200110000	COMMERCIAL EQUIPMENT NOT ELSEWHERE CLASSIFIED	LSX47064082019	Y	Y	\$209.94	\$209.94	8/9/2018	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES
Y	STANDARD OFFICE SUPPLY	DC	200110000	COMMERCIAL EQUIPMENT NOT ELSEWHERE CLASSIFIED	LSX47064082019	Y	Y	\$190.70	\$190.70	8/13/2018	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES
Y	STANDARD OFFICE SUPPLY	DC	200110000	COMMERCIAL EQUIPMENT NOT ELSEWHERE CLASSIFIED	LSX47064082019	Y	Y	\$541.04	\$541.04	8/27/2018	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES
Y	STANDARD OFFICE SUPPLY	DC	200110000	COMMERCIAL EQUIPMENT NOT ELSEWHERE CLASSIFIED	LSX47064082019	Y	Y	\$24.99	\$24.99	8/28/2018	0	0
Y	STANDARD OFFICE SUPPLY	DC	200110000	COMMERCIAL EQUIPMENT NOT ELSEWHERE CLASSIFIED	LSX47064082019	Y	Y	\$2,267.34	\$2,267.34	8/31/2018	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES
Y	STANDARD OFFICE SUPPLY	DC	200110000	COMMERCIAL EQUIPMENT NOT ELSEWHERE CLASSIFIED	LSX47064082019	Y	Y	\$837.15	\$837.15	9/14/2018	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES
Y	STANDARD OFFICE SUPPLY	DC	200110000	COMMERCIAL EQUIPMENT NOT ELSEWHERE CLASSIFIED	LSX47064082019	Y	Y	\$849.75	\$849.75	9/19/2018	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES
Y	STANDARD OFFICE SUPPLY	DC	200110000	COMMERCIAL EQUIPMENT NOT ELSEWHERE CLASSIFIED	LSX47064082019	Y	Y	\$334.90	\$334.90	9/20/2018	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES
Y	STATEWIDE BONDING COMP	GA	303500000	Insurance Sales, Underwriting, and Premiums		N	N	\$2,257	\$0	10/24/2017	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES
Y	THE INST OF INT AUDITO	FL	327460000	Charitable And Social Service Organizations		N	N	\$255	\$0	12/14/2017	40 OTHER SERVICES AND CHARGE	425 PAYMENT OF MEMBERSHIP DUES
Y	THOMPSON CONSTRUCTION	DC	200020000	Genl Contractors-Residential, and Commercial		N	N	\$1,700	\$0	2/28/2018	40	407
Y	TOUCAN	MD	214010000	MISCELLANEOUS GENERAL MERCHANDISE		N	N	\$1,160	\$0	4/27/2018	40 OTHER SERVICES AND CHARGE	411 PRINTING, DUPLICATING, ETC
Y	TWITTER ONLINE ADS	CA	941030000	ADVERTISING SERVICES		N	N	\$50	\$0	8/18/2018	40 OTHER SERVICES AND CHARGE	414 ADVERTISING
Y	TWITTER ONLINE ADS	CA	941030000	ADVERTISING SERVICES		N	N	\$50	\$0	8/24/2018	0	0
Y	ULINE	WI	531580000	DIRECT MARKETING-CATALOG MERCHANTS		N	N	\$935.44	\$0	7/17/2018	20 SUPPLIES AND MATERIALS	210 GENERAL
Y	ULINE	WI	531580000	DIRECT MARKETING-CATALOG MERCHANTS		N	N	(\$47.89)	\$0	7/18/2018	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES
Y	USPS PO 1049490275	DC	200090000	Postage Services-Government Only		N	N	\$490	\$0	10/11/2017	40 OTHER SERVICES AND CHARGE	416 POSTAGE
Y	USPS PO 1049490275	DC	200090000	Postage Services-Government Only		N	N	\$6.59	\$0	10/31/2017	40 OTHER SERVICES AND CHARGE	416 POSTAGE
Y	USPS PO 1049490275	DC	200090000	Postage Services-Government Only		N	N	\$588	\$0	11/13/2017	40 OTHER SERVICES AND CHARGE	416 POSTAGE
Y	USPS PO 1049490275	DC	200090000	Postage Services-Government Only		N	N	\$6.59	\$0	12/1/2017	40 OTHER SERVICES AND CHARGE	416 POSTAGE
Y	USPS PO 1049490275	DC	200090000	Postage Services-Government Only		N	N	\$596.40	\$0	12/21/2017	0	0
Y	USPS PO 1049490275	DC	200090000	Postage Services-Government Only		N	N	\$1,105	\$0	2/7/2018	40	416
Y	USPS PO 1049490275	DC	200090000	Postage Services-Government Only		N	N	\$6.70	\$0	2/15/2018	40	416
Y	USPS PO 1049490275	DC	200090000	Postage Services-Government Only		N	N	\$7.33	\$0	3/12/2018	40	416
Y	USPS PO 1049490275	DC	200090000	Postage Services-Government Only		N	N	\$6.70	\$0	3/15/2018	40	416
Y	USPS PO 1049490275	DC	200090000	Postage Services-Government Only		N	N	\$22.02	\$0	3/15/2018	40	416
Y	USPS PO 1049490275	DC	200090000	Postage Services-Government Only		N	N	\$1,000	\$0	3/20/2018	40	416
Y	USPS PO 1049490275	DC	200090000	Postage Services-Government Only		N	N	\$6.70	\$0	3/23/2018	40	416
Y	USPS PO 1049490275	DC	200090000	POSTAL SERVICES-GOVERNMENT ONLY		N	N	\$116.67	\$0	4/27/2018	40 OTHER SERVICES AND CHARGE	416 POSTAGE
Y	USPS PO 1049490275	DC	200090000	POSTAL SERVICES-GOVERNMENT ONLY		N	N	\$1,008.88	\$0	5/9/2018	40 OTHER SERVICES AND CHARGE	416 POSTAGE
Y	USPS PO 1049490275	DC	200090000	POSTAL SERVICES-GOVERNMENT ONLY		N	N	\$950	\$0	5/25/2018	40 OTHER SERVICES AND CHARGE	416 POSTAGE
Y	USPS PO 1049490275	DC	200090000	POSTAL SERVICES-GOVERNMENT ONLY		N	N	\$8.04	\$0	5/29/2018	40 OTHER SERVICES AND CHARGE	416 POSTAGE
Y	USPS PO 1049490275	DC	200090000	POSTAL SERVICES-GOVERNMENT ONLY		N	N	\$13.40	\$0	6/11/2018	40 OTHER SERVICES AND CHARGE	416 POSTAGE
Y	USPS PO 1049490275	DC	200090000	POSTAL SERVICES-GOVERNMENT ONLY		N	N	\$500	\$0	6/15/2018	40 OTHER SERVICES AND CHARGE	416 POSTAGE
Y	USPS PO 1049490275	DC	200090000	POSTAL SERVICES-GOVERNMENT ONLY		N	N	\$7.41	\$0	6/26/2018	40 OTHER SERVICES AND CHARGE	416 POSTAGE
Y	USPS PO 1049490275	DC	200090000	POSTAL SERVICES-GOVERNMENT ONLY		N	N	\$6.70	\$0	7/2/2018	40 OTHER SERVICES AND CHARGE	416 POSTAGE
Y	USPS PO 1049490275	DC	200090000	POSTAL SERVICES-GOVERNMENT ONLY		N	N	\$7.83	\$0	7/23/2018	40 OTHER SERVICES AND CHARGE	416 POSTAGE
Y	USPS PO 1049490275	DC	200090000	POSTAL SERVICES-GOVERNMENT ONLY		N	N	\$6.70	\$0	7/23/2018	40 OTHER SERVICES AND CHARGE	416 POSTAGE

**Annual Small Business Enterprise (SBE) Expenditure Report for FY19**  
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Y	USPS PO 1049490275	DC	200090000	POSTAL SERVICES-GOVERNMENT ONLY		N	N	\$306.70	\$0	8/8/2018	40 OTHER SERVICES AND CHARGE	416 POSTAGE	
Y	USPS PO 1049490275	DC	200090000	POSTAL SERVICES-GOVERNMENT ONLY		N	N	\$8.04	\$0	8/15/2018	40 OTHER SERVICES AND CHARGE	416 POSTAGE	
Y	USPS PO 1049490275	DC	200090000	POSTAL SERVICES-GOVERNMENT ONLY		N	N	\$500	\$0	8/15/2018	40 OTHER SERVICES AND CHARGE	416 POSTAGE	
Y	USPS PO 1049490275	DC	200090000	POSTAL SERVICES-GOVERNMENT ONLY		N	N	\$250	\$0	9/18/2018	40 OTHER SERVICES AND CHARGE	416 POSTAGE	
Y	USPS PO 1049490275	DC	200090000	POSTAL SERVICES-GOVERNMENT ONLY		N	N	\$8.50	\$0	9/18/2018	40 OTHER SERVICES AND CHARGE	416 POSTAGE	
Y	USPS PO 1049490275	DC	200090000	POSTAL SERVICES-GOVERNMENT ONLY		N	N	\$23.50	\$0	9/27/2018	40 OTHER SERVICES AND CHARGE	416 POSTAGE	
Y	WASHINGTON OPPORTUNITY	DC	200320000	CONSULTING MANAGEMENT AND PUBLIC RELATIONS SVCS		Y	N	\$1,245	\$0	7/2/2018	40 OTHER SERVICES AND CHARGE	411 PRINTING, DUPLICATING, ETC	
Y	WASHINGTON OPPORTUNITY	DC	200320000	CONSULTING MANAGEMENT AND PUBLIC RELATIONS SVCS	LSDZR42861102019	Y	Y	\$2,195	\$2,195	8/3/2018	20 SUPPLIES AND MATERIALS	201 OFFICE SUPPLIES	
Y	WHITAKERBROTHERS.COM	MD	208500000	Office,Photographic,Photocopy, and Microfilm Equip		N	N	\$277.50	\$0	3/19/2018		40	407

**ALCOHOLIC BEVERAGE REGULATION ADMINISTRATION  
FY 2019 NOISE TASK FORCE ESTABLISHMENTS VISITED  
QUESTION NUMBER 68**

<b>DATE</b>	<b>ESTABLISHMENT</b>	<b>ADDRESS</b>	<b>QUAD</b>
10/4/2018	12 Twelve DC/Kyss Kyss	1212 H Street	NE
10/4/2018	Dirty Water	816 H Street	NE
10/4/2018	10 Tigers Parlour	3813 Georgia Avenue	NW
10/4/2018	1942 DC	1942 9th Street	NW
10/4/2018	930 Club	815 V Street	NW
10/4/2018	Amsterdam Lounge	1208 U Street	NW
10/4/2018	Cloud Lounge	1919 9th Street	NW
10/4/2018	Costello Restaurant	5201 Georgia Avenue	NW
10/4/2018	El Nuevo Miguleno	1721 Columbia Road	NW
10/4/2018	Flash	645 Florida Avenue	NW
10/4/2018	Kiss Tavern	637 T Street	NW
10/4/2018	MK Lounge	1930 9th Street	NW
10/4/2018	Peace Lounge	2632 Georgia Avenue	NW
10/4/2018	Rito Loco-El Techo	606 Florida Avenue	NW
10/4/2018	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
10/4/2018	Secret Lounge	1928 9th Street	NW
10/4/2018	The Brixton	901 U Street	NW
10/4/2018	Uproar	639 Florida Avenue	NW
10/4/2018	Vivid Lounge	1334 U Street	NW
10/5/2018	12 Twelve DC/Kyss Kyss	1212 H Street	NE
10/5/2018	Dirty Water	816 H Street	NE
10/5/2018	10 Tigers Parlour	3813 Georgia Avenue	NW
10/5/2018	1942 DC	1942 9th Street	NW
10/5/2018	930 Club	815 V Street	NW
10/5/2018	Amsterdam Lounge	1208 U Street	NW
10/5/2018	Cloud Lounge	1919 9th Street	NW
10/5/2018	Costello Restaurant	5201 Georgia Avenue	NW
10/5/2018	El Nuevo Miguleno	1721 Columbia Road	NW
10/5/2018	Flash	645 Florida Avenue	NW
10/5/2018	Johnana's Restaurant	4728 14th Street	NW
10/5/2018	Kiss Tavern	637 T Street	NW
10/5/2018	MK Lounge	1930 9th Street	NW
10/5/2018	Peace Lounge	2632 Georgia Avenue	NW
10/5/2018	Rito Loco-El Techo	606 Florida Avenue	NW
10/5/2018	Secret Lounge	1928 9th Street	NW
10/5/2018	The Brixton	901 U Street	NW
10/5/2018	Uproar	639 Florida Avenue	NW
10/5/2018	Vivid Lounge	1334 U Street	NW
10/6/2018	12 Twelve DC/Kyss Kyss	1212 H Street	NE
10/6/2018	Dirty Water	816 H Street	NE
10/6/2018	10 Tigers Parlour	3813 Georgia Avenue	NW
10/6/2018	1942 DC	1942 9th Street	NW

**ALCOHOLIC BEVERAGE REGULATION ADMINISTRATION  
FY 2019 NOISE TASK FORCE ESTABLISHMENTS VISITED  
QUESTION NUMBER 68**

<b>DATE</b>	<b>ESTABLISHMENT</b>	<b>ADDRESS</b>	<b>QUAD</b>
10/6/2018	930 Club	815 V Street	NW
10/6/2018	Amsterdam Lounge	1208 U Street	NW
10/6/2018	Cloud Lounge	1919 9th Street	NW
10/6/2018	Costello Restaurant	5201 Georgia Avenue	NW
10/6/2018	El Nuevo Miguleno	1721 Columbia Road	NW
10/6/2018	Flash	645 Florida Avenue	NW
10/6/2018	Johnana's Restaurant	4728 14th Street	NW
10/6/2018	Kiss Tavern	637 T Street	NW
10/6/2018	MK Lounge	1930 9th Street	NW
10/6/2018	Peace Lounge	2632 Georgia Avenue	NW
10/6/2018	Rito Loco-El Techo	606 Florida Avenue	NW
10/6/2018	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
10/6/2018	Secret Lounge	1928 9th Street	NW
10/6/2018	The Brixton	901 U Street	NW
10/6/2018	Uproar	639 Florida Avenue	NW
10/6/2018	Vivid Lounge	1334 U Street	NW
10/7/2018	12 Twelve DC/Kyss Kyss	1212 H Street	NE
10/7/2018	Dirty Water	816 H Street	NE
10/7/2018	10 Tigers Parlour	3813 Georgia Avenue	NW
10/7/2018	1942 DC	1942 9th Street	NW
10/7/2018	Adams Morgan	18th Street	NW
10/7/2018	Amsterdam Lounge	1208 U Street	NW
10/7/2018	Cloud Lounge	1919 9th Street	NW
10/7/2018	Costello Restaurant	5201 Georgia Avenue	NW
10/7/2018	El Nuevo Miguleno	1721 Columbia Road	NW
10/7/2018	Flash	645 Florida Avenue	NW
10/7/2018	Golden Triangle	Connecticut Avenue	NW
10/7/2018	Johnana's Restaurant	4728 14th Street	NW
10/7/2018	Kiss Tavern	637 T Street	NW
10/7/2018	MK Lounge	1930 9th Street	NW
10/7/2018	Peace Lounge	2632 Georgia Avenue	NW
10/7/2018	Rito Loco-El Techo	606 Florida Avenue	NW
10/7/2018	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
10/7/2018	Secret Lounge	1928 9th Street	NW
10/7/2018	The Brixton	901 U Street	NW
10/7/2018	Uproar	639 Florida Avenue	NW
10/7/2018	Vivid Lounge	1334 U Street	NW
10/12/2018	12 Twelve DC/Kyss Kyss	1212 H Street	NE
10/12/2018	Dirty Water	816 H Street	NE
10/12/2018	10 Tigers Parlour	3813 Georgia Avenue	NW
10/12/2018	930 Club	815 V Street	NW
10/12/2018	Amsterdam Lounge	1208 U Street	NW

**ALCOHOLIC BEVERAGE REGULATION ADMINISTRATION  
FY 2019 NOISE TASK FORCE ESTABLISHMENTS VISITED  
QUESTION NUMBER 68**

<b>DATE</b>	<b>ESTABLISHMENT</b>	<b>ADDRESS</b>	<b>QUAD</b>
10/12/2018	Cloud Lounge	1919 9th Street	NW
10/12/2018	Costello Restaurant	5201 Georgia Avenue	NW
10/12/2018	El Nuevo Miguleno	1721 Columbia Road	NW
10/12/2018	Flash	645 Florida Avenue	NW
10/12/2018	Kiss Tavern	637 T Street	NW
10/12/2018	MK Lounge	1930 9th Street	NW
10/12/2018	Peace Lounge	2632 Georgia Avenue	NW
10/12/2018	Rito Loco-El Techo	606 Florida Avenue	NW
10/12/2018	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
10/12/2018	Secret Lounge	1928 9th Street	NW
10/12/2018	The Brixton	901 U Street	NW
10/12/2018	Uproar	639 Florida Avenue	NW
10/12/2018	Vivid Lounge	1334 U Street	NW
10/13/2018	12 Twelve DC/Kyss Kyss	1212 H Street	NE
10/13/2018	Dirty Water	816 H Street	NE
10/13/2018	10 Tigers Parlour	3813 Georgia Avenue	NW
10/13/2018	1942 DC	1942 9th Street	NW
10/13/2018	930 Club	815 V Street	NW
10/13/2018	Adams Morgan	18th Street	NW
10/13/2018	Amsterdam Lounge	1208 U Street	NW
10/13/2018	Cloud Lounge	1919 9th Street	NW
10/13/2018	Costello Restaurant	5201 Georgia Avenue	NW
10/13/2018	El Nuevo Miguleno	1721 Columbia Road	NW
10/13/2018	Flash	645 Florida Avenue	NW
10/13/2018	Golden Triangle	Connecticut Avenue	NW
10/13/2018	Johnana's Restaurant	4728 14th Street	NW
10/13/2018	Kiss Tavern	637 T Street	NW
10/13/2018	MK Lounge	1930 9th Street	NW
10/13/2018	Peace Lounge	2632 Georgia Avenue	NW
10/13/2018	Rito Loco-El Techo	606 Florida Avenue	NW
10/13/2018	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
10/13/2018	Secret Lounge	1928 9th Street	NW
10/13/2018	The Brixton	901 U Street	NW
10/13/2018	Uproar	639 Florida Avenue	NW
10/13/2018	Vivid Lounge	1334 U Street	NW
10/14/2018	12 Twelve DC/Kyss Kyss	1212 H Street	NE
10/14/2018	Dirty Water	816 H Street	NE
10/14/2018	10 Tigers Parlour	3813 Georgia Avenue	NW
10/14/2018	1942 DC	1942 9th Street	NW
10/14/2018	930 Club	815 V Street	NW
10/14/2018	Adams Morgan	18th Street	NW
10/14/2018	Amsterdam Lounge	1208 U Street	NW

**ALCOHOLIC BEVERAGE REGULATION ADMINISTRATION  
FY 2019 NOISE TASK FORCE ESTABLISHMENTS VISITED  
QUESTION NUMBER 68**

<b>DATE</b>	<b>ESTABLISHMENT</b>	<b>ADDRESS</b>	<b>QUAD</b>
10/14/2018	Cloud Lounge	1919 9th Street	NW
10/14/2018	Costello Restaurant	5201 Georgia Avenue	NW
10/14/2018	El Nuevo Miguleno	1721 Columbia Road	NW
10/14/2018	Flash	645 Florida Avenue	NW
10/14/2018	Golden Triangle	Connecticut Avenue	NW
10/14/2018	Johnana's Restaurant	4728 14th Street	NW
10/14/2018	Kiss Tavern	637 T Street	NW
10/14/2018	MK Lounge	1930 9th Street	NW
10/14/2018	Peace Lounge	2632 Georgia Avenue	NW
10/14/2018	Rito Loco-El Techo	606 Florida Avenue	NW
10/14/2018	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
10/14/2018	Secret Lounge	1928 9th Street	NW
10/14/2018	The Brixton	901 U Street	NW
10/14/2018	Uproar	639 Florida Avenue	NW
10/14/2018	Vivid Lounge	1334 U Street	NW
10/18/2018	12 Twelve DC/Kyss Kyss	1212 H Street	NE
10/18/2018	Dirty Water	816 H Street	NE
10/18/2018	10 Tigers Parlour	3813 Georgia Avenue	NW
10/18/2018	1942 DC	1942 9th Street	NW
10/18/2018	930 Club	815 V Street	NW
10/18/2018	Adams Morgan	18th Street	NW
10/18/2018	Amsterdam Lounge	1208 U Street	NW
10/18/2018	Black Whiskey	1410 14th Street	NW
10/18/2018	Cloud Lounge	1919 9th Street	NW
10/18/2018	Costello Restaurant	5201 Georgia Avenue	NW
10/18/2018	El Nuevo Miguleno	1721 Columbia Road	NW
10/18/2018	Flash	645 Florida Avenue	NW
10/18/2018	Golden Triangle	Connecticut Avenue	NW
10/18/2018	Johnana's Restaurant	4728 14th Street	NW
10/18/2018	Kiss Tavern	637 T Street	NW
10/18/2018	MK Lounge	1930 9th Street	NW
10/18/2018	Peace Lounge	2632 Georgia Avenue	NW
10/18/2018	Rito Loco-El Techo	606 Florida Avenue	NW
10/18/2018	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
10/18/2018	Secret Lounge	1928 9th Street	NW
10/18/2018	The Brixton	901 U Street	NW
10/18/2018	Uproar	639 Florida Avenue	NW
10/18/2018	Vivid Lounge	1334 U Street	NW
10/19/2018	12 Twelve DC/Kyss Kyss	1212 H Street	NE
10/19/2018	Dirty Water	816 H Street	NE
10/19/2018	10 Tigers Parlour	3813 Georgia Avenue	NW
10/19/2018	1942 DC	1942 9th Street	NW

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FY 2019 NOISE TASK FORCE ESTABLISHMENTS VISITED  
QUESTION NUMBER 68**

<b>DATE</b>	<b>ESTABLISHMENT</b>	<b>ADDRESS</b>	<b>QUAD</b>
10/19/2018	930 Club	815 V Street	NW
10/19/2018	Adams Morgan	18th Street	NW
10/19/2018	Amsterdam Lounge	1208 U Street	NW
10/19/2018	Black Whiskey	1410 14th Street	NW
10/19/2018	Cloud Lounge	1919 9th Street	NW
10/19/2018	Costello Restaurant	5201 Georgia Avenue	NW
10/19/2018	El Nuevo Miguleno	1721 Columbia Road	NW
10/19/2018	Flash	645 Florida Avenue	NW
10/19/2018	Golden Triangle	Connecticut Avenue	NW
10/19/2018	Johnana's Restaurant	4728 14th Street	NW
10/19/2018	Kiss Tavern	637 T Street	NW
10/19/2018	MK Lounge	1930 9th Street	NW
10/19/2018	Peace Lounge	2632 Georgia Avenue	NW
10/19/2018	Rito Loco-El Techo	606 Florida Avenue	NW
10/19/2018	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
10/19/2018	Secret Lounge	1928 9th Street	NW
10/19/2018	The Brixton	901 U Street	NW
10/19/2018	Uproar	639 Florida Avenue	NW
10/19/2018	Vivid Lounge	1334 U Street	NW
10/20/2018	12 Twelve DC/Kyss Kyss	1212 H Street	NE
10/20/2018	Dirty Water	816 H Street	NE
10/20/2018	10 Tigers Parlour	3813 Georgia Avenue	NW
10/20/2018	930 Club	815 V Street	NW
10/20/2018	Adams Morgan	18th Street	NW
10/20/2018	Amsterdam Lounge	1208 U Street	NW
10/20/2018	Black Whiskey	1410 14th Street	NW
10/20/2018	Cloud Lounge	1919 9th Street	NW
10/20/2018	Costello Restaurant	5201 Georgia Avenue	NW
10/20/2018	El Nuevo Miguleno	1721 Columbia Road	NW
10/20/2018	Flash	645 Florida Avenue	NW
10/20/2018	Golden Triabgle	Connecticut Avenue	NW
10/20/2018	Johnana's Restaurant	4728 14th Street	NW
10/20/2018	Kiss Tavern	637 T Street	NW
10/20/2018	MK Lounge	1930 9th Street	NW
10/20/2018	Peace Lounge	2632 Georgia Avenue	NW
10/20/2018	Rito Loco-El Techo	606 Florida Avenue	NW
10/20/2018	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
10/20/2018	Secret Lounge	1928 9th Street	NW
10/20/2018	The Brixton	901 U Street	NW
10/20/2018	Uproar	639 Florida Avenue	NW
10/20/2018	Vivid Lounge	1334 U Street	NW
10/21/2018	12 Twelve DC/Kyss Kyss	1212 H Street	NE



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<b>DATE</b>	<b>ESTABLISHMENT</b>	<b>ADDRESS</b>	<b>QUAD</b>
10/21/2018	Dirty Water	816 H Street	NE
10/21/2018	10 Tigers Parlour	3813 Georgia Avenue	NW
10/21/2018	1942 DC	1942 9th Street	NW
10/21/2018	930 Club	815 V Street	NW
10/21/2018	Adams Morgan	18th Street	NW
10/21/2018	Amsterdam Lounge	1208 U Street	NW
10/21/2018	Black Whiskey	1410 14th Street	NW
10/21/2018	Cloud Lounge	1919 9th Street	NW
10/21/2018	Costello Restaurant	5201 Georgia Avenue	NW
10/21/2018	El Nuevo Miguleno	1721 Columbia Road	NW
10/21/2018	Flash	645 Florida Avenue	NW
10/21/2018	Golden Triangle	Connecticut Avenue	NW
10/21/2018	Johnana's Restaurant	4728 14th Street	NW
10/21/2018	Kiss Tavern	637 T Street	NW
10/21/2018	MK Lounge	1930 9th Street	NW
10/21/2018	Peace Lounge	2632 Georgia Avenue	NW
10/21/2018	Rito Loco-El Techo	606 Florida Avenue	NW
10/21/2018	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
10/21/2018	Secret Lounge	1928 9th Street	NW
10/21/2018	The Brixton	901 U Street	NW
10/21/2018	Uproar	639 Florida Avenue	NW
10/21/2018	Vivid Lounge	1334 U Street	NW
10/25/2018	12 Twelve DC/Kyss Kyss	1212 H Street	NE
10/25/2018	Dirty Water	816 H Street	NE
10/25/2018	10 Tigers Parlour	3813 Georgia Avenue	NW
10/25/2018	1942 DC	1942 9th Street	NW
10/25/2018	930 Club	815 V Street	NW
10/25/2018	Adams Morgan	18th Street	NW
10/25/2018	Amsterdam Lounge	1208 U Street	NW
10/25/2018	Black Whiskey	1410 14th Street	NW
10/25/2018	Cloud Lounge	1919 9th Street	NW
10/25/2018	Costello Restaurant	5201 Georgia Avenue	NW
10/25/2018	El Nuevo Miguleno	1721 Columbia Road	NW
10/25/2018	Flash	645 Florida Avenue	NW
10/25/2018	Golden Triangle	Connecticut Avenue	NW
10/25/2018	Johnana's Restaurant	4728 14th Street	NW
10/25/2018	Kiss Tavern	637 T Street	NW
10/25/2018	La Molienda	1357 14th Street	NW
10/25/2018	MK Lounge	1930 9th Street	NW
10/25/2018	Peace Lounge	2632 Georgia Avenue	NW
10/25/2018	Rito Loco-El Techo	606 Florida Avenue	NW
10/25/2018	Safari Restaurant and Lounge	4306 Georgia Avenue	NW

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<b>DATE</b>	<b>ESTABLISHMENT</b>	<b>ADDRESS</b>	<b>QUAD</b>
10/25/2018	Secret Lounge	1928 9th Street	NW
10/25/2018	The Brixton	901 U Street	NW
10/25/2018	Uproar	639 Florida Avenue	NW
10/25/2018	Vivid Lounge	1334 U Street	NW
10/26/2018	12 Twelve DC/Kyss Kyss	1212 H Street	NE
10/26/2018	Dirty Water	816 H Street	NE
10/26/2018	10 Tigers Parlour	3813 Georgia Avenue	NW
10/26/2018	1942 DC	1942 9th Street	NW
10/26/2018	930 Club	815 V Street	NW
10/26/2018	Adams Morgan	18th Street	NW
10/26/2018	Amsterdam Lounge	1208 U Street	NW
10/26/2018	Black Whiskey	1410 14th Street	NW
10/26/2018	Cloud Lounge	1919 9th Street	NW
10/26/2018	Costello Restaurant	5201 Georgia Avenue	NW
10/26/2018	El Nuevo Miguleno	1721 Columbia Road	NW
10/26/2018	Flash	645 Florida Avenue	NW
10/26/2018	Golden Triangle	Connecticut Avenue	NW
10/26/2018	Johnana's Restaurant	4728 14th Street	NW
10/26/2018	Kiss Tavern	637 T Street	NW
10/26/2018	La Molienda	1357 14th Street	NW
10/26/2018	MK Lounge	1930 9th Street	NW
10/26/2018	Peace Lounge	2632 Georgia Avenue	NW
10/26/2018	Rito Loco-El Techo	606 Florida Avenue	NW
10/26/2018	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
10/26/2018	Secret Lounge	1928 9th Street	NW
10/26/2018	The Brixton	901 U Street	NW
10/26/2018	Uproar	639 Florida Avenue	NW
10/26/2018	Vivid Lounge	1334 U Street	NW
10/27/2018	Dirty Water	816 H Street	NE
10/27/2018	10 Tigers Parlour	3813 Georgia Avenue	NW
10/27/2018	12 Twelve DC/Kyss Kyss	1212 H Street	NW
10/27/2018	1942 DC	1942 9th Street	NW
10/27/2018	930 Club	815 V Street	NW
10/27/2018	Adams Morgan	18th Street	NW
10/27/2018	Amsterdam Lounge	1208 U Street	NW
10/27/2018	Black Whiskey	1410 14th Street	NW
10/27/2018	Cloud Lounge	1919 9th Street	NW
10/27/2018	Costello Restaurant	5201 Georgia Avenue	NW
10/27/2018	El Nuevo Miguleno	1721 Columbia Road	NW
10/27/2018	Flash	645 Florida Avenue	NW
10/27/2018	Golden Triangle	Connecticut Avenue	NW
10/27/2018	Johnana's Restaurant	4728 14th Street	NW

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<b>DATE</b>	<b>ESTABLISHMENT</b>	<b>ADDRESS</b>	<b>QUAD</b>
10/27/2018	Kiss Tavern	637 T Street	NW
10/27/2018	La Molienda	1357 14th Street	NW
10/27/2018	MK Lounge	1930 9th Street	NW
10/27/2018	Peace Lounge	2632 Georgia Avenue	NW
10/27/2018	Rito Loco-El Techo	606 Florida Avenue	NW
10/27/2018	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
10/27/2018	Secret Lounge	1928 9th Street	NW
10/27/2018	The Brixton	901 U Street	NW
10/27/2018	Uproar	639 Florida Avenue	NW
10/27/2018	Vivid Lounge	1334 U Street	NW
10/28/2018	12 Twelve DC/Kyss Kyss	1212 H Street	NE
10/28/2018	Dirty Water	816 H Street	NE
10/28/2018	10 Tigers Parlour	3813 Georgia Avenue	NW
10/28/2018	1942 DC	1942 9th Street	NW
10/28/2018	930 Club	815 V Street	NW
10/28/2018	Adams Morgan	18th Street	NW
10/28/2018	Amsterdam Lounge	1208 U Street	NW
10/28/2018	Black Whiskey	1410 14th Street	NW
10/28/2018	Cloud Lounge	1919 9th Street	NW
10/28/2018	Costello Restaurant	5201 Georgia Avenue	NW
10/28/2018	El Nuevo Miguleno	1721 Columbia Road	NW
10/28/2018	Flash	645 Florida Avenue	NW
10/28/2018	Golden Triangle	Connecticut Avenue	NW
10/28/2018	Johnana's Restaurant	4728 14th Street	NW
10/28/2018	Kiss Tavern	637 T Street	NW
10/28/2018	La Molienda	1357 14th Street	NW
10/28/2018	MK Lounge	1930 9th Street	NW
10/28/2018	Peace Lounge	2632 Georgia Avenue	NW
10/28/2018	Rito Loco-El Techo	606 Florida Avenue	NW
10/28/2018	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
10/28/2018	Secret Lounge	1928 9th Street	NW
10/28/2018	The Brixton	901 U Street	NW
10/28/2018	Uproar	639 Florida Avenue	NW
10/28/2018	Vivid Lounge	1334 U Street	NW
3/1/2019	DC 9	1940 9th Street	NW
3/15/2019	Big Chief	2002 Fenwick Street	NE
3/15/2019	Langston Bar & Grille	1831 Benning Rd	NE
3/15/2019	1942 DC	1942 9th Street	NW
3/15/2019	Asefus Palace	1922 9th Street	NW
3/15/2019	Cloud Lounge	1919 9th Street	NW
3/15/2019	Empire Lounge	1909 9th Street	NW
3/15/2019	La Cabana Resturant	3614 14th Street	NW

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<b>DATE</b>	<b>ESTABLISHMENT</b>	<b>ADDRESS</b>	<b>QUAD</b>
3/15/2019	MK Lounge	1930 9th Street	NW
3/15/2019	Po Boy Jim 2	1934 9th Street	NW
3/15/2019	Right Spot	1917 9th Street	NW
3/15/2019	Roy Boys	2108 8th Street	NW
3/15/2019	Secret Lounge	1928 9th Street	NW
3/15/2019	Unity	1936 9th Street	NW
3/15/2019	District Soul Food	500 8th Street	SE
3/29/2019	1942 DC	1942 9th Street	NW
3/29/2019	Empire Lounge	1909 9th Street	NW
3/29/2019	Flash	645 Florida Avenue	NW
3/29/2019	Haydees 2000	6303 Georgia Avenue	NW
3/29/2019	Hazel	808 V Street	NW
3/29/2019	MK Lounge	1930 9th Street	NW
3/29/2019	Po Boy Jim 2	1934 9th Street	NW
3/29/2019	Right Spot Restaurant & Bar	1917 9th Street	NW
3/29/2019	Roy Boys	2108 8th Street	NW
3/29/2019	District Soul Food	500 8th Street	SE
3/30/2019	1942 DC	1942 9th Street	NW
3/30/2019	Empire Lounge	1909 9th Street	NW
3/30/2019	Flash	645 Florida Avenue	NW
3/30/2019	Haydees 2000	6303 Georgia Avenue	NW
3/30/2019	Hazel	808 V Street	NW
3/30/2019	MK Lounge	1930 9th Street	NW
3/30/2019	Po Boy Jim 2	1934 9th Street	NW
3/30/2019	Right Spot Restaurant & Bar	1917 9th Street	NW
3/30/2019	Roy Boys	2108 8th Street	NW
3/30/2019	District Soul Food	500 8th Street	SE
4/26/2019	Biergaren Haus	1355 H Street	NE
4/26/2019	Nomad Hooka Bar	1200 H Street	NE
4/26/2019	Rock N Roll Hotel	1353 H Street	NE
4/26/2019	DC Smokehouse	203 Florida Avenue	NW
4/26/2019	Flash	645 Florida Avenue	NW
4/26/2019	Hazel	808 V Street	NW
4/26/2019	Kiss Tavern	637 T Street	NW
4/26/2019	Mirror Lounge	1920 9th Street	NW
4/26/2019	MK Lounge	1930 9th Street	NW
4/26/2019	Po Boy Jim 2	1934 9th Street	NW
4/26/2019	Right Spot Restaurant & Bar	1917 9th Street	NW
4/26/2019	Rito Loco-El Techo	606 Florida Avenue	NW
4/26/2019	Roy Boys	2108 8th Street	NW
4/27/2019	Biergaren Haus	1355 H Street	NE
4/27/2019	Nomad Hooka Bar	1200 H Street	NE

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<b>DATE</b>	<b>ESTABLISHMENT</b>	<b>ADDRESS</b>	<b>QUAD</b>
4/27/2019	Rock N Roll Hotel	1353 H Street	NE
4/27/2019	DC Smokehouse	203 Florida Avenue	NW
4/27/2019	Flash	645 Florida Avenue	NW
4/27/2019	Hazel	808 V Street	NW
4/27/2019	Kiss Tavern	637 T Street	NW
4/27/2019	Mirror Lounge	1920 9th Street	NW
4/27/2019	MK Lounge	1930 9th Street	NW
4/27/2019	Po Boy Jim 2	1934 9th Street	NW
4/27/2019	Right Spot Restaurant & Bar	1917 9th Street	NW
4/27/2019	Rito Loco-El Techo	606 Florida Avenue	NW
4/27/2019	Roy Boys	2108 8th Street	NW
5/3/2019	Black Cat	1811 14th Street	NW
5/3/2019	Cloud Lounge	1919 9th Street	NW
5/3/2019	Flash	645 Florida Avenue	NW
5/3/2019	Hazel	808 V Street	NW
5/3/2019	MK Lounge	1930 9th Street	NW
5/3/2019	Po Boy Jim 2	1934 9th Street	NW
5/3/2019	Right Spot Restaurant & Bar	1917 9th Street	NW
5/3/2019	Rito Loco-El Techo	606 Florida Avenue	NW
5/3/2019	The Pub & The People	1648 North Capital Street	NW
5/3/2019	District Soul Food	500 8th Street	SE
5/4/2019	Black Cat	1811 14th Street	NW
5/4/2019	Cloud Lounge	1919 9th Street	NW
5/4/2019	Flash	645 Florida Avenue	NW
5/4/2019	Hazel	808 V Street	NW
5/4/2019	MK Lounge	1930 9th Street	NW
5/4/2019	Po Boy Jim 2	1934 9th Street	NW
5/4/2019	Right Spot Restaurant & Bar	1917 9th Street	NW
5/4/2019	Rito Loco-El Techo	606 Florida Avenue	NW
5/4/2019	The Pub & The People	1648 North Capital Street	NW
5/4/2019	District Soul Food	500 8th Street	SE
5/10/2019	Barcode	1101 17th Street	NW
5/10/2019	Black Cat	1811 14th Street	NW
5/10/2019	Cloud Lounge	1919 9th Street	NW
5/10/2019	Colony Club/No Kisses	3118 Georgia Avenue	NW
5/10/2019	Flash	645 Florida Avenue	NW
5/10/2019	Glo Laibela Ethiopian Restaurant	1608 7th Street	NW
5/10/2019	Hazel	808 V Street	NW
5/10/2019	MK Lounge	1930 9th Street	NW
5/10/2019	Po Boy Jim 2	1934 9th Street	NW
5/10/2019	Right Spot Restaurant & Bar	1917 9th Street	NW
5/10/2019	Rito Loco-El Techo	606 Florida Avenue	NW

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5/10/2019	The Park at 14th	920 14th Street	NW
5/10/2019	District Soul Food	500 8th Street	SE
5/11/2019	Barcode	1101 17th Street	NW
5/11/2019	Black Cat	1811 14th Street	NW
5/11/2019	Cloud Lounge	1919 9th Street	NW
5/11/2019	Flash	645 Florida Avenue	NW
5/11/2019	Hazel	808 V Street	NW
5/11/2019	MK Lounge	1930 9th Street	NW
5/11/2019	Po Boy Jim 2	1934 9th Street	NW
5/11/2019	Right Spot Restaurant & Bar	1917 9th Street	NW
5/11/2019	Rito Loco-El Techo	606 Florida Avenue	NW
5/11/2019	The Park at 14th	920 14th Street	NW
5/11/2019	District Soul Food	500 8th Street	SE
5/17/2019	Barcode	1101 17th Street	NW
5/17/2019	Black Cat	1811 14th Street	NW
5/17/2019	Cloud Lounge	1919 9th Street	NW
5/17/2019	Flash	645 Florida Avenue	NW
5/17/2019	Hazel	808 V Street	NW
5/17/2019	Lou's Bar and Grill	1400 Irving Street	NW
5/17/2019	MK Lounge	1930 9th Street	NW
5/17/2019	Peace Lounge	2632 Georgia Avenue	NW
5/17/2019	Po Boy Jim 2	1934 9th Street	NW
5/17/2019	Right Spot Restaurant & Bar	1917 9th Street	NW
5/17/2019	Rito Loco-El Techo	606 Florida Avenue	NW
5/17/2019	District Soul Food	500 8th Street	SE
5/18/2019	Barcode	1101 17th Street	NW
5/18/2019	Black Cat	1811 14th Street	NW
5/18/2019	Cloud Lounge	1919 9th Street	NW
5/18/2019	Flash	645 Florida Avenue	NW
5/18/2019	Hazel	808 V Street	NW
5/18/2019	Lou's Bar and Grill	1400 Irving Street	NW
5/18/2019	MK Lounge	1930 9th Street	NW
5/18/2019	Peace Lounge	2632 Georgia Avenue	NW
5/18/2019	Po Boy Jim 2	1934 9th Street	NW
5/18/2019	Right Spot Restaurant & Bar	1917 9th Street	NW
5/18/2019	Rito Loco-El Techo	606 Florida Avenue	NW
5/18/2019	District Soul Food	500 8th Street	SE
5/23/2019	Barcode	1101 17th Street	NW
5/23/2019	Black Cat	1811 14th Street	NW
5/23/2019	Cloud Lounge	1919 9th Street	NW
5/23/2019	Flash	645 Florida Avenue	NW
5/23/2019	MK Lounge	1930 9th Street	NW

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<b>DATE</b>	<b>ESTABLISHMENT</b>	<b>ADDRESS</b>	<b>QUAD</b>
5/23/2019	Po Boy Jim 2	1934 9th Street	NW
5/23/2019	Right Spot Restaurant & Bar	1917 9th Street	NW
5/23/2019	Rito Loco-El Techo	606 Florida Avenue	NW
5/23/2019	Ten Tigers Parlour	3813 Georgia Avenue	NW
5/23/2019	Dacha Navy Yard	79 Potomac Avenue	SE
5/23/2019	District Soul Food	500 8th Street	SE
5/23/2019	The Bull Pen	25 M Street	SE
5/24/2019	Barcode	1101 17th Street	NW
5/24/2019	Black Cat	1811 14th Street	NW
5/24/2019	Cloud Lounge	1919 9th Street	NW
5/24/2019	Flash	645 Florida Avenue	NW
5/24/2019	MK Lounge	1930 9th Street	NW
5/24/2019	Po Boy Jim 2	1934 9th Street	NW
5/24/2019	Right Spot Restaurant & Bar	1917 9th Street	NW
5/24/2019	Rito Loco-El Techo	606 Florida Avenue	NW
5/24/2019	Ten Tigers Parlour	3813 Georgia Avenue	NW
5/24/2019	Dacha Navy Yard	79 Potomac Avenue	SE
5/24/2019	District Soul Food	500 8th Street	SE
5/24/2019	The Bull Pen	25 M Street	SE
5/25/2019	12 Twelve DC/Kyss Kyss	1210 H Street	NE
5/25/2019	Dynamix Lounge	1220 H Street	NE
5/25/2019	Barcode	1101 17th Street	NW
5/25/2019	Black Cat	1811 14th Street	NW
5/25/2019	Cloud Lounge	1919 9th Street	NW
5/25/2019	Flash	645 Florida Avenue	NW
5/25/2019	MK Lounge	1930 9th Street	NW
5/25/2019	Po Boy Jim 2	1934 9th Street	NW
5/25/2019	Right Spot Restaurant & Bar	1917 9th Street	NW
5/25/2019	Rito Loco-El Techo	606 Florida Avenue	NW
5/25/2019	Ten Tigers Parlour	3813 Georgia Avenue	NW
5/25/2019	Café 8	424 8th Street	SE
5/25/2019	Dacha Navy Yard	79 Potomac Avenue	SE
5/25/2019	District Soul Food	500 8th Street	SE
5/25/2019	The Bull Pen	25 M Street	SE
5/26/2019	Barcode	1101 17th Street	NW
5/26/2019	Black Cat	1811 14th Street	NW
5/26/2019	Cloud Lounge	1919 9th Street	NW
5/26/2019	Flash	645 Florida Avenue	NW
5/26/2019	MK Lounge	1930 9th Street	NW
5/26/2019	Po Boy Jim 2	1934 9th Street	NW
5/26/2019	Right Spot Restaurant & Bar	1917 9th Street	NW
5/26/2019	Rito Loco-El Techo	606 Florida Avenue	NW

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<b>DATE</b>	<b>ESTABLISHMENT</b>	<b>ADDRESS</b>	<b>QUAD</b>
5/26/2019	Ten Tigers Parlour	3813 Georgia Avenue	NW
5/26/2019	Dacha Navy Yard	79 Potomac Avenue	SE
5/26/2019	District Soul Food	500 8th Street	SE
5/26/2019	The Bull Pen	25 M Street	SE
5/30/2019	Dangerous Delicious Pies	1339 H Street	NE
5/30/2019	Rock and Roll Hotel	1339 H Street	NE
5/30/2019	Barcode	1101 17th Street	NW
5/30/2019	Black Cat	1811 14th Street	NW
5/30/2019	Flash	645 Florida Avenue	NW
5/30/2019	Hazel	808 V Street	NW
5/30/2019	Rito Loco-El Techo	606 Florida Avenue	NW
5/30/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
5/30/2019	Ten Tigers Parlour	3813 Georgia Avenue	NW
5/30/2019	The Brixton	901 U Street	NW
5/30/2019	Uproar	639 Florida Avenue	NW
5/30/2019	Dacha Navy Yard	79 Potomac Avenue	SE
5/30/2019	District Soul Food	500 8th Street	SE
5/31/2019	Dangerous Delicious Pies	1339 H Street	NE
5/31/2019	Rock and Roll Hotel	1339 H Street	NE
5/31/2019	The Elroy	1423 H Street	NE
5/31/2019	Barcode	1101 17th Street	NW
5/31/2019	Black Cat	1811 14th Street	NW
5/31/2019	Flash	645 Florida Avenue	NW
5/31/2019	Hazel	808 V Street	NW
5/31/2019	Rito Loco-El Techo	606 Florida Avenue	NW
5/31/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
5/31/2019	Ten Tigers Parlour	3813 Georgia Avenue	NW
5/31/2019	The Brixton	901 U Street	NW
5/31/2019	Uproar	639 Florida Avenue	NW
5/31/2019	Dacha Navy Yard	79 Potomac Avenue	SE
5/31/2019	District Soul Food	500 8th Street	SE
6/1/2019	Dangerous Delicious Pies	1339 H Street	NE
6/1/2019	Rock and Roll Hotel	1339 H Street	NE
6/1/2019	Barcode	1101 17th Street	NW
6/1/2019	Black Cat	1811 14th Street	NW
6/1/2019	Flash	645 Florida Avenue	NW
6/1/2019	Hazel	808 V Street	NW
6/1/2019	Rito Loco-El Techo	606 Florida Avenue	NW
6/1/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
6/1/2019	Ten Tigers Parlour	3813 Georgia Avenue	NW
6/1/2019	The Brixton	901 U Street	NW
6/1/2019	Uproar	639 Florida Avenue	NW



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6/1/2019	Dacha Navy Yard	79 Potomac Avenue	SE
6/1/2019	District Soul Food	500 8th Street	SE
6/2/2019	Dangerous Delicious Pies	1339 H Street	NE
6/2/2019	Rock and Roll Hotel	1339 H Street	NE
6/2/2019	Barcode	1101 17th Street	NW
6/2/2019	Black Cat	1811 14th Street	NW
6/2/2019	Flash	645 Florida Avenue	NW
6/2/2019	Hazel	808 V Street	NW
6/2/2019	Rito Loco-El Techo	606 Florida Avenue	NW
6/2/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
6/2/2019	Ten Tigers Parlour	3813 Georgia Avenue	NW
6/2/2019	The Brixton	901 U Street	NW
6/2/2019	Uproar	639 Florida Avenue	NW
6/2/2019	Dacha Navy Yard	79 Potomac Avenue	SE
6/2/2019	District Soul Food	500 8th Street	SE
6/6/2019	Barcode	1101 17th Street	NW
6/6/2019	Black Cat	1811 14th Street	NW
6/6/2019	Flash	645 Florida Avenue	NW
6/6/2019	Hazel	808 V Street	NW
6/6/2019	Rito Loco-El Techo	606 Florida Avenue	NW
6/6/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
6/6/2019	Ten Tigers Parlour	3813 Georgia Avenue	NW
6/6/2019	The Brixton	901 U Street	NW
6/6/2019	Uproar	639 Florida Avenue	NW
6/7/2019	Barcode	1101 17th Street	NW
6/7/2019	Black Cat	1811 14th Street	NW
6/7/2019	Flash	645 Florida Avenue	NW
6/7/2019	Hazel	808 V Street	NW
6/7/2019	Rito Loco-El Techo	606 Florida Avenue	NW
6/7/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
6/7/2019	Ten Tigers Parlour	3813 Georgia Avenue	NW
6/7/2019	The Brixton	901 U Street	NW
6/7/2019	Uproar	639 Florida Avenue	NW
6/8/2019	Barcode	1101 17th Street	NW
6/8/2019	Black Cat	1811 14th Street	NW
6/8/2019	Flash	645 Florida Avenue	NW
6/8/2019	Hazel	808 V Street	NW
6/8/2019	Rito Loco-El Techo	606 Florida Avenue	NW
6/8/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
6/8/2019	Ten Tigers Parlour	3813 Georgia Avenue	NW
6/8/2019	The Brixton	901 U Street	NW
6/8/2019	Uproar	639 Florida Avenue	NW

**ALCOHOLIC BEVERAGE REGULATION ADMINISTRATION  
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<b>DATE</b>	<b>ESTABLISHMENT</b>	<b>ADDRESS</b>	<b>QUAD</b>
6/9/2019	Barcode	1101 17th Street	NW
6/9/2019	Black Cat	1811 14th Street	NW
6/9/2019	Flash	645 Florida Avenue	NW
6/9/2019	Hazel	808 V Street	NW
6/9/2019	Rito Loco-El Techo	606 Florida Avenue	NW
6/9/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
6/9/2019	Ten Tigers Parlour	3813 Georgia Avenue	NW
6/9/2019	The Brixton	901 U Street	NW
6/9/2019	Uproar	639 Florida Avenue	NW
6/13/2019	Dirty Water	816 H Street	NE
6/13/2019	Elevate DC	15 K Street	NE
6/13/2019	Truth DC	1220 H Street	NE
6/13/2019	Betty's Gojo	7616 Georgia Avenue	NW
6/13/2019	Black Cat	1811 14th Street	NW
6/13/2019	Flash	645 Florida Avenue	NW
6/13/2019	Johnana's Restaurant	4728 14th Street	NW
6/13/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
6/13/2019	Uproar	639 Florida Avenue	NW
6/14/2019	Barcode	1101 17th Street	NW
6/14/2019	Black Cat	1811 14th Street	NW
6/14/2019	Cloud Lounge	1919 9th Street	NW
6/14/2019	Flash	645 Florida Avenue	NW
6/14/2019	Hazel	808 V Street	NW
6/14/2019	Lou's Bar and Grill	1400 Irving Street	NW
6/14/2019	MK Lounge	1930 9th Street	NW
6/14/2019	Peace Lounge	2632 Georgia Avenue	NW
6/14/2019	Po Boy Jim 2	1934 9th Street	NW
6/14/2019	Right Spot Restaurant & Bar	1917 9th Street	NW
6/14/2019	Rito Loco-El Techo	606 Florida Avenue	NW
6/14/2019	District Soul Food	500 8th Street	SE
6/15/2019	Barcode	1101 17th Street NW	NW
6/15/2019	Black Cat	1811 14th Street	NW
6/15/2019	Cloud Lounge	1919 9th Street	NW
6/15/2019	Flash	645 Florida Avenue	NW
6/15/2019	Hazel	808 V Street	NW
6/15/2019	Lou's Bar and Grill	1400 Irving Street	NW
6/15/2019	MK Lounge	1930 9th Street	NW
6/15/2019	Peace Lounge	2632 Georgia Avenue	NW
6/15/2019	Po Boy Jim 2	1934 9th Street	NW
6/15/2019	Right Spot Restaurant & Bar	1917 9th Street	NW
6/15/2019	Rito Loco-El Techo	606 Florida Avenue	NW
6/15/2019	District Soul Food	500 8th Street	SE

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<b>DATE</b>	<b>ESTABLISHMENT</b>	<b>ADDRESS</b>	<b>QUAD</b>
6/16/2019	Dirty Water	816 H Street	NE
6/16/2019	Elevate DC	15 K Street	NE
6/16/2019	Truth DC	1220 H Street	NE
6/16/2019	Betty's Gojo	7616 Georgia Avenue	NW
6/16/2019	Black Cat	1811 14th Street	NW
6/16/2019	Flash	645 Florida Avenue	NW
6/16/2019	Johnana's Restaurant	4728 14th Street	NW
6/16/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
6/16/2019	Uproar	639 Florida Avenue	NW
6/27/2019	Big Chief	2002 Fenwick Street	NE
6/27/2019	Dirty Water	816 H Street	NE
6/27/2019	Truth DC	1220 H Street	NE
6/27/2019	Betty's Gojo	7616 Georgia Avenue	NW
6/27/2019	Costello Restaurant and Lounge	5201 Georgia Avenue	NW
6/27/2019	Flash	645 Florida Avenue	NW
6/27/2019	Johnana's Restaurant	4728 14th Street	NW
6/27/2019	MK Lounge	1930 9th Street	NW
6/27/2019	Rito Loco-El Techo	606 Florida Avenue	NW
6/27/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
6/27/2019	Secret Lounge	1928 9th Street	NW
6/27/2019	Uproar	639 Florida Avenue	NW
6/27/2019	All Purpose Riverfront	79 Potomac Avenue	SE
6/27/2019	Dacha Navy Yard	79 Potomac Avenue	SE
6/27/2019	The Big Stick	20 M Street	SE
6/27/2019	The Salt Line	79 Potomac Avenue	SE
6/28/2019	Big Chief	2002 Fenwick Street	NE
6/28/2019	Dirty Water	816 H Street	NE
6/28/2019	Truth DC	1220 H Street	NE
6/28/2019	Betty's Gojo	7616 Georgia Avenue	NW
6/28/2019	Costello Restaurant and Lounge	5201 Georgia Avenue	NW
6/28/2019	Flash	645 Florida Avenue	NW
6/28/2019	Johnana's Restaurant	4728 14th Street	NW
6/28/2019	MK Lounge	1930 9th Street	NW
6/28/2019	Rito Loco-El Techo	606 Florida Avenue	NW
6/28/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
6/28/2019	Secret Lounge	1928 9th Street	NW
6/28/2019	Uproar	639 Florida Avenue	NW
6/28/2019	All Purpose Riverfront	79 Potomac Avenue	SE
6/28/2019	Dacha Navy Yard	79 Potomac Avenue	SE
6/28/2019	The Big Stick	20 M Street	SE
6/28/2019	The Salt Line	79 Potomac Avenue	SE
6/29/2019	Big Chief	2002 Fenwick Street	NE

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<b>DATE</b>	<b>ESTABLISHMENT</b>	<b>ADDRESS</b>	<b>QUAD</b>
6/29/2019	Dirty Water	816 H Street	NE
6/29/2019	Truth DC	1220 H Street	NE
6/29/2019	Betty's Gojo	7616 Georgia Avenue	NW
6/29/2019	Costello Restaurant and Lounge	5201 Georgia Avenue	NW
6/29/2019	Flash	645 Florida Avenue	NW
6/29/2019	Johnana's Restaurant	4728 14th Street	NW
6/29/2019	MK Lounge	1930 9th Street	NW
6/29/2019	Rito Loco-El Techo	606 Florida Avenue	NW
6/29/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
6/29/2019	Secret Lounge	1928 9th Street	NW
6/29/2019	Uproar	639 Florida Avenue	NW
6/29/2019	All Purpose Riverfront	79 Potomac Avenue	SE
6/29/2019	Dacha Navy Yard	79 Potomac Avenue	SE
6/29/2019	The Big Stick	20 M Street	SE
6/29/2019	The Salt Line	79 Potomac Avenue	SE
6/30/2019	Big Chief	2002 Fenwick Street	NE
6/30/2019	Dirty Water	816 H Street	NE
6/30/2019	Truth DC	1220 H Street	NE
6/30/2019	Betty's Gojo	7616 Georgia Avenue	NW
6/30/2019	Costello Restaurant and Lounge	5201 Georgia Avenue	NW
6/30/2019	Flash	645 Florida Avenue	NW
6/30/2019	Johnana's Restaurant	4728 14th Street	NW
6/30/2019	MK Lounge	1930 9th Street	NW
6/30/2019	Rito Loco-El Techo	606 Florida Avenue	NW
6/30/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
6/30/2019	Secret Lounge	1928 9th Street	NW
6/30/2019	Uproar	639 Florida Avenue	NW
6/30/2019	All Purpose Riverfront	79 Potomac Avenue	SE
6/30/2019	Dacha Navy Yard	79 Potomac Avenue	SE
6/30/2019	The Big Stick	20 M Street	SE
6/30/2019	The Salt Line	79 Potomac Avenue	SE
7/5/2019	Barcode	1101 17th Street	NW
7/5/2019	Black Cat	1811 14th Street	NW
7/5/2019	Cloud Lounge	1919 9th Street	NW
7/5/2019	Flash	645 Florida Avenue	NW
7/5/2019	Hazel	808 V Street	NW
7/5/2019	MK Lounge	1930 9th Street	NW
7/5/2019	Peace Lounge	2632 Georgia Avenue	NW
7/5/2019	Po Boy Jim 2	1934 9th Street	NW
7/5/2019	Right Spot Restaurant & Bar	1917 9th Street	NW
7/5/2019	Rito Loco-El Techo	606 Florida Avenue	NW
7/5/2019	District Soul Food	500 8th Street	SE

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<b>DATE</b>	<b>ESTABLISHMENT</b>	<b>ADDRESS</b>	<b>QUAD</b>
7/6/2019	Big Chief	2002 Fenwick Street	NE
7/6/2019	Betty's Gojo	7616 Georgia Avenue	NW
7/6/2019	Flash	645 Florida Avenue	NW
7/6/2019	Johnana's Restaurant	4728 14th Street	NW
7/6/2019	Madam's Organ	2461 18th Street	NW
7/6/2019	MK Lounge	1930 9th Street	NW
7/6/2019	Right Spot Restaurant & Bar	1917 9th Street	NW
7/6/2019	Rito Loco-El Techo	606 Florida Avenue	NW
7/6/2019	Secret Lounge	1928 9th Street	NW
7/6/2019	Uproar	639 Florida Avenue	NW
7/7/2019	Big Chief	2002 Fenwick Street	NE
7/7/2019	Betty's Gojo	7616 Georgia Avenue	NW
7/7/2019	Flash	645 Florida Avenue	NW
7/7/2019	Johnana's Restaurant	4728 14th Street	NW
7/7/2019	Madam's Organ	2461 18th Street	NW
7/7/2019	MK Lounge	1930 9th Street	NW
7/7/2019	Right Spot Restaurant & Bar	1917 9th Street	NW
7/7/2019	Rito Loco-El Techo	606 Florida Avenue	NW
7/7/2019	Secret Lounge	1928 9th Street	NW
7/7/2019	Uproar	639 Florida Avenue	NW
7/11/2019	Big Chief	2002 Fenwick Street	NE
7/11/2019	Betty's Gojo	7616 Georgia Avenue	NW
7/11/2019	Flash	645 Florida Avenue	NW
7/11/2019	Johnana's Restaurant	4728 14th Street	NW
7/11/2019	Madam's Organ	2461 18th Street	NW
7/11/2019	MK Lounge	1930 9th Street	NW
7/11/2019	Right Spot Restaurant & Bar	1917 9th Street	NW
7/11/2019	Rito Loco-El Techo	606 Florida Avenue	NW
7/11/2019	Secret Lounge	1928 9th Street	NW
7/11/2019	Uproar	639 Florida Avenue	NW
7/12/2019	Big Chief	2002 Fenwick Street	NE
7/12/2019	Betty's Gojo	7616 Georgia Avenue	NW
7/12/2019	Flash	645 Florida Avenue	NW
7/12/2019	Johnana's Restaurant	4728 14th Street	NW
7/12/2019	Madam's Organ	2461 18th Street	NW
7/12/2019	MK Lounge	1930 9th Street	NW
7/12/2019	Right Spot Restaurant & Bar	1917 9th Street	NW
7/12/2019	Rito Loco-El Techo	606 Florida Avenue	NW
7/12/2019	Secret Lounge	1928 9th Street	NW
7/12/2019	Uproar	639 Florida Avenue	NW
7/13/2019	Big Chief	2002 Fenwick Street	NE
7/13/2019	Betty's Gojo	7616 Georgia Avenue	NW

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<b>DATE</b>	<b>ESTABLISHMENT</b>	<b>ADDRESS</b>	<b>QUAD</b>
7/13/2019	Flash	645 Florida Avenue	NW
7/13/2019	Johnana's Restaurant	4728 14th Street	NW
7/13/2019	Madam's Organ	2461 18th Street	NW
7/13/2019	MK Lounge	1930 9th Street	NW
7/13/2019	Right Spot Restaurant & Bar	1917 9th Street	NW
7/13/2019	Rito Loco-El Techo	606 Florida Avenue	NW
7/13/2019	Secret Lounge	1928 9th Street	NW
7/13/2019	Uproar	639 Florida Avenue	NW
7/14/2019	Big Chief	2002 Fenwick Street	NE
7/14/2019	Betty's Gojo	7616 Georgia Avenue	NW
7/14/2019	Flash	645 Florida Avenue	NW
7/14/2019	Johnana's Restaurant	4728 14th Street	NW
7/14/2019	Madam's Organ	2461 18th Street	NW
7/14/2019	MK Lounge	1930 9th Street	NW
7/14/2019	Right Spot Restaurant & Bar	1917 9th Street	NW
7/14/2019	Rito Loco-El Techo	606 Florida Avenue	NW
7/14/2019	Secret Lounge	1928 9th Street	NW
7/14/2019	Uproar	639 Florida Avenue	NW
7/18/2019	Big Chief	2002 Fenwick Street	NE
7/18/2019	Betty's Gojo	7616 Georgia Avenue	NW
7/18/2019	Flash	645 Florida Avenue	NW
7/18/2019	Johnana's Restaurant	4728 14th Street	NW
7/18/2019	Lost Society	1920 14th Street	NW
7/18/2019	MK Lounge	1930 9th Street	NW
7/18/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
7/18/2019	Rito Loco-El Techo	606 Florida Avenue	NW
7/18/2019	Secret Lounge	1928 9th Street	NW
7/18/2019	Uproar	639 Florida Avenue	NW
7/19/2019	Big Chief	2002 Fenwick Street	NE
7/19/2019	Betty's Gojo	7616 Georgia Avenue	NW
7/19/2019	Flash	645 Florida Avenue	NW
7/19/2019	Johnana's Restaurant	4728 14th Street	NW
7/19/2019	Lost Society	1920 14th Street	NW
7/19/2019	MK Lounge	1930 9th Street	NW
7/19/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
7/19/2019	Rito Loco-El Techo	606 Florida Avenue	NW
7/19/2019	Secret Lounge	1928 9th Street	NW
7/19/2019	Ultrabar/chroma	911 F Street	NW
7/19/2019	Uproar	639 Florida Avenue	NW
7/20/2019	Big Chief	2002 Fenwick Street	NE
7/20/2019	Betty's Gojo	7616 Georgia Avenue	NW
7/20/2019	Flash	645 Florida Avenue	NW

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<b>DATE</b>	<b>ESTABLISHMENT</b>	<b>ADDRESS</b>	<b>QUAD</b>
7/20/2019	Johnana's Restaurant	4728 14th Street	NW
7/20/2019	Lost Society	1920 14th Street	NW
7/20/2019	MK Lounge	1930 9th Street	NW
7/20/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
7/20/2019	Rito Loco-El Techo	606 Florida Avenue	NW
7/20/2019	Secret Lounge	1928 9th Street	NW
7/20/2019	Uproar	639 Florida Avenue	NW
7/21/2019	Big Chief	2002 Fenwick Street	NE
7/21/2019	Betty's Gojo	7616 Georgia Avenue	NW
7/21/2019	Flash	645 Florida Avenue	NW
7/21/2019	Johnana's Restaurant	4728 14th Street	NW
7/21/2019	Lost Society	1920 14th Street	NW
7/21/2019	MK Lounge	1930 9th Street	NW
7/21/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
7/21/2019	Rito Loco-El Techo	606 Florida Avenue	NW
7/21/2019	Secret Lounge	1928 9th Street	NW
7/21/2019	Uproar	639 Florida Avenue	NW
7/25/2019	Big Chief	2002 Fenwick Street	NE
7/25/2019	18th Street Lounge	1212 18th Street	NW
7/25/2019	Betty's Gojo	7616 Georgia Avenue	NW
7/25/2019	Flash	645 Florida Avenue	NW
7/25/2019	Golden Paradise Restaurant	3903 14th Street	NW
7/25/2019	MK Lounge	1930 9th Street	NW
7/25/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
7/25/2019	Rito Loco-El Techo	606 Florida Avenue	NW
7/25/2019	Secret Lounge	1928 9th Street	NW
7/25/2019	Uproar	639 Florida Avenue	NW
7/26/2019	Big Chief	2002 Fenwick Street	NE
7/26/2019	18th Street Lounge	1212 18th Street	NW
7/26/2019	Betty's Gojo	7616 Georgia Avenue	NW
7/26/2019	Flash	645 Florida Avenue	NW
7/26/2019	Golden Paradise Restaurant	3903 14th Street	NW
7/26/2019	MK Lounge	1930 9th Street	NW
7/26/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
7/26/2019	Rito Loco-El Techo	606 Florida Avenue	NW
7/26/2019	Secret Lounge	1928 9th Street	NW
7/26/2019	Uproar	639 Florida Avenue	NW
7/27/2019	Big Chief	2002 Fenwick Street	NE
7/27/2019	18th Street Lounge	1212 18th Street	NW
7/27/2019	Betty's Gojo	7616 Georgia Avenue	NW
7/27/2019	Flash	645 Florida Avenue	NW
7/27/2019	Golden Paradise Restaurant	3903 14th Street	NW

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<b>DATE</b>	<b>ESTABLISHMENT</b>	<b>ADDRESS</b>	<b>QUAD</b>
7/27/2019	MK Lounge	1930 9th Street	NW
7/27/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
7/27/2019	Rito Loco-El Techo	606 Florida Avenue	NW
7/27/2019	Secret Lounge	1928 9th Street	NW
7/27/2019	Uproar	639 Florida Avenue	NW
7/28/2019	Big Chief	2002 Fenwick Street	NE
7/28/2019	18th Street Lounge	1212 18th Street	NW
7/28/2019	Betty's Gojo	7616 Georgia Avenue	NW
7/28/2019	Flash	645 Florida Avenue	NW
7/28/2019	Golden Paradise Restaurant	3903 14th Street	NW
7/28/2019	MK Lounge	1930 9th Street	NW
7/28/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
7/28/2019	Rito Loco-El Techo	606 Florida Avenue	NW
7/28/2019	Secret Lounge	1928 9th Street	NW
7/28/2019	Uproar	639 Florida Avenue	NW
8/1/2019	Big Chief	2002 Fenwick Street	NE
8/1/2019	18th Street Lounge	1212 18th Street	NW
8/1/2019	Betty's Gojo	7616 Georgia Avenue	NW
8/1/2019	Flash	645 Florida Avenue	NW
8/1/2019	Golden Paradise Restaurant	3903 14th Street	NW
8/1/2019	MK Lounge	1930 9th Street	NW
8/1/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
8/1/2019	Rito Loco-El Techo	606 Florida Avenue	NW
8/1/2019	Secret Lounge	1928 9th Street	NW
8/1/2019	Uproar	639 Florida Avenue	NW
8/2/2019	Big Chief	2002 Fenwick Street	NE
8/2/2019	18th Street Lounge	1212 18th Street	NW
8/2/2019	Betty's Gojo	7616 Georgia Avenue	NW
8/2/2019	Flash	645 Florida Avenue	NW
8/2/2019	Golden Paradise Restaurant	3903 14th Street	NW
8/2/2019	MK Lounge	1930 9th Street	NW
8/2/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
8/2/2019	Rito Loco-El Techo	606 Florida Avenue	NW
8/2/2019	Secret Lounge	1928 9th Street	NW
8/2/2019	Uproar	639 Florida Avenue	NW
8/3/2019	Big Chief	2002 Fenwick Street	NE
8/3/2019	18th Street Lounge	1212 18th Street	NW
8/3/2019	Betty's Gojo	7616 Georgia Avenue	NW
8/3/2019	Flash	645 Florida Avenue	NW
8/3/2019	Golden Paradise Restaurant	3903 14th Street	NW
8/3/2019	MK Lounge	1930 9th Street	NW
8/3/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW



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<b>DATE</b>	<b>ESTABLISHMENT</b>	<b>ADDRESS</b>	<b>QUAD</b>
8/3/2019	Rito Loco-El Techo	606 Florida Avenue	NW
8/3/2019	Secret Lounge	1928 9th Street	NW
8/3/2019	Uproar	639 Florida Avenue	NW
8/4/2019	Big Chief	2002 Fenwick Street	NE
8/4/2019	18th Street Lounge	1212 18th Street	NW
8/4/2019	Betty's Gojo	7616 Georgia Avenue	NW
8/4/2019	Flash	645 Florida Avenue	NW
8/4/2019	Golden Paradise Restaurant	3903 14th Street	NW
8/4/2019	MK Lounge	1930 9th Street	NW
8/4/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
8/4/2019	Rito Loco-El Techo	606 Florida Avenue	NW
8/4/2019	Secret Lounge	1928 9th Street	NW
8/4/2019	Uproar	639 Florida Avenue	NW
8/8/2019	18th Street Lounge	1212 18th Street	NW
8/8/2019	Betty's Gojo	7616 Georgia Avenue	NW
8/8/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
8/8/2019	Colony Club/No Kisses	3118 Georgia Avenue	NW
8/8/2019	Flash	645 Florida Avenue	NW
8/8/2019	Golden Paradise Restaurant	3903 14th Street	NW
8/8/2019	MK Lounge	1930 9th Street	NW
8/8/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
8/8/2019	Rito Loco-El Techo	606 Florida Avenue	NW
8/8/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
8/8/2019	Secret Lounge	1928 9th Street	NW
8/8/2019	TG Cigar	1118 9th Street	NW
8/8/2019	Uproar	639 Florida Avenue	NW
8/9/2019	18th Street Lounge	1212 18th Street	NW
8/9/2019	Betty's Gojo	7616 Georgia Avenue	NW
8/9/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
8/9/2019	Colony Club/No Kisses	3118 Georgia Avenue	NW
8/9/2019	Flash	645 Florida Avenue	NW
8/9/2019	Golden Paradise Restaurant	3903 14th Street	NW
8/9/2019	MK Lounge	1930 9th Street	NW
8/9/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
8/9/2019	Rito Loco-El Techo	606 Florida Avenue	NW
8/9/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
8/9/2019	Secret Lounge	1928 9th Street	NW
8/9/2019	TG Cigar	1118 9th Street	NW
8/9/2019	Uproar	639 Florida Avenue	NW
8/10/2019	18th Street Lounge	1212 18th Street	NW

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<b>DATE</b>	<b>ESTABLISHMENT</b>	<b>ADDRESS</b>	<b>QUAD</b>
8/10/2019	Betty's Gojo	7616 Georgia Avenue	NW
8/10/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
8/10/2019	Colony Club/No Kisses	3118 Georgia Avenue	NW
8/10/2019	Flash	645 Florida Avenue	NW
8/10/2019	Golden Paradise Restaurant	3903 14th Street	NW
8/10/2019	MK Lounge	1930 9th Street	NW
8/10/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
8/10/2019	Rito Loco-El Techo	606 Florida Avenue	NW
8/10/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
8/10/2019	Secret Lounge	1928 9th Street	NW
8/10/2019	TG Cigar	1118 9th Street	NW
8/10/2019	Uproar	639 Florida Avenue	NW
8/11/2019	18th Street Lounge	1212 18th Street	NW
8/11/2019	Betty's Gojo	7616 Georgia Avenue	NW
8/11/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
8/11/2019	Colony Club/No Kisses	3118 Georgia Avenue	NW
8/11/2019	Flash	645 Florida Avenue	NW
8/11/2019	Golden Paradise Restaurant	3903 14th Street	NW
8/11/2019	MK Lounge	1930 9th Street	NW
8/11/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
8/11/2019	Rito Loco-El Techo	606 Florida Avenue	NW
8/11/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
8/11/2019	Secret Lounge	1928 9th Street	NW
8/11/2019	TG Cigar	1118 9th Street	NW
8/11/2019	Uproar	639 Florida Avenue	NW
8/15/2019	18th Street Lounge	1212 18th Street	NW
8/15/2019	Betty's Gojo	7616 Georgia Avenue	NW
8/15/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
8/15/2019	Colony Club/No Kisses	3118 Georgia Avenue	NW
8/15/2019	Flash	645 Florida Avenue	NW
8/15/2019	Golden Paradise Restaurant	3903 14th Street	NW
8/15/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
8/15/2019	Rito Loco-El Techo	606 Florida Avenue	NW
8/15/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
8/15/2019	Ultrabar	911 F Street	NW
8/15/2019	Uproar	639 Florida Avenue	NW
8/15/2019	All Purpose Riverfront	79 Potomac Avenue	SE
8/15/2019	Dacha Navy Yard	79 Potomac Avenue	SE
8/15/2019	The Brig	1007 8th Street	SE
8/16/2019	18th Street Lounge	1212 18th Street	NW
8/16/2019	Betty's Gojo	7616 Georgia Avenue	NW

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<b>DATE</b>	<b>ESTABLISHMENT</b>	<b>ADDRESS</b>	<b>QUAD</b>
8/16/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
8/16/2019	Colony Club/No Kisses	3118 Georgia Avenue	NW
8/16/2019	Dirty Martini	1223 Connecticut Avenue	NW
8/16/2019	Flash	645 Florida Avenue	NW
8/16/2019	Golden Paradise Restaurant	3903 14th Street	NW
8/16/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
8/16/2019	Rito Loco-El Techo	606 Florida Avenue	NW
8/16/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
8/16/2019	Showtime Lounge	113 Rhode Island Avenue	NW
8/16/2019	Ultrabar	911 F Street	NW
8/16/2019	Uproar	639 Florida Avenue	NW
8/16/2019	All Purpose Riverfront	79 Potomac Avenue	SE
8/16/2019	Dacha Navy Yard	79 Potomac Avenue	SE
8/16/2019	The Brig	1007 8th Street	SE
8/17/2019	18th Street Lounge	1212 18th Street	NW
8/17/2019	Betty's Gojo	7616 Georgia Avenue	NW
8/17/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
8/17/2019	Colony Club/No Kisses	3118 Georgia Avenue	NW
8/17/2019	Flash	645 Florida Avenue	NW
8/17/2019	Golden Paradise Restaurant	3903 14th Street	NW
8/17/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
8/17/2019	Rito Loco-El Techo	606 Florida Avenue	NW
8/17/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
8/17/2019	Ultrabar	911 F Street	NW
8/17/2019	Uproar	639 Florida Avenue	NW
8/17/2019	All Purpose Riverfront	79 Potomac Avenue	SE
8/17/2019	Dacha Navy Yard	79 Potomac Avenue	SE
8/17/2019	The Brig	1007 8th Street	SE
8/18/2019	18th Street Lounge	1212 18th Street	NW
8/18/2019	Betty's Gojo	7616 Georgia Avenue	NW
8/18/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
8/18/2019	Colony Club/No Kisses	3118 Georgia Avenue	NW
8/18/2019	Flash	645 Florida Avenue	NW
8/18/2019	Golden Paradise Restaurant	3903 14th Street	NW
8/18/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
8/18/2019	Rito Loco-El Techo	606 Florida Avenue	NW
8/18/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
8/18/2019	Ultrabar	911 F Street	NW
8/18/2019	Uproar	639 Florida Avenue	NW
8/18/2019	All Purpose Riverfront	79 Potomac Avenue	SE

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<b>DATE</b>	<b>ESTABLISHMENT</b>	<b>ADDRESS</b>	<b>QUAD</b>
8/18/2019	Dacha Navy Yard	79 Potomac Avenue	SE
8/18/2019	The Brig	1007 8th Street	SE
8/22/2019	Betty's Gojo	7616 Georgia Avenue	NW
8/22/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
8/22/2019	Colony Club/No Kisses	3118 Georgia Avenue	NW
8/22/2019	Flash	645 Florida Avenue	NW
8/22/2019	Golden Paradise Restaurant	3903 14th Street	NW
8/22/2019	Hook Hall	3400 Georgia Avenue	NW
8/22/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
8/22/2019	Rito Loco-El Techo	606 Florida Avenue	NW
8/22/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
8/22/2019	Ultrabar	911 F Street	NW
8/22/2019	Uproar	639 Florida Avenue	NW
8/22/2019	All Purpose Riverfront	79 Potomac Avenue	SE
8/22/2019	Dacha Navy Yard	79 Potomac Avenue	SE
8/22/2019	The Brig	1007 8th Street	SE
8/23/2019	Betty's Gojo	7616 Georgia Avenue	NW
8/23/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
8/23/2019	Colony Club/No Kisses	3118 Georgia Avenue	NW
8/23/2019	Flash	645 Florida Avenue	NW
8/23/2019	Golden Paradise Restaurant	3903 14th Street	NW
8/23/2019	Hook Hall	3400 Georgia Avenue	NW
8/23/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
8/23/2019	Rito Loco-El Techo	606 Florida Avenue	NW
8/23/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
8/23/2019	Ultrabar	911 F Street	NW
8/23/2019	Uproar	639 Florida Avenue	NW
8/23/2019	All Purpose Riverfront	79 Potomac Avenue	SE
8/23/2019	Dacha Navy Yard	79 Potomac Avenue	SE
8/23/2019	The Brig	1007 8th Street	SE
8/24/2019	Betty's Gojo	7616 Georgia Avenue	NW
8/24/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
8/24/2019	Colony Club/No Kisses	3118 Georgia Avenue	NW
8/24/2019	Flash	645 Florida Avenue	NW
8/24/2019	Golden Paradise Restaurant	3903 14th Street	NW
8/24/2019	Hook Hall	3400 Georgia Avenue	NW
8/24/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
8/24/2019	Rito Loco-El Techo	606 Florida Avenue	NW
8/24/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
8/24/2019	Ultrabar	911 F Street	NW
8/24/2019	Uproar	639 Florida Avenue	NW

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<b>DATE</b>	<b>ESTABLISHMENT</b>	<b>ADDRESS</b>	<b>QUAD</b>
8/24/2019	All Purpose Riverfront	79 Potomac Avenue	SE
8/24/2019	Dacha Navy Yard	79 Potomac Avenue	SE
8/24/2019	The Brig	1007 8th Street	SE
8/25/2019	Betty's Gojo	7616 Georgia Avenue	NW
8/25/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
8/25/2019	Colony Club/No Kisses	3118 Georgia Avenue	NW
8/25/2019	Flash	645 Florida Avenue	NW
8/25/2019	Golden Paradise Restaurant	3903 14th Street	NW
8/25/2019	Hook Hall	3400 Georgia Avenue	NW
8/25/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
8/25/2019	Rito Loco-El Techo	606 Florida Avenue	NW
8/25/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
8/25/2019	Ultrabar	911 F Street	NW
8/25/2019	Uproar	639 Florida Avenue	NW
8/25/2019	All Purpose Riverfront	79 Potomac Avenue	SE
8/25/2019	Dacha Navy Yard	79 Potomac Avenue	SE
8/25/2019	The Brig	1007 8th Street	SE
8/29/2019	Betty's Gojo	7616 Georgia Avenue	NW
8/29/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
8/29/2019	Flash	645 Florida Avenue	NW
8/29/2019	Golden Paradise Restaurant	3903 14th Street	NW
8/29/2019	Mirror Lounge	1920 9th Street	NW
8/29/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
8/29/2019	Rito Loco-El Techo	606 Florida Avenue	NW
8/29/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
8/29/2019	Ultrabar	911 F Street	NW
8/29/2019	Uproar	639 Florida Avenue	NW
8/30/2019	Apple Lounge	1110 U Street	NW
8/30/2019	Betty's Gojo	7616 Georgia Avenue	NW
8/30/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
8/30/2019	Flash	645 Florida Avenue	NW
8/30/2019	Golden Paradise Restaurant	3903 14th Street	NW
8/30/2019	Mirror Lounge	1920 9th Street	NW
8/30/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
8/30/2019	Rito Loco-El Techo	606 Florida Avenue	NW
8/30/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
8/30/2019	Ultrabar	911 F Street	NW
8/30/2019	Uproar	639 Florida Avenue	NW
8/31/2019	Betty's Gojo	7616 Georgia Avenue	NW
8/31/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW

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<b>DATE</b>	<b>ESTABLISHMENT</b>	<b>ADDRESS</b>	<b>QUAD</b>
8/31/2019	Flash	645 Florida Avenue	NW
8/31/2019	Golden Paradise Restaurant	3903 14th Street	NW
8/31/2019	Mirror Lounge	1920 9th Street	NW
8/31/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
8/31/2019	Rito Loco-El Techo	606 Florida Avenue	NW
8/31/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
8/31/2019	Ultrabar	911 F Street	NW
8/31/2019	Uproar	639 Florida Avenue	NW
9/1/2019	Betty's Gojo	7616 Georgia Avenue	NW
9/1/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
9/1/2019	Flash	645 Florida Avenue	NW
9/1/2019	Golden Paradise Restaurant	3903 14th Street	NW
9/1/2019	Mirror Lounge	1920 9th Street	NW
9/1/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
9/1/2019	Rito Loco-El Techo	606 Florida Avenue	NW
9/1/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
9/1/2019	Ultrabar	911 F Street	NW
9/1/2019	Uproar	639 Florida Avenue	NW
9/5/2019	Betty's Gojo	7616 Georgia Avenue	NW
9/5/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
9/5/2019	Cloakroom	476 K Street	NW
9/5/2019	Flash	645 Florida Avenue	NW
9/5/2019	Golden Paradise Restaurant	3903 14th Street	NW
9/5/2019	Johnana's Restaurant	4728 14th Street	NW
9/5/2019	Mirror Lounge	1920 9th Street	NW
9/5/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
9/5/2019	Rito Loco-El Techo	606 Florida Avenue	NW
9/5/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
9/5/2019	Uproar	639 Florida Avenue	NW
9/6/2019	Betty's Gojo	7616 Georgia Avenue	NW
9/6/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
9/6/2019	Cloakroom	476 K Street	NW
9/6/2019	Flash	645 Florida Avenue	NW
9/6/2019	Ghibellina	1610 14th Street	NW
9/6/2019	Golden Paradise Restaurant	3903 14th Street	NW
9/6/2019	Hook Hall	3400 Georgia Avenue	NW
9/6/2019	Johnana's Restaurant	4728 14th Street	NW
9/6/2019	Mirror Lounge	1920 9th Street	NW
9/6/2019	MK Lounge	1930 9th Street	NW
9/6/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
9/6/2019	Po Boy Jim 2	1934 9th Street	NW

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9/6/2019	Rito Loco-El Techo	606 Florida Avenue	NW
9/6/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
9/6/2019	Ultrabar	911 F Street	NW
9/6/2019	Uproar	639 Florida Avenue	NW
9/6/2019	District Soul Food	500 8th Street	SE
9/7/2019	Betty's Gojo	7616 Georgia Avenue	NW
9/7/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
9/7/2019	Cloakroom	476 K Street	NW
9/7/2019	Flash	645 Florida Avenue	NW
9/7/2019	Golden Paradise Restaurant	3903 14th Street	NW
9/7/2019	Johnana's Restaurant	4728 14th Street	NW
9/7/2019	Mirror Lounge	1920 9th Street	NW
9/7/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
9/7/2019	Rito Loco-El Techo	606 Florida Avenue	NW
9/7/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
9/7/2019	Uproar	639 Florida Avenue	NW
9/8/2019	Betty's Gojo	7616 Georgia Avenue	NW
9/8/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
9/8/2019	Cloakroom	476 K Street	NW
9/8/2019	Flash	645 Florida Avenue	NW
9/8/2019	Golden Paradise Restaurant	3903 14th Street	NW
9/8/2019	Johnana's Restaurant	4728 14th Street	NW
9/8/2019	Mirror Lounge	1920 9th Street	NW
9/8/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
9/8/2019	Rito Loco-El Techo	606 Florida Avenue	NW
9/8/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
9/8/2019	Uproar	639 Florida Avenue	NW
9/12/2019	Betty's Gojo	7616 Georgia Avenue	NW
9/12/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
9/12/2019	Cloakroom	476 K Street	NW
9/12/2019	Compass Rose	1346 T Street	NW
9/12/2019	El Techo	606 Florida Avenue	NW
9/12/2019	Flash	645 Florida Avenue	NW
9/12/2019	Golden Paradise Restaurant	3903 14th Street	NW
9/12/2019	Johnana's Restaurant	4728 14th Street	NW
9/12/2019	Mirror Lounge	1920 9th Street	NW
9/12/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
9/12/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
9/12/2019	Uproar	639 Florida Avenue	NW
9/13/2019	Dirty Water	816 H Street	NE

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<b>DATE</b>	<b>ESTABLISHMENT</b>	<b>ADDRESS</b>	<b>QUAD</b>
9/13/2019	Fresca Taqueria & Rosticeria	701 H Street	NE
9/13/2019	Ocean Lounge	1220 H Street	NE
9/13/2019	Betty's Gojo	7616 Georgia Avenue	NW
9/13/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
9/13/2019	Cloakroom	476 K Street	NW
9/13/2019	Compass Rose	1346 T Street	NW
9/13/2019	Flash	645 Florida Avenue	NW
9/13/2019	Golden Paradise Restaurant	3903 14th Street	NW
9/13/2019	Johnana's Restaurant	4728 14th Street	NW
9/13/2019	Mirror Lounge	1920 9th Street	NW
9/13/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
9/13/2019	Rito Loco-El Techo	606 Florida Avenue	NW
9/13/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
9/13/2019	Slash Run	Upshur Street	NW
9/13/2019	Uproar	639 Florida Avenue	NW
9/13/2019	District Soul Food	500 8th Street	SE
9/14/2019	Betty's Gojo	7616 Georgia Avenue	NW
9/14/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
9/14/2019	Cloakroom	476 K Street	NW
9/14/2019	Compass Rose	1346 T Street	NW
9/14/2019	Flash	645 Florida Avenue	NW
9/14/2019	Golden Paradise Restaurant	3903 14th Street	NW
9/14/2019	Johnana's Restaurant	4728 14th Street	NW
9/14/2019	Mirror Lounge	1920 9th Street	NW
9/14/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
9/14/2019	Rito Loco-El Techo	606 Florida Avenue	NW
9/14/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
9/14/2019	Uproar	639 Florida Avenue	NW
9/15/2019	Betty's Gojo	7616 Georgia Avenue	NW
9/15/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
9/15/2019	Cloakroom	476 K Street	NW
9/15/2019	Compass Rose	1346 T Street	NW
9/15/2019	Flash	645 Florida Avenue	NW
9/15/2019	Golden Paradise Restaurant	3903 14th Street	NW
9/15/2019	Johnana's Restaurant	4728 14th Street	NW
9/15/2019	Mirror Lounge	1920 9th Street	NW
9/15/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
9/15/2019	Rito Loco-El Techo	606 Florida Avenue	NW
9/15/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
9/15/2019	Uproar	639 Florida Avenue	NW
9/19/2019	Betty's Gojo	7616 Georgia Avenue	NW



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9/19/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
9/19/2019	Decades	1219 Connecticut Avenue	NW
9/19/2019	Flash	645 Florida Avenue	NW
9/19/2019	Golden Paradise Restaurant	3903 14th Street	NW
9/19/2019	Johnana's Restaurant	4728 14th Street	NW
9/19/2019	Mirror Lounge	1920 9th Street	NW
9/19/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
9/19/2019	Rito Loco-El Techo	606 Florida Avenue	NW
9/19/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
9/19/2019	Uproar	639 Florida Avenue	NW
9/20/2019	Betty's Gojo	7616 Georgia Avenue	NW
9/20/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
9/20/2019	Decades	1219 Connecticut Avenue	NW
9/20/2019	Flash	645 Florida Avenue	NW
9/20/2019	Golden Paradise Restaurant	3903 14th Street	NW
9/20/2019	Johnana's Restaurant	4728 14th Street	NW
9/20/2019	Mirror Lounge	1920 9th Street	NW
9/20/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
9/20/2019	Rito Loco-El Techo	606 Florida Avenue	NW
9/20/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
9/20/2019	Uproar	639 Florida Avenue	NW
9/21/2019	Betty's Gojo	7616 Georgia Avenue	NW
9/21/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
9/21/2019	Decades	1219 Connecticut Avenue	NW
9/21/2019	Flash	645 Florida Avenue	NW
9/21/2019	Golden Paradise Restaurant	3903 14th Street	NW
9/21/2019	Johnana's Restaurant	4728 14th Street	NW
9/21/2019	Mirror Lounge	1920 9th Street	NW
9/21/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
9/21/2019	Rito Loco-El Techo	606 Florida Avenue	NW
9/21/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
9/21/2019	Uproar	639 Florida Avenue	NW
9/22/2019	Betty's Gojo	7616 Georgia Avenue	NW
9/22/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
9/22/2019	Decades	1219 Connecticut Avenue	NW
9/22/2019	Flash	645 Florida Avenue	NW
9/22/2019	Golden Paradise Restaurant	3903 14th Street	NW
9/22/2019	Johnana's Restaurant	4728 14th Street	NW
9/22/2019	Mirror Lounge	1920 9th Street	NW
9/22/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW

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9/22/2019	Rito Loco-El Techo	606 Florida Avenue	NW
9/22/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
9/22/2019	Uproar	639 Florida Avenue	NW
9/26/2019	Betty's Gojo	7616 Georgia Avenue	NW
9/26/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
9/26/2019	Decades	1219 Connecticut Avenue	NW
9/26/2019	Flash	645 Florida Avenue	NW
9/26/2019	Golden Paradise Restaurant	3903 14th Street	NW
9/26/2019	Johnana's Restaurant	4728 14th Street	NW
9/26/2019	Mirror Lounge	1920 9th Street	NW
9/26/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
9/26/2019	Rito Loco-El Techo	606 Florida Avenue	NW
9/26/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
9/26/2019	Uproar	639 Florida Avenue	NW
9/27/2019	Betty's Gojo	7616 Georgia Avenue	NW
9/27/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
9/27/2019	Decades	1219 Connecticut Avenue	NW
9/27/2019	Flash	645 Florida Avenue	NW
9/27/2019	Golden Paradise Restaurant	3903 14th Street	NW
9/27/2019	Johnana's Restaurant	4728 14th Street	NW
9/27/2019	Mirror Lounge	1920 9th Street	NW
9/27/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
9/27/2019	Rito Loco-El Techo	606 Florida Avenue	NW
9/27/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
9/27/2019	Uproar	639 Florida Avenue	NW
9/28/2019	Betty's Gojo	7616 Georgia Avenue	NW
9/28/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
9/28/2019	Decades	1219 Connecticut Avenue	NW
9/28/2019	Flash	645 Florida Avenue	NW
9/28/2019	Golden Paradise Restaurant	3903 14th Street	NW
9/28/2019	Johnana's Restaurant	4728 14th Street	NW
9/28/2019	Mirror Lounge	1920 9th Street	NW
9/28/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
9/28/2019	Rito Loco-El Techo	606 Florida Avenue	NW
9/28/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
9/28/2019	Uproar	639 Florida Avenue	NW
9/29/2019	Betty's Gojo	7616 Georgia Avenue	NW
9/29/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
9/29/2019	Decades	1219 Connecticut Avenue	NW
9/29/2019	Flash	645 Florida Avenue	NW

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<b>DATE</b>	<b>ESTABLISHMENT</b>	<b>ADDRESS</b>	<b>QUAD</b>
9/29/2019	Golden Paradise Restaurant	3903 14th Street	NW
9/29/2019	Johnana's Restaurant	4728 14th Street	NW
9/29/2019	Mirror Lounge	1920 9th Street	NW
9/29/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
9/29/2019	Rito Loco-El Techo	606 Florida Avenue	NW
9/29/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
9/29/2019	Uproar	639 Florida Avenue	NW

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<b>DATE</b>	<b>ESTABLISHMENT</b>	<b>ADDRESS</b>	<b>QUAD</b>
10/3/2019	Betty's Gojo	7616 Georgia Avenue	NW
10/3/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
10/3/2019	Decades	1219 Connecticut Avenue	NW
10/3/2019	Flash	645 Florida Avenue	NW
10/3/2019	Johnana's Restaurant	4728 14th Street	NW
10/3/2019	Mirror Lounge	1920 9th Street	NW
10/3/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
10/3/2019	Rito Loco-El Techo	606 Florida Avenue	NW
10/3/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
10/3/2019	Uproar	639 Florida Avenue	NW
10/4/2019	Betty's Gojo	7616 Georgia Avenue	NW
10/4/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
10/4/2019	Decades	1219 Connecticut Avenue	NW
10/4/2019	Flash	645 Florida Avenue	NW
10/4/2019	Johnana's Restaurant	4728 14th Street	NW
10/4/2019	Mirror Lounge	1920 9th Street	NW
10/4/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
10/4/2019	Rito Loco-El Techo	606 Florida Avenue	NW
10/4/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
10/4/2019	Uproar	639 Florida Avenue	NW
10/5/2019	Betty's Gojo	7616 Georgia Avenue	NW
10/5/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
10/5/2019	Decades	1219 Connecticut Avenue	NW
10/5/2019	Flash	645 Florida Avenue	NW
10/5/2019	Johnana's Restaurant	4728 14th Street	NW
10/5/2019	Mirror Lounge	1920 9th Street	NW
10/5/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
10/5/2019	Rito Loco-El Techo	606 Florida Avenue	NW
10/5/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
10/5/2019	Uproar	639 Florida Avenue	NW
10/6/2019	Betty's Gojo	7616 Georgia Avenue	NW
10/6/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
10/6/2019	Decades	1219 Connecticut Avenue	NW
10/6/2019	Flash	645 Florida Avenue	NW
10/6/2019	Johnana's Restaurant	4728 14th Street	NW
10/6/2019	Mirror Lounge	1920 9th Street	NW
10/6/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
10/6/2019	Rito Loco-El Techo	606 Florida Avenue	NW
10/6/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
10/6/2019	Uproar	639 Florida Avenue	NW
10/10/2019	Betty's Gojo	7616 Georgia Avenue	NW

**ALCOHOLIC BEVERAGE REGULATION ADMINISTRATION  
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<b>DATE</b>	<b>ESTABLISHMENT</b>	<b>ADDRESS</b>	<b>QUAD</b>
10/10/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
10/10/2019	Decades	1231 Connecticut Avenue	NW
10/10/2019	Flash	645 Florida Avenue	NW
10/10/2019	Hook Hall	3400 Georgia Avenue	NW
10/10/2019	Johnana's Restaurant	4728 14th Street	NW
10/10/2019	Mirror Lounge	1920 9th Street	NW
10/10/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
10/10/2019	Rosebar	1215 Connecticut Avenue	NW
10/10/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
10/10/2019	District Soul Food	500 8th Street	SE
10/11/2019	Betty's Gojo	7616 Georgia Avenue	NW
10/11/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
10/11/2019	Decades	1232 Connecticut Avenue	NW
10/11/2019	Flash	645 Florida Avenue	NW
10/11/2019	Hook Hall	3400 Georgia Avenue	NW
10/11/2019	Johnana's Restaurant	4728 14th Street	NW
10/11/2019	Mirror Lounge	1920 9th Street	NW
10/11/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
10/11/2019	Rosebar	1215 Connecticut Avenue	NW
10/11/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
10/11/2019	District Soul Food	500 8th Street	SE
10/12/2019	Betty's Gojo	7616 Georgia Avenue	NW
10/12/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
10/12/2019	Decades	1233 Connecticut Avenue	NW
10/12/2019	Flash	645 Florida Avenue	NW
10/12/2019	Hook Hall	3400 Georgia Avenue	NW
10/12/2019	Johnana's Restaurant	4728 14th Street	NW
10/12/2019	Mirror Lounge	1920 9th Street	NW
10/12/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
10/12/2019	Rosebar	1215 Connecticut Avenue	NW
10/12/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
10/12/2019	District Soul Food	500 8th Street	SE
10/13/2019	Betty's Gojo	7616 Georgia Avenue	NW
10/13/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
10/13/2019	Decades	1234 Connecticut Avenue	NW
10/13/2019	Flash	645 Florida Avenue	NW
10/13/2019	Hook Hall	3400 Georgia Avenue	NW
10/13/2019	Johnana's Restaurant	4728 14th Street	NW
10/13/2019	Mirror Lounge	1920 9th Street	NW
10/13/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
10/13/2019	Rosebar	1215 Connecticut Avenue	NW
10/13/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW

**ALCOHOLIC BEVERAGE REGULATION ADMINISTRATION  
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<b>DATE</b>	<b>ESTABLISHMENT</b>	<b>ADDRESS</b>	<b>QUAD</b>
10/13/2019	District Soul Food	500 8th Street	SE
10/17/2019	Betty Gojo	7616 Georgia Avenue	NW
10/17/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
10/17/2019	Decades	1219 Connecticut Avenue	NW
10/17/2019	District Soul Food	500 8th Street	NW
10/17/2019	Flash	645 Florida Avenue	NW
10/17/2019	Hook Hall	3400 Georgia Avenue	NW
10/17/2019	Mirror Lounge	1920 9th Street	NW
10/17/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
10/17/2019	Rosebar	1215 Connecticut Avenue	NW
10/17/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
10/18/2019	Betty Gojo	7616 Georgia Avenue	NW
10/18/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
10/18/2019	Decades	1219 Connecticut Avenue	NW
10/18/2019	Flash	645 Florida Avenue	NW
10/18/2019	Hook Hall	3400 Georgia Avenue	NW
10/18/2019	Mirror Lounge	1920 9th Street	NW
10/18/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
10/18/2019	Rosebar	1215 Connecticut Avenue	NW
10/18/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
10/19/2019	Betty Gojo	7616 Georgia Avenue	NW
10/19/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
10/19/2019	Decades	1219 Connecticut Avenue	NW
10/19/2019	Flash	645 Florida Avenue	NW
10/19/2019	Hook Hall	3400 Georgia Avenue	NW
10/19/2019	Mirror Lounge	1920 9th Street	NW
10/19/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
10/19/2019	Rosebar	1215 Connecticut Avenue	NW
10/19/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
10/20/2019	Betty Gojo	7616 Georgia Avenue	NW
10/20/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
10/20/2019	Decades	1219 Connecticut Avenue	NW
10/20/2019	Flash	645 Florida Avenue	NW
10/20/2019	Hook Hall	3400 Georgia Avenue	NW
10/20/2019	Mirror Lounge	1920 9th Street	NW
10/20/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
10/20/2019	Rosebar	1215 Connecticut Avenue	NW
10/20/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
10/24/2019	Betty Gojo	7616 Georgia Avenue	NW
10/24/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
10/24/2019	Decades	1219 Connecticut Avenue	NW
10/24/2019	Flash	645 Florida Avenue	NW

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<b>DATE</b>	<b>ESTABLISHMENT</b>	<b>ADDRESS</b>	<b>QUAD</b>
10/24/2019	Hook Hall	3400 Georgia Avenue	NW
10/24/2019	Mirror Lounge	1920 9th Street	NW
10/24/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
10/24/2019	Rosebar	1215 Connecticut Avenue	NW
10/24/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
10/24/2019	District Soul Food	500 8th Street	SE
10/25/2019	Betty Gojo	7616 Georgia Avenue	NW
10/25/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
10/25/2019	Decades	1219 Connecticut Avenue	NW
10/25/2019	Flash	645 Florida Avenue	NW
10/25/2019	Hook Hall	3400 Georgia Avenue	NW
10/25/2019	Mirror Lounge	1920 9th Street	NW
10/25/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
10/25/2019	Rosebar	1215 Connecticut Avenue	NW
10/25/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
10/25/2019	District Soul Food	500 8th Street	SE
10/26/2019	Betty Gojo	7616 Georgia Avenue	NW
10/26/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
10/26/2019	Decades	1219 Connecticut Avenue	NW
10/26/2019	Flash	645 Florida Avenue	NW
10/26/2019	Hook Hall	3400 Georgia Avenue	NW
10/26/2019	Mirror Lounge	1920 9th Street	NW
10/26/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
10/26/2019	Rosebar	1215 Connecticut Avenue	NW
10/26/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
10/26/2019	District Soul Food	500 8th Street	SE
10/27/2019	Betty Gojo	7616 Georgia Avenue	NW
10/27/2019	Casta's Cuban Rum Bar & Cerveza Garden	1121 New Hampshire Avenue	NW
10/27/2019	Decades	1219 Connecticut Avenue	NW
10/27/2019	Flash	645 Florida Avenue	NW
10/27/2019	Hook Hall	3400 Georgia Avenue	NW
10/27/2019	Mirror Lounge	1920 9th Street	NW
10/27/2019	Pearl Dive/Black Jack /Tilt Bar	1612 14th Street	NW
10/27/2019	Rosebar	1215 Connecticut Avenue	NW
10/27/2019	Safari Restaurant and Lounge	4306 Georgia Avenue	NW
10/27/2019	District Soul Food	500 8th Street	SE