



**GOVERNMENT OF THE DISTRICT OF COLUMBIA  
METROPOLITAN POLICE DEPARTMENT**

March 2, 2020

The Honorable Charles Allen  
Chair, Committee on the Judiciary  
1350 Pennsylvania Avenue, NW  
Washington, DC 20004

Dear Councilmember Allen:

This letter is in response to the Committee questions received on January 27, 2020, in advance of the Fiscal Year 2019 Performance Oversight Hearing of the Metropolitan Police Department (MPD). The attachments are provided in four accompanying books.

### General Questions

- 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.*

The organizational chart is attached, and a table with the personnel information is below. The table identifies civilian vacancies that are funded and approved for hiring. It does not reflect sworn “vacancies,” as deployment is allocated according to the current staffing levels. All new recruits are assigned to patrol upon graduation from the training academy, and veteran sworn members are allocated to address current and emerging issues as needed.

As of 2/11/2020	Title	Name	Sworn FTEs	Civilian FTEs	Civilian Vacancies
	Chief	Peter Newsham	1	0	0
<b>Executive Office of the Chief of Police</b>	COO	Leeann Turner	2	11	1
Executive Protection Unit	Lieutenant	Reginald Powell	13	0	0
Grants	Program Manager	Marvin Johnson	0	3	0
Office of Communications	Director	Dustin Sternbeck	2	24	0
Office of the General Counsel/Labor Relations	General Counsel	Terry Ryan	4	20	4
Strategic Change Division	Executive Director	Kelly O'Meara	22	11	1
<b>Subtotal</b>			<b>44</b>	<b>69</b>	<b>6</b>
<b>Corporate Support Bureau</b>	Executive Director	William Sarvis	5	4	0
Fleet Services Division	Manager	George Hester	0	6	0
Medical Services Division	Director	Matthew Miranda	3	5	0
Property Division	Commander	Willie Dandridge	7	51	3
Records Division	Director	Bernadine Greene	12	25	1
<b>Subtotal</b>			<b>27</b>	<b>91</b>	<b>4</b>
<b>Homeland Security Bureau</b>	Assistant Chief	Jeffery Carroll	8	1	0
Joint Strategic & Tactical Analysis Command Center	Director	Carolyn Montagna	89	50	6
Special Operations Division	Commander	Guillermo Rivera	185	33	3
<b>Subtotal</b>			<b>282</b>	<b>84</b>	<b>9</b>

As of 2/11/2020	Title	Name	Sworn FTEs	Civilian FTEs	Civilian Vacancies
<b>Internal Affairs Bureau</b>	Assistant Chief	Wilfredo Manlapaz	5	3	0
Internal Affairs Division	Inspector	John Knutsen	27	9	0
EEO Division	Director	Alphonso Lee	0	5	2
Court Liaison Division	Inspector	Michelle Ridlehoover	15	13	0
Risk Management Division	Inspector	Kimberly Dickerson	8	11	1
<b>Subtotal</b>			<b>55</b>	<b>41</b>	<b>3</b>
<b>Investigative Services Bureau</b>	Assistant Chief	Robert Contee	5	1	0
Crime Scene Investigations Division		DFS	10	0	0
Criminal Investigations Division	Commander	Leslie Parsons	340	26	0
Narcotics and Special Investigations Division	Commander	John Haines	164	7	0
School Security Division	Commander	Michael Coligan	111	6	1
Youth and Family Services Division	Commander	Kyle Ramey	103	14	1
<b>Subtotal</b>			<b>733</b>	<b>54</b>	<b>2</b>
<b>Information Technology Bureau</b>	Executive Director	Jonathan Lewin	1	5	1
Business Application Division	Director	Rohit Johri	2	32	4
Data Quality and Compliance Division	Director	Vacant	5	12	1
Engineering Division	Director	Ashis Dasgupta	2	33	3
Program Management Division	Director	Vacant	0	8	1
<b>Subtotal</b>			<b>10</b>	<b>90</b>	<b>10</b>
<b>Patrol Services North</b>	Patrol Chief	Lamar Greene	14	3	0
Second District	Commander	Duncan Bedlion	312	9	0
Third District	Commander	Stuart Emerman	325	7	2
Fourth District	Commander	Randy Griffin	330	10	0
Fifth District	Commander	William Fitzgerald	339	7	2
<b>Subtotal</b>			<b>1320</b>	<b>36</b>	<b>4</b>
<b>Patrol Services South</b>	Patrol Chief	Chanel Dickerson	9	1	0
First District	Commander	Morgan Kane	328	8	0
Sixth District	Commander	Habeebullah Durriyyah	360	9	0
Seventh District	Commander	Andre Wright	360	6	1
<b>Subtotal</b>			<b>1057</b>	<b>24</b>	<b>1</b>
<b>Professional Development Bureau</b>	Executive Director	Marvin Haiman	3	9	1
Disciplinary Review Division	Director	Hobie Hong	3	5	0
Human Resource Management Division	Director	Angela Simpson	15	23	2
Metropolitan Police Academy	Commander	Ralph Ennis	66	30	1
Recruits in MPA			175	0	0
Cadets in MPA			0	107	0
Recruiting Division	Director	Kathleen Crenshaw	6	26	1
<b>Subtotal</b>			<b>268</b>	<b>200</b>	<b>5</b>
<b>Agency Chief Financial Officer</b>	<b>AFO</b>	<b>Vacant</b>	<b>0</b>	<b>28</b>	<b>2</b>
<b>Total</b>			<b>3796</b>	<b>717</b>	<b>46</b>

a. Please provide an explanation of the roles and responsibilities of each division and subdivision.

The Metropolitan Police Department operates through the following nine bureaus:

**Executive Office of the Chief of Police (EOCOP)** – provides management, oversight, and direction for the agency. This bureau contains the following five subdivisions:



- **Executive Protection Unit** – responsible for the security of the Mayor;
- **Grants Office** – develops, administers and monitors all Department grants in addition to conducting micro-purchasing for the agency.
- **Office of Communications** – provides thorough, current and accurate information about the events and activities of MPD to the residents and visitors of the District of Columbia;
- **Office of the General Counsel** – provides advice and counsel to the Chief of Police; represents the Department in administrative litigation; processes and responds to civil and criminal subpoenas; responds to requests under the Freedom of Information Act; and reviews legislative and rulemaking proposals; and
- **Strategic Change Division** – coordinates strategic planning, government relations, legislative affairs, and organizational performance management; develops policies and procedures for the Department; and provides targeted outreach and specialized response to historically underserved communities.

**Patrol Services Bureaus, North and South** – coordinates crime prevention and reduction efforts in the seven police districts. In addition to providing professional and effective patrol services throughout the District, this division responds to all calls for police service and coordinates police services to residents, visitors, and commuters. Patrol Services North comprises the Second, Third, Fourth, and Fifth Police Districts, and Patrol Services South comprises the First, Sixth, and Seventh Police Districts.

**Investigative Services Bureau** – works with the community to solve crimes, helps bring offenders to justice, supports the recovery of victims, and protects witnesses. This bureau contains the following five subdivisions:

- **School Safety Division** – safeguards and provides services to students and staff at District of Columbia Public Schools and Public Charter Schools. The Division strives to reduce juvenile victimization and delinquent behavior through a variety of programs. It also manages the security contract for D.C. Public Schools;
- **Criminal Investigations** – investigates and solves crimes so that offenders are brought to justice, and provides assistance to victims;
- **Narcotics and Special Investigations** – provides proactive criminal enforcement services so that citizens can live in neighborhoods free from drug dealing and drug-related crime, and works to counter adult trafficking and exploitation;
- **Youth and Family Services Division** – investigates abuse of minors, sexual abuse, internet-related crimes against minors, and child trafficking; processes all juvenile arrests; and coordinates proactive outreach to community members and youth; and
- **Crime Scene Investigations Division** – processes crime scenes and coordinates evidence collection. The function is managed by the Department of Forensic Science (DFS) and performed by detailed MPD members.

**Corporate Support Bureau** – oversees the major administrative, technical, and business functions of the department that are critical to keeping the complex and large agency running effectively and efficiently, including fleet management, equipment and supplies, and evidence and property control. This bureau contains the following four subdivisions:

- **Records Division** – maintains and provides police records and background checks to the public, local government agencies, and the criminal justice community;
- **Property Division** – provides support in receiving and transferring evidence for MPD and other law enforcement agencies, and manages clothing and equipment for sworn and civilian members of the Department;
- **Medical Services Division** – manages the Police & Fire Clinic and the medical services contract that provides medical care for sworn members who sustain occupational injuries and illnesses, and conducts medical examination for sworn members and applicants; and
- **Fleet Services Division** – oversees vehicle contracts and maintenance.

**Professional Development Bureau** – helps the department strategically manage its human capital through recruiting, hiring, training, and personnel services. This bureau contains the following four subdivisions:

- **Human Resource Management** – manages hiring processes for all MPD staff, retains staff, and makes appropriate duty status determinations for sworn personnel;
- **Metropolitan Police Academy** – provides training to MPD recruits and sworn personnel to create a capable, knowledgeable, and professional staff; and augments patrol functions by providing additional uniformed personnel to perform patrol functions in various areas and at times areas with higher crime rates;
- **Recruiting** – conducts outreach to recruit a diverse and highly qualified workforce, and conducts comprehensive examination and background screening on all prospective applicants; and
- **Disciplinary Review Division** – reviews sustained misconduct cases for MPD employees and conducts resolution and adverse action hearings.

**Internal Affairs Bureau** – acts as the guardian of MPD’s reputation and ensures MPD’s accountability through comprehensive investigations of alleged misconduct and uses of force. This bureau contains the following four subdivisions:

- **Internal Affairs** – conducts general investigations into allegations of police misconduct and use of force by MPD personnel;
- **EEO Investigative** – ensures compliance with equal employment opportunity laws and regulations;
- **Court Liaison** – coordinates officer appearances related to criminal and traffic cases; and
- **Risk Management Division** – serves as the liaison to the Office of Police Complaints, and recommends training and policy improvements for employees and supervisors who are exhibiting problem behavior.

**Homeland Security Bureau** – integrates information and operational functions to ensure that the District is well protected, and that the government prevents and is prepared to respond to threats and critical incidents. The division also works directly to support patrol operations to reduce crime and fear of crime with specialized patrol and tactical resources, and works constantly to improve information-sharing, process relevant information, and

provide actionable information to relevant personnel. This bureau contains the following two subdivisions:

- **Special Operations** – provides specialized patrol, tactical, rescue, and security services, including planning for special events in the city, and traffic safety services, to the public, businesses, and government in the District; and
- **Joint Strategic and Tactical Analysts Command Center** – supports District functions in keeping both the command staff and the community aware, by sending out crime alerts that give timely information about offenses occurring within neighborhoods; works with local and federal partners to assist with information gathering and dissemination relating to crimes that have been committed, or would possibly be committed, within the District of Columbia; and provides research and analytical services to support innovative policing operations and public safety practices.

**Agency Financial Operations** – provides comprehensive and efficient financial management services to, and on behalf of, District agencies so that the financial integrity of the District of Columbia is maintained. This division is standard for all agencies using performance-based budgeting.

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

Two organizational changes were made in 2019. First, the Office of Risk Management was moved from the Executive Office of the Chief of Police, and became the Risk Management Division in the Internal Affairs Bureau. Second, FOIA has been moved into the Office of the General Counsel.

***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.***

The requested information, which is attached, was provided by the Office of the Chief Financial Officer’s (OCFO) Budget Officer for MPD. For a variety of reasons, including the delay between organizational changes being reflected in the budget structure, changes in details, and other changes not reflected in the PeopleSoft system, the program data in the Schedule A may not match where an employee reports.

***3. Please list all employees detailed to or from your agency during FY19 and FY20, to date. 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.***

First Name	Last Name	Rank	To/Reason	Date of Assignment	Return Date
Fred	Brown	Officer	DFS / crime scene	8/3/2015	TBD
Thomas	Coughlin	Officer	DFS / crime scene	8/3/2015	TBD
Michael	Deprince	Officer	DFS / crime scene	8/3/2015	TBD

First Name	Last Name	Rank	To/Reason	Date of Assignment	Return Date
Norman	Frost	Sergeant	DFS / crime scene	8/3/2015	TBD
Eric	Hampton	Officer	DFS / crime scene	8/3/2015	TBD
Jason	Korczynski	Sergeant	DFS / crime scene	8/3/2015	TBD
Ralph	Mclean	Captain	DGS / PSD leadership support	11/12/2019	04/01/20
Robert	Mccollum	Officer	DFS / crime scene	8/3/2015	TBD
Tina	Ramadhan	Officer	DFS / crime scene	8/3/2015	TBD
Wayne	Rimel	Senior Sergeant	DFS / crime scene	8/3/2015	TBD
Mocte'Ma	Stevens	Officer	DFS / crime scene	8/3/2015	TBD

**4. Please provide the Committee with:**

- a. 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 collisions involving the agency's vehicles in FY19 and FY20, to date; Carroll, Sarvis*

The requested vehicle list is attached. MPD vehicles are typically assigned by unit or by position (such as Patrol Chief North or Patrol Chief South). Therefore the list includes the assigned MPD bureau and unit, as well as the year, make, and model for MPD vehicles.

**Damage to Vehicles**

This table of accident information represents cases of damage to vehicles as recorded by the Fleet Branch, recorded by the date the vehicle is brought to Fleet. This includes incidents where the damage is caused by acts of nature (such as a branch falling on a tree) and excludes incidents where only minor damage (such as a scratch) occurs.

Department	2019	2020 YTD*
1D	42	15
2D	31	8
3D	41	15
4D	27	9
5D	42	14
6D	36	18
7D	48	11
CSB	1	0
EOCOP	2	1
HSB	14	7
IAB	8	3
ISB	61	13
ITB	4	0
PDB	6	3
PSN	0	0
PSS	1	1
<b>Total</b>	<b>364</b>	<b>118</b>

\*As of 02/06/2020

The tables below represent all collisions investigated by MPD's Crash Review Board (CRB) between MPD's vehicles of all types (including bicycles, motorcycles, Segways, and so

forth) and any object, based on the collision date. This does not mean that there was any substantial damage.

**CY 2019 Collisions**

Unit	Crash Review Board Ruling		Awaiting CRB Ruling	Total
	Preventable	Non-Preventable		
1D	32	33	1	66
2D	36	26	2	64
3D	42	40	3	85
4D	38	26	1	65
5D	43	38	0	81
6D	37	34	2	73
7D	44	42	2	88
CSB	2	6	0	8
EOCOP	1	4	0	5
HSB	16	20	1	37
IAB	1	7	1	9
ISB	37	68	2	107
PDB	6	8	2	16
PSN	0	1	0	1
PSS	0	1	1	2
<b>Total</b>	<b>335</b>	<b>356</b>	<b>18</b>	<b>709</b>

**CY 2020 YTD\* Collisions**

Unit	Crash Review Board Ruling		Awaiting CRB Ruling	Total
	Preventable	Non-Preventable		
1D	1	0	5	6
2D	0	1	3	4
3D	0	0	6	6
4D	0	0	4	4
5D	0	2	4	6
6D	0	0	11	11
7D	0	0	5	5
CSB	0	0	0	0
EOCOP	0	0	1	1
HSB	0	1	4	5
IAB	0	0	2	2
ISB	0	1	6	7
PDB	0	0	0	0
PSN	0	0	0	0
PSS	0	0	0	0
<b>Total</b>	<b>1</b>	<b>5</b>	<b>51</b>	<b>57</b>

\*As of 02/06/2020

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

The requested information was provided by the OCFO Budget Officer for MPD and is attached. These expenses represent all funding sources, including reimbursement from non-local funds.

5. *Please list all memoranda of understanding (“MOU”) entered into by the 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.*

This information is provided under question 7.

6. *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.*

The Department coordinates with literally probably more than a hundred different entities so this list may not be exhaustive.

<b>Collaborations</b>
Training with US Attorney’s Office (USAO) on DC Code and testifying in court.
Training with the FBI regarding Federal Civil Rights.
Domestic violence training with Sexual Assault Victims’ Rights Act (SAVRAA) coordinator.
Training at the National Museum of African American History and Culture
Facilitated tour of the National Holocaust Museum.
Partnership with local universities for the academy’s Academic Advisory Feedback Group.
FLETC for range and vehicle skills training.
Partnership with Gallaudet University to provide officers with training on the Deaf and Hard of Hearing.
Training from the Humane Rescue Alliance on how to handle canines.
IAB liaison between MPD and the FBI Public Corruption Task Force.
Court Liaison Division’s work US Marshals service, DC Superior Court of the District of Columbia, the USAO, and the United States District Court for the District of Columbia regarding matters related to court scheduling, prisoner transfers, and the transfer of MPD documents needed in criminal prosecutions.
The Equal Employment Opportunity Commission (EEOC) regarding cases involving discrimination.
The Federal Motor Carrier Safety Administration for Title VI monitoring/standards.
Gallaudet University to certify members in the use of American Sign Language (ASL) for communication and interpretation.
United States Department of Veteran Affairs for best practices in EEO program
Boys and Greater Washington Boys and Girls Club Centers.
Regular information sharing sessions with members of the FBI’s Washington Field Office, the Bureau of Alcohol, Tobacco, Firearms, and Explosives, and Prince Georges County Police Department to combat violent crime.
Regular working groups with United States Park Police to jointly implement strategies to address violence and quality of life issues in parks.
Regularly scheduled accountability tours with CSOSA for their clients on high intensity supervision.
Regular work for National Special Security Events (NSSE) together with law enforcement partners, including the United States Park Police, United States Capitol Police, Metro Transit Police, Arlington County Police Department, Virginia State Police Department, Maryland State Police Department, Prince George’s County Police Department, National Park Service, Federal Bureau of Investigation, United States Secret Service, State Department, Virginia Department of Transportation, American Red Cross, Maryland Department of Transportation, Pentagon Force Protection Agency, Amtrak, and WMATA. NSSEs include high profile and nationally significant events to include presidential inaugurations, State of the Union addresses, state funerals, major international summits, and major sporting events.

## Collaborations

Hosting a bi-weekly Law Enforcement Partner's Meeting with local and federal law enforcement agencies to develop a unified response to the special events and First Amendment assemblies occurring in the District. Some examples of these collaborative planning and operational efforts include, but are not limited to the following events/incidents that usually occur annually:

- Rolling Thunder First Amendment Activity
- Bike DC Special Event
- United States Army 10 Miler
- United States Marine Corps Marathon
- Women's March
- State Funerals
- July 4th Events
- State of Union Address

The Joint Strategic and Tactical Analysis Command Center's (JSTACC) Command Information Center (CIC) collaborates on a daily basis with many of the 40 different law enforcement agencies in the District of Columbia. During large scale events, JSTACC members also coordinate with other law enforcement agencies in the Joint Operation Command Center (JOCC). Some specific collaborations include:

- Pawn Unit – with law enforcement agencies in different jurisdictions on an as-needed basis to recover stolen items that are sold to pawn shops located in other jurisdictions and to identify the subjects who pawned those items.
- Criminal Intelligence Unit – with Hyattsville PD, Montgomery County PD, Prince George's County PD, Fairfax County PD, Federal Bureau of Investigation, U.S. Park Police, and the Maryland National Capital Park Police as part of a NCR Gang Working Group.
- Intelligence Branch – with over 60 different law enforcement agencies within in the NCR as a member of the Metropolitan Washington Council of Governments Police Intelligence and Gang Intelligence Subcommittees.

The Youth and Family Services Division (YFSD) has conducted proactive and reactive joint investigations with the Federal Bureau of Investigation (FBI), the Virginia State Police (VSP), Loudon County Sheriff's Office, Montgomery County Human Trafficking Unit, Alexandria Police Department, Fairfax County Police Department, Prince George's County Police Department, the Naval Criminal Investigative Service (NCIS), the US Park Police, the US Marshals Service, and the US Postal Service. YFSD members also attend training programs with those agencies and organized by those agencies.

YFSD also collaborates with the National Center for Missing and Exploited Children (NCMEC), the Polaris Project which runs the Human Trafficking Hotline, Thorn, Courtney's House, FAIR Girls, and Shared Hope International.

The Missing Persons Unit regularly collaborates with various non-government organizations to assist with our missing person cases. NCMEC, DC's Missing Voices, Not a Runaway, and Black and Missing have assisted our efforts. The Missing Person Unit also regularly works alongside our Strengthening Teens Enriching Parents (STEP) Program partners to ensure youth with frequent missing person reports are receiving the services they need. Partners in the program include the Sasha Bruce Youth Network, the Department of Human Services, Child and Family Services, Department of Behavioral Health, the OAG, Court Social Services (CSS), and the Department of Youth and Rehabilitation Services (DYRS).

The Youth Intervention and Prevention Unit (YIP) continuously collaborates with the following agencies:

- Department of Parks and Recreation
- Metro Transit
- Howard University
- Georgetown University
- Catholic University
- University of District of Columbia
- National Guard
- U.S. Capitol Police
- Alternative to the Court Experience (ACE)
- D.C. Police Foundation
- CODE 3

Collaborations
Georgetown University Law Center – consultation on stop data follow-on research and analysis with Christy Lopez.
Anti-Defamation League – exploring training opportunities, including piloting a new law enforcement training on inclusive policing/police leadership with MPA instructors.
Anti-Defamation League and the Southern Poverty Law Center – consultations on possible hate groups, crimes, symbols, etc.
Analytics and Evidence Based Policing Group – group of analysts and researchers at police departments around the country holding monthly calls to exchange lessons learned/best practices on a selected topic (e.g., hiring, open data, records management, etc.). MPD’s data scientists and research scientist participate in these monthly calls. The group includes analyst staff from Seattle PD, Baltimore PD, Tucson PD, among others.
J-PAL North America. Collaboratively developed a guide to conducting community engagement around randomized evaluation of public programs, based on a case study of MPD/Lab @ DC community outreach around body-worn camera RCT.

**7. For FY19 and FY20, to date, please list all intra-District transfers to or from the agency, and include a narrative description of the purpose of each transfer.**

The following information was provided by the OCFO’s Budget Officer for MPD.

**Transfer-In – MPD as a Seller**

Fiscal Year	Buying Agency	Service	Amount	MOU
2019	Department of Transportation (KA0)	Alcohol Countermeasures/Impaired Driving Program	456,993	x
2019	Department of Transportation (KA0)	Occupant Protection	143,219	x
2019	Department of Transportation (KA0)	Pedestrian and Bicycle Safety Program	142,700	x
2019	Department of Transportation (KA0)	Police Traffic Services	752,182	x
2019	Department of Transportation (KA0)	Security for Streetcar	778,683	x
2019	Corp Counsel - Child Support Enforcement	Paternity and Child Support Enforcement	345,891	x
2019	Homeland Security and Emergency Management Agency (BNO)	17th Street Festival	3,009	x
2019	Alcoholic Beverage Regulation Admin (ABRA)	MPD to assign officers to work reimbursable details and billing licenses and Business Improvement Districts to cover these costs.	1,146,175	x
2019	Department of Behavioral Health (RM0)	Synar Tobacco Inspections	32,542	x
2019	Homeland Security and Emergency Management Agency (BNO)	Anacostia River Festival	1,144	x
2019	Homeland Security and Emergency Management Agency (BNO)	Barrack Row Festival	3,205	x
2019	Homeland Security and Emergency Management Agency (BNO)	Funk Parade	18,983	x
2019	Department of General Services	Firearms Qualification Training	32,971	x
2019	Department of Corrections (FLO)	DOC's use of MPD's Training Academy to train its Correctional Officers	35,000	x
2019	Homeland Security and Emergency Management Agency (BNO)	Fiesta Pride	22,416	x
2019	Homeland Security and Emergency Management Agency (BNO)	H Street Festival	35,554	x
2019	Office of the State Superintendent for Education (GLO)	DC State Athletic Association - Security Services	15,699	x
2019	Department of General Services	Active Shooter Training	28,536	x
2019	Fire and Emergency Medical Services (FB0)	Police and Fire Clinic	4,334,397	x



Fiscal Year	Buying Agency	Service	Amount	MOU
2019	Department of General Services	Medical Services/PFC Use	6,614	x
2019	DC Public Schools (GA0)	Provide security at DCPS schools	15,083,378	x
2019	Child and Family Services (RLO)	Background check services	18,427	x
2019	Homeland Security and Emergency Management Agency (BNO)	Capital Pride Day	26,382	x
2019	Department of Insurance, Securities and Banking (SRO)	Background check services	9,095	x
2019	Department of Employment Services (CF0)	Police Cadet Training Program	100,524	x
2019	DC Public Library (CEO)	Fingerprinting Services	840	x
2019	Office of Victims Services and Justice	Violence Against Women	157,085	x
2019	DC Public Schools (GA0)	Fingerprinting Services	1,986	x
2019	Department of Consumer and Regulatory Affairs (CRO)	Enforcing Vending Regulations	715	x
2019	Homeland Security and Emergency Management Agency (BNO)	Adams Morgan Day Festival	3,159	x
2019	Reimbursement from EPO	Other Expenses	12,124,820	
2019	Reimbursement from EPO	PRESIDENTIAL/VICE PRES SUP-FED PROTECT	1,888,371	
2019	Reimbursement from EPO	Equip, Depr, Maint and Oper	787,872	
<b>FY19 Total</b>			<b>38,538,567</b>	
2020	Department of Transportation (KA0)	Alcohol Countermeasures/Impaired Driving Program	650,169	x
2020	Department of Transportation (KA0)	Occupant Protection	381,553	x
2020	Department of Transportation (KA0)	Pedestrian and Bicycle Safety Program	136,568	x
2020	Department of Transportation (KA0)	Police Traffic Services	990,563	x
2020	Department of Transportation (KA0)	E-Citation	250,000	x
2020	Department of Transportation (KA0)	Streetcar	802,043	x
2020	Corp Council - Child Support Enforcement	Paternity and Child Support Enforcement	500,000	x
2020	Homeland Security and Emergency Management Agency (BNO)	17th Street Festival	4,632	x
2020	Alcoholic Beverage Regulation Admin (ABRA)	MPD to assign officers to work reimbursable details and billing licenses and Business Improvement Districts to cover these costs.	1,384,968	x
2020	Department of Behavioral Health (RM0)	Synar Tobacco Inspections	50,000	x
2020	Department of General Services	Active Shooter Training	40,000	x
2020	Homeland Security and Emergency Management Agency (BNO)	Barrack Row Festival	4,460	x
2020	DC CAH	Annual 202 Arts & Music Festival	25,485	x
2020	Homeland Security and Emergency Management Agency (BNO)	Capital Pride	27,894	x
2020	Homeland Security and Emergency Management Agency (BNO)	Funk Parade	24,344	x
2020	Department of General Services	Firearms Qualification Training	70,000	x
2020	Department of Corrections	Firearms Qualification Training	95,000	x
2020	Homeland Security and Emergency Management Agency (BNO)	Fiesta Pride	23,857	x
2020	Office of the State Superintendent for Education (GLO)	DC State Athletic Association - Security Services	29,036	x
2020	Homeland Security and Emergency Management Agency (BNO)	St. Patrick's Day Parade	25,692	x
2020	Fire and Emergency Medical Services (FBO)	Police and Fire Clinic	5,311,460	x
2020	Department of General Services	Medical Services/PFC Use	38,130	x
2020	DC Public Schools (GA0)	Provide security at DCPS schools	22,745,879	x
2020	Child and Family Services (RLO)	Background check services	4,711	x
2020	Child and Family Services (RLO)	Background check services	10,300	x
2020	Department of Behavioral Health (RM0)	Background check services	10,300	x

Fiscal Year	Buying Agency	Service	Amount	MOU
2020	Department of Insurance, Securities and Banking (SRO)	Background check services	20,600	x
<b>FY20 Total</b>			<b>33,657,644</b>	

### Transfer Out – MPD as a Buyer

Fiscal Year	Selling Agency	Service	Amount	MOU
2019	OFRM (AS0)	RTS - Telecom	13,224	
2019	Department of Public Works (KT0)	Fleet Services/Maintenance	653,182	
2019	Office of Contracts and Procurement (PX0)	P-Card	1,022,304	
2019	Office of the Chief Technology Officer (TO0)	RTS - Telecom	40,000	
2019	Department of Human Resources (BE0)	Executive Leadership Program	25,000	x
2019	Office of the Chief Technology Officer (TO0)	ECIS - Application Support	23,968	x
2019	Department of Motor Vehicles (KV0)	DMV ATE Ticket Processing Services	6,065,894	x
2019	Office of the Chief Financial Officer (A10)	Single Audit	1,000	x
2019	Office of the Chief Technology Officer (TO0)	MOU - Maintenance of Telecom	593,160	x
2019	Office of Finance & Treasury (AT0)	Armored Car Services Advance	2,400	x
2019	Office of Finance & Treasury (AT0)	Billing for Cashier Services	134,727	x
2019	Office of the Chief Technology Officer (TO0)	MPD License Plate Recovery	35,536	x
2019	Office of the Chief Technology Officer (TO0)	Upfront Cloud Usage	10,000	x
2019	Office of Disability Rights (JR0)	Sign Language Interpretation (SLI) Services	1,110	x
<b>FY19 Total</b>			<b>8,621,505</b>	
2020	OFRM (AS0)	RTS - Telecom	30,000	
2020	Office of the Chief Technology Officer (TO0)	RTS - Telecom	120,000	
2020	Department of Public Works (KT0)	Fleet Services/Maintenance	740,300	
2020	Office of Contracts and Procurement (PX0)	P-Card	500,000	
2020	Office of the Chief Technology Officer (TO0)	JOIN MPD	16,500	x
<b>FY20 Total</b>			<b>1,406,800</b>	

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:*
- The revenue source name and code;*
  - The source of funding;*
  - A description of the program that generates the funds;*
  - The amount of funds generated by each source or program;*
  - Expenditures of funds, including the purpose of each expenditure;*
  - Whether expenditures from the fund are regulated by statute or policy; and*
  - The current fund balance.*

The following information was provided by the OCFO Budget Officer for MPD.

#### **FY19 and FY20 Special Purpose Revenue Funds**

Agency Fund: 1555 Reimbursement from other Government Agencies (non-DC)

Authority to Charge Fee: Administrative Authority

Authority to Dedicate: D.C. Official Code § 1-204.24d (this section of the Home Rule Act provides general statutory authority for accounting procedures and fund controls)

Description and Purpose of Fund: The purpose of this lapsing fund is to reimburse the Police and Fire Clinic, which is administered by the Metropolitan Police Department (MPD), for the costs of serving outside law enforcement agencies such as the U.S. Park Police and the U.S. Secret Service. The clinic provides medical evaluation and care to injured officers. Starting in FY2011, this fund is also used for reimbursements from the federal government (and states) for participation in regional task forces (e.g., Alcohol Tobacco and Firearm Task Force, Money Laundering Task Force, Regional Fugitive Task Force, Joint Terrorism Task Force, etc.). These reimbursements—governed by an MOA—are predominantly for reimbursement of overtime incurred during an MPD officer’s participation in a regional task force.

Description of Revenue Source: The fund receives revenue from reimbursements paid by other law enforcement agencies.

Fund Detail		Revenues	Expenditures
FY19	1555 – Reimbursable from Other Governments	\$ 1,071,234	\$ 1,071,234
FY20*	1555 – Reimbursable from Other Governments	\$ 448,066	\$ 453,351

\* As of 1/31/2020

Agency Fund: 1614 Miscellaneous: Overtime

Authority to Charge Fee: D.C. Official Code § 47-2826, Title III of the FY2015 Budget Support Act of 2014 (under Congressional Review), and DCMR Title 24, Chapter 38.

Authority to Dedicate: D.C. Official Code § 1-204.24d (this section of the Home Rule Act provides general statutory authority for accounting procedures and fund controls) and Title III of the FY2015 Budget Support Act of 2014 (under Congressional Review).

Description and Purpose of Fund: The purpose of this lapsing fund is to reimburse MPD for the cost of overtime needed for the MPD to staff certain bars and clubs in DC, and special events such as parades, carnivals, and movie productions.

Description of Revenue Source: The fund receives revenue from the owners, managers, or promoters of bars, clubs, and special events. Although the managers or promoters of an event may pay a license fee (which is collected by the Department of Consumer and Regulatory Affairs), the statute further provides that, “The Mayor may adjust the license fee to cover the costs to the District of providing, police, fire, and other public services that are necessary to protect public health and safety.” Furthermore, Title III of the FY2015 Budget Support Act of 2014 provides that MPD can charge and collect reimbursable fees for providing police escorts, staffing special events, and providing security details to establishments such as bars, nightclubs, and sports teams which are necessary to protect public health and safety.

Fund Detail		Revenues	Expenditures
FY19	1614 – Miscellaneous, Overtime	\$4,004,741	\$4,004,741
FY20*	1614 – Miscellaneous, Overtime	\$1,282,556	\$0

\* As of 1/31/2020

Agency Fund: 7278 Asset Forfeiture

Authority to Charge Fee: United States Code Title 21, Section 853; Title 21, Section 881; Title 18, Section 981; and Title 19, Section 1616a.

Authority to Dedicate: D.C. Official Code § 1-204.24d (this section of the Home Rule Act provides general statutory authority for accounting procedures and fund controls).

Description and Purpose of Fund: This is a non-lapsing fund that supports a variety of law enforcement functions of MPD, such as reward payments, witness protection, and confidential informants. Beginning in FY2019, this fund will no longer be receiving revenue as a result of Act 20-619, the “Civil Asset Forfeiture Amendment Act of 2014.”

Description of Revenue Source: The revenue for the fund comes from asset and property seizures by federal law enforcement agencies for violations of the controlled substances and racketeering acts. Under the “Equitable Sharing” program, the U.S. Attorney General has the authority to share property, as well as proceeds from the sale of the property, with state and local law enforcement agencies that participated directly in the seizure or forfeiture. Federal law allows revenue allocated to state and local law enforcement agencies through the Equitable Sharing program to be used for law enforcement purposes.

Act 20-0619, the “Civil Asset Forfeiture Amendment Act of 2014,” requires that any proceeds from a federal asset forfeiture case be deposited into the general fund beginning on October 1, 2018 (FY 2019). This would be in violation of the requirements of the Equitable Sharing program, and will result in the loss of equitable sharing revenue and effectively eliminate participation in the program. Therefore, this fund will no longer be receiving revenue beginning in FY2019.

Revenues derived from asset forfeitures conducted independently by the D.C. government are already deposited into the general fund.

Fund Detail		Revenues	Expenditures
FY19	7278 – Asset Forfeiture	\$0	\$1,379,711
FY20*	7278 – Asset Forfeiture	\$ 0	\$0

\*As of 1/31/2020

9. ***For FY19 and FY20, to date, please list all purchase card spending by the agency, the employee making each expenditure, and the general purpose of each expenditure.***

The requested information is attached.

10. ***Please list all capital projects in the financial plan for the agency or under the agency’s purview in FY19 and FY20, to date, and provide an update on each project, 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 the four-year financial plan;***
  - c. ***A description of whether the capital projects begun, in progress, or concluded in FY18, FY19, and FY20, to date, had an impact on the operating budget of the agency. If so, please provide an accounting of such impact; and***

*d. A description and the fund balance for each existing allotment in each capital project under the agency's purview.*

The following information was provided by the OCFO Budget Officer for MPD.

<b>Project: BRM09C -Evidence Impound Lot Renovations</b>				
<b>Description:</b>	<i>This project will fund building renovations and modernizations at the Evidence Impound Lot. The project is managed by DGS.</i>			
<b>Amount:</b>	<b>3,850</b>			
<b>Allotments</b>			<b>Spending</b>	
<i>2021- 2025</i>				
FY2020			FY2020	
FY2019	3,850		FY2019	-
FY2018			FY2018	
FY2017			FY2017	
FY 2016 and prior			FY 2016 and prior	-
			Encumbered/Pre-encumbered	3,450
			Currently Available	400
			Future Appropriations	-
<b>Update:</b>	Monies in 2019 were allotted for the complete renovation and modernization of the secure facility that stores vehicles, motorcycles, and other various motorized equipment that have evidentiary value. Project A/E has been selected and project design has completed design drawings and updated cost estimate.			
<b>Impact to operating budget:</b>	Will not negatively impact the operating budget.			
<b>Project: PL110C - Pooled funds for facility improvements.</b>				
<b>Description:</b>	<i>Managed by DGS. This project will address deferred facility needs of the Department by implementing infrastructure upgrades and quality of life improvements.</i>			
<b>Amount:</b>	<b>17,841</b>			
<b>Allotments</b>			<b>Spending</b>	
<i>2021- 2025</i>				
FY2020	3,370		FY2020	
FY2019	2,000		FY2019	2,658
FY2018	2,007		FY2018	783
FY2017	1,500		FY2017	1,231
FY 2016 and prior	17,841		FY 2016 and prior	8,202
			Encumbered/Pre-encumbered	820
			Currently Available	4,146
			Future Appropriations	-

<b>Update:</b>	This is a pooled funding account for smaller capital projects across the facilities that house MPD members. Current projects include replacement of security gates at facilities, upgrades to roll call and report writing rooms, HVAC replacements, roof replacements, lighting improvements.			
<b>Impact to operating budget:</b>	Will not negatively impact the operating budget.			
<b>Project: PDB23C - CCTV integration</b>				
<b>Description:</b>	<i>An automated system to increase the utility of CCTV and Shotspotter systems by allowing coordination of existing technologies.</i>			
<b>Amount:</b>	<b>1,957</b>			
<b>Allotments</b>			<b>Spending</b>	
2021- 2025				
FY2020			FY2020	
FY2019			FY2019	394
FY2018			FY2018	136
FY2017			FY2017	476
FY 2016 and prior	1,957		FY 2016 and prior	
			Encumbered/Pre-encumbered	950
			Currently Available	0
			Future Appropriations	-
<b>Update:</b>	(1) MPD initiated a technology refresh of the CCTV camera network, including the deployment of 68 upgraded CCTV Camera Box installations. (2) MPD deployed the first phase of Citywide CCTV Network Ring project. Phase 1 will upgraded 44 Point of Presence locations to provide high speed, reliable connectivity to all camera sites. Phase 1 completed in April 2019. (3) MPD submitted a \$950,000 requisition to supply a new Digital Evidence Management System that provides digital evidence storage, management, retrieval and sharing of digital video, photos, audio recordings and documents. Public bid is now closed. Target contract award: August 2020.			
<b>Impact to operating budget:</b>	Will not negatively impact the operating budget.			
<b>Project: PLT10C - Crime Fighting Technology</b>				
<b>Description:</b>	<i>Real-time crime dashboard and investigative console.</i>			
<b>Amount:</b>	<b>5,270</b>			
<b>Allotments</b>			<b>Spending</b>	
2021- 2025				
FY2020			FY2020	
FY2019			FY2019	24
FY2018	(730)		FY2018	780
FY2017	3,500		FY2017	860
FY 2016 and prior	2,500		FY 2016 and prior	2,500
			Encumbered/Pre-encumbered	267
			Currently Available	839

			Future Appropriations	-
<b>Update:</b>	(1) MPD expanded its CCTV mobile trailer camera fleet by 5 units from 10 to 15 (deployed in September 2018) . (2) MPD expanded its CCTV Camera Boxes by 15 units from 184 to 199 (deployed in December 2019). (3) MPD refreshed its CCTV network video recording appliances (deployed July 2019). With the current available balance, MPD plans to procure a new crime fighting situational tool that performs as an united public safety decision support system. The new tool will enhance situational awareness.			
<b>Impact to operating budget:</b>	Will not negatively impact the operating budget.			
<b>Project: EPI20C - MPD--Disaster Recovery</b>				
<b>Description:</b>	<i>Build, configure, and deploy backup data center in the event of an outage at the primary data center.</i>			
<b>Amount:</b>	<b>1,850</b>			
<b>Allotments</b>			<b>Spending</b>	
<b>2021- 2025</b>				
FY2020	1,850		FY2020	
FY2019			FY2019	
FY2018			FY2018	
FY2017			FY2017	
FY 2016 and prior			FY 2016 and prior	-
			Encumbered/Pre-encumbered	905
			Currently Available	945
			Future Appropriations	-
<b>Update:</b>	MPD submitted a \$905,000 requisition to supply a Disaster Recovery Solution for its critical Digital Evidence Management System (DEMS). DEMS provides digital evidence storage, management, retrieval and the sharing of digital video, photographs, audio recordings and documents. Public bid is now closed. Target contract award: August 2020. This solution provides all capabilities of Azure Cloud, on OCTO datacenters, which is in line with MPD's strategy to achieve its ITB goals of improved performance, increased availability and security, lower cost, and high availability and disaster recovery by embracing advancements in cloud technology. With the current available balance, MPD plans to continue moving critical crime fighting applications and equipment from aging MPD datacenter to OCTO datacenters with high availability (HA) /disaster recovery (DR) capabilities.			
<b>Impact to operating budget:</b>	Will not negatively impact the operating budget.			
<b>Project: BRM10C - ADA Upgrades</b>				
<b>Description:</b>	<i>Managed by DGS. ADA building renovations and modernizations at various MPD stations.</i>			

<b>Amount:</b>	<b>1,750</b>			
<b>Allotments</b>			<b>Spending</b>	
2021- 2025				
FY2020	1,750		FY2020	
FY2019			FY2019	49
FY2018			FY2018	
FY2017			FY2017	
FY 2016 and prior			FY 2016 and prior	
			Encumbered/Pre-encumbered	1,497
			Currently Available	204
			Future Appropriations	
<b>Update:</b>	Per DGS, this is in the construction phase. Final Completion date is 30 June 2020.			
<b>Impact to operating budget:</b>	Will not negatively impact the operating budget.			
<b>Project: BRM20C--Detention Area Renovations</b>				
<b>Description:</b>	<i>Managed by DGS. ADA building renovations and modernizations at various MPD stations.</i>			
<b>Amount:</b>	<b>1,250</b>			
<b>Allotments</b>			<b>Spending</b>	
2021- 2025	2,500			
FY2020	1,250		FY2020	
FY2019			FY2019	
FY2018			FY2018	
FY2017			FY2017	
FY 2016 and prior			FY 2016 and prior	
			Encumbered/Pre-encumbered	
			Currently Available	1,250
			Future Appropriations	2,500
<b>Update:</b>	Per DGS, this project is in the planning phase. Two projects will be created for \$625,000 each.			
<b>Impact to operating budget:</b>	Will not negatively impact the operating budget.			
<b>Project: FAV01C - Motorcycles, Scooters, and Trailers</b>				
<b>Description:</b>	<i>Support annual replacement of fleet - Motorcycles, Scooters, and Trailers</i>			
<b>Amount:</b>	<b>290</b>			
<b>Allotments</b>			<b>Spending</b>	
2021- 2025				
FY2020			FY2020	
FY2019	290		FY2019	128
FY2018			FY2018	
FY2017			FY2017	
FY 2016 and prior			FY 2016 and prior	
			Encumbered/Pre-encumbered	117
			Currently Available	45



			Future Appropriations	-
<b>Update:</b>	Across the FAV Fleet Replacement projects, MPD procured a total of 132 vehicles during FY19 consisting of 118 marked and unmarked vehicles, 10 vans, 1 light tower, 2 cargo vans, 1 stake body truck.			
<b>Impact to operating budget:</b>	Will not negatively impact the operating budget.			
<b>Project: FAV02C - Wreckers and Trailers</b>				
<b>Description:</b>	<i>Support annual replacement of fleet - wreckers and trailers</i>			
<b>Amount:</b>	<b>497</b>			
<b>Allotments</b>			<b>Spending</b>	
2021- 2025				
FY2020				
FY2019	497		FY2020	
FY2018			FY2019	497
FY2017			FY2018	
FY 2016 and prior			FY2017	
			FY 2016 and prior	
			Currently Available	
			Future Appropriations	
<b>Update:</b>	Across the FAV Fleet Replacement projects, MPD procured a total of 132 vehicles during FY19 consisting of 118 marked and unmarked vehicles, 10 vans, 1 light tower, 2 cargo vans and 1 stake body truck.			
<b>Impact to operating budget:</b>	Will not negatively impact the operating budget.			
<b>Project: FAV03C - Unmarked Vehicles</b>				
<b>Description:</b>	<i>Support annual replacement of fleet - unmarked vehicles</i>			
<b>Amount:</b>	<b>718</b>			
<b>Allotments</b>			<b>Spending</b>	
2021- 2025				
FY2020				
FY2019	718		FY2020	
FY2018			FY2019	718
FY2017			FY2018	
FY 2016 and prior			FY2017	
			FY 2016 and prior	
			Currently Available	
			Future Appropriations	
<b>Update:</b>	Across the FAV Fleet Replacement projects, MPD procured a total of 132 vehicles during FY19 consisting of 118 marked and unmarked vehicles, 10 vans, 1 light tower, 2 cargo vans and 1 stake body truck.			
<b>Impact to operating budget:</b>	Will not negatively impact the operating budget.			
<b>Project: FAV04C - Marked Cruisers</b>				
<b>Description:</b>	<i>Support annual replacement of fleet - marked cruisers</i>			

<b>Amount:</b>	<b>676</b>			
<b>Allotments</b>			<b>Spending</b>	
2021- 2025				
FY2020			FY2020	
FY2019	676		FY2019	676
FY2018			FY2018	
FY2017			FY2017	
FY 2016 and prior			FY 2016 and prior	
			Currently Available	
			Future Appropriations	
<b>Update:</b>	Across the FAV Fleet Replacement projects, MPD procured a total of 132 vehicles during FY19 consisting of 118 marked and unmarked vehicles, 10 vans, 1 light tower, 2 cargo vans and 1 stake body truck.			
<b>Impact to operating budget:</b>	Will not negatively impact the operating budget.			
<b>Project: FAV05C - Other Marked Vehicles</b>				
<b>Description:</b>	<i>Support annual replacement of fleet - other marked vehicles</i>			
<b>Amount:</b>	<b>2,504</b>			
<b>Allotments</b>			<b>Spending</b>	
2021- 2025				
FY2020			FY2020	
FY2019	2,504		FY2019	2,504
FY2018			FY2018	
FY2017			FY2017	
FY 2016 and prior			FY 2016 and prior	
			Currently Available	-
			Future Appropriations	-
<b>Update:</b>	Across the FAV Fleet Replacement projects, MPD procured a total of 132 vehicles during FY19 consisting of 118 marked and unmarked vehicles, 10 vans, 1 light tower, 2 cargo vans and 1 stake body truck.			
<b>Impact to operating budget:</b>	Will not negatively impact the operating budget.			
<b>Project: PEQ22C - Fleet Replacement</b>				
<b>Description:</b>	<i>Project requirements are to support the annual replacement of the Police patrol cars for MPD, currently on a 5 year replacement schedule.</i>			
<b>Amount:</b>	<b>30,798</b>			
<b>Allotments</b>			<b>Spending</b>	
2021- 2025	30,000			
FY2020	6,735		FY2020	47
FY2019			FY2019	2,307
FY2018	6,500		FY2018	6,262
FY2017	6,500		FY2017	4,709
FY 2016 and prior	30,798		FY 2016 and prior	10,750

			Encumbered/Pre-encumbered	6,531
			Currently Available	239
			Future Appropriations	30,000
<b>Update:</b>	With the FY20 allotment, MPD intends to procure and outfit approximately 165 marked and unmarked units. The procurement is in process at this time.			
<b>Impact to operating budget:</b>	Will not negatively impact the operating budget.			
<b>Project: HRB30C - New IT Project: CCTV Replacement.</b>				
<b>Description:</b>	<i>Establish a capital project to replace the aging CCTV network (both fixed &amp; mobile), as well as the aging physical instructure (servers &amp; storage).</i>			
<b>Amount:</b>	650			
<b>Allotments</b>			<b>Spending</b>	
2021- 2025	1,000			
FY2020	650		FY2020	
FY2019			FY2019	
FY2018			FY2018	
FY2017			FY2017	
FY 2016 and prior			FY 2016 and prior	
			Encumbered/Pre-encumbered	
			Currently Available	650
			Future Appropriations	1,000
<b>Update:</b>	Current evaluating newer technology as part of the FY21 expansion project. RFQ to replace 40 of the older, existing cameras will be submitted to OCP during Q2, FY20.			
<b>Impact to operating budget:</b>	Will not negatively impact the operating budget.			
<b>Project: WAM40C - New IT Project to modernize MPD's data warehouse architecture</b>				
<b>Description:</b>	<i>Modernizing data warehouse architecture includes but is not limited to curating more data in real-time or near real-time. We plan on doing this by building a data lake of almost all structured data as well as metadata for the unstructured data as BWC, LPR, etc. Once this data is readily available, it can be easily and quickly integrated into our dimensional models and data marts for analysis and reporting.</i>			
<b>Amount:</b>	375			
<b>Allotments</b>			<b>Spending</b>	
2021- 2025				
FY2020	375		FY2020	
FY2019			FY2019	
FY2018			FY2018	
FY2017			FY2017	
FY 2016 and prior			FY 2016 and prior	
			Encumbered/Pre-encumbered	-

	Currently Available	375
	Future Appropriations	-
<b>Update:</b>	MPD continues to evaluate its existing legacy on-premis data warehouse infrastructure. As part of this effort, MPD plans to issue a solicitation for professional cloud services to include design, migration and implementation of its legacy data warehouse infrastructure to a secure cloud platform.	
<b>Impact to operating budget:</b>	Will not negatively impact the operating budget.	

**11. 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.**

MPD works in close collaboration with the Mayor’s Office of Budget and Performance Management and the Deputy Mayor for Public Safety and Justice to develop our budget. The FY19 and FY20 agency budgets submitted as part of the Mayor’s budget submissions reflect those efforts.

**12. 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, or within the agency. Include known, anticipated reprogrammings, as well as the revised, final budget for your agency after the reprogrammings. For each reprogramming, list the date, amount, rationale, and reprogramming number.**

The following information was provided by the OCFO Budget Officer for MPD.

**FY19**

Date	Reprogram Number	Description	Amount
<b>Starting Budget</b>			<b>\$510,080,108</b>
1/15/2019	BJFAF009	REPROGRAM TO F00	\$(150,000)
2/19/2019	BJBEDCHR	DCHR CENTRALIZED COST	\$(128,727)
6/30/2019	BJFACOLA	FY2020 PAY RAISE	\$27,186,309
8/9/2019	BJSUPP19	SUPPLEMENTAL BUDGET	\$ 3,600,000
11/7/2019	BJFAMP19	MULTIPLE AGENCY REPROGRAM	\$5,000,000
<b>Final Budget</b>			<b>\$545,587,690</b>

**FY20**

Date	Reprogram Number	Description	Amount
<b>Starting Budget</b>			<b>\$515,373,977</b>
2/3/2020	BJFACOLA	INCREASE FOR FY20 PAY INCREASES	\$25,000,000
<b>Final Budget</b>			<b>\$540,373,977</b>

**13. 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.**

A brief synopsis of Federal **Grants for FY2019** is included in the chart below:

Grant Name	Period of Performance	Award Amount	Expenditures	Grant Description
COPS Hiring Program (CHP) – 25 Officers (Award #:2014ULWX0030)	10/01/2014 – 03/31/2019	\$3,125,000	Closed \$3,000,716	To partially fund 25 entry-level officer positions over a three-year period. Focus on gun violence prevention. Officers must be maintained for at least one (1) year after the grant period ends.
COPS Hiring Program (CHP) – 5 Officers (Award #:2016ULWX0029)	09/29/2016 - 08/31/2019	\$625,000	Closed \$625,000	To partially fund five entry-level officer positions over a three-year period. Officers must be maintained for at least one (1) year after the grant period ends.
Fatal Analysis Reporting System (FARS) (Award #:DTNH22-17-H-00112)	03/01/2017 - 02/28/2022	\$30,000	\$4,992	Funding support to enable MPD to gather, interpret, code and enter traffic fatalities into the national FARS database. Funding can only be used when there is a traffic fatality.
National Criminal History Improvement Program (NCHIP) – WALES (Award#2018-RU-BX-K014)	01/01/2019-12/31/2019	\$180,000	Closed \$180,000	The funds will be used to for modifications to MPD's Computerized Criminal History (CCH) and the CJCC's Justice Information System (JUSTIS).
National Gun Crime Intelligence Center Initiative (Award#2016-DG-BX-0010)	10/01/2016 – 09/30/2019	\$999,139	Closed \$999,139	To establish a Crime Gun Intelligence Center in partnership with the Department of Forensic Sciences (DFS) and ATF.
Recreational Boating Safety (RBS) Program (Award #DHS-USCG-RBS-2019-001)	01/22/2018 - 03/31/2020	\$876,927	Multi-Year Grant \$143,678	Formula grants to support the work of the Harbor Patrol. Grants support boating safety education and enforcement activities.
Motor Carrier Safety Assistance Program (MCSAP) (Award # FM-MCG-0424)	10/01/2017 09/30/2019	\$1,026,352	Multi-Year Grant \$843,023	Enhancing highway safety by preventing commercial motor vehicle related to crashes and ensuring safe, secure transportation of people and property by CMV on the highways.
Motor Carrier High Priority (Award # 69A3601840003MHIP0DC)	09/17/2018-09/30/2020	\$156,162	Multi-Year Grant \$81,386	Innovative projects for resolving request for Data Review entered through Data Qs, to improve timeliness, consistency and /or accountability.
National Incident-Based Reporting System (NIBRS) (Award# 2018-FU-CX-K021)	12/01/2018-11/30/2020	\$2,839,352	Multi-Year Grant -0-	The award is to be used for the collection of accurate NIBRS Based Crime Data

#### FY2019 MPD Intra-District Sub-Grants

A brief synopsis of **Intra-District Grants for FY2019** is included in the chart below:

Grant Name	Period of Performance	Award Amount	Expenditures	Grant Description
Highway Safety – DDOT Alcohol Countermeasures (Award # BAT19N19)	10/01/2018 - 09/30/2019	\$693,600	\$456,993	Funding to support overtime for impaired driving enforcement supplies, equipment and training.
Highway Safety – DDOT Police Traffic Services (Award # PTS19N19)	10/01/2018 - 09/30/2019	\$1,019,980	\$752,182	Funding to support Distracted Driver Enforcement
Pedestrian and Bicyclist Safety (Award # PBS19N19)	10/01/2018 - 09/30/2019	\$165,300	\$142,700	Funding to support efforts on traffic safety to ensure the District is more pedestrian friendly.
Highway Safety – DDOT Street Car (Award # STR19N19)	10/01/2018 - 09/30/2019	\$778,683	\$778,683	Dedicated enforcement services during normal operating hours on the H street NE, Benning Road Streetcar line. Cost Reimbursement MOU
Highway Safety-DDOT Occupant Protection (Award # OCP19N19)	10/01/2018-09/30/2019	\$408,124	\$143,219	Funding to support seatbelt enforcement and child passenger safety. Cost Reimbursement MOU
FY19 – STOP: A Coordinated Response to Victims of Crime (Award #: 2019-VAWA-004)	10/01/2018 - 09/30/2019	\$212,520	\$157,085	Funding to support the following scope of services: 1) Decrease the backlog of domestic violence warrants; 2) To serve Temporary and Civil Protection Orders; domestic violence and stalking. 3) Training for Forensic Experiential Trauma Interview.

### FY2020 MPD Federal Grants

A brief synopsis of Federal **Grants for FY2020** is included in the chart below:

Grant Name	Period of Performance	Award Amount	Expended as of 02/10/2020	Grant Description
COPS-Office of Law Enforcement Mental Health and Wellness Act (LEMHWA) Program (Award #2019-MH-WX-K011)	10/01/2019-08/31/2021	\$72,970	Multi-Year Grant -0-	Provides funding to improve the delivery of and access to mental health and wellness services to law enforcement through training and technical assistance.
Fatal Analysis Reporting System (FARS) (Award #:DTNH22-17-H-00112)	03/01/2017 - 02/28/2022	\$30,000	Multi-Year Grant \$271	Funding support to enable MPD to gather, interpret, code and enter traffic fatalities into the national FARS database. Funding can only be used when there is a traffic fatality. This is a five-year agreement and a maximum of \$5,000 in approved funding can be expended per annum.

Grant Name	Period of Performance	Award Amount	Expended as of 02/10/2020	Grant Description
National Criminal History Improvement Program (NCHIP) (Award#2018-RU-BX-K014)	01/01/2019-12/31/2019	\$180,000	Closed \$180,000	The funds will be used to for modifications to MPD's Computerized Criminal History (CCH) and the CJCC's Justice Information System (JUSTIS).
National Criminal History Improvement Program (NCHIP) (Award#2019-RU-BX-K013)	01/01/2020-12/31/2021	\$1,190,855	Multi-Year Grant  -0-	The award is to be used to support the upgrade and accuracy of MPD's Computerized Criminal History (CCH) Record System.
Recreational Boating Safety (RBS) Program (Award #DHS-USCG-RBS-2019-001)	01/22/2018 - 03/31/2020	\$876,927	-0-	Formula grants to support the work of the Harbor Patrol. Grants support boating safety education and enforcement activities. 2 FTEs can be funded each cycle, if needed.
Recreational Boating Safety (RBS) Program (Award #DHS-USCG-RBS-2020-001)	10/01/2019-09/30/2020	\$977,446	\$26,105	Formula grants to support the work of the Harbor Patrol. Grants support boating safety education and enforcement activities. 2 FTEs can be funded each cycle, if needed.
Motor Carrier Safety Assistance Program (MCSAP) (Award #69A3601930181MCG0DC)	10/01/2019 09/30/2020	\$1,072,686	\$183,053	Enhancing highway safety by preventing commercial motor vehicle related crashes and ensuring safe, secure transportation of people and property by CMV on the highways. 75% of salary cost for 7 officers and 10% for one Lt. assigned to the Motor Carrier Unit will be billed to this formula grant. Should funding not be available in future cycles the full cost of those salaries will revert back to the local budget.
Motor Carrier High Priority(69A3601840003MHIP0DC)	09/17/2018-09/30/2020	\$156,162	Multi-Year Grant \$20,664	Innovative projects for resolving request for Data Review entered through Data Qs, to improve timeliness, consistency and /or accountability.
National Incident-Based Reporting System (NIBRS) (Award# 2018-FU-CX-K021)	12/01/2018-11/30/2020	\$2,839,352	Multi-Year Grant \$578,025	The award is to be used for the collection of accurate NIBRS Based Crime Data

Grant Name	Period of Performance	Award Amount	Expended as of 02/10/2020	Grant Description
Sexual Assault Kit Initiative (SAKI) (Award #2019-AK-BX-0024)	10/01/2019-09/30/2022	\$1,000,000	Multi-Year Grant -0-	The award is to be used to support the investigation of unsolved sexual assault cases through DNA and research methodologies and investigative tools. Part-time Research Fellow paid for through grant. Part-time position will end when period of performance ends.
Strategies for Policing Innovation (SPI) (Award # 2019-WY-BX-0009)	10/01/2019-09/30/2022	\$375,808	Multi-Year Grant -0-	The award is to be used to purchase a Community Sentiment Survey tool aimed to provide MPD with regular measures of public trust in the police and perceptions of safety measures of public trust, satisfaction with police and satisfaction with police and perception of safety.

FY2020 MPD Intra-District Sub-Grants

A brief synopsis of **Intra-District Grants for FY2020** is included in the chart below:

Grant Name	Period of Performance	Award Amount	Expended as of 02/10/2020	Grant Description
Highway Safety - DDOT Alcohol Countermeasures (Award # BAT20N20)	10/01/2019-09/30/2020	\$748,920	\$112,347	Funding to support Alcohol Enforcement.
Highway Safety - DDOT Police Traffic Services (Award # PTS20N20)	10/01/2019 - 09/30/2020	\$990,563	\$67,445	Funding to support Distracted Driver Enforcement.
Highway Safety-DDOT Pedestrian and Bicyclist Safety (Award # PBS20N20)	10/01/2019 - 09/30/2020	\$275,560	\$34,036	Funding to support pedestrian friendly traffic safety
Highway Safety-DDOT Occupant Protection (Award # OCP20N20)	10/01/2019-09/30/2020	\$461,500	\$28,694	Funding to support seatbelt enforcement and child passenger safety. Cost Reimbursement MOU
FY19 – STOP: A Coordinated Response to Victims of Crime (Award #: 2019-VAWA-004)	10/01/2019 - 09/30/2020	\$193,182	-0-	Funding to: 1) Decrease the backlog of domestic violence warrants; 2) Serve Temporary and Civil Protection Orders; domestic violence and stalking. 3) Attend the National VAWA 2020 Conference.



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?*

- Recreational Boating Safety: Two FTEs. FTEs can be funded through this formula grant each cycle, if needed.
- Sexual Assault Kit Initiative: Part-time Research Fellow paid for through grant. Part-time position will end when period of performance ends.

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

A brief synopsis of Sub-Awards for **FY2019** is included in the chart below:

Sub-Award	Period of Performance	Award Amount	Expended as of 09/30/2019	Sub-Award Description
Department of Forensic Science Grant Award #2016-DG-BX-0010 National Gun Crime Intelligence Center	10/01/2016-09/30/2019	\$807,848	\$807,848	To be used to implement Crime Gun Intelligence Center (CGIC) an interagency collaboration focused on the immediate collection, management and analysis of crime gun evidence, such as shell casings in the real time in an effort to indemnify shooters, disrupt criminal activity and prevent future violence.
The Lab @DC Grant Award #2016-DG-BX-0010 National Gun Crime Intelligence Center	10/01/2016-09/30/2019	\$116,458	\$116,458	The Lab @ DC to advise on and evaluate the Crime Gun Intelligence Center (CGIC) program. To facilitate multiple evaluation workshops, which will include facilitators, materials and space.
CJCC Grant Award# 2018-RU-BX-K014 National Criminal History Improvement Program (NCHIP)	01/01/2019-12/31/2019	\$100,000	\$99,974	To improve information sharing locally by automating submission of dispositions and no paper.
DC Superior Court Grant Award #2016-RU-BX-K010 National Criminal History Improvement Program (NCHIP)	10/01/2016-12/31/2018	\$196,160	\$196,160	To be used to modify, enhance, and create new functionality to the DC Superior Court's view database to include an expansion of the data elements in the Court's data feed and implantation of two new data feeds. This modification shall increase the quality and quantity of records shared between DCSC, MPD and the National Crime Information Center.
Criminal Justice Coordinating Council Grant Award #2016-RU-BX-K010  National Criminal History Improvement Program (NCHIP)	10/01/2016-12/31/2018	\$150,304	\$128,204	To make modifications to the CJCC's JUSTIS system and MPD WALES System.

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

- a. The name of the party;
- b. The nature of the contract, procurement, or lease, including the end product or service;
- c. The dollar amount of the contract, procurement, or lease, including amount budgeted and amount actually spent;
- d. The term of the contract, procurement, or lease;
- e. Whether it was competitively bid;
- f. The name of the agency's contract monitor(s) and the results of any monitoring activity; and
- g. The funding source.

The requested information is attached.

16. 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.

Case Name	Civil Action No.	Claim(s)
<i>Abram, Alvin v. DC.</i>	18-CA-5946 B	Whistleblower and Wrongful Termination
<i>Agee, Patricia v. DC MPD</i>	19-CA-1460 V	Motor Vehicle Accident
<i>Agolli, Anna v. DC, et al.</i>	16-CA-9224 B	Harassment and Retaliation
<i>Agolli, Anna v. DC</i>	17-CA-3059 B	False Arrest and Civil Rights Violations, and Harassment
<i>Allie, Margaret v. DC</i>	19-CA-4918 V	Motor Vehicle Accident
<i>Arthur, Evelyn et al. v. District of Columbia Housing Authority, et al.</i>	18-CV-2037 DLF	False Arrest and Civil Rights Violations
<i>Barnes, Marc v. DC, et al.</i>	16-CV-1027 KBJ-RMM	False Arrest, Civil Rights Violations, Civil Fraud, Defamation, Negligence
<i>Bell, William C. v. DC, et al.</i>	17-CA-3060 B	Disability Discrimination
<i>Bettis, Jerome v. Bowser, Muriel, et al.</i>	19-CV-3625 DLF	False Arrest, Excessive Force, Civil Rights Violations, and Illegal Search
<i>Bingham, Anthony et al., v. DC, et al.</i>	15-CA-9413 B	Whistleblower
<i>Bivens, Tajuana v. DC</i>	19-CA-6741 V	Motor Vehicle Accident
<i>Brown, Elbert L. v. DC, et al.</i>	15-CV-1380 KBJ	False Arrest
<i>Brown, Kim K. et al., v. DC</i>	13-CV-0569 CRC	Class action regarding seizure of cars, trucks, and/or currency
<i>Brown, Jr., Michael v. Simie, Filip, et al.</i>	19-CA-7616 B	False Arrest
<i>Buie, Jaquia v. DC, et al.</i>	16-CV-1920 CKK	Fifth and Fourth Amendment Violations, Negligence
<i>Bushrod, Jr., Kevin v. DC, et al.</i>	17-CA-6188 B	Assault and Battery, False Arrest, Civil Rights Violations, and Negligence
<i>Butler, Widmon R. v. MPD, et al.</i>	17-CA-7843 P (MPA)	Appeal of OEA decision upholding termination
<i>Butler, Widmon R. v. MPD, et al.</i>	18-CA-0430 P(MPA)	Appeal of OEA decision upholding 30-day suspension
<i>Campbell-Robinson, Karen et al., v. DC, et al.</i>	19-CA-2090 V	Motor Vehicle Accident
<i>Cantu, Aaron et al. v. DC, et al.</i>	20-CV-0130 KBJ	False Arrest; Excessive Force; First, Fourth and Fifth Amendment Violations, arising out of Inauguration Riots
<i>Carter, Jennifer v. DC, et al.</i>	19-CA-7276 V	Motor Vehicle Accident
<i>Carter-Frost, Pamela v. DC</i>	15-CV-0930 EGS	Gender and Race Discrimination
<i>Coles, Priscilla Collin v. Detective James Wilson, et al.</i>	19-SC1-4907	Illegal Search of the Residence

Case Name	Civil Action No.	Claim(s)
<i>Coles-Green, T'Anita (Estate of DeAngelo Green) v. DC</i>	19-CA-2633 B	Motor Vehicle Accident and Wrongful Death
<i>Combs, Dianna T. v. MPD</i>	20-CA-0400 B	Negligence
<i>Cooper, Samuel v. DC, et al.</i>	19-CV-1449 JEB	Excessive Force; False Arrest; Assault and Battery; Fourth, Fifth, and Fourteenth Amendment Violations
<i>Creech, Christopher v. MPD</i>	19-CA-5489 B	Race Discrimination
<i>Cruz-Roldan, Claudia P. v. Nagurka, Greg</i>	16-CA-4029 B	Negligence, Battery, False Arrest, and Malicious Prosecution
<i>Cunningham, Linda D. v. DC MPD</i>	19-SC3-1438	Illegal Search
<i>Day, William R. v. DC</i>	18-CA-4109 V	Motor Vehicle Accident
<i>Demshur, Jennifer v. DC, et al.</i>	19-CV-2850 CRC	Sexual Harassment and Retaliation
<i>Dinga, Jeanne C. v. DC</i>	19-CA-6387 V	Motor Vehicle Accident
<i>District of Columbia v. Scott, Rose, et al.</i>	18-SC3-7473	Motor Vehicle Accident
<i>Elkalibe, Imad (W.E. a minor) et al., v. DC, et al.</i>	10-CA-8561 B	False Arrest, Assault and Battery, and Civil Rights Violations
<i>Ellis, Keyonia et al., v. Walsh, Eric M.</i>	19-CA-0598 V	Motor Vehicle Accident
<i>Elshazli, Ahmed v. DC, et al.</i>	19-CV-1831 TNM	Excessive Force, Fourth Amendment Violations, and Negligence
<i>Fasullo, Rita v. Metropolitan Police</i>	19-CA-7721 B	False Arrest, Civil Rights Violations, and Negligence
<i>Flippin, Ameer v. DC MPD</i>	19-CV-2624 BAH	Harassment
<i>Fraternal Order of Police (Unpaid Compensation) v. DC MPD, et al.</i>	19-CA-6357 B	Breach of Contract (Settlement Agreement)
<i>Gaither, Lakisha v. MPD, et al.</i>	18-CA-5210 V	Motor Vehicle Accident
<i>Gangaram, Gerald et al., v. DC, et al.</i>	17-CA-4517 V	Motor Vehicle Accident
<i>Gilmore, Darrell et al., v. DC, et al.</i>	17-CA-1089 B	False Arrest, Illegal Search, Negligence, and Fourth Amendment Violations
<i>Gray, Remond v. DC, et al.</i>	19-CA-0719 V	Motor Vehicle Accident
<i>Grimes, Keith v. DC, et al.</i>	12-CA-5941 B	False Arrest, Assault and Battery, Fourth Amendment Violations, and Negligence
<i>Gulley, Jason S. v. DC</i>	18-CV-2607 TNM	Racial Discrimination and Retaliation
<i>Hall, Teika (Estate of Gerald J. Hall) v. Peter Newsham, et al.</i>	19-CA-8348 B	Excessive Force, Civil Rights Violations, Wrongful Death, and Negligence
<i>Harris, James v. Bowser, Muriel et al.</i>	19-CV-0886 TNM	False Arrest, Civil Rights Violations, and Excessive Force
<i>Harper, Taniesha et al., v. DC, et al.</i>	19-CA-4936 B	Fifth and Fourteenth Amendment Violations and Wrongful Death
<i>Hart, Jr., Thomas v. MPD</i>	19-CA-7480 B	Motor Vehicle Accident and False Arrest
<i>Hill, Eric R. v. Weber, Alicia</i>	19-CA-5167 B	False Arrest and Civil Rights Violations
<i>Hoban, III, Stewart v. DC, et al.</i>	17-CA-3641 B	Negligence
<i>Holmes, Keviette, et al. v. DC, et al.</i>	17-CA-7609 B	False Arrest, Civil Rights Violations, and Negligence
<i>Hoodbhoy, Nafisa (Estate of Jawaid Bhutto), et al., v. DC</i>	19-CA-7484 B	Wrongful Death and Negligence
<i>Horse, Shay, et al., v. DC, et al.</i>	17-CV-1216 ABJ	First, Fourth and Fifth Amendment Violations; False Arrest; Negligence, Excessive Force; Assault and Battery arising from Inauguration Riots
<i>Hutchinson, David v. DC, et al.</i>	19-CA-3104 B	Negligence
<i>Jackson, Elijah v. DC, et al.</i>	15-CV-2247 GK	Excessive Force and Civil Rights Violations, Assault and Battery, Fourth and Fifth Amendment Violations
<i>Jalloh, Usman v. Officer Robert C. Underwood, et al.</i>	16-CV-1613 JEB	Assault and Battery, Excessive Force and Civil Rights Violations
<i>Jenkins, Dominic v. DC, et al.</i>	19-CA-2091 B	False Arrest, Civil Rights Violations, and Negligence
<i>Jiggetts, Tenisha, et al. v. DC. et al.</i>	17-CV-0380 KBJ	First, Fourth, and Fifth Amendment Violations and Negligence
<i>Jiggetts, Stephen v. DC, et al.</i>	15-CV-1951 RBW	False Arrest and Civil Rights Violations
<i>Johnson, Joseph S. v. DC, et al.</i>	17-CA-1424 B	Excessive Force and Civil Rights Violations
<i>Jordan, Gerald v. DC</i>	19-CA-0257 B	False Arrest and Civil Rights Violations
<i>Julius, Gloria D. v. Kremenec, Officer T.</i>	20-SC3-0423	False Arrest

Case Name	Civil Action No.	Claim(s)
<i>Katz, Mitchell A. v. DC, et al.</i>	15-CA-5304 B	False Arrest and Civil Rights Violations, Assault and Battery, Excessive Force and Civil Rights Violations and Negligence
<i>Kelly, Latarsha v. DC, et al.</i>	18-CA-8623 B	Excessive Force, Civil Rights Violations, and Negligence
<i>Lawrence, Samson v. DC, et al.</i>	18-CV-0595 ABJ	Wrongful Termination and Retaliation
<i>Leach, Michael v. MPD, et al.</i>	19-CV-0947 APM	Assault and Battery, Excessive Force and Negligence
<i>Lewis, Kayla D. et al., v. DC</i>	15-CV-0352 RBW	False Arrest
<i>Lilly, Christopher v. DC</i>	15-CV-0738 EGS	Sexual Orientation Discrimination, Retaliation, and Harassment
<i>Lin, Xing Ru v. DC, et al.</i>	16-CA-1866 B	Excessive Force, False Arrest, Civil Rights Violations, and Negligence
<i>Lucas, Jr., Allan Earl v. DC</i>	13-CV-0143 TFH	Breach of Contract and Negligence
<i>Mannina, Victoria (Estate of Paul Mannina) v. DC, et al.</i>	15-CV-0931 KBJ	Wrongful Death, Negligence, Civil Rights Violations
<i>Mays, Tarra v. DC</i>	19-CA-6323 V	Motor Vehicle Accident
<i>McCain, Angela (Estate of Gerald Hall) v. DC, et al.</i>	19-CA-8301 B	Wrongful Death, Excessive Force, and Civil Rights Violations
<i>McClure, Venus v. Detective Partman, Wayne</i>	18-CA-3498 B	Negligence
<i>McHugh, Katherine v. DC</i>	19-CA-1500 V	Motor Vehicle Accident
<i>McKoy, Eleanor (Estate of Timothy L. Williams) v. DC, et al.</i>	18-CV-0416 RBW	Wrongful Death, Excessive Force, Civil Rights Violations, Assault and Battery, and False Arrest
<i>McLeon-Sillah, Kimberly v. DC</i>	19-CV-0134 DLF	Sexual Harassment and Sexual Orientation Discrimination
<i>Mehari, Alehegn v. DC, et al.</i>	16-CV-1889 RJL	False Arrest and Fifth and Fourth Amendments Violations
<i>Montgomery, Brandon (Personal Estate of Gary Montgomery) v. DC, et al.</i>	18-CV-1928 JDB	False Arrest, Fourth and Fifth Amendments Violations, and Negligence
<i>Mwimanzi, Mbalaminwe v. DC, et al.</i>	20-CV-0079 CRC	Fourth Amendment Violations, Illegal Search, and Battery
<i>Mustille, Judith v. DC MPD</i>	19-CA-5058 B	FOIA Lawsuit seeking records for any complaints of sexual misconduct and/or sexual harassment against any sworn member of MPD
<i>Nutt, Jr., Fred v. DC, et al.</i>	19-CV-3220 ABJ	Fourteenth Amendment Violations, Negligence, and Harassment
<i>Odom, Jaunice et al., v. DC, et al.</i>	16-CV-0864 TSC	Fourth and Fifth Amendment Violations, False Arrest, Assault and Battery, and Negligence
<i>O'Rourke, Joseph G. v. DC</i>	17-CA-1104 P (MPA)	Appeal of OEA decision upholding termination
<i>Pappas, Steve, et al., v. DC MPD, et al.</i>	19-CV-2800 RC	Class action alleging violations of the ADA and Rehabilitation Act
<i>Partnership for Civil Justice Fund v. DC</i>	18-CA-1083 B	FOIA Lawsuit seeking documents relating to Project Veritas, Oath Keepers, and any other person or non-governmental group
<i>Pham, Anhtuan P. v. Dyson, Theodore</i>	18-CV-0313 RBW	Excessive Force and Fourteenth Amendment Violations
<i>Phillips, Amy v. DC</i>	19-CA-4054 B	FOIA Lawsuit seeking records related to the adverse action against a former officer
<i>Plummer, Austin v. DC, et al.</i>	18-CA-7100 B	False Arrest and Civil Rights Violations
<i>Poge, Kevin v. DC, et al.</i>	19-CA-2247 V	Motor Vehicle Accident
<i>Possian, Freddy v. DC Office of Risk Management</i>	19-CA-4983 B	Negligence
<i>Price, Denise v. DC, et al.</i>	19-CV-1235 APM	Fourth Amendment Violations and Illegal Search of Automobile
<i>Price, Denise et al. (Estate of Jeffrey Price) v. Pearson, Michael et al.</i>	19-CV-1272 RBW	Fourth and Fifth Amendment Violations, Excessive Force and Civil Rights Violations, Assault and Battery, Negligence and Wrongful Death
<i>Proctor, Shanel et al., v. DC, et al.</i>	18-CV-0701 TNM	Fourth Amendment Violations
<i>Rasheed, Daoud v. DC</i>	16-CV-0665 CKK	Religious (Creed) Discrimination

<b>Case Name</b>	<b>Civil Action No.</b>	<b>Claim(s)</b>
<i>Richards, Ruth E. v. DC</i>	16-CV-1002 JDB	False Arrest and Fourth and Fifth Amendment Violations
<i>Robinson, Alex v. DC</i>	14-CA-7383 B	False Arrest, Civil Rights Violations, Assault and Battery; and Negligence
<i>Robinson, Michael E. et al., v. DC, et al.</i>	15-CV-0803 KBJ	Assault and Battery, False Arrest, Civil Rights Violations, and Negligence
<i>Robinson, Ronald v. Chief Cathy Lanier</i>	17-CA-0789 B	FOIA Lawsuit seeking Homicide Files
<i>Sacchetti, Terrylene (Estate of Gianni Manganelli) et al., v. DC, et al.</i>	15-CV-0455 RBW	Wrongful Death, Negligence, and False Arrest
<i>Sanders, Christopher v. DC</i>	06-CV-1411 PLF	Appeal OEA decision finding MPD did not constructively discharge former officer.
<i>Schultz, III, et al., Jesse v. DC, et al.</i>	18-CV-0120 ABJ	Class action alleging False Arrest; First, Fourth, and Fifth Amendment Violations; and Negligence, arising from Inauguration Riots
<i>Shuster, Forrest W. H. v. DC, et al.</i>	11-CV-1149 RJL	Assault and Battery, False Arrest, Excessive Force, and Civil Rights Violations
<i>Simmons, Kendall v. DC, et al.</i>	18-CV-0895 APM	Excessive Force, Assault and Battery, Negligence, and Fourth Amendment Violations
<i>Smith, Christopher v. DC, et al.</i>	17-CA-3867 V	Motor Vehicle Accident
<i>Smith, Maggie et al., v. DC</i>	15-CV-0737 RCL	False Arrest
<i>Spiller, Perry et al., v. DC, et al.</i>	16-CV-2059 RDM	False Arrest, Negligence, Fourth Amendment Violations
<i>Stanback, Shaunice v. DC</i>	18-CA-4886 V	Motor Vehicle Accident
<i>Stegall, Jr., Ivory v. DC, et al.</i>	18-CA-8547 V	Negligence, False Arrest, and Civil Rights Violations
<i>Stevenson, Trey O. v. DC, et al.</i>	19-CV-0972 RBW	Fourth and Fifth Amendment Violations, False Arrest, and Illegal Search of Body
<i>Striplin, Aaren v. Metropolitan Police</i>	20-CA-0361 B	False Arrest, Civil Rights Violations, and Harassment
<i>Sullivan, Benjamin A. v. DC</i>	19-CA-0752 B	False Arrest
<i>Swarn, Samuel D. v. DC, et al.</i>	18-CA-2005 V	Motor Vehicle Accident
<i>Taylor, Michael v. DC, et al.</i>	17-CV-2081 TSC	Harassment, Retaliation, Disability Discrimination, and Wrongful Termination
<i>Thomas, Damon v. DC, et al.</i>	17-CA-3764 B	False Arrest, Civil Rights Violations, and Harassment
<i>Thorne, Rachele et al. v. DC, et al.</i>	19-CA-6254 V	Motor Vehicle Accident
<i>Thorp, Mark v. DC, et al.</i>	16-CA-2486 B	FOIA Lawsuit regarding request for documents related to an investigation
<i>Thurman, Jordan Marcus v. DC</i>	17-CA-3993 B	Negligence, Excessive Force, Civil Rights Violations, Assault and Battery
<i>Tinsley, Francina D. v. DC</i>	18-CA-1266 B	Slip and Fall
<i>Turner, Guye (Estate of Kenneth E. Morris, Jr.) v. DC</i>	18-CA-8132 B	Wrongful Death and Negligence
<i>Turpin, Charles v. DC, et al.</i>	17-CA-6761 B	Illegal Search, False Arrest, Civil Rights Violations, and Eviction
<i>Vasquez, Jose T. v. DC, et al.</i>	17-CV-2194 APM	Negligence, False Arrest, Fourth Amendment Violations
<i>Waldo, Delores (Estate of James Anthony) v. DC, et al.</i>	19-CV-0136 TSC	Fifth and Eighth Amendment Violations, False Arrest, Wrongful Death, and Negligence
<i>Whitfield, Marcellus v. DC, et al.</i>	19-CA-3729 B	False Arrest and Fourth and Fourteenth Amendment Violations
<i>Wilkins, Ashton v. DC, et al.</i>	17-CA-1426 B	False Arrest, Assault and Battery, First Amendment Violations
<i>Yudzon, Michael v.</i>	19-CA-4112 V	Motor Vehicle Accident
<i>Zegeye, Tesfaye v. DC</i>	18-CA-7326 V	Motor Vehicle Accident

**17. 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 date the settlement was entered into, the amount of the settlement, and if related to litigation, the case name, docket number, 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, excessive use of force, etc.).*

Case Name	Civil Action No.	Settlement Amount	Settlement Date	Claim(s)
<i>Jbari, Mohammed v. DC</i>	16-CV-2247-TSC	\$120,000	01/04/19	Wrongful Termination and violation of federal and DC FMLA and USERRA
<i>WP Company, LLC d/b/a The Washington Post v. Metropolitan Police Department</i>	18-CA-5576	\$15,000	01/07/19	FOIA Lawsuit seeking BWC video footage of the arrest of Councilmember Trayon Antonio White on 06/29/17
<i>WP Company, LLC d/b/a The Washington Post v. Metropolitan Police Department</i>	18-CA-5576	\$15,000	01/07/19	FOIA Lawsuit seeking BWC video footage of the arrest of Councilmember Trayon Antonio White on 06/29/17
<i>Cherry, Destiny v. DC</i>	18-CA-6231	\$250,000	01/28/19	Assault and Battery, False Arrest, and Negligence
<i>Wells, Eric v. DC, et al.</i>	15-CA-5670	\$20,000	02/07/19	Assault and Battery, False Arrest, and Civil Rights Violations
<i>Wilson, Roy C. v. DC, et al.</i>	16-CV-1580-DLF	\$15,000	02/07/19	Assault and Battery, False Arrest, and Civil Rights Violations
<i>Sherrod, Vashti et al., DC, et al.</i>	16-CV-0816-RC	\$300,000	02/26/19	False Arrest, Fourth Amendment Violations, and Negligence
<i>Harris, Tameka v. DC</i>	18-CA-0701	\$20,155	03/04/19	Motor Vehicle Accident
<i>Progressive Advanced Insurance Company t/u/o Tameka Harris v. DC Office of Risk Management, et al.</i>	17-CA-6162	\$10,027	03/04/19	Motor Vehicle Accident
<i>Hall, Michele v. DC, et al.</i>	13-CV-0324-RCL	\$150,000	05/15/19	Assault and Battery, Negligence, False Arrest, and Civil Rights Violations
<i>Brisbon, Deborah v. DC</i>	18-CA-8032	\$18,000	06/12/19	Motor Vehicle Accident
<i>George, Mark D. v. DC, et al.</i>	17-CV-2128-JEB	\$380,000	06/24/19	Excessive Force and Fifth and Fourteenth Amendment Violations
<i>Levongala, Batangana v. DC, et al.</i>	17-CA-2564	\$45,000	07/25/19	Motor Vehicle Accident
<i>Goolsby, Jason v. DC, et al.</i>	16-CV-2029-CRC	\$85,000	08/08/19	Assault and Battery, Negligence, False Arrest, and Civil Rights Violations
<i>Burton, Jacqueline v. Hunsucker, Leandia</i>	0502-0009672-2019	\$7,200	12/02/19	Motor Vehicle Accident
<i>Jones, Tonia L. v. DC</i>	11-CV-0215-RMC	\$430,000	12/06/19	Sexual Orientation Discrimination
<i>Branch, Darrin, et al. v. DC, et al.</i>	18-CA-1797	\$43,000	12/19/19	Motor Vehicle Accident
<i>Jackson, David v. MPD</i>	OHR Docket No. 15-232-DC(N)	\$12,000	1/17/2020	Violations of the DC Family Medical Leave Act

### Settlements unrelated to litigation:

The Department had a number of settlement agreements pursuant to personnel matters that are unrelated to litigation and, with the exception of the shift differential issue, do not involve monetary compensation. Access to this information is limited by District personnel law and regulations so all identifying information has been removed. Chief Newsham can discuss this information with the Chair of the Committee.

Date	Issue
3/1/19	Special assignment eligibility
3/28/19	Use of force
4/5/19	Outside employment violation

Date	Issue
4/18/19	Off-duty conduct
4/26/19	Insubordination
4/30/19	Absenteeism
6/25/19	Conduct unbecoming
7/3/19	Crash Review Board procedures
7/5/19	Transfer
7/16/19	Off-duty conduct
7/19/19	Chain of custody
7/29/19	Off-duty conduct
8/1/19	Vehicular pursuit
8/1/19	Vehicular pursuit
8/1/19	Vehicular pursuit
8/2/19	Conduct unbecoming
8/16/19	Use of force
8/23/19	Use of force
9/9/19	Off-duty conduct
9/15/19	Service of process
9/25/19	Conduct unbecoming
10/2/19	Use of force
10/9/19	Off-duty conduct
10/9/19	Shift differential
10/9/19	Special assignment eligibility
10/23/19	Off-duty conduct
10/23/19	Inter-district mobility process
10/25/19	Special assignment
11/1/19	Technician position
11/21/19	Vehicle pursuit
11/21/19	Vehicle pursuit
11/27/19	Search and seizure
12/11/19	Off-duty conduct
12/11/19	Inefficiency
12/17/19	Use of force
12/19/19	Insubordination
1/10/20	Performance appeals
1/23/20	Transfer

**18. Did the agency use outside counsel in FY19 and FY20, to date? If so, for what matter(s) and in what amount(s)?**

HR has retained Lilah Rosenblum, of Lichtman & Rosenblum, PLLC. This was for H1B and Green Card sponsorship legal services for an employee. In FY19 we spent \$6,896.75 and the FY20 estimated cost, which has not yet been spent, is \$2,500.

**19. Please list the administrative 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.**

The grievance process covers individual, group (five or more similarly situated employees), and class (all members of the bargaining unit) grievances. At the informal grievance step, the employee seeks to resolve the issue with a management representative at the lowest level capable of resolving the grievance. If that is unsuccessful, the employee may file a written Step 1 Grievance with his or her commanding officer. If the parties are not able to resolve the matter, the employee may file a written Step 2 grievance with the Chief of Police. If the grievance is denied, the Union may elect to pursue the matter to arbitration.

This list does not include informal grievances which are settled or otherwise resolved each week in a meeting of MPD and FOP leadership, or through monthly meetings between NAGE representatives and MPD's Human Resources Director. The joint commitment to these regular, on-going meetings has been helpful in resolving longstanding disputes and improving union-management relations

***FY19 - Step 1 Grievances***

<b>Category</b>	<b>Type</b>	<b>Granted</b>	<b>Denied</b>	<b>Total</b>
Corrective Action	Individual	0	2	<b>2</b>
Detail	Individual	0	1	<b>1</b>
Management Rights	Individual	0	2	<b>2</b>
Performance Management	Group	0	1	<b>1</b>
Retaliation	Group	0	1	<b>1</b>
Scheduling	Individual	0	2	<b>2</b>
Selection Process	Individual	0	1	<b>1</b>
Shift Differential	Group	0	1	<b>1</b>
Special Assignment	Individual	0	3	<b>3</b>
Transfer	Individual	0	1	<b>1</b>
<b>Total</b>		<b>0</b>	<b>15</b>	<b>15</b>

***FY19 - Step 2 Grievances***

<b>Category</b>	<b>Type</b>	<b>Granted</b>	<b>Denied</b>	<b>Total</b>
Corrective Action	Individual	1**	5	<b>6</b>
Detail	Individual	0	1	<b>1</b>
Discipline	Class	0	1	<b>1</b>
Management Rights	Class	0	3	<b>5*</b>
Performance Appeals	Class	0		<b>1*</b>
Performance Ratings	Class	0	1	<b>1</b>
Retaliation	Group	0	1	<b>1</b>
Scheduling	Individual	0	2	<b>2</b>
Selection Process	Individual	0	1	<b>1</b>
Shift Differential	Group	0		<b>1*</b>
Transfer	Individual	0	1	<b>1</b>
<b>Total</b>		<b>1</b>	<b>16</b>	<b>21</b>

\*Four grievances (Two management rights, one performance appeal, and one shift differential) settled.

\*\* The corrective action appeal that was granted dismissed the corrective action.



***FY20 - Step 1 Grievances***

Category	Type	Granted	Denied	Total
Detail	Individual	0	1	1
Performance Ratings	Individual	0	2	2
Transfer	Individual	0	1	1
<b>Total</b>		<b>0</b>	<b>4</b>	<b>4</b>

***FY20 - Step 2 Grievances***

Category	Type	Granted	Denied	Total
Performance Ratings	Individual	0	0	1*
<b>Total</b>		<b>0</b>	<b>0</b>	<b>1*</b>

\*Pending

**20. Please describe the agency’s procedures for investigating allegations of sexual harassment, sexual misconduct, or discrimination committed by or against agency employees. List and describe any allegations relating to the agency or its employees in FY19 and FY20, to date, and whether and how those allegations were resolved (e.g. a specific disciplinary action, such as re-training, employee transfer, suspension, or termination).**

**a. Please also identify whether the agency became aware of any similar matters in FY19 or FY20, to date, through means other than an allegation, and if so, how the matter was resolved (e.g. sexual harassment was reported to the agency, but not by the victim).**

The Department takes any allegations of a sexual nature very seriously, regardless of the source. The allegations can take a number of different forms: EEO complaints about the behavior of our employees either against other MPD employees or against professional colleagues in a work setting; complaints of criminal sexual abuse against employees or someone outside the Department; or complaints of sexual misconduct that may be consensual but is not appropriate for an MPD employee, particularly if it occurs on duty. Occasionally the line between these types of incidents is not bright, and investigations begun under one set of standards may eventually end as a different type of case. In the table below, we have tried to clearly capture these differences. One table is provided for non-EEO cases, and a second for EEO cases. One case was that was initially reported as an EEO case was more appropriately handled as a non-EEO case.

Non-EEO Cases

Allegations of sexual assault are handled by the Criminal Investigations Division or the Youth and Family Services Division in accordance with General Order 304.06 Adult Sexual Assault Investigations and General Order 305.01 Interacting with Juveniles. The Internal Affairs Division (IAD) works closely with the investigating units during the investigative process. If the United States Attorney’s Office (USAO) declines to prosecute the case then the IAD takes the lead in the administrative investigation against the member. Allegations of non-criminal sexual misconduct that do not involve other employees or professional colleagues are investigated by IAD.

Type	Criminal?	How reported?	External / internal?	Status / Disposition
Sex abuse	Yes	Victim	Internal	Charged with crime, pending before grand jury, indefinite suspension
Assault	Yes	Victim	Internal	Retirement
Sexual Misconduct	No	Victim's attorney	External	Retirement while pending disciplinary action
Sexual Misconduct	No	Witness	External	Resignation
Sex abuse	No	Victim	External	Investigated and unfounded
Sex abuse	No	Victim	External	Investigated and unfounded
Sex abuse	No	Victim	External	Investigated and unfounded
Sex abuse	TBD	Victim	External	Under Investigation

### Relevant EEO Cases

Internal complaints of sexual harassment, sexual misconduct (non-criminal), or discrimination are handled in accordance with the Mayor's Order 2017-313, the Office of Human Rights (OHR) guidelines, General Order 201.09 Equal Employment Opportunity, and General Order 120.25 Processing Complaints Against Metropolitan Police Department Members.

External non-criminal external complaints against a sworn MPD member or the District of Columbia Housing Authority Police Department are provided to the Officer of Police Complaints (OPC). They will determine which agency should investigate the complaint with the exception of criminal complaints.

### FY19-20 Sexual Harassment

Date	Disposition
10/29/2018	Sustained. Target's employment with MPD terminated.
11/28/2018	Unfounded.
1/5/2019	Unfounded.
1/30/2019	Sustained. Target resigned from MPD.
2/15/2019	Sustained. Suspension, 15 days total: 10 suspended without pay & 5 held in abeyance.*
3/20/2019	Unfounded.
3/7/2019	Sustained. Suspension, 10 days suspended without pay.
3/28/2019	Unfounded.
5/20/2019	Unfounded.
6/1/2019	Unfounded.
6/7/2019	Sustained. Suspension, 15 days suspended without pay.
6/21/2019	Unfounded.
7/8/2019	Unfounded.
9/23/2019	Sustained. Target separated from MPD.
11/4/2019	Sustained. Target pending proposed discipline.

\* When a member is recommended for a suspension, MPD may offer to hold a portion of the suspension days "in abeyance." For example, a member may receive a 10-day suspension with 5 days held in abeyance. This means the member does not have to serve the 5 days that are held in abeyance unless he or she engages in sustained misconduct within a specified time frame – at least 12 months. When deciding whether to hold suspension days

*in abeyance, MPD relies on a number of factors including any mitigating or aggravating circumstances surrounding the member's conduct such as the seriousness of the offense and the potential for the member's rehabilitation.*

**21. Please provide the Committee with a list of the total workers' compensation payments paid by the agency or on the agency's behalf in FY19 and FY20, to date, including the number of employees who received workers' compensation payments, in what amounts, and for what reasons.**

The information below represents the number of employees who received either worker's compensation pay (paid to civilians) or performance of duty sick leave pay (paid to sworn members). Generally, the civilian members received workers' compensation for accidental injuries occurring in the workplace, such as slips or falls, and one was for an allergic reaction. Sworn member incidents typically involve injuries occurring during the practice of police enforcement, including interactions with combative suspects and vehicle accidents.

Civilian members that received Workers Compensation pay:

<b>Fiscal Year</b>	<b>Number of Employees</b>	<b>Total Amount</b>
2019	6	\$68,995
2020 (as of PPE 1/18/20)	2	\$33,374

Sworn members that received Performance of Duty Sick Leave pay:

<b>Fiscal Year</b>	<b>Number of Employees</b>	<b>Total Amount</b>
2019	566	\$4,467,689
2020 (as of PPE 1/18/20)	199	\$1,053,892

**22. 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.**

<b>AUDIT #</b>	<b>2019 AUDITS COMPLETED</b>
2019-RMD-010	Watch Commander Safe Inspection
2019-RMD-007	Acceptance of Collateral and Cash Bond District 2, 3, 6 and 7
2019-RMD-006	Acceptance of Collateral and Cash Bond District 1, 3 and 4
2019-RMD-005	Point of Distribution Program
2019-RMD-003	Field Training Program
2019-ORM-002	Verification of the Confidential Sub-Fund Allotment Sixth District
2019-ORM-001	Verification of the Confidential Sub-Fund Allotment Third District
2019-RMD-009	Missing Persons Report 1st Quarter

<b>AUDIT #</b>	<b>2019 COMPLIANCE INSPECTIONS ASSIGNED/IN PROGRESS</b>
2019-RMD-018	Missing Persons Report 2 <sup>nd</sup> Quarter 2018
2019-RMD-017	Take-Home Vehicle Program
2019-RMD-016	NEAR Act
2019-RMD-015	Body Worn Camera Program
2019-RMD-014	Confidential Sources and Confidential Informants and Cooperating Witnesses
2019-RMD-013	Use of Force Review Board
2019-RMD-012	Confidential Funds (NSID)
2019-RMD-011	Language Access Program
2019-RMD-008	Use of Closed Circuit Television Cameras
2019-RMD-004	Handling and Accounting for Seized and Forfeited Property

Upcoming 2020 COMPLIANCE INSPECTIONS PLANNED/UPCOMING	
CY 2020	Missing Person Reports
CY 2020	CCTV - Neighborhood CCTV- Enhanced Use Of CCTV To Combat Crime
CY 2020	NEAR Act (Assault on a Police Officer & Resisting Arrest)
CY 2020	Work Hour Limitations – Overtime SF-1130 Compliance and Internal Controls
CY 2020	Search Warrants
CY 2020	Body Worn Camera Program
CY 2020	Crash Review Board Recommendations
CY 2020	Canine Deployment
CY 2020	Use of Force Incident Reporting
CY 2020	Limited English/Non English Proficiency (LEP/NEP)
CY 2020	Detention Journal
CY 2020	Reimbursable Details for ABC Establishments
CY 2020	SOP for Holding Facilities
CY 2020	Collateral Receipts and Cash Bond (all Districts)
CY 2020	Confidential Fund (All Districts) and NSID
CY 2020	First Amendment Assemblies
CY 2020	Freedom of Information Act (FOIA)
CY 2020	Processing Complaints Against MPD members
CY 2020	Optional Sick leave (All Districts)
CY 2020	Property Held (All Districts)
CY 2020	Electronic Control Devices

**23. 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 FY19, describe how it was resolved, and if the spending pressure is in FY20, describe any proposed solutions.**

The following information was provided by the OCFO Budget Officer for MPD.

Description	FY	Resolution	Amount
Increase in salaries and fringe due to renegotiated CBA and COLA increase	2019	Contingency Funds Provided	\$27.1 Million
Cover School Security Contract	2019	Reprogrammed funds from multiple agency's	\$5 Million
Salaries and Fringe for Increased Headcount and backpays	2019	Supplemental Funding	\$3.6 Million
World Series Expenditures	2020	Supplemental Funding	\$3.5 Million
Fall Crime Initiative Overtime Expenditures			

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

The Department's FY19 Performance Plan and Performance Accountability Report addressing each individual project are attached.

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

The Department's FY20 Performance Plan is attached.

**26. Please describe any regulations promulgated by the agency in FY19 or FY20, to date, and the status of each.**

The Department proposed regulations on *Closed Circuit Television Modernization* that became effective on October 8, 2019. The Department expects to have all of the recording capabilities upgraded by July 1, 2020.

**27. 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.**

FOIA Requests	FY19	FY20
Received	1,412	561
Granted	127	66
Partially Granted	368	141
Denied	197	80
Withdrawn	198	64
Referred or Forwarded to other public bodies	97	50
Other Dispositions	363	129
Pending	437	470
<i>Estimated number of hours spent responding to requests</i>	<i>20,050</i>	<i>5,720</i>
<i>Cost of Compliance (staff salaries plus cost of BWC redactions)</i>	<i>\$1,148,006</i>	<i>\$527,439</i>

As of 02/06/2020.

Estimated number of FTEs required to process FOIA requests: 12

**28. 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.**

Title	Purpose	Status
An Evaluation of Crime Gun Intelligence Center Improvements Implemented in DC, 2016-2019	Grant requirement to evaluate impact of the improvements to the CGIC collaboration.	Published. Please refer to Attachment #1.
MPD 2018 Annual Report	Provide an overview of 2018 statistics and activities. Includes information on the Department's littering enforcement; CCTVs; and bias-motivated crimes.	Published. Please refer to Attachment #2.
Stop Data Report	Analysis of MPD Stop Data.	Published. Please refer to Attachment #3.
Pre-Analysis Plan: Policing in Historical and Cultural Context	Document research design for evaluation of MPD's new training with the National Museum of African American History and Culture (NMAAHC).	Draft; expected to be published on The Lab @ DC's Open Science Framework website by end of February 2020.

Title	Purpose	Status
Body Worn Camera	Bi-annual report that provides responses to legislative requirements related to the Department's BWC program including, but not limited to: hours of footage collected; internal investigations; deployment per police district; and FOIAs received.	Published January 1 to June 30, 2019 data on November 26, 2019. Please refer to Attachment #4.
School Safety Report	The Department's plan for the 2019-20 school year for protecting children walking to and from DCPS and public charter schools and for protecting children from gang and crew violence on, in, and around DCPS and public charter schools property.	Published October 16, 2019. Please refer to Attachment #5.
First Amendment Activities Report	Documents the number of investigations and preliminary inquiries involving First Amendment activities.	Published May 20, 2019. Please refer to Attachment #6.
Community Policing Working Group Report	Examines national best practices in community policing and makes recommendations for the District of Columbia.	Published January 27, 2020. Please refer to Attachment #7.
Pre-Arrest Diversion Report	Documents data on the number and type of referrals for service and outcomes of referrals for joint efforts with the Department of Behavioral Health (DBH) and the Department of Human services (DHS). Shows an increasing connectivity to behavioral health services for some of our residents in greatest need.	Published April 23, 2019. Please refer to Attachment #8.
Civil Asset Forfeiture Report	Provides information on the number of seizures by type of property; quantity of each type seized; the number of seizures by type of asserted violation; the number of seized items determined to be returnable for which the District does not have on file a receipt of return; and the total quantity of each type of property seized for forfeiture that the District treated as abandoned	Published July 2, 2019. Please refer to Attachment #9.

**29. 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. Please describe the process the agency uses to determine which employees are granted overtime.**

The table below was provided by the OCFO Budget Officer for MPD. Members earning high levels of local overtime are primarily detectives or their supervisors working overtime pursuant to criminal investigations.

#	Name	Title	Prgrm Code	Overtime	Salary	Fringe	Overtime Categories			
							Local	Court	Grant/ Reim	FLSA
1	Giles,T	SERGEANT	9001	206,523	110,305	18,311	13,107	-	193,416	-
2	Jackson,G	SERGEANT	9001	191,354	110,305	18,311	5,776	-	185,577	-
3	Riley,P	SERGEANT	6001	183,497	110,305	18,311	47,483	-	136,014	-
4	Dolan,J	SERGEANT	9001	155,114	113,305	18,809	30,543	-	113,113	11,458
5	Del Po,K	DETECTIVE GRADE II	2001	145,265	95,515	15,855	11,165	57,971	76,129	-
6	Gamble,R	LIEUTENANT	AMP1	135,456	124,001	20,584	386	-	135,070	-
7	Evans,T	SERGEANT	1001	131,121	110,305	18,311	2,598	4,239	124,283	-
8	Johnson Jr.,M	OFFICER	9001	130,921	94,015	15,606	30,467	-	97,528	2,925
9	Varvounis,A	OFFICER	9001	130,055	81,216	13,482	30,493	-	97,220	2,343
10	Garibay,Luis E	OFFICER	9001	127,440	94,015	15,606	5,364	590	121,487	-
11	Vogel,Alexander V	DETECTIVE GRADE II	2001	123,049	91,038	15,112	114,590	4,909	3,549	-
12	Cunningham,W	OFFICER ERT PERSONNEL	9001	122,274	95,515	15,855	21,987	-	89,281	11,006
13	Richmond,D	DETECTIVE GRADE I	2001	119,206	106,603	17,696	96,289	1,865	21,052	-
14	Bagshaw,J	LIEUTENANT	9001	116,253	95,327	15,824	63,294	-	52,958	-
15	Thorne,T	Detective Sergeant	9001	115,806	110,900	18,409	37,172	743	77,891	-
16	McLaughlin,A	OFFICER	2001	115,722	81,216	13,482	44,533	2,188	69,002	-
17	Fultz II,C	DETECTIVE GRADE II	2001	112,594	91,038	15,112	101,438	5,782	1,349	4,025

FY 2019 Top 25 Overtime Earners								Overtime Categories			
#	Name	Title	Prgm Code	Overtime	Salary	Fringe	Local	Court	Grant/Reim	FLSA	
18	Warren,R	DETECTIVE GRADE II	2001	105,911	95,515	15,855	98,361	1,258	1,531	4,761	
19	Felenchak,J	DOG HANDLER	9001	105,862	95,515	15,855	21,901	-	83,961	-	
20	Corbett,D	DETECTIVE GRADE I	2001	104,060	106,603	17,696	80,783	11,148	12,129	-	
21	Knight,F	OFFICER	9001	103,697	94,015	15,606	30,652	-	73,044	-	
22	Shields,R	DETECTIVE GRADE I	2001	101,443	101,525	16,853	95,352	529	666	4,896	
23	Brady,R	SENIOR SERGEANTS	2001	100,595	90,752	15,065	96,068	-	1,898	2,629	
24	Shaw,C	Bomb Tech / Dog Handler	9001	100,539	97,015	16,104	26,569	-	73,971	-	
25	Torrence,R	OFFICER	9001	100,294	94,015	15,606	10,220	-	90,074	-	

FY 2020 Top 25 Overtime Earners (Overtime as of 01/31/2020 - Position Data as of 02/11/2020)								Overtime Categories			
#	Name	Title	Prgm Code	Overtime	Salary	Fringe	Local	Court	Grant/Reim	FLSA	
1	Giles,T	SERGEANT	9001	71,361	114,166	21,121	10,444	-	60,917	-	
2	Riley,P	SERGEANT	6001	61,772	114,166	21,121	22,531	-	39,240	-	
3	Jackson,G	SERGEANT	9001	55,118	114,166	21,121	4,729	-	50,389	-	
4	Del Po,K	DETECTIVE GRADE II	2001	47,763	98,805	18,279	8,889	18,559	20,315	-	
5	Thorne,T	DETECTIVE SERGEANT	9001	45,626	114,761	21,231	16,396	-	29,231	-	
6	Roberts,K	SERGEANT	1001	44,736	93,928	17,377	21,295	-	23,440	-	
7	Dolan,J	SERGEANT	9001	43,672	117,166	21,676	12,191	-	31,481	-	
8	Parker,J	LIEUTENANT	9001	43,630	127,721	23,628	10,026	-	33,604	-	
9	Garibay,L	OFFICER	9001	42,812	97,305	18,001	10,406	262	32,144	-	
10	Boyd Sr.,M	SERGEANT	9001	42,535	114,166	21,121	18,742	-	23,793	-	
11	McLaughlin,A	OFFICER	2001	41,537	88,261	16,328	21,278	229	20,030	-	
12	Gamble,R	LIEUTENANT	AMP1	40,623	127,721	23,628	-	-	40,623	-	
13	Vogel,A	DETECTIVE GRADE II	2001	39,410	94,172	17,422	39,410	-	-	-	
14	Torrence,R	OFFICER	9001	37,587	97,305	18,001	9,605	-	27,982	-	
15	Petty,J	OFFICER	1001	37,271	88,261	16,328	14,304	116	22,851	-	
16	Bagshaw,J	LIEUTENANT	9001	34,728	103,609	19,168	22,501	-	12,227	-	
17	Evans,T	SERGEANT	1001	34,137	114,166	21,121	3,396	144	30,597	-	
18	Stewart,T	OFFICER	9001	33,593	97,305	18,001	11,955	-	21,637	-	
19	Johnson Jr.,M	OFFICER	9001	33,459	97,305	18,001	11,719	-	21,740	-	
20	Corbett,D	DETECTIVE GRADE I	2001	32,758	110,334	20,412	27,747	647	4,365	-	
21	Cunningham,W	OFFICER ERT PERSONNEL	9001	32,660	98,805	18,279	8,127	-	24,533	-	
22	Batton,K	DETECTIVE SERGEANT	2001	32,558	109,324	20,225	32,558	-	-	-	
23	Ba Th,M	MASTER PATROL OFFICER	1001	32,344	94,172	17,422	8,356	791	23,196	-	
24	Fultz II,C	DETECTIVE GRADE II	2001	32,063	98,805	18,279	31,419	644	-	-	
25	Moye,A	DETECTIVE SERGEANT	2001	31,711	114,761	21,231	31,711	-	-	-	

30. 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.

The OCFO Budget Officer for MPD has provided the information below.

Pay Date	Name	Amount	Description
10/26/2018	Holmes,C	250	Bonus Pay - Recruiting Referral Bonus
11/9/2018	Butler,R	250	Bonus Pay - Recruiting Referral Bonus
11/23/2018	Alas,N	250	Bonus Pay - Recruiting Referral Bonus
11/23/2018	Baig,J	250	Bonus Pay - Recruiting Referral Bonus
11/23/2018	Garcia,C	250	Bonus Pay - Recruiting Referral Bonus
11/23/2018	Nelson,G	250	Bonus Pay - Recruiting Referral Bonus
11/23/2018	Yarbaugh,C	250	Bonus Pay - Recruiting Referral Bonus
11/23/2018	Zapata III,F	250	Bonus Pay - Recruiting Referral Bonus
12/21/2018	Amaya,W	250	Bonus Pay - Recruiting Referral Bonus
12/21/2018	Cawley,K	250	Bonus Pay - Recruiting Referral Bonus

Pay Date	Name	Amount	Description
12/21/2018	Hinton,S	250	Bonus Pay - Recruiting Referral Bonus
12/21/2018	Levy,D	250	Bonus Pay - Recruiting Referral Bonus
12/21/2018	Perren,J	250	Bonus Pay - Recruiting Referral Bonus
12/21/2018	Polanco,G	250	Bonus Pay - Recruiting Referral Bonus
12/21/2018	Robinson,C	250	Bonus Pay - Recruiting Referral Bonus
2/12/2019	Etinoff,R	1,000	Bonus Pay - OCFO Employee Recog. Award
2/15/2019	Bland,T	250	Bonus Pay - Recruiting Referral Bonus
2/15/2019	Brady,J	250	Bonus Pay - Recruiting Referral Bonus
2/15/2019	Eagle,B	250	Bonus Pay - Recruiting Referral Bonus
2/15/2019	Johnson,C	250	Bonus Pay - Recruiting Referral Bonus
2/15/2019	Liriano,A	250	Bonus Pay - Recruiting Referral Bonus
2/15/2019	Staten III,J	250	Bonus Pay - Recruiting Referral Bonus
2/15/2019	Then,P	250	Bonus Pay - Recruiting Referral Bonus
3/1/2019	Hull,L	250	Bonus Pay - Recruiting Referral Bonus
3/1/2019	Winestock Watson,B	250	Bonus Pay - Recruiting Referral Bonus
3/12/2019	Williams,I	250	Bonus Pay - Recruiting Referral Bonus
3/29/2019	Baccus,L	250	Bonus Pay - Recruiting Referral Bonus
3/29/2019	Rice-Moore,J	250	Bonus Pay - Recruiting Referral Bonus
4/9/2019	Hyden,T	2,572	Bonus Pay - Attorney Perform. Allowance Bonus (per CBA)
4/26/2019	Evans,M	250	Bonus Pay - Recruiting Referral Bonus
4/26/2019	Fernandez,M	250	Bonus Pay - Recruiting Referral Bonus
4/26/2019	Mukoma,S	250	Bonus Pay - Recruiting Referral Bonus
5/10/2019	Dennis Jr.,F	250	Bonus Pay - Recruiting Referral Bonus
5/10/2019	Elliott,L	250	Bonus Pay - Recruiting Referral Bonus
5/10/2019	Perez,R	250	Bonus Pay - Recruiting Referral Bonus
5/24/2019	Checo,J	250	Bonus Pay - Recruiting Referral Bonus
5/24/2019	Dodds,L	250	Bonus Pay - Recruiting Referral Bonus
5/24/2019	Dorghoud,A	250	Bonus Pay - Recruiting Referral Bonus
5/24/2019	Haskis,D	250	Bonus Pay - Recruiting Referral Bonus
5/24/2019	Jackson Jr.,C	250	Bonus Pay - Recruiting Referral Bonus
5/24/2019	Katz,J	250	Bonus Pay - Recruiting Referral Bonus
5/24/2019	Parrish,D	250	Bonus Pay - Recruiting Referral Bonus
6/21/2019	Archer II,G	250	Bonus Pay - Recruiting Referral Bonus
6/21/2019	Baig,J	250	Bonus Pay - Recruiting Referral Bonus
6/21/2019	Cephas,T	250	Bonus Pay - Recruiting Referral Bonus
6/21/2019	Garcia,C	250	Bonus Pay - Recruiting Referral Bonus
6/21/2019	Garrett,N	250	Bonus Pay - Recruiting Referral Bonus
6/21/2019	Gong,A	250	Bonus Pay - Recruiting Referral Bonus
6/21/2019	Hall,T	250	Bonus Pay - Recruiting Referral Bonus
6/21/2019	Khalid,A	250	Bonus Pay - Recruiting Referral Bonus
6/21/2019	Massey,T	250	Bonus Pay - Recruiting Referral Bonus
6/21/2019	Scott Jr.,R	250	Bonus Pay - Recruiting Referral Bonus
6/21/2019	Voglezon,J	250	Bonus Pay - Recruiting Referral Bonus
6/21/2019	Zapata III,F	250	Bonus Pay - Recruiting Referral Bonus
6/21/2019	Zyryku,I	250	Bonus Pay - Recruiting Referral Bonus
7/5/2019	Abbey,C	250	Bonus Pay - Recruiting Referral Bonus
7/5/2019	Lamar,E	250	Bonus Pay - Recruiting Referral Bonus
7/5/2019	Powell,I	250	Bonus Pay - Recruiting Referral Bonus
7/5/2019	Shields,B	250	Bonus Pay - Recruiting Referral Bonus
7/5/2019	Washington,M	250	Bonus Pay - Recruiting Referral Bonus



Pay Date	Name	Amount	Description
7/5/2019	Wiggins,T	250	Bonus Pay - Recruiting Referral Bonus
7/16/2019	Bland,T	250	Bonus Pay - Recruiting Referral Bonus
7/16/2019	McCourt,G	250	Bonus Pay - Recruiting Referral Bonus
7/19/2019	Bush,M	250	Bonus Pay - Recruiting Referral Bonus
7/19/2019	Dixon,L	250	Bonus Pay - Recruiting Referral Bonus
7/19/2019	Gray,D	250	Bonus Pay - Recruiting Referral Bonus
7/19/2019	Morais,N	250	Bonus Pay - Recruiting Referral Bonus
7/19/2019	Pena,M	250	Bonus Pay - Recruiting Referral Bonus
7/19/2019	Webster,M	250	Bonus Pay - Recruiting Referral Bonus
8/2/2019	De La Rosa,M	250	Bonus Pay - Recruiting Referral Bonus
8/2/2019	Holmes,C	250	Bonus Pay - Recruiting Referral Bonus
8/2/2019	Spicer,J	250	Bonus Pay - Recruiting Referral Bonus
8/2/2019	Suku Jr.,P	250	Bonus Pay - Recruiting Referral Bonus
8/16/2019	Lina,F	250	Bonus Pay - Recruiting Referral Bonus
8/30/2019	Amaya,W	250	Bonus Pay - Recruiting Referral Bonus
8/30/2019	Cawley,K	250	Bonus Pay - Recruiting Referral Bonus
8/30/2019	Hall,T	250	Bonus Pay - Recruiting Referral Bonus
8/30/2019	Hinton,S	250	Bonus Pay - Recruiting Referral Bonus
8/30/2019	Levy,D	250	Bonus Pay - Recruiting Referral Bonus
8/30/2019	Perren,J	250	Bonus Pay - Recruiting Referral Bonus
8/30/2019	Polanco,G	250	Bonus Pay - Recruiting Referral Bonus
9/24/2019	Green,L	250	Bonus Pay - Recruiting Referral Bonus
9/24/2019	Powell,D	250	Bonus Pay - Recruiting Referral Bonus
9/27/2019	Boyd Sr.,M	250	Bonus Pay - Recruiting Referral Bonus
9/27/2019	Faragalla,M	250	Bonus Pay - Recruiting Referral Bonus
9/27/2019	Mekhael,N	250	Bonus Pay - Recruiting Referral Bonus
9/27/2019	Mervilus,H	250	Bonus Pay - Recruiting Referral Bonus
9/27/2019	Montclair,M	250	Bonus Pay - Recruiting Referral Bonus
10/25/2019	Alvarenga,K	250	Bonus Pay - Recruiting Referral Bonus
10/25/2019	Baccus,L	250	Bonus Pay - Recruiting Referral Bonus
10/25/2019	Bailey Williams,S	250	Bonus Pay - Recruiting Referral Bonus
10/25/2019	Barner,T	250	Bonus Pay - Recruiting Referral Bonus
10/25/2019	Hiller,H	250	Bonus Pay - Recruiting Referral Bonus
10/25/2019	Jones,M	250	Bonus Pay - Recruiting Referral Bonus
10/25/2019	Lee,W	250	Bonus Pay - Recruiting Referral Bonus
10/25/2019	Mekhael,N	250	Bonus Pay - Recruiting Referral Bonus
10/25/2019	Mendez Jr.,R	250	Bonus Pay - Recruiting Referral Bonus
10/25/2019	Nelson,G	250	Bonus Pay - Recruiting Referral Bonus
10/25/2019	Padmore,D	250	Bonus Pay - Recruiting Referral Bonus
10/25/2019	Perez,J	250	Bonus Pay - Recruiting Referral Bonus
10/25/2019	Residovic,D	250	Bonus Pay - Recruiting Referral Bonus
10/25/2019	Rice-Moore,J	250	Bonus Pay - Recruiting Referral Bonus
10/25/2019	Scharf,J	250	Bonus Pay - Recruiting Referral Bonus
10/25/2019	Taher,M	250	Bonus Pay - Recruiting Referral Bonus
10/25/2019	Thomas,J	250	Bonus Pay - Recruiting Referral Bonus
10/25/2019	Way,E	250	Bonus Pay - Recruiting Referral Bonus
10/25/2019	Webber,M	250	Bonus Pay - Recruiting Referral Bonus
10/25/2019	Yepes,Oscar D	250	Bonus Pay - Recruiting Referral Bonus
11/8/2019	Cox,T	250	Bonus Pay - Recruiting Referral Bonus
11/8/2019	Nunez,A	250	Bonus Pay - Recruiting Referral Bonus

Pay Date	Name	Amount	Description
11/8/2019	Sfogle,D	250	Bonus Pay - Recruiting Referral Bonus
11/8/2019	Stewardson,G	250	Bonus Pay - Recruiting Referral Bonus
11/8/2019	Tobe,C	250	Bonus Pay - Recruiting Referral Bonus
11/8/2019	Williams,K	250	Bonus Pay - Recruiting Referral Bonus
11/8/2019	Willis,Jessica N.	250	Bonus Pay - Recruiting Referral Bonus
11/22/2019	Bines,C	250	Bonus Pay - Recruiting Referral Bonus
11/22/2019	Brady,J	250	Bonus Pay - Recruiting Referral Bonus
11/22/2019	Covert Jr.,S	250	Bonus Pay - Recruiting Referral Bonus
11/22/2019	Eagle,B	250	Bonus Pay - Recruiting Referral Bonus
11/22/2019	Harrison,R	250	Bonus Pay - Recruiting Referral Bonus
11/22/2019	Larios Caceres,R	250	Bonus Pay - Recruiting Referral Bonus
11/22/2019	Liriano,A	250	Bonus Pay - Recruiting Referral Bonus
11/22/2019	Robinson,C	250	Bonus Pay - Recruiting Referral Bonus
11/22/2019	Sankey,B	250	Bonus Pay - Recruiting Referral Bonus
11/22/2019	Smith,D	250	Bonus Pay - Recruiting Referral Bonus
11/22/2019	Webster,M	250	Bonus Pay - Recruiting Referral Bonus
12/6/2019	Alas,N	250	Bonus Pay - Recruiting Referral Bonus
12/6/2019	Perez,R	250	Bonus Pay - Recruiting Referral Bonus
12/13/2019	Archer II,G	250	Bonus Pay - Recruiting Referral Bonus
12/13/2019	Khalid,A	250	Bonus Pay - Recruiting Referral Bonus
12/20/2019	Abbey,C	250	Bonus Pay - Recruiting Referral Bonus
12/20/2019	Lamar,E	250	Bonus Pay - Recruiting Referral Bonus
12/20/2019	Powell,I	250	Bonus Pay - Recruiting Referral Bonus
12/20/2019	Sanders,A	250	Bonus Pay - Recruiting Referral Bonus
12/20/2019	Shields,B	250	Bonus Pay - Recruiting Referral Bonus
12/20/2019	Washington,M	250	Bonus Pay - Recruiting Referral Bonus
1/31/2020	Lewis,A	250	Bonus Pay - Recruiting Referral Bonus
1/31/2020	Nelson,G	250	Bonus Pay - Recruiting Referral Bonus
1/31/2020	Sligh,S	250	Bonus Pay - Recruiting Referral Bonus
1/31/2020	Stadnik,J	250	Bonus Pay - Recruiting Referral Bonus
1/31/2020	Suku Jr.,P	250	Bonus Pay - Recruiting Referral Bonus
1/31/2020	Tate,N	250	Bonus Pay - Recruiting Referral Bonus
1/31/2020	Williams,S	250	Bonus Pay - Recruiting Referral Bonus

31. For FY19 and FY20, to date, please list each employee separated from the agency with separation pay. State the amount and number of weeks of pay. Also, for each, state the reason for the separation.

Severance Pay	# of weeks	Reason
\$ 11,539.20	4	MSS separation
\$ 16,108.80	8	MSS separation

32. Please provide the name of each employee who was or is on administrative leave in FY19 and FY20, to date. In addition, for each employee identified, please provide: (1) their position; (2) a brief description of the reason they were placed on leave; (3) the dates they were/are on administrative leave; (4) whether the leave was/is paid or unpaid; and (5) their current status.

Members may be placed on administrative leave after critical incidents, while a return to duty determination is pending, and during an investigation for serious misconduct proceeds where the agency perceives the individual's continued service may be detrimental to the health, safety, or

welfare of the public, a threat to integrity of agency operations, or an immediate hazard. Civilian MSS employees may also be placed on Administrative leave pending an investigation, or pending a separation pursuant to District regulations. There were 31 members (27 sworn and 4 civilian) placed on administrative leave for these reasons between October 1, 2018 and January 18, 2020.<sup>1</sup>

**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.**

MPD has collective bargaining agreements with the following bargaining units covering agency employees. Refer to attachments #1 to #6 for copies of the agreements.

- FOP/MPD Labor Committee, effective through FY2020 (attachment #1)
- Compensation Units 1 and 2 agreement, effective through FY2021 (attachment #2)
- NAGE Local R3-05 effective through FY2010 – Compensation covered by Comp Units 1 & 2, but working conditions currently in holdover status (attachment #3)
- AFGE Local 3444 effective through FY1995 – Compensation covered by Comp Units 1 & 2, but working conditions currently in holdover status (attachment #4)
- AFGE Local 1403 (working conditions and compensation), effective through FY2020 (attachments #5 and 6)

**34. If there are any boards, commissions, or task forces associated with your agency, please provide a chart listing the names, number of years served, agency affiliation, and attendance of each member. Include any vacancies. Please also attach agendas and minutes of each board, commission, or task force meeting in FY19 or FY20, to date, if minutes were prepared. Please inform the Committee if the board, commission, or task force did not convene during any month.**

Although MPD does not control the Police Officer Standards and Training (POST) Board, it is associated with MPD. The following information is from the Mayor’s Office of Talent and Appointment, which has been working to fill the vacancies. No meetings were convened in 2019.

First Name	Last Name	Seat Designation (specific role)	Appointment Status	Appointee Designation	Term End Date
Neal	Kravitz	DC Superior Court designee	To be renewed	DC Superior Court appointee	09-17-18
Arthur	Parker	Attorney General for the District of Columbia Designee	To be renewed	Office of Attorney General (OAG) appointee	09-17-18
TBD	TBD	Maryland Police and Correctional Training Commission	To be filled	Maryland, Nonvoting	TBD
TBD	TBD	MPD Reserve Corps designee	To be filled	Mayoral Appointee, Public Member, Nonvoting	TBD
TBD	TBD	MPD Certified Collective Bargaining Agent Member	To be filled	Elected by constituents/membership	TBD
Denise	Simmonds	USAO-DC Designee	To be renewed	USAO-DC Designee	09-17-18

<sup>1</sup> This does not include administrative leave used for time spent outside the District while conducting criminal investigations or for approved trainings and conferences. Approved paid family leave is also entered as administrative leave before the time is uploaded by OPRS. In addition, in some cases administrative leave is earned, such as some work on administrative closure days around a holiday, which can then be used at a future date.

First Name	Last Name	Seat Designation (specific role)	Appointment Status	Appointee Designation	Term End Date
Renee	Devigne	Criminal Justice Educator member	Active / filled seat	Mayoral Appointee, Public Member	09-17-21
TBD	TBD	Director, Division of Training & Standards, Virginia Department of Criminal Justice	To be filled	Virginia, Nonvoting	TBD
George	Banks	Public Member	Active / filled seat	Mayoral Appointee, Public Member	09-17-21
Michael	Tobin	Public Member	Active / filled seat	Mayoral Appointee, Public Member	09-17-21
TBD	TBD	Washington Field Office, FBI Designee	To be filled	Presidential appointee	TBD
Ben	Haiman	Chief of Police Designee	Active / filled seat	Mayoral Appointee, Appointed by position	01-02-22
Kelly	O'Meara	MPD Designee	Active / filled seat	Mayoral Appointee, DC Agency Representative	01-02-22

Pursuant to Title II, Subtitle A of the NEAR Act, MPD convened a working group to examine make recommendations on community policing for the District of Columbia. The Community Policing Working Group (“Working Group”) was first convened in the summer of 2017. In the summer of 2019, the second Working Group convened to review progress on the recommendations made by the first Working Group and to propose additional recommendations. The 2019 Working Group represents District communities, non-profit organizations, the private sector, academic institutions, and government agencies in the District of Columbia.

First Name	Last Name	Title
Allyson	Abrams	Bishop, Empowerment Liberation Cathedral
Cathy	Alexander	Pastor, Metropolitan Community Church
Zainab	Alkebsi	Policy Counsel, National Association of the Deaf
Robert	Brannum	At-Large Member, Chief of Police's Citizens Advisory Council
Michelle	Chatman	Assistant Professor, Crime, Justice, and Security Studies, UDC
Marc	Dalton	Chief Clinical Officer, Department of Behavioral Health
Jose	Gutierrez	Founder, Latino Pride
Marilyn	Hamilton	Dean, University of the District of Columbia Community College
Kylie	Hogan	DC Survivors and Advocates for Empowerment (SAFE)
Dexter	Humphrey	Vice Chairman, 6th District Citizens Advisory Council
Judi	Jones	Chairperson, 4th District Citizens Advisory Council
Stephanie	Mahdi	Co-Chair, DC Anti-Violence Project
Camille	McKenzie	Chairperson, 3rd District Citizens Advisory Council
Stephanie	Mintz	Student Services Director, Briya Public Charter School
LaQuandra	Nesbitt	Director, DC Health
Frances	Penn	Chairperson, 5th District Citizens Advisory Council
Robert	Pittman	Chairperson, 1st District Citizens Advisory Council
Brenda	Richardson	PSA 702 Outreach Committee/ Ward 8 Resident
Howard	Rosenblum	Chief Executive Officer, National Association of the Deaf
Naznin	Saifi	Executive Director, Asian Pacific American Legal Resource Center
Mary Ann	Seremeth	At-Large Member, Chief of Police's Citizen Advisory Council Professor, Gallaudet University

35. 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.).

Report	Citation	Agency Compliance
Body Worn Camera	D.C. Official Code §5-116.33	In compliance through 2019. Next report due April 2020.
School Safety Plan	D.C. Official Code §5-132.02(d)	In compliance through 2019-20.
Misconduct Allegations and Grievances	D.C. Official Code §5-1032	MPD expects to be able to provide this report this year.
First Amendment Activities	D.C. Official Code §5-333.12	In compliance through 2018. Projected submission for 2019: spring 2020
Littering Enforcement	D.C. Code §8-812	In compliance through 2018. Included in MPD's Annual Report.
CCTV	DCMR 2508.6	In compliance through 2018. Included in MPD's Annual Report.
Bias-motivated Crimes	D.C. Official Code §22-3702	In compliance through 2018. Included in MPD's Annual Report.
Community Policing Working Group	NEAR Act	In compliance. Next report due summer 2021.
Pre-arrest Diversion Report	NEAR Act	In compliance through 2018. MPD expects to be able to provide the 2019 report: spring 2020.
Sex Assault Victims Right Amendment Act	D.C. Official Code §4-561.09	Report will be published by April 2020.
Civil Asset Forfeiture	D.C. Official Code §41-312	In compliance through FY 2018. Projected submission of FY 2019 report: spring 2020.
Post and Forfeit	D.C. Official Code §5-335.03	The Department had been unable to produce this report because of data limitations. Although we are still exploring options, we cannot at this time provide an estimate for when we can report on this.

36. 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.

In addition to the mandatory annual Professional Development Training, online training modules, and daily roll call trainings, the following courses were provided as continuing study opportunities made available through the Metropolitan Police Academy. Our members also participate in a multitude of other trainings and professional certifications based on their role and function that are provided outside of the Department.

Class Name	Trainers	Hours	Students Trained
Advanced Drug IQ Course		8	15
Autism Awareness (for Crisis Intervention Officers)	The ARC	8	14
Characteristics of an Armed Gunman		8	53
Cultivating Confidential Informants		8	67
Cultural Awareness Workshop LGBT & DHH	Renaee Lee	3	47

Class Name	Trainers	Hours	Students Trained
Cultural Awareness Workshop Asian and Pacific Islanders	Rena Lee	3	33
Current Trends in Terrorism	NYPD Deputy Commissioner John Miller	1.5	10
Disability and Law Enforcement	ODR	2	12
Dog Catch Pole Training	Humane Rescue Alliance	2	9
Engaging & Building Relationships with Transgender Communities	US DOJ Community Relations Service	3	15
Federal Civil Rights Presented by FBI	FBI	3	73
Friends and Family CPR Training	AHA Certified Instructor	8	4
Healthy Lifestyle Series - Stress, Sleep, and Nutrition	MPA	1	7
Healthy Lifestyle Series - Transitioning - Sedentary to Active	Stephen Taylor	1	28
Improving Communication through Innovation Workshop Series - Cultural Awareness and Language Access	Antonial Atkins	3	23
Improving Communication through Innovation Workshop Series - Community Engagement: Perspectives from a Veteran Patrol Officer	Antonial Atkins	3	11
Myers Briggs Type Indicator MBTI® Class	DCHR	3	23
Officer Wellness Workshop		8	32
PDI-License Plate Reader Operator Training	James Manning	1.5	39
Quality Customer Care at MPD	DCHR	4	20
Surviving Armed Encounters – Physically, Legally and Mentally	Capt. James Boteler	8	23
Veteran Patrol Officer Perspective on Community Engagement		5	29
Victim Services Branch Overview	Victim services	3	1
Wellness of the Go: Staying Healthy While You Travel		1	2
Workplace Coaching	DCHR	4	22
Writing Effective Police Reports	MPA	2	5
Writing Improvement		8	60
Yoga for Law Enforcement		1.5	31
Youth Intervention & Prevention Unit Outreach Training		8	34
Inclusive Policing for Leaders	Anti-Defamation League	8	39
NSID PDT	MPD - NSID staff	4	54
Opioid Overdose Prevention & Naloxone Education		2	24
Enhancing a Trauma-Informed Law Enforcement/Investigative Approach to Victims of Crime in the Black Community	Sponsored by Dept of Interior	8	15
Creating and Maintaining the High Reliability Organization	Gordan Graham	4	43
The Front Lines of Creating a High Reliability Organization	Gordan Graham	4	128
The Key Role of Supervision and Management	Gordan Graham	8	179

**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.**

The attached FY19 and FY20 Performance Plans from Questions 24 and 25 highlight MPD’s initiatives that address improvement in internal operations and interaction of the agency with outside parties. The FY19 Performance Accountability Report highlights the results of each initiative.

**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?**

The core priorities for the Department are consistently to build and maintain community trust and relationships, combat violent crime, especially gun crime, and build and support our workforce. Some key issues in these areas are highlighted below.

## Community Trust and Relationship Building

A strong relationship between the community and police is absolutely essential to success and has been my top priority since being named the Chief of Police. This is a message that I continue to personally deliver to the entire Department and to each class of new recruits. From the relaunch of Officer Friendly in 2018, numerous youth and family intervention efforts, the Community Engagement Academies, ride-alongs, Beat the Street, Coffee with a Cop, Shop with a Cop, and so many other activities, literally thousands of District residents engage with MPD in activities each year.

However, we also know that community trust and relationship building is not about just engaging with those who are willing to work with us. The innovative training program that we launched in 2018 in partnership with the University of the District of Columbia and the National Museum of African American History and Culture (NMAAHC) helps officers to focus on historical reasons for the challenging relationship between police and African American communities, and connect that with policing today. This program featured a guided tour of the NMAAHC, a lecture on black history and culture, and a discussion on race and policing. The program traces the history of the policing profession, particularly with respect to African Americans in the United States and in the District of Columbia. By teaching members this history, we hope to equip them with a better understanding of the community's perspective, enabling them to engage more effectively and build trust with the communities we serve. Last year, we also invited the Metro Transit Police Department (MTPD) to send officers to the training, recognizing that the city would benefit from their officers attending this important training. More than 250 MTPD members attended.

MPD is working with The Lab to evaluate whether equipping officers with a deeper, more nuanced understanding of the historical and cultural context of the city in which they work empowers them to engage more effectively with residents. Our findings will inform decisions on how to improve training and help strengthen police-community relations in the District. This evaluation began concurrently with the implementation of the training in 2018, with ongoing data collection through 2019. The Lab and MPD also co-hosted two community conversations with District residents on the training, sharing both the purpose and content of the training as well as the evaluation design.

One initial finding was overwhelming feedback from members that they wished to learn more and continue the discussion. Therefore the mandatory 2020 Professional Development Training launched Phase Two, which serves as an opportunity to continue the training and dialogue, diving deeper into the study of Black history and culture and its current relationship to policing in African American communities. Phase Two provides relevant applications of this new knowledge on improving police-community relations today, particularly in terms of how we appropriately engage individuals of all backgrounds who may have a negative perception of the police. Using the documentary footage and current popular images, video, and music as a framing device, as well as a voices from the community, professors are continuing the discussion regarding an understanding of the history of law enforcement and relationships with Black, Latinx, LGBTQ+, and other underserved communities.

Another important project to better understand and address community concerns about policing is the research and analysis of stop data. In July 2019, MPD and the DMV launched new data systems and related policy and training to enhance data collection around police stops. Transparency around this information is critically important to public trust. MPD is committed to ensuring that each police stop meets its high standards for fair and constitutional policing and demonstrates respect for the individual stopped. MPD released the first data set (July 22 – August 18, 2019) and a summary

report in September 2019. The Department will continue to post the data online twice a year and publish a summary report annually.

MPD has partnered with The Lab @ DC to develop a research plan and identify independent researchers to further analyze MPD stop data. Specifically, The Lab @ DC is working with MPD on a multi-method approach that not only examines critical questions related to possible bias in stops but also examines the overall quality of these interactions. The Lab will work with the selected research team to ensure the work is conducted in an open, transparent, and scientifically rigorous manner. We anticipate being able to release the next report and more information about the plan in March.

## Violence and Gun Crime

Combatting violence and gun crime is our top public safety priority. In 2019, there were 29 more DC Code Index violent crimes<sup>1</sup> than there were in 2018, or less than a 1 percent increase. This is also approximately 2,200 fewer crimes than in 2015, or a 34 percent decrease in the past three years. This is, at the same time, both remarkable and yet insufficient. Brazen gun violence is unacceptable, but tragically still too frequent. Every violent crime impacts not only a person, but a family and the community where it occurs. That is why we continue to focus our resources on repeat violent offenders and getting illegal guns off our streets.

In 2019, MPD expanded its successful Summer Crime Initiative to the fall, focusing on policing and other services in six areas from October 14 to December 31, 2019.<sup>2</sup> DC Code Index Violent crime in the FCI areas decreased 13 percent when compared to the same period in 2018. The 66 guns recovered in the FCI areas is unfortunately only a small portion of the 2,299 illegal guns recovered in the District in 2019. This is a 19 percent increase in gun seizures, an alarming figure. In addition, the number of large-capacity ammunition feeding devices (with a capacity of more than 10 bullets) seized in the District increased by a third, from 761 in 2018 to 1,015 in 2019. This illegal firepower in the District has deadly consequences.

The Department continues to urge its partners, including the Council, to recognize the seriousness of possessing and trafficking in illegal guns. There is a tendency to treat these as less significant than committing a crime of violence with a gun. However, research indicates they are not.

- A study of the criminal histories of those arrested for illegal gun possession and those arrested for violent gun offenses by the Boston Police Department finds that “illegal gun possessors are as involved in crime as those who were arrested for gun violence—murder, robbery, and assault” (Braga et al. 2016). They conclude that illegal gun possession cases are thus “worth taking seriously because a high percentage of those arrested are in practice at risk of using their guns in crime.” (Source: Braga, A. A., & Cook, P. J. (2016). The criminal records of gun offenders. *Geo. JL & Pub. Pol’y*, 14, 1, p. 2.)
- A June 2019 report by the U.S. Sentencing Commission on recidivism among federal firearms offenders found that “Firearms offenders generally recidivated at a higher rate, recidivated more quickly following release into the community, and continued to recidivate later in life than non-

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<sup>1</sup> Homicide, assault with a dangerous weapon, robbery, and sex abuse

<sup>2</sup> The FCIs were in Southwest, Columbia Heights/U Street/Shaw, Saratoga, Greenway, Congress Heights, and Washington Highlands.



firearms offenders.” They also find that “a greater percentage of firearms offenders were rearrested for serious crimes than non-firearms offenders.” (Source: U.S. Sentencing Commission (2019). Recidivism Among Federal Firearms Offenders, p.4.)

These studies support our efforts to hold gun offenders accountable. Starting in February 2019, MPD partnered with the United States Attorney’s Office for the District of Columbia and federal law enforcement partners (including FBI, ATF, and US Marshals) to charge and prosecute cases in U.S. District Court for previously convicted felons illegally possessing guns. In the U.S. District Court, these cases are likely to be resolved more quickly, which is beneficial to both the city and the defendant. Swift and certain justice has also been found to be more effective. The results to date are as follows:

Case Tracking	Count
Indictments	131
Guilty Pleas/Verdicts	58
Mistrials	1
Dismissals	7
Defendants Sentenced	37

In addition, the Administration and the Department continue to urge the Council to take action on Mayor Bowser’s proposed legislation to prohibit the possession, sale, or disposal of a stolen firearm or ammunition or the possession of a firearm whose serial number has been removed, obliterated, or altered. The proposed penalty for such offenses – not less than two years and not more than five years – reflects the gravity with which we hold illegal gun trafficking. The bill adds an enhanced penalty for possessing firearms with intent to sell, which is another typical gun trafficking offense, of not less than two years and not more than 10 years. Trafficking in firearms is more serious than just possessing a firearm, and should be treated as such to deter people from selling guns in the District which endanger our residents, our visitors, and our neighborhoods.

### Employee Wellness

The most important MPD resource—for combatting violence or serving the community in our various roles—is our employees, both sworn and civilian. Supporting the physical and mental wellness of employees is a top priority.

MPD’s training program – from new recruits to sworn members being promoted to annual professional development training (PDT) – provides wellness training for everyone. In 2020, the mandatory PDT includes sessions on Policing for Resilience: The Neuropsychology of Emotional Wellness in Law Enforcement, Officer Wellness, and Emotional Intelligence/Active Bystandership. The Department continues to offer optional training on Yoga For Law Enforcement.

To help structure continued progress on this critical priority, the Department formed a Wellness Working Group in 2019. Outside health partners and MPD staff comprise the group, which met six times last year to share expertise, discuss best practices, and critically examine MPD’s wellness resources. MPD staff have also attended national symposiums on Law Enforcement Suicide Prevention and Officer Wellness. In January 2020, members of from various ranks and across the Department participated in a law enforcement suicide prevention focus group in partnership with International Association of Chiefs of Police and the Education Development Center.

In addition, in 2019 MPD received a \$73,000 grant from the COPS Office to help develop a peer mentoring program. MPD will partner with Blue Courage to create a voluntary pilot program focused on peer support, leadership, resilience, mental health, and wellness.

## Hiring and Retention

The Department struggled with declining staffing beginning in Fiscal Year 2014, due to the long anticipated retirement bubble. When Mayor Bowser came into the office in 2015, she challenged MPD to develop new ways to both reduce attrition and recruit more people to join MPD. MPD continued to use innovative recruiting strategies during FY19 and FY20. MPD has recently launched the #BecomeMPD campaign which consists of a multi-tiered recruitment, marketing, and advertising strategy, such as radio activations, Comcast Spotlight, new branding elements for MPD digital advertisements, job postings, and a citywide Metro poster campaign. These key activations and marketing efforts contributed to a 14 percent increase in Prospect Day attendance from FY18.

The public facing campaign incorporated new social media efforts to reach members of Generation Z, Millennials, second-degree candidates and veterans. These campaigns (e.g., #womeninbluwednesday, #officerofthefmonth, #recruitingtipoftheweek, #BecomeMPD, etc.) are featured on Facebook, Twitter, Instagram and other platforms. These campaigns have already reached thousands of potential applicants locally, with an additional reach nationwide. Social media advertising is complemented by traditional advertisements via radio and television. Traditional job sites such as CareerBuilder.com, Monster.com, Policeone.com, LinkedIn and others are also utilized.

Monumental Communications LLC has worked to develop a consistent look and feel of marketing and advertising materials, including pushing paid advertisements across Facebook to reach applicants nationwide who may not be aware of MPD's hiring opportunities. MPD also unveiled a robust new set of images for the Cadet Corps and entry-level officers to be used toward branding efforts. MPD is re-designing the current recruiting website to reflect the Department's new branding and make the site more compatible with mobile devices. MPD also implemented a texting tool to expedite the application process for potential applicants for all paid and volunteer MPD positions.

MPD is leveraging several incentive programs in marketing materials, to include the Housing Allowance Incentive Program, which offers new officers up to \$6,000 to live in the District. The Housing Allowance has been used by 84 recruits in FY18, FY19, and FY20 to date.

MPD's outreach officers as well as adjunct recruiters (patrol officers who have received training in recruiting) have been engaging with many local businesses and academic institutions to develop a stronger recruiting pipeline. MPD now hosts a bi-weekly Q&A webinar and pop-up events throughout the community to answer questions and encourage members of the community to apply. MPD has increased presence at local community colleges/universities and academic institutions to establish strong relationships and market career opportunities to graduating students. To increase engagement within these partnerships, MPD now offers tours of the Metropolitan Police Academy, and facilitates presentations to college classes (covering topics such as the MPD recruiting process and community policing). Information tables, with key advertising materials, are also strategically placed in the lobby of college/university student centers.

An MPD Officer of the Month program has also been created to reward current officers for their efforts in the community and to further promote the Department to prospective applicants. MPD also

leverages our employee referral bonus program, which offers a \$500 financial incentive to qualifying members for the successful hiring (\$250) and then graduation (an additional \$250) of a police officer or cadet applicant. Since the program's inception in February 2018, 132 referrals have been made.

MPD is focused on the customer satisfaction aspect of recruiting. As such, the Recruiting Division has open office hours. Office hours provide applicants the opportunity to speak directly with a member of the Recruiting Division staff, in person or on the phone, about any items related to the hiring or background investigation process. The Recruiting Division hosts Prospect Day events three times per month, to increase the hiring pipeline. These Prospect Day events feature sworn members of the Metropolitan Police Department, who serve as ambassadors to speak directly to applicants about the benefits of the being hired as entry level police officer with MPD. The Metropolitan Police Department is aware that the most effective recruiters for potential applicants, are current MPD employees. As such, MPD implemented the "Chief's Challenge" which resulted in a multiple staff members submitting creative ideas to increase recruitment numbers.

### Cadet Program

Our enhanced Cadet Program is one of Mayor Bowser's important long-term investments in developing pathways to the middle class and strengthening police-community relations. Young adults who graduated from a District high school can join MPD's Cadet Program, through which they can work part-time for two years while learning about MPD and police work and earning up to 60-credit hours at the University of the District of Columbia. In the past four years, the program has more than quintupled the number of its cadets, from fewer than 20 to more than 100 cadets.\* Since FY15, 55 cadets have transitioned to 52 recruits and 3 civilians (based on year of transition).

The 2018 effort to raise the top age eligibility of eligibility from 20 to 24 has been very successful, with 72 cadets hired under the expanded age range. The Cadet Program also represents an important opportunity to recruit more women to law enforcement. Although the demographics of MPD more closely resemble the racial and ethnic demographics of the city we serve than any other major city police Department, the one exception is for gender. Currently, 23 percent of MPD's sworn officers are women. Although this is significantly higher than the national average of 13 percent, I believe we can continue to recruit strong female candidates to serve their community in law enforcement. Our cadets, of which half are currently young women, will help us to get there.

*\*As with the number of sworn or civilian employees, the number of cadets will fluctuate regularly, due to new hires, separations, and transition to permanent employees.*

**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.**

The attached FY19 and FY20 Performance Plans from Questions 24 and 25 highlight MPD's initiatives that address improvement in internal operations and interaction of the agency with outside parties. The FY19 Performance Accountability Report highlights the results of each initiative.

An additional initiative includes:

***Felon In Possession Program:*** Starting in February 2019, the United States Attorney’s Office for the District of Columbia and federal law enforcement partners (including FBI, ATF, and US Marshals) have been charging and prosecuting cases in U.S. District Court for previously convicted felons illegally possessing guns. The results to date are as follows:

<b>Case Tracking</b>	<b>Count</b>
Indictments	131
Guilty Pleas/Verdicts	58
Mistrials	1
Dismissals	7
Defendants Sentenced	37

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

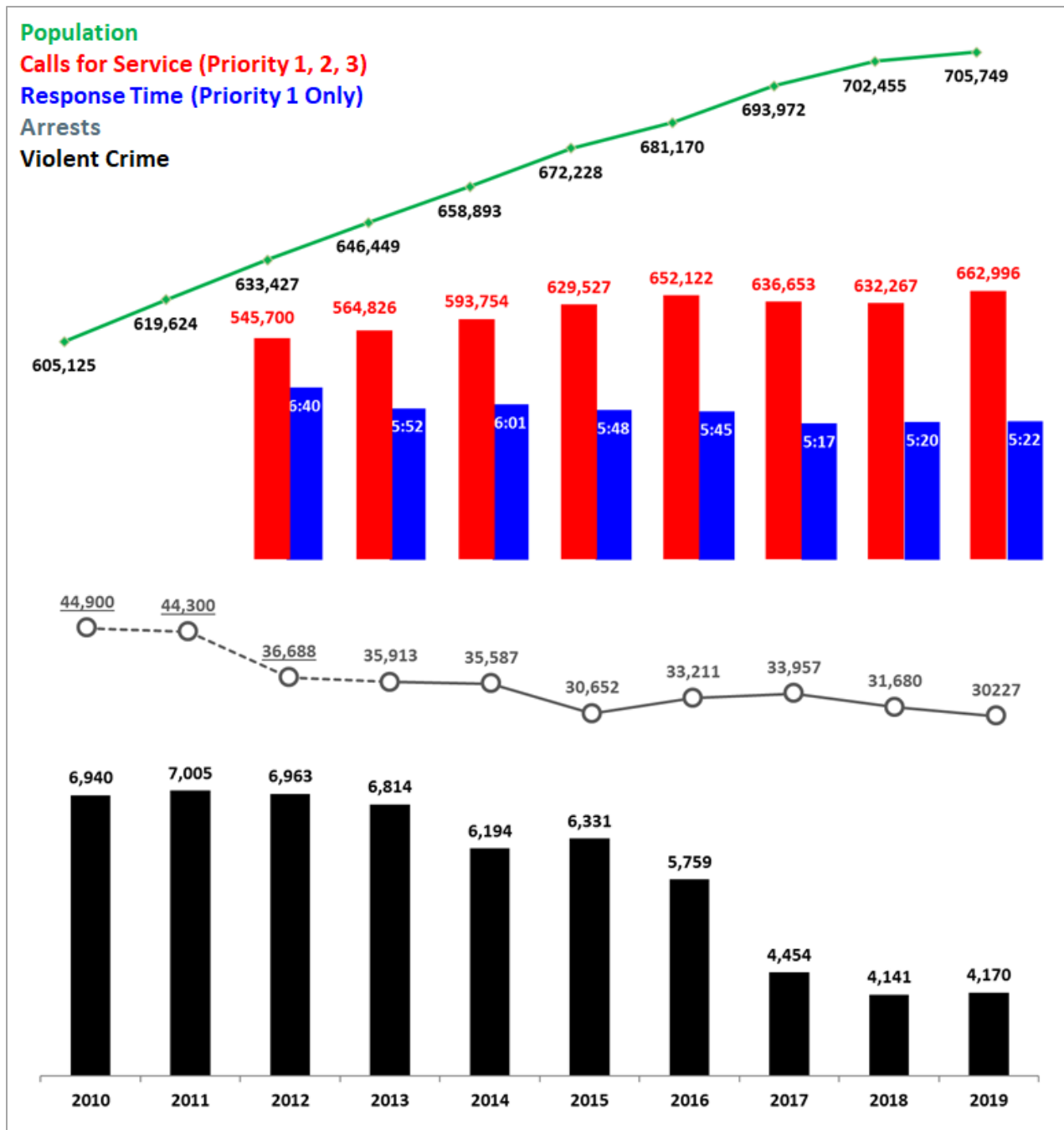
We have invested significantly in developing our program evaluation, research, and analytics capacity, hiring a data scientist, two management analysts, and two law enforcement analysts in FY19 and FY20 to date. This team allows us to more effectively measure performance and identify best practices and areas for improvement. Leveraging MPD’s administrative data on law enforcement actions (e.g., stops, arrests, calls for service), crime (e.g., offenses, ShotSpotter alerts), and officer performance (e.g., uses of force, complaints, other allegations of misconduct, etc.), our analytical staff have designed and implemented various assessments of program success in FY19 and FY20 to date, including: (1) an evaluation of Crime Gun Intelligence Center improvements implemented in Washington, DC, 2016-2019 (completed in partnership with The Lab @ DC), in which we measured outcomes related to violent crime and gun crime; and (2) a randomized evaluation of MPD’s training on policing in historical and cultural context, in which we will measure outcomes related to law enforcement activity and officer performance.

More generally, MPD is constantly evaluating crime and law enforcement activity data to assess progress towards reducing crime, especially violent crime. Using these analyses to inform our daily operations as well as larger strategic decision-making ensures we are data-driven and evidence-based in our efforts.

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

Every member of the Department is working toward or supporting efforts to reduce crime, particularly violent crime. As such, the most important metric is trends in serious crimes, as monitored daily by the DC Code Index Crimes of homicide, sex abuse, assaults with a dangerous weapon, robbery, burglary, theft, theft from auto, and stolen auto. A key related metric is case closures for major crimes, particularly violent ones. Arrests are also monitored, but more to gauge trends than monitor performance. It is important to recognize that in general, our goal is fewer crimes and fewer arrests. Response time, as measured by the Office of Unified Communications, is also important for gauging performance. The chart below shows trends in some of these measures.

Agency leaders are also continuously monitoring trends related to operations such as uses of force, recruitment, hiring, attrition, training, contract performance, overtime, spending, and rewards.



\*\*2010 – 2012 arrest counts are estimated based on historic percentage of MPD arrests out of all agency arrests (86% from 2012 to 2015).

42. Please identify whether, and if so, in what way, the agency engaged The Lab @ DC in FY19 or FY20, to date.

An Evaluation of Crime Gun Intelligence Center Improvements Implemented in Washington, DC, 2016-2019.

- To reduce gun crime in the District, MPD collaborated with multiple federal and local government agencies to create the DC Crime Gun Intelligence Center (CGIC), which links

evidence across cases where the same gun is used. MPD worked with The Lab to investigate whether additional improvements in the CGIC (implemented FY16) had an impact on crime rates, gunshot alerts, and gun-related arrests. The Lab @ DC completed the analysis and final report in October 2019, available [here](#).

#### Evaluation of MPD's novel training to equip officers with detailed knowledge of the history and context in which they police in DC. (Project description available [here](#))

- Police officers and residents often have different beliefs and expectations about policing that influence how they interact with one another. MPD is working with The Lab to evaluate whether equipping officers with a deeper, more nuanced understanding of the historical and cultural context of the city in which they work empowers them to engage more effectively with residents. Our findings will inform decisions on how to improve training and help strengthen police-community relations in the District. This evaluation began concurrently with the implementation of the training in 2018, with ongoing data collection through 2019. The Lab and MPD also co-hosted two community conversations with District residents on the training, sharing both the purpose and content of the training as well as the evaluation design.
- The training was designed and is delivered by history professors from the University of the District of Columbia Community College (UDC-CC) and MPD Academy instructors. It includes a lecture on critical race theory and the history of the African American experience in DC, as well as a guided tour of the National Museum of African American History and Culture (NMAAHC).

#### MPD Stop Data Follow-on Research and Analysis

- MPD has partnered with The Lab @ DC to develop a research plan and identify independent researchers to analyze MPD stop data. Specifically, The Lab @ DC is working with MPD on a multi-method approach that not only examines critical questions related to possible bias in stops but also examines the overall quality of these interactions. The Lab will work with the selected research team to ensure the work is conducted in an open, transparent, and scientifically rigorous manner.

#### Federal Grant Applications – Evaluation Partner

- MPD enlisted The Lab @ DC as our evaluation partner on several grant applications submitted in 2019, and will work closely with The Lab to integrate rigorous research design into the implementation of programs funded by the awarded grants.

#### Hiring/Agency Fellows

- The Lab @ DC has assisted MPD in refining our hiring practices for positions similar in capacity/requirements as those at The Lab, namely data scientist and operations analyst. Working with The Lab, MPD was able to hire a data scientist and an operations analyst in FY19 that have significantly improved the Department's capacity to do research and evaluation projects.

- Four MPD employees are also more formally affiliated with The Lab as agency fellows, and participate in weekly meetings and other Lab events as appropriate.

Peer Review/Thought Partnership

- MPD consults with The Lab frequently as a peer reviewer and thought partner in designing program evaluations and data analytics projects. These consultations help ensure the rigor of our methods and offer learning opportunities for our staff, especially those who are agency fellows at The Lab. MPD fellows also share insights with The Lab on best practices/suggestions for outreach to agencies and refinements to the Lab fellowship model.

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

The Department coordinates with literally dozens of entities so this list may not be exhaustive.

<b>Task Force/Organization</b>
Arson and Explosives Task Force (AETF)
ATF Task Force Group II
ATF Task Force Group III
ATF Task Force Washington Group I High Intensity Drug Trafficking Area (HIDTA)
Autonomous Vehicle Working Group
Bicycle Advisory Council (BAC)
Capital Area Regional Fugitive Task Force (CARFTF), US Marshals
Child Exploitation and Human Trafficking Task Force (CEHTTF)
Child Fatality Review Board
CJCC Combating Violent Crime (CVC)
CJCC Interagency Research Advisory Committee (IRAC)
Community Stabilization Protocol Response Team
Council for Court Excellence
Crime Gun Intelligence Center (CGIC)
Crime Victim Compensation Program Advisory Committee
Criminal Justice Coordinating Council
DC Fire and Emergency Medical Services Internal Affairs Unit
DC National Guard Partnership - Intel Analysis
DC Prescription Drug Monitoring Committee
DC SAFE - Lethality Assessment Project
DC Sexual Assault Response Team
DEA Cross Border Group 31
DEA Heroin/Opioid High Intensity Drug Trafficking Area (HIDTA) Task Force
District of Columbia Opioid Fatality Review Board
District of Columbia Opioid Working Group
District Task Force on Jails & Justice
District's Collaborative Training & Response for Older Victims (DC TROV)
Domestic Violence Fatality Review Board (DVFRB)
Dump Busters (6D)
Elder Abuse Prevention Committee (EAPC)
Electronic Crimes Task Force
FBI Cross Border Task Force
FBI Human Trafficking Task Force (NSID HTU Adult HTTTF)
FBI Public Corruption Task Force
FBI Safe Streets Task Force

<b>Task Force/Organization</b>
FBI Violent Crimes Task Force
Felon in Possession Initiative
Gunstat
High Intensity Drug Trafficking Area (HIDTA) Law Enforcement Committee
High Risk Domestic Violence Initiative
Homeland Security Task Force
Infant Mortality Review Team
Interagency Coalition on Homelessness (1D)
International Association of Chiefs of Police
International Association of Crime Analysts
International Association of Law Enforcement Intelligence Analysts
Internet Crimes Against Children (ICAC)
Joint Terrorism Task Force
Major Cities Chiefs Association
Major Crash Review Task Force
Mayor's Special Event Task Group (MSETG)
Metropolitan Washington Council of Governments (MWCOG)
Middle Atlantic-Great Lakes Organized Crime Law Enforcement Network
MPD and DEA Opioid Response Task Force
MPD and FBI Felon in Possession (FIP) Project
Multidisciplinary Team (MDT) on Child Physical and Sexual Abuse
National Capital Fraud Task Force- United States Secret Service
NCR Gang Working Group
OAG Open Data Project
Operation Sentry
Opioid Data Working Group – Live Long DC led by DBH
Pedestrian Advisory Council (PAC)
Project Safe Neighborhood
Project Strike Force
Robbery Intervention Task Force
School Safety Alliance
School-Based Health Data Working Group led by OSSE
Victim Assistance Network
Violence Prevention and Response Team
Vision Zero Working Group
Washington Regional Alcohol Program (WRAP)

**44. 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.**

We are not aware of any new federal legislation passed this year or last which significantly affected agency operations. MPD is, however, concerned with the lack of reauthorization for the Violence Against Women Act.

**45. Please describe any steps the agency took in FY19 and FY20, to date, to improve the transparency of agency operations, including any website upgrades or major revisions.**

In July 2019, to enhance data collection as part of the [NEAR Act](#), MPD launched changes to police processes and data systems to allow the collection of more data in discrete fields and enable greater data analysis of police stops. In partnership with the Department of Motor Vehicles, MPD implemented enhanced data collection methods to enable officers to more efficiently and effectively



collect a variety of information about each police stop. This includes personal demographic information, the reason for the stop, and the outcome of the stop. MPD’s Records Management System also has been modified to allow information collection on stops, protective pat downs, and pre-arrest searches in discrete fields that support data aggregation and analysis. The result of these changes is comprehensive data on all MPD stops.

Transparency around this information is important to public trust. In September 2019, MPD published online the first set of this data for an initial four-week snapshot (July 22 – August 18, 2019), along with a report highlighting major data points. In addition to the information presented in the report, much of the data can be further analyzed by locations, demographics, or other variables. MPD encourages members of the public to review the data and ask us questions about information not yet covered by the report. This comprehensive data set is available on the [MPD open data page](#). This data will be updated online twice a year and a report released annually.

- 46. 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.*

The Department is working on this information and will provide it with a later submission.

## Agency Operations

- 47. Please provide a table, broken down by funding source and purpose (categories including court, special events, and automated traffic enforcement), of overtime hours and expenses for FY15 to FY20, to date.**

<b>(As of Pay Period Ending February 26, 2020)</b>										
<b>FY</b>	<b>Locally-Funded Hours</b>					<b>Non-locally Funded Hours</b>			<b>Total Hours</b>	<b>Total Dollars</b>
	<b>All Other</b>	<b>ATE</b>	<b>Court</b>	<b>Subtotal</b>	<b>Subtotal (excluding ATE)</b>	<b>Grant</b>	<b>Reimb*</b>	<b>Subtotal</b>		
15	270,969	63,236	84,282	418,487	355,251	43,392	302,930	346,322	764,809	40,586,170
16	296,502		74,697	371,199	371,199	46,037	234,857	280,894	652,093	34,801,926
17	291,396		67,369	358,765	358,765	38,691	344,094	382,785	741,550	41,233,463
18	376,441		60,467	436,908	436,908	40,162	293,086	333,248	770,156	42,012,282
19	254,072		48,894	302,966	302,966	31,189	257,712	288,902	591,867	38,104,205
20	154,809		15,672	170,481	170,481	8,120	78,999	87,118	257,600	17,101,397

\* Reimbursable overtime

- a. Please provide a breakdown of the number of sworn officers versus civilian employees who received overtime payments in FY19 and FY20, to date.*

	<b>FY19</b>	<b>FY20*</b>
<b>Civilian</b>	283	227
<b>Sworn</b>	3,797	3,088

\*As of 2/26/2020

Sworn members of the rank of inspector and above, and civilian equivalents, are not eligible to earn overtime. The total number of members earning some overtime is higher than the total number of members because it includes members who have separated during the fiscal year.

**48. Please describe the agency's efforts in FY19 and FY20, to date, to decrease its reliance on overtime.**

- a. How much did the agency budget for overtime in FY16, FY17, FY18, FY19, and FY20?**
- b. How much did the agency also receive in reprogrammings for overtime in those fiscal years?**
- c. How much did the agency spend on overtime in those fiscal years?**
- d. What are the metrics the agency uses to analyze overtime use?**

Overtime usage is reviewed on a bi-weekly basis both from an agency-wide level (usage by bureau and division) and on a more discreet level (justification per person by bureau and division by the respective managers). While the agency works to use overtime judiciously, it is a critical and largely inevitable function of police work. When an officer makes an arrest, he or she cannot check out at the end of the shift and leave the processing to someone else. For officers not on a day work shift, the follow up work with prosecutors and potentially in court will all be on overtime. Similarly, detectives investigating a case do not hand it off to another detective when they are off-duty. Specialized units that do not have 24-7 staffing sometimes must respond to the community during off hours. And perhaps most importantly, police must have the ability to shift resources and tours of duty at short notice or for a limited time period in order to respond to emerging or serious public safety issues. Because of both a need to staff regular assignments and limitations in the collective bargaining agreement, these often must be staffed through overtime.

Fiscal Year	(a) Beginning Budget	(b) Budget Adjustments	Adjusted Budget	(c) Expenditures
2016	25,738,185	6,762,662	32,500,846	34,801,926
2017	26,263,100	9,524,190	35,787,290	41,233,463
2018	30,687,075	11,249,741	41,936,815	42,012,282
2019	28,283,998	7,295,106	35,579,105	38,104,205
2020 YTD*	22,152,911	11,083,620	33,236,532	17,101,397

\*As of 02/26/2020

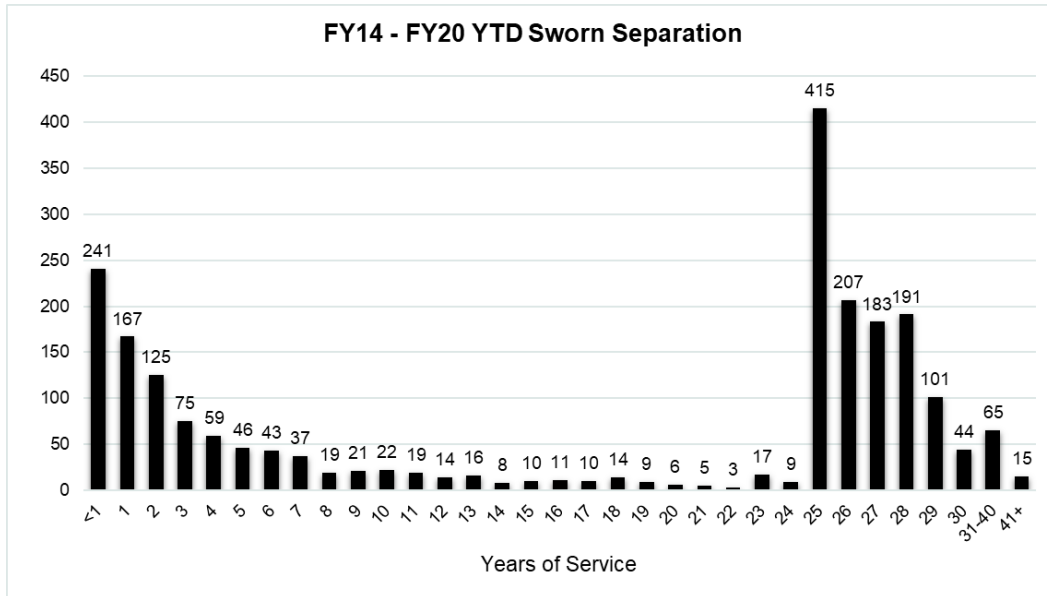
**49. Please provide the number of sworn and civilian employees who separated from the Department from FY14 through FY20, to date, the reason(s) indicated for their separation, and how many years of service they had with the Department (grouped at the Department's choosing by span of years served).**

Sworn Separation

Reason	FY14	FY15	FY16	FY17	FY18	FY19	FY20 YTD*
Death	5	2	2	3	4	0	1
Disability	9	15	11	6	10	9	1
Resignation	94	112	113	114	124	143	53
Retirement	167	243	231	197	148	176	52
Termination**	36	42	30	15	27	30	2
<b>Total</b>	<b>311</b>	<b>414</b>	<b>387</b>	<b>335</b>	<b>313</b>	<b>358</b>	<b>109</b>

\*As of 01/27/2020

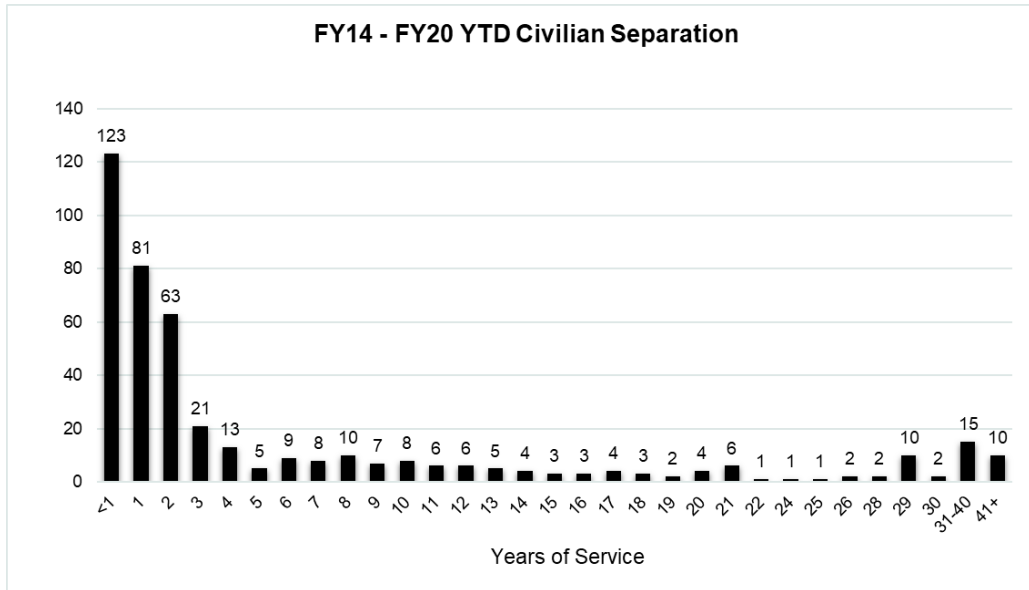
\*\*Includes Senior Police Officers close to the end of their contract or members removed during the probationary period



Civilian Separation

	FY14	FY15	FY16	FY17	FY18	FY19	FY20 YTD*
Convert to Recruit	3	4	4	8	12	26	6
Death	0	0	0	2	3	3	0
Disability	0	0	0	0	0	0	0
Resignation	21	19	42	38	41	64	16
Retirement	6	7	8	5	8	9	2
Termination	8	4	14	7	20	13	2
<b>Total</b>	<b>38</b>	<b>34</b>	<b>68</b>	<b>60</b>	<b>84</b>	<b>115</b>	<b>26</b>

\*As of 01/27/2020



a. Please provide, for each month in FY19 and FY20, to date, the net number of sworn employees that separated from and joined the Department.

Month	Hire		Separation		Net	
	FY19	FY20 YTD*	FY19	FY20 YTD*	FY19	FY20 YTD*
October	27	26	21	26	6	0
November	20	23	28	30	-8	-7
December	23	22	26	24	-3	-2
January	21	27	26	29	-5	-2
February	3	-	24	-	-21	-
March	22	-	29	-	-7	-
April	29	-	36	-	-7	-
May	24	-	30	-	-6	-
June	30	-	35	-	-5	-
July	31	-	35	-	-4	-
August	28	-	41	-	-13	-
September	55	-	27	-	28	-
<b>Total</b>	<b>313</b>	<b>98</b>	<b>358</b>	<b>109</b>	<b>-45</b>	<b>-11</b>

\*As of January 27, 2020.

50. How many sworn and civilian personnel did the Department hire in FY19 and FY20, to date, by rank and year?

Rank	FY19	FY20 (as of 3/1)
Recruits	257	103
Senior Law Enforcement Officer	49	20
<i>Officer</i>	29	14
<i>Sergeant</i>	20	6
Reinstatement	7	4
Cadet	59	29
Civilians (excluding cadets)	78	17
<b>Total</b>	<b>450</b>	<b>173</b>

51. Please provide the number of sworn officers, separated by rank, currently eligible for retirement.

Combined Rank	Eligible Before 10/01/19	Eligible in FY20	Eligible in FY21	Eligible in FY22	Eligible in FY23	Eligible in FY24 or after	Total
Chief	1	0	0	0	0	0	1
Assistant Chief	2	0	0	1	1	1	5
Commander	2	1	1	0	3	7	14
Inspector	0	0	0	0	0	3	3
Captain	10	1	1	4	2	18	36
Lieutenant	20	5	9	6	13	74	127
Sergeant	38	15	11	28	24	273	389
Detective Grade 2	27	6	4	16	8	195	256
Detective Grade I	10	0	2	2	7	22	43
Investigator	0	0	0	0	0	15	15
Officer	121	43	47	87	75	2299	2672
Senior LEO	N/A	0	0	0	0	0	235
<b>Total</b>	<b>231</b>	<b>71</b>	<b>75</b>	<b>144</b>	<b>133</b>	<b>2907</b>	<b>3796</b>

a. How many of these officers have submitted their retirement paperwork?

As of 1/27/2020, 29 eligible sworn members have submitted their retirement paperwork; breakdown by rank as shown below.

Rank	Count
Desk Sergeant	1
Detective Grade I	1
Detective Grade II	3
Lieutenant	3
Master Patrol Officer	1
Officer	17
Sergeant	2
Sergeant (Acting Lieutenant)	1
<b>Total</b>	<b>29</b>

52. How many officers received non-chargeable medical leave and administrative pay pursuant to D.C. Official Code § 5-633(a) in FY19 and FY20, to date?

In FY19, the Department provided non-chargeable medical leave and administrative pay (Performance of Duty, or POD, pay) on a total of 590 injury/ illness claims, benefiting 506 individual members. (This includes POD injuries/illness incurred during the fiscal year as well as prior year claims from which member were still recovering.) POD are calculated and audited on a semi-annual basis (twice yearly), so FY20 numbers are not yet available.

53. How many officers were recommended for retirement pursuant to D.C. Official Code § 5-633(b) in FY19 and FY20, to date?

None.

54. How many officers were processed for retirement pursuant to D.C. Official Code § 5-633(c) in FY19 and FY20, to date?

In FY19, nine members of the Department were disability retired by the Police and Firefighters Retirement and Relief Board, five of which were under § 5–633(c) (Performance of Duty).

To date (as of 02/06/2020) in FY20, two members of the Department were disability retired by the Police and Firefighters Retirement and Relief Board, both of which were under § 5–633(c) (Performance of Duty).

**55. *How many officers were processed for retirement pursuant to D.C. Official Code § 5–633(d) in FY19 and FY20, to date?***

D.C. Official Code § 5-633(d) pertains to Fire and Emergency Medical Services (FEMS). FEMS directly handles its agency's referrals.

**56. *How many officers were provided additional-nonchargeable medical leave and disability compensation pay pursuant to D.C. Official Code § 5–633(e) in FY19 and FY20, to date?***

None.

**57. *How many officers received chargeable medical leave pursuant to D.C. Official Code § 5–634(a) in FY19 and FY20, to date?***

In FY19, the Department processed a total of 425 claims which were ruled Non-POD, however, this does not capture instances of off duty illnesses, for which members are not required to complete an injury/ illness report. In addition, not all 425 Non-POD injury/ illness claims resulted in lost worktime. Because members utilize their chargeable sick leave in these instances, direct tracking of personal sick time used is not recorded in the claims process for Non-POD cases.

**58. *How many officers were recommended for retirement pursuant to D.C. Official Code § 5–634(b) in FY19 and FY20, to date?***

None.

**59. *How many were processed for retirement pursuant to D.C. Official Code § 5–634(c) in FY19 and FY20, to date?***

In FY19, nine members of the Department were disability retired by the Police and Firefighters Retirement and Relief Board, four of which were under § 5–634(c) (Non-Performance of Duty).

To date (as of 02/06/2020) in FY20, no members were disability retired under § 5–634(c) (Non-Performance of Duty).

**60. *How many were processed for retirement pursuant to D.C. Official Code § 5–633(d) in FY19 and FY20, to date?***

D.C. Official Code § 5-634(d) pertains to Fire and Emergency Medical Services (FEMS). FEMS directly handles its agency's referrals.

**61. *Please provide the following information regarding retired police officers employed by the Department:***

- a. *For FY16, FY17, FY18, FY19, and FY20, to date, how many retired police officers did the Department hire and redeploy under D.C. Official Code § 5–761(a)? Please separate by fiscal year and indicate their rank.*

Rank	FY16	FY17	FY18	FY19	FY20
Senior Detective Grade 1	5	8	7	0	0
Senior Police Officer	21	109	45	29	9
Senior Police Sergeant	5	49	12	20	5
<b>Total</b>	<b>31</b>	<b>166</b>	<b>64</b>	<b>49</b>	<b>14</b>

- b. *How many retired police officers currently employed by the Department are eligible for a higher salary under D.C. Official Code § 5–761(h)(1)?*

The following senior law enforcement officers are currently employed by the Department:

- 56 Senior Police Sergeants
- 18 as Senior Police Detective Grade 1
- *Total: 74*

- c. *Please provide the fiscal year in which retired police officers currently employed by the Department will, pursuant to D.C. Official Code § 5–761(h)(3), no longer qualify for a higher salary.*

Fiscal Year	Senior Detective	Senior Police Sergeant
FY22	12	27
FY23	6	7
FY24	0	17
FY25	0	5
<b>Total</b>	<b>18</b>	<b>56</b>

**62. Describe MPD’s recruiting efforts in FY19 and FY20, to date.**

MPD continued to use innovative recruiting strategies during FY19 and FY20. MPD has recently launched the #BecomeMPD campaign which consists of a multi-tiered recruitment, marketing, and advertising strategy, such as radio activations, Comcast Spotlight, new branding elements for MPD digital advertisements, job postings, and a citywide Metro poster campaign. These key activations and marketing efforts contributed to a 14 percent increase in Prospect Day attendance from FY18.

The public facing campaign incorporated new social media efforts to reach members of Generation Z, Millennials, second-degree candidates and veterans. These campaigns (e.g., #womeninbluednesday, #officerofthemonth, #recruitingtipoftheweek, #BecomeMPD, etc.) are featured on Facebook, Twitter, Instagram and other platforms. These campaigns have already reached thousands of potential applicants locally, with an additional reach nationwide. Social media advertising is complemented by traditional advertisements via radio and television. Traditional job sites such as CareerBuilder.com, Monster.com, Policeone.com, LinkedIn and others are also utilized.

Monumental Communications LLC has worked to develop a consistent look and feel of marketing and advertising materials, including pushing paid advertisements across Facebook to reach applicants nationwide who may not be aware of MPD’s hiring opportunities. MPD also unveiled a robust new set of images for the Cadet Corps and entry-level officers to be used toward branding

efforts. MPD is re-designing the current recruiting website to reflect the Department's new branding and make the site more compatible with mobile devices. MPD also implemented a texting tool to expedite the application process for potential applicants for all paid and volunteer MPD positions.

MPD is leveraging several incentive programs in marketing materials, to include the Housing Allowance Incentive Program, which offers new officers up to \$6,000 to live in the District. The Housing Allowance has been used by 84 recruits in FY18, FY19, and FY20 to date.

MPD's outreach officers as well as adjunct recruiters (patrol officers who have received training in recruiting) have been engaging with many local businesses and academic institutions to develop a stronger recruiting pipeline. MPD now hosts a bi-weekly Q&A webinar and pop-up events throughout the community to answer questions and encourage members of the community to apply. MPD has increased presence at local community colleges/universities and academic institutions to establish strong relationships and market career opportunities to graduating students. To increase engagement within these partnerships, MPD now offers tours of the Metropolitan Police Academy, and facilitates presentations to college classes (covering topics such as the MPD recruiting process and community policing). Information tables, with key advertising materials, are also strategically placed in the lobby of college/university student centers.

An MPD Officer of the Month program has also been created to reward current officers for their efforts in the community and to further promote the Department to prospective applicants. MPD also leverages our employee referral bonus program, which offers a \$500 financial incentive to qualifying members for the successful hiring (\$250) and then graduation (an additional \$250) of a police officer or cadet applicant. Since the program's inception in February 2018, 132 referrals have been made.

MPD is focused on the customer satisfaction aspect of recruiting. As such, the Recruiting Division has open office hours. Office hours provide applicants the opportunity to speak directly with a member of the Recruiting Division staff, in person or on the phone, about any items related to the hiring or background investigation process. The Recruiting Division hosts Prospect Day events three times per month, to increase the hiring pipeline. These Prospect Day events feature sworn members of the Metropolitan Police Department, who serve as ambassadors to speak directly to applicants about the benefits of the being hired as entry level police officer with MPD. The Metropolitan Police Department is aware that the most effective recruiters for potential applicants, are current MPD employees. As such, MPD implemented the "Chief's Challenge" which resulted in a multiple staff members submitting creative ideas to increase recruitment numbers.

**63. *How many officers applied to the Police Officers Retention Program in FY19 and FY20, to date, and how much has been expended, by year? How much remains in the FY20 budget?***

In FY19, 152 members applied for the Police Officer Retention Program (PORP). A total of \$848,486 was awarded to 74 members.

In FY20, 115 members have applied for the Police Officer Retention Program (PORP). The total budget of \$600,000 will be awarded to 60 qualified members. It is projected that the FY20 PORP funds will be distributed in March.

**64. *How many officers applied to the Six-Month Housing Assistance program in FY19 and FY20, to date, and how much has been expended, by year? How much remains in the FY20 budget?***



In FY19, 41 recruit officers applied for the Housing Allowance Incentive Program for a total expenditure amount of \$173,000. In FY20 to date, 37 recruit officers have applied for the Housing Allowance Incentive Program for a total expenditure to date of \$153,000. All FY20 funds have been expended or obligated.

**65. How many MPD employees – sworn and civilian – successfully closed on a house through DHCD’s Employer-Assisted Housing Program in FY19 and FY20, to date?**

- FY19 – six sworn and one civilian personnel.
- FY20 (as of 02/03/2020) – two sworn members.

**66. What mental health services are available for sworn and civilian personnel? ,**

**a. How are members informed of these resources?**

Civilian employees of the Department are covered under DCHR’s Employee Assistance Program, administered by Inova Health. Information on services is available to employees during new hire orientation, through MPD Human Resources, and on the DCHR website.

Sworn personnel have their own program, called Metropolitan Police Employee Assistance Program. Founding in 1988, the program is contracted through the FOP Labor Committee and MPD, and is completely separate from the Department. Four full-time licensed therapists, specializing in law enforcement treatment, provide support services to deal with a variety of member issues, including family and relationship issues, grief and loss, job stress, alcohol abuse, and in coordination with the Department, support for critical incidents and trauma. Information on services is available to employees during new hire orientation, through MPD Human Resources, the FOP, and on the MEAP website. Sworn personnel may also use the behavioral health services of the Police and Fire Clinic, which employs two psychologists specializing in law enforcement.

The services provided by the MPEAP 24/7 are as follows:

- Recruit Training to introduce the program and to begin stress inoculation training
- Individual long-term counseling
- Couples counseling
- Family counseling
- Child and Adolescent Counseling
- Crisis Intervention
- 24-hour on-scene response to all critical incidents (e.g. police shootings, child and baby deaths encountered by officers, catastrophic events like the Navy Yard shooting of 2013, horrific accidents or homicides, etc.)
- Three weekly critical incident debriefing groups (one for each shift)
- 24-hour availability for emergencies
- Weekly police officer group therapy
- Law Enforcement Domestic Violence Education Program
- Stress Management Training for all sworn members
- Roll Call Debriefings in the Districts and Specialized Units
- Training for all Sergeants, Lieutenants, Captains, and Command Staff

- Workplace Consultation for managers
- Consultation to Special Operations Division/ERT during barricades, etc.
- Reintegration for Officers returning from Military Deployment
- Coordination of services with the Police & Fire Clinic
- Engaged in the Supervisory Support Program, an early intervention program for officers in need of additional support or other services
- Hospital & home visits for officers
- Comfort & support during funerals

**b. How does the Department ensure officers are mentally fit to perform their duties after serious or critical incidents, such as an officer-involved shooting?**

MPD has a robust and comprehensive program to ensure officer-wellness in the aftermath of a critical incident. Specifically, General Order 201.28 requires any officer involved in a critical incident to participate in six critical incident debriefing sessions held at the MPEAP. In addition, officers involved in a shooting incident are seen and treated individually by a PFC psychologist, who will determine when they are suitable to return to full duty.

**c. Are officers required to participate in therapy or counseling in response to serious or critical incidents, such as an officer-involved shooting?**

Yes. Members are required to attend a minimum of six MEAP sessions and meet with a psychologist from the Police and Fire Clinic. (See section (b) above for additional details.)

**d. How many officers have received counseling in FY18 and FY19, to date?**

The MEAP has provided the 2018 figures below and is working to provide the figures for 2019.

Calendar Year	2018
Officers receiving counseling	764
Hours of Services	8123
Critical Incidents	52

**67. Please provide the number of MPD recruits hired in FY17, FY18, FY19, and FY20, to date. Include the number of recruits per class, the date each class was hired, how many are still employed by the Department, and demographic data such as race/ethnicity and gender.**

Fiscal Year of Hire	Hire Date	Active Employee	Inactive Employee	Total
FY2017	10/31/2016	19	5	24
	11/28/2016	13	9	22
	12/27/2016	14	5	19
	1/23/2017	19	1	20
	2/21/2017	12	8	20
	3/20/2017	13	3	16
	4/18/2017	14	3	17
	5/30/2017	14	5	19
	6/26/2017	16	2	18
	7/24/2017	16	4	20
	8/21/2017	19	4	23

Fiscal Year of Hire	Hire Date	Active Employee	Inactive Employee	Total
	9/18/2017	13	3	16
<b>FY2017 Total</b>		<b>182</b>	<b>52</b>	<b>234</b>
FY2018	10/30/2017	16	5	21
	11/27/2017	13	7	20
	12/26/2017	16	5	21
	1/22/2018	19	2	21
	2/20/2018	17	1	18
	3/19/2018	19	2	21
	4/30/2018	21	4	25
	5/29/2018	25	4	29
	6/25/2018	29	1	30
	7/23/2018	20	0	20
	8/20/2018	17	4	21
9/17/2018	25	1	26	
<b>FY2018 Total</b>		<b>237</b>	<b>36</b>	<b>273</b>
FY2019	10/29/2018	21	1	22
	11/26/2018	16	0	16
	12/26/2018	21	1	22
	1/22/2019	16	0	16
	3/4/2019	17	2	19
	4/15/2019	17	4	21
	5/13/2019	20	2	22
	6/10/2019	29	0	29
	7/8/2019	24	0	24
	8/5/2019	21	1	22
	9/3/2019	22	0	22
9/30/2019	20	2	22	
<b>FY2019 Total</b>		<b>244</b>	<b>13</b>	<b>257</b>
FY2020	10/28/2019	22	0	22
	11/25/2019	18	1	19
	12/23/2019	20	0	20
	1/21/2020	21	0	21
<b>FY2020 Total</b>		<b>81</b>	<b>1</b>	<b>82</b>
<b>Grand Total</b>		<b>744</b>	<b>102</b>	<b>846</b>

### By Race

Fiscal Year of Hire	Hire Date	Asian	Black	Hispanic	White	Total
FY2017	10/31/2016	2	9	7	6	24
	11/28/2016	1	10	5	6	22
	12/27/2016	0	10	2	7	19
	1/23/2017	2	10	1	7	20
	2/21/2017	1	9	4	6	20

Fiscal Year of Hire	Hire Date	Asian	Black	Hispanic	White	Total
	3/20/2017	2	5	4	5	16
	4/18/2017	2	4	3	8	17
	5/30/2017	1	7	5	6	19
	6/26/2017	0	11	0	7	18
	7/24/2017	1	9	6	4	20
	8/21/2017	2	15	0	6	23
	9/18/2017	0	5	6	5	16
<b>FY2017 Total</b>		<b>14</b>	<b>104</b>	<b>43</b>	<b>73</b>	<b>234</b>
FY2018	10/30/2017	1	5	3	12	21
	11/27/2017	1	6	4	9	20
	12/26/2017	3	6	3	9	21
	1/22/2018	1	10	4	6	21
	2/20/2018	1	9	4	4	18
	3/19/2018	1	11	3	6	21
	4/30/2018	2	11	2	10	25
	5/29/2018	0	17	3	9	29
	6/25/2018	1	11	5	13	30
	7/23/2018	1	7	7	5	20
	8/20/2018	2	10	5	4	21
9/17/2018	3	10	2	11	26	
<b>FY2018 Total</b>		<b>17</b>	<b>113</b>	<b>45</b>	<b>98</b>	<b>273</b>
FY2019	10/29/2018	2	7	4	9	22
	11/26/2018	1	8	4	3	16
	12/26/2018	2	14	1	5	22
	1/22/2019	1	11	2	2	16
	3/4/2019	1	8	1	9	19
	4/15/2019	1	10	4	6	21
	5/13/2019	1	9	5	7	22
	6/10/2019	0	15	2	12	29
	7/8/2019	3	12	4	5	24
	8/5/2019	1	6	5	10	22
	9/3/2019	1	10	2	9	22
9/30/2019	4	9	2	7	22	
<b>FY2019 Total</b>		<b>18</b>	<b>119</b>	<b>36</b>	<b>84</b>	<b>257</b>
FY2020	10/28/2019	1	13	0	8	22
	11/25/2019	3	12	0	4	19
	12/23/2019	2	10	2	6	20
	1/21/2020	0	8	2	11	21
<b>FY2020 Total</b>		<b>6</b>	<b>43</b>	<b>4</b>	<b>29</b>	<b>82</b>
<b>Grand Total</b>		<b>55</b>	<b>379</b>	<b>128</b>	<b>284</b>	<b>846</b>

**By Gender**

<b>Fiscal Year of Hire</b>	<b>Hire Date</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
FY2017	10/31/2016	6	18	24
	11/28/2016	2	20	22
	12/27/2016	6	13	19
	1/23/2017	4	16	20
	2/21/2017	7	13	20
	3/20/2017	2	14	16
	4/18/2017	3	14	17
	5/30/2017	5	14	19
	6/26/2017	5	13	18
	7/24/2017	6	14	20
	8/21/2017	5	18	23
9/18/2017	7	9	16	
<b>FY2017 Total</b>		<b>58</b>	<b>176</b>	<b>234</b>
FY2018	10/30/2017	6	15	21
	11/27/2017	3	17	20
	12/26/2017	1	20	21
	1/22/2018	4	17	21
	2/20/2018	3	15	18
	3/19/2018	4	17	21
	4/30/2018	6	19	25
	5/29/2018	11	18	29
	6/25/2018	9	21	30
	7/23/2018	2	18	20
	8/20/2018	5	16	21
9/17/2018	5	21	26	
<b>FY2018 Total</b>		<b>59</b>	<b>214</b>	<b>273</b>
FY2019	10/29/2018	5	17	22
	11/26/2018	5	11	16
	12/26/2018	5	17	22
	1/22/2019	8	8	16
	3/4/2019	3	16	19
	4/15/2019	3	18	21
	5/13/2019	4	18	22
	6/10/2019	10	19	29
	7/8/2019	8	16	24
	8/5/2019	8	14	22
	9/3/2019	5	17	22
9/30/2019	5	17	22	
<b>FY2019 Total</b>		<b>69</b>	<b>188</b>	<b>257</b>
FY2020	10/28/2019	7	15	22
	11/25/2019	3	16	19
	12/23/2019	9	11	20
	1/21/2020	4	17	21
<b>FY2020 Total</b>		<b>23</b>	<b>59</b>	<b>82</b>
<b>Grand Total</b>		<b>209</b>	<b>637</b>	<b>846</b>

**68. Please provide the number of Reserve Corps Members, broken down by Level I and Level II members, for FY19 and FY20, to date.**

Reserve members go through the same training as recruit officers. Level IIs will become Level I reserves once they complete their probationary period. The general reserves category is an older classification that is being phased out as the current cohort separate. They are not armed.

	FY19	FY20 YTD*
Level I (Armed / certified)	56	58
Level II (Armed / uncertified)	29	41
General Reserve Officer	7	7
Reserve Recruit Officer	14	9
<b>Total</b>	<b>106</b>	<b>115</b>

\*As of 02/11/20

**69. Please provide the number of cadets recruited by the Department in FY17, FY18, FY19, and FY20, to date. Include how many are still employed by the Department and demographic data such as race/ethnicity and gender.**

Since FY17 through February 1, 2020, the Department has hired 157 cadets. Of those, 105 are still employed as cadets, 33 have transitioned as recruit officers and the remaining 19 have separated. Current demographics of active cadets:

Race	Female	Male	Total
Black	48	44	92
Hispanic	3	6	9
White	1	3	4
<b>Total</b>	<b>52</b>	<b>53</b>	<b>105</b>

\*As of 02/01/2020

**a. How many cadets recruited were under the age of 21, and how many were over the age of 21 and under 25?**

Cadets age of hire (as of 02/01/20):

- 17-20 years old: 85 cadets
- 21-24 years old: 72 cadets

**70. On March 1, 2016, the Council unanimously passed Bill 21-360, the “Neighborhood Engagement Achieves Results Amendment Act of 2016”, or the “NEAR Act”. On August 19, 2016, the bill became official law. A number of provisions of the bill imposed requirements on the Metropolitan Police Department. Please provide an update on the Department’s progress and implementation of Title II(G): Improving Stop and Frisk and Use of Force Data Collection.**

In 2017, MPD improved data systems related to use of force, including automating some reporting, which was launched at the beginning of 2018. The Department is in compliance.

In October 2018, MPD rolled out new policy and training to capture more data listed in the NEAR Act. This brought MPD into compliance with the legislation as written, which simply requires that information be collected, not that it be collected in systems that allow for reporting and analysis. Also in October 2018, MPD and the Department of Motor Vehicles (DMV) received the funding to

support changes to three data systems and print new traffic tickets to support enhanced stop data collection under the NEAR Act. Over the following nine months, MPD and DMV modified contracts to support working with the relevant software vendors to update systems for records management, electronic ticketing, and ticket issuances. The new systems and related policy and training were launched in July 2019. MPD released the first data set (July 22 – August 18, 2019) and a summary report in September 2019. The Department will continue to post the data online twice a year and publish a summary report annually.

**71. Regarding MPD’s Body-Worn Camera Program, please provide the following information for FY19 and FY20, to date:**

- a. The number of Freedom of Information Act (“FOIA”) requests MPD received for body-worn camera recordings, including the outcome of each request;**
- b. The amount budgeted for redactions;**
- c. Redaction costs paid by MPD; and**
- d. Redaction costs paid by the requestor.**

<b>Fiscal Year 2019</b>	<b>FY19</b>	<b>FY20*</b>
Received	315	133
Granted	0	0
Partially Granted	113	51
Denied	38	25
Withdrawn	65	26
Referred or forwarded to other public bodies	2	0
Other Dispositions	49	23
Pending	150	158
<i>Amount Budgeted for Redactions</i>	<i>\$ 100,000</i>	<i>\$ 200,000</i>
<i>Redaction Costs Paid by MPD</i>	<i>\$ 278,573</i>	<i>\$ 140,136</i>
<i>Redaction Costs Paid by the Requestor</i>	<i>\$ 3,583</i>	<i>\$ 0</i>

\*As of 02/06/2020

For the purpose of FOIA, all videos which require redacting are classified as “partially granted.” All body-worn camera (BWC) videos requested through FOIA have required some redaction. The subject, parent, guardian, legal representative, or the next of kin for fatalities, can request to view video outside of the FOIA process. Every viewing request authorized under the regulations has been granted.

**72. Please provide the current vendor information for redacting body-worn camera recordings, including:**

The current vendor is Quetel Corporation. OCP has posted multiple solicitations for competition on MPD’s behalf and continues to do so, but the market is not terribly responsive to our solicitations. Quetel has been a consistent offeror. Having said that, our approach has been to issue \$100,000 blanket purchase order (BPA) agreements and when the funds run low, we issue another BPA. For FY20, we are currently in our 3rd BPA, and will be developing an acquisition strategy for a contract vehicle, with a base year and options for FY 21.

- a. The total cost of the contract;**
  - FY19 Carryover BPA: DCMP-FY19-123196 (PO612536) valued at \$75,880

- FY20 new BPA: DCMP-FY20-141813 (PO617995) valued at \$100,000
- FY20 additional BPA: DCMP-2020-145462 (PO620124) valued at \$100,000

**b. The cost of redaction per video; and**

The cost of redaction is \$24 per minute of video.

**c. Any contracts or memoranda of understanding or agreement between MPD and vendors who redact body-worn camera recordings.**

The requested information is attached.

**73. How many individuals were arrested by the Department in FY15, FY16, FY17, FY18, FY19, and FY20, to date?**

Calendar Year	MPD Arrests
2015	30,652
2016	33,211
2017	33,957
2018	31,441
2019	30,227
2020 YTD*	2,519

\*As of 02/05/2020

**a. How many of the individuals arrested by the Department in FY19 and FY20, to date, had been previously arrested by the Department? For a violent crime? For a crime involving a gun? Previously convicted of a violent crime? Convicted of a crime involving a gun?**

The Department generally evaluates prior arrest history on a case-by-case basis, such as with homicide arrestees. There is currently no quick way to generate aggregate data about the prior arrests, however we are attempting to develop a methodology to do so.

Below is a new methodology in an attempt to answer this question. It looks at repeat offenders who have had arrests between 2010 and 2020. Arrests prior to 2010 are not included at this time due to the large amount of data.

CY 2020 YTD

2,720 total unique arrests between January 1, 2020 and February 2, 2020.

- Within the 2,720 total unique arrests, there were 2,468<sup>3</sup> unique individuals.
  - Within the 2,468<sup>3</sup> unique individuals, 1,524<sup>3</sup> (or 62%) were arrested previously between January 1, 2010 and December 31, 2019 for any offense.
  - Within the 2,468<sup>3</sup> unique individuals, 276<sup>3</sup> (or 11%) were arrested previously between January 1, 2010 and December 31, 2019 for a DC Code Index violent offense.<sup>4</sup>

<sup>3</sup> Excludes cases where PDID field is blank (unknown data).

<sup>4</sup> Included under DC Code Index violent offenses are: Homicide, Sex Abuse, Assault with a Dangerous Weapon, and Robbery.



- Within the 2,468<sup>3</sup> unique individuals, 139<sup>3</sup> (or 6%) were arrested previously between January 1, 2010 and December 31, 2019 for a firearm-related charge.<sup>5</sup>

### CY 2019

30,372 total unique arrests between January 1, 2019 and December 31, 2019.

- Within the 30,372 total unique arrests, there were 21,076<sup>3</sup> unique individuals.
  - Within the 21,076<sup>3</sup> unique individuals, 10,109<sup>3</sup> (or 48%) were arrested previously between January 1, 2010 and December 31, 2018 for any offense.
  - Within the 21,076<sup>3</sup> unique individuals, 1,473<sup>3</sup> (or 7%) were arrested previously between January 1, 2010 and December 31, 2018 for a DC Code Index violent offense.<sup>4</sup>
  - Within the 21,076<sup>3</sup> unique individuals, 733<sup>3</sup> (or 3%) were arrested previously between January 1, 2010 and December 31, 2018 for a firearm-related charge.<sup>5</sup>

Conviction Data – We do not currently have access to consistent data on convictions in our record management system so do not anticipate being able to provide this information at this time. This question would be better suited to be addressed by the courts.

***b. How many of the individuals arrested by the Department in FY19 and FY20, to date, were under CSOSA supervision at the time of their arrest? How many individuals arrested for homicide?***

MPD does not maintain the data regarding CSOSA supervision for all offenses. Below is the supervision information for homicide defendants (to include CSOSA, PSA, DYRS, CSS, Maryland P&P, and Federal Probation. Data is maintained by calendar year, not fiscal year:

- 2019 – 24 defendants (out of 79)
- 2020 – 2 defendants (out of 5, as of 1/31/2020)

***c. How does the Department determine whether an individual arrested is a “repeat, violent offender”?***

Typically, MPD considers a person to be a repeat, violent offender if they have been arrested more than once for a DC Code Index violent crime: Homicide, Assault with a Dangerous Weapon (ADW), Sex Abuse, and Robbery. In some specific instances, a more particular

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<sup>5</sup> Included under firearm-related charges are: Adw Gun, Assault W/intent Comm Other Off (a)/viol Natl Firearms (i), Carry Dangerous Weapon –gun, Carry Dangerous Weapon-gun, Carry Pistol (misd), Carry Pistol Outside Home/business, Carry Pistol W/o A License Gun 2nd Off., Carry Pistol W/o Lic (misd), Carry Pistol W/o Lic - outside Home/business, Carry Pistol W/o Lic-gun Free Zone, Carry Pistol W/o Lic-outside Home/business, Carry Pistol W/o Lic-outside Home/business, Carry Pistol W/o Lic-prior Fel/cpowl, Carry Pistol W/O Lic (Inside Home) 2015, Carry Pistol W/O Lic (Inside Home/Prior Felony) 2015, Carry Pistol-prior Fel/cp, Carry Rifle Or Shotgun Outside Home Or Business, Viol Of Inoperable Pistol Emgncy Act Of 2008, Carrying a licensed pistol in a prohibited manner, Carrying A Pistol, Carrying a Pistol While Impaired, Carrying A Pistol Without A License, Carrying a Pistol Without a License (Outside Home or Place of Business) 2015, Carrying a Pistol Without a License (Outside Home or Place of Business/Prior Felony) 2015, Carrying A Rifle Or Shotgun, Carrying Pistol W/out A License (cpwl), CPWOL Outside Home or Business (Prior Felony) in violation of 2nd Emergency Act of 2014 Act 20-0564, CPWOL Outside Home or Business in violation of 2nd Emergency Act of 2014 Act 20-0564, Discharging Firearms, Felon In Possession, Felon In Possession Of A Firearm, Felony Poss Of Firearm, Homicide (gun), Interstate Transportation Of Firearms, National Firearms Act, Possession Of Unregistered Firearm, Possession Of Unregistered Firearm/unlawful Possession Of A Firearm Or Destructive Device, Robbery W/armed (gun), Unlawful Discharge Of A Firearm, Unlawful Poss Firearm –misd, Unlawful Poss Of Firearm, Unlawful Possession Of A Firearm, Unlawful Possession Of A Firearm (crime Of Violence), Unlawful Possession Of A Firearm (intrafamily Offense), Unlawful Possession Of A Firearm (prior Conviction), Unlawful Possession Of Pistol, Unlawful Possession Of Pistol 2nd Off, Unlawful Transportation Of A Firearm, Use/carry Firearm Drug Trafficking Crime/crime Of Violence.

search may be conducted with a broader range of violence crimes, to include aggravated assault and simple assault.

**74. How is the Department notified that a case being prosecuted by the Office of Attorney General or U.S. Attorney's Office is being dismissed?**

- a. Is the Department notified when the reason for dismissal was due to the conduct of a Department officer, such as the determination that a search conducted was unlawful?**
- b. How many cases were dismissed by either the prosecutor or judge due to an unlawful search or seizure? For how many of these cases was the charge weapon-related?**
- c. What percentage of arrests for weapons-related offenses are dismissed due to an unconstitutional search or seizure? Due Department personnel not appearing in court for a proceeding?**
- d. How does the Department use USAO or OAG no-papering decisions to inform its retraining decisions?**

MPD is not necessarily notified about all case dismissals, nor is the Department aware of any relevant statistics maintained by the D.C. Superior Court (DCSC), Office of Attorney General (OAG), or U.S. Attorney's Office (USAO). If prosecutors believe that a case was dismissed for a reason that merits follow up action, they will notify the Department. The USAO in particular is an active partner in developing and continuously updating training for our officers on topics such as the D.C. Official Code and Rules of Search and Seizure.

It is important to recognize that a case may be dismissed for a variety reasons that have nothing to do with police action. Indeed, the standard for arrest – probable cause – is much lower than the standard for a charging decision – which is whether the prosecutors believe they can succeed at court. Moreover, agents of the Court – from lawyers to judges – often disagree about complex matters of law. Even on a very significant decision such as the constitutionality of the District's laws on firearms, the US Supreme Court Justices were divided in their opinions, resulting in a 5-4 decision. Therefore it would not be wise to modify the Department's training with a decision from a single attorney or judge.

**75. How does the Department continue to review the offense(s) for which an individual has been cited or arrested to determine if the officer issued an appropriate charge?**

Generally when a member submits an offense report it is reviewed by an official. The reviewing official should make the determination based on the officer's preliminary investigation and articulation of the circumstances within the report narrative that it meets the elements of the offense classification selected by the officer. Additionally, for all cases that aren't homicides and sexual assaults, the investigative review officer of the District Detective Unit reviews the reports and ensures appropriate classification.

- a. In FY19 and FY20, to date, how many incidents were later reclassified by a member of MPD to a different crime after the initial report was made?**

There are multiple scenarios where the audit record for an offense would indicate changes in reclassifications after the initial report is submitted. For example, if an offense needs to be added to a record, or the severity of the offenses needs to be re-ordered, it may be counted as a reclassification.

MPD’s Record Management System also allows two different methods to reclassify offenses. First, an officer may remove an existing offense and add a new one. Second, an officer may replace the offense with a different crime.

All of these changes would appear in the audit trail for each record. However, there is no automated way to distinguish between the types of changes to get an accurate aggregate count of the number of reclassifications.

- b. Of those incidents that were reclassified since the initial report was made, did the Department find that any reclassification decisions were unwarranted?**

Not applicable. See response (a) above.

- c. In FY19 or FY20, to date, did the Department discipline any sworn personnel for the unwarranted reclassification of crimes? If so, please describe the circumstances and the discipline imposed.**

No.

- d. Is the Department currently investigating the alleged downgrading of any offense(s)? If so, what is the status of that internal investigation?**

Yes. IS#19-004320. The investigation is still open, but no evidence of intentional misconduct has been discovered at present.

**76. Please provide the following information related to the Gun Recovery Unit (“GRU”):**

- a. Please provide the GRU’s current staffing.**

One Lieutenant, five Sergeants, one Detective Grade II, and 31 Officers.

- b. How many weapons were recovered by the GRU, by month, in FY18, FY19, and FY20, to date?**

	Unit Gun Recovery Totals – FY													Total
	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep		
FY 18	30	38	31	36	33	40	51	42	33	41	32	25	432	
FY 19	36	23	32	42	24	27	115	45	35	51	62	50	542	
FY 20	46	43	49	60	-	-	-	-	-	-	-	-	198	

- c. Were any GRU officers subject to disciplinary actions in FY19 and FY20, to date, and if so, for what reason(s)?**

FY19

IS#	Violation	Final Disposition
19-002337	Court No-Show	PD-750 Issued
19-001094	Orders and Directives	PD-750 Issued
19-000706	Orders and Directives	PD-750 Issued
18-004280	BWC Violation	LOP - Letter of Prejudice

IS#	Violation	Final Disposition
19-000431	False and untruthful statements in court or legal proceeding	Allegation Sustained. Member up for Termination. 2-12-20 Trial Board scheduled - will be Continued to March or April. Member has been detailed out of NSID pending final outcome.
19-002708	Use of Force	Pending Final Disposition Use of Force Review Board. Member is detailed out of GRU pending final outcome however member is still at NSID.
19-002159	Unauthorized Pursuit	(X4 Members) Member #1 Adverse Action Settlement Agreement: 30-day suspension, transfer from NSID to 2D, and training. Members #2-4 proposed 30-day suspension notice issued but no final agency action. Members still assigned to GRU pending final agency action.

## FY20

IS#	Violation	Final Disposition
19-003473	Orders and Directives	PD-750 Issued
19-003854	BTA No-Show	Official Reprimand
19-00114	BTA No-Show	LOP - Letter of Prejudice
19-002896	Orders and Directives	PD-750 Issued
19-003485	Orders and Directives	PD-750 Issued (x4 Members)

- d. Were any officers reassigned from the GRU in FY19 and FY20, to date, and if so, for what reason(s)? To which unit were those officers reassigned?**

Yes, one officer had sustained Adverse Action for Unauthorized Pursuit and was transferred to the Second District.

- 77. Please describe the current efforts of the Robbery Intervention Task Force, including any trends associated with recent robberies.**

The Robbery Intervention Task Force (RITF), comprised of MPD, Metro Transit Police Department (MTPD), the Office of the Attorney General (OAG), the United States Attorney's Office (USAO), the Office of Unified Communications, and the Department of Forensic Sciences, ensures maximum coordination between different segments of the criminal justice system to combat robberies; targets offenders by quickly identifying and responding to patterns of a robbery spree; focuses on developing the strongest cases possible to prosecute repeat offenders; and removes repeat offenders from D.C. streets. Since its inception in December 2015, the efforts of the Task Force have played a key role in successfully combatting robberies across all seven patrol districts.

Some of the recent trends to note include:

- Offenders continue to use online and mobile resale applications to set up robbery victims. These applications include Craigslist, Offer Up, Close 5, Let Go, and 5 Miles where suspects post fictitious items for sale at discounted prices to lure victims. Most victims are less familiar with the District. MPD continues to publicize safe exchange zones where buyers and sellers can meet. Investigative units also continue to monitor applications for stolen items listed for resale and suspects posing as buyers or sellers.
- Offenders are using dating and social media applications to set up robbery victims. These applications include Jacked, Grinder, Tinder, Scruff, and Plenty of Fish. Because members of the

LGBTQ community have been targeted, our LGBT Liaison Unit frequently speaks with community members about these trends, risks, and crime prevention.

- There have been pharmacy robberies, where multiple suspects entered a pharmacy to steal prescription drugs and medication for resale on the street.
- There have been multiple robberies involving rideshare vehicle drivers (Lyft & Uber) and taxicab drivers.
- Convenience stores continue to be robbery targets due to late-night hours.

The RITF continues to identify and respond to robbery patterns as they emerge by strategic deployment, communication between MPD and partner agencies, dissemination of a 24-hour report to partners, and the successful arrest and prosecution of offenders.

***a. What is the Task Force's capacity to track repeat robbery arrestees?***

The Investigative Support Section compiles brief biographical and criminal history backgrounds on all robbery arrestees within a 24-hour period. Information is disseminated daily to participating Task Force agencies in an effort to identify repeat offenders based off of their criminal histories. In addition, MPD analysts are responsible for disseminating actionable intelligence to the Task Force as well as tracking real-time robbery related incidents using a variety of analytical tools and technology.

***b. How does the Task Force use data to inform its activities?***

The Joint Strategic and Tactical Analysis Command Center (JSTACC) is responsible for recognizing robbery patterns in real-time and alerting the appropriate personnel of the emerging incidents.

MPD creates a daily report that shows any suspected robbery patterns that have developed over the past 24 hours and any significant robbery related arrests. Deployment of certain resources will be based on the data obtained in the daily report regarding robbery patterns and additional situational awareness. District Watch Commanders will ensure that their patrol units are aware of any patterns and deployment adjustments are made as necessary to respond.

***78. How many special police officers are currently appointed by the Mayor under 6-A DCMR §1100.1, 6-A DCMR §1100.4, 6-A DCMR §1100.5, or any other legal authority permitting the appointment of special police officers? Please organize your response by the specific legal authority permitting the appointment.***

DCMR Title 6A (Police Personnel), Chapter 11 (Special Police), Section 1100.1 states "Special police officers may be appointed by the Mayor for duty in connection with the property of or under the charge of a corporation or individual requesting the appointment or appointments." There are currently 7,041 Special Police Officers commissioned under DCMR Title 6A 1100.1

DCMR Title 6A (Police Personnel), Chapter 11 (Special Police), Section 1100.4 states "The Mayor is empowered by law to appoint any number of special privates for duty in connection with any emergency, such as riot or pestilence, or during any day or days of public election, ceremony, or celebration, the authority of privates so appointed being general." There are currently no Special Police Officers appointed under DCMR 6A 1100.4

DCMR Title 6A (Police Personnel), Chapter 11 (Special Police), Section 1100.5 states “Each appointment of a Special Police Officer shall be made for a specified time, and no person appointed shall legally exercise any authority conferred by that appointment after the date of expiration of that appointment.” This statute requires appointments to be renewed and prohibits working after the expiration of that appointment.

**79. Please explain the disciplinary process for special police officers, including the circumstances under which a commission may be revoked.**

The disciplinary process for the special police officers is outlined in the DC Municipal Regulations (DCMR), as highlighted below.

- DCMR Title 6A (Police Personnel), Chapter 11 (Special Police), Section 1100.6 which states “Special police officers appointed under the provisions of either §1100.4 or §1100.5 shall be amenable to the rules laid down for the government of the Metropolitan Police Force in so far as those rules are applicable.”

In investigating matters that may result in disciplinary action for special police officers, the Security Officers Management Branch (SOMB) or the Internal Affairs Division (for serious uses of force) will conduct an investigation.

As special police officers have police powers and arrest authority on private property, they are served a Memorandum of Revocation when they are suspended or revoked, for instances of the following:

Pending criminal case in court:

- DCMR Title 6a, Chapter 11, Section 1102.6 states “If a special police officer is arrested, the special police officer shall report the arrest to the Mayor within two (2) business days. The commission of such special police officer shall be suspended immediately, and the security agency shall be notified of such suspension immediately, pending further disposition. If a special police officer fails to report an arrest as required, the special police officer’s commission shall be summarily revoked.”

Arrested and Convicted of a Crime of Violence:

- DCMR Title 6a, Chapter 11, Section 1102.2 states “An applicant shall be ineligible to be commissioned as a special police officer if that applicant has ever been convicted of, pled guilty or nolo contendere to, or been given probation before judgment for any offense in any jurisdiction that would be a crime of violence, as defined in D.C. Official Code § 23-1331 (4), if committed in the District of Columbia.”

Arrested and Convicted of a Felony:

- DCMR Title 6a, Chapter 11, Section 1102.3 states “If an applicant has ever been convicted of, pled guilty or nolo contendere to, or been given probation before judgment for any offense, other than a crime of violence, as defined in D.C. Official Code §23-1331(4), in any jurisdiction that would be a felony if committed in the District of Columbia, the applicant shall be ineligible to be commissioned as a special police officer for ten (10) years following the applicant’s release from

incarceration and the conclusion of any court ordered parole, probation, or supervision relating to that offense.”

Arrested and Convicted of a Crime:

- DCMR Title 6a, Chapter 11, Section 1102.4 states “If an applicant has ever been convicted of, pled guilty or nolo contendere to, or been given probation before judgment for any offense, other than a crime of violence, as defined in D.C. Official Code §23-1331(4), or traffic offense, in any jurisdiction that would be a misdemeanor if committed in the District of Columbia, the applicant shall be ineligible to be commissioned as a special police officer for five (5) years following the applicant’s release from incarceration and the conclusion of any court ordered parole, probation, or supervision relating to that offense.”

Testing Positive on a Drug Screening:

- DCMR Title 6a, Chapter 11, Section 1106.8 states “The commission of a special police officer who fails a reasonable suspicion drug or alcohol test shall be summarily revoked.”

Any Unlawful Acts by Commissioned Special Police Officers:

- DCMR Title 6a, Chapter 11, Section 1104.1 states “Except as otherwise provided in this chapter, the exercise of authority as a special police officer or the carrying or use of firearms, other dangerous weapons, or emblems of authority, shall be cause for immediate revocation of the commission of that special police officer, in addition to the penalties of any laws of the United States or the District of Columbia as may be violated by his or her actions.”

Special Police Officer’s Commissions can be revoked for conduct related incidents, if the allegations are sustained and the conduct was so egregious that the revocation would be warranted.

***a. How many special police officers were disciplined in FY19 and FY20, to date, for what conduct, and what were the outcomes? Were any commissions revoked?***

- Special Police Officers disciplined in FY19: 133
- Special Police Officers disciplined in FY20: 25

The requested additional information is attached.

***80. Please provide:***

- a. A list of compliance checks of special police officers completed in FY19 and FY20, to date;***
- b. The location where each of the above-mentioned compliance checks was completed; and***
- c. The status of each compliance check, including any failures to comply.***

The requested information is attached.

***81. How many campus and university special police officers are currently appointed by the Chief of Police under 6-A DCMR § 1200.1, 6-A DCMR §1202.4, or any other legal authority permitting the appointment of campus and university special police officers? Please organize your response by the specific legal authority permitting the appointment.***

DCMR Title 6A (Police Personnel), Chapter 12 (Campus and University Special Police) Section 1200.1 states “Campus and university special police officers may be appointed by the Chief of

Police for duty in connection with the property of, or under the charge of, and academic institution of higher education requesting the appointment.” There are currently 389 Special Campus Police under DCMR Title 6A. These officers are also included in SPO totals above.

***82. Please explain the disciplinary process for campus and university special police officers, including the circumstances under which a commission may be revoked.***

In investigating matters that may result in disciplinary action for special police officers, the Security Officers Management Branch or Internal Affairs Division (for serious uses of force) will conduct an investigation in the same manner as that of any MPD member.

As special police officers have police powers and arrest authority on private property, they are served a Memorandum of Revocation when they are suspended or revoked, for instances of the following:

Pending criminal case in court:

DCMR Title 6a, Chapter 11, Section 1102.6 states “If a special police officer is arrested, the special police officer shall report the arrest to the Mayor within two (2) business days. The commission of such special police officer shall be suspended immediately, and the security agency shall be notified of such suspension immediately, pending further disposition. If a special police officer fails to report an arrest as required, the special police officer’s commission shall be summarily revoked.”

Arrested and Convicted of a Crime of Violence:

DCMR Title 6a, Chapter 11, Section 1102.2 states “An applicant shall be ineligible to be commissioned as a special police officer if that applicant has ever been convicted of, pled guilty or nolo contendere to, or been given probation before judgment for any offense in any jurisdiction that would be a crime of violence, as defined in D.C. Official Code § 23-1331 (4), if committed in the District of Columbia.”

Arrested and Convicted of a Felony:

DCMR Title 6a, Chapter 11, Section 1102.3 states “If an applicant has ever been convicted of, pled guilty or nolo contendere to, or been given probation before judgment for any offense, other than a crime of violence, as defined in D.C. Official Code §23-1331(4), in any jurisdiction that would be a felony if committed in the District of Columbia, the applicant shall be ineligible to be commissioned as a special police officer for ten (10) years following the applicant’s release from incarceration and the conclusion of any court ordered parole, probation, or supervision relating to that offense.”

Arrested and Convicted of a Crime:

DCMR Title 6a, Chapter 11, Section 1102.4 states “If an applicant has ever been convicted of, pled guilty or nolo contendere to, or been given probation before judgment for any offense, other than a crime of violence, as defined in D.C. Official Code §23-1331(4), or traffic offense, in any jurisdiction that would be a misdemeanor if committed in the District of Columbia, the applicant shall be ineligible to be commissioned as a special police officer for five (5) years following the applicant’s release from incarceration and the conclusion of any court ordered parole, probation, or supervision relating to that offense.”



Testing Positive on a Drug Screening:

DCMR Title 6a, Chapter 11, Section 1106.8 states “The commission of a special police officer who fails a reasonable suspicion drug or alcohol test shall be summarily revoked.”

Any Unlawful Acts by Commissioned Special Police Officers:

DCMR Title 6a, Chapter 11, Section 1104.1 states “Except as otherwise provided in this chapter, the exercise of authority as a special police officer or the carrying or use of firearms, other dangerous weapons, or emblems of authority, shall be cause for immediate revocation of the commission of that special police officer, in addition to the penalties of any laws of the United States or the District of Columbia as may be violated by his or her actions.”

Special Police Officer’s Commissions can be revoked for conduct related incidents, if the allegations are sustained and the conduct was so egregious that the revocation would be warranted.

- a. How many campus and university special police officers were disciplined in FY19 and FY20, to date, and how? Were any commissions revoked?**

Campus and University special police officers disciplined in Fiscal Year 2019: 3

Event Date	Conduct	Violation	Discipline	Current License Status
2/19/19	Theft 2	Traffic Arrest / Pending Court Disposition	5 Days Suspension (Did Not Return for Reinstatement)	Revoked
4/23/19	Threats	Misdemeanor Arrest / Pending Court Disposition	Revoked	Revoked
9/26/19	Negligent Discharge of Firearm (No Injury)	Negligent Discharge Firearm	10 Days Suspension/40-hour Firearms Retraining	Active

Currently there have not been any Campus and University Special Police Officers disciplined in FY 2020.

**83. Please provide:**

- a. A list of compliance checks of campus and university special police officers completed in FY19 and FY20, to date;**  
**b. The location where each of the above-mentioned compliance checks was completed; and**  
**c. The status of each compliance check, including any failures to comply.**

The requested information is included in the attachment for question 80.

No compliance checks of Campus and University Special Police Officers have been conducted so far in FY 2020.

**84. Please describe the process for filing a complaint regarding alleged misconduct by a special police officer.**

The Security Officers Management Branch (SOMB) has implemented a citizen complaint tracking system to ensure that complaints involving licensed private security industry workers are tracked and appropriately addressed.

When SOMB receives a complaint, it is reviewed to determine if it requires investigation by SOMB or if it should be referred to the employing security agency for resolution. At this time, the complaint will be logged into the complaint database and provided a control log number. If the matter is determined to be addressed by the security agency, a letter is sent to the security agency business via email, using the point of contact provided to the Department of Consumer and Regulatory Affairs within 48 hours of receipt of the complaint. This letter will document the specifics of the complaint, to include all the contact information provided by the complainant.

The security agency business has 10 business days from receipt of this letter to investigate the complaint and provide SOMB with written documentation of the investigation findings and case disposition. When SOMB receives documentation that the citizen complaint was investigated by the security agency business, SOMB will write and mail a letter to the complainant within 30 days from the date of the original complaint. A case file is maintained at SOMB that will include the original complaint, and all subsequent documentation provided during the review and investigation of this matter.

**85. How many concealed carry permits were issued in FY19 and FY20, to date, by month?**

Month	FY19	FY20 YTD*
October	74	0
November	110	12
December	43	437
January	165	94
February	134	23
March	208	-
April	192	-
May	106	-
June	120	-
July	148	-
August	172	-
September	57	-
<b>Total</b>	<b>1529</b>	<b>566</b>

\*As of 02/05/2020

**a. How many were denied, by month, and on what grounds?**

Month	FY19		FY20 YTD*	
	Eligibility <sup>6</sup>	Suitability <sup>7</sup>	Eligibility	Suitability
October	3	1	1	1
November	7	4	2	4
December	5	2	7	83
January	0	0	2	28
February	8	6	0	0

<sup>6</sup> Pursuant to 24 DCMR 2332.

<sup>7</sup> Pursuant to 24 DCMR 2335.

Month	FY19		FY20 YTD*	
	Eligibility <sup>6</sup>	Suitability <sup>7</sup>	Eligibility	Suitability
March	7	4	-	-
April	1	5	-	-
May	5	11	-	-
June	3	4	-	-
July	13	14	-	-
August	6	9	-	-
September	1	2	-	-
<b>Total</b>	<b>59</b>	<b>62</b>	<b>12</b>	<b>116</b>

\*As of 02/05/2020

- b. *How many applicants were District residents, and how many were non-District residents? Of the non-District residents, in which states did those applicants reside?*

District Resident/Non-Resident	FY19	FY20 YTD*
District	624	242
Out of State	905	324
<b>Total</b>	<b>1529</b>	<b>566</b>

\*As of 02/05/2020

Approvals for residents of other states:

State	FY19	FY20 YTD*
Maryland	613	231
Virginia	224	77
Florida	11	1
Texas	3	1
West Virginia	2	2
Connecticut	1	0
Delaware	3	0
Illinois	4	0
Louisiana	2	0
Hawaii	0	1
Indiana	0	1
Michigan	1	0
Montana	1	0
New Jersey	3	0
New York	7	1
Massachusetts	0	1
Ohio	2	0
Pennsylvania	7	1
Rhode Island	2	0
South Carolina	1	1
Tennessee	1	0
California	2	1
Georgia	3	3
Idaho	1	1
Kentucky	2	0
North Carolina	6	0
Utah	1	0

State	FY19	FY20 YTD*
Wyoming	1	1
Washington	1	0
<b>Total</b>	<b>905</b>	<b>324</b>

\*As of 02/05/2020

86. How many firearms were recovered in FY19 and FY20, to date, through the Firearm Tip Reward Program, and what was the total value of all rewards issued?

Firearm Tip Reward Program Recoveries – FY													
	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Totals
<b>FY 19</b>	1	2	0	8	1	6	2	3	3	6	6	2	40
<b>FY 20</b>	5	6	7	13	-	-	-	-	-	-	-	-	31

Total rewards paid out for this time period: \$48,500

87. How many weapons were recovered by the Department, by month, in FY18, FY19, and FY20, to date? Which types of weapons? In which Districts?

The following information is from the Department of Forensic Science (DFS) for recoveries in CY2019.

Weapon Type	#
Other	12
Pistol	1799
Revolvers	240
Rifles	146
Shotguns	102
<b>Total</b>	<b>2299</b>

The following information is from the Department of Forensic Science (DFS). These statistics encompass all firearms recovered by law enforcement agencies in the District of Columbia and submitted to DFS. The month reflects when the firearm was submitted to DFS.

Month	2018	2019	2020 (as of 02/01/2020)
January	180	219	260
February	149	163	-
March	161	189	-
April	182	192	-
May	172	256	-
June	173	141	-
July	164	202	-
August	155	205	-
September	140	212	-
October	163	192	-
November	172	157	-
December	115	181	-
<b>Total</b>	<b>1926</b>	<b>2299</b>	<b>260</b>

District*	2018	2019	2020 (as of 02/01/2020)
1D	208	201	33
2D	84	113	17
3D	141	208	22
4D	165	222	19
5D	265	357	38
6D	409	515	56
7D	597	622	74
Unknown	57	61	1
<b>Total</b>	<b>1926</b>	<b>2299</b>	<b>260</b>

\*Source: Department of Forensic Science; District value was only available beginning 2018 from the DFS dataset.

"Unknown" indicates addresses that were not recorded or outside the city (e.g., task force activities or federal agencies that recovered a gun outside of the District and submitted to DFS.)

**88. How many live rounds of ammunition were recovered by the Department, by month, in FY18, FY19, and FY20, to date?**

The Department does not track this information.

**89. How many large-capacity ammunition feeding devices, as that term is defined in D.C. Official Code § 7-2506.01(b), were recovered by the Department, by month, in FY18, FY19, and FY20, to date?**

The following information is from the Department of Forensic Science (DFS). These statistics encompass the number of large-capacity ammunition feeding devices received by DFS that contain the capacity of "more than 10" under D.C. Official Code 7-2506.01(b):

Month	2018	2019	2020
January	75	90	124*
February	58	72	-
March	51	92	-
April	86	87	-
May	72	99	-
June	60	55	-
July	63	86	-
August	58	89	-
September	60	109	-
October	58	82	-
November	74	68	-
December	46	86	-
<b>Total</b>	<b>761</b>	<b>1015</b>	<b>124</b>

\*As of 01/30/2020

**Notes:**

- Statistics include magazines received inside the firearm as well as separately (i.e., not associated with a specific firearm at receipt by DFS).
- DFS provided updated 2018 counts that were noticeably different from what they provided last year. Only the updated counts are provided here.

**90. How many bump stocks, as that term is defined in D.C. Official Code § 22–4501(1), were recovered by the Department, by month, in FY18, FY19, and FY20, to date?**

There were no bump stock recoveries in CY 2018, CY 2019, or CY 2020 to date as of 1/31/2020.

**91. How many petitions for an extreme risk protection order were filed in FY19 and FY20, to date?**

- FY19 – One ERPO petition filed.
- FY20 – Two ERPO petitions filed as of February 5, 2020, however only one was granted by the Court.

**a. Was the petitioner a family member, MPD officer, or a mental health professional?**

	FY19	FY20 YTD*
Family Member	0	1
MPD Officer	1	0
Mental Health Professional	0	1
<b>Total</b>	<b>1</b>	<b>2</b>

\*As of 02/05/2020

**b. How many extreme risk protection orders were granted in FY19 and FY20, to date? Denied?**

	FY19	FY20 YTD*
ERPO Granted	1	1
ERPO Denied	0	1

\*As of 02/05/2020

**c. Did the Department face any difficulties serving respondents with a copy of the extreme risk protection order?**

Members of the Gun Recovery Unit served the first ERPO in FY19. During the service of this ERPO the members faced difficulty serving the respondent because he would not answer his door or his phone. The Department was not able to get a warrant from a judge to look for and seize any firearms. The judge who reviewed the application for the warrant stated since the subject of the ERPO had not been served, there was no violation of the law. The ERPO was only able to be served when the respondent went to an MPD location for a service. The second served ERPO faced no difficulties in service, but the individual did not have any firearms.

**d. How many firearms were seized pursuant to an extreme risk protection order? What types of firearms? Ammunition?**

One legally-registered firearm and some ammunition have been seized pursuant to the ERPOs; no illegally-possessioned firearms have been seized pursuant to an ERPO. Information related to firearm registrations and revocations is protected from public release by the Department under D.C. Official Code § 7–2502.11a., so MPD cannot disclose that information in this letter. However, that information can be provided to the Committee Chair under non-public disclosure.

- e. Please provide as all written directives to MPD personnel regarding extreme risk protection orders and a copy of any informational materials MPD has developed for the public.*

Circular-19-05 and Executive Order 20-006 are attached. The Court and, for the Administration, the Office of the Deputy Mayor for Public Safety and Justice, have the lead in developing communications for the public about ERPOs. Separately, the Office of the Attorney General has produced a pamphlet on ERPO.

**92. How many individuals were injured by a firearm in FY19 and FY20, to date?**

- CY2019: 690 individuals sustained a non-fatal injury or fatal gunshot wound in a violent crime offense.
- CY2020 as of 2/4/2020: 68 individuals sustained a non-fatal injury or fatal gunshot wound in a violent crime offense.

*a. How many individuals were fatally injured by a firearm in FY19 and FY20, to date?*

- CY2019: 135 individuals suffered from a fatal gunshot wound.
- CY2020 as of 2/4/2020: 14 individuals suffered from a fatal gunshot wound.

*b. Of the individuals injured by firearms in FY19 and FY20, to date, how many were the intended target of the shooting?*

This information is generally determined during the course of an investigation and may remain unknown in some cases. This information is not captured in a reportable manner in our data systems.

**93. Please provide the Shotspotter detection data for FY19 and FY20, to date.**

Below is the Shotspotter alerts for single gunshot, multiple gunshots, or possible gunshot:

- CY2018 – 4,659
- CY2019 – 6,713
- CY2020 – 948 (through 2/2/2020)

*a. Are all areas of the District covered by Shotspotter? If not, which are not covered, and why?*

ShotSpotter does not provide coverage for the entire District of Columbia. Official coverage areas are designed by ShotSpotter in conjunction with MPD, to target high population density areas with frequent sounds of gunshots incidents.

*b. Is the technology still unable to distinguish between different guns or calibers to better inform MPD's response to a recorded incident?*

Shotspotter technology is not able to distinguish the caliber of weapons. However, ShotSpotter has enhanced their ability to distinguish gunshots from other impulse noises. For example, the number of impulse noises coded as gunshots during Independence Day celebrations have significantly decreased over the past four years. Classifications are assigned by ShotSpotter and represent their assessment of what kind of impulse noise occurred. Acoustic experts at Shotspotter's Incident Review Center analyze incidents in seconds and add relevant tactical intelligence such as "multiple shooters" and "automatic weapons" to their alerts. This may change how officers approach the crime scene.

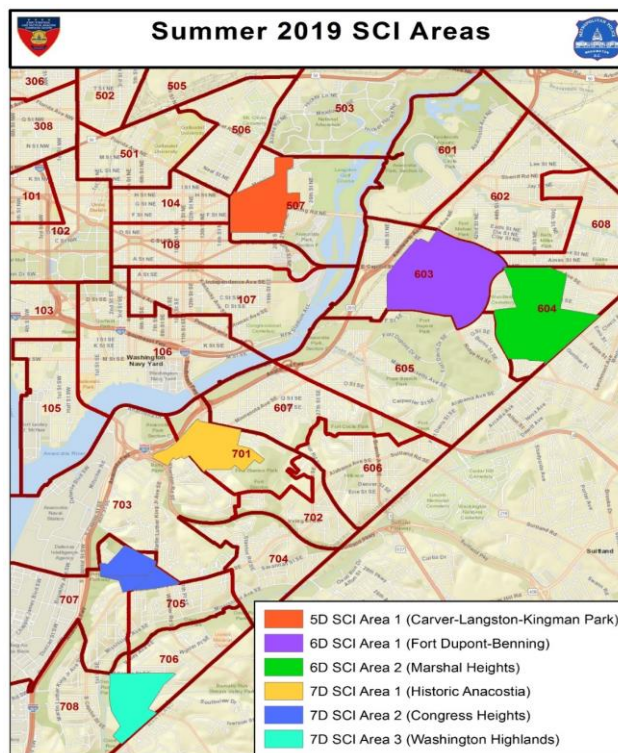
94. How many incidents did MPD respond to in FY19 and FY20, to date, in which more than 20 spent shell casings were found?

The Department of Forensic Services is working to provide this information.

95. Since 2010, MPD has implemented the Summer Crime Initiative. Through that initiative, MPD identifies focus areas that have experienced a high number of violent crimes (among other risk factors) and then focuses its available resources and works with partner agencies to assist with reducing violent crime in these areas.

a. What were the focus areas for this past summer, and did the initiative itself result in violent crime reduction for those areas in a way that was not connected to District-wide reductions?

Area Name	Neighborhood	PSA
5D Area	Carver/Langston/Kingman Park	506/507
6D Area 1	Greenway	603
6D Area 2	Marshall Heights	604
7D Area 1	Historic Anacostia	701/703
7D Area 2	Congress Heights	705
		707
7D Area 3	Washington Highlands	706/708



Overall Crime Reductions in 2019 SCI Areas:

- Homicides in target areas decreased by 44 percent
- ADWs in target areas decreased by 21 percent



- Robberies in target areas decreased by 5 percent
- Burglaries in target areas decreased by 46 percent
- Violent Crime in the target areas decreased by 22 percent
- Overall Crime in the target areas decreased by 26 percent

MPD sponsored more than 56 community engagement events in the 2019 SCI areas, serving approximately 6,000 District residents.

***b. How does MPD evaluate the work of the SCI partners in each target area to inform the following summer’s SCI? In this vein, how will this past summer’s SCI performance inform next summer?***

MPD has weekly Summer Crime Initiative check-ins every Thursday after our Crime Briefings. In addition to MPD’s executive and command staff, our external law enforcement partners are also invited and attend. Regular attendees include: USAO, Metro Transit, DC Housing Police, ATF, FBI, CSOSA, DFS, among others. These check-ins last throughout the entire SCI period (May 1 – August 31), and provide an opportunity for the Captains to present any violent crime or other incidents that occurred over the past week, discuss challenges and successes, and connect with partners to discuss any needs. There have been multiple successful partnerships that have started during SCI and continued past the SCI months or incorporated in subsequent SCIs. Examples include: MPD-CSOSA collaborations (e.g., trash clean-ups and community events as well as offender check-ins) and case-specific enforcement partnerships (ATF CGIC-7D captains).

***96. What is the closure rate for each category of violent crime in calendar year 2019? How does this rate compare to CY18 and CY17?***

MPD calculates clearance rates in accordance with FBI definitions, with the total clearances for the year, including closures of prior year cases, divided by the total number of cases in the year. MPD continues to have closures substantially higher than comparable jurisdictions, as reported to and audited by the FBI.

Offense	CY2017		CY2018		CY2019 (Preliminary)	
	MPD	Benchmark	MPD	Benchmark	MPD	Benchmark
Criminal Homicide	70.7%	57.1%	66.3%	55.7%	68.1%	Not available
Forcible Rape	72.2%	35.2%	58.4%	30.4%	79.8%	Not available
Robbery	35.1%	22.9%	36.0%	23.1%	34.5%	Not available
Aggravated Assault	59.0%	41.0%	60.1%	40.4%	58.8%	Not available
<b>Violent Crime Total</b>	<b>51.5%</b>	<b>35.2%</b>	<b>52.3%</b>	<b>34.9%</b>	<b>51.8%</b>	<b>Not available</b>

*Note: Benchmark comparison data based on FBI’s Uniform Crime Reporting Clearance Rates for comparably sized cities (500,000 to 999,999 residents). CY2019 benchmark data is not yet available from the FBI.*

***a. Please provide the homicide closure rates for FY19 and FY20, to date, by district.***

	CY2019	CY2020*
First District	85%	100%
Second District	100%	100%
Third District	54%	50%
Fourth District	90%	0%
Fifth District	128%	20%

	CY2019	CY2020*
Sixth District	38%	100%
Seventh District	63%	50%

\*As of 02/20/2020

97. For all homicides that occurred in FY19 and FY20, to date, please provide:

a. The manner of death;

Manner	CY19	CY20*
Shooting	135	14
Stabbing	18	3
Blunt Force Trauma	13	0
<b>Total</b>	<b>166</b>	<b>17</b>

\*As of 02/07/2020

b. The motive for each homicide (if known);

Motive	CY19	CY20*
Altercation	4	0
Altercation (Domestic)	1	0
Argument	18	2
Argument (Domestic)	8	1
Child Abuse	1	0
Child Abuse (Domestic)	1	0
Dispute	1	0
Mental Health Consumer	2	0
Mistaken ID	1	0
Neighborhood Dispute	2	0
Retaliation	3	0
Robbery	9	0
Unknown	113	14
Unknown (Domestic)	2	0
<b>Total</b>	<b>166</b>	<b>17</b>

\*As of 02/07/2020

c. The nature of the relationship between the victim and the suspect;

Relationship	CY19	CY20*
Known (victim knew suspect)	29	1
Not Known (victim did not know suspect)	31	0
Unknown (relationship is unknown)	106	16
<b>Total</b>	<b>166</b>	<b>17</b>

\*As of 02/07/2020

d. Whether the homicide occurred inside, outside, or in a vehicle;

Location	CY19	CY20*
Inside	39	5

Location	CY19	CY20*
Outside	110	10
Vehicle	17	2
<b>Total</b>	<b>166</b>	<b>17</b>

\*As of 02/07/2020

***e. Whether the suspect had been previously arrested and, if so, for what offense;***

The table below is for DC arrests only for arrestees, not suspects. For this response, the top charge is calculated based on the severity of all charges for all arrests. So for instance, someone who had multiple gun arrests, and arrests for burglary and assault with a dangerous weapon (ADW), would be listed under ADW.

In 2019, 92 percent of the offenders had an arrest in DC; for those with an arrest history (adult and juvenile) in DC, the average number of arrests was 10. Half of all homicide arrestees had prior gun arrests in DC; 59 percent had arrests for serious violent crimes (homicide, ADW, assault with intent to kill, felony or aggravated assault, robbery, or 1<sup>st</sup> or 2<sup>nd</sup> degree sex abuse).

In 2019, of the 73 arrestees with a prior arrest history in DC, the average number of arrests (adult and juvenile) per offender was ten. In addition, 54 had an arrest history outside of DC. Sixteen defendants were arrested for a violent crime, including homicide. Additionally, 14 defendants have been arrested with a firearm outside of the District.

Thirty percent were under active, monitored, or warrant supervision status (by CSOSA, PSA, CSS, DYRS, MD or federal probation or parole) at the time of the homicide.

Top Charge	CY19	CY20*
Homicide	2	0
Assault with a Dangerous Weapon	24	2
Robbery	20	0
Burglary	3	1
Theft	3	0
Weapon Violations	5	2
Simple Assault	2	1
Narcotics	3	0
Disorderly	2	0
UUV	1	0
Unlawful Entry	2	0
Traffic Violations	2	0
No Criminal History	3	1

\*As of 02/07/2020

***f. Whether the victim has been previously arrested, and if so, for what offense;***

The table below is for DC arrests only. For this response, the top charge is calculated based on the severity of all charges for all arrests. So for instance, someone who had multiple gun arrests, and arrests for burglary and assault with a dangerous weapon (ADW), would be listed under ADW.

In 2019, 83 percent of homicide victims had an arrest in DC; for those with an arrest history (adult and juvenile) in DC, the average number of arrests was 9. By the age of 24, 72 percent had a DC arrest history. Almost half of all victims had prior gun arrests; 45 percent had arrests for serious violent crimes (homicide, ADW, assault with intent to kill, felony or aggravated assault, robbery, or 1<sup>st</sup> or 2<sup>nd</sup> degree sex abuse).

In addition, 113 had an arrest history outside of DC. Forty-three defendants were arrested for a violent crime, including homicide, attempted murder, forcible sodomy, and armed robbery. Additionally, 40 defendants have been arrested with a firearm outside of the District.

Thirty percent were under active, monitored, or warrant supervision status (by CSOSA, PSA, DYRS, MD or federal probation or parole) at the time of the homicide.

Top Charge	CY19	CY20*
Homicide	5	1
Sex Abuse	7	1
Assault with a Dangerous Weapon	34	5
Robbery	25	2
Burglary	5	0
Theft from Auto	1	0
Theft	4	0
Arson	1	0
Weapon Violations	19	2
APO	2	0
Simple Assault	10	1
Destruction of Property	1	0
Narcotics Charge	9	3
Affrays	1	0
Threats	1	0
Prostitution	1	0
Disorderly	2	0
UUV	2	1
Receiving Stolen Property	1	0
Unlawful Entry	1	0
Traffic Violation	4	1
Other Crimes	1	1

\*As of 02/07/2020

**g. The age, gender, and race or ethnicity of the victim; and**

Age of Victim	CY19	CY20*
Under 18	14	0
18-24 years old	44	6
25-29 years old	39	2
30-39 years old	33	5
40-49 years old	17	3
50+ years old	19	1
<b>Total</b>	<b>166</b>	<b>17</b>

\*As of 02/07/2020

Gender of Victim	CY19	CY20*
Male	154	16
Female	12	1
<b>Total</b>	<b>166</b>	<b>17</b>

\*As of 02/07/2020

Race of Victim	CY19	CY20*
Black	153	16
Hispanic	5	1
White	5	0
Other	2	0
Asian	1	0
<b>Total</b>	<b>166</b>	<b>17</b>

\*As of 02/07/2020

*h. The age, gender, and race or ethnicity of the suspect.*

Age of Arrestee	CY19	CY20*
Under 18	4	0
18-24 years old	25	2
25-29 years old	17	2
30-39 years old	14	0
40-49 years old	7	0
50+ years old	5	1
<b>Total</b>	<b>72</b>	<b>5</b>

\*As of 02/07/2020

Gender of Arrestee	CY19	CY20*
Male	67	3
Female	5	2
<b>Total</b>	<b>72</b>	<b>5</b>

\*As of 02/07/2020

Race of Victim	CY19	CY20*
Black	69	5
White	2	0
Asian	1	0
<b>Total</b>	<b>72</b>	<b>5</b>

\*As of 02/07/2020

*98. How many rewards were issued for tips related to homicide cases in FY19 and FY20, to date, and in what amount? What is the total value of rewards issued for tips relating to homicide cases?*

	Count	Amount
FY19	40	\$480,000
FY20*	6	\$105,000

\*As of 01/14/20

*99. Please describe the Police for Tomorrow Fellowship. How many officers have received this training in FY19 and FY20, to date? Does the Department plan to expand the number of participants in the Police for Tomorrow Fellowship?*

The Police for Tomorrow Fellowship Program was launched in 2017 by Georgetown University Law Center's Program on Innovative Policing in partnership with the MPD. Through the Police for Tomorrow program, selected officers and civilian MPD employees participate in monthly workshops on key topics relating to modern policing including but not limited to: race and policing, youth and policing, over criminalization and alternatives to arrest, risk, use of force and de-escalation techniques, homelessness and poverty, the history of policing in Washington DC, and leadership and organizational change skills. Throughout the program, fellows have the opportunity to meet and work with some of the most innovative leaders in policing. Police for Tomorrow fellows have the opportunity to interact with senior MPD leaders, and to develop and share their views and recommendations with MPD command staff.

In addition to monthly workshops, each Police for Tomorrow fellow is paired with a senior MPD official who serves as a mentor. Fellows complete monthly mentoring activities with their designated mentor for the duration of the program. After a year of monthly workshops, each fellow also undertakes a capstone community engagement project. Upon successful completion of the workshops and capstone projects, fellows receive a certificate from Georgetown University Law Center's Program on Innovative Policing in recognition of their work and achievements.

The Department is currently finishing the second cohort of the program. Eighteen fellows graduated from Cohort 1 in November 2018. In March 2020, 22 fellows will graduate from Cohort 2. The Department is currently reviewing applications for Cohort 3 which will begin March 2020. In 2019, the Department began expanding the number of participants by including a monthly session for all cadets and recruit officers at the academy comprising the same topics and presenters as the monthly Police for Tomorrow sessions.

The Police for Tomorrow program has been a resounding success and MPD looks forward to continuing to create the next generation of leaders on the Department. MPD is currently working with Georgetown University to complete thorough process and outcome evaluations for continuous quality improvement.

***100. How does the Department determine whether an officer should be on foot, bike, Segway, or scooter, rather than by car? How many officers in each District are deployed other than by car?***

The Department recognizes the value of deploying officers on foot, bicycle, scooter, and Segway patrol as a means of fostering community relationships. The deployment of these non-patrol car assignments is determined by a variety of factors to include training requirements, weather conditions, time of day, neighborhood development, geographic terrain, shift manpower, and operational necessities. For instance, a neighborhood with a higher foot traffic from residents or businesses is more likely to benefit from foot patrol. Mayor Bowser and Chief Newsham have made it a priority to increase this patrol by placing additional officers on foot, bike, scooter or Segway, as the size of the force grows toward 4,000 sworn members.

While this deployment has intrinsic value, it also has an opportunity cost in terms of rapid response to calls for service. District supervisors are constantly monitoring radio channels to ensure that response to priority calls is not unreasonably delayed.

To increase the number of visible foot patrols throughout any given day, patrol officers regularly assigned to scout cars have been directed to conduct foot patrol in their assigned PSAs when not on

other active assignments. Appropriate deployment strategies are determined by the Sector Captain with input from the District Commander based on crime trends and deployment initiatives. There are permanent mountain bike, scooter, foot patrol and Segway assignments built into each Sector’s deployment.

The following table provides the number of permanent positions deployed other than by car in each District:

Type	# assigned to non-scout car deployment
First District	34
Second District	27
Third District	44
Fourth District	57
Fifth District	54
Sixth District	17
Seventh District	21
<b>Total</b>	<b>254</b>

***101. How many “neighborhood-based” closed circuit television (“CCTV”) cameras are placed throughout the District?***

There are 170 neighborhood-based crime cameras.

***102. How many “permanent” CCTV cameras are placed throughout the District?***

There are 29 “permanent” cameras generally placed to support critical infrastructure. Of the 29, one is in Arlington, Virginia, viewing bridges into the District.

***103. Please describe the Department’s plan to roll out the \$5 million CCTV procurement, including projected placements, notification to affected communities, and cost and cameras purchased per fiscal year.***

The Department received \$3.8 million in capital funding for CCTV procurement. New cameras have been deployed in 14 locations, with one additional camera installation pending. These cameras were focused on the areas of the Fall Crime Initiative in Wards 1, 5, 7, and 8, and included some locations suggested by Councilmembers. Forty additional cameras will be deployed by April 30, and approximately 110 more this summer.

The Department’s process aligns with the regulations for placing and providing notice for neighborhood crime cameras (24 DCMR 2508).

- The Department conducted a citywide analysis of violent crime and calls for service for sounds of gunshots. Recently, we have used a micro-hotspot methodology to narrow in and rank locations of 50-100 meters with elevated crime and sounds of gunshots.
- The existing deployment of MPD and DDOT cameras are considered in selecting locations.
- District officials provide feedback based on their knowledge of the locations as well as any communications/input from the community, including their Advisory Neighborhood Commission, and civic or citizen associations.

- Mayor Bowser also invited all Councilmembers to submit a list of recommended camera locations.
- Once potential sites are identified, technicians must then survey those locations to ensure that CCTV cameras can be installed and operated in those particular areas. For fixed CCTV units, a DDOT pole with sufficient power access and physical space on the pole must be available. In addition, the potential view shed of the camera must be evaluated to determine whether buildings, hills, turns in the road, or tree canopy might obstruct the view.
- MPD consults with the relevant Ward Councilmember and Advisory Neighborhood Commissioner before installing any camera.

Based on the analysis, input from district commanders and community leaders, and CCTV team review, a final determination is made about camera placement.

***104. For all neighborhood-based and permanent cameras, please provide the number of occasions that the CCTV was activated for live, real-time monitoring, and the reason for the activation.***

The Joint Operation Command Center (JOCC) was activated for eight major events or First Amendment Activities in 2019, with live monitoring of a small portion of the cameras in the relevant areas for the following events:

- Women’s March – January 19, 2019
- State of the Union Address – February 5, 2019
- Independence Day – July 4, 2019
- Demand Free Speech – July 7, 2019
- MLK World Series and Watch Parties – October 25, 2019, October 26, 2019, October 27, 2019, October 29, 2019, and October 30, 2019 (5 activations)
- Halloween – October 31, 2019
- Nationals Victory Parade – November 2, 2019
- New Year’s Eve – December 31, 2019

***105. Does the Department currently employ automated license plate readers or other technology capable of capturing license plate numbers?***

Yes, MPD has been managing the National Capitol Region’s (NCR) License Plate Reader (LPR) Program. The LPR program assists in the identification of stolen vehicles, stolen license plates, and wanted and missing persons based off of the FBI’s National Crime Information Center (NCIC) hot list and other manual law enforcement entries.

***a. If so, how many automated license plated readers does the Department own, possess, or have access to?***

There are currently 26 fixed LPR locations and 42 mobile license plate readers deployed in the District of Columbia. Additionally, there is one trailer location that is shared between the District of Columbia and Virginia. Only reads on the District of Columbia side can be seen in the LPR System.

***b. How long is the data collected from automated license plate readers stored?***



LPR is only stored by the Department for 90 days and then is destroyed unless: (1) there is a positive, verified hit; (2) LPR data/image is part of an active criminal investigation; and/or (3) LPR data/image is subject to a litigation hold. Positive, verified hits are only retained for a one year period and then are purged from the system.

***c. Are there any non-governmental entities or private actors with access to information captured by automated license plate readers?***

No, there are no non-governmental entities or private actors with access to information captured by License Plate Readers (LPR).

***106. Does the Department currently employ facial recognition technology?***

The Department uses facial recognition technology in a very limited and narrow capacity in conjunction with its mugshot system only for assisting in generating investigative leads that will enable detectives to identify individuals involved with a crime. The mugshots are only of individuals arrested within the District. In 2016, MPD began implementing limited facial-recognition technology through a system called Morpho Face Detective (MFD). Morpho Face Detective allows authorized employees to use MPD's mugshot database to generate photo arrays for identifying individuals involved with a crime consistent with General Order (GO) 304.07 (Procedures for Obtaining Pretrial Eyewitness Identification) (attached). MFD also allows authorized employees to compare photos of suspects against MPD's mugshot database to assist in developing investigative leads.

MFD was a system upgrade from the software provider which MPD has used for more than a decade. Although facial recognition technology may have been available from this provider in earlier iterations, MPD did not have or use the function. However, this function is now a standard offering in the mugshot system.

Please note that although a 2011 Memorandum of Understanding between MPD and the police Departments of Montgomery, Prince George's, Fairfax, Arlington, Alexandria, Falls Church, Loudoun, and Prince William counties references data sharing related to "automated fingerprint identification systems (AFIS) and mugshot facial recognition system," MPD has not used the data for that purpose.

***a. If so, please describe the specific technologies that are used for facial recognition.***

MPD uses Morpho Face Detective (MFD), which is a web-based application that enables users to upload digital image or captured photograph to search for mugshots in the Automated Fingerprint Identification System (AFIS) database.

***b. Under what circumstances can MPD or other law enforcement or criminal justice agencies use facial recognition technology?***

MPD uses facial recognition technology in conjunction with its mugshot system only for assisting in generating investigative leads that will enable detectives to identify individuals involved with a crime.

***c. How is the data collected from facial recognition technologies stored?***

No data is collected from the use of facial recognition technology. Mugshot images can be searched using facial recognition technology as long as the photo is stored in the mugshot system.

***d. How long is the data collected from facial recognition technologies stored?***

No data is collected from the use of facial recognition technology. Mugshot images can be searched using facial recognition technology as long as the photo is stored in the mugshot system.

***e. Are there any non-governmental entities or private actors with access to information captured by facial recognition technology?***

No non-governmental entities or private actors have access to MPD's facial recognition systems.

***107. Does the Department employ drones or other remotely-operated aerial vehicles capable of conducting surveillance?***

No, MPD does not use drone, or Unmanned Aircraft System (UAS), technology.

***a. If so, please describe the number and kinds of vehicles employed.***

***b. Under what circumstances can MPD or other law enforcement or criminal justice deploy remotely-operated aerial vehicles capable of conducting surveillance?***

***c. How is the data collected from remotely-operated aerial vehicles stored?***

***d. How long is the data collected from remotely-operated aerial vehicles stored?***

***e. Are there any non-governmental entities or private actors with access to information captured by remotely-operated aerial vehicles?***

***108. How many MPD officers have completed human trafficking training, as required by the Sex Trafficking of Children Prevention Amendment Act of 2014? What agency/organization is providing the training?***

The Department has fully complied with the requirements of the Act in integrating training on the sex trafficking of children into its curriculum. Over the past five years, MPD has worked with various organizations, including ShareHope, Polaris Project, Fair Girls, the U.S. Attorney's Office, Courtney's House, and the Office of Victim Services and Justice Grants, to develop and implement training in multiple years, both in person and online. The curriculum has been incorporated into the recruit training. In 2019, 277 recruits received this training. Most recently, information on child and human trafficking is included in the mandatory 2020 Professional Development training. Members of Youth and Family Services Division (YFSD) have included discussion about the signs of child trafficking. Please see the response to question 117 for more information about this training.

***109. Does MPD plan to increase its capacity to address human trafficking by increasing the number of detectives in the Human Trafficking Unit? Please provide statistics regarding the number of investigations opened and arrests made by this Unit in FY19 and FY20, to date.***

There are no plans to increase the number of detective assigned to the Human Trafficking Unit. In CY2019, the HTU opened 77 investigations, and in CY2020 to date, 21 investigations. Complete information on the arrests by HTU are included in the response to question 116.

**110. How does MPD currently educate youth in public schools about how to stay safe from human trafficking in the District?**

YFSD members have given Human Trafficking Presentations to youth at Cesar Chavez Public Charter School, H.D. Woodson High School, and Ross Elementary School. Presentations have also been given to youth at the Deanwood Recreation Center, Latin American Youth Center, and to the Students Opposing Slavery at Lincoln Cottage. YFSD have attended public forums at the First Deanwood Baptist Church, the World Missions Extension Center, and The Black and Safe Project where we have shared information about Human Trafficking prevention.

In 2020, YFSD will be partnering with the School Safety Division and offering Human Trafficking Presentations to all DC Public High Schools that are interested.

**111. How does MPD train School Resource Officers to identify the signs of sex trafficking in minors? Please provide the details of the training plan, including the frequency of the training, the name of the training curriculum, and the names of the individuals who conduct the training for FY19 and FY20, to date.**

Training in sex trafficking has been an integral part of SRO annual training for many years. Most recently, FAIR Girls conducted refresher training for SROs on February 21, 2020.

**112. Please provide the data for FY19 and FY20, to date, of the number of minors by age, gender, race, and ward that MPD has referred to the Child and Family Services Agency because they were identified as, or are at-risk of, being trafficked.**

MPD referred the 58 of cases to the Child and Family Services Agency during calendar years 2019 and 2020 YTD (through February 7, 2020).

	CY19	CY20 YTD
<b>By Age</b>		
4	1	0
11	1	0
12	5	0
13	7	0
14	6	1
15	12	1
16	12	1
17	9	0
18	2	0
Unknown	3	0
<b>By Gender</b>		
Female	54	2
Male	4	1
<b>By Race</b>		
Black	46	2
Hispanic	12	1
White	0	0
<b>By District</b>		
1D	6	0
2D	1	0
3D	4	0

	CY19	CY20 YTD
4D	9	0
5D	8	1
6D	6	0
7D	14	1
MD	5	0
VA	2	0
Other	3	1
<b>Total</b>	<b>58</b>	<b>3</b>

- a. *For FY19 and FY20, to date, please provide the number of minors that MPD identified as currently being or at-risk of being sex trafficked, but did not refer to CFSA, by age, gender, race, and ward. Please include an explanation as to where these minors were referred.*

MPD refers all allegations of sex trafficking of minors to CFSA.

- b. *For FY19 and FY20, to date, please provide the total number of minors that MPD has taken into custody after identifying them as currently being or at-risk of being sex trafficked by age, gender, race, and ward.*

MPD has no such instances in FY19. In FY20, to date, MPD had one instance where a minor was arrested for threats after police learned that the minor was allegedly being trafficked. The case was referred to CFSA and a criminal investigation initiated.

- Age: 15, Gender: Female, Race: Black, District: 6D

**113. *The “Sex Trafficking of Children Prevention Amendment Act of 2014” only provides immunity from prosecution for prostitution to minors under 18 years of age. How does MPD handle young adults between 18 and 21 years of age who are under the care and custody of CFSA until 21 years of age?***

The MPD and the US Attorney’s Office refer victims of sex trafficking between the ages of 18 and 21 years to community organizations (Courtney’s House, Fair Girls) that are partnered with the MPD through the DC Human Trafficking Task Force. The goal is to get the victim necessary support and services.

**114. *What do officers do when they identify a minor that is, or is at-risk of, being sex trafficked?***

MPD officers notify the Youth and Family Services Division and CFSA as soon as officers identify that a minor is being sex trafficked or at risk of being sex trafficked. Patrol officers have completed a training course by members of the MPD-FBI Child Exploitation Task Force on Human Trafficking regarding interacting with victims. MPD has also created multiple online learning modules to inform officers about sex trafficking. Training included observing warning signs that an individual may be a victim of trafficking and the procedures to be taken if a member suspects they have encountered a victim of trafficking. Each Human Trafficking referral is assigned to a YFSD detective who investigates each case along with the District’s Multidisciplinary Team (MDT). All active cases are monitored and reviewed during monthly meetings with all MDT participating agencies.

**115. *For FY19 and FY20, to date, list the service providers to whom MPD has referred minors who are currently being or at-risk of being sex trafficked and the number of minors referred to each.***

In FY19 and FY20, to date, MPD referred trafficked minors and minors who are at risk of being trafficked to community organizations such as Courtney’s House, FAIR Girls, and CFSA for support and services.

Referrals to Service Providers CY2019:

- FAIR Girls - 30
- Courtney's House – 28
- CFSA - 58

Referrals to Service Providers CY2020:

- FAIR Girls – 1
- CFSA - 1

**116. Please provide the number of arrests in FY19 and FY20, to date, by Code section, for alleged violations of D.C. Code §§ 22-2701 – 22-2713, and 22-2722. For each section, identify whether the individual arrested was a sex worker or a “john”, and provide their age, race/ethnicity, and the district in which the arrest occurred.**

- §22-2701. Engaging in prostitution or soliciting for prostitution.

District	FY19			FY20*		
	Johns	Sex Worker	Unknown	Johns	Sex Worker	Unknown
1D	52	0	0	0	0	0
2D	20	36	0	3	0	0
3D	105	31	23	131	0	0
4D	211	5	5	41	0	0
5D	262	34	14	102	0	6
6D	337	51	8	172	2	1
7D	21	0	2	38	0	0
<b>Total</b>	<b>1,008</b>	<b>157</b>	<b>52</b>	<b>487</b>	<b>2</b>	<b>7</b>

\*As of 01/31/2020

Proportions by Race, Age, and Gender provided below and include johns and sex workers combined. All data as of 01/31/2020.

Race	FY19	FY20 YTD
Black	74%	78%
Hispanic	15%	12%
White	6%	6%
Other	4%	3%
Asian	1%	2%
<b>Total</b>	<b>100%</b>	<b>100%</b>

Age Range	FY19	FY20 YTD
18 to 30 years old	29%	25%
31 to 50 years old	49%	53%
51 and older	22%	22%
<b>Total</b>	<b>100%</b>	<b>100%</b>

Gender	FY19	FY20 YTD
Male	87%	98%
Female	13%	2%
<b>Total</b>	<b>100%</b>	<b>100%</b>

*Note: The D.C. Code subsection is the same for both johns and sex workers. The Narcotics and Special Investigations Division, Human Trafficking Unit, which makes most prostitution arrests, tracks its arrests by johns and sex workers. However, the information is not available for arrests made by the districts, which are captured under Unknown in the table above.*

- § 22–2713. Premises occupied for lewdness, assignation, or prostitution declared nuisance – No arrests were made for these charges.
- § 22–2722. Keeping bawdy or disorderly houses – No arrests were made for these charges.

**117. Does MPD have any child and adolescent development training for officers? If so, how many officers are trained, and what does the curriculum include? Please provide the number of hours for these trainings and information about instructors.**

For 2020 PDT, two trainings address adolescent brain development: Policing for Resilience and Interaction with Juveniles. The first training is conducted by Dr. Beverly Anderson in a 3-hour block. She explains the triumvirate brain, the functions of the parts of the triumvirate brain, and how these functions develop until early adulthood. She then describes how this development is affected by stress. The latter block is 1.5 hours and is taught by Lieutenant Paul Hrebenak and Detectives Sarah Buc and Bryan Mancuso. The training was developed with information from the Juvenile Justice Clinic at Georgetown Law, and the practices of the District’s Child Abuse Multi-disciplinary Team. The training reinforces a victim-centered, trauma informed approach that is cognizant of adolescent brain development and cognitive ability. In their presentation, the trainers highlight the neurological impact of trauma, and how childhood trauma may be manifested by the youth they encounter. The training provides information on best practices in interacting with children, such as the appropriate questions to ask children given their age. It also reinforces the reasons and implications of the new juvenile policy. These trainings are mandated for all sworn officers of the rank captains and below.

**118. How many minors has MPD taken into custody in School Years 2018-2019 and 2019-2020, to date, because officers had reasonable grounds to believe the minor was truant?**

A total of 1,607 minors in School Year 2018-2019 and 755 minors in School Year 2019-2020 (YTD as of 2/07/2020) were taken into custody by MPD because there were reasonable grounds to believe that the minor was truant. It is important to note that this is not an arrest.

**119. What procedure does MPD follow when an officer takes a minor into custody for truancy?**

When an officer observes a youth that appears to be of compulsory school attendance age on public space or in a public place unaccompanied by an adult having custodial right or lawful interest in the child during periods when schools are in session, the officer will initiate a contact with the youth to determine if he or she is truant. The youth will be asked to present an official document authorizing an absence from school. A youth who is unable to justify an absence from school will be taken directly back to his or her school.

If a youth is not enrolled in a school, depending on the circumstances, MPD may take him or her to the DCPS Student Placement Office or to CFSA. For youth who do not live in DC or attend a DC school, MPD attempts to contact a parent or guardian. However, if the youth is under 12 years of age, MPD transports them to CFSA.

**120. How many security officers are currently assigned to DCPS schools? Please list the number of officers assigned to each school.**

There are a total of 328 guards assigned to the DCPS for school year 2019-2020, of which 277 are Security Officers and 51 are Special Police Officers.

School	# SOs	# SPOs	Total
Aiton ES	1	0	1
Amidon-Bowen ES	1	0	1
Anacostia HS	5	2	7
Ballou HS	9	3	12
Ballou STAY HS	2	1	3
Bancroft ES	2	0	2
Banneker HS	3	0	3
Bard HS @Davis	2	1	3
Barnard ES	2	0	2
Beers ES	1	0	1
Boone ES	2	0	2
Brent ES	1	0	1
Brightwood EC	3	0	3
Brookland MS	3	1	4
Browne EC	3	0	3
Bruce-Monroe ES @ ParkView	1	0	1
Bunker Hill ES	1	0	1
Burroughs ES	1	0	1
Burrville ES	2	0	2
C.W. Harris ES	2	0	2
Cap Hill Montessori @Meyer	3	0	3
Cardozo Education Campus	8	3	11
Cleveland ES	1	0	1
Columbia Heights EC	7	3	10
Coolidge	4	2	6
Deal MS	7	0	7
Dorothy Height ES	2	0	2
Drew ES	1	0	1
Dunbar HS	6	2	8
Eastern HS	6	2	8
Eaton ES @ UDC	3	0	3
Eliot-Hine MS @ Adjacent Trailers	4	1	5
Ellington HS	5	1	6
Excel Academy	2	0	2
Filmore Arts Center @ Hardy	1	0	1
Francis-Stevens EC	2	0	2
Garfield ES	1	0	1

School	# SOs	# SPOs	Total
Garrison ES	1	0	1
H.D. Cooke ES	1	0	1
Hardy MS	2	1	3
Hart MS	4	1	5
Hearst ES	1	0	1
Hendley ES	2	0	2
Houston ES	2	0	2
Hyde-Addison ES	2	0	2
Ida B. Wells MS	2	1	3
Janney ES	2	0	2
Jefferson MS	3	1	4
Johnson MS	3	1	4
Kelly Miller MS	4	1	5
Ketcham ES	1	0	1
Key ES	1	0	1
Kimball ES	1	0	1
King ES	1	0	1
Kramer MS	3	1	4
Lafayette ES	2	0	2
Langdon ES	1	0	1
Langley ES	1	0	1
LaSalle-Backus EC	2	0	2
Leckie ES	3	0	3
Ludlow-Taylor ES	1	0	1
Luke C. Moore HS	3	1	4
MacFarland MS	5	1	6
Malcolm X ES	1	0	1
Mann ES	1	0	1
Marie Reed ES	2	0	2
Maury ES	1	0	1
McKinley Technology HS	7	2	9
Miner ES	2	0	2
Moten ES	2	0	2
Murch ES	2	0	2
Nalle ES	1	0	1
Noyes ES	1	0	1
Oyster - Adams MS	2	0	2
Oyster - Oyster ES	1	0	1
Patterson ES	2	0	2
Payne ES	1	0	1
Peabody ES	1	0	1
Phelps HS	3	1	4
Plummer ES	1	0	1
Powell ES	2	0	2
Randle Highlands ES	1	0	1
Raymond EC	2	0	2
River Terrace School	2	0	2
Ron Brown Colligate HS	4	1	5



School	# SOs	# SPOs	Total
Roosevelt HS	7	2	9
Roosevelt STAY	4	2	6
Ross ES	1	0	1
Savoy ES	2	0	2
School w/out Walls HS	3	1	4
School-w-School @ Goding	1	0	1
Seaton ES	1	0	1
Shepherd ES	1	0	1
Simon ES	1	0	1
Smothers ES	1	0	1
Sousa MS	3	1	4
Stanton ES	2	0	2
Stoddert ES	2	0	2
Stuart- Hobson MS	2	1	3
Takoma EC	2	0	2
Thomas ES	1	0	1
Thomson ES	1	0	1
Truesdell EC	2	0	2
Tubman ES	2	0	2
Turner ES	1	1	2
Tyler ES	2	0	2
Van Ness ES	1	0	1
Walker-Jones EC	3	1	4
Washington Metropolitan HS	2	1	3
Watkins ES	2	0	2
West EC @ Sharpe Health	2	0	2
Wheatley EC	3	1	4
Whittier EC	1	0	1
Wilson HS	7	3	10
Wilson, JO ES	2	0	2
Woodson H.D. HS	6	2	8
<b>Total</b>	<b>277</b>	<b>51</b>	<b>328</b>

*a. Please provide a copy of the contract for security officers in DCPS schools.*

The requested information is attached.

**121. How many security officers are currently assigned to DC Public Charter schools? Please list the number assigned to each school.**

*a. Please provide a copy of the contract for security officers in DCPS schools.*

Under District law, MPD has the authority to contract for security services only for DC Public Schools, not DC Public Charter Schools.

**122. Please list the dates and times of all school security officer trainings, the topics covered, and the number of security officers in attendance at trainings in FY19 and FY20, to date. Please separately identify training provided to School Resource Officers on mental health, trauma, and working with students with disabilities.**

The following trainings were provided to DCPS school security officers during FY18 and FY19, to date:

Training	Date (# of Attendees)	Topics Covered
Basic Training	January 7-11, 2019 (16)	<ul style="list-style-type: none"> <li>• Conduct and appearance</li> <li>• Observation, Description, and Report Writing</li> <li>• Alarm and Video Monitoring</li> </ul>
	August 12 -16, 2019 (22)	<ul style="list-style-type: none"> <li>• Magnetometer, X-Ray machine and screening</li> <li>• Drugs</li> <li>• Arrest Procedures</li> </ul>
	September 9-13, 2019 (34)	<ul style="list-style-type: none"> <li>• Search, Seizure, and Detention</li> <li>• Use of Force</li> <li>• DC Code of Criminal and Civil Law</li> </ul>
	January 6-10, 2020 (23)	<ul style="list-style-type: none"> <li>• Court Preparation and Procedures</li> <li>• Sexual Harassment</li> <li>• School security Orders/post Orders</li> <li>• Emergency Response: Violence, Bomb Threats, Terrorism,, and Natural Disasters</li> <li>• Civil Disobedience</li> <li>• Conflict De-escalation/Resolution</li> <li>• Customer Service/Public Relations</li> <li>• First Aid/CPR</li> <li>• DCPS Regulations and Policy and the Role of School Security</li> <li>• Patrol Techniques</li> </ul>
Supplemental Training	February 19-20, 2019 (425)	<ul style="list-style-type: none"> <li>• Emergency Response: Violence, Bomb Threats, Terrorism, and Natural Disasters</li> <li>• Patrol Techniques</li> <li>• Subject Control and Arrest Techniques (Use of Force)</li> <li>• Language Access</li> <li>• Search, Seizure and Detention</li> <li>• Customer Service/Public Relations</li> <li>• Sexual Harassment</li> <li>• Drugs/Controlled Substance</li> </ul>

- May 2019 – New SRO Training Included: Department of Behavioral Health, Trauma and Trauma Informed Care in Youth and School Settings, Child Development, Behavior Management, Substance Abuse and its Effect on Youth.
- April 2019 – Advance Youth Development Training.
- August 2018 – NASRO Basic SRO 40 hour Course: Included Understanding Special Needs students, Understanding the Teen Brain, Effects of Youth Trends and Drugs on the School Culture and Environment, Violence and Victimization: Challenges to Development.
- August 2018 – Crisis Intervention Officer Training.

**123. How many allegations of school security officer misconduct occurred in FY19 and FY20, to date? Please describe with specificity any (1) on-duty criminal misconduct and (2) off-duty criminal misconduct that involved a student. Provide the status of any investigations and their results.**

The DCPS Security Contract employs approximately 441 guards whose performance is monitored by the contractor, contractor's union, DCPS administrators, and MPD. In FY19 and FY20 to date there have been 37 allegations of school security officer misconduct ranging from poor performance, abandonment of post, contract violation, and on- and off-duty criminal misconduct.

Of the 37 investigations, there were a total of five criminal investigations. There was one on duty-criminal misconduct involving a minor; the guard was terminated and license revoked.

The other four criminal cases were off-duty incidents that did not involve students; all of these guards were terminated and their licenses revoked.

**124. SROs are deployed using a "short beat and cluster model." Please identify which cluster each D.C. Public School and D.C. Public Charter School falls in.**

The requested information is attached.

**a. How many SROs are assigned to each cluster?**

The requested information is attached.

**125. Please provide the number of students arrested on school grounds during School Years 2018-2019 and 2019-2020, to date. For each student arrested, please list:**

- a. The reason for the arrest;**
- b. The student's age, gender, race, and grade;**
- c. If the student has an IEP;**
- d. The school campus where the arrest was made;**
- e. The reason for the arrest; and**
- f. If the arrest was made by a School Resource Officer.**

For school year 2018-2019, there were 178 arrests. For school year 2019/2020, through January 24, 2020, there have been 60 arrests. MPD does not have IEP information for students or arrestees. Otherwise, the requested information is attached.

**126. What is MPD's protocol regarding contacting a juvenile's parents or guardians when a juvenile is stopped or otherwise detained? Can a juvenile be released without a parent or guardian present?**

Officers are required to contact a juvenile's parent or guardian, whenever it is practical, to inform them of the juvenile's status and offer them an opportunity to respond to the juvenile's location.

The guidelines for releasing juveniles without a parent or guardian present depend on the type of encounter. For stops involving curfew violations, juveniles aged 13 to 16 are detained until they can be released to a parent or guardian; this may involve an officer transporting the juvenile to the juvenile's home. Children aged 12 and under are transported to CFSA, while truants are brought to their school.

For all other stops involving juveniles, officers will attempt to contact the juvenile's parent or guardian whenever practical. However, there is no requirement for a parent to come pick up a juvenile.

When a juvenile is arrested, they are transported to MPD's Juvenile Processing Center, where MPD's Youth and Family Services Division decides whether to process the arrest or divert the juvenile. The officers who arrested the juvenile are responsible for notifying the juvenile's parent or guardian of the arrest and the location of their child; this notification is documented on the arrest report.

**a. Please provide all written directives relating to arrest procedures for juveniles.**

The requested information is attached.

**b. How has MPD worked with OAG and DMPSJ to revise the Department's handling of juveniles, particularly young children?**

Since April of last year, MPD has been working collaboratively with the DMPSJ and OAG on how we can improve our policies governing interactions with juveniles. During that time, we gathered information from jurisdictions around the country. While there is no single, agreed-upon best practice for police interactions with juveniles, we were able to work with DMPSJ and OAG to identify those practices that best suit the District and have now implemented a number of key revisions to our policies which we believe set a new standard for other law enforcement departments to follow. These revisions include:

- Limiting custodial arrests of juveniles whenever possible and encouraging officers to apply for custody orders when there are no immediate public safety concerns. Similar language is also included in our policy governing schools, GO-RAR-310.08 (Handling School-Related Incidents), which was published last August.
- Prohibiting the handcuffing of juveniles aged 12 and under unless the juvenile presents a danger to themselves or others and giving officers discretion in handcuffing juveniles aged 13 to 17 based on the severity of the offense and circumstances of the interaction.
- Expanding eligibility for juvenile diversion in lieu of arrest by removing criteria that disqualified certain Metro and school related incidents.
- Consolidating guidance on juvenile policy and procedures into a comprehensive, updated general order.
- Implementing a new OAG Emergency Hotline number available to MPD officers 24 hours a day, seven days a week, for consultation with an OAG Juvenile Section supervisor about field and school arrests, custody orders, and warrants.

In addition to our policy updates, we are also providing online and in-person training to all of our officers on the new policy as well as on the topics of de-escalation, adolescent brain development, and trauma-informed policing.

**127. How many individuals were cited for the possession of marijuana in FY19 and FY20, to date? How many of these individuals were juveniles? What percentage of these citations were paid?**

Possession of marijuana is a USAO charge that is not eligible for non-custodial arrest. However, since September 2018, by MPD policy all eligible **Public Consumption of Marijuana** arrests are made as violation citation/ non-custodial arrests (known as PD Form 61D), if the individual is eligible for this process. This means that a citation is issued and the individual is not taken into custody at that time, but shall report to a police station within 15 days to process the arrest. Individuals are not eligible for a non-custodial arrest for a number of reasons, such as that they do

not have identification (the most common barrier), are a juvenile, are impaired, or are subject to arrest on another charge. Regardless of whether the arrest is custodial or non-custodial, an arrest for public consumption may be resolved in one of three ways:

### Option 1: Post and Forfeit

If you want to end the case immediately, and you are otherwise deemed to be eligible, you may pay the amount of money the court has set for the offense and forfeit it. If you choose this option:

- A criminal case will not be filed against you in court, but you will have an arrest record and will not get your money back.
- This disposition will not result in the imposition of any sanction, penalty, enhanced sentence or civil disability by any court of the District of Columbia or any agency of the District of Columbia in any subsequent criminal, civil, or administrative proceeding or administrative action.
- You may file a motion with the court to seal your arrest record two years from now unless you have a disqualifying conviction.
- If you change your mind and want to go to court to contest the charges, you can file a "Motion to Set Aside Forfeiture" within 90 days of today (and the Office of the Attorney General for the District of Columbia, the prosecutor for this case, may do the same). Such a motion is not automatically granted. If it is granted, the charges against you will be reinstated and you will have to go to court to answer them.

### Option 2: Citation Release

If you want your day in court and you are otherwise eligible for release, you may be released immediately on citation. If you choose this option:

- You promise to go to court on the future date written on the citation. At that time, a prosecutor will decide whether to file a criminal case against you. If you do not go to court as directed, a bench warrant may be issued, and you can be arrested and charged with failing to appear even if the prosecutor decides to drop this case.
- As a condition of your release on citation, you may be directed to stay away from and have no contact with a particular person or persons and/or to stay away from a particular place until you appear in court to answer the charge. If you violate that directive, a police officer can immediately arrest you, your release will be revoked, and you will be brought to court on the next day it is open.
- If the prosecutor charges you with any crime, you will have a right to be represented by an attorney. If you cannot afford an attorney, one will be provided for you.

### Option 3: Lock Up

An arrestee may not be eligible for citation release or post and forfeit because of other pending charges or court involvement, in which case the arrestee will be held pending presentment in court.

Arrest Type	Disposition	2018			2019												Total	
		Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
Non-Custodial	Citation Release	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	2
	Post & Forfeit	1	2	0	0	0	3	0	0	0	0	1	2	1	0	0	0	10

Arrest Type	Disposition	2018			2019												Total
		Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
	(blank)	2	0	1	0	0	0	0	0	0	1	2	0	0	0	0	6
Custodial	Citation	0	2	3	1	0	0	2	1	1	1	4	4	6	3	3	31
	Release																
	Lockup	1	2	3	1	2	2	3	0	1	9	6	0	5	4	2	41
	Post & Forfeit	0	1	2	0	0	0	0	0	0	0	1	0	1	0	0	5
	(blank)	1	0	0	0	0	0	1	0	0	0	1	1	0	0	0	4
<b>Total</b>		<b>5</b>	<b>7</b>	<b>10</b>	<b>3</b>	<b>2</b>	<b>5</b>	<b>6</b>	<b>1</b>	<b>2</b>	<b>11</b>	<b>15</b>	<b>7</b>	<b>13</b>	<b>7</b>	<b>5</b>	<b>99</b>

Five percent of the custodial arrestees were juveniles. Fifteen percent of the arrestees elected to pay a fine, 33 percent chose to be released pending a court hearing, and 41 percent were not eligible and subject to lock up.

**128. How many individuals were arrested for the possession of marijuana in FY19 and FY20, to date? How many of these arrests were for possession with intent to distribute? Of how many individuals? How many of these arrests were of juveniles?**

The Department is currently conducting its regular review process of narcotics arrests and can only report the possession arrests through the third quarter of 2019. The requested data is below. CY2018 data has been included for comparison purposes.

Arrest Type	Calendar Year	Q1 - Q3		
	2018	2018	2019	% Change
<b>Distribution</b>	<b>286</b>	<b>246</b>	<b>301</b>	<b>22%</b>
Adult	276	238	289	21%
Juvenile	10	8	12	50%
<b>PWID</b>	<b>672</b>	<b>540</b>	<b>429</b>	<b>-21%</b>
Adult	660	531	412	-22%
Juvenile	12	9	17	89%
<b>Possession</b>	<b>34</b>	<b>51</b>	<b>72</b>	<b>41%</b>
Adult	30	48	63	31%
Juvenile	4	3	9	200%
<b>Public Consumption</b>	<b>255</b>	<b>321</b>	<b>162</b>	<b>-50%</b>
Adult	246	311	158	-49%
Juvenile	9	10	4	-60%
<b>Grand Total</b>	<b>1247</b>	<b>1158</b>	<b>964</b>	<b>-17%</b>
Adult	1212	1128	922	-18%
Juvenile	35	30	42	40%

**129. Please describe the Department’s enforcement efforts in FY19 and FY20, to date, against (1) establishments that sell marijuana or otherwise engage in quid pro quo marijuana trades and (2) so-called “pop up” marijuana house parties and “gifting events”.**

MPD Patrol Districts and the Narcotics and Special Investigations Division continue to monitor, investigate and take enforcement action against known pop-up locations, businesses, and individuals that are participating in the illegal selling of marijuana in large quantities. Investigations are completed through social media investigations, undercover operations, investigations of complaints, and information obtained from residents. There continues to be an increase in these types of activities throughout the city.

**130. How many arrests did MPD make for possession of synthetic drugs in FY19 and FY20, to date?**

MPD is only able to provide data on synthetic cannabinoid arrests, not all synthetic drugs. There were 338 arrests for synthetic cannabinoids between January 1, 2019 and September 30, 2019. Only 1 of these arrests were for a juvenile.

**131. How many seizures of synthetic drugs being transported into the District has the Department made in FY19 and FY20, to date?**

The Department is not able to provide an aggregate volume of synthetic drugs seized.

**132. For each month in FY19 and FY20, to date, please provide the number of deployments of Naloxone by District.**

District	2019										2020	
	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total	Jan
1D	1	10	4	7	5	12	8	7	4	9	67	11
2D	0	4	2	2	2	2	1	5	1	2	21	3
3D	5	3	11	5	6	12	4	7	8	4	65	12
4D	2	4	11	3	6	8	7	9	14	6	70	10
5D	2	10	6	7	5	13	9	9	5	2	68	9
6D	3	9	11	11	7	16	10	7	9	24	107	15
7D	2	4	5	10	19	11	10	8	11	5	85	13
<b>Total</b>	<b>15</b>	<b>44</b>	<b>50</b>	<b>45</b>	<b>50</b>	<b>74</b>	<b>49</b>	<b>52</b>	<b>52</b>	<b>52</b>	<b>483</b>	<b>73</b>

Deployments began March 15, 2019. Data equals the number of MPD-involved incidents in which naloxone was deployed in each district. This does not reflect the number of doses used or the unit deploying the naloxone.

**a. How many total doses of Naloxone were administered in FY19 and FY20, to date? To how many individuals?**

As has been noted since this program was implemented, MPD does not track how many doses are administered to how many individuals. If any doses are administered to individuals during an incident, an indicator box is checked in the incident report. More information about the efficacy of the city’s naloxone program may be available from DC Health or the Department of Behavioral Health.

**133. How many calls related to domestic violence did the Department respond to in FY19 and FY20, to date?**

In calendar year 2019, MPD received 28,441 domestic violence related calls for service, which compared to calendar year 2018 is a decrease of 7 percent (from 30,738 to 28,441 calls). During that same time period, MPD took 9,348 domestic violence related offense reports, which compared to the same period in 2018 is a decrease of 1 percent (from 9,487 to 9,348 offenses). Of the offense reports taken, 75 percent had a top charge of simple assault (6,991 of 9,348 offenses), which is comparable to 2018 where 74 percent had a top charge of simple assault (6,992 of 9,487 offenses).

**134. How many arrests did the Department make for domestic violence-related incidents in FY19 and FY20, to date?**

**a. Of these arrests, how many involved “mutual arrests” (i.e., arrests of more than one individual for a single domestic violence incident)?**

The data below are for arrests where a domestic violence check-box was checked in the MPD records management system. This is preliminary information that is subject to change.

Charge Category	2019 CY	2020 YTD
Simple Assault	4025	665
Assault with a Dangerous Weapon	241	33
Aggravated Assault	55	10
Sex Abuse	15	1
Robbery	16	0
Homicide	12	2
<b>Total</b>	<b>4364</b>	<b>711</b>

2020 YTD = January 1 - March 1, 2020

Of the arrests discussed above, in 2019, there were multiple arrests for violent charges on 190 domestic violence-related cases, and year-to-date 2020 there were multiple arrests for violent charges on 37 domestic violence-related cases.

*Explanatory Note: MPD COBALT/Data Warehouse system data and Homicide Branch Database data as of 03/02/2020. Totals are based solely on the top arrest charge (number of arrestees). One person may be booked on more than one arrest charge. This report should be considered 'Preliminary' in nature due to ongoing data validation procedures. Not all charges are categorized or categorized correctly. This data may not match arrest information previously released via MPDs Annual Reports.*

**135. How many civil protection orders and temporary protection orders did the Department successfully serve on respondents in FY19 and FY20, to date?**

- FY19: 1964
  - FY20 year to date: 521
- \*As of 01/30/2020*

**136. What is MPD's policy, if there is one, regarding second sighting arrests? Is MPD's ability to make a second sighting arrest based on the type of crime alleged, the amount of time between the crime and the second sighting, whether the victim calls the same officer who originally responded, etc.? Please provide copies of any written directives.**

MPD's policy regarding second sightings is contained in GO-PCA-304.07 (Procedures for Obtaining Pretrial Eyewitness Identification). In general, second sightings occur when time has elapsed between the commission of the offense and when the victim or witness sees the perpetrator again. GO-PCA-304.07 does not limit second sightings to certain types of crimes or require that the victim or witness must contact the same officer who originally responded.

When a victim or witness notifies the police that he or she has a sighting of the perpetrator sometime after the offense, officers are allowed a reasonable amount of time to attempt to locate the suspect. If the suspect is not in the line of sight of the victim or witness when stopped, officers can transport the victim or witness to the suspect's location and conduct a show-up identification, which is a display of a single suspect to a witness or complainant within a reasonable amount of time after the offense for identification purposes. Procedures for conducting show-up identifications are also outlined in GO-PCA-304.07.

While there are no specific procedures related to arrests stemming from second sightings, officers would handle any resulting arrests consistent with MPD policy and their authority under the law.



The requested information is attached.

**137. What training, if any, do officers receive regarding enforcement of orders regarding child custody? How are officers trained to respond when asked to retrieve a minor child? Please provide copies of training materials and any written directives.**

We are aware that the Legal Aid Society raised concerns at the January 16, 2020, oversight hearing regarding several alleged incidents where officers failed to assist in the enforcement of custody orders. We have determined that two complaints were made to the Office of Police Complaints (OPC) in January 2020 that may be the basis for this testimony. One was immediately unfounded by OPC because the allegation was a kidnapping by CFSA. The second is still under investigation. We take these allegations very seriously. While our officers are provided with training and scenarios regarding custody orders and parental kidnapping as part of our recruit training on domestic violence (see attached), our Youth and Family Services Division (YFSD) has engaged with our training and policy staff to provide updated guidance to all of our members which will include a roll call training module in May 2020.

**138. How does the Department handle reports of parental kidnapping? What training or guidance do MPD personnel receive regarding how to respond to reports of parental kidnapping? Please provide copies of training materials and any written directives.**

MPD's Youth and Family Services Division (YFSD), Missing Person Unit, handles reports for parental kidnapping and is guided by D.C. Official Code §16-1022. These incidents often involve complex custody issues, and MPD members must determine whether custody of the child has been assigned by the court. Both parties claiming right to the child are advised that neither has the right to hide or conceal the child from the other. MPD often works with CFSA, USAO, and the OAG on these issues and refers parents to obtain legal custody through proper court proceedings.

As described above, we are aware that the Legal Aid Society raised concerns at the January 16, 2020, oversight hearing regarding several alleged incidents that our officers failed to take reports for parental kidnapping including one case where it is alleged that an officer refused to take a report until 24 hours had passed. To be clear, there is no waiting period for an officer to take a police report for parental kidnapping, and if this allegation were true, it would be unacceptable and a violation of MPD policy. As described above, while our officers are provided with training and scenarios regarding custody orders and parental kidnapping as part of our recruit training on domestic violence, YFSD has engaged with our training and policy staff to provide updated guidance to all of our members which will include a roll call training module in May 2020. We have also attached a copy of our policy governing AMBER alerts. However, pursuant to the national protocol on AMBER alerts, they are not typically used for parental kidnappings unless there is reason to believe that a non-custodial parent may physically harm the child.

**139. How many officers are currently assigned to patrol the Capital Crescent Trail ("CCT"), the Metropolitan Branch Trail ("MBT"), or the Mount Vernon Trail ("MVT")? Please provide a breakdown of how these officers patrol the trail (i.e., foot patrol, bike patrol, or Segway).**

Trail	Coverage
Metropolitan Branch Trail (MBT)	Four Officers who patrol on mountain bikes.
Capital Crescent Trail (CCT)	Mostly U.S. Park Police territory. No dedicated officers, but part of patrol officers' regular assignments.
Mount Vernon Trail (MVT)	No dedicated officers. Significant majority of trail in Virginia.

**a. How many MPD-owned cameras are in operation along the CCT, MBT, or MVT? Please provide the location of each camera along the bike trails and how the footage is monitored.**

There are no MPD CCTV cameras along the CCT, MBT, or MVT trails.

**b. How many crimes were committed on the CCT, MBT, or MVT in FY19 and FY20, to date? How many of these crimes resulted in an arrest?**

No crimes were reported on the District portions of the CCT and MVT. The table below represents crimes against persons committed on the MBT. In 2018, three of the nine crimes resulted in arrest, and in 2019, arrests have been made in ten of the 22 offenses.

Offense Category / Description	CY Totals		YTD Totals		
	CY 2018	CY 2019	YTD 2018	YTD 2019	YTD 2020
<b>Robbery</b>	<b>3</b>	<b>4</b>	<b>0</b>	<b>2</b>	<b>0</b>
Assault w/Intent to Commit Robbery	0	1	0	1	0
Robbery	3	3	0	1	0
<b>Aggravated Assault</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
Aggravated Assault	0	1	0	0	0
<b>Sex Offenses</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
Sex Abuse (misd)	1	0	1	0	0
<b>Simple Assault</b>	<b>5</b>	<b>16</b>	<b>0</b>	<b>1</b>	<b>0</b>
Simple Assault	5	12	0	1	0
Threat to Kidnap or Injure a Person	0	3	0	0	0
Threats to Do Bodily Harm (misd)	0	1	0	0	0
<b>Traffic Violations</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
Leaving After Colliding - Personal Injury	0	1	0	0	0
<b>Grand Total</b>	<b>9</b>	<b>22</b>	<b>1</b>	<b>3</b>	<b>0</b>

*Note on methodology: In order to find crimes against persons on the requested trails, analysts used the shape file posted on DC's Open Data website, under "[Bike Trails](#)." These shape files present the trails as line shapes. In ArcGIS Pro, they then created a 50-foot radius buffer on either side of the trail line. The intention of the 50 feet buffer was to catch events that might have been listed at adjacent addresses but were associated with an event on the trail, without catching offenses in mid-block buildings that did not have anything directly to do with the trail. The analysts then reviewed each offense narrative. Some offenses may not be captured through this methodology.*

**140. How many citations were issued in FY19 and FY20, to date, for illegal U-turns across a bike lane? For parked vehicles in a bike lane? Driving/operating in a bike lane?**

The table below includes warnings and live tickets by calendar year. There is no specific traffic violation for illegal U-turns across a bike lane. Per DMV, this violation is covered by the violation for Improper Turns. There is no way to determine which tickets related to turns through bike lanes.

	2018	2019	2020*
Stopping, standing, or parking in a bike lane	1,304	3,007	227
Improper Turn	480	352	26

\*As of 02/02/2020

**141. Please provide information on the number of non-photo enforcement traffic citations issued in FY19 and FY20, to date.**

Officers issued the following overall number of Notices of Infraction (NOIs), including both moving and parking violations:

Type	FY18	FY19	FY20 YTD*
Moving	65,349	78,795	9,568
Warning Moving	16,027	32,192	4,130
Parking	54,027	60,911	6,469
<b>Total</b>	<b>135,403</b>	<b>171,898</b>	<b>20,167</b>

\*As of 02/18/2020

**142. Does the Department track when MPD personnel are called out for an incident related to an eviction? How many times did this happen in FY19? How many times in FY20 to date?**

- a. Please break out how many of these calls in FY19, FY20 to date, were made by the landlord, by the tenant, or by USMS.
- b. On how many of those occasions did the incident result in an arrest? Who was arrested? Please provide any data regarding arrests that were carried out during incidents related to evictions in FY19, FY20 to date.

As reported last year, the requested information is not noted in any trackable field. The U.S. Marshals is the only agency authorized to effect a lawful eviction in the District. If MPD officers are called to the scene of an unlawful eviction, they are instructed to keep the peace and refer the parties to the Landlord and Tenant Court of the DC Superior Court.

**143. Please summarize the Department's language access plan.**

The Department is required by D.C. Official Code § 2-1931 to provide equal access to programs and services to all persons living, working, or visiting the District of Columbia, regardless of their ability to speak English. The purpose of General Order 304.18 Language Access Program is to ensure that MPD's programs and services meet the requirements of the Language Access Act of 2004.

When interacting with an individual with limited or no English proficiency, an officer must first assess the level of proficiency. Once the individual has indicated that he/she does not speak English very well or has self-identified as needing language assistance (such as using an "I Speak card"), the officer is to, in order of preference: 1) request an MPD certified bilingual interviewer through the dispatcher; 2) contact the Language Line Services for a telephone interpreter; or 3) use a qualified interpreter to facilitate communication with the LEP/NEP person (as requested through the Language Access Branch). Once an interpreter is secured, the officer communicates directly with the LEP/NEP person and conducts the police service as required.

Services to support communication with individuals who are deaf or hard of hearing are coordinated through MPD's Deaf and Hard of Hearing Unit (DHHU) in the Special Liaison Branch. DHHU

members and affiliate members respond to scenes to support individuals who are deaf or hard of hearing. DHHU also coordinates the services of certified contractors who are deployed for scheduled services (such as follow up interviews of victims or witnesses), or immediate response services (response to a victim or arrestee who is deaf or hard of hearing). When an interpreter is not immediately available, the Department also uses Video-Remote Interpreting (VRI) equipment deployed in the patrol districts to facilitate communication. Additionally each police district has tablets that have a VRI mobile app that is deployed into the field.

*a. How are officers instructed to interact with an individual with limited or no English proficiency, or who is deaf or hard of hearing?*

Please see the response above.

*b. Are these same instructions given to all MPD officers, regardless of if they are in specialized units (like the Deaf/Hard of Hearing Unit)?*

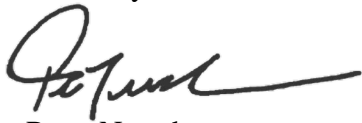
Yes.

***144. How does MPD ensure that the officer responding to a call is able to meaningfully communicate with the original caller if the caller does not speak English?***

When interacting with an individual with limited or no English proficiency, an officer must first assess the level of proficiency. Once the individual has indicated that he/she does not speak English very well or has self-identified as needing language assistance (such as using an “I Speak card”), the officer is to, in order of preference: 1) request an MPD certified bilingual interviewer through the dispatcher; 2) contact the Language Line Services for a telephone interpreter; or 3) utilize a qualified interpreter to facilitate communication with the LEP/NEP person (as requested through the Language Access Branch). Once an interpreter is secured, the officer communicates directly with the LEP/NEP person and conducts the police service as required.

I hope this information is helpful. Please do not hesitate to contact me if you have any further questions.

Sincerely,



Peter Newsham  
Chief of Police

cc: Muriel Bowser, Mayor

Kevin Donahue, Deputy City Administrator and Deputy Mayor for Public Safety and Justice

**1 of 4**



**Spring 2020  
Performance Hearing  
Letter Attachments**

**Hearing with CM Charles  
Allen 3/5/20**

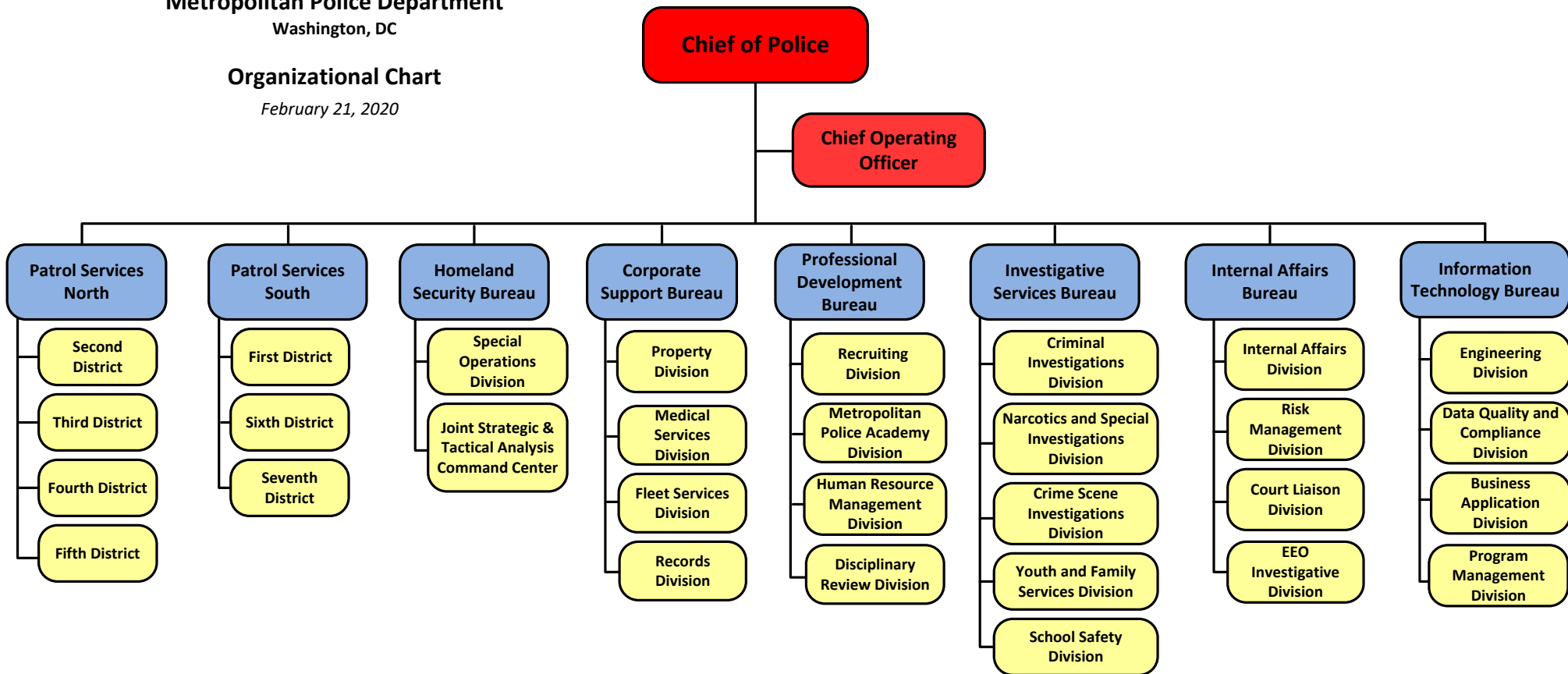




**Metropolitan Police Department**  
Washington, DC

**Organizational Chart**

February 21, 2020

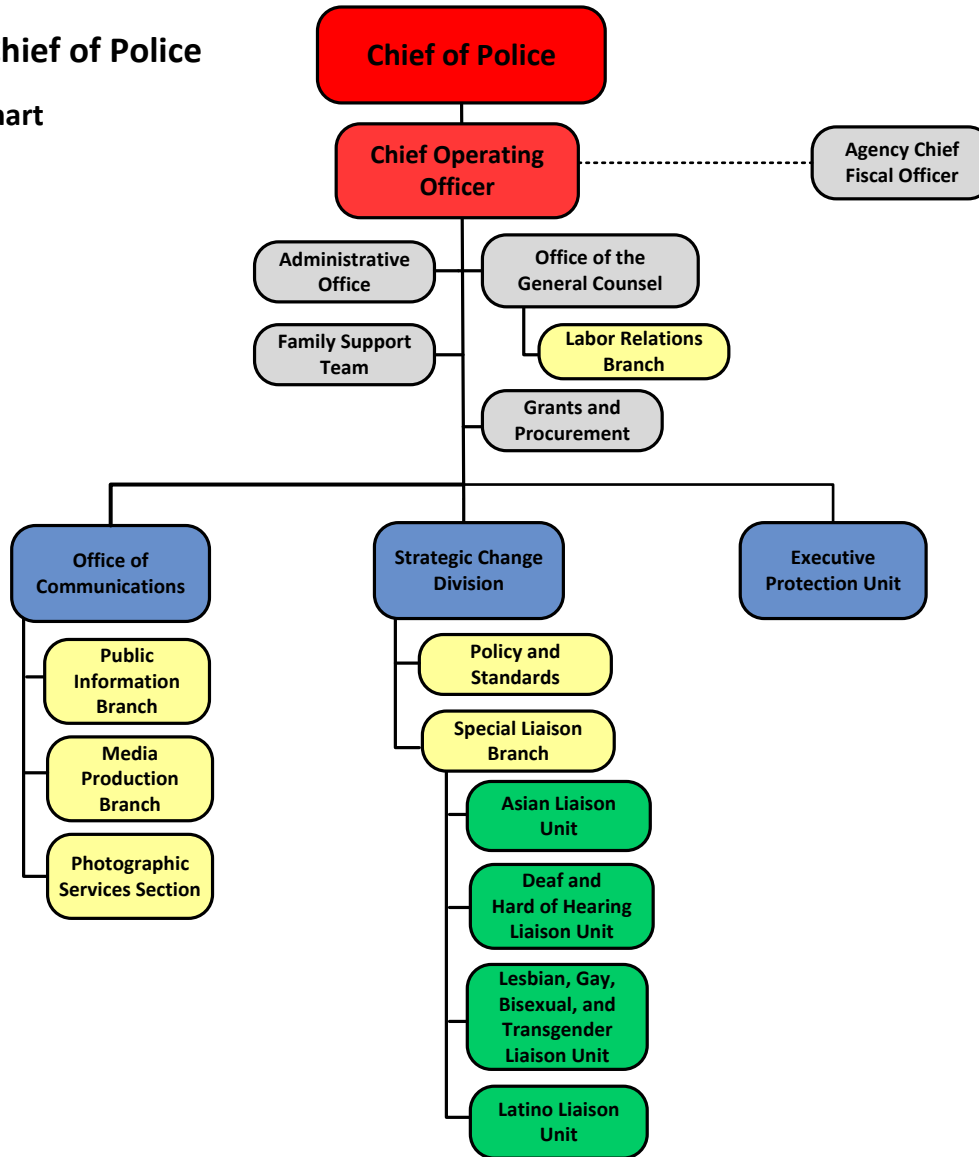




# Executive Office of the Chief of Police

## Organizational Chart

February 21, 2020

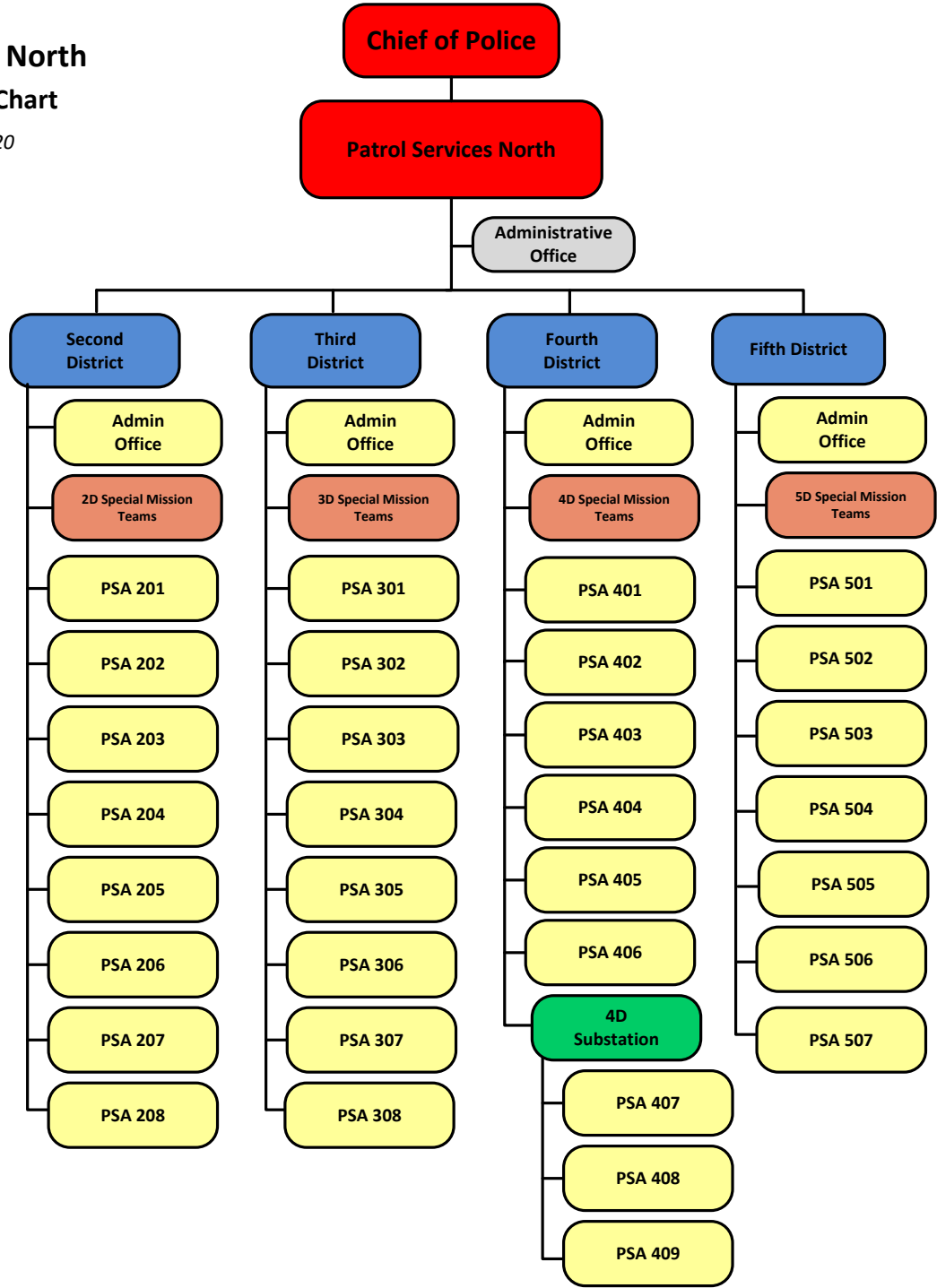






# Patrol Services North Organizational Chart

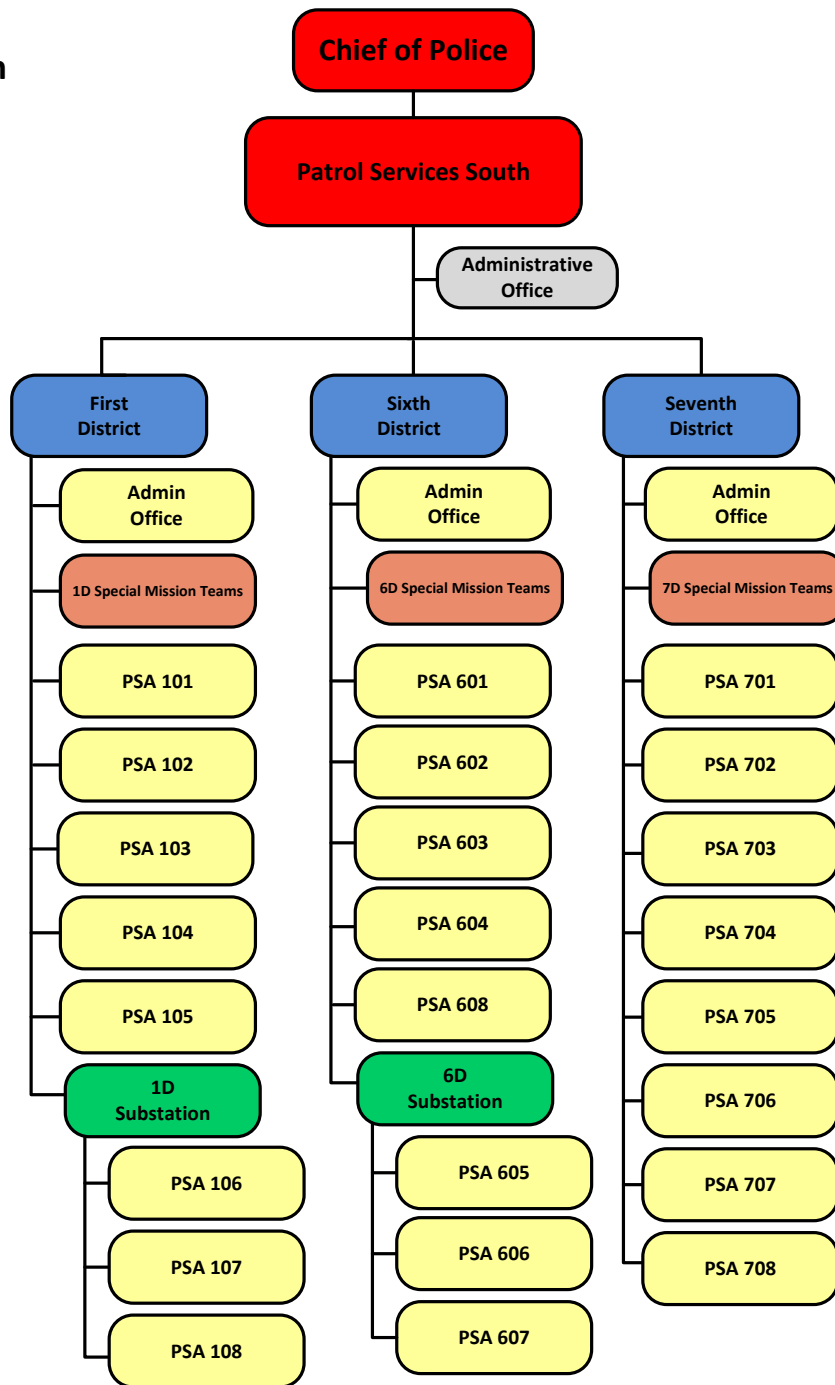
February 21, 2020





# Patrol Services South Organizational Chart

February 21, 2020

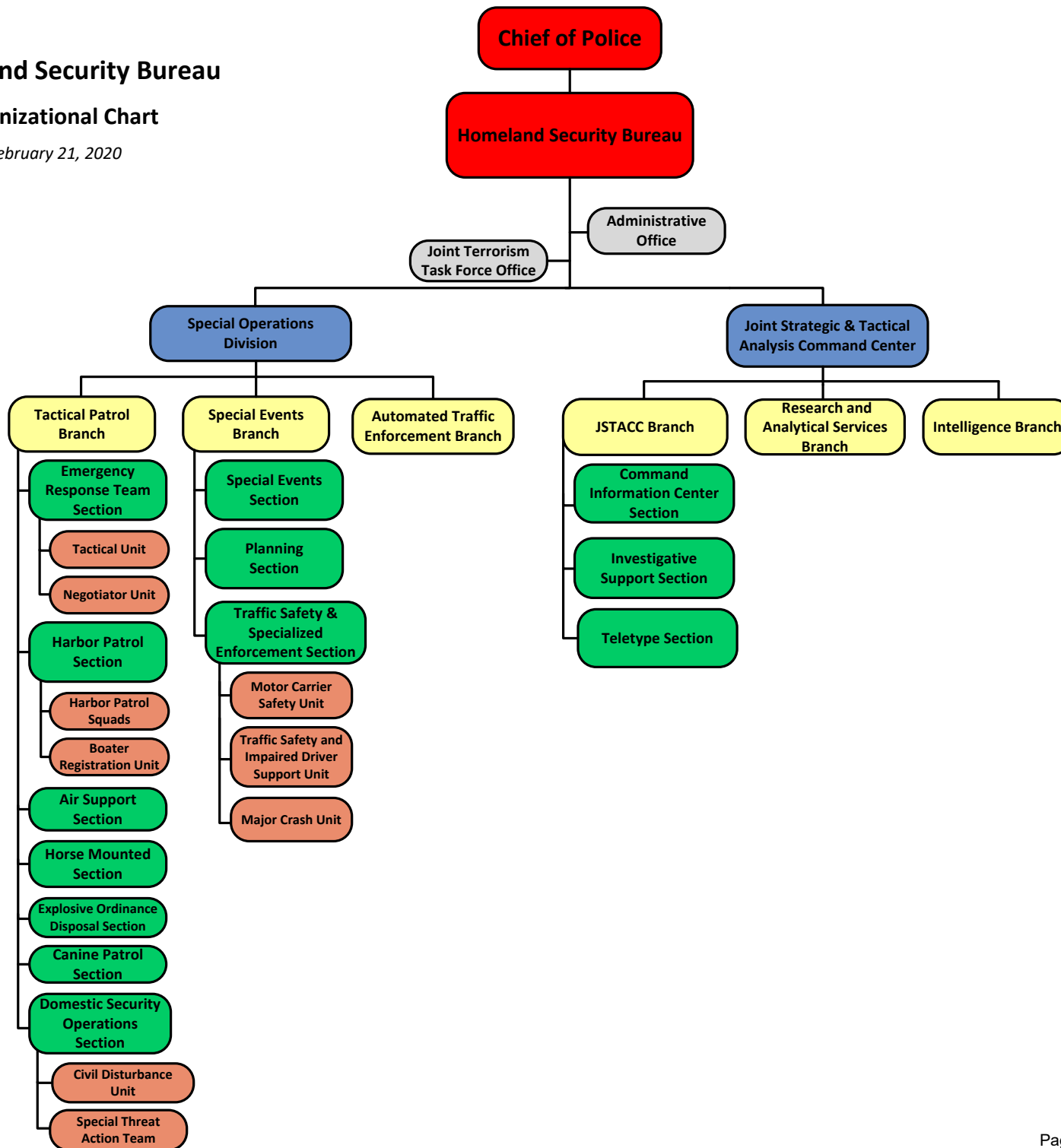




# Homeland Security Bureau

## Organizational Chart

February 21, 2020

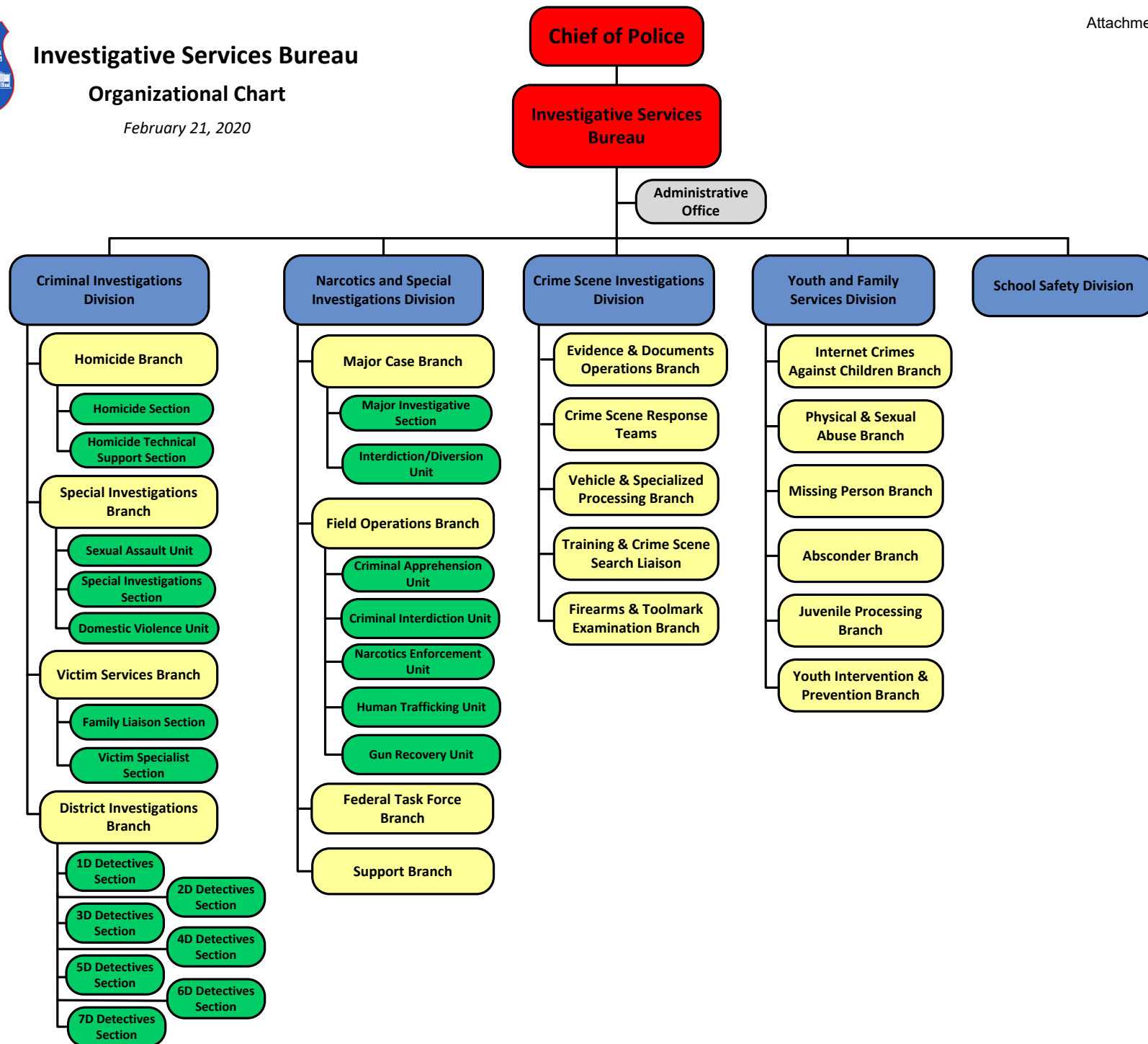




# Investigative Services Bureau

## Organizational Chart

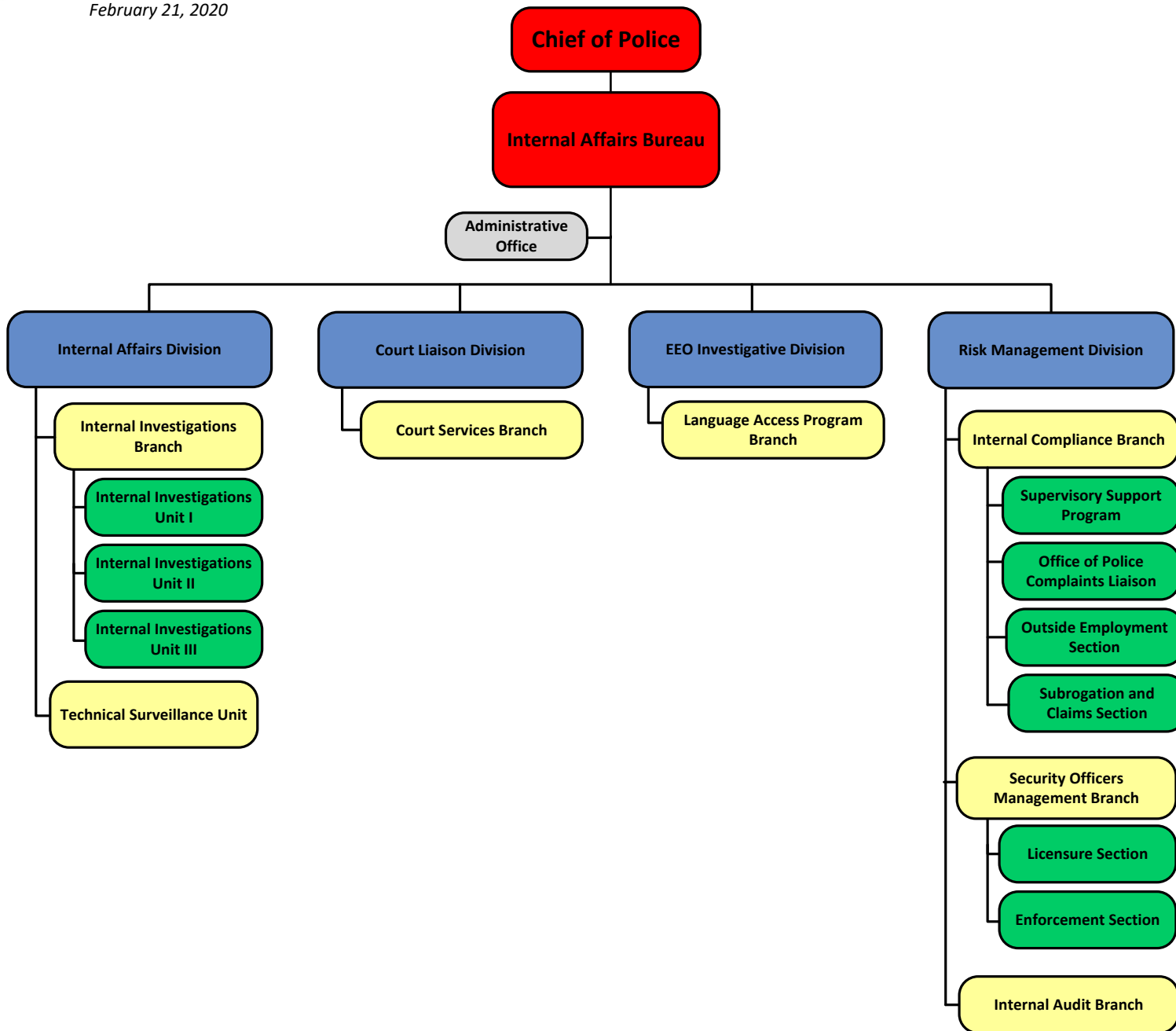
February 21, 2020





# Internal Affairs Bureau Organizational Chart

February 21, 2020

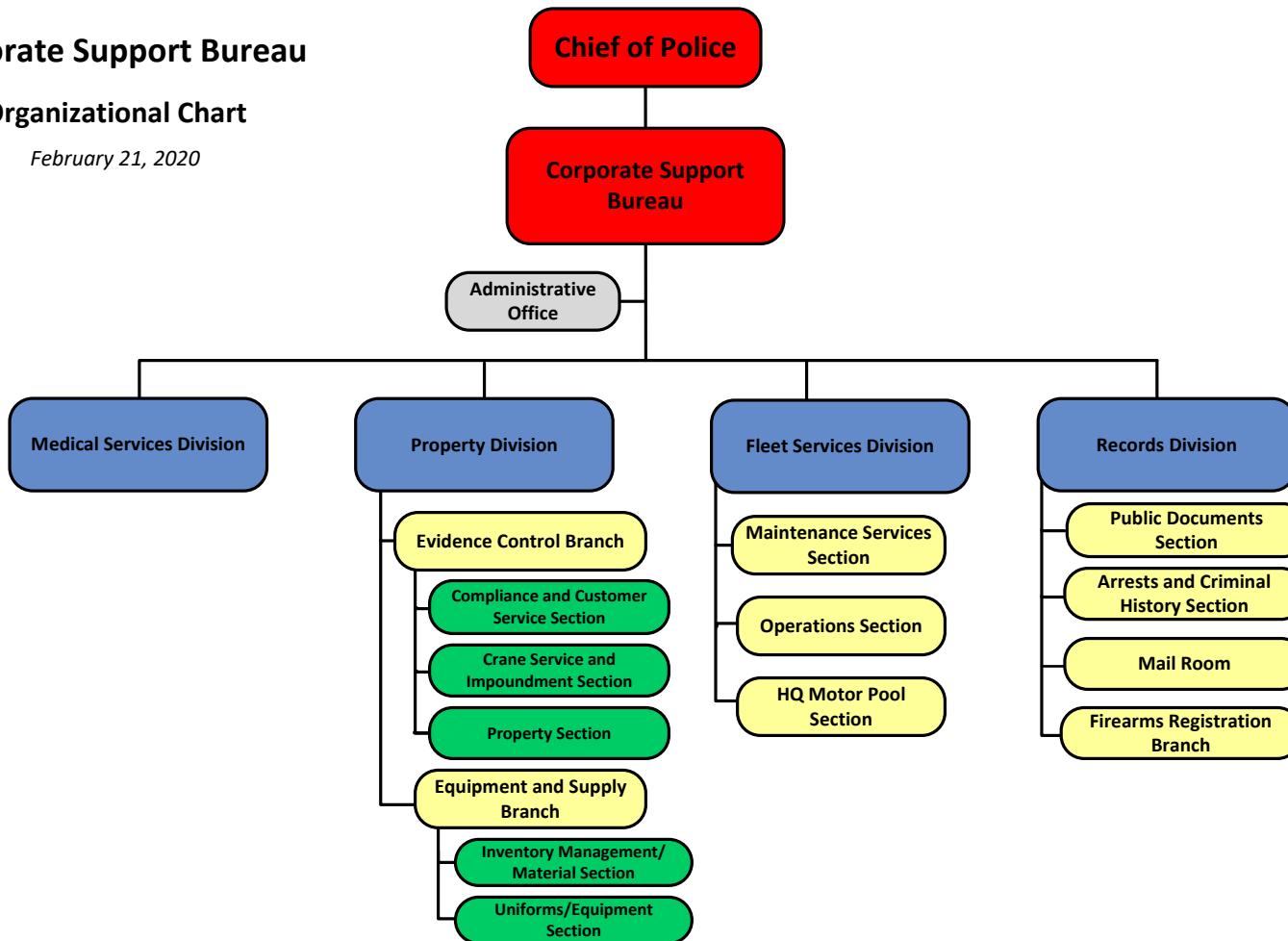




# Corporate Support Bureau

## Organizational Chart

February 21, 2020

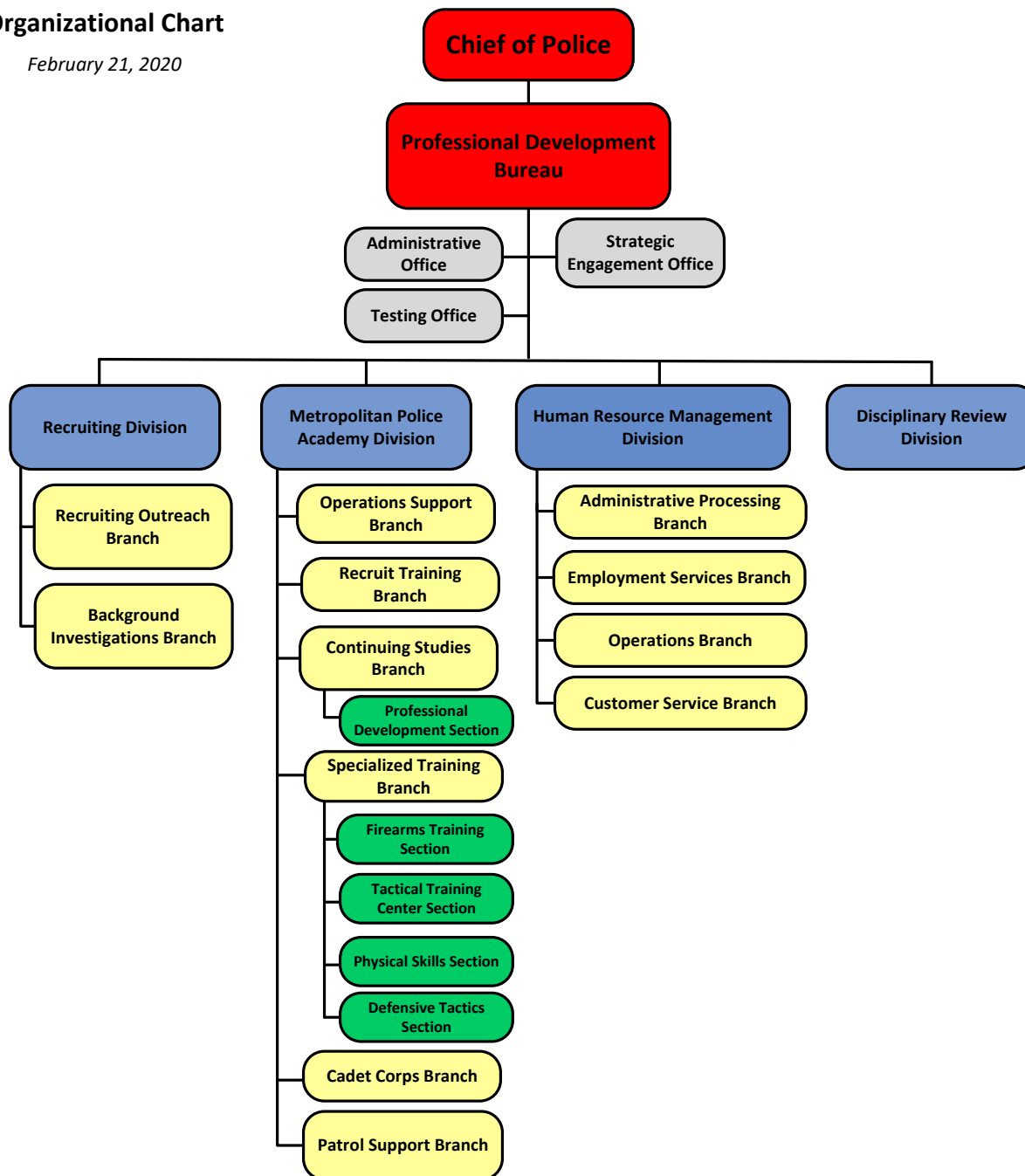




# Professional Development Bureau

## Organizational Chart

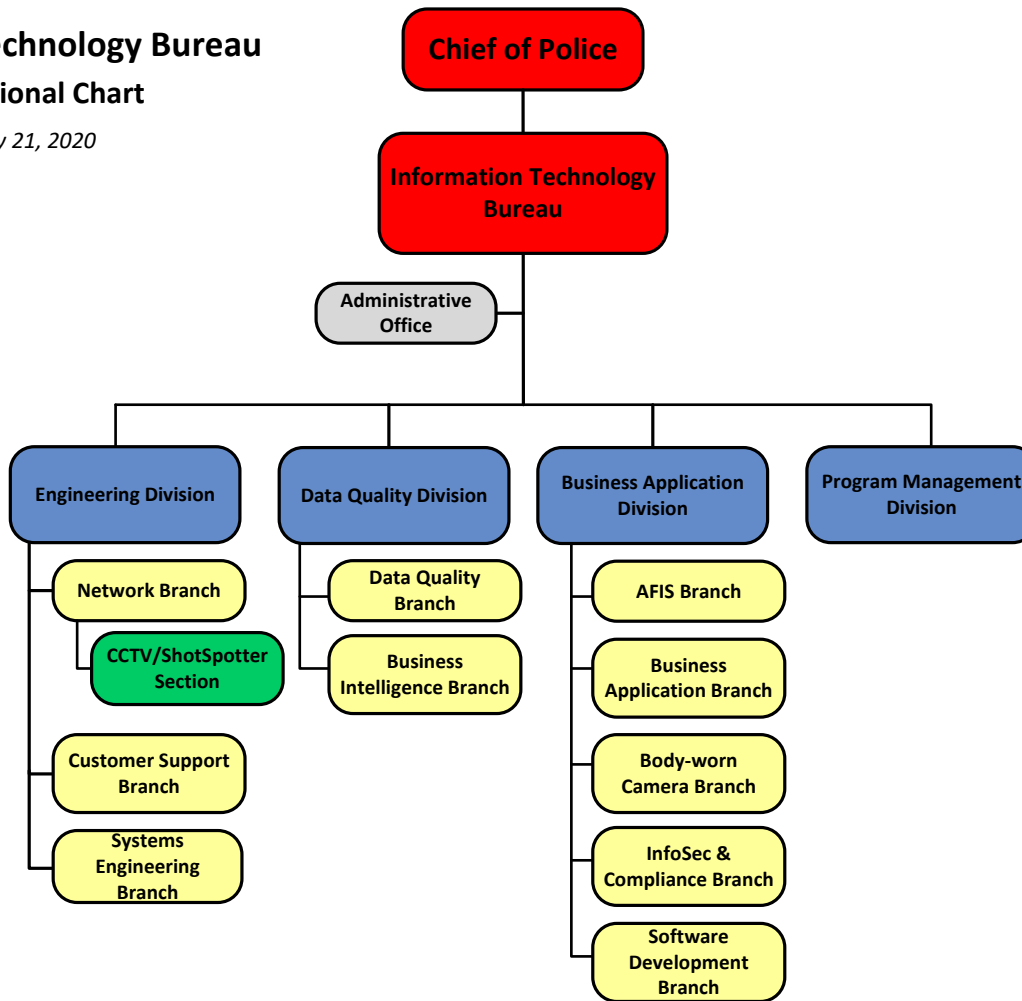
February 21, 2020





# Information Technology Bureau Organizational Chart

February 21, 2020





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Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FAO	20	9100	2650	F	00000003	DETECTIVE GRADE II	Zhang,Qiao	1	6	81,540.00	15,084.90	1.00	Reg
FAO	20	9100	1520	F	00000005	SERGEANT	Loveday,John E	4	4	98,623.00	18,245.26	1.00	Reg
FAO	20	9100	1510	F	00000007	OFFICER	Mackenzie,Sean J	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	2660	F	00000014	DETECTIVE GRADE II	Brackett,Seamus F	1	8	89,761.00	16,605.79	1.00	Reg
FAO	20	9100	1540	F	00000015	OFFICER	Attardo,Anthony M	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	9410	F	00000020	OFFICER	Allen,Tajuana N	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1510	F	00000024	OFFICER	Mateo,Alex I.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1560	F	00000035	OFFICER	Valentine,Kevin L.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1560	F	00000039	OFFICER	Johnson,Travis M.	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	1570	F	00000047	OFFICER	Tyson,Rudolph P.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1520	F	00000059	LIEUTENANT	Williams,Bredet P	5	5	127,721.00	23,628.39	1.00	Reg
FAO	20	9100	1510	F	00000064	OFFICER	Gaumond,Scott G	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1570	F	00000065	OFFICER	Davis,Marc J	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1560	F	00000066	OFFICER	Simic,Filip	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	2650	F	00000076	DETECTIVE GRADE II	Williams,John S.	1	7	85,558.00	15,828.23	1.00	Reg
FAO	20	9100	2660	F	00000089	DETECTIVE GRADE I	Johnson,Trina D.	3	6	105,078.00	19,439.43	1.00	Reg
FAO	20	9100	2750	F	00000095	SERGEANT	Johnston,Adam Jon	4	4	98,623.00	18,245.26	1.00	Reg
FAO	20	9100	1530	F	00000099	SERGEANT	Maradiaga,George D	4	6	114,166.00	21,120.71	1.00	Reg
FAO	20	9100	9230	F	00000111	LIEUTENANT	Parker,Jeffrey N	5	5	127,721.00	23,628.39	1.00	Reg
FAO	20	9100	6360	F	00000119	SERGEANT	Bernard,George S	4	6	114,166.00	21,120.71	1.00	Reg
FAO	20	9100	1530	F	00000126	OFFICER	Young II,Joseph A.	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	040J	F	00000141	FINGERPRINT EXAMINER	Brown,Kenita J.	7	10	60,019.00	11,103.52	1.00	Reg
FAO	20	9100	1560	F	00000142	OFFICER	Rodriguez,Denise	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1560	F	00000143	OFFICER	Stewart Jr.,Steven A.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	2650	F	00000146	DETECTIVE GRADE I	Crowley,Sean P	3	6	105,078.00	19,439.43	1.00	Reg
FAO	20	9100	9240	F	00000165	OFFICER	Marshall,Charles E	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	9410	F	00000172	Criminal Research Specialist	Ferguson,Kanisha M	11	3	70,818.00	13,101.33	1.00	Reg
FAO	20	9100	6690	F	00000173	SENIOR SERGEANTS	Kelly,Lisa A	4	3	93,928.00	17,376.68	1.00	Term
FAO	20	9100	1530	F	00000178	SERGEANT	Chastanet,James A	4	3	93,928.00	17,376.68	1.00	Reg
FAO	20	9100	040J	F	00000193	IT Specialist (Data Mgmt./Syst	Alisam,Lakshmi P.	14	10	144,439.00	26,721.22	1.00	Reg
FAO	20	9100	2620	F	00000194	Investigator	Ellis,Jennifer L.	1	6	81,540.00	15,084.90	1.00	Reg
FAO	20	9100	9240	F	00000199	OFFICER	Johnson Jr.,Morris E	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	2880	F	00000211	CRIME SCENE SRCH OFR	Coughlin,Thomas P	1	9	98,805.00	18,278.93	1.00	Reg
FAO	20	9100	2750	F	00000217	DETECTIVE GRADE II	Gerrish,Wayne P	1	9	98,805.00	18,278.93	1.00	Reg
FAO	20	9100	6650	F	00000226	OFFICER	Gage,Daniel	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1510	F	00000227	SERGEANT	Ritchie,Christopher	4	4	98,623.00	18,245.26	1.00	Reg
FAO	20	9100	9430	F	00000228	SERGEANT	Merrick,Robert G	4	6	114,166.00	21,120.71	1.00	Reg
FAO	20	9100	121F	F	00000230	Accounts Payable Technician	Williams,Chiquita L	8	7	59,806.00	11,064.11	1.00	Reg
FAO	20	9100	1560	F	00000234	OFFICER	Boyd,Chanel	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1540	F	00000239	LIEUTENANT	O Harran,Michael	5	3	109,287.00	20,218.10	1.00	Reg
FAO	20	9100	2310	F	00000240	OFFICER	Long,Keri L	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1510	F	00000257	OFFICER	Petty,James W.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1530	F	00000275	LIEUTENANT	Brown-Anu Amen-Ra,Dawn	5	5	127,721.00	23,628.39	1.00	Reg
FAO	20	9100	1570	F	00000282	OFFICER	Cory,Todd W	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1510	F	00000290	SERGEANT	Childs,Caitlin E.	4	1	85,192.00	15,760.52	1.00	Reg
FAO	20	9100	1570	F	00000292	OFFICER	Samaraay,Imar	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	6693	F	00000309	Athletic Trainer	Taylor,Stephen A	11	5	75,094.00	13,892.39	1.00	Reg
FAO	20	9100	151C	F	00000312	TECHNICAL WRITER	Mell,Shana M	13	6	110,063.00	20,361.66	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FA0	20	9100	6360	F	00000325	SENIOR SERGEANTS	Hancock Joyner,Courtney	4	3	93,928.00	17,376.68	1.00	Term
FA0	20	9100	2770	F	00000332	OFFICER	Peyton,Titus J.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	7340	F	00000333	SERGEANT	Pappalardo,Stephen	4	3	93,928.00	17,376.68	1.00	Reg
FA0	20	9100	1520	F	00000337	OFFICER	Rivera,Angel M	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1540	F	00000349	OFFICER	Worthington,Jerome E.	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	6650	F	00000366	OFFICER	Butler,Ashley C	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	9101	F	00000385	DETECTIVE GRADE I	Emmons,Scott E	3	6	105,078.00	19,439.43	1.00	Reg
FA0	20	9100	1570	F	00000387	OFFICER	Almy,David M.	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	9240	F	00000402	DOG HANDLER	Felenchak,John G	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1530	F	00000409	OFFICER	Smith,Chaz - Royrie Keith	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1560	F	00000410	MASTER PATROL OFFICER	Ba Th,Mikal H	1	9	94,172.00	17,421.82	1.00	Reg
FA0	20	9100	1520	F	00000412	SERGEANT	Shedd,Randy B	4	6	114,166.00	21,120.71	1.00	Reg
FA0	20	9100	1570	F	00000424	OFFICER	Mcallister,Neil R	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1530	F	00000444	MASTER PATROL OFFICER	Garrison,Martin E	1	9	94,172.00	17,421.82	1.00	Reg
FA0	20	9100	1510	F	00000452	OFFICER	Alcorn,Zachary P	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	9410	F	00000455	OFFICER	Ilarraza Rivera,Angie M	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1520	F	00000459	OFFICER	Bailey,Devon E.	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1560	F	00000469	FLEET SERVICER	Culley,Raleigh J.	8	4	57,075.20	10,558.91	1.00	Reg
FA0	20	9100	2650	F	00000474	DETECTIVE GRADE II	Samuels,Philemon A.	1	8	89,761.00	16,605.79	1.00	Reg
FA0	20	9100	111C	F	00000476	Data Scientist	Sebastian,Daniel R.	12	1	82,326.00	15,230.31	1.00	Reg
FA0	20	9100	1560	F	00000486	OFFICER	Arakelian,Stephen	1	3	66,816.00	12,360.96	1.00	Reg
FA0	20	9100	1570	F	00000492	SERGEANT	Fox,Sheri A	4	6	114,166.00	21,120.71	1.00	Reg
FA0	20	9100	6650	F	00000504	OFFICER	Pederson,Marissa	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1570	F	00000510	OFFICER	Dyke,Christopher R	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1520	F	00000512	OFFICER	Arroyo,Michelle	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	2660	F	00000515	DETECTIVE GRADE I	Bolden,John O	3	6	100,074.00	18,513.69	1.00	Reg
FA0	20	9100	1540	F	00000525	OFFICER	Cruz Jr.,Alfredo	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1550	F	00000539	OFFICER	Holmes,Jerry S	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	5440	F	00000559	SENIOR SERGEANTS	Harrison,Lance D	4	3	93,928.00	17,376.68	1.00	Term
FA0	20	9100	1530	F	00000584	OFFICER	Bethel,Jovan D	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1570	F	00000589	OFFICER	Abreu,Eric A.	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	2750	F	00000590	OFFICER	Anderson Jr.,Rodney R	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1510	F	00000601	OFFICER	Lewis,Ashley E	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	1510	F	00000607	OFFICER	Taylor,Brian D.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1520	F	00000616	OFFICER	Koenigsmann,Nicole	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1520	F	00000621	OFFICER	Mullen,Mark Andrew	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1520	F	00000622	OFFICER	Almanzar,Yenli	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	1510	F	00000627	OFFICER	Evans,Laini M.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	2310	F	00000628	OFFICER	Wilson,Bryan C.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	2920	F	00000642	DETECTIVE GRADE II	Rivera,Pedro	1	8	89,761.00	16,605.79	1.00	Reg
FA0	20	9100	1540	F	00000675	OFFICER	Castro,Raul J	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	9410	F	00000690	Telecommunications Equipment C	Slade Thomas,Lucinda V	7	10	66,120.00	12,232.20	1.00	Reg
FA0	20	9100	9240	F	00000692	OFFICER	O'Leary,Jody T.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	9410	F	00000693	Telecommunications Equipment C	Banks,Constance M	7	5	58,425.00	10,808.63	1.00	Reg
FA0	20	9100	1570	F	00000697	OFFICER	Roberts,Sherman S	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1570	F	00000698	OFFICER	Alvarez,Esteban	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	6650	F	00000701	OFFICER	Ahmed,Ahnaf N	0	1	58,163.00	10,760.16	1.00	Reg
FA0	20	9100	1560	F	00000704	OFFICER	Rose,Herbert H	1	9	97,305.00	18,001.43	1.00	Reg

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FAO	20	9100	1560	F	00000706	CRIME SCENE SRCH OFR	Paskalis,Jean Paul g	1	9	94,172.00	17,421.82	1.00	Reg
FAO	20	9100	6650	F	00000717	Police Cadet	Muse,Marquis D	4	1	34,432.00	6,369.92	1.00	Reg
FAO	20	9100	9230	F	00000719	SENIOR POLICE OFFICER	Chandler Jr.,Andrew L	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	1570	F	00000721	OFFICER	Barner,Tracey T.	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	6360	V	00000722	Human Resources Specialist		13	0	87,703.00	16,225.06	1.00	Reg
FAO	20	9100	1510	F	00000728	OFFICER	Abreu,Anthony M	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	1550	F	00000729	LIEUTENANT	Moore,Vanessa L	5	5	127,721.00	23,628.39	1.00	Reg
FAO	20	9100	2650	F	00000730	LIEUTENANT	Dorsey,Christopher A.	5	3	109,287.00	20,218.10	1.00	Reg
FAO	20	9100	1540	F	00000745	SERGEANT	Burgos,Jose A.	4	3	93,928.00	17,376.68	1.00	Reg
FAO	20	9100	1520	F	00000751	OFFICER	Thompson,Earl C	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1550	F	00000752	OFFICER	Coughlin,Jacob A.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1520	F	00000762	OFFICER	Doby,Jacques A.	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	2770	F	00000764	OFFICER	Hinostroza,Harvy	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	9430	F	00000766	SERGEANT	Gallagher,Keenan J.	4	2	89,450.00	16,548.25	1.00	Reg
FAO	20	9100	2750	F	00000772	OFFICER	Turner,Gregory H.	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	1560	F	00000783	OFFICER	Zech,Wade C	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	9230	F	00000788	SENIOR POLICE OFFICER	Washington,Nathaniel L	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	2310	F	00000789	OFFICER	Griffin,Shamika Stevette	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	1520	F	00000798	SENIOR POLICE OFFICER	Lowery Jr.,Roger S	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	1540	F	0000802	OFFICER	Conover,Brian N	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	1520	F	0000804	OFFICER	Wilson,Amari D.	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	6650	F	0000817	OFFICER	Voglezon,Javon A.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1540	F	0000819	OFFICER	Figueroe,Ana A.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1520	F	0000833	OFFICER	Martinez,Confesor	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	9230	F	0000839	SERGEANT	Dolan,Joseph G	4	6	117,166.00	21,675.71	1.00	Reg
FAO	20	9100	2650	F	0000841	DETECTIVE GRADE II	Perrin,Jimmy K	1	9	94,172.00	17,421.82	1.00	Reg
FAO	20	9100	1570	F	0000842	SERGEANT	Ollivierre,Marlon F	4	5	103,551.00	19,156.94	1.00	Reg
FAO	20	9100	1540	F	0000861	OFFICER	Paige,Carol S.	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	2650	F	0000864	DETECTIVE GRADE II	Sepulveda,Thomas	1	9	98,805.00	18,278.93	1.00	Reg
FAO	20	9100	2650	F	0000875	DETECTIVE GRADE II	Yulfo,Wilfred	1	9	98,805.00	18,278.93	1.00	Reg
FAO	20	9100	1530	F	0000884	OFFICER	Liriano,Anderson	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	2660	F	0000887	DETECTIVE GRADE I	Brador,Brian	3	5	95,310.00	17,632.35	1.00	Reg
FAO	20	9100	6650	F	0000920	OFFICER	Brown,Charlee L.	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1540	F	0000921	OFFICER	Annunziata,Toni-Ann	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	2650	F	0000927	DETECTIVE GRADE II	Vivieca,Danessa	1	7	85,558.00	15,828.23	1.00	Reg
FAO	20	9100	1520	F	0000930	OFFICER	Fennell Jr.,Robert	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1570	F	0000933	OFFICER	Jeskie,John W.	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	6360	F	0000938	Administrative Officer	Parrish,Felicia	9	10	65,747.00	12,163.20	1.00	Reg
FAO	20	9100	6650	F	0000953	OFFICER	Georgy,Mina M	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1570	F	0000955	OFFICER	Davies,Casey W.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	2660	F	0000959	CAPTAIN	Haythe,Anthony W	7	4	142,203.00	26,307.56	1.00	Reg
FAO	20	9100	1510	F	0000962	OFFICER	Polanco,Gabriel A.	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	2940	F	0000970	SENIOR POLICE OFFICER	Chaplin,Timothy J	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	1530	F	0000971	OFFICER	Hamm,William Franklin	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1510	F	0000976	OFFICER	Berges,Cody J.	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	1560	F	00001013	OFFICER	Lewis-Hinds,Jessica	1	2	65,863.00	12,184.66	1.00	Reg
FAO	20	9100	1520	F	00001015	OFFICER	Richards,Carlos A	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1510	F	00001032	OFFICER	Perez,Michael A	1	4	72,611.00	13,433.04	1.00	Reg

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FAO	20	9100	1570	F	00001034	SERGEANT	Sakulich,Alexis Ella	4	4	98,623.00	18,245.26	1.00	Reg
FAO	20	9100	2650	F	00001042	DETECTIVE GRADE II	Leo,Chad E	1	8	89,761.00	16,605.79	1.00	Reg
FAO	20	9100	1540	F	00001052	LIEUTENANT	Cady,Jarlath A	5	2	103,609.00	19,167.67	1.00	Reg
FAO	20	9100	1560	F	00001054	SERGEANT	Kennedy,Eric I. K.	4	1	85,192.00	15,760.52	1.00	Reg
FAO	20	9100	1570	F	00001067	OFFICER	Rosario-Berroa,Alex W	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	1540	F	00001068	OFFICER	Mena,Jeffrey O	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1530	F	00001071	OFFICER	Baez,Daniel	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1520	F	00001078	OFFICER	Ellahi,Omer S.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	2650	F	00001079	DETECTIVE GRADE II	Mallory,Benjamin J.	1	8	89,761.00	16,605.79	1.00	Reg
FAO	20	9100	121F	V	00001083	ACCOUNTANT		13	1	94,857.00	17,548.55	1.00	Reg
FAO	20	9100	1530	F	00001104	OFFICER	Hopkins,Colin N.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1570	F	00001118	OFFICER	Halpin,Kevin M	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1520	F	00001119	SERGEANT	Geer,Jonathan M	4	6	114,166.00	21,120.71	1.00	Reg
FAO	20	9100	1530	F	00001120	SERGEANT	Merzig,John E.	4	2	89,450.00	16,548.25	1.00	Reg
FAO	20	9100	1560	F	00001135	OFFICER	Murphy III,Robert R	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	1530	F	00001136	OFFICER	Watson,Maurice T	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1510	F	00001151	OFFICER	Akhtar,Owais	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1570	F	00001164	OFFICER	Kelly,Matthew J.	1	2	65,863.00	12,184.66	1.00	Reg
FAO	20	9100	1520	F	00001165	OFFICER	Santos,Danellia	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	2660	F	00001170	DETECTIVE GRADE I	MacBean,Alexander P.	3	4	90,769.00	16,792.27	1.00	Reg
FAO	20	9100	2650	F	00001171	Detective Sergeant	Rizzi,Nicole	4	5	104,146.00	19,267.01	1.00	Reg
FAO	20	9100	1540	F	00001177	OFFICER	Cepeda,Alex R	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1570	F	00001185	SERGEANT	Welsh Jr.,Terrence M.	4	1	85,192.00	15,760.52	1.00	Reg
FAO	20	9100	1520	F	00001188	SENIOR SERGEANTS	Hedgecock,John M	4	3	93,928.00	17,376.68	1.00	Term
FAO	20	9100	1510	F	00001192	SERGEANT	Strassman,Joshua D	4	5	108,729.00	20,114.87	1.00	Reg
FAO	20	9100	1570	F	00001194	MASTER PATROL OFFICER	Rosario,Hiram	1	9	98,805.00	18,278.93	1.00	Reg
FAO	20	9100	1560	F	00001202	SERGEANT	Ferrera,Fabian M	4	3	93,928.00	17,376.68	1.00	Reg
FAO	20	9100	1540	F	00001208	OFFICER	Dengler,Norbert J	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1560	F	00001215	OFFICER	McKenzie,Ryan M	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	1530	F	00001220	OFFICER	Torres,Orlando	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1520	F	00001230	SERGEANT	Antoine,Lennox R	4	6	114,166.00	21,120.71	1.00	Reg
FAO	20	9100	9230	V	00001244	LIEUTENANT		5	4	115,299.00	21,330.32	1.00	Reg
FAO	20	9100	6650	F	00001246	OFFICER	Sandhu,Amritpreet	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1570	F	00001247	OFFICER	Weiland,Curtis J.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	040K	F	00001251	Closed Circuit Television Spec	Ojinnaka,Emeka Darlington	11	8	81,508.00	15,078.98	1.00	Reg
FAO	20	9100	1530	F	00001253	OFFICER	Namdar,Mark	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1530	F	00001268	LIEUTENANT	Lindsey,Nicole B	5	5	127,721.00	23,628.39	1.00	Reg
FAO	20	9100	1570	F	00001272	OFFICER	Bundy,Antonio	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	1540	F	00001275	SERGEANT	Austin,Joseph A.	4	4	98,623.00	18,245.26	1.00	Reg
FAO	20	9100	1550	F	00001276	OFFICER	Hall,Christopher E.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1530	F	00001278	OFFICER	Paige Jr.,James E	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	9240	F	00001306	OFFICER	Gilgeous,Royston	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	2650	F	00001308	DETECTIVE GRADE II	Moore,Sean R	1	9	94,172.00	17,421.82	1.00	Reg
FAO	20	9100	1520	F	00001320	OFFICER	Fisher,Michael E	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	2650	F	00001321	DETECTIVE GRADE II	Jones,Thomas M	1	9	98,805.00	18,278.93	1.00	Reg
FAO	20	9100	1560	F	00001335	OFFICER	Eagle,Brian	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	2750	F	00001339	OFFICER	Hubbard,Dena M.	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	2750	F	00001344	SERGEANT	Nickerson,Matthew	4	6	108,729.00	20,114.87	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FA0	20	9100	1530	F	00001357	OFFICER	O'Shea,Brian M.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1540	F	00001358	OFFICER	Leasure,Jesse N	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1540	F	00001359	OFFICER	Lopez,Erica R.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1530	F	00001385	OFFICER	Solomon,Linwood W.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1510	F	00001387	SENIOR POLICE OFFICER	Luckett,Glenn	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1510	F	00001408	LIEUTENANT	Steinhilber,Wayne C	5	4	115,299.00	21,330.32	1.00	Reg
FA0	20	9100	040K	F	00001432	Closed Circuit Television Spec	Patterson,Michael	11	10	85,784.00	15,870.04	1.00	Reg
FA0	20	9100	1510	F	00001435	SERGEANT	Duncan,Antonio D	4	5	108,729.00	20,114.87	1.00	Reg
FA0	20	9100	1550	V	00001436	MASTER PATROL OFFICER		1	1	62,727.00	11,604.50	1.00	Reg
FA0	20	9100	1540	F	00001442	OFFICER	Contreras,Evelin	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	1570	F	00001447	OFFICER	Sibley,Eric F	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1560	F	00001455	OFFICER	Laurore,Louis M.	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	1560	F	00001456	OFFICER	Lloyd III,Antonio	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1570	F	00001458	OFFICER	Farley,Alexander	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1540	F	00001476	OFFICER	Harmon,Mosette S	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1570	F	00001489	OFFICER	Lynn,Heather N	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1540	F	00001492	OFFICER	Wilson,Jerika L.	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1550	F	00001508	OFFICER	Slopac,Victor	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1570	F	00001512	SERGEANT	Devlin,Joseph Benjamin	4	2	89,450.00	16,548.25	1.00	Reg
FA0	20	9100	1540	F	00001514	OFFICER	Newbold,Wayne D.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1540	F	00001527	OFFICER	Garcia,Jose A	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	F111	F	00001530	FINANCIAL MGR	Parker,Lorrelle C	14	9	140,849.00	26,057.07	1.00	Reg
FA0	20	9100	1520	F	00001533	SERGEANT	Rolin,Sanave	4	3	93,928.00	17,376.68	1.00	Reg
FA0	20	9100	7340	F	00001543	SERGEANT	Ehrlich,Richard S	4	6	108,729.00	20,114.87	1.00	Reg
FA0	20	9100	2930	F	00001547	OFFICER	James,Israel	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2750	F	00001549	OFFICER	Denton,Christopher J	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	2650	F	00001570	LIEUTENANT	Siegel,Scott D	5	3	109,287.00	20,218.10	1.00	Reg
FA0	20	9100	1570	F	00001587	OFFICER	Faison,Warren M.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1510	F	00001596	SENIOR POLICE OFFICER	Johnson,Leon D	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	160C	F	00001623	Director, Office of Communicat	Sternbeck,Dustin D.	15	0	153,603.84	28,416.71	1.00	Reg
FA0	20	9100	2650	F	00001631	DETECTIVE GRADE II	Lockett,Uthman Y.N.	1	8	89,761.00	16,605.79	1.00	Reg
FA0	20	9100	1570	F	00001632	OFFICER	Lafranchise,Brian J.	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	9230	F	00001633	SENIOR POLICE OFFICER	Mitchell,Kia M.	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	2750	F	00001635	OFFICER	Brown,Scott William	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1530	F	00001636	OFFICER	Bingham,Abigail B.	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	1520	F	00001639	OFFICER	Matthews,Michaelangelo	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	2670	F	00001643	FAMILY LIAISON SPEC	Castro,Marlene	12	10	105,339.00	19,487.72	1.00	Reg
FA0	20	9100	1530	F	00001684	OFFICER	Mervilus,Hardy	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1540	F	00001685	OFFICER	Gautreaux,Judy	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1520	F	00001690	CRIME SCENE SRCH OFR	Maslona,Jeffrey	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1510	F	00001691	OFFICER	Simmons Jr.,Enrique A.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	6650	F	00001697	OFFICER	McDonald,Taylor O	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	2750	F	00001698	SENIOR DETECTIVE	Gerrish,Jacqueline C	3	4	90,770.00	16,792.45	1.00	Term
FA0	20	9100	1550	F	00001704	OFFICER	Sandula,Darla A.	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1530	F	00001707	OFFICER	Pena,Mailenny	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1540	F	00001710	OFFICER	Valentine,Robert	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	9230	F	00001711	OFFICER ERT PERSONNEL	Cunningham,Wendell J w	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	2950	F	00001726	CELLBLOCK PROCESSING TECH	Harris,Milton	9	10	75,254.00	13,921.99	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FA0	20	9100	1550	F	00001728	OFFICER	Prade,Steven R	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2310	F	00001735	OFFICER	Greig,Peter C	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	2650	F	00001744	DETECTIVE GRADE II	Washington,Melvin R	1	9	94,172.00	17,421.82	1.00	Reg
FA0	20	9100	1540	F	00001749	OFFICER	Kearney,Lucius R	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	2750	F	00001762	OFFICER	Vaillancourt,Michael P.	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1550	F	00001768	OFFICER	Paredes,Aris A	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1530	F	00001772	OFFICER	Cameron,Edward P.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	2750	F	00001779	Police Specialist	Goodman,Judith A	9	10	71,106.00	13,154.61	1.00	Reg
FA0	20	9100	1540	F	00001785	OFFICER	Boria,Eldred	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1570	F	00001788	OFFICER	Rodney,Robert G	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1530	F	00001804	OFFICER	Gonzalez Rivera,Jose A	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1550	F	00001810	OFFICER	Dozier,Courtney	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1510	F	00001813	OFFICER	Harvell,Laschon	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1520	F	00001822	OFFICER	Blagrove Sr.,Othneil J.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	7340	F	00001837	CAPTAIN	Wheeler Taylor,Pamela	7	4	142,203.00	26,307.56	1.00	Reg
FA0	20	9100	1540	F	00001840	OFFICER	Caine,Darryl J	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1510	F	00001857	OFFICER	Bauserman,Franklin H	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1530	F	00001859	OFFICER	Negron,Victor M	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1520	F	00001866	OFFICER	Bassett,Evan G.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	2750	F	00001871	SERGEANT	Wheeler,Leslie A	4	3	93,928.00	17,376.68	1.00	Reg
FA0	20	9100	2920	F	00001889	DETECTIVE GRADE II	Hemmer,Daniel C.	1	8	89,761.00	16,605.79	1.00	Reg
FA0	20	9100	040K	F	00001890	OFFICER	Hoffstetter,Ernst A	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	9230	F	00001891	OFFICER	Wells Jr.,Robert T.	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2650	F	00001910	DETECTIVE GRADE II	Yammine,Simon B	1	9	94,172.00	17,421.82	1.00	Reg
FA0	20	9100	9410	F	00001914	LIEUTENANT	McDonald,John C	5	3	114,751.00	21,228.94	1.00	Reg
FA0	20	9100	6690	V	00001915	CAPTAIN		7	1	116,323.00	21,519.76	1.00	Reg
FA0	20	9100	2660	F	00001917	DETECTIVE GRADE I	Owens,Jeffrey C	3	7	110,334.00	20,411.79	1.00	Reg
FA0	20	9100	2750	F	00001919	OFFICER	Rogers,Justin E.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1570	F	00001924	SERGEANT	Sanders,Darnell M	4	4	98,623.00	18,245.26	1.00	Reg
FA0	20	9100	1550	F	00001926	SERGEANT	Ferretti Jr.,Robert C	4	5	103,551.00	19,156.94	1.00	Reg
FA0	20	9100	1520	F	00001935	OFFICER	Stewart,Nikki C.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1550	F	00001936	OFFICER	Reddy,Matthew D.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1560	F	00001944	OFFICER	Williams-Jones,Robin A.	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1550	F	00001957	OFFICER	Carr,Quentin C.	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	1530	F	00001963	OFFICER	Ferguson,Derrick E	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2650	F	00001987	DETECTIVE GRADE II	Devine,Brian J	1	9	94,172.00	17,421.82	1.00	Reg
FA0	20	9100	1570	F	00001998	OFFICER	Carney,Darel Lamar	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1540	F	00002002	SERGEANT	Park,Jin	4	2	89,450.00	16,548.25	1.00	Reg
FA0	20	9100	1570	F	00002004	SERGEANT	Smith,Andrew John	4	1	85,192.00	15,760.52	1.00	Reg
FA0	20	9100	2650	V	00002005	Detective Sergeant		4	4	98,623.00	18,245.26	1.00	Reg
FA0	20	9100	1530	F	00002006	OFFICER	Donneys,Alexander	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1520	F	00002007	OFFICER	Muniz,John D	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1560	F	00002011	OFFICER	Shakir,Sultan A	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	2650	F	00002014	DETECTIVE GRADE II	Then,Franklyn A	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1520	F	00002026	SERGEANT	Woody,Christopher M.	4	3	93,928.00	17,376.68	1.00	Reg
FA0	20	9100	1101	F	00002030	CAPTAIN	Mongal,Aubrey P	7	4	142,203.00	26,307.56	1.00	Reg
FA0	20	9100	1560	F	00002033	OFFICER	Graziano,John E.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1560	F	00002036	OFFICER	Niewenhaus III,Robert S.	1	3	69,155.00	12,793.68	1.00	Reg



Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FAO	20	9100	1560	F	00002039	OFFICER	Persaud,Andre N	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	2650	V	00002045	DETECTIVE GRADE II		1	2	65,863.00	12,184.66	1.00	Reg
FAO	20	9100	2880	V	00002049	LIEUTENANT		5	1	98,188.00	18,164.78	1.00	Reg
FAO	20	9100	1550	F	00002050	SERGEANT	Mongal,Tyshena R	4	6	108,729.00	20,114.87	1.00	Reg
FAO	20	9100	1560	F	00002086	OFFICER	Thompson,Kyia	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1530	F	00002087	OFFICER	Jimenez,Raymond J	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1570	F	00002096	OFFICER	Lovelace,Morris	1	2	65,863.00	12,184.66	1.00	Reg
FAO	20	9100	121C	F	00002105	EXECUTIVE PROTECTION OFFICER	Phillip,Dereck M	1	9	94,172.00	17,421.82	1.00	Reg
FAO	20	9100	9240	F	00002111	SENIOR POLICE OFFICER	Davis,Darrell J	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	1510	V	00002112	LIEUTENANT		5	0	98,188.00	18,164.78	1.00	Reg
FAO	20	9100	1530	F	00002115	SENIOR POLICE OFFICER	Hunt,Tyrone	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	1550	F	00002116	OFFICER	Fletcher,Christian J	1	2	65,863.00	12,184.66	1.00	Reg
FAO	20	9100	2660	F	00002117	DETECTIVE GRADE I	Wilson Jr.,James E	3	6	105,078.00	19,439.43	1.00	Reg
FAO	20	9100	2310	F	00002120	OFFICER	Trifu,Peter D	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	6650	F	00002126	OFFICER	Augburn,Derek Chad	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	9230	F	00002134	OFFICER	Knight,Tabatha R	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1520	F	00002137	OFFICER	Clawson,Jennifer Lynn	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	9410	F	00002162	OFFICER	Parks,Sally	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	2660	F	00002164	DETECTIVE GRADE II	Katz,Jordan D	1	8	89,761.00	16,605.79	1.00	Reg
FAO	20	9100	9230	F	00002171	SCUBA DIVER	Gaglione,Christopher L	1	9	95,672.00	17,699.32	1.00	Reg
FAO	20	9100	1560	F	00002185	SERGEANT	Korson,Todd M	4	4	103,554.00	19,157.49	1.00	Reg
FAO	20	9100	9230	F	00002186	SERGEANT	Edwards, Frank A	4	6	114,166.00	21,120.71	1.00	Reg
FAO	20	9100	1540	F	00002188	MASTER PATROL OFFICER	Hart,Courtney X	1	9	98,805.00	18,278.93	1.00	Reg
FAO	20	9100	2660	F	00002189	DETECTIVE GRADE I	Corbett,Dwayne	3	7	110,334.00	20,411.79	1.00	Reg
FAO	20	9100	2750	F	00002191	OFFICER	Roe,Ryan J	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1550	F	00002206	OFFICER	Adams,Roberto	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1550	F	00002208	OFFICER	Hernandez,Jose Francisco	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	1530	F	00002211	OFFICER	Zechman,Matthew	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	9230	F	00002213	OFFICER ERT PERSONNEL	Dumantt,Timothy	1	9	98,805.00	18,278.93	1.00	Reg
FAO	20	9100	1570	F	00002214	LIEUTENANT	Lavenhouse,Nikki F.	5	1	98,188.00	18,164.78	1.00	Reg
FAO	20	9100	9430	F	00002215	OFFICER	Sturgis,Andre L	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1510	F	00002216	OFFICER	Williams,Elphine H.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1550	F	00002217	OFFICER	Rutledge,Rynell E	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	2660	F	00002229	DETECTIVE GRADE II	ACETO,Laura L	1	9	94,172.00	17,421.82	1.00	Reg
FAO	20	9100	171C	F	00002232	GRANT PGM MGR	Johnson,Marvin	14	0	148,162.51	27,410.06	1.00	Reg
FAO	20	9100	2930	F	00002242	DETECTIVE GRADE II	Miranda,Miguel	1	9	98,805.00	18,278.93	1.00	Reg
FAO	20	9100	2750	F	00002243	OFFICER	Desir,Rony	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	2750	F	00002244	OFFICER	Vigil,Brock C	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1520	F	00002245	SERGEANT	Koenig,James M	4	5	108,729.00	20,114.87	1.00	Reg
FAO	20	9100	2650	F	00002246	DETECTIVE GRADE II	Viggiani,Charles R.	1	8	89,761.00	16,605.79	1.00	Reg
FAO	20	9100	121C	F	00002247	EXECUTIVE PROTECTION OFFICER	Hardaway,Raymond J.	1	7	85,558.00	15,828.23	1.00	Reg
FAO	20	9100	9230	F	00002259	Bomb Technician / Dog Handler	Kimble,Kristian P	1	9	100,305.00	18,556.43	1.00	Reg
FAO	20	9100	5810	F	00002260	RECORDS & SYSTEMS MGR	Sutton,Robert R	14	0	118,626.11	21,945.83	1.00	Reg
FAO	20	9100	2660	F	00002261	SENIOR DETECTIVE	Moore,Phillipe	3	4	90,770.00	16,792.45	1.00	Term
FAO	20	9100	1560	F	00002269	OFFICER	Valentin-Aponte,Karen	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1530	F	00002274	OFFICER	Allen,Joshua V.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1570	F	00002283	LIEUTENANT	Tran,Dien-Long T.L.	5	1	98,188.00	18,164.78	1.00	Reg
FAO	20	9100	1570	F	00002284	SERGEANT	Dude,Derek A	4	2	89,450.00	16,548.25	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FA0	20	9100	1570	F	00002296	OFFICER	Smith,Marcus Abraham	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1540	F	00002297	OFFICER	Novick,Cory J.	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	6650	V	00002313	LIEUTENANT		5	0	98,188.00	18,164.78	1.00	Reg
FA0	20	9100	2650	F	00002315	DETECTIVE GRADE II	Kacelowicz,Robert T	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1550	F	00002319	OFFICER	Morales,Yezid A	0	3	66,367.00	12,277.90	1.00	Reg
FA0	20	9100	1510	F	00002336	OFFICER	Bittner,Kevin T.	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	2310	F	00002338	OFFICER	Tabor Jr.,Willie F	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	9230	F	00002347	OFFICER	Collins,Gregory Allen	1	7	85,558.00	15,828.23	1.00	Reg
FA0	20	9100	040K	V	00002352	IT SPECIALIST		13	0	94,858.00	17,548.73	1.00	Reg
FA0	20	9100	2750	F	00002355	DETECTIVE GRADE II	Arikpo,Karen N	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	9240	F	00002358	OFFICER	Flynn,Patrick J	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1520	F	00002366	OFFICER	Johnson,Kyle P.	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	1520	F	00002372	SERGEANT	Alemian,Gregory H	4	3	93,928.00	17,376.68	1.00	Reg
FA0	20	9100	1530	F	00002380	OFFICER	Schwarz,Nicholas Michael	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1510	F	00002386	OFFICER	Philpotts,Gregory M	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1560	F	00002389	OFFICER	Harris,Crescent L	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	6693	F	00002395	MASTER PATROL OFFICER	Burgeson,Ronald B	1	9	94,172.00	17,421.82	1.00	Reg
FA0	20	9100	2660	F	00002396	DETECTIVE GRADE II	Milochik,Michael J	1	9	94,172.00	17,421.82	1.00	Reg
FA0	20	9100	1570	F	00002407	OFFICER	Cushnie,Shaka L	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1560	F	00002408	CAPTAIN	Harrington,Daniel J	7	3	135,173.00	25,007.01	1.00	Reg
FA0	20	9100	1510	F	00002410	OFFICER	Atkins,Brenton H	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	2660	F	00002414	DETECTIVE GRADE II	White,Paris J.	1	8	89,761.00	16,605.79	1.00	Reg
FA0	20	9100	1570	F	00002418	SERGEANT	Sarin,Hokly	4	1	85,192.00	15,760.52	1.00	Reg
FA0	20	9100	6650	F	00002420	OFFICER	Pope III,Curtis L	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1101	F	00002421	SERGEANT	Dipasquale,Christopher S	4	6	114,166.00	21,120.71	1.00	Reg
FA0	20	9100	1570	F	00002434	OFFICER	Schramm,Donald A	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1560	F	00002436	OFFICER	Roccatto,Christina Marie	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1530	F	00002452	OFFICER	Frank,Christopher M.	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1520	F	00002453	OFFICER	Algabyali,Ali S.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1530	F	00002460	OFFICER	Vanacore,Christopher W.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1520	F	00002461	OFFICER	Botlero,Tushar V.	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	2660	F	00002465	DETECTIVE GRADE II	Weeks,William R	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	9230	F	00002467	OFFICER	Rock,Gregory M	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	F111	F	00002490	FINANCIAL MGR	Pelham,Christiana O	14	7	133,664.00	24,727.84	1.00	Reg
FA0	20	9100	6693	F	00002530	TRAINING INSTRUCTOR	Marino,John D	11	10	85,784.00	15,870.04	1.00	Reg
FA0	20	9100	2650	F	00002539	DETECTIVE GRADE II	Pinto,Scott S	1	9	94,172.00	17,421.82	1.00	Reg
FA0	20	9100	1520	F	00002552	SERGEANT	Hackerman,William C.	4	2	89,450.00	16,548.25	1.00	Reg
FA0	20	9100	1520	F	00002554	OFFICER	Newman,Jason S.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1540	F	00002561	MASTER PATROL OFFICER	Mason,Richard D	1	9	94,172.00	17,421.82	1.00	Reg
FA0	20	9100	2310	F	00002570	OFFICER	Mullins,Cathelyn C.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	6021	V	00002572	INSPECTOR		8	1	129,438.00	23,946.03	1.00	Reg
FA0	20	9100	1520	F	00002578	OFFICER	Cunneen,Christopher	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	2650	F	00002579	DETECTIVE GRADE II	Tridico,Philip J.	1	8	89,761.00	16,605.79	1.00	Reg
FA0	20	9100	9230	V	00002585	DOG HANDLER		1	1	62,727.00	11,604.50	1.00	Reg
FA0	20	9100	2650	F	00002587	DETECTIVE GRADE II	Langenbach,James A	1	8	89,761.00	16,605.79	1.00	Reg
FA0	20	9100	2310	F	00002594	OFFICER	Miles Davis Smith,Shontay	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1510	F	00002597	OFFICER	Salamone,John T	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1530	F	00002603	OFFICER	Melendez,Brianna T.	0	2	63,208.00	11,693.48	1.00	Reg

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FA0	20	9100	1530	F	00002604	OFFICER	Cress,Wade D	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	9240	F	00002606	OFFICER	Nobriga, Lee R	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1550	F	00002607	OFFICER	Rapp,William C	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1530	F	00002619	OFFICER	Buerster,David J	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1520	V	00002630	SERGEANT		4	2	89,450.00	16,548.25	1.00	Reg
FA0	20	9100	1560	F	00002645	OFFICER	O Malley, Kevin J	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	2650	F	00002652	DETECTIVE GRADE II	Torres,Roberto	1	8	89,761.00	16,605.79	1.00	Reg
FA0	20	9100	2940	F	00002654	OFFICER	Burley,Kyle	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	9230	F	00002655	DOG HANDLER	Shifflett,Ryan D.	1	8	89,761.00	16,605.79	1.00	Reg
FA0	20	9100	1550	F	00002670	OFFICER	Rodriguez,Edward	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1570	F	00002671	SERGEANT	Bowman,Michael E	4	5	108,729.00	20,114.87	1.00	Reg
FA0	20	9100	9230	F	00002672	OFFICER	Williams,Roger	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1570	F	00002675	OFFICER	Stokes,William L	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	160C	F	00002678	COMMUNITY OUTREACH COOR	Staten,Derek L.	11	10	85,784.00	15,870.04	1.00	Reg
FA0	20	9100	6650	F	00002683	OFFICER	Militar,Josemaria	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1560	F	00002686	OFFICER	Lattimore,Michael G.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1530	F	00002687	OFFICER	Pelzer,James I.	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	2620	F	00002698	SENIOR SERGEANTS	Davila Jr.,Juan R	4	3	93,928.00	17,376.68	1.00	Term
FA0	20	9100	2660	F	00002701	MASTER PATROL OFFICER	Conjura,Joseph E	1	9	94,172.00	17,421.82	1.00	Reg
FA0	20	9100	1550	F	00002702	OFFICER	Bates,Kyle R.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1550	F	00002713	OFFICER	deFreytag,Kyle H	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	040K	F	00002715	IT Specialist (Customer Suppor	Cannon,Harvey Q	13	10	122,227.00	22,612.00	1.00	Reg
FA0	20	9100	1530	F	00002718	LIEUTENANT	Chambers,Jennifer Barba	5	2	103,609.00	19,167.67	1.00	Reg
FA0	20	9100	2650	F	00002719	SENIOR DETECTIVE	Soares,Perry M	3	4	90,770.00	16,792.45	1.00	Term
FA0	20	9100	6650	F	00002720	SENIOR POLICE OFFICER	Williams,Edwina M	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	9430	F	00002728	SENIOR POLICE OFFICER	Rivera,Gerald	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	6690	F	00002729	PAYROLL ASST	Roberts,Anne F	7	10	60,019.00	11,103.52	1.00	Reg
FA0	20	9100	055E	V	00002746	SENIOR SERGEANTS		4	0	93,928.00	17,376.68	1.00	Reg
FA0	20	9100	1530	F	00002748	OFFICER	Reagan,Daniel P.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	2650	F	00002749	DETECTIVE GRADE II	Carter,Dominique M.	1	5	77,744.00	14,382.64	1.00	Reg
FA0	20	9100	1520	F	00002754	OFFICER	Jenkins,Allan C	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	9240	F	00002761	OFFICER	Varvounis,Alexandros	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1510	F	00002764	MASTER PATROL OFFICER	Boyd Jr.,Alfred L	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	7340	F	00002765	DETECTIVE GRADE II	Hendrick Jr.,John J	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1560	F	00002771	SERGEANT	Hudson,Joseph A	4	2	89,450.00	16,548.25	1.00	Reg
FA0	20	9100	1570	F	00002774	OFFICER	Wooten,Demaris K	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	9230	V	00002784	CAPTAIN		7	1	116,323.00	21,519.76	1.00	Reg
FA0	20	9100	1550	F	00002794	OFFICER	Sopata,David A	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	9420	F	00002803	Criminal Research Specialist	Van Horne,Chelsea R	11	1	66,542.00	12,310.27	1.00	Reg
FA0	20	9100	2750	F	00002806	OFFICER	Stathers,John A	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1560	F	00002808	SERGEANT	Ursiny,Michael	4	4	103,554.00	19,157.49	1.00	Reg
FA0	20	9100	1540	F	00002809	OFFICER	Gonzalez,Raymond A	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	2310	F	00002815	SENIOR SERGEANTS	Treadwell,Adrian D	4	3	93,928.00	17,376.68	1.00	Term
FA0	20	9100	2920	F	00002824	DETECTIVE GRADE II	Pryor,Robert	1	8	89,761.00	16,605.79	1.00	Reg
FA0	20	9100	2310	F	00002826	OFFICER	Roccatto Jr.,Leonard C	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	2310	F	00002829	OFFICER	Goodwin,Samantha M.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	6650	F	00002831	OFFICER	Griffin,Dalton L	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1550	F	00002834	OFFICER	Sanchez,Johel A.	1	4	72,611.00	13,433.04	1.00	Reg

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FAO	20	9100	2660	F	00002838	SERGEANT	Mack,Craig D	4	6	114,166.00	21,120.71	1.00	Reg
FAO	20	9100	152C	F	00002846	SENIOR POLICE OFFICER	Wheeler,Myra R	1	5	76,243.00	14,104.96	1.00	Reg
FAO	20	9100	1560	F	00002848	SENIOR POLICE OFFICER	Lane,Sonya R	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	1530	F	00002868	OFFICER	Laye,Jessamyn P.	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	1510	F	00002875	OFFICER	Ashfaq,Rana A.	1	2	65,863.00	12,184.66	1.00	Reg
FAO	20	9100	9230	F	00002888	SERGEANT	McDavid,Marc	4	3	93,928.00	17,376.68	1.00	Reg
FAO	20	9100	1510	F	00002891	OFFICER	Bennett,Terry L	1	2	65,863.00	12,184.66	1.00	Reg
FAO	20	9100	2770	F	00002894	SENIOR POLICE OFFICER	Turner,Carole H	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	1550	F	00002895	OFFICER	Ndrenika,Enea	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	9410	F	00002900	OFFICER	Rampersad,Tricia C.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1540	F	00002910	OFFICER	Gbatu,Alphonso T.	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1520	F	00002926	OFFICER	Parker Jr.,William Arthur	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	6650	F	00002928	OFFICER	Chamberlain,Matthew	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	1570	F	00002942	OFFICER	Jarvie,Joshua D.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1560	F	00002953	OFFICER	Peterson-Johnson,Johnatha	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1540	F	00002970	OFFICER	Mease,Alicia T.	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	1550	F	00002971	OFFICER	Mungwa,Taniform E.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1540	F	00002972	SERGEANT	DiTullio,Stephan B.	4	1	85,192.00	15,760.52	1.00	Reg
FAO	20	9100	2310	F	00002983	SENIOR POLICE OFFICER	Taylor,Tracy	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	1550	F	00002984	OFFICER	Packer,Leonor C.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	2660	F	00002985	DETECTIVE GRADE II	Warcholak,Tammi L.	1	7	85,558.00	15,828.23	1.00	Reg
FAO	20	9100	1570	F	00002989	OFFICER	Jamison,Sean	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1570	F	00002996	OFFICER	Chastang,Juan H	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	1560	F	00003001	OFFICER	Jones,Ryan J	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	9230	F	00003006	DOG HANDLER	Hogan,Patrick F	1	9	94,172.00	17,421.82	1.00	Reg
FAO	20	9100	9240	F	00003022	CAPTAIN	Glover,Robert T	7	4	142,203.00	26,307.56	1.00	Reg
FAO	20	9100	1540	F	00003023	OFFICER	Malloy,Marcus O.	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	1540	F	00003036	SERGEANT	Smith,Audra L	4	6	114,166.00	21,120.71	1.00	Reg
FAO	20	9100	2750	F	00003043	Detective Sergeant	Sloan,Curtis R	4	6	114,761.00	21,230.79	1.00	Reg
FAO	20	9100	1530	V	00003044	DETECTIVE GRADE II		1	1	62,727.00	11,604.50	1.00	Reg
FAO	20	9100	2880	F	00003045	SERGEANT	Korczyński,Jason E	4	6	114,166.00	21,120.71	1.00	Reg
FAO	20	9100	1550	F	00003046	OFFICER	Salsburg,Steven D	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1520	F	00003052	SERGEANT	Nevel,Dustin M	4	5	103,551.00	19,156.94	1.00	Reg
FAO	20	9100	6693	F	00003053	MASTER PATROL OFFICER	Gibbs,Kenneth M	1	9	94,172.00	17,421.82	1.00	Reg
FAO	20	9100	1550	F	00003056	OFFICER	Garrison,Aaron T	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	2750	F	00003066	DETECTIVE GRADE II	Witkowski,Vincent W	1	9	98,805.00	18,278.93	1.00	Reg
FAO	20	9100	6650	F	00003067	OFFICER	Pagliuco,Julian L	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1520	F	00003077	OFFICER	Fitch III,John J	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	6650	F	00003078	OFFICER	Jackson Jr.,Anthony	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1560	F	00003079	OFFICER	Clark,Victoria Gipson	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	6650	F	00003083	OFFICER	Johnson,Carrie N.	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1530	F	00003087	CAPTAIN	Kim,Han S	7	1	116,323.00	21,519.76	1.00	Reg
FAO	20	9100	1570	F	00003095	OFFICER	Ball,James Raymond	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1570	F	00003098	OFFICER	Luna,Ralph	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1570	F	00003101	CAPTAIN	Frenzel,Peter J.	7	1	116,323.00	21,519.76	1.00	Reg
FAO	20	9100	9230	F	00003105	OFFICER	Brosey III,Theodore R	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	6693	F	00003112	OFFICER	Magda,Frank A	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	6693	F	00003130	SENIOR POLICE OFFICER	Allen,Terrence O	1	5	76,243.00	14,104.96	1.00	Term

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FA0	20	9100	1550	F	00003134	OFFICER	Dennis Jr.,Ferney B.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1570	V	00003140	SENIOR SERGEANTS		4	0	93,928.00	17,376.68	1.00	Reg
FA0	20	9100	6650	F	00003141	OFFICER	Jordan,Kristina N.	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	6650	F	00003142	OFFICER	Gonzalez Polanco,Harolin M	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1540	F	00003143	OFFICER	Alarcon II,Byron E	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	2310	F	00003147	OFFICER	Bonney,Curt W	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	2750	F	00003148	DETECTIVE GRADE II	Iannacchione,Michael L	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	F111	F	00003176	Staff Assistant	Hamilton,April	9	10	71,107.00	13,154.80	1.00	Reg
FA0	20	9100	9430	F	00003183	OFFICER	Watlington,Robert W.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1540	F	00003184	LIEUTENANT	Jenkins III,Francis	5	2	103,609.00	19,167.67	1.00	Reg
FA0	20	9100	1570	F	00003185	OFFICER	Varone,Brandon	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	1530	F	00003186	LIEUTENANT	Corey,Raymond N	5	5	127,721.00	23,628.39	1.00	Reg
FA0	20	9100	1570	F	00003188	OFFICER	Hernandez Martinez,Josue	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1510	F	00003191	SERGEANT	Truby,Justin M	4	6	114,166.00	21,120.71	1.00	Reg
FA0	20	9100	1550	F	00003204	OFFICER	Buynak,Cory	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1560	F	00003218	OFFICER	Livezey,Chadd M	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1520	F	00003224	OFFICER	Mcelwee,Anthony L	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	6650	F	00003227	OFFICER	Ngoumou,Eric Etoundi	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1560	F	00003239	LIEUTENANT	Huntley,Donna N.	5	5	127,721.00	23,628.39	1.00	Reg
FA0	20	9100	6910	V	00003259	SERGEANT		4	1	85,192.00	15,760.52	1.00	Reg
FA0	20	9100	2650	F	00003269	DETECTIVE GRADE II	Batko,Matthew T.	1	7	85,558.00	15,828.23	1.00	Reg
FA0	20	9100	5440	F	00003273	LIEUTENANT	Micciche,Christopher J	5	5	127,721.00	23,628.39	1.00	Reg
FA0	20	9100	2660	F	00003281	DETECTIVE GRADE II	O'Bannon,James E.	1	8	89,761.00	16,605.79	1.00	Reg
FA0	20	9100	9410	F	00003285	Criminal Research Specialist	Tillery,Ebony	12	2	84,883.00	15,703.36	1.00	Reg
FA0	20	9100	2650	F	00003286	DETECTIVE GRADE II	Shaatal,Adam H.	1	7	85,558.00	15,828.23	1.00	Reg
FA0	20	9100	1530	F	00003291	OFFICER	Lisko,Christopher J.	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	2650	F	00003292	DETECTIVE GRADE II	Bemiller,Darenn J	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	2770	F	00003294	Electronics Surveillance Techn	Faverio,Anthony W	1	0	105,129.09	19,448.88	1.00	Reg
FA0	20	9100	9410	F	00003306	SENIOR POLICE OFFICER	Mcclinton,Jermone C	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1550	F	00003307	OFFICER	Valentines,Heilys P.	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1520	F	00003314	OFFICER	Downey,Kenneth J	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	6693	F	00003315	SENIOR POLICE OFFICER	Ruiz,Robert	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	2880	V	00003316	CRIME SCENE SRCH OFR		1	1	62,727.00	11,604.50	1.00	Reg
FA0	20	9100	1101	F	00003323	OFFICER	Gunter,Melissa V.	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	162C	F	00003328	AUDIOVISUAL PROD SPEC	Lynch,Marilyn N	12	9	102,782.00	19,014.67	1.00	Reg
FA0	20	9100	1520	F	00003336	CAPTAIN	Bray,Brian S	7	4	142,203.00	26,307.56	1.00	Reg
FA0	20	9100	1510	F	00003346	OFFICER	Delucca,Anthony	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1510	F	00003349	OFFICER	Chagnon,David J.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	2650	F	00003350	DETECTIVE GRADE II	Douglas Hoppole,Melissa Ma	1	6	81,540.00	15,084.90	1.00	Reg
FA0	20	9100	1540	F	00003362	OFFICER	Al-Shrawi,Ahmed A	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	1510	F	00003377	OFFICER	Green,Matthew	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	2660	F	00003381	OFFICER	Spriggs,Dana Q.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	6650	F	00003384	OFFICER	Millington,Jerrita Cornelia	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1520	F	00003392	OFFICER	Stoutamire,Jasma R.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	2650	F	00003401	Investigator	Gendelman,Dmitry	1	6	81,540.00	15,084.90	1.00	Reg
FA0	20	9100	1570	F	00003404	OFFICER	Hendrick,Anthony J	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	9410	V	00003421	Criminal Research Specialist		12	0	82,326.00	15,230.31	1.00	Reg
FA0	20	9100	9220	F	00003422	Quality Assurance Specialist	Sarchashmah,Sayed J.	13	3	100,940.00	18,673.90	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FA0	20	9100	9430	F	00003430	OFFICER	Fleming,Andre L	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	9410	F	00003431	OFFICER	Jackson,Tamika L.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1520	F	00003438	SERGEANT	Bennett,Joshua A.	4	1	85,192.00	15,760.52	1.00	Reg
FA0	20	9100	1540	F	00003444	OFFICER	Miller,Imari Y	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1520	F	00003445	OFFICER	Batshon,Adeeb S	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	2660	F	00003449	OFFICER	Thomas,Jessica J.	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1540	F	00003460	LIEUTENANT	Schaut,Patrick D	5	3	114,751.00	21,228.94	1.00	Reg
FA0	20	9100	1570	F	00003461	OFFICER	Ruchak,Anthony J	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2660	F	00003463	OFFICER	Abdu,Amir A.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	7340	F	00003464	SERGEANT	Merritt,Eboni M	4	5	103,551.00	19,156.94	1.00	Reg
FA0	20	9100	055E	F	00003465	OFFICER	Hibbard,Gregory S	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1530	F	00003466	OFFICER	Cruz Alvarez,Hiram R	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	9240	F	00003479	SENIOR SERGEANTS	Jackson,Keith A	4	3	93,928.00	17,376.68	1.00	Term
FA0	20	9100	1101	F	00003488	ASST CHIEF	Greene,Lamar D	10	3	213,678.00	39,530.43	1.00	Reg
FA0	20	9100	9240	F	00003491	SENIOR POLICE OFFICER	Garibay,Oscar U	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	2650	F	00003494	DETECTIVE GRADE II	Ellingsworth,Thomas G	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	2750	F	00003495	OFFICER	Harmon,Gerald	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1540	F	00003502	SERGEANT	Hubyk Jr.,Gregory M	4	1	85,192.00	15,760.52	1.00	Reg
FA0	20	9100	9230	F	00003520	SCUBA DIVER	Miller,Michael R.	1	7	87,058.00	16,105.73	1.00	Reg
FA0	20	9100	9230	F	00003530	LIEUTENANT	Jones,Daren R	5	5	127,721.00	23,628.39	1.00	Reg
FA0	20	9100	1570	F	00003531	SERGEANT	Harger,Richard E	4	6	114,166.00	21,120.71	1.00	Reg
FA0	20	9100	1510	F	00003544	OFFICER	Shegan,Jody S	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1550	F	00003552	OFFICER	Bolton,Kanika N	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1540	F	00003554	OFFICER	Cover,Bryan A	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1540	F	00003559	OFFICER	Chibessa,Oliyad A.	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1570	F	00003561	OFFICER	McCarthy,John C.	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	2940	F	00003567	CAPTAIN	Williams,Michelle J	7	4	142,203.00	26,307.56	1.00	Reg
FA0	20	9100	1530	F	00003571	SERGEANT	Penn,Michael D	4	6	114,166.00	21,120.71	1.00	Reg
FA0	20	9100	1540	F	00003573	OFFICER	Iracks,Ricardo F.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1550	F	00003574	OFFICER	Johnson,Jeremiah N.	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1530	F	00003578	OFFICER	Caballero,Enrique D	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1510	F	00003585	SERGEANT	Hogans,Kenyon J	4	2	89,450.00	16,548.25	1.00	Reg
FA0	20	9100	1530	F	00003603	OFFICER	Prince,Sheree A	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1520	F	00003611	OFFICER	Adams,Bryan C	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2920	F	00003612	Detective Sergeant	Zurowski,Robert	4	6	114,761.00	21,230.79	1.00	Reg
FA0	20	9100	1540	F	00003613	Detective Sergeant	Cowan,Tiffani D	4	6	109,324.00	20,224.94	1.00	Reg
FA0	20	9100	121F	F	00003618	ACCOUNTING TECH II	Bruce,Stefany F	9	7	65,815.00	12,175.78	1.00	Reg
FA0	20	9100	9240	F	00003627	OFFICER	Jefferson,Timothy	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1560	F	00003632	OFFICER	Maxwell,Reginald E	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1570	F	00003635	OFFICER	Nash,Vernon C	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1570	F	00003636	OFFICER	Pugh,Mark D	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1550	F	00003641	OFFICER	Williams,Tracey	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1540	F	00003644	OFFICER	Stewart,Edward C	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1510	F	00003648	OFFICER	Williams,Marvin A	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2660	F	00003649	DETECTIVE GRADE II	Macwilliams,Christopher C	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1550	V	00003653	SERGEANT		4	3	93,928.00	17,376.68	1.00	Reg
FA0	20	9100	1520	F	00003654	OFFICER	Flores,Glenda M	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1540	F	00003655	OFFICER	Clifford Iv,Maurice C	1	9	92,672.00	17,144.32	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FA0	20	9100	1520	F	00003658	LIEUTENANT	Hamelin,Michael J	5	2	103,609.00	19,167.67	1.00	Reg
FA0	20	9100	1520	F	00003666	SERGEANT	Sprague,John L.	4	3	93,928.00	17,376.68	1.00	Reg
FA0	20	9100	1510	F	00003677	OFFICER	Riley,Karmyn A	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	2660	F	00003678	DETECTIVE GRADE I	Morales Jr.,Jose A	3	6	100,074.00	18,513.69	1.00	Reg
FA0	20	9100	1560	F	00003691	OFFICER	Jarboe,David A	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	6910	F	00003696	OFFICER	Kelly,Kiriaki G.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1520	F	00003702	OFFICER	Pritchett,David C	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1530	F	00003724	OFFICER	Sanchez,Brayan A.	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	1550	F	00003753	LIEUTENANT	Small,Ryan P.	5	1	98,188.00	18,164.78	1.00	Reg
FA0	20	9100	1560	F	00003791	SERGEANT	Buck,Robert D.	4	2	89,450.00	16,548.25	1.00	Reg
FA0	20	9100	2750	F	00003802	CLERICAL ASSISTANT	Copeland,Gail	6	10	54,201.00	10,027.19	1.00	Reg
FA0	20	9100	9240	F	00003814	FLEET SERVICE	Gately,James T	11	10	79,314.00	14,673.09	1.00	Reg
FA0	20	9100	055E	F	00003817	Compliance Monitor	Pearson,LaToria A	12	2	84,883.00	15,703.36	1.00	Reg
FA0	20	9100	9230	F	00003827	OFFICER ERT PERSONNEL	Hawkins IV,Walter H.	1	7	85,558.00	15,828.23	1.00	Reg
FA0	20	9100	1510	F	00003831	OFFICER	Leo,Diana C.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	7740	F	00003851	SENIOR POLICE OFFICER	Jefferson,Thomas A	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1550	F	00003857	SERGEANT	Grubbs,Harrison Charles	4	1	85,192.00	15,760.52	1.00	Reg
FA0	20	9100	1530	F	00003860	OFFICER	Barusefski,Robert E.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	5810	F	00003862	OFFICER	Springer,Joseph N.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1560	F	00003870	SERGEANT	Rimensnyder,James N.	4	1	85,192.00	15,760.52	1.00	Reg
FA0	20	9100	2940	F	00003873	OFFICER	Ruiz,Crystal A.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1560	F	00003874	OFFICER	Turner,Maurice E	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	6693	F	00003875	SENIOR POLICE OFFICER	Johnson,David E	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1570	F	00003882	OFFICER	Ward,Ryan	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	2750	F	00003884	OFFICER	Koble,Joshua P	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1510	F	00003892	OFFICER	Franz,Peter J.	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	1570	F	00003893	OFFICER	Chambers,Christina M.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1540	F	00003894	OFFICER	Gill,William Nathaniel	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1520	F	00003896	OFFICER	Harris,Clifford J.	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1510	F	00003901	OFFICER	Chan,Andrew M.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1570	F	00003906	OFFICER	Billies,Sean Richard	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1550	F	00003908	OFFICER	Short,Raoul H	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1570	F	00003910	OFFICER	Blake,Cleveland A	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1530	F	00003916	SERGEANT	Mccumbers,Danny	4	4	103,554.00	19,157.49	1.00	Reg
FA0	20	9100	1540	F	00003918	OFFICER	Garcia Borjas,Sandra	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	2750	V	00003923	DETECTIVE GRADE II		1	1	62,727.00	11,604.50	1.00	Reg
FA0	20	9100	1530	F	00003932	OFFICER	Watson II,Alves E	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1540	F	00003934	OFFICER	Geiger,Taylor L.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1530	F	00003935	OFFICER	Luckenbill,Shannon L	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	9101	F	00003937	SERGEANT	Montano,Francisco	4	3	93,928.00	17,376.68	1.00	Reg
FA0	20	9100	1510	F	00003939	OFFICER	Anderson,Julian	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	9230	F	00003940	OFFICER ERT PERSONNEL	Smith,Nicholas D.	1	7	85,558.00	15,828.23	1.00	Reg
FA0	20	9100	1530	F	00003941	OFFICER	Anderson,Marketta S	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	2750	F	00003957	OFFICER	Butler,Rochelle C	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	2650	F	00003963	DETECTIVE GRADE II	Monahan,James M.	1	8	89,761.00	16,605.79	1.00	Reg
FA0	20	9100	9230	F	00003964	OFFICER	Torrence,Roderick S	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	6620	F	00003970	OFFICER	Evans,Melvin C	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	5102	V	00003974	LIEUTENANT		5	1	98,188.00	18,164.78	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Term/ Term
FA0	20	9100	1570	F	00003979	OFFICER	Douglas,Sherwin L	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	2960	F	00003981	OFFICER	Davis,Bryan James	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1540	F	00003984	OFFICER	Hart,John Z	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1520	F	00003989	SENIOR POLICE OFFICER	Davis Jr.,Sylvester	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	2750	F	00003992	OFFICER	Green,Kief D	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	2770	F	00003993	Electronics Surveillance Techn	Green,Keith D	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	9230	F	00003998	SENIOR POLICE OFFICER	Anderson Jr.,Theodore	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1530	F	00004000	SENIOR SERGEANTS	Mayo,Warren A	4	3	93,928.00	17,376.68	1.00	Term
FA0	20	9100	1540	F	00004003	OFFICER	Kapres,Eli H.	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	1560	F	00004004	OFFICER	Graves,Donnell L.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	9230	F	00004008	OFFICER	Crisman,James A	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1510	F	00004009	OFFICER	Wallace,Juan T	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1540	F	00004010	OFFICER	James,Kip S.	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	9230	V	00004011	DOG HANDLER		1	1	62,727.00	11,604.50	1.00	Reg
FA0	20	9100	1550	F	00004012	LIEUTENANT	Wright Jr.,Ronald J	5	5	127,721.00	23,628.39	1.00	Reg
FA0	20	9100	9230	V	00004015	EOD Dog Handler		1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	2650	F	00004019	DETECTIVE GRADE II	Edelen,Robert R	1	8	89,761.00	16,605.79	1.00	Reg
FA0	20	9100	1510	F	00004023	SENIOR SERGEANTS	Russell,Cynthia A	4	3	93,928.00	17,376.68	1.00	Term
FA0	20	9100	1570	F	00004025	OFFICER	Grannis,Elizabeth J	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	9230	F	00004026	Bomb Technician / Dog Handler	Washington Jr.,William D	1	9	100,305.00	18,556.43	1.00	Reg
FA0	20	9100	1540	F	00004035	OFFICER	Harper,Aaron	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1510	F	00004044	OFFICER	Hays,Brian C	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	121C	F	00004045	EXECUTIVE PROTECTION OFFICER	Abreu,Carlos A	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	2920	F	00004046	DETECTIVE GRADE II	Bonaci,Christine A.	1	6	81,540.00	15,084.90	1.00	Reg
FA0	20	9100	1560	F	00004049	OFFICER	Craft,Cortney P	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	2940	F	00004054	OFFICER	Nevitt,Christopher B	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1570	F	00004059	OFFICER	Murphy,Shawn G	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1560	F	00004062	OFFICER	Kelly,Robert J	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	2650	F	00004070	DETECTIVE GRADE I	Roche,Eric F	3	5	95,310.00	17,632.35	1.00	Reg
FA0	20	9100	1520	F	00004071	OFFICER	Gosha-Jorden,Malik A	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1530	F	00004072	OFFICER	Davis,Levon E	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1550	F	00004074	OFFICER	Sweeney,Shannon D	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	121F	F	00004078	ACCOUNTS PAYABLE TECH	Lamar,Dorian D	9	6	64,050.00	11,849.25	1.00	Reg
FA0	20	9100	1520	F	00004088	OFFICER	Pankowski,Walter S	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1540	F	00004090	OFFICER	Davis,Ashley M	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	2750	F	00004091	OFFICER	Turner,William L	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1560	F	00004092	SERGEANT	Mccloskey,Sean W	4	3	93,928.00	17,376.68	1.00	Reg
FA0	20	9100	152C	F	00004107	OFFICER	Nguyen,Steven	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1540	F	00004109	OFFICER	Nguyen,Minh N	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	9410	F	00004121	Criminal Research Specialist	Maldonado,Brian	9	1	55,230.00	10,217.55	1.00	Reg
FA0	20	9100	1560	F	00004144	OFFICER	Mendoza,Maria Del Pilar	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1510	F	00004202	OFFICER	Oliver,Kiana M.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1570	F	00004246	SERGEANT	Podorski,Jonathan R	4	6	114,166.00	21,120.71	1.00	Reg
FA0	20	9100	9430	V	00004255	SENIOR SERGEANTS		4	0	93,928.00	17,376.68	1.00	Reg
FA0	20	9100	1520	F	00004257	LIEUTENANT	Pongratz,Jonathon D	5	3	109,287.00	20,218.10	1.00	Reg
FA0	20	9100	1510	F	00004258	OFFICER	Hil Jamate,Anselmo	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	1570	V	00004260	SENIOR SERGEANTS		4	0	93,928.00	17,376.68	1.00	Reg
FA0	20	9100	1550	F	00004262	OFFICER	Jones,Isabella M	1	9	97,305.00	18,001.43	1.00	Reg



Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FA0	20	9100	1550	F	00004270	OFFICER	Javelle,John P.	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1550	F	00004276	OFFICER	Haynes,Dallan P.	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1560	F	00004281	OFFICER	Nava,Michael A	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	1570	F	00004282	OFFICER	Haws,Jackson D	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	1550	F	00004283	OFFICER	Salazar,Max L	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1520	F	00004288	SENIOR POLICE OFFICER	Kennedy,Richard W	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1560	F	00004296	SENIOR POLICE OFFICER	Hill,Theresa A	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	9230	F	00004297	BOMB SQUAD TECH	Brown,Bret F	1	9	100,305.00	18,556.43	1.00	Reg
FA0	20	9100	1510	F	00004300	OFFICER	Duran,Juan Francisco	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1520	F	00004306	OFFICER	Ramirez,Jaime A.	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1510	F	00004317	SENIOR SERGEANTS	Beslow,Crystal A	4	3	93,928.00	17,376.68	1.00	Term
FA0	20	9100	1520	F	00004319	SENIOR POLICE OFFICER	Evans,Melvin C	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1530	F	00004321	OFFICER	Harry,Joshua C	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1550	F	00004324	SERGEANT	Weinfeld,Savyon I	4	5	103,551.00	19,156.94	1.00	Reg
FA0	20	9100	7740	F	00004333	SENIOR POLICE OFFICER	Jones,Tiffany M	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1520	F	00004335	OFFICER	Higgins,Johan L.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	2770	F	00004337	CAPTAIN	Branch,John D	7	3	135,173.00	25,007.01	1.00	Reg
FA0	20	9100	1540	F	00004344	SENIOR POLICE OFFICER	Brown,Juanita A	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1560	F	00004353	OFFICER	Fields,Michael T	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	2650	F	00004359	DETECTIVE GRADE II	Kiel,Charles L.	1	7	85,558.00	15,828.23	1.00	Reg
FA0	20	9100	1560	F	00004360	OFFICER	Burton,Jermel D	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	5440	V	00004363	SENIOR SERGEANTS		4	0	93,928.00	17,376.68	1.00	Temp
FA0	20	9100	1510	F	00004365	OFFICER	Rutherford,Jerin M.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1560	F	00004366	OFFICER	Bronstein,Marina H.	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	9240	F	00004367	OFFICER	Baker,David R	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1560	F	00004376	OFFICER	Engel,Kristapher M	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	1560	F	00004391	SERGEANT	Sullivan,Kevin E	4	2	89,450.00	16,548.25	1.00	Reg
FA0	20	9100	2880	V	00004392	CRIME SCENE SRCH OFR		1	1	62,727.00	11,604.50	1.00	Reg
FA0	20	9100	6021	F	00004396	LIEUTENANT	Wagner,Brad S	5	4	121,064.00	22,396.84	1.00	Reg
FA0	20	9100	9240	F	00004398	SERGEANT	Gross,Tyrone O	4	5	103,551.00	19,156.94	1.00	Reg
FA0	20	9100	1560	F	00004399	SENIOR SERGEANTS	Lawrence,Nacal A	4	3	93,928.00	17,376.68	1.00	Term
FA0	20	9100	1560	F	00004409	OFFICER	Tiernan,Brandon W.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1520	F	00004413	CRIME SCENE SRCH OFR	Lyons,Tisha	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	2620	F	00004416	SENIOR POLICE OFFICER	Weston,Antoine K	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	2940	F	00004417	SERGEANT	Jones,Jeffrey M.	4	4	98,623.00	18,245.26	1.00	Reg
FA0	20	9100	1520	F	00004418	OFFICER	Owens,Stephen M	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1510	F	00004419	OFFICER	Robinson,Ronald S	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	9230	F	00004422	MASTER PATROL OFFICER	Reisinger,Christopher J	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1530	F	00004423	SERGEANT	Holson,Trevor G.	4	1	85,192.00	15,760.52	1.00	Reg
FA0	20	9100	1570	F	00004424	OFFICER	LaPier,Nicholas A.	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	1530	F	00004426	OFFICER	Perez,Jesus M	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	6650	F	00004439	OFFICER	Rios,Cynthia	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	9230	F	00004440	BOMB SQUAD TECH	Mann,Christopher S	1	9	100,305.00	18,556.43	1.00	Reg
FA0	20	9100	2770	F	00004441	OFFICER	Hamilton,Denise	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	121F	F	00004444	ACCOUNTS PAYABLE DIR	Etinoff,Rosanne L	14	10	144,441.00	26,721.59	1.00	Reg
FA0	20	9100	1540	F	00004446	OFFICER	Reid,Andre J	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	2650	F	00004448	DETECTIVE GRADE II	Miller,Edward A	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	7740	V	00004449	INSPECTOR		8	1	129,438.00	23,946.03	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FA0	20	9100	1550	F	00004451	OFFICER	Sharpe,Anthony D.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	9230	F	00004452	DOG HANDLER	Reynolds,Craig A	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1560	F	00004453	OFFICER	Flanigan,Ralph K	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1540	F	00004454	OFFICER	Mako,Timothy F	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2650	F	00004456	Detective Sergeant	Trainor,Joseph P	4	6	114,761.00	21,230.79	1.00	Reg
FA0	20	9100	1560	F	00004462	SERGEANT	Danho,Elias S.	4	3	93,928.00	17,376.68	1.00	Reg
FA0	20	9100	1530	F	00004471	OFFICER	Maxwell,Brad T	1	7	75,052.00	13,884.62	1.00	Reg
FA0	20	9100	1550	F	00004475	OFFICER	Roberts,Larry L	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	9430	F	00004476	OFFICER	Peake Jr.,Richard D	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	2770	F	00004478	DETECTIVE GRADE II	Smith,Christopher P	1	9	94,172.00	17,421.82	1.00	Reg
FA0	20	9100	1520	F	00004479	OFFICER	Hardy,Rhonda S	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1530	F	00004485	OFFICER	Khan,Sadiqul I	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	2750	F	00004494	OFFICER	Love,James J.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	2650	F	00004496	DETECTIVE GRADE II	Bank,Jeremy Max	1	8	89,761.00	16,605.79	1.00	Reg
FA0	20	9100	1550	F	00004508	OFFICER	Bishop,Lance D	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1520	F	00004514	OFFICER	Harris,Adrian W	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	9430	F	00004518	OFFICER	Brennan,John D	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1570	F	00004520	OFFICER	Arrington,Gregory S	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	9430	F	00004523	OFFICER	Overmyer,Robert W	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	6021	F	00004528	SENIOR SERGEANTS	Taylor Jr.,Robert T	4	3	93,928.00	17,376.68	1.00	Term
FA0	20	9100	1560	F	00004529	OFFICER	Leon,Maria Dolores	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	6650	F	00004555	OFFICER	Tsenzuul,Ormimi B.	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	2940	F	00004583	DETECTIVE GRADE II	Easter,Annette A	1	6	81,540.00	15,084.90	1.00	Reg
FA0	20	9100	5810	F	00004612	Property, Evidence Control & D	Hernandez,Martavia R	7	8	56,841.00	10,515.59	1.00	Reg
FA0	20	9100	1540	F	00004639	OFFICER	Pujols,Freddy R.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1540	F	00004642	COMMANDER	Griffin,Randy D	9	1	151,904.00	28,102.24	1.00	Reg
FA0	20	9100	1550	F	00004658	OFFICER	Cote,Brandon J	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1560	F	00004662	OFFICER	Cano,Matthew	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	1520	F	00004672	OFFICER	Sharma,Vijay K.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1570	F	00004674	OFFICER	Lucas,Mark J	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1560	F	00004680	OFFICER	Medina,Jason N.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1510	F	00004684	OFFICER	Dunckel,Kenneth R	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1550	F	00004686	OFFICER	Drozdz,Bartlomiej A	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1510	F	00004692	OFFICER	Possinger,Scott Russell	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1510	F	00004697	OFFICER	Thomas,Joseph H.	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1570	F	00004702	OFFICER	Brown,Latasha T	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	1560	F	00004709	OFFICER	Sexton,Jordan T	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	6691	F	00004711	Police Cadet	Young,Monet	4	1	34,432.00	6,369.92	1.00	Term
FA0	20	9100	1570	F	00004725	OFFICER	Branch,Calvin W	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1510	F	00004727	OFFICER	Balas,Evan C	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	1540	F	00004730	SERGEANT	Black,James M	4	6	114,166.00	21,120.71	1.00	Reg
FA0	20	9100	1540	V	00004732	CAPTAIN		7	0	116,323.00	21,519.76	1.00	Reg
FA0	20	9100	6690	F	00004735	SENIOR SERGEANTS	Chambers,Raymond B	4	3	93,928.00	17,376.68	1.00	Term
FA0	20	9100	1510	F	00004739	OFFICER	Reese,Michael	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1520	F	00004742	SERGEANT	Bray,Adam M.	4	1	85,192.00	15,760.52	1.00	Reg
FA0	20	9100	2750	F	00004745	OFFICER	Choi,Eddie Woon	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1570	F	00004752	OFFICER	Brown Jr.,Arthur J.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1550	F	00004759	OFFICER	De'Plour,Aleksander A.	1	3	69,155.00	12,793.68	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FA0	20	9100	1560	V	00004765	LIEUTENANT		5	1	98,188.00	18,164.78	1.00	Reg
FA0	20	9100	1520	F	00004766	OFFICER	Bahammou,Yassine	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1550	F	00004767	OFFICER	Guity,Edwin	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1560	F	00004769	OFFICER	Johnson,Joseph M	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1530	F	00004773	OFFICER	Hicks,Emma	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1520	F	00004776	OFFICER	Wilson,Matthew R	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	9240	F	00004780	OFFICER	Bryant Jr.,Robert L	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1510	F	00004781	OFFICER	Boone Jr.,Anthony K	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1570	F	00004790	OFFICER	Johnson Jr.,Charles	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	2620	V	00004806	SENIOR SERGEANTS		4	0	93,928.00	17,376.68	1.00	Reg
FA0	20	9100	1540	F	00004810	OFFICER	Zalewski,Robert	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	055E	F	00004817	Compliance Monitor	Ogunnubi,Samuel O	12	10	105,339.00	19,487.72	1.00	Reg
FA0	20	9100	1550	F	00004818	SERGEANT	Quaresma,Gregory D	4	2	89,450.00	16,548.25	1.00	Reg
FA0	20	9100	2650	F	00004819	DETECTIVE GRADE II	Bukvic,Alen	1	6	81,540.00	15,084.90	1.00	Reg
FA0	20	9100	6693	F	00004829	OFFICER	Deoleo,Hector M	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1540	F	00004830	OFFICER	Hall,Daniel C	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1550	F	00004831	LIEUTENANT	BRESCIA,PATRICK N.	5	2	103,609.00	19,167.67	1.00	Reg
FA0	20	9100	2660	F	00004847	DETECTIVE GRADE I	Pepperman,Michael L	3	5	95,310.00	17,632.35	1.00	Reg
FA0	20	9100	1540	F	00004848	OFFICER	Molinari,Michael David	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	2880	V	00004849	CRIME SCENE SRCH OFR		1	1	62,727.00	11,604.50	1.00	Reg
FA0	20	9100	1530	F	00004855	OFFICER	Poupart,Maxwell Cotter	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1510	F	00004856	OFFICER	Coward III,Lloyd L	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2650	F	00004859	Detective Sergeant	Edelstein,David	4	6	114,761.00	21,230.79	1.00	Reg
FA0	20	9100	1520	F	00004863	OFFICER	Brown,Albert A	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	9240	F	00004869	OFFICER	Jaffe,James E	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1560	F	00004871	MASTER PATROL OFFICER	Underwood,Robert C	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1530	F	00004875	SERGEANT	Roberts,Kerron A.	4	3	93,928.00	17,376.68	1.00	Reg
FA0	20	9100	9420	F	00004876	Criminal Research Specialist	Knowles,Jessica M.	12	2	84,883.00	15,703.36	1.00	Reg
FA0	20	9100	1570	V	00004877	CRIME SCENE SRCH OFR		1	1	62,727.00	11,604.50	1.00	Reg
FA0	20	9100	6650	F	00004882	OFFICER	Blanc,Rudiette	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	2770	V	00004890	CAPTAIN		7	1	116,323.00	21,519.76	1.00	Reg
FA0	20	9100	1560	V	00004892	LIEUTENANT		5	1	98,188.00	18,164.78	1.00	Reg
FA0	20	9100	1550	F	00004896	OFFICER	Carey,Quenterra R	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	2930	F	00004898	OFFICER	Spriggs,Jannique L	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1550	F	00004902	OFFICER	Vongkeo,Phokham J.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	2920	F	00004903	DETECTIVE GRADE II	Hoffman,Sarah E	1	9	94,172.00	17,421.82	1.00	Reg
FA0	20	9100	1560	F	00004904	OFFICER	Dejager,Michael S	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	1530	F	00004910	LIEUTENANT	Ross,Jason P	5	1	98,188.00	18,164.78	1.00	Reg
FA0	20	9100	1510	F	00004913	OFFICER	Carela,Ashley	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	2660	F	00004925	MASTER PATROL OFFICER	Littlejohn,Michael G	1	9	94,172.00	17,421.82	1.00	Reg
FA0	20	9100	1530	F	00004927	OFFICER	Sanders,Warren Conway	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	2310	F	00004928	OFFICER	Anderson,Bryan N	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	2660	F	00004929	Detective Sergeant	Davis Kenne,Leslie	4	6	114,761.00	21,230.79	1.00	Reg
FA0	20	9100	1510	V	00004930	SERGEANT		4	1	85,192.00	15,760.52	1.00	Reg
FA0	20	9100	9230	F	00004933	EOD Dog Handler	Rodriguez,Aida E	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	2310	F	00004935	OFFICER	Hawkins,Cedric L	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	9240	F	00004936	LIEUTENANT	Wilkins,Ronald T	5	5	127,721.00	23,628.39	1.00	Reg
FA0	20	9100	1530	F	00004945	OFFICER	Wilcox,Olivia J	1	9	92,672.00	17,144.32	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Term/ Term
FA0	20	9100	2660	F	00004956	DETECTIVE GRADE I	Hamer,John E	3	6	100,074.00	18,513.69	1.00	Reg
FA0	20	9100	1510	F	00004957	OFFICER	Aikin,David J	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	2660	F	00004958	DETECTIVE GRADE II	Boyd,Kristal N	1	9	94,172.00	17,421.82	1.00	Reg
FA0	20	9100	1570	F	00004959	OFFICER	Haskins,Rodney C	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1530	F	00004961	OFFICER	Owen,Robert L	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2750	F	00004963	OFFICER	Cullen-Dega,Jaime A	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1520	F	00004964	OFFICER	Fisher,Charles C	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	2770	F	00004967	Electronics Surveillance Techn	Boone,Kenneth E	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1540	F	00004969	OFFICER	Washington Jr.,Donnie A.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1550	F	00004979	OFFICER	Smith,Johannes Neff	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	2650	F	00004983	Detective Sergeant	Boone,Thomas E	4	6	114,761.00	21,230.79	1.00	Reg
FA0	20	9100	1570	F	00004987	CAPTAIN	Boteler Jr.,James M	7	1	116,323.00	21,519.76	1.00	Reg
FA0	20	9100	2310	F	00004989	OFFICER	Whalen,Monica Y	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1510	F	00004993	OFFICER	Jones,Milan A	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2310	F	00005010	OFFICER	Bernard II,George S	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	2310	F	00005016	OFFICER	Peterson,Darnell S.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	9240	F	00005024	ELECTRONICS MECHANIC	Priestly,Darryl	11	10	78,624.00	14,545.44	1.00	Reg
FA0	20	9100	2920	F	00005026	DETECTIVE GRADE II	Buck,Kathleen W.	1	9	94,172.00	17,421.82	1.00	Reg
FA0	20	9100	1550	F	00005029	OFFICER	Davis,Duane C	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2750	F	00005042	SENIOR POLICE OFFICER	Norris,Vincent E	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	9410	F	00005047	Criminal Research Specialist	Bleecker,Arielle R	11	2	68,680.00	12,705.80	1.00	Reg
FA0	20	9100	6650	F	00005055	OFFICER	McClinton,Hanif	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1570	F	00005073	OFFICER	Bain,Mendel D.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1510	F	00005083	OFFICER	Davis,Michael J	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	9230	F	00005086	OFFICER	Couch,Terry D.	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1540	F	00005093	STAFF ASST	Harper,Tremaine R	9	10	71,106.00	13,154.61	1.00	Reg
FA0	20	9100	1530	F	00005101	OFFICER	Amigo,Jonathan K	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	2750	F	00005102	OFFICER	Ashley,Michael L	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1510	F	00005112	OFFICER	Bush,Meredith M	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1550	F	00005127	OFFICER	Todd,Davon A	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	2650	F	00005133	DETECTIVE GRADE II	Plumley,Kristopher T.	1	7	85,558.00	15,828.23	1.00	Reg
FA0	20	9100	1560	F	00005138	OFFICER	Benjamin,Adam J.	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1560	F	00005145	OFFICER	Smith,Austin K	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	171C	F	00005164	Grants Management Specialist	Clark,Marcella M	13	8	116,145.00	21,486.83	1.00	Reg
FA0	20	9100	152C	F	00005165	OFFICER	Walker,Desiree M.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1510	F	00005179	OFFICER	Bishop,Martin L	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	7340	F	00005184	DETECTIVE GRADE II	Eames,Michael J	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1530	F	00005187	OFFICER	Allison,Anthony J	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	2310	F	00005206	SERGEANT	Stephens,Quinnie	4	6	114,166.00	21,120.71	1.00	Reg
FA0	20	9100	1520	F	00005207	OFFICER	Givens,Matthew D.	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1510	F	00005209	LIEUTENANT	Ennis,Donald F	5	5	127,721.00	23,628.39	1.00	Reg
FA0	20	9100	1550	F	00005219	OFFICER	Thomas,Assante	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1560	F	00005226	OFFICER	Mardy,Isaac	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	1520	F	00005227	OFFICER	Downs,Christopher	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1530	F	00005228	SERGEANT	Hoak,Perry	4	6	114,166.00	21,120.71	1.00	Reg
FA0	20	9100	1520	F	00005232	OFFICER	Bryant Jr.,Alton	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2660	F	00005238	OFFICER	Gartland III,James F	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1540	F	00005242	OFFICER	Thompkins,Tiffany Shalita	1	6	80,040.00	14,807.40	1.00	Reg

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FA0	20	9100	1540	F	00005246	OFFICER	Rodriguez, Kevin	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1550	F	00005250	OFFICER	Todman, Jasmine I	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	1550	F	00005252	OFFICER	Stevenson, Diondre L	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	9240	F	00005253	OFFICER	Wickham, Christopher L	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1570	F	00005255	OFFICER	Rathbun, Noah Elijah	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1540	F	00005259	CAPTAIN	Bellavance, Dustin M.	7	1	116,323.00	21,519.76	1.00	Reg
FA0	20	9100	1560	F	00005261	OFFICER	Rich, Melonique A.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	2750	F	00005270	Detective Sergeant	Johnson, Deryl M	4	6	114,761.00	21,230.79	1.00	Reg
FA0	20	9100	6650	F	00005279	OFFICER	Spooner, Virginia	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	7740	F	00005281	Legal Assistant (OA)	Foster El, Valencia M	7	10	60,019.00	11,103.52	1.00	Reg
FA0	20	9100	2650	F	00005283	DETECTIVE GRADE II	Wendt, Michael William	1	7	85,558.00	15,828.23	1.00	Reg
FA0	20	9100	2650	F	00005284	DETECTIVE GRADE II	Gatling, Joseph M	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	6690	F	00005287	SERGEANT	Meagher, James	4	6	114,166.00	21,120.71	1.00	Reg
FA0	20	9100	1530	F	00005294	CAPTAIN	Weaver, Clifton	7	1	122,139.00	22,595.72	1.00	Reg
FA0	20	9100	1560	F	00005296	SENIOR POLICE OFFICER	Saunders, Richard A	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1550	F	00005297	OFFICER	Mcfadyen, Matthew B	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1520	F	00005298	OFFICER	Brown, Derrick	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1560	F	00005302	OFFICER	Eley, Destiny L	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	1560	F	00005303	OFFICER	Checo, Jimmy	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	2660	F	00005304	DETECTIVE GRADE II	Littlejohn, Lee E	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1510	F	00005307	OFFICER	Baker, Michael L	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2750	F	00005308	DETECTIVE GRADE II	James, Lorenzo D	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	9240	F	00005316	OFFICER	Ritchie, Stephen S	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	6650	F	00005318	OFFICER	Atwater, Davonya M	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	2920	F	00005319	SENIOR POLICE OFFICER	McNeill, James R	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1540	F	00005320	OFFICER	Veizaj, Kevin	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	6650	F	00005326	OFFICER	Eligado, Oliver I	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	9230	F	00005331	SCUBA DIVER	Smith, Kenan D	1	9	100,305.00	18,556.43	1.00	Reg
FA0	20	9100	1520	F	00005332	OFFICER	Jaeger, Marck F	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	2310	F	00005335	OFFICER	Hawkins, Monicamarie	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2650	F	00005356	DETECTIVE GRADE II	McConnell, Carol M	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1540	F	00005378	MASTER PATROL OFFICER	Fletcher, Junis T	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1510	F	00005381	OFFICER	Steinbach, James C	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	9410	F	00005382	SENIOR POLICE OFFICER	Morais, Nelson M	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	2650	F	00005385	SENIOR POLICE OFFICER	Stargel, Raymond A	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1570	F	00005390	OFFICER	Bretschneider, Timo	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	2650	F	00005400	SENIOR POLICE OFFICER	Lovely-Coley, Cynthia A	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1560	F	00005404	MASTER PATROL OFFICER	Singleton Jr., Ronald J	1	9	94,172.00	17,421.82	1.00	Reg
FA0	20	9100	2650	F	00005405	DETECTIVE GRADE II	Gheen, Dennis M	1	9	94,172.00	17,421.82	1.00	Reg
FA0	20	9100	2660	F	00005408	OFFICER	Moorman, Demika D	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	2620	F	00005426	Detective Sergeant	Hakir, Zunnobia B	4	4	99,218.00	18,355.33	1.00	Reg
FA0	20	9100	2650	F	00005472	DETECTIVE GRADE II	Marlow, Justin T.	1	7	85,558.00	15,828.23	1.00	Reg
FA0	20	9100	1560	F	00005487	OFFICER	Schwarz, Nataly V.	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	6650	F	00005492	OFFICER	Taylor, Azriel Seante	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1550	V	00005493	CRIME SCENE SRCH OFR		1	1	62,727.00	11,604.50	1.00	Reg
FA0	20	9100	1560	F	00005500	OFFICER	Eberhardt, Terrance E	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	2620	F	00005501	Detective Sergeant	Modl, Carline M.	4	4	99,218.00	18,355.33	1.00	Reg
FA0	20	9100	F111	F	00005516	BUDGET ANALYST	Holst, Elizabeth A	11	8	81,512.00	15,079.72	1.00	Reg

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FAO	20	9100	1550	F	00005530	OFFICER	Nettles,Andre R	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	055E	F	00005534	SENIOR SERGEANTS	Blakely,Keith E	4	3	93,928.00	17,376.68	1.00	Term
FAO	20	9100	121C	F	00005539	OFFICER	Gonzalez,Emma B	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	040K	F	00005543	OFFSET PRESS OPERATOR	Adams,Paul F	10	7	69,014.40	12,767.66	1.00	Reg
FAO	20	9100	1530	F	00005545	OFFICER	Montague,Alexander M.	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	055E	F	00005550	INSPECTOR	Dickerson,Kimberly M	8	2	142,980.00	26,451.30	1.00	Reg
FAO	20	9100	1550	F	00005554	SERGEANT	Jevric,Enis	4	3	93,928.00	17,376.68	1.00	Reg
FAO	20	9100	1570	F	00005556	OFFICER	Stith,Kenneth G.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	2650	F	00005558	DETECTIVE GRADE II	Lafrance,Joseph E	1	8	89,761.00	16,605.79	1.00	Reg
FAO	20	9100	2880	F	00005560	CRIME SCENE SRCH OFR	Ramadhan,Tina	1	9	98,805.00	18,278.93	1.00	Reg
FAO	20	9100	1101	F	00005568	SERGEANT	Labofish,Jeffrey	4	5	103,551.00	19,156.94	1.00	Reg
FAO	20	9100	2310	F	00005569	OFFICER	Davis,Kenneth A	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1560	V	00005576	SENIOR SERGEANTS		4	0	93,928.00	17,376.68	1.00	Reg
FAO	20	9100	1560	F	00005577	OFFICER	Hairston,Lydia C.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	9410	F	00005590	CAPTAIN	Woodson,Paulette D	7	3	135,173.00	25,007.01	1.00	Reg
FAO	20	9100	9230	F	00005591	Bomb Technician / Dog Handler	Higdon,Thomas J	1	9	100,305.00	18,556.43	1.00	Reg
FAO	20	9100	2750	F	00005595	DETECTIVE GRADE II	Mcconnell,Kevin M	1	9	98,805.00	18,278.93	1.00	Reg
FAO	20	9100	9240	F	00005598	DETECTIVE GRADE II	Mitchell,Willis Jr	1	9	98,805.00	18,278.93	1.00	Reg
FAO	20	9100	9230	F	00005599	EOD Dog Handler	Greene,James R.	1	9	98,805.00	18,278.93	1.00	Reg
FAO	20	9100	5910	F	00005601	SENIOR SERGEANTS	David,Tamara D	4	3	93,928.00	17,376.68	1.00	Term
FAO	20	9100	1510	F	00005612	OFFICER	Beyer,Christopher C	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	2660	F	00005613	DETECTIVE GRADE II	Hall,Christopher A	1	9	98,805.00	18,278.93	1.00	Reg
FAO	20	9100	2620	F	00005618	SENIOR DETECTIVE	Williams,Kenneth T	3	4	90,770.00	16,792.45	1.00	Term
FAO	20	9100	1540	F	00005622	OFFICER	Mundy Jr.,George T	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1540	F	00005623	OFFICER	Smith,Terence W	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	9430	F	00005624	OFFICER	Brown,Christopher M	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	1520	F	00005627	SERGEANT	Sucato,John	4	6	114,166.00	21,120.71	1.00	Reg
FAO	20	9100	1550	F	00005637	OFFICER	Campbell,Tyrone M	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	2650	F	00005638	DETECTIVE GRADE II	Feser,Richard T	1	9	94,172.00	17,421.82	1.00	Reg
FAO	20	9100	1520	F	00005640	OFFICER	Cherry,Gerri A	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	1550	F	00005641	OFFICER	Carey,Kevin E	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1540	F	00005642	OFFICER	Ackerman,Blake	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	2950	F	00005643	OFFICER	Galtney III,Willie L	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1540	F	00005647	OFFICER	Lee,Kwok H	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	6910	F	00005650	INVEST APPLICANT	Buadu,Alfred A	12	10	105,339.00	19,487.72	1.00	Reg
FAO	20	9100	1560	F	00005652	SERGEANT	Mercier,Todd M	4	6	114,166.00	21,120.71	1.00	Reg
FAO	20	9100	9240	F	00005656	OFFICER	Luckett,James M	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1530	F	00005657	OFFICER	Miller,Caroline A	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	1570	F	00005659	OFFICER	Murphy,Stephen A	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	6650	F	00005661	OFFICER	Moore,Carter Quillen	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1540	V	00005663	LIEUTENANT		5	1	98,188.00	18,164.78	1.00	Reg
FAO	20	9100	1570	F	00005665	OFFICER	Shoemaker,Patrick	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	6650	F	00005673	OFFICER	Holley,Nadiya I	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	2310	F	00005675	SENIOR SERGEANTS	Foster Jr.,Charles E	4	3	93,928.00	17,376.68	1.00	Term
FAO	20	9100	9410	V	00005678	SERGEANT		4	1	85,192.00	15,760.52	1.00	Reg
FAO	20	9100	1530	F	00005680	OFFICER	Harden,Michael A.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1530	F	00005681	OFFICER	Rice-Moore,Justin L.	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	2660	F	00005691	LIEUTENANT	Kentish,Kevin B	5	1	98,188.00	18,164.78	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FAO	20	9100	1550	F	00005697	OFFICER	Grimes,Russell E	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1510	F	00005700	OFFICER	Green,Christina	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	9230	F	00005701	SENIOR POLICE OFFICER	Chatman Jr.,Gary V	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	1530	F	00005706	OFFICER	Carroll,Kiani R.	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	7510	V	00005709	INVEST EEO		12	0	76,126.00	14,083.31	1.00	Reg
FAO	20	9100	9230	F	00005712	DOG HANDLER	Holder,John R	1	9	98,805.00	18,278.93	1.00	Reg
FAO	20	9100	1520	F	00005714	OFFICER	Amaya,Jonathan D.	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	2310	F	00005728	OFFICER	Buckner,Edwin K	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1510	F	00005731	OFFICER	Dean III,Kenneth M	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	2650	F	00005732	DETECTIVE GRADE II	Hernandez,Larry	1	7	85,558.00	15,828.23	1.00	Reg
FAO	20	9100	2750	F	00005737	OFFICER	Hodges,Sean R	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1570	F	00005741	OFFICER	Barillaro,Robert G.	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	9230	F	00005744	OFFICER ERT PERSONNEL	Chih,Stephen	1	9	98,805.00	18,278.93	1.00	Reg
FAO	20	9100	2660	F	00005748	DETECTIVE GRADE I	Dailey,Matthew	3	6	100,074.00	18,513.69	1.00	Reg
FAO	20	9100	9230	F	00005750	EOD Dog Handler	Lazarus,Abraham	1	9	98,805.00	18,278.93	1.00	Reg
FAO	20	9100	1520	F	00005756	OFFICER	Kenny II,Norman L	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1550	F	00005758	OFFICER	Jackson,Rachee M.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	2750	F	00005762	OFFICER	Kasco,Michael S	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	5810	F	00005764	Property Evidence Control Disp	Campbell,Renee M	8	5	56,607.00	10,472.30	1.00	Reg
FAO	20	9100	160C	F	00005766	OFFICER	Carew,Hugh E	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	2650	F	00005767	DETECTIVE GRADE II	King,Robert A	1	9	98,805.00	18,278.93	1.00	Reg
FAO	20	9100	1520	F	00005768	OFFICER	Baker,Anthony W	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	2660	F	00005772	DETECTIVE GRADE I	Truby,Gabriel J	3	5	95,310.00	17,632.35	1.00	Reg
FAO	20	9100	1550	F	00005784	OFFICER	Collins,David M	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1560	F	00005795	OFFICER	Diaz,Robert	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	6691	F	00005798	SENIOR POLICE OFFICER	Webster,Kevin J	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	9410	F	00005800	OFFICER	Nikitakis,Nicholas C	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1550	F	00005802	OFFICER	Greene,Xavier Bv	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1530	F	00005804	OFFICER	Ford,Timothy A	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1560	F	00005809	OFFICER	Saunders,Diamond D	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	2660	F	00005813	LIEUTENANT	Petz,Christopher J	5	3	109,287.00	20,218.10	1.00	Reg
FAO	20	9100	1520	F	00005814	OFFICER	Carruth,Michael T	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	2101	F	00005816	LIEUTENANT	Saunders,Mark R	5	5	127,721.00	23,628.39	1.00	Reg
FAO	20	9100	2650	F	00005817	DETECTIVE GRADE II	Roff,Jonathan M	1	9	94,172.00	17,421.82	1.00	Reg
FAO	20	9100	1540	F	00005818	OFFICER	Stokes,Christopher L.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1520	F	00005828	OFFICER	Holman,Nicholas R.	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1520	F	00005836	MASTER PATROL OFFICER	Williams,Shannon A	1	9	94,172.00	17,421.82	1.00	Reg
FAO	20	9100	1540	F	00005848	OFFICER	Williams Jr.,Jerome	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1560	F	00005851	SERGEANT	Skelton,Paul	4	6	114,166.00	21,120.71	1.00	Reg
FAO	20	9100	9230	F	00005858	BOMB SQUAD TECH	Le,David T	1	9	100,305.00	18,556.43	1.00	Reg
FAO	20	9100	1530	F	00005859	OFFICER	Christian,Christopher	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1540	F	00005869	OFFICER	Luo,Hannah Q	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	9230	F	00005890	Marine Machinery Mechanic	Ross,Daniel	10	10	75,004.80	13,875.89	1.00	Reg
FAO	20	9100	2750	F	00005899	OFFICER	Collado,Madeline	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1560	F	00005908	OFFICER	O'Shea,John	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	6650	F	00005921	OFFICER	Francois,Pierre R	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1560	F	00005957	LIEUTENANT	Stacks,Brian C.	5	2	103,609.00	19,167.67	1.00	Reg
FAO	20	9100	1570	F	00005959	FLEET SERVICE	Radtke Jr.,Frank C	11	10	78,624.00	14,545.44	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FA0	20	9100	9420	F	00005964	Criminal Research Specialist	Butler,Lyndsey J.	11	6	77,232.00	14,287.92	1.00	Reg
FA0	20	9100	1570	F	00005970	OFFICER	Mulkeen,William	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	F111	F	00005993	BUDGET OFFICER	Temple,Eboni	14	4	122,887.00	22,734.10	1.00	Reg
FA0	20	9100	9230	F	00006027	DOG HANDLER	Roselle,Steven V	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1520	V	00006029	LIEUTENANT		5	1	98,188.00	18,164.78	1.00	Reg
FA0	20	9100	1510	F	00006038	OFFICER	Carter,Lamont C	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2920	F	00006039	DETECTIVE GRADE II	Dickinson,Melia R.	1	5	77,744.00	14,382.64	1.00	Reg
FA0	20	9100	1530	F	00006040	OFFICER	Jattan,Zahre A.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	2620	V	00006045	SENIOR SERGEANTS		4	0	93,928.00	17,376.68	1.00	Reg
FA0	20	9100	9430	V	00006050	CAPTAIN		7	1	116,323.00	21,519.76	1.00	Reg
FA0	20	9100	1550	F	00006054	LIEUTENANT	Sheldon,Peter M	5	3	114,751.00	21,228.94	1.00	Reg
FA0	20	9100	1560	F	00006057	OFFICER	Eley,David L	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	2650	F	00006059	DETECTIVE GRADE II	Collins,Travis J.	1	5	77,744.00	14,382.64	1.00	Reg
FA0	20	9100	1540	F	00006062	OFFICER	Chance,Johniqua J.	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1550	F	00006063	OFFICER	Karanikolis,Gus	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	2310	F	00006064	SENIOR SERGEANTS	Carter,Demetrica K	4	3	93,928.00	17,376.68	1.00	Term
FA0	20	9100	2650	F	00006069	DETECTIVE GRADE II	French,Luke J	1	6	81,540.00	15,084.90	1.00	Reg
FA0	20	9100	1530	F	00006070	OFFICER	Weber,Alicia K	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1520	F	00006071	OFFICER	Ro,Mitch S	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2660	F	00006073	Detective Sergeant	Andriani,Lance C	4	6	114,761.00	21,230.79	1.00	Reg
FA0	20	9100	1560	F	00006078	OFFICER	Hargrove Jr.,Timothy E.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	2310	V	00006086	SERGEANT		4	1	85,192.00	15,760.52	1.00	Reg
FA0	20	9100	055E	F	00006089	OFFICER	Palmer,Jordan W.L.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1540	F	00006090	OFFICER	Ferrufino-Lopez,Yesis A	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	040D	F	00006097	IT Specialist (Project Manager	Ravishankar,Thagaduru S.	14	10	144,439.00	26,721.22	1.00	Reg
FA0	20	9100	1560	F	00006111	OFFICER	Toussaint,Claudy J	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	1540	F	00006116	OFFICER	Shipmon II,Rodgers D	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	1520	F	00006119	OFFICER	Mack,Marc-Anthony	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1570	F	00006123	OFFICER	Garcia,Carlos A	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	1520	F	00006125	OFFICER	Mcgee,Samuel C	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1540	F	00006126	OFFICER	Glathar,Alexander R	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	7510	F	00006134	INVEST EEO	Haines,Doreen A.	12	5	85,570.00	15,830.45	1.00	Reg
FA0	20	9100	1520	F	00006135	OFFICER	Floros,Andreas D	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	7340	F	00006136	SERGEANT	Fawzi,Farid H	4	5	103,551.00	19,156.94	1.00	Reg
FA0	20	9100	1550	F	00006138	OFFICER	Collins,Bryant D	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	2310	F	00006139	LIEUTENANT	Bryant,Tasha T.	5	1	98,188.00	18,164.78	1.00	Reg
FA0	20	9100	1520	F	00006141	SENIOR POLICE OFFICER	Dobbins,John L	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1510	F	00006145	MASTER PATROL OFFICER	Brown,Garry L	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1570	F	00006147	OFFICER	Cameron,Brendon Robert	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1530	F	00006149	OFFICER	Roberts,Michael E	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1540	F	00006156	OFFICER	Abdi,Abdulkadir M	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	2650	F	00006157	DETECTIVE GRADE II	Brown,Brian A.	1	7	85,558.00	15,828.23	1.00	Reg
FA0	20	9100	121C	F	00006161	OFFICER	Moore Jr.,Raymond E	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1510	F	00006162	OFFICER	Barnes Shelton,Barbara A	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1570	F	00006164	OFFICER	Fields,Kalynn N.	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1540	F	00006168	CAPTAIN	Porter,Franklin J	7	1	116,323.00	21,519.76	1.00	Reg
FA0	20	9100	1550	F	00006169	SERGEANT	Parker,Sanetta L.	4	3	93,928.00	17,376.68	1.00	Reg
FA0	20	9100	2660	F	00006174	DETECTIVE GRADE I	Adams,David D	3	6	105,078.00	19,439.43	1.00	Reg



Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FA0	20	9100	1520	F	00006178	OFFICER	Brown,Robert L	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1520	F	00006180	OFFICER	Thompson,Everett G	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1560	F	00006181	OFFICER	Pearson,Michael L	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	6650	F	00006190	OFFICER	Hass,Erica	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	6650	F	00006194	OFFICER	Tarver,Sakinah A.	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1550	F	00006198	OFFICER	Mohsin,Kareem A	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1510	F	00006201	OFFICER	Adams,Brian C.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	6693	V	00006205	OFFICER ERT PERSONNEL		1	1	62,727.00	11,604.50	1.00	Reg
FA0	20	9100	1550	F	00006206	OFFICER	Hahn,Lauren	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1550	F	00006207	OFFICER	Foster Jr.,Carnell L	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1540	F	00006210	OFFICER	Reed,Larry	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	9240	F	00006213	OFFICER	Hebron,Steven A	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1560	F	00006215	OFFICER	Williams,Rayshawn D.	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1570	F	00006220	SERGEANT	Duvall,Manuelle I	4	3	93,928.00	17,376.68	1.00	Reg
FA0	20	9100	1570	F	00006224	CAPTAIN	Heraud,Carlos T	7	1	116,323.00	21,519.76	1.00	Reg
FA0	20	9100	1560	F	00006225	LIEUTENANT	Avery,Christopher F	5	5	127,721.00	23,628.39	1.00	Reg
FA0	20	9100	1560	F	00006226	OFFICER	Viteretti,Amanda M.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1510	F	00006236	OFFICER	Young,Samantha	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1550	F	00006242	OFFICER	Staten III,Joseph	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	1570	F	00006244	OFFICER	Hernandez,Francisco A.	0	3	66,367.00	12,277.90	1.00	Reg
FA0	20	9100	9230	F	00006248	DOG HANDLER	Corcoran,Sean P	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	9230	F	00006249	DOG HANDLER	Corcoran,James P	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1530	F	00006258	OFFICER	Hart,Lashonda S	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1520	F	00006263	OFFICER	Lee,Han Jik	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1530	F	00006266	OFFICER	Stewart Jr.,Jeffrey L	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1550	F	00006269	OFFICER	Stroman,Eric D	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2660	F	00006271	DETECTIVE GRADE II	Tyler III,James B	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1540	F	00006289	OFFICER	Alpizar,Jose	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1530	F	00006302	OFFICER	Carrion,Ricardo M	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1550	F	00006306	OFFICER	Wilkins,Lacey C	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	2310	F	00006310	OFFICER	Moore,Tyra N	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	2650	F	00006313	DETECTIVE GRADE II	Evans,David W	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1570	F	00006319	OFFICER	Martinez,Miguel	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	9240	F	00006336	DETECTIVE GRADE II	Nguyen,Phuson D	1	9	94,172.00	17,421.82	1.00	Reg
FA0	20	9100	040J	F	00006357	LEGAL INSTRUMENTS EXAMINER	Lee,Muriel A	8	10	64,607.00	11,952.30	1.00	Reg
FA0	20	9100	2660	F	00006360	CAPTAIN	Weedon,Teresa Y	7	4	142,203.00	26,307.56	1.00	Reg
FA0	20	9100	9420	F	00006370	Criminal Research Specialist	Cooper,Nicholas A	11	1	66,542.00	12,310.27	1.00	Reg
FA0	20	9100	1570	F	00006382	SENIOR POLICE OFFICER	Greenwood,Mark A	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	6910	F	00006396	INVEST APPLICANT	Perrin,Joyce E	12	10	105,339.00	19,487.72	1.00	Reg
FA0	20	9100	1540	F	00006413	OFFICER	Mcconnell,Mark E	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1560	F	00006421	OFFICER	Shoemaker,Jessica L	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	9230	F	00006425	SERGEANT	Chairs,Raymond S	4	6	114,166.00	21,120.71	1.00	Reg
FA0	20	9100	2650	F	00006428	DETECTIVE GRADE II	Wildey,David C	1	9	94,172.00	17,421.82	1.00	Reg
FA0	20	9100	1550	F	00006449	OFFICER	Brown,Robert Kenneth	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1550	F	00006453	OFFICER	Alobo,Sarah	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	2310	F	00006458	OFFICER	Palmer,Ronald S	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1560	F	00006460	OFFICER	Brewster-McCarthy,Brando	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	1560	F	00006462	SENIOR POLICE OFFICER	Alexander,Freedom Raheen	1	5	76,243.00	14,104.96	1.00	Term

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FA0	20	9100	1510	F	00006463	OFFICER	Ross,Isaiah J.	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1570	F	00006464	OFFICER	Bingner,Allison L.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1550	F	00006465	OFFICER	Brooksbank,Ryan A	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	1530	F	00006466	OFFICER	Maio,Blaise	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1540	F	00006467	OFFICER	Chen,Jonathan S	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	1510	F	00006473	SERGEANT	Washington,Anthony H	4	6	114,166.00	21,120.71	1.00	Reg
FA0	20	9100	1550	F	00006475	OFFICER	Booze Sr.,Joshua L	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	1540	F	00006476	OFFICER	Mills,Tamarha	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	2750	F	00006479	LIEUTENANT	Makal,Lashay N	5	3	109,287.00	20,218.10	1.00	Reg
FA0	20	9100	1560	F	00006481	SERGEANT	Morris,Charles R.	4	1	85,192.00	15,760.52	1.00	Reg
FA0	20	9100	2310	F	00006483	SENIOR POLICE OFFICER	Hoey,Kimberly	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1510	F	00006488	SERGEANT	Cropper,Jayson	4	5	108,729.00	20,114.87	1.00	Reg
FA0	20	9100	1550	F	00006490	OFFICER	Burke,Ren W	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	2620	F	00006491	Detective Sergeant	Rodriguezgil,Miguel A.	4	2	90,045.00	16,658.33	1.00	Reg
FA0	20	9100	1560	F	00006494	OFFICER	Jones,Jeremy D	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1550	F	00006495	OFFICER	NG III,Silvio	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1550	F	00006498	OFFICER	Eckert,Brad P	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	1550	F	00006499	OFFICER	Paster,Alex H	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	1560	F	00006503	OFFICER	Darmstead,Brett A	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	2650	V	00006504	LIEUTENANT		5	0	98,188.00	18,164.78	1.00	Reg
FA0	20	9100	2650	F	00006505	DETECTIVE GRADE II	Howard,Chad	1	9	94,172.00	17,421.82	1.00	Reg
FA0	20	9100	6650	F	00006508	OFFICER	Longarello, Frank A.	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1550	F	00006515	MASTER PATROL OFFICER	Simms,Anthony J	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1530	F	00006517	OFFICER	Matory,Marshond	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	6690	F	00006519	SENIOR POLICE OFFICER	Tolson, Kevin M	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	2660	F	00006522	SENIOR DETECTIVE	Giannakoulis,Konstantinos	3	4	90,770.00	16,792.45	1.00	Term
FA0	20	9100	1550	F	00006523	OFFICER	Burke,William S	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	6360	F	00006527	Human Resources Specialist	Harris,Ganiat A	13	7	104,569.00	19,345.27	1.00	Reg
FA0	20	9100	6650	F	00006529	OFFICER	Gillett,Caleb B	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1540	F	00006545	OFFICER	Tejera Jr.,Carlos	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1530	V	00006552	SERGEANT		4	1	85,192.00	15,760.52	1.00	Reg
FA0	20	9100	2660	F	00006554	OFFICER	Agosto,Ruben	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	6650	F	00006559	OFFICER	Osbourne,Jade D	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1530	F	00006560	OFFICER	Long Jr.,Leonard	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	6650	F	00006566	OFFICER	Cherry,Tremel M	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	2310	F	00006567	SENIOR POLICE OFFICER	Harris Jr.,Donald	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1540	F	00006568	SERGEANT	Patrick,Charles B	4	6	114,166.00	21,120.71	1.00	Reg
FA0	20	9100	1520	F	00006572	OFFICER	Tong,Michael H	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	6650	F	00006573	OFFICER	Briggs,Tiffany	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1560	F	00006574	OFFICER	Fulcher,Frantz	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1560	F	00006582	OFFICER	Farris,Eric D	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1560	F	00006585	OFFICER	Payne,Tiffany C	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	9430	F	00006588	SENIOR POLICE OFFICER	Shinton,Matthew	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1560	F	00006592	OFFICER	Slaughter,Marcia L	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1530	F	00006596	SERGEANT	Poe Jr.,David C	4	6	114,166.00	21,120.71	1.00	Reg
FA0	20	9100	9230	V	00006597	EOD Dog Handler		1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	2940	F	00006603	LIEUTENANT	Dawidowicz,Andrew M.	5	3	109,287.00	20,218.10	1.00	Reg
FA0	20	9100	9230	F	00006610	SCUBA DIVER	Nutter,David S	1	9	100,305.00	18,556.43	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FAO	20	9100	2750	F	00006611	OFFICER	Sheaffer,Robert C	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1510	F	00006618	OFFICER	Hugee,Dustyn C.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1520	V	00006624	SERGEANT		4	1	85,192.00	15,760.52	1.00	Reg
FAO	20	9100	1510	F	00006628	OFFICER	Powell,Isaiah J	1	2	65,863.00	12,184.66	1.00	Reg
FAO	20	9100	2950	F	00006639	OFFICER	Roman,Jesus De los a	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	6650	F	00006641	OFFICER	Johnson,Conner G	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	2620	F	00006651	Detective Sergeant	Carlson,Douglas J	4	6	114,761.00	21,230.79	1.00	Reg
FAO	20	9100	6910	F	00006654	OFFICER	Savoy,Sean P	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	2880	F	00006655	CRIME SCENE SRCH OFR	Hampton,Eric A	1	9	98,805.00	18,278.93	1.00	Reg
FAO	20	9100	1550	F	00006656	SERGEANT	Lakomec,Mark C	4	5	108,729.00	20,114.87	1.00	Reg
FAO	20	9100	2660	F	00006665	DETECTIVE GRADE I	Washington,Marvin D	3	6	105,078.00	19,439.43	1.00	Reg
FAO	20	9100	9240	F	00006667	OFFICER	Caldwell,Shawn M	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	9230	F	00006668	BOMB SQUAD TECH	Vick,Gary	1	9	100,305.00	18,556.43	1.00	Reg
FAO	20	9100	2660	F	00006671	OFFICER	Carpenter,Kenneth C	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	2930	F	00006673	Detective Sergeant	Murchison Jr.,Larry E	4	6	114,761.00	21,230.79	1.00	Reg
FAO	20	9100	1540	F	00006676	SERGEANT	Jenkins,Micheal C	4	3	93,928.00	17,376.68	1.00	Reg
FAO	20	9100	1530	F	00006678	OFFICER	Wong,Kuo Lai	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1510	F	00006701	OFFICER	Freundel,James R	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1520	F	00006708	OFFICER	Singh,Parminder	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1540	F	00006734	OFFICER	Davis III,Wilbert W	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1520	F	00006752	SERGEANT	Wong,Elizabeth A	4	1	85,192.00	15,760.52	1.00	Reg
FAO	20	9100	1530	F	00006804	OFFICER	Rahim,Ammar	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	1520	F	00006808	OFFICER	Ramos,Carlos E.	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	6360	F	00006818	Lead Human Resource Specialist	Mbambo,McEwan Y	14	3	110,297.00	20,404.95	1.00	Reg
FAO	20	9100	1510	F	00006824	OFFICER	John,Christopher O	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1540	F	00006863	OFFICER	Shaw,Marcus Hamilton	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	2750	F	00006867	OFFICER	Carruthers,John G	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1550	F	00006869	OFFICER	Smith,Carol	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	2650	F	00006874	SENIOR POLICE OFFICER	Coley Paci,Julia E	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	1520	F	00006875	SERGEANT	Tyler,McCall K.	4	1	85,192.00	15,760.52	1.00	Reg
FAO	20	9100	1550	F	00006876	OFFICER	Garber,Marvin W.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1510	F	00006883	OFFICER	Officer,Trevor K	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	1530	F	00006891	OFFICER	Seegobin,Shellyann K.	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	2750	F	00006899	OFFICER	Laury,Christina Diane	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1530	F	00006905	OFFICER	Smith,Colby Alexander	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	6690	F	00006911	SERGEANT	Mendez Jr.,Raul	4	5	103,551.00	19,156.94	1.00	Reg
FAO	20	9100	2920	F	00006916	DETECTIVE GRADE II	Oxenreider-Murphy,Lori A.	1	8	89,761.00	16,605.79	1.00	Reg
FAO	20	9100	040J	F	00006924	SENIOR POLICE OFFICER	Beslow,Archie R	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	1550	F	00006929	OFFICER	Wytych III,Venson O	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	6650	V	00006930	SERGEANT		4	1	85,192.00	15,760.52	1.00	Reg
FAO	20	9100	1570	F	00006931	LIEUTENANT	Bader,Ellen F	5	2	108,790.00	20,126.15	1.00	Reg
FAO	20	9100	1510	F	00006933	OFFICER	Lieto,Katherine V	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	2750	F	00006935	DETECTIVE GRADE II	Del Po,Kirk M	1	9	98,805.00	18,278.93	1.00	Reg
FAO	20	9100	6650	F	00006936	OFFICER	Shazier,Justin Michael	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1510	F	00006937	OFFICER	Green,Toby L	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1570	F	00006939	SERGEANT	Weiss,Andrew Alex-Paul	4	1	85,192.00	15,760.52	1.00	Reg
FAO	20	9100	2650	F	00006943	DETECTIVE GRADE II	Pugh,John P.	1	8	89,761.00	16,605.79	1.00	Reg
FAO	20	9100	1540	F	00006946	OFFICER	Chaconas,Peter Christopher	1	5	76,244.00	14,105.14	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Term/ Term
FA0	20	9100	1520	F	00006949	OFFICER	Cook,Nicholas A.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	6650	F	00006950	OFFICER	Perez,Zurisadai	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	9230	F	00006952	LIEUTENANT	Robinson,Darnel L	5	2	103,609.00	19,167.67	1.00	Reg
FA0	20	9100	1540	F	00006954	OFFICER	Chasten,Rickie J	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	2650	F	00006959	DETECTIVE GRADE II	Andes,Kimberly L	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	2660	F	00006963	DETECTIVE GRADE II	Howard,Chanel	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1550	F	00006965	OFFICER	Colkley,Jacques M.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1570	F	00006967	OFFICER	Fisher,Samuel L.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1510	F	00006969	SENIOR POLICE OFFICER	Smalls,Anita L	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1520	F	00006971	MASTER PATROL OFFICER	Faunteroy,Ronald L	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1540	F	00006972	OFFICER	Stagon,Brandon B.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	9230	F	00006989	OFFICER	Crabb,Thomas J	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2660	F	00006996	SENIOR SERGEANTS	Holden,Alberta R	4	3	93,928.00	17,376.68	1.00	Term
FA0	20	9100	2940	F	00006997	DETECTIVE GRADE II	Rogers,Ashleigh N.	1	5	77,744.00	14,382.64	1.00	Reg
FA0	20	9100	1570	F	00007000	SENIOR POLICE OFFICER	Smith,Clark U	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1510	F	00007001	OFFICER	Hale Jr.,Larry I.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1510	F	00007002	OFFICER	Deciutiis,Nicholas J	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2920	V	00007003	ASST CHIEF		10	1	178,873.00	33,091.51	1.00	Reg
FA0	20	9100	1510	F	00007005	OFFICER	Henderson,Phillip Edward	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1530	F	00007008	OFFICER	Wang,Joshua Y.	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	1520	F	00007010	OFFICER	Green,Lauren N	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	1570	F	00007012	OFFICER	Zelaya,Jairo A.	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	9230	F	00007013	SERGEANT	Jackson,Gregory G	4	6	114,166.00	21,120.71	1.00	Reg
FA0	20	9100	1550	F	00007014	OFFICER	Hopper Jr.,Arthur C	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	2750	F	00007021	SERGEANT	Jaquez,Jose L.	4	3	93,928.00	17,376.68	1.00	Reg
FA0	20	9100	1510	F	00007023	SERGEANT	Architzel,Michael E	4	5	108,729.00	20,114.87	1.00	Reg
FA0	20	9100	9240	F	00007024	SENIOR POLICE OFFICER	Rogers,Enoch F	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1520	F	00007026	OFFICER	Rimel,Joseph D.	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1560	F	00007029	OFFICER	Costa,Paul J	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	6650	V	00007035	DOG HANDLER		1	1	62,727.00	11,604.50	1.00	Reg
FA0	20	9100	9240	F	00007039	OFFICER	White,Darrin D	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2770	V	00007040	SERGEANT		4	1	85,192.00	15,760.52	1.00	Reg
FA0	20	9100	2660	V	00007044	SENIOR DETECTIVE		3	0	90,770.00	16,792.45	1.00	Reg
FA0	20	9100	9230	V	00007048	DOG HANDLER		1	1	62,727.00	11,604.50	1.00	Reg
FA0	20	9100	9230	F	00007054	OFFICER ERT PERSONNEL	Wascavage II,Mark R	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	6650	F	00007061	OFFICER	Braggs,Derek-James	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1520	F	00007063	OFFICER	Weingard,Bryan D	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1540	F	00007064	SENIOR SERGEANTS	Leary,Christopher R	4	3	93,928.00	17,376.68	1.00	Term
FA0	20	9100	9230	V	00007065	SCUBA DIVER		1	1	62,727.00	11,604.50	1.00	Reg
FA0	20	9100	040J	F	00007070	OFFICER	Dickson Jr.,Phillip	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	9230	F	00007072	BOMB SQUAD TECH	Leone,Mark C	1	9	100,305.00	18,556.43	1.00	Reg
FA0	20	9100	2660	F	00007076	OFFICER	Gray,Marvin R.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1570	F	00007077	OFFICER	Swinson,Tondelaya M	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	9230	F	00007079	OFFICER	Moon,Hyung S	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2310	F	00007080	OFFICER	Milner Jr.,Robert W	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	6650	F	00007082	OFFICER	Johnson II,Charles E.	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	2970	F	00007088	DETECTIVE GRADE II	Palchak,Timothy R	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1530	F	00007090	OFFICER	Williams,Gia T.	1	6	80,040.00	14,807.40	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FAO	20	9100	1570	F	00007106	OFFICER	Gottesmann,Adam J	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	121F	V	00007109	ASST ACCOUNTS PAYABLE DIR		12	1	82,332.00	15,231.42	1.00	Reg
FAO	20	9100	9230	F	00007110	OFFICER ERT PERSONNEL	Hall,Robert P.	1	8	89,761.00	16,605.79	1.00	Reg
FAO	20	9100	1510	F	00007115	OFFICER	Zurowski,Thomas E	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	6620	F	00007116	OFFICER	Mocca,Michael A	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1550	F	00007119	OFFICER	Glenn,Gary L	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1570	F	00007131	OFFICER	Foster-Bey,Shantaley L.	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	9410	F	00007141	OFFICER	Hobbs,Steven J	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	2310	F	00007160	OFFICER	Portillo,Santos A	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	6650	F	00007183	OFFICER	Ghobrial,Osama F	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	2750	F	00007227	FLEET SERVICE	Fletcher,Stephen J	10	10	75,004.80	13,875.89	1.00	Reg
FAO	20	9100	1520	F	00007232	OFFICER	Engler,Tristan S	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1540	F	00007233	OFFICER	Jegede,Ayomide A	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	1520	F	00007237	SENIOR SERGEANTS	Hunt,Peter A	4	3	93,928.00	17,376.68	1.00	Term
FAO	20	9100	5102	F	00007252	SENIOR SERGEANTS	Brown,James M	4	3	93,928.00	17,376.68	1.00	Term
FAO	20	9100	2310	F	00007259	COMMANDER	Coligan,Michael K	9	1	151,904.00	28,102.24	1.00	Reg
FAO	20	9100	2770	F	00007260	OFFICER	Thomas,Kirkland Andrew	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	1510	F	00007262	OFFICER	Pratt Jr.,Michael L	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1550	F	00007266	SERGEANT	Ruiz,Maximino	4	4	98,623.00	18,245.26	1.00	Reg
FAO	20	9100	1570	F	00007274	OFFICER	Neal,Jarrod D	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1510	F	00007276	OFFICER	Cleary,Walker J	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	2750	F	00007277	SERGEANT	Floyd,Adam D.	4	3	93,928.00	17,376.68	1.00	Reg
FAO	20	9100	1560	F	00007283	OFFICER	Wiggins,Tiffany N.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	2750	F	00007291	OFFICER	Jacobs,James V	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	2650	F	00007303	DETECTIVE GRADE II	Bolding,Justin Nathaniel	1	8	89,761.00	16,605.79	1.00	Reg
FAO	20	9100	9230	V	00007311	BOMB SQUAD TECH		1	1	62,727.00	11,604.50	1.00	Reg
FAO	20	9100	2660	F	00007323	DETECTIVE GRADE II	Davis,Diane L.	1	9	94,172.00	17,421.82	1.00	Reg
FAO	20	9100	1550	F	00007333	OFFICER	Anderson,Joshua B.	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1520	F	00007337	OFFICER	Thompson,Shaun Michael	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	2650	F	00007339	LIEUTENANT	Smith III,Thomas H	5	4	121,064.00	22,396.84	1.00	Reg
FAO	20	9100	9240	F	00007345	OFFICER	Carter,Richard D	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1510	V	00007349	SENIOR SERGEANTS		4	0	93,928.00	17,376.68	1.00	Reg
FAO	20	9100	1570	F	00007353	OFFICER	Wallace,Shayne	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	2650	F	00007354	DETECTIVE GRADE II	McDonald,Timothy J	1	5	77,744.00	14,382.64	1.00	Reg
FAO	20	9100	5440	V	00007356	SERGEANT		4	1	85,192.00	15,760.52	1.00	Reg
FAO	20	9100	1570	F	00007367	OFFICER	Crane,Seth Christian	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1550	F	00007370	SERGEANT	Creveling,Andrew P	4	2	89,450.00	16,548.25	1.00	Reg
FAO	20	9100	1550	F	00007372	OFFICER	Dutt,Jaindra	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	1540	F	00007374	SERGEANT	Mastony,Jason C	4	2	89,450.00	16,548.25	1.00	Reg
FAO	20	9100	2650	F	00007380	DETECTIVE GRADE II	Santana,Ucrania L	1	9	98,805.00	18,278.93	1.00	Reg
FAO	20	9100	1540	F	00007383	CAPTAIN	Christian,Bryan F	7	4	142,203.00	26,307.56	1.00	Reg
FAO	20	9100	1510	F	00007386	OFFICER	Gong,Andrew	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	121F	F	00007399	ACCOUNTANT	King,Richard J	12	7	97,664.00	18,067.84	1.00	Reg
FAO	20	9100	2650	F	00007402	DETECTIVE GRADE II	Parker,Andre C	1	9	94,172.00	17,421.82	1.00	Reg
FAO	20	9100	1550	F	00007406	OFFICER	Anderson,Charles F.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	5910	F	00007410	Compensation Claims Specialist	Smithson,Tamicka A.	12	5	85,570.00	15,830.45	1.00	Reg
FAO	20	9100	6650	F	00007417	OFFICER	Young,Shaniece S	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	2310	F	00007424	SERGEANT	Gainey,Kai L	4	6	114,166.00	21,120.71	1.00	Reg

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FAO	20	9100	2310	F	00007426	OFFICER	Ouzts,Marcellus L	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	6650	F	00007431	OFFICER	Frederique,James	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1570	V	00007438	LIEUTENANT		5	1	98,188.00	18,164.78	1.00	Reg
FAO	20	9100	1560	F	00007439	OFFICER	Mcgee,Malita M	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	9410	F	00007446	OFFICER	Washington III,Vinson M	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1530	F	00007458	SERGEANT	Orgel,Ryan C.	4	2	89,450.00	16,548.25	1.00	Reg
FAO	20	9100	1530	F	00007461	OFFICER	Craig Jr.,James R	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	5910	F	00007468	SENIOR SERGEANTS	Price,Darryl A	4	3	93,928.00	17,376.68	1.00	Term
FAO	20	9100	F111	F	00007494	SENIOR ACCOUNTANT	Johnson,Iris M	13	8	116,146.00	21,487.01	1.00	Reg
FAO	20	9100	1530	F	00007507	OFFICER	Rider,Matthew David	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1540	F	00007511	SERGEANT	Brumfield,Taniqua	4	1	85,192.00	15,760.52	1.00	Reg
FAO	20	9100	2650	F	00007541	Detective Sergeant	Tarr,Derek R	4	2	90,045.00	16,658.33	1.00	Reg
FAO	20	9100	1570	F	00007544	OFFICER	Turner,Michelle	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1570	F	00007558	LIEUTENANT	Larsen,Peter D	5	5	127,721.00	23,628.39	1.00	Reg
FAO	20	9100	1520	F	00007561	OFFICER	Singh,Harmandeep	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1530	F	00007570	OFFICER	Allen,Sean E.	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	2310	F	00007571	OFFICER	Douglas Jr.,Arthur G	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	121C	F	00007583	LIEUTENANT	Powell,Reginald L	5	5	127,721.00	23,628.39	1.00	Reg
FAO	20	9100	1520	F	00007635	FLEET SERVICE	Gwathmey,Henry L	10	10	75,004.80	13,875.89	1.00	Reg
FAO	20	9100	6910	F	00007636	INVEST APPLICANT	Lynch,Lauren	12	4	89,997.00	16,649.45	1.00	Reg
FAO	20	9100	1510	F	00007650	OFFICER	Biscoe,Vincent D	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1520	F	00007662	SERGEANT	McGrail,Mark Emerson	4	1	85,192.00	15,760.52	1.00	Reg
FAO	20	9100	1570	F	00007672	OFFICER	Couick,Elizabeth J	1	2	65,863.00	12,184.66	1.00	Reg
FAO	20	9100	2650	F	00007683	DETECTIVE GRADE II	McLaughlin,Gregory	1	7	85,558.00	15,828.23	1.00	Reg
FAO	20	9100	1520	F	00007685	CAPTAIN	Bernat,Edward R	7	3	135,173.00	25,007.01	1.00	Reg
FAO	20	9100	1570	F	00007687	SERGEANT	Krimmel,Matthew G.	4	3	93,928.00	17,376.68	1.00	Reg
FAO	20	9100	1530	F	00007694	SENIOR POLICE OFFICER	Hall,Richard H	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	1570	F	00007716	SERGEANT	VanDyke,Robert Martin	4	1	85,192.00	15,760.52	1.00	Reg
FAO	20	9100	9230	F	00007721	BOAT VESSEL REGISTRAR	Smith,Samuel M	9	9	69,342.00	12,828.27	1.00	Reg
FAO	20	9100	1510	F	00007730	SERGEANT	Robison,George T	4	4	98,623.00	18,245.26	1.00	Reg
FAO	20	9100	1530	F	00007733	OFFICER	Rahman,Norman	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1570	F	00007736	SENIOR POLICE OFFICER	Boyd,Orvin G	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	2310	F	00007739	SERGEANT	Wallace Jr.,Toussaint M	4	6	114,166.00	21,120.71	1.00	Reg
FAO	20	9100	1510	F	00007745	SERGEANT	Evans,Timothy E	4	6	114,166.00	21,120.71	1.00	Reg
FAO	20	9100	1520	F	00007746	SENIOR SERGEANTS	Hughes,Corinne	4	3	93,928.00	17,376.68	1.00	Term
FAO	20	9100	2750	F	00007754	OFFICER	Weaver,James	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1510	F	00007761	OFFICER	Hardy,Emmanuel J.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	2650	F	00007764	DETECTIVE GRADE II	Jones,Dwight D	1	9	98,805.00	18,278.93	1.00	Reg
FAO	20	9100	1540	F	00007766	MASTER PATROL OFFICER	Morris,Matthew B	1	0	102,098.00	18,888.13	1.00	Reg
FAO	20	9100	2660	F	00007768	OFFICER	Benites Jr.,Manuel	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	9240	F	00007769	Detective Sergeant	Thorne,Terry J	4	6	114,761.00	21,230.79	1.00	Reg
FAO	20	9100	1570	F	00007778	OFFICER	Clark,Christopher M	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1550	F	00007782	OFFICER	Rock,Ludovick P	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1540	F	00007800	OFFICER	Minier,Ricardo A	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	2930	F	00007806	SENIOR POLICE OFFICER	Bryant,Lachele A	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	1570	F	00007819	OFFICER	Orkisz,Matthew R	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	5810	F	00007832	MOTOR VEHICLE OPERATOR	George,Maurice Eric	8	8	64,147.20	11,867.23	1.00	Reg
FAO	20	9100	1530	F	00007837	OFFICER	Burke,Matthew James	1	5	76,244.00	14,105.14	1.00	Reg

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FA0	20	9100	9230	F	00007838	PROGRAM ANALYST	Beam,Brandi	12	1	82,326.00	15,230.31	1.00	Reg
FA0	20	9100	5810	F	00007873	MOTOR VEHICLE OPERATOR	Coles,Arthur A	8	10	67,683.20	12,521.39	1.00	Reg
FA0	20	9100	1570	V	00007880	SERGEANT		4	1	85,192.00	15,760.52	1.00	Reg
FA0	20	9100	9240	F	00007887	SERGEANT	Schaefer,James M	4	6	114,166.00	21,120.71	1.00	Reg
FA0	20	9100	2770	F	00007892	LIEUTENANT	Barcus,Zeb E.	5	1	98,188.00	18,164.78	1.00	Reg
FA0	20	9100	9410	F	00007899	LIEUTENANT	Martello,Francis J	5	4	115,299.00	21,330.32	1.00	Reg
FA0	20	9100	1550	F	00007914	OFFICER	Cole,Collin C	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1540	F	00007916	SERGEANT	Compher III,Zachary W.	4	1	85,192.00	15,760.52	1.00	Reg
FA0	20	9100	2880	F	00007918	CRIME SCENE SRCH OFR	Deprince,Michael A	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1570	F	00007919	OFFICER	Gutierrez,Gabriel V	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	1510	F	00007925	CAPTAIN	Pulliam,Michael J	7	2	122,375.00	22,639.38	1.00	Reg
FA0	20	9100	1560	F	00007938	OFFICER	Roberson,Sheron L	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	6650	F	00007941	OFFICER	Humphrey,Maggie-May	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	2660	V	00007943	DETECTIVE GRADE II		1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1520	F	00007947	OFFICER	Allen,Che T.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1550	F	00007948	OFFICER	Smith,Glenn B.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	2750	F	00007958	OFFICER	Minzak,Mark A.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1560	F	00007963	SERGEANT	Grossman,Erica N.	4	4	98,623.00	18,245.26	1.00	Reg
FA0	20	9100	1540	F	00007970	CRIME SCENE SRCH OFR	Gallagher Jr.,Henry	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1510	F	00008033	SENIOR POLICE OFFICER	Harris,Willie R	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1560	V	00008053	LIEUTENANT		5	1	98,188.00	18,164.78	1.00	Reg
FA0	20	9100	152C	F	00008066	SERGEANT	Brown,Nicole L.	4	2	89,450.00	16,548.25	1.00	Reg
FA0	20	9100	9240	F	00008070	DETECTIVE GRADE II	DePeralta,Victor J.	1	7	85,558.00	15,828.23	1.00	Reg
FA0	20	9100	6693	F	00008071	SERGEANT	Riley,Paul D	4	6	114,166.00	21,120.71	1.00	Reg
FA0	20	9100	1560	F	00008075	OFFICER	Robinson,Wanda G	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1510	F	00008076	OFFICER	Davis,Andre M	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1560	V	00008079	SERGEANT		4	2	89,450.00	16,548.25	1.00	Reg
FA0	20	9100	6011	F	00008080	SENIOR SERGEANTS	Jova,Alberto	4	3	93,928.00	17,376.68	1.00	Term
FA0	20	9100	2920	F	00008115	DETECTIVE GRADE II	Elliott,Robert J	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1540	F	00008117	MASTER PATROL OFFICER	Treu,Mark	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	9240	F	00008120	DOG HANDLER	Carr,Karen D	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1540	F	00008122	LIEUTENANT	Savoy,Tatjana A	5	3	109,287.00	20,218.10	1.00	Reg
FA0	20	9100	1520	F	00008123	OFFICER	Glean,Michael F	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2660	F	00008125	DETECTIVE GRADE I	Wise,Brian P	3	6	100,074.00	18,513.69	1.00	Reg
FA0	20	9100	1520	F	00008126	OFFICER	Hansohn,John D	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1560	F	00008127	OFFICER	Sidera,Cyrus O	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1540	F	00008132	OFFICER	Heyward,Kori A.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	6650	F	00008135	OFFICER	Sugg-Edwards,Michel B.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1570	F	00008136	OFFICER	Barker,Stanley C.	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	5910	F	00008137	Program Manager, Corporate Sup	Hughes,Abigail J.	13	0	105,749.00	19,563.57	1.00	Reg
FA0	20	9100	2310	F	00008140	OFFICER	Fernandez,Melvyn E	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	6650	F	00008143	OFFICER	Phan,Michael NMN	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1540	F	00008228	MASTER PATROL OFFICER	Vaughan,Dennis C	1	9	94,172.00	17,421.82	1.00	Reg
FA0	20	9100	1530	F	00008247	OFFICER	Cruz,Angel M.	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1530	F	00008250	OFFICER	DaRe,James C.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	2650	F	00008253	DETECTIVE GRADE II	White,James A	1	7	85,558.00	15,828.23	1.00	Reg
FA0	20	9100	1540	F	00008254	OFFICER	Sawyer,Bridgette C	1	3	66,816.00	12,360.96	1.00	Reg
FA0	20	9100	1510	F	00008258	CAPTAIN	Dorough,Jonathan M.	7	2	122,375.00	22,639.38	1.00	Reg

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FAO	20	9100	1520	F	00008268	OFFICER	Panhorst,Mark D	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	1540	F	00008270	OFFICER	Greene,Amina J	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	2660	F	00008281	LIEUTENANT	Hickman,Jaron C	5	2	103,609.00	19,167.67	1.00	Reg
FAO	20	9100	1510	F	00008282	OFFICER	Ames,Molly A	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	6650	F	00008283	SENIOR POLICE OFFICER	Grier,Regenna J	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	2670	F	00008287	FAMILY LIAISON SPEC	Riley,Megan B.	12	10	105,339.00	19,487.72	1.00	Reg
FAO	20	9100	1550	F	00008289	OFFICER	Mosier,Thomas C	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1510	F	00008291	OFFICER	Bell,Stanley M.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1520	F	00008292	OFFICER	Delozier,Kevin	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1530	F	00008294	OFFICER	Lantion,Chukwuemeka	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	6691	F	00008301	Police Cadet	Mackall,April K	4	1	34,432.00	6,369.92	1.00	Term
FAO	20	9100	1510	F	00008303	OFFICER	DiBartolo,Hope	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1560	F	00008305	MASTER PATROL OFFICER	Gulich,Gary M	1	9	98,805.00	18,278.93	1.00	Reg
FAO	20	9100	1530	F	00008311	OFFICER	Jimenez,Jose E.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	2650	F	00008314	DETECTIVE GRADE II	Metivier,Kimberley J	1	9	98,805.00	18,278.93	1.00	Reg
FAO	20	9100	2310	F	00008331	SENIOR POLICE OFFICER	Mcgill,Gloria D	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	2650	F	00008332	DETECTIVE GRADE II	Taylor,Scott Bradley	1	9	98,805.00	18,278.93	1.00	Reg
FAO	20	9100	1570	F	00008339	OFFICER	Brazoban,Ralph S.	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	2650	F	00008342	Investigator	Skelonc,Daniel P	1	6	81,540.00	15,084.90	1.00	Reg
FAO	20	9100	1510	F	00008397	OFFICER	Onojafe,Jokpa	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1530	F	00008410	OFFICER	Bines,Cory L.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	6690	F	00008458	SENIOR SERGEANTS	Hitt Jr.,Leo W	4	3	93,928.00	17,376.68	1.00	Term
FAO	20	9100	1560	F	00008466	OFFICER	Hawkins,Kendall L.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1570	F	00008469	LIEUTENANT	Royal,Craig S	5	5	127,721.00	23,628.39	1.00	Reg
FAO	20	9100	1510	F	00008476	OFFICER	Sullivan,Brian P	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	9240	F	00008480	OFFICER	Earhardt,Scott C	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1510	F	00008486	OFFICER	Evans,Ryan M.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1530	F	00008488	OFFICER	Oduola,Olugbenga S.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1530	F	00008494	OFFICER	Residovic,Dinko	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	2650	F	00008500	Detective Sergeant	Richardson,Andrew K	4	4	99,218.00	18,355.33	1.00	Reg
FAO	20	9100	1520	F	00008509	OFFICER	Rowland,Stella M.	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1510	F	00008518	SERGEANT	Alma,Jorge E	4	4	98,623.00	18,245.26	1.00	Reg
FAO	20	9100	1570	F	00008519	OFFICER	Woods,Lavon A.	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	1540	F	00008575	SERGEANT	Tyler,Lindsay M.	4	3	93,928.00	17,376.68	1.00	Reg
FAO	20	9100	070B	F	00008576	FLEET PGM SPEC	Rojas Porro,Jose A	12	10	105,339.00	19,487.72	1.00	Reg
FAO	20	9100	1550	F	00008581	SERGEANT	Sesay,Aminatta S	4	2	89,450.00	16,548.25	1.00	Reg
FAO	20	9100	2950	F	00008611	CELLBLOCK PROCESSING TECH	Casey,Phyllis M	9	10	75,254.00	13,921.99	1.00	Reg
FAO	20	9100	055E	F	00008612	SENIOR POLICE OFFICER	Littlejohn,Homer J	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	1550	F	00008616	OFFICER	Santos,Allen	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	2960	F	00008628	OFFICER	Gaines Jr.,Samuel C	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	7102	F	00008634	SENIOR SERGEANTS	Baum,Scott M	4	3	93,928.00	17,376.68	1.00	Term
FAO	20	9100	1510	F	00008642	CIVILIAN PAY TECH	Walston,Kim M	6	10	54,201.00	10,027.19	1.00	Reg
FAO	20	9100	1570	F	00008644	LIEUTENANT	Perkins,Todd M	5	5	127,721.00	23,628.39	1.00	Reg
FAO	20	9100	1560	F	00008647	OFFICER	Henderson,Taevon Donte	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1570	F	00008649	OFFICER	Alston,Stephen B.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1520	V	00008653	LIEUTENANT		5	1	98,188.00	18,164.78	1.00	Reg
FAO	20	9100	1510	F	00008654	OFFICER	Hashida,Gunther P	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	121C	F	00008657	EXECUTIVE PROTECTION OFFICER	Mckinnon,Dwight	1	9	98,805.00	18,278.93	1.00	Reg



Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FA0	20	9100	1510	F	00008658	SENIOR POLICE OFFICER	Kenney,Wendell P	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1510	F	00008660	OFFICER	Grier,Brytani V	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	9101	V	00008662	SERGEANT		4	1	85,192.00	15,760.52	1.00	Reg
FA0	20	9100	1530	F	00008664	OFFICER	Kurtz, Gregory D	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1570	F	00008666	OFFICER	Bates, Kiara M	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	1520	F	00008674	OFFICER	Franchak, Stephen J	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1530	F	00008693	OFFICER	Rodriguez, Jose E	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	2660	F	00008701	DETECTIVE GRADE I	Nasr, Hosam	3	4	90,769.00	16,792.27	1.00	Reg
FA0	20	9100	1560	F	00008702	OFFICER	English, Elmo J	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	040J	F	00008713	FINGERPRINT EXAMINER	Archer, Christopher Scott-M	7	7	55,252.00	10,221.62	1.00	Reg
FA0	20	9100	1530	F	00008716	OFFICER	Jones, Ninya S.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1101	F	00008719	STAFF ASSISTANT	Williams, Betty G	12	9	102,782.00	19,014.67	1.00	Reg
FA0	20	9100	1530	F	00008734	OFFICER	Sentino, Cheryl	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	070B	F	00008783	Fleet Services Manager (Contra	Hester, George G	15	0	167,586.53	31,003.51	1.00	Reg
FA0	20	9100	1570	F	00008786	OFFICER	Anderson, Howard A	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2750	F	00008787	OFFICER	Cole, Brittany J.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1560	F	00008795	OFFICER	Uskievich, Kyle S	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	2770	F	00008810	SENIOR POLICE OFFICER	Kirby, Lisa	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1560	F	00008818	OFFICER	Sever, Riza N	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1510	F	00008820	LIEUTENANT	Donigian Jr., George H	5	1	98,188.00	18,164.78	1.00	Reg
FA0	20	9100	1560	F	00008822	OFFICER	Cluff, Anedrea S	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	9410	F	00008825	SENIOR POLICE OFFICER	Carter, Florena E	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1560	F	00008830	LIEUTENANT	Preston, Joy S.	5	3	109,287.00	20,218.10	1.00	Reg
FA0	20	9100	1510	F	00008831	OFFICER	Szala, Paul S	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	9240	F	00008837	LIEUTENANT	Bagshaw, Jason H	5	2	103,609.00	19,167.67	1.00	Reg
FA0	20	9100	1510	F	00008843	LIEUTENANT	Anderson, Seth R	5	4	115,299.00	21,330.32	1.00	Reg
FA0	20	9100	9230	F	00008844	SCUBA DIVER	Morawski, Michael D	1	9	100,305.00	18,556.43	1.00	Reg
FA0	20	9100	1510	F	00008845	OFFICER	Babula, Joseph K.	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	6650	F	00008851	OFFICER	Houng, Daniel	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	9101	F	00008855	DETECTIVE GRADE II	Mattera, Shay C	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1520	F	00008868	OFFICER	Satterwhite, Dane Y	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1570	F	00008875	OFFICER	Connie, Isaac B	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	2310	F	00008930	OFFICER	Jerome, Philippe JM	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	040J	F	00008941	Clerical Assistant	Lee, Spurgeon T	8	10	64,607.00	11,952.30	1.00	Reg
FA0	20	9100	1520	F	00008948	SENIOR SERGEANTS	Aragona, Edward A	4	3	93,928.00	17,376.68	1.00	Term
FA0	20	9100	1550	F	00008950	OFFICER	Rauch, Aaron L	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1560	F	00008975	OFFICER	Boddie, Marcus G	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1560	F	00008986	OFFICER	Wilhite, Whitney K.	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1510	F	00008987	OFFICER	Robinson, John R	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	2650	F	00008992	DETECTIVE GRADE II	Hain, Douglas P.	1	8	89,761.00	16,605.79	1.00	Reg
FA0	20	9100	1560	F	00008995	OFFICER	Nieves, Joseph	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1560	F	00008999	OFFICER	Huang-Racalto, Jason C.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	2650	F	00009006	DETECTIVE GRADE II	Napper, Sean J.	1	7	85,558.00	15,828.23	1.00	Reg
FA0	20	9100	6360	F	00009011	Human Resources Specialist (HR	Page, Brandi D	12	2	78,487.00	14,520.10	1.00	Term
FA0	20	9100	2620	F	00009014	SENIOR SERGEANTS	Baxa, Christopher B	4	3	93,928.00	17,376.68	1.00	Term
FA0	20	9100	1560	F	00009019	OFFICER	Kakay, Mohammed	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	1570	F	00009023	OFFICER	Willis, Berrita A	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1570	F	00009039	OFFICER	Kidane, Robyel T	1	2	65,863.00	12,184.66	1.00	Reg

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FAO	20	9100	1550	F	00009040	OFFICER	Bangura,Bai A.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1550	F	00009044	OFFICER	Suggs,Philip N	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1550	F	00009055	SERGEANT	Rodriguez,Livio H.	4	2	89,450.00	16,548.25	1.00	Reg
FAO	20	9100	1510	F	00009075	SENIOR POLICE OFFICER	Swinson Jr.,Jonathan	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	5810	F	00009082	MOTOR VEHICLE OPERATOR	Barksdale,George W	8	10	67,683.20	12,521.39	1.00	Reg
FAO	20	9100	1510	F	00009085	OFFICER	Fanone,Michael F	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1540	F	00009104	OFFICER	Williams Jr.,Asley I.	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	1520	F	00009145	OFFICER	Ayodeji,Hakeem	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	1530	F	00009146	OFFICER	Calligaro,Robert D	1	9	100,305.00	18,556.43	1.00	Reg
FAO	20	9100	1530	F	00009147	OFFICER	Perez,Jermaine D	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	2660	F	00009149	OFFICER	Milord,Fabien	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1540	F	00009155	OFFICER	Bryan,Brandon J	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1520	F	00009157	OFFICER	Alton,William C	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1510	F	00009159	OFFICER	Blackwood,Scott A.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	2660	V	00009162	DETECTIVE GRADE I		3	5	95,310.00	17,632.35	1.00	Reg
FAO	20	9100	2310	F	00009165	OFFICER	Day,Brittany D	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	6650	F	00009175	OFFICER	Barkley,Justin T	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1510	F	00009180	OFFICER	Penland,James L	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	2930	F	00009181	OFFICER	Sturgis,Michelle	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	9240	F	00009190	SENIOR POLICE OFFICER	Folts,Jeffrey S	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	1520	F	00009193	OFFICER	Ortiz,Jayson	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	2750	F	00009197	OFFICER	DelBorrell,Anthony	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1560	F	00009201	OFFICER	Smith,William A.	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	9220	F	00009202	OFFICER	Culver,Charles D.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	040K	F	00009205	Information Technology Special	Butler,Lynn D	12	6	95,111.00	17,595.54	1.00	Reg
FAO	20	9100	2310	F	00009218	SENIOR POLICE OFFICER	Jones,Charles O	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	1510	F	00009225	OFFICER	Rekounov,Anton V	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1550	F	00009266	OFFICER	Williams,Darius J.	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1540	F	00009271	SERGEANT	Herringa,Brian L	4	6	114,166.00	21,120.71	1.00	Reg
FAO	20	9100	1550	F	00009285	OFFICER	Cooke-Barnes,Stephen A	1	2	65,863.00	12,184.66	1.00	Reg
FAO	20	9100	1530	F	00009292	OFFICER	Casseus,Frantzy	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1510	F	00009302	OFFICER	Al-Warith,Ariel K.	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1560	F	00009303	OFFICER	Rosenthal,Marcus J	1	2	65,863.00	12,184.66	1.00	Reg
FAO	20	9100	6690	F	00009305	COMMANDER	Ennis,Ralph G	9	4	193,755.00	35,844.68	1.00	Reg
FAO	20	9100	1530	F	00009308	OFFICER	Kelly,Erin M	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	2950	F	00009319	SERGEANT	Thomas,Stefeni D	4	3	93,928.00	17,376.68	1.00	Reg
FAO	20	9100	1510	F	00009324	OFFICER	Willis,Anthony A	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	6650	F	00009327	OFFICER	Lucas,Mark L.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	6650	F	00009331	OFFICER	Williams,Chase R	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1510	F	00009367	OFFICER	Im,Sang J	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1560	F	00009418	OFFICER	Lin,Jesse J.	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1530	F	00009438	OFFICER	Boucheron,Marc Mathieu	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1550	F	00009447	OFFICER	Gray,Eric A	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1560	F	00009506	OFFICER	Bickel,Lindsey M	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1520	F	00009520	OFFICER	Novak,Patrick J.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	2650	F	00009522	DETECTIVE GRADE II	Harrison,Randy	1	5	77,744.00	14,382.64	1.00	Reg
FAO	20	9100	1570	F	00009540	OFFICER	Chapman,Parker R	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1540	F	00009541	SENIOR POLICE OFFICER	Tipton,Timothy C	1	5	76,243.00	14,104.96	1.00	Term

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FA0	20	9100	2650	F	00009551	DETECTIVE GRADE II	Volpe,Taylor Frey	1	6	81,540.00	15,084.90	1.00	Reg
FA0	20	9100	1540	F	00009557	OFFICER	Cruz-Hernandez,Wilmar	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1520	F	00009571	OFFICER	Conner,Crystal S.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1510	F	00009574	OFFICER	Muir,Sarah Anthonnet	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	5810	F	00009595	Property, Evidence Control & D	Tracey III,Charles D	7	4	50,485.00	9,339.73	1.00	Reg
FA0	20	9100	9101	F	00009615	DETECTIVE GRADE II	Horne,Norma J	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1540	F	00009616	OFFICER	Roselli II,Victor	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1560	F	00009625	OFFICER	Craig,Terrence Kwesi	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1550	F	00009657	OFFICER	Kolts,Oscar E	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	1530	F	00009668	OFFICER	Paez,Diana E	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	1560	F	00009679	OFFICER	Dabney,Aaron B.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1530	F	00009691	OFFICER	Smith,Barry A.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1540	F	00009710	OFFICER	Domond III,Pierre-Ricot	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1520	F	00009720	OFFICER	Todaro,Christopher J.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1530	F	00009723	OFFICER	Thornton,Linwood C	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	2750	F	00009739	OFFICER	Pearce Best,Jason C	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1560	F	00009740	OFFICER	Long,Antonio	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	5810	V	00009769	MOTOR VEHICLE OPERATOR		8	1	51,771.20	9,577.67	1.00	Reg
FA0	20	9100	1510	F	00009771	OFFICER	Fuentes,Jabdiel Aviles	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1530	F	00009783	OFFICER	Martin,Randall E	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	1540	F	00009823	OFFICER	Gray,Zachary H	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1510	F	00009830	OFFICER	Mcmillan,Gerard P	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1510	F	00009831	OFFICER	Hovsepian,Abraham H.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	2650	F	00009836	DETECTIVE GRADE II	Ricks,Derek A	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1540	F	00009837	OFFICER	Hamrick,Robert R	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1540	F	00009838	OFFICER	Culver,Leah A	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1540	F	00009840	OFFICER	Melton,Erica R	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1570	F	00009843	OFFICER	Darling-Costley,Ebony Ah-Le	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1560	F	00009899	OFFICER	Gutowski,Jake M.	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1550	F	00009901	SERGEANT	Whiteside,Michael L	4	6	114,166.00	21,120.71	1.00	Reg
FA0	20	9100	1570	F	00009917	OFFICER	Mendryga,Adam D	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1510	F	00009927	OFFICER	Maffett,Carter S.	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	1540	F	00009961	OFFICER	Frost,Eric A.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	5440	F	00009982	MODUS OPERANDI TECH	Edwards,Lucia B	7	10	60,019.00	11,103.52	1.00	Reg
FA0	20	9100	1550	F	00010026	MASTER PATROL OFFICER	Phillips,Jeffrey	1	9	94,172.00	17,421.82	1.00	Reg
FA0	20	9100	1510	F	00010037	SERGEANT	Amodeo,Stephen P	4	1	85,192.00	15,760.52	1.00	Reg
FA0	20	9100	1540	F	00010039	OFFICER	Hill Jr.,Robert W	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	9230	F	00010040	OFFICER ERT PERSONNEL	Davis,Ralph W	1	9	94,172.00	17,421.82	1.00	Reg
FA0	20	9100	1570	F	00010046	OFFICER	Todd,Mario E	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2750	F	00010048	OFFICER	Teel,Orlando	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	040C	F	00010092	FINGERPRINT EXAMINER	Gross,Karen L	7	4	50,485.00	9,339.73	1.00	Reg
FA0	20	9100	1530	F	00010148	OFFICER	Martin,David M.	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	2750	F	00010150	OFFICER	Banks,George H	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1510	F	00010151	OFFICER	Briscoe Jr.,John M.	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1560	F	00010157	OFFICER	Pierce,Keith T	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1550	F	00010187	SERGEANT	Hill,Gregory G.	4	1	85,192.00	15,760.52	1.00	Reg
FA0	20	9100	040C	F	00010192	COMPLIANCE MONITOR	Smith,Dorothea E	11	5	75,094.00	13,892.39	1.00	Reg
FA0	20	9100	1520	F	00010201	OFFICER	Amaya,Karen L	1	4	72,611.00	13,433.04	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FA0	20	9100	1540	F	00010217	OFFICER	Arana-Jimenez,Joshua	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	162C	F	00010229	Supv Audiovisual Prod Spec	Hardy,Richard E	13	0	105,436.07	19,505.67	1.00	Reg
FA0	20	9100	1570	F	00010236	OFFICER	McCombs,Sharray Latrice	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1520	F	00010238	OFFICER	Courtney,David A	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1540	F	00010240	OFFICER	Dedkov,Denis	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	152C	F	00010244	SENIOR POLICE OFFICER	Morquecho,Joseph E	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	040K	V	00010248	INSPECTOR		8	1	129,438.00	23,946.03	1.00	Reg
FA0	20	9100	1540	F	00010250	OFFICER	Mercedes-Matos,Nancy E.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1520	F	00010263	OFFICER	Navarro,Jessica A	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	140C	V	00010293	INSPECTOR		8	0	129,438.00	23,946.03	1.00	Reg
FA0	20	9100	040C	F	00010298	IT Specialist (Data Management	Palepu,Manga	14	10	144,439.00	26,721.22	1.00	Reg
FA0	20	9100	1530	F	00010309	SENIOR POLICE OFFICER	Sweetwine,Lynette P	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	2650	F	00010335	DETECTIVE GRADE II	Rodgers,DeMar	1	8	89,761.00	16,605.79	1.00	Reg
FA0	20	9100	1530	F	00010363	OFFICER	Cawley,Kevin M.	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1520	F	00010380	OFFICER	Latif,Nina N.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1570	F	00010406	OFFICER	Lumpkin Jr.,Lloyd	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1550	F	00010420	OFFICER	Lizama,Pedro E.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1530	F	00010432	OFFICER	Izaguirre,Raul E	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	9230	F	00010439	CAPTAIN	Caron,Michelle J	7	2	122,375.00	22,639.38	1.00	Reg
FA0	20	9100	6650	F	00010447	OFFICER	Cosio Medina,Ivan H.	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1560	V	00010449	SERGEANT		4	1	85,192.00	15,760.52	1.00	Reg
FA0	20	9100	9240	F	00010459	OFFICER	Galery,Von D.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1540	F	00010478	OFFICER	Alas,Nelson E.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1550	F	00010506	OFFICER	Hale,Larry M.	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	2650	F	00010541	Detective Sergeant	Fenton,Eric J	4	6	114,761.00	21,230.79	1.00	Reg
FA0	20	9100	1520	F	00010554	OFFICER	Alberti,Tabitha T.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1560	F	00010555	OFFICER	Jenkins,Marcellus D	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1550	F	00010565	OFFICER	VanderMeer,James A	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	6650	F	00010566	OFFICER	Holland Jr.,Kevin D	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1550	F	00010591	FLEET SERVICER	Vieira,Ray A.	8	8	64,147.20	11,867.23	1.00	Reg
FA0	20	9100	040J	F	00010605	IT Specialist (SQL)	Takkellapati,Lokanatha R	13	10	122,227.00	22,612.00	1.00	Reg
FA0	20	9100	040D	F	00010619	IT Program Manager	Arellano,Gustavo E.	15	0	146,033.40	27,016.18	1.00	Reg
FA0	20	9100	5102	F	00010659	Executive Director for Corpora	Sarvis,William Boston	16	0	185,961.37	34,402.85	1.00	Reg
FA0	20	9100	1560	F	00010662	SERGEANT	Huff,Isaac I.	4	1	85,192.00	15,760.52	1.00	Reg
FA0	20	9100	1560	F	00010679	OFFICER	Vereen,Anthony W	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1540	F	00010694	OFFICER	Bolds,Malik S	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1560	F	00010734	OFFICER	Jefferson,Audrea G.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1570	F	00010740	OFFICER	Mays,Amber N	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	1530	F	00010747	OFFICER	Dexter,Andrew M.	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	2750	F	00010749	OFFICER	Anderson,Sherman O.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1550	F	00010755	OFFICER	Onoja,Fredrick Edoka	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1560	F	00010765	OFFICER	Jones,Markell K	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	9230	F	00010768	OFFICER ERT PERSONNEL	Chester,Robert	1	8	89,761.00	16,605.79	1.00	Reg
FA0	20	9100	1570	F	00010771	OFFICER	Cruz,Jason	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1540	F	00010772	OFFICER	Crowder,Yionice	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	9430	F	00010796	SENIOR DETECTIVE	Garvey,Oliver G	3	4	90,770.00	16,792.45	1.00	Term
FA0	20	9100	040J	F	00010797	Customer Service Rep	Clark,Tracy	8	10	64,607.00	11,952.30	1.00	Reg
FA0	20	9100	2650	F	00010836	DETECTIVE GRADE I	Greene,Steven Z	3	5	95,310.00	17,632.35	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Term/ Term
FAO	20	9100	6650	F	00010850	OFFICER	Latif-Zade,Daler	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1550	F	00010853	OFFICER	Collier,James W	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	9240	F	00010854	SERGEANT	Giles,Tony	4	6	114,166.00	21,120.71	1.00	Reg
FAO	20	9100	1550	F	00010857	OFFICER	Quinlan,Joseph W.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1570	F	00010884	OFFICER	Thomas,Arabia C	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	6650	F	00010885	OFFICER	Koyejo,Paul D.	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	2750	F	00010895	OFFICER	Lyon,Justin L.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1560	F	00010913	OFFICER	Hickman,Sean M.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1540	F	00010914	OFFICER	Lynagh,Gregory F	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	2770	F	00010929	SENIOR DETECTIVE	Pena,Maria E	3	4	90,770.00	16,792.45	1.00	Term
FAO	20	9100	6910	F	00010933	INVEST APPLICANT	Xavier,Justina F.	12	10	105,339.00	19,487.72	1.00	Reg
FAO	20	9100	1540	F	00010945	OFFICER	Samuels,Keena C	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	1510	F	00010948	SENIOR POLICE OFFICER	Mcclain,Frederick	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	1510	F	00010951	OFFICER	Modlin,Samuel A.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	2660	F	00010953	DETECTIVE GRADE II	Jordan,Jonathan	1	9	94,172.00	17,421.82	1.00	Reg
FAO	20	9100	1570	F	00010964	STAFF ASSISTANT	Griffin-Williams,Crystal	9	2	56,994.00	10,543.89	1.00	Reg
FAO	20	9100	2750	F	00011002	OFFICER	Jamieson,Jennifer M.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1540	F	00011065	OFFICER	Ishakwue,Afam O	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1540	F	00011070	OFFICER	Hyder,Christopher M.	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1570	F	00011075	OFFICER	Koch,Ronald Jacob	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1560	F	00011086	OFFICER	White,Jason M.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	162C	F	00011096	A/V Production Specialist	Edwards,Errick F.	9	3	58,758.00	10,870.23	1.00	Reg
FAO	20	9100	1540	F	00011130	OFFICER	Seijo,Jose M	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1560	F	00011143	OFFICER	Dyer,Brayden Z	1	2	65,863.00	12,184.66	1.00	Reg
FAO	20	9100	040D	F	00011171	IT Specialist (Project Manager	Eugene,Donna Marie	14	10	144,439.00	26,721.22	1.00	Reg
FAO	20	9100	1550	F	00011177	OFFICER	Turner,Kayli Diane	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1560	F	00011181	OFFICER	Powell,Divonnie	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	121C	F	00011191	SENIOR POLICE OFFICER	Bonner,Troy M	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	1540	F	00011192	OFFICER	Antonio,James P	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1520	F	00011199	OFFICER	Oum,Raphael S.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1550	F	00011228	OFFICER	Lay,John D.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1530	F	00011255	OFFICER	Douglas,Wade L	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1570	F	00011271	OFFICER	Cruz,Melvin J.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1550	F	00011275	OFFICER	Vorndran,Matthew J	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	2310	V	00011291	Supervisory Contracting Office		13	0	112,531.00	20,818.24	1.00	Reg
FAO	20	9100	2650	F	00011298	DETECTIVE GRADE II	Abdalla,Amir P	1	7	85,558.00	15,828.23	1.00	Reg
FAO	20	9100	1510	F	00011317	OFFICER	Mukoma,Stephen	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	9420	F	00011327	Law Enforcement Analyst	Green,Brannon M.	12	8	100,225.00	18,541.63	1.00	Reg
FAO	20	9100	1530	F	00011341	OFFICER	Wilks,David E.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1520	F	00011364	OFFICER	Murray,Brian Emmett	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	2650	F	00011365	DETECTIVE GRADE I	Gargac,David B	3	6	105,078.00	19,439.43	1.00	Reg
FAO	20	9100	1510	F	00011374	OFFICER	Watford,Terrance D	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1530	F	00011376	OFFICER	Chillemi,Brendan N.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	2310	F	00011380	OFFICER	Barnes,Durriel G.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1530	F	00011386	OFFICER	Brooks,Brock A.	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	160C	F	00011395	Marketing Specialist	Palmer,Kevin M	14	10	133,537.00	24,704.35	1.00	Reg
FAO	20	9100	1520	F	00011401	OFFICER	Baig,Junaid	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1540	F	00011411	OFFICER	Words,Bryon L.	1	8	88,261.00	16,328.29	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FAO	20	9100	1570	F	00011412	LIEUTENANT	Archer,Ashely R	5	1	98,188.00	18,164.78	1.00	Reg
FAO	20	9100	2950	F	00011416	SENIOR POLICE OFFICER	Jackson Jr.,Eric L	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	1530	F	00011418	OFFICER	Pryce,Brandon T.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	F111	F	00011419	BUDGET ANALYST	Pickett,Kimberly D	11	3	70,816.00	13,100.96	1.00	Reg
FAO	20	9100	9240	F	00011420	SERGEANT	Mahl,Matthew N	4	5	103,551.00	19,156.94	1.00	Reg
FAO	20	9100	152C	F	00011425	OFFICER	Canales,Guillermo O.	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	1530	F	00011432	OFFICER	Hurst,Jessica M.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	2650	F	00011440	Detective Sergeant	Garvin III,Sylvester	4	5	104,146.00	19,267.01	1.00	Reg
FAO	20	9100	1510	F	00011452	SERGEANT	Bobick,Brian N	4	5	103,551.00	19,156.94	1.00	Reg
FAO	20	9100	1510	F	00011465	OFFICER	Bouaichi,Hakim M	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1530	F	00011476	OFFICER	Shaver,Kevin R	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	6650	F	00011481	OFFICER	Smilow,Joshua	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1570	F	00011486	OFFICER	Schmidt,Alex M	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1530	F	00011487	OFFICER	Morgan,Brian A.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1540	F	00011494	OFFICER	Davis,Ernie E	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1520	F	00011499	OFFICER	James,Dan	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1550	F	00011503	SENIOR SERGEANTS	Hawkins,Barbara M	4	3	93,928.00	17,376.68	1.00	Term
FAO	20	9100	1520	F	00011513	OFFICER	Clemens,Christopher J	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	2650	F	00011522	DETECTIVE GRADE II	Maupin,Yvette D	1	9	94,172.00	17,421.82	1.00	Reg
FAO	20	9100	9230	F	00011533	DETECTIVE GRADE II	Campanale III,Anthony T	1	8	89,761.00	16,605.79	1.00	Reg
FAO	20	9100	1570	F	00011557	OFFICER	Ennis,Brianna V.	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	1550	F	00011558	SERGEANT	Lee,Mark E	4	5	103,551.00	19,156.94	1.00	Reg
FAO	20	9100	1560	F	00011560	OFFICER	Carver,Erica J	1	2	65,863.00	12,184.66	1.00	Reg
FAO	20	9100	2770	F	00011581	OFFICER	Tomasula,Nicholas John	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	2660	F	00011608	DETECTIVE GRADE II	Vogel,Alexander V	1	9	94,172.00	17,421.82	1.00	Reg
FAO	20	9100	1520	F	00011645	OFFICER	Major Jr.,Clarence Murray	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1550	F	00011646	OFFICER	White,Tevan N	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	1520	F	00011652	OFFICER	Park,Maximilian H.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1540	F	00011662	OFFICER	Guzman,Jose O	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	1530	F	00011664	SERGEANT	Vernick,Dale N	4	4	98,623.00	18,245.26	1.00	Reg
FAO	20	9100	1570	F	00011677	SERGEANT	May,Courtney M	4	2	89,450.00	16,548.25	1.00	Reg
FAO	20	9100	2750	F	00011686	OFFICER	Nunez,Apolinar D.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	9240	F	00011687	SERGEANT	Rogers,James A	4	6	114,166.00	21,120.71	1.00	Reg
FAO	20	9100	1560	F	00011694	OFFICER	Hillman,Sarah	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	6650	F	00011696	OFFICER	Peralta,Madeline I	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	6693	F	00011700	OFFICER	Mazakis,Robert C	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	2750	F	00011702	OFFICER	Bewley,John R.	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	1560	V	00011705	SERGEANT		4	3	93,928.00	17,376.68	1.00	Reg
FAO	20	9100	6650	F	00011706	OFFICER	Jimenez,Raymond A.	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1570	F	00011717	OFFICER	Krawczyk,James L	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1550	F	00011721	OFFICER	Hines,Steven J.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	152C	F	00011725	Community Outreach Coordinator	Gibb,Yun Fei C.	11	9	83,646.00	15,474.51	1.00	Reg
FAO	20	9100	1101	F	00011763	LIEUTENANT	Harding,Kevin L	5	2	103,609.00	19,167.67	1.00	Reg
FAO	20	9100	6690	V	00011788	CAPTAIN		7	1	116,323.00	21,519.76	1.00	Reg
FAO	20	9100	2650	F	00011790	DETECTIVE GRADE II	Catlett,Sidney L.	1	8	89,761.00	16,605.79	1.00	Reg
FAO	20	9100	1550	F	00011791	OFFICER	Jones,Dennis	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	1570	F	00011798	OFFICER	Stokes,Melissa R.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	2650	F	00011810	DETECTIVE GRADE II	Moshier,Michael J.	1	5	77,744.00	14,382.64	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FAO	20	9100	2920	F	00011830	DETECTIVE GRADE II	Makanoff, Aaron J.	1	8	89,761.00	16,605.79	1.00	Reg
FAO	20	9100	151C	F	00011836	TECHNICAL WRITER	Kubu, Bruce E.	13	10	122,227.00	22,612.00	1.00	Reg
FAO	20	9100	1520	F	00011838	CAPTAIN	Caldwell, Renato	7	4	142,203.00	26,307.56	1.00	Reg
FAO	20	9100	1560	F	00011856	OFFICER	Harleston, Tarik Rafeal	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1540	F	00011872	OFFICER	Burggraf, Phillip E	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1540	F	00011883	OFFICER	Rivera, Evelyn M.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1550	F	00011887	OFFICER	Steffenburg, Mark A	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	040J	F	00011889	FINGERPRINT EXAMINER	Koroma, James E	7	8	56,841.00	10,515.59	1.00	Reg
FAO	20	9100	1560	F	00011907	SERGEANT	Miller, Stephen M	4	1	85,192.00	15,760.52	1.00	Reg
FAO	20	9100	1540	F	00011912	OFFICER	Wells, James D	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1570	F	00011913	SERGEANT	Smith, Dion A	4	5	103,551.00	19,156.94	1.00	Reg
FAO	20	9100	2650	F	00011916	DETECTIVE GRADE II	Cuevas, Brett M.	1	7	85,558.00	15,828.23	1.00	Reg
FAO	20	9100	7340	F	00011921	DETECTIVE GRADE II	Lyke III, William E	1	9	98,805.00	18,278.93	1.00	Reg
FAO	20	9100	1560	F	00011930	OFFICER	Thorpe, Emily B	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	1510	F	00011938	COMMANDER	Kane, Morgan C	9	2	170,185.00	31,484.23	1.00	Reg
FAO	20	9100	1520	F	00011959	OFFICER	Casetta, David J	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	9230	F	00011961	OFFICER ERT PERSONNEL	Daniel, Brian C.	1	7	85,558.00	15,828.23	1.00	Reg
FAO	20	9100	111C	F	00011974	Chief	Newsham, Peter J	PS3	0	282,716.46	52,302.55	1.00	Reg
FAO	20	9100	1540	F	00011976	OFFICER	Hofmann, Paul C	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1570	F	00011978	OFFICER	Garrett, Niger J	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	7740	F	00011982	INSPECTOR	Ridlehoover, Michelle L	8	1	129,438.00	23,946.03	1.00	Reg
FAO	20	9100	040B	F	00011997	Executive Director for Informa	Lewin, Jonathan H.	16	0	185,960.00	34,402.60	1.00	Reg
FAO	20	9100	1510	F	00012004	OFFICER	Bergeron, Kevin J.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	2650	F	00012005	DETECTIVE GRADE II	Brake, Daren R.	1	9	98,805.00	18,278.93	1.00	Reg
FAO	20	9100	160C	F	00012020	COMPUTER SPECIALIST	Castelli, Kaylin Junge	13	0	113,983.94	21,087.03	1.00	Reg
FAO	20	9100	F111	V	00012026	AGENCY FISCAL OFFICER		16	1	157,219.00	29,085.52	1.00	Reg
FAO	20	9100	1570	F	00012027	OFFICER	Flash, Courtney A	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	6690	F	00012036	SERGEANT	Gainer, Thomas F	4	4	98,623.00	18,245.26	1.00	Reg
FAO	20	9100	1530	F	00012057	OFFICER	Maxwell, Monique R.	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	9230	F	00012076	OFFICER	Byrd, Keith M	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1540	F	00012084	OFFICER	Ariemma, Michael J	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	2101	F	00012085	OFFICER	Thomas, Natali Y.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	6650	F	00012087	OFFICER	Wardrick, Daijuan L	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	6650	F	00012088	OFFICER	Juster, Patrick K	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1550	F	00012101	MASTER PATROL OFFICER	Brown, Shuntae L.	1	8	89,761.00	16,605.79	1.00	Reg
FAO	20	9100	9230	F	00012114	OFFICER	Boarman, David C.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	6691	F	00012134	Police Cadet	Marshall, Keyvonna A	4	1	34,432.00	6,369.92	1.00	Term
FAO	20	9100	2310	F	00012148	OFFICER	Spain, Florence J	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	6910	F	00012149	INVEST APPLICANT	Frazier, Kenneth T	12	10	105,339.00	19,487.72	1.00	Reg
FAO	20	9100	2650	F	00012168	DETECTIVE GRADE II	Stevens, Marcus S	1	9	98,805.00	18,278.93	1.00	Reg
FAO	20	9100	2660	F	00012173	DETECTIVE GRADE II	Fultz II, Charles E	1	9	98,805.00	18,278.93	1.00	Reg
FAO	20	9100	2660	F	00012179	DETECTIVE GRADE I	Kasul, Bryan P	3	7	110,334.00	20,411.79	1.00	Reg
FAO	20	9100	1560	F	00012194	OFFICER	Grable, Tommie J.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1530	F	00012197	MASTER PATROL OFFICER	Fetting, Benjamin R	1	9	94,172.00	17,421.82	1.00	Reg
FAO	20	9100	1540	F	00012208	OFFICER	Langford, Jesse C.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	2310	F	00012210	SERGEANT	Perren, Joseph A	4	6	114,166.00	21,120.71	1.00	Reg
FAO	20	9100	1570	F	00012212	OFFICER	George, Ralph D	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	1570	F	00012225	OFFICER	Schwarzer I, William G	1	2	65,863.00	12,184.66	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FAO	20	9100	1520	F	00012227	OFFICER	Edwards,Ronald L	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1550	F	00012229	OFFICER	Koroma,Alimamy	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	9240	F	00012233	EOD Dog Handler	Heinz,Lawrence D	1	9	98,805.00	18,278.93	1.00	Reg
FAO	20	9100	1530	F	00012240	OFFICER	Lowery Jr.,Tyrone Emmanuel	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1570	F	00012241	OFFICER	Tringali,Donald	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	2940	F	00012274	DETECTIVE GRADE II	Blake,LiNida D.	1	7	85,558.00	15,828.23	1.00	Reg
FAO	20	9100	2310	F	00012280	OFFICER	Chapa,Ismael E	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	055E	F	00012295	Subrogation Specialist	McReynolds,Kevin	12	10	105,339.00	19,487.72	1.00	Reg
FAO	20	9100	1570	F	00012337	SERGEANT	Starnes,Joshua A.	4	2	89,450.00	16,548.25	1.00	Reg
FAO	20	9100	2880	F	00012344	CRIME SCENE SRCH OFR	Brown,Fred L	1	9	98,805.00	18,278.93	1.00	Reg
FAO	20	9100	9230	F	00012358	SERGEANT	Alioto,Anthony J	4	6	114,166.00	21,120.71	1.00	Reg
FAO	20	9100	1540	F	00012360	SENIOR POLICE OFFICER	Mull,Douglas E	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	1560	F	00012363	OFFICER	Medina,Anthony	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	9230	F	00012373	SCUBA DIVER	Parker II,Robert L.	1	6	83,040.00	15,362.40	1.00	Reg
FAO	20	9100	6910	F	00012383	INVEST APPLICANT	Lyles,Deborah A	12	8	100,225.00	18,541.63	1.00	Reg
FAO	20	9100	1530	F	00012386	SERGEANT	Dean,Paul K	4	4	103,554.00	19,157.49	1.00	Reg
FAO	20	9100	5810	V	00012394	Property, Evidence Control & D		7	0	45,718.00	8,457.83	1.00	Reg
FAO	20	9100	1540	F	00012428	OFFICER	Carbonelli,Brian W	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	6920	F	00012444	INVEST APPLICANT	Rainey,Tamesha C	12	5	92,554.00	17,122.49	1.00	Reg
FAO	20	9100	1560	F	00012450	OFFICER	Conteh,Thomas	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	5910	V	00012464	Compensation Claims Specialist		13	0	87,703.00	16,225.06	1.00	Reg
FAO	20	9100	1101	F	00012466	Administrative Compliance Spec	Ross,Michelle Bolden	12	10	105,339.00	19,487.72	1.00	Reg
FAO	20	9100	1520	F	00012481	OFFICER	Wendt,Sekou A	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	040J	F	00012502	AFIS Monitor	Baucum,Angela D	9	10	71,106.00	13,154.61	1.00	Reg
FAO	20	9100	040K	F	00012509	OFFSET PRESS OPERATOR FORMA	Hughes,Christopher C	15	0	80,038.40	14,807.10	1.00	Reg
FAO	20	9100	1520	F	00012529	OFFICER	Elliott,Larry	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1520	F	00012544	OFFICER	Hawkins,Cameron	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	9230	F	00012545	Air Support Mechanic	Woo,Peter Chee	1	9	98,805.00	18,278.93	1.00	Reg
FAO	20	9100	9410	F	00012594	Criminal Research Specialist	Patel,Karisma A	11	1	66,542.00	12,310.27	1.00	Reg
FAO	20	9100	2770	V	00012598	Detective Sergeant		4	1	85,192.00	15,760.52	1.00	Reg
FAO	20	9100	040J	F	00012613	AFIS Monitor	Bush,Pauline M	11	10	85,784.00	15,870.04	1.00	Reg
FAO	20	9100	1550	F	00012619	SERGEANT	Bedney,Leebra	4	5	108,729.00	20,114.87	1.00	Reg
FAO	20	9100	6650	F	00012623	OFFICER	Harris,Alexander J.	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1530	F	00012624	OFFICER	Moore,Jarrin A	1	2	65,863.00	12,184.66	1.00	Reg
FAO	20	9100	1570	F	00012678	OFFICER	Carter,Dedivine K	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	163C	F	00012683	PHOTOGRAPHER	Gilkey,Mary N	7	10	60,019.00	11,103.52	1.00	Reg
FAO	20	9100	2930	F	00012689	OFFICER	Colvin,Charlotte R	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1570	F	00012691	OFFICER	Stewart,Dennis	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1540	F	00012695	OFFICER	Sekhon,Charandip S.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1530	F	00012728	OFFICER	Hoever,James Henry	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	7740	F	00012731	SERGEANT	Weeks Jr.,Charles E	4	6	114,166.00	21,120.71	1.00	Reg
FAO	20	9100	1550	F	00012768	CAPTAIN	Moore,Christopher T	7	1	122,139.00	22,595.72	1.00	Reg
FAO	20	9100	1550	F	00012769	OFFICER	Haywood,Gail G	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	2650	F	00012787	Detective Sergeant	Baker,Kelly K	4	3	94,523.00	17,486.76	1.00	Reg
FAO	20	9100	2970	F	00012811	DETECTIVE GRADE II	Johnson,Jeremiah P	1	7	85,558.00	15,828.23	1.00	Reg
FAO	20	9100	1560	F	00012817	OFFICER	Francioni,Lancelot JP	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	1570	F	00012856	OFFICER	Devito,Gregory M.	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	2650	F	00012867	DETECTIVE GRADE II	Leiva,Ricardo S	1	8	89,761.00	16,605.79	1.00	Reg



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FA0	20	9100	9230	F	00012918	DOG HANDLER	Weiss,Michael P.	1	7	85,558.00	15,828.23	1.00	Reg
FA0	20	9100	111C	F	00012929	Customer Service Rep	Lewis,Breanna V	7	9	58,430.00	10,809.55	1.00	Reg
FA0	20	9100	6650	V	00012944	LIEUTENANT		5	1	98,188.00	18,164.78	1.00	Reg
FA0	20	9100	1570	F	00012959	OFFICER	Labun,Dorothy A	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1550	F	00012963	OFFICER	Singh,Amanpreet	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1570	F	00012985	OFFICER	Ahmed,Nizam	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1530	F	00012992	OFFICER	Fowler,Sedric L	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	2650	F	00012998	DETECTIVE GRADE II	Luna,Osbaldo	1	9	94,172.00	17,421.82	1.00	Reg
FA0	20	9100	1530	F	00013005	OFFICER	Gunnells,Doran C	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1550	F	00013007	OFFICER	Michaud,Fritz N	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1510	F	00013017	OFFICER	Goodman,Jonathan T	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1101	F	00013021	Detective Sergeant	Cobb,John H	4	4	99,218.00	18,355.33	1.00	Reg
FA0	20	9100	1560	F	00013026	OFFICER	Alexander,James E	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1520	F	00013033	SERGEANT	Johnson,Brian N	4	2	89,450.00	16,548.25	1.00	Reg
FA0	20	9100	1510	F	00013035	OFFICER	Lamar,Elijah S	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1520	F	00013046	OFFICER	Lancaster,Courtney Clark	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	2750	F	00013050	DETECTIVE GRADE II	Brown,Scott F	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1560	F	00013054	OFFICER	Harris,Peter D	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1510	F	00013068	LIEUTENANT	Queen,Marquis L	5	4	121,064.00	22,396.84	1.00	Reg
FA0	20	9100	1540	F	00013070	OFFICER	Crawford,Simeon J.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	2670	F	00013071	SUPV LIAISON SPEC	Okonkwo,Carla Jarden	13	0	114,263.96	21,138.83	1.00	Reg
FA0	20	9100	9410	F	00013075	SENIOR POLICE OFFICER	Peterson,Nathaniel V	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	2750	F	00013079	OFFICER	Creamer,Eldrick D	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1560	F	00013085	OFFICER	Mancini,Matthew T	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	2660	F	00013099	DETECTIVE GRADE I	Barton Jr.,Travis R	3	6	100,074.00	18,513.69	1.00	Reg
FA0	20	9100	9230	V	00013148	SCUBA DIVER		1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	2650	F	00013152	Investigator	Malloy,Darren C	1	9	94,172.00	17,421.82	1.00	Reg
FA0	20	9100	6693	F	00013158	SENIOR POLICE OFFICER	Thompson III,Roy F	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	2660	F	00013160	DETECTIVE GRADE II	Latson,Andrea R	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1520	F	00013180	OFFICER	Puentes,Danilo A	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1560	F	00013197	SENIOR POLICE OFFICER	Leach,Donald G	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1560	F	00013203	OFFICER	James,Demond J	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1540	F	00013207	OFFICER	Pena,Pedro A.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	2310	F	00013233	CONTRACT MONITOR MGR	Beasley,Joanne	13	0	128,474.61	23,767.80	1.00	Reg
FA0	20	9100	1550	F	00013248	OFFICER	Paige,Holly	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	6691	F	00013257	Police Cadet	Winn,Myesha K	4	1	34,432.00	6,369.92	1.00	Term
FA0	20	9100	9430	F	00013291	Intelligence Reseach Spec	Broyles,Craig A	13	10	122,227.00	22,612.00	1.00	Reg
FA0	20	9100	1510	F	00013296	CAPTAIN	Williams,Kimberlee G.	7	4	142,203.00	26,307.56	1.00	Reg
FA0	20	9100	160C	F	00013297	COMMUNITY OUTREACH COOR	Santiago,Marco A	11	10	85,784.00	15,870.04	1.00	Reg
FA0	20	9100	1570	F	00013301	COMMANDER	Wright,Andre L	9	1	159,499.00	29,507.32	1.00	Reg
FA0	20	9100	1570	F	00013304	OFFICER	Magnuson,Erika	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1550	F	00013308	OFFICER	James,Charles J	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2650	F	00013334	DETECTIVE GRADE II	Jasper,Brendan R.	1	5	77,744.00	14,382.64	1.00	Reg
FA0	20	9100	9240	F	00013338	SENIOR POLICE OFFICER	Battle,Carolyn M	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1560	F	00013361	OFFICER	Schemmel,Thomas G	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	2660	F	00013370	DETECTIVE GRADE I	Pavero,Michael S	3	6	105,078.00	19,439.43	1.00	Reg
FA0	20	9100	1520	F	00013379	OFFICER	Schwartz, Richard W	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	9101	F	00013392	STAFF ASSISTANT	Botts,Catherine H	12	10	105,339.00	19,487.72	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FAO	20	9100	1520	F	00013401	OFFICER	Green,Steven D	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1510	F	00013419	OFFICER	Jensrud,Ryan H	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	2920	F	00013436	DETECTIVE GRADE II	Micciche,Anna M	1	9	94,172.00	17,421.82	1.00	Reg
FAO	20	9100	1530	F	00013445	OFFICER	Lina,Felix	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1520	F	00013463	OFFICER	Brown,Arthur E	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1550	F	00013464	OFFICER	Maldonado,Bryan	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	1570	F	00013466	OFFICER	Myles,Joseph B	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1520	F	00013469	OFFICER	Jimenez,Brandon Michael	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1560	F	00013471	SENIOR POLICE OFFICER	Sampson,Ralph E	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	1560	F	00013490	OFFICER	Prentice,Leah B	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	9230	F	00013501	OFFICER	Stewart,Thomas J	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	2770	F	00013502	CRIME SCENE SRCH OFR	Dega,Mark A	1	9	94,172.00	17,421.82	1.00	Reg
FAO	20	9100	9230	F	00013503	DOG HANDLER	Anselmo,Ryan M.	1	7	85,558.00	15,828.23	1.00	Reg
FAO	20	9100	1540	F	00013511	OFFICER	King,Monique T.	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	2670	F	00013516	Victim Specialist	Carrion,Ludemar	12	2	84,883.00	15,703.36	1.00	Reg
FAO	20	9100	1530	F	00013524	SERGEANT	Archer II,Gregory H	4	2	89,450.00	16,548.25	1.00	Reg
FAO	20	9100	9230	F	00013528	SCUBA DIVER	Leslie,Jeffrey P	1	8	91,261.00	16,883.29	1.00	Reg
FAO	20	9100	2940	F	00013532	SERGEANT	Rotimi,Anthony O.	4	3	93,928.00	17,376.68	1.00	Reg
FAO	20	9100	1540	F	00013534	OFFICER	Wildish,Sarah E	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	9230	F	00013537	OFFICER ERT PERSONNEL	Hairston,Eric J	1	9	94,172.00	17,421.82	1.00	Reg
FAO	20	9100	1540	F	00013539	OFFICER	Topper,Michael A	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	2650	F	00013540	DETECTIVE GRADE II	McCallum,Andrew D	1	7	85,558.00	15,828.23	1.00	Reg
FAO	20	9100	1520	F	00013543	OFFICER	Stears,Suzie C	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1520	F	00013550	OFFICER	Choi,Luke K.	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	2650	F	00013554	DETECTIVE GRADE II	Gonzalez,Maelim Y.	1	7	85,558.00	15,828.23	1.00	Reg
FAO	20	9100	2750	F	00013571	DETECTIVE GRADE II	Callahan,Michael C.	1	8	89,761.00	16,605.79	1.00	Reg
FAO	20	9100	1570	F	00013589	OFFICER	Fernando,Isaac A	1	2	65,863.00	12,184.66	1.00	Reg
FAO	20	9100	6620	F	00013606	Program Manager (Continuing St	Gormley,Paula E.	13	0	97,850.00	18,102.25	1.00	Term
FAO	20	9100	2650	F	00013622	Investigator	Babich,Yaroslav	1	5	77,744.00	14,382.64	1.00	Reg
FAO	20	9100	1510	F	00013623	MASTER PATROL OFFICER	Johnson,Robert M	1	9	98,805.00	18,278.93	1.00	Reg
FAO	20	9100	1530	F	00013639	SERGEANT	Wilhelm,Tashina Dawn	4	1	85,192.00	15,760.52	1.00	Reg
FAO	20	9100	1510	F	00013656	OFFICER	Briscoe,Vania N.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	9230	F	00013658	Scuba Diver Sergeant	Tiemann,Megan J	4	5	106,551.00	19,711.94	1.00	Reg
FAO	20	9100	9410	F	00013664	SERGEANT	Flynn,Teresa L	4	5	103,551.00	19,156.94	1.00	Reg
FAO	20	9100	1550	F	00013674	SERGEANT	Dae,Michael D.	4	3	93,928.00	17,376.68	1.00	Reg
FAO	20	9100	1550	F	00013675	OFFICER	Lee,Natalya	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1510	F	00013686	OFFICER	Wong,Annette	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	1540	F	00013706	SERGEANT	Keifer,Nicholas A.	4	1	85,192.00	15,760.52	1.00	Reg
FAO	20	9100	1550	F	00013709	OFFICER	Wible,Emily L.	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1550	F	00013733	OFFICER	Gallop,Willie T	1	2	65,863.00	12,184.66	1.00	Reg
FAO	20	9100	1540	F	00013749	00018292 OFFICER	Toth,Tyler R	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	1560	F	00013756	OFFICER	Rodriguez,Diosvani A	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1570	F	00013785	OFFICER	White,Andrea Y	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	1560	F	00013791	SENIOR POLICE OFFICER	Oakes,John L	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	2620	F	00013806	Detective Sergeant	Fleming,Jonathan M.	4	2	90,045.00	16,658.33	1.00	Reg
FAO	20	9100	1550	F	00013810	OFFICER	Collette,Delroy S	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1540	F	00013819	OFFICER	Echazabal,Esteban	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1540	F	00013852	MASTER PATROL OFFICER	Kniffen,Kimberly D	1	9	94,172.00	17,421.82	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Term/ Term
FA0	20	9100	1510	F	00013858	OFFICER	Muamba,Patrick N.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1550	F	00013875	OFFICER	Conner,Sara Corene	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1540	F	00013880	OFFICER	Vitaoe,Danielle D	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	121F	F	00013885	Payroll Operations Manager	Mathews,Priya	14	6	130,072.00	24,063.32	1.00	Reg
FA0	20	9100	1520	F	00013889	OFFICER	Juan,Domingo W.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	2660	F	00013890	DETECTIVE GRADE II	Roy Jr.,Thomas E.	1	7	85,558.00	15,828.23	1.00	Reg
FA0	20	9100	1530	F	00013893	OFFICER	McLean,Michael	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1550	F	00013899	OFFICER	Boutaugh,Joshua M.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	2930	F	00013900	DETECTIVE GRADE II	Gerald,Henry	1	9	94,172.00	17,421.82	1.00	Reg
FA0	20	9100	6013	F	00013903	MANAGEMENT ANALYST	Bryant,Victoria	9	10	71,106.00	13,154.61	1.00	Reg
FA0	20	9100	6693	F	00013909	OFFICER	Marshall,Darrell A	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	152C	F	00013914	OFFICER	Chan,Steven Ck	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	2660	F	00013923	DETECTIVE GRADE II	O'Bannon,Shayne Casey	1	7	85,558.00	15,828.23	1.00	Reg
FA0	20	9100	1530	F	00013939	OFFICER	Karaali,Hakan H.	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	040K	F	00013942	IT Specialist (Network Service	Murray,George F	13	10	122,227.00	22,612.00	1.00	Reg
FA0	20	9100	9430	F	00013950	OFFICER	Scharf,Jeffrey M	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	7740	F	00013960	SERGEANT	Eckenrode,Mark R	4	6	114,166.00	21,120.71	1.00	Reg
FA0	20	9100	1560	F	00013972	LIEUTENANT	Bridges,Ronald A.	5	1	98,188.00	18,164.78	1.00	Reg
FA0	20	9100	1570	F	00013983	OFFICER	Paul,Jeff	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	9410	F	00014012	OFFICER	Sims,Kimberly Dawn	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1570	F	00014024	OFFICER	Reed,Sade	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1540	F	00014036	OFFICER	Watts,Charles E.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1510	F	00014038	OFFICER	Monk,Charles D	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1560	F	00014042	OFFICER	Vest,Mary R.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1550	F	00014066	OFFICER	Celano,Benjamin C	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1510	F	00014067	OFFICER	D'Angelo,John	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1520	V	00014073	CAPTAIN		7	1	116,323.00	21,519.76	1.00	Reg
FA0	20	9100	1530	F	00014074	SERGEANT	Greene,Trinette M	4	6	114,166.00	21,120.71	1.00	Reg
FA0	20	9100	1550	F	00014080	OFFICER	Coates,Shanice A	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	2660	F	00014096	DETECTIVE GRADE I	Boyd,Ebony L	3	6	100,074.00	18,513.69	1.00	Reg
FA0	20	9100	6650	F	00014099	OFFICER	Merrick,Roylanda Dee	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1510	F	00014111	OFFICER	Pitts,Millard S	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1550	F	00014112	SERGEANT	Gaines,Shaquinta J	4	4	98,623.00	18,245.26	1.00	Reg
FA0	20	9100	9230	F	00014122	SCUBA DIVER	Gaines,Malcolm A	1	9	100,305.00	18,556.43	1.00	Reg
FA0	20	9100	2310	F	00014123	OFFICER	Gaines,Marcus Os	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2650	F	00014127	DETECTIVE GRADE II	Eggleston,Juanita L	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1570	F	00014139	OFFICER	Eveland,Mark A	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1530	F	00014144	MASTER PATROL OFFICER	Shedrick,Mark Bernard	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	9230	V	00014146	Kennel Master		9	0	55,230.00	10,217.55	1.00	Reg
FA0	20	9100	1520	F	00014150	OFFICER	Frank,Derrick J.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1570	V	00014156	OFFICER		0	0	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1510	F	00014159	OFFICER	Barreau,Stanley	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	9230	F	00014168	SENIOR POLICE OFFICER	Brinkley,Sinobia N	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1570	F	00014176	OFFICER	Pierce,Keith A	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	1520	F	00014187	OFFICER	King,Nicholas A.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1520	F	00014192	OFFICER	Burgess,Gilbert D	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2660	F	00014195	LIEUTENANT	Wade Jr.,Jeffrey S	5	3	109,287.00	20,218.10	1.00	Reg
FA0	20	9100	1550	F	00014196	OFFICER	Merrill,Jonathan C.	1	5	76,244.00	14,105.14	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FA0	20	9100	1550	F	00014219	OFFICER	Flemmings-Simmons,Jazmy	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	7340	F	00014227	DETECTIVE GRADE I	Singleary,George	3	6	105,078.00	19,439.43	1.00	Reg
FA0	20	9100	1550	F	00014231	OFFICER	Sibrian Duarte,Manuel A	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1540	F	00014253	OFFICER	Watts,Timothy D	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1510	F	00014254	OFFICER	Snead III,Edward	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	6650	F	00014256	OFFICER	Domingos,Andre Divine	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	2750	F	00014260	DETECTIVE GRADE II	Giles,Donnita A	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	2310	F	00014275	OFFICER	Jefferson Jr.,Bobbie L	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	5440	F	00014277	Mail Assistant	Campbell,Monica	7	9	58,430.00	10,809.55	1.00	Reg
FA0	20	9100	1530	F	00014281	OFFICER	Mitchell,Bernard	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	9410	F	00014282	OFFICER	Arrington,Tracy M	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1530	F	00014283	SERGEANT	Allen,Donna L	4	6	114,166.00	21,120.71	1.00	Reg
FA0	20	9100	1520	F	00014288	OFFICER	Merhai,Chandrawattie	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1540	V	00014321	SERGEANT		4	1	85,192.00	15,760.52	1.00	Reg
FA0	20	9100	6650	V	00014327	DETECTIVE GRADE II		1	1	62,727.00	11,604.50	1.00	Reg
FA0	20	9100	2310	F	00014330	OFFICER	Hodges,Herman	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2770	F	00014331	OFFICER	Jones,Marcus M	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1540	F	00014342	OFFICER	Young,Eric U.	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1510	F	00014352	OFFICER	Horton,Marchella	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2310	F	00014373	OFFICER	Bell,Antoinette S	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	6650	V	00014376	DOG HANDLER		1	1	62,727.00	11,604.50	1.00	Reg
FA0	20	9100	2650	F	00014378	DETECTIVE GRADE II	Mason,Antoinette L	1	9	94,172.00	17,421.82	1.00	Reg
FA0	20	9100	1520	F	00014393	OFFICER	Miller,Shavonne D	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1560	F	00014395	OFFICER	Meyer,Christopher W.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1510	F	00014396	OFFICER	Gill-Woods,Janae B	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	2310	F	00014400	OFFICER	Mitchell,Linda R	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1570	F	00014412	OFFICER	Gonzalez,Christopher P	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	1560	F	00014415	COMMANDER	Habeebullah,Durriyyah	9	1	159,499.00	29,507.32	1.00	Reg
FA0	20	9100	2660	F	00014416	DETECTIVE GRADE I	Fulton,Michael A	3	7	110,334.00	20,411.79	1.00	Reg
FA0	20	9100	040K	F	00014419	OFFSET PRESS OPERATOR	Bell,Bridget L.	10	9	73,008.00	13,506.48	1.00	Reg
FA0	20	9100	9430	F	00014422	DETECTIVE GRADE II	Brown,Elisa D	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1520	F	00014426	OFFICER	Cuadra,Ricardo J	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1540	F	00014428	OFFICER	Gallo,Rene M	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	6650	F	00014442	OFFICER	Martinez,Dany D.	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1560	F	00014443	OFFICER	Osborne Jr.,Hillard	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	7340	V	00014451	SERGEANT		4	4	98,623.00	18,245.26	1.00	Reg
FA0	20	9100	9240	F	00014458	MASTER PATROL OFFICER	Brittingham,Kevin E	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1550	F	00014471	OFFICER	Tate,Hakim U	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1540	F	00014475	OFFICER	Hewick,Aileen Bernadette	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1550	F	00014484	OFFICER	Goodfellow,Haley P	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	6650	F	00014488	OFFICER	Garcia,Oscar M	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1560	F	00014492	OFFICER	Copeland,Derron M.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1550	F	00014493	OFFICER	Lewis,Lenny L	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1520	F	00014499	OFFICER	Zhang,Jiebo	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1520	F	00014503	OFFICER	Curry Jr.,Gregory L	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	6650	V	00014507	EXECUTIVE PROTECTION OFFICER		1	0	62,727.00	11,604.50	1.00	Reg
FA0	20	9100	2970	F	00014531	DETECTIVE GRADE II	Sullivan,Thomas J	1	7	85,558.00	15,828.23	1.00	Reg
FA0	20	9100	1540	F	00014535	OFFICER	Benson II,Stephen W.	1	4	72,611.00	13,433.04	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FA0	20	9100	2650	F	00014549	LIEUTENANT	Smith,Clayton R	5	3	109,287.00	20,218.10	1.00	Reg
FA0	20	9100	1520	F	00014550	OFFICER	Frost,Gregory A	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1510	F	00014551	SERGEANT	deRoo,Anne C.	4	3	93,928.00	17,376.68	1.00	Reg
FA0	20	9100	1560	F	00014557	OFFICER	Nosner,Ryan D	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1530	F	00014562	OFFICER	Larios Caceres,Ruth C	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	2660	F	00014566	DETECTIVE GRADE II	Johnson,Eric D	1	9	94,172.00	17,421.82	1.00	Reg
FA0	20	9100	1560	F	00014587	OFFICER	Johnson,James K	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	6650	F	00014607	OFFICER	James,Davon	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1540	F	00014609	OFFICER	Jones,Gregory D	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1550	F	00014613	OFFICER	Imbrenda,Nicholas A.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1530	F	00014623	OFFICER	Leo,Suzannie M	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1570	F	00014625	OFFICER	Hodges Jr.,Sherman	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2750	F	00014631	DETECTIVE GRADE II	Thomas Jr.,George E.	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	6620	V	00014640	MASTER PATROL OFFICER		1	1	62,727.00	11,604.50	1.00	Reg
FA0	20	9100	2650	F	00014642	DETECTIVE GRADE II	Young,Sabrina A	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1560	F	00014645	OFFICER	Hill II,George M	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1570	F	00014648	OFFICER	Sillah,Kimberly McLeod	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	2660	F	00014659	Detective Sergeant	Kelly,William B	4	6	114,761.00	21,230.79	1.00	Reg
FA0	20	9100	2750	F	00014661	OFFICER	Gabster,Richard N.	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1560	F	00014663	MASTER PATROL OFFICER	Hull,Ronald G	1	9	94,172.00	17,421.82	1.00	Reg
FA0	20	9100	1510	F	00014665	LIEUTENANT	Lucas,Felicia Y	5	5	127,721.00	23,628.39	1.00	Reg
FA0	20	9100	1530	F	00014666	OFFICER	Angulo,Aulio	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	2660	F	00014669	Detective Sergeant	Moye,Anthony L	4	6	114,761.00	21,230.79	1.00	Reg
FA0	20	9100	1510	F	00014670	OFFICER	Richardson,Reginald A	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	6650	F	00014672	OFFICER	Whitfield,Winston Armistea	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1540	F	00014677	OFFICER	Malcolm,Garfield	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	9230	F	00014682	BOMB SQUAD TECH	Powell Jr.,William E	1	9	100,305.00	18,556.43	1.00	Reg
FA0	20	9100	2310	F	00014687	SERGEANT	Dixon,Locita C	4	6	114,166.00	21,120.71	1.00	Reg
FA0	20	9100	040D	F	00014691	IT SPECIALIST	Peterson,Keith L	14	10	144,439.00	26,721.22	1.00	Reg
FA0	20	9100	1540	F	00014694	SERGEANT	Green,Brandon W	4	6	114,166.00	21,120.71	1.00	Reg
FA0	20	9100	2950	F	00014706	OFFICER	Heyward,Stephanie L	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	2310	F	00014712	OFFICER	Hinton,Sheri N	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1510	F	00014726	SERGEANT	Taggart,Andre M	4	6	114,166.00	21,120.71	1.00	Reg
FA0	20	9100	1560	F	00014740	OFFICER	Lebi,Emmanuel O	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	9410	F	00014756	OFFICER	Fleming,Naomi W	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2940	F	00014769	OFFICER	Greene,Adbul C	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1101	F	00014777	OFFICER	Garcia,Dora D	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2310	F	00014778	OFFICER	Smallwood,Andre L	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1550	F	00014784	OFFICER	Rodriguez,Enmanuel D.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	6650	F	00014785	OFFICER	Jones,Bray R	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1550	F	00014791	OFFICER	Chapman,Vazena L	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1510	F	00014828	OFFICER	Williams,Albert A	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1510	F	00014839	OFFICER	Branson,Justin M	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2660	F	00014840	DETECTIVE GRADE I	Branson,Joshua R	3	6	105,078.00	19,439.43	1.00	Reg
FA0	20	9100	2750	F	00014843	OFFICER	Jackson,Issac W	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1550	F	00014848	OFFICER	Gatewood,Sharmika D	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	2660	F	00014852	DETECTIVE GRADE I	Jenkins,Lenard R	3	6	105,078.00	19,439.43	1.00	Reg
FA0	20	9100	1550	F	00014853	OFFICER	Mincey,Raymond	1	9	97,305.00	18,001.43	1.00	Reg

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FAO	20	9100	9230	F	00014866	SERGEANT	Barrientos,Jane N	4	6	114,166.00	21,120.71	1.00	Reg
FAO	20	9100	1540	F	00014883	OFFICER	Ferrell-Thompson,Marsha L	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	9410	F	00014886	Telecommunications Equipment C	Wilkerson,Jameka S	7	3	55,347.00	10,239.20	1.00	Reg
FAO	20	9100	9240	F	00014889	DETECTIVE GRADE I	Johnson,Damion M	3	6	105,078.00	19,439.43	1.00	Reg
FAO	20	9100	1530	F	00014894	OFFICER	Gebrehiwot,Abreham S	1	2	65,863.00	12,184.66	1.00	Reg
FAO	20	9100	1520	F	00014914	OFFICER	Zuniga,Yudis B	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	040J	V	00014947	FINGERPRINT EXAMINER		7	1	45,718.00	8,457.83	1.00	Reg
FAO	20	9100	1570	F	00014969	SERGEANT	Edwards,Yusuf J	4	5	103,551.00	19,156.94	1.00	Reg
FAO	20	9100	2310	F	00015002	OFFICER	Howard,Lamumba	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1540	F	00015043	OFFICER	Khelawan,Brent J	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	040K	F	00015159	IT Specialist (Network Service	Rowland,James L.	14	5	126,479.00	23,398.62	1.00	Reg
FAO	20	9100	1520	F	00015172	OFFICER	DaCruz,Michel Levi	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	151C	F	00015254	SENIOR SERGEANTS	Dubeau,Keith J	4	3	93,928.00	17,376.68	1.00	Term
FAO	20	9100	6011	F	00015327	Program Manager, Volunteer Coo	Czapary,Salah V	13	0	93,776.35	17,348.62	1.00	Reg
FAO	20	9100	1520	V	00015405	SENIOR POLICE OFFICER		1	5	76,243.00	14,104.96	1.00	Reg
FAO	20	9100	2310	F	00015444	OFFICER	Jefferson,LeMar	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	5102	F	00015462	Staff Assistant (OA)	Barnes,Florence L	11	9	83,646.00	15,474.51	1.00	Reg
FAO	20	9100	1570	F	00015481	OFFICER	Stephens,Guadalupe	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1540	F	00015503	OFFICER	Folks,Samuel J.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1540	F	00015524	STAFF ASSISTANT	Brown,Keisha	9	5	62,286.00	11,522.91	1.00	Reg
FAO	20	9100	1560	F	00015543	OFFICER	Massa,Oliver H	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	9220	F	00015664	STAFF ASSISTANT	Ford,Diane	9	10	71,106.00	13,154.61	1.00	Reg
FAO	20	9100	121F	F	00015706	ACCOUNTANT	Goodwin,Sabrina L	12	5	92,553.00	17,122.31	1.00	Reg
FAO	20	9100	1530	F	00015749	OFFICER	Vandayburg,Dora P.	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	6650	F	00015779	OFFICER	Broadus,Michael E.	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1520	F	00015794	OFFICER	Campbell Jr.,Joseph M.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	2920	F	00015805	DETECTIVE GRADE II	Afari,Jerry F	1	7	85,558.00	15,828.23	1.00	Reg
FAO	20	9100	1550	F	00015824	OFFICER	Shieder Jr.,James	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1570	F	00015841	OFFICER	Cyrus,Brandon B	1	2	65,863.00	12,184.66	1.00	Reg
FAO	20	9100	040C	V	00015883	Information Technology Special		14	0	112,111.00	20,740.54	1.00	Reg
FAO	20	9100	1570	F	00015886	OFFICER	Laney,Joenika L.	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	7340	F	00015891	Secretary	Gibson,Yvonne	6	10	54,201.00	10,027.19	1.00	Reg
FAO	20	9100	6013	F	00015969	STAFF ASSISTANT	Jackson,Ayesha N.	9	4	60,522.00	11,196.57	1.00	Reg
FAO	20	9100	2310	F	00015971	SENIOR POLICE OFFICER	Brevard,Charles A	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	6650	F	00015979	OFFICER	Domanick,Jonathan	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1510	F	00016032	OFFICER	Hussey,Timothy Raymond	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1550	F	00016044	OFFICER	Wilson,Kiana I.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	055E	F	00016061	Supervisory Compliance Auditor	Memnon,David	14	0	123,600.00	22,866.00	1.00	Reg
FAO	20	9100	1540	F	00016067	OFFICER	Loko,Eric F.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1570	F	00016172	OFFICER	Spencer-Jones,Corinne E.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1520	F	00016183	OFFICER	Davis,Marcus A.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	2660	F	00016211	DETECTIVE GRADE II	Weber,Jeffrey D.	1	8	89,761.00	16,605.79	1.00	Reg
FAO	20	9100	1560	F	00016215	SERGEANT	Murphy III,Clifton L	4	4	98,623.00	18,245.26	1.00	Reg
FAO	20	9100	6011	F	00016245	LIEUTENANT	Verna,William A	5	3	109,287.00	20,218.10	1.00	Reg
FAO	20	9100	2650	F	00016265	DETECTIVE GRADE II	Dalencour,David M.	1	7	85,558.00	15,828.23	1.00	Reg
FAO	20	9100	1570	F	00016287	OFFICER	Evans,Crystal N	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	121F	F	00016304	Customer Service Representativ	Carrington,Donnell A	8	2	51,807.00	9,584.30	1.00	Reg
FAO	20	9100	1570	F	00016311	OFFICER	Pilszak,Nicholas	0	1	60,199.00	11,136.82	1.00	Reg

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FAO	20	9100	1560	F	00016318	OFFICER	James,Omar Anthony	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1520	F	00016326	OFFICER	Creech,Christopher M.	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	2750	F	00016351	OFFICER	Hildebrandt Jr.,Reginald L.	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	5440	F	00016352	Legal Instruments Examiner	Jackson,Rebecca C	9	10	71,106.00	13,154.61	1.00	Reg
FAO	20	9100	2960	F	00016367	CLERICAL ASSISTANT	Blackette,Lenora D	7	0	58,836.93	10,884.83	1.00	Reg
FAO	20	9100	1530	F	00016369	OFFICER	Ellis,Shala Angelique	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	9230	F	00016387	SCUBA DIVER	Tretter,Joshua N.	1	7	87,058.00	16,105.73	1.00	Reg
FAO	20	9100	1550	F	00016399	OFFICER	Brown,Christopher R	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1560	F	00016403	OFFICER	Rose,Andrew L	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	040K	F	00016413	IT Specialist (Customer Suppor	Neal Jackson,Janice M	13	9	119,186.00	22,049.41	1.00	Reg
FAO	20	9100	2650	F	00016447	Victim Specialist	Timberlake,Mark	12	1	82,326.00	15,230.31	1.00	Reg
FAO	20	9100	1510	F	00016460	OFFICER	Jones,Jessica Serena	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	2620	V	00016467	SENIOR DETECTIVE		3	0	90,770.00	16,792.45	1.00	Reg
FAO	20	9100	1560	F	00016534	OFFICER	Johnson,Heinz J	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	1510	F	00016538	OFFICER	Naples,David Alexander	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	121F	F	00016540	ACCOUNTING OFFICER	Williamson,Delesia L	14	4	122,887.00	22,734.10	1.00	Reg
FAO	20	9100	1520	F	00016565	OFFICER	Fellin III,John	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1550	F	00016577	OFFICER	Othterson,Kevon J.	1	2	65,863.00	12,184.66	1.00	Reg
FAO	20	9100	6360	F	00016612	Customer Service Rep (OA)	Gatewood,Tiffany R	6	5	47,011.00	8,697.04	1.00	Reg
FAO	20	9100	1560	F	00016626	OFFICER	Thomas,Jashawn C.	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	7340	F	00016633	SERGEANT	Chumbley,David V	4	6	114,166.00	21,120.71	1.00	Reg
FAO	20	9100	1570	F	00016635	OFFICER	Gramieri,Anthony Richard	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	2940	F	00016646	SENIOR POLICE OFFICER	Nelson III,John	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	1540	F	00016650	OFFICER	Karcic,Aris	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	6910	F	00016651	INVEST APPLICANT	Davila,Juan A.	12	10	105,339.00	19,487.72	1.00	Reg
FAO	20	9100	7740	V	00016652	SERGEANT		4	8	85,192.00	15,760.52	1.00	Reg
FAO	20	9100	9230	F	00016659	Investigator	Tindall,Tara L	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	2310	F	00016681	OFFICER	Moore,Thomas	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	1540	V	00016682	CAPTAIN		7	1	116,323.00	21,519.76	1.00	Reg
FAO	20	9100	1530	V	00016701	CAPTAIN		7	1	116,323.00	21,519.76	1.00	Reg
FAO	20	9100	1550	F	00016702	OFFICER	Boykins,Marshall L.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1530	F	00016712	OFFICER	Espinal,Smily A	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1530	F	00016716	OFFICER	Zapata III,Francisco E	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	1520	F	00016737	OFFICER	Medley,Takea S.	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1520	F	00016739	OFFICER	Kinzer,Stephen E.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1510	V	00016755	LIEUTENANT		5	4	115,299.00	21,330.32	1.00	Reg
FAO	20	9100	040J	F	00016761	AFIS Monitor	Hansborough,Donna M	11	10	85,784.00	15,870.04	1.00	Reg
FAO	20	9100	151C	F	00016768	PROGRAM ANALYST	Cronin,James	13	10	122,227.00	22,612.00	1.00	Reg
FAO	20	9100	1570	F	00016772	OFFICER	Barnes,Mikal B.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1520	F	00016785	OFFICER	Padmore,Demetrius C	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	2650	F	00016790	DETECTIVE GRADE II	Whisnant,Marboo Frederick	1	6	81,540.00	15,084.90	1.00	Reg
FAO	20	9100	1570	F	00016793	OFFICER	Yakub,Umit Feyzula	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	2920	F	00016800	DETECTIVE GRADE II	Buc,Sarah R.	1	8	89,761.00	16,605.79	1.00	Reg
FAO	20	9100	2770	F	00016807	COMMANDER	Haines,John R	9	1	151,904.00	28,102.24	1.00	Reg
FAO	20	9100	2650	F	00016829	DETECTIVE GRADE II	Hector,Anthony M	1	9	94,172.00	17,421.82	1.00	Reg
FAO	20	9100	9230	F	00016845	OFFICER ERT PERSONNEL	Mazanec,Steven E.	1	7	85,558.00	15,828.23	1.00	Reg
FAO	20	9100	2920	F	00016851	DETECTIVE GRADE II	Lee,William	1	7	85,558.00	15,828.23	1.00	Reg
FAO	20	9100	1530	F	00016865	CLERICAL ASSISTANT	Bynum,Selena N	6	10	54,201.00	10,027.19	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FA0	20	9100	1570	F	00016883	OFFICER	Bateman Jr.,Maurice T.	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	2310	F	00016901	SENIOR POLICE OFFICER	Felder,Terrence S	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1560	F	00016931	OFFICER	Corporan,Arnold M	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	1530	F	00016936	OFFICER	Mejia,Lucia	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1560	F	00016939	OFFICER	Garrett Jr.,Charles	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1570	F	00016944	OFFICER	Altieri,Vincent L.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	2750	F	00016946	OFFICER	Lawrenz,Lucas W.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1510	F	00016986	OFFICER	Koch,Daniel M.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	5440	F	00016992	LIEUTENANT	Hall,Colin L	5	4	121,064.00	22,396.84	1.00	Reg
FA0	20	9100	1510	F	00016993	OFFICER	Gould,Antonio D.	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	6650	F	00017006	OFFICER	Cummings,Gregory	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	5810	F	00017009	Supply Technician (OA)	Winston Jr.,Ricky N.	7	10	60,019.00	11,103.52	1.00	Reg
FA0	20	9100	1550	F	00017012	OFFICER	Ellis,Shea A.	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1520	F	00017013	SERGEANT	Davis III,Richard H.	4	1	85,192.00	15,760.52	1.00	Reg
FA0	20	9100	1520	F	00017016	OFFICER	Sharpe,Deion K.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	6650	F	00017027	OFFICER	Freytes,Eugenio	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	5440	F	00017030	LEGAL INSTRUMENTS EXAMINER	Harris-Rice,Chevella N	8	10	64,607.00	11,952.30	1.00	Reg
FA0	20	9100	1560	F	00017040	LIEUTENANT	Roth,Justin J.	5	1	98,188.00	18,164.78	1.00	Reg
FA0	20	9100	6650	F	00017044	OFFICER	Porter,Epshane L.	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	6650	V	00017050	DOG HANDLER		1	1	62,727.00	11,604.50	1.00	Reg
FA0	20	9100	1510	F	00017060	OFFICER	Norris Jr.,Johnny B	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1510	F	00017062	OFFICER	Lee,Ryan J.	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1540	F	00017070	OFFICER	Valcin,Keton	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	1520	F	00017086	OFFICER	Allen,Nicole S	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1510	F	00017099	OFFICER	Henley,Albert L	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	9410	F	00017108	Telecommunications Equipment C	Stagg,Timothy	7	10	66,120.00	12,232.20	1.00	Reg
FA0	20	9100	1540	F	00017121	OFFICER	Tyler Wills,Lisa Y	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1550	F	00017127	OFFICER	Numata,Sheana	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	2310	F	00017132	OFFICER	Crichlow,Monica J	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1510	F	00017139	OFFICER	Scott,Isaac	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1570	F	00017140	SERGEANT	Ferris,Michael P.	4	3	93,928.00	17,376.68	1.00	Reg
FA0	20	9100	1540	F	00017151	OFFICER	Murrock,Meghan Katherine	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1570	F	00017159	OFFICER	Flanigan,Gwendolyn T	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2660	F	00017162	DETECTIVE GRADE I	Weeks,Kennis M	3	6	105,078.00	19,439.43	1.00	Reg
FA0	20	9100	1550	F	00017168	OFFICER	Jordan,Ryan P	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	9230	F	00017170	OFFICER ERT PERSONNEL	Cartwright,Christopher X.	1	8	89,761.00	16,605.79	1.00	Reg
FA0	20	9100	1540	F	00017172	OFFICER	Tejada,Brian	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	040J	F	00017173	FINGERPRINT EXAMINER	Henderson,Jeffrey L	7	10	60,019.00	11,103.52	1.00	Reg
FA0	20	9100	2650	F	00017174	DETECTIVE GRADE II	Gates,Brian A	1	7	85,558.00	15,828.23	1.00	Reg
FA0	20	9100	1550	F	00017191	OFFICER	Jones,Tracy H	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1560	F	00017193	OFFICER	Petty,Michael A	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1530	F	00017196	SERGEANT	Rodd,Michael W.	4	1	85,192.00	15,760.52	1.00	Reg
FA0	20	9100	1510	F	00017208	OFFICER	Nightwing,Michael T.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1570	F	00017212	OFFICER	Johnson,Brittany Dawn	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1570	F	00017215	OFFICER	Ware Jr.,William	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1520	F	00017216	OFFICER	Khan,Imran	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	9230	F	00017219	Scuba Diver Sergeant	Snapko,Adam P	4	5	106,551.00	19,711.94	1.00	Reg
FA0	20	9100	1510	F	00017234	OFFICER	Love,Stephen Joseph	1	6	80,040.00	14,807.40	1.00	Reg



Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FAO	20	9100	9410	F	00017236	OFFICER	Johnson,Karrissa	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1560	F	00017249	OFFICER	Keast,Sophia F.	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1570	F	00017256	OFFICER	Meekins III,Thomas Linwood	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	2950	F	00017258	CELLBLOCK PROCESSING TECH	Clark,Kim G.	9	10	75,254.00	13,921.99	1.00	Reg
FAO	20	9100	1540	F	00017259	OFFICER	James,Denise L	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	152C	F	00017260	OFFICER	Johnson Jr.,Kevin E	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	6910	F	00017263	SENIOR POLICE OFFICER	Atkins,Antonial	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	9230	F	00017271	DOG HANDLER	Henderson Sr.,Jeffrey M	1	9	94,172.00	17,421.82	1.00	Reg
FAO	20	9100	6650	V	00017292	CRIME SCENE SRCH OFR		1	1	62,727.00	11,604.50	1.00	Reg
FAO	20	9100	2650	V	00017293	DETECTIVE GRADE II		1	1	62,727.00	11,604.50	1.00	Reg
FAO	20	9100	1570	F	00017294	OFFICER	Rice,Bertha L	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1560	F	00017296	OFFICER	West,Emory	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1520	F	00017297	OFFICER	Tinsley,Francina D	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1530	F	00017298	OFFICER	Garrett,Larry C.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	6650	F	00017303	OFFICER	Tracey,Anthony M.	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	040J	F	00017309	LEGAL INSTRUMENTS EXAMINER	Dansby,Sheila	8	10	64,607.00	11,952.30	1.00	Reg
FAO	20	9100	5810	F	00017311	COMMANDER	Dandridge,Willie E	9	4	193,755.00	35,844.68	1.00	Reg
FAO	20	9100	1510	F	00017312	OFFICER	Charles,Joel R.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	2880	V	00017325	CRIME SCENE SRCH OFR		1	1	62,727.00	11,604.50	1.00	Reg
FAO	20	9100	5810	F	00017329	Supervisory Property Control S	Thompson,Charles F	11	0	69,105.17	12,784.46	1.00	Reg
FAO	20	9100	1510	F	00017353	OFFICER	AK,Mustafa	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	1560	F	00017356	OFFICER	Mertus,Jacquelon	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	1530	F	00017359	OFFICER	Fevola,Lauren M	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	2650	F	00017360	SENIOR POLICE OFFICER	Adams,Carter D	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	1530	F	00017362	OFFICER	Ortiz,Angel M.	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	2750	F	00017367	SERGEANT	Lipscomb,Jacob A	4	6	114,166.00	21,120.71	1.00	Reg
FAO	20	9100	171C	F	00017369	Grants Management Specialist	Brabham,Robin E	13	9	119,186.00	22,049.41	1.00	Reg
FAO	20	9100	1550	F	00017379	OFFICER	Simpson,Derron D.	1	2	65,863.00	12,184.66	1.00	Reg
FAO	20	9100	1570	F	00017383	OFFICER	Douglas,Evan C	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1530	F	00017388	OFFICER	Pierre,Cedrick	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	2750	F	00017391	OFFICER	Painten,Emily E	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1510	F	00017398	OFFICER	Sligh,Shajuan G	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	6693	F	00017403	OFFICER	Davis,Gregory L	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	6650	F	00017422	OFFICER	Sadat,Sayed I.	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	9230	F	00017428	SCUBA DIVER	Ochsenschlager,Timothy Pa	1	6	83,040.00	15,362.40	1.00	Reg
FAO	20	9100	9240	F	00017432	OFFICER	Jimenez,Analee Junnelly	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1510	F	00017444	OFFICER	Koonce,Brian G.	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	1550	F	00017445	OFFICER	Boyd,Gregg L	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	2310	F	00017453	OFFICER	Davis,Lekisha	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1560	F	00017456	SERGEANT	Bower,Joi M.	4	6	114,166.00	21,120.71	1.00	Reg
FAO	20	9100	1560	F	00017457	OFFICER	Plows,Sharilynn Elizabeth	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	1520	F	00017473	OFFICER	Napper Jr.,Geoffrey A.	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	2660	F	00017484	DETECTIVE GRADE I	Shields,Ray D	3	6	105,078.00	19,439.43	1.00	Reg
FAO	20	9100	111C	F	00017486	LIEUTENANT	Webster,Nicole D	5	5	127,721.00	23,628.39	1.00	Reg
FAO	20	9100	2930	F	00017487	DETECTIVE GRADE II	Walls,Toni S	1	9	98,805.00	18,278.93	1.00	Reg
FAO	20	9100	1560	F	00017495	OFFICER	Jones,Shanell Sonia	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	6650	F	00017500	SENIOR POLICE OFFICER	Griffin,Richard S	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	040J	F	00017506	FINGERPRINT EXAMINER	Whitmyer,Shari Darlene	7	10	60,019.00	11,103.52	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FA0	20	9100	2310	F	00017516	OFFICER	Averette,Jemal G	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1520	F	00017517	OFFICER	Jenkins,Byron K.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1530	F	00017518	OFFICER	Henderson,Reginald	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1510	F	00017520	SERGEANT	Kimball,Kyle P.	4	2	89,450.00	16,548.25	1.00	Reg
FA0	20	9100	5810	F	00017531	MATERIALS HANDLER	Jordan,Stevie	5	6	50,793.60	9,396.82	1.00	Reg
FA0	20	9100	1510	F	00017532	OFFICER	Novetsky,Nicole	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	2310	F	00017537	OFFICER	Diaz,Juana C	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1570	F	00017548	OFFICER	Okoli,Jesse O.	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	1560	F	00017561	OFFICER	Richardson,Aaron M.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1570	F	00017562	OFFICER	Flinn,Daniel J.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1570	F	00017563	OFFICER	Green,Brittany S.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1550	F	00017582	SERGEANT	Lybarger,Michael J.	4	2	89,450.00	16,548.25	1.00	Reg
FA0	20	9100	1540	F	00017584	OFFICER	Caceres,Juan J	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1560	F	00017586	OFFICER	Ross,Alicia D.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	5440	F	00017592	FILE CLERK	Padgett,Steven	5	10	48,910.00	9,048.35	1.00	Reg
FA0	20	9100	1550	F	00017595	OFFICER	Chapman,Damian C.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	160C	F	00017600	Supervisory Community Outreach	Lopez,Evelyn	12	0	91,670.00	16,958.95	1.00	Reg
FA0	20	9100	6650	F	00017601	OFFICER	Abouzied,Marwan N	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1530	F	00017610	OFFICER	Horvath,Daniel P.	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	2660	F	00017611	DETECTIVE GRADE II	Francis,Timothy E	1	9	94,172.00	17,421.82	1.00	Reg
FA0	20	9100	6650	F	00017614	OFFICER	Greenfield,Tre'von	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1540	F	00017616	OFFICER	Oliveto,Matthew G	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1570	F	00017623	SERGEANT	Washington,Laswaun D	4	5	103,551.00	19,156.94	1.00	Reg
FA0	20	9100	1540	F	00017624	OFFICER	Argueta,Darwin O.	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	9230	F	00017626	EOD Dog Handler	Jewell Jr.,Stuart D	1	7	85,558.00	15,828.23	1.00	Reg
FA0	20	9100	1530	F	00017627	OFFICER	Bernhardt,Ranto V.	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1570	F	00017628	OFFICER	Holmes,Christopher Allan	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	9410	F	00017639	DETECTIVE GRADE II	Carter,David M	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1520	F	00017644	OFFICER	Grooms,Darryl A	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1560	F	00017646	CRIME SCENE SRCH OFR	Mciver,Petheria	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1560	F	00017647	OFFICER	Rowley,Anthony J	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1520	F	00017648	OFFICER	Armstrong,Dana Lashan	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	6620	F	00017651	OFFICER	Robinson,Barbara A	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1530	F	00017657	OFFICER	Hopkins,Simone T.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1550	F	00017662	OFFICER	Ruano,Johann B	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1520	F	00017664	OFFICER	Smith,Deborah Rebecca	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1550	F	00017673	OFFICER	Harris,Kullen R.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1530	F	00017674	LIEUTENANT	Hodge,Mark A	5	5	127,721.00	23,628.39	1.00	Reg
FA0	20	9100	1510	F	00017675	SERGEANT	Sinotte,Daniel T.	4	1	85,192.00	15,760.52	1.00	Reg
FA0	20	9100	1550	F	00017678	OFFICER	Robinson,Latrice N	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1550	F	00017681	OFFICER	Calcagno,Julianna N.	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1520	F	00017688	OFFICER	Neuhaus,Bernhard A.	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	2750	F	00017692	OFFICER	Guzman,Wilfredo Gilmer	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1510	F	00017700	OFFICER	Burt,Kyle A	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	6650	F	00017701	OFFICER	Williams,Majohn	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1510	F	00017703	OFFICER	Costic,Robert	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1550	F	00017706	MASTER PATROL OFFICER	Karim,Atubakr M	1	9	94,172.00	17,421.82	1.00	Reg
FA0	20	9100	1570	F	00017707	OFFICER	Krupa,Angelica Anna	0	1	60,199.00	11,136.82	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FA0	20	9100	1560	F	00017712	OFFICER	Gross Jr.,Clifton A.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	9240	F	00017714	OFFICER	Wymbs,Brian T	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1520	F	00017720	OFFICER	Turner,Matthew D.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	9101	F	00017721	Detective Sergeant	Janczyk Curran,Jeffrey P	4	4	99,218.00	18,355.33	1.00	Reg
FA0	20	9100	1520	F	00017722	OFFICER	Amini,Noah L.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	5810	F	00017733	CLERICAL ASSISTANT	Wright,April S	6	10	54,201.00	10,027.19	1.00	Reg
FA0	20	9100	1530	F	00017746	OFFICER	Thompson,Darryl J	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1570	F	00017756	OFFICER	Readmond,Nicholas	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1570	F	00017757	OFFICER	Olivo,Jendy R.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	2660	V	00017758	DETECTIVE GRADE II		1	1	62,727.00	11,604.50	1.00	Reg
FA0	20	9100	2950	F	00017771	SERGEANT	Suku Jr.,Pah K	4	2	89,450.00	16,548.25	1.00	Reg
FA0	20	9100	1530	F	00017779	OFFICER	Mott,Samuel J.	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	6650	V	00017780	CRIME SCENE SRCH OFR		1	1	62,727.00	11,604.50	1.00	Reg
FA0	20	9100	1570	F	00017781	OFFICER	Seaward,Wayne D	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1530	F	00017782	OFFICER	Mack,Tonya	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	9230	F	00017793	OFFICER ERT PERSONNEL	Watson,Eric M.	1	7	85,558.00	15,828.23	1.00	Reg
FA0	20	9100	6360	F	00017798	Management & Program Analyst	Kimmons,Elizabeth A	11	6	71,406.00	13,210.11	1.00	Reg
FA0	20	9100	1570	F	00017822	OFFICER	Crews,Kaila T.	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1540	F	00017825	OFFICER	Benson,Adriane J	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	2310	F	00017829	OFFICER	Smallwood,Ingrid D	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1510	F	00017834	LIEUTENANT	Taylor,Damion L	5	5	127,721.00	23,628.39	1.00	Reg
FA0	20	9100	1520	F	00017844	OFFICER	Williams,Sequita M	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1550	F	00017846	OFFICER	Schiff,Morgan D	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	9410	F	00017849	Criminal Research Specialist	Reefer,Shayla B.	9	10	71,106.00	13,154.61	1.00	Reg
FA0	20	9100	2660	F	00017854	SENIOR SERGEANTS	Haamid,Mustafa	4	3	93,928.00	17,376.68	1.00	Term
FA0	20	9100	1530	F	00017855	SERGEANT	Beirne II,Timothy R.	4	2	89,450.00	16,548.25	1.00	Reg
FA0	20	9100	1570	F	00017856	OFFICER	Powell,Thurman L	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2660	F	00017857	OFFICER	Pettegrue,Kareem A	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1570	F	00017860	OFFICER	Brathwaite,Ashley L	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1510	F	00017863	OFFICER	Aremu,Olunmi M	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	6690	F	00017864	SENIOR POLICE OFFICER	Mullins Jr.,Russell E	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	6693	F	00017873	OFFICER ERT PERSONNEL	Wicker Sr.,Carlton B	1	9	94,172.00	17,421.82	1.00	Reg
FA0	20	9100	1520	F	00017877	OFFICER	Clarke,Nathan R.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1570	F	00017880	OFFICER	Mock,Jovan B.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	6650	F	00017887	OFFICER	Zumbrun,Matthew B	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1510	F	00017888	OFFICER	Cobb,Steven	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1550	F	00017895	OFFICER	Taylor,Jacoby E	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1540	F	00017899	OFFICER	Davis,Tirik Y	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	2770	V	00017907	SERGEANT		4	1	85,192.00	15,760.52	1.00	Reg
FA0	20	9100	1570	F	00017908	OFFICER	Dean,Brandon A.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	2620	F	00017914	Detective Sergeant	Finamore,Valkyrie N.	4	3	94,523.00	17,486.76	1.00	Reg
FA0	20	9100	9230	F	00017916	SERGEANT	Thau,Daniel M.	4	2	89,450.00	16,548.25	1.00	Reg
FA0	20	9100	5440	F	00017927	Supervisory Program Coordinato	James,Travon C	11	0	69,105.79	12,784.57	1.00	Reg
FA0	20	9100	1570	F	00017934	OFFICER	Jefferson,Juwan Tashon	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	6650	F	00017949	OFFICER	Thomas,Grant A	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1520	F	00017952	OFFICER	Casillas,Nelson O.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	9240	F	00017956	OFFICER	Edwards,Darren C	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	9230	V	00017960	DOG HANDLER		1	1	62,727.00	11,604.50	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FA0	20	9100	1550	F	00017968	OFFICER	Haile,Darrin C.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1530	F	00017975	OFFICER	Gravesmill,Brandon	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	5910	V	00017976	SERGEANT		4	1	85,192.00	15,760.52	1.00	Reg
FA0	20	9100	1570	F	00017978	OFFICER	Jones,Christopher M	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	2660	V	00017982	DETECTIVE GRADE II		1	1	62,727.00	11,604.50	1.00	Reg
FA0	20	9100	2650	F	00017984	DETECTIVE GRADE II	Booher,Darin N.	1	7	85,558.00	15,828.23	1.00	Reg
FA0	20	9100	1570	F	00017994	OFFICER	Allen-David,Ashley K.	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	1570	F	00017995	OFFICER	Sam,Lynelle R	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1540	F	00017998	OFFICER	Boyle,Christopher S	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	7340	F	00018001	SERGEANT	Reyes,Jerry G	4	4	98,623.00	18,245.26	1.00	Reg
FA0	20	9100	1510	F	00018007	OFFICER	Lee,Michael A	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1560	F	00018009	MASTER PATROL OFFICER	Minor,James D	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1550	F	00018017	OFFICER	Scott Jr.,Robert L	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1560	F	00018018	OFFICER	Bigelow,Anthony S	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1560	F	00018023	OFFICER	Lancaster,Joshua Michael	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	9230	F	00018029	OFFICER ERT PERSONNEL	Battle,Angelo L	1	9	94,172.00	17,421.82	1.00	Reg
FA0	20	9100	2310	F	00018033	OFFICER	Manley,Anthony	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2310	F	00018035	OFFICER	Smith,Doris W	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1520	F	00018045	OFFICER	Payne,Wendy E C	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1510	F	00018047	OFFICER	Chisholm,Kelly M	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1550	F	00018054	OFFICER	Polk,Caden V.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1540	F	00018069	MASTER PATROL OFFICER	Carroll Jr.,Ronald L	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	2310	F	00018071	OFFICER	Scott,Nico A.	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	6650	F	00018078	OFFICER	Young,Kerine S	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1550	F	00018090	OFFICER	Wulf,Briana K.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1570	F	00018093	OFFICER	Seward,Corbin A	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1530	F	00018101	OFFICER	Peiffer,Zachary J	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	2650	F	00018107	DETECTIVE GRADE II	Johnson,Cornell L	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	2650	F	00018108	DETECTIVE GRADE II	Gaffney,Manuel G	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	5810	F	00018110	Inventory Technician (OA)	Lee,Robert E	7	6	53,663.00	9,927.66	1.00	Reg
FA0	20	9100	1560	F	00018111	OFFICER	Myles,Dionte M	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2660	F	00018121	OFFICER	Rollins Jr.,Leroy S	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	6650	F	00018131	OFFICER	Tate,Tierra	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1560	F	00018148	OFFICER	Morris,Lila M.	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1510	F	00018153	OFFICER	Gant,Tisha M	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1570	F	00018154	OFFICER	Weems Jr.,Charles H	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1550	F	00018155	EXECUTIVE PROTECTION OFFICER	Holloway,Elizabeth F	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1510	F	00018163	OFFICER	Boston,Khalia M.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1570	F	00018164	OFFICER	O'Brien,Colleen M	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1510	F	00018167	OFFICER	Revollo,Gregory	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	2310	F	00018172	SERGEANT	Tidline,Yvonne C	4	6	114,166.00	21,120.71	1.00	Reg
FA0	20	9100	1540	F	00018180	OFFICER	Jefferson,Warren	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2650	F	00018200	Detective Sergeant	Commodore,Anthony E	4	4	104,149.00	19,267.57	1.00	Reg
FA0	20	9100	1550	F	00018203	OFFICER	Jean Baptiste,Tamar	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	111C	F	00018207	STAFF ASSISTANT	Cambel,Patricia E	12	7	97,668.00	18,068.58	1.00	Reg
FA0	20	9100	1570	F	00018209	OFFICER	Santiago,Theora J	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1550	F	00018215	CAPTAIN	Merrill,Jerome M	7	2	122,375.00	22,639.38	1.00	Reg
FA0	20	9100	2940	F	00018221	SENIOR SERGEANTS	Larsen,Derek L	4	3	93,928.00	17,376.68	1.00	Term

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FA0	20	9100	1550	F	00018222	OFFICER	Andrews,Helen J	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1540	F	00018223	OFFICER	Green,Elvin J	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	2750	F	00018228	OFFICER	Green,Donald A	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	2310	F	00018233	OFFICER	Brooks,Terrence M	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1550	F	00018241	OFFICER	Edelen,John F.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	2620	F	00018246	SENIOR POLICE OFFICER	Stallings,Thurman M	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	2950	F	00018250	CELLBLOCK PROCESSING TECH	Webb,Dina Y	9	10	75,254.00	13,921.99	1.00	Reg
FA0	20	9100	1540	F	00018252	SERGEANT	Craig,Joanne T	4	6	114,166.00	21,120.71	1.00	Reg
FA0	20	9100	1530	F	00018254	OFFICER	Channer,Adrian C.	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1530	F	00018256	OFFICER	Brown,Michelle C.	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	2310	F	00018258	SENIOR SERGEANTS	Dyson,Theodore F	4	3	93,928.00	17,376.68	1.00	Reg
FA0	20	9100	6650	F	00018259	OFFICER	Totaro,Carolyn R.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1550	F	00018260	OFFICER	Hayes,John Richard	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1570	F	00018263	OFFICER	Czerwinski,Michael J	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	1560	F	00018271	OFFICER	Louis,Hubert F.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	6650	F	00018272	OFFICER	Agaiby,Beshoy M	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1530	F	00018274	SERGEANT	Labun,Joseph R.	4	1	85,192.00	15,760.52	1.00	Reg
FA0	20	9100	1510	F	00018286	OFFICER	Coleman,Jordan Y.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1560	F	00018291	OFFICER	Demosthene,Johndy	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	6650	F	00018292	LIEUTENANT	Davis,Arthur R	5	4	115,299.00	21,330.32	1.00	Reg
FA0	20	9100	2950	F	00018298	OFFICER	Doss,Steven M	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1570	F	00018299	SENIOR POLICE OFFICER	Covington,Donnell	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1520	F	00018306	OFFICER	Ewald,Autum KC	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1560	F	00018311	SERGEANT	Grant,Ernest D	4	6	114,166.00	21,120.71	1.00	Reg
FA0	20	9100	1520	F	00018318	SERGEANT	Hawkins,Shynita V	4	4	103,554.00	19,157.49	1.00	Reg
FA0	20	9100	1560	F	00018319	SENIOR SERGEANTS	Robinson,David S	4	3	93,928.00	17,376.68	1.00	Term
FA0	20	9100	1510	F	00018321	OFFICER	Davis,Diamond D	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	2660	F	00018333	OFFICER	Worrell,Lisa M	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1510	V	00018335	SERGEANT		4	1	85,192.00	15,760.52	1.00	Reg
FA0	20	9100	1540	F	00018337	OFFICER	Curtice,Chad J	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1570	F	00018339	OFFICER	Mendryga,Calisa L	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1540	F	00018342	OFFICER	Green,Tandreia	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1560	F	00018347	OFFICER	Sheppard,Lamal D	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	2770	F	00018351	OFFICER	Bernier,Ryan Andrew	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1560	V	00018352	LIEUTENANT		5	1	98,188.00	18,164.78	1.00	Reg
FA0	20	9100	2920	F	00018357	DETECTIVE GRADE II	Hopkins,Vincent N	1	8	89,761.00	16,605.79	1.00	Reg
FA0	20	9100	2650	V	00018359	DETECTIVE GRADE II		1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1550	F	00018366	OFFICER	Forrester,Omar C	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	2920	F	00018376	DETECTIVE GRADE II	Johnson Rauf,Barbara	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	6650	V	00018377	CRIME SCENE SRCH OFR		1	1	62,727.00	11,604.50	1.00	Reg
FA0	20	9100	7340	F	00018382	DETECTIVE GRADE II	Jones Warren,Lashon	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	5440	F	00018385	Lead File Assistant	Mozie,Derek S	7	10	60,019.00	11,103.52	1.00	Reg
FA0	20	9100	2650	F	00018389	DETECTIVE GRADE II	Decker,Kevin R.	1	7	85,558.00	15,828.23	1.00	Reg
FA0	20	9100	1560	F	00018396	SERGEANT	Pringle,Tameka R	4	4	103,554.00	19,157.49	1.00	Reg
FA0	20	9100	2960	F	00018399	CLERICAL ASSISTANT	Smith,Wanda B	6	10	54,201.00	10,027.19	1.00	Reg
FA0	20	9100	1520	F	00018404	LIEUTENANT	Terry Jr.,John D.	5	1	98,188.00	18,164.78	1.00	Reg
FA0	20	9100	2650	F	00018407	DETECTIVE GRADE II	McCarthy,Brian L.	1	5	77,744.00	14,382.64	1.00	Reg
FA0	20	9100	1520	F	00018412	OFFICER	Zamora,Esmeralda	1	5	76,244.00	14,105.14	1.00	Reg

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FA0	20	9100	2620	F	00018413	OFFICER	White,Ebony T	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	040D	F	00018423	IT SPEC (DATA MANAGEMENT)	Pradhan,Santosh B	14	10	144,439.00	26,721.22	1.00	Reg
FA0	20	9100	1570	F	00018427	OFFICER	Jackson,Tracie M	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2660	F	00018429	Detective Sergeant	Bundy,Carlos M	4	6	114,761.00	21,230.79	1.00	Reg
FA0	20	9100	1570	F	00018431	OFFICER	Forte,Daryl D	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2960	V	00018434	MASTER PATROL OFFICER		1	1	62,727.00	11,604.50	1.00	Reg
FA0	20	9100	1550	F	00018443	OFFICER	Caban,Andy	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	2310	F	00018450	MASTER PATROL OFFICER	Williams,Todd S	1	9	94,172.00	17,421.82	1.00	Reg
FA0	20	9100	1560	F	00018455	OFFICER	Taylor,Brianna D	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	6650	F	00018456	OFFICER	Reid,Jamal D	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	6693	F	00018464	OFFICER	McMillan Kenney,Lacie T	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1570	F	00018466	OFFICER	Fleming,Matthew Stephen	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	5440	F	00018469	LEGAL INSTRUMENTS EXAMINER	Craig,Chanita R	8	10	64,607.00	11,952.30	1.00	Reg
FA0	20	9100	1510	F	00018470	OFFICER	Creek,Monique R	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1510	F	00018476	OFFICER	Proctor,Topaz L	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1550	F	00018477	LIEUTENANT	Daniels,Linda M	5	1	98,188.00	18,164.78	1.00	Reg
FA0	20	9100	1560	F	00018478	OFFICER	Coleman,Anthony C.	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	121C	F	00018497	EXECUTIVE PROTECTION OFFICER	Phillips,Justin O.	1	8	89,761.00	16,605.79	1.00	Reg
FA0	20	9100	2750	F	00018502	PARALEGAL SPECIALIST	Martin,Tracy L	11	10	85,784.00	15,870.04	1.00	Reg
FA0	20	9100	1530	F	00018507	OFFICER	Kyle,Travia L	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1560	F	00018509	OFFICER	Ranero,Jose E	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1520	F	00018530	SERGEANT	Johnson,Kenneth E	4	6	114,166.00	21,120.71	1.00	Reg
FA0	20	9100	1540	F	00018532	OFFICER	Garvin,Darnell M	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1530	F	00018535	OFFICER	Costello,Dalentina S	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1540	F	00018542	OFFICER	Taher,Mohamed R	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1570	F	00018543	OFFICER	Yi,Brian	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1530	F	00018544	OFFICER	Green,Denise M	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	9230	F	00018545	Scuba Diver Sergeant	Ross,Darrick O	4	6	117,166.00	21,675.71	1.00	Reg
FA0	20	9100	040J	F	00018574	Program Manager	Balarezo,Rosa A	15	0	167,586.45	31,003.49	1.00	Reg
FA0	20	9100	1550	F	00018578	OFFICER	Muzzey,Michael C.	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	1510	F	00018580	OFFICER	Hines,Kevin D	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1510	F	00018582	OFFICER	Bannon,Troy P.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1510	F	00018585	OFFICER	Harrison,Jamil L	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	040J	F	00018586	AFIS Monitor	Johnson Jr.,Delante E	9	10	71,106.00	13,154.61	1.00	Reg
FA0	20	9100	1540	F	00018592	OFFICER	Wilhoit III,Carlton F	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1570	F	00018595	SENIOR POLICE OFFICER	Riggins Jr.,Paul S	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	2650	V	00018605	DETECTIVE GRADE II		1	1	62,727.00	11,604.50	1.00	Reg
FA0	20	9100	1570	F	00018610	OFFICER	Adams,Breanna K	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	1530	F	00018613	SERGEANT	Harris,Dexter T	4	6	114,166.00	21,120.71	1.00	Reg
FA0	20	9100	2660	V	00018615	DETECTIVE GRADE I		3	1	78,408.00	14,505.48	1.00	Reg
FA0	20	9100	1560	F	00018616	OFFICER	Buxton,Carter W	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	F111	F	00018618	SENIOR BUDGET ANALYST	Ohene Bediakoh,Felix	13	10	122,228.00	22,612.18	1.00	Reg
FA0	20	9100	2660	F	00018620	SENIOR DETECTIVE	Bolding,Derek J	3	4	90,770.00	16,792.45	1.00	Term
FA0	20	9100	1520	F	00018630	OFFICER	Coleman,Cody D	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	7340	F	00018635	CLERICAL ASSISTANT	Griffiths,Anolan	6	10	54,201.00	10,027.19	1.00	Reg
FA0	20	9100	2310	F	00018645	OFFICER	Johnson,Michelle A	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2660	F	00018656	Detective Sergeant	Freeman,James W	4	6	114,761.00	21,230.79	1.00	Reg
FA0	20	9100	1540	F	00018662	OFFICER	Boulos,Rough E.	1	5	76,244.00	14,105.14	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Term/ Term
FAO	20	9100	7740	F	00018663	SENIOR SERGEANTS	Pringle,Sherry A h	4	3	93,928.00	17,376.68	1.00	Term
FAO	20	9100	2650	F	00018675	Detective Sergeant	Jackson,Kenya L	4	6	114,761.00	21,230.79	1.00	Reg
FAO	20	9100	1550	F	00018677	OFFICER	Hamilton,Arnita L	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1510	F	00018680	SENIOR POLICE OFFICER	Welsh,Terrence M	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	2660	F	00018682	OFFICER	Wallace,Darrick W	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	9240	F	00018684	OFFICER	Knight,Fred L	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1570	F	00018685	OFFICER	Benites,Manuel J.	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	1540	F	00018694	OFFICER	Lesesene,Antoine M	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1510	F	00018695	SENIOR POLICE OFFICER	Holmes,Constance L	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	1520	F	00018703	OFFICER	Mccauley,Marcus A	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1530	F	00018705	OFFICER	Groves,Judith R	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	5440	F	00018712	Criminal History Specialist	Tabron,Yvette R.	9	6	64,050.00	11,849.25	1.00	Reg
FAO	20	9100	1560	V	00018714	MASTER PATROL OFFICER		1	1	62,727.00	11,604.50	1.00	Reg
FAO	20	9100	1101	V	00018715	SERGEANT		4	1	85,192.00	15,760.52	1.00	Reg
FAO	20	9100	6650	F	00018728	OFFICER	Walker,Diana R.	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	6650	F	00018730	OFFICER	Abuliak,Albert	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	2920	F	00018734	DETECTIVE GRADE II	Cartwright,Tanya T	1	9	94,172.00	17,421.82	1.00	Reg
FAO	20	9100	6650	F	00018749	OFFICER	Djoko,Marius	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1510	V	00018753	MASTER PATROL OFFICER		1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	6650	V	00018760	CRIME SCENE SRCH OFR		1	1	62,727.00	11,604.50	1.00	Reg
FAO	20	9100	1540	F	00018770	OFFICER	Potts,Derrick J	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1570	F	00018803	OFFICER	Campbell,Jawaun M	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1540	F	00018804	OFFICER	Faustino,Ernie Q	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	1530	F	00018805	OFFICER	Lazo-Zelaya,Evelin A.	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	1550	F	00018816	OFFICER	Nguyen,Tony T.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	7340	F	00018818	DETECTIVE GRADE I	Della Camera,Joseph J	3	5	95,310.00	17,632.35	1.00	Reg
FAO	20	9100	1530	F	00018820	OFFICER	Duncan,Thomas E	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	1570	F	00018824	OFFICER	McCain,Tomika A	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	9410	F	00018825	OFFICER	Jones,Lisa D	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	2310	F	00018827	LIEUTENANT	Heath,Latoyia M	5	3	114,751.00	21,228.94	1.00	Reg
FAO	20	9100	1570	F	00018830	OFFICER	Tyler,Marvin A	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1530	F	00018837	OFFICER	Marion IV,William R.	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	1520	F	00018838	OFFICER	Mumtaz,Anam	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	121F	V	00018844	PROGRAMMER ANALYST		12	1	82,326.00	15,230.31	1.00	Reg
FAO	20	9100	1560	F	00018851	OFFICER	Tate,Nathan E.	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	163C	F	00018853	PHOTOGRAPHER	Brown,Anthony M	7	10	60,019.00	11,103.52	1.00	Reg
FAO	20	9100	1570	F	00018857	OFFICER	Alvarez,Alexander H.	1	2	65,863.00	12,184.66	1.00	Reg
FAO	20	9100	5810	F	00018859	Supervisory Property Control S	Courtney,Linda T	11	0	69,105.14	12,784.45	1.00	Reg
FAO	20	9100	1570	F	00018864	OFFICER	Bailey Jr.,David E	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1520	F	00018871	OFFICER	Caudle,Frazier	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	2750	F	00018883	OFFICER	McCaw,Merissa C.	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1550	F	00018884	OFFICER	Nguyen,Thai Minh	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	1540	F	00018886	OFFICER	Freeman,Victoria S.L	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	2660	V	00018890	DETECTIVE GRADE II		1	1	62,727.00	11,604.50	1.00	Reg
FAO	20	9100	6650	F	00018892	OFFICER	VanDuyse,Michael S	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	6693	F	00018902	SENIOR POLICE OFFICER	Adams,Reginald J	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	2650	F	00018903	DETECTIVE GRADE II	Heithoff,Paul R.	1	7	85,558.00	15,828.23	1.00	Reg
FAO	20	9100	6650	F	00018908	OFFICER	Lazo,Martha Melissa	0	1	60,199.00	11,136.82	1.00	Reg

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FA0	20	9100	9410	F	00018909	SENIOR SERGEANTS	Pemberton,Marinthia	4	3	93,928.00	17,376.68	1.00	Term
FA0	20	9100	5102	F	00018917	SENIOR POLICE OFFICER	Benjamin,Anthony W	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1510	F	00018919	OFFICER	McCreary,Michael D.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1520	F	00018923	OFFICER	Lasisi Jr.,Babatunde A.	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1570	F	00018931	OFFICER	Todd,Sacoyia S.	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	055E	F	00018946	Compliance Monitor	Nnaji,Sylvanus O	12	10	105,339.00	19,487.72	1.00	Reg
FA0	20	9100	1560	F	00018955	OFFICER	Williams,Tiffany L	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1560	F	00018959	OFFICER	Vanterpool,Clifford L	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	2310	F	00018972	SERGEANT	Flipping,Sonja J	4	6	114,166.00	21,120.71	1.00	Reg
FA0	20	9100	1540	F	00018973	OFFICER	Fernandez,Jesse A	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1540	F	00018977	OFFICER	Bhullar,Sardar S	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1570	F	00018981	OFFICER	Simmons,Deontrey T.	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	1530	F	00018984	MASTER PATROL OFFICER	Davis,Billie T	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1540	F	00018990	OFFICER	Braxton,Robert L	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	121C	F	00018999	SERGEANT	Obryant,Kevin A	4	6	115,666.00	21,398.21	1.00	Reg
FA0	20	9100	2650	F	00019005	DETECTIVE GRADE II	Crosby,Kimberly N	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1560	F	00019006	SENIOR POLICE OFFICER	Miles,Robert K	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1550	F	00019017	COMMANDER	Fitzgerald,William J	9	3	181,584.00	33,593.04	1.00	Reg
FA0	20	9100	1540	F	00019023	OFFICER	Beeler,Michael A.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1520	F	00019026	OFFICER	Stanford,Stephen D.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1510	F	00019029	OFFICER	Green,Brian A.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1550	F	00019032	OFFICER	Barr,Jeffrey John	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	6650	F	00019034	OFFICER	Meehan,Joseph Andrew	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	9240	F	00019042	OFFICER	Sarita,Rafael J	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1530	F	00019063	OFFICER	Nelson,Cheryl A	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2770	F	00019065	CRIME SCENE SRCH OFR	Streets,John D	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1560	F	00019068	OFFICER	Ross,Kevin L	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1530	F	00019082	OFFICER	Tutt,Kimbley	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	121C	V	00019084	OFFICER ERT PERSONNEL		1	1	62,727.00	11,604.50	1.00	Reg
FA0	20	9100	9230	F	00019097	SCUBA DIVER	Scott,Lindsey B.	1	6	83,040.00	15,362.40	1.00	Reg
FA0	20	9100	1570	F	00019098	OFFICER	Togans,Kim	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2660	F	00019101	LIEUTENANT	Cousins,Angela K.	5	5	127,721.00	23,628.39	1.00	Reg
FA0	20	9100	6691	F	00019102	Police Cadet	McCourt,Gregory M	4	2	35,602.00	6,586.37	1.00	Term
FA0	20	9100	9240	F	00019124	OFFICER	Coates,Eric V	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2660	V	00019133	DETECTIVE GRADE II		1	1	62,727.00	11,604.50	1.00	Reg
FA0	20	9100	1560	F	00019146	OFFICER	Wade,Frederick A	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1570	F	00019155	OFFICER	Garner,Darrell D	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1540	F	00019161	OFFICER	Nunez,Gabriel	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1560	F	00019168	OFFICER	Goldring,Brandi	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	140C	F	00019186	Attorney Advisor	Hall,Jonathan H.	14	4	133,507.00	24,698.80	1.00	Reg
FA0	20	9100	6021	V	00019195	LIEUTENANT		5	2	103,609.00	19,167.67	1.00	Reg
FA0	20	9100	055E	F	00019217	OFFICER	Floyd-Wilson,Gwendolyn J	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1510	F	00019220	OFFICER	Wilson Jr.,Clifford L	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1550	F	00019221	MASTER PATROL OFFICER	Pradier,Anthony R	1	9	94,172.00	17,421.82	1.00	Reg
FA0	20	9100	9230	F	00019227	Bomb Technician / Dog Handler	Shaw,Corey	1	9	100,305.00	18,556.43	1.00	Reg
FA0	20	9100	1530	F	00019232	OFFICER	Mcginnis Jr.,Otis	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1530	F	00019247	OFFICER	Watford,Brandon D	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1510	F	00019248	OFFICER	Clark,Kandee A	1	9	92,672.00	17,144.32	1.00	Reg



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FA0	20	9100	1510	F	00019250	OFFICER	Costner,Christopher H	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1520	F	00019257	OFFICER	DeRuvo,Christian J.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1510	F	00019268	OFFICER	Craig,Kimberly M	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1520	F	00019279	OFFICER	Peterson,William J	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	2950	F	00019282	SERGEANT	Carter,Carmen L	4	6	114,166.00	21,120.71	1.00	Reg
FA0	20	9100	1520	F	00019285	LIEUTENANT	Alexander,Lashaun A	5	3	109,287.00	20,218.10	1.00	Reg
FA0	20	9100	9230	F	00019321	SERGEANT	Brown,John Jr	4	5	108,729.00	20,114.87	1.00	Reg
FA0	20	9100	1530	F	00019327	MASTER PATROL OFFICER	Wilson,Jermaine T	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	9240	F	00019344	OFFICER	Myers,Tony M	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2770	F	00019356	SERGEANT	Harris,Tyrone E	4	5	108,729.00	20,114.87	1.00	Reg
FA0	20	9100	1530	F	00019364	OFFICER	Rogers,Randy L	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1550	F	00019373	OFFICER	Vorachack,Choummany	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2310	F	00019389	OFFICER	Sabir II,Albert A	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	2310	F	00019397	OFFICER	Saunders,Kristina R	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1550	F	00019400	OFFICER	Anu Amen-Ra,Markquat A	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1540	F	00019416	OFFICER	Anderson,Dwonn L	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1530	F	00019430	OFFICER	Leonard,James A	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1530	F	00019439	OFFICER	Boyd,Sherlita T.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1530	F	00019451	OFFICER	Gonzalez,Mayra P	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1530	F	00019466	OFFICER	Pittmon,Lynn D	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1510	F	00019472	OFFICER	Clay,Brandon C	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	2660	F	00019473	DETECTIVE GRADE I	Clay,Jeffery A	3	5	95,310.00	17,632.35	1.00	Reg
FA0	20	9100	2620	F	00019487	SENIOR POLICE OFFICER	Manley,Steven E	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1560	F	00019541	OFFICER	Newman,Christopher P	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	2650	F	00019563	DETECTIVE GRADE II	Agusti,Monica P	1	9	94,172.00	17,421.82	1.00	Reg
FA0	20	9100	1520	V	00019701	COMMANDER		9	1	151,904.00	28,102.24	1.00	Reg
FA0	20	9100	5440	F	00019732	MANAGEMENT ANALYST	Gantt,Sheila T	12	10	105,339.00	19,487.72	1.00	Reg
FA0	20	9100	1550	F	00019765	OFFICER	McMichael Jr.,Daniel	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1570	F	00019824	SENIOR POLICE OFFICER	Marcus,Darren R	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1530	F	00019827	SERGEANT	Sotelo,Adam A	4	1	85,192.00	15,760.52	1.00	Reg
FA0	20	9100	9420	F	00019885	Criminal Research Specialist	Tedrow,Joseph P	9	10	71,106.00	13,154.61	1.00	Reg
FA0	20	9100	6910	F	00019901	INVEST APPLICANT	Clayton,John W	12	10	105,339.00	19,487.72	1.00	Reg
FA0	20	9100	1530	F	00019928	OFFICER	Pinachos,Christopher J.	1	4	66,776.00	12,353.56	1.00	Reg
FA0	20	9100	1570	F	00019961	OFFICER	Monir,Mohammad M.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1560	F	00019978	CAPTAIN	Altieri,Sylvan A	7	1	116,323.00	21,519.76	1.00	Reg
FA0	20	9100	6650	F	00020035	OFFICER	Smith,Pria A	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	6910	F	00020047	OFFICER	Leake,Xavier D'Bray	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1540	F	00020086	SENIOR POLICE OFFICER	Butler,Randall	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1550	F	00020098	OFFICER	Hess,Hannah L	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	2750	F	00020137	OFFICER	Tipps,Daniel F	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	121C	F	00020139	EXECUTIVE PROTECTION OFFICER	Davis,Domonick Tyrell	1	6	81,540.00	15,084.90	1.00	Reg
FA0	20	9100	1510	F	00020174	OFFICER	Ferris,Steven R	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2650	F	00020204	Investigator	Glascock,Christopher Matth	1	6	81,540.00	15,084.90	1.00	Reg
FA0	20	9100	1550	F	00020207	OFFICER	Lehigh,Christopher M.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1530	F	00020218	OFFICER	Whitfield,Jerry L.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	6650	F	00020319	OFFICER	Isetts Sr.,Austin P.	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	2650	F	00020334	DETECTIVE GRADE II	Rutter,Sean Patrick	1	7	85,558.00	15,828.23	1.00	Reg
FA0	20	9100	1520	F	00020346	OFFICER	Elbert,Ryan Aiden	1	4	72,611.00	13,433.04	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FAO	20	9100	1560	F	00020357	OFFICER	Cyphers,Keith R.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	2650	F	00020363	DETECTIVE GRADE II	Howard,Nicole D.	1	7	85,558.00	15,828.23	1.00	Reg
FAO	20	9100	1520	F	00020368	OFFICER	Mabry,Jermaine A	1	7	87,058.00	16,105.73	1.00	Reg
FAO	20	9100	6360	F	00020381	Human Resources Specialist (Cl	Anyadoh,Chukwudi V.	13	5	98,947.00	18,305.20	1.00	Reg
FAO	20	9100	1520	F	00020556	LIEUTENANT	Mancuso,Ashley C.	5	1	98,188.00	18,164.78	1.00	Reg
FAO	20	9100	5910	F	00020562	CUSTOMER SERVICE REPRESENTA	Bennett,Nikeya N	8	10	64,607.00	11,952.30	1.00	Reg
FAO	20	9100	2101	F	00020569	ASST CHIEF	Contee III,Robert J.	10	3	213,678.00	39,530.43	1.00	Reg
FAO	20	9100	2650	F	00020609	DETECTIVE GRADE II	Brathwaite,Antoine A.	1	5	77,744.00	14,382.64	1.00	Reg
FAO	20	9100	9230	F	00020619	LIEUTENANT	Mejia,Carlos A	5	4	121,064.00	22,396.84	1.00	Reg
FAO	20	9100	1540	F	00020701	OFFICER	Mendoza,Iris Michel	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	2950	F	00020771	OFFICER	Wheeler,Eric J	1	0	100,441.58	18,581.69	1.00	Reg
FAO	20	9100	6690	F	00020797	Staff Assistant (OA)	White,Barbara W	11	7	79,370.00	14,683.45	1.00	Reg
FAO	20	9100	1550	F	00020808	OFFICER	Garay,Pamela	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	9430	F	00020827	Intelligence Reseach Spec	Hall,Daniel C.	13	10	122,227.00	22,612.00	1.00	Reg
FAO	20	9100	1101	F	00020836	CAPTAIN	Sledge,David H	7	4	142,203.00	26,307.56	1.00	Reg
FAO	20	9100	121F	V	00020857	Accountant		12	1	82,332.00	15,231.42	1.00	Reg
FAO	20	9100	2310	V	00020872	LIEUTENANT		5	1	98,188.00	18,164.78	1.00	Reg
FAO	20	9100	2750	F	00020873	SERGEANT	Atcheson,Devon D	4	1	85,192.00	15,760.52	1.00	Reg
FAO	20	9100	1570	F	00020897	OFFICER	Ware,Roshonda R.	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	1570	F	00020904	OFFICER	Sullivan,Ryan Christopher	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	2750	F	00020912	CIVILIAN PAY TECH	Middleton,Yvonne C	6	10	54,201.00	10,027.19	1.00	Reg
FAO	20	9100	1520	F	00020914	OFFICER	Baccus,Lennon A.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1570	F	00020946	OFFICER	Adams,Marcus E.	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	1570	F	00020973	SERGEANT	Rawls,Stanley M.	4	2	89,450.00	16,548.25	1.00	Reg
FAO	20	9100	1520	F	00020978	OFFICER	Shaheen,Andy G.	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	1560	F	00020985	CAPTAIN	Harris,Brian E	7	4	142,203.00	26,307.56	1.00	Reg
FAO	20	9100	1560	F	00020987	OFFICER	Duncan,Larry Laron	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1540	F	00021069	OFFICER	Scott Jr.,Albert H	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1570	F	00021071	OFFICER	Bennett,Dallas A	1	2	65,863.00	12,184.66	1.00	Reg
FAO	20	9100	1560	F	00021081	SERGEANT	Morgan III,Samuel J	4	6	114,166.00	21,120.71	1.00	Reg
FAO	20	9100	2310	F	00021099	PGM MGR	Sullivan,Janice D	15	0	143,648.95	26,575.06	1.00	Reg
FAO	20	9100	1520	F	00021106	OFFICER	Toe,Alexis Y.	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1550	F	00021117	OFFICER	Mattison,Antoinette D.	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1570	F	00021137	OFFICER	Bennett,Bradley W.	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	1510	F	00021144	OFFICER	Albright,James R.	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	1540	F	00021150	OFFICER	Ottey,Janai S.	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	2930	F	00021180	OFFICER	Logan,JaShawn L.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	2950	F	00021181	OFFICER	McLaughlin,Alfreda	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1520	F	00021206	LIEUTENANT	Neal,Ralph A	5	5	127,721.00	23,628.39	1.00	Reg
FAO	20	9100	9240	F	00021224	LIEUTENANT	Margiotta,Andrew M	5	5	127,721.00	23,628.39	1.00	Reg
FAO	20	9100	2750	F	00021226	OFFICER	Rubin,Benjamin M.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1540	F	00021241	OFFICER	Dunkins-Lane,Crystal Y	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1520	F	00021260	OFFICER	Shapbell,Brett A.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1570	F	00021266	OFFICER	Brown,David L	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1540	F	00021270	OFFICER	Orellana,Miguel E	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	111C	F	00021278	Special Assistant to the Chief	Fieselmann,Heidi L.	9	0	144,118.63	26,661.95	1.00	Reg
FAO	20	9100	1530	F	00021286	OFFICER	Flores,Wilberto J	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1560	F	00021298	SERGEANT	Purnell,Byron R	4	5	108,729.00	20,114.87	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FAO	20	9100	2660	V	00021300	DETECTIVE GRADE II		1	1	62,727.00	11,604.50	1.00	Reg
FAO	20	9100	9430	F	00021305	DETECTIVE GRADE II	Regan,Paul C	1	9	98,805.00	18,278.93	1.00	Reg
FAO	20	9100	6910	F	00021310	INVEST APPLICANT	Ward,Gail L	12	8	100,225.00	18,541.63	1.00	Reg
FAO	20	9100	1550	F	00021324	SERGEANT	Alali,Araz	4	4	103,554.00	19,157.49	1.00	Reg
FAO	20	9100	1510	F	00021325	OFFICER	Harris,Andrea	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1510	F	00021336	OFFICER	Parker,Marvin Q	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1510	F	00021345	OFFICER	Spajic,Marta	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1510	F	00021370	OFFICER	Simmons,Thomas L.	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	2950	F	00021371	OFFICER	Hyman,Derrick L	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1510	F	00021375	SERGEANT	Howden,Michael Bryan	4	1	85,192.00	15,760.52	1.00	Reg
FAO	20	9100	1530	F	00021385	OFFICER	Young,Kandice T	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1540	F	00021394	OFFICER	Butler III,Donald O.	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1510	F	00021399	OFFICER	Rajbanshi,Bikram	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1560	F	00021403	STAFF ASSISTANT	Tolson,Linda A	9	10	71,106.00	13,154.61	1.00	Reg
FAO	20	9100	1560	F	00021409	OFFICER	Wiggins,Shivon Alexander	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	1570	F	00021410	OFFICER	Charlotin,Jeanpierre	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	9410	V	00021411	TELECOMMS EQUIP OPER TELETYPE		6	0	48,429.00	8,959.37	1.00	Reg
FAO	20	9100	1530	F	00021432	OFFICER	Paige,Christopher R.	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	1560	F	00021446	OFFICER	Hahn,Samuel A.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1560	F	00021450	OFFICER	Wolff,Spencer J	1	2	65,863.00	12,184.66	1.00	Reg
FAO	20	9100	1550	F	00021458	OFFICER	Amaya,Wilfredo	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	9410	V	00021464	LIEUTENANT		5	4	115,299.00	21,330.32	1.00	Reg
FAO	20	9100	1520	F	00021468	OFFICER	Brady,Jeremy D.	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	F111	F	00021474	FINANCIAL MGR	Atkinson,Virlynn	14	10	144,441.00	26,721.59	1.00	Reg
FAO	20	9100	2650	F	00021477	Investigator	Brooks,Diane W.	1	6	81,540.00	15,084.90	1.00	Reg
FAO	20	9100	1560	F	00021480	OFFICER	Henson,Susan J	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1530	F	00021493	OFFICER	Fogg,Cynthia A	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	5102	F	00021496	SENIOR POLICE OFFICER	Baker,James D	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	6650	F	00021497	OFFICER	Nee,Robert	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1570	F	00021505	OFFICER	Hasell,Myeshia D	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	1560	F	00021512	OFFICER	Cephus,Erica T	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	9430	F	00021513	OFFICER	Moore,Airey S jr	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1560	F	00021528	OFFICER	Miller,Blake Austin	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	1550	F	00021531	OFFICER	Recker,Scott S.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1510	F	00021534	OFFICER	Allen,Debbie Deloris	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1560	V	00021536	DESK SERGEANT		1	1	62,727.00	11,604.50	1.00	Reg
FAO	20	9100	1550	F	00021539	LIEUTENANT	Boland,Michael C	5	3	109,287.00	20,218.10	1.00	Reg
FAO	20	9100	1570	F	00021540	OFFICER	Madera,Bryan F	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1560	F	00021564	OFFICER	Lindemuth,Carl	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	6650	F	00021565	OFFICER	Valdez,Christian R.	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	2650	V	00021566	DETECTIVE GRADE II		1	1	62,727.00	11,604.50	1.00	Reg
FAO	20	9100	2750	F	00021567	MASTER PATROL OFFICER	Hawkins,Raymond C	1	9	94,172.00	17,421.82	1.00	Reg
FAO	20	9100	1520	F	00021574	OFFICER	Magruder,Thomas D	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	5440	F	00021575	Legal Instruments Examiner	Magruder,Debra R	9	10	71,106.00	13,154.61	1.00	Reg
FAO	20	9100	1540	F	00021581	OFFICER	Duckett,Noah P	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1570	F	00021582	OFFICER	Payne,Cody E	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	1550	F	00021584	OFFICER	Barnes,Joseph L	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1510	F	00021589	SERGEANT	Nelson,Gavin S	4	1	85,192.00	15,760.52	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FA0	20	9100	6650	F	00021619	OFFICER	Porter,Christian Denise	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1570	F	00021628	OFFICER	McClain,Natalie B.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1570	F	00021638	OFFICER	Chew,Timothy	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	1550	F	00021647	OFFICER	Weinmann,Brandon	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	F111	F	00021653	ACCOUNTANT	Hoover,Lolita H	12	5	92,553.00	17,122.31	1.00	Reg
FA0	20	9100	1560	F	00021657	OFFICER	Wilson,Boniesha Sherann	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	2660	F	00021666	SENIOR DETECTIVE	Taylor Jr.,George R	3	4	90,770.00	16,792.45	1.00	Term
FA0	20	9100	6650	F	00021670	OFFICER	Chen,Dong F	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1510	F	00021675	OFFICER	Kim,Michael Dongeun	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	9230	F	00021688	OFFICER HELICOPTER	Haskel,James E	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1510	F	00021689	OFFICER	Haines,Tyler L.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1540	F	00021694	SERGEANT	Desir,Samuel J	4	1	85,192.00	15,760.52	1.00	Reg
FA0	20	9100	1510	F	00021698	OFFICER	Reynoso,Ruben A.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1550	F	00021700	OFFICER	Love,James R.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	2310	F	00021714	OFFICER	Tilghman,Chevelle M	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1510	F	00021724	SERGEANT	Church,Conor M.	4	1	85,192.00	15,760.52	1.00	Reg
FA0	20	9100	1520	F	00021742	OFFICER	Delozier,Lavida	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1570	F	00021753	OFFICER	Molina Jr.,Peter M.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1550	F	00021759	OFFICER	Williams,Adrenee C	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	5810	F	00021762	Property Evidence Control Disp	Williams Ford,Debbie	8	10	64,607.00	11,952.30	1.00	Reg
FA0	20	9100	2950	F	00021770	CELLBLOCK PROCESSING TECH	Ferguson,Lisi N	9	10	75,254.00	13,921.99	1.00	Reg
FA0	20	9100	121C	F	00021782	EXECUTIVE PROTECTION OFFICER	Lewis III,Thomas Lee	1	5	77,744.00	14,382.64	1.00	Reg
FA0	20	9100	1510	F	00021785	OFFICER	Giannakoulis,Marija	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1510	V	00021789	MASTER PATROL OFFICER		1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	6650	F	00021790	OFFICER	Dilmac,Omer	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1550	F	00021809	OFFICER	Vanriel,Margodane	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1540	F	00021810	OFFICER	Puente,Rumencio N	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	1570	F	00021817	OFFICER	Viviani III,William L.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1550	F	00021823	SERGEANT	Lack,David E	4	3	93,928.00	17,376.68	1.00	Reg
FA0	20	9100	1520	F	00021834	OFFICER	Israel,Brian S	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1530	F	00021844	OFFICER	Cucci,Joshua A.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1550	F	00021852	OFFICER	Thomas,Aretha	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	1560	F	00021855	OFFICER	Smith,Michael C	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1570	F	00021865	OFFICER	Turner,Jasmine N.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	6021	F	00021869	SERGEANT	Peden,Tametress Y	4	6	114,166.00	21,120.71	1.00	Reg
FA0	20	9100	9240	F	00021875	SENIOR POLICE OFFICER	Clark,Leslie D.	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1530	F	00021876	LIEUTENANT	Thompson,Jimmie L	5	3	109,287.00	20,218.10	1.00	Reg
FA0	20	9100	1510	F	00021880	OFFICER	Forrest,Bobbette A.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1530	F	00021883	OFFICER	Savage,Michael A.	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1510	F	00021909	OFFICER	Joseph,Jessy J	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	2650	F	00021912	DETECTIVE GRADE II	Jackson,Takim C	1	6	81,540.00	15,084.90	1.00	Reg
FA0	20	9100	1550	F	00021913	OFFICER	Alcantara,Luis	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1560	F	00021927	OFFICER	Dunn,Tonia A.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1570	F	00021931	OFFICER	Wilks,Trevor	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1570	F	00021945	OFFICER	Kelly,Christopher M.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1530	F	00021960	OFFICER	Sharma,Ajay	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1510	F	00021972	OFFICER	Sanders Jr.,Charles B	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1540	F	00021986	OFFICER	McKay,Robert S	1	6	80,040.00	14,807.40	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FAO	20	9100	1520	F	00021988	OFFICER	McGovern,William A.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	6360	F	00021997	CLERICAL ASSISTANT	Williams,Vincent Learoy	6	10	54,201.00	10,027.19	1.00	Term
FAO	20	9100	6693	F	00021999	SERGEANT	Aceto,John	4	6	114,166.00	21,120.71	1.00	Reg
FAO	20	9100	2660	F	00022009	DETECTIVE GRADE II	Warren,Robbie J	1	9	98,805.00	18,278.93	1.00	Reg
FAO	20	9100	1550	F	00022012	OFFICER	McQuereer,Qieth B	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	2660	F	00022017	DETECTIVE GRADE II	Brown,Dathan V	1	9	94,172.00	17,421.82	1.00	Reg
FAO	20	9100	1570	F	00022024	SERGEANT	Thompson,Shan N	4	6	114,166.00	21,120.71	1.00	Reg
FAO	20	9100	1540	F	00022027	OFFICER	Graham Jr.,Anthony	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1550	F	00022038	OFFICER	Fleming,Richard D.	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	2650	F	00022041	DETECTIVE GRADE I	Queen,Carol A	3	6	105,078.00	19,439.43	1.00	Reg
FAO	20	9100	2650	F	00022042	DETECTIVE GRADE II	Harris II,James G	1	9	94,172.00	17,421.82	1.00	Reg
FAO	20	9100	1550	F	00022044	OFFICER	Marshall,Nicholas B.	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1560	F	00022054	OFFICER	Shakir,Brittany J.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	2650	F	00022066	DETECTIVE GRADE II	Heffelman,Shaun D.	1	7	85,558.00	15,828.23	1.00	Reg
FAO	20	9100	1530	F	00022071	SERGEANT	Shipman,Michael L.	4	3	93,928.00	17,376.68	1.00	Reg
FAO	20	9100	2920	F	00022074	DETECTIVE GRADE I	Leftwich,Janine C	3	6	105,078.00	19,439.43	1.00	Reg
FAO	20	9100	2960	F	00022075	OFFICER	Thomas,James	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1560	F	00022077	OFFICER	Krycia,Jacob M	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1520	F	00022079	OFFICER	Welch,Jabari T	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	1530	F	00022084	OFFICER	Jolly,Harminder	1	2	65,863.00	12,184.66	1.00	Reg
FAO	20	9100	1540	F	00022090	OFFICER	Boyd,Keith N	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1530	F	00022091	OFFICER	Pakeman,Keith A.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1530	F	00022092	OFFICER	Masci,Joseph	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	5810	F	00022098	Lead Property, Evidence Contro	Blackwell,Paul O	9	10	71,106.00	13,154.61	1.00	Reg
FAO	20	9100	1540	F	00022102	OFFICER	Graumann,Benedict	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1560	F	00022104	SERGEANT	Reithmeyer,Jessica J.	4	1	85,192.00	15,760.52	1.00	Reg
FAO	20	9100	1570	F	00022106	SERGEANT	Smith,Erik V.	4	2	89,450.00	16,548.25	1.00	Reg
FAO	20	9100	1530	F	00022117	OFFICER	Exum,Ryan A	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	6650	V	00022121	OFFICER		0	0	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1560	F	00022126	DESK SERGEANT	Allen,Linda	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	055E	F	00022130	SENIOR SERGEANTS	McGunigal,Jeffrey J	4	3	93,928.00	17,376.68	1.00	Term
FAO	20	9100	1570	F	00022141	SERGEANT	Taylor,Ethel J	4	3	93,928.00	17,376.68	1.00	Reg
FAO	20	9100	1570	F	00022144	OFFICER	Slemenda,Brendan M	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	6693	F	00022151	OFFICER	Mccambry,James B	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1560	F	00022152	OFFICER	Roach,Jacky R.	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	1550	F	00022156	SERGEANT	Mendez,Jeremiah	4	4	98,623.00	18,245.26	1.00	Reg
FAO	20	9100	1520	F	00022159	OFFICER	Burkholder,Suzanne Marie	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1560	F	00022161	OFFICER	Page Roots,Cynthia	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1560	F	00022166	OFFICER	Milliam,Reginald L.	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1520	F	00022179	SERGEANT	Maguire,Travis M.	4	3	93,928.00	17,376.68	1.00	Reg
FAO	20	9100	1510	F	00022188	SERGEANT	Gupton,Joseph W.	4	1	85,192.00	15,760.52	1.00	Reg
FAO	20	9100	1550	F	00022213	OFFICER	Nyamekye,Brittney N.	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	2880	F	00022215	CRIME SCENE SRCH OFR	Mccollum,Robert O	1	9	98,805.00	18,278.93	1.00	Reg
FAO	20	9100	6650	F	00022219	OFFICER	Stellabotta,Dorothy H	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1530	F	00022221	OFFICER	Styles,Daniel E	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1520	F	00022226	OFFICER	Gibson,Robert C.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1560	F	00022233	OFFICER	Mbah,Christian	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1550	F	00022234	OFFICER	Marsh,Robert	1	4	72,611.00	13,433.04	1.00	Reg

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FAO	20	9100	5810	F	00022240	CELLBLOCK PROCESSING TECH	Reed, Antonio I	9	10	75,254.00	13,921.99	1.00	Reg
FAO	20	9100	1510	F	00022242	SERGEANT	McHugh, Phillip J	4	2	89,450.00	16,548.25	1.00	Reg
FAO	20	9100	1530	F	00022250	SENIOR SERGEANTS	Gregory, Arthur D	4	3	93,928.00	17,376.68	1.00	Term
FAO	20	9100	1530	F	00022251	LIEUTENANT	Hollan, Brian T.	5	1	98,188.00	18,164.78	1.00	Reg
FAO	20	9100	2750	F	00022259	OFFICER	Tran, Ryan Phoung	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	1510	F	00022268	OFFICER	Dass, Babar S	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	2930	F	00022274	SENIOR POLICE OFFICER	Andrews, Jonathan K	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	2650	F	00022275	DETECTIVE GRADE II	Kingsley, Jayme C	1	5	77,744.00	14,382.64	1.00	Reg
FAO	20	9100	1540	F	00022279	OFFICER	Khah, Sara V.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	6650	F	00022284	OFFICER	Owens, Christopher Lee	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1560	F	00022287	SERGEANT	Keenan, James A.	4	1	85,192.00	15,760.52	1.00	Reg
FAO	20	9100	1550	F	00022288	OFFICER	Proctor, Straneika C	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	1540	F	00022291	OFFICER	Gautreaux, Jean P.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1560	F	00022294	OFFICER	Serratos, Sirena Elena	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	1550	F	00022307	OFFICER	Pyant, Louise L	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	2310	F	00022311	OFFICER	Cannon, Tracie L	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1530	F	00022328	OFFICER	Weiss, Harry	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1550	F	00022332	OFFICER	Hicks, Annette A	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	6691	F	00022335	SERGEANT	Whitaker, Deidre M	4	6	114,166.00	21,120.71	1.00	Reg
FAO	20	9100	1570	F	00022339	OFFICER	Smith, Erica K	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	2660	F	00022340	Detective Sergeant	Hines, Morani M	4	6	114,761.00	21,230.79	1.00	Reg
FAO	20	9100	1570	F	00022341	OFFICER	Mekhael, Nesseem M	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	1560	F	00022347	OFFICER	Green, Jamal James	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	1550	F	00022349	OFFICER	Mills, Carrie E	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	9240	F	00022350	OFFICER	Silva, Andres G	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1560	F	00022353	OFFICER	Brown, Tiara N.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1540	F	00022355	OFFICER	Webster, Medgar A	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	6650	V	00022361	OFFICER		0	0	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1520	F	00022374	OFFICER	Bracey, Angela I	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1570	F	00022375	OFFICER	Torres, Elthson D	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	2650	F	00022381	Investigator	Chaplin Jr., Joseph	1	9	94,172.00	17,421.82	1.00	Reg
FAO	20	9100	6650	F	00022389	OFFICER	Rollines, Jeanine D	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	6650	F	00022395	OFFICER	Preto, Ryan A.	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1510	F	00022397	OFFICER	Cooper, Gordon M	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1510	F	00022401	OFFICER	Simms, Daniel A	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1570	F	00022416	OFFICER	Landers, Ernest C.	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1560	F	00022424	OFFICER	Spencer, Matthew J	1	2	65,863.00	12,184.66	1.00	Reg
FAO	20	9100	2770	F	00022426	SENIOR POLICE OFFICER	Brooks, Clarence R	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	1540	F	00022427	OFFICER	Ventura, Quilvio J.	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	1560	F	00022434	OFFICER	Strother I, Reginal	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1550	F	00022435	OFFICER	Pierce, Gabrielle L.	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	2660	F	00022442	DETECTIVE GRADE I	Worrell, Jed D	3	6	105,078.00	19,439.43	1.00	Reg
FAO	20	9100	1560	F	00022443	SERGEANT	Cephas, Taariq A.	4	1	85,192.00	15,760.52	1.00	Reg
FAO	20	9100	2310	F	00022444	OFFICER	Dodds, Lynette	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1550	F	00022447	OFFICER	Barnett, Orson Oneal	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1510	F	00022450	OFFICER	Lucas, Christopher A	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	9410	F	00022455	OFFICER	Falwell, La Tonya M.	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	6650	F	00022459	OFFICER	Chukwurah, Stephanie K.	0	1	60,199.00	11,136.82	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FA0	20	9100	6650	F	00022468	OFFICER	Allen-Garcia,Matthew N.	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	2660	F	00022473	DETECTIVE GRADE II	Garner,Stephanie	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1570	F	00022477	SERGEANT	Romeo,Matthew M.	4	3	93,928.00	17,376.68	1.00	Reg
FA0	20	9100	1570	F	00022478	OFFICER	Smith,Anthony	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	1570	F	00022482	OFFICER	Sfogle,Dennis	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1530	F	00022490	OFFICER	Calderon,Santos	1	4	68,780.00	12,724.30	1.00	Reg
FA0	20	9100	2650	F	00022500	DETECTIVE GRADE II	Goodwin,LaTasha C.	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1570	F	00022504	OFFICER	Kasongo,Charles A	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	2650	F	00022507	DETECTIVE GRADE II	Jenkins,Ivory T	1	8	89,761.00	16,605.79	1.00	Reg
FA0	20	9100	9230	F	00022512	OFFICER ERT PERSONNEL	Eckert,Christopher K.	1	7	85,558.00	15,828.23	1.00	Reg
FA0	20	9100	1560	F	00022515	OFFICER	Cox,Geoffrey T	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	2310	F	00022516	SENIOR SERGEANTS	Fontz,Thomas M	4	3	93,928.00	17,376.68	1.00	Term
FA0	20	9100	1550	F	00022527	OFFICER	Bailey II,Rickey R.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	9240	F	00022540	OFFICER	Garibay,Luis E	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1520	F	00022541	OFFICER	Charles,Natalie O.	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	9101	F	00022546	ASST CHIEF	Carroll,Jeffery W	10	2	190,795.00	35,297.08	1.00	Reg
FA0	20	9100	1520	F	00022547	OFFICER	Aguilera,Luis F.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1520	F	00022552	OFFICER	Zyryku,Igli	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1510	F	00022555	OFFICER	Donlon,Patrick M.	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	1560	F	00022566	OFFICER	Smith,Edward R.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1520	F	00022567	OFFICER	Owens,Brandon A.	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	5810	F	00022568	LIEUTENANT	Manigault,Debra D	5	5	127,721.00	23,628.39	1.00	Reg
FA0	20	9100	6650	F	00022577	OFFICER	Paiz,Keidy Y	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1510	F	00022586	SENIOR SERGEANTS	Mack,Kenneth W	4	3	93,928.00	17,376.68	1.00	Term
FA0	20	9100	040K	F	00022596	OFFICER	Calhoun,Meleatha A	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	6650	F	00022597	OFFICER	Nyakaana Blair,Stephen G.	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1520	F	00022600	OFFICER	Scott,Fredie Lee	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1560	F	00022601	OFFICER	Newton,Derick V.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	2660	F	00022602	OFFICER	Miles Jr.,Larry D	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1530	F	00022610	OFFICER	Lim,Daewoong	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1560	F	00022620	OFFICER	Cox,Thomas B.	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	9410	F	00022630	OFFICER	Draine,Pamela L	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	152C	F	00022644	OFFICER	Martin,Meghan V	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1540	F	00022648	OFFICER	Soares,Janessa L	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	9240	F	00022651	OFFICER	Perkins,Arnette T	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	6910	V	00022654	STAFF ASSISTANT		9	0	55,230.00	10,217.55	1.00	Reg
FA0	20	9100	6650	F	00022662	OFFICER	Lingham,Daniel D	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1520	F	00022663	SERGEANT	Harvey,Kenneth R	4	6	114,166.00	21,120.71	1.00	Reg
FA0	20	9100	2310	F	00022664	OFFICER	Paige,Rolando G	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1530	F	00022668	OFFICER	Wilson III,John A.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1530	F	00022671	OFFICER	Broadus,Eleshia	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1510	F	00022678	OFFICER	Cheng,Jonathan	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1540	F	00022679	OFFICER	Whelan,Ryan S.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	9230	F	00022686	SCUBA DIVER	Lombardini,Glenn	1	5	79,244.00	14,660.14	1.00	Reg
FA0	20	9100	1520	F	00022689	OFFICER	Hunter Jr.,Elijah	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1570	F	00022697	OFFICER	Wilson,Maia	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	1510	F	00022698	OFFICER	Cosey Sr.,Antonio	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1510	F	00022699	OFFICER	Good,Rebecca K.	1	4	72,611.00	13,433.04	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FA0	20	9100	1560	F	00022707	OFFICER	Weiss,Paul J.	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	1510	F	00022711	OFFICER	Hart,Jonathan D.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1570	F	00022724	OFFICER	Ritson,Kingbowe K.M.	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	1520	F	00022725	OFFICER	Wolf,Garrett A.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1560	F	00022732	OFFICER	King,Nathan R.	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	9240	F	00022737	SERGEANT	Robinson,Mark E	4	6	114,166.00	21,120.71	1.00	Reg
FA0	20	9100	1520	F	00022751	OFFICER	Sparks,Shawn J.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1530	F	00022759	OFFICER	Toro,Crystal	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1570	F	00022760	OFFICER	Hernandez,Euri	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	2620	F	00022761	SENIOR DETECTIVE	Griffin,Elbert J	3	4	90,770.00	16,792.45	1.00	Term
FA0	20	9100	6693	F	00022771	LIEUTENANT	Porter Jr.,Jesse J	5	5	127,721.00	23,628.39	1.00	Reg
FA0	20	9100	1520	F	00022782	OFFICER	Haban Jr.,Wilfredo Doming	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	9220	F	00022787	LEGAL INSTRUMENTS EXAMINER	Lester,Manice	8	3	53,407.00	9,880.30	1.00	Reg
FA0	20	9100	1540	F	00022791	OFFICER	Hasychak,Jason Michael	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	7340	F	00022792	LIEUTENANT	Haskis,Darren	5	1	98,188.00	18,164.78	1.00	Reg
FA0	20	9100	2650	F	00022795	DETECTIVE GRADE II	Wheeler,Elgin	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	6650	F	00022799	OFFICER	Shareef,Omar A.	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1510	F	00022800	OFFICER	Prendergast Jr.,Joseph P.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1510	F	00022817	OFFICER	Cephas,John W	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1560	F	00022823	OFFICER	Floyd,Darren A	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1520	F	00022824	OFFICER	Leslie,Oshane O	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	1570	F	00022832	OFFICER	Chinery,Travis	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	2620	F	00022840	OFFICER	Bell,Priscilla A	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1540	F	00022850	LIEUTENANT	Barnes Tutt,Charles	5	3	114,751.00	21,228.94	1.00	Reg
FA0	20	9100	1560	F	00022858	OFFICER	Weber,Kyle N	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	2310	F	00022860	OFFICER	Rose,Michelle A	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1540	F	00022864	OFFICER	Parham,Frank X	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1560	F	00022866	SENIOR POLICE OFFICER	Marable,Mark D	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1520	F	00022868	OFFICER	Conyers,Jaret T.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1530	F	00022870	OFFICER	King,Bridgette C	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1510	F	00022872	OFFICER	Crittendon Jr.,Gregory J	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1540	F	00022874	OFFICER	Diggs III,Coy D	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1530	F	00022881	SERGEANT	Geiger,Richard W.	4	1	85,192.00	15,760.52	1.00	Reg
FA0	20	9100	2310	F	00022882	OFFICER	Keels,Ashley J	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	2950	F	00022889	OFFICER	Elliott,LaTonya S.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1510	F	00022891	OFFICER	Gschwind,Jake R.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	6620	F	00022896	SENIOR POLICE OFFICER	Scott Jones,Jacqueline	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	6650	F	00022897	OFFICER	Clark,Montez A	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1560	F	00022899	SERGEANT	Prater,Bryant	4	6	114,166.00	21,120.71	1.00	Reg
FA0	20	9100	6650	F	00022903	OFFICER	Hull,Lamont R.	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	7740	F	00022905	CLERICAL ASSISTANT	Willis,Jessica N.	8	10	64,607.00	11,952.30	1.00	Reg
FA0	20	9100	1550	F	00022909	OFFICER	Daniels,Rarnesha S.	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1540	F	00022915	OFFICER	Dodds,Carol A	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2310	F	00022919	OFFICER	Bethea,Jerry	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	9430	F	00022927	OFFICER	McCoy,Antilecia P	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	6650	F	00022930	OFFICER	Sangalan,Britnee L.	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1510	F	00022935	SERGEANT	Grimsley Jr.,Bernard	4	1	85,192.00	15,760.52	1.00	Reg
FA0	20	9100	1510	F	00022937	OFFICER	Warren Jr.,Ronald	1	9	97,305.00	18,001.43	1.00	Reg



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FA0	20	9100	1550	F	00022942	OFFICER	Truesdale,Ikia N.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	7102	F	00022943	SENIOR SERGEANTS	Pollock,Gerthaline A	4	3	93,928.00	17,376.68	1.00	Term
FA0	20	9100	2620	F	00022954	COMMANDER	Parsons Jr.,Leslie A	9	2	170,185.00	31,484.23	1.00	Reg
FA0	20	9100	1550	F	00022963	OFFICER	Monroe,Jonathan D.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	9430	F	00022972	SERGEANT	Turner,Anthony J	4	4	103,554.00	19,157.49	1.00	Reg
FA0	20	9100	2950	F	00022973	OFFICER	Nelson,Naomi L	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1570	F	00022984	OFFICER	Johnson,Dwight E	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1570	F	00022985	OFFICER	Champ,Joshua L	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	121F	F	00023004	PAYROLL SPEC	Troutman,Angela	11	10	85,790.00	15,871.15	1.00	Reg
FA0	20	9100	1560	F	00023009	OFFICER	Charles,Sherwin	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1570	F	00023010	OFFICER	Davis,Tevaughn D	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	2940	F	00023013	DETECTIVE GRADE II	LEO,DANIEL	1	6	81,540.00	15,084.90	1.00	Reg
FA0	20	9100	2650	F	00023015	DETECTIVE GRADE II	Lea,Jacqueline J	1	5	77,744.00	14,382.64	1.00	Reg
FA0	20	9100	1510	F	00023019	OFFICER	Herrmann,Patrick W.	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1550	F	00023023	OFFICER	Jackson Jr.,Claude	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	F111	F	00023024	Grants Specialist	Waymer,Sophia Mason	13	10	122,228.00	22,612.18	1.00	Reg
FA0	20	9100	1520	F	00023039	OFFICER	Henley-Wingo,Teresa S.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	7340	F	00023045	SERGEANT	Cox,Bryan M.	4	4	98,623.00	18,245.26	1.00	Reg
FA0	20	9100	6650	F	00023055	SERGEANT	Obryant,George F	4	6	114,166.00	21,120.71	1.00	Reg
FA0	20	9100	1570	F	00023056	OFFICER	Morgan,Tyren G.	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1570	F	00023057	OFFICER	Robinson,Makia R	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1550	F	00023058	OFFICER	Evely,Gregory E	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1540	F	00023059	OFFICER	Barreto,Gerard	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1510	F	00023069	OFFICER	Haynes,Stephen A	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1560	F	00023070	OFFICER	Powell,Nishka S	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	1550	F	00023072	OFFICER	Sorrell,Ameer L	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1530	F	00023079	OFFICER	Anderson,James E	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1530	F	00023090	OFFICER	Dorghoud,Ahmed O.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1530	F	00023095	OFFICER	Stewardson,Gabriel T	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	5102	F	00023096	PROGRAM ANALYST	Gilbert,Phyllis R	12	10	105,339.00	19,487.72	1.00	Reg
FA0	20	9100	2920	F	00023099	Detective Sergeant	Mitchell,Marcus O	4	6	114,761.00	21,230.79	1.00	Reg
FA0	20	9100	1540	F	00023113	OFFICER	O'Connell,Timothy	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1560	F	00023116	OFFICER	Mudrezow,Jake S.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	6650	F	00023117	OFFICER	Shim,Jocelyn J	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1570	F	00023121	OFFICER	Drake,Julito E	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1530	F	00023126	OFFICER	Edelin,India N	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	2310	F	00023127	OFFICER	Ellis,Tayna Q	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1510	F	00023131	OFFICER	Ishola,Olateju T.	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	6650	F	00023132	OFFICER	Perez,Jonathan	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1510	V	00023133	SERGEANT		4	2	89,450.00	16,548.25	1.00	Reg
FA0	20	9100	1550	F	00023145	OFFICER	Brown,Eric D	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1560	F	00023148	OFFICER	Forde,Sarah K	0	4	69,684.00	12,891.54	1.00	Reg
FA0	20	9100	2950	F	00023152	OFFICER	Williams Turner,Nichole U	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	6650	F	00023153	OFFICER	Joseph,Jean R	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1570	F	00023163	OFFICER	Jones,Alexia T.	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1560	F	00023166	OFFICER	Fuller,Raymon A	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1510	F	00023171	OFFICER	Speck,Zachary M.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1550	F	00023183	OFFICER	Rohan,Tahiyya M	1	3	69,155.00	12,793.68	1.00	Reg

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FA0	20	9100	5810	F	00023187	Motor Vehicle Operator Leader	Watkins,Daniel E	8	10	74,588.80	13,798.93	1.00	Reg
FA0	20	9100	1510	F	00023196	OFFICER	Beck,Tangla A	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	6650	F	00023212	OFFICER	Epps,Steven	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1560	F	00023215	OFFICER	Walker,Kevin C.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1510	F	00023217	OFFICER	Clark,Mark L	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1530	F	00023219	OFFICER	Brown,Tyquan J.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1530	F	00023229	OFFICER	Nicolau,Narcisa	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	2930	F	00023233	OFFICER	Jones,Elizabeth T	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2310	F	00023234	OFFICER	Artis,Sharron M	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1510	F	00023237	OFFICER	Allen,Aaron F	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1520	F	00023241	OFFICER	Reid,Rochelle L	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1550	F	00023242	OFFICER	Hughes,Paris R.	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	7340	F	00023243	SERGEANT	Ciapa,Gary F.	4	3	93,928.00	17,376.68	1.00	Reg
FA0	20	9100	1510	F	00023261	OFFICER	Greene,Takia D	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	2960	F	00023265	OFFICER	Phillips,Lashaun T	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1550	F	00023267	OFFICER	Moore,Adam	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	2660	F	00023273	OFFICER	Jordan,Kristopher L	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1560	F	00023293	OFFICER	Gray,Travis A	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	6650	F	00023303	OFFICER	Colato,Michael H	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1560	F	00023304	OFFICER	Henry,Karim Zahir	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1530	F	00023305	OFFICER	Evans,Charmaine	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1540	F	00023306	LIEUTENANT	Taylor Jr.,Kenneth B	5	5	127,721.00	23,628.39	1.00	Reg
FA0	20	9100	1540	F	00023307	OFFICER	Liss,Serena Anne	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	5810	F	00023308	MATERIALS HANDLER	Lopez,Ingrid Elizabeth	5	4	47,840.00	8,850.40	1.00	Reg
FA0	20	9100	1570	F	00023320	OFFICER	Buchanan,Marlon K	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	1510	F	00023321	SERGEANT	Dortch-Jones,Erica	4	4	103,554.00	19,157.49	1.00	Reg
FA0	20	9100	1530	F	00023326	SENIOR SERGEANTS	Lee,Gerard V	4	3	93,928.00	17,376.68	1.00	Term
FA0	20	9100	2310	F	00023332	OFFICER	Davis,Jenae Capri	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1540	F	00023357	OFFICER	Amaya,Carlos M	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1570	F	00023360	OFFICER	Perez,Elmer M.	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	1540	F	00023376	OFFICER	Thompkins,Kenneth J	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1540	F	00023382	OFFICER	Jones Jr.,Emmett M	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1540	F	00023396	OFFICER	Johnson,Rodney	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1530	F	00023410	OFFICER	Fitzpatrick,Kaseem L.	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	2650	F	00023420	DETECTIVE GRADE II	Whittington,Latonya S	1	8	89,761.00	16,605.79	1.00	Reg
FA0	20	9100	6650	F	00023433	OFFICER	Martin,Ashley N	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1510	F	00023439	OFFICER	Lancaster,Sherita R	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	1510	F	00023448	OFFICER	Cummings,Len J	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1520	F	00023452	OFFICER	Yeary,Bryan D.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1540	F	00023454	OFFICER	Williams,Kyra G	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1520	F	00023465	SENIOR POLICE OFFICER	Proctor,Preston L	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	6650	F	00023476	OFFICER	Medrano,Geiry Y	0	0	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	9230	F	00023478	SERGEANT	Miller,Thomas J	4	5	110,229.00	20,392.37	1.00	Reg
FA0	20	9100	1550	F	00023479	SERGEANT	Rice,Richard Thomas	4	2	89,450.00	16,548.25	1.00	Reg
FA0	20	9100	1540	F	00023497	OFFICER	Reyes-Smith,Irene	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	6691	F	00023498	SERGEANT	Norman,Mary A	4	6	114,166.00	21,120.71	1.00	Reg
FA0	20	9100	2101	F	00023500	SERGEANT	Jones,Crystal D	4	5	108,729.00	20,114.87	1.00	Reg
FA0	20	9100	1570	F	00023501	OFFICER	Anderson,Marion M	1	9	92,672.00	17,144.32	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FA0	20	9100	1550	F	00023505	OFFICER	Gay Jr.,Theodore	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2310	F	00023508	OFFICER	Tutt,Ursula M	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1570	F	00023511	OFFICER	Hampton,Tamika M	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	6650	F	00023514	OFFICER	Chen,Michael E	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1540	F	00023517	OFFICER	Thomas Sr.,Marcus A	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2310	F	00023538	OFFICER	Dzidzienyo,Kenneth J	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	5440	F	00023544	Legal Instruments Examiner	Gray Adgerson,Veronica D	9	10	71,106.00	13,154.61	1.00	Reg
FA0	20	9100	6650	F	00023547	OFFICER	Hagans,April J	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1540	F	00023551	OFFICER	Parker Jr.,Kenneth R	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1560	F	00023558	OFFICER	Quarles,Steven	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	2660	F	00023566	DETECTIVE GRADE II	Gay,Tonia Y	1	8	89,761.00	16,605.79	1.00	Reg
FA0	20	9100	1520	F	00023576	OFFICER	Belton III,William	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1540	F	00023579	OFFICER	Spooner,Bronson A.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	2750	F	00023590	OFFICER	Done,Randy	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1520	F	00023602	LIEUTENANT	Johnson,Paul D	5	3	114,751.00	21,228.94	1.00	Reg
FA0	20	9100	1560	F	00023618	SERGEANT	Suggs III,Malachi	4	2	89,450.00	16,548.25	1.00	Reg
FA0	20	9100	2750	F	00023632	LIEUTENANT	Brooks,Suleika L	5	5	127,721.00	23,628.39	1.00	Reg
FA0	20	9100	2920	F	00023639	DETECTIVE GRADE II	Ayllon,John M	1	9	94,172.00	17,421.82	1.00	Reg
FA0	20	9100	1540	F	00023640	OFFICER	Norfleet,Simeon C.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1570	F	00023658	OFFICER	Pierre,Alain	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1520	F	00023666	OFFICER	O'Brien,Anthony M	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1540	F	00023678	SERGEANT	Starr,Michelle	4	6	114,166.00	21,120.71	1.00	Reg
FA0	20	9100	1540	F	00023700	SERGEANT	Gudger,Cassandra F	4	6	114,166.00	21,120.71	1.00	Reg
FA0	20	9100	1540	F	00023704	OFFICER	Anderson,Shauntelle V	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1560	F	00023710	LIEUTENANT	Hill,Sean K	5	1	98,188.00	18,164.78	1.00	Reg
FA0	20	9100	1530	F	00023721	SERGEANT	Marinos,Marinos M.	4	3	93,928.00	17,376.68	1.00	Reg
FA0	20	9100	1520	F	00023724	OFFICER	Bryant,Louis A	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	2660	F	00023737	DETECTIVE GRADE II	Greene,Anthony D	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	5102	F	00023740	SERGEANT	Hunt,Stacie A	4	6	114,166.00	21,120.71	1.00	Reg
FA0	20	9100	2650	F	00023751	DETECTIVE GRADE II	Flores,Maria L	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1530	F	00023756	OFFICER	Suarez,Kimberly A	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	121F	F	00023760	PAYROLL TECH	Williams,Theresa R	9	10	71,107.00	13,154.80	1.00	Reg
FA0	20	9100	2310	F	00023774	OFFICER	Akuoko,Robert A.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	7740	F	00023779	SERGEANT	Austin-Love,Alexia L	4	6	114,166.00	21,120.71	1.00	Reg
FA0	20	9100	1560	F	00023784	SERGEANT	Jones,Rolonda L	4	4	98,623.00	18,245.26	1.00	Reg
FA0	20	9100	1540	F	00023798	SCUBA DIVER	Baldwin,Dennis	1	9	95,672.00	17,699.32	1.00	Reg
FA0	20	9100	2750	F	00023802	OFFICER	Daniels,Kenneth O	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2310	F	00023816	OFFICER	Nicholson,Latonia M	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2660	F	00023820	DETECTIVE GRADE I	Prince Jr.,Curtis M	3	6	105,078.00	19,439.43	1.00	Reg
FA0	20	9100	1510	F	00023837	OFFICER	Palmer,Chanel J.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1540	F	00023854	OFFICER	Covert Jr.,Samuel C	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1510	F	00023864	OFFICER	Smith,Anthony	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	6650	F	00023870	OFFICER	Vazquez,Shakira Marie	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	7340	F	00023883	OFFICER	Harris,Nakia L	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1570	F	00023886	OFFICER	Allen,Johnnetta L	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	2750	F	00023891	SERGEANT	Randall,Joan	4	6	114,166.00	21,120.71	1.00	Reg
FA0	20	9100	1510	F	00023918	OFFICER	Marshall,Don J	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1560	F	00023922	OFFICER	Toran-Dunston,Ja'nae R.	1	5	76,244.00	14,105.14	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Term/ Term
FAO	20	9100	1560	F	00023927	OFFICER	French,Ian J	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	1510	F	00024003	OFFICER	Truong,Ty	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	111C	F	00024006	OFFICER	Watson,Maketha M	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	7740	F	00024141	Legal Assistant (OA)	Harris,Kristina M	7	10	60,019.00	11,103.52	1.00	Reg
FAO	20	9100	1510	F	00024196	LIEUTENANT	Dyn,Daniel J.	5	1	98,188.00	18,164.78	1.00	Reg
FAO	20	9100	6021	F	00024208	HEARING REP	Wilson-Greene,Monika D	12	10	97,375.00	18,014.38	1.00	Reg
FAO	20	9100	1560	F	00024270	SERGEANT	Washington,Derek A.	4	2	89,450.00	16,548.25	1.00	Reg
FAO	20	9100	040C	F	00024340	Director, Business Application	Johri,Rohit	15	0	154,500.00	28,582.50	1.00	Reg
FAO	20	9100	6693	F	00024401	SENIOR POLICE OFFICER	Seyler,Daniel K	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	2940	F	00024410	Investigator	Marshall,Angela L	1	5	77,744.00	14,382.64	1.00	Reg
FAO	20	9100	2620	F	00024447	LIEUTENANT	Bunner,Michael R	5	5	127,721.00	23,628.39	1.00	Reg
FAO	20	9100	6910	F	00024493	INVEST APPLICANT	Alleyne,Ignacio M	12	10	105,339.00	19,487.72	1.00	Reg
FAO	20	9100	1550	F	00024545	OFFICER	Bartley,Sherell N	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1510	F	00024577	OFFICER	Kelly,Daniel J.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	070B	F	00024585	MOTOR VEHICLE OPERATOR	Martin,Michael S.	6	10	60,340.80	11,163.05	1.00	Reg
FAO	20	9100	2660	F	00024635	SENIOR POLICE OFFICER	Fine,Barry J	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	1560	F	00024666	OFFICER	Peralta,Kevin G	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	9410	F	00024804	Criminal Research Specialist	Hoppel,Claire M	11	2	68,680.00	12,705.80	1.00	Reg
FAO	20	9100	2660	F	00024822	DETECTIVE GRADE II	Phillips,James M	1	7	85,558.00	15,828.23	1.00	Reg
FAO	20	9100	2650	F	00024851	DETECTIVE GRADE II	Le,Hung T.	1	8	89,761.00	16,605.79	1.00	Reg
FAO	20	9100	2750	F	00024860	OFFICER	Stout,Andrew H	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	2920	F	00024865	STAFF ASSISTANT	Jones,Mary I	9	2	56,994.00	10,543.89	1.00	Reg
FAO	20	9100	2660	F	00024880	SENIOR DETECTIVE	Oh,Joseph Y	3	4	90,770.00	16,792.45	1.00	Term
FAO	20	9100	1540	F	00024881	OFFICER	Slater,Philippe A	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	140C	F	00024885	SUPV HUMAN RESOURCES SPEC	Mcclanahan,Anna M	14	0	118,329.53	21,890.96	1.00	Reg
FAO	20	9100	1550	F	00024927	OFFICER	McKnight,Antonio M	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1560	F	00024934	OFFICER	Hiligh,Bijon J.	0	2	63,208.00	11,693.48	1.00	Temp
FAO	20	9100	121F	F	00024940	ACCOUNTANT	Glasgow,Sarah	12	6	95,109.00	17,595.17	1.00	Reg
FAO	20	9100	1510	F	00024965	OFFICER	Ibrahim,Mohamed A.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1560	F	00024978	OFFICER	Camps,Joseph C	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1570	F	00024994	LIEUTENANT	Patete,Valerie Lynn	5	1	98,188.00	18,164.78	1.00	Reg
FAO	20	9100	9230	F	00025000	COMMANDER	Rivera,Guillermo	9	2	170,185.00	31,484.23	1.00	Reg
FAO	20	9100	6910	F	00025003	INVEST APPLICANT	Neal,Terry E	12	9	102,782.00	19,014.67	1.00	Reg
FAO	20	9100	1540	F	00025011	OFFICER	Peltzer,Alexander S.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1550	F	00025024	OFFICER	Brown,Shanna L.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1550	F	00025034	OFFICER	Taylor,Sean C	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	140C	F	00025036	Freedom of Information Act Spe	Eckert,Robert Joseph	13	10	122,227.00	22,612.00	1.00	Reg
FAO	20	9100	1570	F	00025043	SERGEANT	Sharp,Stephen J.	4	2	89,450.00	16,548.25	1.00	Reg
FAO	20	9100	1540	F	00025055	CIVILIAN PAY TECH	Bogans,Elizabeth G	6	10	54,201.00	10,027.19	1.00	Reg
FAO	20	9100	1560	F	00025060	OFFICER	D'Avignon,Marc A.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1530	F	00025071	OFFICER	Mayor,Craig R.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1101	F	00025082	SERGEANT	Chumbris,William D	4	5	103,551.00	19,156.94	1.00	Reg
FAO	20	9100	1560	F	00025087	OFFICER	Jefferson,Jermaine O.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1550	F	00025122	OFFICER	Castan,Daniel F	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1510	F	00025204	OFFICER	Demshur,Jennifer A	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	1510	F	00025206	SERGEANT	Harrison,Michael D	4	4	98,623.00	18,245.26	1.00	Reg
FAO	20	9100	1530	F	00025214	OFFICER	Morgan,Perry B.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	5440	F	00025232	STAFF ASSISTANT	Scott,Michael	9	7	65,814.00	12,175.59	1.00	Reg

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FA0	20	9100	040K	F	00025244	Information Technology Special	Haraway,Darryl E	13	10	122,227.00	22,612.00	1.00	Reg
FA0	20	9100	6693	F	00025267	OFFICE AUTOMATION ASSISTANT	Bulluck,Larue	6	10	54,201.00	10,027.19	1.00	Reg
FA0	20	9100	1550	F	00025269	OFFICER	Mendoza,Jose D.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	9230	F	00025271	SERGEANT	Boyd Sr.,Michael L	4	6	114,166.00	21,120.71	1.00	Reg
FA0	20	9100	040C	F	00025281	IT Specialist (Applic. Softwar	Patel,Chintan Hitendrbhai	14	10	144,439.00	26,721.22	1.00	Reg
FA0	20	9100	1550	F	00025293	OFFICER	Almonte De la Rosa,Wilson	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	2310	F	00025294	SENIOR POLICE OFFICER	Williams,Keith D	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	7740	F	00025304	CLERICAL ASSISTANT	Ball,Demetria L	8	10	64,607.00	11,952.30	1.00	Reg
FA0	20	9100	1570	F	00025323	OFFICER	Thompson,Allan K	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1510	F	00025327	OFFICER	Martinez,Joshua S.	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	5810	F	00025336	PROPERTY EVIDENCE CONTROL	Boyd,Cetavia	7	4	50,485.00	9,339.73	1.00	Reg
FA0	20	9100	6650	F	00025339	OFFICER	Pastore,Nicholas J	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1520	F	00025379	OFFICER	Osborne,Douglas R	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1550	F	00025388	OFFICER	Wilkerson,David S.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	2650	F	00025391	DETECTIVE GRADE II	Zaw,Kenneth	1	6	81,540.00	15,084.90	1.00	Reg
FA0	20	9100	1510	F	00025396	OFFICER	Tyson,Dominique L.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	2750	F	00025404	OFFICER	Tariq,Iatezaz A.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1570	F	00025427	OFFICER	Clarke,Clint K	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1540	F	00025428	OFFICER	Marvin,Erik B	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1510	F	00025429	OFFICER	Tso,Alexander	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	6650	F	00025431	OFFICER	O'Rourke,Daniel	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	2750	F	00025435	OFFICER	Hernandez,Jose A.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1550	F	00025438	OFFICER	Adams-Delancey,Marcus L	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1550	F	00025453	OFFICER	Moore,Duane D.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	152C	F	00025458	LIEUTENANT	Parson,Brett	5	4	121,064.00	22,396.84	1.00	Reg
FA0	20	9100	1560	F	00025477	SERGEANT	Serrano-Fernandez,Vimary	4	1	85,192.00	15,760.52	1.00	Reg
FA0	20	9100	1510	F	00025484	OFFICER	Alvarado,Wilber A.	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	2950	F	00025496	CELLBLOCK PROCESSING TECH	Lindsay,James K	9	10	75,254.00	13,921.99	1.00	Reg
FA0	20	9100	6910	F	00025503	Visual Information Specialist	Alexander,Kevin L	11	2	68,680.00	12,705.80	1.00	Reg
FA0	20	9100	2750	F	00025546	OFFICER	Mickey,Sarah K.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	2660	F	00025552	INVESTIGATIVE TECH	Brown,Yolanda Y	8	10	69,848.00	12,921.88	1.00	Reg
FA0	20	9100	7740	F	00025556	SENIOR SERGEANTS	Caesar,Monique	4	3	93,928.00	17,376.68	1.00	Term
FA0	20	9100	6650	F	00025557	OFFICER	Kasongo,Bwango S	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1540	F	00025636	OFFICER	Rosette,Jessica J.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1520	F	00025646	OFFICER	Kennedy,Kevin C	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1510	F	00025648	OFFICER	Johnson,Blake Edward	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1560	F	00025658	OFFICER	Taylor,Justin R.	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	1530	F	00025680	OFFICER	Fummey,Setor O	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1520	F	00025685	OFFICER	Rousey,Stevie A	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	9220	F	00025687	LEGAL INSTRUMENTS EXAMINER	George,Biji	8	5	56,607.00	10,472.30	1.00	Reg
FA0	20	9100	040J	F	00025695	COMPLIANCE MONITOR	Ramirez Pineyro,Jessica	11	1	66,542.00	12,310.27	1.00	Reg
FA0	20	9100	1560	F	00025708	OFFICER	Jones,Tiffany D.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1510	F	00025726	OFFICER	Lee,Frederick C	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2950	F	00025727	OFFICER	Ennals,Marquita Shanaya	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1540	F	00025736	OFFICER	Valentin,Timothy	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1530	F	00025740	OFFICER	Roberson,Travor A.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1530	F	00025751	OFFICER	Kassar,Basel	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1510	F	00025769	OFFICER	Dukes,Donald B	1	9	97,305.00	18,001.43	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FAO	20	9100	1560	F	00025780	SERGEANT	Cek,Matthew J.	4	1	85,192.00	15,760.52	1.00	Reg
FAO	20	9100	1550	F	00025788	OFFICER	Svensson,Niklas R.	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	2750	F	00025793	SECRETARY	Winestock Watson,Brenda	7	10	60,019.00	11,103.52	1.00	Reg
FAO	20	9100	5810	F	00025797	Supply Technician (OA)	Merritt,Jasmine	7	5	52,074.00	9,633.69	1.00	Reg
FAO	20	9100	1530	F	00025799	OFFICER	Marable,Korey A	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1530	F	00025810	OFFICER	Shay,Heather A.	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	6650	F	00025814	OFFICER	Koven,Nicholas Bryan	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	2750	F	00025815	OFFICER	Moe,Ramon Ian	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1530	F	00025822	OFFICER	Flete Sosa,Wilfredo J.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1520	F	00025823	OFFICER	Hambrick,Chad R	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	6650	V	00025839	OFFICER		0	0	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1540	F	00025853	OFFICER	Mcdowell Jr.,Bernard D	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1570	F	00025855	OFFICER	Perez,Ricardo	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1560	F	00025861	OFFICER	Gaton,Anthony	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	6650	F	00025863	OFFICER	Jacob,Eyonne Christopher	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1540	F	00025872	OFFICER	Hodges,Daniel P	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	2650	F	00025883	CLERICAL ASSISTANT	Cephas,Cynthia T	6	10	54,201.00	10,027.19	1.00	Reg
FAO	20	9100	1540	F	00025886	OFFICER	Gordon,Melanie A.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1550	F	00025895	SERGEANT	Murphy,McHauley C	4	1	85,192.00	15,760.52	1.00	Reg
FAO	20	9100	1530	F	00025897	OFFICER	Wallace,Priscilla	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1550	F	00025899	OFFICER	Toran,Tyrone S	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	2950	F	00025905	CELLBLOCK PROCESSING TECH	Jackson,Agnes E	9	10	75,254.00	13,921.99	1.00	Reg
FAO	20	9100	1520	F	00025911	SERGEANT	Thomas,Erica N	4	2	89,450.00	16,548.25	1.00	Reg
FAO	20	9100	9240	F	00025920	OFFICER	Young Jr.,George E	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1570	F	00025929	OFFICER	Kersey,Michael E	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1550	F	00025932	OFFICER	Amengual,Roberto J.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1530	F	00025939	OFFICER	Najafi,Babak A.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1530	F	00025940	OFFICER	Spence,Andrew W.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	2750	F	00025947	OFFICER	Melvin Jr.,Roy E	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	9410	F	00025949	SERGEANT	Ross,Shavaun Shampaine	4	2	89,450.00	16,548.25	1.00	Reg
FAO	20	9100	1550	F	00025953	OFFICER	Duval IV,Thomas A.	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1520	F	00025955	OFFICER	Emmanuel,Kerr	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1560	F	00025961	OFFICER	Jordan,Ivan N	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1520	F	00025968	OFFICER	Conti,Valeria	0	3	66,367.00	12,277.90	1.00	Reg
FAO	20	9100	9230	F	00025969	SERGEANT	Hart,Jonathan A	4	6	114,166.00	21,120.71	1.00	Reg
FAO	20	9100	1530	F	00025974	OFFICER	Kurland,Christopher	1	2	65,863.00	12,184.66	1.00	Reg
FAO	20	9100	2920	F	00025975	COMMANDER	Kyle,Ramey J	9	1	151,904.00	28,102.24	1.00	Reg
FAO	20	9100	1570	F	00025977	OFFICER	Robinson,Cody Scott	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1550	F	00025978	SERGEANT	Bratcher,Darlene C	4	6	114,166.00	21,120.71	1.00	Reg
FAO	20	9100	1550	F	00025979	OFFICER	Moreno,Erik J	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	1510	F	00025983	OFFICER	Johnson,Darold	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1520	F	00025984	OFFICER	Mancini,Tyler A.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	6650	F	00025988	OFFICER	Hajaistron,Victoria L	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1560	F	00025991	OFFICER	Willis,Anthony A	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	1510	F	00025996	OFFICER	Mundle Jr.,Winfred R	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1540	F	00026002	OFFICER	Burford,Juan M	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1510	F	00026012	OFFICER	Veil,Ernest C.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1530	F	00026014	OFFICER	Sullivan,John J.	1	2	65,863.00	12,184.66	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FA0	20	9100	1550	F	00026016	OFFICER	Cappello,Christopher A.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	9240	F	00026019	OFFICER	Ai,Wen	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	6650	F	00026024	OFFICER	Blake,Pierre James	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	2880	F	00026027	CRIME SCENE SRCH OFR	Robinson,Mocte'Ma	1	9	94,172.00	17,421.82	1.00	Reg
FA0	20	9100	1570	F	00026034	OFFICER	Hogan,Sheraton K	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	1570	F	00026037	OFFICER	Saint Pierre,Matula	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	1570	F	00026043	OFFICER	Washington,Marvin M	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	9430	F	00026046	SENIOR POLICE OFFICER	May,Towanna A	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	040J	F	00026048	LEGAL INSTRUMENTS EXAMINER	Bryant,Carla D	8	10	64,607.00	11,952.30	1.00	Reg
FA0	20	9100	1530	F	00026049	OFFICER	Randall,Warren K	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1101	F	00026051	SERGEANT	Lee,Joy M	4	2	89,450.00	16,548.25	1.00	Reg
FA0	20	9100	9410	F	00026063	OFFICER	Duckett,Charles R	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	040B	F	00026082	CAPTAIN	Shelton,Paul M	7	4	142,203.00	26,307.56	1.00	Reg
FA0	20	9100	2650	F	00026085	DETECTIVE GRADE II	Mufti,Ahsan Abid	1	5	77,744.00	14,382.64	1.00	Reg
FA0	20	9100	1510	F	00026086	OFFICER	Dominguez,Martin	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1560	F	00026087	OFFICER	Volcin,Ricardo	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1550	F	00026088	OFFICER	Rahman,Aows F	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	152C	F	00026089	SERGEANT	Salas,Wilfred	4	5	108,729.00	20,114.87	1.00	Reg
FA0	20	9100	163C	F	00026095	PHOTOGRAPHER	Barkley,Sandra Y	8	10	64,607.00	11,952.30	1.00	Reg
FA0	20	9100	6650	F	00026097	OFFICER	Barnett,Clint Ryan	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1520	F	00026100	OFFICER	Suriel,Fernando A	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1520	F	00026101	OFFICER	Thomas,Kirriya N	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	2310	F	00026108	OFFICER	Marshall,Robert T.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1520	F	00026137	OFFICER	Thomas,Morgan Nicole	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	6650	F	00026143	OFFICER	Francis,Dwayne S	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	5440	F	00026149	POLICE COMM OPR	Agurs,Milton L	7	10	60,019.00	11,103.52	1.00	Reg
FA0	20	9100	1550	F	00026151	OFFICER	Salavatov,Zurab	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1520	F	00026185	OFFICER	Naughton,Eric Q.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1550	F	00026186	OFFICER	Osman,Yusuf A.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1530	F	00026213	OFFICER	Motley,Brandon N.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	9230	F	00026220	OFFICER	Thurman,John D.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	9230	F	00026222	DOG HANDLER	Blier,Zachary J	1	7	85,558.00	15,828.23	1.00	Reg
FA0	20	9100	6650	F	00026227	OFFICER	Diesel,Joun	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1530	F	00026230	OFFICER	Santiago-Alfaro,Ricardo J.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1560	F	00026234	LIEUTENANT	Arce,Ronny J	5	5	127,721.00	23,628.39	1.00	Reg
FA0	20	9100	2650	F	00026246	Investigator	McRae,Marques D	1	7	85,558.00	15,828.23	1.00	Reg
FA0	20	9100	1101	F	00026251	SERGEANT	Bruce-Lawson,Trina Denise	4	4	103,554.00	19,157.49	1.00	Reg
FA0	20	9100	055E	F	00026260	STAFF ASSISTANT	Ball,Chasity D	9	4	60,522.00	11,196.57	1.00	Reg
FA0	20	9100	2660	F	00026262	DETECTIVE GRADE II	Sharpton,Jeremy M	1	9	94,172.00	17,421.82	1.00	Reg
FA0	20	9100	1520	F	00026264	OFFICER	Valerius,Jean	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1530	F	00026269	OFFICER	Guo,Matthew	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	9230	F	00026273	DOG HANDLER	Dyson,Kelvin A	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1530	F	00026275	OFFICER	GamlieI,Kfir	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1540	F	00026280	LIEUTENANT	Jessup,Troy A	5	5	127,721.00	23,628.39	1.00	Reg
FA0	20	9100	6650	F	00026288	OFFICER	Schneeberg,Emily G	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1520	F	00026294	OFFICER	Griffin,Lauren A.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1530	F	00026297	OFFICER	Brown Jr.,Daryl Anthony	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	2750	F	00026298	OFFICER	Sanders,Allorie R	1	4	72,611.00	13,433.04	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FAO	20	9100	5440	F	00026305	Criminal History Technician	Gholson,Marjorie P	6	10	54,201.00	10,027.19	1.00	Reg
FAO	20	9100	1570	F	00026309	OFFICER	Smiley,Morgan	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	2310	F	00026322	SENIOR POLICE OFFICER	Auls,Michael	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	1510	F	00026327	OFFICER	Kern,Carlin A	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	6693	V	00026328	OFFICER		0	0	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1570	F	00026332	OFFICER	Joseph,Joubert	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	1570	F	00026335	OFFICER	Wissa,Anne A.	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	1550	F	00026348	OFFICER	Blasting,Joseph M.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	6650	F	00026357	OFFICER	Doucoure,Kama	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	6013	F	00026358	MGMT ANALYST	Shorter,Wanda L	13	10	122,227.00	22,612.00	1.00	Reg
FAO	20	9100	1560	F	00026360	OFFICER	Yu,Xiao Feng NMN	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1520	F	00026364	OFFICER	Vasquez Gutierrez,Robert	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	1550	F	00026373	OFFICER	Tran,Bryant Ngoc	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	2750	F	00026376	CAPTAIN	McClean,Ralph W	7	4	142,203.00	26,307.56	1.00	Reg
FAO	20	9100	1550	F	00026377	OFFICER	Washington,William K	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1510	F	00026380	OFFICER	OConnor,Charles B.	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1530	F	00026386	OFFICER	Bailey,Jheaneel Ravonne	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	9230	F	00026387	LIEUTENANT	Fleming,Walter J	5	5	127,721.00	23,628.39	1.00	Reg
FAO	20	9100	1530	F	00026391	OFFICER	Faragalla,Mina S	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	2960	F	00026398	SERGEANT	Barnes II,Johnnie W.	4	3	93,928.00	17,376.68	1.00	Reg
FAO	20	9100	2750	F	00026399	OFFICER	Torres,Nelson A.	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1530	F	00026402	OFFICER	Pham,Andy V.	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1540	F	00026411	SENIOR POLICE OFFICER	Holmes,Grady L	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	2310	F	00026426	OFFICER	Bailey Williams,San Juan a	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	9240	F	00026456	OFFICER	Boyle,Robin M	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	2950	F	00026466	OFFICER	Hines,Jenevah	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	2750	F	00026467	DETECTIVE GRADE I	Suber,Manuel B	3	7	110,334.00	20,411.79	1.00	Reg
FAO	20	9100	1560	F	00026471	SERGEANT	Suber,Andre R	4	6	114,166.00	21,120.71	1.00	Reg
FAO	20	9100	2750	F	00026475	OFFICER	Kelemen,Cornel	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	2940	F	00026479	OFFICER	McEachern,Billy D.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1530	F	00026495	OFFICER	Frison,Dallas B.	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	111C	F	00026496	STAFF ASSISTANT	Herbach,Stefanie A.	9	4	60,522.00	11,196.57	1.00	Reg
FAO	20	9100	1510	F	00026498	OFFICER	Bah,Tafshir	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	1570	F	00026499	OFFICER	Ellis,Ramond D	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	2920	F	00026501	DETECTIVE GRADE I	Wright Taylor,Cheryl	3	7	110,334.00	20,411.79	1.00	Reg
FAO	20	9100	1550	F	00026511	SERGEANT	Parker,Tanisha U	4	5	108,729.00	20,114.87	1.00	Reg
FAO	20	9100	1540	F	00026516	OFFICER	Nas,Brahim	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	9240	F	00026520	OFFICER	Moreland,Patrick C.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	2650	F	00026530	DETECTIVE GRADE II	Wilkinson,Rodney A	1	9	98,805.00	18,278.93	1.00	Reg
FAO	20	9100	1510	F	00026537	SERGEANT	Rowland,John D.	4	3	93,928.00	17,376.68	1.00	Reg
FAO	20	9100	9240	F	00026543	OFFICER	Khoury,Roy S	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	9230	F	00026544	OFFICER	Khoury,Richard S	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1560	F	00026548	OFFICER	Vaughn,Cavelle T.	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1510	F	00026549	OFFICER	Stevens,Carlos	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	5440	F	00026556	Criminal History Technician	Smith,Carolyn A	6	10	54,201.00	10,027.19	1.00	Reg
FAO	20	9100	1550	F	00026557	OFFICER	Monroe,Demory D	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	1550	F	00026574	OFFICER	Dingle II,Raymond S	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1550	F	00026580	OFFICER	Jenifer,Delante D.	0	2	63,208.00	11,693.48	1.00	Reg



Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FA0	20	9100	1520	F	00026588	OFFICER	Spears,Ryan E.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1550	F	00026597	OFFICER	Lessey,Damon S.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1570	F	00026602	OFFICER	Cooke-Manley,Anita	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	6693	F	00026607	Training Instructor (Physical)	Riordan,Paul	11	10	85,784.00	15,870.04	1.00	Reg
FA0	20	9100	1530	F	00026608	SENIOR SERGEANTS	Keirn,Stephen B	4	3	93,928.00	17,376.68	1.00	Term
FA0	20	9100	1550	F	00026618	CRIME SCENE SRCH OFR	Sanders,Melvin O	1	9	94,172.00	17,421.82	1.00	Reg
FA0	20	9100	1540	F	00026625	OFFICER	Freiwirth,Jason	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1560	F	00026629	OFFICER	Stevens,Morgan H.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1540	F	00026636	OFFICER	Scott,Troy J.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1510	F	00026641	OFFICER	Paige,Denia L	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1540	F	00026644	OFFICER	Nwaobasi,Nzeakolam U	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1530	F	00026653	OFFICER	Dawes,Russell Theodore	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1530	F	00026657	OFFICER	Sepulveda,Giovanny	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	2620	V	00026659	SENIOR POLICE OFFICER		1	0	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1530	F	00026666	OFFICER	Lopez,Joseph T	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1520	F	00026668	OFFICER	Hodge,Taquira M.	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	1550	F	00026677	OFFICER	Parker,Everett L	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2940	F	00026683	SENIOR POLICE OFFICER	Payne,Elaine C	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1570	F	00026685	OFFICER	Lissouck,Olivier N.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1560	F	00026702	OFFICER	Dunbar Sr.,Vincent	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1520	F	00026703	OFFICER	Simmons,Christopher W	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	140C	F	00026713	Freedom of Information Act Spe	Creamer,Tammie N	11	10	85,784.00	15,870.04	1.00	Reg
FA0	20	9100	1560	F	00026728	OFFICER	Savage,Dillon P.	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	1550	F	00026731	OFFICER	Kelley,Carolyn A	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	7360	F	00026732	DETECTIVE GRADE I	Young,Phineas A	3	7	110,334.00	20,411.79	1.00	Reg
FA0	20	9100	1540	F	00026735	OFFICER	Fletcher,Patrice D	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1530	F	00026740	OFFICER	Page,Michael Joseph	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1570	F	00026771	OFFICER	Willis III,Cloyd R	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	1510	F	00026772	OFFICER	Davis,Michael N	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1520	F	00026774	OFFICER	Bates,Darrin L.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1510	F	00026786	OFFICER	Qureshi,Seema	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1560	F	00026799	OFFICER	Sajumon,Steven	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	1560	F	00026800	OFFICER	Torres,Ronald C	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	1560	F	00026802	OFFICER	Rice Jr.,Collier	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1540	F	00026810	SERGEANT	Mulcahy,Joseph James	4	2	89,450.00	16,548.25	1.00	Reg
FA0	20	9100	1570	F	00026829	OFFICER	Bruno,Joseph M	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1550	F	00026831	OFFICER	Watkins,Matthew L	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1540	F	00026836	OFFICER	Lane,Renia D	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1570	F	00026844	OFFICER	Martin,Anntoinette N	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1570	F	00026854	OFFICER	Rikard III,Robert L.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1570	F	00026855	OFFICER	Wojciechowski,Jeffrey Scott	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1550	F	00026858	OFFICER	Wood,Justin K	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	2310	F	00026859	OFFICER	Chodak,Daniel C.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1550	F	00026860	OFFICER	Hawkins,India T	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1550	F	00026866	OFFICER	Rodriguez,Brian K	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1510	F	00026867	OFFICER	Johnson,Charles E	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1520	F	00026868	OFFICER	Maneechai,Jose A	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1550	F	00026872	LIEUTENANT	Gray,Derek A	5	5	127,721.00	23,628.39	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FA0	20	9100	1560	F	00026882	OFFICER	Johnson,Dominique K.	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1540	F	00026888	SERGEANT	Miller,Curtis A	4	4	98,623.00	18,245.26	1.00	Reg
FA0	20	9100	1560	F	00026893	OFFICER	Elliott,Robert L.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1510	F	00026894	OFFICER	Powell,Zachary J	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1530	F	00026903	OFFICER	Sankey,Becker V	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1560	F	00026905	OFFICER	Lazewski Jr.,Lawrence E.	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	2930	F	00026909	DETECTIVE GRADE II	Royster,Casey R	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1510	F	00026910	OFFICER	Epps,April E.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	2750	F	00026911	OFFICER	Treadwell,Aaron O	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1530	F	00026914	OFFICER	Leitzel,Kevin C.	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1570	F	00026915	OFFICER	Walker,Donald J.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	040K	F	00026917	IT Program Manager (Customer S	Johnson,Waldo W N	14	0	150,978.43	27,931.01	1.00	Reg
FA0	20	9100	1540	F	00026921	OFFICER	Pitt,David S.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1550	F	00026924	OFFICER	Follman,Aaron J	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1550	F	00026936	OFFICER	Williams Jr.,Ricky L	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1540	F	00026937	OFFICER	Delisi,Christopher J	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1570	F	00026939	SENIOR POLICE OFFICER	Williams,Howard E	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	9240	F	00026940	ELECTRONICS MECHANIC	Murphy,Anthony T	11	10	78,624.00	14,545.44	1.00	Reg
FA0	20	9100	1560	F	00026950	OFFICER	Penny,Charbria	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	1560	F	00026952	OFFICER	Kellman,John W.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1570	F	00026954	OFFICER	Verdon,Jeremy D.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	040K	F	00026955	IT Specialist (Customer Suppor	Samura,Peter A	11	7	79,370.00	14,683.45	1.00	Reg
FA0	20	9100	1570	F	00026957	OFFICER	Demeritt,Caleb W	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	121F	F	00026959	Lead Payroll Specialist	Harrell,Crystal	12	5	92,553.00	17,122.31	1.00	Reg
FA0	20	9100	1560	F	00026961	OFFICER	Smith,Aaron J.	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	055E	F	00026965	LIEUTENANT	Gamble,Regina W	5	5	127,721.00	23,628.39	1.00	Reg
FA0	20	9100	1540	F	00026972	OFFICER	Sutton,Tierra I.	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1540	F	00026973	OFFICER	Mohsin,Adnan M.	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	6650	F	00026974	OFFICER	Barbosa,Eric J	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	2310	F	00026975	OFFICER	Davis,Derrick K	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1530	F	00026977	OFFICER	Graham,Juanita S	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2650	F	00026990	DETECTIVE GRADE II	Claxton,Felix A.	1	7	85,558.00	15,828.23	1.00	Reg
FA0	20	9100	1550	F	00026991	LIEUTENANT	Dowling,Scott W	5	3	109,287.00	20,218.10	1.00	Reg
FA0	20	9100	1560	F	00026998	OFFICER	Thomas-Bartley,Kenan J.	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	2650	F	00027004	INVESTIGATOR SPECIALIST	Burns,Juanita L	9	10	71,106.00	13,154.61	1.00	Reg
FA0	20	9100	1530	F	00027006	Detective Sergeant	Gibson,Jurithia Martice Fou	4	6	114,761.00	21,230.79	1.00	Reg
FA0	20	9100	1560	F	00027015	OFFICER	Palmer,Tracy R	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2650	F	00027021	Detective Sergeant	Cashman III,Michael	4	5	104,146.00	19,267.01	1.00	Reg
FA0	20	9100	2750	F	00027032	INVESTIGATIVE ASST TYPING	Bryant,Yvette V	7	10	60,019.00	11,103.52	1.00	Reg
FA0	20	9100	1530	F	00027035	OFFICER	Cohoon,Michael T	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	2310	F	00027037	OFFICER	Sullivan,Wayne M	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1560	F	00027039	OFFICER	Endalkachew,Kinfemichael	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1560	F	00027040	OFFICER	Sterling,Jason C	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	1510	F	00027046	OFFICER	Nugent,Patrick J.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	6650	F	00027047	OFFICER	Lee,Jake	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1550	F	00027057	OFFICER	Barber,Kalihah	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1570	F	00027066	OFFICER	Riley,Stephen M.	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	6650	V	00027072	OFFICER		0	0	60,199.00	11,136.82	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Term/ Term
FAO	20	9100	5440	F	00027073	Legal Instruments Examiner	Glasker,Emily J	9	10	71,106.00	13,154.61	1.00	Reg
FAO	20	9100	7340	F	00027074	OFFICER	Boone,Nisa M	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	6693	F	00027082	SENIOR SERGEANTS	Yarbaugh,Charles D	4	3	93,928.00	17,376.68	1.00	Term
FAO	20	9100	7340	F	00027087	CLERICAL ASSISTANT	Cooper,Lashann I	6	10	54,201.00	10,027.19	1.00	Reg
FAO	20	9100	1510	F	00027089	OFFICER	Habersham,Kesi Nicol	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	2930	F	00027090	Detective Sergeant	Mcmullin,Amanda	4	5	109,324.00	20,224.94	1.00	Reg
FAO	20	9100	1570	F	00027091	OFFICER	Pernell,Sakeena R	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	1520	F	00027115	OFFICER	Cole,Kieca D	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1530	F	00027119	SERGEANT	Harris,Daymeion	4	6	114,166.00	21,120.71	1.00	Reg
FAO	20	9100	1550	F	00027120	OFFICER	Jackson,Omarri	1	2	65,863.00	12,184.66	1.00	Reg
FAO	20	9100	1550	F	00027122	OFFICER	Wallace,David	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1540	F	00027124	LIEUTENANT	Fitzgerald,Matthew John	5	1	98,188.00	18,164.78	1.00	Reg
FAO	20	9100	1560	F	00027130	OFFICER	Parker,Anil PJ	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1560	F	00027133	OFFICER	Madison,Brian C.	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1530	F	00027138	OFFICER	Moore,Alexa J.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1570	F	00027143	OFFICER	Wilson,Michael J	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	9430	F	00027144	OFFICER	Willis Jr.,Richard C.	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	6650	F	00027152	OFFICER	Brown,Demal M	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	2620	F	00027158	LIEUTENANT	Rivers,Subrena A	5	4	115,299.00	21,330.32	1.00	Reg
FAO	20	9100	2750	F	00027163	OFFICER	David,Wayne E	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	6650	V	00027165	OFFICER		0	0	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1570	F	00027171	OFFICER	Rezkalla,Abanoub I	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1560	F	00027172	OFFICER	Thomas,Augustus A.	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	1560	F	00027174	SERGEANT	Schmoeller,Scott W.	4	1	85,192.00	15,760.52	1.00	Reg
FAO	20	9100	1520	F	00027176	OFFICER	Haskins,Victor A	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1540	F	00027181	SERGEANT	Miller,Christopher W	4	2	89,450.00	16,548.25	1.00	Reg
FAO	20	9100	1540	F	00027198	OFFICER	Freeman Jr.,Terry A	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1550	F	00027205	OFFICER	Lucas Jr.,Jules M	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1560	F	00027207	OFFICER	McCowin,Jason S	1	2	65,863.00	12,184.66	1.00	Reg
FAO	20	9100	1530	F	00027208	OFFICER	Nunez,Genesis N	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	2310	F	00027209	OFFICER	Tucker,David W	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1560	F	00027215	OFFICER	White,David A	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	7340	F	00027225	DETECTIVE GRADE II	Carter Jr.,Kenneth A	1	9	98,805.00	18,278.93	1.00	Reg
FAO	20	9100	1550	F	00027228	OFFICER	Smith Cleere,Dorrie A	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1540	F	00027256	OFFICER	Harrison,Andre Lamont	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	7102	F	00027279	ASST CHIEF	Manlapaz,Wilfredo E	10	1	187,816.00	34,745.96	1.00	Reg
FAO	20	9100	2310	F	00027281	OFFICER	Fogle,Algernon M	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1560	F	00027282	OFFICER	Fogle,Lewond L	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1570	F	00027283	OFFICER	Langumas,Giovan M	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1540	F	00027288	OFFICER	Molina,Jacqueline	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1510	F	00027293	OFFICER	Hamilton,Reginald B	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1560	F	00027296	OFFICER	Wayte,Andrew D	1	2	65,863.00	12,184.66	1.00	Reg
FAO	20	9100	1530	F	00027303	OFFICER	Sheroz,Qasim	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	1570	F	00027313	OFFICER	Khalid,Aqif	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	1520	F	00027317	SENIOR POLICE OFFICER	Corchado,Roberto	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	1570	F	00027321	OFFICER	Dieng,Abdul A	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	9410	F	00027333	SENIOR SERGEANTS	Thomas,Allan L	4	3	93,928.00	17,376.68	1.00	Term
FAO	20	9100	1560	F	00027338	OFFICER	Matthews,Robert James	0	1	60,199.00	11,136.82	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Term/ Term
FA0	20	9100	1540	F	00027350	OFFICER	Beam,Laurence M	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	2750	F	00027352	OFFICER	Van Hook,Kevin Michael	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	9230	F	00027353	EOD Dog Handler	Reid,Clifton A	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	6693	F	00027355	Training Instructor (Recruit)	Williams,Candice M.	11	4	72,956.00	13,496.86	1.00	Reg
FA0	20	9100	1570	F	00027364	OFFICER	Huff,James E	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	2920	F	00027374	Detective Sergeant	Hallahan,Brian J.	4	3	94,523.00	17,486.76	1.00	Reg
FA0	20	9100	1530	F	00027381	OFFICER	Jackson,Anthony V	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1550	F	00027386	OFFICER	Mcardle,John P	1	5	80,056.00	14,810.36	1.00	Reg
FA0	20	9100	1510	F	00027395	SENIOR POLICE OFFICER	Wise,Gregory W	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1560	F	00027396	SENIOR POLICE OFFICER	Wise,Edward R	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	2310	F	00027398	OFFICER	Turay,Alimamy M	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1540	F	00027401	OFFICER	Shefman,Lee R.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	2660	F	00027407	SENIOR DETECTIVE	Webb,Thomas R	3	4	90,770.00	16,792.45	1.00	Term
FA0	20	9100	1570	F	00027408	OFFICER	Singleton,John	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	6620	F	00027412	Program Analyst	Kennedy,Renee S	13	10	122,227.00	22,612.00	1.00	Reg
FA0	20	9100	1520	F	00027429	OFFICER	Brock,Viola L	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	2770	F	00027432	OFFICER	Tompkins,Shalonda L.	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	2920	F	00027434	DETECTIVE GRADE II	Lehn,Jameson M.	1	9	94,172.00	17,421.82	1.00	Reg
FA0	20	9100	6650	F	00027441	OFFICER	Joseph,Maxary B	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1540	F	00027444	OFFICER	Henderson,Michael S.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	6650	F	00027453	OFFICER	Novoa,Steven M	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1570	F	00027454	LIEUTENANT	Solgat,Craig T.	5	2	103,609.00	19,167.67	1.00	Reg
FA0	20	9100	1510	F	00027455	OFFICER	Tabron,Bobby L	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	2650	F	00027459	DETECTIVE GRADE II	Shaw,Peter E	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	2660	F	00027475	SENIOR DETECTIVE	Harkins,Ingrid M	3	4	90,770.00	16,792.45	1.00	Term
FA0	20	9100	1550	F	00027484	OFFICER	Gatewood,Kyle D.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	6650	F	00027486	OFFICER	Ruiz,Roy V	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	6650	F	00027489	OFFICER	Cureton,Leon S	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1570	F	00027512	OFFICER	Marsham West,Arleen A	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1530	F	00027528	OFFICER	Benitez-Garcia,Carimaxy	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1520	F	00027550	OFFICER	Smith,Adam J.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1560	F	00027552	OFFICER	Krumnow,Angelica E	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	1530	F	00027554	OFFICER	Dowd,Daniel G	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	152C	F	00027558	OFFICER	Gonzalez Tirado,Jose A	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1540	F	00027559	OFFICER	Vega,William D	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	6650	F	00027561	OFFICER	Shin,Alan H.	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1510	F	00027565	OFFICER	Bailly,Julie M.	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1520	F	00027568	OFFICER	Rodriguez,Kelvin	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1550	F	00027574	OFFICER	Moore,Rhonda Patrice	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	9430	F	00027575	OFFICER	Ulloa,Onasis NMN	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1510	F	00027576	FLEET SERVICE	Ramos,Daniel M	10	10	75,004.80	13,875.89	1.00	Reg
FA0	20	9100	1520	F	00027577	OFFICER	Moorin,Rachel A.	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	152C	F	00027578	OFFICER	Casiano,Ana I	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1510	F	00027582	OFFICER	Chamberlaine,Tracee C	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	6650	F	00027583	OFFICER	Solem,Joseph T	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1520	F	00027586	OFFICER	Mangual,Hector	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1550	F	00027587	OFFICER	Velez,Benjamin	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1520	F	00027588	OFFICER	Cartagena,Luis D	1	9	97,305.00	18,001.43	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FAO	20	9100	1520	F	00027592	OFFICER	Bordoy,Francisco J	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	2650	F	00027593	DETECTIVE GRADE II	Harrell,Gavin Gerard	1	6	81,540.00	15,084.90	1.00	Reg
FAO	20	9100	1570	F	00027599	OFFICER	Walsh,Anthony Tony	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	7340	F	00027601	SERGEANT	Macdonald,Maurice R	4	4	103,554.00	19,157.49	1.00	Reg
FAO	20	9100	1520	F	00027602	OFFICER	Berrios,Jose J	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1520	F	00027608	OFFICER	Boyd,Monique T	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1570	F	00027609	OFFICER	Deutschkron,Kenneth M	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	1510	F	00027611	SENIOR SERGEANTS	Simmons,Evelyn R	4	3	93,928.00	17,376.68	1.00	Term
FAO	20	9100	1550	F	00027612	SENIOR POLICE OFFICER	Richardson,Bernadette L	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	1560	F	00027622	OFFICER	Beatty,Jonathan Tyrone	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	1520	F	00027624	OFFICER	Figuroa,Angel J	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	2660	F	00027625	SENIOR DETECTIVE	Austin Braxton,Alfred T	3	4	90,770.00	16,792.45	1.00	Term
FAO	20	9100	2650	F	00027627	DETECTIVE GRADE II	Nieves Campos,Jose N	1	9	98,805.00	18,278.93	1.00	Reg
FAO	20	9100	1510	F	00027629	OFFICER	Deschaine,Isreal Daniel	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1560	F	00027631	OFFICER	Laielli,Max D	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	160C	F	00027634	Public Affairs Specialist	Jordan,Brianna L	11	2	68,680.00	12,705.80	1.00	Reg
FAO	20	9100	1540	F	00027635	OFFICER	Saunders,Akeem S.	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	9430	F	00027638	OFFICER	Medina,Eliseo	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	7102	F	00027640	OFFICER	Molinari,Abigail	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	1540	F	00027641	OFFICER	Casiano,Jose M	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	9430	F	00027643	OFFICER	Correa,Miguel A	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1570	F	00027644	OFFICER	Saunders,Roderick D.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1530	F	00027645	OFFICER	Prather Jr.,Adrian D	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	1540	F	00027649	OFFICER	Ojeda,Jaime	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	2620	F	00027651	SENIOR POLICE OFFICER	Hunsucker,Leandia M	1	5	76,243.00	14,104.96	1.00	Reg
FAO	20	9100	2950	F	00027653	OFFICER	Lugo,Jose A	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1520	F	00027658	OFFICER	Luna,Luis A	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	6650	F	00027660	OFFICER	Alonso-Arevalo,Marco R	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	2950	F	00027663	CELLBLOCK PROCESSING TECH	Carreras,Juan E	9	10	75,254.00	13,921.99	1.00	Reg
FAO	20	9100	1540	F	00027664	OFFICER	Bedoya,John E.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1520	F	00027665	OFFICER	Rios,Manuel	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	6650	F	00027668	OFFICER	McDowell,Sean D	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1530	F	00027670	CAPTAIN	Mack,Judith A	7	2	128,493.00	23,771.21	1.00	Reg
FAO	20	9100	1550	F	00027703	CAPTAIN	Rosenthal,Ashley M	7	4	142,203.00	26,307.56	1.00	Reg
FAO	20	9100	2920	F	00027721	DETECTIVE GRADE II	Manning,Vincent R.	1	7	85,558.00	15,828.23	1.00	Reg
FAO	20	9100	1560	F	00027733	OFFICER	Williams Jr.,Andre S.	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1550	F	00027758	OFFICER	Hall,Tavian D.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1570	F	00027765	OFFICER	Little,James H.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1540	F	00027767	SERGEANT	Bonilla,Istmania L.	4	3	93,928.00	17,376.68	1.00	Reg
FAO	20	9100	2650	F	00027800	DETECTIVE GRADE II	Lauderdale,Jonathan R.	1	7	85,558.00	15,828.23	1.00	Reg
FAO	20	9100	1540	F	00027811	OFFICER	Amador,Mario A	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	1540	F	00027815	OFFICER	Quiles,Ivan	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1520	F	00027820	OFFICER	Webb,Shaun J.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	9430	F	00027822	LIEUTENANT	Lamond,Shane B	5	5	127,721.00	23,628.39	1.00	Reg
FAO	20	9100	1550	F	00027823	OFFICER	Sailsman,Pierre Lamont	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	2930	F	00027830	DETECTIVE GRADE II	Davis,Stephen T	1	8	89,761.00	16,605.79	1.00	Reg
FAO	20	9100	7740	F	00028571	Legal Assistant (OA)	McMillian,Yvette	7	10	60,019.00	11,103.52	1.00	Reg
FAO	20	9100	121F	F	00028572	Payroll Technician	Vasquez,Safiyah I	7	1	45,721.00	8,458.39	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Term/ Term
FA0	20	9100	121F	F	00028574	Accounts Payable Technician	Garrett,Enid C	9	8	67,579.00	12,502.12	1.00	Reg
FA0	20	9100	2310	F	00028578	STAFF ASSISTANT	Banks,Emmie L.	9	7	65,814.00	12,175.59	1.00	Reg
FA0	20	9100	1530	F	00028585	OFFICER	Ndeso,Marot Fru-Ncha	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1570	F	00028587	OFFICER	Forrest,Vincent	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1520	F	00028588	OFFICER	Finck,Benjamin B.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	2310	F	00028600	STAFF ASSISTANT	Corley,Jumaane H.	11	7	79,370.00	14,683.45	1.00	Reg
FA0	20	9100	1540	F	00028603	OFFICER	Hardman,Robert J.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1530	F	00028604	OFFICER	Boyd,Clarence C.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	055E	F	00028609	Compliance Monitor	Kamin,Michael J.	12	7	97,668.00	18,068.58	1.00	Reg
FA0	20	9100	151C	F	00028625	TECHNICAL WRITER	Crewe,Paul H.	12	6	95,111.00	17,595.54	1.00	Reg
FA0	20	9100	151C	F	00028626	Writer	Evans,Gregory H	11	9	83,646.00	15,474.51	1.00	Reg
FA0	20	9100	2660	F	00028627	DETECTIVE GRADE II	Mische-Hoeges,Carolyn Ann	1	8	89,761.00	16,605.79	1.00	Reg
FA0	20	9100	040K	F	00028643	IT Specialist (Customer Suppor	Marsh,Michael B.	11	8	81,508.00	15,078.98	1.00	Reg
FA0	20	9100	121C	F	00028644	EXECUTIVE PROTECTION OFFICER	Murrell,Steven K.	1	7	85,558.00	15,828.23	1.00	Reg
FA0	20	9100	1510	F	00028649	SENIOR POLICE OFFICER	Houston,Darnell D	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	040K	F	00028668	INFORMATION TECHNOLOGY SPE	Bolden,George Michael	14	10	144,439.00	26,721.22	1.00	Reg
FA0	20	9100	160C	F	00028677	Public Affairs Specialist	Bilal,Karimah S	11	1	66,542.00	12,310.27	1.00	Reg
FA0	20	9100	2650	F	00028686	DETECTIVE GRADE II	Lake,Oliver C.	1	8	89,761.00	16,605.79	1.00	Reg
FA0	20	9100	2310	F	00028691	SENIOR SERGEANTS	Woodard,Charles L	4	3	93,928.00	17,376.68	1.00	Term
FA0	20	9100	2310	F	00028700	Contract Compliance Monitor	Ebi,Uma N	12	10	105,339.00	19,487.72	1.00	Reg
FA0	20	9100	040J	F	00028708	LEGAL INSTRUMENTS EXAMINER	Castro,Elizabeth	8	10	64,607.00	11,952.30	1.00	Reg
FA0	20	9100	040J	F	00028713	FINGERPRINT EXAMINER	Rodriguez,LaChia Cheria V.	7	10	60,019.00	11,103.52	1.00	Reg
FA0	20	9100	040J	V	00028720	FINGERPRINT EXAMINER		7	1	45,718.00	8,457.83	1.00	Reg
FA0	20	9100	040J	F	00028721	FINGERPRINT EXAMINER	Sewell,Sharrone D	7	10	60,019.00	11,103.52	1.00	Reg
FA0	20	9100	6691	F	00028725	Police Cadet	Boller,Malik I	4	1	34,432.00	6,369.92	1.00	Term
FA0	20	9100	5440	F	00028726	Criminal History Specialist	Fua,Baby	9	10	71,106.00	13,154.61	1.00	Reg
FA0	20	9100	1550	F	00028729	OFFICER	Thompson,Cassandra	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	160C	F	00028735	COMMUNITY OUTREACH COOR	Branch,Kyi K	11	6	77,232.00	14,287.92	1.00	Reg
FA0	20	9100	160C	F	00028736	COMMUNITY OUTREACH COOR	Davis,Carolyn	11	10	85,784.00	15,870.04	1.00	Reg
FA0	20	9100	160C	F	00028737	COMMUNITY OUTREACH COOR	Vaughn-Lee,Fayette	11	10	85,784.00	15,870.04	1.00	Reg
FA0	20	9100	2670	F	00028738	Supervisory Specialist	Newsome,Tramaine Moniq	13	0	105,804.77	19,573.88	1.00	Reg
FA0	20	9100	2670	F	00028739	Victim Specialist	Munyeneh,Kayce Simmons	12	10	105,339.00	19,487.72	1.00	Reg
FA0	20	9100	9410	F	00028740	Supervisory Comm Specialist	Brookins,Tipi	11	0	77,898.90	14,411.30	1.00	Reg
FA0	20	9100	1530	F	00032316	OFFICER	McGee,Patrick D.	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	2660	F	00032317	OFFICER	Fucci,Anthony P	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	9230	F	00032327	SERGEANT	Foskett,Luke R	4	4	98,623.00	18,245.26	1.00	Reg
FA0	20	9100	1570	F	00032331	OFFICER	Williams,Damien L	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1510	F	00032349	OFFICER	Bass,Elizabeth A	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1101	F	00032350	OFFICER	Ruiz,Alba	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1530	F	00032354	OFFICER	Smith,David	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1570	F	00032356	SERGEANT	Steen,Vicki A	4	3	93,928.00	17,376.68	1.00	Reg
FA0	20	9100	2660	F	00032360	SENIOR POLICE OFFICER	Martin,Dexter E	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	9430	F	00032374	SERGEANT	Naus,Kevin J	4	4	98,623.00	18,245.26	1.00	Reg
FA0	20	9100	1570	F	00032376	SERGEANT	Mccormick,Gregory J	4	3	93,928.00	17,376.68	1.00	Reg
FA0	20	9100	1550	F	00032389	OFFICER	Krmenec Jr.,Thomas R	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1560	F	00032404	OFFICER	Lopez,Rafael	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	2650	F	00032437	DETECTIVE GRADE II	Matos,Alfonso A.	1	8	89,761.00	16,605.79	1.00	Reg
FA0	20	9100	1520	F	00032439	OFFICER	De La Rosa,Milton	1	4	72,611.00	13,433.04	1.00	Reg

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FAO	20	9100	2920	F	00032440	SENIOR SERGEANTS	Alter,John R	4	3	93,928.00	17,376.68	1.00	Term
FAO	20	9100	1520	F	00032459	OFFICER	Tobin,Miranda Donnaly	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	121F	F	00032469	ADMINISTRATIVE ASSISTANT	West,Venus	9	8	67,579.00	12,502.12	1.00	Reg
FAO	20	9100	2650	F	00032475	DETECTIVE GRADE II	Olszak,Konrad L	1	8	89,761.00	16,605.79	1.00	Reg
FAO	20	9100	1560	F	00032479	OFFICER	Pritchett,Ebonie T	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	1550	F	00032481	OFFICER	Stevens,Julian B	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1540	F	00032498	OFFICER	Sutton Jr.,Terence D	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	2310	F	00032530	OFFICER	Wilson,Damon A.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	9240	F	00032540	OFFICER	Lancaster,Necka L.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1550	F	00032543	OFFICER	Vamos,Amanda J	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1570	F	00032544	SERGEANT	Vullo,Corey R.	4	1	85,192.00	15,760.52	1.00	Reg
FAO	20	9100	1570	F	00032548	OFFICER	Sillah,Mohammed H	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	2750	F	00032550	OFFICER	Leboo,Herbert A	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	2920	F	00032573	DETECTIVE GRADE II	Walsh,Eric R	1	8	89,761.00	16,605.79	1.00	Reg
FAO	20	9100	1520	F	00032609	OFFICER	Mattox,William B	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1540	F	00032632	SERGEANT	Djossou,Charlotte M	4	4	98,623.00	18,245.26	1.00	Reg
FAO	20	9100	1560	F	00032633	OFFICER	Hunter,Aaron S	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	9101	F	00032639	SERGEANT	Porter,Nathaniel L.	4	2	89,450.00	16,548.25	1.00	Reg
FAO	20	9100	2310	F	00032640	SENIOR POLICE OFFICER	Savoy,John A	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	1570	F	00032643	OFFICER	Matthews,Eric V	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1560	F	00032644	OFFICER	Washington,Valiant A	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1560	F	00032646	OFFICER	Leano,Dan Patrick E	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	1510	F	00032659	OFFICER	Nesmith,Terrace C	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	2650	F	00032661	DETECTIVE GRADE II	Bowman,Heath E	1	8	89,761.00	16,605.79	1.00	Reg
FAO	20	9100	1530	F	00032669	OFFICER	Fadairo,Olugbenga O	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1540	F	00032671	OFFICER	Vazquez,Arthur R	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1560	F	00032673	OFFICER	White II,Carl R	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1530	F	00032683	OFFICER	Manley,Ernest L.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1560	F	00032712	OFFICER	Goss,Jake T.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	9430	F	00032714	OFFICER	Lytle,Alvin B	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1550	F	00032733	OFFICER	Smith,Kevin V.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	9240	F	00032756	OFFICER	Tucker,Michael S		0	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	2310	F	00032766	OFFICER	Myles,Dante E	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1510	F	00032807	SERGEANT	Ha,Nicole M	4	3	93,928.00	17,376.68	1.00	Reg
FAO	20	9100	1530	F	00032815	OFFICER	Parrish,Richard C	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1560	F	00032828	OFFICER	Bonds,Corey J	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	2770	F	00032836	OFFICER	Starling,Carlton A	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1560	F	00032871	OFFICER	Molina,Andres	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	055E	V	00032872	Program Manager		13	0	112,531.00	20,818.24	1.00	Reg
FAO	20	9100	2650	F	00032909	DETECTIVE GRADE II	Covington,Tony L	1	8	89,761.00	16,605.79	1.00	Reg
FAO	20	9100	1540	F	00032920	OFFICER	Smith,Daniel M.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	6693	F	00032938	SENIOR POLICE OFFICER	Bruce,Lonnie D	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	2650	F	00032959	DETECTIVE GRADE I	Pemberton,Greggory J.	3	4	90,769.00	16,792.27	1.00	Reg
FAO	20	9100	6650	F	00032987	OFFICER	Geiger,Nathan D	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1550	F	00033026	OFFICER	Layport,Laura A	1	7	77,304.00	14,301.24	1.00	Reg
FAO	20	9100	1570	F	00033029	OFFICER	Stadnik,John T.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1510	F	00033035	OFFICER	Tolbert,Reginald V	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	2660	F	00033044	DETECTIVE GRADE I	Shell,Jonathan E	3	5	95,310.00	17,632.35	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FAO	20	9100	2650	F	00033049	DETECTIVE GRADE II	Gamm,Andrew B.	1	8	89,761.00	16,605.79	1.00	Reg
FAO	20	9100	1510	F	00033061	OFFICER	Brown II,Kenneth E.	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	2650	F	00033062	DETECTIVE GRADE II	Talley,Marcus C.	1	5	77,744.00	14,382.64	1.00	Reg
FAO	20	9100	040J	F	00033084	Uniform Crime Reporting Coord.	Kidd,Diane V	11	10	85,784.00	15,870.04	1.00	Reg
FAO	20	9100	1570	F	00033094	OFFICER	Hiller,Ravi N	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1510	F	00033100	OFFICER	Thermidor,Ivens	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1510	F	00033163	OFFICER	Brady,Christopher M.	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1570	F	00033186	OFFICER	Marshall,William R	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	2750	F	00033195	OFFICER	Wilkes,Candice D	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1570	F	00033213	OFFICER	Rowe,Royce R	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1550	F	00033218	OFFICER	Brown,Tashon R.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1530	F	00033220	OFFICER	Thompson,De'Aren Cynthia	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	1570	F	00033230	OFFICER	Coley,Travis D.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1530	F	00033240	OFFICER	Day,Benjamin B	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	9430	F	00033254	OFFICER	Speight,Kiernan A.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1540	F	00033272	OFFICER	Wallace,Jeffrey	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1570	F	00033285	OFFICER	Chatman,William A	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	2750	F	00033304	OFFICER	Hinton,Troy D	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1570	F	00033306	OFFICER	Turner,Nefetia N	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1550	F	00033380	OFFICER	Freeman,Jose N	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1570	F	00033484	OFFICER	Harvey Jr.,Theodore	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	2650	F	00033529	DETECTIVE GRADE II	Adams,Armstrong M	1	8	89,761.00	16,605.79	1.00	Reg
FAO	20	9100	2920	F	00033570	SENIOR POLICE OFFICER	Page,Diana	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	152C	F	00033574	SENIOR POLICE OFFICER	Thompson,Gary L	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	1550	F	00033647	SERGEANT	Swarn,Samuel D	4	4	98,623.00	18,245.26	1.00	Reg
FAO	20	9100	1570	F	00033649	OFFICER	Hannah,Bryan J	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1570	F	00033655	SERGEANT	Brown,Gregory	4	3	93,928.00	17,376.68	1.00	Reg
FAO	20	9100	1510	F	00033674	OFFICER	Bolden,Deborah M	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1530	F	00033679	OFFICER	Humphries,Katrina N	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1510	F	00033681	OFFICER	Wershbaile,Haley M.	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	2660	F	00033685	SERGEANT	Hairston,Shante A	4	5	103,551.00	19,156.94	1.00	Reg
FAO	20	9100	1510	F	00033709	OFFICER	Green,Barron X	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1540	F	00033720	SERGEANT	Peake,Brian M.	4	3	93,928.00	17,376.68	1.00	Reg
FAO	20	9100	1530	F	00033735	OFFICER	Decastro,Arnold A	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	160C	F	00033763	Community Outreach Coordinator	Beathea,Jacqueline M.	11	3	70,818.00	13,101.33	1.00	Reg
FAO	20	9100	2310	F	00033807	OFFICER	Mays,Lonnie L	1	8	92,674.00	17,144.69	1.00	Reg
FAO	20	9100	2750	F	00033871	SERGEANT	Kniseley,Jeremy Alan	4	1	85,192.00	15,760.52	1.00	Reg
FAO	20	9100	1520	F	00033878	OFFICER	Brown,Harold R.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	040K	F	00033894	IT Specialist (Network)	Healey,Bruce E.	14	8	137,255.00	25,392.18	1.00	Reg
FAO	20	9100	111C	F	00034118	CHIEF OPERATING OFFICER	Turner,Leeann	16	0	185,961.37	34,402.85	1.00	Reg
FAO	20	9100	6650	F	00034120	OFFICER	Snapko,Sarah Elizabeth	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1510	F	00034121	OFFICER	Danko,Kevin	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	070B	F	00034123	QA SPEC (AUTO)	Miranda,Henry A	11	10	79,314.00	14,673.09	1.00	Reg
FAO	20	9100	040C	F	00034124	IT Program Manager (Body Worn)	Horton,John		0	107,843.00	19,950.96	1.00	Reg
FAO	20	9100	1510	F	00034132	SERGEANT	Mumtaz,Tashfeen	4	1	85,192.00	15,760.52	1.00	Reg
FAO	20	9100	1510	F	00034136	OFFICER	Beaver,Sarah	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1530	F	00034137	OFFICER	Whitehead,David W	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	6910	F	00034140	Clerical Assistant (OA)	Latta,Aretha	7	0	60,014.64	11,102.71	1.00	Reg



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FAO	20	9100	2660	F	00034141	DETECTIVE GRADE II	Payne,James W.	1	8	89,761.00	16,605.79	1.00	Reg
FAO	20	9100	1540	F	00034144	OFFICER	Glenn,Kevin Lee	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1530	F	00034145	SERGEANT	Bolton,Irving J.	4	3	93,928.00	17,376.68	1.00	Reg
FAO	20	9100	1520	F	00034153	OFFICER	Hiller,Hidza E.	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	2770	F	00034154	SENIOR DETECTIVE	Lawson,David	3	4	90,770.00	16,792.45	1.00	Term
FAO	20	9100	1550	F	00034155	SERGEANT	McElhenny,John E.	4	3	93,928.00	17,376.68	1.00	Reg
FAO	20	9100	1530	F	00034156	OFFICER	Malcolm,Prince A.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1510	F	00034157	OFFICER	Barrows,Mark A.	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	2770	F	00034158	OFFICER	Damron,Nicholas A.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	040K	F	00034160	IT Program Manager (Network Se	Romero,Joseph E.	14	0	150,979.26	27,931.16	1.00	Reg
FAO	20	9100	5810	F	00034161	MOTOR VEHICLE OPERATOR	Thomas,Craig M	8	7	62,379.20	11,540.15	1.00	Reg
FAO	20	9100	1530	F	00034165	OFFICER	Fritts,Fred W.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	040J	F	00034167	LEGAL INSTRUMENTS EXAMINER	Taylor,Kimberly V	8	10	64,607.00	11,952.30	1.00	Reg
FAO	20	9100	040B	F	00034169	MANAGEMENT ANALYST	Wallace,Charnetta E	11	10	85,784.00	15,870.04	1.00	Reg
FAO	20	9100	1530	F	00034210	STAFF ASSISTANT	Morgan,Calandra M.	9	10	71,106.00	13,154.61	1.00	Reg
FAO	20	9100	070B	F	00034243	FLEET MAINTENANCE	Lazo,Kimberly A	13	0	93,776.56	17,348.66	1.00	Reg
FAO	20	9100	6691	F	00034245	Police Cadet	Williams,Kyree	4	2	35,602.00	6,586.37	1.00	Term
FAO	20	9100	1540	F	00034248	FLEET SERVICER	Wiley,Reginald B	8	10	67,683.20	12,521.39	1.00	Reg
FAO	20	9100	1520	F	00034823	OFFICER	D'Abreu,Nigel Y.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1530	F	00034845	OFFICER	Ledesma,Adrian	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1560	F	00034849	OFFICER	Sparrow,Lamond T.	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	1570	F	00034850	SERGEANT	Hillgren,Lorelei Denise	4	1	85,192.00	15,760.52	1.00	Reg
FAO	20	9100	1550	F	00034852	OFFICER	Ulrich,Donna M	1	2	65,863.00	12,184.66	1.00	Reg
FAO	20	9100	6650	F	00034853	OFFICER	Changes,Katherine E	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	6693	F	00034855	SERGEANT	Bogner,William C.	4	1	85,192.00	15,760.52	1.00	Reg
FAO	20	9100	9230	F	00034857	OFFICER	Jordan,Justin Michael	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	1550	F	00034859	OFFICER	Foote,Jonathan	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	2670	F	00035044	Victim Specialist	Hall,Helen E	12	10	105,339.00	19,487.72	1.00	Reg
FAO	20	9100	5810	F	00035477	CELLBLOCK PROCESSING TECH	Webb Jr.,Robert Lee	9	10	75,254.00	13,921.99	1.00	Reg
FAO	20	9100	9230	V	00035498	Program Manager		15	0	143,646.00	26,574.51	1.00	Reg
FAO	20	9100	6693	F	00035636	Training Instructor (Firearms)	Bazemore,Keith T	11	10	85,784.00	15,870.04	1.00	Reg
FAO	20	9100	6620	V	00035637	Training Instructor (Recruit)		11	0	66,542.00	12,310.27	1.00	Reg
FAO	20	9100	6693	F	00035638	Training Instructor (Firearms)	DeSwarte,Darrell W	11	10	85,784.00	15,870.04	1.00	Reg
FAO	20	9100	6693	F	00035639	Training Instructor (Firearms)	Sayre,Charles N	11	10	85,784.00	15,870.04	1.00	Reg
FAO	20	9100	6693	F	00035641	Training Instructor (Firearms)	Honeycutt,Thomas B	11	5	75,094.00	13,892.39	1.00	Reg
FAO	20	9100	6693	F	00035642	Training Instructor (Firearms)	Willis,Patrick	11	7	79,370.00	14,683.45	1.00	Reg
FAO	20	9100	6330	F	00035705	Human Resources Specialist	Jones,Kim L	13	7	104,569.00	19,345.27	1.00	Reg
FAO	20	9100	5910	F	00035706	Medical Services Manager	Miranda,Matthew H.	15	0	153,308.93	28,362.15	1.00	Reg
FAO	20	9100	1520	F	00035733	CUSTOMER SERVICE REPRESENTA	Jasper,Lydia Eunice	7	10	60,019.00	11,103.52	1.00	Reg
FAO	20	9100	1510	F	00035734	CUSTOMER SERVICE REPRESENTA	Cousins,Kristin L	7	2	47,307.00	8,751.80	1.00	Reg
FAO	20	9100	5810	F	00035736	Supply Technician (OA)	Jackson Saunders,Michele E	7	10	60,019.00	11,103.52	1.00	Reg
FAO	20	9100	1520	F	00035737	CUSTOMER SERVICE REPRESENTA	Bibb,Betty	8	10	64,607.00	11,952.30	1.00	Reg
FAO	20	9100	6693	V	00035738	Customer Service Rep (OA)		6	0	41,259.00	7,632.92	1.00	Reg
FAO	20	9100	1510	F	00035739	CUSTOMER SERVICE REPRESENTA	Ervin,Karen J	8	10	64,607.00	11,952.30	1.00	Reg
FAO	20	9100	1530	F	00035740	CUSTOMER SERVICE REPRESENTA	Holcomb,Pamela J	8	10	64,607.00	11,952.30	1.00	Reg
FAO	20	9100	9420	F	00035741	Criminal Research Specialist	Longeway,Ashleigh	11	1	66,542.00	12,310.27	1.00	Reg
FAO	20	9100	9430	F	00035743	INTELLIGENCE RESEARCH SPEC	Ando,Christina M	12	6	95,111.00	17,595.54	1.00	Reg
FAO	20	9100	1540	F	00035746	CUSTOMER SERVICE REPRESENTA	Arrington,Norman W	8	10	64,607.00	11,952.30	1.00	Reg

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FAO	20	9100	1540	F	00035747	CUSTOMER SERVICE REPRESENTA	Lawrence,Elford A	8	10	64,607.00	11,952.30	1.00	Reg
FAO	20	9100	9420	F	00035748	Intelligence Reseach Spec	Havlin,Diana M	13	6	110,063.00	20,361.66	1.00	Reg
FAO	20	9100	1550	F	00035749	CUSTOMER SERVICE REPRESENTA	Hilliard,Debby O	8	10	64,607.00	11,952.30	1.00	Reg
FAO	20	9100	6691	F	00035750	Police Cadet	Parrish Jr.,David	4	3	36,772.00	6,802.82	1.00	Term
FAO	20	9100	1560	F	00035752	CUSTOMER SERVICE REPRESENTA	Contreras,Margarita	7	10	60,019.00	11,103.52	1.00	Reg
FAO	20	9100	1540	F	00035753	CUSTOMER SERVICE REPRESENTA	Blackwell,LaShawn L	8	10	64,607.00	11,952.30	1.00	Reg
FAO	20	9100	9220	F	00035754	LEGAL INSTRUMENTS EXAMINER	McCall,Courtney M.	8	5	56,607.00	10,472.30	1.00	Reg
FAO	20	9100	1570	F	00035755	Customer Service Rep (OA)	Jones,Jalin	6	2	42,697.00	7,898.95	1.00	Term
FAO	20	9100	9420	F	00035757	Crime Analyst	Mikula,Lane J.	9	4	60,522.00	11,196.57	1.00	Reg
FAO	20	9100	040J	F	00035759	Legal Instruments Examiner	Murray,Antoinette M	9	10	71,106.00	13,154.61	1.00	Reg
FAO	20	9100	040J	F	00035762	Legal Instruments Examiner	Jones Brown,Aretha C	9	10	71,106.00	13,154.61	1.00	Reg
FAO	20	9100	9220	F	00035763	LEGAL INSTRUMENTS EXAMINER	Brandon Jr.,Tyrone	8	6	58,207.00	10,768.30	1.00	Reg
FAO	20	9100	9420	F	00036485	Crime Analyst	Glass,Austin James Balfour	9	1	55,230.00	10,217.55	1.00	Reg
FAO	20	9100	9420	F	00036510	Crime Analyst	Fitzgerald,Timothy R	12	7	97,668.00	18,068.58	1.00	Reg
FAO	20	9100	9220	F	00036511	LEGAL INSTRUMENTS EXAMINER	Powell,Donavon	8	5	56,607.00	10,472.30	1.00	Reg
FAO	20	9100	9420	F	00036512	Crime Analyst	Pauling,Yolanda	12	10	105,339.00	19,487.72	1.00	Reg
FAO	20	9100	9220	F	00037296	LEGAL INSTRUMENTS EXAMINER	NIX,SUSAN K	8	10	64,607.00	11,952.30	1.00	Reg
FAO	20	9100	5440	F	00037299	Director, Records Division	Greene,Bernadine C	14	0	132,403.63	24,494.67	1.00	Reg
FAO	20	9100	040J	F	00037302	Supervisory Fingerprint Specia	Vinson,Ralph M	13	0	116,312.63	21,517.84	1.00	Reg
FAO	20	9100	040B	F	00037553	Program Analyst (Finance)	Starks,Eric	13	10	122,227.00	22,612.00	1.00	Reg
FAO	20	9100	040K	F	00037557	IT Specialist (Network Service	Graham,Janet R.	14	8	137,255.00	25,392.18	1.00	Reg
FAO	20	9100	2950	F	00037560	CELLBLOCK PROCESSING TECH	Height,Erica J	9	10	75,254.00	13,921.99	1.00	Reg
FAO	20	9100	5910	V	00038134	SUPPLY MGMT SPEC		11	1	66,542.00	12,310.27	1.00	Reg
FAO	20	9100	1570	F	00038319	OFFICER	Lee,Catherine	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1530	F	00038320	SERGEANT	Ford,Kelwin G.	4	2	89,450.00	16,548.25	1.00	Reg
FAO	20	9100	2650	F	00038321	DETECTIVE GRADE II	Galli,Angela M	1	6	81,540.00	15,084.90	1.00	Reg
FAO	20	9100	2650	F	00038322	DETECTIVE GRADE II	Dowling,Michael T.	1	6	81,540.00	15,084.90	1.00	Reg
FAO	20	9100	1570	F	00038323	OFFICER	Campbell,Tara Felice	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	2750	F	00038324	SERGEANT	Chatmon,James T.	4	4	98,623.00	18,245.26	1.00	Reg
FAO	20	9100	6013	F	00038466	MGMT ANALYSIS OFFICER	Wagman,Laura A	15	0	140,750.54	26,038.85	1.00	Reg
FAO	20	9100	5810	F	00039263	Property, Evidence Control & D	Jones,Keisha J	8	9	63,007.00	11,656.30	1.00	Reg
FAO	20	9100	9410	F	00039360	Law Enforcement Data Analyst	Azmera,Michael H	11	7	79,370.00	14,683.45	1.00	Reg
FAO	20	9100	040D	F	00039361	INFORMATION TECHNOLOGY SPE	Alaoui,Karim M	12	10	105,339.00	19,487.72	1.00	Reg
FAO	20	9100	040D	F	00039363	IT SPEC (SYSTEMS ANALYSIS)	Gonzalez,Sheryl	14	10	144,439.00	26,721.22	1.00	Reg
FAO	20	9100	040K	F	00040990	IT SPEC (NETWORK)	Crawford,George H	14	10	144,439.00	26,721.22	1.00	Reg
FAO	20	9100	1550	F	00041303	OFFICER	Grigsby,Owen M.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1510	F	00041483	SERGEANT	Selbach,Mark N.	4	1	85,192.00	15,760.52	1.00	Reg
FAO	20	9100	1530	F	00041497	SERGEANT	Terestre,David	4	6	114,166.00	21,120.71	1.00	Reg
FAO	20	9100	140C	F	00041745	SUPERVISORY ATTORNEY ADVISOR	Ryan,Terrence D	2	0	196,937.62	36,433.46	1.00	Reg
FAO	20	9100	140C	V	00041747	Deputy General Counsel		2	0	163,809.00	30,304.67	1.00	Reg
FAO	20	9100	140C	F	00041748	Deputy General Counsel	Viehmeyer,Mark T	2	0	188,271.64	34,830.25	1.00	Reg
FAO	20	9100	140C	F	00041799	ATTORNEY ADVISOR	Wilmore,Brenda S	15	10	177,661.00	32,867.29	1.00	Reg
FAO	20	9100	111C	F	00041807	STAFF ASSISTANT	Rousey,Barbara A	9	9	69,342.00	12,828.27	1.00	Reg
FAO	20	9100	140C	F	00042201	ATTORNEY ADVISOR	Hyden,Teresa Quon	15	10	177,661.00	32,867.29	1.00	Reg
FAO	20	9100	1560	F	00043345	OFFICER	Espinosa,Edwin	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1550	F	00043346	SERGEANT	Bigelow Jr.,Stephen R.	4	3	93,928.00	17,376.68	1.00	Reg
FAO	20	9100	2650	F	00043347	Investigator	Augustin,Guy A.	1	7	85,558.00	15,828.23	1.00	Reg
FAO	20	9100	1550	F	00043350	OFFICER	Konkol,Matthew C	1	6	80,040.00	14,807.40	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FA0	20	9100	1570	F	00043382	OFFICER	Voglezon,Karen G.A.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1530	F	00043383	OFFICER	Khan,Faraz A.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1540	F	00043384	OFFICER	Then,Pearce P.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	2660	F	00043385	DETECTIVE GRADE II	O'Donnell,Thomas E.	1	7	85,558.00	15,828.23	1.00	Reg
FA0	20	9100	1520	F	00043388	LIEUTENANT	Beistline,Iris M	5	2	103,609.00	19,167.67	1.00	Reg
FA0	20	9100	1540	F	00043389	OFFICER	Offomata,Chinedu M.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1560	F	00043390	OFFICER	Sanchez,Juan R.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1540	F	00043392	OFFICER	Kirkland,Lashanda	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	2660	F	00043406	OFFICER	Cole Jr.,Ernest T.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1540	F	00043407	OFFICER	Williams,Cynthia R.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1560	F	00043665	OFFICER	Morton,Anthony E.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1560	F	00043666	OFFICER	Smith,Kelvin	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1520	F	00043668	OFFICER	Morais,Matthew J	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	7340	F	00043670	INSPECTOR	Knutsen,John R	8	1	129,438.00	23,946.03	1.00	Reg
FA0	20	9100	1550	F	00043719	OFFICER	Ndikeh,Derek	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1560	F	00043720	OFFICER	Todd,Jeffrey Owen	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1530	F	00043722	OFFICER	Floyd,Marcus A.	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	2310	F	00043723	OFFICER	Harris,Kevin L.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	2650	F	00043724	DETECTIVE GRADE II	Salleh,Albert A.	1	7	85,558.00	15,828.23	1.00	Reg
FA0	20	9100	1530	F	00043725	OFFICER	Olanrewaju,Patrick	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	1520	F	00043727	OFFICER	Whyte,Homere Stephen Na	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	2660	F	00043728	OFFICER	Pennington,Derek D.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1540	F	00043729	OFFICER	Sanchez,Steve Y.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1530	F	00043747	OFFICER	Wilson III,Reuben J.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1540	F	00043748	OFFICER	Simon,Romayo L.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1540	F	00043749	OFFICER	Scott Jr.,John E.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1560	F	00043750	OFFICER	Le,Ho L.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	2650	F	00043751	DETECTIVE GRADE II	Norris,Vincent A	1	7	85,558.00	15,828.23	1.00	Reg
FA0	20	9100	1530	F	00043752	SERGEANT	Bialeski,Michael A.	4	2	89,450.00	16,548.25	1.00	Reg
FA0	20	9100	1520	F	00043753	OFFICER	Smith,Alicia	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	2310	F	00043754	OFFICER	Parker,Barry L.	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	1570	F	00043755	SERGEANT	Groves,Adam M.	4	2	89,450.00	16,548.25	1.00	Reg
FA0	20	9100	9240	F	00043756	DETECTIVE GRADE II	Bruce,Jeffrey A	1	0	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	6691	F	00043805	Police Cadet	Colbert,Aaron K.	4	3	36,772.00	6,802.82	1.00	Term
FA0	20	9100	6691	F	00043806	Police Cadet	Copeland,Emmanuel	4	3	36,772.00	6,802.82	1.00	Term
FA0	20	9100	6691	F	00043807	Police Cadet	Thomas,Joel D.	4	3	36,772.00	6,802.82	1.00	Term
FA0	20	9100	6691	F	00043808	Police Cadet	Beatty,Forest I.	4	1	34,432.00	6,369.92	1.00	Term
FA0	20	9100	6691	F	00043809	Police Cadet	Flythe,Caya	4	1	34,432.00	6,369.92	1.00	Term
FA0	20	9100	6691	F	00043810	Police Cadet	Reyes,Manuel	4	4	37,942.00	7,019.27	1.00	Term
FA0	20	9100	6691	F	00043811	Police Cadet	Conner,Lauren	4	1	34,432.00	6,369.92	1.00	Reg
FA0	20	9100	1550	V	00043812	Customer Service Rep (OA)		6	0	41,259.00	7,632.92	1.00	Reg
FA0	20	9100	6691	F	00043813	Police Cadet	Williams,Chrisauna C	4	2	35,602.00	6,586.37	1.00	Term
FA0	20	9100	6691	F	00043814	Police Cadet	Johnson,Randolph M	4	2	35,602.00	6,586.37	1.00	Temp
FA0	20	9100	6691	F	00043816	Police Cadet	Middleton,Dominique A.	4	1	34,432.00	6,369.92	1.00	Term
FA0	20	9100	6691	F	00043817	Police Cadet	White,Quintin M	4	2	35,602.00	6,586.37	1.00	Term
FA0	20	9100	6691	F	00043818	Police Cadet	Campbell,Shawn	4	1	34,432.00	6,369.92	1.00	Term
FA0	20	9100	6691	F	00043819	Police Cadet	Rollins,Le'Gene C	4	1	34,432.00	6,369.92	1.00	Term
FA0	20	9100	6691	F	00043820	Police Cadet	Simon Dews,Rayvo'n M	4	2	35,602.00	6,586.37	1.00	Term

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FAO	20	9100	6691	F	00043821	Police Cadet	Williams,Irvin Q	4	2	35,602.00	6,586.37	1.00	Term
FAO	20	9100	6691	F	00043823	Police Cadet	Cunningham,Artez	4	2	35,602.00	6,586.37	1.00	Term
FAO	20	9100	1520	F	00043846	Administrative Operations Cler	Coombs,Joan A	7	10	60,019.00	11,103.52	1.00	Reg
FAO	20	9100	1530	F	00043849	Admin Operations Clerk	Sawyer,Shearine	6	10	54,201.00	10,027.19	1.00	Reg
FAO	20	9100	1550	F	00043851	Administrative Operations Cler	Leonard,Mercedes	7	10	60,019.00	11,103.52	1.00	Reg
FAO	20	9100	1550	F	00043857	Administrative Operations Cler	Mitchell,Jhonae N.	7	10	60,019.00	11,103.52	1.00	Reg
FAO	20	9100	1540	F	00043858	Admin Operations Clerk	Evans,Marlisa Regina	6	5	47,011.00	8,697.04	1.00	Reg
FAO	20	9100	9240	F	00043859	STAFF ASSISTANT	Proctor,Nakeya	9	8	67,578.00	12,501.93	1.00	Reg
FAO	20	9100	1540	F	00043872	OFFICER	Arroyo II,Robert	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	2650	F	00043874	DETECTIVE GRADE II	Grysko,Steven J.	1	7	85,558.00	15,828.23	1.00	Reg
FAO	20	9100	1550	F	00043875	OFFICER	Artinian Jr.,Armand	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1550	F	00043876	OFFICER	King,Eric D.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1570	F	00043877	SERGEANT	Harkins,Justin M	4	1	85,192.00	15,760.52	1.00	Reg
FAO	20	9100	2650	F	00043878	DETECTIVE GRADE II	Boehler,Joseph M.	1	7	85,558.00	15,828.23	1.00	Reg
FAO	20	9100	1540	F	00043879	OFFICER	Haendler,Melissa E.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1510	F	00043881	OFFICER	Antoine,Richard Y.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1570	F	00043883	OFFICER	Way,Ethan	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	2310	F	00043884	OFFICER	Smith,Amina A	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	2940	F	00043885	OFFICER	Moraine,Tamu A.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1560	F	00043887	OFFICER	Campanale,Ishevetta D.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1560	F	00043888	OFFICER	Garcia,Jose I.	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	2920	F	00043902	DETECTIVE GRADE II	Williams-Thomas,Karane	1	7	85,558.00	15,828.23	1.00	Reg
FAO	20	9100	2650	F	00043903	DETECTIVE GRADE II	Oliver,Nicholas P.	1	7	85,558.00	15,828.23	1.00	Reg
FAO	20	9100	1560	F	00043904	OFFICER	Ripes,Brandon	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1540	F	00043905	OFFICER	Rosado Torres,Gerardo	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	2650	F	00043912	DETECTIVE GRADE II	Rothman,Jared M.	1	7	85,558.00	15,828.23	1.00	Reg
FAO	20	9100	1550	F	00043913	OFFICER	Phillip,Karina M.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1510	F	00043914	OFFICER	Tompa,Greg A.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1560	F	00043915	OFFICER	Smith,Kristopher E.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1550	F	00043916	OFFICER	Carey,Candice D.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	9101	F	00043919	OFFICER	Kunimoto,Eric H	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1540	F	00043921	OFFICER	Cordova,Eugenio A.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1510	F	00043922	OFFICER	Adjetey,John N.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1540	F	00043923	OFFICER	Garcia Burgos,Erick A	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1570	F	00043924	OFFICER	Ficht,Kevin J.	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	5440	F	00043991	File Clerk (Office Automation)	Taylor,George W	5	10	48,910.00	9,048.35	1.00	Reg
FAO	20	9100	9410	F	00043994	Crime Analyst	Walsh,Laura M	9	4	60,522.00	11,196.57	1.00	Reg
FAO	20	9100	040C	F	00043995	LEGAL INSTRUMENTS EXAMINER	Simms,Dana R	8	10	64,607.00	11,952.30	1.00	Reg
FAO	20	9100	1550	F	00044014	OFFICER	McCall,Derrick R.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1540	F	00044015	OFFICER	Bickersteth,Rufus	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1570	F	00044675	FLEET SERVICER	Minor,Gary Eugene	8	10	67,683.20	12,521.39	1.00	Reg
FAO	20	9100	1550	F	00044676	FLEET SERVICER	Dyer,Johnnie	8	10	67,683.20	12,521.39	1.00	Reg
FAO	20	9100	1560	F	00044677	FLEET SERVICER	Jackson,Steve A.	8	4	57,075.20	10,558.91	1.00	Reg
FAO	20	9100	1530	F	00044680	FLEET SERVICER	Gibson,Gary	8	10	67,683.20	12,521.39	1.00	Reg
FAO	20	9100	7340	F	00044681	Admin Operations Clerk	Ransome,Diamond T	6	1	41,259.00	7,632.92	1.00	Reg
FAO	20	9100	1530	F	00044682	FLEET SERVICER	Warner,Matthew D	8	7	62,379.20	11,540.15	1.00	Reg
FAO	20	9100	6690	F	00044683	FLEET SERVICER	Henderson,Lamont B	8	8	64,147.20	11,867.23	1.00	Reg
FAO	20	9100	6360	F	00044685	CUSTOMER SERVICE REPRESENTA	Garner,LaShawn A	7	2	47,307.00	8,751.80	1.00	Reg

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FAO	20	9100	5810	F	00044686	Property Evidence Control Disp	Hampton,Monica Ashley	8	9	63,007.00	11,656.30	1.00	Reg
FAO	20	9100	5810	F	00044687	Property Evidence Control Disp	Worsley,Vera	8	7	59,807.00	11,064.30	1.00	Reg
FAO	20	9100	5810	F	00044693	Property Evidence Control Disp	Sims,Janice	8	7	59,807.00	11,064.30	1.00	Reg
FAO	20	9100	5810	F	00044695	Property, Evidence Control & D	Tyson,Angel L	8	10	64,607.00	11,952.30	1.00	Reg
FAO	20	9100	5810	F	00044697	Property Evidence Control Disp	Cutler,Rachel	8	2	51,807.00	9,584.30	1.00	Reg
FAO	20	9100	5810	F	00044698	Property, Evidence Control & D	Davis,Angela D.	8	10	64,607.00	11,952.30	1.00	Reg
FAO	20	9100	121F	V	00044776	FIXED ASSET MGR		14	1	112,110.00	20,740.35	1.00	Reg
FAO	20	9100	2670	F	00044873	Victim Specialist	Christie,Dawn M	12	10	105,339.00	19,487.72	1.00	Reg
FAO	20	9100	2620	F	00044908	CAPTAIN	Godin,Daniel H	7	2	128,493.00	23,771.21	1.00	Reg
FAO	20	9100	2620	F	00044910	Detective Sergeant	Copeland,Nicole G.	4	2	90,045.00	16,658.33	1.00	Reg
FAO	20	9100	1520	F	00044911	SERGEANT	Markiewicz,Justin R.	4	3	93,928.00	17,376.68	1.00	Reg
FAO	20	9100	2650	F	00044923	DETECTIVE GRADE II	Gray,Daniel Patrick	1	7	85,558.00	15,828.23	1.00	Reg
FAO	20	9100	1540	F	00044925	SERGEANT	Williams,Sarita S	4	6	114,166.00	21,120.71	1.00	Reg
FAO	20	9100	2660	F	00044927	Detective Sergeant	Finkelman,Andrew S.	4	6	109,324.00	20,224.94	1.00	Reg
FAO	20	9100	1530	F	00044934	SERGEANT	Proctor,Ronald A	4	6	114,166.00	21,120.71	1.00	Reg
FAO	20	9100	5910	F	00044936	SERGEANT	Jackson,Mark	4	6	114,166.00	21,120.71	1.00	Reg
FAO	20	9100	2880	F	00044939	SERGEANT	Frost,Norman F	4	6	114,166.00	21,120.71	1.00	Reg
FAO	20	9100	6620	F	00044941	SERGEANT	Brown,Jeffrey D.	4	3	93,928.00	17,376.68	1.00	Reg
FAO	20	9100	1560	F	00044944	CUSTOMER SERVICE REP	Worthy,Valerie D	7	10	60,019.00	11,103.52	1.00	Reg
FAO	20	9100	1560	F	00044945	SERGEANT	Lynch,Michael V	4	6	114,166.00	21,120.71	1.00	Reg
FAO	20	9100	1560	F	00044946	SERGEANT	Drummond,Robert C	4	6	108,729.00	20,114.87	1.00	Reg
FAO	20	9100	1520	F	00044948	SERGEANT	Cipolari,Albert A	4	6	108,729.00	20,114.87	1.00	Reg
FAO	20	9100	2750	F	00044952	LIEUTENANT	Paul,Sidney	5	4	121,064.00	22,396.84	1.00	Reg
FAO	20	9100	1570	F	00044955	SERGEANT	Ecelberger,Patrick G	4	6	108,729.00	20,114.87	1.00	Reg
FAO	20	9100	2950	F	00044958	CELLBLOCK PROCESSING TECH	Wanzor,Keith T	8	5	61,308.00	11,341.98	1.00	Reg
FAO	20	9100	2310	F	00044959	LIEUTENANT	Guice,Anthony K	5	4	121,064.00	22,396.84	1.00	Reg
FAO	20	9100	2750	F	00044962	SERGEANT	Cardinal,Alvin S	4	4	98,623.00	18,245.26	1.00	Reg
FAO	20	9100	1530	F	00044965	OFFICER	Otero-Camacho,Reinaldo Jr	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	2310	F	00044967	SENIOR SERGEANTS	Jamison,Josephine P	4	3	93,928.00	17,376.68	1.00	Term
FAO	20	9100	2650	F	00044968	Investigator	Velez,Cassandra Nicole	1	6	81,540.00	15,084.90	1.00	Reg
FAO	20	9100	1570	F	00044969	OFFICER	Jalloh,Mohamed B.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1560	F	00044970	OFFICER	Gonzalez,Jonathan A	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1510	F	00044971	OFFICER	Gonzalez,Maynor A.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1510	F	00044972	OFFICER	Rose,Stephen Christopher	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1530	F	00044973	OFFICER	Core,Angelique	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	2660	F	00044975	OFFICER	Eckford,Christopher N.	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	2650	F	00044979	DETECTIVE GRADE II	Allen,Donte' J.	1	7	85,558.00	15,828.23	1.00	Reg
FAO	20	9100	1510	F	00044980	OFFICER	Bennett,Germaine L.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	9430	F	00044983	OFFICER	Walker,Emely G.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1570	F	00044984	OFFICER	Wright Jr.,Flemmon	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1550	F	00044986	OFFICER	Joyce,Thomas R	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	9410	F	00044987	SERGEANT	Vivieca,Kashara E.	4	2	89,450.00	16,548.25	1.00	Reg
FAO	20	9100	2920	F	00044988	DETECTIVE GRADE II	Keaveny,Julie C	1	7	85,558.00	15,828.23	1.00	Reg
FAO	20	9100	2660	F	00044989	DETECTIVE GRADE II	Glynn,Christian K.	1	7	85,558.00	15,828.23	1.00	Reg
FAO	20	9100	1520	F	00044990	OFFICER	Butler,Tanya	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	2920	F	00044992	DETECTIVE GRADE II	Modlin,Cristen S.	1	7	85,558.00	15,828.23	1.00	Reg
FAO	20	9100	1550	F	00044993	SERGEANT	Willis,Caleb W	4	4	98,623.00	18,245.26	1.00	Reg
FAO	20	9100	1520	F	00044995	SENIOR POLICE OFFICER	Robinson,Angela A	1	5	76,243.00	14,104.96	1.00	Term

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FA0	20	9100	2101	F	00044996	SENIOR POLICE OFFICER	Wheeler,Uvonka	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1550	F	00044997	SERGEANT	Rosa,Sean R.	4	2	89,450.00	16,548.25	1.00	Reg
FA0	20	9100	1560	F	00044999	OFFICER	Priebe,Kathryn M.	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1560	F	00045000	OFFICER	Goldring,DeVon E.	1	8	88,261.00	16,328.29	1.00	Reg
FA0	20	9100	1570	F	00045004	OFFICER	Brooks-Johnson,Shyanti M.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1520	F	00045005	OFFICER	Thomas,Harold W.	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1540	F	00045008	OFFICER	Muldrow,Michael S.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1520	F	00045009	SERGEANT	Pulliam,Rachel M.	4	2	89,450.00	16,548.25	1.00	Reg
FA0	20	9100	1530	F	00045011	OFFICER	Logan,Casey M	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1570	F	00045012	OFFICER	Edwards,Kelan D.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1510	F	00045013	FLEET SERVICER	Holliday,Anthony T	8	10	67,683.20	12,521.39	1.00	Reg
FA0	20	9100	2750	F	00045016	OFFICER	Hiller,Matthew Charles	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1530	F	00045017	OFFICER	Yarney,Kwamena G	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	2620	F	00045018	SENIOR DETECTIVE	Partman,Dwayne K	3	4	90,770.00	16,792.45	1.00	Term
FA0	20	9100	1530	F	00045020	OFFICER	Pannoh,Peter K.	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1560	F	00045021	OFFICER	Brooks,Ashanti M.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	2750	F	00045022	OFFICER	Joseph,Brandon S.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1550	F	00045023	OFFICER	Brooks II,Gerald C.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1560	F	00045025	OFFICER	Larrain,Kyle	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	1520	F	00045026	OFFICER	Akintunde,Akintayo	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1510	F	00045027	OFFICER	Naves,Reinard R.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	2650	F	00045028	DETECTIVE GRADE II	Gamble,James J.	1	7	85,558.00	15,828.23	1.00	Reg
FA0	20	9100	1570	F	00045030	SENIOR POLICE OFFICER	Broughton,Darren F	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1510	F	00045031	OFFICER	Willis,Anthony Alpohonso	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	162C	F	00045044	Audiovisual Production Spec	Cummings,Domanique D.	11	4	72,956.00	13,496.86	1.00	Reg
FA0	20	9100	151C	F	00045050	DIR D C POLICE	Oconnell,Maureen A	15	0	158,749.21	29,368.60	1.00	Reg
FA0	20	9100	1560	F	00045051	OFFICER	Kim,Tae H.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1570	F	00045053	OFFICER	Fenwick,Corey R.	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	040J	F	00045054	Uniform Crime Reporting Coord.	Johnson-Linder,Ingrid D	11	8	81,508.00	15,078.98	1.00	Reg
FA0	20	9100	1530	F	00045057	OFFICER	Major,Candace P	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	1510	F	00045059	OFFICER	Osumah,Jafaru A.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1520	F	00045063	OFFICER	Diemer,Michael D.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1570	F	00045067	SERGEANT	Mulrooney,Megan Elizabeth	4	1	85,192.00	15,760.52	1.00	Reg
FA0	20	9100	1570	F	00045070	OFFICER	Freeman,Shaun M.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1510	F	00045071	OFFICER	Leaty,David A.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	140C	V	00045073	Freedom of Information Act Spe		13	0	94,858.00	17,548.73	1.00	Reg
FA0	20	9100	2650	F	00045075	DETECTIVE GRADE II	Hansen,Kurt G.	1	9	98,805.00	18,278.93	1.00	Reg
FA0	20	9100	1520	F	00045092	OFFICER	Arhin,George A.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1520	F	00045093	OFFICER	Tate,Mark C.	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1540	F	00045094	SERGEANT	Grabowski,Matthew R	4	1	85,192.00	15,760.52	1.00	Reg
FA0	20	9100	6650	F	00045095	OFFICER	Elmore,Douglas N	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	2920	F	00045097	DETECTIVE GRADE II	Winston,Ira Juan	1	8	89,761.00	16,605.79	1.00	Reg
FA0	20	9100	2750	F	00045098	LIEUTENANT	Struhar,Andrew J	5	5	127,721.00	23,628.39	1.00	Reg
FA0	20	9100	6650	F	00045099	OFFICER	Salha,Sammy	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	2660	F	00045100	DETECTIVE GRADE II	Oranchak,Karla Denise	1	7	85,558.00	15,828.23	1.00	Reg
FA0	20	9100	1540	F	00045102	OFFICER	Garrett,LaCarsha Tantshe	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1540	F	00045108	OFFICER	Pollard,Andrew H	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	6650	F	00045109	OFFICER	Tchinda,Patricia T.	0	1	60,199.00	11,136.82	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FA0	20	9100	152C	F	00045110	SENIOR POLICE OFFICER	Spears,Chanham	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1510	F	00045111	OFFICER	Abbey,Christopher M.	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1510	F	00045112	OFFICER	Driver,Jonathan W	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1560	F	00045113	SERGEANT	Morrison,Greg Charles	4	1	85,192.00	15,760.52	1.00	Reg
FA0	20	9100	1510	F	00045116	OFFICER	Fernandez,Ulises	1	9	92,672.00	17,144.32	1.00	Reg
FA0	20	9100	6690	F	00045121	SERGEANT	Holmes,Timothy D	4	5	108,729.00	20,114.87	1.00	Reg
FA0	20	9100	6620	F	00045126	Program Coordinator (Continuin	Eboagwu,Ogom	11	10	85,784.00	15,870.04	1.00	Reg
FA0	20	9100	1570	F	00045128	OFFICER	Zogo,Andi	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1540	F	00045129	OFFICER	Jenkins Jr.,Charles A	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	1560	F	00045130	SERGEANT	Johnson,Calvin Thomas	4	2	89,450.00	16,548.25	1.00	Reg
FA0	20	9100	1540	F	00045131	OFFICER	Thompson,Antioneyca B.	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	1570	F	00045133	OFFICER	Salice,Henry J.	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	2660	F	00045134	DETECTIVE GRADE II	Devlin,Ryan J	1	7	85,558.00	15,828.23	1.00	Reg
FA0	20	9100	1550	F	00045135	OFFICER	Pantaleon,Wilmino	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1560	F	00045136	OFFICER	Barney,Justin B	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1530	F	00045137	OFFICER	Hymes,Dia M	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1540	F	00045138	OFFICER	Delgado,Jorge L	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	2650	F	00045139	Investigator	Thomas,Qasim L	1	7	85,558.00	15,828.23	1.00	Reg
FA0	20	9100	6650	F	00045140	OFFICER	Jug,Justin A.	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1520	F	00045141	OFFICER	Wright,John W	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1550	F	00045144	OFFICER	Vaughn,Gina J.	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1520	F	00045145	OFFICER	Henderson,Alton L.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1510	F	00045146	OFFICER	Reynolds,Cameron Conrad	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1540	F	00045147	OFFICER	Silver,Nathaniel M.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1530	F	00045148	OFFICER	Merritt,Daniel W.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	5440	F	00045149	SENIOR POLICE OFFICER	King,Kelvin G	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1510	F	00045150	OFFICER	Sanders Jr.,Steven L.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1530	F	00045151	OFFICER	Lach-Hab,Noor	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1570	F	00045152	OFFICER	Amaya,Kevin F	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1540	F	00045153	OFFICER	Wilson,Patrick L.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1520	F	00045154	OFFICER	LeVie,Eric J.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	2920	F	00045155	DETECTIVE GRADE II	Mancuso,Bryan M.	1	7	85,558.00	15,828.23	1.00	Reg
FA0	20	9100	1550	F	00045156	OFFICER	Wood,Lauren Danielle	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1560	F	00045157	OFFICER	Wallace,Tyrone J	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1510	F	00045158	OFFICER	Mopkins,Lawrence	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	2650	F	00045160	DETECTIVE GRADE II	Zhang,Jun Chou	1	7	85,558.00	15,828.23	1.00	Reg
FA0	20	9100	1560	F	00045162	OFFICER	Beel,Michael S	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1550	F	00045163	OFFICER	Harris,Michael J.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1560	F	00045165	OFFICER	Killingsworth,Nathan M.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1570	F	00045166	OFFICER	Kropp,Corey D.	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	1560	F	00045170	OFFICER	Crowley,John P.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	2750	F	00045171	OFFICER	Newberry,Carrell G.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	2650	F	00045175	DETECTIVE GRADE II	Gelsomino,Jennifer	1	7	85,558.00	15,828.23	1.00	Reg
FA0	20	9100	1530	F	00045176	OFFICER	Scruggs Jr.,Jesse T.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1560	F	00045177	OFFICER	Barr,Mario G.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1540	F	00045178	OFFICER	Perren,Joshua A	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	6650	F	00045179	OFFICER	Khan,Humais	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1560	F	00045180	OFFICER	Karbah,Ayellor	0	1	60,199.00	11,136.82	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FA0	20	9100	1560	F	00045181	OFFICER	Sullivan,Jamal L.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	6650	F	00045182	OFFICER	Bass,Clayton E.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1540	F	00045185	OFFICER	Wilson,Joshua W.	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1550	F	00045187	OFFICER	Kershek,Abby C	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	1550	F	00045188	OFFICER	Greene,Kamau A.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1540	F	00045189	OFFICER	Heredia,Cesar O	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	1550	F	00045190	OFFICER	Contic,Michael A	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	2650	F	00045191	DETECTIVE GRADE II	Shiffer,Gregory E.	1	7	85,558.00	15,828.23	1.00	Reg
FA0	20	9100	2750	F	00045192	OFFICER	Singleton Jr.,Harry M.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	2930	F	00045193	DETECTIVE GRADE II	Cox,Tracy L.	1	7	85,558.00	15,828.23	1.00	Reg
FA0	20	9100	1570	F	00045194	SERGEANT	Kyaw,Myo K.	4	2	89,450.00	16,548.25	1.00	Reg
FA0	20	9100	6650	F	00045196	OFFICER	MacNamara,Shane M.	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1550	F	00045198	OFFICER	Levy,Daniel J.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1530	F	00045199	OFFICER	Corbit,Brandon W.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1540	F	00045200	CRIME SCENE SRCH OFR	Kenneth,Christopher S.	1	8	89,761.00	16,605.79	1.00	Reg
FA0	20	9100	6650	V	00045202	OFFICER		0	0	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	9230	F	00045209	SENIOR POLICE OFFICER	Murphy,Michael F	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1520	F	00045210	SENIOR POLICE OFFICER	Colleli,Jeffrey Michael	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	9230	F	00045211	SCUBA DIVER	Wyble,Chad E.	1	9	95,672.00	17,699.32	1.00	Reg
FA0	20	9100	1550	F	00045213	OFFICER	Lucas,Roderick C.	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	1560	F	00045214	OFFICER	Jones,Matthew F.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1560	F	00045216	OFFICER	Naticchione,Stephen	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	2650	F	00045217	Investigator	Alegria,Wendy	1	5	77,744.00	14,382.64	1.00	Reg
FA0	20	9100	2650	F	00045221	DETECTIVE GRADE II	Savoy,Ryan A.	1	7	85,558.00	15,828.23	1.00	Reg
FA0	20	9100	2920	F	00045223	DETECTIVE GRADE II	Alvarenga,Jenny E.	1	7	85,558.00	15,828.23	1.00	Reg
FA0	20	9100	7340	F	00045224	SERGEANT	Wiggins,ILAHKCHERRI ESSEN	4	4	98,623.00	18,245.26	1.00	Reg
FA0	20	9100	1520	F	00045225	SERGEANT	Rudolph,Aaron K	4	2	89,450.00	16,548.25	1.00	Reg
FA0	20	9100	2650	F	00045226	DETECTIVE GRADE II	Bridgett,Michael D	1	7	85,558.00	15,828.23	1.00	Reg
FA0	20	9100	2620	F	00045227	Detective Sergeant	Phan,Khoa D	4	2	90,045.00	16,658.33	1.00	Reg
FA0	20	9100	1570	F	00045228	OFFICER	Reed,Travis D	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1560	F	00045229	OFFICER	Stewart,Tara K	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	1550	F	00045230	SERGEANT	Crist,Adam R	4	2	89,450.00	16,548.25	1.00	Reg
FA0	20	9100	1550	F	00045231	OFFICER	Young,London S.	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	1540	F	00045234	OFFICER	Pitt,Kathryn	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1530	F	00045235	OFFICER	Selgas,Michael B	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	2650	F	00045236	Investigator	Abbey,Mark E	1	7	85,558.00	15,828.23	1.00	Reg
FA0	20	9100	1560	F	00045238	OFFICER	Pinkston,Shariyce C	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1570	F	00045246	OFFICER	People,Darajah X	0	2	63,208.00	11,693.48	1.00	Reg
FA0	20	9100	9230	F	00045249	SCUBA DIVER	Wisecarver,Jeffrey C	1	7	87,058.00	16,105.73	1.00	Reg
FA0	20	9100	1540	F	00045251	OFFICER	Rembiszewski,Kamil	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1560	F	00045253	OFFICER	Thaten III,Laurence Carl	1	5	76,244.00	14,105.14	1.00	Reg
FA0	20	9100	1530	F	00045255	OFFICER	Padilla,Anthony	1	4	72,611.00	13,433.04	1.00	Reg
FA0	20	9100	9410	F	00045257	OFFICER	Williams,Tyrone E	1	6	80,040.00	14,807.40	1.00	Reg
FA0	20	9100	2650	F	00045258	DETECTIVE GRADE II	Adelmeyer,Bryan A.	1	7	85,558.00	15,828.23	1.00	Reg
FA0	20	9100	1550	F	00045260	OFFICER	Tanner,Kareem D.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1530	F	00045263	OFFICER	Blake,Christopher M.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1520	F	00045264	OFFICER	Martin,Nicholas D.	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	1530	F	00045266	OFFICER	Wimbush,Felicia S.	1	7	84,058.00	15,550.73	1.00	Reg



Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FAO	20	9100	1530	F	00045267	OFFICER	Panara,Gabrielle	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1520	F	00045268	OFFICER	Perez,Ricardo A	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	2650	F	00045271	DETECTIVE GRADE II	Perez,Giancarlos	1	5	77,744.00	14,382.64	1.00	Reg
FAO	20	9100	1550	F	00045272	SERGEANT	Ellis,James M	4	4	98,623.00	18,245.26	1.00	Reg
FAO	20	9100	9230	F	00045273	OFFICER ERT PERSONNEL	Harvey,Daniel E.	1	7	85,558.00	15,828.23	1.00	Reg
FAO	20	9100	1510	F	00045274	SERGEANT	Wishnick,Miriam J.	4	3	93,928.00	17,376.68	1.00	Reg
FAO	20	9100	1510	F	00045275	OFFICER	Young,Reginald L.	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1560	F	00045278	OFFICER	Tieu,Thanh Q	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1540	F	00045280	OFFICER	Yondji,Audrey L.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1560	F	00045281	OFFICER	Howell,Ivan Jerome	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1540	F	00045282	OFFICER	Watkins,Carlton D	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	2650	F	00045285	DETECTIVE GRADE II	Kennedy,Natasha N	1	7	85,558.00	15,828.23	1.00	Reg
FAO	20	9100	1520	F	00045286	OFFICER	Smith,Jeffrey L.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	2310	F	00045287	OFFICER	Smith,Devin T	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1550	F	00045288	OFFICER	Lessard,David Joseph	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	151C	F	00046318	Legislative Analyst	Chandler,Kenneth W.	14	5	126,479.00	23,398.62	1.00	Reg
FAO	20	9100	9410	F	00046319	Criminal Research Specialist	Royster,Cameron B	11	1	66,542.00	12,310.27	1.00	Reg
FAO	20	9100	9220	F	00046320	LEGAL INSTRUMENTS EXAMINER	Tyler,Melvin A.	8	6	58,207.00	10,768.30	1.00	Reg
FAO	20	9100	6620	F	00048130	Training Administrator (Contin	Johnson,Theresa A	12	5	92,554.00	17,122.49	1.00	Reg
FAO	20	9100	6330	F	00048137	HUMAN RESOURCES SPEC	Goodman Glover,Teresa J	12	3	80,848.00	14,956.88	1.00	Reg
FAO	20	9100	F111	V	00051043	BUDGET OFFICER		14	8	137,256.00	25,392.36	1.00	Reg
FAO	20	9100	140C	F	00051335	ATTORNEY ADVISOR	Lynch,Nicole L	15	9	87,073.50	16,108.60	1.00	Reg
FAO	20	9100	1530	F	00063509	OFFICER	Castillo,Raeniel V.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1560	F	00063510	OFFICER	Buchanan,Jeffery S.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1520	F	00063511	OFFICER	Goldston,Justin R.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	1510	F	00063512	OFFICER	Min,Zar NE	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	2920	F	00063514	DETECTIVE GRADE II	Quinones,Marquis T.	1	7	85,558.00	15,828.23	1.00	Reg
FAO	20	9100	2920	F	00063515	DETECTIVE GRADE II	Tilley,Kiel A.	1	7	85,558.00	15,828.23	1.00	Reg
FAO	20	9100	1550	F	00063516	OFFICER	Wertz,Alexander M.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	2310	F	00063517	OFFICER	Yates,Jamal A.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	2660	F	00063518	DETECTIVE GRADE II	Bacon,Caleb U	1	7	85,558.00	15,828.23	1.00	Reg
FAO	20	9100	1550	F	00063519	OFFICER	Myler,Astasia M.	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	2750	F	00063520	SENIOR POLICE OFFICER	Young,Vernon N	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	7340	F	00063521	SENIOR SERGEANTS	Whittington,Charles L	4	3	93,928.00	17,376.68	1.00	Term
FAO	20	9100	1520	F	00063523	OFFICER	Sand,Justin J	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	2750	F	00063524	OFFICER	Kelly III,Herman O	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	1520	F	00063525	OFFICER	Webber,William M.	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	2660	F	00063526	DETECTIVE GRADE II	Bastian,Christopher D.	1	7	85,558.00	15,828.23	1.00	Reg
FAO	20	9100	1520	F	00063529	OFFICER	Jankowski,Michal D.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	2750	F	00063530	OFFICER	Nicholls III,Herbert F.	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	6650	F	00063531	OFFICER	Knight I,Jamid A	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	9430	F	00063532	DETECTIVE GRADE II	Ranck,Robert W	1	7	85,558.00	15,828.23	1.00	Reg
FAO	20	9100	1530	F	00063533	COMMANDER	Emerman,Stuart B	9	2	170,185.00	31,484.23	1.00	Reg
FAO	20	9100	9230	F	00063534	SCUBA DIVER	Varga,Robert J.	1	7	87,058.00	16,105.73	1.00	Reg
FAO	20	9100	2670	F	00070019	Victim Specialist	McHenry,Ashley M	12	6	95,111.00	17,595.54	1.00	Reg
FAO	20	9100	2670	F	00070020	Victim Specialist	WOODS,BEYSHINAH	12	10	105,339.00	19,487.72	1.00	Reg
FAO	20	9100	9220	F	00070021	LEGAL INSTRUMENTS EXAMINER	Beckford,Ishekeba T.	8	10	64,607.00	11,952.30	1.00	Reg
FAO	20	9100	9220	F	00070022	LEGAL INSTRUMENTS EXAMINER	Williams,Shana T.	8	6	58,207.00	10,768.30	1.00	Reg

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FAO	20	9100	9220	V	00070026	Deputy Program Manager		14	0	129,411.00	23,941.04	1.00	Reg
FAO	20	9100	9220	F	00070028	LEGAL INSTRUMENTS EXAMINER	Hill,John H	8	5	56,607.00	10,472.30	1.00	Reg
FAO	20	9100	9220	F	00070029	Manager of Operations	Aslam,Mohammad Z.	13	0	100,508.20	18,594.02	1.00	Reg
FAO	20	9100	9220	F	00070030	IT Specialist (Data Management	Damessa,Mulugeta Lemma	14	8	137,255.00	25,392.18	1.00	Reg
FAO	20	9100	040K	F	00070034	IT Specialist (Customer Suppor	Formukong,George	11	6	77,232.00	14,287.92	1.00	Reg
FAO	20	9100	9220	F	00070067	STAFF ASSISTANT	McRae,Justin	9	6	64,050.00	11,849.25	1.00	Reg
FAO	20	9100	1510	F	00070070	OFFICER	Woods,Maurice D.	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	1101	F	00070071	SENIOR SERGEANTS	Chandler,Gregory A	4	3	93,928.00	17,376.68	1.00	Term
FAO	20	9100	1530	F	00070072	OFFICER	Williams,Davon O.	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	1570	F	00070073	OFFICER	Philistin,Paul B.	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	2880	F	00070075	SENIOR SERGEANTS	Rimel,Wayne C	4	3	93,928.00	17,376.68	1.00	Term
FAO	20	9100	1560	F	00070077	OFFICER	Montclair,Megan L.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1570	F	00070078	OFFICER	Gordon Jr.,Roger Franklin	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	1520	F	00070079	OFFICER	Mucci,Leroy J	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1520	F	00070080	OFFICER	Williams,Renico Reagen	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	1530	F	00070082	OFFICER	Williams,Ein R	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	1530	F	00070083	OFFICER	Vandayburg,Christopher Jar	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	1510	F	00070084	OFFICER	Cunningham,Tiffany Kiona	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	1570	F	00070085	OFFICER	Vaillancourt,Patrick John	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	9240	F	00070087	OFFICER	Bektashaj,Erion	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	1520	F	00070088	SENIOR POLICE OFFICER	Clark,David L	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	1530	F	00070089	OFFICER	Webber,Michael D	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1530	F	00070090	OFFICER	Tabron,Brittany Artayah	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	1540	F	00070091	OFFICER	Keenon,Tiffany M	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	1520	F	00070092	OFFICER	Bell,Daniel Andre	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	1520	F	00070093	OFFICER	Smith,Carlton D.	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	2620	F	00070094	Investigator	Marron,Richard J.	1	6	81,540.00	15,084.90	1.00	Reg
FAO	20	9100	2750	F	00070095	OFFICER	Harkins,Joseph Nicholas	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	1530	F	00070097	OFFICER	Shaheen,Andrew Georges	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	2310	F	00070098	OFFICER	Forte,Shantae M.	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	1560	F	00070099	OFFICER	Thompson,Arthur Paul	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	1540	F	00070100	SERGEANT	Sansone,Marc L.	4	1	85,192.00	15,760.52	1.00	Reg
FAO	20	9100	9410	F	00070101	OFFICER	Carrington Jr.,Harry L.	1	6	80,040.00	14,807.40	1.00	Reg
FAO	20	9100	1510	F	00070102	SERGEANT	Anderson III,Robert D.	4	1	85,192.00	15,760.52	1.00	Reg
FAO	20	9100	1530	F	00070103	OFFICER	Crimmins,Benjamin R	1	2	65,863.00	12,184.66	1.00	Reg
FAO	20	9100	9430	F	00070104	SERGEANT	Barbieri,Michael A.	4	1	85,192.00	15,760.52	1.00	Reg
FAO	20	9100	2660	F	00072158	SENIOR POLICE OFFICER	Whalen,Daniel D	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	6693	F	00077819	SENIOR POLICE OFFICER	Stewart,Daryl K	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	1530	F	00077822	OFFICER	Romero,Kevin	1	5	76,244.00	14,105.14	1.00	Reg
FAO	20	9100	6690	F	00077823	SENIOR POLICE OFFICER	Munn,Robert J	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	140C	F	00082767	Freedom of Information Act Spe	Robinson,Kimberly C	13	7	113,104.00	20,924.24	1.00	Reg
FAO	20	9100	140C	F	00082768	Freedom of Information Act Spe	Branch,Tara D.	12	4	89,997.00	16,649.45	1.00	Reg
FAO	20	9100	1520	F	00083295	COMMANDER	Bedlion,Duncan C.	9	1	151,904.00	28,102.24	1.00	Reg
FAO	20	9100	2750	F	00083298	LIEUTENANT	Greene,Anthony E	5	5	127,721.00	23,628.39	1.00	Reg
FAO	20	9100	1560	F	00083302	CAPTAIN	Connors,Sean M	7	1	116,323.00	21,519.76	1.00	Reg
FAO	20	9100	2920	F	00083304	LIEUTENANT	Williams,Sherrelle N.	5	3	109,287.00	20,218.10	1.00	Reg
FAO	20	9100	1520	F	00083305	LIEUTENANT	Loftus,Patrick T	5	2	103,609.00	19,167.67	1.00	Reg
FAO	20	9100	9410	F	00083306	CAPTAIN	Conboy,Sean R.	7	1	116,323.00	21,519.76	1.00	Reg

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FAO	20	9100	7340	F	00083308	LIEUTENANT	Cullen,Joseph P	5	3	109,287.00	20,218.10	1.00	Reg
FAO	20	9100	2750	F	00083309	SERGEANT	Wingate-Robinson,Robert D	4	3	93,928.00	17,376.68	1.00	Reg
FAO	20	9100	1570	F	00083310	OFFICER	Lester,David A.	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	1560	F	00083311	OFFICER	Custodio,Anita C.	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	7340	F	00083312	SERGEANT	Tilley,Christopher M.	4	3	93,928.00	17,376.68	1.00	Reg
FAO	20	9100	2620	F	00083313	LIEUTENANT	Rooney,Shawn M.	5	1	98,188.00	18,164.78	1.00	Reg
FAO	20	9100	1540	F	00083314	SERGEANT	Skaluba,Kathryn A.	4	3	93,928.00	17,376.68	1.00	Reg
FAO	20	9100	151C	F	00083326	LIEUTENANT	Hong,David T.	5	2	103,609.00	19,167.67	1.00	Reg
FAO	20	9100	1550	F	00083327	SERGEANT	Radon,Raphael B	4	3	93,928.00	17,376.68	1.00	Reg
FAO	20	9100	1570	F	00083329	LIEUTENANT	Branch,Johnathan W	5	2	103,609.00	19,167.67	1.00	Reg
FAO	20	9100	1570	F	00083330	LIEUTENANT	Dove,Christopher E	5	2	108,790.00	20,126.15	1.00	Reg
FAO	20	9100	1550	F	00083331	SERGEANT	Monahan,Kathleen R.	4	3	93,928.00	17,376.68	1.00	Reg
FAO	20	9100	1530	F	00083332	LIEUTENANT	Fronek,Zdenek	5	1	98,188.00	18,164.78	1.00	Reg
FAO	20	9100	2660	F	00083333	Detective Sergeant	Chesla,Amber D	4	4	99,218.00	18,355.33	1.00	Reg
FAO	20	9100	1510	F	00083334	LIEUTENANT	Andelman,Steven	5	1	98,188.00	18,164.78	1.00	Reg
FAO	20	9100	2620	F	00083335	SERGEANT	Harris,Sharde A.	4	3	93,928.00	17,376.68	1.00	Reg
FAO	20	9100	1540	F	00083336	SERGEANT	Kimball,Arthur J.	4	3	93,928.00	17,376.68	1.00	Reg
FAO	20	9100	2620	F	00083337	LIEUTENANT	Kopp,Jeffrey E.	5	1	98,188.00	18,164.78	1.00	Reg
FAO	20	9100	1570	F	00083339	SERGEANT	Jones,Natasha S.	4	3	93,928.00	17,376.68	1.00	Reg
FAO	20	9100	1550	F	00083340	SERGEANT	Herring,Alan M	4	3	93,928.00	17,376.68	1.00	Reg
FAO	20	9100	1550	F	00083341	LIEUTENANT	Brown,Brian H.	5	1	98,188.00	18,164.78	1.00	Reg
FAO	20	9100	2660	F	00083343	Detective Sergeant	Batton,Keith A	4	5	109,324.00	20,224.94	1.00	Reg
FAO	20	9100	1510	F	00083345	LIEUTENANT	Kuchta,Joseph J.	5	2	103,609.00	19,167.67	1.00	Reg
FAO	20	9100	1520	F	00083347	SERGEANT	Robinson,Philip D.	4	2	89,450.00	16,548.25	1.00	Reg
FAO	20	9100	1540	F	00083348	LIEUTENANT	Zabavsky,Andrew A	5	2	103,609.00	19,167.67	1.00	Reg
FAO	20	9100	1520	F	00083350	SERGEANT	Firehock,Benjamin R.	4	3	93,928.00	17,376.68	1.00	Reg
FAO	20	9100	6690	F	00083351	LIEUTENANT	Jones,Michael T.	5	2	103,609.00	19,167.67	1.00	Reg
FAO	20	9100	1570	F	00083353	SERGEANT	Sipes,Jeffrey A	4	5	103,551.00	19,156.94	1.00	Reg
FAO	20	9100	1530	F	00083354	OFFICER	Balcazar,Arturo M.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1530	F	00083355	LIEUTENANT	Hong,Riley Y.	5	1	98,188.00	18,164.78	1.00	Reg
FAO	20	9100	1560	F	00083356	LIEUTENANT	Hawkins,Jessica Anne	5	2	108,790.00	20,126.15	1.00	Reg
FAO	20	9100	2750	F	00083401	SERGEANT	Millsaps Jr.,Michael D.	4	4	98,623.00	18,245.26	1.00	Reg
FAO	20	9100	6650	F	00083482	OFFICER	Graves,Dymone B.	0	1	60,199.00	11,136.82	1.00	Reg
FAO	20	9100	1101	F	00083499	ASST CHIEF	Dickerson,Chanel D	10	1	187,816.00	34,745.96	1.00	Reg
FAO	20	9100	1530	F	00083500	OFFICER	O'Connell,Brett D.	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	1560	F	00083524	SERGEANT	Finnegan,Timothy R	4	5	108,729.00	20,114.87	1.00	Reg
FAO	20	9100	1540	F	00083532	OFFICER	Shala,Besian	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	9230	F	00083570	LIEUTENANT	Horos,Andrew J.	5	1	98,188.00	18,164.78	1.00	Reg
FAO	20	9100	6910	F	00083571	CAPTAIN	Augustine,David Kenneth	7	2	122,375.00	22,639.38	1.00	Reg
FAO	20	9100	2940	F	00083572	LIEUTENANT	Hrebenak,Paul D.	5	3	109,287.00	20,218.10	1.00	Reg
FAO	20	9100	1540	F	00083573	OFFICER	Singh,Ramandeep	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	1560	F	00083574	OFFICER	Spicer,Joshua D.	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	1530	F	00083575	OFFICER	Stanislowski,Matthew M.	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	1510	F	00083576	OFFICER	Thomas Jr.,David J.	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	9230	F	00083577	SENIOR POLICE OFFICER	Hobbs,David W	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	1560	F	00083579	OFFICER	Manzan,Loius E.	1	2	65,863.00	12,184.66	1.00	Reg
FAO	20	9100	1520	F	00083581	SENIOR POLICE OFFICER	Frick,Stephen J	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	1520	F	00083605	OFFICER	Coletti,Jake P	1	5	76,244.00	14,105.14	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FAO	20	9100	1560	F	00083606	OFFICER	Dixon Jr.,Robert W	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	9230	F	00083607	SERGEANT	Schwalm,Steven J	4	5	108,729.00	20,114.87	1.00	Reg
FAO	20	9100	1550	F	00083608	OFFICER	Thompson,Lennard E.	1	3	69,155.00	12,793.68	1.00	Reg
FAO	20	9100	1570	F	00083654	OFFICER	Jones,Joshua M	1	2	65,863.00	12,184.66	1.00	Reg
FAO	20	9100	121F	V	00085431	Accounting Technician		7	0	45,718.00	8,457.83	1.00	Reg
FAO	20	9100	9420	F	00085515	Supervisor, Research & Analyti	Kornfield,Daniel Francis	14	0	141,625.00	26,200.63	1.00	Reg
FAO	20	9100	5810	F	00085627	PROPERTY EVIDENCE CONTROL	Mulheron,Mubaarak	7	9	58,430.00	10,809.55	1.00	Reg
FAO	20	9100	5810	F	00085628	Property, Evidence Control & D	Sprowl,Brandon B	8	10	64,607.00	11,952.30	1.00	Reg
FAO	20	9100	5810	F	00085629	Property Evidence Control Disp	Hill,Erica Camilah	8	10	64,607.00	11,952.30	1.00	Reg
FAO	20	9100	5810	F	00085630	PROPERTY EVIDENCE CONTROL	James,Katrina R	7	2	47,307.00	8,751.80	1.00	Reg
FAO	20	9100	111C	V	00085830	Program Manager		13	0	112,531.00	20,818.24	1.00	Reg
FAO	20	9100	111C	F	00085841	Chief of Staff	Bromeland,Matthew J	9	0	157,156.00	29,073.86	1.00	Reg
FAO	20	9100	7740	F	00085871	Legal Assistant (OA)	Garnett,Tangela L	7	4	50,485.00	9,339.73	1.00	Reg
FAO	20	9100	7740	F	00085873	Legal Assistant (OA)	Randolph,Corvette A.	7	2	47,307.00	8,751.80	1.00	Reg
FAO	20	9100	7740	F	00085874	Legal Assistant (OA)	Privott,Tiffany E.	7	1	45,718.00	8,457.83	1.00	Reg
FAO	20	9100	7740	F	00085875	Legal Assistant (OA)	Rushing,Yvonedalyn	7	5	52,074.00	9,633.69	1.00	Reg
FAO	20	9100	7740	F	00085876	Legal Assistant (OA)	Gooding,Jaden	7	3	48,896.00	9,045.76	1.00	Reg
FAO	20	9100	7740	F	00085877	Legal Assistant (OA)	Davis,Catherine D.	7	5	52,074.00	9,633.69	1.00	Reg
FAO	20	9100	5810	F	00085879	Property Evidence Control Disp	Bazemore,Michael A	8	5	56,607.00	10,472.30	1.00	Reg
FAO	20	9100	5810	F	00085880	Property, Evidence Control & D	Proctor,Stephon J	8	4	55,007.00	10,176.30	1.00	Reg
FAO	20	9100	5810	F	00085881	Property, Evidence Control & D	Tyler,Sheila J	7	10	60,019.00	11,103.52	1.00	Reg
FAO	20	9100	5810	V	00085883	Property, Evidence Control & D		8	0	50,207.00	9,288.30	1.00	Reg
FAO	20	9100	5810	V	00085886	Property Evidence Control Disp		8	0	50,207.00	9,288.30	1.00	Reg
FAO	20	9100	5810	F	00085887	Property Evidence Control Disp	Carson-Smith,Deborah D	8	10	64,607.00	11,952.30	1.00	Reg
FAO	20	9100	5810	V	00085889	Property Evidence Control Disp		8	5	56,607.00	10,472.30	1.00	Reg
FAO	20	9100	5810	F	00085890	Property, Evidence Control & D	Botts,Daniel R	8	6	58,207.00	10,768.30	1.00	Reg
FAO	20	9100	5810	F	00085891	Lead Property, Evidence Contro	Dubose,Lindsey B.	9	5	62,286.00	11,522.91	1.00	Reg
FAO	20	9100	5810	F	00085892	Property Evidence Control Disp	Russell-Roach,Rayna	8	10	64,607.00	11,952.30	1.00	Reg
FAO	20	9100	5810	F	00085893	Property Evidence Control Disp	Wright-Dunmore,Carmella D	8	4	55,007.00	10,176.30	1.00	Reg
FAO	20	9100	5810	F	00085894	Property Evidence Control Disp	Beale,Jonathan S	8	5	56,607.00	10,472.30	1.00	Reg
FAO	20	9100	5810	F	00085895	Property Evidence Control Disp	Bonner,Mariah A	8	4	55,007.00	10,176.30	1.00	Reg
FAO	20	9100	6360	F	00086095	Clerical Assistant (OA)	Imamuddin,Rukshana	7	3	48,896.00	9,045.76	1.00	Reg
FAO	20	9100	5440	F	00086096	LEGAL INSTRUMENTS EXAMINER	Turner,Vakita	6	5	47,011.00	8,697.04	1.00	Reg
FAO	20	9100	5440	F	00086097	LEGAL INSTRUMENTS EXAMINER	Tate,Shante S	8	5	56,607.00	10,472.30	1.00	Reg
FAO	20	9100	5440	F	00086098	LEGAL INSTRUMENTS EXAMINER	Coan,Lynnee S.	6	6	48,449.00	8,963.07	1.00	Reg
FAO	20	9100	9410	F	00086101	TELECOMMS EQUIP OPER TELETY	Tolver,Rapheal	6	6	55,354.00	10,240.49	1.00	Reg
FAO	20	9100	9410	F	00086102	Telecommunications Equipment C	Cockerham,Carlena L	7	10	66,120.00	12,232.20	1.00	Reg
FAO	20	9100	9410	F	00086103	Telecommunications Equipment C	Neal,Mark L	7	6	59,964.00	11,093.34	1.00	Reg
FAO	20	9100	1520	F	00086105	Administrative Operations Cler	Richbow,Michelle Ann	7	10	60,019.00	11,103.52	1.00	Reg
FAO	20	9100	2960	F	00086106	STAFF ASSISTANT	Middleton,Vatanya H	9	5	62,286.00	11,522.91	1.00	Reg
FAO	20	9100	9410	F	00086108	Criminal Research Specialist	Holmes,Sabrina L	9	5	62,286.00	11,522.91	1.00	Reg
FAO	20	9100	1530	V	00086109	Admin Operations Clerk		6	0	41,259.00	7,632.92	1.00	Reg
FAO	20	9100	1560	F	00086110	Admin Operations Clerk	WERTZ,LOLITA	6	4	45,573.00	8,431.01	1.00	Reg
FAO	20	9100	055E	F	00086112	MANAGEMENT ANALYST	Mathews,Shereen	12	2	84,883.00	15,703.36	1.00	Reg
FAO	20	9100	9410	F	00086113	Criminal Research Specialist	Percy,Kara	9	8	67,578.00	12,501.93	1.00	Reg
FAO	20	9100	7510	V	00086114	INVEST EEO		12	0	76,126.00	14,083.31	1.00	Reg
FAO	20	9100	040K	F	00086115	Telecommunications Specialist	Johnson,Jasmine J.	11	10	85,784.00	15,870.04	1.00	Reg
FAO	20	9100	040K	V	00086116	Telecommunications Specialist		11	0	66,542.00	12,310.27	1.00	Reg

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FAO	20	9100	040K	F	00086117	Supervisory Telecommunications	Pereira,Publiana	13	0	93,776.34	17,348.62	1.00	Reg
FAO	20	9100	1510	F	00086118	STAFF ASSISTANT	Ballentine,Keyuanna S	9	4	60,522.00	11,196.57	1.00	Reg
FAO	20	9100	1550	F	00086119	Staff Assistant (OA)	King,Tawana M	11	7	79,370.00	14,683.45	1.00	Reg
FAO	20	9100	6360	F	00086120	STAFF ASSISTANT	Hardison,Kimberly	9	5	62,286.00	11,522.91	1.00	Reg
FAO	20	9100	1570	V	00086121	STAFF ASSISTANT		9	0	55,230.00	10,217.55	1.00	Reg
FAO	20	9100	1520	F	00086122	Staff Assistant (OA)	West,Tequila Y.	11	6	77,232.00	14,287.92	1.00	Reg
FAO	20	9100	1560	F	00086123	STAFF ASSISTANT	Shaw,Nedra	9	5	62,286.00	11,522.91	1.00	Reg
FAO	20	9100	1550	F	00086124	STAFF ASSISTANT	Royster,Niya K	9	3	58,758.00	10,870.23	1.00	Reg
FAO	20	9100	111C	F	00086126	STAFF ASSISTANT	Harris-Lewis,Starlena	12	2	84,883.00	15,703.36	1.00	Reg
FAO	20	9100	2660	F	00086127	Staff Assistant (OA)	Williams,Adria Marcell	11	2	68,680.00	12,705.80	1.00	Reg
FAO	20	9100	1510	F	00086128	Staff Assistant (OA)	Lennon,Cachet R	11	4	72,956.00	13,496.86	1.00	Reg
FAO	20	9100	1530	V	00086129	Administrative Operations Cler		6	0	41,259.00	7,632.92	1.00	Reg
FAO	20	9100	1530	F	00086130	STAFF ASSISTANT	Hunnicut, Tiffany A.	9	10	71,106.00	13,154.61	1.00	Reg
FAO	20	9100	5810	F	00086224	Property Evidence Control Disp	Simpson,Ronnica	8	3	53,407.00	9,880.30	1.00	Reg
FAO	20	9100	5810	F	00086225	Property, Evidence Control & D	Fripp,Junita	8	10	64,607.00	11,952.30	1.00	Reg
FAO	20	9100	5810	F	00086226	Program Manager, Property	Carter Sr.,Jerrell T	13	0	93,776.34	17,348.62	1.00	Reg
FAO	20	9100	5810	F	00086230	Lead Property, Evidence Contro	Campbell,Ashley M	9	5	62,286.00	11,522.91	1.00	Reg
FAO	20	9100	9220	F	00086268	Program Manager	Hinton,LaMont A.	15	0	157,852.61	29,202.73	1.00	Reg
FAO	20	9100	040B	F	00086336	STAFF ASSISTANT	Fields,Rose	9	10	71,106.00	13,154.61	1.00	Reg
FAO	20	9100	2670	F	00087208	Director, Victims Services	Fields,Tyria J.	15	0	156,589.79	28,969.11	1.00	Reg
FAO	20	9100	7102	F	00087321	MANAGEMENT ANALYST	Clark,Terria L	11	2	68,680.00	12,705.80	1.00	Reg
FAO	20	9100	6910	F	00087384	Supervisory Investigator	Alston III,Edward D.	13	0	108,150.00	20,007.75	1.00	Reg
FAO	20	9100	6910	F	00087399	Lead Investigator (Background)	Chapman,Lisa	13	10	122,227.00	22,612.00	1.00	Reg
FAO	20	9100	6620	F	00087444	Instructional Development Spec	Santiago,Meghan	11	10	85,784.00	15,870.04	1.00	Reg
FAO	20	9100	6360	F	00087445	CLERICAL ASSISTANT	Sanchez,Diary R	6	6	48,449.00	8,963.07	1.00	Term
FAO	20	9100	6330	F	00087446	Supervisory HR Specialist	Turner-Inman,Renee J.	14	0	123,600.00	22,866.00	1.00	Reg
FAO	20	9100	9230	F	00087485	Aircraft Mechanic	Stakkeland,Michael A	11	10	78,624.00	14,545.44	1.00	Reg
FAO	20	9100	9230	F	00087486	Helicopter Pilot	Romero,Otto	12	4	89,997.00	16,649.45	1.00	Reg
FAO	20	9100	151C	F	00087527	TECHNICAL WRITER	Baylor-Baldwin,Karen D.	12	8	100,225.00	18,541.63	1.00	Reg
FAO	20	9100	151C	F	00087528	Technical Writer	Daniel,Celeste M	11	6	77,232.00	14,287.92	1.00	Reg
FAO	20	9100	151C	F	00087605	Executive Director, Strategic	O Meara,Kelly	16	0	184,882.28	34,203.22	1.00	Reg
FAO	20	9100	1520	F	00087606	SERGEANT	Marine,Daryl James	4	2	89,450.00	16,548.25	1.00	Reg
FAO	20	9100	1520	F	00088101	FLEET SERVICER	Middleton,Joseph A	8	5	58,843.20	10,885.99	1.00	Reg
FAO	20	9100	2620	F	00088103	Staff Assistant (OA)	Dickerson,Andrea V	11	4	72,956.00	13,496.86	1.00	Reg
FAO	20	9100	140C	F	00088154	Supervisory FOIA Specialist	Leon,Saray	13	0	106,763.93	19,751.33	1.00	Reg
FAO	20	9100	9240	F	00088194	Program Analyst (Finance)	O'Harran,Lucinda A.	11	5	75,094.00	13,892.39	1.00	Reg
FAO	20	9100	1101	F	00088195	Program Analyst (Finance)	Smith,Brenda E	12	5	92,554.00	17,122.49	1.00	Reg
FAO	20	9100	9230	F	00088199	Helicopter Pilot	Chittick,Kevin R	12	10	105,339.00	19,487.72	1.00	Reg
FAO	20	9100	9230	F	00088200	Helicopter Pilot	Hertel,Jeffrey	12	10	105,339.00	19,487.72	1.00	Reg
FAO	20	9100	9230	F	00088201	Helicopter Pilot	Kelly,James	12	10	105,339.00	19,487.72	1.00	Reg
FAO	20	9100	160C	F	00088202	Supervisory Public Affairs Spe	Metzger,Kristen M	13	0	110,313.00	20,407.91	1.00	Reg
FAO	20	9100	160C	F	00088203	Public Affairs Specialist	Gertz,Alaina J	11	2	68,680.00	12,705.80	1.00	Reg
FAO	20	9100	6011	F	00088204	Staff Assistant (OA)	Robinson,Charlene	11	2	68,680.00	12,705.80	1.00	Reg
FAO	20	9100	040K	F	00088205	Telecommunications Specialist	Laurent,Pierre A.	11	10	85,784.00	15,870.04	1.00	Reg
FAO	20	9100	9410	F	00088207	Criminal Research Specialist	Buie,Kevin T	11	7	79,370.00	14,683.45	1.00	Reg
FAO	20	9100	9410	F	00088208	Criminal Research Specialist	Turner,Ashante' F.	9	6	64,050.00	11,849.25	1.00	Reg
FAO	20	9100	9420	V	00088209	Criminal Research Specialist		9	0	55,230.00	10,217.55	1.00	Reg
FAO	20	9100	9420	V	00088210	Criminal Research Specialist		9	0	55,230.00	10,217.55	1.00	Reg

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FAO	20	9100	9410	F	00088211	Criminal Research Specialist	James,William C.	9	7	65,814.00	12,175.59	1.00	Reg
FAO	20	9100	9410	F	00088212	Criminal Research Specialist	Espinosa-Rodriguez,Karoline	9	7	65,814.00	12,175.59	1.00	Reg
FAO	20	9100	9410	V	00088213	Criminal Research Specialist		9	0	55,230.00	10,217.55	1.00	Reg
FAO	20	9100	9410	F	00088214	Criminal Research Specialist	Barnett,Shauntze D	9	10	71,106.00	13,154.61	1.00	Reg
FAO	20	9100	9410	F	00088215	Criminal Research Specialist	Waddell,Fawn C.	9	8	67,578.00	12,501.93	1.00	Reg
FAO	20	9100	9410	F	00088216	Criminal Research Specialist	Boddie,David O.	9	3	58,758.00	10,870.23	1.00	Reg
FAO	20	9100	9410	F	00088217	Criminal Research Specialist	Martin,Adzua A.	9	9	69,342.00	12,828.27	1.00	Reg
FAO	20	9100	9410	F	00088218	Criminal Research Specialist	Leighton,Donovan J.	9	5	62,286.00	11,522.91	1.00	Reg
FAO	20	9100	040K	F	00088219	Director, Engineering	Dasgupta,Ashis	15	0	167,586.15	31,003.44	1.00	Reg
FAO	20	9100	1540	F	00088228	OFFICER	Bivens,Ricky	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	7510	V	00088272	Diversity Manager		14	0	129,411.00	23,941.04	1.00	Reg
FAO	20	9100	6693	F	00088291	Training Instructor (Firearms)	Higgins,Michael E.	11	10	85,784.00	15,870.04	1.00	Reg
FAO	20	9100	6693	F	00088292	Training Instructor (Firearms)	Lieto,Wilhelm J.	11	5	75,094.00	13,892.39	1.00	Reg
FAO	20	9100	6693	F	00088293	Training Instructor (Firearms)	Rodriguez,Jose Antonio	11	7	79,370.00	14,683.45	1.00	Reg
FAO	20	9100	6650	F	00088294	Training Instructor (Firearms)	Josey,Quenton C	11	7	79,370.00	14,683.45	1.00	Reg
FAO	20	9100	6693	F	00088295	Training Instructor (Firearms)	Gunter,Ian	11	10	85,784.00	15,870.04	1.00	Reg
FAO	20	9100	6693	F	00088296	Training Specialist	Costello,Caitlin G	11	5	75,094.00	13,892.39	1.00	Reg
FAO	20	9100	6693	F	00088297	Training Instructor (Firearms)	Hebb,Jeremy L	11	10	85,784.00	15,870.04	1.00	Reg
FAO	20	9100	6693	F	00088298	Training Instructor (Firearms)	Kahler,Nicholas J	11	6	77,232.00	14,287.92	1.00	Reg
FAO	20	9100	6011	V	00088299	Marketing Specialist (Recruitm		9	0	55,230.00	10,217.55	1.00	Reg
FAO	20	9100	6910	F	00088300	INVEST APPLICANT	Scott,Maliaka E	12	4	89,997.00	16,649.45	1.00	Reg
FAO	20	9100	6910	F	00088301	INVEST APPLICANT	Cole,Ava L	12	6	95,111.00	17,595.54	1.00	Reg
FAO	20	9100	6910	F	00088302	INVEST APPLICANT	Till,Laquanda A.	12	8	100,225.00	18,541.63	1.00	Reg
FAO	20	9100	6910	F	00088303	INVEST APPLICANT	Tedrow,Catherine Y.	12	6	95,111.00	17,595.54	1.00	Reg
FAO	20	9100	6910	F	00088304	INVEST APPLICANT	Hewitt,Tiffany C.	12	10	105,339.00	19,487.72	1.00	Reg
FAO	20	9100	6920	F	00088305	Supervisory Investigator	Robinson,Rhonda J	13	0	112,530.82	20,818.20	1.00	Reg
FAO	20	9100	7740	F	00088310	SERGEANT	Bell,Tania Y	4	6	114,166.00	21,120.71	1.00	Reg
FAO	20	9100	1570	F	00088311	OFFICER	Dixon,Khalela R.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	7740	F	00088343	Supervisory Court Liaison Spec	Brown,Angela C	12	0	83,582.50	15,462.76	1.00	Reg
FAO	20	9100	140C	F	00088358	STAFF ASSISTANT	Crumlin,Latrina A	9	3	58,758.00	10,870.23	1.00	Reg
FAO	20	9100	140C	F	00088359	Freedom of Information Act Spe	Hughes,Shania	12	4	89,997.00	16,649.45	1.00	Reg
FAO	20	9100	140C	F	00088360	Freedom of Information Act Spe	Tate,Tracy M.	11	7	79,370.00	14,683.45	1.00	Reg
FAO	20	9100	140C	F	00088361	FOIA Specialist	Atkinson,Clairessa Danean	11	4	72,956.00	13,496.86	1.00	Reg
FAO	20	9100	1520	F	00088423	Training Coordinator	Beamon,Esteban F	11	10	85,784.00	15,870.04	1.00	Reg
FAO	20	9100	1530	V	00088424	Training Coordinator		11	0	66,542.00	12,310.27	1.00	Reg
FAO	20	9100	1570	F	00088425	Training Coordinator	Torry,Dontysya	11	2	68,680.00	12,705.80	1.00	Reg
FAO	20	9100	1540	F	00088426	Training Coordinator	Willoughby,Jeanette	11	4	72,956.00	13,496.86	1.00	Reg
FAO	20	9100	1550	V	00088427	Training Coordinator		11	0	66,542.00	12,310.27	1.00	Reg
FAO	20	9100	1510	F	00088428	Training Coordinator	Holton,Victoria I	11	3	70,818.00	13,101.33	1.00	Term
FAO	20	9100	1560	F	00088429	Training Coordinator	Frederick,Nicky R	11	6	77,232.00	14,287.92	1.00	Reg
FAO	20	9100	5440	F	00088430	Supervisor, Records Management	Bynum,Tonya S	11	0	87,550.00	16,196.75	1.00	Reg
FAO	20	9100	6910	F	00088431	Training Instructor (Physical)	Metzke,Melissa Y.	11	6	77,232.00	14,287.92	1.00	Reg
FAO	20	9100	1530	F	00088518	SERGEANT	Tobe,Christian J	4	2	89,450.00	16,548.25	1.00	Reg
FAO	20	9100	040C	V	00088560	IT Program Manager (Body Worn		14	0	129,411.00	23,941.04	1.00	Reg
FAO	20	9100	040C	F	00088561	Body Worn Camera Coordinator	Benard,Tatiana	12	4	89,997.00	16,649.45	1.00	Reg
FAO	20	9100	040C	F	00088562	Body Worn Camera Coordinator	Sumner,Gabrielle	12	2	80,797.00	14,947.45	1.00	Reg
FAO	20	9100	040C	F	00088563	Body Worn Camera Coordinator	Jamison Jr.,Barry R	12	10	105,339.00	19,487.72	1.00	Reg
FAO	20	9100	7340	F	00088564	Body Worn Camera Coordinator	Charles,Alexandra L.	12	3	87,440.00	16,176.40	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FAO	20	9100	040C	F	00088565	Body Worn Camera Coordinator	Barnes, Frank L.	12	3	87,440.00	16,176.40	1.00	Reg
FAO	20	9100	7340	F	00088566	Body Worn Camera Coordinator	Cannon, Elizabeth A.	12	3	87,440.00	16,176.40	1.00	Reg
FAO	20	9100	070B	F	00088756	PGM SUPPORT SPEC	Green, Russell A	9	10	71,106.00	13,154.61	1.00	Reg
FAO	20	9100	1520	F	00088760	SENIOR SERGEANTS	Benton, Darnell M	4	3	93,928.00	17,376.68	1.00	Term
FAO	20	9100	1570	F	00088761	SENIOR POLICE OFFICER	Williams, Charles K	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	2101	F	00089326	Staff Assistant (OA)	Jimenez, Macklin E	11	10	85,784.00	15,870.04	1.00	Reg
FAO	20	9100	6910	F	00090640	Lead Investigator (Background)	Hayden, Michael A.	13	10	122,227.00	22,612.00	1.00	Reg
FAO	20	9100	1510	F	00090687	SERGEANT	Kennie, Tracy A	4	6	114,166.00	21,120.71	1.00	Reg
FAO	20	9100	5440	V	00090869	Supervisor, Records Management		11	0	82,927.00	15,341.50	1.00	Reg
FAO	20	9100	2670	F	00090907	Community Outreach Coord	Daugherty, Sharon K	11	8	81,508.00	15,078.98	1.00	Reg
FAO	20	9100	7510	F	00090908	Language Access Program Manage	Newsome, Imhotep A.	14	0	107,842.80	19,950.92	1.00	Reg
FAO	20	9100	040C	F	00091033	Body Worn Camera Coordinator	Sarvis, III, William B	12	3	87,440.00	16,176.40	1.00	Reg
FAO	20	9100	040K	F	00091036	Body Worn Camera Coordinator	Kiundi, Hilary M.	12	2	82,412.00	15,246.22	1.00	Reg
FAO	20	9100	040C	F	00091037	Body Worn Camera Coordinator	Proctor, Truchel L	12	5	92,554.00	17,122.49	1.00	Reg
FAO	20	9100	040C	F	00091039	Body Worn Camera Coordinator	Weber, John W.	12	5	92,554.00	17,122.49	1.00	Reg
FAO	20	9100	1520	F	00091081	Customer Service Rep (OA)	Smith, Chanel J.	6	10	54,201.00	10,027.19	1.00	Reg
FAO	20	9100	160C	F	00091082	Supervisory Community Outreach	Ellis, Tia L	12	0	91,670.00	16,958.95	1.00	Reg
FAO	20	9100	6693	F	00091114	TRAINING INSTRUCTOR	Flaherty, Thomas	11	10	85,784.00	15,870.04	1.00	Reg
FAO	20	9100	1530	F	00091210	SERGEANT	Randolph, David P	4	3	93,928.00	17,376.68	1.00	Reg
FAO	20	9100	7740	F	00091215	Legal Assistant (OA)	Gray-Valentine, Meshia M	7	10	60,019.00	11,103.52	1.00	Reg
FAO	20	9100	7102	F	00091228	STAFF ASSISTANT	Austin, Carnelia L	12	9	102,782.00	19,014.67	1.00	Reg
FAO	20	9100	6691	F	00091229	Police Cadet	Lynch, Robert	4	1	34,432.00	6,369.92	1.00	Term
FAO	20	9100	6691	F	00091230	Police Cadet	McIlwain, Kniya H	4	2	35,602.00	6,586.37	1.00	Term
FAO	20	9100	6691	F	00091231	Police Cadet	Williams, Tyler N	4	1	34,432.00	6,369.92	1.00	Term
FAO	20	9100	040K	F	00091248	IT Specialist (Network Service	Duren, Lorenzo P	11	3	70,818.00	13,101.33	1.00	Reg
FAO	20	9100	9220	F	00091251	IT Specialist (Customer Suppor	Johnson, Jerome D.	11	7	79,370.00	14,683.45	1.00	Reg
FAO	20	9100	9220	F	00091253	IT Specialist (Customer Suppor	Barnett, Jerard T	11	3	70,818.00	13,101.33	1.00	Reg
FAO	20	9100	9220	F	00091254	IT Specialist (Customer Suppor	Campbell Jr., Louis Elwood	11	6	77,232.00	14,287.92	1.00	Reg
FAO	20	9100	9220	F	00091257	Supervisory Legal Instruments	Smith, Joan D.	12	0	81,544.78	15,085.78	1.00	Reg
FAO	20	9100	6690	F	00091258	Deputy Director, Metropolitan	Bress, Jessica M	14	0	141,411.18	26,161.07	1.00	Reg
FAO	20	9100	040D	F	00091328	IT Specialist (Project Manager	D'Souza, Prakash	14	10	144,439.00	26,721.22	1.00	Reg
FAO	20	9100	040K	F	00091330	IT SPECIALIST	Peterson, Julius J	12	6	95,111.00	17,595.54	1.00	Term
FAO	20	9100	040K	F	00091331	IT Specialist (Network Service	Ogbeide, Kingsley I	14	6	130,071.00	24,063.14	1.00	Reg
FAO	20	9100	040K	F	00091332	IT Specialist (Network Service	Mendoza, Luis E	13	3	100,940.00	18,673.90	1.00	Reg
FAO	20	9100	040C	F	00091334	IT Specialist (Applic. Softwar	Subash Chandra Bose, Paul	14	10	144,439.00	26,721.22	1.00	Reg
FAO	20	9100	040K	V	00091338	IT Specialist (Customer Suppor		11	0	66,542.00	12,310.27	1.00	Reg
FAO	20	9100	040K	F	00091339	IT Specialist (Customer Suppor	Oyegbade, Temidayo A	13	8	116,145.00	21,486.83	1.00	Reg
FAO	20	9100	040C	F	00091342	IT Specialist (Applic. Softwar	Annarapu, Chandrasekhar	14	10	144,439.00	26,721.22	1.00	Reg
FAO	20	9100	040C	F	00091343	IT SPECIALIST	Jenkins, Gamala A.	13	3	100,940.00	18,673.90	1.00	Reg
FAO	20	9100	5440	F	00091344	CUSTOMER SERVICE REPRESENTA	Felix, Kathleen L	7	9	58,430.00	10,809.55	1.00	Reg
FAO	20	9100	7102	F	00091346	STAFF ASSISTANT	Simms, Bianca V	9	2	56,994.00	10,543.89	1.00	Reg
FAO	20	9100	040J	V	00091347	IT Specialist (Data Warehouse		14	0	112,111.00	20,740.54	1.00	Reg
FAO	20	9100	6691	F	00091378	Police Cadet	Lina, Jeremy	4	1	34,432.00	6,369.92	1.00	Term
FAO	20	9100	6691	F	00091379	Police Cadet	Anthony, Kamara	4	1	34,432.00	6,369.92	1.00	Term
FAO	20	9100	6360	F	00091451	Program Clerical Assistant	Spillman, Linnette L	8	9	63,007.00	11,656.30	1.00	Reg
FAO	20	9100	7510	F	00091452	INVEST EEO	Lucero, Rosemarie	12	4	83,209.00	15,393.67	1.00	Reg
FAO	20	9100	1550	F	00091454	OFFICER	Shebli, Anas H.	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	6691	F	00091470	Police Cadet	Lee, Kevin .D	4	1	34,432.00	6,369.92	1.00	Term

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FA0	20	9100	6691	F	00091903	Police Cadet	Gates,Anais M	4	1	34,432.00	6,369.92	1.00	Term
FA0	20	9100	6691	F	00091904	Police Cadet	Stanford,Patrick E	4	2	35,602.00	6,586.37	1.00	Term
FA0	20	9100	6691	F	00091905	Police Cadet	Cruz,Stephany C	4	2	35,602.00	6,586.37	1.00	Term
FA0	20	9100	1570	F	00091969	OFFICER	Jones,Jeevon F	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	5440	F	00091970	SENIOR POLICE OFFICER	Mills,Eldorado L	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	6691	F	00092069	Police Cadet	Strong,Michael M	4	2	35,602.00	6,586.37	1.00	Term
FA0	20	9100	6691	F	00092070	Police Cadet	Howerton,Da'Qwone L.	4	3	36,772.00	6,802.82	1.00	Term
FA0	20	9100	6691	F	00092071	Police Cadet	Vaughan,Jonnay	4	1	34,432.00	6,369.92	1.00	Term
FA0	20	9100	6691	F	00092072	Police Cadet	Jackson-Scott,Alexis L	4	1	34,432.00	6,369.92	1.00	Term
FA0	20	9100	6691	F	00092073	Police Cadet	Cooper Jr.,Daryle E.	4	1	34,432.00	6,369.92	1.00	Term
FA0	20	9100	1540	F	00092096	OFFICER	Toner,Gregory W.	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	2660	F	00092132	Lead Crime Analyst	Branthover,Kelly M	13	6	110,063.00	20,361.66	1.00	Reg
FA0	20	9100	6691	F	00092147	Police Cadet	Mendizabal,Gerald	4	3	36,772.00	6,802.82	1.00	Term
FA0	20	9100	1560	F	00092196	OFFICER	Crawley,Jacobi C	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	1530	F	00092211	OFFICER	Allen,Julius R.	1	7	84,058.00	15,550.73	1.00	Reg
FA0	20	9100	1570	F	00092213	SERGEANT	Tubbs,Johnny R	4	6	114,166.00	21,120.71	1.00	Reg
FA0	20	9100	6691	F	00092257	Police Cadet	Brown,Jamalica I	4	3	36,772.00	6,802.82	1.00	Term
FA0	20	9100	6691	F	00092258	Police Cadet	McIntosh,Alice N	4	3	36,772.00	6,802.82	1.00	Term
FA0	20	9100	6691	F	00092269	Police Cadet	Bland,Tanika J.	4	3	36,772.00	6,802.82	1.00	Term
FA0	20	9100	6691	F	00092270	Police Cadet	Wideman,Remani	4	3	36,772.00	6,802.82	1.00	Term
FA0	20	9100	1540	F	00092273	OFFICER	Johnson,Marcus B	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	6691	V	00092393	Police Cadet		4	0	34,432.00	6,369.92	1.00	Reg
FA0	20	9100	6691	F	00092394	Police Cadet	Rogers Jr.,Kevin A	4	1	34,432.00	6,369.92	1.00	Term
FA0	20	9100	6691	F	00092395	Police Cadet	Savage,Lanell E	4	1	34,432.00	6,369.92	1.00	Term
FA0	20	9100	6691	F	00092396	Police Cadet	Howard,Jacqui	4	3	36,772.00	6,802.82	1.00	Term
FA0	20	9100	6691	F	00092397	Police Cadet	Andrews,India M	4	2	35,602.00	6,586.37	1.00	Term
FA0	20	9100	6691	F	00092398	Police Cadet	Salmeron,Joselin M	4	1	34,432.00	6,369.92	1.00	Term
FA0	20	9100	6691	F	00092401	Police Cadet	Greene Jr.,Anthony E.	4	3	36,772.00	6,802.82	1.00	Term
FA0	20	9100	6360	F	00092415	Director of Human Resources	Simpson,Angela Rena	15	0	166,816.39	30,861.03	1.00	Reg
FA0	20	9100	6011	F	00092419	Executive Director, Profession	Haiman,Marvin B.	16	0	168,615.62	31,193.89	1.00	Reg
FA0	20	9100	6910	F	00093252	Marketing Specialist (Recruitm	Ferreira,Carly E	11	1	66,542.00	12,310.27	1.00	Reg
FA0	20	9100	1570	F	00093253	STAFF ASSISTANT	Perry,Shanita	9	2	56,994.00	10,543.89	1.00	Reg
FA0	20	9100	9410	F	00093257	Criminal Research Specialist	Gudahl,Jessica R.	11	4	72,956.00	13,496.86	1.00	Reg
FA0	20	9100	160C	F	00093261	MANAGEMENT ANALYST	DuRant,ChanTei C	12	7	97,668.00	18,068.58	1.00	Term
FA0	20	9100	111C	F	00093270	Data Scientist	Owusu,Felix	12	5	92,554.00	17,122.49	1.00	Term
FA0	20	9100	055E	F	00093275	MANAGEMENT ANALYST	Reedy,Jacqueline	11	9	83,646.00	15,474.51	1.00	Reg
FA0	20	9100	151C	F	00093307	Performance and Data Analyst	De Souza,Juliana R.	13	9	119,186.00	22,049.41	1.00	Reg
FA0	20	9100	5810	F	00093308	Supply Management Officer	Settles,Christopher A	12	0	81,544.08	15,085.65	1.00	Reg
FA0	20	9100	6360	F	00093362	Program Manager	Willis,Erica	13	0	126,175.00	23,342.38	1.00	Reg
FA0	20	9100	9410	F	00093372	Director, Joint Strategic and	Montagna,Carolyn M.	15	0	149,468.45	27,651.66	1.00	Reg
FA0	20	9100	140C	F	00093754	Paralegal Specialist	Tucker-Jackson,Lorna	13	6	110,063.00	20,361.66	1.00	Reg
FA0	20	9100	6691	F	00093757	Police Cadet	McCarley-Lewis,Gabrielle	4	1	34,432.00	6,369.92	1.00	Term
FA0	20	9100	1550	F	00093999	Criminal History Specialist	Campbell,James L	9	9	69,342.00	12,828.27	1.00	Reg
FA0	20	9100	140C	F	00094002	Supervisory Freedom of Informa	Archie-Mills,Lisa R.	14	0	134,182.63	24,823.79	1.00	Reg
FA0	20	9100	1570	F	00094004	SENIOR POLICE OFFICER	Allen,Anthony M	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1520	F	00094005	OFFICER	Shefat,Tanveer A	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	9430	F	00094006	SENIOR POLICE OFFICER	Simmons,Tracy L	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	2620	F	00094007	SENIOR SERGEANTS	Parker,Robert L	4	3	93,928.00	17,376.68	1.00	Term



Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Term/ Term
FA0	20	9100	140C	F	00094009	Paralegal Specialist	Moody,Aljeanetha S	12	4	89,997.00	16,649.45	1.00	Reg
FA0	20	9100	7340	F	00094018	Investigator	Burton,Lisa Ann	12	2	78,487.00	14,520.10	1.00	Reg
FA0	20	9100	160C	F	00094054	COMMUNITY OUTREACH COOR	Isby,LaTissha Terrese	11	10	85,784.00	15,870.04	1.00	Reg
FA0	20	9100	1510	F	00094059	SENIOR POLICE OFFICER	Croson,John W	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	2310	F	00094060	SENIOR POLICE OFFICER	Crawford,Terrence A	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1520	F	00094061	OFFICER	Hussain,Syed A	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	9410	F	00094132	Crime Analyst	Branic,Nicholas A	11	1	66,542.00	12,310.27	1.00	Reg
FA0	20	9100	6360	F	00094144	Management Analyst	Cruz,Juan A	13	4	96,136.00	17,785.16	1.00	Reg
FA0	20	9100	2660	F	00094148	SENIOR DETECTIVE	Broadbent,James A	3	4	90,770.00	16,792.45	1.00	Term
FA0	20	9100	9230	F	00094149	SENIOR POLICE OFFICER	Wingblade,Michael S	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1570	F	00094150	SENIOR POLICE OFFICER	Butler,Rodney L	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	6691	F	00094182	Police Cadet	Alvarenga,Kevin	4	3	36,772.00	6,802.82	1.00	Term
FA0	20	9100	9410	F	00094189	Supervisory Criminal Research	Kelly,Lauren	13	0	98,880.00	18,292.80	1.00	Reg
FA0	20	9100	1560	F	00094191	OFFICER	Gonzalez,Juan P	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	9230	F	00094192	SENIOR POLICE OFFICER	Desantis,Dorian A	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1520	F	00094528	SENIOR POLICE OFFICER	Elliott Jr.,Charles W	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1540	F	00094529	SENIOR POLICE OFFICER	Proctor,Michael A	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1510	F	00094556	OFFICER	Couch,Takyr M.	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1570	F	00094557	OFFICER	Foulds,Henry C.	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1570	F	00094558	OFFICER	Osorio,Santiago A.	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1540	F	00094559	OFFICER	Jallow,Aminata G.	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	6910	F	00094583	Director, Recruiting Division	Crenshaw,Kathleen Jackson	15	0	161,614.32	29,898.65	1.00	Reg
FA0	20	9100	2650	F	00094584	SENIOR DETECTIVE	McDonald,Stephen A	3	4	90,770.00	16,792.45	1.00	Term
FA0	20	9100	6691	F	00094585	Police Cadet	King,Arnia M	4	1	34,432.00	6,369.92	1.00	Term
FA0	20	9100	6691	F	00094586	Police Cadet	Davies,Elijah	4	2	35,602.00	6,586.37	1.00	Term
FA0	20	9100	9420	F	00094588	Crime Analyst	Caton,Natacia D.	9	1	55,230.00	10,217.55	1.00	Reg
FA0	20	9100	5810	F	00094622	Property Evidence Control Disp	Wedge,Deloris A	8	2	51,807.00	9,584.30	1.00	Reg
FA0	20	9100	6691	F	00094624	Police Cadet	James,Ja'Nae	4	1	34,432.00	6,369.92	1.00	Term
FA0	20	9100	6691	F	00094625	Police Cadet	Haskins,Shaquille	4	3	36,772.00	6,802.82	1.00	Term
FA0	20	9100	1530	F	00094626	SENIOR POLICE OFFICER	Brownlee,Edward K	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1520	F	00094627	SENIOR POLICE OFFICER	Copeland,Everette O	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1520	F	00094629	SENIOR POLICE OFFICER	Skinner,Erick M	1	5	76,243.00	14,104.96	1.00	Term
FA0	20	9100	1560	F	00094634	OFFICER	Gressler,Jacob C.	0	2	61,071.00	11,298.14	1.00	Reg
FA0	20	9100	1550	F	00094635	OFFICER	Harleston,Malik D.	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1560	F	00094636	OFFICER	Lapitsky,Matthew W.	1	2	65,863.00	12,184.66	1.00	Reg
FA0	20	9100	1530	F	00094637	OFFICER	Jefferson,Matthew D.	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1510	F	00094638	OFFICER	Blackstone,Phillip M.	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	1570	F	00094639	OFFICER	Kelly,Adam M	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	6650	F	00094648	OFFICER	Lee,Howard	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	121F	F	00094659	ACCOUNTANT	Evans,Latecia	9	6	64,050.00	11,849.25	1.00	Reg
FA0	20	9100	1510	F	00094661	OFFICER	Squitieri,Alexander P	1	3	69,155.00	12,793.68	1.00	Reg
FA0	20	9100	6691	F	00094662	Police Cadet	Clark,Nakia	4	3	36,772.00	6,802.82	1.00	Term
FA0	20	9100	6691	F	00094663	Police Cadet	Pitts,Darius J	4	1	34,432.00	6,369.92	1.00	Term
FA0	20	9100	6691	F	00094664	Police Cadet	Johnson,Tristian J	4	3	36,772.00	6,802.82	1.00	Term
FA0	20	9100	6691	F	00094665	Police Cadet	Garnett,Jaylon R	4	2	35,602.00	6,586.37	1.00	Term
FA0	20	9100	6691	F	00094666	Police Cadet	McCrary,Lolita	4	3	36,772.00	6,802.82	1.00	Term
FA0	20	9100	6691	F	00094668	Police Cadet	Tejeda,Luis M	4	1	34,432.00	6,369.92	1.00	Term
FA0	20	9100	055E	F	00094681	Compliance Monitor	Morris,Shari J	12	5	92,554.00	17,122.49	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FAO	20	9100	6011	F	00094684	Special Assistant	Small,Stacy N.	14	0	137,428.99	25,424.36	1.00	Reg
FAO	20	9100	2650	F	00094689	Accident Coordinator	Perkins,Portia C	11	2	68,680.00	12,705.80	1.00	Reg
FAO	20	9100	2650	F	00094691	Accident Coordinator	Brumbaugh,Michael	11	2	68,680.00	12,705.80	1.00	Reg
FAO	20	9100	2650	F	00094692	Accident Coordinator	Leone,David S.	11	4	72,956.00	13,496.86	1.00	Reg
FAO	20	9100	2650	F	00094693	Accident Coordinator	McEachern,Donna R.	11	2	68,680.00	12,705.80	1.00	Reg
FAO	20	9100	2650	F	00094694	Accident Coordinator	Steen,Tamika L	11	6	77,232.00	14,287.92	1.00	Reg
FAO	20	9100	2650	F	00094695	Accident Coordinator	Adegunleye,Olumide Charles	11	5	75,094.00	13,892.39	1.00	Reg
FAO	20	9100	2650	F	00094696	Accident Coordinator	Simmons,David	11	3	70,818.00	13,101.33	1.00	Reg
FAO	20	9100	6691	F	00094701	Police Cadet	Taylor,Taria J	4	1	34,432.00	6,369.92	1.00	Term
FAO	20	9100	1560	F	00094708	OFFICER	Russ,Desiree M	1	2	65,863.00	12,184.66	1.00	Reg
FAO	20	9100	6691	F	00094724	Police Cadet	Powell,Darren A	4	2	35,602.00	6,586.37	1.00	Term
FAO	20	9100	6691	F	00094725	Police Cadet	Miller,Anari I	4	3	36,772.00	6,802.82	1.00	Term
FAO	20	9100	6691	F	00094726	Police Cadet	Green,Bonnie M	4	1	34,432.00	6,369.92	1.00	Term
FAO	20	9100	1510	F	00094727	OFFICER	Banks,Daxzaneous	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	6691	F	00094736	Police Cadet	Sligh,Danae T	4	1	34,432.00	6,369.92	1.00	Term
FAO	20	9100	6691	F	00094741	Police Cadet	Lewis,David L	4	3	36,772.00	6,802.82	1.00	Term
FAO	20	9100	6691	F	00094742	Police Cadet	Griffin,Connor M	4	1	34,432.00	6,369.92	1.00	Term
FAO	20	9100	6691	V	00094743	Police Cadet		4	0	34,432.00	6,369.92	1.00	Reg
FAO	20	9100	6691	F	00094744	Police Cadet	Kirby,Keemani T	4	1	34,432.00	6,369.92	1.00	Term
FAO	20	9100	040J	F	00094765	Information Technology Program	Dudley,Donald	14	0	144,200.00	26,677.00	1.00	Reg
FAO	20	9100	040J	V	00094771	Data Officer		15	0	143,646.00	26,574.51	1.00	Reg
FAO	20	9100	6691	F	00094772	Police Cadet	Thompkins,Alonzo J	4	1	34,432.00	6,369.92	1.00	Term
FAO	20	9100	111C	F	00094793	Research Scientist	Ravishankar,Anita B.	13	7	113,104.00	20,924.24	1.00	Reg
FAO	20	9100	6021	F	00094806	Director of Disciplinary Review	Hong,Winkle H	15	0	167,586.15	31,003.44	1.00	Reg
FAO	20	9100	040C	F	00094807	IT Specialist (Systems Engineer)	Alshanteer,Wael	14	8	137,255.00	25,392.18	1.00	Reg
FAO	20	9100	040K	F	00094808	IT Program Manager (Systems Engineer)	Williams,Mark L	14	0	147,290.00	27,248.65	1.00	Reg
FAO	20	9100	1570	F	00094821	OFFICER	Gates,Grant R	1	2	65,863.00	12,184.66	1.00	Reg
FAO	20	9100	6360	F	00094844	Staff Assistant	Brittingham,Marcia J	9	4	55,955.00	10,351.68	1.00	Term
FAO	20	9100	6691	F	00094859	Police Cadet	Watson,Marcus J	4	2	35,602.00	6,586.37	1.00	Term
FAO	20	9100	6691	F	00094860	Police Cadet	Scott,Teresa	4	1	34,432.00	6,369.92	1.00	Term
FAO	20	9100	040J	F	00094861	IT Program Manager, (Business Systems Analyst)	Jimbo,Zedekia	14	0	150,979.46	27,931.20	1.00	Reg
FAO	20	9100	6691	F	00094863	Police Cadet	Taylor,Janielle T	4	2	35,602.00	6,586.37	1.00	Term
FAO	20	9100	111C	F	00094880	MANAGEMENT ANALYST	Zheng,Bin Feng	12	2	84,883.00	15,703.36	1.00	Term
FAO	20	9100	6693	F	00094882	SENIOR POLICE OFFICER	Baker Jr., William E	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	040C	F	00094938	IT Specialist (Systems Analyst)	Mobini,Mersedeh N	13	6	110,063.00	20,361.66	1.00	Reg
FAO	20	9100	2310	F	00094969	SENIOR POLICE OFFICER	Harris,Eugene G	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	1530	F	00094992	SENIOR POLICE OFFICER	King,Derrick A	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	1570	F	00094993	SENIOR POLICE OFFICER	Robertson-Carey,Gwendoly	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	040J	F	00095006	IT Specialist (Applications Support)	White,Lisa M	11	10	85,784.00	15,870.04	1.00	Reg
FAO	20	9100	9420	F	00095007	Criminal Research Specialist	Cox,Alexis M	11	1	66,542.00	12,310.27	1.00	Reg
FAO	20	9100	2310	F	00095008	Contract Compliance Monitor	Freeman,Vicenta T	12	2	84,883.00	15,703.36	1.00	Reg
FAO	20	9100	6691	F	00095014	Police Cadet	Allen,Valentino V	4	1	34,432.00	6,369.92	1.00	Term
FAO	20	9100	9430	F	00095015	SENIOR POLICE OFFICER	Martinez Jr.,Emilio	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	1101	F	00095016	SENIOR SERGEANTS	Stroman,Dimetri M	4	3	93,928.00	17,376.68	1.00	Term
FAO	20	9100	6691	F	00095017	Police Cadet	Beander,Tiara	4	1	34,432.00	6,369.92	1.00	Term
FAO	20	9100	6690	F	00095018	SENIOR POLICE OFFICER	McLaughlin,Sean D	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	1560	F	00095019	SENIOR POLICE OFFICER	Thomas,Juanita D	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	7340	F	00095046	Investigator	Gibson,Melita S	12	4	83,209.00	15,393.67	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FAO	20	9100	7340	F	00095047	Investigator	Smith,Marcus A.	12	5	85,570.00	15,830.45	1.00	Reg
FAO	20	9100	6693	F	00095050	SENIOR POLICE OFFICER	Jackson,Darron J	1	5	76,243.00	14,104.96	1.00	Term
FAO	20	9100	1550	F	00095095	OFFICER	Clark,April E	1	9	92,672.00	17,144.32	1.00	Reg
FAO	20	9100	140C	F	00095179	Attorney Advisor	Kent,Anna J	12	3	92,126.00	17,043.31	1.00	Reg
FAO	20	9100	1101	F	00095198	Staff Assistant (OA)	Randall,Brianna J	11	1	66,542.00	12,310.27	1.00	Reg
FAO	20	9100	6691	F	00095261	Police Cadet	Harkins-Smith,Dwayne G.	4	1	34,432.00	6,369.92	1.00	Term
FAO	20	9100	6691	F	00095303	Police Cadet	Jones,Meshaun A	4	2	35,602.00	6,586.37	1.00	Term
FAO	20	9100	1540	F	00095305	OFFICER	Kimball,Alice L	1	7	84,058.00	15,550.73	1.00	Reg
FAO	20	9100	6330	F	00095313	HR Specialist (Classification)	Taylor,Maria A	12	1	76,126.00	14,083.31	1.00	Term
FAO	20	9100	6691	F	00095344	Police Cadet	Brown,Daquan M	4	2	35,602.00	6,586.37	1.00	Term
FAO	20	9100	6360	F	00095566	Lead Human Resource Specialist	Whittington,Ashley M.	14	5	116,937.00	21,633.35	1.00	Reg
FAO	20	9100	1560	F	00095572	OFFICER	Vaughan,Tamia	1	2	65,863.00	12,184.66	1.00	Reg
FAO	20	9100	055E	F	00095699	Risk Management Specialist	Cook,Brian	12	2	84,883.00	15,703.36	1.00	Reg
FAO	20	9100	6691	F	00095701	Police Cadet	Martinez,Alexander	4	2	35,602.00	6,586.37	1.00	Term
FAO	20	9100	6691	F	00095702	Police Cadet	Tibbs,Calvin J	4	1	34,432.00	6,369.92	1.00	Term
FAO	20	9100	6360	V	00095703	Human Resources Specialist		13	0	87,703.00	16,225.06	1.00	Reg
FAO	20	9100	1540	F	00095761	OFFICER	Olatunji,Emmanuel	1	4	72,611.00	13,433.04	1.00	Reg
FAO	20	9100	1570	F	00095774	OFFICER	Pena,Christopher	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	7510	F	00095850	Staff Assistant	Wall,Brenda N.	9	2	52,691.00	9,747.84	1.00	Reg
FAO	20	9100	5810	F	00095851	Property, Evidence Control & D	McNair,Larry Ezra	7	3	48,896.00	9,045.76	1.00	Reg
FAO	20	9100	5810	F	00095852	Property, Evidence Control & D	Dorsey,Michael J	7	5	52,074.00	9,633.69	1.00	Reg
FAO	20	9100	7510	F	00096703	Diversity Manager	LEE,ALPHONSO	15	0	119,705.36	22,145.49	1.00	Reg
FAO	20	9100	1510	F	00096724	OFFICER	Tucker,Heath J	1	9	97,305.00	18,001.43	1.00	Reg
FAO	20	9100	1540	F	00096980	OFFICER	Goldring,Tivey	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	1530	F	00096981	OFFICER	Rodriguez,Carmelo I	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	1530	F	00096993	OFFICER	Dawodu,Fawaz O	0	2	63,208.00	11,693.48	1.00	Reg
FAO	20	9100	6693	F	00096994	Weapons Armorer	Hammond,Mark R.	11	10	85,784.00	15,870.04	1.00	Reg
FAO	20	9100	6691	F	00097057	Police Cadet	Matthews,Johnathan X	4	2	35,602.00	6,586.37	1.00	Term
FAO	20	9100	6691	F	00097058	Police Cadet	Johnson,Justin D	4	2	35,602.00	6,586.37	1.00	Term
FAO	20	9100	6691	F	00097059	Police Cadet	Wilson,Diamond N	4	1	34,432.00	6,369.92	1.00	Term
FAO	20	9100	1510	F	00097334	OFFICER	Mazloom,Richard J.	1	8	88,261.00	16,328.29	1.00	Reg
FAO	20	9100	1540	F	00097529	FLEET SERVICER	Wilson,Gary B	8	1	51,771.20	9,577.67	1.00	Reg
FAO	20	9100	6691	F	00097563	Police Cadet	Sanders,Stephon K	4	1	34,432.00	6,369.92	1.00	Term
FAO	20	9100	6691	F	00097736	Police Cadet	Sampson-Sartor,Kaamiya	4	1	34,432.00	6,369.92	1.00	Term
FAO	20	9100	6691	F	00097737	Police Cadet	Dugger,Jayonte E	4	1	34,432.00	6,369.92	1.00	Term
FAO	20	9100	6691	F	00097759	Police Cadet	Webster Jr.,Medgar	4	1	34,432.00	6,369.92	1.00	Term
FAO	20	9100	6691	F	00097817	Police Cadet	Smith,Brandy L	4	1	34,432.00	6,369.92	1.00	Term
FAO	20	9100	6691	F	00097818	Police Cadet	Ramirez,Brian M	4	1	34,432.00	6,369.92	1.00	Term
FAO	20	9100	6691	F	00097819	Police Cadet	Resper,Darneika E	4	1	34,432.00	6,369.92	1.00	Term
FAO	20	9100	6691	F	00097851	Police Cadet	McCourt,Nicholas M	4	1	34,432.00	6,369.92	1.00	Term
FAO	20	9100	6691	F	00097852	Police Cadet	Ruth,Diamond N	4	1	34,432.00	6,369.92	1.00	Term
FAO	20	9100	6691	F	00097854	Police Cadet	Davis,Daylin M	4	1	34,432.00	6,369.92	1.00	Term
FAO	20	9100	5810	V	00097856	Property, Evidence Control & D		7	0	45,718.00	8,457.83	1.00	Reg
FAO	20	9100	6691	F	00097925	Police Cadet	Jones,Alonta D.	4	1	34,432.00	6,369.92	1.00	Term
FAO	20	9100	6691	F	00097926	Police Cadet	Henderson,Jaida D.	4	1	34,432.00	6,369.92	1.00	Term
FAO	20	9100	6691	F	00097927	Police Cadet	Ali,Tyshiek	4	1	34,432.00	6,369.92	1.00	Term
FAO	20	9100	6691	F	00099415	Police Cadet	Francis,Susie E.	4	1	34,432.00	6,369.92	1.00	Term
FAO	20	9100	6691	F	00099416	Police Cadet	Badgett,Tashawna M.	4	1	34,432.00	6,369.92	1.00	Reg

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term
FA0	20	9100	6650	F	00099563	OFFICER	Fowler,Duane	1	9	97,305.00	18,001.43	1.00	Reg
FA0	20	9100	6691	F	00099638	Police Cadet	Finch,Jasmine T	4	1	34,432.00	6,369.92	1.00	Term
FA0	20	9100	6691	F	00099639	Police Cadet	Buckner,Teresa M	4	1	34,432.00	6,369.92	1.00	Term
FA0	20	9100	6691	F	00099640	Police Cadet	Lewis,Shatrinia M	4	1	34,432.00	6,369.92	1.00	Term
FA0	20	9100	6691	F	00099642	Police Cadet	Rodriguez,Angie M	4	1	34,432.00	6,369.92	1.00	Term
FA0	20	9100	111C	V	00099903	MANAGEMENT ANALYST		12	0	82,326.00	15,230.31	1.00	Reg
FA0	20	9100	2310	V	00099998	Contract Compliance Specialist		13	0	94,858.00	17,548.73	1.00	Reg
FA0	20	9100	6650	F	00100000	OFFICER	Rivera-Euceda,Dany A		0	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	6650	F	00100001	OFFICER	Carpenter,Angelique R		0	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	6650	F	00100002	OFFICER	Brandt,Taylor N	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	6650	F	00100003	OFFICER	Agyeman,Kwaku		0	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	6650	F	00100004	OFFICER	Arnone,Nicole M	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	1540	F	00100005	OFFICER	Kerim,Essonani M	0	1	60,199.00	11,136.82	1.00	Reg
FA0	20	9100	040K	V	00100013	IT Specialist (Network Service		13	0	94,858.00	17,548.73	1.00	Reg
FA0	20	9100	040K	V	00100031	IT Specialist (Network Service		13	0	94,858.00	17,548.73	1.00	Reg
FA0	20	9100	2310	V	00100036	Contract Compliance Specialist		13	0	94,858.00	17,548.73	1.00	Reg

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Bureau	Department Description	Year/Make/Model
EOCOP	EOCOP - Chief of Police	2018 FORD UTILITY
EOCOP	EOCOP - Chief of Police	2006 FORD EXPEDITION
EOCOP	EOCOP - Chief of Police	2014 FORD UTILITY
EOCOP	EOCOP - Chief of Police	2017 FORD UTILITY
EOCOP	EOCOP - Chief of Police	2016 FORD UTILITY
EOCOP	EOCOP - Chief of Police	2015 CHEVROLET MALIBU
EOCOP	EOCOP - Executive Protection Unit	2017 CHEVROLET MALIBU
EOCOP	EOCOP - Executive Protection Unit	2016 CHEVROLET IMPALA
EOCOP	EOCOP - Executive Protection Unit	2015 FORD UTILITY
EOCOP	EOCOP - Executive Protection Unit	2019 CHEVROLET SUBURBAN
EOCOP	EOCOP - Executive Protection Unit	2014 CHEVROLET IMPALA
EOCOP	EOCOP - Executive Protection Unit	2016 FORD UTILITY
EOCOP	EOCOP - Executive Protection Unit	2015 FORD UTILITY
EOCOP	EOCOP - Executive Protection Unit	2016 CHEVROLET IMPALA
EOCOP	EOCOP - Family Support Team	2017 FORD Transit XLT Wagon SWB
EOCOP	EOCOP - Family Support Team	2017 CHEVROLET MALIBU
EOCOP	EOCOP - OGC - General Council	2015 CHEVROLET MALIBU
EOCOP	EOCOP - PIO	2006 FORD E-350
EOCOP	EOCOP - PIO	2010 DODGE AVENGER SXT
EOCOP	EOCOP - PIO	2016 CHEVROLET IMPALA
EOCOP	EOCOP - SCD	2018 FORD FUSION
EOCOP	EOCOP - SCD - SLU	2013 CHEVROLET IMPALA
EOCOP	EOCOP - SCD - SLU	2013 CHEVROLET IMPALA
EOCOP	EOCOP - SCD - SLU	2013 CHEVROLET IMPALA
EOCOP	EOCOP - SCD - SLU	2013 CHEVROLET IMPALA
EOCOP	EOCOP - SCD - SLU	2013 CHEVROLET IMPALA
EOCOP	EOCOP - SCD - SLU	2013 CHEVROLET IMPALA
EOCOP	EOCOP - SCD - SLU	2013 FORD UTILITY
EOCOP	EOCOP - SCD - SLU	2013 CHEVROLET IMPALA
EOCOP	EOCOP - SCD - SLU	2016 CHEVROLET IMPALA
EOCOP	EOCOP - SCD - SLU	2013 CHEVROLET IMPALA
EOCOP	EOCOP - SCD - SLU	2015 CHEVROLET MALIBU
Corporate Services Bureau	CSB - Corp Support Bureau	2018 FORD UTILITY
Corporate Services Bureau	CSB - ESB	2017 RAM 3500 PROMASTER CARGO
Corporate Services Bureau	CSB - ESB	2007 FORD F-450
Corporate Services Bureau	CSB - ESB	2001 FORD F-450
Corporate Services Bureau	CSB - ESB	2011 CHEVROLET IMPALA
Corporate Services Bureau	CSB - Fleet	2017 CHEVROLET MALIBU
Corporate Services Bureau	CSB - Fleet - Hold	2013 FORD UTILITY
Corporate Services Bureau	CSB - Fleet - Hold	2016 DODGE DART
Corporate Services Bureau	CSB - Fleet - IMP	2019 FORD INTC-Sedan
Corporate Services Bureau	CSB - Fleet - IMP	2013 CHEVROLET IMPALA
Corporate Services Bureau	CSB - Fleet - IMP	2014 DODGE CHARGER PT
Corporate Services Bureau	CSB - Fleet - IMP	2014 CHEVROLET IMPALA
Corporate Services Bureau	CSB - Fleet - IMP	2013 FORD UTILITY
Corporate Services Bureau	CSB - Fleet - IMP	2012 CHEVROLET IMPALA
Corporate Services Bureau	CSB - Fleet - Motor Pool	2015 FORD Transit 350 Wagon
Corporate Services Bureau	CSB - Fleet - Motor Pool	2017 FORD Transit 350 Wagon

Bureau	Department Description	Year/Make/Model
Corporate Services Bureau	CSB - Fleet - Motor Pool	2012 FORD E-350
Corporate Services Bureau	CSB - Fleet - Motor Pool	2017 FORD Transit 350 Wagon
Corporate Services Bureau	CSB - Motor Pool HQ	2015 FORD INTC-Sedan
Corporate Services Bureau	CSB - Motor Pool HQ	2016 CHEVROLET IMPALA
Corporate Services Bureau	CSB - Motor Pool HQ	2013 CHEVROLET MALIBU
Corporate Services Bureau	CSB - Motor Pool HQ	2016 CHRYSLER 200 Limited
Corporate Services Bureau	CSB - Motor Pool HQ	2015 CHEVROLET MALIBU
Corporate Services Bureau	CSB - Motor Pool HQ	2017 CHEVROLET MALIBU
Corporate Services Bureau	CSB - Motor Pool HQ	2015 CHEVROLET MALIBU
Corporate Services Bureau	CSB - Motor Pool HQ	2017 CHEVROLET MALIBU
Corporate Services Bureau	CSB - Motor Pool HQ	2015 CHEVROLET MALIBU
Corporate Services Bureau	CSB - MSD - Medical Services	2014 CHEVROLET MALIBU
Corporate Services Bureau	CSB - MSD - Medical Services	2013 CHEVROLET MALIBU
Corporate Services Bureau	CSB - Property - ECB	2014 CHEVROLET IMPALA
Corporate Services Bureau	CSB - Property - ECB	2011 CHEVROLET IMPALA
Corporate Services Bureau	CSB - Property - ECB	2017 FORD TRANSIT CONNECT XL VAN
Corporate Services Bureau	CSB - Property - ECB	2017 RAM 3500 PROMASTER CARGO
Corporate Services Bureau	CSB - Property - ECB	2006 DODGE CARAVAN
Corporate Services Bureau	CSB - Property - ECB	2018 LIFT KING LK16P44
Corporate Services Bureau	CSB - Property - ECB	2015 CHEVROLET MALIBU
Corporate Services Bureau	CSB - Property - ECB	2014 FORD UTILITY
Corporate Services Bureau	CSB - Property - ECB	2017 FORD TRANSIT CONNECT XL VAN
Corporate Services Bureau	CSB - Property - ECB	2001 FORD ULTIMASTER
Corporate Services Bureau	CSB - Property - ECB	2019 FORD E-350
Corporate Services Bureau	CSB - Property - ECB	2001 FORD ULTIMASTER
Corporate Services Bureau	CSB - Property - ECB	2007 INTERNATIONAL WRECKER
Corporate Services Bureau	CSB - Property - ECB	2016 FORD F-450
Corporate Services Bureau	CSB - Property - ECB	2016 FORD F-450
Corporate Services Bureau	CSB - Property - ECB	2007 FORD WRECKER
Corporate Services Bureau	CSB - Property - ECB	2014 FORD WRECKER
Corporate Services Bureau	CSB - Property - ECB	2015 DODGE RAM 4500 TOW TK
Corporate Services Bureau	CSB - Property - ECB	2015 MITSUBISHI FUSO TOW TRUCK
Corporate Services Bureau	CSB - Property - ECB	2014 FORD WRECKER
Corporate Services Bureau	CSB - Property - ECB	2017 FORD F-550 TOW TRUCK
Corporate Services Bureau	CSB - Records	2006 DODGE CARAVAN
Homeland Security Bureau	HSB - DSO	2016 FORD UTILITY
Homeland Security Bureau	HSB - DSO	2014 FORD UTILITY
Homeland Security Bureau	HSB - DSO	2016 FORD UTILITY
Homeland Security Bureau	HSB - DSO	2016 FORD UTILITY
Homeland Security Bureau	HSB - DSO	2016 FORD INTC-Sedan
Homeland Security Bureau	HSB - DSO	2016 FORD UTILITY
Homeland Security Bureau	HSB - DSO	2017 RAM 3500 PROMASTER CARGO
Homeland Security Bureau	HSB - DSO	2017 RAM 3500 PROMASTER CARGO
Homeland Security Bureau	HSB - DSO	2014 DODGE RAM 3500
Homeland Security Bureau	HSB - DSO	2014 DODGE RAM 3500
Homeland Security Bureau	HSB - DSO	2006 FREIGHTLINER MICKEY BODY
Homeland Security Bureau	HSB - DSO	2004 FORD F-550 SUPERDUTY



Bureau	Department Description	Year/Make/Model
Homeland Security Bureau	HSB - DSO	2012 DODGE RAM 3500
Homeland Security Bureau	HSB - DSO	2008 FREIGHTLINER Z-BODIES
Homeland Security Bureau	HSB - DSO	2008 CHEVROLET SUBURBAN
Homeland Security Bureau	HSB - DSO	2010 CHEVROLET SUBURBAN
Homeland Security Bureau	HSB - Homeland Security Bureau	2017 FORD UTILITY
Homeland Security Bureau	HSB - Homeland Security Bureau	2016 FORD UTILITY
Homeland Security Bureau	HSB - Homeland Security Bureau	2014 CHEVROLET MALIBU
Homeland Security Bureau	HSB - JSTACC	2019 FORD FUSION
Homeland Security Bureau	HSB - JSTACC	2014 CHEVROLET IMPALA
Homeland Security Bureau	HSB - JSTACC	2017 FORD TRANSIT 250 VAN
Homeland Security Bureau	HSB - JSTACC	2012 JEEP PATRIOT
Homeland Security Bureau	HSB - JSTACC	2015 CHEVROLET MALIBU
Homeland Security Bureau	HSB - JSTACC	2014 CHEVROLET MALIBU
Homeland Security Bureau	HSB - JSTACC	2010 FORD CROWN VICTORIA
Homeland Security Bureau	HSB - JSTACC	2014 CHEVROLET MALIBU
Homeland Security Bureau	HSB - JSTACC	2011 CHEVROLET IMPALA
Homeland Security Bureau	HSB - JSTACC	2010 DODGE AVENGER SXT
Homeland Security Bureau	HSB - JSTACC	2010 CHEVROLET IMPALA
Homeland Security Bureau	HSB - JSTACC	2015 CHEVROLET MALIBU
Homeland Security Bureau	HSB - JSTACC	2014 CHEVROLET MALIBU
Homeland Security Bureau	HSB - JSTACC	2015 CHEVROLET MALIBU
Homeland Security Bureau	HSB - JSTACC	2010 DODGE AVENGER SXT
Homeland Security Bureau	HSB - JSTACC	2014 CHEVROLET MALIBU
Homeland Security Bureau	HSB - JSTACC	2014 FORD FOCUS
Homeland Security Bureau	HSB - JSTACC	2015 CHEVROLET MALIBU
Homeland Security Bureau	HSB - JSTACC	2018 FORD FUSION
Homeland Security Bureau	HSB - JSTACC	2015 CHEVROLET MALIBU
Homeland Security Bureau	HSB - JSTACC	2014 CHEVROLET MALIBU
Homeland Security Bureau	HSB - JSTACC	2015 CHEVROLET MALIBU
Homeland Security Bureau	HSB - JSTACC	2017 CHEVROLET MALIBU
Homeland Security Bureau	HSB - JSTACC	2017 CHEVROLET MALIBU
Homeland Security Bureau	HSB - JSTACC	2017 CHEVROLET MALIBU
Homeland Security Bureau	HSB - JSTACC	2017 CHEVROLET MALIBU
Homeland Security Bureau	HSB - JSTACC	2003 FORD E-250
Homeland Security Bureau	HSB - JSTACC	2013 CHEVROLET TAHOE
Homeland Security Bureau	HSB - JSTACC	2008 FORD EXPEDITION
Homeland Security Bureau	HSB - JSTACC	2018 CHEVROLET TAHOE
Homeland Security Bureau	HSB - SOD - ASU	2016 CHEVROLET IMPALA
Homeland Security Bureau	HSB - SOD - ASU	2014 FORD UTILITY
Homeland Security Bureau	HSB - SOD - ASU	2013 CHEVROLET IMPALA
Homeland Security Bureau	HSB - SOD - ASU	2011 FORD FOCUS SE
Homeland Security Bureau	HSB - SOD - EOD	2014 FORD UTILITY
Homeland Security Bureau	HSB - SOD - EOD	2016 FORD UTILITY K9
Homeland Security Bureau	HSB - SOD - EOD	2015 RAM 3500
Homeland Security Bureau	HSB - SOD - EOD	2013 FORD UTILITY
Homeland Security Bureau	HSB - SOD - EOD	2016 FORD UTILITY K9
Homeland Security Bureau	HSB - SOD - EOD	2015 RAM 3500
Homeland Security Bureau	HSB - SOD - EOD	2013 FORD UTILITY

Bureau	Department Description	Year/Make/Model
Homeland Security Bureau	HSB - SOD - EOD	2015 RAM 3500
Homeland Security Bureau	HSB - SOD - EOD	2013 FORD UTILITY
Homeland Security Bureau	HSB - SOD - EOD	2015 FORD UTILITY K9
Homeland Security Bureau	HSB - SOD - EOD	2017 RAM 3500 PROMASTER CARGO
Homeland Security Bureau	HSB - SOD - EOD	2010 FORD EXPEDITION
Homeland Security Bureau	HSB - SOD - EOD	2012 CHEVROLET SUBURBAN
Homeland Security Bureau	HSB - SOD - EOD	2010 CHEVROLET SUBURBAN
Homeland Security Bureau	HSB - SOD - EOD	2014 DODGE RAM 1500
Homeland Security Bureau	HSB - SOD - EOD	2014 FORD F-350
Homeland Security Bureau	HSB - SOD - EOD	2016 FORD F-350
Homeland Security Bureau	HSB - SOD - EOD	2016 FORD F-350
Homeland Security Bureau	HSB - SOD - EOD	2011 FORD F-550
Homeland Security Bureau	HSB - SOD - EOD	2014 FORD F-350
Homeland Security Bureau	HSB - SOD - EOD	2001 INTERNATIONAL 4900
Homeland Security Bureau	HSB - SOD - EOD	2016 FORD F-350
Homeland Security Bureau	HSB - SOD - EOD	2016 FORD F-350
Homeland Security Bureau	HSB - SOD - EOD	2014 FORD F-350
Homeland Security Bureau	HSB - SOD - EOD	2016 FORD F-350
Homeland Security Bureau	HSB - SOD - ERT	2014 FORD UTILITY
Homeland Security Bureau	HSB - SOD - ERT	2014 FORD UTILITY
Homeland Security Bureau	HSB - SOD - ERT	2016 FORD UTILITY
Homeland Security Bureau	HSB - SOD - ERT	2014 FORD UTILITY
Homeland Security Bureau	HSB - SOD - ERT	2014 FORD UTILITY
Homeland Security Bureau	HSB - SOD - ERT	2014 FORD UTILITY
Homeland Security Bureau	HSB - SOD - ERT	2016 FORD UTILITY
Homeland Security Bureau	HSB - SOD - ERT	2014 FORD UTILITY
Homeland Security Bureau	HSB - SOD - ERT	2016 FORD UTILITY
Homeland Security Bureau	HSB - SOD - ERT	2014 FORD UTILITY
Homeland Security Bureau	HSB - SOD - ERT	2014 FORD UTILITY
Homeland Security Bureau	HSB - SOD - ERT	2014 FORD UTILITY
Homeland Security Bureau	HSB - SOD - ERT	2014 FORD UTILITY
Homeland Security Bureau	HSB - SOD - ERT	2016 FORD UTILITY
Homeland Security Bureau	HSB - SOD - ERT	2016 FORD UTILITY
Homeland Security Bureau	HSB - SOD - ERT	2014 FORD UTILITY
Homeland Security Bureau	HSB - SOD - ERT	2014 FORD UTILITY
Homeland Security Bureau	HSB - SOD - ERT	2016 FORD UTILITY
Homeland Security Bureau	HSB - SOD - ERT	2016 FORD UTILITY
Homeland Security Bureau	HSB - SOD - ERT	2014 FORD UTILITY
Homeland Security Bureau	HSB - SOD - ERT	2014 FORD UTILITY
Homeland Security Bureau	HSB - SOD - ERT	2016 FORD UTILITY
Homeland Security Bureau	HSB - SOD - ERT	2016 FORD UTILITY
Homeland Security Bureau	HSB - SOD - ERT	2014 FORD UTILITY
Homeland Security Bureau	HSB - SOD - ERT	2014 FORD UTILITY
Homeland Security Bureau	HSB - SOD - ERT	2014 FORD UTILITY
Homeland Security Bureau	HSB - SOD - ERT	2014 FORD UTILITY
Homeland Security Bureau	HSB - SOD - ERT	2016 FORD UTILITY



Bureau	Department Description	Year/Make/Model
Homeland Security Bureau	HSB - SOD - Events	2016 H-D FLHTP
Homeland Security Bureau	HSB - SOD - Events	2013 H-D FLHTP-I
Homeland Security Bureau	HSB - SOD - Events	2016 H-D FLHTP
Homeland Security Bureau	HSB - SOD - Events	2013 H-D FLHTP-I
Homeland Security Bureau	HSB - SOD - Events	2016 H-D FLHTP
Homeland Security Bureau	HSB - SOD - Events	2016 H-D FLHTP
Homeland Security Bureau	HSB - SOD - Events	2013 H-D FLHTP-I
Homeland Security Bureau	HSB - SOD - Events	2016 H-D FLHTP
Homeland Security Bureau	HSB - SOD - Events	2016 H-D FLHTP
Homeland Security Bureau	HSB - SOD - Events	2016 H-D FLHTP
Homeland Security Bureau	HSB - SOD - Events	2016 H-D FLHTP
Homeland Security Bureau	HSB - SOD - Events	2013 H-D FLHTP-I
Homeland Security Bureau	HSB - SOD - Events	2016 H-D FLHTP
Homeland Security Bureau	HSB - SOD - Events	2016 H-D FLHTP
Homeland Security Bureau	HSB - SOD - Events	2013 H-D FLHTP-I
Homeland Security Bureau	HSB - SOD - Events	2013 H-D FLHTP-I
Homeland Security Bureau	HSB - SOD - Events	2013 H-D FLHTP-I
Homeland Security Bureau	HSB - SOD - Events	2016 H-D FLHTP
Homeland Security Bureau	HSB - SOD - Events	2008 H-D XL883
Homeland Security Bureau	HSB - SOD - Events	2008 H-D XL883
Homeland Security Bureau	HSB - SOD - Events	2008 H-D XL883
Homeland Security Bureau	HSB - SOD - Events	2008 H-D XL883
Homeland Security Bureau	HSB - SOD - Events	2008 H-D XL883
Homeland Security Bureau	HSB - SOD - Events	2008 H-D XL883
Homeland Security Bureau	HSB - SOD - Events	2008 H-D XL883
Homeland Security Bureau	HSB - SOD - Events	2008 H-D XL883
Homeland Security Bureau	HSB - SOD - Events	2008 H-D XL883
Homeland Security Bureau	HSB - SOD - Events	2008 H-D XL883
Homeland Security Bureau	HSB - SOD - Events	2017 FORD UTILITY
Homeland Security Bureau	HSB - SOD - Events	2016 CHEVROLET IMPALA
Homeland Security Bureau	HSB - SOD - Events	2017 FORD UTILITY
Homeland Security Bureau	HSB - SOD - Events	2016 FORD UTILITY
Homeland Security Bureau	HSB - SOD - Events	2017 FORD UTILITY
Homeland Security Bureau	HSB - SOD - Events	2017 FORD UTILITY
Homeland Security Bureau	HSB - SOD - Events	2017 FORD UTILITY
Homeland Security Bureau	HSB - SOD - Events	2019 FORD INTC-Sedan
Homeland Security Bureau	HSB - SOD - Events	2015 FORD INTC-Sedan
Homeland Security Bureau	HSB - SOD - Events	2019 FORD UTILITY
Homeland Security Bureau	HSB - SOD - Events	2017 FORD UTILITY
Homeland Security Bureau	HSB - SOD - Events	2017 FORD UTILITY
Homeland Security Bureau	HSB - SOD - Events	2017 FORD UTILITY
Homeland Security Bureau	HSB - SOD - Events	2017 FORD UTILITY
Homeland Security Bureau	HSB - SOD - Events	2019 FORD UTILITY
Homeland Security Bureau	HSB - SOD - Events	2017 FORD UTILITY
Homeland Security Bureau	HSB - SOD - Events	2019 FORD INTC-Sedan
Homeland Security Bureau	HSB - SOD - Events	2019 FORD UTILITY
Homeland Security Bureau	HSB - SOD - Events	2017 FORD UTILITY

Bureau	Department Description	Year/Make/Model
Homeland Security Bureau	HSB - SOD - Events	2017 FORD UTILITY
Homeland Security Bureau	HSB - SOD - Events	2019 FORD INTC-Sedan
Homeland Security Bureau	HSB - SOD - Events	2017 FORD UTILITY
Homeland Security Bureau	HSB - SOD - Events	2016 FORD INTC-Sedan
Homeland Security Bureau	HSB - SOD - Events	2017 FORD UTILITY
Homeland Security Bureau	HSB - SOD - Events	2017 FORD UTILITY
Homeland Security Bureau	HSB - SOD - Events	2017 FORD UTILITY
Homeland Security Bureau	HSB - SOD - Events	2017 FORD UTILITY
Homeland Security Bureau	HSB - SOD - Events	2017 RAM 3500 PROMASTER CARGO
Homeland Security Bureau	HSB - SOD - Events	2017 RAM 3500 PROMASTER CARGO
Homeland Security Bureau	HSB - SOD - Events	2015 FORD Transit XLT Wagon SWB
Homeland Security Bureau	HSB - SOD - Events	2014 DODGE RAM 1500
Homeland Security Bureau	HSB - SOD - Events	2015 FORD Transit 350 Wagon
Homeland Security Bureau	HSB - SOD - Events	2016 FORD UTILITY
Homeland Security Bureau	HSB - SOD - FTSD Photo Radar	2012 FORD E-350
Homeland Security Bureau	HSB - SOD - FTSD Photo Radar	2014 CHEVROLET 3500
Homeland Security Bureau	HSB - SOD - FTSD Photo Radar	2014 DODGE RAM 2500
Homeland Security Bureau	HSB - SOD - FTSD Photo Radar	2014 DODGE RAM 2500
Homeland Security Bureau	HSB - SOD - FTSD Photo Radar	2014 DODGE RAM 2500
Homeland Security Bureau	HSB - SOD - FTSD Photo Radar	2014 FORD F-550
Homeland Security Bureau	HSB - SOD - FTSD Photo Radar	2014 DODGE RAM 2500
Homeland Security Bureau	HSB - SOD - FTSD Photo Radar	2015 SOLAR TECH SILENT MESSENGER
Homeland Security Bureau	HSB - SOD - FTSD Photo Radar	2010 DODGE AVENGER SXT
Homeland Security Bureau	HSB - SOD - Harbor	2016 FORD UTILITY
Homeland Security Bureau	HSB - SOD - Harbor	2016 FORD UTILITY
Homeland Security Bureau	HSB - SOD - Harbor	2017 FORD UTILITY
Homeland Security Bureau	HSB - SOD - Harbor	2014 FORD UTILITY
Homeland Security Bureau	HSB - SOD - Harbor	2014 FORD UTILITY
Homeland Security Bureau	HSB - SOD - Harbor	2017 FORD UTILITY
Homeland Security Bureau	HSB - SOD - Harbor	2017 FORD UTILITY
Homeland Security Bureau	HSB - SOD - Harbor	2017 FORD UTILITY
Homeland Security Bureau	HSB - SOD - Harbor	2014 FORD INTC-Sedan
Homeland Security Bureau	HSB - SOD - Harbor	2017 FORD UTILITY
Homeland Security Bureau	HSB - SOD - Harbor	2017 FORD UTILITY
Homeland Security Bureau	HSB - SOD - Harbor	2016 FORD UTILITY
Homeland Security Bureau	HSB - SOD - Harbor	2017 DODGE DURANGO
Homeland Security Bureau	HSB - SOD - Harbor	2004 MACK MR688S
Homeland Security Bureau	HSB - SOD - Harbor	2011 FORD F-350
Homeland Security Bureau	HSB - SOD - Harbor	2008 FORD EXPEDITION
Homeland Security Bureau	HSB - SOD - HMU	2019 FORD TRANSIT 250 VAN
Homeland Security Bureau	HSB - SOD - HMU	2008 FORD F-350
Homeland Security Bureau	HSB - SOD - HMU	2008 FORD F-350
Homeland Security Bureau	HSB - SOD - HMU	2017 DODGE RAM 3500
Homeland Security Bureau	HSB - SOD - HMU	2014 DOUBLE D HORSE TRAILER
Homeland Security Bureau	HSB - SOD - HMU	2008 DOUBLE D TRAILER
Homeland Security Bureau	HSB - SOD - HMU	2016 DOUBLE D V-Sport
Homeland Security Bureau	HSB - SOD - K9	2014 FORD INTC-Sedan

Bureau	Department Description	Year/Make/Model
Homeland Security Bureau	HSB - SOD - K9	2014 FORD UTILITY K9
Homeland Security Bureau	HSB - SOD - K9	2013 FORD UTILITY K9
Homeland Security Bureau	HSB - SOD - K9	2013 FORD UTILITY K9
Homeland Security Bureau	HSB - SOD - K9	2014 FORD UTILITY K9
Homeland Security Bureau	HSB - SOD - K9	2013 FORD UTILITY K9
Homeland Security Bureau	HSB - SOD - K9	2016 FORD UTILITY K9
Homeland Security Bureau	HSB - SOD - K9	2014 FORD UTILITY K9
Homeland Security Bureau	HSB - SOD - K9	2014 FORD UTILITY K9
Homeland Security Bureau	HSB - SOD - K9	2014 FORD UTILITY K9
Homeland Security Bureau	HSB - SOD - K9	2016 FORD UTILITY K9
Homeland Security Bureau	HSB - SOD - K9	2016 FORD UTILITY K9
Homeland Security Bureau	HSB - SOD - K9	2014 FORD UTILITY K9
Homeland Security Bureau	HSB - SOD - K9	2014 FORD UTILITY K9
Homeland Security Bureau	HSB - SOD - K9	2013 FORD UTILITY K9
Homeland Security Bureau	HSB - SOD - K9	2016 FORD UTILITY K9
Homeland Security Bureau	HSB - SOD - K9	2014 FORD UTILITY K9
Homeland Security Bureau	HSB - SOD - K9	2016 FORD UTILITY K9
Homeland Security Bureau	HSB - SOD - K9	2016 FORD UTILITY K9
Homeland Security Bureau	HSB - SOD - K9	2014 FORD UTILITY K9
Homeland Security Bureau	HSB - SOD - K9	2014 FORD UTILITY K9
Homeland Security Bureau	HSB - SOD - K9	2016 FORD UTILITY K9
Homeland Security Bureau	HSB - SOD - K9	2016 FORD UTILITY K9
Homeland Security Bureau	HSB - SOD - K9	2013 FORD UTILITY K9
Homeland Security Bureau	HSB - SOD - K9	2016 FORD UTILITY K9
Homeland Security Bureau	HSB - SOD - K9	2016 FORD UTILITY K9
Homeland Security Bureau	HSB - SOD - K9	2013 FORD UTILITY K9
Homeland Security Bureau	HSB - SOD - K9	2014 FORD UTILITY K9
Homeland Security Bureau	HSB - SOD - K9	2014 FORD UTILITY K9
Homeland Security Bureau	HSB - SOD - K9	2016 FORD UTILITY K9
Homeland Security Bureau	HSB - SOD - K9	2014 FORD UTILITY K9
Homeland Security Bureau	HSB - SOD - K9	2014 FORD UTILITY K9
Homeland Security Bureau	HSB - SOD - K9	2013 FORD UTILITY K9
Homeland Security Bureau	HSB - SOD - K9	2015 FORD UTILITY K9
Homeland Security Bureau	HSB - SOD - K9	2016 FORD UTILITY K9
Homeland Security Bureau	HSB - SOD - K9	2013 FORD UTILITY K9
Homeland Security Bureau	HSB - SOD - K9	2014 FORD UTILITY K9
Homeland Security Bureau	HSB - SOD - K9	2014 DODGE RAM 1500
Homeland Security Bureau	HSB - SOD - TSSEB	2015 FREIGHTLINER M2106V
Homeland Security Bureau	HSB - SOD - TSSEB	2015 FORD UTILITY
Homeland Security Bureau	HSB - SOD - TSSEB	2015 FORD UTILITY
Homeland Security Bureau	HSB - SOD - TSSEB	2014 FORD INTC-Sedan
Homeland Security Bureau	HSB - SOD - TSSEB	2016 FORD UTILITY
Homeland Security Bureau	HSB - SOD - TSSEB	2016 FORD UTILITY
Homeland Security Bureau	HSB - SOD - TSSEB	2016 CHEVROLET IMPALA
Homeland Security Bureau	HSB - SOD - TSSEB	2013 FORD UTILITY
Homeland Security Bureau	HSB - SOD - TSSEB	2013 FORD UTILITY
Homeland Security Bureau	HSB - SOD - TSSEB	2014 FORD INTC-Sedan

Bureau	Department Description	Year/Make/Model
Homeland Security Bureau	HSB - SOD - TSSEB	2016 CHEVROLET IMPALA
Homeland Security Bureau	HSB - SOD - TSSEB	2013 CHEVROLET IMPALA
Homeland Security Bureau	HSB - SOD - TSSEB	2005 CHEVROLET SUBURBAN
Homeland Security Bureau	HSB - SOD - TSSEB	2006 CHEVROLET SUBURBAN
Homeland Security Bureau	HSB - SOD - TSSEB	2010 FORD EXPEDITION
Homeland Security Bureau	HSB - SOD - TSSEB	2018 DODGE RAM 1500
Homeland Security Bureau	HSB - SOD - TSSEB	2018 DODGE RAM 1500
Homeland Security Bureau	HSB - SOD - TSSEB	2019 DODGE RAM 1500
Homeland Security Bureau	HSB - SOD - TSSEB	2015 CHEVROLET SILVERADO
Homeland Security Bureau	HSB - SOD - TSSEB	2018 DODGE RAM 1500
Homeland Security Bureau	HSB - SOD - TSSEB	2015 CHEVROLET SILVERADO
Homeland Security Bureau	HSB - SOD - TSSEB	2019 DODGE RAM 1500
Homeland Security Bureau	HSB - SOD - TSSEB	2018 DODGE RAM 1500
Homeland Security Bureau	HSB - SOD - TSSEB	2005 INGERSOLL RAND LIGHT TOWER
Homeland Security Bureau	HSB - SOD - TSSEB	2019 FORD UTILITY
Internal Affairs Bureau	IAB - Court Liasion	2014 CHEVROLET IMPALA
Internal Affairs Bureau	IAB - IAD - Internal Affairs Branch	2014 CHEVROLET IMPALA
Internal Affairs Bureau	IAB - IAD - Internal Affairs Branch	2014 CHEVROLET MALIBU
Internal Affairs Bureau	IAB - IAD - Internal Affairs Branch	2014 CHEVROLET CRUZE
Internal Affairs Bureau	IAB - IAD - Internal Affairs Branch	2012 CHEVROLET IMPALA
Internal Affairs Bureau	IAB - IAD - Internal Affairs Branch	2015 GMC TERRAIN
Internal Affairs Bureau	IAB - IAD - Internal Affairs Branch	2014 CHEVROLET MALIBU
Internal Affairs Bureau	IAB - IAD - Internal Affairs Branch	2015 CHEVROLET MALIBU
Internal Affairs Bureau	IAB - IAD - Internal Affairs Branch	2014 CHEVROLET MALIBU
Internal Affairs Bureau	IAB - IAD - Internal Affairs Branch	2015 CHEVROLET MALIBU
Internal Affairs Bureau	IAB - IAD - Internal Affairs Branch	2014 CHEVROLET MALIBU
Internal Affairs Bureau	IAB - IAD - Internal Affairs Branch	2014 CHEVROLET MALIBU
Internal Affairs Bureau	IAB - IAD - Internal Affairs Branch	2014 CHEVROLET MALIBU
Internal Affairs Bureau	IAB - IAD - Internal Affairs Branch	2014 CHEVROLET MALIBU
Internal Affairs Bureau	IAB - IAD - Internal Affairs Branch	2009 PONTIAC G6
Internal Affairs Bureau	IAB - IAD - Internal Affairs Branch	2015 CHEVROLET MALIBU
Internal Affairs Bureau	IAB - IAD - Internal Affairs Branch	2015 HYUNDAI SANTA FE
Internal Affairs Bureau	IAB - IAD - Internal Affairs Branch	2017 CHEVROLET MALIBU
Internal Affairs Bureau	IAB - IAD - Internal Affairs Branch	2015 CHEVROLET COLORADO
Internal Affairs Bureau	IAB - IAD - Internal Affairs Branch	2015 CHEVROLET MALIBU
Internal Affairs Bureau	IAB - IAD - Internal Affairs Branch	2018 FORD FUSION
Internal Affairs Bureau	IAB - IAD - Internal Affairs Branch	2015 CHEVROLET MALIBU
Internal Affairs Bureau	IAB - IAD - Internal Affairs Branch	2014 CHEVROLET MALIBU
Internal Affairs Bureau	IAB - IAD - Internal Affairs Branch	2015 CHEVROLET MALIBU
Internal Affairs Bureau	IAB - IAD - Internal Affairs Branch	2015 CHEVROLET MALIBU
Internal Affairs Bureau	IAB - IAD - Internal Affairs Branch	2018 FORD FUSION
Internal Affairs Bureau	IAB - IAD - Internal Affairs Branch	2015 CHEVROLET MALIBU
Internal Affairs Bureau	IAB - IAD - Internal Affairs Branch	2010 FORD CROWN VICTORIA
Internal Affairs Bureau	IAB - IAD - Internal Affairs Branch	2015 CHEVROLET MALIBU
Internal Affairs Bureau	IAB - IAD - Internal Affairs Branch	2014 CHEVROLET MALIBU
Internal Affairs Bureau	IAB - IAD - Internal Affairs Branch	2018 FORD FUSION
Internal Affairs Bureau	IAB - IAD - Internal Affairs Branch	2009 CHEVROLET IMPALA

Bureau	Department Description	Year/Make/Model
Internal Affairs Bureau	IAB - IAD - Internal Affairs Branch	2017 CHEVROLET MALIBU
Internal Affairs Bureau	IAB - IAD - Internal Affairs Branch	2018 FORD FUSION
Internal Affairs Bureau	IAB - IAD - Internal Affairs Branch	2014 CHEVROLET MALIBU
Internal Affairs Bureau	IAB - IAD - Internal Affairs Branch	2015 DODGE DURANGO
Internal Affairs Bureau	IAB - IAD - Internal Affairs Branch	2014 CHEVROLET MALIBU
Internal Affairs Bureau	IAB - Internal Affairs Bureau	2016 CHEVROLET IMPALA
Internal Affairs Bureau	IAB - Internal Affairs Bureau	2017 FORD UTILITY
Internal Affairs Bureau	IAB - Internal Affairs Bureau	2015 CHEVROLET MALIBU
Internal Affairs Bureau	IAB - Internal Affairs Bureau	2011 CHEVROLET IMPALA
Internal Affairs Bureau	IAB - RMD	2013 CHEVROLET IMPALA
Internal Affairs Bureau	IAB - RMD	2014 CHEVROLET MALIBU
Internal Affairs Bureau	IAB - RMD - SOMB	2016 FORD INTC-Sedan
Internal Affairs Bureau	IAB - RMD - SOMB	2016 FORD INTC-Sedan
Internal Affairs Bureau	IAB - RMD - SOMB	2014 CHEVROLET IMPALA
Internal Affairs Bureau	IAB - RMD - SOMB	2015 CHEVROLET MALIBU
Internal Affairs Bureau	IAB - RMD - SOMB	2010 DODGE AVENGER SXT
Investigative Services Bureau	ISB - 1DDU	2017 CHEVROLET MALIBU
Investigative Services Bureau	ISB - 1DDU	2014 CHEVROLET MALIBU
Investigative Services Bureau	ISB - 1DDU	2014 CHEVROLET MALIBU
Investigative Services Bureau	ISB - 1DDU	2018 FORD FUSION
Investigative Services Bureau	ISB - 1DDU	2013 CHEVROLET IMPALA
Investigative Services Bureau	ISB - 1DDU	2017 CHEVROLET MALIBU
Investigative Services Bureau	ISB - 1DDU	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - 2DDU	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - 2DDU	2014 CHEVROLET MALIBU
Investigative Services Bureau	ISB - 2DDU	2017 CHEVROLET MALIBU
Investigative Services Bureau	ISB - 2DDU	2014 CHEVROLET MALIBU
Investigative Services Bureau	ISB - 2DDU	2014 CHEVROLET MALIBU
Investigative Services Bureau	ISB - 2DDU	2017 CHEVROLET MALIBU
Investigative Services Bureau	ISB - 3DDU	2014 CHEVROLET MALIBU
Investigative Services Bureau	ISB - 3DDU	2017 CHEVROLET MALIBU
Investigative Services Bureau	ISB - 3DDU	2014 CHEVROLET MALIBU
Investigative Services Bureau	ISB - 3DDU	2013 CHEVROLET IMPALA
Investigative Services Bureau	ISB - 3DDU	2017 CHEVROLET MALIBU
Investigative Services Bureau	ISB - 3DDU	2018 FORD FUSION
Investigative Services Bureau	ISB - 3DDU	2018 FORD FUSION
Investigative Services Bureau	ISB - 3DDU	2017 CHEVROLET MALIBU
Investigative Services Bureau	ISB - 4DDU	2014 CHEVROLET MALIBU
Investigative Services Bureau	ISB - 4DDU	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - 4DDU	2014 CHEVROLET MALIBU
Investigative Services Bureau	ISB - 4DDU	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - 4DDU	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - 4DDU	2017 CHEVROLET MALIBU
Investigative Services Bureau	ISB - 4DDU	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - 4DDU	2010 DODGE AVENGER SXT
Investigative Services Bureau	ISB - 5DDU	2017 CHEVROLET MALIBU
Investigative Services Bureau	ISB - 5DDU	2014 CHEVROLET MALIBU



Bureau	Department Description	Year/Make/Model
Investigative Services Bureau	ISB - 5DDU	2014 CHEVROLET MALIBU
Investigative Services Bureau	ISB - 5DDU	2013 CHEVROLET MALIBU
Investigative Services Bureau	ISB - 5DDU	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - 5DDU	2014 CHEVROLET MALIBU
Investigative Services Bureau	ISB - 5DDU	2018 FORD FUSION
Investigative Services Bureau	ISB - 5DDU	2008 CHEVROLET IMPALA
Investigative Services Bureau	ISB - 6DDU	2014 CHEVROLET MALIBU
Investigative Services Bureau	ISB - 6DDU	2014 CHEVROLET MALIBU
Investigative Services Bureau	ISB - 6DDU	2014 CHEVROLET MALIBU
Investigative Services Bureau	ISB - 6DDU	2014 CHEVROLET MALIBU
Investigative Services Bureau	ISB - 6DDU	2018 FORD FUSION
Investigative Services Bureau	ISB - 6DDU	2017 CHEVROLET MALIBU
Investigative Services Bureau	ISB - 6DDU	2010 CHEVROLET IMPALA
Investigative Services Bureau	ISB - 6DDU	2018 FORD FUSION
Investigative Services Bureau	ISB - 6DDU	2013 CHEVROLET IMPALA
Investigative Services Bureau	ISB - 6DDU	2018 FORD FUSION
Investigative Services Bureau	ISB - 7DDU	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - 7DDU	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - 7DDU	2018 FORD FUSION
Investigative Services Bureau	ISB - 7DDU	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - 7DDU	2014 CHEVROLET MALIBU
Investigative Services Bureau	ISB - 7DDU	2012 CHEVROLET IMPALA
Investigative Services Bureau	ISB - 7DDU	2018 FORD FUSION
Investigative Services Bureau	ISB - 7DDU	2017 CHEVROLET MALIBU
Investigative Services Bureau	ISB - 7DDU	2017 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - CARFTF	2017 DODGE DURANGO
Investigative Services Bureau	ISB - CID - CARFTF	2017 DODGE DURANGO
Investigative Services Bureau	ISB - CID - CARFTF	2016 RAM 1500
Investigative Services Bureau	ISB - CID - CARFTF	2015 FORD F-150
Investigative Services Bureau	ISB - CID - Fugitives	2015 FORD Transit 350 Wagon
Investigative Services Bureau	ISB - CID - Fugitives	2015 FORD INTC-Sedan PT
Investigative Services Bureau	ISB - CID - Fugitives	2018 FORD FUSION
Investigative Services Bureau	ISB - CID - Fugitives	2016 FORD UTILITY PT
Investigative Services Bureau	ISB - CID - Homicide	2016 FORD INTC-Sedan
Investigative Services Bureau	ISB - CID - Homicide	2018 FORD Transit XLT Wagon SWB
Investigative Services Bureau	ISB - CID - Homicide	2013 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - Homicide	2018 FORD FUSION
Investigative Services Bureau	ISB - CID - Homicide	2010 CHEVROLET IMPALA
Investigative Services Bureau	ISB - CID - Homicide	2017 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - Homicide	2014 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - Homicide	2014 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - Homicide	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - Homicide	2014 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - Homicide	2012 CHEVROLET IMPALA
Investigative Services Bureau	ISB - CID - Homicide	2018 FORD FUSION
Investigative Services Bureau	ISB - CID - Homicide	2015 FORD INTC-Sedan
Investigative Services Bureau	ISB - CID - Homicide	2014 CHEVROLET MALIBU

Bureau	Department Description	Year/Make/Model
Investigative Services Bureau	ISB - CID - Homicide	2013 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - Homicide	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - Homicide	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - Homicide	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - Homicide	2018 FORD FUSION
Investigative Services Bureau	ISB - CID - Homicide	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - Homicide	2018 FORD FUSION
Investigative Services Bureau	ISB - CID - Homicide	2014 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - Homicide	2013 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - Homicide	2018 FORD FUSION
Investigative Services Bureau	ISB - CID - Homicide	2017 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - Homicide	2018 FORD FUSION
Investigative Services Bureau	ISB - CID - Homicide	2013 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - Homicide	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - Homicide	2014 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - Homicide	2013 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - Homicide	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - Homicide	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - Homicide	2018 FORD FUSION
Investigative Services Bureau	ISB - CID - Homicide	2014 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - Homicide	2014 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - Homicide	2018 FORD FUSION
Investigative Services Bureau	ISB - CID - Homicide	2013 CHEVROLET IMPALA
Investigative Services Bureau	ISB - CID - Homicide	2013 CHEVROLET IMPALA
Investigative Services Bureau	ISB - CID - Homicide	2014 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - Homicide	2014 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - Homicide	2018 FORD FUSION
Investigative Services Bureau	ISB - CID - Homicide	2013 CHEVROLET IMPALA
Investigative Services Bureau	ISB - CID - Homicide	2018 FORD FUSION
Investigative Services Bureau	ISB - CID - Homicide	2013 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - Homicide	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - Homicide	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - Homicide	2017 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - Homicide	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - Homicide	2014 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - Homicide	2014 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - Homicide	2017 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - Homicide	2018 FORD FUSION
Investigative Services Bureau	ISB - CID - Homicide	2017 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - SIB	2017 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - SIB	2017 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - SIB	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - SIB	2017 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - SIB	2017 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - SIB	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - SIB	2011 CHEVROLET IMPALA
Investigative Services Bureau	ISB - CID - SIB	2014 CHEVROLET MALIBU

Bureau	Department Description	Year/Make/Model
Investigative Services Bureau	ISB - CID - SIB	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - SIB	2013 DODGE GRAND CARAVAN
Investigative Services Bureau	ISB - CID - SIB	2013 DODGE GRAND CARAVAN
Investigative Services Bureau	ISB - CID - SIB - SAU	2014 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - SIB - SAU	2013 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - SIB - SAU	2016 CHRYSLER 200 Limited
Investigative Services Bureau	ISB - CID - SIB - SAU	2013 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - SIB - SAU	2014 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - SIB - SAU	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - SIB - SAU	2010 DODGE AVENGER SXT
Investigative Services Bureau	ISB - CID - SIB - SAU	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - SIB - SAU	2013 CHEVROLET IMPALA
Investigative Services Bureau	ISB - CID - SIB - SAU	2018 FORD FUSION
Investigative Services Bureau	ISB - CID - SIB - SAU	2018 FORD FUSION
Investigative Services Bureau	ISB - CID - SIB - SAU	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - Special Victims Unit	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - CID - Special Victims Unit	2018 FORD FUSION
Investigative Services Bureau	ISB - CID - VSB	2018 FORD FUSION
Investigative Services Bureau	ISB - CID - VSB	2010 DODGE AVENGER SXT
Investigative Services Bureau	ISB - CID - VSB - FLS	2013 FORD INTC-Sedan
Investigative Services Bureau	ISB - CID - VSB - FLS	2016 CHEVROLET IMPALA
Investigative Services Bureau	ISB - CID - VSB - FLS	2015 FORD INTC-Sedan
Investigative Services Bureau	ISB - CID - VSB - FLS	2015 FORD INTC-Sedan
Investigative Services Bureau	ISB - CID - VSB - FLS	2013 CHEVROLET IMPALA
Investigative Services Bureau	ISB - CSID	2013 FORD UTILITY
Investigative Services Bureau	ISB - CSID	2019 FORD FUSION
Investigative Services Bureau	ISB - CSID	2019 FORD FUSION
Investigative Services Bureau	ISB - CSID	2013 FORD UTILITY
Investigative Services Bureau	ISB - CSID	2013 FORD UTILITY
Investigative Services Bureau	ISB - CSID	2014 CHEVROLET IMPALA
Investigative Services Bureau	ISB - CSID	2016 CHEVROLET IMPALA
Investigative Services Bureau	ISB - CSID	2019 FORD TRANSIT 250 VAN
Investigative Services Bureau	ISB - CSID	2019 FORD TRANSIT 250 VAN
Investigative Services Bureau	ISB - CSID	2009 CHEVROLET CUTAWAY VAN
Investigative Services Bureau	ISB - CSID	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - Investigative Services Bureau	2016 FORD INTC-Sedan
Investigative Services Bureau	ISB - Investigative Services Bureau	2014 DODGE CHARGER
Investigative Services Bureau	ISB - Investigative Services Bureau	2016 FORD UTILITY
Investigative Services Bureau	ISB - Investigative Services Bureau	2014 CHEVROLET MALIBU
Investigative Services Bureau	ISB - Investigative Services Bureau	2016 FORD UTILITY
Investigative Services Bureau	ISB - NSID - CAU	2013 FORD UTILITY PT
Investigative Services Bureau	ISB - NSID - CAU	2013 FORD UTILITY PT
Investigative Services Bureau	ISB - NSID - CAU	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - NSID - CAU	2011 CHEVROLET IMPALA
Investigative Services Bureau	ISB - NSID - CAU	2017 CHEVROLET MALIBU
Investigative Services Bureau	ISB - NSID - CAU	2014 CHEVROLET MALIBU
Investigative Services Bureau	ISB - NSID - CAU	2017 CHEVROLET MALIBU

Bureau	Department Description	Year/Make/Model
Investigative Services Bureau	ISB - NSID - CAU	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - NSID - CIU	2017 CHEVROLET MALIBU
Investigative Services Bureau	ISB - NSID - CIU	2014 CHEVROLET MALIBU
Investigative Services Bureau	ISB - NSID - CIU	2014 CHEVROLET MALIBU
Investigative Services Bureau	ISB - NSID - CIU	2018 FORD FUSION
Investigative Services Bureau	ISB - NSID - CIU	2017 CHEVROLET MALIBU
Investigative Services Bureau	ISB - NSID - CIU	2018 FORD FUSION
Investigative Services Bureau	ISB - NSID - CIU	2015 HYUNDAI SONATA
Investigative Services Bureau	ISB - NSID - CIU	2015 CHRYSLER 200 Limited
Investigative Services Bureau	ISB - NSID - GRU	2015 FORD INTC-Sedan
Investigative Services Bureau	ISB - NSID - GRU	2013 CHEVROLET IMPALA
Investigative Services Bureau	ISB - NSID - GRU	2013 CHEVROLET IMPALA
Investigative Services Bureau	ISB - NSID - GRU	2019 FORD FUSION
Investigative Services Bureau	ISB - NSID - GRU	2015 FORD INTC-Sedan
Investigative Services Bureau	ISB - NSID - GRU	2015 FORD INTC-Sedan
Investigative Services Bureau	ISB - NSID - GRU	2015 FORD INTC-Sedan
Investigative Services Bureau	ISB - NSID - GRU	2014 CHEVROLET MALIBU
Investigative Services Bureau	ISB - NSID - GRU	2014 CHEVROLET MALIBU
Investigative Services Bureau	ISB - NSID - GRU	2015 CHRYSLER 200 Limited
Investigative Services Bureau	ISB - NSID - GRU	2014 CHEVROLET MALIBU
Investigative Services Bureau	ISB - NSID - GRU	2012 CHEVROLET IMPALA
Investigative Services Bureau	ISB - NSID - GRU	2012 CHEVROLET IMPALA
Investigative Services Bureau	ISB - NSID - GRU	2013 CHEVROLET MALIBU
Investigative Services Bureau	ISB - NSID - GRU	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - NSID - GRU	2013 CHEVROLET IMPALA
Investigative Services Bureau	ISB - NSID - GRU	2017 CHEVROLET MALIBU
Investigative Services Bureau	ISB - NSID - GRU	2013 CHEVROLET MALIBU
Investigative Services Bureau	ISB - NSID - GRU	2011 CHEVROLET IMPALA
Investigative Services Bureau	ISB - NSID - GRU	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - NSID - GRU	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - NSID - GRU	2018 FORD FUSION
Investigative Services Bureau	ISB - NSID - GRU	2010 FORD FOCUS SE
Investigative Services Bureau	ISB - NSID - GRU	2018 FORD FUSION
Investigative Services Bureau	ISB - NSID - GRU	2014 CHEVROLET MALIBU
Investigative Services Bureau	ISB - NSID - GRU	2010 CHEVROLET IMPALA
Investigative Services Bureau	ISB - NSID - Major Case Branch	2019 FORD FUSION
Investigative Services Bureau	ISB - NSID - Major Case Branch	2019 FORD FUSION
Investigative Services Bureau	ISB - NSID - Major Case Branch	2019 FORD FUSION
Investigative Services Bureau	ISB - NSID - Major Case Branch	2016 CHEVROLET IMPALA
Investigative Services Bureau	ISB - NSID - Major Case Branch	2013 FORD UTILITY
Investigative Services Bureau	ISB - NSID - Major Case Branch	2016 FORD UTILITY K9
Investigative Services Bureau	ISB - NSID - Major Case Branch	2010 DODGE AVENGER SXT
Investigative Services Bureau	ISB - NSID - Major Case Branch	2017 CHEVROLET MALIBU
Investigative Services Bureau	ISB - NSID - Major Case Branch	2015 FORD INTC-Sedan
Investigative Services Bureau	ISB - NSID - Major Case Branch	2016 KIA Optima
Investigative Services Bureau	ISB - NSID - Major Case Branch	2016 FORD FOCUS SE
Investigative Services Bureau	ISB - NSID - Major Case Branch	2014 DODGE CHARGER

Bureau	Department Description	Year/Make/Model
Investigative Services Bureau	ISB - NSID - Major Case Branch	2017 CHEVROLET MALIBU
Investigative Services Bureau	ISB - NSID - Major Case Branch	2016 FORD UTILITY
Investigative Services Bureau	ISB - NSID - Major Case Branch	2010 DODGE CHARGER
Investigative Services Bureau	ISB - NSID - Major Case Branch	2010 DODGE AVENGER SXT
Investigative Services Bureau	ISB - NSID - Major Case Branch	2015 HYUNDAI SONATA
Investigative Services Bureau	ISB - NSID - Major Case Branch	2016 HYUNDAI SONATA
Investigative Services Bureau	ISB - NSID - Major Case Branch	2018 FORD FUSION
Investigative Services Bureau	ISB - NSID - Major Case Branch	2018 FORD FUSION
Investigative Services Bureau	ISB - NSID - Major Case Branch	2015 CHRYSLER 200 Limited
Investigative Services Bureau	ISB - NSID - Major Case Branch	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - NSID - Major Case Branch	2018 DODGE JOURNEY SE
Investigative Services Bureau	ISB - NSID - Major Case Branch	2018 FORD FUSION
Investigative Services Bureau	ISB - NSID - Major Case Branch	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - NSID - Major Case Branch	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - NSID - Major Case Branch	2015 FORD INTC-Sedan
Investigative Services Bureau	ISB - NSID - Major Case Branch	2016 FORD FOCUS SE
Investigative Services Bureau	ISB - NSID - Major Case Branch	2015 FORD INTC-Sedan
Investigative Services Bureau	ISB - NSID - Major Case Branch	2010 DODGE AVENGER SXT
Investigative Services Bureau	ISB - NSID - Major Case Branch	2017 CHEVROLET MALIBU
Investigative Services Bureau	ISB - NSID - Major Case Branch	2018 FORD FUSION
Investigative Services Bureau	ISB - NSID - Major Case Branch	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - NSID - Major Case Branch	2015 HYUNDAI SONATA
Investigative Services Bureau	ISB - NSID - Major Case Branch	2015 CHRYSLER 200 Limited
Investigative Services Bureau	ISB - NSID - Major Case Branch	2016 HYUNDAI SONATA
Investigative Services Bureau	ISB - NSID - Major Case Branch	2016 DODGE DART
Investigative Services Bureau	ISB - NSID - Major Case Branch	2014 CHEVROLET MALIBU
Investigative Services Bureau	ISB - NSID - Major Case Branch	2018 FORD Transit XLT Wagon SWB
Investigative Services Bureau	ISB - NSID - Major Case Branch	2018 FORD Transit XLT Wagon SWB
Investigative Services Bureau	ISB - NSID - Major Case Branch	2018 FORD TRANSIT CONNECT XL VAN
Investigative Services Bureau	ISB - NSID - Major Case Branch	2018 FORD TRANSIT CONNECT XL VAN
Investigative Services Bureau	ISB - NSID - NEU	2013 FORD UTILITY
Investigative Services Bureau	ISB - NSID - NEU	2019 FORD FUSION
Investigative Services Bureau	ISB - NSID - NEU	2019 FORD FUSION
Investigative Services Bureau	ISB - NSID - NEU	2016 CHEVROLET IMPALA
Investigative Services Bureau	ISB - NSID - NEU	2013 FORD INTC-Sedan PT
Investigative Services Bureau	ISB - NSID - NEU	2014 CHEVROLET IMPALA
Investigative Services Bureau	ISB - NSID - NEU	2015 FORD Transit 350 Wagon
Investigative Services Bureau	ISB - NSID - NEU	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - NSID - NEU	2014 CHEVROLET MALIBU
Investigative Services Bureau	ISB - NSID - NEU	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - NSID - NEU	2010 CHEVROLET IMPALA
Investigative Services Bureau	ISB - NSID - NEU	2017 CHEVROLET MALIBU
Investigative Services Bureau	ISB - NSID - NEU	2016 KIA Optima
Investigative Services Bureau	ISB - NSID - NEU	2017 CHEVROLET MALIBU
Investigative Services Bureau	ISB - NSID - NEU	2015 HYUNDAI SONATA
Investigative Services Bureau	ISB - NSID - NEU	2011 FORD FOCUS SE
Investigative Services Bureau	ISB - NSID - NEU	2013 CHEVROLET IMPALA

Bureau	Department Description	Year/Make/Model
Investigative Services Bureau	ISB - NSID Human Trafficking	2016 CHEVROLET IMPALA
Investigative Services Bureau	ISB - NSID Human Trafficking	2014 FORD INTC-Sedan PT
Investigative Services Bureau	ISB - NSID Human Trafficking	2013 CHEVROLET MALIBU
Investigative Services Bureau	ISB - NSID Human Trafficking	2014 CHEVROLET MALIBU
Investigative Services Bureau	ISB - NSID Human Trafficking	2017 CHEVROLET MALIBU
Investigative Services Bureau	ISB - SSD	2013 CHEVROLET IMPALA
Investigative Services Bureau	ISB - SSD	2014 CHEVROLET IMPALA
Investigative Services Bureau	ISB - SSD	2013 CHEVROLET IMPALA
Investigative Services Bureau	ISB - SSD	2014 CHEVROLET IMPALA
Investigative Services Bureau	ISB - SSD	2014 CHEVROLET IMPALA
Investigative Services Bureau	ISB - SSD	2012 CHEVROLET IMPALA
Investigative Services Bureau	ISB - SSD	2016 CHEVROLET IMPALA
Investigative Services Bureau	ISB - SSD	2016 CHEVROLET IMPALA
Investigative Services Bureau	ISB - SSD	2019 FORD FUSION
Investigative Services Bureau	ISB - SSD	2016 CHEVROLET IMPALA
Investigative Services Bureau	ISB - SSD	2013 CHEVROLET IMPALA
Investigative Services Bureau	ISB - SSD	2014 CHEVROLET IMPALA
Investigative Services Bureau	ISB - SSD	2014 CHEVROLET IMPALA
Investigative Services Bureau	ISB - SSD	2016 CHEVROLET IMPALA
Investigative Services Bureau	ISB - SSD	2014 CHEVROLET IMPALA
Investigative Services Bureau	ISB - SSD	2016 CHEVROLET IMPALA
Investigative Services Bureau	ISB - SSD	2016 CHEVROLET IMPALA
Investigative Services Bureau	ISB - SSD	2016 CHEVROLET IMPALA
Investigative Services Bureau	ISB - SSD	2014 CHEVROLET IMPALA
Investigative Services Bureau	ISB - SSD	2013 CHEVROLET IMPALA
Investigative Services Bureau	ISB - SSD	2016 CHEVROLET IMPALA
Investigative Services Bureau	ISB - SSD	2013 CHEVROLET IMPALA
Investigative Services Bureau	ISB - SSD	2012 CHEVROLET IMPALA
Investigative Services Bureau	ISB - SSD	2014 CHEVROLET IMPALA
Investigative Services Bureau	ISB - SSD	2014 CHEVROLET IMPALA
Investigative Services Bureau	ISB - SSD	2016 CHEVROLET IMPALA
Investigative Services Bureau	ISB - SSD	2013 CHEVROLET IMPALA
Investigative Services Bureau	ISB - SSD	2013 CHEVROLET IMPALA
Investigative Services Bureau	ISB - SSD	2014 CHEVROLET IMPALA
Investigative Services Bureau	ISB - SSD	2014 CHEVROLET IMPALA
Investigative Services Bureau	ISB - SSD	2016 CHEVROLET IMPALA
Investigative Services Bureau	ISB - SSD	2016 CHEVROLET IMPALA
Investigative Services Bureau	ISB - SSD	2014 CHEVROLET IMPALA
Investigative Services Bureau	ISB - SSD	2016 CHEVROLET IMPALA
Investigative Services Bureau	ISB - SSD	2012 CHEVROLET IMPALA
Investigative Services Bureau	ISB - SSD	2016 CHEVROLET IMPALA
Investigative Services Bureau	ISB - SSD	2016 CHEVROLET IMPALA
Investigative Services Bureau	ISB - SSD	2013 CHEVROLET IMPALA
Investigative Services Bureau	ISB - SSD	2016 CHEVROLET IMPALA

Bureau	Department Description	Year/Make/Model
Investigative Services Bureau	ISB - SSD	2016 CHEVROLET IMPALA
Investigative Services Bureau	ISB - SSD	2014 CHEVROLET IMPALA
Investigative Services Bureau	ISB - SSD	2014 CHEVROLET IMPALA
Investigative Services Bureau	ISB - SSD	2012 CHEVROLET IMPALA
Investigative Services Bureau	ISB - SSD	2014 CHEVROLET IMPALA
Investigative Services Bureau	ISB - SSD	2014 CHEVROLET IMPALA
Investigative Services Bureau	ISB - SSD	2010 FORD FOCUS SE
Investigative Services Bureau	ISB - SSD	2014 DODGE CHARGER
Investigative Services Bureau	ISB - SSD	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - YFSD	2016 CHEVROLET IMPALA
Investigative Services Bureau	ISB - YFSD	1989 MERCURY COUGAR
Investigative Services Bureau	ISB - YFSD	2016 FORD INTC-Sedan
Investigative Services Bureau	ISB - YFSD	2016 CHEVROLET IMPALA
Investigative Services Bureau	ISB - YFSD	2013 FORD UTILITY
Investigative Services Bureau	ISB - YFSD	2016 FORD INTC-Sedan
Investigative Services Bureau	ISB - YFSD	2013 FORD INTC-Sedan
Investigative Services Bureau	ISB - YFSD	2016 FORD INTC-Sedan
Investigative Services Bureau	ISB - YFSD	2015 FORD INTC-Sedan
Investigative Services Bureau	ISB - YFSD	2016 CHEVROLET IMPALA
Investigative Services Bureau	ISB - YFSD	2014 CHEVROLET IMPALA
Investigative Services Bureau	ISB - YFSD	2013 FORD UTILITY PT
Investigative Services Bureau	ISB - YFSD	2017 RAM 3500 PROMASTER CARGO
Investigative Services Bureau	ISB - YFSD	2015 FORD Transit 350 Wagon
Investigative Services Bureau	ISB - YFSD	2015 FORD Transit 350 Wagon
Investigative Services Bureau	ISB - YFSD	2015 FORD Transit 350 Wagon
Investigative Services Bureau	ISB - YFSD	2016 FORD UTILITY
Investigative Services Bureau	ISB - YFSD	2014 CHEVROLET MALIBU
Investigative Services Bureau	ISB - YFSD	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - YFSD	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - YFSD	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - YFSD	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - YFSD	2008 CHEVROLET IMPALA
Investigative Services Bureau	ISB - YFSD	2018 FORD FUSION
Investigative Services Bureau	ISB - YFSD	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - YFSD	2014 CHEVROLET MALIBU
Investigative Services Bureau	ISB - YFSD	2018 FORD FUSION
Investigative Services Bureau	ISB - YFSD	2011 CHEVROLET IMPALA
Investigative Services Bureau	ISB - YFSD	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - YFSD	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - YFSD	2017 CHEVROLET MALIBU
Investigative Services Bureau	ISB - YFSD	2014 CHEVROLET MALIBU
Investigative Services Bureau	ISB - YFSD	2017 CHEVROLET MALIBU
Investigative Services Bureau	ISB - YFSD	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - YFSD	2017 CHEVROLET MALIBU
Investigative Services Bureau	ISB - YFSD	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - YFSD	2017 CHEVROLET MALIBU
Investigative Services Bureau	ISB - YFSD	2015 CHEVROLET MALIBU
Investigative Services Bureau	ISB - YFSD	2018 FORD FUSION
Investigative Services Bureau	ISB - YFSD	2015 CHEVROLET MALIBU

Bureau	Department Description	Year/Make/Model
Investigative Services Bureau	ISB - YFSD	2014 CHEVROLET MALIBU
Information Technology Bureau	ITB - Communications	2016 CHEVROLET IMPALA
Information Technology Bureau	ITB - Communications	2014 CHEVROLET MALIBU
Information Technology Bureau	ITB - IT	2007 CHEVROLET SILVERADO
Information Technology Bureau	ITB - IT	2016 Mobile Pro 3400 Commander
Information Technology Bureau	ITB - IT	2017 SIRCHIE TRAILER
Information Technology Bureau	ITB - IT	2017 SIRCHIE TRAILER
Information Technology Bureau	ITB - IT	2017 SIRCHIE TRAILER
Information Technology Bureau	ITB - IT	2019 Mobile Pro 3400 Commander
Information Technology Bureau	ITB - IT	2016 Mobile Pro 3400 Commander
Information Technology Bureau	ITB - IT	2013 MOBILE SURVEILLANCE TR
Information Technology Bureau	ITB - IT	2013 MOBILE SURVEILLANCE TR
Information Technology Bureau	ITB - IT	2016 Mobile Pro 3400 Commander
Information Technology Bureau	ITB - IT	2019 Mobile Pro 3400 Commander
Information Technology Bureau	ITB - IT	2019 Mobile Pro 3400 Commander
Information Technology Bureau	ITB - IT	2019 Mobile Pro 3400 Commander
Information Technology Bureau	ITB - IT	2017 SIRCHIE TRAILER
Information Technology Bureau	ITB - IT	2019 Mobile Pro 3400 Commander
Information Technology Bureau	ITB - IT	2017 SIRCHIE TRAILER
Information Technology Bureau	ITB - IT	2016 Mobile Pro 3400 Commander
Information Technology Bureau	ITB - IT	2019 Mobile Pro 3400 Commander
Information Technology Bureau	ITB - IT	2013 MOBILE SURVEILLANCE TR
Information Technology Bureau	ITB - IT	2013 MOBILE SURVEILLANCE TR
Information Technology Bureau	ITB - IT	2013 MOBILE SURVEILLANCE TR
Information Technology Bureau	ITB - IT	2016 Mobile Pro 3400 Commander
Information Technology Bureau	ITB - IT	2010 FORD FOCUS SE
Information Technology Bureau	ITB - IT	2010 FORD CROWN VICTORIA
Information Technology Bureau	ITB - IT	2006 DODGE CARAVAN
Information Technology Bureau	ITB - IT	2018 FORD Transit XLT Wagon SWB
Information Technology Bureau	ITB - IT	2012 DODGE GRAND CARAVAN
Information Technology Bureau	ITB - Reproduction	2017 FORD TRANSIT CONNECT XL VAN
EOCOP	Nighthawk	2013 FORD INTC-Sedan
DC-Office of the Attorney General	Office of The Attorney General	2013 DODGE AVENGER SXT
DC-Office of the Attorney General	Office of The Attorney General	2013 DODGE AVENGER SXT
DC-Office of the Attorney General	Office of The Attorney General	2010 DODGE AVENGER SXT
Professional Development Bureau	PDB - DRD - Disciplinary Review	2015 CHEVROLET MALIBU
Professional Development Bureau	PDB - MPA	2016 FORD UTILITY
Professional Development Bureau	PDB - MPA	2013 FORD INTC-Sedan
Professional Development Bureau	PDB - MPA	2016 FORD INTC-Sedan
Professional Development Bureau	PDB - MPA	2015 FORD INTC-Sedan
Professional Development Bureau	PDB - MPA	2013 FORD UTILITY
Professional Development Bureau	PDB - MPA	2016 FORD INTC-Sedan
Professional Development Bureau	PDB - MPA	2017 FORD UTILITY PT
Professional Development Bureau	PDB - MPA	2017 FORD UTILITY PT
Professional Development Bureau	PDB - MPA	2013 CHEVROLET IMPALA
Professional Development Bureau	PDB - MPA	2014 CHEVROLET IMPALA
Professional Development Bureau	PDB - MPA	2016 FORD UTILITY



Bureau	Department Description	Year/Make/Model
Professional Development Bureau	PDB - MPA	2016 FORD INTC-Sedan
Professional Development Bureau	PDB - MPA	2014 DODGE CHARGER
Professional Development Bureau	PDB - MPA	2016 CHEVROLET IMPALA
Professional Development Bureau	PDB - MPA	2016 FORD INTC-Sedan
Professional Development Bureau	PDB - MPA	2016 FORD INTC-Sedan
Professional Development Bureau	PDB - MPA	2016 CHEVROLET IMPALA
Professional Development Bureau	PDB - MPA	2016 FORD INTC-Sedan
Professional Development Bureau	PDB - MPA	2017 RAM 3500 PROMASTER CARGO
Professional Development Bureau	PDB - MPA	2015 FORD Transit 350 Wagon
Professional Development Bureau	PDB - MPA	2015 FORD Transit 350 Wagon
Professional Development Bureau	PDB - MPA	2015 FORD Transit 350 Wagon
Professional Development Bureau	PDB - MPA	2016 INTERNATIONAL 44 Passenger Bus
Professional Development Bureau	PDB - MPA	2015 FORD Transit 350 Wagon
Professional Development Bureau	PDB - MPA	2015 FORD Transit 350 Wagon
Professional Development Bureau	PDB - MPA	2015 FORD Transit 350 Wagon
Professional Development Bureau	PDB - MPA	2015 FORD Transit 350 Wagon
Professional Development Bureau	PDB - MPA	2017 FORD Transit XLT Wagon SWB
Professional Development Bureau	PDB - MPA	2016 FORD Transit 350 Wagon
Professional Development Bureau	PDB - MPA	2015 FORD Transit 350 Wagon
Professional Development Bureau	PDB - MPA	2007 FORD F-350
Professional Development Bureau	PDB - MPA	2016 FORD F-350
Professional Development Bureau	PDB - MPA	2006 NISSAN FORKLIFT
Professional Development Bureau	PDB - MPA	2015 CHEVROLET MALIBU
Professional Development Bureau	PDB - MPA	2015 FORD UTILITY
Professional Development Bureau	PDB - MPA	2015 CHEVROLET MALIBU
Professional Development Bureau	PDB - MPA	2014 CHEVROLET MALIBU
Professional Development Bureau	PDB - MPA	2009 PONTIAC G6
Professional Development Bureau	PDB - MPA - PST	2013 CHEVROLET IMPALA
Professional Development Bureau	PDB - MPA - PST	2019 FORD FUSION
Professional Development Bureau	PDB - MPA - PST	2019 FORD FUSION
Professional Development Bureau	PDB - MPA - PST	2019 FORD FUSION
Professional Development Bureau	PDB - MPA - PST	2014 CHEVROLET IMPALA
Professional Development Bureau	PDB - MPA - PST	2014 CHEVROLET IMPALA
Professional Development Bureau	PDB - MPA - PST	2019 FORD FUSION
Professional Development Bureau	PDB - MPA - PST	2013 CHEVROLET IMPALA
Professional Development Bureau	PDB - MPA - PST	2016 CHEVROLET IMPALA
Professional Development Bureau	PDB - MPA - PST	2014 FORD E-350
Professional Development Bureau	PDB - MPA - PST	2014 FORD E-350
Professional Development Bureau	PDB - OVC	2019 FORD FUSION
Professional Development Bureau	PDB - OVC	2016 CHEVROLET IMPALA
Professional Development Bureau	PDB - OVC	2015 FORD INTC-Sedan
Professional Development Bureau	PDB - OVC	2012 CHEVROLET IMPALA
Professional Development Bureau	PDB - OVC	2013 CHEVROLET IMPALA
Professional Development Bureau	PDB - OVC	2015 FORD INTC-Sedan
Professional Development Bureau	PDB - OVC	2013 CHEVROLET IMPALA
Professional Development Bureau	PDB - OVC	2013 CHEVROLET IMPALA
Professional Development Bureau	PDB - OVC	2012 CHEVROLET IMPALA
Professional Development Bureau	PDB - OVC	2014 DODGE CHARGER

Bureau	Department Description	Year/Make/Model
Professional Development Bureau	PDB - Professional Development Bureau	2016 CHEVROLET IMPALA
Professional Development Bureau	PDB - Professional Development Bureau	2016 FORD UTILITY
Professional Development Bureau	PDB - Recruiting	2014 DODGE CHARGER
Professional Development Bureau	PDB - Recruiting	2014 DODGE CHARGER
Professional Development Bureau	PDB - Recruiting	2019 DODGE CHARGER
Professional Development Bureau	PDB - Recruiting	2017 CHEVROLET MALIBU
Professional Development Bureau	PDB - Recruiting	2017 CHEVROLET MALIBU
Professional Development Bureau	PDB - Recruiting	2011 CHEVROLET IMPALA
Professional Development Bureau	PDB - Recruiting	2013 CHEVROLET MALIBU
Professional Development Bureau	PDB - Recruiting	2016 FORD Transit XLT Wagon SWB
Patrol Services North	PSN - 2D	2013 H-D FLHTP-I
Patrol Services North	PSN - 2D	2013 H-D FLHTP-I
Patrol Services North	PSN - 2D	2008 H-D XL883
Patrol Services North	PSN - 2D	2013 HONDA REBEL
Patrol Services North	PSN - 2D	2013 HONDA REBEL
Patrol Services North	PSN - 2D	2013 HONDA REBEL
Patrol Services North	PSN - 2D	2014 HONDA REBEL
Patrol Services North	PSN - 2D	2013 HONDA REBEL
Patrol Services North	PSN - 2D	2014 HONDA REBEL
Patrol Services North	PSN - 2D	2009 HONDA REBEL
Patrol Services North	PSN - 2D	2014 HONDA REBEL
Patrol Services North	PSN - 2D	2009 HONDA REBEL
Patrol Services North	PSN - 2D	2009 HONDA REBEL
Patrol Services North	PSN - 2D	2013 HONDA REBEL
Patrol Services North	PSN - 2D	2014 HONDA REBEL
Patrol Services North	PSN - 2D	2009 HONDA REBEL
Patrol Services North	PSN - 2D	2013 HONDA REBEL
Patrol Services North	PSN - 2D	2014 HONDA REBEL
Patrol Services North	PSN - 2D	2009 HONDA REBEL
Patrol Services North	PSN - 2D	2013 HONDA REBEL
Patrol Services North	PSN - 2D	2014 HONDA REBEL
Patrol Services North	PSN - 2D	2009 HONDA REBEL
Patrol Services North	PSN - 2D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 2D	2019 FORD UTILITY
Patrol Services North	PSN - 2D	2019 FORD UTILITY PT
Patrol Services North	PSN - 2D	2017 FORD INTC-Sedan
Patrol Services North	PSN - 2D	2017 FORD UTILITY
Patrol Services North	PSN - 2D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 2D	2016 FORD UTILITY
Patrol Services North	PSN - 2D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 2D	2016 CHEVROLET IMPALA
Patrol Services North	PSN - 2D	2016 FORD INTC-Sedan
Patrol Services North	PSN - 2D	2017 FORD INTC-Sedan
Patrol Services North	PSN - 2D	2017 FORD UTILITY PT
Patrol Services North	PSN - 2D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 2D	2014 CHEVROLET IMPALA
Patrol Services North	PSN - 2D	2018 FORD INTC-Sedan
Patrol Services North	PSN - 2D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 2D	2016 CHEVROLET IMPALA
Patrol Services North	PSN - 2D	2019 FORD INTC-Sedan

Bureau	Department Description	Year/Make/Model
Patrol Services North	PSN - 2D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 2D	2017 FORD INTC-Sedan
Patrol Services North	PSN - 2D	2016 FORD INTC-Sedan
Patrol Services North	PSN - 2D	2017 FORD INTC-Sedan
Patrol Services North	PSN - 2D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 2D	2014 FORD INTC-Sedan
Patrol Services North	PSN - 2D	2019 FORD UTILITY
Patrol Services North	PSN - 2D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 2D	2019 FORD UTILITY PT
Patrol Services North	PSN - 2D	2017 FORD INTC-Sedan
Patrol Services North	PSN - 2D	2014 DODGE CHARGER
Patrol Services North	PSN - 2D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 2D	2016 FORD UTILITY
Patrol Services North	PSN - 2D	2017 FORD INTC-Sedan
Patrol Services North	PSN - 2D	2018 FORD UTILITY PT
Patrol Services North	PSN - 2D	2015 FORD UTILITY PT
Patrol Services North	PSN - 2D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 2D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 2D	2017 FORD INTC-Sedan
Patrol Services North	PSN - 2D	2016 FORD UTILITY
Patrol Services North	PSN - 2D	2016 FORD UTILITY
Patrol Services North	PSN - 2D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 2D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 2D	2018 FORD UTILITY PT
Patrol Services North	PSN - 2D	2019 FORD UTILITY
Patrol Services North	PSN - 2D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 2D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 2D	2018 FORD UTILITY
Patrol Services North	PSN - 2D	2016 FORD INTC-Sedan
Patrol Services North	PSN - 2D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 2D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 2D	2014 FORD UTILITY
Patrol Services North	PSN - 2D	2019 FORD UTILITY
Patrol Services North	PSN - 2D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 2D	2016 FORD INTC-Sedan
Patrol Services North	PSN - 2D	2014 FORD INTC-Sedan
Patrol Services North	PSN - 2D	2017 FORD UTILITY PT
Patrol Services North	PSN - 2D	2017 FORD UTILITY PT
Patrol Services North	PSN - 2D	2018 FORD INTC-Sedan
Patrol Services North	PSN - 2D	2016 FORD UTILITY
Patrol Services North	PSN - 2D	2013 CHEVROLET IMPALA
Patrol Services North	PSN - 2D	2017 FORD INTC-Sedan
Patrol Services North	PSN - 2D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 2D	2017 FORD INTC-Sedan
Patrol Services North	PSN - 2D	2019 FORD UTILITY PT
Patrol Services North	PSN - 2D	2018 FORD INTC-Sedan
Patrol Services North	PSN - 2D	2014 FORD INTC-Sedan

Bureau	Department Description	Year/Make/Model
Patrol Services North	PSN - 2D	2017 FORD INTC-Sedan
Patrol Services North	PSN - 2D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 2D	2016 CHEVROLET IMPALA
Patrol Services North	PSN - 2D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 2D	2017 FORD INTC-Sedan
Patrol Services North	PSN - 2D	2014 CHEVROLET IMPALA
Patrol Services North	PSN - 2D	2014 CHEVROLET IMPALA
Patrol Services North	PSN - 2D	2019 FORD TRANSIT 250 VAN
Patrol Services North	PSN - 2D	2010 CHEVROLET 3500
Patrol Services North	PSN - 2D	2017 FORD Transit 350 Wagon
Patrol Services North	PSN - 2D	2012 FORD E-350
Patrol Services North	PSN - 2D	2017 DODGE RAM 1500
Patrol Services North	PSN - 2D	2018 CHEVROLET EXPRESS VAN
Patrol Services North	PSN - 2D	2018 CHEVROLET EXPRESS VAN
Patrol Services North	PSN - 2D	2016 FORD Transit 350 Wagon
Patrol Services North	PSN - 2D	2002 FABRIQUE SMART WORKHO
Patrol Services North	PSN - 2D	2014 Progression LIGHT TOWER
Patrol Services North	PSN - 2D	2014 CHEVROLET CRUZE
Patrol Services North	PSN - 2D	2017 FORD UTILITY
Patrol Services North	PSN - 2D	2014 CHEVROLET MALIBU
Patrol Services North	PSN - 2D	2015 CHEVROLET MALIBU
Patrol Services North	PSN - 3D	2013 H-D FLHTP-I
Patrol Services North	PSN - 3D	2013 H-D FLHTP-I
Patrol Services North	PSN - 3D	2008 H-D XL883
Patrol Services North	PSN - 3D	2008 H-D XL883
Patrol Services North	PSN - 3D	2009 HONDA REBEL
Patrol Services North	PSN - 3D	2013 HONDA REBEL
Patrol Services North	PSN - 3D	2009 HONDA REBEL
Patrol Services North	PSN - 3D	2009 HONDA REBEL
Patrol Services North	PSN - 3D	2009 HONDA REBEL
Patrol Services North	PSN - 3D	2009 HONDA REBEL
Patrol Services North	PSN - 3D	2009 HONDA REBEL
Patrol Services North	PSN - 3D	2009 HONDA REBEL
Patrol Services North	PSN - 3D	2013 HONDA REBEL
Patrol Services North	PSN - 3D	2014 HONDA REBEL
Patrol Services North	PSN - 3D	2013 HONDA REBEL
Patrol Services North	PSN - 3D	2009 HONDA REBEL
Patrol Services North	PSN - 3D	2013 HONDA REBEL
Patrol Services North	PSN - 3D	2009 HONDA REBEL
Patrol Services North	PSN - 3D	2009 HONDA REBEL
Patrol Services North	PSN - 3D	2016 FORD INTC-Sedan
Patrol Services North	PSN - 3D	2014 DODGE CHARGER
Patrol Services North	PSN - 3D	2017 FORD UTILITY PT
Patrol Services North	PSN - 3D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 3D	2017 FORD UTILITY PT
Patrol Services North	PSN - 3D	2019 FORD UTILITY

Bureau	Department Description	Year/Make/Model
Patrol Services North	PSN - 3D	2018 FORD UTILITY PT
Patrol Services North	PSN - 3D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 3D	2018 FORD INTC-Sedan
Patrol Services North	PSN - 3D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 3D	2013 FORD INTC-Sedan PT
Patrol Services North	PSN - 3D	2017 FORD UTILITY PT
Patrol Services North	PSN - 3D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 3D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 3D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 3D	2018 FORD UTILITY
Patrol Services North	PSN - 3D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 3D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 3D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 3D	2017 FORD UTILITY PT
Patrol Services North	PSN - 3D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 3D	2013 FORD INTC-Sedan
Patrol Services North	PSN - 3D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 3D	2017 FORD INTC-Sedan
Patrol Services North	PSN - 3D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 3D	2016 FORD UTILITY PT
Patrol Services North	PSN - 3D	2017 FORD UTILITY
Patrol Services North	PSN - 3D	2017 FORD UTILITY
Patrol Services North	PSN - 3D	2014 CHEVROLET IMPALA
Patrol Services North	PSN - 3D	2016 FORD UTILITY
Patrol Services North	PSN - 3D	2014 FORD INTC-Sedan
Patrol Services North	PSN - 3D	2014 FORD INTC-Sedan
Patrol Services North	PSN - 3D	2017 FORD INTC-Sedan
Patrol Services North	PSN - 3D	2017 FORD INTC-Sedan
Patrol Services North	PSN - 3D	2017 FORD UTILITY PT
Patrol Services North	PSN - 3D	2017 FORD UTILITY PT
Patrol Services North	PSN - 3D	2013 FORD UTILITY
Patrol Services North	PSN - 3D	2017 FORD UTILITY
Patrol Services North	PSN - 3D	2017 FORD INTC-Sedan
Patrol Services North	PSN - 3D	2014 CHEVROLET IMPALA
Patrol Services North	PSN - 3D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 3D	2012 CHEVROLET IMPALA
Patrol Services North	PSN - 3D	2014 DODGE CHARGER
Patrol Services North	PSN - 3D	2017 FORD UTILITY
Patrol Services North	PSN - 3D	2016 FORD UTILITY
Patrol Services North	PSN - 3D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 3D	2017 FORD UTILITY
Patrol Services North	PSN - 3D	2014 DODGE CHARGER
Patrol Services North	PSN - 3D	2018 FORD INTC-Sedan
Patrol Services North	PSN - 3D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 3D	2017 FORD UTILITY PT
Patrol Services North	PSN - 3D	2017 FORD INTC-Sedan
Patrol Services North	PSN - 3D	2014 DODGE CHARGER

<b>Bureau</b>	<b>Department Description</b>	<b>Year/Make/Model</b>
Patrol Services North	PSN - 3D	2014 CHEVROLET IMPALA
Patrol Services North	PSN - 3D	2018 FORD INTC-Sedan
Patrol Services North	PSN - 3D	2016 FORD UTILITY
Patrol Services North	PSN - 3D	2018 FORD INTC-Sedan
Patrol Services North	PSN - 3D	2017 FORD INTC-Sedan
Patrol Services North	PSN - 3D	2017 FORD UTILITY
Patrol Services North	PSN - 3D	2014 FORD INTC-Sedan
Patrol Services North	PSN - 3D	2016 FORD UTILITY
Patrol Services North	PSN - 3D	2012 CHEVROLET IMPALA
Patrol Services North	PSN - 3D	2017 FORD UTILITY
Patrol Services North	PSN - 3D	2013 FORD INTC-Sedan
Patrol Services North	PSN - 3D	2014 DODGE CHARGER
Patrol Services North	PSN - 3D	2013 FORD UTILITY PT
Patrol Services North	PSN - 3D	2017 FORD UTILITY
Patrol Services North	PSN - 3D	2014 CHEVROLET IMPALA
Patrol Services North	PSN - 3D	2016 FORD UTILITY
Patrol Services North	PSN - 3D	2017 FORD UTILITY PT
Patrol Services North	PSN - 3D	2017 FORD INTC-Sedan
Patrol Services North	PSN - 3D	2013 FORD INTC-Sedan
Patrol Services North	PSN - 3D	2019 FORD TRANSIT 250 VAN
Patrol Services North	PSN - 3D	2017 FORD Transit 350 Wagon
Patrol Services North	PSN - 3D	2017 DODGE RAM 1500
Patrol Services North	PSN - 3D	2016 FORD Transit 350 Wagon
Patrol Services North	PSN - 3D	2018 CHEVROLET EXPRESS VAN
Patrol Services North	PSN - 3D	2018 CHEVROLET EXPRESS VAN
Patrol Services North	PSN - 3D	2016 FORD Transit 350 Wagon
Patrol Services North	PSN - 3D	2014 Progression LIGHT TOWER
Patrol Services North	PSN - 3D	2019 FORD FUSION
Patrol Services North	PSN - 3D	2017 FORD UTILITY
Patrol Services North	PSN - 3D	2015 CHEVROLET MALIBU
Patrol Services North	PSN - 3D	2012 HYUNDAI Elantra GLS
Patrol Services North	PSN - 4D	2013 H-D FLHTP-I
Patrol Services North	PSN - 4D	2013 H-D FLHTP-I
Patrol Services North	PSN - 4D	2008 H-D XL883
Patrol Services North	PSN - 4D	2008 H-D XL883
Patrol Services North	PSN - 4D	2008 H-D XL883
Patrol Services North	PSN - 4D	2009 HONDA REBEL
Patrol Services North	PSN - 4D	2009 HONDA REBEL
Patrol Services North	PSN - 4D	2009 HONDA REBEL
Patrol Services North	PSN - 4D	2013 HONDA REBEL
Patrol Services North	PSN - 4D	2009 HONDA REBEL
Patrol Services North	PSN - 4D	2013 HONDA REBEL
Patrol Services North	PSN - 4D	2013 HONDA REBEL
Patrol Services North	PSN - 4D	2009 HONDA REBEL
Patrol Services North	PSN - 4D	2009 HONDA REBEL
Patrol Services North	PSN - 4D	2009 HONDA REBEL
Patrol Services North	PSN - 4D	2009 HONDA REBEL
Patrol Services North	PSN - 4D	2009 HONDA REBEL
Patrol Services North	PSN - 4D	2009 HONDA REBEL
Patrol Services North	PSN - 4D	2009 HONDA REBEL
Patrol Services North	PSN - 4D	2009 HONDA REBEL

Bureau	Department Description	Year/Make/Model
Patrol Services North	PSN - 4D	2009 HONDA REBEL
Patrol Services North	PSN - 4D	2014 HONDA REBEL
Patrol Services North	PSN - 4D	2009 HONDA REBEL
Patrol Services North	PSN - 4D	2013 HONDA REBEL
Patrol Services North	PSN - 4D	2009 HONDA REBEL
Patrol Services North	PSN - 4D	2013 FORD INTC-Sedan
Patrol Services North	PSN - 4D	2017 FORD INTC-Sedan
Patrol Services North	PSN - 4D	2016 FORD UTILITY
Patrol Services North	PSN - 4D	2017 FORD UTILITY PT
Patrol Services North	PSN - 4D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 4D	2017 FORD UTILITY PT
Patrol Services North	PSN - 4D	2013 CHEVROLET IMPALA
Patrol Services North	PSN - 4D	2017 FORD INTC-Sedan
Patrol Services North	PSN - 4D	2016 FORD UTILITY PT
Patrol Services North	PSN - 4D	2016 FORD UTILITY PT
Patrol Services North	PSN - 4D	2018 FORD UTILITY
Patrol Services North	PSN - 4D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 4D	2017 FORD UTILITY PT
Patrol Services North	PSN - 4D	2017 FORD INTC-Sedan
Patrol Services North	PSN - 4D	2017 FORD INTC-Sedan
Patrol Services North	PSN - 4D	2017 FORD UTILITY PT
Patrol Services North	PSN - 4D	2017 FORD UTILITY PT
Patrol Services North	PSN - 4D	2014 FORD UTILITY
Patrol Services North	PSN - 4D	2014 DODGE CHARGER
Patrol Services North	PSN - 4D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 4D	2014 CHEVROLET IMPALA
Patrol Services North	PSN - 4D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 4D	2017 FORD INTC-Sedan
Patrol Services North	PSN - 4D	2017 FORD INTC-Sedan
Patrol Services North	PSN - 4D	2013 FORD INTC-Sedan PT
Patrol Services North	PSN - 4D	2016 FORD UTILITY
Patrol Services North	PSN - 4D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 4D	2016 FORD UTILITY
Patrol Services North	PSN - 4D	2018 FORD UTILITY PT
Patrol Services North	PSN - 4D	2019 FORD UTILITY PT
Patrol Services North	PSN - 4D	2017 FORD UTILITY PT
Patrol Services North	PSN - 4D	2017 FORD UTILITY
Patrol Services North	PSN - 4D	2018 FORD INTC-Sedan
Patrol Services North	PSN - 4D	2018 FORD INTC-Sedan
Patrol Services North	PSN - 4D	2014 DODGE CHARGER
Patrol Services North	PSN - 4D	2013 FORD INTC-Sedan
Patrol Services North	PSN - 4D	2017 FORD UTILITY
Patrol Services North	PSN - 4D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 4D	2016 FORD UTILITY
Patrol Services North	PSN - 4D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 4D	2013 FORD INTC-Sedan
Patrol Services North	PSN - 4D	2017 FORD INTC-Sedan

Bureau	Department Description	Year/Make/Model
Patrol Services North	PSN - 4D	2019 FORD UTILITY PT
Patrol Services North	PSN - 4D	2017 FORD UTILITY PT
Patrol Services North	PSN - 4D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 4D	2014 FORD INTC-Sedan
Patrol Services North	PSN - 4D	2017 FORD UTILITY
Patrol Services North	PSN - 4D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 4D	2014 CHEVROLET IMPALA
Patrol Services North	PSN - 4D	2017 FORD INTC-Sedan
Patrol Services North	PSN - 4D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 4D	2014 DODGE CHARGER
Patrol Services North	PSN - 4D	2016 CHEVROLET IMPALA
Patrol Services North	PSN - 4D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 4D	2014 CHEVROLET IMPALA
Patrol Services North	PSN - 4D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 4D	2013 FORD UTILITY PT
Patrol Services North	PSN - 4D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 4D	2014 CHEVROLET IMPALA
Patrol Services North	PSN - 4D	2017 FORD INTC-Sedan
Patrol Services North	PSN - 4D	2014 CHEVROLET IMPALA
Patrol Services North	PSN - 4D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 4D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 4D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 4D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 4D	2016 FORD UTILITY
Patrol Services North	PSN - 4D	2013 FORD UTILITY
Patrol Services North	PSN - 4D	2016 FORD UTILITY
Patrol Services North	PSN - 4D	2017 FORD UTILITY
Patrol Services North	PSN - 4D	2014 CHEVROLET IMPALA
Patrol Services North	PSN - 4D	2014 CHEVROLET IMPALA
Patrol Services North	PSN - 4D	2019 FORD UTILITY
Patrol Services North	PSN - 4D	2019 FORD UTILITY
Patrol Services North	PSN - 4D	2016 FORD UTILITY
Patrol Services North	PSN - 4D	2012 CHEVROLET IMPALA
Patrol Services North	PSN - 4D	2017 FORD Transit 350 Wagon
Patrol Services North	PSN - 4D	2017 DODGE RAM 1500
Patrol Services North	PSN - 4D	2018 CHEVROLET EXPRESS VAN
Patrol Services North	PSN - 4D	2015 FORD Transit 350 Wagon
Patrol Services North	PSN - 4D	2014 Progression LIGHT TOWER
Patrol Services North	PSN - 4D	2019 Progression LIGHT TOWER
Patrol Services North	PSN - 4D	2002 FABRIQUE SMART WORKHO
Patrol Services North	PSN - 4D	2013 CHEVROLET MALIBU
Patrol Services North	PSN - 4D	2015 CHEVROLET MALIBU
Patrol Services North	PSN - 4D	2014 FORD UTILITY
Patrol Services North	PSN - 4D	2015 CHEVROLET MALIBU
Patrol Services North	PSN - 5D	2013 H-D FLHTP-I
Patrol Services North	PSN - 5D	2013 H-D FLHTP-I
Patrol Services North	PSN - 5D	2008 H-D XL883



Bureau	Department Description	Year/Make/Model
Patrol Services North	PSN - 5D	2009 HONDA REBEL
Patrol Services North	PSN - 5D	2009 HONDA REBEL
Patrol Services North	PSN - 5D	2013 HONDA REBEL
Patrol Services North	PSN - 5D	2009 HONDA REBEL
Patrol Services North	PSN - 5D	2009 HONDA REBEL
Patrol Services North	PSN - 5D	2014 HONDA REBEL
Patrol Services North	PSN - 5D	2009 HONDA REBEL
Patrol Services North	PSN - 5D	2009 HONDA REBEL
Patrol Services North	PSN - 5D	2009 HONDA REBEL
Patrol Services North	PSN - 5D	2009 HONDA REBEL
Patrol Services North	PSN - 5D	2014 HONDA REBEL
Patrol Services North	PSN - 5D	2013 HONDA REBEL
Patrol Services North	PSN - 5D	2009 HONDA REBEL
Patrol Services North	PSN - 5D	2014 HONDA REBEL
Patrol Services North	PSN - 5D	2014 HONDA REBEL
Patrol Services North	PSN - 5D	2009 HONDA REBEL
Patrol Services North	PSN - 5D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 5D	2017 FORD UTILITY PT
Patrol Services North	PSN - 5D	2018 FORD UTILITY PT
Patrol Services North	PSN - 5D	2013 FORD UTILITY PT
Patrol Services North	PSN - 5D	2019 FORD UTILITY PT
Patrol Services North	PSN - 5D	2017 FORD UTILITY PT
Patrol Services North	PSN - 5D	2014 CHEVROLET IMPALA
Patrol Services North	PSN - 5D	2017 FORD INTC-Sedan
Patrol Services North	PSN - 5D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 5D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 5D	2014 CHEVROLET IMPALA
Patrol Services North	PSN - 5D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 5D	2019 FORD UTILITY
Patrol Services North	PSN - 5D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 5D	2019 FORD UTILITY
Patrol Services North	PSN - 5D	2017 FORD UTILITY PT
Patrol Services North	PSN - 5D	2018 FORD INTC-Sedan
Patrol Services North	PSN - 5D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 5D	2014 CHEVROLET IMPALA
Patrol Services North	PSN - 5D	2018 FORD UTILITY
Patrol Services North	PSN - 5D	2016 FORD UTILITY
Patrol Services North	PSN - 5D	2017 FORD UTILITY PT
Patrol Services North	PSN - 5D	2016 CHEVROLET IMPALA
Patrol Services North	PSN - 5D	2016 FORD UTILITY
Patrol Services North	PSN - 5D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 5D	2016 FORD UTILITY
Patrol Services North	PSN - 5D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 5D	2016 FORD UTILITY PT
Patrol Services North	PSN - 5D	2017 FORD INTC-Sedan
Patrol Services North	PSN - 5D	2017 FORD UTILITY
Patrol Services North	PSN - 5D	2016 FORD UTILITY PT

Bureau	Department Description	Year/Make/Model
Patrol Services North	PSN - 5D	2014 DODGE CHARGER
Patrol Services North	PSN - 5D	2014 DODGE CHARGER
Patrol Services North	PSN - 5D	2017 FORD INTC-Sedan
Patrol Services North	PSN - 5D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 5D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 5D	2016 FORD UTILITY
Patrol Services North	PSN - 5D	2017 FORD INTC-Sedan
Patrol Services North	PSN - 5D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 5D	2017 FORD INTC-Sedan
Patrol Services North	PSN - 5D	2014 FORD INTC-Sedan
Patrol Services North	PSN - 5D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 5D	2017 FORD INTC-Sedan
Patrol Services North	PSN - 5D	2016 FORD UTILITY
Patrol Services North	PSN - 5D	2014 FORD INTC-Sedan
Patrol Services North	PSN - 5D	2017 FORD UTILITY PT
Patrol Services North	PSN - 5D	2016 CHEVROLET IMPALA
Patrol Services North	PSN - 5D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 5D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 5D	2016 FORD UTILITY
Patrol Services North	PSN - 5D	2017 FORD INTC-Sedan
Patrol Services North	PSN - 5D	2016 CHEVROLET IMPALA
Patrol Services North	PSN - 5D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 5D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 5D	2018 FORD INTC-Sedan
Patrol Services North	PSN - 5D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 5D	2017 FORD INTC-Sedan
Patrol Services North	PSN - 5D	2018 FORD INTC-Sedan
Patrol Services North	PSN - 5D	2016 FORD UTILITY
Patrol Services North	PSN - 5D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 5D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 5D	2014 CHEVROLET IMPALA
Patrol Services North	PSN - 5D	2016 FORD UTILITY PT
Patrol Services North	PSN - 5D	2017 FORD UTILITY
Patrol Services North	PSN - 5D	2014 CHEVROLET IMPALA
Patrol Services North	PSN - 5D	2017 FORD UTILITY
Patrol Services North	PSN - 5D	2019 FORD INTC-Sedan
Patrol Services North	PSN - 5D	2018 FORD UTILITY PT
Patrol Services North	PSN - 5D	2016 CHEVROLET IMPALA
Patrol Services North	PSN - 5D	2014 CHEVROLET IMPALA
Patrol Services North	PSN - 5D	2013 FORD INTC-Sedan
Patrol Services North	PSN - 5D	2012 CHEVROLET IMPALA
Patrol Services North	PSN - 5D	2019 FORD TRANSIT 250 VAN
Patrol Services North	PSN - 5D	2017 FORD Transit 350 Wagon
Patrol Services North	PSN - 5D	2017 DODGE RAM 1500
Patrol Services North	PSN - 5D	2016 FORD Transit 350 Wagon
Patrol Services North	PSN - 5D	2018 CHEVROLET EXPRESS VAN
Patrol Services North	PSN - 5D	2002 FABRIQUE SMART WORKHO

Bureau	Department Description	Year/Make/Model
Patrol Services North	PSN - 5D	2014 Progression LIGHT TOWER
Patrol Services North	PSN - 5D	2014 CHEVROLET CRUZE
Patrol Services North	PSN - 5D	2014 FORD UTILITY
Patrol Services North	PSN - 5D	2017 CHEVROLET MALIBU
Patrol Services North	PSN - 5D	2010 DODGE AVENGER SXT
Patrol Services North	PSN - 5D	2012 CHEVROLET IMPALA
Patrol Services North	PSN - Patrol Service North	2016 FORD UTILITY
Patrol Services North	PSN - Patrol Service North	2014 FORD UTILITY
Patrol Services North	PSN - Patrol Service North	2014 FORD INTC-Sedan
Patrol Services North	PSN - Patrol Service North	2019 FORD TRANSIT 250 VAN
Patrol Services North	PSN - Patrol Service North	2018 FORD UTILITY
Patrol Services North	PSN - Patrol Service North	2015 CHEVROLET MALIBU
Patrol Services North	PSN - Patrol Service North	2012 CHEVROLET CRUZE
Patrol Services South	PSS - 1D	2013 H-D FLHTP-I
Patrol Services South	PSS - 1D	2013 H-D FLHTP-I
Patrol Services South	PSS - 1D	2008 H-D XL883
Patrol Services South	PSS - 1D	2008 H-D XL883
Patrol Services South	PSS - 1D	2009 HONDA REBEL
Patrol Services South	PSS - 1D	2013 HONDA REBEL
Patrol Services South	PSS - 1D	2013 HONDA REBEL
Patrol Services South	PSS - 1D	2013 HONDA REBEL
Patrol Services South	PSS - 1D	2014 HONDA REBEL
Patrol Services South	PSS - 1D	2009 HONDA REBEL
Patrol Services South	PSS - 1D	2009 HONDA REBEL
Patrol Services South	PSS - 1D	2014 HONDA REBEL
Patrol Services South	PSS - 1D	2009 HONDA REBEL
Patrol Services South	PSS - 1D	2009 HONDA REBEL
Patrol Services South	PSS - 1D	2014 HONDA REBEL
Patrol Services South	PSS - 1D	2014 HONDA REBEL
Patrol Services South	PSS - 1D	2014 HONDA REBEL
Patrol Services South	PSS - 1D	2009 HONDA REBEL
Patrol Services South	PSS - 1D	2013 HONDA REBEL
Patrol Services South	PSS - 1D	2014 HONDA REBEL
Patrol Services South	PSS - 1D	2013 HONDA REBEL
Patrol Services South	PSS - 1D	2014 FORD INTC-Sedan
Patrol Services South	PSS - 1D	2013 FORD UTILITY
Patrol Services South	PSS - 1D	2019 FORD UTILITY
Patrol Services South	PSS - 1D	2017 FORD UTILITY PT
Patrol Services South	PSS - 1D	2013 FORD INTC-Sedan
Patrol Services South	PSS - 1D	2019 FORD UTILITY PT
Patrol Services South	PSS - 1D	2017 FORD UTILITY PT
Patrol Services South	PSS - 1D	2013 FORD INTC-Sedan
Patrol Services South	PSS - 1D	2017 FORD INTC-Sedan
Patrol Services South	PSS - 1D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 1D	2013 FORD UTILITY
Patrol Services South	PSS - 1D	2014 CHEVROLET IMPALA
Patrol Services South	PSS - 1D	2017 FORD INTC-Sedan
Patrol Services South	PSS - 1D	2014 DODGE CHARGER

Bureau	Department Description	Year/Make/Model
Patrol Services South	PSS - 1D	2016 FORD UTILITY
Patrol Services South	PSS - 1D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 1D	2017 FORD UTILITY PT
Patrol Services South	PSS - 1D	2016 CHEVROLET IMPALA
Patrol Services South	PSS - 1D	2017 FORD UTILITY
Patrol Services South	PSS - 1D	2014 FORD INTC-Sedan
Patrol Services South	PSS - 1D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 1D	2017 FORD UTILITY
Patrol Services South	PSS - 1D	2016 FORD UTILITY
Patrol Services South	PSS - 1D	2014 FORD INTC-Sedan
Patrol Services South	PSS - 1D	2016 FORD UTILITY
Patrol Services South	PSS - 1D	2014 FORD UTILITY
Patrol Services South	PSS - 1D	2018 FORD INTC-Sedan
Patrol Services South	PSS - 1D	2014 DODGE CHARGER
Patrol Services South	PSS - 1D	2014 DODGE CHARGER
Patrol Services South	PSS - 1D	2017 FORD UTILITY PT
Patrol Services South	PSS - 1D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 1D	2016 FORD UTILITY PT
Patrol Services South	PSS - 1D	2018 FORD UTILITY
Patrol Services South	PSS - 1D	2017 FORD UTILITY
Patrol Services South	PSS - 1D	2017 FORD UTILITY PT
Patrol Services South	PSS - 1D	2014 FORD UTILITY
Patrol Services South	PSS - 1D	2017 FORD INTC-Sedan
Patrol Services South	PSS - 1D	2017 FORD INTC-Sedan
Patrol Services South	PSS - 1D	2017 FORD INTC-Sedan
Patrol Services South	PSS - 1D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 1D	2016 FORD UTILITY
Patrol Services South	PSS - 1D	2014 FORD INTC-Sedan
Patrol Services South	PSS - 1D	2017 FORD UTILITY PT
Patrol Services South	PSS - 1D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 1D	2018 FORD INTC-Sedan
Patrol Services South	PSS - 1D	2017 FORD UTILITY PT
Patrol Services South	PSS - 1D	2017 FORD UTILITY
Patrol Services South	PSS - 1D	2016 FORD UTILITY PT
Patrol Services South	PSS - 1D	2016 FORD INTC-Sedan
Patrol Services South	PSS - 1D	2016 FORD INTC-Sedan
Patrol Services South	PSS - 1D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 1D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 1D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 1D	2013 FORD INTC-Sedan PT
Patrol Services South	PSS - 1D	2017 FORD UTILITY PT
Patrol Services South	PSS - 1D	2017 FORD INTC-Sedan
Patrol Services South	PSS - 1D	2013 FORD UTILITY
Patrol Services South	PSS - 1D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 1D	2017 FORD INTC-Sedan
Patrol Services South	PSS - 1D	2018 FORD INTC-Sedan

Bureau	Department Description	Year/Make/Model
Patrol Services South	PSS - 1D	2017 FORD INTC-Sedan
Patrol Services South	PSS - 1D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 1D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 1D	2017 FORD UTILITY PT
Patrol Services South	PSS - 1D	2014 DODGE CHARGER
Patrol Services South	PSS - 1D	2017 FORD INTC-Sedan
Patrol Services South	PSS - 1D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 1D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 1D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 1D	2018 FORD INTC-Sedan
Patrol Services South	PSS - 1D	2017 FORD UTILITY PT
Patrol Services South	PSS - 1D	2017 FORD INTC-Sedan
Patrol Services South	PSS - 1D	2016 CHEVROLET IMPALA
Patrol Services South	PSS - 1D	2016 FORD UTILITY
Patrol Services South	PSS - 1D	2019 FORD TRANSIT 250 VAN
Patrol Services South	PSS - 1D	2017 FORD Transit 350 Wagon
Patrol Services South	PSS - 1D	2017 DODGE RAM 1500
Patrol Services South	PSS - 1D	2016 FORD Transit 350 Wagon
Patrol Services South	PSS - 1D	2016 FORD Transit 350 Wagon
Patrol Services South	PSS - 1D	2016 FORD Transit 350 Wagon
Patrol Services South	PSS - 1D	2018 CHEVROLET EXPRESS VAN
Patrol Services South	PSS - 1D	2018 CHEVROLET EXPRESS VAN
Patrol Services South	PSS - 1D	2002 FABRIQUE SMART WORKHO
Patrol Services South	PSS - 1D	2014 Progression LIGHT TOWER
Patrol Services South	PSS - 1D	2015 CHEVROLET MALIBU
Patrol Services South	PSS - 1D	2014 FORD UTILITY
Patrol Services South	PSS - 1D	2013 FORD FOCUS SE
Patrol Services South	PSS - 1D	2007 FORD FUSION
Patrol Services South	PSS - 1D	2010 DODGE AVENGER SXT
Patrol Services South	PSS - 6D	2013 H-D FLHTP-I
Patrol Services South	PSS - 6D	2013 H-D FLHTP-I
Patrol Services South	PSS - 6D	2008 H-D XL883
Patrol Services South	PSS - 6D	2008 H-D XL883
Patrol Services South	PSS - 6D	2014 HONDA REBEL
Patrol Services South	PSS - 6D	2014 HONDA REBEL
Patrol Services South	PSS - 6D	2014 HONDA REBEL
Patrol Services South	PSS - 6D	2014 HONDA REBEL
Patrol Services South	PSS - 6D	2009 HONDA REBEL
Patrol Services South	PSS - 6D	2014 HONDA REBEL
Patrol Services South	PSS - 6D	2009 HONDA REBEL
Patrol Services South	PSS - 6D	2014 HONDA REBEL
Patrol Services South	PSS - 6D	2014 HONDA REBEL
Patrol Services South	PSS - 6D	2014 HONDA REBEL
Patrol Services South	PSS - 6D	2009 HONDA REBEL
Patrol Services South	PSS - 6D	2009 HONDA REBEL
Patrol Services South	PSS - 6D	2014 HONDA REBEL
Patrol Services South	PSS - 6D	2014 HONDA REBEL

Bureau	Department Description	Year/Make/Model
Patrol Services South	PSS - 6D	2009 HONDA REBEL
Patrol Services South	PSS - 6D	2015 FORD UTILITY PT
Patrol Services South	PSS - 6D	2014 CHEVROLET IMPALA
Patrol Services South	PSS - 6D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 6D	2012 CHEVROLET IMPALA
Patrol Services South	PSS - 6D	2013 FORD UTILITY PT
Patrol Services South	PSS - 6D	2014 CHEVROLET IMPALA
Patrol Services South	PSS - 6D	2017 FORD INTC-Sedan
Patrol Services South	PSS - 6D	2014 FORD INTC-Sedan PT
Patrol Services South	PSS - 6D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 6D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 6D	2014 DODGE CHARGER
Patrol Services South	PSS - 6D	2016 FORD UTILITY
Patrol Services South	PSS - 6D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 6D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 6D	2019 FORD UTILITY PT
Patrol Services South	PSS - 6D	2017 FORD INTC-Sedan
Patrol Services South	PSS - 6D	2014 FORD INTC-Sedan
Patrol Services South	PSS - 6D	2017 FORD UTILITY PT
Patrol Services South	PSS - 6D	2017 FORD UTILITY PT
Patrol Services South	PSS - 6D	2016 FORD UTILITY
Patrol Services South	PSS - 6D	2019 FORD UTILITY PT
Patrol Services South	PSS - 6D	2012 CHEVROLET IMPALA
Patrol Services South	PSS - 6D	2017 FORD INTC-Sedan
Patrol Services South	PSS - 6D	2017 FORD INTC-Sedan
Patrol Services South	PSS - 6D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 6D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 6D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 6D	2014 FORD INTC-Sedan
Patrol Services South	PSS - 6D	2017 FORD INTC-Sedan
Patrol Services South	PSS - 6D	2016 FORD UTILITY
Patrol Services South	PSS - 6D	2019 FORD UTILITY
Patrol Services South	PSS - 6D	2018 FORD UTILITY PT
Patrol Services South	PSS - 6D	2016 FORD UTILITY
Patrol Services South	PSS - 6D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 6D	2013 FORD UTILITY PT
Patrol Services South	PSS - 6D	2017 FORD UTILITY PT
Patrol Services South	PSS - 6D	2016 FORD UTILITY
Patrol Services South	PSS - 6D	2016 CHEVROLET IMPALA
Patrol Services South	PSS - 6D	2016 FORD UTILITY PT
Patrol Services South	PSS - 6D	2014 DODGE CHARGER
Patrol Services South	PSS - 6D	2016 FORD UTILITY
Patrol Services South	PSS - 6D	2015 FORD INTC-Sedan
Patrol Services South	PSS - 6D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 6D	2017 FORD INTC-Sedan
Patrol Services South	PSS - 6D	2018 FORD UTILITY PT
Patrol Services South	PSS - 6D	2019 FORD INTC-Sedan

Bureau	Department Description	Year/Make/Model
Patrol Services South	PSS - 6D	2017 FORD INTC-Sedan
Patrol Services South	PSS - 6D	2016 CHEVROLET IMPALA
Patrol Services South	PSS - 6D	2018 FORD UTILITY
Patrol Services South	PSS - 6D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 6D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 6D	2014 FORD INTC-Sedan PT
Patrol Services South	PSS - 6D	2014 CHEVROLET IMPALA
Patrol Services South	PSS - 6D	2014 FORD INTC-Sedan
Patrol Services South	PSS - 6D	2017 FORD INTC-Sedan
Patrol Services South	PSS - 6D	2013 FORD UTILITY
Patrol Services South	PSS - 6D	2013 FORD INTC-Sedan
Patrol Services South	PSS - 6D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 6D	2017 FORD UTILITY
Patrol Services South	PSS - 6D	2014 FORD INTC-Sedan
Patrol Services South	PSS - 6D	2013 CHEVROLET IMPALA
Patrol Services South	PSS - 6D	2016 FORD UTILITY
Patrol Services South	PSS - 6D	2016 FORD UTILITY
Patrol Services South	PSS - 6D	2016 CHEVROLET IMPALA
Patrol Services South	PSS - 6D	2016 CHEVROLET IMPALA
Patrol Services South	PSS - 6D	2017 FORD UTILITY PT
Patrol Services South	PSS - 6D	2014 CHEVROLET IMPALA
Patrol Services South	PSS - 6D	2013 FORD INTC-Sedan
Patrol Services South	PSS - 6D	2017 FORD UTILITY
Patrol Services South	PSS - 6D	2016 FORD UTILITY
Patrol Services South	PSS - 6D	2018 FORD INTC-Sedan
Patrol Services South	PSS - 6D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 6D	2012 CHEVROLET IMPALA
Patrol Services South	PSS - 6D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 6D	2008 FORD E-250
Patrol Services South	PSS - 6D	2017 FORD Transit 350 Wagon
Patrol Services South	PSS - 6D	2007 CHEVROLET SILVERADO
Patrol Services South	PSS - 6D	2017 DODGE RAM 1500
Patrol Services South	PSS - 6D	2001 WORKHORSE P42
Patrol Services South	PSS - 6D	2018 CHEVROLET EXPRESS VAN
Patrol Services South	PSS - 6D	2018 CHEVROLET EXPRESS VAN
Patrol Services South	PSS - 6D	2014 Progression LIGHT TOWER
Patrol Services South	PSS - 6D	2002 FABRIQUE SMART WORKHO
Patrol Services South	PSS - 6D	2015 CHEVROLET MALIBU
Patrol Services South	PSS - 6D	2016 FORD UTILITY
Patrol Services South	PSS - 6D	2014 FORD FOCUS
Patrol Services South	PSS - 6D	2010 DODGE AVENGER SXT
Patrol Services South	PSS - 6D	2018 FORD FUSION
Patrol Services South	PSS - 7D	2012 H-D FLHTP-I
Patrol Services South	PSS - 7D	2013 H-D FLHTP-I
Patrol Services South	PSS - 7D	2008 H-D XL883
Patrol Services South	PSS - 7D	2008 H-D XL883
Patrol Services South	PSS - 7D	2008 H-D XL883

Bureau	Department Description	Year/Make/Model
Patrol Services South	PSS - 7D	2008 H-D XL883
Patrol Services South	PSS - 7D	2008 H-D XL883
Patrol Services South	PSS - 7D	2009 HONDA REBEL
Patrol Services South	PSS - 7D	2009 HONDA REBEL
Patrol Services South	PSS - 7D	2013 HONDA REBEL
Patrol Services South	PSS - 7D	2014 HONDA REBEL
Patrol Services South	PSS - 7D	2009 HONDA REBEL
Patrol Services South	PSS - 7D	2014 HONDA REBEL
Patrol Services South	PSS - 7D	2009 HONDA REBEL
Patrol Services South	PSS - 7D	2014 HONDA REBEL
Patrol Services South	PSS - 7D	2014 HONDA REBEL
Patrol Services South	PSS - 7D	2014 HONDA REBEL
Patrol Services South	PSS - 7D	2009 HONDA REBEL
Patrol Services South	PSS - 7D	2009 HONDA REBEL
Patrol Services South	PSS - 7D	2014 HONDA REBEL
Patrol Services South	PSS - 7D	2013 HONDA REBEL
Patrol Services South	PSS - 7D	2014 HONDA REBEL
Patrol Services South	PSS - 7D	2013 HONDA REBEL
Patrol Services South	PSS - 7D	2016 FORD UTILITY PT
Patrol Services South	PSS - 7D	2014 FORD INTC-Sedan
Patrol Services South	PSS - 7D	2014 FORD INTC-Sedan
Patrol Services South	PSS - 7D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 7D	2013 FORD INTC-Sedan
Patrol Services South	PSS - 7D	2014 FORD INTC-Sedan
Patrol Services South	PSS - 7D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 7D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 7D	2013 FORD INTC-Sedan
Patrol Services South	PSS - 7D	2014 DODGE CHARGER
Patrol Services South	PSS - 7D	2016 FORD INTC-Sedan
Patrol Services South	PSS - 7D	2019 FORD UTILITY PT
Patrol Services South	PSS - 7D	2019 FORD UTILITY PT
Patrol Services South	PSS - 7D	2014 FORD UTILITY
Patrol Services South	PSS - 7D	2018 FORD INTC-Sedan
Patrol Services South	PSS - 7D	2018 FORD UTILITY PT
Patrol Services South	PSS - 7D	2014 FORD INTC-Sedan
Patrol Services South	PSS - 7D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 7D	2017 FORD UTILITY
Patrol Services South	PSS - 7D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 7D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 7D	2017 FORD UTILITY PT
Patrol Services South	PSS - 7D	2017 FORD UTILITY PT
Patrol Services South	PSS - 7D	2014 CHEVROLET IMPALA
Patrol Services South	PSS - 7D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 7D	2014 CHEVROLET IMPALA
Patrol Services South	PSS - 7D	2018 FORD UTILITY PT
Patrol Services South	PSS - 7D	2017 FORD UTILITY
Patrol Services South	PSS - 7D	2019 FORD INTC-Sedan



Bureau	Department Description	Year/Make/Model
Patrol Services South	PSS - 7D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 7D	2017 FORD INTC-Sedan
Patrol Services South	PSS - 7D	2018 FORD UTILITY PT
Patrol Services South	PSS - 7D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 7D	2014 FORD INTC-Sedan
Patrol Services South	PSS - 7D	2016 FORD UTILITY
Patrol Services South	PSS - 7D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 7D	2018 FORD UTILITY
Patrol Services South	PSS - 7D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 7D	2016 FORD UTILITY
Patrol Services South	PSS - 7D	2014 CHEVROLET IMPALA
Patrol Services South	PSS - 7D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 7D	2015 FORD INTC-Sedan
Patrol Services South	PSS - 7D	2014 FORD INTC-Sedan
Patrol Services South	PSS - 7D	2016 CHEVROLET IMPALA
Patrol Services South	PSS - 7D	2015 FORD UTILITY PT
Patrol Services South	PSS - 7D	2019 FORD UTILITY
Patrol Services South	PSS - 7D	2014 FORD INTC-Sedan PT
Patrol Services South	PSS - 7D	2019 FORD UTILITY PT
Patrol Services South	PSS - 7D	2015 FORD INTC-Sedan PT
Patrol Services South	PSS - 7D	2014 DODGE CHARGER
Patrol Services South	PSS - 7D	2013 FORD UTILITY PT
Patrol Services South	PSS - 7D	2016 FORD UTILITY
Patrol Services South	PSS - 7D	2016 FORD UTILITY
Patrol Services South	PSS - 7D	2019 FORD UTILITY PT
Patrol Services South	PSS - 7D	2014 FORD INTC-Sedan
Patrol Services South	PSS - 7D	2017 FORD INTC-Sedan
Patrol Services South	PSS - 7D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 7D	2013 CHEVROLET IMPALA
Patrol Services South	PSS - 7D	2012 CHEVROLET IMPALA
Patrol Services South	PSS - 7D	2014 FORD INTC-Sedan
Patrol Services South	PSS - 7D	2014 CHEVROLET IMPALA
Patrol Services South	PSS - 7D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 7D	2014 FORD INTC-Sedan
Patrol Services South	PSS - 7D	2012 CHEVROLET IMPALA
Patrol Services South	PSS - 7D	2017 FORD INTC-Sedan
Patrol Services South	PSS - 7D	2017 FORD UTILITY PT
Patrol Services South	PSS - 7D	2019 FORD UTILITY PT
Patrol Services South	PSS - 7D	2014 CHEVROLET IMPALA
Patrol Services South	PSS - 7D	2017 FORD INTC-Sedan
Patrol Services South	PSS - 7D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 7D	2016 CHEVROLET IMPALA
Patrol Services South	PSS - 7D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 7D	2016 CHEVROLET IMPALA
Patrol Services South	PSS - 7D	2019 FORD INTC-Sedan
Patrol Services South	PSS - 7D	2013 FORD UTILITY PT
Patrol Services South	PSS - 7D	2017 FORD UTILITY PT

Bureau	Department Description	Year/Make/Model
Patrol Services South	PSS - 7D	2019 FORD TRANSIT 250 VAN
Patrol Services South	PSS - 7D	2017 FORD Transit 350 Wagon
Patrol Services South	PSS - 7D	2017 DODGE RAM 1500
Patrol Services South	PSS - 7D	2001 WORKHORSE P42
Patrol Services South	PSS - 7D	2018 CHEVROLET EXPRESS VAN
Patrol Services South	PSS - 7D	2015 FORD Transit 350 Wagon
Patrol Services South	PSS - 7D	2019 Progression LIGHT TOWER
Patrol Services South	PSS - 7D	2019 Progression LIGHT TOWER
Patrol Services South	PSS - 7D	2014 Progression LIGHT TOWER
Patrol Services South	PSS - 7D	2019 Progression LIGHT TOWER
Patrol Services South	PSS - 7D	2002 FABRIQUE SMART WORKHO
Patrol Services South	PSS - 7D	2017 FORD UTILITY
Patrol Services South	PSS - 7D	2019 FORD FUSION
Patrol Services South	PSS - 7D	2014 CHEVROLET CRUZE
Patrol Services South	PSS - 7D	2018 FORD FUSION
Patrol Services South	PSS - 7D	2015 CHEVROLET MALIBU
Patrol Services South	PSS - 7D	2010 DODGE AVENGER SXT
Patrol Services South	PSS - Patrol Service South	2014 FORD INTC-Sedan
Patrol Services South	PSS - Patrol Service South	2016 FORD UTILITY
Patrol Services South	PSS - Patrol Service South	2016 CHEVROLET IMPALA
Patrol Services South	PSS - Patrol Service South	2014 FORD INTC-Sedan
Patrol Services South	PSS - Patrol Service South	2016 CHEVROLET IMPALA
Patrol Services South	PSS - Patrol Service South	2017 FORD UTILITY

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**GOVERNMENT OF THE DISTRICT OF COLUMBIA  
Public Safety and Justice Cluster**

***Travel Expense Report***

For travel that occurred between: 10/1/2018 - 2/21/2020

**Metropolitan Police Department - MPD - FA0 - FA0**

No.	FY	Employee Name	Title	Travel Description and Destination	Travel Period	Expense Items	Amount	Fund
1	2019	Alam, Wahid	Assessor	2019 Promotional Selection Process - Washington, DC	4/29/2019 - 5/3/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$92.80 \$0.00 \$0.00 \$92.80	0100
2	2019	Alleyne, Margo	Assessor	2019 Promotional Selection Process - Washington, DC	4/28/2019 - 5/3/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$401.96 \$0.00 \$0.00 \$401.96	0100
3	2019	Anderson, Theodore	Officer	URST Open Water Certification - Rawlings, VA	3/27/2019 - 3/28/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$82.50 \$0.00 \$103.68 \$186.18	0200
4	2019	Ayres, Daniel	Assessor	2019 Promotional Selection Process - Washington, DC	5/5/2019 - 5/10/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$431.24 \$0.00 \$0.00 \$431.24	0100
5	2019	Bagshaw, Jason	Lieutenant	2019 2nd Annual Municipal Special Events Summit - Raleigh, NC	1/30/2019 - 2/1/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$347.81 \$0.00 \$125.00 \$347.81	0100

For travel that occurred between: 10/1/2018 - 2/21/2020

Metropolitan Police Department - MPD - FA0 - FA0

No.	FY	Employee Name	Title	Travel Description and Destination	Travel Period	Expense Items	Amount	Fund
6	2019	Balarezo, Rosa	Director	CVSA Data Management, Quality and FMCSA Systems Training - San Antonio, TX	1/28/2019 - 1/31/2019	Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$0.00 \$0.00 \$0.00	
7	2019	Bownes, Brendan	Assessor	2019 Promotional Selection Process - Washington, DC	5/5/2019 - 5/10/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$468.03 \$0.00 \$0.00 \$468.03	0100
8	2019	Branson, Joshua	Detective	Homicide Investigations- Interviews - Denver, CO	5/22/2019 - 5/24/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$190.00 \$0.00 \$1,507.48 \$1,697.48	0200
9	2019	Brereton Jr., Berle S.	Assessor	2019 Promotional Selection Process - Washington, DC	5/12/2019 - 5/18/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$309.00 \$0.00 \$0.00 \$309.00	0100
10	2019	Bress, Jessica	Director of Continuing Studies	Symposium - New York City, NY	4/1/2019 - 4/2/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$144.39 \$0.00 \$458.28 \$602.67	0100
11	2019	Brockenbrough, Robert	Assessor	2019 Promotional Selection Process - Washington, DC	5/12/2019 - 5/17/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$482.99 \$0.00 \$0.00 \$482.99	0100

For travel that occurred between: 10/1/2018 - 2/21/2020

## Metropolitan Police Department - MPD - FA0 - FA0

No.	FY	Employee Name	Title	Travel Description and Destination	Travel Period	Expense Items	Amount	Fund
12	2019	Bromeland, Matthew	Commander	PERF Executive Session - London, UK	4/6/2019 - 4/11/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$1,283.14 \$0.00 \$3,530.99 \$4,814.13	0100
13	2019	Bruce, Jeffrey	Detective	FARS/CRSS System Wide Training - Garden Grove, CA	12/2/2018 - 12/7/2018	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$2,520.58 \$0.00 \$0.00 \$2,520.58	0100
14	2019	Buba, Samson	Accountant	GFOA 113th Annual Conference - Los Angeles, CA	5/18/2019 - 5/23/2019	Travel Reimbursement Travel Advance Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$507.54 \$1,985.48 \$0.00 \$0.00 \$2,493.02	0100 0100
15	2019	Buc, Sarah	Detective II	Investigative Travel - Jackson, MS	1/27/2019 - 1/30/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$192.50 \$0.00 \$697.27 \$889.77	0100
16	2019	Buc, Sarah	Detective II	Investigative Travel - Long Beach, CA	5/5/2019 - 5/9/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$327.00 \$0.00 \$1,682.19 \$2,009.19	1396
17	2019	Buc, Sarah	Detective II	Investigative travel - Burlington, VT	6/25/2019 - 6/26/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$124.25 \$0.00 \$610.00 \$734.25	0100

For travel that occurred between: 10/1/2018 - 2/21/2020

## Metropolitan Police Department - MPD - FA0 - FA0

No.	FY	Employee Name	Title	Travel Description and Destination	Travel Period	Expense Items	Amount	Fund
18	2019	Burkes, Walter	Assessor	2019 Promotional Selection Process - Washington, DC	5/12/2019 - 5/18/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	 \$0.00 \$0.00 \$491.12	0100
19	2018	Carroll, Jeffery	Assistant Chief, Homeland Security	International Association of Chiefs of Police 2018 Conference - Orlando, FL	10/5/2018 - 10/10/2018	Travel Advance Adjustments Total Other Related Exp by Trip Total Expenses by Trip	 \$879.72 \$0.00 \$835.93 \$2,006.54	0100
20	2019	Carroll, Jeffery	Assistant Chief, Homeland Security	Regional Trafficking Summit - Jersey City, NJ	1/28/2019 - 1/29/2019	Travel Reimbursement Travel Advance Adjustments Total Other Related Exp by Trip Total Expenses by Trip	 \$76.50 \$97.60 \$0.00 \$0.00 \$174.10	0100 0100
21	2019	Carroll, Jeffery	Assistant Chief, Homeland Security	International Association of Chief of Police (IACP) 2019 Conference - Chicago, IL	10/27/2019 - 10/30/2019	Travel Advance Adjustments Total Other Related Exp by Trip Total Expenses by Trip	 \$243.20 \$0.00 \$0.00 \$243.20	0100
22	2019	Chhetri, Jiwan	Assessor	2019 Promotional Selection Process - Washington, DC	4/29/2019 - 5/17/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	 \$160.08 \$0.00 \$0.00 \$160.08	0100
23	2019	Clark, Jamie	Assessor	2019 Promotional Selection Process - Washington, DC	5/5/2019 - 5/10/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	 \$270.00 \$0.00 \$0.00 \$270.00	0100



For travel that occurred between: 10/1/2018 - 2/21/2020

## Metropolitan Police Department - MPD - FA0 - FA0

No.	FY	Employee Name	Title	Travel Description and Destination	Travel Period	Expense Items	Amount	Fund
24	2019	Clay, Leroy	Agency Fiscal Officer	GFOA 113TH Annual Conference - Los Angeles, CA	5/19/2019 - 5/23/2019	Travel Advance	\$1,967.06	0100
						Adjustments	\$0.00	
						Total Other Related Exp by Trip	\$0.00	
						Total Expenses by Trip	\$1,967.06	
25	2019	Contee, Robert	Commander	Annual Police Executive Research Forum - Miami, FL	5/28/2019 - 5/31/2019	Travel Reimbursement	\$712.76	0100
						Adjustments	\$0.00	
						Total Other Related Exp by Trip	\$0.00	
						Total Expenses by Trip	\$712.76	
26	2019	Crosby-Scott, Kimberly	Detective	Crimes Against Women 2019 Conference - Dallas, TX	4/7/2019 - 4/12/2019	Travel Reimbursement	\$643.93	0100
						Travel Advance	\$1,944.84	0100
						Adjustments	\$0.00	
						Total Other Related Exp by Trip	\$0.00	
						Total Expenses by Trip	\$2,588.77	
27	2019	Decker, Thomas	Assessor	2019 Promotional Selection Process - Washington, DC	5/12/2019 - 5/17/2019	Travel Reimbursement	\$758.36	0100
						Adjustments	\$0.00	
						Total Other Related Exp by Trip	\$0.00	
						Total Expenses by Trip	\$758.36	
28	2019	Dennison, Troy	Assessor	2019 Promotional Selection Process - Washington, DC	4/29/2019 - 5/9/2019	Travel Reimbursement	\$175.39	0100
						Adjustments	\$0.00	
						Total Other Related Exp by Trip	\$0.00	
						Total Expenses by Trip	\$175.39	
29	2019	DePeralta, VictorJ.	Detective II	At Scene Traffic Crash/Traffic Homicide Investigation Course - Jacksonville, FL	3/17/2019 - 3/30/2019	Travel Reimbursement	\$810.20	0100
						Adjustments	\$0.00	
						Total Other Related Exp by Trip	\$3,080.25	
						Total Expenses by Trip	\$3,890.45	

For travel that occurred between: 10/1/2018 - 2/21/2020

## Metropolitan Police Department - MPD - FA0 - FA0

No.	FY	Employee Name	Title	Travel Description and Destination	Travel Period	Expense Items	Amount	Fund
30	2019	Diallo, Djibril	Assessor	2019 Promotional Selection - Washington, DC	4/29/2019 - 5/10/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$186.76 \$0.00 \$0.00 \$186.76	0100
31	2019	Dickerson, Chanel	Patrol Chief	Chiefs Association Meeting - Orlando, FL	10/3/2018 - 10/7/2018	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$297.00 \$0.00 \$1,607.92 \$1,904.92	1396
32	2019	Dickerson, Chanel	Patrol Chief	2019 NOBLE Training Conference - New Orleans, LA	8/8/2019 - 8/15/2019	Travel Advance Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$454.40 \$0.00 \$0.00 \$454.40	1396
33	2019	Dickerson, Chanel	Patrol Chief	Major City Chiefs Association Police Executive Leadership Institute - Session One - Chicago, IL	9/17/2019 - 9/18/2019	Travel Advance Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$91.20 \$0.00 \$0.00 \$91.20	0100
34	2019	Finkelman, Andrew	Detective	Homicide Investigation - Charleston, SC	12/4/2018 - 12/6/2018	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$245.00 \$0.00 \$876.72 \$1,121.72	0100
35	2019	Finkelman, Andrew	Detective	Investigative Travel-Homicide - Inez, KY	4/24/2019 - 4/26/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$196.52 \$0.00 \$713.16 \$909.68	0100

For travel that occurred between: 10/1/2018 - 2/21/2020

## Metropolitan Police Department - MPD - FA0 - FA0

No.	FY	Employee Name	Title	Travel Description and Destination	Travel Period	Expense Items	Amount	Fund
36	2019	Fischer, Dean	Assessor	2019 Promotional Selection Process - Washington, DC	4/28/2019 - 5/3/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$971.80 \$0.00 \$0.00 \$971.80	0100
37	2019	Fredericksdorf, Joseph	Assessor	2019 Promotional Selection Process - Washington, DC	5/5/2019 - 5/10/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$270.00 \$0.00 \$0.00 \$270.00	0100
38	2019	Furr, John D.	Assessor	2019 Promotional Selection Process - Washington, DC	5/5/2019 - 5/10/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$296.75 \$0.00 \$0.00 \$296.75	0100
39	2019	Gaglione, Christopher	Officer	Diving and Equipment Marketing Association Conference - Las Vegas, NV	11/13/2018 - 11/18/2018	Travel Reimbursement Travel Reimbursement Travel Advance Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$129.09 \$74.84 \$1,290.68 \$0.00 \$0.00 \$1,494.61	0200 0200 0200
40	2019	Gambrell, Lamonte	Assessor	2019 Promotional Selection Process - Washington, DC	4/28/2019 - 5/3/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$461.92 \$0.00 \$0.00 \$461.92	0100
41	2019	Glasgow, Sarah	Accountant	GFOA 113th Annual Conference - Los Angeles, CA	5/18/2019 - 5/22/2019	Travel Reimbursement Travel Advance Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$544.91 \$1,801.89 \$0.00 \$0.00 \$2,346.80	0100 0100

For travel that occurred between: 10/1/2018 - 2/21/2020

## Metropolitan Police Department - MPD - FA0 - FA0

No.	FY	Employee Name	Title	Travel Description and Destination	Travel Period	Expense Items	Amount	Fund
42	2019	Glover, Robert	Captain	2019 2nd Annual Municipal Special Events Summit - Raleigh, NC	1/30/2019 - 2/1/2019	Travel Advance Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$347.81 \$0.00 \$391.76 \$739.57	0100
43	2019	Glover, Robert	Captain	Atlanta Streets Alive Event - Atlanta, GA	4/6/2019 - 4/8/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$236.41 \$0.00 \$1,074.02 \$1,468.83	1396
44	2019	Griffin, Elbert	Detective	Interview Investigation - New York City, NY	1/2/2019 - 1/4/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$205.00 \$0.00 \$895.43 \$1,100.43	0100
45	2019	Haile, Mulugheta	Financial Manager	GFOA 113th Annual Conference - Los Angeles, CA	5/18/2019 - 5/23/2019	Travel Reimbursement Travel Advance Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$527.11 \$1,852.74 \$0.00 \$0.00 \$2,379.85	0100 0100
46	2019	Harrison, Brent	Assessor	2019 Promotional Selection Process - Washington, DC	5/5/2019 - 5/10/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$245.00 \$0.00 \$0.00 \$245.00	0100
47	2019	Harvey, Michael	Assessor	2019 Promotional Selection Process - Washington, DC	4/28/2019 - 5/3/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$444.00 \$0.00 \$0.00 \$444.00	0100

For travel that occurred between: 10/1/2018 - 2/21/2020

## Metropolitan Police Department - MPD - FA0 - FA0

No.	FY	Employee Name	Title	Travel Description and Destination	Travel Period	Expense Items	Amount	Fund
48	2019	Haymer, Joe	Assessor	2019 Promotional Selection Process - Washington, DC	5/12/2019 - 5/17/2019	Travel Reimbursement	\$270.00	0100
						Adjustments	\$0.00	
						Total Other Related Exp by Trip	\$0.00	
						Total Expenses by Trip	\$270.00	
49	2019	Hebb, Jeremy	Firearms Instructor	Taser Master Instructor Certification Renewal - Mesa, AZ	10/28/2018 - 11/3/2018	Travel Reimbursement	\$407.39	0100
						Travel Advance	\$889.60	0100
						Adjustments	\$0.00	
						Total Other Related Exp by Trip	\$975.00	
						Total Expenses by Trip	\$2,271.99	
50	2019	Hertel, Jeffrey	Helicopter Pilot	Recurrency training - Grand Prairie, TX	4/15/2019 - 4/18/2019	Travel Reimbursement	\$1,848.98	0100
						Adjustments	\$0.00	
						Total Other Related Exp by Trip	\$0.00	
						Total Expenses by Trip	\$1,848.98	
51	2019	Holst, Elizabeth	Budget Analyst	GFOA 113th Annual Conference - Los Angeles, CA	5/19/2019 - 5/23/2019	Travel Reimbursement	\$69.81	0100
						Travel Advance	\$1,559.17	0100
						Adjustments	\$0.00	
						Total Other Related Exp by Trip	\$0.00	
						Total Expenses by Trip	\$1,628.98	
52	2019	Holt, Robert	Assessor	2019 Promotional Selection Process - Washington, DC	5/12/2019 - 5/18/2019	Travel Reimbursement	\$959.76	0100
						Adjustments	\$0.00	
						Total Other Related Exp by Trip	\$0.00	
						Total Expenses by Trip	\$959.76	
53	2019	Hoover, Lolita	Accountant	GFOA 113th Annual Conference - Los Angeles, CA	5/18/2019 - 5/22/2019	Travel Reimbursement	\$1,534.78	0100
						Travel Reimbursement	\$117.14	0100
						Adjustments	\$0.00	
						Total Other Related Exp by Trip	\$0.00	
						Total Expenses by Trip	\$1,651.92	

For travel that occurred between: 10/1/2018 - 2/21/2020

## Metropolitan Police Department - MPD - FA0 - FA0

No.	FY	Employee Name	Title	Travel Description and Destination	Travel Period	Expense Items	Amount	Fund
54	2019	Horos, Andrew	Lieutenant	National Assoc. of State Boating and Law Administrators Annual Workshop - Lexington, KY	2/27/2019 - 3/2/2019	Travel Advance Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$179.20 \$0.00 \$670.47 \$866.47	0200
55	2019	Horos, Andrew	Lieutenant	Internal Controls for the Federal Grants Community - Las Vegas, NV	3/4/2019 - 3/7/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$239.29 \$0.00 \$825.98 \$1,065.27	0200
56	2019	Horos, Andrew	Lieutenant	International Boating and Water Safety Summit - Jacksonville, FL	3/23/2019 - 3/28/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$326.66 \$0.00 \$2,065.45 \$2,392.11	0200
57	2019	Horos, Andrew	Lieutenant	NASBLA Boating Law Administrator Leadership Academy - Lexington, KY	6/2/2019 - 6/7/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$308.00 \$0.00 \$975.25 \$1,283.25	0200
58	2019	Hurley, Cynthia	Assessor	2019 Promotional Selection Process - Washington, DC	4/30/2019 - 5/17/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$299.28 \$0.00 \$0.00 \$299.28	0100
59	2019	John, Graziano	Assessor	2019 Promotional Selection Process - Washington, DC	4/28/2019 - 5/3/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$428.92 \$0.00 \$0.00 \$428.92	0100

For travel that occurred between: 10/1/2018 - 2/21/2020

## Metropolitan Police Department - MPD - FA0 - FA0

No.	FY	Employee Name	Title	Travel Description and Destination	Travel Period	Expense Items	Amount	Fund
60	2019	Jordan, Brianna	Affairs Specialist	2019 National Information Officers Association (NIOA) Training Conference - Clearwater, FL	8/24/2019 - 8/29/2019	Travel Advance Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$844.56 \$0.00 \$0.00 \$844.56	0100
61	2019	Kelly, Heather	Assessor	2019 Promotional Selection Process - Washington, DC	4/30/2019 - 5/30/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$362.94 \$0.00 \$0.00 \$362.94	0100
62	2019	Kendall, Ryan	Assessor	2019 Promotional Selection Process - Washington, DC	5/12/2019 - 5/17/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$270.00 \$0.00 \$0.00 \$270.00	0100
63	2019	Kennedy, Renee	Program Analyst	ACADIS Readiness 1st Annual Summit-North Carolina Department of Justice Academy - Edneyville, NC	4/15/2019 - 4/18/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$0.00 \$0.00 \$0.00 \$994.56	
64	2019	Khare, Archana	Budget Officer	GFOA 113th Annual Conference - Los Angeles, CA	5/19/2019 - 5/22/2019	Travel Reimbursement Travel Advance Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$291.47 \$1,535.34 \$0.00 \$0.00 \$1,826.81	0100 0100
65	2019	King, Eric	Assessor	2019 Promotional Selection Process - Washington, DC	5/5/2019 - 5/9/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$231.00 \$0.00 \$0.00 \$231.00	0100

For travel that occurred between: 10/1/2018 - 2/21/2020

## Metropolitan Police Department - MPD - FA0 - FA0

No.	FY	Employee Name	Title	Travel Description and Destination	Travel Period	Expense Items	Amount	Fund
66	2019	Lambordini, Glen	Officer	USRT Open Water Certification - Rawlings, VA	3/27/2019 - 3/28/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$134.98 \$0.00 \$103.68 \$238.66	0200
67	2019	Lamond, Shane	Lieutenant	12th Annual Operation Sentry Conference - New York City, NY	10/29/2018 - 10/31/2018	Travel Reimbursement Travel Advance Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$61.90 \$708.38 \$0.00 \$0.00 \$770.28	0100 0100
68	2019	LESLIE, JEFFREY	Officer	USRT Open Water Certification - Rawlings, VA	3/27/2019 - 3/28/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$82.50 \$0.00 \$103.68 \$186.18	0200
69	2019	Linkous, Dennis T.	Assessor	2019 Promotional Selection Process - Washington, DC	5/13/2019 - 5/17/2019	Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$0.00 \$0.00 \$131.66	
70	2019	Lyons, Raquel	Payroll Specialist	The Payroll Edge - 37th Annual Congress American Payroll Association - Long Beach, CA	5/13/2019 - 5/19/2019	Travel Reimbursement Travel Advance Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$576.74 \$2,604.41 \$0.00 \$0.00 \$3,181.15	0100 0100
71	2019	Macbean, Alexander P.	Detective Grade I	Interview Suspect, Complainant and Witness in a Cold Case - New York City, NY	1/2/2019 - 1/4/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$514.70 \$0.00 \$895.43 \$1,410.13	0100



For travel that occurred between: 10/1/2018 - 2/21/2020

## Metropolitan Police Department - MPD - FA0 - FA0

No.	FY	Employee Name	Title	Travel Description and Destination	Travel Period	Expense Items	Amount	Fund
72	2019	Macbean, Alexander P.	Detective Grade I	INVESTIGATIVE TRAVEL - Tacoma, WA	6/18/2019 - 6/20/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$269.12 \$0.00 \$1,477.98 \$1,747.10	0100
73	2019	Maglione, Roslyn	Assessor	2019 Promotional Selection Process - Washington, DC	4/28/2019 - 5/4/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$270.00 \$0.00 \$0.00 \$270.00	0100
74	2019	Mancuso, Bryan	Detective Grade Two	Investigate Travel - Jackson, MS	1/27/2019 - 1/30/2019	Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$0.00 \$1,021.64 \$1,302.89	
75	2019	Mancuso, Bryan	Detective Grade Two	Investigative Travel - Long Beach, CA	5/5/2019 - 5/9/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$357.65 \$0.00 \$1,682.19 \$2,039.84	1396
76	2019	Mancuso, Bryan	Detective Grade Two	Investigative Travel - Burlington, VT	6/25/2019 - 6/26/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$0.00 \$0.00 \$824.79 \$1,012.52	
77	2019	Manlapaz, Wilfredo	Assistant Chief	2nd Annual Executive Leadership Conference on Police Intervention - New Orleans, LA	6/19/2019 - 6/21/2019	Travel Reimbursement Travel Advance Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$95.64 \$170.40 \$0.00 \$345.00 \$864.18	0100 0100

For travel that occurred between: 10/1/2018 - 2/21/2020

## Metropolitan Police Department - MPD - FA0 - FA0

No.	FY	Employee Name	Title	Travel Description and Destination	Travel Period	Expense Items	Amount	Fund
78	2019	Martin, Massi	Assessor	2019 Promotional Selection Process - Washington, DC	4/28/2019 - 5/3/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$444.00 \$0.00 \$0.00 \$444.00	0100
79	2019	McKinney, Kenneth	Assessor	2019 Promotional Selection Process - Philadelphia, PA	4/28/2019 - 5/3/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$0.00 \$0.00 \$0.00 \$402.24	0100
80	2019	Miller, James	Assessor	2019 Promotional Process Selection Process - Washington, DC	5/5/2019 - 5/10/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$476.48 \$0.00 \$0.00 \$476.48	0100
81	2019	Mitchell, Willis	Detective Grade II	At scene traffic crash/Homicide Investigation - Jacksonville, FL	3/17/2019 - 3/30/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$802.50 \$0.00 \$3,080.25 \$3,882.75	0100
82	2019	Musumcci, Joseph	Assessor	2019 Promotional Selection Process - Washington, DC	4/28/2019 - 5/3/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$418.20 \$0.00 \$0.00 \$418.20	0100
83	2019	Newsome, Marques Marques	Assessor	2019 Promotional Selection Process - Washington, DC	4/28/2019 - 5/4/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$478.36 \$0.00 \$0.00 \$478.36	0100

For travel that occurred between: 10/1/2018 - 2/21/2020

## Metropolitan Police Department - MPD - FA0 - FA0

No.	FY	Employee Name	Title	Travel Description and Destination	Travel Period	Expense Items	Amount	Fund
84	2019	Nguyen, Phuson Dang	Detective	FARS/CRSS System Wide Training - Garden Grove, CA	12/2/2018 - 12/7/2018	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$2,471.23 \$0.00 \$0.00 \$2,471.23	0100
85	2019	Nobriga, Jr., Lee R.	Officer	CVSA Data Management Quality and FMCSA System - San Antonio, TX	1/28/2019 - 2/1/2019	Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$0.00 \$0.00 \$324.50	
86	2019	Nobriga, Jr., Lee R.	Officer	Investigative Analysis Course - Austin, TX	6/16/2019 - 6/29/2019	Travel Reimbursement Travel Advance Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$487.57 \$683.20 \$0.00 \$2,738.35 \$3,909.12	0200 0200
87	2019	Nobriga, Jr., Lee R.	Officer	Federal Motor Carrier Safety Administration New Entrant Safety Audit Course - Raleigh, NC	7/7/2019 - 7/20/2019	Travel Reimbursement Travel Advance Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$328.80 \$627.20 \$0.00 \$2,150.80 \$3,106.80	0100 0200
88	2019	Nutter, David S.	Officer	International Boating and Water Safety Summit - Jacksonville, FL	3/23/2019 - 3/28/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$362.50 \$0.00 \$2,021.25 \$2,383.75	0200
89	2019	Ravishankar, Anita	Research Fellow/Management Analyst	Public Safety Lab Workshop on Data-Driven Criminal Justice Reform - New York City, NY	10/18/2018 - 10/21/2018	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$306.10 \$0.00 \$0.00 \$306.10	0100

For travel that occurred between: 10/1/2018 - 2/21/2020

## Metropolitan Police Department - MPD - FA0 - FA0

No.	FY	Employee Name	Title	Travel Description and Destination	Travel Period	Expense Items	Amount	Fund
90	2019	Ridlehoover, Michelle	Inspector	FBINA- FBI National Academy Associates Uniforms - Quantico, VA	10/1/2018 - 12/14/2018	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$755.96 \$0.00 \$0.00 \$755.96	0100
91	2019	Robinson, K'Lynne	Assessor	2019 Promotional Selection Process - Washington, DC	5/6/2019 - 5/9/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$111.36 \$0.00 \$0.00 \$111.36	0100
92	2019	Romero, Otto	Helicopter Pilot	Helicopter Emergency Re-currency Training - Grand Prairie, TX	5/5/2019 - 5/8/2019	Travel Reimbursement Travel Advance Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$109.50 \$1,011.67 \$0.00 \$8,800.00 \$9,921.17	1396 1396
93	2019	Romero, Otto	Helicopter Pilot	Pilot Re-currency Training for A-Star B3 Helicopter - Grand Prairie, TX	5/5/2019 - 5/8/2019	Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$0.00 \$0.00 \$0.00	
94	2019	Ruggery, Joseph D.	Assessor	2019 Promotional Selection Process - Washington, DC	5/12/2019 - 5/17/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$270.00 \$0.00 \$0.00 \$270.00	0100
95	2019	Sanders-Wilson, Deborah	Assessor	2019 Promotional Selection Process - Washington, DC	5/12/2019 - 5/18/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$502.11 \$0.00 \$0.00 \$502.11	0100

For travel that occurred between: 10/1/2018 - 2/21/2020

## Metropolitan Police Department - MPD - FA0 - FA0

No.	FY	Employee Name	Title	Travel Description and Destination	Travel Period	Expense Items	Amount	Fund
96	2018	Scott, Lindsey	Officer	Diving and Equipment Marketing Association Conference - Las Vegas, NV	11/13/2018 - 11/18/2018	Travel Reimbursement	\$139.93	0200
						Travel Advance	\$1,290.68	0200
						Adjustments	\$0.00	
						Total Other Related Exp by Trip	\$0.00	
						Total Expenses by Trip	\$1,430.61	
97	2019	Scott, Lindsey	Officer	USRT Open Water Certification - Rawlings, VA	3/27/2019 - 3/28/2019	Travel Reimbursement	\$112.50	0200
						Adjustments	\$0.00	
						Total Other Related Exp by Trip	\$103.68	
						Total Expenses by Trip	\$216.18	
98	2019	Smallwood, Fontaine	Assessor	2019 Promotional Selection Process - Washington, DC	5/6/2019 - 5/10/2019	Travel Reimbursement	\$196.72	0100
						Adjustments	\$0.00	
						Total Other Related Exp by Trip	\$0.00	
						Total Expenses by Trip	\$196.72	
99	2019	Snapko, Adam	Sergeant	National Assoc. of State Boating and Law Administrators Annual Workshop - Lexington, KY	2/27/2019 - 3/2/2019	Travel Reimbursement	\$136.22	0200
						Travel Advance	\$179.20	0200
						Adjustments	\$0.00	
						Total Other Related Exp by Trip	\$670.47	
						Total Expenses by Trip	\$985.89	
100	2019	Snapko, Adam	Sergeant	Internal Controls for the Federal Grants Community - Las Vegas, NV	3/4/2019 - 3/7/2019	Travel Reimbursement	\$228.58	0200
						Adjustments	\$0.00	
						Total Other Related Exp by Trip	\$825.97	
						Total Expenses by Trip	\$1,054.55	
101	2019	Sommerville, Jason W.	Assessor	2019 Promotional Selection Process - Washington, DC	5/12/2019 - 5/18/2019	Travel Reimbursement	\$489.96	0100
						Adjustments	\$0.00	
						Total Other Related Exp by Trip	\$0.00	
						Total Expenses by Trip	\$489.96	

For travel that occurred between: 10/1/2018 - 2/21/2020

## Metropolitan Police Department - MPD - FA0 - FA0

No.	FY	Employee Name	Title	Travel Description and Destination	Travel Period	Expense Items	Amount	Fund
102	2019	Spingler, Joseph	Assessor	2019 Promotional Selection Process - Washington, DC	5/5/2019 - 5/10/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$405.00 \$0.00 \$0.00 \$405.00	0100
103	2019	Suggs III, Malachi	Detective Grade II	Investigative Travel - Columbia, SC	5/8/2019 - 5/9/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$91.50 \$0.00 \$1,288.06 \$1,379.56	0100
104	2019	Taylor, Karen	Assessor	2019 Promotional Selection Process - Washington, DC	5/12/2019 - 5/17/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$540.00 \$0.00 \$0.00 \$540.00	0100
105	2019	Thomas, Eastern	Assessor	2019 Promotional Selection Process - Washington, DC	4/29/2019 - 5/3/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$207.06 \$0.00 \$0.00 \$207.06	0100
106	2019	Thorne, Terry	Sergeant	Event Data Recorder Use in Traffic Crash Reconstruction - Jacksonville, FL	3/17/2019 - 3/22/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$392.58 \$0.00 \$1,830.22 \$2,222.80	1396
107	2019	Thorne, Terry	Sergeant	Event Data Recorder Use in Traffic Crash Reconstruction Level I Training Course - Jacksonville, FL	3/17/2019 - 3/22/2019	Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$0.00 \$0.00 \$0.00	

For travel that occurred between: 10/1/2018 - 2/21/2020

## Metropolitan Police Department - MPD - FA0 - FA0

No.	FY	Employee Name	Title	Travel Description and Destination	Travel Period	Expense Items	Amount	Fund
108	2019	Tiemann, Megan J.	Sergeant	USRT Open Water Certification - Rawlings, VA	3/27/2019 - 3/28/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$109.38 \$0.00 \$103.68 \$213.06	0200
109	2019	Tighe, Matthew	Assessor	2019 Promotional Selection Process - Washington, DC	5/6/2019 - 5/10/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$444.81 \$0.00 \$0.00 \$444.81	0100
110	2019	Tracy, David	Assessor	2019 Promotional Selection Process - Washington, DC	4/29/2019 - 5/10/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$186.18 \$0.00 \$0.00 \$186.18	0100
111	2019	Traylor, Stefania R.	Assessor	2019 Promotional Selection Process - Washington, DC	4/29/2019 - 5/10/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$465.16 \$0.00 \$0.00 \$465.16	0100
112	2019	Tretter, Joshua	Officer	Mid Build Inspection - Kansas City, KS	3/25/2019 - 3/27/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$407.78 \$0.00 \$670.98 \$1,078.76	0200
113	2019	Tretter, Joshua	Officer	Airboat Final Inspection (Midwest Rescue Airboats) - Gardner, KS	6/19/2019 - 6/21/2019	Travel Reimbursement Travel Advance Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$186.18 \$329.86 \$0.00 \$0.00 \$516.04	0200 0200

For travel that occurred between: 10/1/2018 - 2/21/2020

## Metropolitan Police Department - MPD - FA0 - FA0

No.	FY	Employee Name	Title	Travel Description and Destination	Travel Period	Expense Items	Amount	Fund
114	2019	Triola, Kevin	Assessor	2019 Promotional Selection Process - Washington, DC	4/28/2019 - 5/3/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$270.00 \$0.00 \$0.00 \$270.00	0100
115	2019	Truby, Gabriel	Detective	Homicide Investigations-Interviews - Florence, CO	4/22/2019 - 4/24/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$255.43 \$0.00 \$599.77 \$855.20	0200
116	2019	Varga, Robert J.	Officer	International WorkBoat Show - New Orleans, LA	11/27/2018 - 12/1/2018	Travel Reimbursement Travel Advance Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$294.06 \$1,195.60 \$0.00 \$0.00 \$1,489.66	0200 0200
117	2019	Varga, Robert J.	Officer	USRT Open Water Certification - Rawlings, VA	3/27/2019 - 3/28/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$82.50 \$0.00 \$103.68 \$186.18	0200
118	2019	Wagner, Brad	Sergeant/Agent	National AMBER Alert Symposium - Scottsdale, AZ	4/15/2019 - 4/18/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$451.55 \$0.00 \$133.00 \$584.55	1396
119	2019	Weber, Jeffrey	Detective	Continuing Criminal Investigation - East Hartford, CT	11/4/2018 - 11/6/2018	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$152.50 \$0.00 \$450.80 \$603.30	0100



For travel that occurred between: 10/1/2018 - 2/21/2020

## Metropolitan Police Department - MPD - FA0 - FA0

No.	FY	Employee Name	Title	Travel Description and Destination	Travel Period	Expense Items	Amount	Fund
120	2019	Weber, Jeffrey	Detective	Homicide Investigation - Charleston, SC	12/4/2018 - 12/6/2018	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$177.50 \$0.00 \$876.72 \$1,054.22	0100
121	2019	Whalen, Daniel	Detective	Homicide Investigations - Inez, KY	4/24/2019 - 4/26/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$138.50 \$0.00 \$314.14 \$452.64	1396
122	2019	Williamson, Delesia	Senior Accountant	GFOA 113th Annual Conference - Los Angeles, CA	5/17/2019 - 5/22/2019	Travel Advance Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$2,062.84 \$0.00 \$0.00 \$2,586.87	0100
123	2019	Wood, Denise	Assessor	2019 Promotional Selection Process - Washington, DC	5/5/2019 - 5/10/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$319.48 \$0.00 \$0.00 \$319.48	0100
124	2019	Woodson, Paulette	Captain	Words of Worth Police Conference - Lynchburg, VA	11/29/2018 - 11/30/2018	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$203.19 \$0.00 \$0.00 \$203.19	0100
125	2019	Worsham, Craig	Assessor	2019 Promotional Selection Process - Washington, DC	5/12/2019 - 5/16/2019	Travel Reimbursement Adjustments Total Other Related Exp by Trip Total Expenses by Trip	\$231.00 \$0.00 \$0.00 \$231.00	0100

For travel that occurred between: 10/1/2018 - 2/21/2020

## Metropolitan Police Department - MPD - FA0 - FA0

No.	FY	Employee Name	Title	Travel Description and Destination	Travel Period	Expense Items	Amount	Fund
126	2019	Wyble, Chad	Officer	International WorkBoat Show - New Orleans, LA	11/27/2018 - 12/1/2018	Travel Reimbursement	\$149.00	0200
						Travel Advance	\$1,195.60	0200
						Adjustments	\$0.00	
						Total Other Related Exp by Trip	\$0.00	
						Total Expenses by Trip	\$1,344.60	
127	2019	Wyble, Chad	Officer	Mid-Build Inspection - Kansas City, KS	3/25/2019 - 3/27/2019	Travel Reimbursement	\$165.00	0200
						Adjustments	\$0.00	
						Total Other Related Exp by Trip	\$462.00	
						Total Expenses by Trip	\$839.50	
128	2019	Wyble, Chad	Officer	Airboat Final Inspection (Midwest Rescue Airboats) - Gardner, KS	6/19/2019 - 6/21/2019	Travel Reimbursement	\$0.00	0200
						Travel Advance	\$329.86	
						Adjustments	\$0.00	
						Total Other Related Exp by Trip	\$0.00	
						Total Expenses by Trip	\$460.23	
129	2019	Young, Tremayne	Assessor	2019 Promotional Selection Process - Washington, DC	5/5/2019 - 5/10/2019	Travel Reimbursement	\$476.63	0100
						Adjustments	\$0.00	
						Total Other Related Exp by Trip	\$0.00	
						Total Expenses by Trip	\$476.63	
<b>Total for: Metropolitan Police Department - MPD - FA0</b>							<b>\$135,612.28</b>	

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Fiscal Year	Post Date	Cardholder	Transaction Date	Transaction Amount	Merchant Name	Category
2019	10/01/2018	NIEPLING, PAUL	09/18/2018	\$66	GUERNSEY OFFICE PRODUC	Harbor Related Supplies/Services
2019	10/01/2018	MCKINNON, DWIGHT	09/25/2018	(\$402)	AMERICAN AIRLINES	Travel/Training
2019	10/01/2018	PARSONS, LESLIE	09/28/2018	\$694	CREATIVE PRODUCT SOURC	Supplies
2019	10/02/2018	SMALL, STACY	10/02/2018	\$249	SNAP SNAP ADS	Services
2019	10/02/2018	SMALL, STACY	10/02/2018	\$30	SNAP SNAP ADS	Services
2019	10/03/2018	SMALL, STACY	10/02/2018	\$44	SPOTIFY AD STUDIO	Services
2019	10/03/2018	SMALL, STACY	10/02/2018	\$485	SPOTIFY AD STUDIO	Services
2019	10/03/2018	SMALL, STACY	10/02/2018	\$272	SPOTIFY AD STUDIO	Services
2019	10/03/2018	SMALL, STACY	10/02/2018	\$349	SPOTIFY AD STUDIO	Services
2019	10/03/2018	SMALL, STACY	10/02/2018	\$480	SPOTIFY AD STUDIO	Services
2019	10/03/2018	SMALL, STACY	10/02/2018	\$20	SNAP SNAP ADS	Services
2019	10/03/2018	SMALL, STACY	10/03/2018	\$29	SNAP SNAP ADS	Services
2019	10/05/2018	ZUROWSKI, ROBERT	10/04/2018	\$600	SHERATON GRAND LOS ANG	Travel/Training
2019	10/05/2018	ZUROWSKI, ROBERT	10/04/2018	\$600	SHERATON GRAND LOS ANG	Travel/Training
2019	10/05/2018	NIEPLING, PAUL	10/04/2018	\$350	DEMA	Harbor Related Supplies/Services
2019	10/05/2018	HAMILTON, ARNITA	10/04/2018	\$14	DOLLAR TREE	Supplies and/or Services for Community Outreach
2019	10/05/2018	HAMILTON, ARNITA	10/04/2018	\$5	FIVE BELOW 251	Supplies and/or Services for Community Outreach
2019	10/05/2018	STARKS, ERIC	10/04/2018	\$300	LINKEDIN-411	*Disputed Charge
2019	10/05/2018	JOHNSON, MARVIN	10/05/2018	(\$120)	DISPUTE CREDIT	*Disputed Charge
2019	10/08/2018	PHILLIPS, JUSTIN	10/05/2018	\$20	DR KINGS CAR WASH	Services
2019	10/08/2018	PARSONS, LESLIE	10/08/2018	\$93	AMZN MKTP US	Supplies
2019	10/09/2018	CLARK, MARCELLA	10/07/2018	\$1,220	HILTON CONVENTION CTR	Travel/Training
2019	10/09/2018	RIDLEHOOVER, MICHELLE	10/08/2018	\$500	TELEMETHOD	Services
2019	10/10/2018	PARSONS, LESLIE	10/09/2018	\$85	TMOBILE*LAW RELATION	Services
2019	10/10/2018	PARSONS, LESLIE	10/09/2018	\$60	TMOBILE*LAW RELATION	Services
2019	10/10/2018	PARSONS, LESLIE	10/09/2018	\$85	TMOBILE*LAW RELATION	Services
2019	10/11/2018	CLARK, MARCELLA	10/10/2018	\$214	WALMART.COM	Supplies and/or Services for Community Outreach
2019	10/11/2018	CLARK, MARCELLA	10/10/2018	\$44	WALMART.COM	Supplies and/or Services for Community Outreach
2019	10/11/2018	STARKS, ERIC	10/10/2018	\$698	MOBIL SATELLITE TECHNO	IT Products/Services
2019	10/12/2018	VAUGHN-LEE, FAYETTE	10/10/2018	\$146	THE HOME DEPOT #2555	Supplies and/or Services for Community Outreach
2019	10/12/2018	NIEPLING, PAUL	10/10/2018	\$1,810	STANDARD OFFICE SUPPLY	Harbor Related Supplies/Services
2019	10/12/2018	HAMILTON, ARNITA	10/10/2018	\$26	SAFeway #4270	Supplies and/or Services for Community Outreach
2019	10/12/2018	PARSONS, LESLIE	10/11/2018	\$60	TMOBILE*LAW RELATION	Services
2019	10/12/2018	PARSONS, LESLIE	10/11/2018	\$60	TMOBILE*LAW RELATION	Services

Fiscal Year	Post Date	Cardholder	Transaction Date	Transaction Amount	Merchant Name	Category
2019	10/15/2018	VAUGHN-LEE, FAYETTE	10/11/2018	\$103	BLAYDES LOCK CO INC	Supplies and/or Services for Community Outreach
2019	10/15/2018	BRABHAM, ROBIN	10/11/2018	\$71	DASH MEDICAL GLOVES, INC.	Supplies
2019	10/15/2018	SUTTON, ROBERT	10/11/2018	\$57	STAPLES 00102186	Supplies
2019	10/16/2018	SMALL, STACY	10/15/2018	\$975	AXON *TASER	Travel/Training
2019	10/16/2018	CLARK, MARCELLA	10/15/2018	\$950	LOGOJEEVES	Services
2019	10/17/2018	BRABHAM, ROBIN	10/16/2018	\$4,123	MILE HIGH SHOOTING ACC	Supplies
2019	10/18/2018	SMALL, STACY	10/17/2018	\$178	SOUTHWEST	Travel/Training
2019	10/18/2018	SMALL, STACY	10/17/2018	\$242	SOUTHWEST	Travel/Training
2019	10/18/2018	CLARK, MARCELLA	10/17/2018	\$70	METROPOLITAN OFFICE PR	Supplies
2019	10/18/2018	SUTTON, ROBERT	10/18/2018	\$232	ULINE	Supplies
2019	10/18/2018	STATEN, DERECK	10/17/2018	\$593	SPIRIT HALLOWEEN 60116	Supplies and/or Services for Community Outreach
2019	10/18/2018	STATEN, DERECK	10/17/2018	\$274	FIVE BELOW 251	Supplies and/or Services for Community Outreach
2019	10/19/2018	BRABHAM, ROBIN	10/18/2018	\$965	NEAL R. GROSS & CO., I	Services
2019	10/19/2018	BRABHAM, ROBIN	10/18/2018	\$640	FRAGERS	Supplies
2019	10/19/2018	PARSONS, LESLIE	10/18/2018	\$129	FREE STATE TOWING INC	Services
2019	10/19/2018	SCHAEFER, JAMES	10/18/2018	\$3,234	KUSTOM SIGNALS	Motor Carrier Related Supplies/Services
2019	10/19/2018	MONZON, RICHARD	10/18/2018	\$1,620	AMZN MKTP US	IT Products/Services
2019	10/22/2018	PHILLIPS, JUSTIN	10/19/2018	\$22	TRAVEL GUARD GROUP INC	Travel/Training
2019	10/22/2018	PHILLIPS, JUSTIN	10/19/2018	\$181	UNITED AIRLINES	Travel/Training
2019	10/22/2018	PHILLIPS, JUSTIN	10/19/2018	\$172	UNITED AIRLINES	Travel/Training
2019	10/22/2018	PHILLIPS, JUSTIN	10/20/2018	\$23	TRAVEL INSURANCE POLIC	Travel/Training
2019	10/22/2018	PHILLIPS, JUSTIN	10/19/2018	\$186	AMERICAN AIRLINES	Travel/Training
2019	10/22/2018	PHILLIPS, JUSTIN	10/19/2018	\$39	AMERICAN AIRLINES	Travel/Training
2019	10/22/2018	VAUGHN-LEE, FAYETTE	10/20/2018	\$4	STAR VENDING	Supplies and/or Services for Community Outreach
2019	10/22/2018	VAUGHN-LEE, FAYETTE	10/20/2018	\$213	BJ'S WHOLESALE #0207	Supplies and/or Services for Community Outreach
2019	10/22/2018	VAUGHN-LEE, FAYETTE	10/20/2018	\$26	BJ'S WHOLESALE #0207	Supplies and/or Services for Community Outreach
2019	10/22/2018	VAUGHN-LEE, FAYETTE	10/20/2018	\$5	DOLLAR TREE	Supplies and/or Services for Community Outreach
2019	10/22/2018	RIDLEHOOVER, MICHELLE	10/19/2018	\$120	INT*IN *BATTLE'S TRANS	Services
2019	10/22/2018	RIDLEHOOVER, MICHELLE	10/19/2018	\$195	INT*IN *DC TOURS & TRA	Services
2019	10/22/2018	RIDLEHOOVER, MICHELLE	10/19/2018	\$195	INT*IN *DC TOURS & TRA	Services
2019	10/22/2018	SUTTON, ROBERT	10/20/2018	\$78	ULINE	Supplies
2019	10/22/2018	MONZON, RICHARD	10/18/2018	\$327	DIRECTITSOURCE.COM	IT Products/Services
2019	10/22/2018	MONZON, RICHARD	10/21/2018	\$209	AMZN MKTP US	IT Products/Services

Fiscal Year	Post Date	Cardholder	Transaction Date	Transaction Amount	Merchant Name	Category
2019	10/23/2018	ZUROWSKI, ROBERT	10/22/2018	\$245	NASRO	Travel/Training
2019	10/23/2018	NIEPLING, PAUL	10/22/2018	\$740	PAYPAL	Travel/Training
2019	10/23/2018	MCKINNON, DWIGHT	10/22/2018	\$23	TRAVEL INSURANCE POLIC	Travel/Training
2019	10/23/2018	MCKINNON, DWIGHT	10/22/2018	\$23	TRAVEL INSURANCE POLIC	Travel/Training
2019	10/23/2018	MCKINNON, DWIGHT	10/21/2018	\$186	AMERICAN AIRLINES	Travel/Training
2019	10/23/2018	MCKINNON, DWIGHT	10/21/2018	\$188	AMERICAN AIRLINES	Travel/Training
2019	10/23/2018	MONZON, RICHARD	10/23/2018	\$366	AMZN MKTP US	IT Products/Services
2019	10/24/2018	SANTIAGO, MARCO	10/23/2018	\$160	WAL-MART #5968	Supplies and/or Services for Community Outreach
2019	10/24/2018	WILSON, ROBERTINA	10/18/2018	\$1,201	SIRCHIE FINGER PRINT L	Supplies
2019	10/24/2018	CLARK, MARCELLA	10/22/2018	\$210	SUBWAY 00276840	Supplies and/or Services for Community Outreach
2019	10/24/2018	NIEPLING, PAUL	10/23/2018	(\$55)	PAYPAL	Travel/Training
2019	10/24/2018	PARSONS, LESLIE	10/23/2018	\$5	EXPEDIA 7387585347519	Travel/Training
2019	10/24/2018	SUTTON, ROBERT	10/23/2018	\$2,500	THE HAMILTON GROUP	Supplies
2019	10/24/2018	MONZON, RICHARD	10/24/2018	\$540	DMI* DELL HLTHCR/REL	IT Products/Services
2019	10/25/2018	VAUGHN-LEE, FAYETTE	10/24/2018	\$86	BJS WHOLESALE #0207	Supplies and/or Services for Community Outreach
2019	10/25/2018	VAUGHN-LEE, FAYETTE	10/24/2018	\$8	DOLLAR TREE	Supplies and/or Services for Community Outreach
2019	10/25/2018	BRABHAM, ROBIN	10/24/2018	\$77	AMZN MKTP US	Supplies
2019	10/25/2018	SANTIAGO, MARCO	10/24/2018	\$16	TRUE VALUE HARDWARE 17	Supplies and/or Services for Community Outreach
2019	10/25/2018	PARSONS, LESLIE	10/23/2018	\$281	DELTA	Travel/Training
2019	10/25/2018	PARSONS, LESLIE	10/23/2018	\$279	ALASKA A 02	Travel/Training
2019	10/25/2018	MONZON, RICHARD	10/24/2018	\$125	TERAMIND INC	IT Products/Services
2019	10/26/2018	SMALL, STACY	10/25/2018	\$2,250	WWW.SURVEYGIZMO.COM	Services
2019	10/26/2018	BRABHAM, ROBIN	10/25/2018	\$365	SQ *SQ *MA DESIGN	Services
2019	10/26/2018	SANTIAGO, MARCO	10/24/2018	\$138	THE HOME DEPOT #2583	Supplies and/or Services for Community Outreach
2019	10/26/2018	SANTIAGO, MARCO	10/25/2018	\$230	SPIRIT HALLOWEEN 60471	Supplies and/or Services for Community Outreach
2019	10/26/2018	NIEPLING, PAUL	10/25/2018	\$718	AMZN MKTP US	Harbor Related Supplies/Services
2019	10/26/2018	BRANCH, KYI	10/25/2018	\$95	SAMS CLUB #6655	Supplies and/or Services for Community Outreach
2019	10/26/2018	SUTTON, ROBERT	10/26/2018	\$2,346	ULINE	Supplies
2019	10/26/2018	MONZON, RICHARD	10/25/2018	\$56	AMZN MKTP US	IT Products/Services
2019	10/26/2018	MONZON, RICHARD	10/25/2018	(\$169)	AMZN MKTP US	IT Products/Services
2019	10/26/2018	MONZON, RICHARD	10/25/2018	\$755	BESTBUYCOM805573681436	IT Products/Services
2019	10/26/2018	JOHNSON, MARVIN	10/25/2018	\$78	SMARTSIGN	Supplies
2019	10/29/2018	SMALL, STACY	10/26/2018	\$3,575	SYMPPLICITY CORPORATION	Services

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2019	10/29/2018	VAUGHN-LEE, FAYETTE	10/26/2018	(\$146)	THE HOME DEPOT #2555	Supplies and/or Services for Community Outreach
2019	10/29/2018	BRABHAM, ROBIN	10/25/2018	\$4,563	GUITAR CENTER #847	Supplies
2019	10/29/2018	NIEPLING, PAUL	10/26/2018	(\$38)	AMZN MKTP US	Harbor Related Supplies/Services
2019	10/29/2018	MONZON, RICHARD	10/27/2018	\$780	DMI* DELL HLTHCR/REL	IT Products/Services
2019	10/29/2018	MONZON, RICHARD	10/27/2018	\$74	AMZN MKTP US	IT Products/Services
2019	10/29/2018	STATEN, DERECK	10/26/2018	\$66	LEDO PIZZA	Supplies and/or Services for Community Outreach
2019	10/29/2018	STATEN, DERECK	10/27/2018	\$154	LOWES #01122	Supplies and/or Services for Community Outreach
2019	10/29/2018	STATEN, DERECK	10/27/2018	\$61	LEDO PIZZA	Supplies and/or Services for Community Outreach
2019	10/30/2018	VAUGHN-LEE, FAYETTE	10/29/2018	\$206	SPIRIT HALLOWEEN 61093	Supplies and/or Services for Community Outreach
2019	10/30/2018	VAUGHN-LEE, FAYETTE	10/29/2018	\$11	DOLLAR TREE	Supplies and/or Services for Community Outreach
2019	10/30/2018	SANTIAGO, MARCO	10/29/2018	\$57	SPIRIT HALLOWEEN 60471	Supplies and/or Services for Community Outreach
2019	10/30/2018	GIBB, YUN FEI	10/29/2018	\$290	ACCESS INTERPRETING	Services
2019	10/30/2018	MONZON, RICHARD	10/29/2018	\$936	MVS INC	IT Products/Services
2019	10/30/2018	MONZON, RICHARD	10/29/2018	\$63	BESTBUYCOM805574209601	IT Products/Services
2019	10/30/2018	MONZON, RICHARD	10/29/2018	\$110	AMZN MKTP US	IT Products/Services
2019	10/31/2018	VAUGHN-LEE, FAYETTE	10/29/2018	\$78	THE HOME DEPOT #2563	Supplies and/or Services for Community Outreach
2019	10/31/2018	VAUGHN-LEE, FAYETTE	10/30/2018	\$95	PARTY CITY 5513	Supplies and/or Services for Community Outreach
2019	10/31/2018	SANTIAGO, MARCO	10/29/2018	\$216	THE HOME DEPOT 4608	Supplies and/or Services for Community Outreach
2019	10/31/2018	SANTIAGO, MARCO	10/29/2018	\$204	THE HOME DEPOT 4647	Supplies and/or Services for Community Outreach
2019	10/31/2018	SANTIAGO, MARCO	10/29/2018	(\$216)	THE HOME DEPOT 4647	Supplies and/or Services for Community Outreach
2019	10/31/2018	SANTIAGO, MARCO	10/29/2018	\$120	PARTY CITY 0017	Supplies and/or Services for Community Outreach
2019	10/31/2018	SANTIAGO, MARCO	10/30/2018	\$102	HARRIS TEETER #0231	Supplies and/or Services for Community Outreach
2019	10/31/2018	SANTIAGO, MARCO	10/30/2018	\$30	CVS/PHARMACY #04546	Supplies and/or Services for Community Outreach
2019	10/31/2018	DAVIS, CAROLYN	10/29/2018	\$55	THE HOME DEPOT #2583	Supplies and/or Services for Community Outreach
2019	10/31/2018	PARSONS, LESLIE	10/29/2018	\$529	JETBLUE 27	Travel/Training



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2019	10/31/2018	MONZON, RICHARD	10/31/2018	\$75	DMI* DELL HLTHCR/REL	IT Products/Services
2019	11/01/2018	VAUGHN-LEE, FAYETTE	10/30/2018	\$64	THE HOME DEPOT #2563	Supplies and/or Services for Community Outreach
2019	11/01/2018	VAUGHN-LEE, FAYETTE	10/31/2018	\$45	LOWES #00402	Supplies and/or Services for Community Outreach
2019	11/01/2018	VAUGHN-LEE, FAYETTE	10/31/2018	\$38	SPIRIT HALLOWEEN 61093	Supplies and/or Services for Community Outreach
2019	11/01/2018	VAUGHN-LEE, FAYETTE	10/31/2018	\$38	PARTY CITY 5513	Supplies and/or Services for Community Outreach
2019	11/01/2018	VAUGHN-LEE, FAYETTE	10/31/2018	\$28	BIG LOTS STORES - #139	Supplies and/or Services for Community Outreach
2019	11/01/2018	BRABHAM, ROBIN	10/31/2018	\$198	AMZN MKTP US	Supplies
2019	11/01/2018	SANTIAGO, MARCO	10/30/2018	\$148	THE HOME DEPOT #4647	Supplies and/or Services for Community Outreach
2019	11/01/2018	SANTIAGO, MARCO	10/31/2018	\$320	STAR VENDING	Supplies and/or Services for Community Outreach
2019	11/01/2018	SANTIAGO, MARCO	10/31/2018	(\$32)	CVS/PHARMACY #06419	Supplies and/or Services for Community Outreach
2019	11/01/2018	SANTIAGO, MARCO	10/31/2018	\$17	TRUE VALUE HARDWARE 17	Supplies and/or Services for Community Outreach
2019	11/01/2018	DAVIS, CAROLYN	10/31/2018	\$143	WM SUPERCENTER #5968	Supplies and/or Services for Community Outreach
2019	11/01/2018	BRANCH, KYI	10/30/2018	\$56	THE HOME DEPOT #2563	Supplies and/or Services for Community Outreach
2019	11/02/2018	BRABHAM, ROBIN	11/01/2018	\$848	SQ *SQ *CAPITOL SERVIC	Services
2019	11/02/2018	HAMILTON, APRIL	11/01/2018	\$864	NBA OFFICE PRODUCTS, I	Supplies
2019	11/02/2018	STARKS, ERIC	11/01/2018	\$375	PAYPAL	IT Products/Services
2019	11/02/2018	MONZON, RICHARD	11/01/2018	\$265	B&H PHOTO 800-606-696	IT Products/Services
2019	11/02/2018	MONZON, RICHARD	11/01/2018	\$2,461	RIMAGE CORP	IT Products/Services
2019	11/05/2018	SMALL, STACY	11/02/2018	\$807	EXPERIAN EXP PAY CC	Services
2019	11/05/2018	CLARK, MARCELLA	11/02/2018	\$245	SUBWAY 00276840	Supplies and/or Services for Community Outreach
2019	11/05/2018	NIEPLING, PAUL	11/02/2018	\$404	WEST MARINE #180	Harbor Related Supplies/Services
2019	11/05/2018	NIEPLING, PAUL	11/02/2018	\$2,805	MARINE EVOLUTIONS INC	Harbor Related Supplies/Services
2019	11/05/2018	PARSONS, LESLIE	11/03/2018	\$497	MARRIOTT WARDMAN PARK	Travel/Training
2019	11/06/2018	NIEPLING, PAUL	11/05/2018	\$515	PITNEY BOWES PBP	Harbor Related Supplies/Services
2019	11/06/2018	STARKS, ERIC	11/05/2018	\$417	DUPONT COMPUTERS	IT Products/Services
2019	11/07/2018	SMALL, STACY	11/06/2018	\$1,024	INT*IN *PRECISION CAPI	Supplies
2019	11/07/2018	SMALL, STACY	11/06/2018	\$1,024	INT*IN *PRECISION CAPI	Supplies
2019	11/07/2018	VAUGHN-LEE, FAYETTE	11/06/2018	\$200	PAYPAL	Supplies and/or Services for Community Outreach

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2019	11/07/2018	WILSON, ROBERTINA	11/06/2018	\$601	SIRCHIE FINGER PRINT L	Supplies
2019	11/07/2018	WILSON, ROBERTINA	11/06/2018	\$1,680	VCASESECURITY.COM	Supplies
2019	11/07/2018	MONZON, RICHARD	11/06/2018	\$1,115	MVS INC	IT Products/Services
2019	11/07/2018	MONZON, RICHARD	11/06/2018	(\$57)	B&H PHOTO 800-606-696	IT Products/Services
2019	11/08/2018	SETTLES, CHRISTOPHER	11/07/2018	\$4,968	MES/WARREN FIRE/LAWMEN	Supplies
2019	11/08/2018	CLARK, MARCELLA	11/07/2018	\$176	SHERATON HOTELS GREENS	Travel/Training
2019	11/08/2018	CLARK, MARCELLA	11/07/2018	\$176	SHERATON HOTELS GREENS	Travel/Training
2019	11/08/2018	NIEPLING, PAUL	11/07/2018	\$152	PBI*LEASEDEQUIPMENT	Harbor Related Supplies/Services
2019	11/08/2018	NIEPLING, PAUL	11/07/2018	\$152	PBI*LEASEDEQUIPMENT	Harbor Related Supplies/Services
2019	11/08/2018	NIEPLING, PAUL	11/08/2018	\$115	PITNEY BOWES PI	Harbor Related Supplies/Services
2019	11/09/2018	SMALL, STACY	11/08/2018	\$500	ERGO OCCMED LLC	Services
2019	11/09/2018	SMALL, STACY	11/09/2018	\$173	WRESTLING MART LLC	Supplies
2019	11/09/2018	SETTLES, CHRISTOPHER	11/08/2018	\$3,920	MES/WARREN FIRE/LAWMEN	Supplies
2019	11/09/2018	NIEPLING, PAUL	11/08/2018	\$1,757	KONECRANES INC	Harbor Related Supplies/Services
2019	11/12/2018	PHILLIPS, JUSTIN	11/09/2018	\$65	TRAVEL GUARD GROUP INC	Travel/Training
2019	11/12/2018	PHILLIPS, JUSTIN	11/08/2018	\$365	AMERICAN AIRLINES	Travel/Training
2019	11/12/2018	PHILLIPS, JUSTIN	11/09/2018	\$240	UNITED AIRLINES	Travel/Training
2019	11/12/2018	PHILLIPS, JUSTIN	11/09/2018	\$1,047	UNITED AIRLINES	Travel/Training
2019	11/12/2018	PHILLIPS, JUSTIN	11/09/2018	\$200	UNITED AIRLINES	Travel/Training
2019	11/12/2018	PHILLIPS, JUSTIN	11/10/2018	\$15	MARRIOTT JW L.A. LIVE	Travel/Training
2019	11/12/2018	PHILLIPS, JUSTIN	11/11/2018	\$1,831	MARRIOTTJW L.A.LIVE FD	Travel/Training
2019	11/12/2018	PHILLIPS, JUSTIN	11/11/2018	\$862	MARRIOTTJW L.A.LIVE FD	Travel/Training
2019	11/12/2018	SETTLES, CHRISTOPHER	11/10/2018	(\$4,968)	MES/WARREN FIRE/LAWMEN	Supplies
2019	11/12/2018	MCKINNON, DWIGHT	11/08/2018	\$365	AMERICAN AIRLINES	Travel/Training
2019	11/12/2018	MCKINNON, DWIGHT	11/08/2018	\$40	AMERICAN AIRLINES	Travel/Training
2019	11/12/2018	MCKINNON, DWIGHT	11/09/2018	\$601	AGENT FEE 89	*Disputed Charge
2019	11/12/2018	MCKINNON, DWIGHT	11/09/2018	\$566	UNITED AIRLINES	Travel/Training
2019	11/12/2018	MCKINNON, DWIGHT	11/09/2018	\$61	76 - OIL PRO INC	Travel/Training
2019	11/12/2018	MCKINNON, DWIGHT	11/10/2018	\$16	MARRIOTT JW L.A. LIVE	Travel/Training
2019	11/12/2018	MCKINNON, DWIGHT	11/11/2018	\$2,799	MARRIOTTJW L.A.LIVE FD	Travel/Training
2019	11/12/2018	MCKINNON, DWIGHT	11/10/2018	\$802	ENTERPRISE RENT-A-CAR	Travel/Training
2019	11/13/2018	BRABHAM, ROBIN	11/12/2018	\$9	AMAZON.COM*M821162K1	Supplies
2019	11/14/2018	GIBB, YUN FEI	11/13/2018	\$130	PAYPAL	Services
2019	11/14/2018	HAMILTON, APRIL	11/13/2018	\$436	NBA OFFICE PRODUCTS, I	Supplies
2019	11/14/2018	CLARK, MARCELLA	11/13/2018	\$245	SUBWAY 00276840	Supplies and/or Services for Community Outreach
2019	11/14/2018	PARSONS, LESLIE	11/13/2018	\$622	EXPEDIA 7392003924376	Travel/Training
2019	11/14/2018	MONZON, RICHARD	11/12/2018	\$1,552	ADAMS EVIDENCE GRADE T	IT Products/Services
2019	11/15/2018	PHILLIPS, JUSTIN	11/13/2018	\$39	UNITED AIRLINES	Travel/Training
2019	11/15/2018	PARSONS, LESLIE	11/13/2018	\$127	AMERICAN AIRLINES	Travel/Training
2019	11/15/2018	PARSONS, LESLIE	11/13/2018	\$127	AMERICAN AIRLINES	Travel/Training

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2019	11/16/2018	PHILLIPS, JUSTIN	11/15/2018	\$13	CAFE VENUE	Travel/Training
2019	11/16/2018	BRABHAM, ROBIN	11/15/2018	\$106	SUB	Services
2019	11/16/2018	SETTLES, CHRISTOPHER	11/15/2018	\$4,712	THE HAMILTON GROUP	Supplies
2019	11/16/2018	MCKINNON, DWIGHT	11/15/2018	\$667	ENTERPRISE RENT-A-CAR	Travel/Training
2019	11/19/2018	PHILLIPS, JUSTIN	11/16/2018	\$426	SHERATON FISHERMANS HO	Travel/Training
2019	11/19/2018	PHILLIPS, JUSTIN	11/17/2018	\$47	TRAVEL INSURANCE POLIC	Travel/Training
2019	11/19/2018	PHILLIPS, JUSTIN	11/16/2018	\$572	AMERICAN AIRLINES	Travel/Training
2019	11/19/2018	PHILLIPS, JUSTIN	11/16/2018	\$153	AMERICAN AIRLINES	Travel/Training
2019	11/19/2018	PHILLIPS, JUSTIN	11/18/2018	\$25	NEW JERSEY E-ZPASS	Travel/Training
2019	11/19/2018	BRABHAM, ROBIN	11/16/2018	\$150	IACP	Services
2019	11/19/2018	SETTLES, CHRISTOPHER	11/16/2018	\$5,000	JIMMIE MUSCATELLO'S GQ	Supplies
2019	11/19/2018	NIEPLING, PAUL	11/15/2018	\$380	GUERNSEY OFFICE PRODUC	Harbor Related Supplies/Services
2019	11/19/2018	MCKINNON, DWIGHT	11/16/2018	\$849	SHERATON FISHERMANS HO	Travel/Training
2019	11/19/2018	MCKINNON, DWIGHT	11/17/2018	\$696	SHERATON FISHERMANS HO	Travel/Training
2019	11/19/2018	MONZON, RICHARD	11/16/2018	\$1,284	AMZN MKTP US	IT Products/Services
2019	11/19/2018	JOHNSON, MARVIN	11/16/2018	\$475	POLICE EXECUTIVE RESEA	Services
2019	11/20/2018	BRABHAM, ROBIN	11/19/2018	\$220	WAL-MART #5941	Supplies
2019	11/20/2018	BRABHAM, ROBIN	11/19/2018	\$87	WAL-MART #5941	Supplies
2019	11/20/2018	NIEPLING, PAUL	11/20/2018	\$3,649	SPOTLIGHT EASTERN	Harbor Related Supplies/Services
2019	11/20/2018	PARSONS, LESLIE	11/19/2018	\$60	TMOBILE*LAW RELATION	Services
2019	11/20/2018	STARKS, ERIC	11/19/2018	\$3,190	PRESIDIO NETWORKED SOL	IT Products/Services
2019	11/20/2018	MONZON, RICHARD	11/20/2018	\$77	AMZN MKTP US	IT Products/Services
2019	11/21/2018	ZUROWSKI, ROBERT	11/20/2018	\$864	MUSIC CENTER OF STRATH	Supplies and/or Services for Community Outreach
2019	11/21/2018	SETTLES, CHRISTOPHER	11/21/2018	\$83	ULINE	Supplies
2019	11/21/2018	HAMILTON, APRIL	11/20/2018	\$83	NBA OFFICE PRODUCTS, I	Supplies
2019	11/21/2018	SUTTON, ROBERT	11/19/2018	\$997	SAFEWARE-MOTO	Services
2019	11/21/2018	SUTTON, ROBERT	11/20/2018	\$194	INT*IN *DAILY WASHINGT	Services
2019	11/21/2018	MONZON, RICHARD	11/20/2018	\$336	AMZN MKTP US	IT Products/Services
2019	11/21/2018	MONZON, RICHARD	11/20/2018	\$199	AMZN MKTP US	IT Products/Services
2019	11/21/2018	MONZON, RICHARD	11/21/2018	\$217	ULINE	IT Products/Services
2019	11/23/2018	ZUROWSKI, ROBERT	11/21/2018	\$1,420	MEDIEVAL TIMES BAL T I	Supplies and/or Services for Community Outreach
2019	11/23/2018	HAMILTON, APRIL	11/21/2018	\$242	NBA OFFICE PRODUCTS, I	Supplies
2019	11/23/2018	MCKINNON, DWIGHT	11/21/2018	\$33	TRAVEL INSURANCE POLIC	Travel/Training
2019	11/23/2018	MCKINNON, DWIGHT	11/20/2018	\$504	AMERICAN AIRLINES	Travel/Training
2019	11/26/2018	MONZON, RICHARD	11/24/2018	\$125	TERAMIND INC	IT Products/Services
2019	11/27/2018	MCKINNON, DWIGHT	11/27/2018	(\$601)	DISPUTE CREDIT	*Disputed Charge
2019	11/28/2018	SMALL, STACY	11/27/2018	\$142	WALMART GROCERY	Supplies
2019	11/28/2018	SMALL, STACY	11/27/2018	\$90	WALMART GROCERY	Supplies

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2019	11/28/2018	SANTIAGO, MARCO	11/27/2018	\$25	TARGET 00022590	Supplies and/or Services for Community Outreach
2019	11/29/2018	SMALL, STACY	11/28/2018	\$3,884	THE GUN SHOP	Supplies
2019	11/29/2018	CLARK, MARCELLA	11/27/2018	\$310	SOUTHWEST	Travel/Training
2019	11/29/2018	CLARK, MARCELLA	11/27/2018	\$20	SOUTHWEST	Travel/Training
2019	11/29/2018	CLARK, MARCELLA	11/27/2018	\$20	SOUTHWEST	Travel/Training
2019	11/29/2018	STARKS, ERIC	11/28/2018	\$163	DUPONT COMPUTERS	IT Products/Services
2019	11/29/2018	MONZON, RICHARD	11/29/2018	\$531	DMI* DELL HLTHCR/REL	IT Products/Services
2019	11/29/2018	MONZON, RICHARD	11/29/2018	\$531	DMI* DELL HLTHCR/REL	IT Products/Services
2019	11/30/2018	ZUROWSKI, ROBERT	11/29/2018	\$350	PAYPAL	Supplies and/or Services for Community Outreach
2019	11/30/2018	SMALL, STACY	11/29/2018	\$120	WALMART.COM	Supplies
2019	11/30/2018	VAUGHN-LEE, FAYETTE	11/29/2018	\$200	TARGET 00015339	Supplies and/or Services for Community Outreach
2019	11/30/2018	VAUGHN-LEE, FAYETTE	11/29/2018	\$295	WM SUPERCENTER #5753	Supplies and/or Services for Community Outreach
2019	11/30/2018	BRABHAM, ROBIN	11/29/2018	\$8	WM SUPERCENTER #5968	Supplies
2019	11/30/2018	BRABHAM, ROBIN	11/29/2018	\$393	WAL-MART #5968	Supplies
2019	11/30/2018	SETTLES, CHRISTOPHER	11/29/2018	\$239	COLOR ID	Supplies
2019	11/30/2018	NIEPLING, PAUL	11/29/2018	\$339	PADI AMERICAS INC	Harbor Related Supplies/Services
2019	11/30/2018	NIEPLING, PAUL	11/29/2018	\$339	PADI AMERICAS INC	Harbor Related Supplies/Services
2019	11/30/2018	MONZON, RICHARD	11/30/2018	\$290	AMZN MKTP US	IT Products/Services
2019	12/03/2018	SETTLES, CHRISTOPHER	11/30/2018	\$1,586	THE HAMILTON GROUP	Supplies
2019	12/03/2018	SETTLES, CHRISTOPHER	11/30/2018	\$1,471	JIMMIE MUSCATELLO'S GQ	Supplies
2019	12/03/2018	SETTLES, CHRISTOPHER	11/30/2018	\$165	THE HOME DEPOT #2583	Supplies
2019	12/03/2018	NIEPLING, PAUL	12/01/2018	\$1,551	SPOTLIGHT EASTERN	Harbor Related Supplies/Services
2019	12/03/2018	PARSONS, LESLIE	11/30/2018	\$60	TMOBILE*LAW RELATION	Services
2019	12/03/2018	MONZON, RICHARD	11/30/2018	\$180	AMZN MKTP US	IT Products/Services
2019	12/05/2018	ZUROWSKI, ROBERT	12/05/2018	\$116	DELTA HOTELS HUNT VALL	Travel/Training
2019	12/05/2018	VAUGHN-LEE, FAYETTE	12/03/2018	\$66	KMART 7415	Supplies and/or Services for Community Outreach
2019	12/05/2018	SETTLES, CHRISTOPHER	11/29/2018	\$1,376	COLOR ID	Supplies
2019	12/05/2018	SCHAEFER, JAMES	12/04/2018	\$250	CITY OF RALEIGH - OF	Travel/Training
2019	12/05/2018	SUTTON, ROBERT	12/04/2018	\$45	STAPLES 00102186	Supplies
2019	12/06/2018	ZUROWSKI, ROBERT	12/05/2018	\$325	MEG*MADAME TUSSAUDS	Supplies and/or Services for Community Outreach
2019	12/07/2018	VAUGHN-LEE, FAYETTE	12/07/2018	\$332	ULINE	Supplies and/or Services for Community Outreach
2019	12/07/2018	SETTLES, CHRISTOPHER	12/06/2018	\$1,570	CLARY BM	Supplies
2019	12/07/2018	WILSON, ROBERTINA	12/06/2018	\$601	SIRCHIE FINGER PRINT L	Supplies

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2019	12/07/2018	DAVIS, CAROLYN	12/06/2018	\$408	WM SUPERCENTER #5968	Supplies and/or Services for Community Outreach
2019	12/07/2018	JOHNSON, MARVIN	12/06/2018	\$1,495	METROPOLITAN OFFICE PR	Supplies
2019	12/10/2018	ZUROWSKI, ROBERT	12/07/2018	\$295	JERSEY MIKES 36002	Supplies and/or Services for Community Outreach
2019	12/10/2018	SMALL, STACY	12/07/2018	\$68	WALMART GROCERY	Supplies
2019	12/10/2018	SMALL, STACY	12/08/2018	\$1,072	TRACTOR SUPPLY CO #550	Supplies
2019	12/10/2018	VAUGHN-LEE, FAYETTE	12/07/2018	\$21	ZIPS	Supplies and/or Services for Community Outreach
2019	12/10/2018	VAUGHN-LEE, FAYETTE	12/08/2018	\$131	DOLLAR TREE	Supplies and/or Services for Community Outreach
2019	12/10/2018	VAUGHN-LEE, FAYETTE	12/09/2018	\$261	DOLLAR TREE	Supplies and/or Services for Community Outreach
2019	12/10/2018	SETTLES, CHRISTOPHER	12/07/2018	\$30	CHAMPION AWARDS	Supplies
2019	12/10/2018	DAVIS, CAROLYN	12/08/2018	\$1,100	PLAYERS LOUNGE & S&G	Supplies and/or Services for Community Outreach
2019	12/10/2018	DAVIS, CAROLYN	12/08/2018	\$48	BED BATH & BEYOND #136	Supplies and/or Services for Community Outreach
2019	12/10/2018	DAVIS, CAROLYN	12/08/2018	\$120	BJS WHOLESALE #0207	Supplies and/or Services for Community Outreach
2019	12/10/2018	DAVIS, CAROLYN	12/07/2018	\$737	FIVE BELOW 251	Supplies and/or Services for Community Outreach
2019	12/10/2018	DAVIS, CAROLYN	12/07/2018	\$174	FIVE BELOW 251	Supplies and/or Services for Community Outreach
2019	12/10/2018	CLARK, MARCELLA	12/07/2018	\$283	THE BROWN HOTEL	Travel/Training
2019	12/11/2018	SMALL, STACY	12/10/2018	\$68	WALMART GROCERY	Supplies
2019	12/12/2018	VAUGHN-LEE, FAYETTE	12/12/2018	\$34	AMZN MKTP US	Supplies and/or Services for Community Outreach
2019	12/12/2018	VAUGHN-LEE, FAYETTE	12/12/2018	\$9	AMZN MKTP US	Supplies and/or Services for Community Outreach
2019	12/12/2018	VAUGHN-LEE, FAYETTE	12/11/2018	\$114	DOLLAR TREE	Supplies and/or Services for Community Outreach
2019	12/12/2018	VAUGHN-LEE, FAYETTE	12/11/2018	\$41	DOLLAR TREE	Supplies and/or Services for Community Outreach
2019	12/13/2018	VAUGHN-LEE, FAYETTE	12/12/2018	\$200	WAL-MART #1717	Supplies and/or Services for Community Outreach
2019	12/13/2018	SETTLES, CHRISTOPHER	12/12/2018	\$1,140	COLOR ID	Services
2019	12/13/2018	SETTLES, CHRISTOPHER	12/11/2018	\$19	THE HOME DEPOT #2583	Supplies
2019	12/13/2018	SETTLES, CHRISTOPHER	12/12/2018	\$663	SMARTSIGN	Supplies
2019	12/13/2018	CLARK, MARCELLA	12/11/2018	\$198	OTC BRANDS, INC.	Supplies and/or Services for Community Outreach

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2019	12/14/2018	VAUGHN-LEE, FAYETTE	12/14/2018	\$57	AMAZON.COM*M21LU8F10	Supplies and/or Services for Community Outreach
2019	12/14/2018	VAUGHN-LEE, FAYETTE	12/13/2018	\$31	DOLLAR TREE	Supplies and/or Services for Community Outreach
2019	12/14/2018	VAUGHN-LEE, FAYETTE	12/13/2018	\$159	WM SUPERCENTER #3035	Supplies and/or Services for Community Outreach
2019	12/14/2018	BRABHAM, ROBIN	12/13/2018	\$1,470	BLUEBAY OFFICE INC	Supplies
2019	12/14/2018	CLARK, MARCELLA	12/13/2018	\$39	BLUEBAY OFFICE INC	Supplies
2019	12/17/2018	ZUROWSKI, ROBERT	12/14/2018	\$219	CHICK-FIL-A #02608	Supplies and/or Services for Community Outreach
2019	12/17/2018	SMALL, STACY	12/15/2018	\$84	WALMART.COM	Supplies
2019	12/17/2018	VAUGHN-LEE, FAYETTE	12/13/2018	\$155	SAMSClub.COM	Supplies and/or Services for Community Outreach
2019	12/17/2018	VAUGHN-LEE, FAYETTE	12/14/2018	\$25	STAPLES 00105841	Supplies and/or Services for Community Outreach
2019	12/17/2018	VAUGHN-LEE, FAYETTE	12/14/2018	\$67	STAPLES 00105841	Supplies and/or Services for Community Outreach
2019	12/17/2018	VAUGHN-LEE, FAYETTE	12/15/2018	\$53	BJS WHOLESALE #0207	Supplies and/or Services for Community Outreach
2019	12/17/2018	GIBB, YUN FEI	12/15/2018	\$3	GIANT 0780	*Disputed Charge
2019	12/17/2018	DAVIS, CAROLYN	12/14/2018	\$694	S FREEDMAN AND SONS	Supplies and/or Services for Community Outreach
2019	12/17/2018	CLARK, MARCELLA	12/14/2018	\$2,300	SQ * *SQ *STUDIO LAA	Services
2019	12/17/2018	BRANCH, KYI	12/14/2018	\$105	WAL-MART #2799	Supplies and/or Services for Community Outreach
2019	12/17/2018	BRANCH, KYI	12/14/2018	\$45	DOLLAR TREE	Supplies and/or Services for Community Outreach
2019	12/17/2018	BRANCH, KYI	12/14/2018	\$100	FIVE BELOW 244	Supplies and/or Services for Community Outreach
2019	12/17/2018	BRANCH, KYI	12/14/2018	\$102	FAMILY DOLLAR #4479	Supplies and/or Services for Community Outreach
2019	12/17/2018	BRANCH, KYI	12/15/2018	\$88	SAMSClub #6655	Supplies and/or Services for Community Outreach
2019	12/17/2018	STARKS, ERIC	12/14/2018	\$1,082	SOLARWINDS	IT Products/Services
2019	12/18/2018	HAMILTON, ARNITA	12/17/2018	\$211	WAL-MART #5129	Supplies and/or Services for Community Outreach
2019	12/18/2018	STARKS, ERIC	12/17/2018	\$902	SOLARWINDS	IT Products/Services
2019	12/19/2018	VAUGHN-LEE, FAYETTE	12/18/2018	\$61	DOLLAR TREE	Supplies and/or Services for Community Outreach
2019	12/19/2018	VAUGHN-LEE, FAYETTE	12/18/2018	\$90	SAMSClub #6655	Supplies and/or Services for Community Outreach

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2019	12/19/2018	BRABHAM, ROBIN	12/18/2018	\$150	SQ *SQ *KAREBEAR FACE	Supplies and/or Services for Community Outreach
2019	12/19/2018	BRABHAM, ROBIN	12/18/2018	\$904	WAL-MART #5968	Supplies and/or Services for Community Outreach
2019	12/19/2018	HAMILTON, ARNITA	12/18/2018	\$37	DOLLAR TREE	Supplies and/or Services for Community Outreach
2019	12/19/2018	PARSONS, LESLIE	12/18/2018	\$185	TMOBILE*LAW RELATION	Services
2019	12/19/2018	STARKS, ERIC	12/17/2018	\$1,047	MVS INC	IT Products/Services
2019	12/20/2018	ZUROWSKI, ROBERT	12/19/2018	\$296	CHIPOTLE 1691	Supplies and/or Services for Community Outreach
2019	12/20/2018	SMALL, STACY	12/19/2018	\$38	AMZN MKTP US	Supplies
2019	12/20/2018	SMALL, STACY	12/19/2018	\$24	AMZN MKTP US	Supplies
2019	12/20/2018	SMALL, STACY	12/19/2018	\$29	AMZN MKTP US	Supplies
2019	12/20/2018	SMALL, STACY	12/19/2018	\$200	BBAR AT THEARC	Services
2019	12/20/2018	PHILLIPS, JUSTIN	12/18/2018	\$1,074	AMERICAN AIRLINES	Travel/Training
2019	12/20/2018	PHILLIPS, JUSTIN	12/18/2018	\$77	AMERICAN AIRLINES	Travel/Training
2019	12/20/2018	SANTIAGO, MARCO	12/19/2018	\$58	GIANT 2376	Supplies and/or Services for Community Outreach
2019	12/20/2018	SETTLES, CHRISTOPHER	12/19/2018	\$1,800	INT*IN *EXECUTIVE CONT	Services
2019	12/20/2018	DAVIS, CAROLYN	12/19/2018	\$94	WM SUPERCENTER #3035	Supplies and/or Services for Community Outreach
2019	12/20/2018	DAVIS, CAROLYN	12/19/2018	\$123	WAL-MART #5968	Supplies and/or Services for Community Outreach
2019	12/20/2018	MCKINNON, DWIGHT	12/18/2018	\$373	AMERICAN AIRLINES	Travel/Training
2019	12/20/2018	STARKS, ERIC	12/19/2018	\$1,873	DUPONT COMPUTERS	IT Products/Services
2019	12/20/2018	SUTTON, ROBERT	12/20/2018	\$828	ULINE	Supplies
2019	12/21/2018	SMALL, STACY	12/20/2018	\$25	AMZN MKTP US	Supplies
2019	12/21/2018	SMALL, STACY	12/19/2018	\$2,000	TRIVANTIS	Services
2019	12/21/2018	SMALL, STACY	12/20/2018	\$3,476	800-781-2677	Supplies
2019	12/21/2018	SMALL, STACY	12/21/2018	\$32	AMZN MKTP US	Supplies
2019	12/21/2018	PHILLIPS, JUSTIN	12/19/2018	(\$153)	AMERICAN AIRLINES	Travel/Training
2019	12/21/2018	BRANCH, KYI	12/20/2018	\$30	FIVE BELOW 244	Supplies and/or Services for Community Outreach
2019	12/21/2018	STARKS, ERIC	12/20/2018	\$415	AMZN MKTP US	IT Products/Services
2019	12/21/2018	STATEN, DERECK	12/20/2018	\$842	FIVE BELOW 251	Supplies and/or Services for Community Outreach
2019	12/24/2018	SMALL, STACY	12/24/2018	\$456	AMZN MKTP US	Supplies
2019	12/24/2018	PHILLIPS, JUSTIN	12/23/2018	\$52	EXPEDIA 7399757052557	Travel/Training
2019	12/24/2018	CLARK, MARCELLA	12/23/2018	\$207	PAPA JOHN'S #3651	Services
2019	12/24/2018	MCKINNON, DWIGHT	12/23/2018	\$874	HOTEL*JETBLUE	Travel/Training
2019	12/24/2018	STARKS, ERIC	12/21/2018	\$2,624	CDW GOVT #QLS7863	IT Products/Services

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2019	12/24/2018	STATEN, DERECK	12/21/2018	\$35	DOLLAR AND BEYOND	Supplies and/or Services for Community Outreach
2019	12/24/2018	STATEN, DERECK	12/21/2018	\$21	WM SUPERCENTER #5968	Supplies and/or Services for Community Outreach
2019	12/26/2018	PHILLIPS, JUSTIN	12/23/2018	\$48	JETBLUE 27	Travel/Training
2019	12/26/2018	PHILLIPS, JUSTIN	12/23/2018	\$726	JETBLUE 27	Travel/Training
2019	12/26/2018	MCKINNON, DWIGHT	12/24/2018	\$55	TRAVEL INSURANCE POLIC	Travel/Training
2019	12/26/2018	MCKINNON, DWIGHT	12/23/2018	\$851	JETBLUE 27	Travel/Training
2019	12/26/2018	PARSONS, LESLIE	12/24/2018	\$895	WWW.RESERVATIONS.COM	Travel/Training
2019	12/26/2018	STARKS, ERIC	12/24/2018	\$125	TERAMIND INC	IT Products/Services
2019	12/27/2018	SMALL, STACY	12/27/2018	\$1,862	CEN	Services
2019	12/28/2018	SMALL, STACY	12/28/2018	(\$104)	AMZN MKTP US	Supplies
2019	12/28/2018	VAUGHN-LEE, FAYETTE	12/27/2018	\$66	WAL-MART #1717	Supplies and/or Services for Community Outreach
2019	12/28/2018	SETTLES, CHRISTOPHER	12/28/2018	\$1,908	NBF*NATL BIZ FURNITURE	Supplies
2019	12/31/2018	SMALL, STACY	12/28/2018	(\$14)	AMZN MKTP US	Supplies
2019	12/31/2018	SMALL, STACY	12/28/2018	(\$11)	AMZN MKTP US	Supplies
2019	12/31/2018	SMALL, STACY	12/28/2018	(\$12)	AMZN MKTP US	Supplies
2019	12/31/2018	SMALL, STACY	12/28/2018	\$2,803	BBAR AT THEARC	Services
2019	12/31/2018	SMALL, STACY	12/28/2018	\$678	N AMERICA RESCUE PRODU	Supplies
2019	12/31/2018	PHILLIPS, JUSTIN	12/27/2018	\$56	PRIP MART125	Travel/Training
2019	12/31/2018	PHILLIPS, JUSTIN	12/29/2018	\$1,583	WATERSTONE RESORT & MA	Travel/Training
2019	12/31/2018	PHILLIPS, JUSTIN	12/26/2018	\$1,553	SIXT RENT A CAR	Travel/Training
2019	12/31/2018	VAUGHN-LEE, FAYETTE	12/28/2018	\$248	SAMSCLUB.COM	Supplies and/or Services for Community Outreach
2019	12/31/2018	MCKINNON, DWIGHT	12/29/2018	\$12	FIREHOUSE SUBS #714	Travel/Training
2019	12/31/2018	MCKINNON, DWIGHT	12/29/2018	\$194	WATERSTONE RESORT & MA	Travel/Training
2019	01/02/2019	SETTLES, CHRISTOPHER	12/31/2018	\$2,375	INT*IN *PRECISION CAPI	Supplies
2019	01/03/2019	SMALL, STACY	01/02/2019	\$223	CHAMPION AWARDS	Supplies
2019	01/03/2019	SETTLES, CHRISTOPHER	01/02/2019	\$25	MICHAELS STORES 1293	Supplies
2019	01/03/2019	SETTLES, CHRISTOPHER	01/02/2019	\$48	CHAMPION AWARDS	Supplies
2019	01/03/2019	SETTLES, CHRISTOPHER	01/02/2019	\$4,200	800-781-2677	Supplies
2019	01/04/2019	PHILLIPS, JUSTIN	01/02/2019	\$77	AMERICAN AIRLINES	Travel/Training
2019	01/07/2019	SMALL, STACY	01/05/2019	\$140	AMAZON.COM*M23F309H2	Supplies
2019	01/07/2019	HAMILTON, APRIL	01/04/2019	\$40	NBA OFFICE PRODUCTS, I	Supplies
2019	01/07/2019	HAMILTON, APRIL	01/04/2019	\$604	NBA OFFICE PRODUCTS, I	Supplies
2019	01/07/2019	CLARK, MARCELLA	01/06/2019	\$781	HPE*NA HP PARTS STORE	Supplies
2019	01/07/2019	STARKS, ERIC	01/04/2019	\$1,084	DUPONT COMPUTERS	IT Products/Services
2019	01/08/2019	HAMILTON, APRIL	01/07/2019	\$3,408	NBA OFFICE PRODUCTS, I	Supplies
2019	01/08/2019	CLARK, MARCELLA	01/07/2019	\$1,650	COMMERCIAL VEHICLE SAF	Travel/Training
2019	01/08/2019	MCKINNON, DWIGHT	01/06/2019	\$160	INTERCONTINENTAL HOTELS GROUP	Travel/Training



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2019	01/08/2019	SUTTON, ROBERT	01/07/2019	\$337	COLOR ID	Supplies
2019	01/08/2019	SUTTON, ROBERT	01/08/2019	\$3,751	ULINE	Supplies
2019	01/09/2019	ZUROWSKI, ROBERT	01/08/2019	\$500	P2W ARCH CARDS	Supplies and/or Services for Community Outreach
2019	01/09/2019	PHILLIPS, JUSTIN	01/08/2019	\$9	SUNDRIES - ENCORE	Travel/Training
2019	01/09/2019	BRABHAM, ROBIN	01/08/2019	\$80	QGV*NATIONAL INFORMAT	Services
2019	01/09/2019	BRABHAM, ROBIN	01/08/2019	\$80	QGV*NATIONAL INFORMAT	Services
2019	01/09/2019	BRABHAM, ROBIN	01/08/2019	\$80	QGV*NATIONAL INFORMAT	Services
2019	01/09/2019	BRABHAM, ROBIN	01/08/2019	\$80	QGV*NATIONAL INFORMAT	Services
2019	01/09/2019	BRABHAM, ROBIN	01/08/2019	\$80	QGV*NATIONAL INFORMAT	Services
2019	01/09/2019	BRABHAM, ROBIN	01/08/2019	\$80	QGV*NATIONAL INFORMAT	Services
2019	01/09/2019	BRABHAM, ROBIN	01/08/2019	\$80	QGV*NATIONAL INFORMAT	Services
2019	01/09/2019	GIBB, YUN FEI	01/09/2019	(\$3)	DISPUTE CREDIT	*Disputed Charge
2019	01/09/2019	SETTLES, CHRISTOPHER	01/07/2019	\$1,250	JIMMIE MUSCATELLO'S GQ	Supplies
2019	01/09/2019	HAMILTON, APRIL	01/08/2019	\$672	NBA OFFICE PRODUCTS, I	Supplies
2019	01/09/2019	CLARK, MARCELLA	01/07/2019	\$566	UNITED AIRLINES	Travel/Training
2019	01/09/2019	CLARK, MARCELLA	01/07/2019	\$566	UNITED AIRLINES	Travel/Training
2019	01/09/2019	CLARK, MARCELLA	01/07/2019	\$566	UNITED AIRLINES	Travel/Training
2019	01/09/2019	CLARK, MARCELLA	01/07/2019	\$25	UNITED AIRLINES	Travel/Training
2019	01/09/2019	CLARK, MARCELLA	01/07/2019	\$25	UNITED AIRLINES	Travel/Training
2019	01/09/2019	CLARK, MARCELLA	01/07/2019	\$25	UNITED AIRLINES	Supplies
2019	01/09/2019	SCHAEFER, JAMES	01/08/2019	\$220	MEDICAL SUPPLY SYSTEMS	Motor Carrier Related Supplies/Services
2019	01/09/2019	SUTTON, ROBERT	01/08/2019	\$1,378	AHT SERVICES GROUP LLC	Services
2019	01/10/2019	VAUGHN-LEE, FAYETTE	01/09/2019	\$544	4IMPRINT	Supplies and/or Services for Community Outreach
2019	01/10/2019	SCHAEFER, JAMES	01/08/2019	\$4,047	FASTSIGNS OF DC	Motor Carrier Related Supplies/Services
2019	01/10/2019	SCHAEFER, JAMES	01/09/2019	\$1,698	ELITE K9 INC 2	Supplies
2019	01/11/2019	PHILLIPS, JUSTIN	01/09/2019	\$6	SUNDRIES - ENCORE	Travel/Training
2019	01/11/2019	PHILLIPS, JUSTIN	01/10/2019	\$661	ENTERPRISE RENT-A-CAR	Travel/Training
2019	01/11/2019	HAMILTON, APRIL	01/10/2019	\$28	NBA OFFICE PRODUCTS, I	Supplies
2019	01/11/2019	DAVIS, CAROLYN	01/10/2019	\$391	POPCORN SUPPLY COMPANY	Supplies and/or Services for Community Outreach
2019	01/11/2019	PARSONS, LESLIE	01/10/2019	\$60	TMOBILE*LAW RELATION	Services
2019	01/11/2019	STARKS, ERIC	01/10/2019	\$60	DUPONT COMPUTERS	IT Products/Services
2019	01/11/2019	SUTTON, ROBERT	01/10/2019	\$514	WERRES CORPORATION	Services
2019	01/14/2019	PHILLIPS, JUSTIN	01/10/2019	\$1,182	WYNN LAS VEGAS HOTEL	Travel/Training
2019	01/14/2019	CLARK, MARCELLA	01/10/2019	\$124	FILE & SERVEXPRESS LL	Services
2019	01/14/2019	MCKINNON, DWIGHT	01/10/2019	\$596	WYNN LAS VEGAS HOTEL	Travel/Training
2019	01/14/2019	SUTTON, ROBERT	01/12/2019	(\$3,751)	ULINE	Supplies

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2019	01/14/2019	SUTTON, ROBERT	01/12/2019	\$3,538	ULINE	Supplies
2019	01/16/2019	SETTLES, CHRISTOPHER	01/15/2019	\$2,459	U.S. OFFICE SOLUTIONS	Supplies
2019	01/16/2019	WILSON, ROBERTINA	01/15/2019	\$469	ACME AUTO LEASING	Services
2019	01/16/2019	WILSON, ROBERTINA	01/15/2019	\$288	ACME AUTO LEASING	Services
2019	01/17/2019	SMALL, STACY	01/16/2019	\$5,000	EMBASSY SUITES DWNTWN	Services
2019	01/17/2019	HAMILTON, APRIL	01/16/2019	(\$1,698)	NBA OFFICE PRODUCTS, I	Supplies
2019	01/17/2019	STARKS, ERIC	01/16/2019	\$2,495	DUPONT COMPUTERS	IT Products/Services
2019	01/21/2019	ZUROWSKI, ROBERT	01/19/2019	\$328	UNITED AIRLINES	Travel/Training
2019	01/21/2019	ZUROWSKI, ROBERT	01/19/2019	\$328	UNITED AIRLINES	Travel/Training
2019	01/21/2019	ZUROWSKI, ROBERT	01/19/2019	\$327	AMERICAN AIRLINES	Travel/Training
2019	01/21/2019	ZUROWSKI, ROBERT	01/19/2019	\$327	AMERICAN AIRLINES	Travel/Training
2019	01/21/2019	VAUGHN-LEE, FAYETTE	01/18/2019	\$238	COLES CREATIVE CATERIN	Supplies and/or Services for Community Outreach
2019	01/21/2019	SETTLES, CHRISTOPHER	01/19/2019	\$353	ULINE	Supplies
2019	01/22/2019	SUTTON, ROBERT	01/22/2019	\$1,848	ULINE	Supplies
2019	01/23/2019	SETTLES, CHRISTOPHER	01/22/2019	\$500	LOWES #03256	Supplies
2019	01/23/2019	SCHAEFER, JAMES	01/21/2019	\$119	DEEPWOOD VETERINARY CL	Services
2019	01/24/2019	SMALL, STACY	01/23/2019	\$2,991	BBAR AT THEARC	Services
2019	01/24/2019	SETTLES, CHRISTOPHER	01/23/2019	\$750	LOWES #03256	Supplies
2019	01/25/2019	SMALL, STACY	01/24/2019	(\$23)	WALMART.COM	Supplies
2019	01/25/2019	GIBB, YUN FEI	01/24/2019	\$290	ACCESS INTERPRETING	Services
2019	01/25/2019	CLARK, MARCELLA	01/23/2019	\$1,455	UNITED AIRLINES	Travel/Training
2019	01/25/2019	CLARK, MARCELLA	01/23/2019	\$25	UNITED AIRLINES	Travel/Training
2019	01/25/2019	SCHAEFER, JAMES	01/23/2019	\$486	LASER ART INC	Motor Carrier Related Supplies/Services
2019	01/25/2019	STARKS, ERIC	01/24/2019	\$3,934	MVS INC	IT Products/Services
2019	01/25/2019	STARKS, ERIC	01/24/2019	\$125	TERAMIND INC	IT Products/Services
2019	01/28/2019	SMALL, STACY	01/25/2019	\$264	AMZN MKTP US	Supplies
2019	01/28/2019	SMALL, STACY	01/27/2019	(\$24)	WALMART GROCERY	Supplies
2019	01/28/2019	SETTLES, CHRISTOPHER	01/24/2019	\$750	JIMMIE MUSCATELLO'S GQ	Supplies
2019	01/28/2019	SETTLES, CHRISTOPHER	01/25/2019	(\$4,200)	800-781-2677	Supplies
2019	01/28/2019	SCHAEFER, JAMES	01/25/2019	\$395	INST. OF POLICE TECH &	Motor Carrier Related Supplies/Services
2019	01/28/2019	SCHAEFER, JAMES	01/25/2019	\$395	INST. OF POLICE TECH &	Motor Carrier Related Supplies/Services
2019	01/29/2019	ZUROWSKI, ROBERT	01/28/2019	\$1,462	TOPGOLF ALEXANDRIA 003	Supplies and/or Services for Community Outreach
2019	01/29/2019	SETTLES, CHRISTOPHER	01/28/2019	\$3,832	GIH*GLOBALINDUSTRIALEQ	Supplies
2019	01/29/2019	SETTLES, CHRISTOPHER	01/29/2019	\$781	ULINE	Supplies
2019	01/29/2019	RIDLEHOOVER, MICHELLE	01/28/2019	\$195	INT*IN *DC TOURS & TRA	Services
2019	01/30/2019	BRABHAM, ROBIN	01/30/2019	\$232	WESTIN (WESTIN HOTELS)	Travel/Training

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2019	01/30/2019	HAMILTON, APRIL	01/29/2019	\$2,301	NBA OFFICE PRODUCTS, I	Supplies
2019	01/30/2019	SCHAEFER, JAMES	01/29/2019	\$315	DELTA	Harbor Related Supplies/Services
2019	01/30/2019	SCHAEFER, JAMES	01/29/2019	\$315	DELTA	Harbor Related Supplies/Services
2019	01/30/2019	SCHAEFER, JAMES	01/29/2019	\$2,550	MEDICAL SUPPLY SYSTEMS	Motor Carrier Related Supplies/Services
2019	01/30/2019	STARKS, ERIC	01/29/2019	\$855	MVS INC	IT Products/Services
2019	01/30/2019	SUTTON, ROBERT	01/29/2019	\$998	CHAMPION AWARDS	Supplies
2019	01/31/2019	SETTLES, CHRISTOPHER	01/31/2019	\$1,865	GIH*GLOBALINDUSTRIALEQ	Supplies
2019	01/31/2019	SETTLES, CHRISTOPHER	01/30/2019	\$4,800	800-781-2677	Supplies
2019	01/31/2019	CLARK, MARCELLA	01/29/2019	\$164	HYATT REGENCY JERSEY C	Travel/Training
2019	01/31/2019	STARKS, ERIC	01/30/2019	\$2,995	DUPONT COMPUTERS	IT Products/Services
2019	01/31/2019	STARKS, ERIC	01/30/2019	\$518	DUPONT COMPUTERS	IT Products/Services
2019	01/31/2019	SUTTON, ROBERT	01/31/2019	\$1,200	ULINE	Supplies
2019	01/31/2019	SUTTON, ROBERT	01/30/2019	\$5,000	THE HAMILTON GROUP	Supplies
2019	02/01/2019	ZUROWSKI, ROBERT	01/30/2019	\$315	HILTON GARDEN INN JCKS	Travel/Training
2019	02/01/2019	ZUROWSKI, ROBERT	01/30/2019	\$373	HILTON GARDEN INN JCKS	Travel/Training
2019	02/01/2019	ZUROWSKI, ROBERT	01/31/2019	\$150	WALMART GROCERY	Supplies and/or Services for Community Outreach
2019	02/01/2019	BRABHAM, ROBIN	01/30/2019	\$190	IACP	Services
2019	02/01/2019	CLARK, MARCELLA	01/30/2019	\$826	PIZZA HUT # 023564	Supplies and/or Services for Community Outreach
2019	02/01/2019	SCHAEFER, JAMES	01/31/2019	\$575	COMMERCIAL VEHICLE SAF	Motor Carrier Related Supplies/Services
2019	02/04/2019	HAMILTON, APRIL	02/01/2019	\$344	NBA OFFICE PRODUCTS, I	Supplies
2019	02/04/2019	HAMILTON, APRIL	02/01/2019	\$103	NBA OFFICE PRODUCTS, I	Supplies
2019	02/04/2019	CLARK, MARCELLA	01/31/2019	\$706	HYATT REGENCY SAN ANTO	Travel/Training
2019	02/04/2019	CLARK, MARCELLA	01/31/2019	\$706	HYATT REGENCY SAN ANTO	Travel/Training
2019	02/04/2019	CLARK, MARCELLA	01/31/2019	\$706	HYATT REGENCY SAN ANTO	Travel/Training
2019	02/04/2019	CLARK, MARCELLA	02/01/2019	\$1,000	HI SAN ANTONIO RIVERWA	Travel/Training
2019	02/04/2019	PARSONS, LESLIE	02/01/2019	\$50	TMOBILE*LAW RELATION	Services
2019	02/04/2019	SUTTON, ROBERT	02/02/2019	\$415	ULINE	Supplies
2019	02/05/2019	BRABHAM, ROBIN	02/04/2019	\$1,485	VERITEXT CORP	Services
2019	02/05/2019	SETTLES, CHRISTOPHER	02/01/2019	\$4,400	INDUSTRIAL SAFETY LLC	Supplies
2019	02/06/2019	STARKS, ERIC	02/05/2019	\$330	DUPONT COMPUTERS	IT Products/Services
2019	02/07/2019	SETTLES, CHRISTOPHER	02/06/2019	\$70	AMZN MKTP US	Supplies
2019	02/07/2019	SETTLES, CHRISTOPHER	02/07/2019	\$106	ULINE	Supplies
2019	02/07/2019	SETTLES, CHRISTOPHER	02/07/2019	\$733	NBF*NATL BIZ FURNITURE	Supplies
2019	02/07/2019	PARSONS, LESLIE	02/06/2019	\$60	TMOBILE*LAW RELATION	Services
2019	02/07/2019	STARKS, ERIC	02/06/2019	\$1,204	U.S. OFFICE SOLUTIONS	IT Products/Services
2019	02/08/2019	SMALL, STACY	02/06/2019	\$5,000	ACTION TARGETS	Supplies
2019	02/08/2019	SETTLES, CHRISTOPHER	02/07/2019	\$495	GRANT LEADING TECHNOLO	Supplies

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2019	02/08/2019	HAINES, JOHN	02/07/2019	\$1,101	TRICK TRUCKS FREDERICK	Services
2019	02/11/2019	ZUROWSKI, ROBERT	02/08/2019	\$338	JERSEY MIKES 36002	Supplies and/or Services for Community Outreach
2019	02/11/2019	SMALL, STACY	02/08/2019	\$150	JIMMIE MUSCATELLO'S GQ	Supplies
2019	02/11/2019	SMALL, STACY	02/08/2019	\$1,362	TRIVANTIS	Services
2019	02/11/2019	SETTLES, CHRISTOPHER	02/07/2019	\$74	OFFICE DEPOT #3315	Supplies
2019	02/11/2019	SETTLES, CHRISTOPHER	02/07/2019	(\$74)	OFFICE DEPOT #3315	Supplies
2019	02/11/2019	SETTLES, CHRISTOPHER	02/06/2019	\$115	STANDARD OFFICE SUPPLY	Supplies
2019	02/11/2019	PARSONS, LESLIE	02/08/2019	\$60	TMOBILE*LAW RELATION	Services
2019	02/11/2019	SUTTON, ROBERT	02/09/2019	\$148	ULINE	Supplies
2019	02/12/2019	CLARK, MARCELLA	02/12/2019	(\$44)	DISPUTE CREDIT	*Disputed Charge
2019	02/12/2019	MCKINNON, DWIGHT	02/11/2019	\$185	HOTELS.COM155817848956	Travel/Training
2019	02/12/2019	BRANCH, KYI	02/11/2019	\$25	DOLLAR TREE	Supplies and/or Services for Community Outreach
2019	02/13/2019	PHILLIPS, JUSTIN	02/12/2019	\$26	TRAVEL INSURANCE POLIC	Travel/Training
2019	02/13/2019	PHILLIPS, JUSTIN	02/11/2019	\$329	AMERICAN AIRLINES	Travel/Training
2019	02/13/2019	PHILLIPS, JUSTIN	02/11/2019	\$68	AMERICAN AIRLINES	Travel/Training
2019	02/13/2019	PHILLIPS, JUSTIN	02/12/2019	\$185	HOTELS.COM155849583841	Travel/Training
2019	02/13/2019	SETTLES, CHRISTOPHER	02/13/2019	\$216	ULINE	Supplies
2019	02/13/2019	HAMILTON, APRIL	02/12/2019	\$171	NBA OFFICE PRODUCTS, I	Supplies
2019	02/13/2019	MCKINNON, DWIGHT	02/12/2019	\$38	TRAVEL INSURANCE POLIC	Travel/Training
2019	02/13/2019	MCKINNON, DWIGHT	02/11/2019	\$540	AMERICAN AIRLINES	Travel/Training
2019	02/13/2019	MCKINNON, DWIGHT	02/11/2019	\$20	AMERICAN AIRLINES	Travel/Training
2019	02/13/2019	BRANCH, KYI	02/11/2019	\$346	OTC BRANDS, INC.	Supplies and/or Services for Community Outreach
2019	02/13/2019	STARKS, ERIC	02/12/2019	\$348	DUPONT COMPUTERS	IT Products/Services
2019	02/13/2019	STARKS, ERIC	02/12/2019	\$4,583	DUPONT COMPUTERS	IT Products/Services
2019	02/13/2019	SUTTON, ROBERT	02/12/2019	\$1,145	SQU*SQ *DIRECT LOCKSMI	Supplies
2019	02/13/2019	SUTTON, ROBERT	02/12/2019	\$4,475	SQU*SQ *DIRECT LOCKSMI	Supplies
2019	02/14/2019	PHILLIPS, JUSTIN	02/13/2019	\$23	TRAVEL INSURANCE POLIC	Travel/Training
2019	02/14/2019	PHILLIPS, JUSTIN	02/12/2019	\$321	AMERICAN AIRLINES	Travel/Training
2019	02/14/2019	PHILLIPS, JUSTIN	02/12/2019	\$25	AMERICAN AIRLINES	Travel/Training
2019	02/14/2019	SETTLES, CHRISTOPHER	02/13/2019	\$975	SP * SAFE&VAULTSTORE	Supplies
2019	02/14/2019	SETTLES, CHRISTOPHER	02/13/2019	\$633	US FLAG STORE	Supplies
2019	02/14/2019	HAMILTON, APRIL	02/13/2019	\$7	NBA OFFICE PRODUCTS, I	Supplies
2019	02/14/2019	HAMILTON, APRIL	02/13/2019	\$12	NBA OFFICE PRODUCTS, I	Supplies
2019	02/14/2019	SNAPKO, ADAM	02/12/2019	\$372	MCCALL HANDLING COMPAN	Harbor Related Supplies/Services
2019	02/14/2019	SNAPKO, ADAM	02/12/2019	\$383	ABYC	Harbor Related Supplies/Services
2019	02/14/2019	SNAPKO, ADAM	02/13/2019	\$1,544	PP*SURFACEINTERVALCORP	Supplies
2019	02/14/2019	STARKS, ERIC	02/12/2019	\$1,080	MVS INC	IT Products/Services
2019	02/15/2019	SMALL, STACY	02/14/2019	(\$264)	AMZN MKTP US	Supplies

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2019	02/15/2019	SETTLES, CHRISTOPHER	02/15/2019	(\$50)	NBF*NATL BIZ FURNITURE	Supplies
2019	02/15/2019	SNAPKO, ADAM	02/14/2019	\$12	FEDEX	Harbor Related Supplies/Services
2019	02/15/2019	SNAPKO, ADAM	02/14/2019	\$1,240	TOUCAN	Harbor Related Supplies/Services
2019	02/18/2019	HAMILTON, ARNITA	02/16/2019	\$31	SAFeway #4270	Supplies and/or Services for Community Outreach
2019	02/18/2019	HAMILTON, ARNITA	02/16/2019	\$18	CHICK-FIL-A #03882	Supplies and/or Services for Community Outreach
2019	02/18/2019	PARSONS, LESLIE	02/15/2019	\$60	TMOBILE*LAW RELATION	Services
2019	02/19/2019	SNAPKO, ADAM	02/18/2019	\$152	PBI*LEASEDEQUIPMENT	Supplies
2019	02/20/2019	ZUROWSKI, ROBERT	02/19/2019	\$338	JERSEY MIKES 36002	Supplies and/or Services for Community Outreach
2019	02/20/2019	SMALL, STACY	02/19/2019	\$299	AMZN MKTP US	Supplies
2019	02/20/2019	PARSONS, LESLIE	02/19/2019	\$65	TMOBILE*LAW RELATION	Services
2019	02/21/2019	SETTLES, CHRISTOPHER	02/21/2019	\$3,603	NBF*NATL BIZ FURNITURE	Supplies
2019	02/21/2019	SNAPKO, ADAM	02/20/2019	\$250	DC *GOV'T PAYMENT	Harbor Related Supplies/Services
2019	02/21/2019	STARKS, ERIC	02/19/2019	\$1,175	GENETEC	Travel/Training
2019	02/21/2019	STARKS, ERIC	02/19/2019	\$235	GENETEC	Travel/Training
2019	02/22/2019	SETTLES, CHRISTOPHER	02/21/2019	\$859	SQU*SQ *DIRECT LOCKSMI	Services
2019	02/22/2019	CLARK, MARCELLA	02/21/2019	\$1,347	CREATIVE PRODUCT SOURC	Supplies and/or Services for Community Outreach
2019	02/22/2019	SNAPKO, ADAM	02/21/2019	\$155	PADI AMERICAS INC	Harbor Related Supplies/Services
2019	02/22/2019	STARKS, ERIC	02/21/2019	\$405	MVS INC	IT Products/Services
2019	02/22/2019	SUTTON, ROBERT	02/22/2019	\$259	ULINE	Supplies
2019	02/25/2019	PHILLIPS, JUSTIN	02/23/2019	\$353	SXM*SIRIUSXM.COM/ACCT	Supplies
2019	02/25/2019	CLARK, MARCELLA	02/21/2019	\$583	DELTA	Travel/Training
2019	02/25/2019	CLARK, MARCELLA	02/21/2019	\$125	AGENT FEE 89	Travel/Training
2019	02/25/2019	SNAPKO, ADAM	02/21/2019	\$384	AMERICAN AIRLINES	Harbor Related Supplies/Services
2019	02/25/2019	SNAPKO, ADAM	02/21/2019	\$384	AMERICAN AIRLINES	Harbor Related Supplies/Services
2019	02/25/2019	SNAPKO, ADAM	02/21/2019	\$26	AMERICAN AIRLINES	Harbor Related Supplies/Services
2019	02/25/2019	SNAPKO, ADAM	02/21/2019	\$18	AMERICAN AIRLINES	Harbor Related Supplies/Services
2019	02/25/2019	STARKS, ERIC	02/24/2019	\$125	TERAMIND INC	IT Products/Services
2019	02/26/2019	ZUROWSKI, ROBERT	02/25/2019	\$1,427	MEDIEVAL TIMES BAL T I	Supplies and/or Services for Community Outreach
2019	02/26/2019	HAMILTON, ARNITA	02/26/2019	\$109	PARTY CITY 1002	Supplies and/or Services for Community Outreach
2019	02/26/2019	JOHNSON, MARVIN	02/25/2019	\$4,886	RECONYX, INC	Supplies
2019	02/27/2019	ZUROWSKI, ROBERT	02/26/2019	\$338	JERSEY MIKES 36002	Supplies and/or Services for Community Outreach
2019	02/27/2019	BRABHAM, ROBIN	02/26/2019	\$922	SHERATON HOTELS COMMAN	Travel/Training
2019	02/27/2019	BRABHAM, ROBIN	02/25/2019	\$477	AMERICAN AIRLINES	Travel/Training
2019	02/27/2019	BRABHAM, ROBIN	02/25/2019	\$477	AMERICAN AIRLINES	Travel/Training

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2019	02/27/2019	SETTLES, CHRISTOPHER	02/26/2019	\$2,080	SQU*SQ *DIRECT LOCKSMI	Services
2019	02/27/2019	SNAPKO, ADAM	02/21/2019	\$1,351	STANDARD OFFICE SUPPLY	Supplies
2019	02/27/2019	HAMILTON, ARNITA	02/26/2019	\$63	WAL-MART #5129	Supplies and/or Services for Community Outreach
2019	02/27/2019	BRANCH, KYI	02/25/2019	(\$17)	OTC BRANDS, INC.	Supplies and/or Services for Community Outreach
2019	02/27/2019	STARKS, ERIC	02/26/2019	\$4,269	MVS INC	IT Products/Services
2019	02/28/2019	GONZALEZ, EMMA	02/26/2019	\$311	UNITED AIRLINES	Travel/Training
2019	02/28/2019	GONZALEZ, EMMA	02/26/2019	\$82	UNITED AIRLINES	Travel/Training
2019	02/28/2019	GONZALEZ, EMMA	02/26/2019	\$362	AMERICAN AIRLINES	Travel/Training
2019	02/28/2019	GONZALEZ, EMMA	02/26/2019	\$100	AMERICAN AIRLINES	Travel/Training
2019	02/28/2019	BRANCH, KYI	02/27/2019	\$1,640	VISTAPR*VISTAPRINT.COM	Supplies and/or Services for Community Outreach
2019	02/28/2019	BRANCH, KYI	02/27/2019	\$3,154	BANNERBUZZ	Supplies and/or Services for Community Outreach
2019	02/28/2019	MOORE, RAYMOND	02/26/2019	\$311	UNITED AIRLINES	Travel/Training
2019	02/28/2019	MOORE, RAYMOND	02/26/2019	\$75	UNITED AIRLINES	Travel/Training
2019	02/28/2019	MOORE, RAYMOND	02/26/2019	\$470	AMERICAN AIRLINES	Travel/Training
2019	03/01/2019	ZUROWSKI, ROBERT	02/28/2019	\$576	SKY ZONE - BOWIE	Supplies and/or Services for Community Outreach
2019	03/01/2019	SMALL, STACY	02/28/2019	\$1,545	UPRINT EXPO BRANDERS	Supplies
2019	03/01/2019	SMALL, STACY	02/28/2019	\$2,922	EMERGENCY 911 SECURITY	Supplies
2019	03/01/2019	BRABHAM, ROBIN	02/27/2019	\$477	AMERICAN AIRLINES	Travel/Training
2019	03/01/2019	PARSONS, LESLIE	02/28/2019	\$70	TMOBILE*LAW RELATION	Services
2019	03/04/2019	ZUROWSKI, ROBERT	03/01/2019	\$394	SKY ZONE - BOWIE	Supplies and/or Services for Community Outreach
2019	03/04/2019	SMALL, STACY	03/01/2019	\$4,292	DC SHIRT AND PRINT CO.	Supplies
2019	03/04/2019	PHILLIPS, JUSTIN	03/01/2019	\$5	HARDEES 1501402	Travel/Training
2019	03/04/2019	PHILLIPS, JUSTIN	03/01/2019	\$165	HAMPTON INN & SUITES	Travel/Training
2019	03/04/2019	PHILLIPS, JUSTIN	03/02/2019	\$12	WAFFLE HOUSE 2007	Travel/Training
2019	03/04/2019	PHILLIPS, JUSTIN	03/01/2019	\$11	BURGER KING #6065 Q07	Travel/Training
2019	03/04/2019	SETTLES, CHRISTOPHER	02/28/2019	\$4,976	VH BLACKINTON CO INC	Supplies
2019	03/04/2019	SETTLES, CHRISTOPHER	03/01/2019	\$4,698	VH BLACKINTON CO INC	Supplies
2019	03/04/2019	SETTLES, CHRISTOPHER	03/01/2019	\$28	HOMEDEPOT.COM	Supplies
2019	03/04/2019	SNAPKO, ADAM	03/02/2019	\$75	DELTA	Harbor Related Supplies/Services
2019	03/04/2019	SNAPKO, ADAM	03/02/2019	\$75	DELTA	Harbor Related Supplies/Services
2019	03/04/2019	SNAPKO, ADAM	03/02/2019	\$355	EMBASSY SUITES LEXINGT	Harbor Related Supplies/Services
2019	03/04/2019	SNAPKO, ADAM	03/02/2019	\$355	EMBASSY SUITES LEXINGT	Harbor Related Supplies/Services
2019	03/04/2019	MCKINNON, DWIGHT	03/01/2019	\$30	PURPLE COW 103	Travel/Training
2019	03/04/2019	MCKINNON, DWIGHT	03/01/2019	\$7	HARDEES 1501402	Travel/Training
2019	03/04/2019	MCKINNON, DWIGHT	03/02/2019	\$788	ENTERPRISE RENT-A-CAR	Travel/Training

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2019	03/04/2019	MCKINNON, DWIGHT	03/01/2019	\$32	RACEWAY6711 61167110	Travel/Training
2019	03/04/2019	MCKINNON, DWIGHT	03/01/2019	\$16	HAMPTON INN & SUITES	Travel/Training
2019	03/04/2019	MCKINNON, DWIGHT	03/02/2019	\$15	WAFFLE HOUSE 2007	Travel/Training
2019	03/04/2019	HAMILTON, ARNITA	02/28/2019	\$40	PARTY CITY 738	Supplies and/or Services for Community Outreach
2019	03/05/2019	BRABHAM, ROBIN	03/04/2019	\$486	B&H PHOTO 800-606-696	Supplies
2019	03/05/2019	SETTLES, CHRISTOPHER	03/04/2019	\$373	CARBON LESS ON DEMAND	Supplies
2019	03/06/2019	SMALL, STACY	03/04/2019	\$329	ACTION TARGET	Supplies
2019	03/06/2019	SETTLES, CHRISTOPHER	03/04/2019	\$19	THE HOME DEPOT #2583	Supplies
2019	03/06/2019	HAMILTON, ARNITA	03/04/2019	\$33	SAFEWAY #4270	Supplies and/or Services for Community Outreach
2019	03/06/2019	PARSONS, LESLIE	03/05/2019	\$85	TMOBILE*LAW RELATION	Services
2019	03/07/2019	SMALL, STACY	03/06/2019	\$4,766	PHYSIO CONTROL INC	Supplies
2019	03/07/2019	SETTLES, CHRISTOPHER	03/06/2019	\$325	F CONTRACTOR LLC	Services
2019	03/07/2019	STARKS, ERIC	03/06/2019	\$1,416	LINDENMEYR MUNROE	Supplies
2019	03/08/2019	SMALL, STACY	03/07/2019	\$40	AMZN MKTP US	Supplies
2019	03/08/2019	SMALL, STACY	03/06/2019	\$3,475	FBI LEEDA INC	Travel/Training
2019	03/08/2019	BRABHAM, ROBIN	03/06/2019	\$190	IACP	Services
2019	03/08/2019	BRABHAM, ROBIN	03/07/2019	\$439	RECONYX, INC	Supplies
2019	03/08/2019	SETTLES, CHRISTOPHER	03/06/2019	\$4,657	VH BLACKINTON CO INC	Supplies
2019	03/08/2019	CLARK, MARCELLA	03/07/2019	\$1,335	CCI*HOTEL RESVGETAROOM	Travel/Training
2019	03/11/2019	ZUROWSKI, ROBERT	03/08/2019	\$338	JERSEY MIKES 36002	Supplies and/or Services for Community Outreach
2019	03/11/2019	SMALL, STACY	03/08/2019	\$141	AMZN MKTP US	Supplies
2019	03/11/2019	SMALL, STACY	03/10/2019	\$51	AMZN MKTP US	Supplies
2019	03/11/2019	CLARK, MARCELLA	03/07/2019	\$455	SOUTHWEST	Travel/Training
2019	03/11/2019	CLARK, MARCELLA	03/07/2019	\$20	SOUTHWEST	Travel/Training
2019	03/11/2019	CLARK, MARCELLA	03/07/2019	\$20	SOUTHWEST	Travel/Training
2019	03/11/2019	CLARK, MARCELLA	03/07/2019	\$470	AMERICAN AIRLINES	Travel/Training
2019	03/11/2019	CLARK, MARCELLA	03/07/2019	\$470	AMERICAN AIRLINES	Travel/Training
2019	03/11/2019	CLARK, MARCELLA	03/07/2019	\$50	AMERICAN AIRLINES	Travel/Training
2019	03/11/2019	CLARK, MARCELLA	03/08/2019	\$560	SCI DES MOINES	Travel/Training
2019	03/11/2019	SNAPKO, ADAM	03/08/2019	\$442	FAIRFIELD INN & SUITES	Harbor Related Supplies/Services
2019	03/11/2019	SNAPKO, ADAM	03/08/2019	\$442	FAIRFIELD INN & SUITES	Harbor Related Supplies/Services
2019	03/11/2019	PARSONS, LESLIE	03/08/2019	(\$129)	EXPEDIA 7417910759681	Travel/Training
2019	03/11/2019	PARSONS, LESLIE	03/08/2019	(\$129)	EXPEDIA 7417910759681	Travel/Training
2019	03/11/2019	PARSONS, LESLIE	03/08/2019	\$532	EXPEDIA 7417910759681	Travel/Training
2019	03/11/2019	PARSONS, LESLIE	03/08/2019	\$739	AMERICAN AIRLINES	Travel/Training
2019	03/11/2019	PARSONS, LESLIE	03/08/2019	\$739	AMERICAN AIRLINES	Travel/Training
2019	03/11/2019	STARKS, ERIC	03/08/2019	\$1,112	MVS INC	IT Products/Services
2019	03/12/2019	SMALL, STACY	03/11/2019	\$72	AMZN MKTP US	Supplies

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2019	03/12/2019	BRABHAM, ROBIN	03/11/2019	\$25	GIANT 2311	Travel/Training
2019	03/12/2019	CLARK, MARCELLA	03/11/2019	\$795	INST. OF POLICE TECH &	Travel/Training
2019	03/12/2019	CLARK, MARCELLA	03/11/2019	\$1,095	INST. OF POLICE TECH &	Travel/Training
2019	03/12/2019	CLARK, MARCELLA	03/11/2019	\$1,095	INST. OF POLICE TECH &	Travel/Training
2019	03/12/2019	PARSONS, LESLIE	03/11/2019	\$706	SOUTHWEST	Travel/Training
2019	03/12/2019	PARSONS, LESLIE	03/11/2019	\$706	SOUTHWEST	Travel/Training
2019	03/12/2019	PARSONS, LESLIE	03/11/2019	\$288	EXPEDIA 7418568364728	Travel/Training
2019	03/12/2019	SCHAEFER, JAMES	03/11/2019	\$980	US GOVT PRINTING	Motor Carrier Related Supplies/Services
2019	03/12/2019	SUTTON, ROBERT	03/11/2019	\$974	SQ *SQ *CAPITOL SERVIC	Services
2019	03/13/2019	BRABHAM, ROBIN	03/13/2019	\$506	AMZN MKTP US	Supplies
2019	03/13/2019	DAVIS, CAROLYN	03/13/2019	\$250	PLAYERS LOUNGE & S&G	Supplies and/or Services for Community Outreach
2019	03/13/2019	CLARK, MARCELLA	03/11/2019	\$190	STANDARD OFFICE SUPPLY	Services
2019	03/14/2019	SMALL, STACY	03/13/2019	\$1,435	AMZN MKTP US	Supplies
2019	03/14/2019	BRABHAM, ROBIN	03/13/2019	\$300	PAYPAL	Travel/Training
2019	03/14/2019	BRABHAM, ROBIN	03/12/2019	\$2,200	ACTION TARGET	Services
2019	03/14/2019	DAVIS, CAROLYN	03/12/2019	\$22	SAFEWAY #2737	Supplies and/or Services for Community Outreach
2019	03/14/2019	SNAPKO, ADAM	03/13/2019	\$1,121	NEXT DAY BLINDS-SB	Harbor Related Supplies/Services
2019	03/14/2019	SCHAEFER, JAMES	03/14/2019	\$3,315	DMI* DELL HLTHCR/REL	Motor Carrier Related Supplies/Services
2019	03/18/2019	ZUROWSKI, ROBERT	03/14/2019	\$319	UNITED AIRLINES	Travel/Training
2019	03/18/2019	ZUROWSKI, ROBERT	03/14/2019	\$295	AMERICAN AIRLINES	Travel/Training
2019	03/18/2019	SMALL, STACY	03/16/2019	\$96	AMZN MKTP US	Supplies
2019	03/18/2019	SMALL, STACY	03/14/2019	\$192	AMTRAK .CO07	Travel/Training
2019	03/18/2019	SMALL, STACY	03/16/2019	\$421	HAMPTON INN	Travel/Training
2019	03/18/2019	SMALL, STACY	03/16/2019	\$316	HAMPTON INN	Travel/Training
2019	03/18/2019	SMALL, STACY	03/16/2019	\$421	HAMPTON INN	Travel/Training
2019	03/18/2019	SMALL, STACY	03/16/2019	\$421	HAMPTON INN	Travel/Training
2019	03/18/2019	BRABHAM, ROBIN	03/16/2019	\$25	E-ZPASS MD REBILL	Travel/Training
2019	03/18/2019	BRABHAM, ROBIN	03/17/2019	\$25	E-ZPASS MD REBILL	Travel/Training
2019	03/18/2019	SNAPKO, ADAM	03/14/2019	\$350	NATIONAL ASSOCIATION O	Harbor Related Supplies/Services
2019	03/18/2019	SNAPKO, ADAM	03/14/2019	\$350	NATIONAL ASSOCIATION O	Harbor Related Supplies/Services
2019	03/18/2019	SNAPKO, ADAM	03/15/2019	\$425	DELTA	Harbor Related Supplies/Services
2019	03/18/2019	SNAPKO, ADAM	03/15/2019	\$425	DELTA	Harbor Related Supplies/Services
2019	03/18/2019	SNAPKO, ADAM	03/15/2019	\$1,246	OMNI JACKSONVILLE FRON	Harbor Related Supplies/Services
2019	03/18/2019	SNAPKO, ADAM	03/15/2019	\$1,246	OMNI JACKSONVILLE FRON	Harbor Related Supplies/Services
2019	03/18/2019	HAMILTON, ARNITA	03/16/2019	\$35	PIZZA HUT # 023564	Supplies and/or Services for Community Outreach



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2019	03/18/2019	SCHAEFER, JAMES	03/16/2019	\$319	LABELMASTER	Motor Carrier Related Supplies/Services
2019	03/18/2019	BRANCH, KYI	03/16/2019	\$259	AMAZON.COM*MW4NI9JY1	Supplies and/or Services for Community Outreach
2019	03/19/2019	BRABHAM, ROBIN	03/18/2019	\$25	E-ZPASS MD REBILL	Travel/Training
2019	03/19/2019	BRABHAM, ROBIN	03/18/2019	\$140	USPS PO BOXES ONLINE	Services
2019	03/19/2019	BRABHAM, ROBIN	03/19/2019	\$2,756	EPMOS PROMOTIONAL PR	Supplies and/or Services for Community Outreach
2019	03/20/2019	BRABHAM, ROBIN	03/18/2019	\$3	INTERNATIONAL TRANSACTION	Travel/Training
2019	03/20/2019	BRABHAM, ROBIN	03/18/2019	\$185	BRITISH AIRWAYS	Travel/Training
2019	03/20/2019	BRABHAM, ROBIN	03/18/2019	\$2,549	UNITED AIRLINES	Travel/Training
2019	03/20/2019	SANTIAGO, MARCO	03/19/2019	\$250	MISSION BBQ GREENBELT,	Supplies and/or Services for Community Outreach
2019	03/20/2019	SNAPKO, ADAM	03/19/2019	\$793	CAPITAL MOVING SOLUTIO	Harbor Related Supplies/Services
2019	03/20/2019	STARKS, ERIC	03/19/2019	\$84	CHU GRAPHICS ARTS	Supplies
2019	03/21/2019	ZUROWSKI, ROBERT	03/19/2019	\$678	JOHN F KENNEDY CENTER	Supplies and/or Services for Community Outreach
2019	03/21/2019	SUTTON, ROBERT	03/20/2019	\$5,000	THE HAMILTON GROUP	Supplies
2019	03/21/2019	HAMILTON, APRIL	03/20/2019	\$1,070	NBA OFFICE PRODUCTS, I	Supplies
2019	03/22/2019	CLARK, MARCELLA	03/22/2019	\$900	HOMEWOOD SUITES	Travel/Training
2019	03/22/2019	SNAPKO, ADAM	03/21/2019	\$270	COLLABORATIVE MARINE S	Harbor Related Supplies/Services
2019	03/22/2019	SCHAEFER, JAMES	03/21/2019	\$495	COMMERCIAL VEHICLE SAF	Motor Carrier Related Supplies/Services
2019	03/25/2019	CLARK, MARCELLA	03/22/2019	\$1,073	HOMEWOOD SUITES	Travel/Training
2019	03/25/2019	HAMILTON, ARNITA	03/22/2019	\$188	GIANT 0375	Supplies and/or Services for Community Outreach
2019	03/25/2019	HAMILTON, ARNITA	03/22/2019	\$40	FIVE BELOW 251	Supplies and/or Services for Community Outreach
2019	03/25/2019	PARSONS, LESLIE	03/23/2019	\$60	TMOBILE*LAW RELATION	Services
2019	03/25/2019	SCHAEFER, JAMES	03/21/2019	\$432	AMERICAN AIRLINES	Travel/Training
2019	03/25/2019	BRANCH, KYI	03/22/2019	\$933	POSITIVE PROMOOO OF 00	Supplies and/or Services for Community Outreach
2019	03/25/2019	STARKS, ERIC	03/22/2019	\$55	CALVIN PRICE GROUP LLC	IT Products/Services
2019	03/25/2019	STARKS, ERIC	03/24/2019	\$125	TERAMIND INC	IT Products/Services
2019	03/25/2019	SUTTON, ROBERT	03/22/2019	\$70	INT*IN *PRECISION CAPI	Supplies
2019	03/26/2019	SNAPKO, ADAM	03/25/2019	\$1,254	YAKIMA SUPPLIES INC	Harbor Related Supplies/Services
2019	03/26/2019	BRANCH, KYI	03/25/2019	\$10	DOLLAR TREE	Supplies and/or Services for Community Outreach
2019	03/26/2019	BRANCH, KYI	03/25/2019	\$20	DOLLAR TREE	Supplies and/or Services for Community Outreach

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2019	03/26/2019	BRANCH, KYI	03/25/2019	\$20	DOLLAR TREE	Supplies and/or Services for Community Outreach
2019	03/26/2019	RIDLEHOOVER, MICHELLE	03/25/2019	\$390	INT*IN *DC TOURS & TRA	Services
2019	03/26/2019	STARKS, ERIC	03/25/2019	\$413	DUPONT COMPUTERS	IT Products/Services
2019	03/26/2019	SUTTON, ROBERT	03/25/2019	\$1,560	INT*IN *EXECUTIVE CONT	Services
2019	03/26/2019	SUTTON, ROBERT	03/26/2019	\$384	ULINE	Supplies
2019	03/27/2019	SNAPKO, ADAM	03/26/2019	\$3,207	RAYALLEN.COM JJDOG.C	Supplies
2019	03/27/2019	SNAPKO, ADAM	03/26/2019	\$320	ZERO9 SOLUTIONS LLC	Supplies
2019	03/27/2019	PARSONS, LESLIE	03/26/2019	\$2,161	EXPEDIA 7422319020058	Travel/Training
2019	03/27/2019	HAMILTON, APRIL	03/26/2019	\$181	NBA OFFICE PRODUCTS, I	Supplies
2019	03/28/2019	CLARK, MARCELLA	03/27/2019	\$698	CREATIVE PRODUCT SOURC	Supplies and/or Services for Community Outreach
2019	03/28/2019	CLARK, MARCELLA	03/27/2019	\$770	CREATIVE PRODUCT SOURC	Supplies and/or Services for Community Outreach
2019	03/28/2019	CLARK, MARCELLA	03/28/2019	\$940	HOMEWOOD SUITES	Travel/Training
2019	03/28/2019	CLARK, MARCELLA	03/28/2019	\$1,153	HOMEWOOD SUITES	Travel/Training
2019	03/28/2019	PARSONS, LESLIE	03/27/2019	\$110	TMOBILE*LAW RELATION	Services
2019	03/28/2019	SUTTON, ROBERT	03/28/2019	(\$34)	ULINE	Supplies
2019	03/28/2019	SUTTON, ROBERT	03/28/2019	\$34	ULINE	Supplies
2019	03/28/2019	SUTTON, ROBERT	03/27/2019	\$776	CDW GOVT #RQK2811	Supplies
2019	03/29/2019	BRABHAM, ROBIN	03/28/2019	\$114	CHU GRAPHICS ARTS	Supplies
2019	03/29/2019	SETTLES, CHRISTOPHER	03/28/2019	\$972	WASTE MGMT WM EZPAY	Services
2019	03/29/2019	SETTLES, CHRISTOPHER	03/29/2019	\$1,826	GIH*GLOBALINDUSTRIALEQ	Supplies
2019	03/29/2019	CLARK, MARCELLA	03/28/2019	\$540	PROJ VIDEO 118	Services
2019	03/29/2019	SNAPKO, ADAM	03/28/2019	\$307	SQU*SQ *LAKE PHOENIX	Harbor Related Supplies/Services
2019	03/29/2019	SUTTON, ROBERT	03/28/2019	\$315	WERRES CORPORATION	Services
2019	04/01/2019	ZUROWSKI, ROBERT	03/29/2019	\$338	JERSEY MIKES 36002	Supplies and/or Services for Community Outreach
2019	04/01/2019	CLARK, MARCELLA	03/30/2019	\$384	HOMEWOOD SUITES	Travel/Training
2019	04/01/2019	CLARK, MARCELLA	03/30/2019	\$313	HOMEWOOD SUITES	Travel/Training
2019	04/01/2019	CLARK, MARCELLA	03/31/2019	\$197	HOMEWOOD SUITES	Travel/Training
2019	04/01/2019	SNAPKO, ADAM	03/28/2019	\$104	HOLIDAY INN EXPRESS	Harbor Related Supplies/Services
2019	04/01/2019	SNAPKO, ADAM	03/28/2019	\$104	HOLIDAY INN EXPRESS	Harbor Related Supplies/Services
2019	04/01/2019	SNAPKO, ADAM	03/28/2019	\$104	HOLIDAY INN EXPRESS	Harbor Related Supplies/Services
2019	04/01/2019	SNAPKO, ADAM	03/28/2019	\$104	HOLIDAY INN EXPRESS	Harbor Related Supplies/Services
2019	04/01/2019	SNAPKO, ADAM	03/28/2019	\$104	HOLIDAY INN EXPRESS	Harbor Related Supplies/Services
2019	04/01/2019	SNAPKO, ADAM	03/28/2019	\$104	HOLIDAY INN EXPRESS	Harbor Related Supplies/Services
2019	04/01/2019	SUTTON, ROBERT	03/30/2019	\$96	ULINE	Supplies
2019	04/02/2019	SMALL, STACY	03/30/2019	(\$3,475)	FBI LEEDA INC	Travel/Training
2019	04/02/2019	SMALL, STACY	04/01/2019	\$3,475	FBI LEEDA INC	Travel/Training
2019	04/02/2019	BRABHAM, ROBIN	04/01/2019	\$1,995	BLUEBAY OFFICE INC	Supplies

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2019	04/02/2019	SNAPKO, ADAM	04/01/2019	\$4,439	THE HAMILTON GROUP	Harbor Related Supplies/Services
2019	04/02/2019	BRANCH, KYI	04/01/2019	\$2,284	BANNERBUZZ	Supplies and/or Services for Community Outreach
2019	04/03/2019	SMALL, STACY	04/02/2019	\$266	FOUR POINTS HOTEL	Travel/Training
2019	04/03/2019	SMALL, STACY	04/01/2019	\$799	APPOINTMENTPLUS	Services
2019	04/03/2019	CLARK, MARCELLA	04/02/2019	\$139	WALMART GROCERY	Supplies and/or Services for Community Outreach
2019	04/03/2019	SCHAEFER, JAMES	04/02/2019	\$1,050	CRASHDATAGR	Services
2019	04/03/2019	BRANCH, KYI	04/02/2019	\$21	SAMSClub #6655	Supplies and/or Services for Community Outreach
2019	04/03/2019	RIDLEHOOVER, MICHELLE	04/02/2019	\$210	INT*IN *DC TOURS & TRA	Services
2019	04/03/2019	STARKS, ERIC	04/01/2019	\$1,125	CALVIN PRICE GROUP LLC	IT Products/Services
2019	04/04/2019	ZUROWSKI, ROBERT	04/03/2019	\$424	PAYPAL	Supplies and/or Services for Community Outreach
2019	04/04/2019	SMALL, STACY	04/03/2019	\$375	THOMAS SHADE INC	Supplies
2019	04/04/2019	SETTLES, CHRISTOPHER	04/03/2019	\$4,734	800-781-2677	Supplies
2019	04/04/2019	CLARK, MARCELLA	04/03/2019	(\$3)	WALMART GROCERY	Supplies and/or Services for Community Outreach
2019	04/04/2019	CLARK, MARCELLA	04/03/2019	\$271	POTBELLY #111	Supplies and/or Services for Community Outreach
2019	04/04/2019	SNAPKO, ADAM	04/03/2019	\$1,531	LIVE VIEW GPS	Harbor Related Supplies/Services
2019	04/05/2019	ZUROWSKI, ROBERT	04/04/2019	\$401	BACKYARD AMUSEMENTS	Supplies and/or Services for Community Outreach
2019	04/05/2019	ZUROWSKI, ROBERT	04/04/2019	\$750	PAYPAL	Supplies and/or Services for Community Outreach
2019	04/05/2019	ZUROWSKI, ROBERT	04/04/2019	\$245	INT*IN *GOTTA GO NOW	Supplies and/or Services for Community Outreach
2019	04/05/2019	ZUROWSKI, ROBERT	04/04/2019	\$338	JERSEY MIKES 36002	Supplies and/or Services for Community Outreach
2019	04/05/2019	STARKS, ERIC	04/04/2019	\$22	DUPONT COMPUTERS	IT Products/Services
2019	04/05/2019	STARKS, ERIC	04/04/2019	\$198	DUPONT COMPUTERS	IT Products/Services
2019	04/08/2019	SMALL, STACY	04/03/2019	\$3,601	STANDARD OFFICE SUPPLY	Supplies
2019	04/08/2019	PHILLIPS, JUSTIN	04/07/2019	\$23	TRAVEL INSURANCE POLIC	Travel/Training
2019	04/08/2019	PHILLIPS, JUSTIN	04/06/2019	\$28	SPIRIT TRAVEL GUARD	Travel/Training
2019	04/08/2019	PHILLIPS, JUSTIN	04/06/2019	\$242	AMERICAN AIRLINES	Travel/Training
2019	04/08/2019	PHILLIPS, JUSTIN	04/06/2019	\$101	AMERICAN AIRLINES	Travel/Training
2019	04/08/2019	PHILLIPS, JUSTIN	04/06/2019	\$369	SPIRIT AIRLINES	Travel/Training
2019	04/08/2019	SETTLES, CHRISTOPHER	04/05/2019	\$297	FEDEX	Services
2019	04/08/2019	CLARK, MARCELLA	04/06/2019	\$373	POTBELLY #111	Supplies and/or Services for Community Outreach
2019	04/08/2019	MCKINNON, DWIGHT	04/06/2019	\$58	SPIRIT TRAVEL GUARD	Travel/Training

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2019	04/08/2019	MCKINNON, DWIGHT	04/06/2019	\$770	SPIRIT AIRLINES	Travel/Training
2019	04/08/2019	SCHAEFER, JAMES	04/06/2019	\$503	W HOTELS	Travel/Training
2019	04/09/2019	VAUGHN-LEE, FAYETTE	04/08/2019	\$10	DOLLAR TREE	Supplies and/or Services for Community Outreach
2019	04/09/2019	VAUGHN-LEE, FAYETTE	04/08/2019	\$78	BJS WHOLESALE #0207	Supplies and/or Services for Community Outreach
2019	04/09/2019	CLARK, MARCELLA	04/08/2019	\$1,865	COLLINSON ENTERPRISES	Supplies
2019	04/09/2019	SNAPKO, ADAM	04/08/2019	\$23	DISTRICT HARDWARE AND	Harbor Related Supplies/Services
2019	04/10/2019	ZUROWSKI, ROBERT	04/09/2019	\$338	JERSEY MIKES 36002	Supplies and/or Services for Community Outreach
2019	04/10/2019	SETTLES, CHRISTOPHER	04/09/2019	\$3,173	THE HAMILTON GROUP	Supplies
2019	04/10/2019	SNAPKO, ADAM	04/09/2019	\$2,423	THE HAMILTON GROUP	Harbor Related Supplies/Services
2019	04/10/2019	HAMILTON, APRIL	04/09/2019	\$152	NBA OFFICE PRODUCTS, I	Supplies
2019	04/11/2019	SETTLES, CHRISTOPHER	04/10/2019	\$60	OFFICESUPPLY.COM	Supplies
2019	04/11/2019	BRANCH, KYI	04/10/2019	\$8	AMZN MKTP US	Supplies and/or Services for Community Outreach
2019	04/12/2019	BRABHAM, ROBIN	04/11/2019	\$858	OFFICESUPPLY.COM	Supplies
2019	04/12/2019	SNAPKO, ADAM	04/11/2019	\$1,061	FRIENDSHIP HOSPITAL	Services
2019	04/15/2019	BRABHAM, ROBIN	04/12/2019	\$114	CHU GRAPHICS ARTS	Supplies
2019	04/15/2019	DAVIS, CAROLYN	04/12/2019	\$160	GIANT 0384	Supplies and/or Services for Community Outreach
2019	04/15/2019	CLARK, MARCELLA	04/13/2019	\$247	POTBELLY #111	Supplies and/or Services for Community Outreach
2019	04/15/2019	SCHAEFER, JAMES	04/12/2019	\$314	LABELMASTER	Motor Carrier Related Supplies/Services
2019	04/15/2019	RIDLEHOOVER, MICHELLE	04/11/2019	\$195	INT*IN *DC TOURS & TRA	Services
2019	04/16/2019	VAUGHN-LEE, FAYETTE	04/15/2019	\$75	DOMINO'S 4326	Supplies and/or Services for Community Outreach
2019	04/16/2019	BRABHAM, ROBIN	04/15/2019	\$776	SHERATON HOTELS COMMAN	Travel/Training
2019	04/16/2019	BRABHAM, ROBIN	04/15/2019	\$776	SHERATON HOTELS COMMAN	Travel/Training
2019	04/16/2019	BRABHAM, ROBIN	04/15/2019	\$0	SHERATON HOTELS COMMAN	Travel/Training
2019	04/16/2019	STARKS, ERIC	04/15/2019	\$257	DUPONT COMPUTERS	IT Products/Services
2019	04/16/2019	STARKS, ERIC	04/15/2019	\$876	DUPONT COMPUTERS	IT Products/Services
2019	04/17/2019	PHILLIPS, JUSTIN	04/16/2019	\$2,014	SIXT RENT A CAR	Travel/Training
2019	04/17/2019	SUTTON, ROBERT	04/17/2019	\$456	ULINE	Supplies
2019	04/18/2019	VAUGHN-LEE, FAYETTE	04/17/2019	\$13	WM SUPERCENTER #3035	Supplies and/or Services for Community Outreach
2019	04/18/2019	SANTIAGO, MARCO	04/17/2019	\$13	WAL-MART #5941	Supplies and/or Services for Community Outreach
2019	04/18/2019	SUTTON, ROBERT	04/17/2019	\$256	WRAPAWRECK	Supplies

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2019	04/19/2019	ZUROWSKI, ROBERT	04/18/2019	\$200	PAYPAL	Supplies and/or Services for Community Outreach
2019	04/19/2019	SMALL, STACY	04/18/2019	\$1,680	CHAMPION AWARDS	Supplies
2019	04/19/2019	PHILLIPS, JUSTIN	04/16/2019	\$35	HARD ROCK CAFE	Travel/Training
2019	04/19/2019	PHILLIPS, JUSTIN	04/17/2019	\$175	MEDWAY	Travel/Training
2019	04/19/2019	GONZALEZ, EMMA	04/17/2019	\$350	WYNN LAS VEGAS HOTEL	Travel/Training
2019	04/19/2019	DAVIS, CAROLYN	04/18/2019	\$24	STAR VENDING	Supplies and/or Services for Community Outreach
2019	04/19/2019	DAVIS, CAROLYN	04/18/2019	\$212	WAL-MART #5968	Supplies and/or Services for Community Outreach
2019	04/19/2019	MCKINNON, DWIGHT	04/17/2019	\$46	MARRIOTT HOTELS F/B	Travel/Training
2019	04/19/2019	RIDLEHOOVER, MICHELLE	04/18/2019	\$280	INT*IN *DC TOURS & TRA	Services
2019	04/19/2019	MOORE, RAYMOND	04/17/2019	\$350	WYNN LAS VEGAS HOTEL	Travel/Training
2019	04/22/2019	ZUROWSKI, ROBERT	04/18/2019	\$450	WEKOPA RESORT & CONF C	Travel/Training
2019	04/22/2019	PHILLIPS, JUSTIN	04/19/2019	\$45	SHELL LOS ANGELES	Travel/Training
2019	04/22/2019	PHILLIPS, JUSTIN	04/18/2019	\$31	DI ZUCCHERO	Travel/Training
2019	04/22/2019	PHILLIPS, JUSTIN	04/18/2019	\$175	MEDWAY	Travel/Training
2019	04/22/2019	PHILLIPS, JUSTIN	04/20/2019	\$30	LATIN STAR	Travel/Training
2019	04/22/2019	PHILLIPS, JUSTIN	04/19/2019	\$37	1950 CONDADO	Travel/Training
2019	04/22/2019	VAUGHN-LEE, FAYETTE	04/18/2019	\$50	SAFEWAY #1177	Supplies and/or Services for Community Outreach
2019	04/22/2019	VAUGHN-LEE, FAYETTE	04/19/2019	\$75	DOMINO'S 4329	Supplies and/or Services for Community Outreach
2019	04/22/2019	DAVIS, CAROLYN	04/20/2019	\$259	WALMART.COM	Supplies and/or Services for Community Outreach
2019	04/22/2019	DAVIS, CAROLYN	04/21/2019	\$212	AMZN MKTP US	Supplies and/or Services for Community Outreach
2019	04/22/2019	DAVIS, CAROLYN	04/19/2019	\$629	ABESTKITCHEN RESTAURAN	Supplies and/or Services for Community Outreach
2019	04/22/2019	MCKINNON, DWIGHT	04/18/2019	\$27	DI ZUCCHERO	Travel/Training
2019	04/22/2019	MCKINNON, DWIGHT	04/20/2019	\$38	LATIN STAR	Travel/Training
2019	04/22/2019	MCKINNON, DWIGHT	04/19/2019	\$39	1950 CONDADO	Travel/Training
2019	04/22/2019	PARSONS, LESLIE	04/19/2019	\$734	EXPEDIA 7428256726004	Travel/Training
2019	04/22/2019	PARSONS, LESLIE	04/19/2019	\$465	FRONTIER VV47E	Travel/Training
2019	04/23/2019	ZUROWSKI, ROBERT	04/22/2019	\$200	PAYPAL	Supplies and/or Services for Community Outreach
2019	04/23/2019	ZUROWSKI, ROBERT	04/22/2019	\$350	PAYPAL	Supplies and/or Services for Community Outreach
2019	04/23/2019	ZUROWSKI, ROBERT	04/22/2019	\$338	JERSEY MIKES 36002	Supplies and/or Services for Community Outreach
2019	04/23/2019	PHILLIPS, JUSTIN	04/22/2019	\$12	SIXT RENT A CAR	Travel/Training

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2019	04/23/2019	SETTLES, CHRISTOPHER	04/22/2019	\$284	CHAMPION AWARDS	Supplies
2019	04/23/2019	HAMILTON, ARNITA	04/22/2019	\$1,011	4IMPRINT	Supplies and/or Services for Community Outreach
2019	04/24/2019	ZUROWSKI, ROBERT	04/23/2019	\$500	P2W ARCH CARDS	Supplies and/or Services for Community Outreach
2019	04/24/2019	ZUROWSKI, ROBERT	04/23/2019	\$550	ROSEBUDS BBQ	Supplies and/or Services for Community Outreach
2019	04/24/2019	SMALL, STACY	04/23/2019	\$4,703	CHANNING BETE CO AHA	Supplies
2019	04/24/2019	PHILLIPS, JUSTIN	04/21/2019	\$21	LA CONCHA IN ROOM	Travel/Training
2019	04/24/2019	PHILLIPS, JUSTIN	04/22/2019	\$2,726	MARRIOTT HOTELS SAN JU	Travel/Training
2019	04/24/2019	MCKINNON, DWIGHT	04/21/2019	\$20	LA CONCHA IN ROOM	Travel/Training
2019	04/24/2019	MCKINNON, DWIGHT	04/22/2019	\$2,046	MARRIOTT HOTELS SAN JU	Travel/Training
2019	04/24/2019	PARSONS, LESLIE	04/23/2019	\$628	EXPEDIA 7429138924462	Travel/Training
2019	04/24/2019	SCHAEFER, JAMES	04/22/2019	\$120	DRIVERS LICENSE GUIDE	Motor Carrier Related Supplies/Services
2019	04/24/2019	SUTTON, ROBERT	04/24/2019	\$211	ULINE	Supplies
2019	04/24/2019	SUTTON, ROBERT	04/23/2019	\$927	GLORY GLOBAL SOLUTIONS	Services
2019	04/25/2019	SETTLES, CHRISTOPHER	04/25/2019	\$864	NBF OFFICEFURNITURE	Supplies
2019	04/25/2019	DAVIS, CAROLYN	04/23/2019	\$1,503	POSITIVE PROMOOO OF 00	Supplies and/or Services for Community Outreach
2019	04/25/2019	SCHAEFER, JAMES	04/24/2019	\$4,856	LASER-LABS.COM	Supplies
2019	04/25/2019	STARKS, ERIC	04/24/2019	\$125	TERAMIND INC	IT Products/Services
2019	04/26/2019	SETTLES, CHRISTOPHER	04/25/2019	\$1,255	UNITED RENTALS #15302	Services
2019	04/26/2019	PARSONS, LESLIE	04/25/2019	\$60	TMOBILE*LAW RELATION	Services
2019	04/26/2019	SUTTON, ROBERT	04/24/2019	\$397	THE HOME DEPOT 2583	Supplies
2019	04/29/2019	SMALL, STACY	04/25/2019	\$755	STANDARD OFFICE SUPPLY	Supplies
2019	04/29/2019	SMALL, STACY	04/25/2019	\$266	METRO STAMP AND SEAL C	Supplies
2019	04/29/2019	SETTLES, CHRISTOPHER	04/26/2019	\$127	ZIPS DRY CLEANERS LANH	Services
2019	04/29/2019	SETTLES, CHRISTOPHER	04/26/2019	\$71	ZIPS DRY CLEANERS LANH	Services
2019	04/29/2019	SETTLES, CHRISTOPHER	04/26/2019	\$149	ZIPS DRY CLEANERS LANH	Services
2019	04/29/2019	SNAPKO, ADAM	04/26/2019	\$160	DIVE RESCUE INTERNATIO	Harbor Related Supplies/Services
2019	04/29/2019	RIDLEHOOVER, MICHELLE	04/26/2019	\$176	INT*IN *BATTLE'S TRANS	Services
2019	04/29/2019	STATEN, DERECK	04/26/2019	\$74	DOLLAR AND BEYOND	Supplies and/or Services for Community Outreach
2019	04/29/2019	STATEN, DERECK	04/26/2019	\$27	DOLLAR TREE	Supplies and/or Services for Community Outreach
2019	04/29/2019	STATEN, DERECK	04/26/2019	\$161	BJS WHOLESALE #0207	Supplies and/or Services for Community Outreach
2019	04/29/2019	STATEN, DERECK	04/27/2019	\$26	WAL-MART #5968	Supplies and/or Services for Community Outreach
2019	04/30/2019	ZUROWSKI, ROBERT	04/28/2019	\$749	AMERICAN AIRLINES	Travel/Training

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2019	04/30/2019	ZUROWSKI, ROBERT	04/28/2019	\$749	AMERICAN AIRLINES	Travel/Training
2019	04/30/2019	SUTTON, ROBERT	04/29/2019	\$425	SQU*SQ *DIRECT LOCKSMI	Services
2019	05/01/2019	ZUROWSKI, ROBERT	04/30/2019	\$1,260	WALMART GROCERY	Supplies and/or Services for Community Outreach
2019	05/02/2019	SETTLES, CHRISTOPHER	05/01/2019	\$604	UNITED RENTALS #15302	Services
2019	05/02/2019	SETTLES, CHRISTOPHER	05/01/2019	\$95	UNITED RENTALS #15302	Services
2019	05/02/2019	CLARK, MARCELLA	05/01/2019	\$176	LOWES #03256	Supplies and/or Services for Community Outreach
2019	05/02/2019	STARKS, ERIC	04/30/2019	\$5,000	ALTUS GTS INC	IT Products/Services
2019	05/02/2019	SUTTON, ROBERT	05/02/2019	\$2,874	ULINE	Supplies
2019	05/02/2019	SUTTON, ROBERT	05/01/2019	\$1,920	INT*IN *ARROWHEAD SCIE	Supplies
2019	05/03/2019	BRABHAM, ROBIN	05/01/2019	\$371	AMERICAN AIRLINES	Travel/Training
2019	05/03/2019	BRABHAM, ROBIN	05/02/2019	\$186	HYATT REGENCY NEW ORLN	Travel/Training
2019	05/03/2019	BRABHAM, ROBIN	05/02/2019	\$525	NOBLE CONFERENCE	Travel/Training
2019	05/03/2019	SETTLES, CHRISTOPHER	05/01/2019	\$931	THE HOME DEPOT 2583	Supplies
2019	05/03/2019	CLARK, MARCELLA	05/02/2019	\$266	POTBELLY #111	Supplies and/or Services for Community Outreach
2019	05/03/2019	STARKS, ERIC	05/02/2019	\$10	SPOTIFY USA	IT Products/Services
2019	05/03/2019	SUTTON, ROBERT	05/01/2019	\$766	THE HOME DEPOT 2583	Supplies
2019	05/03/2019	HAMILTON, APRIL	05/02/2019	\$135	NBA OFFICE PRODUCTS, I	Supplies
2019	05/03/2019	HAMILTON, APRIL	05/02/2019	\$432	NBA OFFICE PRODUCTS, I	Supplies
2019	05/06/2019	SMALL, STACY	05/04/2019	\$121	E-ZPASS MD MPC	Services
2019	05/06/2019	SETTLES, CHRISTOPHER	05/02/2019	\$1,476	HOMEDEPOT.COM	Supplies
2019	05/06/2019	SETTLES, CHRISTOPHER	05/04/2019	\$82	HALLMARK	*Disputed Charge
2019	05/06/2019	HAINES, JOHN	05/03/2019	\$3,576	RESOLUTION VIDEO	Services
2019	05/06/2019	HAINES, JOHN	05/03/2019	\$3,580	RESOLUTION VIDEO	Services
2019	05/06/2019	HAINES, JOHN	05/03/2019	\$895	RESOLUTION VIDEO	Services
2019	05/06/2019	PARSONS, LESLIE	05/03/2019	\$60	TMOBILE*LAW RELATION	Services
2019	05/06/2019	SUTTON, ROBERT	05/03/2019	\$1,938	CLARY BM	Supplies
2019	05/06/2019	HAMILTON, APRIL	05/03/2019	\$1,376	NBA OFFICE PRODUCTS, I	Supplies
2019	05/07/2019	BRABHAM, ROBIN	05/06/2019	\$94	CHU GRAPHICS ARTS	Supplies
2019	05/07/2019	SETTLES, CHRISTOPHER	05/06/2019	\$458	UNITEES INC	Supplies
2019	05/07/2019	SETTLES, CHRISTOPHER	05/06/2019	(\$58)	UNITEES INC	Supplies
2019	05/07/2019	SETTLES, CHRISTOPHER	05/06/2019	(\$454)	UNITED RENTALS #15302	Services
2019	05/07/2019	PARSONS, LESLIE	05/06/2019	\$261	LOEWS HOTELS	Travel/Training
2019	05/07/2019	PARSONS, LESLIE	05/06/2019	\$475	POLICE EXECUTIVE RESEA	Travel/Training
2019	05/08/2019	ZUROWSKI, ROBERT	05/06/2019	\$980	AMERICAN AIRLINES	Travel/Training
2019	05/08/2019	ZUROWSKI, ROBERT	05/06/2019	\$980	AMERICAN AIRLINES	Travel/Training
2019	05/08/2019	BRABHAM, ROBIN	05/07/2019	\$29	AMZN MKTP US	Supplies
2019	05/08/2019	SETTLES, CHRISTOPHER	05/07/2019	\$54	HALLMARK	*Disputed Charge
2019	05/08/2019	PARSONS, LESLIE	05/06/2019	\$374	AMERICAN AIRLINES	Travel/Training

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2019	05/08/2019	PARSONS, LESLIE	05/06/2019	\$47	AMERICAN AIRLINES	Travel/Training
2019	05/08/2019	RIDLEHOOVER, MICHELLE	05/07/2019	\$210	INT*IN *DC TOURS & TRA	Services
2019	05/08/2019	RIDLEHOOVER, MICHELLE	05/07/2019	\$210	INT*IN *DC TOURS & TRA	Services
2019	05/08/2019	SUTTON, ROBERT	05/06/2019	\$416	FASTSIGNS OF DC	Supplies
2019	05/08/2019	SUTTON, ROBERT	05/07/2019	\$163	INT*IN *DAILY WASHINGT	Services
2019	05/09/2019	BRABHAM, ROBIN	05/08/2019	\$198	STAPLES DIRECT	Supplies
2019	05/09/2019	SETTLES, CHRISTOPHER	05/09/2019	(\$82)	DISPUTE CREDIT	*Disputed Charge
2019	05/09/2019	HAINES, JOHN	05/08/2019	\$587	INT*IN *SANDOVAL CUSTO	Services
2019	05/09/2019	SNAPKO, ADAM	05/08/2019	\$607	CAPITAL SERVICES & SUP	Harbor Related Supplies/Services
2019	05/09/2019	HAMILTON, ARNITA	05/08/2019	\$143	WALMART GROCERY	Supplies and/or Services for Community Outreach
2019	05/09/2019	PARSONS, LESLIE	05/08/2019	\$276	SPRINGHILL SUITES SCRA	Travel/Training
2019	05/09/2019	SUTTON, ROBERT	05/08/2019	\$173	STAPLES 00102186	Supplies
2019	05/09/2019	HAMILTON, APRIL	05/08/2019	\$160	NBA OFFICE PRODUCTS, I	Supplies
2019	05/10/2019	SETTLES, CHRISTOPHER	05/07/2019	\$196	STANDARD OFFICE SUPPLY	Supplies and/or Services for Community Outreach
2019	05/10/2019	CLARK, MARCELLA	05/09/2019	\$1,340	DUPONT COMPUTERS	Supplies
2019	05/10/2019	SNAPKO, ADAM	05/09/2019	\$2,487	SPOTLIGHT EASTERN	Harbor Related Supplies/Services
2019	05/10/2019	PARSONS, LESLIE	05/09/2019	\$50	TMOBILE*LAW RELATION	Services
2019	05/10/2019	SCHAEFER, JAMES	05/08/2019	\$571	UNITED AIRLINES	Motor Carrier Related Supplies/Services
2019	05/10/2019	SUTTON, ROBERT	05/08/2019	\$45	THE HOME DEPOT #2583	Supplies
2019	05/13/2019	ZUROWSKI, ROBERT	05/10/2019	\$933	RESIDENCE INNS LONG BE	Travel/Training
2019	05/13/2019	ZUROWSKI, ROBERT	05/10/2019	\$933	RESIDENCE INNS LONG BE	Travel/Training
2019	05/13/2019	ZUROWSKI, ROBERT	05/09/2019	\$163	EMBASSY SUITES COLUMBA	Travel/Training
2019	05/13/2019	ZUROWSKI, ROBERT	05/09/2019	\$154	EMBASSY SUITES COLUMBA	Travel/Training
2019	05/13/2019	ZUROWSKI, ROBERT	05/10/2019	\$630	TEMPLE HILLS SKATING	Supplies and/or Services for Community Outreach
2019	05/13/2019	ZUROWSKI, ROBERT	05/10/2019	\$500	PAYPAL	Supplies and/or Services for Community Outreach
2019	05/13/2019	BRABHAM, ROBIN	05/10/2019	\$1,484	AMZN MKTP US	Supplies
2019	05/13/2019	BRABHAM, ROBIN	05/10/2019	\$1,175	METRO WASHINGTON COUNC	Services
2019	05/13/2019	SETTLES, CHRISTOPHER	05/09/2019	\$2,213	HOMEDEPOT.COM	Supplies
2019	05/13/2019	SETTLES, CHRISTOPHER	05/10/2019	\$378	UNITED RENTALS #15302	Services
2019	05/13/2019	HAINES, JOHN	05/11/2019	(\$3,576)	RESOLUTION VIDEO	Services
2019	05/13/2019	SNAPKO, ADAM	05/10/2019	\$230	ROBERTS OXYGEN CO BR 0	Harbor Related Supplies/Services
2019	05/13/2019	SCHAEFER, JAMES	05/10/2019	\$298	LASER-LABS.COM	Supplies
2019	05/13/2019	SCHAEFER, JAMES	05/10/2019	\$1,402	LASER ART INC	Supplies
2019	05/13/2019	HAMILTON, APRIL	05/10/2019	\$220	NBA OFFICE PRODUCTS, I	Supplies
2019	05/14/2019	ZUROWSKI, ROBERT	05/07/2019	\$383	CASTLE LASER TAG BOWIE	Supplies and/or Services for Community Outreach



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2019	05/14/2019	BRABHAM, ROBIN	05/13/2019	\$2,763	SQ * *SQ *STUDIO LAA	Services
2019	05/14/2019	SETTLES, CHRISTOPHER	05/13/2019	\$1,463	SPOT COOLER	Supplies
2019	05/14/2019	SETTLES, CHRISTOPHER	05/13/2019	\$1,463	SPOT COOLER	Supplies
2019	05/14/2019	SNAPKO, ADAM	05/13/2019	\$433	RAYALLEN.COM JJDOG.C	Supplies
2019	05/15/2019	ZUROWSKI, ROBERT	05/14/2019	\$314	HARRISTEETER #383	Supplies and/or Services for Community Outreach
2019	05/15/2019	SMALL, STACY	05/14/2019	\$824	LAPEL PINS PLUS NETWORK	Supplies
2019	05/15/2019	SMALL, STACY	05/14/2019	\$1,970	APPOINTMENT-PLUS/STORM	Services
2019	05/15/2019	BRABHAM, ROBIN	05/14/2019	\$20	DUPONT COMPUTERS	Supplies
2019	05/15/2019	ISOM, DARYL	05/13/2019	\$10,705	DC CHAMBER OF COMMERCE	Travel/Training
2019	05/15/2019	STARKS, ERIC	05/14/2019	\$910	UPCO LOCK AND SAFE	IT Products/Services
2019	05/15/2019	HAMILTON, APRIL	05/14/2019	\$216	NBA OFFICE PRODUCTS, I	Supplies
2019	05/16/2019	SMALL, STACY	05/15/2019	\$299	THE STUDIO	Supplies
2019	05/16/2019	SETTLES, CHRISTOPHER	05/14/2019	\$120	SAFARILAND, LLC	Supplies
2019	05/16/2019	CLARK, MARCELLA	05/16/2019	\$1,227	OLENDER REPORTING, INC	Services
2019	05/16/2019	SNAPKO, ADAM	05/15/2019	\$1,293	TRUCKN AMERICA	Harbor Related Supplies/Services
2019	05/16/2019	PARSONS, LESLIE	05/15/2019	\$583	EXPEDIA 7434985655135	Travel/Training
2019	05/16/2019	HAMILTON, APRIL	05/15/2019	(\$110)	NBA OFFICE PRODUCTS, I	Supplies
2019	05/16/2019	HAMILTON, APRIL	05/15/2019	\$38	NBA OFFICE PRODUCTS, I	Supplies
2019	05/17/2019	PARSONS, LESLIE	05/15/2019	\$422	AMERICAN AIRLINES	Travel/Training
2019	05/17/2019	PARSONS, LESLIE	05/15/2019	\$422	AMERICAN AIRLINES	Travel/Training
2019	05/20/2019	SETTLES, CHRISTOPHER	05/18/2019	\$91	ULINE	Supplies
2019	05/20/2019	GONZALEZ, EMMA	05/18/2019	\$269	AMERICAN AIRLINES	Travel/Training
2019	05/20/2019	GONZALEZ, EMMA	05/18/2019	\$52	AMERICAN AIRLINES	Travel/Training
2019	05/20/2019	DAVIS, CAROLYN	05/18/2019	\$67	SAFEWAY #2808	Supplies and/or Services for Community Outreach
2019	05/20/2019	DAVIS, CAROLYN	05/18/2019	\$18	DUNKIN #339210 Q35	Supplies and/or Services for Community Outreach
2019	05/20/2019	MCKINNON, DWIGHT	05/17/2019	\$10,705	DC CHAMBER OF COMMERCE	Travel/Training
2019	05/20/2019	HAMILTON, ARNITA	05/17/2019	\$515	STAR VENDING	Supplies and/or Services for Community Outreach
2019	05/20/2019	HAMILTON, ARNITA	05/18/2019	\$191	GREAT AMERICAN BUFFET	Supplies and/or Services for Community Outreach
2019	05/20/2019	PARSONS, LESLIE	05/17/2019	\$286	COURTYARD BY MARRIOTT	Travel/Training
2019	05/20/2019	PARSONS, LESLIE	05/16/2019	(\$475)	POLICE EXECUTIVE RESEA	Travel/Training
2019	05/20/2019	MOORE, RAYMOND	05/19/2019	\$35	TST* SUGAR FACTORY AME	Travel/Training
2019	05/20/2019	MOORE, RAYMOND	05/19/2019	\$11	BURGER KING D SE LAS	Travel/Training
2019	05/20/2019	HAMILTON, APRIL	05/17/2019	\$912	NBA OFFICE PRODUCTS, I	Supplies
2019	05/21/2019	GONZALEZ, EMMA	05/19/2019	\$3	7-ELEVEN 22939	Travel/Training
2019	05/21/2019	GONZALEZ, EMMA	05/19/2019	\$14	PARADIES #9391 DCA II	Travel/Training
2019	05/21/2019	GONZALEZ, EMMA	05/20/2019	\$20	ALLEGRO RESTAURANT	Travel/Training

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2019	05/21/2019	GONZALEZ, EMMA	05/19/2019	\$23	GOODIES	Travel/Training
2019	05/21/2019	SNAPKO, ADAM	05/20/2019	\$385	DELTA	Harbor Related Supplies/Services
2019	05/21/2019	RIDLEHOOVER, MICHELLE	05/19/2019	\$17	TAXI SVC WASHINGTON	Services
2019	05/21/2019	RIDLEHOOVER, MICHELLE	05/19/2019	\$77	TAXI SVC WASHINGTON	Services
2019	05/21/2019	RIDLEHOOVER, MICHELLE	05/20/2019	\$210	INT*IN *DC TOURS & TRA	Services
2019	05/21/2019	MOORE, RAYMOND	05/19/2019	\$11	7-ELEVEN 27111	Travel/Training
2019	05/21/2019	MOORE, RAYMOND	05/19/2019	\$347	AMERICAN AIRLINES	Travel/Training
2019	05/21/2019	MOORE, RAYMOND	05/19/2019	\$26	AMERICAN AIRLINES	Travel/Training
2019	05/21/2019	MOORE, RAYMOND	05/20/2019	\$37	ALLEGRO RESTAURANT	Travel/Training
2019	05/21/2019	MOORE, RAYMOND	05/18/2019	\$21	GOODIES	Travel/Training
2019	05/21/2019	SUTTON, ROBERT	05/20/2019	\$1,050	SQU*SQ *DIRECT LOCKSMI	Services
2019	05/22/2019	SMALL, STACY	05/22/2019	\$659	ULINE	Supplies
2019	05/22/2019	GONZALEZ, EMMA	05/21/2019	\$8	ALLEGRO RESTAURANT	Travel/Training
2019	05/22/2019	GONZALEZ, EMMA	05/20/2019	\$33	JARDIN RESTAURANT/BAR	Travel/Training
2019	05/22/2019	DAVIS, CAROLYN	05/21/2019	\$153	STAR VENDING	Supplies and/or Services for Community Outreach
2019	05/22/2019	DAVIS, CAROLYN	05/21/2019	\$152	WM SUPERCENTER #5968	Supplies and/or Services for Community Outreach
2019	05/22/2019	CLARK, MARCELLA	05/21/2019	\$345	DELTA	Travel/Training
2019	05/22/2019	SNAPKO, ADAM	05/17/2019	\$106	CAPITAL SERVICES & SUP	Harbor Related Supplies/Services
2019	05/22/2019	HAMILTON, ARNITA	05/21/2019	\$26	SHOPPERS FOOD / PHAR	Supplies and/or Services for Community Outreach
2019	05/22/2019	MOORE, RAYMOND	05/21/2019	\$684	ENTERPRISE RENT-A-CAR	Travel/Training
2019	05/22/2019	MOORE, RAYMOND	05/21/2019	\$33	ALLEGRO RESTAURANT	Travel/Training
2019	05/23/2019	GONZALEZ, EMMA	05/21/2019	\$407	WYNN LAS VEGAS HOTEL	Travel/Training
2019	05/23/2019	GONZALEZ, EMMA	05/21/2019	\$26	GOODIES	Travel/Training
2019	05/23/2019	GONZALEZ, EMMA	05/21/2019	\$33	GOODIES	Travel/Training
2019	05/23/2019	CLARK, MARCELLA	05/22/2019	\$100	CHAMPION AWARDS	Supplies
2019	05/23/2019	HAMILTON, ARNITA	05/21/2019	\$121	RESTAURANT DEPOT	Supplies and/or Services for Community Outreach
2019	05/23/2019	HAMILTON, ARNITA	05/22/2019	\$6	DOLLAR TREE	Supplies and/or Services for Community Outreach
2019	05/23/2019	SCHAEFER, JAMES	05/22/2019	\$500	E Z PASS VA WEB	Travel/Training
2019	05/23/2019	MOORE, RAYMOND	05/21/2019	\$786	WYNN LAS VEGAS HOTEL	Travel/Training
2019	05/23/2019	MOORE, RAYMOND	05/21/2019	\$56	TERRACE POINT CAFE/BAR	Travel/Training
2019	05/24/2019	SETTLES, CHRISTOPHER	05/21/2019	\$2,446	STANDARD OFFICE SUPPLY	Supplies
2019	05/24/2019	SNAPKO, ADAM	05/23/2019	\$3,507	PH ROLYAN BUOY	Harbor Related Supplies/Services
2019	05/24/2019	SNAPKO, ADAM	05/22/2019	\$150	NATIONAL ASSOCIATION O	Harbor Related Supplies/Services
2019	05/24/2019	PARSONS, LESLIE	05/23/2019	\$15	LOEWS HOTELS	Travel/Training
2019	05/24/2019	ABREU, CARLOS	05/23/2019	\$19	TRAVEL INSURANCE POLIC	Travel/Training
2019	05/24/2019	ABREU, CARLOS	05/22/2019	\$439	AMTRAK .CO14	Travel/Training

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2019	05/27/2019	PARSONS, LESLIE	05/24/2019	\$2,544	AMAZON.COM*MN2HG4QK2	Supplies
2019	05/27/2019	PARSONS, LESLIE	05/26/2019	\$1,227	TAYLOR & FRANCIS BOOKS	Supplies
2019	05/27/2019	PARSONS, LESLIE	05/27/2019	\$106	AMAZON.COM*MN5CY6K12	Supplies
2019	05/27/2019	STARKS, ERIC	05/24/2019	\$125	TERAMIND INC	IT Products/Services
2019	05/29/2019	RIDLEHOOVER, MICHELLE	05/28/2019	\$210	INT*IN *DC TOURS & TRA	Services
2019	05/30/2019	DAVIS, CAROLYN	05/29/2019	\$57	STAR VENDING	Supplies and/or Services for Community Outreach
2019	05/30/2019	CLARK, MARCELLA	05/29/2019	\$181	CHAMPION AWARDS	Supplies
2019	05/30/2019	SNAPKO, ADAM	05/29/2019	\$600	ADVANCED MACHINE AND T	Harbor Related Supplies/Services
2019	05/30/2019	SUTTON, ROBERT	05/29/2019	\$263	STAPLES 00102186	Supplies
2019	05/31/2019	BRABHAM, ROBIN	05/30/2019	\$545	QGV*NATIONAL INFORMAT	Travel/Training
2019	05/31/2019	SETTLES, CHRISTOPHER	05/29/2019	\$676	THE HOME DEPOT 2583	Supplies
2019	05/31/2019	DAVIS, CAROLYN	05/31/2019	\$134	AMAZON.COM*MN6LQ6WQ2	Supplies and/or Services for Community Outreach
2019	05/31/2019	DAVIS, CAROLYN	05/30/2019	\$68	WAL-MART #5968	Supplies and/or Services for Community Outreach
2019	06/03/2019	BRABHAM, ROBIN	05/30/2019	\$270	AMERICAN AIRLINES	Travel/Training
2019	06/03/2019	SETTLES, CHRISTOPHER	05/30/2019	(\$443)	HOMEDEPOT.COM	Supplies
2019	06/03/2019	GONZALEZ, EMMA	06/01/2019	\$262	AMERICAN AIRLINES	Travel/Training
2019	06/03/2019	DAVIS, CAROLYN	05/31/2019	\$173	AMZN MKTP US	Supplies and/or Services for Community Outreach
2019	06/03/2019	DAVIS, CAROLYN	05/31/2019	\$88	STAR VENDING	Supplies and/or Services for Community Outreach
2019	06/03/2019	CLARK, MARCELLA	05/31/2019	\$175	AMTRAK TEL15	Travel/Training
2019	06/03/2019	CLARK, MARCELLA	05/31/2019	\$175	AMTRAK TEL15	Travel/Training
2019	06/03/2019	CLARK, MARCELLA	05/31/2019	\$175	AMTRAK TEL15	Travel/Training
2019	06/03/2019	PARSONS, LESLIE	05/31/2019	\$869	EXPEDIA 7439520508842	Travel/Training
2019	06/03/2019	PARSONS, LESLIE	05/31/2019	\$60	TMOBILE*LAW RELATION	Services
2019	06/03/2019	PARSONS, LESLIE	05/31/2019	\$60	TMOBILE*LAW RELATION	Services
2019	06/03/2019	PARSONS, LESLIE	05/31/2019	\$609	AMERICAN AIRLINES	Travel/Training
2019	06/03/2019	PARSONS, LESLIE	05/31/2019	\$609	AMERICAN AIRLINES	Travel/Training
2019	06/03/2019	STARKS, ERIC	06/02/2019	\$10	SPOTIFY USA	*Disputed Charge
2019	06/03/2019	MOORE, RAYMOND	06/01/2019	\$262	AMERICAN AIRLINES	Travel/Training
2019	06/04/2019	VAUGHN-LEE, FAYETTE	06/03/2019	\$15	GIANT 0347	Supplies and/or Services for Community Outreach
2019	06/04/2019	VAUGHN-LEE, FAYETTE	06/03/2019	\$16	DOLLAR TREE	Supplies and/or Services for Community Outreach
2019	06/04/2019	VAUGHN-LEE, FAYETTE	06/03/2019	\$178	BJS WHOLESALE #0207	Supplies and/or Services for Community Outreach
2019	06/04/2019	VAUGHN-LEE, FAYETTE	06/03/2019	\$70	FIVE BELOW 242	Supplies and/or Services for Community Outreach

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2019	06/04/2019	SANTIAGO, MARCO	06/03/2019	\$506	NATW NATW.ORG	Supplies and/or Services for Community Outreach
2019	06/04/2019	SANTIAGO, MARCO	06/03/2019	\$246	INT*IN *GOTTA GO NOW	Supplies and/or Services for Community Outreach
2019	06/04/2019	SETTLES, CHRISTOPHER	06/03/2019	\$35	AUTOZONE #1151	Supplies
2019	06/04/2019	PARSONS, LESLIE	06/03/2019	(\$636)	AMAZON.COM	Supplies
2019	06/04/2019	PARSONS, LESLIE	06/03/2019	\$120	AMZN MKTP US	Supplies
2019	06/05/2019	SMALL, STACY	06/04/2019	\$40	AMZN MKTP US	Supplies
2019	06/05/2019	VAUGHN-LEE, FAYETTE	06/03/2019	\$80	MODELL'S SPORTNG GOOD	Supplies and/or Services for Community Outreach
2019	06/05/2019	VAUGHN-LEE, FAYETTE	06/04/2019	\$195	HARRIS TEETER #0231	Supplies and/or Services for Community Outreach
2019	06/05/2019	BRABHAM, ROBIN	06/04/2019	(\$159)	AMZN MKTP US AMZN.COM/	Supplies
2019	06/05/2019	GONZALEZ, EMMA	06/03/2019	\$253	AMERICAN AIRLINES	Travel/Training
2019	06/05/2019	DAVIS, CAROLYN	06/04/2019	\$38	STAR VENDING	Supplies and/or Services for Community Outreach
2019	06/05/2019	MOORE, RAYMOND	06/03/2019	\$200	AMERICAN AIRLINES	Travel/Training
2019	06/05/2019	SUTTON, ROBERT	06/05/2019	\$2,300	ULINE	Supplies
2019	06/06/2019	SMALL, STACY	06/05/2019	\$1,725	MF ATHLETIC & PERFORM	Supplies
2019	06/06/2019	SMALL, STACY	06/06/2019	\$659	ULINE	Supplies
2019	06/06/2019	VAUGHN-LEE, FAYETTE	06/04/2019	\$54	SAFEWAY #2892	Supplies and/or Services for Community Outreach
2019	06/06/2019	SETTLES, CHRISTOPHER	06/05/2019	\$244	ZIPS DRY CLEANERS LANH	Services
2019	06/06/2019	SNAPKO, ADAM	06/05/2019	\$2,887	THE HAMILTON GROUP	Harbor Related Supplies/Services
2019	06/06/2019	SUTTON, ROBERT	06/05/2019	\$1,850	INT*IN *EXECUTIVE CONT	Services
2019	06/07/2019	PHILLIPS, JUSTIN	06/06/2019	\$1,438	AVIS.COM PREPAY RESERV	Travel/Training
2019	06/07/2019	SANTIAGO, MARCO	06/06/2019	\$20	TARGET 00022590	Supplies and/or Services for Community Outreach
2019	06/07/2019	SANTIAGO, MARCO	06/06/2019	\$22	WAL-MART #5941	Supplies and/or Services for Community Outreach
2019	06/07/2019	SETTLES, CHRISTOPHER	06/06/2019	\$1,463	SPOT COOLER	Supplies
2019	06/07/2019	SETTLES, CHRISTOPHER	06/06/2019	\$1,463	SPOT COOLER	Supplies
2019	06/07/2019	DAVIS, CAROLYN	06/06/2019	\$107	STAR VENDING	Supplies and/or Services for Community Outreach
2019	06/07/2019	SUTTON, ROBERT	06/05/2019	(\$51)	THE HOME DEPOT #2583	Supplies
2019	06/07/2019	SUTTON, ROBERT	06/05/2019	\$51	THE HOME DEPOT #2583	Supplies
2019	06/07/2019	SUTTON, ROBERT	06/05/2019	\$48	THE HOME DEPOT #2583	Supplies
2019	06/07/2019	SUTTON, ROBERT	06/06/2019	\$1,391	AHT SERVICES GROUP LLC	Services
2019	06/10/2019	PHILLIPS, JUSTIN	06/06/2019	\$438	AMTRAK MOB15	Travel/Training
2019	06/10/2019	CLARK, MARCELLA	06/07/2019	\$4,989	DUPONT COMPUTERS	Supplies
2019	06/10/2019	CLARK, MARCELLA	06/07/2019	(\$39)	AMTRAK 15	Travel/Training

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2019	06/10/2019	CLARK, MARCELLA	06/07/2019	(\$20)	AMTRAK 15	Travel/Training
2019	06/10/2019	SNAPKO, ADAM	06/07/2019	\$633	EMBASSY SUITES LEXINGT	Harbor Related Supplies/Services
2019	06/10/2019	PARSONS, LESLIE	06/08/2019	\$920	TAYLOR & FRANCIS BOOKS	Supplies
2019	06/10/2019	SUTTON, ROBERT	06/06/2019	\$223	TIDEWATER REFRIGERATIO	Services
2019	06/11/2019	SMALL, STACY	06/10/2019	\$167	HOLMESCUSTOMPRODUCT	Supplies
2019	06/11/2019	PHILLIPS, JUSTIN	06/10/2019	\$25	NEW JERSEY E-ZPASS	Travel/Training
2019	06/11/2019	SANTIAGO, MARCO	06/10/2019	\$330	ASTRO JUMP OF METRO DC	Supplies and/or Services for Community Outreach
2019	06/11/2019	MOORE, RAYMOND	06/10/2019	\$17	TST* &PIZZA - HARVARD	Travel/Training
2019	06/11/2019	MOORE, RAYMOND	06/10/2019	\$22	CVS/PHARMACY #00240	Travel/Training
2019	06/11/2019	MOORE, RAYMOND	06/10/2019	\$8	CVS/PHARMACY #00240	Travel/Training
2019	06/12/2019	SMALL, STACY	06/11/2019	\$530	PFG*PROFORMA	Supplies
2019	06/12/2019	SETTLES, CHRISTOPHER	06/11/2019	\$129	UNITED RENTALS #15302	Services
2019	06/12/2019	GONZALEZ, EMMA	06/11/2019	\$11	PARADIES #9391 DCA	Travel/Training
2019	06/12/2019	DAVIS, CAROLYN	06/11/2019	\$165	STAR VENDING	Supplies and/or Services for Community Outreach
2019	06/12/2019	CLARK, MARCELLA	06/11/2019	\$780	MVS INC	Supplies
2019	06/12/2019	SNAPKO, ADAM	06/11/2019	\$15	FEDEX	Harbor Related Supplies/Services
2019	06/12/2019	MOORE, RAYMOND	06/10/2019	\$36	LEGAL SEA FOODS #209	Travel/Training
2019	06/13/2019	SMALL, STACY	06/13/2019	\$284	AMZN MKTP US	Supplies
2019	06/13/2019	SMALL, STACY	06/13/2019	\$11	AMZN MKTP US	Supplies
2019	06/13/2019	BRABHAM, ROBIN	06/12/2019	\$1,295	RECONYX, INC	Supplies
2019	06/13/2019	BRABHAM, ROBIN	06/12/2019	\$150	NOBLE	Services
2019	06/13/2019	GONZALEZ, EMMA	06/11/2019	\$29	LEGAL SEA FOODS REAGAN	Travel/Training
2019	06/13/2019	GONZALEZ, EMMA	06/11/2019	\$13	CHARLES HOTEL FB	Travel/Training
2019	06/13/2019	DAVIS, CAROLYN	06/12/2019	\$144	STAR VENDING	Supplies and/or Services for Community Outreach
2019	06/13/2019	STARKS, ERIC	06/12/2019	(\$10)	SPOTIFY USA	*Disputed Charge
2019	06/13/2019	STARKS, ERIC	06/12/2019	(\$10)	SPOTIFY USA	*Disputed Charge
2019	06/13/2019	MOORE, RAYMOND	06/11/2019	\$40	LEGAL SEA FOODS #209	Travel/Training
2019	06/13/2019	MOORE, RAYMOND	06/12/2019	\$1,105	ENTERPRISE RENT-A-CAR	Travel/Training
2019	06/13/2019	MOORE, RAYMOND	06/12/2019	\$16	CVS/PHARMACY #00240	Travel/Training
2019	06/13/2019	SUTTON, ROBERT	06/11/2019	\$498	THE HOME DEPOT #2583	Supplies
2019	06/13/2019	SUTTON, ROBERT	06/11/2019	\$72	THE HOME DEPOT #2583	Supplies
2019	06/14/2019	BRABHAM, ROBIN	06/12/2019	\$1,211	HOMEDEPOT.COM	Supplies
2019	06/14/2019	GONZALEZ, EMMA	06/12/2019	\$56	CHARLES HOTEL FB	Travel/Training
2019	06/14/2019	DAVIS, CAROLYN	06/13/2019	\$26	STAR VENDING	Supplies and/or Services for Community Outreach
2019	06/14/2019	SNAPKO, ADAM	06/13/2019	(\$2,887)	THE HAMILTON GROUP	Supplies
2019	06/14/2019	SNAPKO, ADAM	06/13/2019	\$2,867	THE HAMILTON GROUP	Harbor Related Supplies/Services
2019	06/14/2019	MOORE, RAYMOND	06/12/2019	\$155	CHARLES HOTEL	Travel/Training

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2019	06/14/2019	MOORE, RAYMOND	06/12/2019	\$22	CHARLES HOTEL	Travel/Training
2019	06/14/2019	MOORE, RAYMOND	06/12/2019	\$457	CHARLES HOTEL	Travel/Training
2019	06/14/2019	MOORE, RAYMOND	06/13/2019	\$6	HARVARD CAMPUS SERVICE	Travel/Training
2019	06/17/2019	SMALL, STACY	06/14/2019	\$235	AMZN MKTP US	Supplies
2019	06/17/2019	BRABHAM, ROBIN	06/15/2019	\$1,725	CARAHSOFT TECHNOLOGY C	Services
2019	06/17/2019	SANTIAGO, MARCO	06/14/2019	\$41	OTC BRANDS, INC.	Supplies and/or Services for Community Outreach
2019	06/17/2019	SETTLES, CHRISTOPHER	06/06/2019	\$1,180	JIMMIE MUSCATELLO'S GQ	Uniforms
2019	06/17/2019	CLARK, MARCELLA	06/13/2019	\$252	UNITED AIRLINES	Travel/Training
2019	06/17/2019	CLARK, MARCELLA	06/13/2019	\$25	UNITED AIRLINES	Travel/Training
2019	06/17/2019	CLARK, MARCELLA	06/14/2019	\$148	CHAMPION AWARDS	Supplies
2019	06/17/2019	PARSONS, LESLIE	06/14/2019	\$60	TMOBILE*LAW RELATION	Services
2019	06/17/2019	STATEN, DERECK	06/14/2019	\$79	WM SUPERCENTER #3035	Supplies and/or Services for Community Outreach
2019	06/18/2019	DAVIS, CAROLYN	06/17/2019	\$99	STAR VENDING	Supplies and/or Services for Community Outreach
2019	06/19/2019	ZUROWSKI, ROBERT	06/18/2019	\$405	INT*IN *GOTTA GO NOW	Supplies and/or Services for Community Outreach
2019	06/19/2019	ZUROWSKI, ROBERT	06/18/2019	\$1,000	INT*IN *SEADEPTH ENTER	Supplies and/or Services for Community Outreach
2019	06/19/2019	PARSON, BRETT	06/18/2019	\$900	CALEA INC.	Services
2019	06/19/2019	SMALL, STACY	06/18/2019	\$617	STICKER MULE	Supplies
2019	06/19/2019	SMALL, STACY	06/18/2019	\$189	VOLUNTEER LAW ENFORCEM	Travel/Training
2019	06/19/2019	SNAPKO, ADAM	06/18/2019	\$2,486	SPOTLIGHT EASTERN	Harbor Related Supplies/Services
2019	06/19/2019	SNAPKO, ADAM	06/18/2019	\$400	MAGLOCLEN	Services
2019	06/19/2019	SNAPKO, ADAM	06/18/2019	\$1,813	PP*SURFACEINTERVALCORP	Harbor Related Supplies/Services
2019	06/20/2019	ZUROWSKI, ROBERT	06/18/2019	\$652	RESTAURANT DEPOT	Supplies and/or Services for Community Outreach
2019	06/20/2019	SMALL, STACY	06/18/2019	\$269	JETBLUE 27	Travel/Training
2019	06/20/2019	SANTIAGO, MARCO	06/18/2019	(\$2)	OTC BRANDS, INC.	Supplies and/or Services for Community Outreach
2019	06/20/2019	SNAPKO, ADAM	06/19/2019	\$735	JET DOCK SYSTEMS INC	Harbor Related Supplies/Services
2019	06/21/2019	ZUROWSKI, ROBERT	06/19/2019	\$473	RESTAURANT DEPOT	Supplies and/or Services for Community Outreach
2019	06/21/2019	SMALL, STACY	06/20/2019	\$263	FIVERR	Services
2019	06/21/2019	DAVIS, CAROLYN	06/20/2019	\$29	REDBOX *DVD RENTAL	Supplies and/or Services for Community Outreach
2019	06/21/2019	BRANCH, KYI	06/20/2019	\$51	GIANT 2379	Supplies and/or Services for Community Outreach
2019	06/21/2019	MOORE, RAYMOND	06/19/2019	\$14	ENTERPRISE CAR TOLLS	Travel/Training
2019	06/21/2019	SUTTON, ROBERT	06/19/2019	\$285	SPACESAVER SYSTEMS INC	Services

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2019	06/24/2019	ZUROWSKI, ROBERT	06/20/2019	\$463	AMERICAN AIRLINES	Travel/Training
2019	06/24/2019	ZUROWSKI, ROBERT	06/20/2019	\$463	AMERICAN AIRLINES	Travel/Training
2019	06/24/2019	ZUROWSKI, ROBERT	06/21/2019	\$405	INT*IN *GOTTA GO NOW	Supplies and/or Services for Community Outreach
2019	06/24/2019	ZUROWSKI, ROBERT	06/21/2019	\$1,000	INT*IN *SEADEPTH ENTER	Supplies and/or Services for Community Outreach
2019	06/24/2019	ISOM, DARYL	06/23/2019	\$6	CAPITOL GROUNDS COFFEE	Travel/Training
2019	06/24/2019	BRANCH, KYI	06/21/2019	\$12	STAR VENDING	Supplies and/or Services for Community Outreach
2019	06/25/2019	STATEN, DERECK	06/24/2019	\$515	STAR VENDING	Supplies and/or Services for Community Outreach
2019	06/26/2019	BRABHAM, ROBIN	06/25/2019	\$1,287	HT EXPRESS LANE #383	Supplies and/or Services for Community Outreach
2019	06/26/2019	BRABHAM, ROBIN	06/25/2019	\$117	HT EXPRESS LANE #383	Supplies and/or Services for Community Outreach
2019	06/26/2019	CLARK, MARCELLA	06/25/2019	\$395	SQU*SQ *DIRECT LOCKSMI	Services
2019	06/26/2019	SNAPKO, ADAM	06/25/2019	\$152	PBI*LEASEDEQUIPMENT	Harbor Related Supplies/Services
2019	06/26/2019	RIDLEHOOVER, MICHELLE	06/25/2019	\$210	INT*IN *DC TOURS & TRA	Services
2019	06/26/2019	MOORE, RAYMOND	06/24/2019	\$14	ENTERPRISE CAR TOLLS	Travel/Training
2019	06/27/2019	ZUROWSKI, ROBERT	06/26/2019	\$20	STAR VENDING	Supplies and/or Services for Community Outreach
2019	06/27/2019	ZUROWSKI, ROBERT	06/25/2019	\$327	RESTAURANT DEPOT	Supplies and/or Services for Community Outreach
2019	06/27/2019	ZUROWSKI, ROBERT	06/26/2019	\$249	WALMART GROCERY	Supplies and/or Services for Community Outreach
2019	06/27/2019	DAVIS, CAROLYN	06/26/2019	\$105	STAR VENDING	Supplies and/or Services for Community Outreach
2019	06/27/2019	SNAPKO, ADAM	06/26/2019	\$861	CAPITAL SERVICES & SUP	Harbor Related Supplies/Services
2019	06/27/2019	ISOM, DARYL	06/25/2019	\$0	INTERNATIONAL TRANSACTION	Travel/Training
2019	06/27/2019	ISOM, DARYL	06/25/2019	\$9	AROMA MALILA	Travel/Training
2019	06/28/2019	ZUROWSKI, ROBERT	06/26/2019	\$147	HOLIDAY INN EXPRESS SO	Travel/Training
2019	06/28/2019	ZUROWSKI, ROBERT	06/26/2019	\$147	HOLIDAY INN EXPRESS SO	Travel/Training
2019	06/28/2019	SMALL, STACY	06/28/2019	\$429	AMAZON.COM*M65RD6WV0	Supplies
2019	06/28/2019	SNAPKO, ADAM	06/26/2019	\$38	THE HOME DEPOT #2583	Harbor Related Supplies/Services
2019	06/28/2019	ISOM, DARYL	06/26/2019	\$0	INTERNATIONAL TRANSACTION	Travel/Training
2019	06/28/2019	ISOM, DARYL	06/26/2019	\$11	YARKON	Travel/Training
2019	07/01/2019	SMALL, STACY	06/29/2019	(\$33)	DRI*WWW.SHAREIT.INFO	Services
2019	07/01/2019	SMALL, STACY	06/28/2019	\$588	DRI*WWW.SHAREIT.INFO	Services
2019	07/01/2019	BRABHAM, ROBIN	06/27/2019	\$983	HOMEDEPOT.COM	Supplies
2019	07/01/2019	BRABHAM, ROBIN	06/27/2019	\$228	HOMEDEPOT.COM	Supplies
2019	07/01/2019	BRABHAM, ROBIN	06/27/2019	(\$887)	HOMEDEPOT.COM	Supplies

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2019	07/01/2019	BRABHAM, ROBIN	06/27/2019	(\$228)	HOMEDEPOT.COM	Supplies
2019	07/01/2019	BRABHAM, ROBIN	06/27/2019	(\$95)	HOMEDEPOT.COM	Supplies
2019	07/01/2019	DAVIS, CAROLYN	06/28/2019	\$56	GIANT 0384	Supplies and/or Services for Community Outreach
2019	07/01/2019	SNAPKO, ADAM	06/27/2019	\$699	VICENCIA AND BUCKLEY	Harbor Related Supplies/Services
2019	07/01/2019	SNAPKO, ADAM	06/28/2019	\$699	VICENCIA AND BUCKLEY	Harbor Related Supplies/Services
2019	07/01/2019	ISOM, DARYL	06/27/2019	\$1	INTERNATIONAL TRANSACTION	Travel/Training
2019	07/01/2019	ISOM, DARYL	06/27/2019	\$59	ROYAL BEACH HOTEL TEL	Travel/Training
2019	07/01/2019	MCKINNON, DWIGHT	06/27/2019	\$12	ROYAL BEACH HOTEL TEL	Travel/Training
2019	07/01/2019	SCHAEFER, JAMES	06/29/2019	\$2,176	HOLIDAY INN AUSTIN	Motor Carrier Related Supplies/Services
2019	07/01/2019	STARKS, ERIC	07/01/2019	(\$10)	FRAUD CREDIT	*Disputed Charge
2019	07/01/2019	STARKS, ERIC	07/01/2019	(\$10)	FRAUD CREDIT	*Disputed Charge
2019	07/01/2019	HAMILTON, APRIL	06/28/2019	\$82	NBA OFFICE PRODUCTS, I	Supplies
2019	07/02/2019	BRANCH, KYI	07/01/2019	\$176	BANNERBUZZ	Supplies and/or Services for Community Outreach
2019	07/03/2019	ZUROWSKI, ROBERT	07/02/2019	\$486	362 AMF 8003425263 EC	Supplies and/or Services for Community Outreach
2019	07/03/2019	HAMILTON, ARNITA	07/02/2019	\$110	DICKS SPORTING GOODS	Supplies and/or Services for Community Outreach
2019	07/03/2019	BRANCH, KYI	07/01/2019	\$236	POSITIVE PROMOTIONS	Supplies and/or Services for Community Outreach
2019	07/03/2019	MOORE, RAYMOND	07/01/2019	(\$22)	CHARLES HOTEL	Travel/Training
2019	07/03/2019	STARKS, ERIC	07/02/2019	\$452	TYCOINTEGRATEDSECURITY	IT Products/Services
2019	07/03/2019	STARKS, ERIC	07/02/2019	\$518	TYCOINTEGRATEDSECURITY	IT Products/Services
2019	07/03/2019	STARKS, ERIC	07/02/2019	\$66	TYCOINTEGRATEDSECURITY	IT Products/Services
2019	07/04/2019	ZUROWSKI, ROBERT	07/03/2019	(\$24)	WALMART GROCERY	Supplies and/or Services for Community Outreach
2019	07/04/2019	GIBB, YUN FEI	07/03/2019	\$154	WM SUPERCENTER #5968	Supplies and/or Services for Community Outreach
2019	07/04/2019	DAVIS, CAROLYN	07/03/2019	\$35	NATW NATW.ORG	Supplies and/or Services for Community Outreach
2019	07/04/2019	BRANCH, KYI	07/02/2019	\$33	OTC BRANDS, INC.	Supplies and/or Services for Community Outreach
2019	07/04/2019	STARKS, ERIC	07/03/2019	\$125	TERAMIND INC	IT Products/Services
2019	07/05/2019	BRANCH, KYI	07/04/2019	\$12	PARTY CITY 515	Supplies and/or Services for Community Outreach
2019	07/05/2019	BRANCH, KYI	07/04/2019	\$8	DOLLAR TREE	Supplies and/or Services for Community Outreach
2019	07/05/2019	SUTTON, ROBERT	07/03/2019	\$392	THE HOME DEPOT 2583	Supplies
2019	07/05/2019	STARKS, ERIC	07/05/2019	\$10	FRAUD REBILL	*Disputed Charge



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2019	07/05/2019	STARKS, ERIC	07/05/2019	\$10	FRAUD REBILL	*Disputed Charge
2019	07/08/2019	SMALL, STACY	07/05/2019	\$140	INT*IN *GYMTECH SOLUTI	Services
2019	07/08/2019	ABREU, CARLOS	07/05/2019	\$43	AMTRAK .CO18	Travel/Training
2019	07/09/2019	ZUROWSKI, ROBERT	07/08/2019	\$487	THECATHOLICUBKSTOR	Supplies and/or Services for Community Outreach
2019	07/09/2019	BRABHAM, ROBIN	07/08/2019	\$360	CROFTON BOWLING CENTRE	Supplies and/or Services for Community Outreach
2019	07/09/2019	MOORE, RAYMOND	07/09/2019	(\$262)	AMERICAN AIRLINES	Travel/Training
2019	07/09/2019	SUTTON, ROBERT	07/08/2019	\$280	INT*IN *PRECISION CAPI	Supplies
2019	07/09/2019	STARKS, ERIC	07/08/2019	\$833	DUPONT COMPUTERS	IT Products/Services
2019	07/09/2019	STARKS, ERIC	07/08/2019	\$565	DUPONT COMPUTERS	IT Products/Services
2019	07/09/2019	SETTLES, CHRISTOPHER	07/09/2019	(\$129)	FRAUD CREDIT	*Disputed Charge
2019	07/09/2019	SETTLES, CHRISTOPHER	07/09/2019	(\$1,180)	FRAUD CREDIT	*Disputed Charge
2019	07/09/2019	SETTLES, CHRISTOPHER	07/08/2019	\$42	LOWES #03256	Supplies
2019	07/10/2019	SMALL, STACY	07/09/2019	(\$214)	AMAZON.COM	Supplies
2019	07/10/2019	SMALL, STACY	07/09/2019	(\$214)	AMAZON.COM	Supplies
2019	07/10/2019	SMALL, STACY	07/09/2019	(\$40)	AMZN MKTP US	Services
2019	07/10/2019	PHILLIPS, JUSTIN	07/10/2019	\$30	UBER TRIP	Travel/Training
2019	07/10/2019	PHILLIPS, JUSTIN	07/10/2019	\$30	UBER TRIP	Travel/Training
2019	07/10/2019	SANTIAGO, MARCO	07/10/2019	\$210	AMZN MKTP US	Supplies and/or Services for Community Outreach
2019	07/10/2019	CLARK, MARCELLA	07/09/2019	\$405	INT*IN *GOTTA GO NOW	Supplies and/or Services for Community Outreach
2019	07/10/2019	SETTLES, CHRISTOPHER	07/09/2019	\$60	CHAMPION AWARDS	Supplies
2019	07/11/2019	SMALL, STACY	07/11/2019	\$429	AMAZON.COM*MH3VI05O2	Supplies
2019	07/11/2019	BRABHAM, ROBIN	07/10/2019	\$45	STAR VENDING	Supplies and/or Services for Community Outreach
2019	07/11/2019	BRABHAM, ROBIN	07/09/2019	\$322	RESTAURANT DEPOT	Supplies and/or Services for Community Outreach
2019	07/11/2019	BRABHAM, ROBIN	07/09/2019	\$406	RESTAURANT DEPOT	Supplies and/or Services for Community Outreach
2019	07/11/2019	BRABHAM, ROBIN	07/09/2019	\$136	RESTAURANT DEPOT	Supplies and/or Services for Community Outreach
2019	07/11/2019	BRABHAM, ROBIN	07/10/2019	\$425	MAJOR CITIES CHIEFS AS	Travel/Training
2019	07/11/2019	SANTIAGO, MARCO	07/10/2019	\$1,009	AMZN MKTP US	Supplies and/or Services for Community Outreach
2019	07/11/2019	SANTIAGO, MARCO	07/10/2019	\$180	AMAZON.COM*MH8QL1QB1	Supplies and/or Services for Community Outreach
2019	07/11/2019	DAVIS, CAROLYN	07/10/2019	\$152	STAR VENDING	Supplies and/or Services for Community Outreach
2019	07/11/2019	CLARK, MARCELLA	07/10/2019	\$1,000	INT*IN *SEADEPTH ENTER	Services

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2019	07/11/2019	CLARK, MARCELLA	07/10/2019	\$1,000	INT*IN *SEADEPTH ENTER	Supplies and/or Services for Community Outreach
2019	07/11/2019	STARKS, ERIC	07/10/2019	(\$518)	TYCOINTEGRATEDSECURITY	IT Products/Services
2019	07/11/2019	STARKS, ERIC	07/10/2019	(\$66)	TYCOINTEGRATEDSECURITY	IT Products/Services
2019	07/11/2019	STARKS, ERIC	07/10/2019	(\$452)	TYCOINTEGRATEDSECURITY	IT Products/Services
2019	07/11/2019	STARKS, ERIC	07/10/2019	\$4,966	DUPONT COMPUTERS	IT Products/Services
2019	07/11/2019	STARKS, ERIC	07/10/2019	\$765	DUPONT COMPUTERS	IT Products/Services
2019	07/12/2019	PHILLIPS, JUSTIN	07/10/2019	\$76	IPARK 47	Travel/Training
2019	07/12/2019	PHILLIPS, JUSTIN	07/10/2019	\$75	HARRY'S CAFE & STEAK	Travel/Training
2019	07/12/2019	PHILLIPS, JUSTIN	07/09/2019	\$9	JAYLEEN'S SPECIAL MEDI	Travel/Training
2019	07/12/2019	BRABHAM, ROBIN	07/10/2019	\$364	SOUTHWEST	Travel/Training
2019	07/12/2019	BRABHAM, ROBIN	07/10/2019	\$364	SOUTHWEST	Travel/Training
2019	07/12/2019	SNAPKO, ADAM	07/10/2019	\$3,264	WILEY X INC INTERNET	Harbor Related Supplies/Services
2019	07/12/2019	SUTTON, ROBERT	07/10/2019	\$298	CAROUSEL CHECKS	Supplies
2019	07/12/2019	SUTTON, ROBERT	07/11/2019	\$4,985	THE HAMILTON GROUP	Supplies
2019	07/12/2019	ABREU, CARLOS	07/10/2019	\$61	HARRY'S CAFE & STEAK	Travel/Training
2019	07/12/2019	STARKS, ERIC	07/10/2019	\$94	CHU GRAPHIC ARTS, INC.	Supplies
2019	07/15/2019	ZUROWSKI, ROBERT	07/12/2019	\$675	SKATE ZONE	Supplies and/or Services for Community Outreach
2019	07/15/2019	SMALL, STACY	07/13/2019	\$1,199	LINKEDIN 3936342986 LN	Services
2019	07/15/2019	PHILLIPS, JUSTIN	07/11/2019	\$775	ANDAZ WALL STREET	Travel/Training
2019	07/15/2019	HAINES, JOHN	07/12/2019	\$2,384	ADAMS EVIDENCE GRADE T	Supplies
2019	07/15/2019	BRANCH, KYI	07/12/2019	\$50	SAMS CLUB #6655	Supplies and/or Services for Community Outreach
2019	07/15/2019	ABREU, CARLOS	07/11/2019	\$353	ANDAZ WALL STREET	Travel/Training
2019	07/15/2019	SETTLES, CHRISTOPHER	07/12/2019	\$3,846	VH BLACKINTON CO INC	Supplies
2019	07/15/2019	HAMILTON, APRIL	07/11/2019	\$375	STANDARD OFFICE SUPPLY	Services
2019	07/16/2019	ZUROWSKI, ROBERT	07/15/2019	\$405	INT*IN *GOTTA GO NOW	Supplies and/or Services for Community Outreach
2019	07/16/2019	ZUROWSKI, ROBERT	07/15/2019	\$1,000	INT*IN *SEADEPTH ENTER	Supplies and/or Services for Community Outreach
2019	07/16/2019	SMALL, STACY	07/15/2019	\$475	INT*IN *GYMTECH SOLUTI	Services
2019	07/16/2019	HAINES, JOHN	07/15/2019	\$150	SQ *SQ *TURNING HEADS	Services
2019	07/16/2019	HAMILTON, ARNITA	07/15/2019	\$465	REGAL GIFT CERTIFICATE	Supplies and/or Services for Community Outreach
2019	07/16/2019	SUTTON, ROBERT	07/15/2019	\$3,645	GLORY GLOBAL SOLUTIONS	Services
2019	07/16/2019	SUTTON, ROBERT	07/15/2019	\$972	GLORY GLOBAL SOLUTIONS	Services
2019	07/16/2019	STARKS, ERIC	07/15/2019	\$4,975	INT*IN *LRG TECHNOLOGI	IT Products/Services
2019	07/17/2019	ZUROWSKI, ROBERT	07/16/2019	\$953	PAYPAL	Supplies and/or Services for Community Outreach
2019	07/17/2019	SMALL, STACY	07/17/2019	\$2,166	CEN	Supplies

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2019	07/17/2019	DAVIS, CAROLYN	07/16/2019	\$383	NATW NATW.ORG	Supplies and/or Services for Community Outreach
2019	07/17/2019	CLARK, MARCELLA	07/15/2019	\$675	BOLLING BOWLIN11540705	Supplies and/or Services for Community Outreach
2019	07/17/2019	CLARK, MARCELLA	07/16/2019	(\$49)	NLEOMF RETAIL	Supplies and/or Services for Community Outreach
2019	07/17/2019	CLARK, MARCELLA	07/16/2019	\$870	NLEOMF RETAIL	Supplies and/or Services for Community Outreach
2019	07/17/2019	SUTTON, ROBERT	07/15/2019	\$200	THE HOME DEPOT #2583	Supplies
2019	07/17/2019	STARKS, ERIC	07/17/2019	\$1,299	DMI* DELL HLTHCR/REL	IT Products/Services
2019	07/17/2019	SETTLES, CHRISTOPHER	07/16/2019	\$589	SCHOOL OUTFITTERS	Supplies
2019	07/18/2019	ZUROWSKI, ROBERT	07/16/2019	\$798	RESTAURANT DEPOT	Supplies and/or Services for Community Outreach
2019	07/18/2019	SMALL, STACY	07/17/2019	\$4,901	LAWMEN / MES	Supplies
2019	07/18/2019	HAINES, JOHN	07/16/2019	\$4,916	SIRCHIE FINGER PRINT L	Supplies
2019	07/18/2019	SNAPKO, ADAM	07/17/2019	\$2,499	SPOTLIGHT EASTERN	Harbor Related Supplies/Services
2019	07/18/2019	PARSONS, LESLIE	07/17/2019	\$60	TMOBILE*LAW RELATION	Services
2019	07/19/2019	ZUROWSKI, ROBERT	07/18/2019	\$486	362 AMF 8003425263 EC	Supplies and/or Services for Community Outreach
2019	07/19/2019	DAVIS, CAROLYN	07/18/2019	\$53	DOLLAR TREE	Supplies and/or Services for Community Outreach
2019	07/19/2019	MOORE, RAYMOND	07/17/2019	(\$155)	CHARLES HOTEL	Travel/Training
2019	07/19/2019	SUTTON, ROBERT	07/18/2019	\$99	INT*IN *DAILY WASHINGT	Services
2019	07/19/2019	SETTLES, CHRISTOPHER	07/19/2019	(\$129)	DISPUTE CREDIT	*Disputed Charge
2019	07/19/2019	SETTLES, CHRISTOPHER	07/19/2019	(\$1,180)	DISPUTE CREDIT	*Disputed Charge
2019	07/22/2019	ZUROWSKI, ROBERT	07/19/2019	\$1,409	NINJABE - POS STOREFRO	Supplies and/or Services for Community Outreach
2019	07/22/2019	SMALL, STACY	07/19/2019	\$500	APPOINTMENT-PLUS/STORM	Services
2019	07/22/2019	HAINES, JOHN	07/19/2019	\$280	AMZN MKTP US	Supplies
2019	07/22/2019	DAVIS, CAROLYN	07/18/2019	\$277	4ALLPROMOS	Supplies and/or Services for Community Outreach
2019	07/22/2019	CLARK, MARCELLA	07/20/2019	\$1,899	HAMPTON INNS	Travel/Training
2019	07/22/2019	SCHAEFER, JAMES	07/18/2019	\$1,863	LASER ART INC	Motor Carrier Related Supplies/Services
2019	07/22/2019	SUTTON, ROBERT	07/18/2019	\$776	THE HOME DEPOT 2583	Supplies
2019	07/22/2019	SETTLES, CHRISTOPHER	07/19/2019	\$81	ZIPS DRY CLEANERS MARY	Services
2019	07/23/2019	ZUROWSKI, ROBERT	07/22/2019	\$275	PHOENIX BIG MARLOW 6 T	Supplies and/or Services for Community Outreach
2019	07/23/2019	SETTLES, CHRISTOPHER	07/23/2019	\$129	DISPUTE REBILL	*Disputed Charge
2019	07/23/2019	SETTLES, CHRISTOPHER	07/23/2019	\$1,180	DISPUTE REBILL	*Disputed Charge
2019	07/23/2019	SETTLES, CHRISTOPHER	07/22/2019	\$1,151	U.S. OFFICE SOLUTIONS	Supplies

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2019	07/24/2019	ZUROWSKI, ROBERT	07/23/2019	\$405	INT*IN *GOTTA GO NOW	Supplies and/or Services for Community Outreach
2019	07/24/2019	ZUROWSKI, ROBERT	07/23/2019	\$1,000	INT*IN *SEADEPTH ENTER	Supplies and/or Services for Community Outreach
2019	07/24/2019	ZUROWSKI, ROBERT	07/23/2019	\$1,150	SQ *SQ *VIBES AND VISU	Supplies and/or Services for Community Outreach
2019	07/24/2019	SNAPKO, ADAM	07/23/2019	\$1,654	R G MECHANICAL LLC	Harbor Related Supplies/Services
2019	07/24/2019	SETTLES, CHRISTOPHER	07/22/2019	\$12	HOMEDEPOT.COM	Supplies
2019	07/25/2019	ZUROWSKI, ROBERT	07/24/2019	\$44	STAR VENDING	Supplies and/or Services for Community Outreach
2019	07/25/2019	ZUROWSKI, ROBERT	07/23/2019	\$757	RESTAURANT DEPOT	Supplies and/or Services for Community Outreach
2019	07/25/2019	ZUROWSKI, ROBERT	07/24/2019	\$270	GO KART TRACK	Supplies and/or Services for Community Outreach
2019	07/25/2019	BRABHAM, ROBIN	07/24/2019	\$20	EXPEDIA 7456624246854	Travel/Training
2019	07/25/2019	SANTIAGO, MARCO	07/25/2019	\$172	AMZN MKTP US	Supplies and/or Services for Community Outreach
2019	07/25/2019	DAVIS, CAROLYN	07/24/2019	\$33	STAR VENDING	Supplies and/or Services for Community Outreach
2019	07/25/2019	SUTTON, ROBERT	07/25/2019	\$785	ULINE	Supplies
2019	07/25/2019	STARKS, ERIC	07/24/2019	\$125	TERAMIND INC	IT Products/Services
2019	07/25/2019	SETTLES, CHRISTOPHER	07/24/2019	\$85	PERFECT CASES AND FRAM	Supplies
2019	07/26/2019	ZUROWSKI, ROBERT	07/25/2019	\$1,500	SQU*SQ *SOMDPAINTBALL	Supplies and/or Services for Community Outreach
2019	07/26/2019	ZUROWSKI, ROBERT	07/25/2019	\$445	0339 AMC RIVERTOWNE C	Supplies and/or Services for Community Outreach
2019	07/26/2019	VAUGHN-LEE, FAYETTE	07/25/2019	\$488	NATW NATW.ORG	Supplies and/or Services for Community Outreach
2019	07/26/2019	BRABHAM, ROBIN	07/24/2019	\$287	UNITED AIRLINES	Travel/Training
2019	07/26/2019	DAVIS, CAROLYN	07/25/2019	\$126	TROPHY DEPOT	Supplies and/or Services for Community Outreach
2019	07/26/2019	CLARK, MARCELLA	07/26/2019	\$495	BOAT HOUSE AT FLETCHER	Supplies and/or Services for Community Outreach
2019	07/26/2019	CLARK, MARCELLA	07/26/2019	\$594	KEY BRIDGE BOATHOUSE	Supplies and/or Services for Community Outreach
2019	07/26/2019	SCHAEFER, JAMES	07/25/2019	\$34	COMMERCIAL VEHICLE SAF	Motor Carrier Related Supplies/Services
2019	07/29/2019	VAUGHN-LEE, FAYETTE	07/26/2019	\$153	BACKYARD AMUSEMENTS	Supplies and/or Services for Community Outreach
2019	07/29/2019	BRABHAM, ROBIN	07/26/2019	\$893	ACT*NOVAPARKS	Supplies and/or Services for Community Outreach

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2019	07/29/2019	BRABHAM, ROBIN	07/26/2019	\$2,900	G AND G SCHOOL BUS TRA	Supplies and/or Services for Community Outreach
2019	07/29/2019	BRABHAM, ROBIN	07/26/2019	\$1,391	HERSHEYPARK ADMISSIONS	Supplies and/or Services for Community Outreach
2019	07/29/2019	CLARK, MARCELLA	07/26/2019	\$4,466	HERSHEYPARK ADMISSIONS	Supplies and/or Services for Community Outreach
2019	07/29/2019	SNAPKO, ADAM	07/25/2019	\$219	MCCALL HANDLING COMPAN	Harbor Related Supplies/Services
2019	07/29/2019	HAMILTON, ARNITA	07/26/2019	\$300	PAYPAL	Supplies and/or Services for Community Outreach
2019	07/29/2019	BRANCH, KYI	07/25/2019	\$433	POSITIVE PROMOOO OF 00	Supplies and/or Services for Community Outreach
2019	07/29/2019	BRANCH, KYI	07/27/2019	\$200	SAMS CLUB #6655	Supplies and/or Services for Community Outreach
2019	07/29/2019	SUTTON, ROBERT	07/26/2019	\$58	MCR MEDICAL	Supplies
2019	07/29/2019	STATEN, DERECK	07/26/2019	\$1,204	NATW NATW.ORG	Supplies and/or Services for Community Outreach
2019	07/29/2019	SETTLES, CHRISTOPHER	07/26/2019	\$744	HOMEDEPOT.COM	Supplies
2019	07/30/2019	BRABHAM, ROBIN	07/29/2019	\$4,056	NATIONAL EMPLOYMENT LA	Travel/Training
2019	07/30/2019	SANTIAGO, MARCO	07/29/2019	\$315	STAR VENDING	Supplies and/or Services for Community Outreach
2019	07/30/2019	BRANCH, KYI	07/29/2019	\$32	GIANT 2379	Supplies and/or Services for Community Outreach
2019	07/30/2019	SUTTON, ROBERT	07/29/2019	\$2,499	SUPERIOR SERVICEANDASS	Services
2019	07/30/2019	STARKS, ERIC	07/29/2019	\$3,694	SQ *SQ *SOFTWARE INFOR	IT Products/Services
2019	07/30/2019	SETTLES, CHRISTOPHER	07/30/2019	\$129	FRAUD REBILL	*Disputed Charge
2019	07/31/2019	ZUROWSKI, ROBERT	07/30/2019	\$1,050	DAVE & BUSTER'S, INC.	Supplies and/or Services for Community Outreach
2019	07/31/2019	SMALL, STACY	07/30/2019	\$228	DRI*CISCO SYSTEMS	Services
2019	07/31/2019	CLARK, MARCELLA	07/30/2019	\$4,385	SIX FLAGS AMERICA	Supplies and/or Services for Community Outreach
2019	07/31/2019	CLARK, MARCELLA	07/30/2019	\$850	LAUGH OUT LOUD STATIONS	Supplies and/or Services for Community Outreach
2019	08/01/2019	ZUROWSKI, ROBERT	07/30/2019	\$854	RESTAURANT DEPOT	Supplies and/or Services for Community Outreach
2019	08/01/2019	SMALL, STACY	07/30/2019	\$338	K & R INDUSTRIES INC	Supplies
2019	08/01/2019	SMALL, STACY	07/30/2019	\$2,016	K & R INDUSTRIES INC	Supplies
2019	08/01/2019	SMALL, STACY	07/31/2019	\$382	AMZN MKTP US	Supplies
2019	08/01/2019	SMALL, STACY	07/31/2019	\$46	AMZN MKTP US	Supplies
2019	08/01/2019	SMALL, STACY	08/01/2019	\$32	AMZN MKTP US	Supplies
2019	08/01/2019	SMALL, STACY	07/31/2019	\$1,388	THE DENNY MANUFACTURIN	Supplies

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2019	08/01/2019	VAUGHN-LEE, FAYETTE	07/31/2019	\$29	STAR VENDING	Supplies and/or Services for Community Outreach
2019	08/01/2019	SANTIAGO, MARCO	07/31/2019	\$425	CUSTOMINK LLC	Supplies and/or Services for Community Outreach
2019	08/01/2019	SANTIAGO, MARCO	07/30/2019	\$63	PARTY CITY 0270	Supplies and/or Services for Community Outreach
2019	08/01/2019	DAVIS, CAROLYN	07/31/2019	\$315	BACKYARD AMUSEMENTS	Supplies and/or Services for Community Outreach
2019	08/01/2019	DAVIS, CAROLYN	07/31/2019	\$24	GIANT 0384	Supplies and/or Services for Community Outreach
2019	08/01/2019	DAVIS, CAROLYN	07/31/2019	\$1,000	INT*IN *SEADEPTH ENTER	Supplies and/or Services for Community Outreach
2019	08/01/2019	DAVIS, CAROLYN	07/31/2019	\$43	STAR VENDING	Supplies and/or Services for Community Outreach
2019	08/01/2019	BRANCH, KYI	07/31/2019	\$148	SAMS CLUB #6655	Supplies and/or Services for Community Outreach
2019	08/01/2019	SUTTON, ROBERT	07/30/2019	\$770	SAFEWARE-MOTO	Supplies
2019	08/01/2019	STATEN, DERECK	08/01/2019	\$55	BJMBRSHIP8002572582	Supplies and/or Services for Community Outreach
2019	08/02/2019	VAUGHN-LEE, FAYETTE	08/01/2019	\$300	SQU*SQ *CHEEK"2"CHEEK	Supplies and/or Services for Community Outreach
2019	08/02/2019	BRABHAM, ROBIN	08/01/2019	\$2,215	ACT*NOVAPARKS	Supplies and/or Services for Community Outreach
2019	08/02/2019	SANTIAGO, MARCO	07/31/2019	\$50	THE HOME DEPOT #2583	Supplies and/or Services for Community Outreach
2019	08/02/2019	SANTIAGO, MARCO	08/01/2019	(\$70)	CUSTOMINK LLC	Supplies and/or Services for Community Outreach
2019	08/02/2019	SANTIAGO, MARCO	08/02/2019	(\$68)	CUSTOMINK LLC	Supplies and/or Services for Community Outreach
2019	08/02/2019	SUTTON, ROBERT	08/01/2019	\$400	SQ *SQ *GNG SERVICES U	Services
2019	08/02/2019	JOHNSON, MARVIN	08/01/2019	\$106	CBI*PARALLELS	Services
2019	08/05/2019	ZUROWSKI, ROBERT	08/01/2019	\$711	PHOENIX BIG MARLOW 6 T	Supplies and/or Services for Community Outreach
2019	08/05/2019	ZUROWSKI, ROBERT	08/02/2019	\$1,244	DAVE & BUSTER'S #95	Supplies and/or Services for Community Outreach
2019	08/05/2019	BRABHAM, ROBIN	08/02/2019	(\$321)	ACT*NOVAPARKS	Supplies and/or Services for Community Outreach
2019	08/05/2019	SANTIAGO, MARCO	08/02/2019	\$230	SQ *SQ *BALLOON TWISTI	Supplies and/or Services for Community Outreach
2019	08/05/2019	DAVIS, CAROLYN	08/02/2019	\$24	GIANT 0384	Supplies and/or Services for Community Outreach

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2019	08/05/2019	CLARK, MARCELLA	07/31/2019	\$318	CAPITAL SERVICES & SUP	Supplies
2019	08/05/2019	SNAPKO, ADAM	08/01/2019	\$242	CAPITAL SERVICES & SUP	Harbor Related Supplies/Services
2019	08/05/2019	BRANCH, KYI	08/04/2019	\$15	STAPLES 00115592	Supplies and/or Services for Community Outreach
2019	08/05/2019	STARKS, ERIC	08/01/2019	\$2,956	MVS INC	IT Products/Services
2019	08/05/2019	SETTLES, CHRISTOPHER	08/01/2019	\$841	STANDARD OFFICE SUPPLY	Supplies
2019	08/06/2019	SMALL, STACY	08/05/2019	\$1,064	WIPE COM	Supplies
2019	08/06/2019	PHILLIPS, JUSTIN	08/06/2019	\$50	EXPEDIA 7461073329703	Travel/Training
2019	08/06/2019	VAUGHN-LEE, FAYETTE	08/05/2019	\$18	DOLLAR TREE	Supplies and/or Services for Community Outreach
2019	08/06/2019	VAUGHN-LEE, FAYETTE	08/05/2019	\$35	BJS WHOLESALE #0207	Supplies and/or Services for Community Outreach
2019	08/06/2019	GIBB, YUN FEI	08/05/2019	\$211	PAYPAL	Supplies and/or Services for Community Outreach
2019	08/06/2019	DAVIS, CAROLYN	08/05/2019	\$209	WAL-MART #3035	Supplies and/or Services for Community Outreach
2019	08/06/2019	DAVIS, CAROLYN	08/05/2019	\$299	WAL-MART #5968	Supplies and/or Services for Community Outreach
2019	08/06/2019	HAMILTON, ARNITA	08/05/2019	\$275	SQ *SQ *PAUL WINESTOCK	Supplies and/or Services for Community Outreach
2019	08/06/2019	HAMILTON, ARNITA	08/05/2019	\$266	STAR VENDING	Supplies and/or Services for Community Outreach
2019	08/06/2019	HAMILTON, ARNITA	08/05/2019	\$61	PARTY CITY 738	Supplies and/or Services for Community Outreach
2019	08/06/2019	BRANCH, KYI	08/05/2019	\$78	SAMSCLUB #6655	Supplies and/or Services for Community Outreach
2019	08/06/2019	SUTTON, ROBERT	08/05/2019	\$89	INT*IN *PRECISION CAPI	Supplies
2019	08/06/2019	STATEN, DERECK	08/05/2019	\$135	PARTY CITY 738	Supplies and/or Services for Community Outreach
2019	08/06/2019	STATEN, DERECK	08/05/2019	\$423	BJS WHOLESALE #0207	Supplies and/or Services for Community Outreach
2019	08/06/2019	STARKS, ERIC	08/05/2019	\$2,956	MVS INC	IT Products/Services
2019	08/07/2019	ZUROWSKI, ROBERT	08/06/2019	\$405	INT*IN *GOTTA GO NOW	Supplies and/or Services for Community Outreach
2019	08/07/2019	ZUROWSKI, ROBERT	08/06/2019	\$1,000	INT*IN *SEADEPTH ENTER	Supplies and/or Services for Community Outreach
2019	08/07/2019	SMALL, STACY	08/05/2019	\$105	BEST WESTERN PLUS VALL	Travel/Training
2019	08/07/2019	SMALL, STACY	08/05/2019	\$105	BEST WESTERN PLUS VALL	Travel/Training
2019	08/07/2019	PHILLIPS, JUSTIN	08/06/2019	(\$262)	EXPEDIA 7461212614868	Travel/Training
2019	08/07/2019	PHILLIPS, JUSTIN	08/06/2019	\$273	EXPEDIA 7461212614868	Travel/Training
2019	08/07/2019	PHILLIPS, JUSTIN	08/05/2019	\$25	SOUTHWEST	Travel/Training

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2019	08/07/2019	PHILLIPS, JUSTIN	08/05/2019	\$763	SOUTHWEST	Travel/Training
2019	08/07/2019	VAUGHN-LEE, FAYETTE	08/06/2019	\$203	STAR VENDING	Supplies and/or Services for Community Outreach
2019	08/07/2019	VAUGHN-LEE, FAYETTE	08/06/2019	\$470	BACKYARD AMUSEMENTS	Supplies and/or Services for Community Outreach
2019	08/07/2019	VAUGHN-LEE, FAYETTE	08/06/2019	\$56	HARRIS TEETER #0282	Supplies and/or Services for Community Outreach
2019	08/07/2019	SANTIAGO, MARCO	08/05/2019	\$18	PARTY CITY 0017	Supplies and/or Services for Community Outreach
2019	08/07/2019	SANTIAGO, MARCO	08/06/2019	\$132	STAR VENDING	Supplies and/or Services for Community Outreach
2019	08/07/2019	DAVIS, CAROLYN	08/06/2019	\$14	STAR VENDING	Supplies and/or Services for Community Outreach
2019	08/07/2019	DAVIS, CAROLYN	08/06/2019	\$32	STAR VENDING	Supplies and/or Services for Community Outreach
2019	08/07/2019	DAVIS, CAROLYN	08/07/2019	\$300	PLAYERS LOUNGE & S&G	Supplies and/or Services for Community Outreach
2019	08/07/2019	MCKINNON, DWIGHT	08/05/2019	\$659	SOUTHWEST	Travel/Training
2019	08/07/2019	STATEN, DERECK	08/06/2019	\$275	WM SUPERCENTER #3035	Supplies and/or Services for Community Outreach
2019	08/07/2019	SETTLES, CHRISTOPHER	07/31/2019	\$198	STANDARD OFFICE SUPPLY	Supplies
2019	08/07/2019	SETTLES, CHRISTOPHER	08/06/2019	\$254	INT*IN *PVP COMMUNICAT	Supplies
2019	08/08/2019	ZUROWSKI, ROBERT	08/07/2019	\$44	STAR VENDING	Supplies and/or Services for Community Outreach
2019	08/08/2019	ZUROWSKI, ROBERT	08/06/2019	\$675	RESTAURANT DEPOT	Supplies and/or Services for Community Outreach
2019	08/08/2019	PHILLIPS, JUSTIN	08/07/2019	\$645	HOTELTONIGHTTHE HOTEL	Travel/Training
2019	08/08/2019	CLARK, MARCELLA	08/08/2019	(\$1,000)	DISPUTE CREDIT	*Disputed Charge
2019	08/08/2019	SNAPKO, ADAM	08/07/2019	\$2,498	SPOTLIGHT EASTERN	Harbor Related Supplies/Services
2019	08/08/2019	MCKINNON, DWIGHT	08/07/2019	\$502	HOTELTONIGHTTHE HOTEL	Travel/Training
2019	08/08/2019	PARSONS, LESLIE	08/07/2019	\$647	EXPEDIA 7461592229825	Travel/Training
2019	08/08/2019	STARKS, ERIC	08/07/2019	\$3,706	DUPONT COMPUTERS	IT Products/Services
2019	08/08/2019	STARKS, ERIC	08/06/2019	\$4,211	SHI INTERNATIONAL CORP	IT Products/Services
2019	08/09/2019	PARSONS, LESLIE	08/07/2019	\$581	DELTA	Travel/Training
2019	08/09/2019	PARSONS, LESLIE	08/07/2019	\$581	DELTA	Travel/Training
2019	08/09/2019	PARSONS, LESLIE	08/08/2019	\$1,121	EXPEDIA 7461878788888	Travel/Training
2019	08/09/2019	SUTTON, ROBERT	08/08/2019	\$525	INT*IN *DC TOURS & TRA	Services
2019	08/12/2019	SMALL, STACY	08/09/2019	(\$105)	BEST WESTERN PLUS VALL	Travel/Training
2019	08/12/2019	SMALL, STACY	08/09/2019	(\$105)	BEST WESTERN PLUS VALL	Travel/Training
2019	08/12/2019	PHILLIPS, JUSTIN	08/09/2019	\$18	RED ROBIN NO 553	Travel/Training
2019	08/12/2019	PHILLIPS, JUSTIN	08/09/2019	\$21	DICKEYS FL-784	Travel/Training



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2019	08/12/2019	PHILLIPS, JUSTIN	08/07/2019	\$36	OUTBACK 2016	Travel/Training
2019	08/12/2019	PHILLIPS, JUSTIN	08/10/2019	\$36	SHELL OIL 12661653001	Travel/Training
2019	08/12/2019	PHILLIPS, JUSTIN	08/10/2019	\$262	HOTEL ZAMORA	Travel/Training
2019	08/12/2019	PHILLIPS, JUSTIN	08/10/2019	\$728	THRIFTY CAR RENTAL	Travel/Training
2019	08/12/2019	DAVIS, CAROLYN	08/09/2019	\$29	STAR VENDING	Supplies and/or Services for Community Outreach
2019	08/12/2019	DAVIS, CAROLYN	08/09/2019	\$250	PAYPAL	Supplies and/or Services for Community Outreach
2019	08/12/2019	SNAPKO, ADAM	08/09/2019	\$152	PBI*LEASEDEQUIPMENT	Harbor Related Supplies/Services
2019	08/12/2019	SNAPKO, ADAM	08/10/2019	\$174	PITNEY BOWES PI	Harbor Related Supplies/Services
2019	08/12/2019	MCKINNON, DWIGHT	08/09/2019	\$21	RED ROBIN NO 553	Travel/Training
2019	08/12/2019	MCKINNON, DWIGHT	08/09/2019	\$14	DICKEYS FL-784	Travel/Training
2019	08/12/2019	MCKINNON, DWIGHT	08/07/2019	\$37	OUTBACK 2016	Travel/Training
2019	08/12/2019	MCKINNON, DWIGHT	08/10/2019	\$216	HOTEL ZAMORA	Travel/Training
2019	08/12/2019	PARSONS, LESLIE	08/08/2019	\$188	AMERICAN AIRLINES	Travel/Training
2019	08/12/2019	PARSONS, LESLIE	08/08/2019	\$188	AMERICAN AIRLINES	Travel/Training
2019	08/12/2019	PARSONS, LESLIE	08/08/2019	\$155	DELTA	Travel/Training
2019	08/12/2019	PARSONS, LESLIE	08/08/2019	\$155	DELTA	Travel/Training
2019	08/12/2019	SUTTON, ROBERT	08/09/2019	\$468	SQ *SQ *CAPITOL SERVIC	Services
2019	08/12/2019	STARKS, ERIC	08/09/2019	(\$2,956)	MVS INC	IT Products/Services
2019	08/12/2019	SETTLES, CHRISTOPHER	08/09/2019	\$565	JIMMIE MUSCATELLO'S GQ	Uniforms
2019	08/13/2019	SANTIAGO, MARCO	08/12/2019	\$70	AMZN MKTP US	Supplies and/or Services for Community Outreach
2019	08/13/2019	DAVIS, CAROLYN	08/12/2019	\$110	STAR VENDING	Supplies and/or Services for Community Outreach
2019	08/13/2019	CLARK, MARCELLA	08/12/2019	(\$1,000)	INT*IN *SEADEPTH ENTER	Services
2019	08/13/2019	SETTLES, CHRISTOPHER	08/12/2019	\$2,102	CAPITAL SERVICES & SUP	Supplies
2019	08/14/2019	PHILLIPS, JUSTIN	08/13/2019	\$28	TRAVEL GUARD GROUP INC	Travel/Training
2019	08/14/2019	PHILLIPS, JUSTIN	08/13/2019	\$15	DELTA	Travel/Training
2019	08/14/2019	PHILLIPS, JUSTIN	08/13/2019	\$15	DELTA	Travel/Training
2019	08/14/2019	PHILLIPS, JUSTIN	08/13/2019	\$363	DELTA	Travel/Training
2019	08/14/2019	BRABHAM, ROBIN	08/13/2019	\$1,650	FED LAW ENF TRNG	Travel/Training
2019	08/14/2019	GIBB, YUN FEI	08/13/2019	\$112	WM SUPERCENTER #5968	Supplies and/or Services for Community Outreach
2019	08/14/2019	GONZALEZ, EMMA	08/13/2019	\$18	HUDSON NEWS ST1304	Travel/Training
2019	08/14/2019	DAVIS, CAROLYN	08/13/2019	\$29	STAR VENDING	Supplies and/or Services for Community Outreach
2019	08/14/2019	HAMILTON, ARNITA	08/13/2019	\$663	WAL-MART #3035	Supplies and/or Services for Community Outreach
2019	08/14/2019	HAMILTON, ARNITA	08/13/2019	\$110	FIVE BELOW 251	Supplies and/or Services for Community Outreach

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2019	08/14/2019	PARSONS, LESLIE	08/13/2019	\$452	EXPEDIA 7463710039898	Travel/Training
2019	08/15/2019	ZUROWSKI, ROBERT	08/14/2019	\$405	INT*IN *GOTTA GO NOW	Supplies and/or Services for Community Outreach
2019	08/15/2019	ZUROWSKI, ROBERT	08/14/2019	\$1,000	INT*IN *SEADEPTH ENTER	Supplies and/or Services for Community Outreach
2019	08/15/2019	SMALL, STACY	08/14/2019	\$102	THE DENNY MANUFACTURIN	Supplies
2019	08/15/2019	PHILLIPS, JUSTIN	08/13/2019	\$384	UNITED AIRLINES	Travel/Training
2019	08/15/2019	PHILLIPS, JUSTIN	08/13/2019	\$39	UNITED AIRLINES	Travel/Training
2019	08/15/2019	PHILLIPS, JUSTIN	08/14/2019	\$26	TRAVEL INSURANCE POLIC	Travel/Training
2019	08/15/2019	BRABHAM, ROBIN	08/13/2019	\$650	INTERNATIONAL ASSOCIAT	Travel/Training
2019	08/15/2019	BRABHAM, ROBIN	08/13/2019	\$650	INTERNATIONAL ASSOCIAT	Travel/Training
2019	08/15/2019	GONZALEZ, EMMA	08/13/2019	\$49	COURTYARD SPRINGFIELD	Travel/Training
2019	08/15/2019	GONZALEZ, EMMA	08/13/2019	\$384	AMERICAN AIRLINES	Travel/Training
2019	08/15/2019	GONZALEZ, EMMA	08/13/2019	\$384	AMERICAN AIRLINES	Travel/Training
2019	08/15/2019	GONZALEZ, EMMA	08/14/2019	\$414	HOTELTONIGHTCOURTYARD	Travel/Training
2019	08/15/2019	CLARK, MARCELLA	08/14/2019	\$194	POTBELLY #111	Supplies and/or Services for Community Outreach
2019	08/15/2019	SNAPKO, ADAM	08/13/2019	\$495	NATIONAL ASSOCIATION O	Harbor Related Supplies/Services
2019	08/15/2019	SNAPKO, ADAM	08/13/2019	\$495	NATIONAL ASSOCIATION O	Harbor Related Supplies/Services
2019	08/15/2019	SNAPKO, ADAM	08/14/2019	\$625	DELTA	Harbor Related Supplies/Services
2019	08/15/2019	SNAPKO, ADAM	08/14/2019	\$756	DELTA	Harbor Related Supplies/Services
2019	08/15/2019	SNAPKO, ADAM	08/14/2019	\$756	DELTA	Harbor Related Supplies/Services
2019	08/15/2019	PARSONS, LESLIE	08/13/2019	\$343	UNITED AIRLINES	Travel/Training
2019	08/15/2019	PARSONS, LESLIE	08/13/2019	\$343	UNITED AIRLINES	Travel/Training
2019	08/15/2019	SUTTON, ROBERT	08/14/2019	\$5,000	THE HAMILTON GROUP	Supplies
2019	08/15/2019	STARKS, ERIC	08/14/2019	\$1,038	DUPONT COMPUTERS	IT Products/Services
2019	08/15/2019	STARKS, ERIC	08/14/2019	\$357	INT*IN *CHANGING TECHN	IT Products/Services
2019	08/16/2019	ZUROWSKI, ROBERT	08/14/2019	\$702	RESTAURANT DEPOT	Supplies and/or Services for Community Outreach
2019	08/16/2019	PHILLIPS, JUSTIN	08/14/2019	\$20	COCOS BISTRO	Travel/Training
2019	08/16/2019	SANTIAGO, MARCO	08/15/2019	\$414	AMZN MKTP US	Supplies and/or Services for Community Outreach
2019	08/16/2019	SANTIAGO, MARCO	08/15/2019	\$333	AMAZON.COM*MA17N6ST0 A	Supplies and/or Services for Community Outreach
2019	08/16/2019	GONZALEZ, EMMA	08/14/2019	\$12	COURTYARD SPRINGFIELD	Travel/Training
2019	08/16/2019	GONZALEZ, EMMA	08/14/2019	\$16	COURTYARD SPRINGFIELD	Travel/Training
2019	08/16/2019	GONZALEZ, EMMA	08/14/2019	\$4	SHELL OIL 574243752QPS	Travel/Training
2019	08/16/2019	GONZALEZ, EMMA	08/14/2019	\$43	SHELL OIL 574243752QPS	Travel/Training
2019	08/16/2019	GONZALEZ, EMMA	08/14/2019	\$19	COCOS BISTRO	Travel/Training
2019	08/16/2019	GONZALEZ, EMMA	08/15/2019	\$365	ENTERPRISE RENT-A-CAR	Travel/Training
2019	08/16/2019	GONZALEZ, EMMA	08/15/2019	\$7	PARADIES #9600 DAY	Travel/Training

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2019	08/16/2019	GONZALEZ, EMMA	08/15/2019	\$30	BP#8472201GIANT #49QPS	Travel/Training
2019	08/16/2019	CLARK, MARCELLA	08/15/2019	\$196	WALMART.COM	Supplies and/or Services for Community Outreach
2019	08/16/2019	SNAPKO, ADAM	08/14/2019	\$495	NATIONAL ASSOCIATION O	Harbor Related Supplies/Services
2019	08/16/2019	HAMILTON, ARNITA	08/15/2019	\$90	WAL-MART #5129	Supplies and/or Services for Community Outreach
2019	08/19/2019	BRABHAM, ROBIN	08/15/2019	\$1,128	HYATT REGENCY NEW ORLN	Travel/Training
2019	08/19/2019	SANTIAGO, MARCO	08/18/2019	\$12	AMZN MKTP US	Supplies and/or Services for Community Outreach
2019	08/19/2019	GONZALEZ, EMMA	08/15/2019	\$4	COURTYARD SPRINGFIELD	Travel/Training
2019	08/19/2019	HAINES, JOHN	08/18/2019	\$13	AMAZON PRIME	*Disputed Charge
2019	08/19/2019	DAVIS, CAROLYN	08/16/2019	\$78	STAR VENDING	Supplies and/or Services for Community Outreach
2019	08/19/2019	DAVIS, CAROLYN	08/16/2019	\$19	DOLLAR TREE	Supplies and/or Services for Community Outreach
2019	08/19/2019	CLARK, MARCELLA	08/17/2019	\$261	POTBELLY #111	Supplies and/or Services for Community Outreach
2019	08/19/2019	HAMILTON, ARNITA	08/15/2019	\$82	OLD NAVY ON-LINE	Supplies and/or Services for Community Outreach
2019	08/19/2019	PARSONS, LESLIE	08/15/2019	\$353	HYATT HOUSE PITTSBURGH	Travel/Training
2019	08/19/2019	PARSONS, LESLIE	08/15/2019	\$353	HYATT HOUSE PITTSBURGH	Travel/Training
2019	08/19/2019	PARSONS, LESLIE	08/15/2019	\$353	HYATT HOUSE PITTSBURGH	Travel/Training
2019	08/19/2019	MOORE, RAYMOND	08/19/2019	\$262	AMERICAN AIRLINES	Travel/Training
2019	08/20/2019	CLARK, MARCELLA	08/20/2019	\$1,000	DISPUTE REBILL	*Disputed Charge
2019	08/20/2019	RIDLEHOOVER, MICHELLE	08/19/2019	\$225	INT*IN *DC TOURS & TRA	Services
2019	08/20/2019	STATEN, DERECK	08/19/2019	\$53	WM SUPERCENTER #3035	Supplies and/or Services for Community Outreach
2019	08/20/2019	STARKS, ERIC	08/19/2019	\$166	DUPONT COMPUTERS	IT Products/Services
2019	08/21/2019	ZUROWSKI, ROBERT	08/20/2019	\$135	INT*IN *GOTTA GO NOW	Supplies and/or Services for Community Outreach
2019	08/21/2019	ZUROWSKI, ROBERT	08/20/2019	\$1,000	INT*IN *SEADEPTH ENTER	Supplies and/or Services for Community Outreach
2019	08/21/2019	GONZALEZ, EMMA	08/15/2019	\$7	STARBUCKS DAY	Travel/Training
2019	08/21/2019	GONZALEZ, EMMA	08/14/2019	\$7	STARBUCKS T3 CVG	Travel/Training
2019	08/21/2019	DAVIS, CAROLYN	08/20/2019	\$12	STAR VENDING	Supplies and/or Services for Community Outreach
2019	08/21/2019	DAVIS, CAROLYN	08/20/2019	\$109	STAR VENDING	Supplies and/or Services for Community Outreach
2019	08/21/2019	MOORE, RAYMOND	08/20/2019	\$48	LOGAN HARDWARE	Supplies
2019	08/21/2019	SETTLES, CHRISTOPHER	08/21/2019	\$1,180	FRAUD REBILL	*Disputed Charge
2019	08/21/2019	SETTLES, CHRISTOPHER	08/19/2019	\$57	HOMEDEPOT.COM	Supplies

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2019	08/22/2019	ZUROWSKI, ROBERT	08/20/2019	\$632	AMERICAN AIRLINES	Travel/Training
2019	08/22/2019	ZUROWSKI, ROBERT	08/20/2019	\$632	AMERICAN AIRLINES	Travel/Training
2019	08/22/2019	ZUROWSKI, ROBERT	08/20/2019	\$791	RESTAURANT DEPOT	Supplies and/or Services for Community Outreach
2019	08/22/2019	HAMILTON, ARNITA	08/21/2019	\$150	STAR VENDING	Supplies and/or Services for Community Outreach
2019	08/22/2019	SCHAEFER, JAMES	08/21/2019	\$2,300	PP*AL HORSE TRANSPORT	Services
2019	08/22/2019	BRANCH, KYI	08/20/2019	\$174	PROMOTIONS NOW	Supplies and/or Services for Community Outreach
2019	08/22/2019	SUTTON, ROBERT	08/21/2019	\$5,000	THE HAMILTON GROUP	Supplies
2019	08/22/2019	SETTLES, CHRISTOPHER	08/21/2019	\$212	ZIPS DRY CLEANERS MARY	Services
2019	08/23/2019	ZUROWSKI, ROBERT	08/22/2019	\$248	AMZN MKTP US	Supplies
2019	08/23/2019	ZUROWSKI, ROBERT	08/23/2019	(\$14)	AMZN MKTP US	Supplies
2019	08/23/2019	SMALL, STACY	08/22/2019	\$2,601	IBM IOL	Services
2019	08/23/2019	DAVIS, CAROLYN	08/22/2019	\$275	WM SUPERCENTER #1985	Supplies and/or Services for Community Outreach
2019	08/23/2019	HAMILTON, ARNITA	08/22/2019	\$53	GIANT 0375	Supplies and/or Services for Community Outreach
2019	08/23/2019	STARKS, ERIC	08/22/2019	\$482	TYCOINTEGRATEDSECURITY	IT Products/Services
2019	08/23/2019	STARKS, ERIC	08/22/2019	\$1,658	TYCOINTEGRATEDSECURITY	IT Products/Services
2019	08/23/2019	STARKS, ERIC	08/22/2019	\$518	TYCOINTEGRATEDSECURITY	IT Products/Services
2019	08/23/2019	SETTLES, CHRISTOPHER	08/22/2019	\$875	800-781-2677	Supplies
2019	08/26/2019	GIBB, YUN FEI	08/23/2019	\$165	GALLAUDET UNIVERSITY C	Services
2019	08/26/2019	DAVIS, CAROLYN	08/24/2019	\$153	STAR VENDING	Supplies and/or Services for Community Outreach
2019	08/26/2019	STARKS, ERIC	08/23/2019	\$342	DUPONT COMPUTERS	IT Products/Services
2019	08/26/2019	STARKS, ERIC	08/24/2019	\$125	TERAMIND INC	IT Products/Services
2019	08/26/2019	SETTLES, CHRISTOPHER	08/23/2019	\$2,495	AMERICAN UNIFORM SALES	Uniforms
2019	08/26/2019	SETTLES, CHRISTOPHER	08/23/2019	\$3,285	THE HAMILTON GROUP	Supplies
2019	08/27/2019	CLARK, MARCELLA	08/26/2019	\$215	LEVELUP*POTBELLY987441	Supplies and/or Services for Community Outreach
2019	08/27/2019	CLARK, MARCELLA	08/26/2019	\$100	DUPONT COMPUTERS	Supplies
2019	08/28/2019	SMALL, STACY	08/26/2019	\$5,000	ACTION TARGETS	Supplies
2019	08/28/2019	SMALL, STACY	08/27/2019	\$2,582	PAUL C BUFF	Services
2019	08/28/2019	SMALL, STACY	08/27/2019	\$530	INT*IN *PRECISION CAPI	Supplies
2019	08/28/2019	SMALL, STACY	08/27/2019	\$456	B&H PHOTO 800-606-696	Supplies
2019	08/28/2019	CLARK, MARCELLA	08/27/2019	(\$30)	WALMART.COM	Supplies
2019	08/28/2019	SNAPKO, ADAM	08/27/2019	\$880	RR DONNELLEY-PAYMETRIC	Harbor Related Supplies/Services
2019	08/28/2019	SNAPKO, ADAM	08/27/2019	\$765	THE HAMILTON GROUP	Harbor Related Supplies/Services
2019	08/28/2019	PARSONS, LESLIE	08/26/2019	\$479	BODE TECHNOLOGY	Services
2019	08/28/2019	PARSONS, LESLIE	08/26/2019	\$256	AMTRAK .CO23	Travel/Training

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2019	08/29/2019	ZUROWSKI, ROBERT	08/28/2019	\$405	INT*IN *GOTTA GO NOW	Supplies and/or Services for Community Outreach
2019	08/29/2019	ZUROWSKI, ROBERT	08/28/2019	\$1,000	INT*IN *SEADEPTH ENTER	Supplies and/or Services for Community Outreach
2019	08/29/2019	SMALL, STACY	08/28/2019	\$105	AMAZON.COM*MO1IS4MF1	Supplies
2019	08/29/2019	SMALL, STACY	08/28/2019	\$674	PURELAND SUPPLY LLC	Supplies
2019	08/29/2019	SNAPKO, ADAM	08/28/2019	\$4,193	THE HAMILTON GROUP	Harbor Related Supplies/Services
2019	08/29/2019	SETTLES, CHRISTOPHER	08/29/2019	\$1,460	ULINE	Supplies
2019	08/30/2019	ZUROWSKI, ROBERT	08/28/2019	\$448	HILTON GARDEN INN DETR	Travel/Training
2019	08/30/2019	ZUROWSKI, ROBERT	08/28/2019	\$448	HILTON GARDEN INN DETR	Travel/Training
2019	08/30/2019	SMALL, STACY	08/28/2019	\$2,780	FBI LEEDA INC	Travel/Training
2019	08/30/2019	PHILLIPS, JUSTIN	08/29/2019	\$25	NEW JERSEY E-ZPASS	Travel/Training
2019	08/30/2019	DAVIS, CAROLYN	08/29/2019	\$1,059	POWER EQUIP DIRECT	Supplies and/or Services for Community Outreach
2019	08/30/2019	BRANCH, KYI	08/29/2019	\$275	VISTAPR*VISTAPRINT.COM	Supplies and/or Services for Community Outreach
2019	08/30/2019	BRANCH, KYI	08/29/2019	\$692	BANNERBUZZ	Supplies and/or Services for Community Outreach
2019	09/02/2019	DAVIS, CAROLYN	08/30/2019	\$192	AMZN MKTP US	Supplies and/or Services for Community Outreach
2019	09/02/2019	SCHAEFER, JAMES	08/29/2019	(\$1,121)	THE HOME DEPOT #2583	Supplies
2019	09/02/2019	SCHAEFER, JAMES	08/29/2019	\$1,121	THE HOME DEPOT #2583	Supplies
2019	09/02/2019	SCHAEFER, JAMES	08/29/2019	\$1,058	THE HOME DEPOT #2583	Supplies
2019	09/02/2019	BRANCH, KYI	08/30/2019	\$1,850	ARFMANN MARKETING LLC	Supplies and/or Services for Community Outreach
2019	09/04/2019	CLARK, MARCELLA	08/29/2019	\$2,550	CAPITAL SERVICES & SUP	Supplies
2019	09/05/2019	SMALL, STACY	09/04/2019	(\$13)	DRI*CISCO SYSTEMS	Services
2019	09/05/2019	PHILLIPS, JUSTIN	09/05/2019	\$336	SXM*SIRIUSXM.COM/ACCT	Travel/Training
2019	09/05/2019	VAUGHN-LEE, FAYETTE	09/04/2019	\$206	STAR VENDING	Supplies and/or Services for Community Outreach
2019	09/05/2019	HAINES, JOHN	09/04/2019	(\$13)	AMAZON PRIME	*Disputed Charge
2019	09/05/2019	SNAPKO, ADAM	09/03/2019	\$750	DIVE RESCUE INTERNATIO	Harbor Related Supplies/Services
2019	09/05/2019	SNAPKO, ADAM	09/05/2019	\$87	PITNEY BOWES PI	Harbor Related Supplies/Services
2019	09/05/2019	STARKS, ERIC	09/04/2019	\$3,380	DUPONT COMPUTERS	IT Products/Services
2019	09/05/2019	STARKS, ERIC	09/04/2019	\$4,985	MVS INC	IT Products/Services
2019	09/06/2019	SMALL, STACY	09/05/2019	\$1,839	CHAMPION AWARDS	Supplies
2019	09/06/2019	VAUGHN-LEE, FAYETTE	09/05/2019	\$1,630	SCHOOLSIN	Supplies and/or Services for Community Outreach
2019	09/06/2019	GIBB, YUN FEI	09/05/2019	\$89	SHIRTMAX	Supplies and/or Services for Community Outreach

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2019	09/06/2019	GIBB, YUN FEI	09/05/2019	\$293	WAL-MART #5968	Supplies and/or Services for Community Outreach
2019	09/06/2019	GIBB, YUN FEI	09/06/2019	\$42	AMAZON.COM*8U811EA3 A	Supplies and/or Services for Community Outreach
2019	09/06/2019	MONTAGNA, CAROLYN	09/05/2019	\$450	INT*IN *DC TOURS & TRA	Services
2019	09/06/2019	SNAPKO, ADAM	09/05/2019	\$2,498	SPOTLIGHT EASTERN	Harbor Related Supplies/Services
2019	09/06/2019	PARSONS, LESLIE	09/05/2019	\$891	EXPEDIA 7472050056953	Travel/Training
2019	09/06/2019	PARSONS, LESLIE	09/05/2019	\$38	AMZN MKTP US	Supplies
2019	09/06/2019	PARSONS, LESLIE	09/06/2019	\$58	AMZN MKTP US	Supplies
2019	09/06/2019	PARSONS, LESLIE	09/05/2019	\$1,578	BBAR AT THEARC	Services
2019	09/06/2019	STARKS, ERIC	09/05/2019	\$125	INT*IN *COMLABS GOVERN	IT Products/Services
2019	09/06/2019	SETTLES, CHRISTOPHER	09/06/2019	(\$129)	FRAUD CREDIT	*Disputed Charge
2019	09/06/2019	SETTLES, CHRISTOPHER	09/05/2019	\$312	DISCOUNT ICE CO	Supplies
2019	09/09/2019	PHILLIPS, JUSTIN	09/07/2019	\$21	ROYAL FARMS # 212	Travel/Training
2019	09/09/2019	PHILLIPS, JUSTIN	09/08/2019	\$25	NEW JERSEY E-ZPASS	Travel/Training
2019	09/09/2019	VAUGHN-LEE, FAYETTE	09/06/2019	\$413	THE HOME DEPOT 2555	Supplies and/or Services for Community Outreach
2019	09/09/2019	DAVIS, CAROLYN	09/07/2019	\$699	SWEETWATER SOUND	Supplies and/or Services for Community Outreach
2019	09/09/2019	DAVIS, CAROLYN	09/07/2019	(\$60)	POWER EQUIP DIRECT	Supplies and/or Services for Community Outreach
2019	09/09/2019	CLARK, MARCELLA	09/07/2019	\$188	LEVELUP*POTBELLY078461	Supplies and/or Services for Community Outreach
2019	09/09/2019	SNAPKO, ADAM	09/05/2019	\$463	KORMAN SIGNS INC	Harbor Related Supplies/Services
2019	09/09/2019	SNAPKO, ADAM	09/06/2019	\$616	WEHR ENGINEERING INC	Harbor Related Supplies/Services
2019	09/09/2019	BRANCH, KYI	09/04/2019	\$608	SAMSCLUB.COM	Supplies and/or Services for Community Outreach
2019	09/09/2019	MOORE, RAYMOND	09/08/2019	\$8	ROYAL FARMS	Travel/Training
2019	09/09/2019	MOORE, RAYMOND	09/08/2019	\$7	ROYAL FARMS	Travel/Training
2019	09/09/2019	MOORE, RAYMOND	09/08/2019	\$34	ROYAL FARMS #226	Travel/Training
2019	09/09/2019	SUTTON, ROBERT	09/05/2019	\$1,148	THE HOME DEPOT #2583	Supplies
2019	09/09/2019	SUTTON, ROBERT	09/07/2019	\$520	BARCODE WAREHOUSE	Supplies
2019	09/09/2019	ABREU, CARLOS	09/07/2019	\$60	OUTBACK 0815	Travel/Training
2019	09/09/2019	ABREU, CARLOS	09/07/2019	\$62	OUTBACK 0815	Travel/Training
2019	09/09/2019	ABREU, CARLOS	09/07/2019	\$269	QUALITY INN & SUITES	Travel/Training
2019	09/09/2019	SETTLES, CHRISTOPHER	09/05/2019	\$4,023	VH BLACKINTON CO INC	Supplies
2019	09/10/2019	SMALL, STACY	09/09/2019	\$65	AMZN MKTP US	Supplies
2019	09/10/2019	MOORE, RAYMOND	09/08/2019	\$23	APPLEBEES 805730434252	Travel/Training
2019	09/10/2019	MOORE, RAYMOND	09/08/2019	\$23	APPLEBEES 805730434252	Travel/Training
2019	09/10/2019	SUTTON, ROBERT	09/09/2019	\$215	MOI INC	Services
2019	09/10/2019	SUTTON, ROBERT	09/09/2019	\$114	STAPLES 00102186	Supplies

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2019	09/11/2019	BRABHAM, ROBIN	09/10/2019	\$595	NATIONAL EMPLOYMENT LA	Travel/Training
2019	09/11/2019	GIBB, YUN FEI	09/11/2019	\$57	WALMART.COM	Supplies and/or Services for Community Outreach
2019	09/11/2019	SNAPKO, ADAM	09/09/2019	\$739	CAPTAIN COOK HOTEL	Harbor Related Supplies/Services
2019	09/11/2019	SNAPKO, ADAM	09/09/2019	\$924	CAPTAIN COOK HOTEL	Harbor Related Supplies/Services
2019	09/11/2019	SNAPKO, ADAM	09/09/2019	\$924	CAPTAIN COOK HOTEL	Harbor Related Supplies/Services
2019	09/11/2019	SUTTON, ROBERT	09/10/2019	\$1,669	AMERICAN FLAGS EXP	Supplies
2019	09/11/2019	SETTLES, CHRISTOPHER	09/10/2019	\$4,900	THE HAMILTON GROUP	Supplies
2019	09/12/2019	BRABHAM, ROBIN	09/11/2019	\$1,095	INST. OF POLICE TECH &	Travel/Training
2019	09/12/2019	BRABHAM, ROBIN	09/11/2019	\$1,095	INST. OF POLICE TECH &	Travel/Training
2019	09/12/2019	BRABHAM, ROBIN	09/11/2019	\$1,095	INST. OF POLICE TECH &	Travel/Training
2019	09/13/2019	VAUGHN-LEE, FAYETTE	09/11/2019	\$1,251	THE HOME DEPOT #2583	Supplies and/or Services for Community Outreach
2019	09/13/2019	BRABHAM, ROBIN	09/11/2019	\$722	JETBLUE 27	Travel/Training
2019	09/13/2019	HAINES, JOHN	09/13/2019	\$85	ULINE	Supplies
2019	09/16/2019	BRABHAM, ROBIN	09/13/2019	\$299	COLOR ID, LLC	Services
2019	09/16/2019	BRABHAM, ROBIN	09/13/2019	\$490	CHAMPION AWARDS	Supplies
2019	09/16/2019	HAINES, JOHN	09/13/2019	\$480	JIFFY JOHN INC	Services
2019	09/16/2019	HAINES, JOHN	09/13/2019	\$538	LASER-LABS.COM	Supplies
2019	09/16/2019	STARKS, ERIC	09/13/2019	\$3,747	MVS INC	IT Products/Services
2019	09/17/2019	PARSONS, LESLIE	09/16/2019	\$444	HOTELSCOM8085666508088	Travel/Training
2019	09/18/2019	VAUGHN-LEE, FAYETTE	09/17/2019	\$39	DOLLAR TREE	Supplies and/or Services for Community Outreach
2019	09/18/2019	GONZALEZ, EMMA	09/16/2019	\$457	CHARLES HOTEL	Travel/Training
2019	09/18/2019	PARSONS, LESLIE	09/16/2019	\$376	AMTRAK .CO25	Travel/Training
2019	09/18/2019	PARSONS, LESLIE	09/16/2019	\$376	AMTRAK .CO25	Travel/Training
2019	09/18/2019	PARSONS, LESLIE	09/18/2019	\$150	SPRINT	Services
2019	09/18/2019	SCHAEFER, JAMES	09/16/2019	\$960	THE HOME DEPOT 2554	Supplies
2019	09/18/2019	SCHAEFER, JAMES	09/16/2019	\$34	THE HOME DEPOT #4604	Supplies
2019	09/18/2019	MOORE, RAYMOND	09/16/2019	\$457	CHARLES HOTEL	Travel/Training
2019	09/18/2019	SETTLES, CHRISTOPHER	09/16/2019	\$1,040	VH BLACKINTON CO INC	Supplies
2019	09/19/2019	ZUROWSKI, ROBERT	09/18/2019	\$241	COUNTRY INN AND SUITES	Travel/Training
2019	09/19/2019	CLARK, MARCELLA	09/18/2019	\$201	LEVELUP*POTBELLY022316	Supplies and/or Services for Community Outreach
2019	09/19/2019	SUTTON, ROBERT	09/18/2019	\$4,900	THE HAMILTON GROUP	Supplies
2019	09/19/2019	SUTTON, ROBERT	09/18/2019	\$4,800	THE HAMILTON GROUP	Supplies
2019	09/20/2019	BRABHAM, ROBIN	09/19/2019	\$2,500	SQ *SQ *BUSINESS DEVEL	Services
2019	09/20/2019	MONTAGNA, CAROLYN	09/19/2019	\$450	INT*IN *DC TOURS & TRA	Services
2019	09/20/2019	HAMILTON, ARNITA	09/19/2019	\$268	SCHOOL OUTFITTERS	Supplies and/or Services for Community Outreach
2019	09/20/2019	PARSONS, LESLIE	09/18/2019	(\$184)	AMTRAK - J25	Travel/Training

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2019	09/20/2019	SUTTON, ROBERT	09/19/2019	\$4,264	POSDATA	Supplies
2019	09/20/2019	SUTTON, ROBERT	09/20/2019	\$371	PITNEY BOWES PI	Supplies
2019	09/23/2019	VAUGHN-LEE, FAYETTE	09/20/2019	\$122	SAFEWAY #2737	Supplies and/or Services for Community Outreach
2019	09/23/2019	MONTAGNA, CAROLYN	09/19/2019	\$325	THE HOME DEPOT 2583	Services
2019	09/23/2019	MONTAGNA, CAROLYN	09/20/2019	\$225	INT*IN *DC TOURS & TRA	Services
2019	09/23/2019	HAMILTON, ARNITA	09/20/2019	\$46	AMZN MKTP US	Supplies and/or Services for Community Outreach
2019	09/23/2019	HAMILTON, ARNITA	09/19/2019	\$162	KMART.COM 7840	Supplies and/or Services for Community Outreach
2019	09/23/2019	SETTLES, CHRISTOPHER	09/20/2019	\$2,305	TJ DISTRIBUTORS INC	Supplies
2019	09/25/2019	BRABHAM, ROBIN	09/23/2019	\$157	HOMEWOOD SUITES	Travel/Training
2019	09/25/2019	STARKS, ERIC	09/24/2019	\$125	TERAMIND INC	IT Products/Services
2019	09/26/2019	ZUROWSKI, ROBERT	09/24/2019	\$438	CHICK-FIL-A #02000	Supplies and/or Services for Community Outreach
2019	09/26/2019	MOORE, RAYMOND	09/26/2019	(\$2)	DISPUTE CREDIT	*Disputed Charge
2019	09/26/2019	MOORE, RAYMOND	09/26/2019	(\$2)	DISPUTE CREDIT	*Disputed Charge
2019	09/26/2019	MOORE, RAYMOND	09/26/2019	(\$1)	DISPUTE CREDIT	*Disputed Charge
2019	09/26/2019	MOORE, RAYMOND	09/24/2019	\$4	91773 - PENTAGON CENTR	Travel/Training
2019	09/26/2019	SUTTON, ROBERT	09/25/2019	\$1,000	AHT SERVICES GROUP LLC	Services
2019	09/27/2019	PARSONS, LESLIE	09/26/2019	\$240	FOP GIFT SHOPS	Supplies
2019	09/27/2019	SCHAEFER, JAMES	09/25/2019	\$218	SAFEWARE-MOTO	Supplies
2019	09/30/2019	BRABHAM, ROBIN	09/28/2019	\$940	HOMEWOOD SUITES	Travel/Training
2019	09/30/2019	BRABHAM, ROBIN	09/28/2019	\$940	HOMEWOOD SUITES	Travel/Training
2019	09/30/2019	BRABHAM, ROBIN	09/29/2019	\$941	HOMEWOOD SUITES	Travel/Training
2019	09/30/2019	DAVIS, CAROLYN	09/29/2019	\$14	AMAZON PRIME	*Disputed Charge
2019	09/30/2019	SCHAEFER, JAMES	09/26/2019	(\$12)	SAFEWARE-MOTO	Supplies
2019	09/30/2019	SUTTON, ROBERT	09/27/2019	(\$595)	AHT SERVICES GROUP LLC	Services
2020	10/02/2019	PHILLIPS, JUSTIN	10/02/2019	(\$336)	DISPUTE CREDIT	*Disputed Charge
2020	10/02/2019	BRANCH, KYI	10/01/2019	\$33	SAMSClub #6655	Supplies and/or services for Community Outreach
2020	10/03/2019	ZUROWSKI, ROBERT	10/01/2019	\$840	JOHN F KENNEDY CENTER	Supplies and/or services for Community Outreach
2020	10/03/2019	DAVIS, CAROLYN	10/02/2019	\$205	WM SUPERCENTER #5968	Supplies and/or services for Community Outreach
2020	10/04/2019	ZUROWSKI, ROBERT	10/02/2019	\$761	AMERICAN AIRLINES	Travel/Training
2020	10/04/2019	ZUROWSKI, ROBERT	10/02/2019	\$761	AMERICAN AIRLINES	Travel/Training
2020	10/04/2019	SMALL, STACY	10/03/2019	\$530	INT*IN *PRECISION CAPI	Supplies
2020	10/04/2019	SMALL, STACY	10/03/2019	\$1,800	WWW.SURVEYGIZMO.COM	Services
2020	10/04/2019	BRABHAM, ROBIN	10/04/2019	\$940	HOMEWOOD SUITES	Travel/Training
2020	10/04/2019	BRABHAM, ROBIN	10/04/2019	\$940	HOMEWOOD SUITES	Travel/Training



Fiscal Year	Post Date	Cardholder	Transaction Date	Transaction Amount	Merchant Name	Category
2020	10/07/2019	ZUROWSKI, ROBERT	10/03/2019	\$118	HOLIDAY INN EXPRESS AL	Travel/Training
2020	10/07/2019	ZUROWSKI, ROBERT	10/03/2019	\$118	HOLIDAY INN EXPRESS AL	Travel/Training
2020	10/07/2019	ZUROWSKI, ROBERT	10/03/2019	\$1,237	KIMPTON SIR FRANCES DR	Travel/Training
2020	10/07/2019	BRABHAM, ROBIN	10/05/2019	\$157	HOMEWOOD SUITES	Travel/Training
2020	10/07/2019	BRABHAM, ROBIN	10/05/2019	\$157	HOMEWOOD SUITES	Travel/Training
2020	10/07/2019	BRABHAM, ROBIN	10/05/2019	\$807	HOMEWOOD SUITES	Travel/Training
2020	10/07/2019	BRABHAM, ROBIN	10/04/2019	\$160	IACP	Services
2020	10/08/2019	PARSONS, LESLIE	10/07/2019	\$1,525	OFFICESUPPLY.COM	Supplies
2020	10/09/2019	PHILLIPS, JUSTIN	10/07/2019	\$8,400	DC CHAMBER OF COMMERCE	Travel/Training
2020	10/09/2019	SNAPKO, ADAM	10/08/2019	\$1,521	LIVE VIEW GPS	Harbor Related Supplies/Services
2020	10/09/2019	SNAPKO, ADAM	10/08/2019	\$10	LIVE VIEW GPS	Harbor Related Supplies/Services
2020	10/09/2019	PARSONS, LESLIE	10/08/2019	\$60	TMOBILE*LAW RELATION	Services
2020	10/09/2019	BRANCH, KYI	10/08/2019	\$182	AMZN MKTP US	Supplies and/or services for Community Outreach
2020	10/09/2019	MOORE, RAYMOND	10/07/2019	\$8,400	DC CHAMBER OF COMMERCE	Travel/Training
2020	10/10/2019	SNAPKO, ADAM	10/09/2019	\$175	NATIONAL SAFE BOATING	Harbor Related Supplies/Services
2020	10/10/2019	BRANCH, KYI	10/09/2019	\$37	AMZN MKTP US	Supplies and/or services for Community Outreach
2020	10/10/2019	BRANCH, KYI	10/08/2019	\$1,497	POSITIVE PROMO00 OF 00	Supplies and/or services for Community Outreach
2020	10/10/2019	BRANCH, KYI	10/09/2019	\$105	WALMART.COM	Supplies and/or services for Community Outreach
2020	10/10/2019	BRANCH, KYI	10/10/2019	\$18	AMZN MKTP US	Supplies and/or services for Community Outreach
2020	10/10/2019	BRANCH, KYI	10/09/2019	\$64	MICHAELS STORES 1298	Supplies and/or services for Community Outreach
2020	10/11/2019	BRABHAM, ROBIN	10/10/2019	\$349	THE HAMILTON GROUP	Supplies
2020	10/11/2019	BRANCH, KYI	10/11/2019	\$125	TOY CONNECTION INC	Supplies and/or services for Community Outreach
2020	10/14/2019	VAUGHN-LEE, FAYETTE	10/11/2019	\$209	LEDO PIZZA	Supplies and/or services for Community Outreach
2020	10/14/2019	BRANCH, KYI	10/11/2019	\$57	STU	Supplies and/or services for Community Outreach
2020	10/14/2019	BRANCH, KYI	10/11/2019	\$4	DOLLAR TREE	Supplies and/or services for Community Outreach
2020	10/14/2019	BRANCH, KYI	10/11/2019	\$75	OTC BRANDS, INC.	Supplies and/or services for Community Outreach
2020	10/14/2019	BRANCH, KYI	10/13/2019	\$19	MICHAELS STORES 1298	Supplies and/or services for Community Outreach
2020	10/16/2019	MONTAGNA, CAROLYN	10/15/2019	\$400	MAGLOCLLEN	Services
2020	10/16/2019	SETTLES, CHRISTOPHER	10/15/2019	\$630	LOWES #03256	Supplies

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2020	10/17/2019	ZUROWSKI, ROBERT	10/15/2019	\$988	DELTA	Travel/Training
2020	10/17/2019	ZUROWSKI, ROBERT	10/15/2019	\$988	DELTA	Travel/Training
2020	10/17/2019	BRABHAM, ROBIN	10/16/2019	\$799	AUTOMATED SIGNATURE TE	Services
2020	10/17/2019	HAMILTON, ARNITA	10/15/2019	\$161	RESTAURANT DEPOT	Supplies and/or services for Community Outreach
2020	10/17/2019	SETTLES, CHRISTOPHER	10/15/2019	\$749	THE HOME DEPOT 2583	Supplies
2020	10/17/2019	SETTLES, CHRISTOPHER	10/15/2019	\$4,760	JIMMIE MUSCATELLO'S GQ	Uniforms
2020	10/18/2019	PARSONS, LESLIE	10/17/2019	\$60	TMOBILE*LAW RELATION	Services
2020	10/18/2019	STARKS, ERIC	10/16/2019	\$2,198	MYRIAD SOLUTIONS INC	IT Products/Services
2020	10/21/2019	SMALL, STACY	10/18/2019	\$530	INT*IN *PRECISION CAPI	Supplies
2020	10/21/2019	VAUGHN-LEE, FAYETTE	10/18/2019	\$117	FRAGERS	Supplies and/or services for Community Outreach
2020	10/21/2019	VAUGHN-LEE, FAYETTE	10/18/2019	\$142	MCCORMICK PAINT-33 DC/	Supplies and/or services for Community Outreach
2020	10/21/2019	VAUGHN-LEE, FAYETTE	10/18/2019	\$200	PAYPAL	Supplies and/or services for Community Outreach
2020	10/21/2019	VAUGHN-LEE, FAYETTE	10/18/2019	\$144	FEDEX	Supplies and/or services for Community Outreach
2020	10/21/2019	STARKS, ERIC	10/18/2019	\$2,742	SOLARWINDS	IT Products/Services
2020	10/21/2019	SETTLES, CHRISTOPHER	10/18/2019	\$37	FEDEX	Services
2020	10/22/2019	ZUROWSKI, ROBERT	10/22/2019	(\$988)	DELTA	Travel/Training
2020	10/22/2019	ZUROWSKI, ROBERT	10/22/2019	(\$988)	DELTA	Travel/Training
2020	10/22/2019	BRABHAM, ROBIN	10/11/2019	(\$157)	HOMEWOOD SUITES	Travel/Training
2020	10/22/2019	SNAPKO, ADAM	10/21/2019	\$679	HYATT REGENCY MCCORMIC	Travel/Training
2020	10/22/2019	BRANCH, KYI	10/21/2019	\$49	WALMART.COM	Supplies and/or services for Community Outreach
2020	10/23/2019	ZUROWSKI, ROBERT	10/22/2019	\$1,500	SQ *SQ *A TOUCH OF CLA	Supplies and/or services for Community Outreach
2020	10/23/2019	SMALL, STACY	10/22/2019	\$540	PROJ VIDEO 118	Services
2020	10/23/2019	DAVIS, CAROLYN	10/22/2019	\$400	LOWES #03256	Supplies and/or services for Community Outreach
2020	10/23/2019	SCHAEFER, JAMES	10/22/2019	\$450	AIRBORNE PUBLIC SAF	Travel/Training
2020	10/23/2019	BRANCH, KYI	10/21/2019	\$85	STAR VENDING	Supplies and/or services for Community Outreach
2020	10/23/2019	BRANCH, KYI	10/21/2019	\$20	OTC BRANDS INC	Supplies and/or services for Community Outreach
2020	10/24/2019	ZUROWSKI, ROBERT	10/24/2019	\$988	DELTA	Travel/Training
2020	10/24/2019	ZUROWSKI, ROBERT	10/24/2019	\$988	DELTA	Travel/Training
2020	10/24/2019	ZUROWSKI, ROBERT	10/22/2019	\$623	CHICK-FIL-A #03882	Supplies and/or services for Community Outreach
2020	10/24/2019	SNAPKO, ADAM	10/22/2019	\$372	CAPITAL SERVICES & SUP	Harbor Related Supplies/Services

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2020	10/24/2019	SCHAEFER, JAMES	10/23/2019	\$34	COMMERCIAL VEHICLE SAF	Motor Carrier Related Supplies/Services
2020	10/24/2019	BRANCH, KYI	10/23/2019	\$27	AMAZON.COM*MT9S26ZG3 A	Supplies and/or services for Community Outreach
2020	10/24/2019	BRANCH, KYI	10/23/2019	\$46	WALMART.COM	Supplies and/or services for Community Outreach
2020	10/25/2019	BRABHAM, ROBIN	10/23/2019	\$774	SOUTHWEST	Travel/Training
2020	10/25/2019	BRABHAM, ROBIN	10/24/2019	\$702	MHR MARQUIS CHICAGO FD	Travel/Training
2020	10/25/2019	BRABHAM, ROBIN	10/24/2019	\$702	MHR MARQUIS CHICAGO FD	Travel/Training
2020	10/25/2019	GIBB, YUN FEI	10/24/2019	\$160	SQ *SQ *SIGNING SELLER	Services
2020	10/25/2019	SNAPKO, ADAM	10/24/2019	\$2,498	SPOTLIGHT EASTERN	Harbor Related Supplies/Services
2020	10/25/2019	HAMILTON, ARNITA	10/23/2019	\$107	SHOPPERS FOOD / PHAR	Supplies and/or services for Community Outreach
2020	10/25/2019	HAMILTON, ARNITA	10/23/2019	\$113	RESTAURANT DEPOT	Supplies and/or services for Community Outreach
2020	10/25/2019	BRANCH, KYI	10/24/2019	\$14	MICHAELS STORES 1298	Supplies and/or services for Community Outreach
2020	10/25/2019	SUTTON, ROBERT	10/25/2019	\$731	ULINE	Supplies
2020	10/25/2019	STARKS, ERIC	10/24/2019	\$125	TERAMIND INC	IT Products/Services
2020	10/25/2019	SETTLES, CHRISTOPHER	10/24/2019	\$1,685	800-781-2677	Supplies
2020	10/28/2019	SMALL, STACY	10/26/2019	\$98	AMAZON.COM*O42C168J3	Supplies
2020	10/28/2019	BRABHAM, ROBIN	10/25/2019	\$106	SUB	*Disputed Charge
2020	10/28/2019	GIBB, YUN FEI	10/25/2019	\$975	INT*IN *BARRAZA COMMUN	Services
2020	10/28/2019	STARKS, ERIC	10/25/2019	\$4,180	THE CALVIN PRICE	IT Products/Services
2020	10/28/2019	STARKS, ERIC	10/25/2019	\$790	RJH SUPPLY LLC	IT Products/Services
2020	10/29/2019	GONZALEZ, EMMA	10/27/2019	\$30	GRAZIE GRAZIE	Travel/Training
2020	10/29/2019	GONZALEZ, EMMA	10/28/2019	\$11	CVS/PHARMACY #10415	Travel/Training
2020	10/29/2019	DAVIS, CAROLYN	10/28/2019	\$151	LOWES #03256	Supplies and/or services for Community Outreach
2020	10/29/2019	DAVIS, CAROLYN	10/28/2019	\$62	SPIRIT HALLOWEEN 71025	Supplies and/or services for Community Outreach
2020	10/29/2019	DAVIS, CAROLYN	10/28/2019	\$157	SPIRIT HALLOWEEN 71025	Supplies and/or services for Community Outreach
2020	10/29/2019	DAVIS, CAROLYN	10/29/2019	\$14	AMAZON PRIME	Supplies and/or services for Community Outreach
2020	10/29/2019	DAVIS, CAROLYN	10/28/2019	\$256	WAL-MART #3035	Supplies and/or services for Community Outreach
2020	10/29/2019	SETTLES, CHRISTOPHER	10/28/2019	\$869	LOWES #00907	Supplies
2020	10/30/2019	VAUGHN-LEE, FAYETTE	10/29/2019	\$29	GIANT 0384	Supplies and/or services for Community Outreach

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2020	10/30/2019	VAUGHN-LEE, FAYETTE	10/29/2019	\$10	DOLLAR TREE	Supplies and/or services for Community Outreach
2020	10/30/2019	VAUGHN-LEE, FAYETTE	10/29/2019	\$181	BJS WHOLESALE #0207	Supplies and/or services for Community Outreach
2020	10/30/2019	BRABHAM, ROBIN	10/29/2019	\$98	CHAMPION AWARDS	Supplies
2020	10/30/2019	BRABHAM, ROBIN	10/29/2019	\$755	LAPEL PINS PLUS NETWORK	Supplies
2020	10/30/2019	GONZALEZ, EMMA	10/28/2019	\$13	GRAZIE GRAZIE	Travel/Training
2020	10/30/2019	GONZALEZ, EMMA	10/28/2019	\$93	MI VIDA	Travel/Training
2020	10/30/2019	GONZALEZ, EMMA	10/29/2019	\$36	PHO HIEP HOA	Travel/Training
2020	10/30/2019	DAVIS, CAROLYN	10/29/2019	\$253	WAL-MART #5968	Supplies and/or services for Community Outreach
2020	10/30/2019	STATEN, DERECK	10/29/2019	\$30	DOLLAR TREE	Supplies and/or services for Community Outreach
2020	10/30/2019	STATEN, DERECK	10/29/2019	\$528	BJS WHOLESALE #0207	Supplies and/or services for Community Outreach
2020	10/30/2019	STARKS, ERIC	10/29/2019	\$1,109	ENTIT SOFTWARE LLC	IT Products/Services
2020	10/30/2019	STARKS, ERIC	10/29/2019	\$3,510	INTUIT PAYME	IT Products/Services
2020	10/31/2019	SMALL, STACY	10/29/2019	\$2,600	WASHINGTON TROPHY C	Supplies
2020	10/31/2019	SMALL, STACY	10/30/2019	\$648	AMZN MKTP US	Supplies
2020	10/31/2019	GONZALEZ, EMMA	10/29/2019	\$17	7-ELEVEN 23723	Travel/Training
2020	10/31/2019	GONZALEZ, EMMA	10/29/2019	\$1,066	INTERCONTINENTAL HOTELS GROUP	Travel/Training
2020	10/31/2019	GONZALEZ, EMMA	10/29/2019	\$1,066	INTERCONTINENTAL HOTELS GROUP	Travel/Training
2020	10/31/2019	GONZALEZ, EMMA	10/30/2019	\$68	CIRCA AT NAVY YARD	Travel/Training
2020	10/31/2019	DAVIS, CAROLYN	10/30/2019	\$37	LOWES #03256	Supplies and/or services for Community Outreach
2020	10/31/2019	DAVIS, CAROLYN	10/30/2019	\$65	GIANT 0384	Supplies and/or services for Community Outreach
2020	10/31/2019	DAVIS, CAROLYN	10/30/2019	\$140	INT*IN *GOTTA GO NOW	Supplies and/or services for Community Outreach
2020	10/31/2019	DAVIS, CAROLYN	10/30/2019	\$330	WAL-MART #5968	Supplies and/or services for Community Outreach
2020	10/31/2019	BRANCH, KYI	10/30/2019	\$140	SAMSClub #6655	Supplies and/or services for Community Outreach
2020	10/31/2019	STATEN, DERECK	10/30/2019	\$48	DOLLAR AND BEYOND	Supplies and/or services for Community Outreach
2020	10/31/2019	STATEN, DERECK	10/30/2019	\$167	DOLLAR AND BEYOND	Supplies and/or services for Community Outreach
2020	10/31/2019	STATEN, DERECK	10/30/2019	\$76	WM SUPERCENTER #5968	Supplies and/or services for Community Outreach
2020	10/31/2019	STARKS, ERIC	10/30/2019	\$155	INT*IN *CHANGING TECHN	IT Products/Services
2020	10/31/2019	SETTLES, CHRISTOPHER	10/29/2019	\$4,750	JIMMIE MUSCATELLO'S GQ	Uniforms

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2020	11/01/2019	DAVIS, CAROLYN	10/31/2019	\$19	GIANT 0384	Supplies and/or services for Community Outreach
2020	11/01/2019	BRANCH, KYI	10/31/2019	\$40	GIANT 2379	Supplies and/or services for Community Outreach
2020	11/01/2019	STATEN, DERECK	10/31/2019	\$52	PARTY CITY 738	Supplies and/or services for Community Outreach
2020	11/01/2019	STATEN, DERECK	10/31/2019	\$68	WM SUPERCENTER #5968	Supplies and/or services for Community Outreach
2020	11/01/2019	SETTLES, CHRISTOPHER	11/01/2019	\$441	NBF*NATL BIZ FURNITURE	Supplies
2020	11/04/2019	ZUROWSKI, ROBERT	11/02/2019	\$618	TOP GOLF NATIONAL HARB	Supplies and/or services for Community Outreach
2020	11/04/2019	PHILLIPS, JUSTIN	11/04/2019	\$336	DISPUTE REBILL	*Disputed Charge
2020	11/04/2019	VAUGHN-LEE, FAYETTE	10/31/2019	\$21	STAR VENDING	Supplies and/or services for Community Outreach
2020	11/04/2019	VAUGHN-LEE, FAYETTE	10/31/2019	\$18	SAFeway #2892	Supplies and/or services for Community Outreach
2020	11/04/2019	MONTAGNA, CAROLYN	10/31/2019	\$32	TAXI SVC WASHINGTON	Services
2020	11/04/2019	STATEN, DERECK	11/01/2019	\$290	LEDO PIZZA	Supplies and/or services for Community Outreach
2020	11/04/2019	SETTLES, CHRISTOPHER	11/01/2019	\$392	HOMEDEPOT.COM	Supplies
2020	11/04/2019	SETTLES, CHRISTOPHER	11/01/2019	(\$216)	THE HOME DEPOT #2583	Supplies
2020	11/04/2019	SETTLES, CHRISTOPHER	11/01/2019	\$216	THE HOME DEPOT #2583	Supplies
2020	11/05/2019	BRABHAM, ROBIN	11/04/2019	\$85	CHAMPION AWARDS	Supplies
2020	11/05/2019	STARKS, ERIC	11/04/2019	\$1,402	MOBIL SATELLITE TECHNO	IT Products/Services
2020	11/06/2019	BRABHAM, ROBIN	11/04/2019	\$124	AMTRAK TEL30	Travel/Training
2020	11/06/2019	SNAPKO, ADAM	11/05/2019	\$380	SQ *SQ *MOUNT VERNON C	Harbor Related Supplies/Services
2020	11/06/2019	SNAPKO, ADAM	11/05/2019	\$310	DEMA	Harbor Related Supplies/Services
2020	11/06/2019	SUTTON, ROBERT	11/06/2019	\$4,406	ULINE	Supplies
2020	11/06/2019	SUTTON, ROBERT	11/06/2019	\$3,284	NBF OFFICEFURNITURE	Supplies
2020	11/06/2019	JOHNSON, MARVIN	11/05/2019	\$837	B&H PHOTO 800-606-696	Supplies
2020	11/07/2019	ZUROWSKI, ROBERT	11/06/2019	\$618	TOP GOLF NATIONAL HARB	Supplies and/or services for Community Outreach
2020	11/07/2019	SMALL, STACY	11/06/2019	\$4,841	INT*IN *THE PROMOTOUCH	Supplies
2020	11/07/2019	BRABHAM, ROBIN	11/06/2019	\$300	GWU DSA # 2	Supplies and/or services for Community Outreach
2020	11/07/2019	SNAPKO, ADAM	11/05/2019	\$196	AMERICAN AIRLINES	Harbor Related Supplies/Services
2020	11/07/2019	SNAPKO, ADAM	11/05/2019	\$196	AMERICAN AIRLINES	Harbor Related Supplies/Services
2020	11/07/2019	PARSONS, LESLIE	11/06/2019	\$85	TMOBILE*LAW RELATION	Services
2020	11/07/2019	SUTTON, ROBERT	11/06/2019	\$380	SQU*SQ *DIRECT LOCKSMI	Supplies
2020	11/07/2019	SUTTON, ROBERT	11/06/2019	\$1,185	SQU*SQ *DIRECT LOCKSMI	Supplies
2020	11/07/2019	SUTTON, ROBERT	11/06/2019	\$600	SQU*SQ *DIRECT LOCKSMI	Supplies

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2020	11/07/2019	JOHNSON, MARVIN	11/06/2019	\$237	EXPEDIA 7492533240017	Travel/Training
2020	11/07/2019	SETTLES, CHRISTOPHER	11/07/2019	\$269	DISPLAYS2GO	Supplies
2020	11/08/2019	BRABHAM, ROBIN	11/06/2019	\$445	DOUBLETREE PHILADELPHI	Travel/Training
2020	11/08/2019	BRABHAM, ROBIN	11/06/2019	\$57	AMTRAK TEL31	Travel/Training
2020	11/08/2019	DAVIS, CAROLYN	11/07/2019	(\$14)	AMAZON PRIME	Supplies and/or services for Community Outreach
2020	11/08/2019	DAVIS, CAROLYN	11/06/2019	\$140	STAR VENDING	Supplies and/or services for Community Outreach
2020	11/08/2019	JOHNSON, MARVIN	11/06/2019	\$193	UNITED AIRLINES	Travel/Training
2020	11/08/2019	JOHNSON, MARVIN	11/06/2019	\$324	AMERICAN AIRLINES	Travel/Training
2020	11/08/2019	STARKS, ERIC	11/07/2019	\$4,988	DUPONT COMPUTERS	IT Products/Services
2020	11/08/2019	SETTLES, CHRISTOPHER	11/06/2019	\$2,120	CAPITAL SERVICES & SUP	Services
2020	11/11/2019	ZUROWSKI, ROBERT	11/07/2019	\$287	CHICK-FIL-A #02000	Supplies and/or services for Community Outreach
2020	11/11/2019	BRABHAM, ROBIN	11/09/2019	\$12	AMZN MKTP US	Supplies and/or services for Community Outreach
2020	11/11/2019	MONTAGNA, CAROLYN	11/08/2019	\$60	TAXI SVC WASHINGTON	Services
2020	11/12/2019	PARSONS, LESLIE	11/11/2019	\$570	EXPEDIA 7493681199347	Travel/Training
2020	11/13/2019	BRABHAM, ROBIN	11/12/2019	(\$20)	FED LAW ENF TRNG	Travel/Training
2020	11/13/2019	SNAPKO, ADAM	11/12/2019	\$1,795	KONECRANES INC	Harbor Related Supplies/Services
2020	11/13/2019	SUTTON, ROBERT	11/11/2019	\$86	THE HOME DEPOT 2583	Supplies
2020	11/13/2019	SETTLES, CHRISTOPHER	11/11/2019	(\$338)	VH BLACKINTON CO INC	Supplies
2020	11/14/2019	ZUROWSKI, ROBERT	11/13/2019	\$1,320	BIG BUS TOURS LTD	Supplies and/or services for Community Outreach
2020	11/14/2019	PHILLIPS, JUSTIN	11/12/2019	\$12	INTERNATIONAL TRANSACTION	Travel/Training
2020	11/14/2019	PHILLIPS, JUSTIN	11/12/2019	\$805	SHERATON ADDIS	Travel/Training
2020	11/14/2019	BRABHAM, ROBIN	11/13/2019	\$436	AMZN MKTP US	Supplies and/or services for Community Outreach
2020	11/14/2019	HAINES, JOHN	11/14/2019	\$392	ULINE	Supplies
2020	11/14/2019	MOORE, RAYMOND	11/12/2019	\$0	INTERNATIONAL TRANSACTION	Travel/Training
2020	11/14/2019	MOORE, RAYMOND	11/12/2019	\$23	SHERATON ADDIS	Travel/Training
2020	11/15/2019	ZUROWSKI, ROBERT	11/14/2019	\$1,427	MEDIEVAL TIMES BAL T I	Supplies and/or services for Community Outreach
2020	11/15/2019	SMALL, STACY	11/15/2019	\$89	AMZN MKTP US	Supplies
2020	11/15/2019	VAUGHN-LEE, FAYETTE	11/13/2019	\$22	SAFeway #2892	Supplies and/or services for Community Outreach
2020	11/15/2019	SNAPKO, ADAM	11/14/2019	\$2,953	THE HAMILTON GROUP	Harbor Related Supplies/Services
2020	11/18/2019	ZUROWSKI, ROBERT	11/15/2019	\$627	WASHINGTON WIZARDS	Supplies and/or services for Community Outreach
2020	11/18/2019	ZUROWSKI, ROBERT	11/14/2019	\$319	CHICK-FIL-A #02000	Supplies and/or services for Community Outreach

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2020	11/18/2019	SMALL, STACY	11/15/2019	\$1,377	ARTICULATE GLOBAL INC	Services
2020	11/18/2019	PHILLIPS, JUSTIN	11/17/2019	\$25	NEW JERSEY E-ZPASS	Travel/Training
2020	11/18/2019	MONTAGNA, CAROLYN	11/15/2019	\$2,470	ASTRA RADIO COMMUNICAT	Supplies
2020	11/18/2019	HAMILTON, ARNITA	11/14/2019	(\$31)	KMART.COM 7840	Supplies and/or services for Community Outreach
2020	11/18/2019	SUTTON, ROBERT	11/15/2019	\$1,080	SQU*SQ *DIRECT LOCKSMI	Supplies
2020	11/18/2019	SUTTON, ROBERT	11/14/2019	\$3,342	SAFEWARE-MOTO	Supplies
2020	11/18/2019	STARKS, ERIC	11/15/2019	\$4,059	RJH SUPPLY LLC	IT Products/Services
2020	11/19/2019	SMALL, STACY	11/19/2019	\$302	AMZN MKTP US	Supplies
2020	11/19/2019	SMALL, STACY	11/18/2019	(\$78)	ARTICULATE GLOBAL INC	Supplies
2020	11/19/2019	PHILLIPS, JUSTIN	11/18/2019	\$25	NEW JERSEY E-ZPASS	Travel/Training
2020	11/19/2019	PHILLIPS, JUSTIN	11/18/2019	\$25	NEW JERSEY E-ZPASS	Travel/Training
2020	11/19/2019	BRABHAM, ROBIN	11/18/2019	\$150	SQ *SQ *KAREBEAR FACE	Supplies and/or services for Community Outreach
2020	11/20/2019	ZUROWSKI, ROBERT	11/19/2019	\$1,617	WASHINGTONCAPITALS	Supplies and/or services for Community Outreach
2020	11/20/2019	PHILLIPS, JUSTIN	11/19/2019	\$25	NEW JERSEY E-ZPASS	Travel/Training
2020	11/20/2019	PHILLIPS, JUSTIN	11/19/2019	\$25	NEW JERSEY E-ZPASS	Travel/Training
2020	11/20/2019	VAUGHN-LEE, FAYETTE	11/20/2019	\$306	ULINE	Supplies and/or services for Community Outreach
2020	11/20/2019	SNAPKO, ADAM	11/19/2019	\$64	FEDEX	Harbor Related Supplies/Services
2020	11/20/2019	SCHAEFER, JAMES	11/19/2019	\$1,402	EXPEDIA 71001369916051	Motor Carrier Related Supplies/Services
2020	11/20/2019	SCHAEFER, JAMES	11/19/2019	\$808	DELTA	Motor Carrier Related Supplies/Services
2020	11/20/2019	SUTTON, ROBERT	11/18/2019	\$686	CAROUSEL CHECKS	Supplies
2020	11/20/2019	STARKS, ERIC	11/19/2019	\$3,925	MVS INC	IT Products/Services
2020	11/20/2019	STARKS, ERIC	11/19/2019	\$135	INT*IN *CHANGING TECHN	IT Products/Services
2020	11/21/2019	MONTAGNA, CAROLYN	11/19/2019	\$11	TAXI SVC WASHINGTON	Services
2020	11/21/2019	SETTLES, CHRISTOPHER	11/19/2019	\$1,870	JIMMIE MUSCATELLO'S GQ	Uniforms
2020	11/21/2019	SETTLES, CHRISTOPHER	11/19/2019	\$4,375	JIMMIE MUSCATELLO'S GQ	Uniforms
2020	11/22/2019	PHILLIPS, JUSTIN	11/21/2019	\$25	NEW JERSEY E-ZPASS	Travel/Training
2020	11/22/2019	SANTIAGO, MARCO	11/21/2019	\$27	AMZN MKTP US	Supplies and/or services for Community Outreach
2020	11/22/2019	MONTAGNA, CAROLYN	11/20/2019	\$14	TAXI SVC WASHINGTON	Services
2020	11/22/2019	DAVIS, CAROLYN	11/22/2019	\$225	PLAYERS LOUNGE & S&G	Supplies and/or services for Community Outreach
2020	11/22/2019	MOORE, RAYMOND	11/20/2019	\$2,391	AMERICAN AIRLINES	Travel/Training
2020	11/22/2019	MOORE, RAYMOND	11/20/2019	\$2,644	AMERICAN AIRLINES	Travel/Training
2020	11/22/2019	MOORE, RAYMOND	11/20/2019	\$42	AMERICAN AIRLINES	Travel/Training
2020	11/22/2019	HAMILTON, APRIL	11/21/2019	\$50	CROWN TROPHY GAITHERSB	Supplies

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2020	11/25/2019	ZUROWSKI, ROBERT	11/21/2019	\$222	CHICK-FIL-A #02000	Supplies and/or services for Community Outreach
2020	11/25/2019	SMALL, STACY	11/20/2019	\$4,568	STANDARD OFFICE SUPPLY	Supplies
2020	11/25/2019	PHILLIPS, JUSTIN	11/22/2019	\$40	EXPEDIA 7496502514980	Travel/Training
2020	11/25/2019	PHILLIPS, JUSTIN	11/22/2019	\$54	TRAVEL GUARD GROUP INC	Travel/Training
2020	11/25/2019	PHILLIPS, JUSTIN	11/22/2019	\$659	UNITED AIRLINES	Travel/Training
2020	11/25/2019	PHILLIPS, JUSTIN	11/22/2019	\$94	UNITED AIRLINES	Travel/Training
2020	11/25/2019	PHILLIPS, JUSTIN	11/22/2019	\$75	UNITED AIRLINES	Travel/Training
2020	11/25/2019	SANTIAGO, MARCO	11/22/2019	\$85	AMZN MKTP US	Supplies and/or services for Community Outreach
2020	11/25/2019	SANTIAGO, MARCO	11/22/2019	\$410	POPCORN SUPPLY COMPANY	Supplies and/or services for Community Outreach
2020	11/25/2019	MONTAGNA, CAROLYN	11/22/2019	\$18	TAXI SVC WASHINGTON	Services
2020	11/25/2019	DAVIS, CAROLYN	11/21/2019	\$180	TLF*CONKLYNS FLORIST	Supplies
2020	11/25/2019	ABREU, CARLOS	11/22/2019	\$74	TRAVEL GUARD GROUP INC	Travel/Training
2020	11/25/2019	ABREU, CARLOS	11/22/2019	\$960	UNITED AIRLINES	Travel/Training
2020	11/25/2019	STARKS, ERIC	11/24/2019	\$125	TERAMIND INC	IT Products/Services
2020	11/25/2019	SETTLES, CHRISTOPHER	11/22/2019	\$497	STANDARD OFFICE SUPPLY	Supplies
2020	11/25/2019	SETTLES, CHRISTOPHER	11/22/2019	\$498	THE HOME DEPOT #2583	*Disputed Charge
2020	11/27/2019	SMALL, STACY	11/26/2019	\$1,372	PAUL C BUFF	Supplies
2020	11/27/2019	SMALL, STACY	11/26/2019	\$114	B&H PHOTO 800-606-696	Supplies
2020	11/27/2019	JOHNSON, MARVIN	11/26/2019	\$229	SQUARESPACE INC.	Services
2020	11/29/2019	ZUROWSKI, ROBERT	11/26/2019	\$879	AMERICAN AIRLINES	Travel/Training
2020	11/29/2019	ZUROWSKI, ROBERT	11/26/2019	\$879	AMERICAN AIRLINES	Travel/Training
2020	12/02/2019	BRABHAM, ROBIN	12/02/2019	(\$106)	DISPUTE CREDIT	*Disputed Charge
2020	12/02/2019	STARKS, ERIC	11/29/2019	\$1,060	AMAZON.COM*ES4OP2AH3	IT Products/Services
2020	12/02/2019	SETTLES, CHRISTOPHER	11/30/2019	\$499	ULINE	Supplies
2020	12/03/2019	ZUROWSKI, ROBERT	12/02/2019	\$510	JERSEY MIKES 36002	Supplies and/or services for Community Outreach
2020	12/03/2019	CLARK, MARCELLA	12/02/2019	\$150	CHAMPION AWARDS	Supplies
2020	12/03/2019	CLARK, MARCELLA	12/02/2019	\$47	CAPITAL SERVICES & SUP	Supplies
2020	12/04/2019	BRABHAM, ROBIN	12/03/2019	\$522	INT*IN *AL BETZ & ASSO	Services
2020	12/04/2019	HAMILTON, APRIL	12/03/2019	\$548	NBA OFFICE PRODUCTS, I	Supplies
2020	12/04/2019	HAMILTON, APRIL	12/03/2019	\$144	NBA OFFICE PRODUCTS, I	Supplies
2020	12/05/2019	MONTAGNA, CAROLYN	12/03/2019	\$69	TAXI SVC WASHINGTON	Services
2020	12/05/2019	MONTAGNA, CAROLYN	12/03/2019	\$26	TAXI SVC WASHINGTON	Services
2020	12/06/2019	MONTAGNA, CAROLYN	12/06/2019	(\$11)	DISPUTE CREDIT	*Disputed Charge
2020	12/06/2019	DAVIS, CAROLYN	12/04/2019	\$102	CHICK-FIL-A #04118	Supplies and/or services for Community Outreach
2020	12/06/2019	DAVIS, CAROLYN	12/04/2019	\$28	CHICK-FIL-A #04118	Supplies and/or services for Community Outreach



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2020	12/06/2019	CLARK, MARCELLA	12/05/2019	\$475	POLICE EXECUTIVE RESEA	Services
2020	12/06/2019	SNAPKO, ADAM	12/05/2019	\$2,590	LIFEGUARD STORE - ONLI	Harbor Related Supplies/Services
2020	12/06/2019	SUTTON, ROBERT	12/05/2019	\$4,980	THE HAMILTON GROUP	Supplies
2020	12/06/2019	SETTLES, CHRISTOPHER	12/04/2019	\$619	M & M APPLIANCE SALES	Supplies
2020	12/06/2019	SETTLES, CHRISTOPHER	12/04/2019	\$649	M & M APPLIANCE SALES	Supplies
2020	12/09/2019	ZUROWSKI, ROBERT	12/05/2019	\$239	CHICK-FIL-A #02000	Supplies and/or services for Community Outreach
2020	12/09/2019	MONTAGNA, CAROLYN	12/06/2019	\$1,040	AMZN MKTP US	Supplies
2020	12/09/2019	PARSONS, LESLIE	12/06/2019	\$60	TMOBILE*LAW RELATION	Services
2020	12/09/2019	SUTTON, ROBERT	12/05/2019	\$139	HOMEDEPOT.COM	Supplies
2020	12/09/2019	SETTLES, CHRISTOPHER	12/07/2019	(\$498)	DISPUTE CREDIT	*Disputed Charge
2020	12/10/2019	SANTIAGO, MARCO	12/09/2019	\$488	S FREEDMAN AND SONS	Supplies and/or services for Community Outreach
2020	12/10/2019	SNAPKO, ADAM	12/09/2019	\$189	TRI-STATE MARINE INC	Harbor Related Supplies/Services
2020	12/10/2019	PARSONS, LESLIE	12/10/2019	\$1,026	EXPEDIA 71002128886708	Travel/Training
2020	12/10/2019	SUTTON, ROBERT	12/10/2019	(\$41)	ULINE	Supplies
2020	12/10/2019	SUTTON, ROBERT	12/10/2019	(\$249)	ULINE	Supplies
2020	12/10/2019	STARKS, ERIC	12/09/2019	\$389	DUPONT COMPUTERS	IT Products/Services
2020	12/10/2019	STARKS, ERIC	12/09/2019	\$2,672	INT*IN *CHANGING TECHN	IT Products/Services
2020	12/12/2019	PHILLIPS, JUSTIN	12/10/2019	\$1,372	DC CHAMBER OF COMMERCE	Travel/Training
2020	12/12/2019	HAMILTON, ARNITA	12/11/2019	\$145	WAL-MART #5129	Supplies and/or services for Community Outreach
2020	12/12/2019	PARSONS, LESLIE	12/11/2019	\$60	TMOBILE*LAW RELATION	Services
2020	12/13/2019	CLARK, MARCELLA	12/12/2019	\$112	SUB	Services
2020	12/13/2019	SNAPKO, ADAM	12/12/2019	\$1,800	PRINCE WILLIAM MARINA	Harbor Related Supplies/Services
2020	12/16/2019	ZUROWSKI, ROBERT	12/12/2019	\$251	CHICK-FIL-A #02000	Supplies and/or services for Community Outreach
2020	12/16/2019	DAVIS, CAROLYN	12/13/2019	\$149	WAL-MART #5968	Supplies and/or services for Community Outreach
2020	12/16/2019	HAMILTON, ARNITA	12/12/2019	\$122	OTC BRANDS INC	Supplies and/or services for Community Outreach
2020	12/16/2019	PARSONS, LESLIE	12/13/2019	\$864	EXPEDIA 71002313698883	Travel/Training
2020	12/16/2019	STARKS, ERIC	12/13/2019	\$885	UPCO LOCK AND SAFE	IT Products/Services
2020	12/17/2019	BRABHAM, ROBIN	12/16/2019	\$315	DC CENTRAL KITCHEN	*Disputed Charge
2020	12/18/2019	GIBB, YUN FEI	12/14/2019	\$165	GALLAUDET UNIVERSITY	Services
2020	12/18/2019	HAMILTON, ARNITA	12/17/2019	\$100	FIVE BELOW 246	Supplies and/or services for Community Outreach
2020	12/19/2019	VAUGHN-LEE, FAYETTE	12/18/2019	\$16	DEAN AVENUE CLEANERS	Supplies and/or services for Community Outreach
2020	12/19/2019	VAUGHN-LEE, FAYETTE	12/18/2019	\$24	HARRIS TEETER #0282	Supplies and/or services for Community Outreach

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2020	12/19/2019	BRABHAM, ROBIN	12/18/2019	\$191	FIVEBELOW.COM	Supplies and/or services for Community Outreach
2020	12/19/2019	BRABHAM, ROBIN	12/18/2019	(\$42)	FIVEBELOW.COM	Supplies and/or services for Community Outreach
2020	12/19/2019	BRABHAM, ROBIN	12/18/2019	(\$5)	FIVEBELOW.COM	Supplies and/or services for Community Outreach
2020	12/19/2019	SANTIAGO, MARCO	12/18/2019	\$16	WAL-MART #5129	Supplies and/or services for Community Outreach
2020	12/19/2019	SANTIAGO, MARCO	12/18/2019	\$156	WAL-MART #3035	Supplies and/or services for Community Outreach
2020	12/19/2019	STATEN, DERECK	12/18/2019	\$724	FIVE BELOW 242	Supplies and/or services for Community Outreach
2020	12/20/2019	VAUGHN-LEE, FAYETTE	12/18/2019	\$47	STAR VENDING	Supplies and/or services for Community Outreach
2020	12/20/2019	BRABHAM, ROBIN	12/19/2019	\$450	MAJOR CITIES CHIEFS AS	Travel/Training
2020	12/20/2019	MONTAGNA, CAROLYN	12/19/2019	\$4,557	DUPONT COMPUTERS	Supplies
2020	12/20/2019	DAVIS, CAROLYN	12/19/2019	\$327	FIVE BELOW 251	Supplies and/or services for Community Outreach
2020	12/20/2019	SETTLES, CHRISTOPHER	12/19/2019	\$3,048	NATIONAL CAPITAL FLAG	Supplies
2020	12/23/2019	ZUROWSKI, ROBERT	12/20/2019	\$418	TST* BEN S CHILI BOWL	Supplies and/or services for Community Outreach
2020	12/23/2019	BRABHAM, ROBIN	12/19/2019	\$288	SOUTHWEST	Travel/Training
2020	12/23/2019	BRABHAM, ROBIN	12/21/2019	\$153	PAPA JOHN'S #3651	Supplies and/or services for Community Outreach
2020	12/23/2019	BRABHAM, ROBIN	12/22/2019	\$25	E-ZPASS MD REBILL	Travel/Training
2020	12/23/2019	GONZALEZ, EMMA	12/20/2019	\$66	ORBITZ*71002515508907	Travel/Training
2020	12/23/2019	GONZALEZ, EMMA	12/20/2019	\$718	SOUTHWEST	Travel/Training
2020	12/23/2019	ABREU, CARLOS	12/19/2019	\$768	SOUTHWEST	Travel/Training
2020	12/23/2019	STARKS, ERIC	12/19/2019	\$891	KORMAN SIGNS INC	IT Products/Services
2020	12/24/2019	STARKS, ERIC	12/23/2019	\$3,000	RJH SUPPLY LLC	IT Products/Services
2020	12/26/2019	GIBB, YUN FEI	12/24/2019	\$582	DEAF ACCESS SOLUTIONS	Services
2020	12/26/2019	GIBB, YUN FEI	12/24/2019	\$301	DEAF ACCESS SOLUTIONS	Services
2020	12/26/2019	CLARK, MARCELLA	12/24/2019	\$2	EXPEDIA 7506009529937	Travel/Training
2020	12/26/2019	CLARK, MARCELLA	12/24/2019	\$19	EXPEDIA 7506009529937	Travel/Training
2020	12/26/2019	CLARK, MARCELLA	12/24/2019	\$92	DELTA	Travel/Training
2020	12/26/2019	CLARK, MARCELLA	12/24/2019	\$142	DELTA	Travel/Training
2020	12/26/2019	STARKS, ERIC	12/24/2019	\$125	TERAMIND INC	IT Products/Services
2020	12/27/2019	PARSONS, LESLIE	12/26/2019	\$50	TMOBILE*LAW RELATION	Services
2020	12/30/2019	SNAPKO, ADAM	12/29/2019	\$390	PAYPAL	Travel/Training
2020	12/30/2019	STARKS, ERIC	12/28/2019	\$14	AMAZON PRIME	*Disputed Charge
2020	12/31/2019	SUTTON, ROBERT	12/31/2019	\$255	GIH*GLOBALINDUSTRIALEQ	Supplies

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2020	01/02/2020	SMALL, STACY	01/01/2020	\$225	GOOGLE *ADS9921218798	Services
2020	01/02/2020	GONZALEZ, EMMA	12/30/2019	\$386	MARRIOTT HOTELS SAN JU	Travel/Training
2020	01/02/2020	GONZALEZ, EMMA	01/01/2020	\$2,256	SIXT RENT A CAR	Travel/Training
2020	01/02/2020	PARSONS, LESLIE	12/30/2019	\$91	FLATWOODS HOTEL & CONF	Travel/Training
2020	01/02/2020	PARSONS, LESLIE	12/30/2019	\$91	FLATWOODS HOTEL & CONF	Travel/Training
2020	01/03/2020	GONZALEZ, EMMA	01/01/2020	\$38	SMB 159 PUMA CONDADO	Travel/Training
2020	01/03/2020	GONZALEZ, EMMA	01/01/2020	\$12	HUDSONNEWS ST1604	Travel/Training
2020	01/03/2020	GONZALEZ, EMMA	01/01/2020	\$43	MARRIOTT HOTELS F/B	Travel/Training
2020	01/03/2020	SUTTON, ROBERT	01/02/2020	\$175	MOI INC	Supplies
2020	01/03/2020	ABREU, CARLOS	01/02/2020	\$56	RESTAURANTE RAICES SAN	Travel/Training
2020	01/03/2020	STARKS, ERIC	01/02/2020	(\$14)	AMAZON PRIME	*Disputed Charge
2020	01/06/2020	MONTAGNA, CAROLYN	01/03/2020	\$280	PAYPAL	Travel/Training
2020	01/06/2020	GONZALEZ, EMMA	01/04/2020	\$4	SUPERMAX DE DIEGO SI	Travel/Training
2020	01/06/2020	GONZALEZ, EMMA	01/05/2020	\$50	SMB 159 PUMA CONDADO	Travel/Training
2020	01/06/2020	GONZALEZ, EMMA	01/02/2020	\$32	MARRIOTT HOTELS F/B	Travel/Training
2020	01/06/2020	GONZALEZ, EMMA	01/02/2020	\$30	MARRIOTT HOTELS F/B	Travel/Training
2020	01/06/2020	GONZALEZ, EMMA	01/04/2020	\$64	MARRIOTT HOTELS F/B	Travel/Training
2020	01/06/2020	GONZALEZ, EMMA	01/03/2020	\$34	MOJITOS RESTAURANT/SO	Travel/Training
2020	01/06/2020	GONZALEZ, EMMA	01/03/2020	\$36	1950 CONDADO	Travel/Training
2020	01/06/2020	GONZALEZ, EMMA	01/05/2020	\$34	RARE 125 INC	Travel/Training
2020	01/06/2020	SNAPKO, ADAM	01/03/2020	\$771	CAPITAL SERVICES & SUP	Harbor Related Supplies/Services
2020	01/06/2020	MCKINNON, DWIGHT	01/03/2020	\$23	ALLIANZ TRAVEL INS	Travel/Training
2020	01/06/2020	MCKINNON, DWIGHT	01/03/2020	\$187	AMERICAN AIRLINES	Travel/Training
2020	01/06/2020	MCKINNON, DWIGHT	01/03/2020	\$51	AMERICAN AIRLINES	Travel/Training
2020	01/06/2020	MOORE, RAYMOND	01/05/2020	\$27	ALLIANZ TRAVEL INS	Travel/Training
2020	01/06/2020	MOORE, RAYMOND	01/05/2020	\$23	ALLIANZ TRAVEL INS	Travel/Training
2020	01/06/2020	ABREU, CARLOS	01/04/2020	\$20	EL HAMBURGER DE PUERTA	Travel/Training
2020	01/06/2020	ABREU, CARLOS	01/03/2020	\$61	MARRIOTT HOTELS F/B	Travel/Training
2020	01/06/2020	ABREU, CARLOS	01/05/2020	\$43	RARE 125 INC	Travel/Training
2020	01/06/2020	SETTLES, CHRISTOPHER	01/03/2020	\$4,800	THE HAMILTON GROUP	Supplies
2020	01/07/2020	BRABHAM, ROBIN	01/06/2020	\$542	MARRIOTT MARQUISHOUSTO	Travel/Training
2020	01/07/2020	BRABHAM, ROBIN	01/06/2020	\$447	MARRIOTT MARQUISHOUSTO	Travel/Training
2020	01/07/2020	GONZALEZ, EMMA	01/05/2020	\$31	1950 CONDADO	Travel/Training
2020	01/07/2020	GONZALEZ, EMMA	01/06/2020	\$53	SIXT RENT A CAR	Travel/Training
2020	01/07/2020	GONZALEZ, EMMA	01/06/2020	\$6	WALGREENS #0217	Travel/Training
2020	01/07/2020	MOORE, RAYMOND	01/05/2020	\$257	AMERICAN AIRLINES	Travel/Training
2020	01/08/2020	GONZALEZ, EMMA	01/06/2020	\$1,693	MARRIOTT HOTELS SAN JU	Travel/Training
2020	01/08/2020	PARSONS, LESLIE	01/07/2020	\$60	TMOBILE*LAW RELATION	Services
2020	01/08/2020	SUTTON, ROBERT	01/07/2020	\$475	SQU*SQ *DIRECT LOCKSMI	Supplies
2020	01/08/2020	ABREU, CARLOS	01/06/2020	\$1,543	MARRIOTT HOTELS SAN JU	Travel/Training
2020	01/08/2020	ABREU, CARLOS	01/06/2020	\$59	MARRIOTT HOTELS F/B	Travel/Training

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2020	01/09/2020	BRABHAM, ROBIN	01/08/2020	\$80	QGV*NATIONAL INFORMAT	Services
2020	01/09/2020	BRABHAM, ROBIN	01/08/2020	\$80	QGV*NATIONAL INFORMAT	Services
2020	01/09/2020	BRABHAM, ROBIN	01/08/2020	\$80	QGV*NATIONAL INFORMAT	Services
2020	01/09/2020	BRABHAM, ROBIN	01/08/2020	\$80	QGV*NATIONAL INFORMAT	Services
2020	01/09/2020	BRABHAM, ROBIN	01/08/2020	\$80	QGV*NATIONAL INFORMAT	Services
2020	01/09/2020	BRABHAM, ROBIN	01/08/2020	\$80	QGV*NATIONAL INFORMAT	Services
2020	01/09/2020	BRABHAM, ROBIN	01/08/2020	\$80	QGV*NATIONAL INFORMAT	Services
2020	01/09/2020	GONZALEZ, EMMA	01/06/2020	\$3	LA CONCHA IN ROOM	Travel/Training
2020	01/09/2020	HAINES, JOHN	01/09/2020	\$128	ULINE	Supplies
2020	01/09/2020	SNAPKO, ADAM	01/08/2020	\$1,125	DIVE RESCUE INTERNATIO	Harbor Related Supplies/Services
2020	01/09/2020	PARSONS, LESLIE	01/08/2020	\$60	TMOBILE*LAW RELATION	Services
2020	01/09/2020	SUTTON, ROBERT	01/09/2020	\$4,799	ULINE	Supplies
2020	01/09/2020	STARKS, ERIC	01/08/2020	\$2,963	INT*IN *CHANGING TECHN	IT Products/Services
2020	01/10/2020	SUTTON, ROBERT	01/09/2020	\$480	CHARLEYS CRANE SERVICE	Supplies
2020	01/10/2020	SETTLES, CHRISTOPHER	01/09/2020	\$212	AMERICAN BUSINESS SUPP	Supplies
2020	01/13/2020	BRABHAM, ROBIN	01/10/2020	\$19	MARRIOTT MARQUISHOUSTO	Travel/Training
2020	01/13/2020	BRABHAM, ROBIN	01/10/2020	(\$2)	MARRIOTT MARQUISHOUSTO	Travel/Training
2020	01/13/2020	GIBB, YUN FEI	01/10/2020	\$600	INT*IN *BARRAZA COMMUN	Services
2020	01/13/2020	SUTTON, ROBERT	01/11/2020	\$955	PITNEY BOWES PI	Supplies
2020	01/14/2020	BRABHAM, ROBIN	01/13/2020	\$5,000	MAJOR CITIES CHIEFS AS	Travel/Training
2020	01/14/2020	SETTLES, CHRISTOPHER	01/14/2020	\$2,663	ULINE	Supplies
2020	01/16/2020	SNAPKO, ADAM	01/15/2020	\$152	PBI*LEASEDEQUIPMENT	Harbor Related Supplies/Services
2020	01/16/2020	SNAPKO, ADAM	01/15/2020	\$152	PBI*LEASEDEQUIPMENT	Harbor Related Supplies/Services
2020	01/17/2020	SNAPKO, ADAM	01/15/2020	\$685	CAPITAL SERVICES & SUP	Harbor Related Supplies/Services
2020	01/17/2020	SCHAEFER, JAMES	01/16/2020	\$54	COMMERCIAL VEHICLE SAF	Motor Carrier Related Supplies/Services
2020	01/17/2020	SETTLES, CHRISTOPHER	01/15/2020	\$3,000	VH BLACKINTON CO INC	Supplies
2020	01/20/2020	SMALL, STACY	01/17/2020	\$531	INT*IN *PRECISION CAPI	Supplies
2020	01/20/2020	SMALL, STACY	01/17/2020	\$700	INT*IN *PRECISION CAPI	Supplies
2020	01/20/2020	SMALL, STACY	01/18/2020	(\$2,601)	IBM IOL	Services
2020	01/20/2020	PHILLIPS, JUSTIN	01/16/2020	\$69	UNITED AIRLINES	Travel/Training
2020	01/20/2020	PHILLIPS, JUSTIN	01/16/2020	\$200	UNITED AIRLINES	Travel/Training
2020	01/20/2020	PHILLIPS, JUSTIN	01/16/2020	(\$75)	UNITED AIRLINES	Travel/Training
2020	01/20/2020	CLARK, MARCELLA	01/18/2020	\$1,148	HYATT HOUSE RALEIG N.H	Travel/Training
2020	01/20/2020	ABREU, CARLOS	01/17/2020	\$0	UNITED AIRLINES	Travel/Training
2020	01/20/2020	ABREU, CARLOS	01/17/2020	\$200	UNITED AIRLINES	Travel/Training
2020	01/20/2020	SETTLES, CHRISTOPHER	01/16/2020	\$700	JIMMIE MUSCATELLO'S GQ	Uniforms
2020	01/20/2020	SETTLES, CHRISTOPHER	01/17/2020	\$3,660	CLARY BUS MACHINES	Supplies
2020	01/22/2020	SUTTON, ROBERT	01/21/2020	\$198	INT*IN *DAILY WASHINGT	Supplies
2020	01/23/2020	PARSONS, LESLIE	01/22/2020	\$60	TMOBILE*LAW RELATION	Services
2020	01/23/2020	PARSONS, LESLIE	01/22/2020	\$60	TMOBILE*LAW RELATION	Services

Fiscal Year	Post Date	Cardholder	Transaction Date	Transaction Amount	Merchant Name	Category
2020	01/23/2020	PARSONS, LESLIE	01/22/2020	\$85	TMOBILE*LAW RELATION	Services
2020	01/23/2020	SCHAEFER, JAMES	01/22/2020	\$440	MEDICAL SUPPLY SYSTEMS	Supplies
2020	01/23/2020	SUTTON, ROBERT	01/22/2020	\$2,084	DISTRICT SUPPLY INC	Supplies
2020	01/23/2020	STARKS, ERIC	01/22/2020	\$1,875	INT*IN *CRADLE SYSTEMS	IT Products/Services
2020	01/24/2020	SNAPKO, ADAM	01/23/2020	\$4,729	KONECRANES INC	Harbor Related Supplies/Services
2020	01/24/2020	SUTTON, ROBERT	01/23/2020	\$235	DISTRICT SUPPLY INC	Supplies
2020	01/27/2020	ZUROWSKI, ROBERT	01/23/2020	\$243	CHICK-FIL-A #04118	Supplies and/or services for Community Outreach
2020	01/27/2020	CLARK, MARCELLA	01/24/2020	\$477	DELTA	Travel/Training
2020	01/27/2020	CLARK, MARCELLA	01/24/2020	\$477	DELTA	Travel/Training
2020	01/27/2020	CLARK, MARCELLA	01/24/2020	\$458	AMERICAN AIRLINES	Travel/Training
2020	01/27/2020	CLARK, MARCELLA	01/24/2020	\$458	AMERICAN AIRLINES	Travel/Training
2020	01/27/2020	CLARK, MARCELLA	01/24/2020	\$37	AMERICAN AIRLINES	Travel/Training
2020	01/27/2020	CLARK, MARCELLA	01/24/2020	\$37	AMERICAN AIRLINES	Travel/Training
2020	01/27/2020	JOHNSON, WALDO	01/24/2020	\$3,934	DUPONT COMPUTERS	IT Products/Services
2020	01/27/2020	STARKS, ERIC	01/24/2020	\$125	TERAMIND INC	IT Products/Services
2020	01/27/2020	STARKS, ERIC	01/24/2020	\$635	RJH SUPPLY LLC	IT Products/Services
2020	01/27/2020	STARKS, ERIC	01/23/2020	\$94	CHU GRAPHIC ARTS, INC.	Supplies
2020	01/28/2020	CLARK, MARCELLA	01/27/2020	(\$6)	SUB	Services
2020	01/29/2020	STARKS, ERIC	01/27/2020	\$94	CHU GRAPHIC ARTS, INC.	Supplies
2020	01/30/2020	PHILLIPS, JUSTIN	01/29/2020	\$39	TRAVEL GUARD GROUP INC	Travel/Training
2020	01/30/2020	SCHAEFER, JAMES	01/28/2020	\$501	UNITED AIRLINES	Motor Carrier Related Supplies/Services
2020	01/30/2020	SCHAEFER, JAMES	01/28/2020	\$297	AMERICAN AIRLINES	Motor Carrier Related Supplies/Services
2020	01/30/2020	SCHAEFER, JAMES	01/28/2020	\$37	AMERICAN AIRLINES	Motor Carrier Related Supplies/Services
2020	01/30/2020	SUTTON, ROBERT	01/30/2020	\$3,307	ULINE	Supplies
2020	01/31/2020	SMALL, STACY	01/31/2020	\$1,500	AXON *TASER	Supplies
2020	01/31/2020	PHILLIPS, JUSTIN	01/29/2020	\$397	UNITED AIRLINES	Travel/Training
2020	01/31/2020	PHILLIPS, JUSTIN	01/29/2020	\$119	UNITED AIRLINES	Travel/Training
2020	01/31/2020	PHILLIPS, JUSTIN	01/29/2020	\$79	UNITED AIRLINES	Travel/Training
2020	01/31/2020	MCKINNON, DWIGHT	01/30/2020	\$123	UNITED AIRLINES	Travel/Training
2020	01/31/2020	MCKINNON, DWIGHT	01/30/2020	\$97	UNITED AIRLINES	Travel/Training
2020	01/31/2020	MCKINNON, DWIGHT	01/30/2020	\$14	TRAVEL GUARD GROUP INC	Travel/Training
2020	01/31/2020	MCKINNON, DWIGHT	01/29/2020	\$168	ALASKA A 02	Travel/Training
2020	02/03/2020	ZUROWSKI, ROBERT	01/31/2020	\$398	SOUTHWEST	Travel/Training
2020	02/03/2020	ZUROWSKI, ROBERT	01/31/2020	\$398	SOUTHWEST	Travel/Training
2020	02/03/2020	ZUROWSKI, ROBERT	01/30/2020	\$243	CHICK-FIL-A #04118	Supplies and/or services for Community Outreach

Fiscal Year	Post Date	Cardholder	Transaction Date	Transaction Amount	Merchant Name	Category
2020	02/03/2020	ZUROWSKI, ROBERT	01/31/2020	\$175	362 AMF 8003425263 EC	Supplies and/or services for Community Outreach
2020	02/03/2020	SMALL, STACY	01/30/2020	\$4,997	ACTION TARGETS	Supplies
2020	02/03/2020	GIBB, YUN FEI	01/31/2020	\$211	ACCESS INTERPRETING	Services
2020	02/03/2020	GONZALEZ, EMMA	01/01/2020	\$122	SIXT RENT A CAR	*Disputed Charge
2020	02/03/2020	CLARK, MARCELLA	01/31/2020	\$697	THE DESOTO HOTEL	Travel/Training
2020	02/03/2020	CLARK, MARCELLA	01/31/2020	\$697	THE DESOTO HOTEL	Travel/Training
2020	02/03/2020	MCKINNON, DWIGHT	01/31/2020	\$376	WESTIN SEATTLE	Travel/Training
2020	02/03/2020	PARSONS, LESLIE	01/31/2020	\$226	TRAVELOCITY*7518075764	Travel/Training
2020	02/03/2020	PARSONS, LESLIE	01/31/2020	\$543	AMERICAN AIRLINES	Travel/Training
2020	02/03/2020	PARSONS, LESLIE	01/31/2020	\$543	AMERICAN AIRLINES	Travel/Training
2020	02/03/2020	SCHAEFER, JAMES	01/31/2020	(\$37)	AMERICAN AIRLINES	Motor Carrier Related Supplies/Services
2020	02/04/2020	SCHAEFER, JAMES	02/03/2020	\$2,550	MEDICAL SUPPLY SYSTEMS	Supplies
2020	02/05/2020	SETTLES, CHRISTOPHER	01/31/2020	\$3,963	STANDARD OFFICE SUPPLY	Supplies
2020	02/06/2020	ZUROWSKI, ROBERT	02/04/2020	\$306	UNITED AIRLINES	Travel/Training
2020	02/06/2020	ZUROWSKI, ROBERT	02/04/2020	\$306	UNITED AIRLINES	Travel/Training
2020	02/06/2020	BRABHAM, ROBIN	02/04/2020	\$287	CHU GRAPHIC ARTS, INC.	Supplies
2020	02/06/2020	BRABHAM, ROBIN	02/05/2020	\$315	AMERICAN AIRLINES	Travel/Training
2020	02/06/2020	BRABHAM, ROBIN	02/05/2020	\$315	AMERICAN AIRLINES	Travel/Training
2020	02/06/2020	BRABHAM, ROBIN	02/05/2020	\$315	AMERICAN AIRLINES	Travel/Training
2020	02/06/2020	BRABHAM, ROBIN	02/05/2020	\$315	AMERICAN AIRLINES	Travel/Training
2020	02/06/2020	BRABHAM, ROBIN	02/05/2020	\$315	AMERICAN AIRLINES	Travel/Training
2020	02/06/2020	BRABHAM, ROBIN	02/05/2020	\$315	AMERICAN AIRLINES	Travel/Training
2020	02/06/2020	SUTTON, ROBERT	02/04/2020	\$4,524	THE HOME DEPOT #2583	Supplies
2020	02/06/2020	STARKS, ERIC	02/05/2020	\$4,486	IN *VANTIX	IT Products/Services
2020	02/07/2020	SMALL, STACY	02/06/2020	\$250	POLICE EXECUTIVE RESEA	Services
2020	02/07/2020	SMALL, STACY	02/06/2020	\$250	POLICE EXECUTIVE RESEA	Services
2020	02/07/2020	BRABHAM, ROBIN	02/05/2020	\$1,376	JETBLUE 27	Travel/Training
2020	02/07/2020	MOORE, RAYMOND	02/06/2020	\$252	MARRIOTT CHRLSTN RIVER	Travel/Training
2020	02/10/2020	ZUROWSKI, ROBERT	02/06/2020	\$243	CHICK-FIL-A #04118	Supplies and/or services for Community Outreach
2020	02/10/2020	PHILLIPS, JUSTIN	02/09/2020	\$17	CRACKER BARREL #184 NE	Travel/Training
2020	02/10/2020	PHILLIPS, JUSTIN	02/09/2020	\$27	EXXONMOBIL 48073928	Travel/Training
2020	02/10/2020	SANTIAGO, MARCO	02/07/2020	\$81	ARFMANN MARKETING LLC	Supplies and/or services for Community Outreach
2020	02/10/2020	GONZALEZ, EMMA	02/09/2020	\$22	MILLERS ENERGY #47	Travel/Training
2020	02/10/2020	GONZALEZ, EMMA	02/09/2020	\$16	CRACKER BARREL #184 NE	Travel/Training
2020	02/10/2020	SNAPKO, ADAM	02/09/2020	\$486	DELTA	Harbor Related Supplies/Services
2020	02/10/2020	SNAPKO, ADAM	02/09/2020	\$486	DELTA	Harbor Related Supplies/Services
2020	02/10/2020	SCHAEFER, JAMES	02/06/2020	\$2,915	LASER ART INC	Supplies

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2020	02/10/2020	MOORE, RAYMOND	02/06/2020	\$121	HOLIDAY INN EXPRESS	Travel/Training
2020	02/10/2020	ABREU, CARLOS	02/08/2020	\$1,124	AVIANCA 13	Travel/Training
2020	02/10/2020	ABREU, CARLOS	02/08/2020	\$60	AGENT FEE 89	Travel/Training
2020	02/10/2020	ABREU, CARLOS	02/09/2020	\$18	CRACKER BARREL #184 NE	Travel/Training
2020	02/10/2020	SETTLES, CHRISTOPHER	02/06/2020	\$4,911	VH BLACKINTON CO INC	Supplies
2020	02/11/2020	PARSONS, LESLIE	02/10/2020	\$415	AMERICAN AIRLINES	Travel/Training
2020	02/11/2020	SETTLES, CHRISTOPHER	02/10/2020	\$67	W.S. JENKS & SON	Supplies
2020	02/12/2020	ZUROWSKI, ROBERT	02/11/2020	\$175	362 AMF 8003425263 EC	Supplies and/or services for Community Outreach
2020	02/12/2020	SUTTON, ROBERT	02/10/2020	\$2,784	M & M APPLIANCE SALES	Supplies
2020	02/12/2020	SUTTON, ROBERT	02/11/2020	\$4,805	CLARY BUS MACHINES	Supplies
2020	02/13/2020	ZUROWSKI, ROBERT	02/11/2020	\$294	HYATT PLACE CHICAGO	Travel/Training
2020	02/13/2020	ZUROWSKI, ROBERT	02/11/2020	\$294	HYATT PLACE CHICAGO	Travel/Training
2020	02/13/2020	PHILLIPS, JUSTIN	02/13/2020	\$18	ALLIANZ INSURANCE	Travel/Training
2020	02/13/2020	DAVIS, CAROLYN	02/12/2020	\$1,050	FASHIONS AT LARGE INC	*Disputed Charge
2020	02/13/2020	SNAPKO, ADAM	02/12/2020	\$31	FEDEX	Harbor Related Supplies/Services
2020	02/13/2020	SNAPKO, ADAM	02/12/2020	\$4,778	IN *GENERAL MERCHANDIS	Harbor Related Supplies/Services
2020	02/13/2020	MCKINNON, DWIGHT	02/11/2020	\$60	AGENT FEE 89	Travel/Training
2020	02/13/2020	MCKINNON, DWIGHT	02/11/2020	\$38	AVIANCA	Travel/Training
2020	02/13/2020	MCKINNON, DWIGHT	02/11/2020	\$812	AVIANCA 13	Travel/Training
2020	02/13/2020	SETTLES, CHRISTOPHER	02/12/2020	\$895	GRAINGER	Supplies
2020	02/13/2020	SETTLES, CHRISTOPHER	02/12/2020	\$2	USPS PO 1049740101	Supplies
2020	02/14/2020	ZUROWSKI, ROBERT	02/12/2020	\$663	HYATT PLACE EL SEGUNDO	Travel/Training
2020	02/14/2020	PHILLIPS, JUSTIN	02/12/2020	\$430	AMTRAK MOB04	Travel/Training
2020	02/14/2020	MCKINNON, DWIGHT	02/12/2020	\$617	UNITED AIRLINES	Travel/Training
2020	02/14/2020	MCKINNON, DWIGHT	02/13/2020	\$40	TRAVEL GUARD GROUP INC	Travel/Training
2020	02/14/2020	MCKINNON, DWIGHT	02/13/2020	\$26	HILTON 1600 BAR AND GR	Travel/Training
2020	02/14/2020	PARSONS, LESLIE	02/13/2020	\$60	TMOBILE*LAW RELATION	Services
2020	02/14/2020	SUTTON, ROBERT	02/14/2020	\$1,269	ULINE	Supplies
2020	02/14/2020	ABREU, CARLOS	02/12/2020	\$617	UNITED AIRLINES	Travel/Training
2020	02/14/2020	ABREU, CARLOS	02/12/2020	\$67	UNITED AIRLINES	Travel/Training
2020	02/14/2020	ABREU, CARLOS	02/13/2020	\$296	DELTA	Travel/Training
2020	02/14/2020	ABREU, CARLOS	02/13/2020	\$315	DELTA	Travel/Training
2020	02/17/2020	ZUROWSKI, ROBERT	02/13/2020	\$243	CHICK-FIL-A #04118	Supplies and/or services for Community Outreach
2020	02/17/2020	PHILLIPS, JUSTIN	02/13/2020	\$30	DALLAS BBQ - TIMES SQU	Travel/Training
2020	02/17/2020	PHILLIPS, JUSTIN	02/13/2020	\$68	AMTRAK 04	Travel/Training
2020	02/17/2020	PHILLIPS, JUSTIN	02/14/2020	\$209	AVIS RENT-A-CAR 1	Travel/Training
2020	02/17/2020	PHILLIPS, JUSTIN	02/15/2020	\$530	WESTIN NY AT TIMES SQU	Travel/Training
2020	02/17/2020	BRABHAM, ROBIN	02/13/2020	\$486	CHU GRAPHIC ARTS, INC.	Supplies
2020	02/17/2020	MCKINNON, DWIGHT	02/13/2020	\$617	UNITED AIRLINES	Travel/Training

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2020	02/17/2020	MCKINNON, DWIGHT	02/14/2020	\$246	FOUR POINTS HOTEL	Travel/Training
2020	02/17/2020	MCKINNON, DWIGHT	02/14/2020	\$403	HERTZ RENT-A-CAR	Travel/Training
2020	02/17/2020	MCKINNON, DWIGHT	02/14/2020	\$315	DELTA	Travel/Training
2020	02/17/2020	MCKINNON, DWIGHT	02/14/2020	\$315	DELTA	Travel/Training
2020	02/17/2020	MCKINNON, DWIGHT	02/15/2020	\$24	ALLIANZ TRAVEL INS	Travel/Training
2020	02/17/2020	MCKINNON, DWIGHT	02/15/2020	\$24	ALLIANZ TRAVEL INS	Travel/Training
2020	02/17/2020	MCKINNON, DWIGHT	02/14/2020	\$257	HILTON HOTEL AMERICAS	Travel/Training
2020	02/17/2020	MCKINNON, DWIGHT	02/15/2020	\$23	CENTRAL KITCHEN + BAR	Travel/Training
2020	02/17/2020	PARSONS, LESLIE	02/14/2020	\$272	HOLIDAY INN RALEIGH ST	Travel/Training
2020	02/17/2020	PARSONS, LESLIE	02/14/2020	\$408	HOLIDAY INN RALEIGH ST	Travel/Training
2020	02/17/2020	PARSONS, LESLIE	02/14/2020	\$136	HOLIDAY INN RALEIGH ST	Travel/Training
2020	02/17/2020	PHILLIP, DERECK	02/13/2020	\$22	DALLAS BBQ - TIMES SQU	Travel/Training
2020	02/17/2020	PHILLIP, DERECK	02/13/2020	\$636	AMTRAK .CO04	Travel/Training
2020	02/17/2020	PHILLIP, DERECK	02/15/2020	\$261	WESTIN NY AT TIMES SQU	Travel/Training
2020	02/17/2020	ABREU, CARLOS	02/13/2020	(\$67)	UNITED AIRLINES	Travel/Training
2020	02/17/2020	ABREU, CARLOS	02/14/2020	\$28	WESTIN METROPOLITAN DI	Travel/Training
2020	02/17/2020	ABREU, CARLOS	02/14/2020	\$56	WESTIN METROPOLITAN DI	Travel/Training
2020	02/17/2020	ABREU, CARLOS	02/14/2020	(\$617)	UNITED AIRLINES	Travel/Training
2020	02/17/2020	ABREU, CARLOS	02/16/2020	\$183	WESTIN METROPOLITAN AI	Travel/Training
2020	02/17/2020	ABREU, CARLOS	02/15/2020	\$537	HERTZ RENT-A-CAR	Travel/Training
2020	02/17/2020	SETTLES, CHRISTOPHER	02/13/2020	\$560	JIMMIE MUSCATELLO'S GQ	Uniforms
2020	02/17/2020	SETTLES, CHRISTOPHER	02/13/2020	\$380	JIMMIE MUSCATELLO'S GQ	Uniforms
2020	02/17/2020	SETTLES, CHRISTOPHER	02/14/2020	\$400	JIMMIE MUSCATELLO'S GQ	Uniforms
2020	02/17/2020	O'BRYANT, KEVIN	02/14/2020	\$315	DELTA	Travel/Training
2020	02/17/2020	O'BRYANT, KEVIN	02/14/2020	\$315	DELTA	Travel/Training
2020	02/17/2020	O'BRYANT, KEVIN	02/14/2020	(\$315)	DELTA	Travel/Training
2020	02/17/2020	O'BRYANT, KEVIN	02/14/2020	(\$315)	DELTA	Travel/Training



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FY	PO ID	Contract ID	Supplier	Nature of Contract	PO Value	Procurement Method	Requestor	Fund Type
2019	PO590657	N/A	PURPLE COMMUNICATIONS INC	FY19 - MPD - Priority 1 - Video Remote Sign Language Interpreting Services - RENEWAL	\$17,200	ExemptFromCompetition	Eric Starks	Local
2019	PO590681	N/A	DELL MARKETING L.P.	FY19 - MPD - Priority 1 - Compellent Data Storage System Software and Hardware Support - RENEWAL	\$18,145	ExemptFromCompetition	Eric Starks	Local
2019	PO590684	CW51797	ASHKAR BROTHERS INC.	FY19- FA0- CSB-FLEET - Car Wash Services (Montana Car wash)	\$16,000	CompetitiveSealedBid-IFB	George Hester	Local
2019	PO590694	CW46503	COMPUTER AID INC	Continuation - IT Consultants (PIPELINE) - FY19 - MPD - SME Cognos Developer Senior - Local	\$102,856	CompetitiveSealedProposal-RFP	Eric Starks	Local
2019	PO590696	CW46503	COMPUTER AID INC	Continuation - IT Consultants (PIPELINE) - FY19 - MPD - IT Consultant Senior .NET - Local	\$88,234	CompetitiveSealedProposal-RFP	Eric Starks	Local
2019	PO590850	N/A	SOFTWARE AG USA INC	FY19 - MPD - TACIS Software License - RENEWAL	\$14,305	ExemptFromCompetition	Eric Starks	Local
2019	PO590853	CW46503	COMPUTER AID INC	Continuation - IT Consultants (PIPELINE) - FY19 - MPD - Enterprise Architect DW Master - Local	\$143,978	CompetitiveSealedProposal-RFP	Eric Starks	Local
2019	PO590944	CW46503	COMPUTER AID INC	Continuation - IT Consultants (PIPELINE) - FY19 - MPD - Enterprise Architect DW Master - Local	\$143,978	CompetitiveSealedProposal-RFP	Eric Starks	Local
2019	PO590951	CW46503	COMPUTER AID INC	Continuation - IT Consultants (PIPELINE) - FY19 - MPD - Enterprise Architect DW Master - Local	\$143,978	CompetitiveSealedProposal-RFP	Eric Starks	Local
2019	PO591012	N/A	YELLOW HOUSE ASSOCIATES	FY19 - MPD - Priority 1 - YHA Application Development Support - RENEWAL	\$60,000	SingleQuote	Eric Starks	Local
2019	PO591032	CW56896	SOUTH CAPITOL HELIPORT, LLC	FY19 MPD (FA0) HSB/SOD/TPB/ASU Jet Fuel (CW 56896)	\$100,000	SoleSource	Patricia Cambel	Local
2019	PO591044	CW64089	XEROX CORPORATION	FY19 - MPD - Xerox Copier Lease and Maintenance Services	\$794,345	GSA-FederalSupplySchedule	Eric Starks	Local
2019	PO591053	N/A	TELERIK INC.	FY19 - MPD - Priority 1 - Telerik DevCraft Developer Software License - RENEWAL	\$9,342	ExemptFromCompetition	Eric Starks	Local
2019	PO591068	N/A	Adobe Systems Inc	DE-OBLIGATION - FY19 - MPD - Priority 1 - Adobe Creative Cloud Software License - RENEWAL	\$13,894	ExemptFromCompetition	Eric Starks	Local
2019	PO591164	N/A	DELL MARKETING L.P.	FY19 - MPD - Priority 1 - Visual Studio 2013 Software License - RENEWAL	\$9,445	ExemptFromCompetition	Eric Starks	Local
2019	PO591182	C15336	MVS INC	FY19 - MPD - Priority 1 - Uninterrupted Power Supply (UPS) Support - RENEWAL	\$15,541	ExemptFromCompetition	Eric Starks	Local
2019	PO591232	N/A	JDI Ventures Inc.	FY19 - MPD - CJIS NCIC Records Validation Software - RENEWAL	\$18,034	ExemptFromCompetition	Eric Starks	Local

FY	PO ID	Contract ID	Supplier	Nature of Contract	PO Value	Procurement Method	Requestor	Fund Type
2019	PO591344	C15336	TPW CONSULTANTS LLC	FY19 - MPD - Priority 1 - Satellite Phone Prepaid Minutes - RENEWAL	\$11,599	ExemptFromCompetition	Eric Starks	Local
2019	PO591383	CW61021	ARROW BICYCLE	FY19-FA0- Mountain Bike Maintenance & Repair	\$100,000	SmallPurchase	George Hester	Local
2019	PO591434	CW63633	SOFTWARE AG USA INC	FY19 - TACIS Application Maintenance and Support -Contract CW63633	\$418,204	ExemptFromCompetition	Eric Starks	Local
2019	PO591437	CW53705	DIVERSE COMPUTING INC.	FY19 - MPD - Priority 1 - eAgent eMessage Switch Application Support - CW53705 - OPTION 1 - CONTRACT MODIFICATION	\$704,441	CompetitiveSealedBid-IFB	Eric Starks	Multiple
2019	PO591438	N/A	NEW RELIC INC	FY19 - MPD - Priority 1 - New Relic Database Monitoring and Analysis Subscription - RENEWAL	\$36,863	ExemptFromCompetition	Eric Starks	Local
2019	PO591439	CW39581	HITACHI VANTARA CORPORATION	FY19 - MPD - Priority 1 - CCTV Camera Network Support - CW39581 - OPTION YEAR 3	\$321,878	CompetitiveSealedBid-IFB	Eric Starks	Local
2019	PO591441	CW58696	MULTICULTURAL COMMUNITY SERVIC	FY19- IAB/Langugage Access- Oral Interpretatuib abd Written Translation Services	\$20,000	SmallPurchase	Patricia Cambel	Local
2019	PO591442	CW48241	NEAL R GROSS AND CO INC	FY19 MPD (FA0) Stenographic Services (CW48241)	\$126,000	CompetitiveSealedBid-IFB	Patricia Cambel	Local
2019	PO591675	CW56366	JOHN JOHN INC T/A ANT TOWING	FY19 MPD/CSB/ECB Secured Contract Towing Services for Patrol Disticts 5,6 and 7	\$37,000	SmallPurchase	Robert Sutton	Local
2019	PO591678	CW59472	CAPITAL SEQWAY, LLC	FY19-FA0-Segway Maintenance	\$28,918	SoleSource	George Hester	Local
2019	PO591686	CW53539	MORPHOTRAK, INC	FY19 - MPD - AFIS Maintenance and Support - Contract CW53539 - OPTION YEAR 1	\$132,018	CompetitiveSealedBid-IFB	Eric Starks	Local
2019	PO591703	N/A	THE AV TEAM LLC	FY19 - MPD - Priority 1 - Audio Video Networking and Cabling Support - RENEWAL	\$10,000	ExemptFromCompetition	Eric Starks	Local
2019	PO591704	N/A	THE PRESIDIO CORPORATION	FY19 - MPD - Priority 1 - SMARTnet Software License - RENEWAL	\$47,802	ExemptFromCompetition	Eric Starks	Local
2019	PO591721	CW52932	SECURITY ASSURANCE MANAGEMENT	DCPS SCHOOL SECURITY--OPTION YEAR ONE/PART 2	\$17,868,871	CompetitiveSealedProposal-RFP	Joanne Beasley	Intra-district
2019	PO591763	CW60505	FIRST TRANSIT INC DBA FIRST VE	FY19 Fleet Maintenance Contract -- 50 days Oct 1st- 2018 thru Nov. 20th- 2018	\$992,235	CompetitiveSealedProposal-RFP	George Hester	Local
2019	PO591858	CW56364	ABC TOWING INC	FY19 MPD/ECB Contract Towing, Districts 1,2,3 and 4	\$22,912	SmallPurchase	Robert Sutton	Local
2019	PO592230	CW46969	MARK43 INC	FY19 - MPD - RMS (COBALT) Maintenance and Support - CW46969 - OPTION YEAR 1 - (Funding for PoP Oct 1 2018 to Aug 2 2019)	\$697,104	CompetitiveSealedBid-IFB	Eric Starks	Local
2019	PO592232	CW50702	TASER INTERNATIONAL	FY19 TASER X2s Option Year 2 (CW50702)	\$280,583	SoleSource	Patricia Cambel	Local

FY	PO ID	Contract ID	Supplier	Nature of Contract	PO Value	Procurement Method	Requestor	Fund Type
2019	PO592233	CW39505	TASER INTERNATIONAL	FY19 - MPD - Body Worn Camera Option Year Two (October 1 2018 to November 12, 2018)	\$283,920	SoleSource	Rohit Johri	Local
2019	PO592860	N/A	NESTLE WATERS NORTH AMERICA	FY19-MPD/CSB/Records - Drinking Water	\$35,000	ExemptFromCompetition	Bernadine Greene	Local
2019	PO592861	N/A	INFORMATICA CORPORATION	FY19 - MPD - Priority 1 - Informatica Software License - RENEWAL	\$77,220	SmallPurchase	Eric Starks	Local
2019	PO592863	N/A	VERTIV SERVICES INC	FY19 - MPD - Priority 1 - Liebert Power Distribution PDUs Units Support - RENEWAL	\$12,844	SmallPurchase	Eric Starks	Local
2019	PO592874	RQ997376	HENRY SCHEIN, INC.	Canine Supplies-Parasite Medication	\$6,000	SmallPurchase	Marc McDavid	Local
2019	PO592902	N/A	COMCAST CABLE COMMUNICATIONS	FY19 - MPD - Priority 1 - Comcast Cable Television Subscription - RENEWAL	\$26,000	SingleQuote	Eric Starks	Local
2019	PO592903	N/A	DIRECTV	FY19 - MPD - Priority 1 - DirecTV Satellite Television Subscription - RENEWAL	\$6,500	ExemptFromCompetition	Eric Starks	Local
2019	PO592907	N/A	SAFETY LEAGUE INC DBA ATLANTIC	FY19 MPD (FAO) HSB/SOD/TPB/DSO CDU Training Munitions	\$23,296	SmallPurchase	Patricia Cambel	Local
2019	PO592908	C1059	MDM OFFICE SYSTEMS DBA	FY-2019 General Office Supplies CSB-ESB	\$95,000	DCSupplySchedule	Christopher Settles	Local
2019	PO593017	N/A	REED ELSEVIER INCORPORATED	FY19 MPD (FAO) Software Licenses LexisNexis (127C1C)	\$13,104	ExemptFromCompetition	Patricia Cambel	Local
2019	PO593022	N/A	BBWOOF INC	Canine Unit Food	\$17,000	SmallPurchase	Marc McDavid	Local
2019	PO593023	N/A	FEDERAL EXPRESS	FY19 MPD (FAO) Expedited Delivery Services (FedEx Account 1718-6365-1)	\$9,500	SmallPurchase	Patricia Cambel	Local
2019	PO593024	N/A	TASER INTERNATIONAL	FY19 - MPD - Priority 1 - Axon Interview Room System Support - RENEWAL	\$42,617	ExemptFromCompetition	Eric Starks	Local
2019	PO593070	N/A	ANALYTICA LLC	FY2019 NCR LPR Project Coordinator (Grant Funded 1FAUA7)	\$136,534	ExemptFromCompetition	Rohit Johri	Intra-district
2019	PO593071	N/A	DEAF ACCESS SOLUTIONS, INC.	FY19- American Sign Language Interpreter BPA (Deobligate funds)	\$16,227	SmallPurchase	Patricia Cambel	Local
2019	PO593072	CW48309	SHOTSPOTTER, INC.	FY19 - MPD - Priority 1 - Gunshot Detection System Support - CW48309 - OPTION YEAR 2	\$488,035	CompetitiveSealedBid-IFB	Eric Starks	Local
2019	PO593177	N/A	CHAMPION TROPHIES	FY19 MPD (FAO) PDB/HRMD Recognition and Awards (Deobligate funds)	\$1,679	SmallPurchase	Patricia Cambel	Local
2019	PO593183	CW42742	MICROSOFT CORPORATION	FY19 - MPD - Microsoft Support Services - Contract CW42742 - OPTION YEAR 2 (Funding for the 10/7/18 to 9/6/19)	\$153,321	CooperativeAgreements	Eric Starks	Local
2019	PO593207	C1732-V5	THE HAMILTON GROUP	FY19 CSB/ECB Evidence Bags (PD 95's)	\$8,000	SingleQuote	Robert Sutton	Local
2019	PO593209	N/A	FILEONQ, INC.	FY19 - MPD - Priority 1 - FileOnQ Asset Evidence Control Management Software - RENEWAL	\$39,194	SmallPurchase	Eric Starks	Local

FY	PO ID	Contract ID	Supplier	Nature of Contract	PO Value	Procurement Method	Requestor	Fund Type
2019	PO593212	RK100569	THE PITTMAN GROUP INC	FY19 - MPD - Priority 1 - CCTV Genetec Licensing and Support - RENEWAL	\$48,082	SmallPurchase	Eric Starks	Local
2019	PO593230	N/A	CANON SOLUTIONS AMERICA, INC	FY19 - MPD - Priority 1 - Canon Copier Lease and Maintenance Services	\$133,976	CooperativeAgreements	Eric Starks	Local
2019	PO593231	N/A	ADAMS MORGAN ANIMAL CLINIC	Canine Veterinary Services	\$61,000	SmallPurchase	Marc McDavid	Local
2019	PO593316	CW51799	Y & S ENTERPRISES INC.	FY19-FA0- CSB-FLEET -Car Wash Services (DCKT-2012-A-0003 Dr Kings)	\$6,000	CompetitiveSealedBid-IFB	George Hester	Local
2019	PO593479	N/A	CSZNET INC	FY19 - MPD - Microsoft Project Server Maintenance and Support (Contract CW54001 - Option Year 1)	\$19,122	CompetitiveSealedBid-IFB	Eric Starks	Local
2019	PO593482	C12662-V2	THE HAMILTON GROUP	FY19 MPD/CSB/Evidence Bags (PD 14's)	\$10,000	SingleQuote	Robert Sutton	Local
2019	PO593717	CW40145	MILLER MENDEL INC	FY19-FA0-Solution for pre-employment background investigations	\$126,955	CompetitiveSealedProposal-RFP	Marvin Haiman	Local
2019	PO593799	DCFA-2017-C9212/CW47738	AMERICAN TRAFFIC SOLUTIONS, IN	FY19 Option Year 1 with ATS CW47738 DCFA-2017-C-9212/CW47738	\$1,763,631	CompetitiveSealedProposal-RFP	LaMont Hinton	Local
2019	PO593948	N/A	INTEK INTEGRATION TECHNOLOGIES	FY19 - MPD - Priority 1 - INTEK Warehouse Librarian Software License - RENEWAL	\$21,767	ExemptFromCompetition	Eric Starks	Local
2019	PO593950	CW62890	PFC ASSOCIATES LLC	PFC Clinic Services FY 19 - CW62890	\$14,787,050	CompetitiveSealedProposal-RFP	Matthew Miranda	Multiple
2019	PO594007	CW26001	MORGAN S INC	FY19 CSB/ESB New Duty Uniforms and Accessories	\$762,835	SmallPurchase	Phyllis Gilbert	Local
2019	PO594118	N/A	SAFETY LEAGUE INC DBA ATLANTIC	FY19 PDB/MPA Supplies Firing Range/Armorer Cleaning and Firearms Supplies	\$24,154	SmallPurchase	John Aceto	Local
2019	PO594138	CW92733	THE KEYW CORPORATION	FY19 MPD (FA0) HSB/JSTACC TSU Equipment	\$592,660	CompetitiveSealedBid-IFB	Patricia Cambel	O-Type
2019	PO594152	N/A	TIME TRADE SYSTEM INC	FY19 - MPD - Scheduling Software for Firearm Re-Registration Subscription - RENEWAL	\$9,075	ExemptFromCompetition	Eric Starks	Local
2019	PO594299	N/A	INTERNATIONAL BUSINESS MACHINE	FY19 - MPD - Priority 1 - IBM Cognos Software License - RENEWAL	\$70,049	ExemptFromCompetition	Eric Starks	Local
2019	PO594300	N/A	INTERNATIONAL BUSINESS MACHINE	FY19 - MPD - Priority 1 - IBM i2 Analyst Workstation Software License - RENEWAL	\$53,143	ExemptFromCompetition	Eric Starks	Local
2019	PO594308	N/A	MONSTER WORLDWIDE INC.	FY19-FA0-Recruiting-Monster.com/Military.com Advertising	\$8,061	SmallPurchase	Marvin Haiman	Local
2019	PO594309	CW40106	BLUELAW INTERNATIONAL LLP	FY19-FA0-Recruiting-Blue Law International (Polygraph) (Option Year 3)	\$552,712	CompetitiveSealedBid-IFB	Marvin Haiman	Local
2019	PO594340	CW63498	MONUMENTAL COMMUNICATION	FY19 - FA0 - MPD Recruiting Campaign	\$500,902	CompetitiveSealedProposal-RFP	Marvin Haiman	Local

FY	PO ID	Contract ID	Supplier	Nature of Contract	PO Value	Procurement Method	Requestor	Fund Type
2019	PO594403	N/A	RAY ALLEN MANUFACTURING CO	Canine Training	\$492	SmallPurchase	Marc McDavid	Local
2019	PO594405	N/A	CAREERBUILDER.COM	FY19-FA0-Recruiting-CareerBuilder.com Advertising	\$9,600	SmallPurchase	Marvin Haiman	Local
2019	PO594420	CW59430	CATHERINE LANGLEY CAIN	FY19 Rescue Air Boat for Ice/Shallow water operation	\$224,115	CompetitiveSealedBid-IFB	Adam Snapko	Federal
2019	PO594498	CW48831	XEROX CORPORATION	FY19 - MPD - Priority 1 - Printer Break/Fix and Toner Supply Services - CW48831 - OPTION YR 2	\$116,340	CompetitiveSealedBid-IFB	Eric Starks	Local
2019	PO594550	N/A	NATIONAL LAW ENFORCEMENT TELECOM	FY19 - MPD - Priority 1 - NLETS Software Subscription - RENEWAL	\$48,000	ExemptFromCompetition	Eric Starks	Local
2019	PO594551	N/A	PRECISION CAPITAL PARTNER	FY-2019 Copier Paper#1 CSB-ESB	\$4,708	SmallPurchase	Christopher Settles	Local
2019	PO594553	N/A	EXPERIAN INFORMATION SOLUTIONS	FY19-FA0-Recruiting-Experian.com Credit Check Services	\$6,069	SmallPurchase	Marvin Haiman	Local
2019	PO594920	cw29248	MORGAN S INC	MPD (FAO) MPD/CSB/ESB FY19 Uniform and Equipment CW29248 OY3	\$324,177	CompetitiveSealedBid-IFB	Patricia Cambel	Local
2019	PO595011	N/A	THE WASHINGTON TIMES LLC	FY 19 Newspaper Advertisement Services (Washington Times)	\$13,000	SmallPurchase	Robert Sutton	Local
2019	PO595012	N/A	BUTLER ANIMAL HEALTH HOLDING	Canine Supplies	\$10,000	SmallPurchase	Marc McDavid	Local
2019	PO595057	DCMP-2018-A-990851	QUETEL CORPORATION	MPDFY19 MPD (FAO) Redaction Services BPA	\$61,015	SmallPurchase	Patricia Cambel	Local
2019	PO595227	N/A	STANDARD GRAPHICS MID ATLANTIC	FY19 - MPD - Reproduction - Printing Products and Bindery Supplies - REORDER	\$25,500	SmallPurchase	Eric Starks	Local
2019	PO595232	N/A	ATTUNITY INC	FY19 - MPD - Attunity Database Replication Software - RENEWAL	\$15,771	ExemptFromCompetition	Eric Starks	Local
2019	PO595233	C13534-V2	SUPRETECH INC.	FY19- FA0- EOCOP/Office of Communications Equipment Refresh	\$50,967	SmallPurchase	Patricia Cambel	O-Type
2019	PO595244	N/A	TRANSGLOBAL BUSINESS SYSTEMINC	FY19-MPD/FT0 1FASH8 Annual Situational Awareness Management System Server License (Continuation of Services)	\$85,000	ExemptFromCompetition	Patricia Cambel	Intra-district
2019	PO595371	N/A	PRAETORIAN GROUP INC	FY19-FA0-Recruiting-PoliceOne.com Advertising	\$7,452	SmallPurchase	Marvin Haiman	Local
2019	PO595588	N/A	SURVEILLANCE EQUIPMENT GROUP	FY19 MPD (FAO) IAD Vehicle and Maintenance	\$20,000	ExemptFromCompetition	Patricia Cambel	Local
2019	PO595599	CW39505	TASER INTERNATIONAL	FY19 - MPD - Body Worn Camera Year Three (Nov 13, 2018 to Sep 30, 2019)	\$3,031,985	CompetitiveSealedProposal-RFP	Rohit Johri	Local
2019	PO595605	N/A	STANDARD FUSEE CORP.	FY-2019 Safety Road Flares CSB-ESB	\$25,328	SmallPurchase	Christopher Settles	Local
2019	PO595901	DCAM-18-NC-0027	SUPERIOR SERVICE & ASSOC. INC	FY19 PDB/MPA Firing Range and Tactical Village Maintenance and Cleaning	\$72,611	CompetitiveSealedBid-IFB	John Aceto	Local
2019	PO595987	DCMP-2019-A-103018	NATIONAL TESTING NETWORK INC.	FY19 - FAO - Entry Level Testing	\$48,329	ExemptFromCompetition	Laura Wagman	Local

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2019	PO596044	CW49234	KORMAN SIGN INC	FY19-FA0-Marked Vehicle & Van Graphics	\$52,785	CompetitiveSealedBid-IFB	George Hester	Capital
2019	PO596059	cw60575	ALL CAR LEASING INC	FY2019 NSID HIDTA Rental Vehicles	\$30,500	CompetitiveSealedBid-IFB	Patricia Cambel	Local
2019	PO596062	CW42793	STERLING CORPORATION	FY19 MPD (FAO) HSB/SOD/TPB/ASU-Helicopter Maintenance (CW42793 OY2)	\$242,286	CompetitiveSealedBid-IFB	Patricia Cambel	Local
2019	PO596218	N/A	THE PRESIDIO CORPORATION	FY19 - MPD - AppSpace Software Subscription - RENEWAL	\$9,625	ExemptFromCompetition	Eric Starks	Local
2019	PO596219	N/A	LINEAR SYSTEMS INC.	FY19 - MPD - DIMS DVD and Image Server Support - RENEWAL	\$12,600	SmallPurchase	Eric Starks	Local
2019	PO596235	CW60575	ALL CAR LEASING INC	*PRIORITY* FY19 MPD (FAO)- Rental Vans for State Funeral	\$20,275	ExemptFromCompetition	Patricia Cambel	Local
2019	PO596250	CW58521	ETI LIGHTING INC.	KIT# DCMUT-BP- DC Marked Utility units BP	\$417,251	GSA-FederalSupplySchedule	George Hester	Capital
2019	PO596345	CW60505	FIRST TRANSIT INC DBA FIRST VE	FY19 Fleet Maintenance Contract -- Nov 21st,2018 to Sept 30th- 2019	\$5,459,960	CompetitiveSealedProposal-RFP	George Hester	Local
2019	PO596460	N/A	TRI-STATE MARINE, INC	FY19 Marine Engine Parts and Equipment	\$30,000	SmallPurchase	Adam Snapko	Federal
2019	PO596464	CW60573	ENTERPRISE HOLDINGS, INC.	FY19 MPD (FAO) Rental Vans for CDU Platoons January 16-22, 2019	\$70,969	CompetitiveSealedBid-IFB	Patricia Cambel	Local
2019	PO596530	N/A	DELL MARKETING L.P.	FY19 - MPD - KACE K2000 Software License - RENEWAL	\$8,834	SingleQuote	Eric Starks	Local
2019	PO596532	N/A	DELL MARKETING L.P.	FY19 - MPD - Red Hat Software License - RENEWAL	\$29,338	ExemptFromCompetition	Eric Starks	Local
2019	PO596533	N/A	STOCKBRIDGE CONSULTING LLC	FY19 - MPD - PrinterLogic Software License - RENEWAL	\$14,350	ExemptFromCompetition	Eric Starks	Local
2019	PO596608	CW64109	CRISWELL CHEVEROLET, INC.	2019 Chevy Surburban	\$55,009	SmallPurchase	George Hester	Capital
2019	PO596609	CW60505	FIRST VEHICLE SERVICES INC.	MPD New vehicle install parts	\$75,445	CompetitiveSealedProposal-RFP	George Hester	Capital
2019	PO596736	N/A	REED ELSEVIER INCORPORATED	FY19-MPD/FT0 1FASH8 Service Agreement for Accurant (Continuation of Services)	\$56,088	ExemptFromCompetition	Patricia Cambel	Intra-district
2019	PO596935	N/A	SYSTEMS ENGINEERING TECH	FY19- FA0- Pen Register System Maintenance	\$12,480	SmallPurchase	Patricia Cambel	Intra-district
2019	PO597011	N/A	ATLANTIC DIVING SUPPLY INC	FT0- 1FASH7- FY19 Explosive Ordnance Disposal (EOD) Bomb Suits	\$73,026	SmallPurchase	Patricia Cambel	Intra-district
2019	PO597012	N/A	PRECISION CAPITAL PARTNER	FY19 8 1/2 x 11 Copier Paper Order#1	\$63,150	SmallPurchase	Christopher Settles	Local
2019	PO597034	CW33526	WEST PUBLISHING CORP	FY19 MPD (FAO) Thomson Reuters Clear and Westlaw Services (CW33526/FEDLINK/LC14C7139)	\$26,017	CooperativeAgreements	Patricia Cambel	Local
2019	PO597220	N/A	SAFETY LEAGUE INC DBA ATLANTIC	FT0- 1FASH7- FY19 Emergency Response Team Equipment- Tactical Equipment and Rescue Gear	\$66,480	SmallPurchase	Patricia Cambel	Intra-district



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2019	PO597311	US Communities Contract Number 4400008468	SAFEWARE INC	FY19-MPD/FTO 1FASH8 Personal Protective Equipment for Recruit Officers	\$136,481	CooperativeAgreements	Patricia Cambel	Intra-district
2019	PO597317	US Communities Contract Number 4400008468	SAFEWARE INC	FY19- MPD/FTO 1FASH8 Annual Respiratory Protective Equipment Maintenance/Renewal	\$271,083	CooperativeAgreements	Patricia Cambel	Intra-district
2019	PO597512	N/A	KUSTOM SIGNALS INC	LIDAR RECERT FY 2019	\$9,856	SingleQuote	James Schaefer	Local
2019	PO597548	CW29248	MORGAN S INC	FY19 MPD (FAO) CSB/ESB Uniforms and Equipment for MPD Members (CW29248 OY4)	\$1,324,834	SmallPurchase	Patricia Cambel	Local
2019	PO597714	N/A	SENSYS AMERICA INC.	FY19 Maintenance and Support of Services for ATE- SENSYS Equipment	\$90,700	ExemptFromCompetition	LaMont Hinton	Local
2019	PO597942	CW52081	GTECHNA USA CORPORATION	FY19 OPT YR 2 of CW52081 E Citation System (MOD)	\$325,000	ExemptFromCompetition	LaMont Hinton	Intra-district
2019	PO598171	N/A	WEST MARINE DBA PORT SUPPLY	FY19 Boat Cleaning Supplies and Equipment	\$20,000	SmallPurchase	Adam Snapko	Intra-district
2019	PO598172	N/A	COLOR ID, LLC	FY19-MPD-CSB Records- Identification Card Supplies	\$20,325	SmallPurchase	Bernadine Greene	Local
2019	PO598188	N/A	H.C. SUMMERS INC	FY19 MPD (FAO)- Equine Feed and Grooming Supplies	\$7,500	SingleQuote	Patricia Cambel	Local
2019	PO598263	CW65445	GENERAL SERVICE ADMINISTRATION	FY19 Vehicles GSA - Ford PI Sedans- Utility RPN 195-196-197 Final Production	\$3,073,082	GSA-FederalSupplySchedule	George Hester	Capital
2019	PO598516	N/A	METRO PRINTING EQUIPMENT INC	FY19 - MPD - Metro Printing Equipment Support - RENEWAL	\$9,975	SingleQuote	Eric Starks	Local
2019	PO598699	CW37329	SAFETY LEAGUE INC DBA ATLANTIC	FY19-PDB/MPA-Training and Duty Ammunition	\$645,677	CompetitiveSealedBid-IFB	John Aceto	Local
2019	PO598700	N/A	FEDERAL RESOURCES SUPPLY	FTO- 1FASH7- FY19 Emergency Response Team Equipment- Holmatro Door Opener	\$18,500	SmallPurchase	Patricia Cambel	Intra-district
2019	PO598703	N/A	COMLABS GOVERNMENT SYSTEMS	FY19 - MPD - Priority 1 - Emergency Management Network (EMnet) VSAT License & RENEWAL	\$6,858	SmallPurchase	Eric Starks	Local
2019	PO598711	N/A	SAFEWARE INC	FTO- 1FASH7- FY19 Emergency Response Team Equipment- Global Assets Integrated	\$5,932	SmallPurchase	Patricia Cambel	Intra-district
2019	PO598821	VA-140331-Dell	DELL MARKETING L.P.	FY19 - MPD - DELL Server Hardware Support - RENEWAL	\$29,119	ExemptFromCompetition	Eric Starks	Local
2019	PO598915	N/A	MILE HIGH SHOOTING ACCESSORIES	FTO- 1FASH7- FY19 Emergency Response Team- Equipment	\$28,882	SmallPurchase	Patricia Cambel	Intra-district
2019	PO599086	GS-25F-0010M	PITNEY BOWES	FY19-MPD/CSB/Records - Postage Meter Equipment Lease/Maintenance	\$18,697	ExemptFromCompetition	Bernadine Greene	Local

FY	PO ID	Contract ID	Supplier	Nature of Contract	PO Value	Procurement Method	Requestor	Fund Type
2019	PO599202	RK107322	GENERAL SERVICE ADMINISTRATION	ALCOHOL-DRIVING INPAIRED VEHICLE	\$30,484	GSA-FederalSupplySchedule	James Schaefer	Local
2019	PO599399	N/A	QUETEL CORPORATION	FY19 MPD (FAO) Redaction Services BPA (Deobligate funds)	\$99,659	SmallPurchase	Patricia Cambel	Local
2019	PO599456	RK100572	HEWLETT PACKARD ENTERPRISE	FY19 - MPD - Priority 1 - TACIS HP Server Support - RENEWAL	\$29,249	ExemptFromCompetition	Eric Starks	Local
2019	PO599459	N/A	CORPORATE SYSTEMS RESOURCES	FY19 - MPD - Samsung Galaxy S8 Phone Accessories and Equipment - URGENT ORDER	\$52,806	SmallPurchase	Eric Starks	Local
2019	PO599544	N/A	AMERICAN BUSINESS SUPPLIE	DE-OBLIGATION - FY19 - MPD - Reproduction - Carbonless Paper Restock - RENEWAL	\$8,992	CompetitiveSealedProposal-RFP	Eric Starks	Local
2019	PO599560	N/A	ENVISAGE TECHNOLOGIES CORP	FY19 - MPD - ACADIS Readiness Suite - Learning Management Tool - Annual Software Subscription - RENEWAL	\$82,500	ExemptFromCompetition	Eric Starks	Local
2019	PO599561	N/A	SELEX ES INC.	FY2019-Maintenance and Repair of NCR LPR Equipment (Grant Funded )1FAUA7	\$40,000	ExemptFromCompetition	Rohit Johri	Intra-district
2019	PO599567	N/A	HEWLETT PACKARD ENTERPRISE	FY19 - MPD - TACIS Server - Technology Refresh and Hardware Upgrade	\$66,555	ExemptFromCompetition	Eric Starks	Local
2019	PO599644	CW47643	DELL MARKETING L.P.	FY19 - MPD - Microsoft Windows SQL Server License and Software Maintenance - RENEWAL	\$436,124	GSA-FederalSupplySchedule	Eric Starks	Local
2019	PO599660	N/A	DEEPWOOD VETERINARY CLINIC	FY19-FA0-Horse Mounted Unit- Equine Services (Veterinary Care)	\$7,500	SmallPurchase	Patricia Cambel	Local
2019	PO599673	N/A	ARVIN G. REYNOLDS	FY19-FA0-Horse Mounted Unit- Equine Animal Care (Supplies and Farrier)	\$5,000	SmallPurchase	Patricia Cambel	Local
2019	PO599692	N/A	DELL MARKETING L.P.	FY19 - MPD - Veritas Software Backup Executive License for Window Servers - RENEWAL	\$5,328	SingleQuote	Eric Starks	Local
2019	PO599693	N/A	CI TECHNOLOGIES, INC.	FY19 - MPD - IAPro Misconduct Case Tracking Software Maintenance and Support - RENEWAL	\$6,120	ExemptFromCompetition	Eric Starks	Local
2019	PO599696	N/A	SOFTWARE INFORMATION RESOURCE	FY19 - MPD - Tableau Software License	\$9,450	ExemptFromCompetition	Eric Starks	Local
2019	PO599720	N/A	WASHINGTON CONVENTION AND SPOR	FY19 Testing Location Convention Center for Promotional Process TAB PDB	\$15,850	ExemptFromCompetition	Laura Wagman	Local
2019	PO599738	N/A	SAFETY LEAGUE INC DBA ATLANTIC	FTO- 1FASH7- FY19 Emergency Response Team Equipment: Body Armor	\$91,069	SmallPurchase	Patricia Cambel	Intra-district
2019	PO599751	N/A	DIVERSE COMPUTING INC.	FY19 - MPD - CJIS Audit Software Subscription - RENEWAL	\$33,800	ExemptFromCompetition	Eric Starks	Local
2019	PO599764	GS-07F-0004Y	SELEX ES INC.	FY 2019 National Capital Region LPR Equipment Purchase (1FAUA7)	\$569,355	ExemptFromCompetition	Rohit Johri	Intra-district

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2019	PO599791	N/A	PROGRESS SOLAR SOLUTIONS LLC	FY19 Solar Light Towers	\$86,369	SmallPurchase	George Hester	Multiple
2019	PO599793	N/A	SAFETY LEAGUE INC DBA ATLANTIC	MPD (FAO) FY19- HSB/SOD/TPB/DSO CDU Training Rounds and Less than Lethal Munitions	\$40,997	SmallPurchase	Patricia Cambel	Local
2019	PO599989	GS07F0004Y	SELEX ES INC.	FY 2019 Mobile LPR for the Metropolitan Police Department (Local Funds)	\$114,975	ExemptFromCompetition	Rohit Johri	Local
2019	PO600014	N/A	JOHN M. STUHLREHER, JR.	FY19 Promotional Process Videography Services	\$18,500	SmallPurchase	Laura Wagman	Local
2019	PO600015	DCAM-16-NC-0077	TRICORE SYSTEMS LLC	FY19 - MPD - Audio Visual Equipment (JOCC, CIC, and SCIF) Maintenance and Support - RENEWAL	\$28,918	SmallPurchase	Eric Starks	Local
2019	PO600025	GS-07F-0004Y	SELEX ES INC.	FY 2019 Fixed LPR Replacement (1FAUA7)	\$31,530	ExemptFromCompetition	Rohit Johri	Intra-district
2019	PO600043	CW38256	ERGOMETRICS & APPLIED PERSONNEL	FY19 Promotional Process Test Development	\$28,470	CompetitiveSealedProposal-RFP	Laura Wagman	Local
2019	PO600108	C13170	STOCKBRIDGE CONSULTING LLC	FY19 - MPD - Replacement Batteries for CCTV Mobile Camera Trailers	\$12,250	SmallPurchase	Eric Starks	Local
2019	PO600195	GS-07F-0485Y	ETI LIGHTING INC.	EMERGENCY LIGHTS ALCOHOL CRUISER	\$2,694	GSA-FederalSupplySchedule	James Schaefer	Local
2019	PO600331	CW47643	DELL MARKETING L.P.	FY19 - MPD - Microsoft Office 365 - E3 License Upgrade	\$1,981	GSA-FederalSupplySchedule	Eric Starks	Local
2019	PO600463	GS-25F-0010M	PITNEY BOWES	FY19-MPD/CSB/Records/Postage	\$20,000	SingleQuote	Bernadine Greene	Local
2019	PO600673	N/A	TRANSUNION RISK AND ALTERNATIV	FY19-MPD/FTO 1FASH8 Service Agreement for TLOxp Transactions (Resubmission)	\$19,140	SingleQuote	Patricia Cambel	Intra-district
2019	PO600764	N/A	FSX HOLDINGS LLC	FY19 MPD (FAO) File and ServeXpress (Resubmission)	\$500	SingleQuote	Patricia Cambel	Local
2019	PO600954	CW46503	COMPUTER AID INC	New - IT Consultants (PIPELINE) - FY19 - MPD - Quality Assurance Traffic Crash Data Analyst - GRANT	\$73,997	CompetitiveSealedProposal-RFP	Eric Starks	Local
2019	PO600955	CW46503	COMPUTER AID INC	New - IT Consultants (PIPELINE) - FY19 - MPD - Quality Assurance Traffic Crash Data Analyst - GRANT	\$73,997	CompetitiveSealedProposal-RFP	Eric Starks	Local
2019	PO600987	CW68920	HOWARD UNIVERSITY	GRANT DEVELOPMENT & MANAGEMENT SERVICES CONTRACTOR FY 2019.	\$185,000	CompetitiveSealedBid-IFB	James Schaefer	Federal
2019	PO600988	N/A	ZANE NETWORKS LLC	FY19 - MPD - SORNA Kiosk Maintenance and Support - RENEWAL	\$19,800	ExemptFromCompetition	Eric Starks	Local
2019	PO601080	C562	MDM OFFICE SYSTEMS DBA	FY-19 CSB/ESB Fabric Stitched Name Tags with Velcro Backing	\$18,000	SmallPurchase	Christopher Settles	Local
2019	PO601083	n/a	KALKOMEY ENTERPRISES LLC	FY19 Boating Safety Education Materials	\$8,603	SingleQuote	Adam Snapko	Federal
2019	PO601150	N/A	Sandoval Custom Creations, Inc	FY19-FAO-Video Recording Device	\$47,279	SmallPurchase	Patricia Cambel	Local

FY	PO ID	Contract ID	Supplier	Nature of Contract	PO Value	Procurement Method	Requestor	Fund Type
2019	PO601303	N/A	FIRST HAND MOBILE LLC	FY 19 MPD (FA0)- HSB/JSTACC Text Tip Maintenance	\$30,000	ExemptFromCompetition	Patricia Cambel	Local
2019	PO601406	N/A	DEAF ACCESS SOLUTIONS, INC.	FY19- MPD (FA0) American Sign Language Interpreter (Deobligating funds)	\$9,118	SmallPurchase	Patricia Cambel	Local
2019	PO601524	N/A	WASHINGTON MARINA COMPANY	FY19 Yamaha 200 hp Marine Engines	\$30,641	SmallPurchase	Adam Snapko	Federal
2019	PO601551	CW60505	FIRST VEHICLE SERVICES INC.	FY19 Truck Cap & Custom Rear boxes	\$16,709	SmallPurchase	George Hester	Capital
2019	PO601582	CW62761	MCANDREW COMPANY INC.	MEDIA CONTRACT FOR TRAFFIC SAFETY PROJECTS FY 2019	\$193,330	CompetitiveSealedBid-IFB	James Schaefer	Intra-district
2019	PO601597	C14085	THE IMPACT GROUP LLC	Equipment for Joint Strategic and Tactical Analysis Command Center (JSTACC)	\$25,541	SmallPurchase	Phyllis Gilbert	Local
2019	PO601628	CW46503	COMPUTER AID INC	Recompete - IT Consultants (PIPELINE) - FY19 - MPD - Enterprise Architect DW Master - Local	\$144,009	CompetitiveSealedProposal-RFP	Eric Starks	Local
2019	PO601639	N/A	GENERAL SERVICE ADMINISTRATION	MOTOR CARRIER VEHICLE FY 2019	\$22,085	GSA-FederalSupplySchedule	James Schaefer	Federal
2019	PO601650	CW46503	COMPUTER AID INC	Recompete - IT Consultants (PIPELINE) - FY19 - MPD - SME Cognos Developer Senior - Local	\$102,866	CompetitiveSealedProposal-RFP	Eric Starks	Local
2019	PO601651	CW46503	COMPUTER AID INC	Recompete - IT Consultants (PIPELINE) - FY19 - MPD - Enterprise Architect DW Master - Local	\$144,009	CompetitiveSealedProposal-RFP	Eric Starks	Local
2019	PO601652	CW46503	COMPUTER AID INC	Recompete - IT Consultants (PIPELINE) - FY19 - MPD - Enterprise Architect DW Master - Local	\$144,009	CompetitiveSealedProposal-RFP	Eric Starks	Local
2019	PO601732	CW46503	COMPUTER AID INC	Recompete - IT Consultants (PIPELINE) - FY19 - MPD - IT Consultant Senior .NET - Local	\$88,234	CompetitiveSealedProposal-RFP	Eric Starks	Local
2019	PO601740	CW42793	STERLING CORPORATION	FY19 MPD (FA0) HSB/SOD/TPB/ASU-Helicopter Maintenance (CW42793 OY3)	\$150,000	CompetitiveSealedBid-IFB	Patricia Cambel	Local
2019	PO601880	N/A	QUETEL CORPORATION	MPD (FA0) FY19- FOIA Redaction Services (2nd BPA)	\$100,000	SmallPurchase	Patricia Cambel	Local
2019	PO602014	CW69928	SAFEWARE INC	Tactical Emergency Casualty Care (TECC kits)	\$123,659	CompetitiveSealedBid-IFB	Marvin Haiman	Local
2019	PO602024	CW51394	ACME AUTO LEASING LLC	2018 Rental Vehicles for the MPD's NSID	\$7,222	GSA-FederalSupplySchedule	Patricia Cambel	Local
2019	PO602025	CW69504	GENERAL SERVICE ADMINISTRATION	FY19 Support Vehicles -- GSA Trucks-Vans	\$929,001	GSA-FederalSupplySchedule	George Hester	Capital
2019	PO602507	C12253-V2	SKY LLC DBA/US OFFICE SOL	FY19 - MPD - Blanket Purchase Agreement - Replenish Paper Supply - Reproduction and Copy Branch	\$50,000	SmallPurchase	Eric Starks	Local

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2019	PO602616	N/A	EMERGENCY MEDICAL PRODUCTS	FY19 - FAO - CPR Pocket Masks	\$8,144	SmallPurchase	Marvin Haiman	Local
2019	PO602634	C13689-V4	AMERICAN BUSINESS SUPPLIE	MPD/HSB/JSTACC Carpet/Tile Replacement - MPD Headquarters	\$15,000	SmallPurchase	Phyllis Gilbert	Local
2019	PO603018	N/A	EXECUTIVE CONTRACTORS, LLC	PDB/MPA Range Target System Air Compressor Relocation and Installation	\$5,900	SingleQuote	John Aceto	Local
2019	PO603019	N/A	PHYSIO-CONTROL CORPORATION	FY19 - FAO - MPA - AED Program Servicing	\$18,229	ExemptFromCompetition	Marvin Haiman	Local
2019	PO603167	CW69291	LENCO INDUSTRIES INC.	FY19- MPD/FTO 1FASH8 Emergency Response Team Armored Vehicle	\$264,816	GSA-FederalSupplySchedule	Patricia Cambel	Intra-district
2019	PO603202	n/a	COVANTA FAIRFAX INC	Copy of FY19 MPD/ECB Secured Disposal Services (COVANTA)	\$10,000	SingleQuote	Robert Sutton	Local
2019	PO603587	N/A	NATIONAL ASSOCIATION OF STATE	FY19 National Association of State Boating Law Administrators (NASBLA) annual dues.	\$6,000	SingleQuote	Adam Snapko	Federal
2019	PO603806	N/A	EDGEONE LLC DBA EDGETECH	FY19 SAR Side Scan Sonar System	\$45,420	SmallPurchase	Adam Snapko	Federal
2019	PO603849	N/A	CHAMPION AWARDS, TROPHIES,..	FY19 MPD (FAO) PDB/HRMD Blanket Purchase Agreement for Recognition and Awards (Resubmission)	\$17,500	SmallPurchase	Patricia Cambel	Local
2019	PO603901	N/A	V H BLACKINTON & CO INC	FY19 Award Medals and Ribbons for Officer Recognition (Urgent)	\$30,178	SmallPurchase	Christopher Settles	Local
2019	PO603902	N/A	GW SAFETY SIGNAL LLC	FY19 Safety Road Flares Order#2	\$29,282	SmallPurchase	Christopher Settles	Local
2019	PO603936	N/A	SKY LLC DBA/US OFFICE SOL	FY19 Copier Paper Order#2 (Urgent)	\$15,400	SmallPurchase	Christopher Settles	Local
2019	PO604192	N/A	STAR OFFICE PRODUCTS INC	FY19-MPD-CSB/ESB- Vinyl Gloves, Disposable Examination	\$10,818	SmallPurchase	Christopher Settles	Local
2019	PO604259	CW47738	AMERICAN TRAFFIC SOLUTIONS, IN	FY19 Option Year 2 with ATS CW47738 DCFA-2017-C-9212/CW47738	\$1,763,631	CompetitiveSealedProposal-RFP	LaMont Hinton	Local
2019	PO604272	N/A	DEAF ACCESS SOLUTIONS, INC.	FY19- MPD (FAO) American Sign Language Interpreter BPA	\$15,000	SmallPurchase	Patricia Cambel	Local
2019	PO604499	N/A	SENSYS AMERICA INC.	FY19 ATE- SENSYS Equipment Contract	\$49,932	SmallPurchase	LaMont Hinton	Local
2019	PO604521	N/A	SAFETY LEAGUE INC DBA ATLANTIC	FY19 Duty and Administrative Holsters	\$74,880	SmallPurchase	Christopher Settles	Local
2019	PO604632	C14037	TRICORE SYSTEMS LLC	CCTV and access control intall	\$93,451	SmallPurchase	Leeann Turner	Local
2019	PO604706	N/A	AMCHAR HOLDINGS INC	PDB/MPA Purchase Training Pistols (Glock 17T FX) for Tactical Training Center	\$15,177	SmallPurchase	John Aceto	Local
2019	PO604708	N/A	WASTE MANAGEMENT OF MARYLAND I	CSB/ESB Uniform Collection and Disposal Project	\$4,361	SmallPurchase	Christopher Settles	Local
2019	PO604789	CW58521	ETI LIGHTING INC.	FY19 MCSAP LIGHTING	\$10,643	SmallPurchase	James Schaefer	Federal
2019	PO604826	CW60573	ENTERPRISE HOLDINGS, INC.	FY19 MPD (FAO) Rental Vans for CDU Platoons July 2-7, 2019	\$27,099	CompetitiveSealedBid-IFB	Patricia Cambel	Local
2019	PO604870	N/A	CELLEBRITE USA, CORP.	MPD (FAO) FY19- ISB/CID Cellebrite Software Renewal	\$25,900	ExemptFromCompetition	Patricia Cambel	O-Type

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2019	PO604873	N/A	FILEONQ, INC.	FY-19 CSB/ESB Quartermaster Inventory Software Update and Services	\$66,894	ExemptFromCompetition	Phyllis Gilbert	Local
2019	PO605095	N/A	RAY ALLEN MANUFACTURING LLC	Copy of Canine Training	\$4,500	SingleQuote	Marc McDavid	Local
2019	PO605102	N/A	LICHTMAN AND ROSENBLUM PLLC	FY19 - FAO - HRMD Green Card Sponsorship	\$7,900	SingleQuote	Marvin Haiman	Local
2019	PO605145	N/A	AMERICAN BUSINESS SUPPLIE	CSB/ESB 2019 BPA, General Office Supplies 2	\$20,000	SmallPurchase	Phyllis Gilbert	Local
2019	PO605251	DCAM-18-NC-0027	SUPERIOR SERVICE & ASSOC. INC	FY19 PDB/MPA Firing Range and Tactical Village Maintenance and Cleaning OPTION YEAR 1 (June 14 - Sept 30)	\$30,422	CompetitiveSealedProposal-RFP	John Aceto	Local
2019	PO605319	C1776	MDM OFFICE SYSTEMS DBA	Office Reconfiguration for MPD Information Technology (IT)	\$18,787	SmallPurchase	Phyllis Gilbert	Local
2019	PO605320	C15521	THE PITTMAN GROUP INC	FY19 - MPD - Mobile CCTV Camera Trailers - LOCAL FUNDING -CW71205	\$499,966	CompetitiveSealedBid-IFB	Eric Starks	Local
2019	PO605370	CW52393	SECURITY ASSURANCE MANAGEMENT	DCPS SCHOOL SECURITY	\$4,238,597	CompetitiveSealedProposal-RFP	Joanne Beasley	Intra-district
2019	PO605672	N/A	MARYLAND SMALL ARMS RANGE INC.	FY19 MPD (FAO) HSB/SOD/TPB- Holsters and Lights	\$7,378	SingleQuote	Patricia Cambel	Local
2019	PO605730	N/A	SYSTEMS ENGINEERING TECH	MPD (FAO) FY19- HSB/JSTACC/TSU Pen Register Hardware Upgrade	\$12,414	ExemptFromCompetition	Patricia Cambel	O-Type
2019	PO605755	N/A	TRANSGLOBAL BUSINESS SYSTEMINC	FY19- FAO Annual Situational Awareness Management System Server License (Continuation of Service)	\$10,000	ExemptFromCompetition	Patricia Cambel	Local
2019	PO605769	N/A	STRYKER SALES CORP (MED. DIV.)	FY19 - FAO - MPA - AED Program Purchase	\$78,150	ExemptFromCompetition	Marvin Haiman	Local
2019	PO605898	N/A	LEXISNEXIS COPLOGIC SOLUTIONS	FY19 - MPD - Priority 1 - CopLogic LexisNexis Online Reporting System License - RENEWAL	\$27,568	SmallPurchase	Eric Starks	Local
2019	PO606101	CW60505	FIRST VEHICLE SERVICES INC.	FY19 MCSAP TRUCK CAP & SCALE BOX	\$16,910	SmallPurchase	James Schaefer	Federal
2019	PO606102	RK120936	GENERAL SERVICE ADMINISTRATION	FY2019 MCSAP TRUCKS	\$56,215	GSA-FederalSupplySchedule	James Schaefer	Federal
2019	PO606295	N/A	SUZUKI MOTOR OF AMERICA	FY19 Suzuki Marine Engine Model#DF175APXW2 with a 25 inch shaft white in color	\$11,968	SmallPurchase	Adam Snapko	Federal
2019	PO606366	N/A	THE COLES GROUP, LLC	FY19 MPD (FAO) PDB/HRMD- BPA for Temporary Office Assistance	\$12,000	SmallPurchase	Patricia Cambel	Local
2019	PO606766	CW46969	MARK43 INC	FY19 - MPD - Records Management System (COBALT) Upgrade (Contract CW46969) - GRANT FUNDED	\$1,575,000	ExemptFromCompetition	Eric Starks	Federal

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2019	PO606773	N/A	TRICORE SYSTEMS LLC	FY19 - MPD - LCD Display Monitor and Professional Installation Services for JOCC - Local Funding	\$9,114	ExemptFromCompetition	Eric Starks	Local
2019	PO606906	CW56896	SOUTH CAPITOL HELIPORT, LLC	FY19 MPD (FAO) HSB/SOD/TPB/ASU- Jet Fuel Additional Funding (CW56896 OY1)	\$25,000	SmallPurchase	Patricia Cambel	Local
2019	PO606992	n/A	FIRST VEHICLE SERVICES INC.	Copy of MOTOR CARRIER VEHICLE FY 2019 BED LINER CAP W/SCALE BOX	\$8,407	SingleQuote	James Schaefer	Federal
2019	PO607011	N/A	FRESHWORKS INC.	FY19 - FAO - Freshworks Customer Service Recruiting (Renewal)	\$9,840	SmallPurchase	Marvin Haiman	Local
2019	PO607214	N/A	QUETEL CORPORATION	MPD (FAO) FY19- FOIA Redaction Services (3rd BPA)	\$100,000	SmallPurchase	Patricia Cambel	Local
2019	PO607418	CW72841	MORGAN S INC	FY19 CSB/ESB Duty Uniforms and Accessories (August-December)	\$125,000	CompetitiveSealedBid-IFB	Phyllis Gilbert	Local
2019	PO607566	N/A	CAPITAL SERVICES AND SUPPLIES	FY19 CSB-JSTACC Furniture Relocation	\$7,850	SingleQuote	Phyllis Gilbert	Local
2019	PO607580	N/A	LICHTMAN AND ROSENBLUM PLLC	FY19- FAO- HRMD Green Card Sponsorship	\$6,124	SingleQuote	Patricia Cambel	Local
2019	PO608112	N/A	PARK US LESSEE HOLDINGS INC.	Revised Location of FY19 Promotional Testing Scoring Event for Rank	\$103,688	ExemptFromCompetition	Patricia Cambel	Local
2019	PO608448	N/A	MARINE EVOLUTIONS INC.	FY19 Yamaha F300UCA and Gear Cases	\$48,580	SmallPurchase	Adam Snapko	Federal
2019	PO608643	C15336	MVS INC	FY19 - MPD - DELL Desktop Computers and Laptops - Windows10 Migration Project - Local Funding	\$395,162	DCSupplySchedule	Eric Starks	Local
2019	PO608862	N/A	BUTLER ANIMAL HEALTH HOLDING	MPD (FAO) FY19- Canine Supplies- Parasite Medication (Resubmission)	\$6,000	SingleQuote	Patricia Cambel	Local
2019	PO608868	N/A	SAFETY LEAGUE INC DBA ATLANTIC	FY19/PDB/MPA: Trijicon Night Sights GL-01 for Glock Pistols	\$16,000	SmallPurchase	John Aceto	Local
2019	PO609085	CW60505	FIRST VEHICLE SERVICES INC.	DOCKING STATIONS WITH POWER SUPPLY FY-2019 MCSAP TRUCKS	\$9,044	SingleQuote	James Schaefer	Federal
2019	PO609136	N/A	THE GUN SHOP	MPD (FAO) FY19- HSB/SOD/TPB/ERT Precision Rifle Ammunition	\$24,315	SmallPurchase	Patricia Cambel	Local
2019	PO609620	GS-07F-0485Y	ETI LIGHTING INC.	Copy of MOTOR CARRIER VEHICLE FY 2019 EMERGENCY LIGHTING	\$5,322	GSA-FederalSupplySchedule	James Schaefer	Federal
2019	PO609727	N/A	APPLIED CONCEPTS INC	RLR LIDAR UNITS 2019	\$25,640	ExemptFromCompetition	James Schaefer	Local
2019	PO610278	N/A	RJH SUPPLY LLC	FY19 - MPD - CCTV Retrieval DVR Publishing System - Technology Refresh	\$18,950	SmallPurchase	Eric Starks	Local
2019	PO610404	C15336	MVS INC	FY19 - MPD - Hard Drives - Windows10 Migration Project - Local Funding	\$9,813	SmallPurchase	Eric Starks	Local
2019	PO610551	CW74995	NETWORKING FOR FUTURE INC	FY19 - MPD - Video Conferencing System	\$107,824	CooperativeAgreements	Eric Starks	Local
2019	PO610593	CW73772	GRAVOIS ALUMINUM BOATS LLC	FY19 29' Search and Rescue Patrol Vessel	\$316,671	CompetitiveSealedBid-IFB	Adam Snapko	Federal
2019	PO610611	N/A	ARVIN G. REYNOLDS	*RESUBMISSION* FY19 MPD Farrier Services for Horses	\$8,000	SingleQuote	Patricia Cambel	Local

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2020	PO611352	NA	NATIONAL TESTING NETWORK INC.	FY20 - FAO - Entry Level Testing	\$45,474	CompetitiveSealedBid-IFB	Laura Wagman	Local
2020	PO611379	CW51797	ASHKAR BROTHERS INC.	FY20- FAO- CSB-FLEET - Car Wash Services Montana Car wash-CW51797	\$16,000	CompetitiveSealedBid-IFB	George Hester	Local
2020	PO611402	CW63498	MONUMENTAL COMMUNICATION	FY20 - FAO - MPD Recruiting Campaign (Monumental Communications)	\$408,500	CompetitiveSealedProposal-RFP	Marvin Haiman	Local
2020	PO611418	N/A	THE COLES GROUP, LLC	FY20 - FAO - -MPD PDB/HRMD- BPA for Temporary Office Assistance	\$52,458	CompetitiveSealedBid-IFB	Marvin Haiman	Local
2020	PO611464	CW60505	FIRST TRANSIT INC DBA FIRST VE	FY20 Fleet Maintenance Contract -- Oct 1st-2020 to Sept 30th-2021 CW60505	\$7,245,782	CompetitiveSealedBid-IFB	George Hester	Local
2020	PO611484	CW42742	MICROSOFT CORPORATION	FY20 - MPD - Microsoft Support Services - Contract CW42742 - OPTION YEAR 3	\$170,693	CooperativeAgreements	Eric Starks	Local
2020	PO611518	CW59472	CAPITAL SEQWAY, LLC	FY20-FA0-Segway Maintenance CW59472	\$29,000	CompetitiveSealedBid-IFB	George Hester	Local
2020	PO611534	N/A	WASHINGTON CONVENTION AND SPOR	FY20 Testing Location Convention Center for ISB Process TAB PDB	\$8,250	ExemptFromCompetition	Laura Wagman	Local
2020	PO611565	CW53705	DIVERSE COMPUTING INC.	FY20 - MPD - eAgent eMessage Switch Application Support - Contract CW53705 - OPTION YEAR 2	\$626,179	CompetitiveSealedBid-IFB	Eric Starks	Local
2020	PO611588	CW42793	STERLING CORPORATION	MPD FY20- HSB/SOD/TPB/ASU- Helicopter Maintenance (CW42793 OY3)	\$250,000	CompetitiveSealedBid-IFB	Patricia Cambel	Local
2020	PO611716	CW52393	SECURITY ASSURANCE MANAGEMENT	FY20 DCPS SCHOOL SECURITY	\$18,669,294	CompetitiveSealedProposal-RFP	Joanne Beasley	Intra-district
2020	PO611728	N/A	FEDERAL EXPRESS	MPD FY20- FedEx Expedited and Certified Mailing Services	\$5,000	SmallPurchase	Patricia Cambel	Local
2020	PO611745	CW61021	ARROW BICYCLE	FY20-FA0- Mountain Bike - Service & Repair CW61021	\$100,000	CompetitiveSealedBid-IFB	George Hester	Local
2020	PO611749	CW40106	BLUELAW INTERNATIONAL LLP	FY20-FA0-Recruiting-Blue Law International (Polygraph) (Option Year 4)	\$568,083	CompetitiveSealedBid-IFB	Marvin Haiman	Local
2020	PO611756	CW63633	SOFTWARE AG USA INC	FY20 - MPD - TACIS Application Maintenance and Support - Contract CW63633 - OPTION YEAR 1	\$426,568	ExemptFromCompetition	Eric Starks	Local
2020	PO611932	N/A	MONSTER WORLDWIDE INC.	FY20-FA0-Recruiting-Monster.com/Military.com Advertising	\$8,061	ExemptFromCompetition	Marvin Haiman	Local
2020	PO611948	N/A	PRAETORIAN GROUP INC	FY20-FA0-Recruiting-PoliceOne.com Advertising	\$7,452	ExemptFromCompetition	Marvin Haiman	Local
2020	PO611969	N/A	CANON SOLUTIONS AMERICA, INC	FY20 - Canon Copier Lease and Maintenance Services - Task Order No. 100142 - OPTION YEAR 1	\$133,976	CooperativeAgreements	Eric Starks	Local
2020	PO612005	N/A	EXPERIAN INFORMATION SOLUTIONS	FY20-FA0-Recruiting-Experian.com Credit Check Services	\$8,000	ExemptFromCompetition	Marvin Haiman	Local



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2020	PO612007	CW58696	SOUTH CAPITOL HELIPORT, LLC	MPD FY20- HSB/SOD/TPB/ASU- Jet Fuel (CW56896)	\$100,000	SoleSource	Patricia Cambel	Local
2020	PO612032	CW62890	PFC ASSOCIATES LLC	PFC Clinic Services FY 20 - CW62890	\$14,826,238	CompetitiveSealedProposal-RFP	Matthew Miranda	Multiple
2020	PO612034	CW46793	XEROX CORPORATION	FY20 - MPD - Xerox Copier Lease and Maintenance Services - Contract CW46793 - OPTION YEAR 1	\$761,202	GSA-FederalSupplySchedule	Eric Starks	Local
2020	PO612148	C12202-V6	JDI Ventures Inc.	FY20 - MPD - CJIS NCIC Records Validation Software - RENEWAL	\$18,574	ExemptFromCompetition	Eric Starks	Local
2020	PO612269	N/A	INFORMATICA CORPORATION	FY20 - MPD Informatica Software License - RENEWAL	\$78,764	ExemptFromCompetition	Eric Starks	Local
2020	PO612278	CW48831	XEROX CORPORATION	FY20 - MPD - Printer Break/Fix and Toner Supply Services - Contract CW48831 - OPTION YEAR 3	\$116,980	CompetitiveSealedBid-IFB	Eric Starks	Local
2020	PO612384	N/A	SOFTWARE AG USA INC	FY20 - MPD - TACIS Software License - RENEWAL	\$14,734	ExemptFromCompetition	Eric Starks	Local
2020	PO612410	CW38256	ERGOMETRICS & APPLIED PERSONNEL	FY20 ISB Selection Process Test Development	\$17,980	CompetitiveSealedProposal-RFP	Laura Wagman	Local
2020	PO612536	N/A	QUETEL CORPORATION	MPD FY20- Redaction Services	\$75,880	SmallPurchase	Patricia Cambel	Local
2020	PO612715	N/A	JOHN M. STUHLREHER, JR.	FY20 ISB Selection Process Videography Services	\$14,000	SmallPurchase	Laura Wagman	Local
2020	PO612726	N/A	CRADLE SYSTEMS LLC	FY20 - MPD - IBM Cognos Software License RENEWAL	\$72,180	ExemptFromCompetition	Eric Starks	Local
2020	PO612733	RK132766	ENVISAGE TECHNOLOGIES CORP	FY20 - MPD - ACADIS Readiness Suite - Learning Management Tool - Software Subscription - RENEWAL	\$102,500	ExemptFromCompetition	Eric Starks	Local
2020	PO612744	N/A	CRADLE SYSTEMS LLC	FY20 - MPD - IBM i2 Analyst Workstation Software License - RENEWAL	\$46,912	ExemptFromCompetition	Eric Starks	Local
2020	PO612799	CW46503	COMPUTER AID INC	Continuation - IT Consultants (PIPELINE) - FY20 - MPD - Quality Assurance Traffic Crash Data Analyst - Grant	\$41,288	CompetitiveSealedProposal-RFP	Eric Starks	Multiple
2020	PO612802	CW46503	COMPUTER AID INC	Continuation - IT Consultants (PIPELINE) - FY20 - MPD - Enterprise Architect DW Master - Local	\$148,294	CompetitiveSealedProposal-RFP	Eric Starks	Local
2020	PO612803	CW46503	COMPUTER AID INC	Continuation - IT Consultants (PIPELINE) - FY20 - MPD - SME Cognos Developer Senior - Local	\$105,945	CompetitiveSealedProposal-RFP	Eric Starks	Local
2020	PO612871	N/A	INTEK INTEGRATION TECHNOLOGIES	FY20 - MPD - INTEK Warehouse Librarian Software License - RENEWAL	\$21,767	ExemptFromCompetition	Eric Starks	Local
2020	PO612875	N/A	PROGRESS SOFTWARE CORP	FY20 - MPD - Telerik DevCraft Developer Software License - RENEWAL	\$9,342	ExemptFromCompetition	Eric Starks	Local
2020	PO612883	CW46503	COMPUTER AID INC	Continuation - IT Consultants (PIPELINE) - FY20 - MPD - Enterprise Architect DW Master - Local	\$148,294	CompetitiveSealedProposal-RFP	Eric Starks	Local

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2020	PO612887	CW46503	COMPUTER AID INC	Continuation - IT Consultants (PIPELINE) - FY20 - MPD - IT Consultant Senior .NET - Local	\$90,865	CompetitiveSealedProposal-RFP	Eric Starks	Local
2020	PO612902	N/A	THE PITTMAN GROUP INC	FY20 - MPD - CCTV Genetec Licensing and Support - RENEWAL	\$51,765	ExemptFromCompetition	Eric Starks	Local
2020	PO612944	GS-25F-0010M	PITNEY BOWES	FY2020 MPD/CSB/Records Funding - Postage Stamps	\$29,500	GSA-FederalSupplySchedule	Phyllis Gilbert	Local
2020	PO612949	CW39581	HITACHI VANTARA CORPORATION	FY20 - MPD - CCTV Camera Network Support - Contract CW39581 - OPTION YEAR 4	\$351,578	CompetitiveSealedBid-IFB	Eric Starks	Local
2020	PO612951	N/A	SENSYS AMERICA INC.	FY20 ATE- SENSYS Equipment Contract	\$49,932	CompetitiveSealedProposal-RFP	LaMont Hinton	Local
2020	PO612964	GS-25F-0010M	PITNEY BOWES	FY20 MPD/CSB/Records Postage Machine Lease & Maintenance	\$28,500	GSA-FederalSupplySchedule	Phyllis Gilbert	Local
2020	PO613013	CW52081	GTECHNA USA CORPORATION	FY20 OPT YR 3 of CW52081 E Citation System	\$232,297	ExemptFromCompetition	LaMont Hinton	Intra-district
2020	PO613081	NA	THE AV TEAM LLC	FY20 - MPD - Audio Video Networking and Cabling Support - RENEWAL	\$10,000	CompetitiveSealedBid-IFB	Eric Starks	Local
2020	PO613085	CW60575	ALL CAR LEASING INC	FY20 NSID Undercover Vehicle Rentals CW60575	\$34,819	CompetitiveSealedBid-IFB	George Hester	Local
2020	PO613098	CW46503	COMPUTER AID INC	Continuation - IT Consultants (PIPELINE) - FY20 - MPD - Enterprise Architect DW Master - Local	\$148,294	CompetitiveSealedProposal-RFP	Eric Starks	Local
2020	PO613106	CW40145	MILLER MENDEL INC	FY20-FA0-Solution for pre-employment background investigations	\$132,558	CompetitiveSealedProposal-RFP	Marvin Haiman	Local
2020	PO613172	N/A	LEXISNEXIS COPLOGIC SOLUTIONS	FY20 - MPD - CopLogic LexisNexis Online Reporting System License - RENEWAL	\$28,946	ExemptFromCompetition	Eric Starks	Local
2020	PO613175	n/a	CI TECHNOLOGIES, INC.	FY20 - MPD - IAPro Misconduct Case Tracking Software Support - RENEWAL	\$6,120	ExemptFromCompetition	Eric Starks	Local
2020	PO613177	N/A	DEEPWOOD VETERINARY CLINIC	MPD FY20- HSB/SOD/TPB/HMU Equine Services (Veterinary Care)	\$7,500	SingleQuote	Patricia Cambel	Local
2020	PO613189	N/A	CAREERBUILDER GOVERNMENT LLC	FY20-FA0-Recruiting-CareerBuilder.com Advertising	\$9,600	ExemptFromCompetition	Marvin Haiman	Local
2020	PO613190	CW33526	WEST PUBLISHING CORP	MPD FY20- IAB/IAD Thomson Reuters Clear and Westlaw Services (CW33526/FEDLINK/LC14C7139)	\$15,600	CooperativeAgreements	Patricia Cambel	Local
2020	PO613316	CW47738	AMERICAN TRAFFIC SOLUTIONS, IN	FY20 Option Year 2 with ATS CW47738 DCFA-2017-C-9212/CW47738	\$1,763,631	CompetitiveSealedProposal-RFP	LaMont Hinton	Local
2020	PO613448	N/A	THE WASHINGTON TIMES LLC	FY 2020 MPD/ECB Legal Advertisement Notices	\$10,000	SingleQuote	Robert Sutton	Local
2020	PO613623	CW48241	NEAL R GROSS AND CO INC	MPD FY20- Stenographer Services	\$114,000	CompetitiveSealedProposal-RFP	Patricia Cambel	Local
2020	PO613845	CW72841	MORGAN S INC	CSB/ESB FY20 Body Armor with Outer Vest Carrier	\$804,346	CooperativeAgreements	Christopher Settles	Local
2020	PO613852	NA	DELL MARKETING L.P.	FY20 - MPD - Visual Studio Software License - RENEWAL	\$9,445	SmallPurchase	Eric Starks	Local

FY	PO ID	Contract ID	Supplier	Nature of Contract	PO Value	Procurement Method	Requestor	Fund Type
2020	PO613854	NA	DELL MARKETING L.P.	FY20 - MPD - Compellent Data Storage System Software and Hardware Support - RENEWAL	\$53,426	SoleSource	Eric Starks	Local
2020	PO613855	PO592903	DIRECTV	FY20 - MPD - DirecTV Satellite Television Subscription -RENEWAL	\$6,380	SmallPurchase	Eric Starks	Local
2020	PO613883	NA	YELLOW HOUSE ASSOCIATES	FY20 - MPD - YHA Application Development and Support - RENEWAL	\$60,000	SmallPurchase	Eric Starks	Local
2020	PO613884	C12202-V6	MORGAN S INC	FY20 Uniform Bridge Contract	\$250,000	CompetitiveSealedBid-IFB	Christopher Settles	Local
2020	PO613885	NA	FILEONQ, INC.	FY20 - MPD - FileOnQ Asset Evidence Control Management Software - PO Change Request	\$48,736	SmallPurchase	Eric Starks	Local
2020	PO613924	N/A	TPW CONSULTANTS LLC	FY20 - MPD - Satellite Phone Prepaid Minutes - RENEWAL	\$11,674	ExemptFromCompetition	Eric Starks	Local
2020	PO613927	N/A	HEWLETT PACKARD ENTERPRISE	FY20 - MPD - TACIS HP Server Support - RENEWAL	\$4,926	ExemptFromCompetition	Eric Starks	Local
2020	PO613928	N/A	FSX HOLDINGS LLC	MPD FY20- File and ServExpress Services	\$500	SmallPurchase	Patricia Cambel	Local
2020	PO613929	N/A	MVS INC	FY20 - MPD - Uninterrupted Power Supply (UPS) Support - RENEWAL	\$15,676	ExemptFromCompetition	Eric Starks	Local
2020	PO613950	NA	VERTIV SERVICES INC	FY20 - Liebert Power Distribution PDUs Units Support - RENEWAL	\$13,224	SmallPurchase	Eric Starks	Local
2020	PO613974	na	PURPLE COMMUNICATIONS INC	FY20 - MPD - Video Remote Sign Language Interpreting Services - RENEWAL	\$15,200	CompetitiveSealedBid-IFB	Eric Starks	Local
2020	PO614006	N/A	STANDARD GRAPHICS MID ATLANTIC	FY20 - MPD - Reproduction - Printing Products and Bindery Supplies - REORDER	\$25,500	SmallPurchase	Eric Starks	Local
2020	PO614106	NA	DIVERSE COMPUTING INC.	FY20 - MPD - CJIS Audit Software Subscription - RENEWAL	\$35,490	CompetitiveSealedBid-IFB	Eric Starks	Local
2020	PO614115	N/A	LINEAR SYSTEMS INC.	FY20 - MPD - DIMS DVD and Image Server Support - RENEWAL	\$12,600	SmallPurchase	Eric Starks	Local
2020	PO614335	CW73421	MORGAN S INC	CSB/ESB FY2020 Uniforms and Accessories Contract	\$2,123,813	CompetitiveSealedBid-IFB	Christopher Settles	Local
2020	PO614375	N/A	SKY LLC DBA/US OFFICE SOL	FY20 - MPD - Blanket Purchase Agreement - Replenish Paper Supply - Reproduction and Copy Branch	\$50,000	SmallPurchase	Eric Starks	Local
2020	PO614451	N/A	SKY LLC DBA/US OFFICE SOL	FY20 Copier Paper Order#1	\$70,158	SmallPurchase	Christopher Settles	Local
2020	PO614527	N/A	EMC CORPORATION	FY20 - MPD - ISILON DELL Hardware Support - LPR Program - RENEWAL	\$20,164	ExemptFromCompetition	Eric Starks	Local
2020	PO614652	CW73064	MORGAN S INC	FY20 MPD High-Visibility Mountain Bike Jacket	\$166,040	CompetitiveSealedBid-IFB	Christopher Micciche	Local
2020	PO614653	N/A	DELL MARKETING L.P.	FY20 - MPD - KACE K2000 Software License - RENEWAL	\$10,003	SingleQuote	Eric Starks	Local

FY	PO ID	Contract ID	Supplier	Nature of Contract	PO Value	Procurement Method	Requestor	Fund Type
2020	PO614691	US Commodities Contract 4400008468	SAFEWARE INC	FY20 MPD (FAO) ISB/NSID- Protective Equipment	\$35,365	CooperativeAgreements	Patricia Cambel	Local
2020	PO614705	CW39505	TASER INTERNATIONAL	FY20 - MPD - Body Worn Camera Year Four (Oct 1, 2019 to Nov 12, 2019)	\$283,920	CompetitiveSealedProposal-RFP	Rohit Johri	Local
2020	PO614717	N/A	TASER INTERNATIONAL	FY20 - MPD - Axon Interview Room System Support - RENEWAL	\$42,617	ExemptFromCompetition	Eric Starks	Local
2020	PO614747	N/A	NATIONAL LAW ENFORCEMENT TELEC	FY20 - MPD - NLETS Software Subscription - RENEWAL	\$48,000	ExemptFromCompetition	Eric Starks	Local
2020	PO614802	N/A	TIME TRADE SYSTEM INC	FY20 - MPD - Scheduling Software for Firearm Re-Registration - RENEWAL	\$9,075	SmallPurchase	Eric Starks	Local
2020	PO614827	N/A	METRO PRINTING EQUIPMENT INC	FY20 - MPD - Metro Printing Equipment Support - RENEWAL	\$9,975	SmallPurchase	Eric Starks	Local
2020	PO614881	N/A	COMLABS GOVERNMENT SYSTEMS	FY20 - MPD - Emergency Management Network (EMnet) VSAT License - RENEWAL	\$7,068	ExemptFromCompetition	Eric Starks	Local
2020	PO614931	CW71205	THE PITTMAN GROUP INC	FT0 - MPD FY20 1FASH8 Closed Circuit Television (CCTV) Camera Trailer	\$85,760	CompetitiveSealedBid-IFB	Patricia Cambel	Federal
2020	PO614965	DCAM-18-NC- 0027	SUPERIOR SERVICE & ASSOC. INC	FY20 PDB/MPA Firing Range and Tactical Village Maintenance and Cleaning (Option Year 1: Oct 1, 2019 - June 13, 2020)	\$72,898	CompetitiveSealedProposal-RFP	John Aceto	Local
2020	PO615087	CW50702	TASER INTERNATIONAL	FY20 TASER X2s Option Year 3 (CW50702)	\$280,583	CompetitiveSealedBid-IFB	Patricia Cambel	Local
2020	PO615137	C12662-V13	THE HAMILTON GROUP	FY20 - PDB/MPA - TECC Kits	\$118,405	SmallPurchase	John Aceto	Local
2020	PO615326	CW53539	IDEMIA IDENTITY AND SECURITY	FY20 - MPD - AFIS Maintenance and Support - Contract CW53539 - OPTION YEAR 2	\$166,343	CompetitiveSealedBid-IFB	Eric Starks	Local
2020	PO615445	CW39505	TASER INTERNATIONAL	FY20 - MPD - Body Worn Camera Year Four (Nov 13, 2019 through Sep 30, 2020)	\$3,117,225	CompetitiveSealedProposal-RFP	Rohit Johri	Local
2020	PO615452	N/A	DELL MARKETING L.P.	FY20 - MPD - DELL Server Hardware Support - LPR Program - RENEWAL	\$7,494	ExemptFromCompetition	Eric Starks	Local
2020	PO615678	CW48309	SHOTSPOTTER, INC.	FY20 - MPD - Gunshot Detection System Support - CW48309 - OPTION YEAR 3	\$502,676	CompetitiveSealedProposal-RFP	Eric Starks	Local
2020	PO615894	BPA1332661	NESTLE WATERS NORTH AMERICA	FY20 MPD/CSB/Records Drinking Water	\$32,000	SmallPurchase	Phyllis Gilbert	Local
2020	PO616009	C12395	DISTRICT SUPPLY INC.	FY20-MPD-CSB/ESB- Vinyl Gloves, Disposable Examination	\$7,988	DCSupplySchedule	Christopher Settles	Local
2020	PO616057	C12662-V13	THE HAMILTON GROUP	FY 2020 ECB/MPD Evidence Bags (PD 14's and PD 95's)	\$15,000	SmallPurchase	Robert Sutton	Local
2020	PO616168	CW77184	Elucid Inc	FY20 - Community Sentiment Survey Tool	\$200,000	ExemptFromCompetition	Leeann Turner	Local

FY	PO ID	Contract ID	Supplier	Nature of Contract	PO Value	Procurement Method	Requestor	Fund Type
2020	PO616174	N/A	CHAMPION TROPHIES	FY20 MPD (FAO) PDB/HRMD Recognition and Awards	\$10,000	SmallPurchase	Marvin Haiman	Local
2020	PO616175	C12408	TOUCAN PRINTING AND PROMO	FY20 Vessel Registration and Decals	\$9,850	SmallPurchase	Adam Snapko	Federal
2020	PO616191	CW56366	JOHN JOHN INC T/A ANT TOWING	FY 2020 MPD Emergency Contract Tow Services, Districts 5,6 and 7	\$35,000	CompetitiveSealedBid-IFB	Robert Sutton	Local
2020	PO616262	CW56364	ABC TOWING INC	FY 2020 MPD Emergency Contract Towing, Districts 1,2,3 and 4	\$25,000	CompetitiveSealedBid-IFB	Robert Sutton	Local
2020	PO616293	CW73772	GRAVOIS ALUMINUM BOATS LLC	FY20 29' Search and Rescue Patrol Vessel	\$316,671	CompetitiveSealedBid-IFB	Adam Snapko	Federal
2020	PO616428	CW58696	MULTICULTURAL COMMUNITY SERVIC	MPD FY20- IAB/IAD Language Access - Oral Interpretation and Written Translation Services	\$30,000	CompetitiveSealedProposal-RFP	Patricia Cambel	Local
2020	PO616567	N/A	COLOR ID, LLC	FY19-FA0-HRMD- ColorID printing & materials purchase - Department Reprint	\$26,749	SmallPurchase	Marvin Haiman	Local
2020	PO616658	N/A	NEW RELIC INC	FY20 - MPD - New Relic Database Monitoring and Analysis Subscription - RENEWAL	\$36,863	ExemptFromCompetition	Eric Starks	Local
2020	PO616679	N/A	FIRST HAND MOBILE LLC	MPD FY20- HSB/JSTACC Text Tip Maintenance	\$30,000	SmallPurchase	Patricia Cambel	Local
2020	PO617043	C12662-V13	THE HAMILTON GROUP	FY20 Canine Training Equipment and Supplies	\$7,500	DCSupplySchedule	Patricia Cambel	Local
2020	PO617112	N/A	SHALLOW CREEK KENNELS INC.	Purchase of 10 Working Dogs	\$88,850	SmallPurchase	Marc McDavid	Local
2020	PO617125	CW37329	SAFETY LEAGUE INC DBA ATLANTIC	FY20-PDB/MPA-Training and Duty Ammunition	\$670,000	CompetitiveSealedBid-IFB	John Aceto	Local
2020	PO617131	N/A	THE PRESIDIO CORPORATION	FY20 - AppSpace Software Subscription - RENEWAL	\$10,106	ExemptFromCompetition	Eric Starks	Local
2020	PO617132	N/A	SAFEWARE INC	FTO - MPD FY20 1FASH8 Long Range Acoustic Devices	\$55,316	CooperativeAgreements	Patricia Cambel	Intra-district
2020	PO617133	N/A	Callyo 2009 Corp	MPD FY20- ISB/NSID Callyo Package Pro Software	\$8,828	SingleQuote	Patricia Cambel	Local
2020	PO617157	N/A	ADAMS MORGAN ANIMAL CLINIC	MPD FY20- HSB/SOD/TPB/CPU Canine Veterinary Services	\$60,000	SmallPurchase	Patricia Cambel	Local
2020	PO617189	N/A	SIRCHIE ACQUISITION COMPANY	MPD FY20- ISB/NSID Test Kits	\$22,084	SmallPurchase	Patricia Cambel	Local
2020	PO617352	C562	MDM OFFICE SYSTEMS DBA	FY-20 CSB/ESB Fabric Stitched Name Tags with Velcro Backing	\$18,400	SmallPurchase	Christopher Settles	Local
2020	PO617375	N/A	COMCAST CABLE COMMUNICATIONS	FY20 - MPD - Comcast Cable Television Subscription - RENEWAL	\$42,000	SmallPurchase	Eric Starks	Local
2020	PO617386	N/A	THE PRESIDIO CORPORATION	FY20 - MPD - SMARTnet Software License - RENEWAL	\$3,377	ExemptFromCompetition	Eric Starks	Local
2020	PO617417	NA	BUTLER ANIMAL HEALTH HOLDING	FY20 Canine Medical Supplies	\$16,000	SmallPurchase	Patricia Cambel	Local

FY	PO ID	Contract ID	Supplier	Nature of Contract	PO Value	Procurement Method	Requestor	Fund Type
2020	PO617652	CW77745	Momo & Mango LLC	FY20-FA0- CSB-FLEET -Car Wash Services (CW51799 Dr Kings)	\$6,000	SmallPurchase	George Hester	Local
2020	PO617927	C13170	STOCKBRIDGE CONSULTING LLC	FY20 - MPD - PrinterLogic Software License - RENEWAL	\$14,950	SmallPurchase	Eric Starks	Local
2020	PO617948	N/A	LICHTMAN AND ROSENBLUM PLLC	FY20 - FAO - HRMD Legal Services	\$2,500	CompetitiveSealedBid-IFB	Marvin Haiman	Local
2020	PO617952	N/A	REED ELSEVIER INCORPORATED	MPD FY20- Continuation of Software Licenses- LexisNexis Account 4252Y3TK4 (formerly Sub-Account #127C1C) *RESUBMISSION*	\$13,104	SmallPurchase	Patricia Cambel	Local
2020	PO617995	NA	QUETEL CORPORATION	MPD FY20- BPA for Redaction Services	\$100,000	SmallPurchase	Patricia Cambel	Local
2020	PO618011	N/A	DELL MARKETING L.P.	FY20 - MPD - Red HAT Software License - RENEWAL	\$28,700	ExemptFromCompetition	Eric Starks	Local
2020	PO618146	N/A	DEAF ACCESS SOLUTIONS, INC.	MPD FY20- American Sign Language Interpretation Services	\$5,145	SmallPurchase	Patricia Cambel	Local
2020	PO618179	N/A	SAFETY LEAGUE INC DBA ATLANTIC	FY20 PDB/MPA Supplies Firing Range/Armorer Cleaning and Firearms Supplies	\$44,885	SmallPurchase	John Aceto	Local
2020	PO618198	N/A	COLOR ID, LLC	FY20 MPD/CSB/Records BPA, ID Cards and Supplies	\$3,069	SmallPurchase	Phyllis Gilbert	Local
2020	PO618216	N/A	TRANSUNION RISK AND ALTERNATIV	FY20- MPD/FTO 1FASH9 Service Agreement for TLOxp Transactions (Continuation of Services)	\$19,140	SmallPurchase	Patricia Cambel	Intra-district
2020	PO618229	N/A	REED ELSEVIER INCORPORATED	FY20- MPD/FTO 1FASH9 Service Agreement for Accurant (Continuation of Services)	\$56,088	SmallPurchase	Patricia Cambel	O-Type
2020	PO618258	N/A	TRANSGLOBAL BUSINESS SYSTEMINC	FY20- MPD/FTO 1FASH9 Annual Situational Awareness Management System Server License (Continuation of Services)	\$85,000	SmallPurchase	Patricia Cambel	Intra-district
2020	PO618333	N/A	GYM SOURCE - ROCKVILLE	MPD (FA0) FY20- Gym Equipment for Districts 1, 2, 3, 4, 5, 7, and the MPA	\$70,711	SmallPurchase	Patricia Cambel	Local
2020	PO618366	C12845-V4	ANALYTICA LLC	FTO - MPD FY20 1FAUA8 - LPR Project Coordinator	\$135,000	DCSupplySchedule	Patricia Cambel	Intra-district
2020	PO618377	N/A	LANGUAGE LINE SERVICES	MPD FY20- IAB/IAD Language Access - Video Remote Interpretation Services	\$15,000	ExemptFromCompetition	Patricia Cambel	Local
2020	PO618498	DCMP-2020-13942	BBWOOF INC	MPD FY20- HSB/SOD/TPB/CPU Dog Food *Resubmission*	\$10,000	SmallPurchase	Patricia Cambel	Local
2020	PO618649	N/A	SOFTWARE INFORMATION RESOURCE	FY20 - MPD - Tableau Software License - RENEWAL	\$18,434	ExemptFromCompetition	Eric Starks	Local
2020	PO618775	C1754-V3	SUPRETECH INC.	FY20 - MPD - DELL Computer and Monitors - Inventory Replenishment - Command Information Center	\$81,360	SmallPurchase	Eric Starks	Local
2020	PO618817	N/A	COMCAST SPOTLIGHT	FY20 Harbor Patrol Public Service Announcements	\$30,000	ExemptFromCompetition	Adam Snapko	Federal

FY	PO ID	Contract ID	Supplier	Nature of Contract	PO Value	Procurement Method	Requestor	Fund Type
2020	PO618833	N/A	Vertiv Corporation	FY20 - Liebert Power Distribution PDUs Units Support - RENEWAL	\$13,224	ExemptFromCompetition	Eric Starks	Local
2020	PO618843	CW77665	THE PITTMAN GROUP INC	CCTV expansion - Phase 1	\$999,990	GSA-FederalSupplySchedule	Leeann Turner	Local
2020	PO618868	CW58753	ANDEAN CONSULTING SOLUTIONS	MPD FY20- IAB/IAD Language Access - Oral Interpretation and Written Translation Services (2nd)	\$10,000	SmallPurchase	Patricia Cambel	Local
2020	PO618970	CW54535	DEAF ACCESS SOLUTIONS, INC.	MPD FY20- American Sign Language Interpretation	\$9,000	SmallPurchase	Patricia Cambel	Local
2020	PO619061	N/A	QLIK TECH, INC.	FY20 - MPD - Attunity Database Replication Software - RENEWAL	\$15,771	SmallPurchase	Eric Starks	Local
2020	PO619178	CW76042	CDW GOVERNMENT INC	FY20 - Microsoft Windows SQL Server License - RENEWAL	\$209,199	CooperativeAgreements	Eric Starks	Local
2020	PO619227	N/A	TRI-STATE MARINE, INC	FY20 Marine Engine Parts and Equipment	\$30,000	SmallPurchase	Adam Snapko	Federal
2020	PO619251	CW46969	MARK43 INC	FY20 - MPD - Records Management System (COBALT) Upgrade (Contract CW46969) - Continuation of Services	\$578,025	CompetitiveSealedProposal-RFP	Eric Starks	Local
2020	PO619286	N/A	V H BLACKINTON & CO INC	FY2020 Annual Awards Ceremony Medals	\$22,567	SmallPurchase	Christopher Settles	Local
2020	PO619324	CW78783	HOWARD UNIVERSITY	GRANT DEVELOPMENT & MANAGEMENT SERVICES CONTRACTOR FY 2020	\$220,000	CompetitiveSealedBid-IFB	James Schaefer	Federal
2020	PO619390	CW59473	BODE CELLMARK FORENSICS INC.	SAKI Grant - add'l Bode funding on behalf of DFS	\$25,000	SmallPurchase	Leeann Turner	Local
2020	PO619392	RK120936	GENERAL SERVICE ADMINISTRATION	FY2020 MCSAP TRUCKS	\$56,215	GSA-FederalSupplySchedule	James Schaefer	Federal
2020	PO619696	N/A	WEST MARINE DBA PORT SUPPLY	FY20 Vessel Cleaning/Maintenance Supplies	\$20,000	SmallPurchase	Adam Snapko	Federal
2020	PO619723	C12751-V3	AMERICAN BUSINESS SUPPLIE	FY2020 General Office Supplies 2 CSB-ESB	\$95,000	DCSupplySchedule	Christopher Settles	Local
2020	PO620034	N/A	DELL MARKETING L.P.	FY20 - MPD - DELL Server Hardware Support - RENEWAL	\$28,186	SmallPurchase	Eric Starks	Local
2020	PO620054	N/A	H.C. SUMMERS INC	MPD FY20- HSB/SOD/TPB/HMU Equine Feed and Grooming Supplies	\$7,500	SmallPurchase	Patricia Cambel	Local
2020	PO620056	N/A	CARAHSOFT TECHNOLOGY CORP	FY20 - MPD - Azure Cloud Professional Services - Contract Master Agreement No. AR2472	\$67,719	CooperativeAgreements	Eric Starks	Local
2020	PO620092	N/A	SYSTEMS ENGINEERING TECH	MPD FY20- HSB/JSTACC Pen Register System Maintenance	\$12,480	SmallPurchase	Patricia Cambel	Local
2020	PO620124	BPA	QUETEL CORPORATION	MPD FY20- BPA for Redaction Services (New BPA)	\$100,000	SmallPurchase	Patricia Cambel	Local
2020	PO620231	N/A	JDI Ventures Inc.	FY20 - nexTEST CJIS NCIC WALES Online Testing Software	\$12,500	ExemptFromCompetition	Eric Starks	Local
2020	PO620414	N/A	ACTION TARGET INC.	FY20- PDB/MPA - Range Quarterly Service Plan	\$17,800	ExemptFromCompetition	John Aceto	Local

FY	PO ID	Contract ID	Supplier	Nature of Contract	PO Value	Procurement Method	Requestor	Fund Type
2020	PO620455	none	ZANE NETWORKS LLC	FY20 - MPD - SORNA Kiosk Maintenance and Support - RENEWAL	\$19,800	SmallPurchase	Eric Starks	Local
2020	PO620456	none	COVANTA FAIRFAX INC	FY 2020 MPD Property, Material and Drug Disposal	\$7,000	SmallPurchase	Robert Sutton	Local
2020	PO620457	N/A	CDW GOVERNMENT INC	FY20 - MPD - Media Service Storage - Hardware Equipment and Components	\$12,163	SmallPurchase	Eric Starks	Local
2020	PO620515	C14711	ANNIE S HARDWARE LLC	FY2020 Safety Road Flares CSB-ESB #2	\$18,447	DCSupplySchedule	Christopher Settles	Local
2020	PO620564	N/A	SAFEWARE INC	MPD EOD Uniforms	\$74,790	SmallPurchase	Christopher Micciche	Local
2020	PO620566	BPA	Coast to Coast Hospitality LLC	MPD FY20- American Sign Language Interpreter BPA *RESUBMISSION*	\$20,000	SmallPurchase	Patricia Cambel	Local
2020	PO620577	none	CRADLE SYSTEMS LLC	FY20 - MPD - Veritas Software Backup Executive License for Window Servers - RENEWAL	\$5,593	SmallPurchase	Eric Starks	Local
2020	PO620579	U.S. Communities Contract #4400008468	SAFEWARE INC	FTO - MPD FY20 2FASH9 Annual Respiratory Protective Equipment Maintenance/Renewal	\$198,801	CooperativeAgreements	Patricia Cambel	Intra-district
2020	PO620661	BPA	V H BLACKINTON & CO INC	2020 (BPA) Metal Name Tags, Retirement Badges, Officer and Official Badges and Cap Plates	\$38,329	SmallPurchase	Christopher Settles	Local
2020	PO621017	C13689-V7	AMERICAN BUSINESS SUPPLIE	MPD/CSB Tile Installation in Victim Services Branch (Room 3117 & 3121)	\$8,750	DCSupplySchedule	Phyllis Gilbert	Local
2020	PO621065	N/A	AGR LLC	MPD FY20- HSB/SOD/TPB/HMU Farrier Services for Horses	\$8,000	SmallPurchase	Patricia Cambel	Local
2020	PO621096	GS07F0004Y	SELEX ES INC.	FTO - MPD FY20 1FAUA8 - License Plate Reader (I-66 Eastbound)	\$56,485	SmallPurchase	Patricia Cambel	Intra-district
2020	PO621208	CW62761	MCANDREW COMPANY INC.	MEDIA CONTRACT FOR TRAFFIC SAFETY PROJECTS FY 2020	\$199,336	CompetitiveSealedBid-IFB	James Schaefer	Intra-district



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**Metropolitan Police Department FY2019**

Agency Metropolitan Police Department

Agency Acronym MPD

Agency Code FA0

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

Agency Performance POCs Juliana Desouza; Kelly (MPD) O'Meara

Agency Budget POCs Kelly (MPD) O'Meara; Leeann (MPD) Turner

Fiscal Year 2019

**FY2019 Agency Top Accomplishments**

Add Add Accomplishment  
 Accomplishment

Accomplishments	Accomplishment	Impact on Agency	Impact on Residents
	Stop Data Collection: In July 2019, to enhance data collection as part of the NEAR Act, MPD launched changes to police processes and data systems to allow the collection of more data in discrete fields and enable greater data analysis of police stops. In September 2019, MPD published a report on initial findings based on four weeks of data collection.	MPD's new methods of collecting data make more valid, accurate analyses possible in the District. MPD is pursuing both public and private options to support rigorous and independent research.	Transparency around this information is critically important to public trust. This report represents just the first step in sharing the data and using it to improve policing in the District. The data on which the report was based is posted on MPD's website, along with available data from 2010 to 2018. Starting in 2020, MPD will post the new data set online twice a year.
	New Uniforms: In FY19, MPD rolled out the new uniform to all members at the rank of sergeant and below. A public campaign was launched highlighting the new uniform.	For officers, these uniforms provide greater comfort and convenience.	For the community, the new uniforms provide information and reassurance. Over the years, different uniforms had evolved for various units of MPD. The variety of uniforms together with the dozens of police agencies in the District meant that it was sometimes hard for the public to identify who was an MPD officer, which can be critically important for an individual. For instance, when dealing with a police officer, District residents should know if the officer is following MPD policy or federal law in regards to marijuana possession or immigration. With the new uniforms and our marketing to familiarize people with them, we hope that the community can more easily identify our MPD officers.
	Expanded Cadet Program: MPD completed the four-year expansion of the Cadet Program from fewer than 20 cadets in FY15 to 100 cadets in FY19.	The Cadet Program is a key strategy for recruiting more District residents and more women into the MPD. At the same time that we were recruiting and hiring 59 cadets in FY19, we graduated 23 Cadets from the program who became recruit officers (22) or civilians (1). (The total number of cadets at any one time will fluctuate as new cadets are hired while others graduate from the program.)	MPD's enhanced Cadet Program is one of Mayor Bowser's important long-term investments in developing pathways to the middle class and strengthening police-community relations. Young adults who graduated from a District high school can join MPD's Cadet Program, through which they can work part-time for two years while both learning about MPD and police work and earning up to 60-credit hours at the University of the District of Columbia.

**Agency's Operating Budget**

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**2019 Objectives**

Strategic Objectives	Objective Number	Strategic Objective
	1	Safeguard the District of Columbia and protect its residents and visitors.
	2	Provide the highest quality police service with integrity, compassion, and a commitment to innovation.
	3	Improve police service to the public through the integration of the Department's people, technology, and business systems.
	4	Create and maintain a highly efficient, transparent and responsive District government.

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
<b>1 - Safeguard the District of Columbia and protect its residents and visitors. (10 Measures)</b>													
	Percent change in the number of homicides (calendar year)	<input type="checkbox"/>	Down is Better	-14.1%	37.9%	-10%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Waiting on Data		
	Clearance rate for homicides	<input type="checkbox"/>	Up is Better	70.7%	66.3%	75%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Waiting on Data		
	Clearance rate for forcible rape	<input type="checkbox"/>	Up is Better	72.2%	58.4%	70%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Waiting on Data		
	Clearance rate for robbery	<input type="checkbox"/>	Up is Better	35.1%	36%	37.8%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Waiting on Data		
	Clearance rate for aggravated assault	<input type="checkbox"/>	Up is Better	59%	60.1%	63.1%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Waiting on Data		
	Clearance rate for burglary	<input type="checkbox"/>	Up is Better	25.1%	26.1%	27.4%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Waiting on Data		
	Clearance rate for larceny-theft	<input type="checkbox"/>	Up is Better	11.8%	10.6%	11.1%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Waiting on Data		

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
Clearance rate for motor vehicle theft	<input type="checkbox"/>	Up is Better	4.3%	5.3%	9.6%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Waiting on Data		
Percent change in DC Code Index violent crime	<input type="checkbox"/>	Down is Better	-26.2%	-8.6%	-5%	-6.7%	-10.1%	5.6%	9%	-0.3%	Unmet	
Percent change in DC Code Index property crime	<input type="checkbox"/>	Down is Better	-4.2%	-4.4%	-5%	13.9%	9.1%	1.3%	-8%	3.3%	Unmet	
<b>3 - Improve police service to the public through the integration of the Department's people, technology, and business systems. (2 Measures)</b>												
Average daily fleet availability	<input type="checkbox"/>	Up is Better	96.3%	96.5%	95%	96.3%	96.2%	97.1%	96.8%	96.6%	Met	
Average court overtime hours per arrest	<input type="checkbox"/>	Down is Better	1.8	1.73	1.7	Annual Measure	Annual Measure	Annual Measure	Annual Measure	1.53	Met	
<b>4 - Create and maintain a highly efficient, transparent and responsive District government. (8 Measures)</b>												
HR MANAGEMENT - Average number of days to fill vacancy from post to offer acceptance (Updated by OCA)	✓	Down is Better	New in 2019	New in 2019	New in 2019	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Needs Update	No Target Set	
HR MANAGEMENT - Percent of eligible employees completing and finalizing a performance plan in PeopleSoft (Updated by OCA)	✓	Up is Better	New in 2019	99.3%	Not Available	Annual Measure	Annual Measure	Annual Measure	Annual Measure	99.5%	No Target Set	
HR MANAGEMENT - Percent of eligible employee performance evaluations completed and finalized in PeopleSoft (Updated by OCA)	✓	Up is Better	New in 2019	99.7%	Not Available	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Needs Update	No Target Set	
FINANCIAL MANAGEMENT - Quick Payment Act Compliance - Percent of QPA eligible invoices paid within 30 days (Updated by OCA)	✓	Up is Better	New in 2019	100%	Not Available	Annual Measure	Annual Measure	Annual Measure	Annual Measure	99.8%	No Target Set	
FINANCIAL MANAGEMENT - Percent of local budget de-obligated to the general fund at the end of year (Updated by OCA)	✓	Down is Better	New in 2019	1.8%	Not Available	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Needs Update	No Target Set	
CONTRACTS AND PROCUREMENT - Percent of Small Business Enterprise (SBE) annual goal spent (Updated by OCA)	✓	Up is Better	New in 2019	78.3%	100%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Needs Update		

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
IT POLICY AND FOIA COMPLIANCE - Percent of "open" data sets identified by the annual Enterprise Dataset Inventory published on the Open Data Portal - (Updated by OCA)	✓	Up is Better	New in 2019	100%	Not Available	Annual Measure	Annual Measure	Annual Measure	Annual Measure	100%	No Target Set	
IT POLICY AND FOIA COMPLIANCE - Percent of FOIA Requests Processed in more than 25 business days - statute requirements allow 15 business days and a 10 day extension - (Updated by OCA)	✓	Down is Better	New in 2019	33.1%	Not Available	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Needs Update	No Target Set	

2019 Operations

Operations

Operations Header	Operations Title	Operations Description	Type of Operations
<b>1 - Safeguard the District of Columbia and protect its residents and visitors. (11 Activities)</b>			
PATROL DISTRICTS	Patrol Services	Provides focused law enforcement, responds to calls for service, and provides crime prevention services to residents, visitors, and commuters.	Daily Service
CRIMINAL INVESTIGATIONS DIVISION	Criminal Investigations	Investigates and solves crimes so that offenders are brought to justice, and provides assistance to victims.	Daily Service
CRIME SCENE INVESTIGATIONS DIVISION	Crime Scene Investigations	Processes crime scenes and coordinates evidence collection.	Daily Service
NARCOTICS & SPECIAL INVESTIGATIONS DIV.	Narcotics and Special Investigations	Provides proactive criminal enforcement services so that citizens can live in neighborhoods free from drug dealing, drug-related crime, and prostitution.	Daily Service
YOUTH AND FAMILY SERVICES DIVISION	Youth Investigations	Investigates abuse of minors, sexual abuse, internet-related crimes against minors, and human trafficking; processes all juvenile arrestees; and coordinates proactive outreach to community members and youth	Daily Service
SPECIAL OPERATIONS DIVISION	Special Operations	Provides specialized patrol, tactical, rescue, and security services to the public, businesses, and government in the District.	Daily Service
INTELLIGENCE DIVISION	Intelligence	Works with local and federal partners to assist with intelligence gathering and dissemination relating to crimes that have been committed, or would possibly be committed, within the District of Columbia.	Daily Service
JOINT STRATEGIC & TACTICAL ANALYSIS COMMAND CENTER	Tactical Information	Supports District functions in keeping both the command staff and the community aware, by sending out crime alerts that give timely information about offenses occurring within neighborhoods, and liaises with the Washington Regional Threat Analysis Center and the Capitol Police.	Daily Service
PATROL SUPPORT DIVISION	Patrol Support	Augments patrol functions by providing additional uniformed personnel to perform patrol functions in various areas and at times areas with higher crime rates, and helps to keep non-patrol members abreast of current tactics and trends related to street patrol.	Daily Service
EXECUTIVE PROTECTION UNIT	Executive Protection	Responsible for the security of the Mayor.	Daily Service
SCHOOL SAFETY DIVISION	School Security	Manages security in all District of Columbia Public and Public Charter Schools and works to reduce juvenile victimization and delinquent behavior.	Daily Service
<b>2 - Provide the highest quality police service with integrity, compassion, and a commitment to innovation. (9 Activities)</b>			
STRATEGIC CHANGE DIVISION	Special Liaison	Provides targeted outreach and specialized response to historically underserved communities.	Daily Service
METROPOLITAN POLICE ACADEMY	Metropolitan Police Academy	provides training to MPD recruits and MPD-sworn personnel to create a capable, knowledgeable, and professional staff.	Daily Service
STRATEGIC CHANGE DIVISION	Strategic Change	Coordinates strategic planning, government relations, legislative affairs, and performance management.	Daily Service
STRATEGIC CHANGE DIVISION	Policy and Standards	Develops policies and procedures for the department.	Daily Service
JOINT STRATEGIC & TACTICAL ANALYSIS COMMAND CENTER	Research & Analysis	Provides research and analytical services to support innovative policing operations and public safety practices.	Daily Service
INTERNAL AFFAIRS DIVISION	Internal Affairs	Conducts general investigations into allegations of police misconduct and use of force by MPD-sworn personnel and serves as the liaison to the Office of Police Complaints.	Daily Service

Operations Header	Operations Title	Operations Description	Type of Operations
DIVERSITY AND ADA COMPLIANCE DIVISION	Diversity and ADA Compliance	Ensures that MPD complies with diversity and ADA requirements and regulations.	Daily Service
EXECUTIVE OFFICE OF THE CHIEF OF POLICE	Executive Office of the Chief of Police	Provides management, oversight, and direction for the agency.	Daily Service
COMMUNICATIONS	Communications	Manages media relations and provides information about the events and activities involving the MPD to the residents and visitors of the District of Columbia.	Daily Service
<b>3 - Improve police service to the public through the integration of the Department's people, technology, and business systems. (6 Activities)</b>			
COURT LIAISON DIVISION	Court Liaison	Coordinates officer appearances related to criminal and traffic cases.	Daily Service
GENERAL SUPPORT SERVICES DIVISION	General Support Services	Provides support for equipment and supply, evidence and property control, reproduction, and fleet services.	Daily Service
HUMAN RESOURCE MANAGEMENT DIVISION	Human Resource Management	Hires, retains, and makes appropriate duty status determinations for sworn personnel.	Daily Service
RECRUITING DIVISION	Recruiting	Conducts outreach to recruit a diverse and highly qualified workforce, and conducts comprehensive examination and background screening on all prospective applicants.	Daily Service
POLICE BUSINESS SERVICES DIVISION	Police Business	Provides services to the public and the criminal justice community by maintaining police records, regulating security officers, and registering firearms.	Daily Service
INFORMATION TECHNOLOGY	Information Technology	Provides strategic IT vision, leadership, and enterprise solutions that advance the Metropolitan Department mission.	Daily Service

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 - Patrol Services (1 Measure)</b>											
Number of MPD arrests	<input type="checkbox"/>	Number of MPD arrests	#	32,865	34,204	32,037	7711	7205	7884	7790	30,590
<b>1 - Special Operations (2 Measures)</b>											
Number of vehicle crash fatalities	<input type="checkbox"/>	Number of vehicle crash fatalities	#	30	30	33	9	3	9	5	26
Number of Explosive Ordinance Disposal Unit call outs for suspicious packages/vehicles and bomb threats	<input type="checkbox"/>	Number of Explosive Ordinance Disposal Unit call outs for suspicious packages/vehicles & bomb threats	#	218	138	112	26	25	24	17	92
<b>1 - Tactical Information (1 Measure)</b>											
Number of CCTV recordings retrieved for investigations	<input type="checkbox"/>	Number of CCTV recordings retrieved for investigations	#	1285	1379	1831	467	469	543	500	1979
<b>3 - Court Liaison (2 Measures)</b>											
Number of court overtime hours	<input type="checkbox"/>	Number of court overtime hours	#	68,906	61,382.8	55,809	Annual Measure	Annual Measure	Annual Measure	Annual Measure	48,894
Number of non-court locally funded overtime hours	<input type="checkbox"/>	Number of non-court locally funded overtime hours	#	304,803	272,211.8	408,660.3	Annual Measure	Annual Measure	Annual Measure	Annual Measure	254,072
<b>3 - Human Resource Management (1 Measure)</b>											
Number of police officers hired	<input type="checkbox"/>	Number of police officers hired	#	285	419	347	70	46	83	114	313
<b>3 - Police Business (1 Measure)</b>											
Number of applications for firearm registrations processed for individuals (excludes security agencies and law enforcement officers)	<input type="checkbox"/>	Number of applications for firearm registrations processed for individuals (excludes security agencies and law enforcement officers)	#	1617	1804	3446	784	1014	1016	903	3717

2019 Initiatives

Strategic Initiatives

Strategic Initiative Title	Strategic Initiative Description	Proposed Completion Date	Add Initiative Update for PAR
<b>Executive Office of the Chief of Police (1 Strategic Initiative)</b>			

Strategic Initiative Title	Strategic Initiative Description	Proposed Completion Date	Add Initiative Update for PAR
Renovate Metropolitan Police Department Headquarters and District stations	Discussions on renovating the Daly Building have been ongoing for more than a decade, with the most promising activity coming now. In FY18, the Request for Qualification and Proposal (RFQP) was released soliciting interested vendors to submit proposals for the renovation project. Decisions on the proposals are expected to be made by the end of FY19. Potential swing space has been identified. MPD will continue to provide all technical and information support to the Office of Public-Private Partnerships (OP3) throughout the project completion.	09-30-2019	
<b>General Support Services (2 Strategic initiatives)</b>			
Impoundment Lot Upgrade	MPD will upgrade its impoundment lot to include paving and installation of a new stacking system to address safety and overcrowding. In addition, this initiative will facilitate improved tracking and maintenance of the properties that come into MPD's possession.	09-30-2019	
Uniform Upgrade	In FY18, the Department initiated a uniform upgrade project to improve comfort and functionality for the officers. In FY19, MPD will switch to the new uniforms and launch a public campaign to educate the community about MPD's new uniform.	09-30-2019	
<b>Human Resource Management (1 Strategic Initiative)</b>			
Cadet Program Expansion	The Department's Cadet Program is designed to prepare District of Columbia's youth for entrance into the Metropolitan Police Officer Recruit Program. The program helps youth to develop the leadership and analytical thinking skills required to meet the challenges of problem solvers, service providers, and professionals in the criminal justice system. In FY19, the Department will increase the Police Cadet program to up to 100 participants (increase of 30) to support more District residents becoming MPD officers.	09-30-2019	
<b>Information Technology (1 Strategic Initiative)</b>			
CCTV trailers and light towers	MPD will install CCTV trailers and light towers as funded in the Fiscal Year 2019 budget at the level of \$575,000.	09-30-2019	
<b>Internal Affairs (1 Strategic Initiative)</b>			
Contemporary ethics in policing	MPD will establish a scenario-based training course on contemporary ethics in policing. Through the use of anonymized BWC or actual cases, the training will provide a forum to discuss the most common scenarios or situations that lead to reports of misconduct or complaints and explore the best practices and strategies for how officers can better handle those types of situations. The course will be designed with the goals of improving outcomes with community interactions and educating members on what they can do to avoid the common pitfalls, remain in good standing, and understand the standards related to professional conduct in policing.	09-30-2019	
<b>Metropolitan Police Academy (2 Strategic initiatives)</b>			
Implement competency training on communication with individuals with who have a communicative or linguistic disorder, or are deaf or hard of hearing	In the course of their duties, MPD members may need to communicate with individuals with communicative and linguistic disorders, as well as members of the deaf and hard of hearing community. To improve our service and safeguard community members who may have difficulty speaking or understanding police directions, MPD will collaborate with Howard University and Gallaudet University to train all sworn members on cognitive-communication disorders and our deaf and hard of hearing community as part of the 2019 professional development training.	09-30-2019	
Evaluation of the Police for Tomorrow Fellowship Program	The Police for Tomorrow Fellowship Program was launched in 2017 where MPD members participated in monthly workshops to discuss topics relating to modern policing such as race, youth and policing, alternatives to arrest, risk, use of force and de-escalation techniques, and homelessness and poverty. The first cohort also completed a capstone community engagement project. In FY19, the Department will conduct a program evaluation and implement lessons learned to the training for all officers in the following year.	09-30-2019	
<b>Narcotics and Special Investigations (1 Strategic Initiative)</b>			
Enhance opioid response protocol	MPD's Natural Squad and Narcotics and Special Investigation Division will strengthen coordination to respond to scenes of suspected drug overdose cases and investigate the sources of supply in the event of an overdose death.	09-30-2019	
<b>Patrol Services (2 Strategic initiatives)</b>			
Expand Officer Friendly Initiative	In May 2018, MPD relaunched its Officer Friendly Program which focuses on building rapport with elementary school-aged children and fostering a positive and trusting relationship between law enforcement and DC youth. MPD will expand this program in FY19 to more elementary schools and work with the Department of Parks and Recreation and Boys and Girls Club Centers on mentoring and coaching programs.	09-30-2019	
Affinity Project	The Affinity Project, modeled after a program in Charleston, South Carolina, is designed to strengthen the relationship between law enforcement and the communities they serve by creating healthy communities through all interested and affected people, groups, and organizations partnering together. Professional consultants will facilitate workshops that are tailored to the needs of the District. The workshops will include scenario-based sessions to discuss a variety of perspectives from law enforcement and the community polarity thinking. In order to evaluate the effectiveness of the program, surveys will be conducted before implementation and, again, after its completion.	09-30-2019	
<b>Research &amp; Analysis (1 Strategic Initiative)</b>			
STEM Internship	MPD's Joint Strategic and Tactical Analysis Command Center (JSTACC) comprises of various law enforcement disciplines that specializes in providing accurate information and data analyses to support police operations. In FY19, the Department will select five high school students to work with JSTACC analysts during the summer to learn about crime analysis and how MPD utilizes data to prevent and fight crime.	09-30-2019	
<b>Youth Investigations (1 Strategic Initiative)</b>			
Arts and Music Partnership Program	Many MPD officers are proficient in arts, dance, musical instruments, and photography. In partnership with the Department of Parks and Recreation, Town Hall Education Arts Recreation Campus (THEARC), and other community organizers, selected officers will share and teach their talents to the city's youth and find platforms to showcase their skills together. Students and officers will also paint a mural on the gym wall of MPD's Youth and Family Services Division.	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	FY20 Reporting Quarter
<b>Affinity Project (4 Initiative Updates)</b>							
Affinity Project	MPD and National Law Enforcement Officers Memorial Fund have begun drafting the project plan. Project members also met with the organizers of the program from Charleston, South Carolina, which this project is modeled after.	25-49%	High	None	No impact as of Q1.		Q1
Affinity Project	In March 2019, the National Law Enforcement Officers Memorial Fund (NLEOM) informed MPD that several key collaborators at the NLEOM were terminated and that the Affinity Project would have to be put on hold. MPD is working to design an internal strategy to execute this program during FY19.	0-24%	Low	None	No impact as of Q2.		Q2
Affinity Project	In March 2019, the National Law Enforcement Officers Memorial Fund informed MPD of the cancellation of the Affinity Project due to the separation of several key employees. In an effort to complete this project, MPD designed an internal strategy, leveraging the National Museum of African American History and Culture and the community-based tour program. MPD will be hosting an event in Q4 bringing officers and community members together to meet the objectives established in the Affinity Project including a short series of workshops facilitated by professors and colleagues at UDC.	50-74%	High	None	No impact as of Q3.		Q3
Affinity Project	MPD leveraged the National Museum of African American History and Culture and the community-based tour program to complete the Affinity project without support from the National Law Enforcement Officers Memorial Fund (key employees involved with the project were separated). We held two pilot workshops between officers and the public, focused on community dialogue and discussion, in collaboration with the University of the District of Columbia Community College. The experience and information from the pilots is being used to refine a program for the 2020 Professional Development Program.	Complete		None	No impact as of Q4.		Q4
<b>Arts and Music Partnership Program (4 Initiative Updates)</b>							
Arts and Music Partnership Program	MPD and representatives from the Town Hall Education Arts Recreation Campus (THEARC) have begun planning. The DC Police Foundation has provided assistance by gauging the availability of non-profit organizations. In addition, the Superior Court's Family Court Social Services has agreed to assess youth participants who may be interested in the mural painting at MPD's Youth and Family Services Division.	0-24%	High	None	No impact as of Q1.		Q1
Arts and Music Partnership Program	MPD has selected internal members for the music program and begun project planning with the Town Hall Education Arts Recreation Campus (THEARC). The mural project has been put on hold due to sound barrier construction at the Youth and Family Services Division gym. MPD is working with the Department of General Services to identify another location for the mural project.	0-24%	Medium	None	No impact as of Q2.		Q2
Arts and Music Partnership Program	On May 10, 2019, MPD held a talent show at the Metropolitan Police Academy. Local youth were able to showcase their musical talents to their friends and family. MPD is currently collaborating with CODE 3 Associates to identify a local artist and artistic youth to complete the project.	50-74%	Medium	Incremental	Through sharing common talents, this initiative has built positive relationship between youth, families, and police officers.		Q3
Arts and Music Partnership Program	MPD's Youth and Family Services Division held a talent show at the Metropolitan Police Academy, allowing local youth to showcase their musical talents to their friends and family. YFSD also collaborated with Code 3 Associates to complete a mural on YFSD's wall. Approximately 30 students, ages 9-10 years old from Plummer Elementary, assisted Code 3's local artist in designing and painting the mural.	Complete		Incremental	Through sharing common talents, this initiative has built positive relationship between youth, families, and police officers.		Q4
<b>Cadet Program Expansion (4 Initiative Updates)</b>							
Cadet Program Expansion	The Department is working to select an additional 30 students during the Spring term. Currently, there are 35 students in the pipeline. Through the end of Q1, MPD has 73 cadets.	0-24%	High	None	No impact as of Q1.		Q1
Cadet Program Expansion	MPD continues to recruit and identify prospective Cadets to fill remaining vacancies, including targeting recruitment efforts through connections with DCPS and other private/charter schools. MPD has also leveraged the relationship of our School Resource Officers to assist with recruiting. At the end of Q2, MPD has 78 cadets.	25-49%	High	None	Implementation in progress.		Q2



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	FY20 Reporting Quarter
Cadet Program Expansion	In FY19, MPD received a budget enhancement to hire 30 additional Cadets. So far, we have hired 41, reaching the target expansion and continuing to backfill current Cadet positions as they complete the program and become police recruits. MPD will continue to recruit prospective Cadets to reach and maintain staffing around 100, including through partnerships with DCPS, and charter and private schools.	75-99%	High	Incremental	Implementation in progress.		Q3
Cadet Program Expansion	In FY19, MPD received funding to expand the Cadet Program by 30 Cadets. As of the end of Q4, MPD hired 59 cadets. Since the beginning of FY19, 22 Cadets have transitioned to recruit officer status and one has transitioned to civilian employee status. MPD will continue to recruit prospective Cadets to reach and maintain its staffing level around 100 throughout the year (currently at 95 Cadets). (The total number of cadets at any one time will fluctuate as new cadets are hired while others graduate from the program.)	Complete		Incremental	See Status Update		Q4
<b>CCTV trailers and light towers (4 Initiative Updates)</b>							
CCTV trailers and light towers	Both CCTV trailers and light towers are in procurement. Contracting will be completed by end of Q2.	25-49%	High	None	No impact as of Q1.		Q1
CCTV trailers and light towers	MPD has purchased and received the light towers, which are expected to be deployed in Q3. The CCTV trailers are in procurement and pending contract award.	25-49%	High	None	No impact as of Q2.		Q2
CCTV trailers and light towers	In Q3, MPD deployed four light towers in the Seventh (3) and the Fourth Districts (1). The expected delivery date for the CCTV trailers is July 31, 2019 with deployment date set for September 1, 2019.	50-74%	High	Incremental	Light towers have a beneficial safety impact in the community.		Q3
CCTV trailers and light towers	MPD procured and deployed three light towers in the Seventh District and one in the Fourth District. MPD has also procured and configured six CCTV trailers, four of which have already been deployed, replacing existing trailers in need of repair. The two remaining trailers will be deployed by the end of October 2019. These new trailers will enable MPD to further support: (1) locations that do not have established infrastructure, (2) crime initiatives, (3) special events, and (4) emerging crime hotspots.	Complete		Incremental	Light towers and CCTVs have beneficial safety impact in the community.		Q4
<b>Contemporary ethics in policing (4 Initiative Updates)</b>							
Contemporary ethics in policing	In Q1, body-worn camera footage of incidents that resulted in citizen complaints were identified and reviewed. These videos that depict positive and negative interactions with citizens will be used as part of the training course.	25-49%	High	None	No impact as of Q1.		Q1
Contemporary ethics in policing	The Metropolitan Police Academy is designing training based on selected body-worn camera footages of positive and negative interactions with citizens. MPD is also working with the Office of Police Complaints to include community complaint materials as part of the upcoming training.	0-24%	Medium	None	No impact as of Q2.		Q2
Contemporary ethics in policing	The Metropolitan Police Academy and the Internal Affairs Bureau are designing training based on selected body-worn camera footages of positive and negative interactions with citizens. The training is expected to be launched in the fourth quarter of FY2019.	75-99%	High	None	No impact as of Q3.		Q3
Contemporary ethics in policing	MPD identified and reviewed body-worn camera footage of incidents that resulted in citizen complaints and footage that depicted positive interactions with citizens, and we are currently designing training based on the selected footage. The training curriculum is still under development, but is anticipated being completed in 2019.	25-49%		None	No impact as of Q4.		Q4
<b>Enhance opioid response protocol (4 Initiative Updates)</b>							
Enhance opioid response protocol	An analysis of past five years of suspected drug overdoses cases is being conducted to determine case volume and trends. In addition, procedures have been drafted outlining the coordination between the two units.	0-24%	High	None	No impact as of Q1.		Q1
Enhance opioid response protocol	An analysis of suspected drug overdose cases in the past five years has been conducted to determine case volume and trends. Policies and procedures outlining the coordination between MPD's Natural Squad and Narcotics and Special Investigation Division are under review.	0-24%	Medium	None	No impact as of Q2.		Q2
Enhance opioid response protocol	An analysis of suspected drug overdose cases in the past five years has been conducted to determine case volume and trends. New policies and procedures outlining the coordination between MPD's Natural Squad and Narcotics and Special Investigation Division have been issued. Cases are being reviewed to determine whether any are suitable for presenting to the US Attorney's Office.	75-99%	High	Incremental	Enhanced coordination supports good police work.		Q3

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	FY20 Reporting Quarter
Enhance opioid response protocol	An analysis of suspected drug overdose cases in the past five years has been conducted to determine case volume and trends. New policies and procedures outlining the coordination between MPD's Natural Squad and Narcotics and Special Investigation Division have been issued. Cases are being reviewed on an ongoing basis to determine whether any are suitable for presenting to the US Attorney's Office.	Complete		Incremental	Enhanced coordination supports good police work.		Q4
<b>Evaluation of the Police for Tomorrow Fellowship Program (4 Initiative Updates)</b>							
Evaluation of the Police for Tomorrow Fellowship Program	The Department is designing survey and evaluation methodology to measure effectiveness of the program.	0-24%	High	None	No impact as of Q1.		Q1
Evaluation of the Police for Tomorrow Fellowship Program	Survey for the evaluation has been designed, and a pre-survey was administered to the current cohort. A post-survey is scheduled at the conclusion of the program. MPD and our partners at Georgetown Law are also continuing to document lessons learned as part of the qualitative evaluation.	25-49%	High	None	No impact as of Q2.		Q2
Evaluation of the Police for Tomorrow Fellowship Program	The survey for the evaluation has been designed, and a pre-survey was administered to the current cohort. A post-survey is scheduled in Q4. MPD and our partners at Georgetown Law are also continuing to document lessons learned as part of the qualitative evaluation.	50-74%	High	None	No impact expected until FY20.		Q3
Evaluation of the Police for Tomorrow Fellowship Program	The survey for the evaluation has been designed, and a pre-survey was administered to the current cohort. MPD and our partners at Georgetown Law are also continuing to document lessons learned as part of the qualitative evaluation. Cohort 2 is scheduled to complete training in March 2020. The post-survey will be administered at that time after the conclusion of Cohort 2.	Complete		None	No impact expected until FY20.		Q4
<b>Expand Officer Friendly Initiative (4 Initiative Updates)</b>							
Expand Officer Friendly Initiative	In Q1, the Officer Friendly Program, featuring the MPD Side by Side Band, appeared in 15 DC Public Schools, in addition to performing in 14 community events. The officers also participated in the Santa & Mrs. Claus Initiative by driving through communities and greeting parents and children during the holidays.	75-99%	High	Incremental	This project is ongoing.		Q1
Expand Officer Friendly Initiative	The Officer Friendly Initiative has been successfully expanded to all DCPS elementary schools. To date, approximately 2,500 elementary students have participated in the program. By May 2019, the program will expand to the Greater Washington Boys and Girls Club houses, including performance by the MPD Side by Side Band and dialogue sessions between youth and MPD officers. MPD is also scheduled to expand the program to the Department of Parks and Recreation by Summer 2019.	75-99%	High	Incremental	This project is ongoing.		Q2
Expand Officer Friendly Initiative	The Officer Friendly Initiative has been successfully expanded to all DCPS elementary schools. To date, more than 2,500 elementary students have participated in the program through 64 events. In Q4, the initiative is scheduled to expand to the Greater Washington Boys and Girls Club houses, including performance by the MPD Side by Side Band and dialogue sessions between youth and MPD officers. MPD is also scheduled to expand the program to the Department of Parks and Recreation in July.	75-99%	High	Incremental	Not only does Officer Friendly and the Side by Side band improve relations with kids, it also reminds many long term District residents of positive memories with MPD.		Q3
Expand Officer Friendly Initiative	The Officer Friendly Initiative has been successfully expanded to all District of Columbia Public Schools (DCPS) elementary schools. MPD also expanded the initiative to the Department of Parks and Recreation (DPR) summer camp program, which brought several camps together at the Bald Eagle Facility. The partnership with DPR allowed MPD to interact with about 150 campers, ages 5 to 12 years old. Additionally, the program was expanded to the Boys and Girls Club during the summer, serving about 125 club members at the Benning Road Club House.	Complete		Incremental	Not only does Officer Friendly and the Side by Side band improve relations with kids, it also reminds many long term District residents of positive memories with MPD.		Q4
<b>Implement competency training on communication with individuals with who have a communicative or linguistic disorder, or are deaf or hard of hearing (4 Initiative Updates)</b>							
Implement competency training on communication with individuals with who have a communicative or linguistic disorder, or are deaf or hard of hearing	The Department is developing training materials to be included as part of the 2019 Professional Development Training for all MPD members.	0-24%	High	None	No impact as of Q1.		Q1

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	FY20 Reporting Quarter
Implement competency training on communication with individuals with who have a communicative or linguistic disorder, or are deaf or hard of hearing	Although Howard University initially contacted MPD to collaborate on this project, alternate partners were selected due to funding request. Instead, MPD has collaborated with AutismFYI and the Town Hall Education Arts Recreation Campus (THEARC) to build a comprehensive 5-hour training on cognitive communicative disorders. AutismFYI and THEARC also conducted a train-the-trainer course to certify academy instructors. As of March 2019, 362 members have completed the cognitive-communication disorder training.	25-49%	High	None	Training in progress.		Q2
Implement competency training on communication with individuals with who have a communicative or linguistic disorder, or are deaf or hard of hearing	Although initially proposed by Howard University, HU was not able to support the project at this time. MPD worked with AutismFYI and the Town Hall Education Arts Recreation Campus (THEARC) to build a comprehensive 5-hour training on cognitive communicative disorders. AutismFYI and THEARC also conducted a train-the-trainer course to certify academy instructors. This training is included in the 2019 Professional Development Training for all members and will be completed in December 2019. Online training on working with the deaf and hard of hearing community will be issued in September 2019.	50-74%	High	Incremental	Training in progress.		Q3
Implement competency training on communication with individuals with who have a communicative or linguistic disorder, or are deaf or hard of hearing	MPD partnered with AutismFYI and the Town Hall Education Arts Recreation Campus (THEARC) to build a training on cognitive communicative disorders. They also led a train-the-trainer course to certify Academy instructors, which has been included in the instructors' professional development plan. In addition, MPD developed and deployed an online training with best practices for police interactions with members of the Deaf/Hard-of-Hearing (HOH) community, in collaboration with Gallaudet University and other community partners.	Complete		Incremental	See Status Update		Q4
<b>Impoundment Lot Upgrade (4 Initiative Updates)</b>							
Impoundment Lot Upgrade	An architect has begun designing the impound lot upgrades. Construction is scheduled to begin April 2019.	0-24%	High	None	No impact as of Q1.		Q1
Impoundment Lot Upgrade	An architect has completed the design of the impound lot upgrade. MPD is awaiting permit approval to move to next steps.	0-24%	Low	None	No impact as of Q2.		Q2
Impoundment Lot Upgrade	An architect has submitted the design of the impound lot upgrade. The Department of General Services is awaiting permit approval, which will delay their completion of the project until FY2020.	0-24%	Low	None	No impact as of Q3.		Q3
Impoundment Lot Upgrade	Design plans for the Blue Plains impoundment lot project are still being finalized. Once final design is approved and necessary permits acquired, a more definitive date can be given for completion of this project. At present, DGS anticipates the project will be completed sometime in late 2020.	0-24%		None	No impact as of Q4.		Q4
<b>Renovate Metropolitan Police Department Headquarters and District stations (4 Initiative Updates)</b>							
Renovate Metropolitan Police Department Headquarters and District stations	The expected date for contract proposals for this project is March 2019. In addition, the Department is waiting on the Department of General Services (DGS) to negotiate a new lease space. MPD continues to provide all technical and information requests needed to support this effort.	0-24%	Low	None	No impact as of Q1.		Q1
Renovate Metropolitan Police Department Headquarters and District stations	\$1.5 million dollars have been dedicated to DGS's FY 2019 budget for renovation of swing space. MPD is waiting next steps from the P3 Group while continuing to provide all technical and information requests needed to support this effort.	0-24%	Low	None	No impact as of Q2.		Q2
Renovate Metropolitan Police Department Headquarters and District stations	\$15.9 million dollars have been dedicated to DGS's FY20 Capital Budget for renovation of swing space. MPD is still waiting next steps from the P3 Group while continuing to provide all technical and information requests needed to support this effort.	0-24%	Low	None	No impact as of Q3.		Q3
Renovate Metropolitan Police Department Headquarters and District stations	\$15.9 million dollars have been dedicated to DGS's FY20 Capital Budget for renovation of swing space. Swing space at One Judiciary Square has been identified for the relocation of some MPD members pending renovation of the Daly Building. Additional swing space will be used for some MPD units. It is anticipated we will be relocating to the swing space in late 2020. MPD is still awaiting next steps from the P3 Group while continuing to provide all technical and information requests needed to support this effort.	0-24%		None	No impact as of Q4.		Q4
<b>STEM Internship (4 Initiative Updates)</b>							
STEM Internship	MPD is planning to coordinate with DCPS' College and Career Program to identify students for the summer 2019 session.	0-24%	High	None	No impact as of Q1.		Q1

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	FY20 Reporting Quarter
STEM Internship	MPD is currently advertising and accepting applications for the STEM Internship opportunity, a six-week program consisting of (3) two-week rotations on <a href="http://joinmpd.dc.gov/volunteer-program-page/summer-2019-high-school-stem-internship">http://joinmpd.dc.gov/volunteer-program-page/summer-2019-high-school-stem-internship</a>	0-24%	High	None	No impact as of Q2.		Q2
STEM Internship	MPD has recruited seven students who will begin their STEM summer internship program in Q4.	75-99%	High	Incremental	High school students are getting valuable experience in a professional environment and a potential career in crime or data analysis.		Q3
STEM Internship	During the Summer of 2019, MPD selected and hosted nine STEM high school students. Students participated in rotational assignments in our Joint Strategic and Tactical Analysis Command Center (JSTACC) and learned about various law enforcement disciplines that specializes in providing accurate information and data analyses to support police operations. The students participated in weekly internship-type seminars to expand their professional development.	Complete		Incremental	High school students are getting valuable experience in a professional environment and a potential career in crime or data analysis.		Q4
<b>Uniform Upgrade (4 Initiative Updates)</b>							
Uniform Upgrade	In Q1, MPD rolled out the new uniform to all members. Furthermore, a public notification campaign was launched highlighting the new uniform. Prior to the public roll-out, several group and individual photos shoots were conducted, and a picture/image calendar was developed to ensure fresh content with all marketing materials through FY19. These photos have been used in the new uniform poster materials in all LEP languages that have been distributed in the ANC Newsletter, email ListServ groups, social media posts, and targeted media interviews. Images have also been implemented in all current recruitment materials.	75-99%	High	Incremental	All members are wearing the new uniform.		Q1
Uniform Upgrade	MPD rolled out the new uniform to all members. A public notification campaign was launched highlighting the new uniform. Prior to the public roll-out, several photo shoots were conducted, and a picture/image calendar was developed to ensure fresh content with all marketing materials through FY19. These photos have been used in the new uniform poster materials in all LEP languages that have been distributed in the ANC Newsletter, email ListServ groups, social media posts, and targeted media interviews. Images have also been implemented in all current recruitment materials.	75-99%	High	Incremental	All members are wearing the new uniform.		Q2
Uniform Upgrade	MPD rolled out the new uniform to all members at the rank of sergeant and below. A public campaign was launched highlighting the new uniform. Prior to the public roll-out, several photo shoots were conducted, and a picture/image calendar was developed to ensure fresh content with all marketing materials through FY19. These photos have been used in the new uniform poster materials in all LEP languages that have been distributed in the ANC Newsletter, email ListServ groups, social media posts, and targeted media interviews. All current recruitment materials have also been updated.	75-99%	High	Incremental	All members of the rank of sergeant and below are wearing the new uniform.		Q3
Uniform Upgrade	MPD rolled out the new uniform to all members at the rank of sergeant and below. A public campaign was launched highlighting the new uniform. Prior to the public roll-out, several photo shoots were conducted, and a picture/image calendar was developed to ensure fresh content with all marketing materials through FY19. These photos have been used in the new uniform poster materials in all LEP languages that have been distributed in the ANC Newsletter, email ListServ groups, social media posts, and targeted media interviews. All current recruitment materials have also been updated.	Complete		Incremental	All members of the rank of sergeant and below are wearing the new uniform.		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
<b>EXECUTIVE OFFICE OF THE CHIEF OF POLICE (1 Strategic Initiative)</b>							

Title	Description	Complete to Date	Status Update	Explanation	Anticipated Completion Date	Add Initiative Update - Rolled Over Initiatives
Renovate Metropolitan Police Department Headquarters and District stations	The Daly Building, located at 300 Indiana Avenue Northwest, functions as the Metropolitan Police Department headquarters and is under procurement as a development project for the Office of Public Private Partnerships. The proposal includes the design, build, finance, and maintenance of the building to house the Department and other government agencies. This plan also includes obtaining approximately 100,000 sq. ft. of swing space to house certain offices during the construction process. In addition, upgrading the five police district stations are in consideration under the Office of Public Private Partnerships. In Fiscal Year 18, Department will continue to provide the necessary support for project completion.	0-24%	In FY18, the Request for Qualification and Proposal (RFQP) has been released soliciting interested vendors to submit proposals for the renovation project. Decisions on the proposals are expected to be made by the end of FY19. Potential swing space is still being considered. MPD continues to provide all technical and information support needed for the swing space project.	Decisions on the RFQP are expected to be made by the end of FY19.	09-30-2019	
<b>GENERAL SUPPORT SERVICES DIVISION (1 Strategic Initiative)</b>						
Uniform Upgrade	In Fiscal Year 18, the Department will upgrade the uniform for sworn members, with improved comfort and functionality. The new uniform will address common complaints from patrol officers including the current vest being restrictive and extremely warm during humid summer months. The proposed vest will be made of hybrid materials that permit greater evaporation of sweat and offer ultraviolet protection. The upgraded uniform will also help equalize the weight of the duty belt between the hips and shoulders providing a greater stability and comfort to the officers; this feature will assist in reducing potential medical injuries.	75-99%	All Department members have been fitted and received new uniforms. MPD is developing a public campaign to inform the community of the agency's new uniform. The public campaign and the full change of uniforms are projected for the first quarter of FY19.	The vendor did not meet the delivery time table.	12-31-2018	
<b>RECRUITING DIVISION (1 Strategic Initiative)</b>						
Employ innovative recruitment campaigns	In order to hire 360 sworn members in Fiscal Year 18, the Metropolitan Police Department will employ various innovative recruitment strategies to promote the employment opportunities within the Department. First, the Department will contract with a private company to develop an innovative recruitment campaign. The agency will also offer housing assistance to new officers for six months while residing in the District. Finally, the Department will collaborate with the Lab@DC to design other innovative methods to reach out to potential candidates.	75-99%	In FY18, MPD hired 347 officers, including the most recruits in the past five years. Over the past two years, the department has grown by 118 sworn members.  MPD awarded rental grants to 18 recruits and expanded its Cadet program, a long term investment in recruiting.  MPD and the Lab@DC submitted a grant application to identify predictive factors of high-level police performance and to use the findings in recruiting efforts.	Although MPD had to discontinue the first marketing contract due to performance concerns, a new contract was awarded with the first deliverable due in October 2018.	10-31-2018	
<b>YOUTH INVESTIGATIONS DIVISION (2 Strategic initiatives)</b>						
Missing Persons Dashboard	The Metropolitan Police Department, in collaboration with other applicable agencies, will develop a Missing Persons Dashboard that will allow the public to visualize and interpret patterns and trends related to missing person cases. The dashboard will enable the user to view missing persons by demographics, geography, days missing, and case status. Also, it will assist in increasing public awareness about missing person cases in the District.	75-99%	In FY18, the Department conducted quality assessment of all historical data and completed the designing of the dashboard using a new visualization program called Tableau. MPD is working with the Office of the Chief Technology to have the public release of the dashboard in the first quarter of FY19. This will enhance the existing Missing Persons webpage that has been well-received.	The project was delayed due to the departure of our data scientist.	12-31-2018	
Establish an at-risk youth mentoring program	In partnership with Big Brothers Big Sisters of America (BBBS), the Metropolitan Police Department will develop a mentoring program for youth who have previously had multiple missing person reports or the Department has identified could benefit. The Department will solicit volunteers within the agency who will commit to working with their mentee throughout the program. Prior to meeting the mentee, the participating mentors will receive special training in trauma care and victim services.	75-99%	The approval of the Memorandum of Understanding (MOU) between MPD and has taken longer than anticipated. However, after review and feedback by Board of Ethics Government Accountability (BEGA), MPD has been able to sign the MOU and expects to launch the program in partnership with BBBS in the first quarter of FY19.	The approval of the Memorandum of Understanding (MOU) between MPD and has taken longer than anticipated.	12-31-2018	

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

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
Renovate Metropolitan Police Department Headquarters and District stations	09-30-2019	<input type="checkbox"/>	<input type="checkbox"/>	This is a multi-year project and has rolled over to FY19 Performance Plan. MPD continues to provide all technical and information requests needed to support this effort.	0-24%	Low	None	No impact as of Q1.		Q1
Uniform Upgrade	12-31-2018	<input type="checkbox"/>	<input type="checkbox"/>	MPD rolled out the new uniform to all members in FY19 Q1.	Complete	High	Incremental	All members are wearing the new uniform.		Q1
Employ innovative recruitment campaigns	10-31-2018	<input type="checkbox"/>	<input type="checkbox"/>	This project was completed in FY19 Q1. MPD and the new marketing firm have launched a comprehensive recruiting campaign to include new media, branding, and advertising. The campaign #BecomeMPD specifically targets Millennials, Generation Z and individuals transitioning out of the military along with other key demographics.	Complete	High	Incremental	See status update.		Q1
Missing Persons Dashboard	12-31-2018	<input type="checkbox"/>	<input type="checkbox"/>	MPD completed a proto-type dashboard in Tableau. Due to transition of the main analyst working on this project, we are continuing to go through the review process and collaborating with OCTO to complete this task.	75-99%	High	None	No impact as of Q1.		Q1
Establish an at-risk youth mentoring program	12-31-2018	<input type="checkbox"/>	<input type="checkbox"/>	This project has launched with three orientation sessions scheduled for January 2019 with Big Brothers Big Sisters of America. More than 100 recruits, sworn, and civilian members of the Department have shown interest. Once orientations are completed, MPD will be contacting interested applicants.	Complete	High	None	See status update.		Q1
Renovate Metropolitan Police Department Headquarters and District stations	09-30-2019	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This is a multi-year project and has rolled over to FY19 Performance Plan. MPD continues to provide all technical and information requests needed to support this effort.	0-24%	Low	None	No impact as of Q2.		Q2
Missing Persons Dashboard	12-31-2018	<input type="checkbox"/>	<input type="checkbox"/>	MPD completed a proto-type dashboard in Tableau. Due to transition of the main analyst working on this project, this project is still on hold.	75-99%	High	None	No impact as of Q2.		Q2
Missing Persons Dashboard	12-31-2018	<input type="checkbox"/>	<input type="checkbox"/>	MPD hired a new data scientist in Q3 who is currently working on completing this project.	75-99%	High	None	No impact as of Q3.		Q3
Missing Persons Dashboard	12-31-2018	<input type="checkbox"/>	<input type="checkbox"/>	MPD hired a new data scientist in FY19 Q3 who has updated the data and is currently working on the visualization.	75-99%	High	None	No impact as of Q4.		Q4

### 2019 Capital Projects

Capital projects - performance plans links	Project Number	Project Title	Owner Agency Acronym	Implementing Agency Acronym	Milestone Description	Fiscal Year Allotment
		BRM09C	EVIDENCE IMPOUND LOT RENOVATION	MPD	DGS	Click on the project title to update

Project Number	Project Title	Owner Agency Acronym	Implementing Agency Acronym	Milestone Description	Fiscal Year Allotment
FAV01C	MOTOR CYCLES, SCOOTERS & TRAILERS - MPD	MPD	MPD	Click on the project title to update	\$344,580.00
FAV02C	WRECKERS & TRAILERS - MPD	MPD	MPD	Click on the project title to update	\$496,800.00
FAV03C	UNMARKED VEHICLES - MPD	MPD	MPD	Click on the project title to update	\$663,937.00
FAV04C	MARKED CRUISERS - MPD	MPD	MPD	Click on the project title to update	\$1,362,096.00
FAV05C	OTHER MARKED VEHICLES - MPD	MPD	MPD	Click on the project title to update	\$1,818,351.00
PL110C	MPD SCHEDULED CAPITAL IMPROVEMENTS	MPD	DGS	Click on the project title to update	\$2,000,000.00
<b>TOT</b>					<b>\$10,535,764.00</b>

[Operating Budget](#)

## Administrative Information

Record ID# 636

Performance Plan ID 636    [Blank Initiative Updates](#)    [Blank Initiative Updates](#)

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# Metropolitan Police Department FY2020

Agency Metropolitan Police Department

Agency Acronym MPD

Agency Code FAO

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

Agency Performance POCs Juliana Desouza; Kelly (MPD) O'Meara

Agency Budget POCs Kelly (MPD) O'Meara; Leeann (MPD) Turner

Fiscal Year 2020

## Agency's Operating Budget

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

## 2020 Objectives

Objective Number	Strategic Objective	# of Measures	# of Operations
1	Safeguard the District of Columbia and protect its residents and visitors.	10	11
2	Provide the highest quality police service with integrity, compassion, and a commitment to innovation.	0	9
3	Improve police service to the public through the integration of the Department's people, technology, and business systems.	2	6
4	Create and maintain a highly efficient, transparent, and responsive District government.	11	0
<b>TOT</b>		<b>23</b>	<b>26</b>

Add Strategic Objective Add Strategic Objective 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	FY 2020 Quarter 1
<b>1 - Safeguard the District of Columbia and protect its residents and visitors. (10 Measures)</b>								
Percent change in the number of homicides (calendar year)	<input type="checkbox"/>	Down is Better	-14.1%	37.9%	-10%	3.8%	-10%	Annual Measure
Clearance rate for homicides	<input type="checkbox"/>	Up is Better	70.7%	66.3%	75%	Waiting on Data	75%	Annual Measure
Clearance rate for forcible rape	<input type="checkbox"/>	Up is Better	72.2%	58.4%	70%	Waiting on Data	70%	Annual Measure
Clearance rate for robbery	<input type="checkbox"/>	Up is Better	35.1%	36%	37.8%	Waiting on Data	Waiting on Data	Annual Measure
Clearance rate for aggravated assault	<input type="checkbox"/>	Up is Better	59%	60.1%	63.1%	Waiting on Data	Waiting on Data	Annual Measure
Clearance rate for burglary	<input type="checkbox"/>	Up is Better	25.1%	26.1%	27.4%	Waiting on Data	Waiting on Data	Annual Measure
Clearance rate for larceny-theft	<input type="checkbox"/>	Up is Better	11.8%	10.6%	11.1%	Waiting on Data	Waiting on Data	Annual Measure
Clearance rate for motor vehicle theft	<input type="checkbox"/>	Up is Better	4.3%	5.3%	9.6%	Waiting on Data	Waiting on Data	Annual Measure
Percent change in DC Code Index violent crime	<input type="checkbox"/>	Down is Better	-26.2%	-8.6%	-5%	-0.3%	-5%	-0.9%
Percent change in DC Code Index property crime	<input type="checkbox"/>	Down is Better	-4.2%	-4.4%	-5%	3.3%	-5%	0.1%
<b>3 - Improve police service to the public through the integration of the Department's people, technology, and business systems. (2 Measures)</b>								
Average daily fleet availability	<input type="checkbox"/>	Up is Better	96.3%	96.5%	95%	96.6%	95%	97%
Average court overtime hours per arrest	<input type="checkbox"/>	Down is Better	1.8	1.73	1.7	1.53	1.7	Annual Measure

## 2020 Operations

Operations Header	Operations Title	Operations Description	Type of Operations
<b>1 - Safeguard the District of Columbia and protect its residents and visitors. (11 Activities)</b>			
PATROL DISTRICTS	Patrol Services	Provides focused law enforcement, responds to calls for service, and provides crime prevention services to residents, visitors, and commuters.	Daily Service
CRIMINAL INVESTIGATIONS DIVISION	Criminal Investigations	Investigates and solves crimes so that offenders are brought to justice, and provides assistance to victims.	Daily Service

Operations Header	Operations Title	Operations Description	Type of Operations
CRIME SCENE INVESTIGATIONS DIVISION	Crime Scene Investigations	Processes crime scenes and coordinates evidence collection.	Daily Service
NARCOTICS & SPECIAL INVESTIGATIONS DIV.	Narcotics and Special Investigations	Provides proactive criminal enforcement services so that citizens can live in neighborhoods free from drug dealing, drug-related crime, and prostitution.	Daily Service
SPECIAL OPERATIONS DIVISION	Special Operations	Provides specialized patrol, tactical, rescue, and security services to the public, businesses, and government in the District.	Daily Service
INTELLIGENCE DIVISION	Intelligence	Works with local and federal partners to assist with intelligence gathering and dissemination relating to crimes that have been committed, or would possibly be committed, within the District of Columbia.	Daily Service
PATROL SUPPORT DIVISION	Patrol Support	Augments patrol functions by providing additional uniformed personnel to perform patrol functions in various areas and at times areas with higher crime rates, and helps to keep non-patrol members abreast of current tactics and trends related to street patrol.	Daily Service
EXECUTIVE PROTECTION UNIT	Executive Protection	Responsible for the security of the Mayor.	Daily Service
JOINT STRATEGIC & TACTICAL ANALYSIS COMMAND CENTER	Tactical Information	Supports District functions in keeping both the command staff and the community aware, by sending out crime alerts that give timely information about offenses occurring within neighborhoods, and liaises with the Washington Regional Threat Analysis Center and the Capitol Police.	Daily Service
SCHOOL SAFETY DIVISION	School Security	Manages security in all District of Columbia Public and Public Charter Schools and works to reduce juvenile victimization and delinquent behavior.	Daily Service
YOUTH AND FAMILY SERVICES DIVISION	Youth Investigations	Investigates abuse of minors, sexual abuse, internet-related crimes against minors, and human trafficking; processes all juvenile arrestees; and coordinates proactive outreach to community members and youth	Daily Service
<b>2 - Provide the highest quality police service with integrity, compassion, and a commitment to innovation. (9 Activities)</b>			
METROPOLITAN POLICE ACADEMY	Metropolitan Police Academy	provides training to MPD recruits and MPD-sworn personnel to create a capable, knowledgeable, and professional staff.	Daily Service
STRATEGIC CHANGE DIVISION	Strategic Change	Coordinates strategic planning, government relations, legislative affairs, and performance management.	Daily Service
INTERNAL AFFAIRS DIVISION	Internal Affairs	Conducts general investigations into allegations of police misconduct and use of force by MPD-sworn personnel and serves as the liaison to the Office of Police Complaints.	Daily Service
DIVERSITY AND ADA COMPLIANCE DIVISION	Diversity and ADA Compliance	Ensures that MPD complies with diversity and ADA requirements and regulations.	Daily Service
EXECUTIVE OFFICE OF THE CHIEF OF POLICE	Executive Office of the Chief of Police	Provides management, oversight, and direction for the agency.	Daily Service
COMMUNICATIONS	Communications	Manages media relations and provides information about the events and activities involving the MPD to the residents and visitors of the District of Columbia.	Daily Service
STRATEGIC CHANGE DIVISION	Special Liaison	Provides targeted outreach and specialized response to historically underserved communities.	Daily Service
STRATEGIC CHANGE DIVISION	Policy and Standards	Develops policies and procedures for the department.	Daily Service
JOINT STRATEGIC & TACTICAL ANALYSIS COMMAND CENTER	Research & Analysis	Provides research and analytical services to support innovative policing operations and public safety practices.	Daily Service
<b>3 - Improve police service to the public through the integration of the Department's people, technology, and business systems. (6 Activities)</b>			
COURT LIAISON DIVISION	Court Liaison	Coordinates officer appearances related to criminal and traffic cases.	Daily Service
GENERAL SUPPORT SERVICES DIVISION	General Support Services	Provides support for equipment and supply, evidence and property control, reproduction, and fleet services.	Daily Service
HUMAN RESOURCE MANAGEMENT DIVISION	Human Resource Management	Hires, retains, and makes appropriate duty status determinations for sworn personnel.	Daily Service
RECRUITING DIVISION	Recruiting	Conducts outreach to recruit a diverse and highly qualified workforce, and conducts comprehensive examination and background screening on all prospective applicants.	Daily Service
POLICE BUSINESS SERVICES DIVISION	Police Business	Provides services to the public and the criminal justice community by maintaining police records, regulating security officers, and registering firearms.	Daily Service
INFORMATION TECHNOLOGY	Information Technology	Provides strategic IT vision, leadership, and enterprise solutions that advance the Metropolitan Department mission.	Daily Service

## 2020 Workload Measures

Measure	New Measure/ Benchmark Year	FY2016 Actual	FY2017 Actual	FY2018 Actual	FY2019 Actual	FY 2020 Quarter 1
<b>1 - Patrol Services (1 Measure)</b>						
Number of MPD arrests	<input type="checkbox"/>	32,865	34,204	32,037	30,590	7511

Measure	New Measure/ Benchmark Year	FY2016 Actual	FY2017 Actual	FY2018 Actual	FY2019 Actual	FY 2020 Quarter 1
<b>1 - Special Operations (2 Measures)</b>						
Number of vehicle crash fatalities	<input type="checkbox"/>	30	30	33	26	9
Number of Explosive Ordnance Disposal Unit call outs for suspicious packages/vehicles and bomb threats	<input type="checkbox"/>	218	138	112	92	14
<b>1 - Tactical Information (1 Measure)</b>						
Number of CCTV recordings retrieved for investigations	<input type="checkbox"/>	1285	1379	1831	1979	422
<b>3 - Court Liaison (2 Measures)</b>						
Number of court overtime hours	<input type="checkbox"/>	68,906	61,382.8	55,809	48,894	Annual Measure
Number of non-court locally funded overtime hours	<input type="checkbox"/>	304,803	272,211.8	408,660.3	254,072	Annual Measure
<b>3 - Human Resource Management (1 Measure)</b>						
Number of police officers hired	<input type="checkbox"/>	285	419	347	313	71
<b>3 - Police Business (1 Measure)</b>						
Number of applications for firearm registrations processed for individuals (excludes security agencies and law enforcement officers)	<input type="checkbox"/>	1617	1804	3446	3717	761

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	Add Initiative Update
<b>Criminal Investigations (1 Strategic Initiative)</b>						
Enhance investigations of hate crimes	Provide advanced training on bias-motivated crimes and their investigations to two to three detectives assigned to each patrol district.	09-30-2020	<input type="checkbox"/>	<input type="checkbox"/>	Deputy Mayor for Public Safety and Justice	
<b>General Support Services (2 Strategic initiatives)</b>						
Relocate Metropolitan Police Department Headquarters	The Daly Building, the MPD headquarters located at 300 Indiana Avenue Northwest, needs significant renovation. As part of the multi-year project, offices housed at Daly will be moved to One Judiciary Square and other locations in FY20 and FY21. The FY20 budget of the Department of General Services includes \$14.9 million to fund necessary renovation of the temporary locations and the related moves.	09-30-2020	<input type="checkbox"/>	<input type="checkbox"/>	Deputy Mayor for Public Safety and Justice	
Purchase MPD Vehicles	MPD's FY20 budget includes \$6.7 million to purchase and outfit patrol cars and other police vehicles.	09-30-2020	<input type="checkbox"/>	<input type="checkbox"/>	Deputy Mayor for Public Safety and Justice	
<b>Metropolitan Police Academy (2 Strategic initiatives)</b>						
Enhance support to community members facing mental health or substance use disorder issues	Provide online training to officers on connecting community members facing mental health and substance use disorder issues with services through the Department of Behavioral Health's (DBH) new Community Response Team (CRT).	09-30-2020	<input type="checkbox"/>	<input type="checkbox"/>	Deputy Mayor for Public Safety and Justice	
Advance training to veteran members to enhance response to victims of domestic violence	Provide advanced training to veteran members on both strangulation and domestic violence in LGBTQ+ relationships.	09-30-2020	<input type="checkbox"/>	<input type="checkbox"/>	Deputy Mayor for Public Safety and Justice	
<b>Patrol Services (1 Strategic Initiative)</b>						
Enhance daily connections with the community by increasing regular patrol on foot, bike, Segway, or scooters	Community relationships can be built on small, everyday connections. These are more likely to happen when officers are out of cars, and on foot, bike, Segways, or scooters. In FY20, as the Department continues the drive towards reaching 4,000 officers by FY21, MPD will deploy additional members on regular patrol on foot, bike, Segway, or scooters.	09-30-2020	<input type="checkbox"/>	<input type="checkbox"/>	Deputy Mayor for Public Safety and Justice	

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	Add Initiative Update
<b>Patrol Support (1 Strategic Initiative)</b>						
Expand MPD's "Play It Safe" initiative	Expand the Seventh District's "Play It Safe" model by providing a "Play It Safe" trailer to the Sixth District filled with sporting equipment and games to increase opportunities for spontaneous positive engagement between officers and youth.	09-30-2020	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Deputy Mayor for Public Safety and Justice	
<b>Recruiting (1 Strategic Initiative)</b>						
Continue the drive to reach 4,000 officers by October 2021	Continue to find effective ways to increase officer recruitment and retention to meet the goal of reaching 4,000 officers by October 2021.	09-30-2020	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Deputy Mayor for Public Safety and Justice	
<b>Special Operations (1 Strategic Initiative)</b>						
Support Vision Zero through enhanced training of MPD officers	Support Vision Zero through enhanced training to patrol members on critical traffic enforcement issues. Expand specialized training on the Standardized Field Sobriety Test, to support enforcement against impaired driving, and on the use of Light Detection and Ranging (LiDAR) to support enforcement against speeding.	09-30-2020	<input type="checkbox"/>	<input type="checkbox"/>	Deputy Mayor for Public Safety and Justice	

### FY2020 Initiative Updates

Strategic Initiative Title	Initiative Status Update	% Complete to date	Confidence in completion by end of fiscal year (9/30)?	Status of Impact	FY20 Reporting Quarter
<b>Advance training to veteran members to enhance response to victims of domestic violence (1 Initiative Update)</b>					
Advance training to veteran members to enhance response to victims of domestic violence	MPD implemented the recommendation from the Domestic Violence Fatalities Review Committee to enhance training in two key areas—strangulation and intimate partner violence in LGBTQ+ relationships. MPD provided training on strangulation to all its members through Daily Roll Call Training (DRCT) and incorporated it in the standard recruit curriculum. The LGBTQ+ focused training is in development.	25-49%	High	None	Q1
<b>Continue the drive to reach 4,000 officers by October 2021 (1 Initiative Update)</b>					
Continue the drive to reach 4,000 officers by October 2021	MPD launched its revised lateral program in Q1, seeking to attract high quality officers from other law enforcement agencies to join MPD. During this period, MPD set up marketing and informational materials and began the outreach campaign. Screening and outreach efforts will continue through Q2.	0-24%	Medium	None	Q1
<b>Enhance daily connections with the community by increasing regular patrol on foot, bike, Segway, or scooters (1 Initiative Update)</b>					
Enhance daily connections with the community by increasing regular patrol on foot, bike, Segway, or scooters	Because MPD sworn staffing is still in a net negative for FY20, we have not yet begun to deploy new members to regular patrol on foot, bike, Segway, or scooters. However, this type of patrol have been stepped up as a result of special initiatives, such as the Fall Crime Initiative and the Park and Walk Initiative, where officers are required to park their cruisers and walk their patrol areas.	0-24%	High	None	Q1
<b>Enhance investigations of hate crimes (1 Initiative Update)</b>					
Enhance investigations of hate crimes	MPD scheduled one-day training for its detectives on January 28.	0-24%	High	None	Q1
<b>Enhance support to community members facing mental health or substance use disorder issues (1 Initiative Update)</b>					
Enhance support to community members facing mental health or substance use disorder issues	The training will be developed in the 2nd quarter of FY20 and issued to all members in the 3rd or 4th quarter.	0-24%	High	None	Q1
<b>Expand MPD's "Play It Safe" initiative (1 Initiative Update)</b>					
Expand MPD's "Play It Safe" initiative	MPD is collaborating with DC Police Foundation to identify a funding source to purchase a trailer and equipment.	0-24%	High	None	Q1
<b>Purchase MPD Vehicles (1 Initiative Update)</b>					
Purchase MPD Vehicles	MPD estimates the requisition/purchase order to procure and outfit 165 vehicles will be approved by the DC Council in February 2020.	0-24%	High	None	Q1
<b>Relocate Metropolitan Police Department Headquarters (1 Initiative Update)</b>					

Strategic Initiative Title	Initiative Status Update	% Complete to date	Confidence in completion by end of fiscal year (9/30)?	Status of Impact	FY20 Reporting Quarter
Relocate Metropolitan Police Department Headquarters	The Department of General Services (DGS) is planning to carry out design procurement activities in Q2. DGS estimates construction on the swing space will begin in September 2020.	0-24%	Medium	None	Q1
<b>Support Vision Zero through enhanced training of MPD officers (1 Initiative Update)</b>					
Support Vision Zero through enhanced training of MPD officers	The Academy has prepared a Vision Zero Acadis training, to be launched in Q2. The Academy is coordinating with MPD's Homeland Security Bureau (HSB) to increase Standardized Field Sobriety Tests (SFST) training opportunities and Light Detection and Ranging (LiDAR) training courses.	0-24%	High	None	Q1

Internal: Unfinished 2019 Initiatives

Strategic Initiatives	Title	Description	Complete to Date	Status Update	Explanation	Anticipated Completion Date	Add Initiative Update - Rolled Over Initiatives
<b>EXECUTIVE OFFICE OF THE CHIEF OF POLICE (1 Strategic Initiative)</b>							
	Renovate Metropolitan Police Department Headquarters and District stations	Discussions on renovating the Daly Building have been ongoing for more than a decade, with the most promising activity coming now. In FY18, the Request for Qualification and Proposal (RFQP) was released soliciting interested vendors to submit proposals for the renovation project. Decisions on the proposals are expected to be made by the end of FY19. Potential swing space has been identified. MPD will continue to provide all technical and information support to the Office of Public-Private Partnerships (OP3) throughout the project completion.	0-24%	\$15.9 million dollars have been dedicated to DGS's FY20 Capital Budget for renovation of swing space. Swing space at One Judiciary Square has been identified for the relocation of some MPD members pending renovation of the Daly Building. Additional swing space will be used for some MPD units. It is anticipated we will be relocating to the swing space in late 2020. MPD is still awaiting next steps from the P3 Group while continuing to provide all technical and information requests needed to support this effort.	This is a multi-year project.	09-30-2023	
<b>GENERAL SUPPORT SERVICES DIVISION (1 Strategic Initiative)</b>							
	Impoundment Lot Upgrade	MPD will upgrade its impoundment lot to include paving and installation of a new stacking system to address safety and overcrowding. In addition, this initiative will facilitate improved tracking and maintenance of the properties that come into MPD's possession.	0-24%	Design plans for the Blue Plains impoundment lot project are still being finalized. Once final design is approved and necessary permits acquired, a more definitive date can be given for completion of this project. At present, DGS anticipates the project will be completed sometime in late 2020.	Delay in permit acquisition process.	12-31-2020	
<b>INTERNAL AFFAIRS DIVISION (1 Strategic Initiative)</b>							
	Contemporary ethics in policing	MPD will establish a scenario-based training course on contemporary ethics in policing. Through the use of anonymized BWC or actual cases, the training will provide a forum to discuss the most common scenarios or situations that lead to reports of misconduct or complaints and explore the best practices and strategies for how officers can better handle those types of situations. The course will be designed with the goals of improving outcomes with community interactions and educating members on what they can do to avoid the common pitfalls, remain in good standing, and understand the standards related to professional conduct in policing.	25-49%	MPD identified and reviewed body-worn camera footage of incidents that resulted in citizen complaints and footage that depicted positive interactions with citizens, and we are currently designing training based on the selected footage. The training curriculum is still under development, but is anticipated being completed in 2019.	Training curriculum development took longer than anticipated.	12-31-2019	

Updates for Unfinished FY19 Initiatives

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	FY20 Reporting Quarter

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	FY20 Reporting Quarter
Renovate Metropolitan Police Department Headquarters and District stations	09-30-2023	<input type="checkbox"/>	<input type="checkbox"/>	The P3 Group who was initially leading this initiative has been disbanded and the project is now being managed by the Department of General Services (DGS). MPD is awaiting further direction.	0-24%	Low	None	N/A		Q1
Impoundment Lot Upgrade	12-31-2020	<input type="checkbox"/>	<input type="checkbox"/>	MPD is finalizing the project design phase. Construction procurement scheduled for February and March 2020. MPD estimates construction will take 12-18 months.	0-24%	Medium	None	N/A		Q1
Contemporary ethics in policing	12-31-2019	<input type="checkbox"/>	<input type="checkbox"/>	The Academy is formatting internal and external videos and the training presentation into an Acadis module. Additional video re-enactments of scenarios will be developed to support the initiative. The Academy will provide the equipment and resources for the re-enactments and MPD's Internal Affairs Bureau (IAB) and Professional Development Bureau (PDB) will assist in the scenario development.	50-74%	High	None	N/A		Q1

### Administrative Information

Record ID# 700

Performance Plan ID 700 [Blank Initiative Updates](#) [Blank Initiative Updates](#)Created on Oct. 30, 2018 at 11:14 AM (EDT). Last updated by [Katz, Lia \(EOM\)](#) on Jan. 28, 2019 at 11:48 AM (EST). Owned by [Katz, Lia \(EOM\)](#).

2 of 4



**Spring 2020**  
**Performance Hearing**  
**Letter Attachments**

**Hearing with CM Charles**  
**Allen 3/5/20**





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# An Evaluation of Crime Gun Intelligence Center Improvements Implemented in Washington, DC, 2016-2019

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October 30, 2019



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We would like to express our gratitude to our partners at the Metropolitan Police Department, Chief Peter Newsham, Assistant Chief Robert Contee, Commander Leslie Parsons, Leeann Turner, Matthew Bromeland, and Heidi Fieselmann for helping to shepherd this project from grant writing to implementation to evaluation. Special thanks to Kristen deTineo, Christie Weidner, and Jonathan Earle at the Bureau of Alcohol, Tobacco, Firearms, and Explosives (ATF), Karen Wiggins and Jonathan Pope at Department of Forensic Sciences (DFS), and Dineen Baker at the U.S. Attorney's Office (USAO) for sharing invaluable insights and feedback, as well as Peter Casey, Rebecca Johnson, Nat Mammo, Ryan T. Moore, and Kevin Wilson at The Lab @ DC for general guidance and feedback.

<sup>2</sup> Felix Owusu, Anita Ravishankar, and Daniel Sebastian are all MPD employees who are Agency Fellows with The Lab @ DC. As Agency Fellows, they spend part of their time contributing to collaborative projects between The Lab and MPD as well as Lab projects in other policy areas. In an intentionally collaborative effort, Lab and MPD staff work closely throughout the process to evaluate CGIC 2.0; however, all final decisions on quantitative methods were made by the Director of The Lab @ DC (first David Yokum, then Sam Quinney) and all final results on the impact of CGIC 2.0 were produced by Lab staff and approved by the Director.

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## Abstract

The Metropolitan Police Department (MPD) was awarded a grant from the Department of Justice (DOJ) Office of Justice Programs (OJP) Bureau of Justice Assistance (BJA) to enhance the capabilities of the Washington, DC Crime Gun Intelligence Center (CGIC). The DC CGIC is a multi-agency collaboration aimed at reducing gun violence in the District. Alongside MPD, the Department of Forensic Sciences (DFS), the U.S. Attorney's Office (USAO), and the Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF), the CGIC employs ATF's National Integrated Ballistic Information Network (NIBIN) to link ballistic evidence across cases where the same gun is used multiple times, with the goal of identifying, detaining, and prosecuting the most active shooters in the city. In performing those functions, the CGIC aims to reduce gun crime in Washington, DC. The grant supported collective efforts to build on the existing DC CGIC — specifically, to improve the speed with which ballistic evidence is processed and entered into NIBIN and distributed to MPD's detectives, and to enhance the capacity of MPD, DFS, and the CGIC to use output from NIBIN. This set of improvements, referred to as “CGIC 2.0,” was piloted in DC’s Seventh Police District (7D). We conducted descriptive analyses to shed light on the relationship between the implementation of the CGIC 2.0 improvements and case clearance rates, prosecutorial outcomes, and on detectives’ perceptions of the utility of the CGIC. We find some preliminary evidence to suggest that NIBIN information, and CGIC products generally, are useful to advancing the investigatory process. We also use a quasi-experimental research design to evaluate the causal impact of the CGIC 2.0 enhancements on violent crime outcomes. We find no measurable effect on violent crime rates, ShotSpotter alerts, calls for service for sounds of gunshots, or arrest rates as measured during the study period. If the CGIC 2.0 enhancements had significant effects on violent crime outcomes, those effects may take more time to be realized than was possible during the grant period. Therefore, we recommend maintaining the current implementation of CGIC 2.0 in 7D and revisiting the quasi-experimental outcomes in 18 to 24 months.



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## Executive Summary

The District of Columbia has experienced dramatic growth in population, economic activity, and urban development over the past decade. In this dynamic context, while the city has experienced a general decrease in violent crime, it has also experienced an increase in homicides. Additionally, Washington, DC has had a gradual and substantial increase in the proportion of homicides, assaults with a dangerous weapon (ADW), and robberies that involved guns from 2012 to 2018.

One of the core challenges in combating gun violence in DC is the availability of guns in surrounding jurisdictions, limiting what DC can do on its own to reduce the number of guns put into circulation. Instead, DC must make efforts to improve its ability to track guns, and the individuals that use them to commit crimes, through partnerships with local and federal law enforcement partners. Through a U.S. Department of Justice (DOJ) Office of Justice Programs (OJP) Bureau of Justice Assistance (BJA) grant (Award Number: 2016-DG-BX-0010), the Metropolitan Police Department (MPD) was able to enhance the capabilities of Washington, DC's Crime Gun Intelligence Center (CGIC), originally launched in 2015. The grant, awarded in fall 2016, also funded an evaluation of the effect of these enhancements, which is the subject of this report.

The CGIC employs the Bureau of Alcohol, Tobacco, Firearms and Explosives' (ATF's) National Integrated Ballistic Information Network (NIBIN) to link ballistic evidence across cases where the same gun is used multiple times, with the goal of identifying, detaining, and prosecuting the most active shooters in the District. In doing so, the CGIC's aim is to reduce gun crime in Washington, DC. The grant from BJA supports collective efforts to improve the speed with which NIBIN ballistic evidence is processed and distributed to MPD's detectives, and to enhance the capacity of MPD, DFS, and the CGIC to use NIBIN output. The underlying logic of these efforts is that the timely processing of ballistic evidence will allow law enforcement officials to more effectively investigate, arrest, and prosecute perpetrators of gun crime and remove illegitimate firearms from circulation, thereby reducing violent crime.

Before deciding on which specific improvements to the CGIC would be made under this grant, agency partners and the evaluation team conducted a process evaluation of the existing CGIC protocols and implementation. This process evaluation took place from late fall 2016 through summer 2017, and involved site visits with all agency partners, interviews with operators from the relevant units, site visits to other CGIC locations, a focus group with detectives, and a discussion-based exercise to help map existing processes and procedures.

From that experience, agency partners developed a series of programmatic and policy changes related to personnel capacity, communication, and processes, detailed in the table below, with the goal of streamlining and improving the NIBIN process.



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CGIC 2.0 Improvements piloted from November 2017 - April 2019.

<b>Personnel</b>	<ul style="list-style-type: none"> <li>• The DFS Firearms Examination Unit (FEU) expanded its capacity to include two additional firearms technicians and two contracted firearms examiners.</li> <li>• MPD temporarily reassigned a second detective to the CGIC for 11 months between 2017 and 2018.</li> <li>• From January 2018 onwards, MPD detailed an analyst to the CGIC to conduct data analyses and streamline the data- and information-sharing process between MPD and CGIC.</li> </ul>
<b>Communication</b>	<ul style="list-style-type: none"> <li>• USAO, ATF &amp; DFS provided multiple trainings for detectives who were likely to use NIBIN in their investigations.</li> <li>• Starting in early 2019, the USAO and ATF have facilitated a joint 30-minute training session for all MPD officers as part of MPD's annual professional development training.</li> <li>• CGIC personnel and leadership have been integrated into numerous District-wide criminal justice meetings to discuss gun crime and violence prevention both on strategic and tactical levels.</li> </ul>
<b>Process</b>	<ul style="list-style-type: none"> <li>• Expedited delivery of lower-priority casings (e.g. those not involved in a reported violent crime) from MPD district station offices to DFS for NIBIN processing, with the goal of district-recovered casings to be delivered to DFS within 48 hours or 2 business days of initial recovery (whereas previously, lower-priority casings were transported to DFS when it was convenient to do so).</li> <li>• DFS prioritized entry of 7D casings into NIBIN.</li> </ul>

In November 2017, a pilot of these CGIC 2.0 enhancements was initiated in MPD's Seventh District (7D), with data collection for the pilot period concluding at the end of April 2019. Project partners selected 7D, which consists of the southeasternmost portion of DC, as the pilot site for the CGIC 2.0 initiative because it consistently experiences the highest rates of gun crime in the city, and nearly half of all ShotSpotter alerts (activated when the sounds of gunshots are detected) come from 7D.

Following this decision, The Lab @ DC — a team of applied researchers based in the Office of the City Administrator of the District of Columbia — worked with CGIC agency partners to develop a multi-method approach to measure the effects of CGIC 2.0 enhancements on gun-related and violent crime outcomes. We conducted descriptive analyses of case clearance rates and prosecutorial outcomes, and fielded a multi-wave survey of detectives to gauge their perceptions of the utility of CGIC and NIBIN products. The Lab @ DC also developed a quasi-experimental approach to assess the causal effect of the CGIC 2.0 intervention on violent crime outcomes — calls for service for the sounds of gunshots, ShotSpotter alerts, violent crime rates, and arrests for gun-related crimes. We applied two methods: a synthetic control approach that allows us to estimate the effect of the CGIC 2.0 intervention at the police service area (PSA) level; and a difference-in-differences method that provides an estimate of the treatment effect for all of 7D.

In addition to our analyses of the effects of CGIC 2.0 enhancements, we examine the relationship between ShotSpotter alerts (generated by sensors) and calls for service for sounds of gunshots, matching them. We conduct this analysis to better understand whether District residents call 9-1-1



when they hear sounds of gunshots. Additionally, we want to understand if there are any geographic patterns in these calls and what those patterns might suggest about trust in criminal justice and government institutions broadly.

Our key findings from these analyses are presented below:

- **Case Clearance Rates.** There is some evidence that NIBIN information may be useful in advancing the investigative process.
- **Prosecutorial Outcomes.** We report descriptive information on prosecution outcomes for cases with NIBIN hits and cases with any ballistics evidence. Based on data collected during the study period, we do not observe any notable differences between outcomes when NIBIN information is available.
- **Detectives' Perceptions.** Survey responses and participant feedback suggest that detectives view CGIC and NIBIN positively and find it useful in their investigations.
- **Causal Effect on Violent Crime Outcomes.** We find that the implementation of CGIC 2.0 enhancements had no statistically discernible effect on violent crime outcomes *as measured during the study period*. Due to the pace of law enforcement, prosecutorial, and court activities, our analyses of these outcomes may not capture the full effects of CGIC 2.0 in an 18-month period, if effects exist.
- **ShotSpotter Dashboard.** 6D and 7D experience the most ShotSpotter alerts — by an order of magnitude — and have lower match rates to calls for service.

The descriptive analyses offer initial insights on the potential effects of CGIC 2.0 on outcomes of interest, including case clearance rates and prosecutorial outcomes. We find that cases with NIBIN hits are cleared at a slightly higher rate than cases without such evidence. Though there are admittedly other confounding factors we are unable to account for in our descriptive analysis, the direction of the effect, paired with survey data indicating that detectives not only perceive the CGIC and NIBIN information to be useful but are actually using this evidence in legal settings, suggest the utility of the CGIC and NIBIN for law enforcement investigations.

When we examine the causal effects of CGIC 2.0 through the quasi-experimental component of our evaluation, we find that the implementation of CGIC 2.0 enhancements had *no discernible effect* on violent crime outcomes as measured during the study period. As documented in the pre-registered pre-analysis plan,<sup>3</sup> we anticipated that it may be difficult to observe the full effects of CGIC 2.0 in an 18-month period, if effects exist. This limitation is due to the pace of law enforcement, prosecutorial, and court activities, which means that cases may take well over a year from the point of crime to arrest, trial, and sentencing. Thus, our analyses of some of these outcomes may not capture the full effect of CGIC 2.0. Because this evaluation must be completed within the grant period of performance, we accept this as an unavoidable limitation and interpret our results as a preliminary window into the possible impacts of CGIC 2.0.

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<sup>3</sup> See The Lab @ DC. Pre-Analysis Plan: Crime Gun Intelligence Center (CGIC) Evaluation. 2019. Available <https://osf.io/q8r5m/>, and The Lab @ DC. Pre-Analysis Plan Addendum: Crime Gun Intelligence Center (CGIC) Evaluation. 2019. Available <https://osf.io/vztxe/>.

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We also anticipated the statistical difficulty of estimating causal effects for 7D, the district with the highest rates of gun crime in the city. The unique nature of this district within Washington, DC presented a challenge for constructing a well-matched comparison group.

In addition, we note that, while the fullest implementation of CGIC 2.0 processes took place in 7D (e.g., MPD expedited the delivery of shell casings recovered in 7D to DFS within 2 business days, and DFS prioritized entry into NIBIN of those 7D shell casings), CGIC activities (and CGIC 2.0 enhancements) were not constrained to 7D. For example, detectives from other police districts also received CGIC/NIBIN training; personnel assigned to CGIC worked on cases in other districts; and cases that originated in 7D may have had connections to cases in other districts. Further, ATF activities at the CGIC did not treat investigative leads from 7D differently than leads from the rest of the city. Thus, there may be some spillover effects that affect our ability to detect an effect of the full CGIC implementation in 7D through the quasi-experimental approach applied.

The findings presented here — from one of the first ever formal assessments of CGIC process improvements — offer preliminary insights on the effectiveness of this approach to improving the comprehensiveness and timeliness of NIBIN information, and more broadly, to reducing gun crime. Though we do not find an effect of CGIC 2.0 enhancements on violent crime outcomes during the study period, our descriptive analyses are suggestive of the value of CGIC and NIBIN information to advancing the investigatory process.

Additional feedback from CGIC partners suggests other mechanisms — not assessed here due to data limitations — through which the CGIC might help reduce violent crime outcomes long-term. For example, NIBIN information has been used to inform MPD's patrol deployment throughout the city, and NIBIN information from DC has been used by ATF in interstate firearms trafficking investigations leading to arrests in other jurisdictions. Partners also report improvements in coordination and collaboration with one another in responding to high profile shooting incidents. Though we cannot systematically measure these outcomes at this time, this anecdotal evidence suggests directions for future evaluations of the CGIC model.

Taken together, our recommendation is to continue the CGIC 2.0 implementation and for CGIC partner agencies to track outcomes of interest through an additional 18- to 24-month period. This recommendation aligns to findings reported from the evaluation of Milwaukee, WI's CGIC program as well.<sup>4</sup> Extending the evaluation time frame would allow for further data collection, especially on law enforcement and prosecutorial processes that did not yet have final outcomes at the time this report was written. This evaluation also suggests that continuing efforts to expand detectives' use of NIBIN and CGIC products may help advance investigations, and in so doing, help reduce gun crime in Washington, DC.

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<sup>4</sup> Koper, C., Vovak, H., and B. Cowell. Evaluation of the Milwaukee Police Department's crime gun intelligence center. Washington, DC: National Police Foundation (2019).





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## Introduction

The District of Columbia has experienced dramatic growth in population, economic activity, and urban development over the past decade. The U.S. Census Bureau estimates the District's population at over 700,000 people in 2018, an increase of more than 100,000 people since 2010.<sup>5</sup> In this dynamic context, while the city has experienced a general decrease in violent crime, it has also experienced an increase in homicides, as demonstrated in the upward trend shown in the graph below. Additionally, Washington, DC has had a gradual and significant increase in the proportion of homicides, assaults with a dangerous weapon (ADW), and robberies that involved guns from 2012 to 2018.

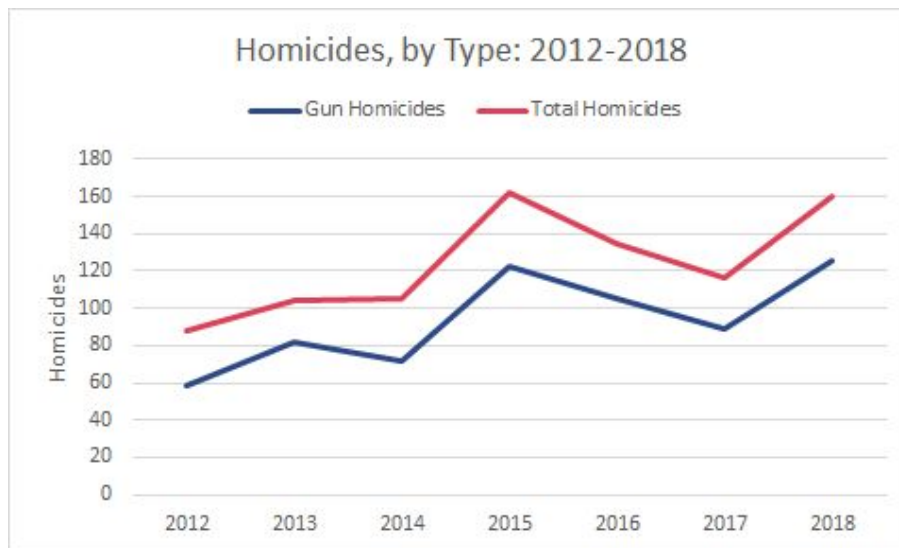


Figure 1: Homicide trends in DC from 2012-2018 (Source: MPD Homicide Branch)

One of the core challenges in combating gun violence in DC is the availability of guns in surrounding jurisdictions. A Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF) report on firearms<sup>6</sup> recovered and traced in Washington, DC suggests that roughly 50 percent of the guns in the District with known source states were traced back to surrounding states. According to the report, 2,095 guns were traced and recovered in 2018 and a source state for the gun was identified in 1,454. Of those, 599 came from the state of Virginia, while 179 came from Maryland. In fact, of the gun traces with known source states, only 43 guns (less than 3 percent) actually came from Washington, DC. These findings demonstrate that DC has limited ability on its own to reduce the number of guns put into circulation. Instead, law enforcement in DC has focused on improving its ability to track guns, and the individuals that use them to commit crimes, through partnerships with local and federal law enforcement partners. Through a U.S. Department of Justice (DOJ) Office of Justice Programs (OJP) Bureau of Justice Assistance (BJA) grant (Award Number: 2016-DG-BX-0010), the Metropolitan Police Department (MPD) was able to enhance the capabilities of Washington, DC's Crime Gun Intelligence

<sup>5</sup> U.S. Census Bureau. "Quick Facts - District of Columbia." 2018. Available <https://www.census.gov/quickfacts/DC>.

<sup>6</sup> Office of Strategic Intelligence and Information. *Firearms Trace Data: District of Columbia - January 1, 2018 - December 31, 2018*. Bureau of Alcohol, Tobacco, Firearms and Explosives. 2019. Available <https://www.atf.gov/file/137076/download>.



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Center (CGIC). The grant, awarded in fall 2016, also funded an evaluation of the effect of these enhancements, which is the subject of this report.

The CGIC employs ATF's National Integrated Ballistic Information Network (NIBIN) to link ballistic evidence across cases where the same gun is used multiple times, with the goal of identifying, detaining, and prosecuting the most active shooters in the District. In doing so, the CGIC's aim is to reduce gun crime in Washington, DC. The grant from BJA supports collective efforts to improve the speed with which NIBIN ballistic evidence is processed and distributed to MPD's detectives, and to enhance the capacity of MPD, DFS, and the CGIC to use NIBIN output. The underlying logic of these efforts is that the timely processing of ballistic evidence will allow law enforcement officials to more effectively investigate, arrest, and prosecute perpetrators of gun crime and remove illegal firearms from circulation, thereby reducing violent crime.

Before deciding on which specific improvements to the CGIC would be made under this grant, agency partners and the evaluation team conducted a process evaluation of the existing CGIC protocols and implementation.<sup>7</sup> From that experience, agency partners developed a series of programmatic and policy changes related to personnel capacity, communication, and processes, with the goal of streamlining and improving the NIBIN process (detailed in the following section). In November 2017, a pilot of these "CGIC 2.0" process enhancements was initiated in MPD's Seventh District (7D), with data collection for the pilot period concluding at the end of April 2019. Project partners selected 7D, which consists of the southeasternmost portion of DC, as the pilot site for the CGIC 2.0 initiative because it consistently experiences the highest rates of gun crime in the city, and nearly half of all ShotSpotter alerts (activated when the sounds of gunshots are detected) come from 7D. As the CGIC 2.0 process changes focus on recovered shell casings, 7D was determined to be the optimal pilot site as it would be the area where such an intervention would have the greatest potential to have the hoped-for effects.

Following this decision, the evaluation team, led by The Lab @ DC,<sup>8</sup> developed a quasi-experimental study design to measure the effects of CGIC 2.0 on gun-related and violent crime outcomes. The Lab and MPD also conducted descriptive analyses of case clearance rates and prosecutorial outcomes, and fielded a multi-wave survey of detectives to gauge their perceptions of the utility of CGIC and NIBIN products. The findings presented here — from one of the first ever formal assessments of CGIC activities — offer preliminary insights on the effectiveness of this approach to reducing gun crime. Though we do not find an effect of CGIC 2.0 on violent crime outcomes during the study period, we find preliminary evidence suggesting the value of CGIC and NIBIN information to advancing the investigatory process.<sup>9</sup>

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<sup>7</sup> This process evaluation took place from late fall 2016 through summer 2017.

<sup>8</sup> The Lab @ DC is a team of applied researchers based in the Office of the City Administrator. For more information, see <https://thelab.dc.gov/>.

<sup>9</sup> As pre-registered in the pre-analysis plan for this evaluation, we had anticipated that it may be difficult to observe the full effects of CGIC 2.0 in an 18-month period, if effects truly exist. This limitation is due to the pace of law enforcement, prosecutorial, and court activities, which means that cases may take well over a year from the point of crime to arrest, trial, and sentencing. Thus, our analyses of some of these outcomes may not capture the full effect of CGIC 2.0. Because this evaluation must be completed within the grant period of performance, we accept this as an unavoidable limitation and interpret our results as a preliminary window into the possible impacts of CGIC 2.0. Also, there were statistical reasons we



## Designing CGIC 2.0

There has been little formal research to date on the precise mechanisms underpinning the CGIC model nationally. MPD has anecdotal evidence that a small number of individuals are involved in a large proportion of gun crimes, and that the same firearms are often used in multiple violent crimes. The CGIC model, which entails the rapid processing of all ballistic evidence, entry of that information into an integrated information network (NIBIN), and coordination of law enforcement and prosecution efforts, may allow criminal justice agencies to more effectively investigate cases (e.g., allowing detectives to connect the dots across multiple related cases, and to do so much more quickly), apprehend suspects, and prosecute them on the basis of more robust evidence.

The CGIC model itself remains relatively new — Washington, DC, along with Milwaukee, WI and Los Angeles, CA, are among the first sites to conduct formal evaluations — and therefore there are variations in each jurisdiction’s approach. To understand the implementation of the CGIC in DC, specifically, the research team undertook qualitative research efforts, working alongside agency partners to:

1. Sketch existing processes and procedures related to NIBIN;
2. Identify areas for improvement;
3. Propose solutions to address those issue areas; and
4. Develop a methodology for evaluating the effects of implementing CGIC 2.0.

These efforts included site visits with all involved agency partners and in-person or phone interviews with individuals from the following units:

Table 1: Site visits and interviews conducted as part of the process evaluation.

Agency	Unit
MPD	Criminal Investigations Division (CID) Investigative Services Bureau (ISB) Crime Scene Investigation Division (CSID) Evidence Control Branch (ECB) Seventh District property
DFS	Firearms Examination Unit (FEU) Crime Scene Sciences Unit (CSSU) Central Evidence Unit (CEU) Forensic Technology Unit (FTU)
Other	DC U.S. Attorney’s Office (USAO) DC CGIC

expected difficulty with estimating causal effects for 7D — the district with the highest rates of gun crime in the city. The unique nature of this district within Washington, DC presented a challenge for constructing a well-matched comparison group.

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The Lab, along with agency partners, also traveled to Philadelphia, PA and Denver, CO to observe CGIC- and NIBIN-related processes employed in those jurisdictions and to interview local staff.

In addition, we conducted a discussion-based, or “tabletop,” exercise on July 20, 2017 that included operators from MPD, including CID, ISB, CSID, and Seventh District property units; from DFS, including FEU, CEU, and CSSU; and operators from the DC CGIC. During the tabletop exercise, CGIC operators were asked to simulate their responses to scenarios provided by the research team, including an incident with sounds of gunshots and a homicide. This allowed us to observe participants’ stated responses to how they would react to an incident and the specific processes they go through, and provided an opportunity to discuss process pain points and areas for potential improvement. The event helped to clarify some of the NIBIN process points raised in previous interviews and guide the team’s thinking about the design of potential changes to existing procedures.

We also conducted a focus group with six MPD detectives in late November 2017 as part of our process evaluation. This was intended as an opportunity to hear the views of detectives — the primary end-users of NIBIN information — regarding NIBIN, CGIC, and the benefits and drawbacks of the kinds of intelligence products they receive.

In addition to this qualitative work, we drew on insights from psychology, user-centered design, and behavioral science to inform many of the policy and procedural changes made by the agency partners to achieve CGIC 2.0. Research on cognitive load,<sup>10</sup> good design,<sup>11</sup> and work on performance feedback<sup>12</sup> were particularly relevant to our efforts.

Based on this process evaluation, agency partners identified the improvements detailed in Table 2 below to be piloted in the Seventh District beginning in November 2017. Collectively, we refer to this set of changes as “CGIC 2.0.”

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<sup>10</sup> Sweller, John. "Cognitive load theory." *Psychology of learning and motivation*. Vol. 55. Academic Press, 2011. 37-76.

<sup>11</sup> Norman, Don. *The design of everyday things: Revised and expanded edition*. Constellation, 2013.

<sup>12</sup> O'Reilly III, Charles A., and John C. Anderson. "Trust and the communication of performance appraisal information: The effect of feedback on performance and job satisfaction." *Human Communication Research* 6.4 (1980): 290-298; Kim, Jay S., and W. Clay Hamner. "Effect of performance feedback and goal setting on productivity and satisfaction in an organizational setting." *Journal of Applied Psychology* 61.1 (1976); Pritchard, Robert D., et al. "Effects of group feedback, goal setting, and incentives on organizational productivity." *Journal of Applied Psychology* 73.2 (1988).



Table 2: CGIC 2.0 improvements piloted from November 2017 - April 2019.

<b>Personnel</b>	<ul style="list-style-type: none"> <li>• The DFS Firearms Examination Unit (FEU) expanded its capacity to include two additional firearms technicians and two contracted firearms examiners.</li> <li>• MPD temporarily reassigned a second detective to the CGIC for 11 months between 2017 and 2018.</li> <li>• From January 2018 onwards, MPD detailed an analyst to the CGIC to conduct data analyses and streamline the data- and information-sharing process between MPD and CGIC.</li> </ul>
<b>Communication</b>	<ul style="list-style-type: none"> <li>• USAO, ATF &amp; DFS provided multiple trainings for detectives who were likely to use NIBIN in their investigations.</li> <li>• Starting in early 2019, the USAO and ATF have facilitated a joint 30-minute training session for all MPD officers as part of MPD's annual professional development training.</li> <li>• CGIC personnel and leadership have been integrated into numerous District-wide criminal justice meetings to discuss gun crime and violence prevention both on strategic and tactical levels.</li> </ul>
<b>Process</b>	<ul style="list-style-type: none"> <li>• Expedite delivery of lower-priority casings (e.g. those not involved in a reported violent crime) from MPD 7D station offices to DFS for NIBIN processing, with the goal of delivering 7D-recovered casings to DFS within 48 hours or 2 business days of initial recovery, whereas previously, lower-priority casings were transported to DFS when it was convenient to do so.</li> <li>• DFS prioritizes entry of 7D casings into NIBIN.</li> </ul>

We note that the fullest implementation of the CGIC 2.0 pilot took place in 7D. While the process changes were implemented in 7D only, the personnel and communication changes were not constrained to 7D — e.g., detectives from other districts also received CGIC/NIBIN training; personnel assigned to CGIC worked on cases in other districts; and cases that originated in 7D may have had connections to cases in other districts.

## Compliance with CGIC 2.0 Improvements

Throughout the study period, we conducted periodic compliance checks to ensure all MPD parties in 7D adhere to the protocol requiring that shell casings be delivered to DFS within two business days of being recovered.<sup>13</sup> We find there is relatively high compliance with the protocol in 7D. The chart below depicts the number of shell casings delivered to DFS within (and outside of) the required two-day window in 7D. For the study period we find that on average, 80% of shell casings were delivered within the required window.

<sup>13</sup> We define business days as Sunday - Thursday, as the majority of shooting incidents occur in the evening hours, after any delivery on Friday would occur.



## Compliance on Pilot Items

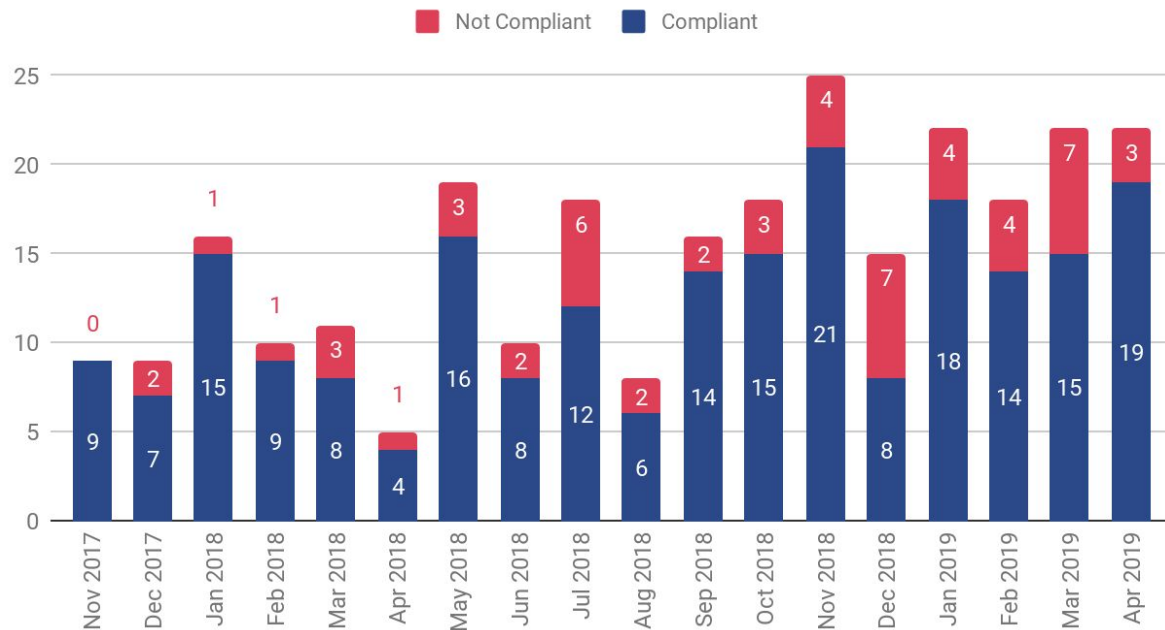


Figure 2: Number of shell casings delivered to DFS within (and outside of) the required two-day window in 7D

We also examine the median time to delivery for shell casings which are part of the CGIC 2.0 pilot (blue) and those which are not (red) in the chart below for 7D — where CGIC 2.0 was implemented — compared to the other six police districts. Specifically, we examine district-recovered casings only (e.g., those casings from sounds of gunshots and destruction of property incidents recovered on scene by MPD; casings from violent crime incidents such as homicides or assaults with a deadly weapon are recovered on scene by DFS and are not included here). In Figure 3, we see clearly that MPD transferred casings recovered in 7D to DFS substantially faster during CGIC 2.0 implementation, but unfortunately cannot know if that difference (or a difference of lesser magnitude) existed previously as the data were not reported at the district level prior to the study period.<sup>14</sup>

<sup>14</sup> We are unable to plot 7D-recovered casings prior to the implementation of CGIC 2.0, as that labeling was not implemented until the pilot began and earlier data does not indicate the district in which the shell casing was recovered. 7D shell casings recovered in the pre-treatment period are thus included in the plotted red line along with the rest of the city.



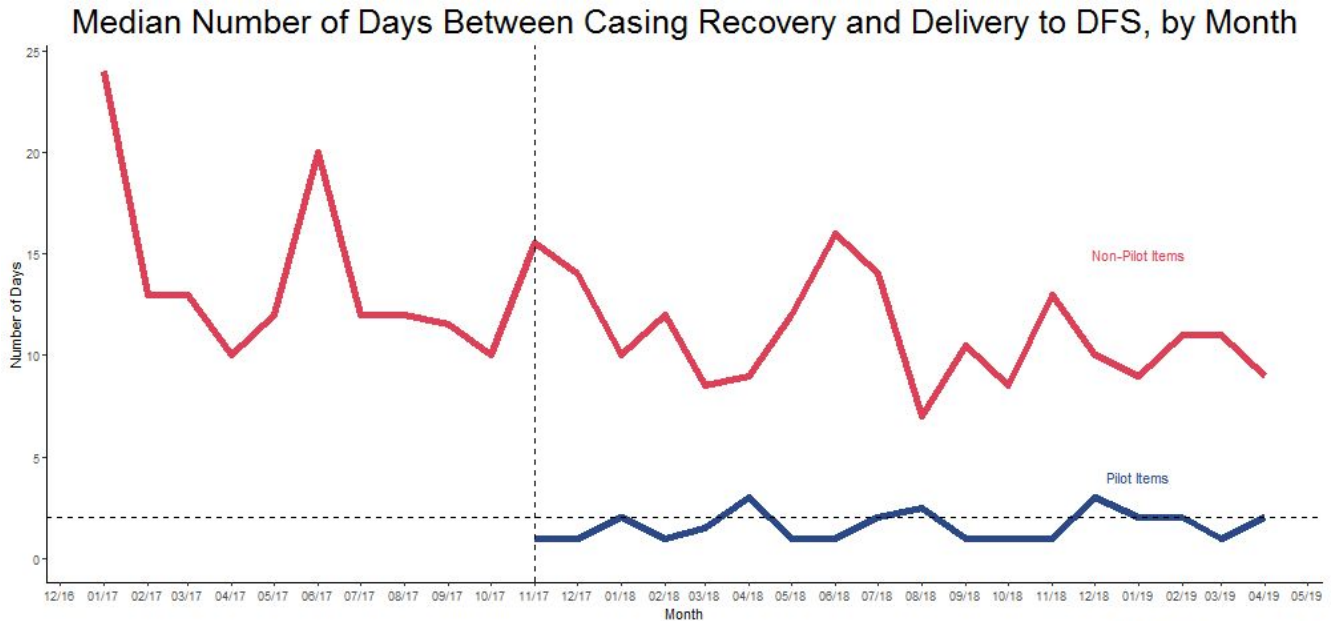


Figure 3: Median number of days between casing recovery and delivery to DFS by month. The dashed vertical line indicates the beginning of the pilot; the dashed horizontal line shows where 2 days, the compliance target, falls on the y-axis. The blue line depicts the median delivery time for shell casings in 7D. The red line depicts the median recovery time for the *entire* District before the CGIC 2.0 implementation; after the CGIC 2.0 implementation, the red line represents the median delivery time for *non-7D* casings. We were unable to plot 7D casings prior to the implementation of CGIC 2.0, as the breakout by police district for these types of casings was not implemented until the pilot began.

In addition, after two examiners were assigned to DFS NIBIN Operations in FY2018, the number of NIBIN hits reported increased by 147% compared to previous years, increasing from 347 and 338 in FY2016 and FY2017, respectively, to 834 hits in FY2018.

Taken together, these metrics suggest that the CGIC 2.0 process changes were implemented as intended in 7D during the study period. But did the overall intervention — comprised of the personnel, communication, and process changes detailed in Table 2 above — have any effects on violent crime? The remainder of this report focuses on the impact of CGIC 2.0 on outcomes of interest as measured during the study period.

## Research Design

Given the nature of the CGIC 2.0 implementation — the intervention was restricted to one intentionally selected police district in Washington, DC — it was not feasible to conduct a randomized evaluation to assess the effects of this program. Instead, we apply multiple methods to evaluate CGIC 2.0 across several dimensions:



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1. We use descriptive analyses to measure if CGIC 2.0 was associated with improvements in case clearance rates and prosecutions.
2. We employ a multi-wave survey to gauge how this intervention affects detectives' perceptions of the utility of the CGIC and NIBIN products.
3. We use the synthetic control<sup>15</sup> method to evaluate the impact of CGIC 2.0 on violent crime, measured at the police service area (PSA) level.<sup>16</sup>
4. We use difference-in-differences<sup>17</sup> method to evaluate the effects of CGIC 2.0 on violent crime, measured at the district-level.<sup>18</sup>

Each of these approaches was detailed in our Pre-Analysis Plan and Addendum to our Pre-Analysis plan on the Open Science Framework at <https://osf.io/459wt/>. Both were registered and time-stamped to promote scientific transparency and accuracy.

## Descriptive Analyses

### *Case Clearance Rates and Prosecutorial Outcomes*

We undertake descriptive analyses to shed light on the potential effect of CGIC 2.0 on case clearance rates and prosecutions. For these analyses we focus on cases that have ballistics evidence and cases that have NIBIN hits. We consider cases that have any firearms and cartridge casings evidence acquired and entered into NIBIN as having *ballistics evidence*. Some of this ballistics evidence can potentially have a NIBIN *lead*. A NIBIN lead is made when a casing is acquired into NIBIN and the NIBIN database identifies a possible match with a previously acquired casing. When an examiner takes the physical cartridges from the lead and confirms the lead, it is called a NIBIN *hit*. In DC, over 99% of the leads that are examined are confirmed as hits.

We use data from the Department of Forensic Science (DFS) to identify those cases with NIBIN hits and MPD arrest data to calculate MPD's case clearance rate. In this analysis, a case is considered "cleared" when an arrest is made. We focus our analyses on violent crimes in which a gun was used.<sup>19</sup> We also take a descriptive look at prosecutorial outcomes for gun cases with ballistics evidence during the study period, examining data that was provided by the US Attorney's Office (USAO).<sup>20</sup>

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<sup>15</sup> For more information and examples of the application of the synthetic control approach, see (1) Abadie, Alberto, Alexis Diamond, and Jens Hainmueller. "Synthetic control methods for comparative case studies: Estimating the effect of California's tobacco control program." *Journal of the American statistical Association* 105.490 (2010): 493-505; (2) Abadie, Alberto, and Javier Gardeazabal. "The economic costs of conflict: A case study of the Basque Country." *American Economic Review* 93.1 (2003): 113-132; and (3) Saunders, Jessica, et al. "A synthetic control approach to evaluating place-based crime interventions." *Journal of Quantitative Criminology* 31.3 (2015): 413-434.

<sup>16</sup> The decision to analyze the results of CGIC 2.0 at the PSA-level using the synthetic control method was updated in the addendum to the pre-analysis plan. For further detail, see Appendix A.

<sup>17</sup> For more information and examples of the application of this approach, see Angrist, Joshua D., and Jörn-Steffen Pischke. *Mostly harmless econometrics: An empiricist's companion*. Princeton University Press, 2008, pp. 221-247, and Card, David., and Alan B. Krueger. "Minimum wages and employment: A case study of the fast food industry in New Jersey and Pennsylvania." *American Economic Review* 84.4 (1994): 772-793.

<sup>18</sup> The decision to analyze the results of CGIC 2.0 at the District-level using the difference-in-differences method was updated in the addendum to the pre-analysis plan. For further detail, see Appendix A.

<sup>19</sup> We break out these cases by offense category, not the category of crime that the defendant was charged with.

<sup>20</sup> The USAO was unable to provide outcomes for four of the arrests because of data discrepancy issues.





Due to the pace of law enforcement, prosecutorial, and court activities, cases may take well over a year from the point of crime to arrest, trial, and sentencing. Thus, our analyses of some of these outcomes, which is restricted to data collected from November 2017 through April 2019, likely do not capture the full effect of CGIC 2.0, particularly on prosecutorial outcomes, where any effect may only emerge over several years as cases are concluded.

### *Detective Perceptions of NIBIN/CGIC*

Increasing awareness and use of CGIC and NIBIN products among detectives (and officers) was a key objective of CGIC 2.0. Through a multi-wave survey of MPD's detectives, we measure change in their perceptions and use of CGIC and NIBIN products over time.<sup>21</sup> Survey questions ask about awareness of NIBIN and CGIC; the utility and timeliness of NIBIN and CGIC products to investigations; and areas for improvement with the design and content of these products. We present the topline results from each wave.<sup>22</sup>

### **Quasi-Experimental Research Design: Measuring the Effect of CGIC 2.0 on Violent Crime**

We apply two distinct but related quasi-experimental approaches — synthetic control and difference-in-differences — to measure the effects of CGIC 2.0 on the following outcomes of interest:

- **Violent crime.** We use MPD's crime data to measure the monthly crime rate. We calculate two versions of this outcome: 1) the rate of violent crimes, which includes all incidents with an offense category of robbery, assault with a dangerous weapon, sex abuse, or homicide; and 2) the rate of incidents in which a gun was explicitly reported to be used in the course of the event, or gun crime rate.
- **ShotSpotter alerts.** We use MPD's ShotSpotter data to measure the rate of alerts per coverage area. The process for cleaning the ShotSpotter data is detailed in Appendix D.
- **Calls for Service for sounds of gunshots.** We measure the rate of calls for service for sounds of gunshots using data from the Office of Unified Communications (OUC). We focus our analysis on events that were called into OUC (e.g., we exclude events that were self-initiated by officers).
- **Arrests for gun-related crimes.** We use MPD's arrest data to calculate the rate of daily gun-related arrests aggregated by month. We use three different definitions of "gun-related arrests" to measure this outcome:

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<sup>21</sup> The survey instrument is included in Appendix E.

<sup>22</sup> Not all detectives participated (or were part of the sample population) for each wave — the initial wave of the survey was sent to the detectives who attended the training provided in December 2018 (primarily detectives assigned to 7D, as well as a few Homicide detectives and detectives assigned to other police districts). Later rounds of the survey added on detectives assigned to the Homicide Branch and detectives in police districts assigned primarily to shooting cases.



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- Arrests for weapons violations in which a gun was involved and/or violent crimes (these include assault with a dangerous weapon, homicide, robbery, and sex abuse) in which a gun was used (broadest definition)
- Arrests for weapons violations involving a gun.
- Arrests for violent crimes involving a gun.

Both the synthetic control and difference-in-differences methods are used to evaluate the impact of an intervention in the absence of random assignment, and involve constructing counterfactual outcomes for treated areas (i.e., estimating what would have happened if the treatment was not implemented) using information on untreated units. The approaches differ in that the synthetic control method attempts to construct comparison groups as a weighted combination of the untreated regions explicitly to be equal on pre-treatment outcomes. A difference-in-differences design assumes that treated and untreated regions are not necessarily equal on pre-treatment outcomes, but—absent the treatment—that they would follow a parallel trend over time, even if their outcomes differ in absolute levels systematically due to unobserved factors.<sup>23</sup> Where both methods allow for unobserved confounders, the synthetic control model allows for those factors to vary over time, while difference-in-differences “restricts the effect of those confounders to be constant in time.”<sup>24</sup>

In this evaluation, 7D was selected as the pilot district for the CGIC 2.0 due to its higher rates of gun-related and violent crime — it is our “treated” unit. As this police district is an outlier within DC, it is not reasonable to directly compare outcomes in 7D to other non-treated districts. Instead, we apply the synthetic control method at the police service area (PSA) level to allow us to build a more balanced comparison to the treated unit. While there are only seven districts in DC, each district is further divided into police service areas, of which there are 57 total. For each treated PSA in 7D, we construct a synthetic control using the *30-day rolling means of the number of incidents* from a combination of the other untreated PSAs in DC. This “donor pool” is constructed using data from November 1, 2016 to October 31, 2017.<sup>25</sup> If we are able to construct a viable synthetic control to each PSA in 7D, the method allows us to approximate *what would have happened* in 7D (at the PSA level) if the intervention did not take place during the study period. We used rolling means to account for the fact that shootings, and crime in general, are usually rare occurrences. There may be a shooting one day and no shootings for several days after that, which can make our data clustered in time. To correctly identify for trends in crime, we use rolling means to smooth out data over time.<sup>26</sup>

<sup>23</sup> More simply, in difference-in-differences, the implicit weight on the single control unit is 1, and the weight on all other potential donor units is 0.

<sup>24</sup> Abadie et al (2010), p. 495.

<sup>25</sup> A more detailed description of how the synthetic controls were constructed is provided in Appendix B.

<sup>26</sup> This component of the analysis, along with *t*-tests to inform statistical inference, was pre-registered in the pre-analysis plan for the Crime Gun Intelligence Center (CGIC) Evaluation Version 1.0. In an addendum to the pre-analysis plan that has also been pre-registered, we update our methodology, shifting from *t*-tests to placebo tests for statistical inference. The latter is more commonly performed in synthetic control analyses, and so we follow established best practices. The results of the *t*-test analyses, however, are still reported in Appendix C as specified in the original pre-analysis plan. We caution against further interpretation of these results as tests of this type are not typically used with the synthetic control method.



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We then compare outcomes for the treated PSAs and their synthetic matches, examining the corresponding plots visually and conducting placebo tests to infer whether differences between the treated PSAs and synthetic controls are statistically significant.<sup>27</sup> In placebo tests, we run the synthetic control method on each PSA in the donor pool (i.e., all PSAs not in 7D) as if it was a treated PSA in 7D. These placebo PSAs are then compared with their synthetic counterparts; any deviations between a placebo PSA and its synthetic match would not be due to the implementation of CGIC 2.0 since the placebo PSAs were not treated.<sup>28</sup> By then comparing the difference between the treated PSAs and their corresponding synthetic controls to the difference between placebo PSAs and their controls, we can evaluate whether the deviation between the outcomes in treated PSAs and their synthetic counterparts are likely to reflect the impacts of CGIC 2.0 rather than random chance.<sup>29,30</sup> Specifically, we follow a similar approach to Abadie et al. (2010) to assess this difference:

1. Visually display the difference between the 7D PSAs and the placebo PSAs;
2. Calculate the ratio of the pre-intervention and post-intervention mean squared prediction errors (MPSE); and
3. Calculate the permutation inference  $p$ -value — the proportion of placebo PSAs where the ratio of the pre/post-CGIC 2.0 MPSE equals or exceeds that of the 7D PSAs for each outcome.

We perform this analysis for each violent crime outcome, and obtain results at the PSA level.

To provide more insight into the *overall changes in outcomes* across all treated PSAs relative to the PSAs in the six other police districts during the CGIC 2.0 implementation, we pair the synthetic control analysis with a difference-in-differences analysis for each outcome of interest. This method allows us to interpret the effect of CGIC 2.0 at the police district level — the level at which the treatment was applied — and allows for baseline differences between 7D and the rest of the District. Specifically, we measure the change in each of our outcomes before and after CGIC 2.0 implementation in 7D (our first “difference”) and subtract that from the change in each outcome in the other six districts (our second “difference”). We perform this calculation for the four quarters prior to the implementation of CGIC 2.0 and for the six quarters after the implementation. As described above, a key assumption of difference-in-differences design is that the treated and untreated units would follow a similar trend during the treatment period (i.e. the implementation of CGIC 2.0). While that assumption cannot be

<sup>27</sup> This element of the analysis was pre-registered in an addendum to the pre-analysis plan for this evaluation. For further detail, see Appendix A.

<sup>28</sup> We might still find systematic differences between placebos and their synthetic matches if, for example, some other change occurred at the same time as CGIC 2.0. Our hypothesis is that CGIC 2.0 implementation drives deviation between the treated PSAs and their synthetic controls. The placebo test tells us whether that is actually the case — if it is *not*, we would expect to see a *similar deviation* between treated PSAs and their synthetic counterparts and placebo PSAs and their synthetic matches *regardless of CGIC exposure*. This might be either due to chance because the measure is noisy, or because there are changes but they are driven by something other than CGIC.

<sup>29</sup> This element of the analysis was pre-registered in an addendum to the pre-analysis plan for this evaluation. For further detail, see Appendix A.

<sup>30</sup> Abadie, Alberto, Alexis Diamond, and Jens Hainmueller. "Synthetic control methods for comparative case studies: Estimating the effect of California's tobacco control program." *Journal of the American Statistical Association* 105.490 (2010): 493-505; Abadie, Alberto, Alexis Diamond, and Jens Hainmueller. "Comparative Politics and the Synthetic Control Method." *American Journal of Political Science* 59.2. (2015): 495-510; McClelland, R., S. Gault. The synthetic control method as a tool to understand state policy. *Washington, DC: Urban-Brookings Tax Policy Center* (2017).



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measured, one important check is to examine the trends for the treated and untreated units prior to implementation. Based on visual inspection of pre-treatment trends for 7D compared to the other police districts, the assumption of parallel trends across treated and untreated PSAs during the treatment period may not hold for at least some of our outcomes of interest. Therefore, the estimates generated using the difference-in-differences design may deviate from the true impact of CGIC 2.0.

That said, we estimate the following model as the best available method to understand the overall effects of CGIC 2.0 on the outcomes of interest:

$$Y_{jt} = \alpha_j + \beta_q + \eta CGIC_j + \sum_q (\gamma_q * \beta_q * CGIC_j) + \varepsilon_{jt}$$

where  $Y_{jt}$  is the value of the outcome of interest in PSA  $j$  on day  $t$ ,  $\alpha_j$  and  $\beta_q$  are PSA and quarter fixed effects respectively,  $CGIC_j$  is an indicator variable that takes a value of one for PSAs in which CGIC 2.0 was implemented (i.e., the PSAs in 7D), and  $\varepsilon_{jt}$  is the error term.  $\varepsilon_{jt}$  will be clustered at the PSA level for estimation.  $\gamma_q$  are the estimates of interest and, under the assumptions of the difference-in-differences design, correspond to quarterly estimates of the average treatment effect of CGIC 2.0.

## Exploratory Analyses

In addition to our analyses of the effects of CGIC 2.0, we examine the relationship between ShotSpotter alerts (generated by sensors) and calls for service for sounds of gunshots, matching them. We conduct this analysis to better understand whether District residents call 9-1-1 when they hear sounds of gunshots. Additionally, we want to understand if there are any geographic patterns in these calls and what those patterns might suggest about trust in criminal justice and government institutions broadly. Appendix D provides an overview of the methods used to clean the ShotSpotter data and determine what constitutes a “match” between an alert and a call for service.

The multi-method research design outlined above aims to inform a preliminary understanding of the overall impact of CGIC 2.0 on the outcomes of interest. Each method provides useful, if imperfect, information towards building an evidentiary basis for this type of intervention, accounting for the many different dimensions that may be affected in a multi-agency partnership of this kind. We present the results of our analyses in the next section.

## Results

### Summary

This section presents results from both descriptive and quasi-experimental analyses of data collected during the study period.



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The descriptive analyses offer preliminary insights on the potential effects of CGIC 2.0 on additional outcomes of interest, including case clearance rates and prosecutorial outcomes. We find that cases with NIBIN information are cleared at a slightly higher rate than cases without such evidence. Though there are admittedly other confounding factors we are unable to account for in our descriptive analysis, the direction of the effect, paired with survey data indicating that detectives not only perceive the CGIC and NIBIN information to be useful but are actually using this evidence in legal settings, suggest the utility of CGIC and NIBIN for law enforcement investigations.

Our quasi-experimental analysis, which seeks to estimate the *causal* effect of the CGIC 2.0 implementation, focuses on outcomes related to violent crime — violent crime rates, ShotSpotter alerts, calls for service for the sounds of gunshots, and arrests for gun-related crimes.

*Overall, we find that the implementation of CGIC 2.0 had no statistically detectable effect on violent crime outcomes as measured during the study period. While we did observe changes (in both a positive and negative direction) in some PSAs, we do not measure any nonzero treatment effects of the CGIC 2.0 when we examine outcomes at the police district level.*

As documented in the pre-registered pre-analysis plan, we anticipated that it may be difficult to observe the full effects of CGIC 2.0 in an 18-month period, if effects truly exist. This limitation is due to the pace of law enforcement, prosecutorial, and court activities, which means that cases may take well over a year from the point of crime to arrest, trial, and sentencing. Thus, our analyses of some of these outcomes may not capture the full effect of CGIC 2.0. Because this evaluation must be completed within the grant period of performance, we accept this as an unavoidable limitation and interpret our results as a preliminary window into the possible impacts of CGIC 2.0.

We present our findings below, with more detailed results in Appendix C to this report.

## Descriptive Analyses

### *Comparison of clearance rates for cases with NIBIN information in 7D*

In these descriptive analyses, we calculate whether cases with NIBIN hits are cleared at higher rates than cases without this information. Cases are considered “cleared” when an arrest is made. We focus our analyses on all violent crimes in which a gun was involved in 7D between November 1, 2017 and April 30, 2019. *Overall, clearance rates for violent offenses with NIBIN hits<sup>31</sup> in 7D (28.4%) are higher than clearance rates for cases without any ballistics evidence (20.8%) during our study period.*

Figure 4 below plots the clearance rates for all 524 violent gun offenses in 7D, broken out by cases with no ballistics evidence (N = 274), by cases with any ballistics evidence (N = 250), and by cases

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<sup>31</sup> We consider any firearms and cartridge casings evidence acquired and entered into NIBIN as having *ballistics evidence*. Some of this ballistics evidence can have a NIBIN *lead*. A NIBIN lead is made when the NIBIN database identifies a possible match with a previously acquired casing. When an examiner takes the physical cartridges from the lead and confirms the lead, it is called a NIBIN hit. In DC, >99% of the leads that are examined are confirmed as hits. While we have information on NIBIN information and hits, we do not have information on NIBIN leads at this time.



with NIBIN hits (N = 81), during our study period of interest. We include cases with any ballistics evidence to show that regardless of whether there is a NIBIN hit, violent crimes with this type of evidence had a higher clearance rate during this study period. For all types of violent crime offenses (homicides, assault with a dangerous weapon, sex abuse, and robberies), the clearance rates for cases without ballistics evidence is 20.8%. The clearance rate is 25.6% for cases that contain *any* type of ballistics information, which include firearms and/or cartridge casings acquired and entered into NIBIN. The clearance rate is higher (28.4%) for cases that have a NIBIN *hit*.

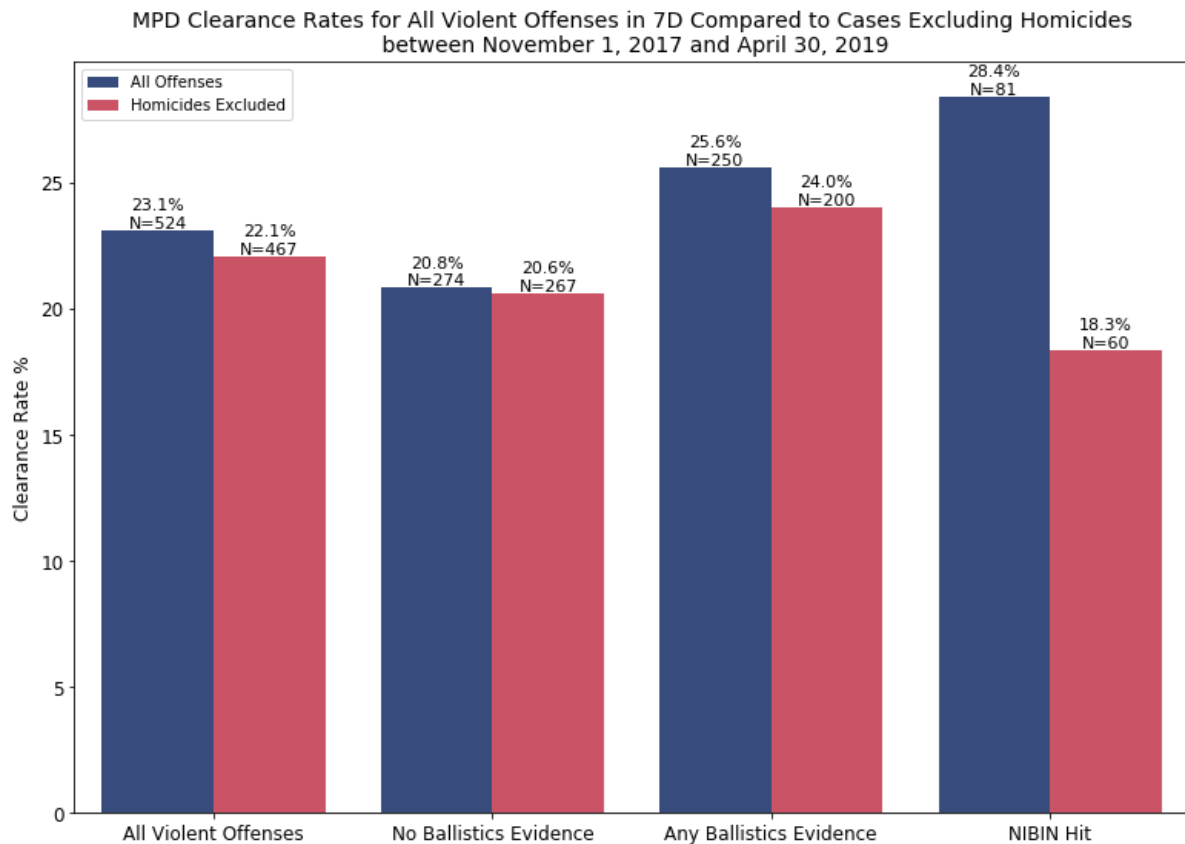


Figure 4: MPD's 7D clearance rates for all violent offenses involving a gun, broken out by cases with and without ballistics evidence, and cases that have a NIBIN hit. Clearance rates for non-homicide violent offense cases involving a gun are also presented, as homicide cases may differ from an investigation standpoint from the average shooting case in DC.

In Figure 4, we also examine the outcomes for violent gun crimes *excluding* homicides, as homicide cases may differ substantially from the average shooting case in DC. When we remove the cases involving homicides (the red bars in Figure 4), clearance rates are lower overall and substantially lower for those cases with NIBIN hits. This difference is largely to be expected, as homicides are substantially different from other shooting cases in that they receive more investigative resources (including larger monetary rewards for information leading to an arrest) and have higher community participation in investigations.





Figure 5 below disaggregates clearance rates by the type of violent crime for cases without ballistics evidence, cases with any ballistics evidence, and cases with NIBIN hits. This breakdown allows us to see that clearance rates across the types of violent offenses are not uniform and explains why clearance rates in Figure 4 change substantially when homicides are excluded. For example, there are a greater number of assault with a dangerous weapon (ADW) cases (N = 266 cases overall) than other types of violent crime, but the clearance rate appears to decrease with the level of NIBIN information provided. Conversely, we see that the greater the level of information, the higher the clearance rate for homicides.<sup>32</sup>

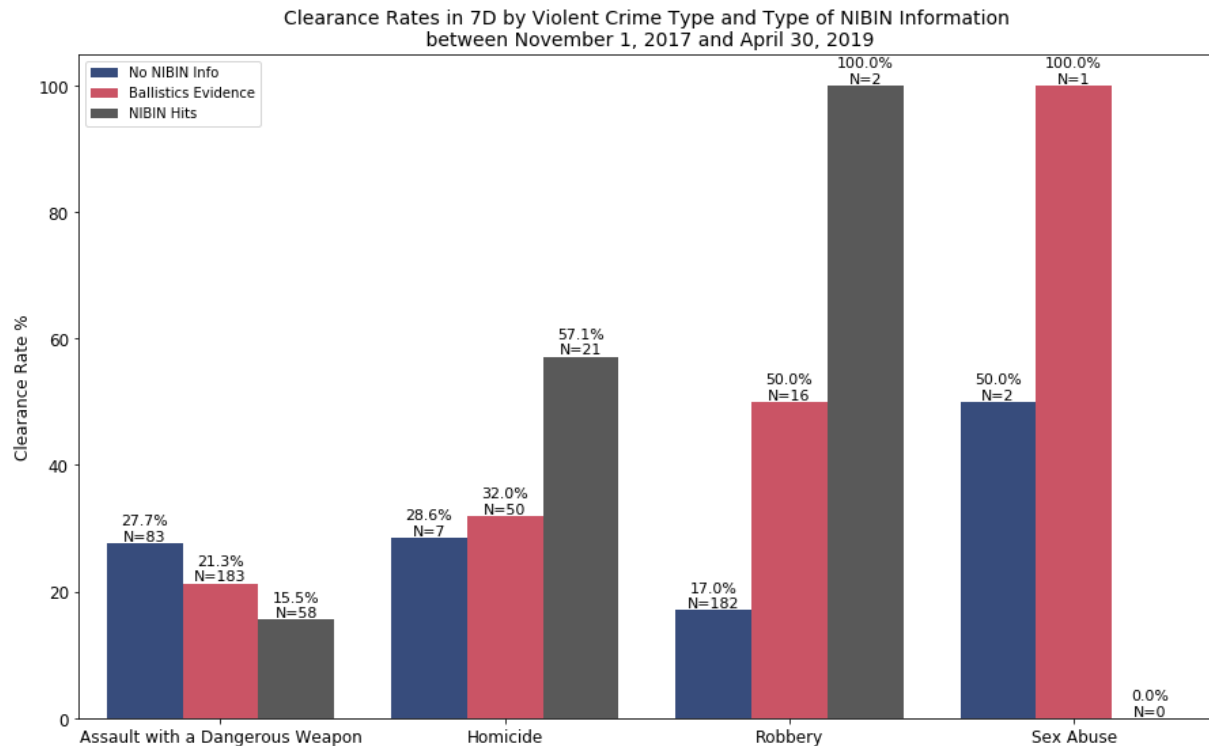


Figure 5: MPD clearance rates for all violent offenses involving a gun in 7D for cases with and without ballistics evidence, and with NIBIN hits, broken out by offense type.

Based on this disaggregation, we can see that the decrease in clearance rates when homicides are excluded is driven by the prevalence of ADW cases and the negative correlation between NIBIN hits and ADW case closures. We do not know why NIBIN hits would be associated with higher clearance rates for homicide, but lower clearance rates for ADW cases. This ambiguity illustrates that clearance rate differences may be confounded by the fact that cases with ballistics evidence may be substantially different from cases without in ways that are distinct from the availability of NIBIN information (i.e. crimes involving a gun that is used multiple times are different from those that do not and may receive more attention or generally be easier to clear).

<sup>32</sup> We do not consider the 100% clearance rate for cases with NIBIN hits for robbery cases or the cases with ballistics evidence for sex abuse cases, because the number of cases is too small for us to consider these to be meaningful results.



### *Analysis of Prosecutorial Outcomes*

Using data that was provided by the US Attorney's Office (USAO), we also take a descriptive look at prosecutorial outcomes for arrests for gun cases with NIBIN hits compared to cases with any ballistics evidence during the study period.<sup>33</sup> *Overall, we do not observe substantial differences in prosecutorial outcomes when we compare cases with NIBIN hits to those without NIBIN hits.*

To conduct this analysis, we focused on arrests for violent crimes<sup>34</sup> in which a gun was involved and arrests for weapons violations in which a gun was involved that had any ballistics evidence entered into NIBIN.<sup>35</sup> We narrowed this list to cases that occurred in DC during our pilot period between November 1, 2017 and April 30, 2019.

In total, we sent a list of 1,633 arrests of 1,534 unique individuals related to 1,368 cases to the USAO. They reviewed the cases in late June to early August 2019 and determined the status of each of the cases at that time. Of the arrests sent to USAO, 252 (15.4%) had at least one NIBIN hit. At the time the data was reviewed in August 2019, we knew the prosecution outcomes for 1,002 of the 1,633 arrests, representing 62% of the cases sent to the USAO. A majority of these arrests (N = 604) resulted in a guilty outcome, either by plea or the result of a trial (approximately 18 were found guilty by trial). Fifteen defendants were found not guilty at trial and 265 defendants had their cases dismissed. In Table 3, the cases are tabulated by police district and violent offense category:

Table 3: Distribution of offense categories by police district where defendant was arrested.

District	Weapon Violations	Assault with a Dangerous Weapon	Homicide	Robbery	Sex Abuse	Total
<b>1D</b>	144	22	27	5	0	<b>198</b>
<b>2D</b>	50	6	0	0	0	<b>56</b>
<b>3D</b>	112	8	1	18	0	<b>139</b>
<b>4D</b>	113	17	4	15	0	<b>149</b>
<b>5D</b>	181	15	5	9	0	<b>210</b>
<b>6D</b>	304	48	10	17	0	<b>379</b>
<b>7D</b>	412	34	9	11	2	<b>468</b>
<b>NA</b>	7	9	18	0	0	<b>34</b>
<b>Total</b>	<b>1,323</b>	<b>159</b>	<b>74</b>	<b>75</b>	<b>2</b>	<b>1,633</b>

<sup>33</sup> The USAO was unable to provide outcomes for four of the arrests because of data discrepancy issues.

<sup>34</sup> Violent crimes include homicides, robberies, sex abuse, and assault with a dangerous weapon.

<sup>35</sup> "Ballistics evidence" can include both firearms and cartridge casing evidence.





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We first present summary statistics for prosecution outcomes citywide, followed by outcomes for 7D specifically.

### Citywide Prosecution Outcomes

Figure 6 below plots the outcomes for arrests citywide in cases with any ballistics evidence (N = 1,002 arrests). For the 137 arrests that had at least one NIBIN hit (shown in red), approximately 61% resulted in a guilty plea.<sup>36</sup> For the arrests that had ballistics evidence but no NIBIN hit (labeled “No Hit” in blue), the percent of guilty pleas is slightly lower, at approximately 58%. Similarly, we see no meaningful difference in outcomes between cases with a NIBIN hit and those without for other prosecutorial outcomes measured.

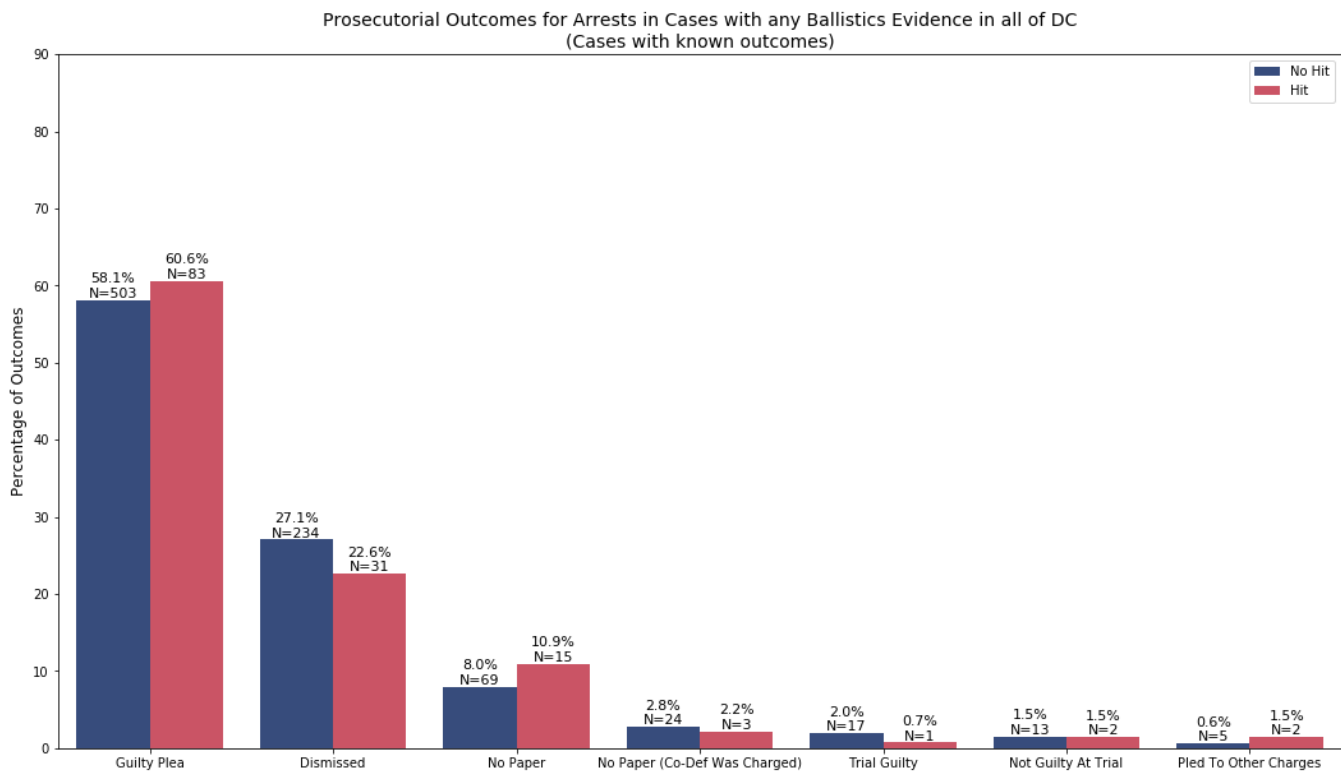


Figure 6: Prosecutorial outcomes for adjudicated cases that had any ballistics evidence (N = 1,002 arrests). The red bars represent the subset cases which had a NIBIN hit.

Figure 7 below plots the current known status of 627 arrests citywide in cases with any ballistics evidence that had *not* yet been adjudicated at the time the data was provided in August 2019 (or otherwise had an unknown status). The rate at which these cases have been “papered” — the prosecutorial term for filing charges against an individual — is the exact same (45.6%) for cases with a NIBIN hit and those without.

<sup>36</sup> The rate of guilty pleas (~60%) aligns to trends typically observed by USAO. Per USAO, we note that the general dismissal category can include a range of possible outcomes (e.g., due to evidentiary issues, witness issues, dismissal if another case involving the same defendant is resolved with a plea).

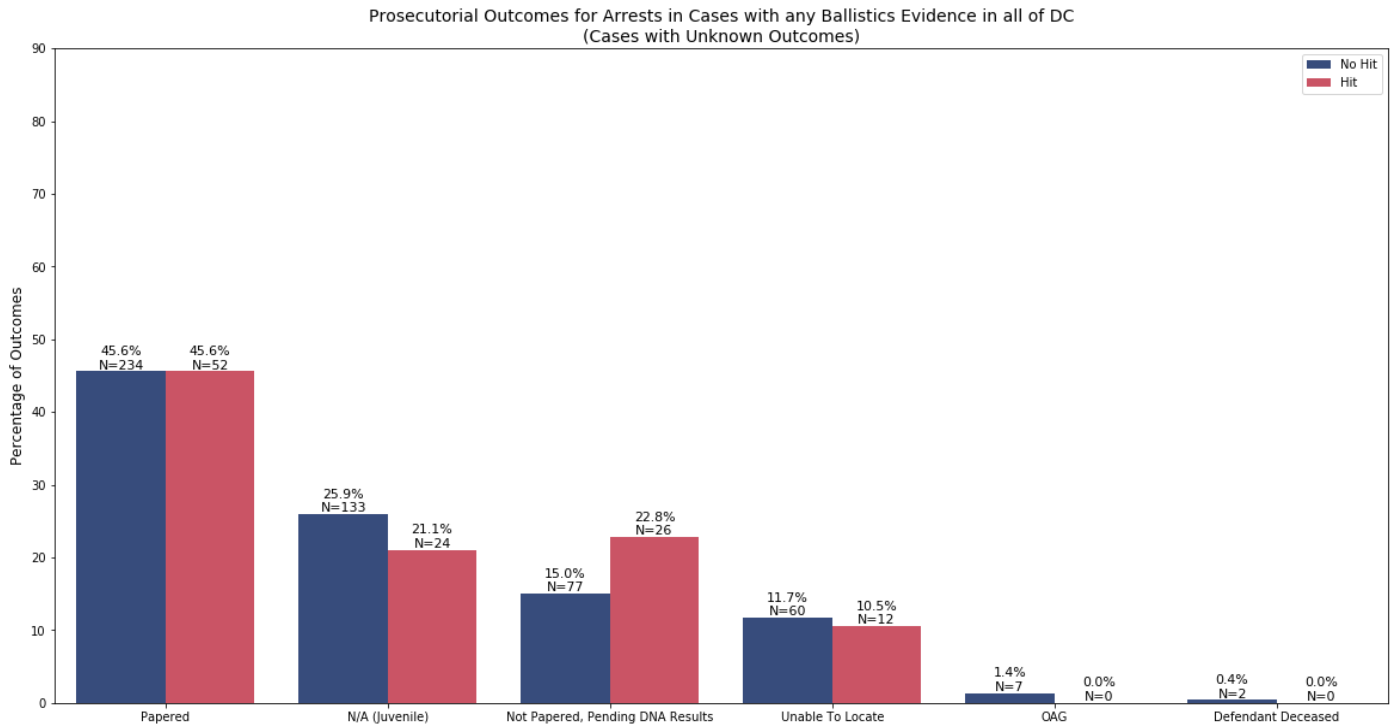


Figure 7: Prosecutorial outcomes for cases not yet adjudicated (or with otherwise unknown status), that had any ballistics evidence. The red bars represent the subset cases which had a NIBIN hit.

### Prosecution Outcomes in 7D

We further examine prosecutorial outcomes at the district level. Table 4 below reports the number of arrests sent to the USAO by police district, where the district assignment is based on where the arrest took place.<sup>37</sup> The table also reports the number of NIBIN hits associated with these cases. *Overall, 15.4% of arrests sent to USAO had at least one NIBIN hit.* At the district level, 25% of the arrests that took place in 7D had at least one hit.

<sup>37</sup> We use arrest location as this is the location that is available for almost all cases in our data (e.g., instead of incident location). The majority of the arrests examined in this section (1,323 out of 1,633) involve weapons violations, which do not have incident locations separate from the arrest location.



Table 4: Number of arrests sent to the USAO with NIBIN hits, broken out by police district.

District	Number of Arrests	Number of Hits	Percentage of Arrests with a Hit
1D	198	26	13.1%
2D	56	6	10.7%
3D	139	14	10.1%
4D	149	11	7.4%
5D	210	24	11.4%
6D	379	44	11.6%
7D	468	117	25.0%
No Information	34	10	29.4%
<b>Total</b>	<b>1,633</b>	<b>252</b>	<b>15.4%</b>

We focus on cases that occurred in 7D in the next two figures. In Figure 8, we see that there is no meaningful difference in how cases with and without NIBIN hits are adjudicated. For example, 58.7% of cases with hits conclude with a guilty plea, while 54.2% of cases without a hit conclude with a guilty plea.

Prosecutorial Outcomes for Arrests in Cases with any Ballistics Evidence in 7D (Cases with known outcomes)

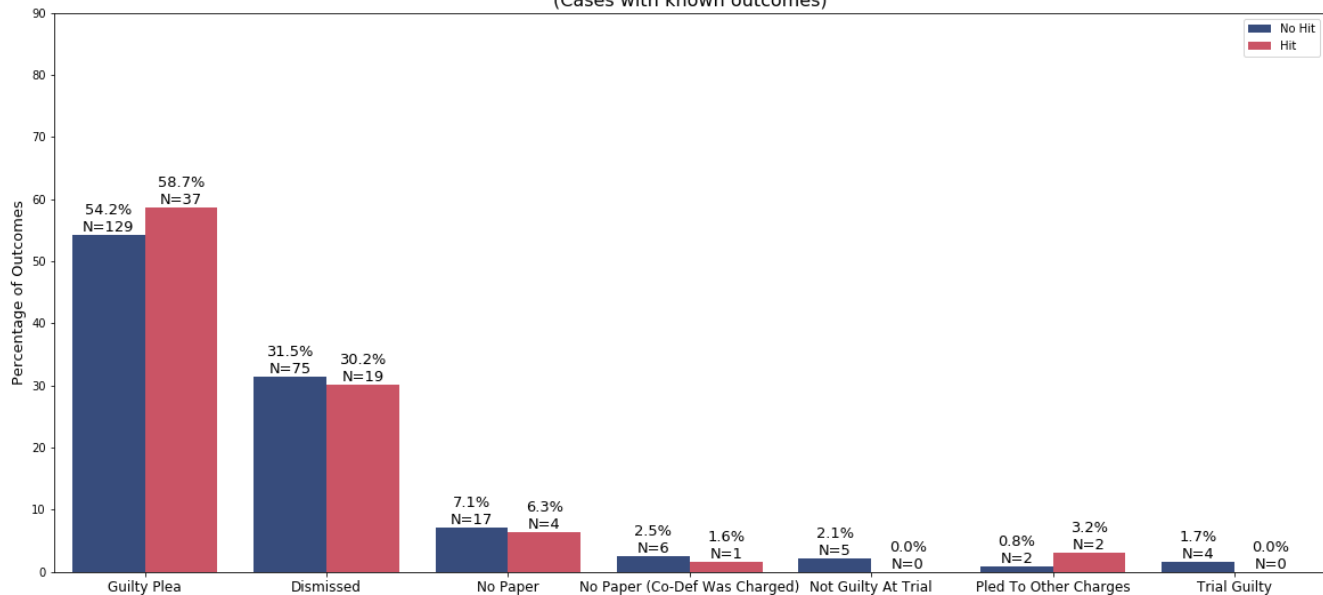


Figure 8: Prosecutorial outcomes for adjudicated cases that had any ballistics evidence. The red bars represent the subset cases which had a NIBIN hit.



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In Figure 9 below, which shows the current status of cases that have not yet been adjudicated (or with otherwise unknown status), we see that a higher proportion of the arrests with hits in 7D were papered (62%), compared to 47% for those without NIBIN hits.

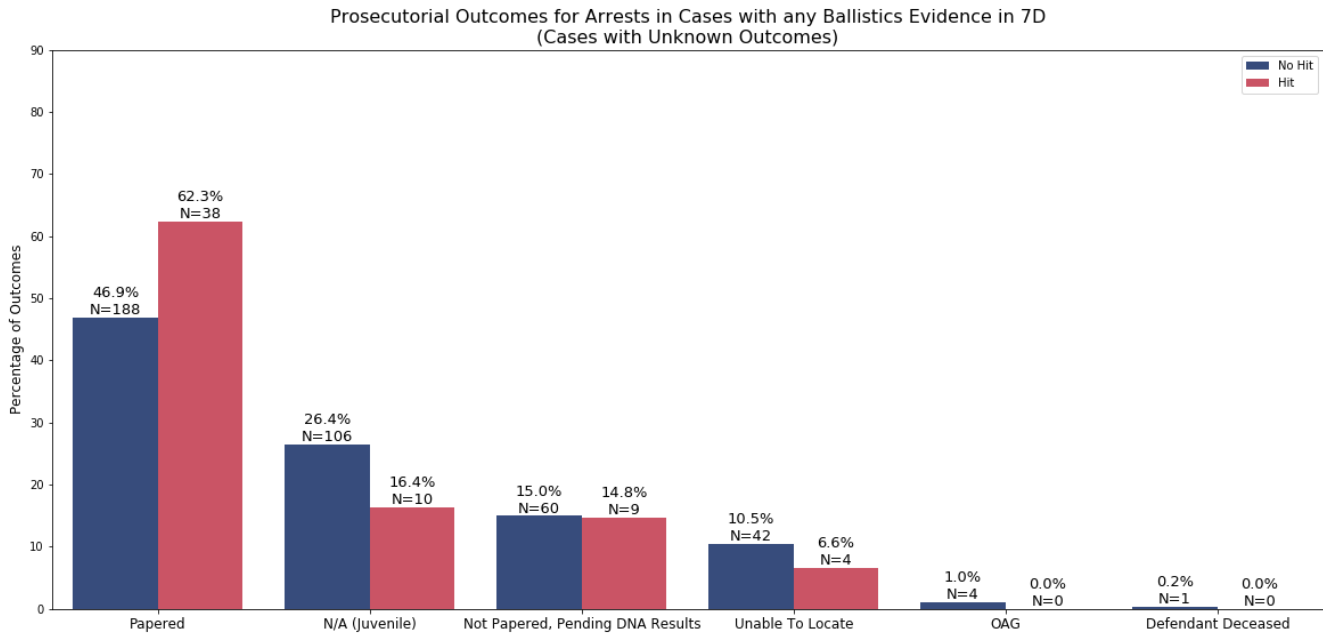


Figure 9: Prosecutorial outcomes for 7D cases not yet adjudicated (or with otherwise unknown status), that had any ballistics evidence. The red bars represent the subset cases which had a NIBIN hit.

Overall, we do not observe substantial differences in outcomes when we compare cases with NIBIN hits to those without NIBIN hits. In 7D, NIBIN hits appear to be associated with the decision to paper a case.

*Detective Perceptions of NIBIN/CGIC*

The CGIC 2.0 efforts aimed to increase awareness and use of CGIC and NIBIN products among detectives (and officers) through two primary mechanisms: 1) providing training to detectives who were likely to use NIBIN in their investigations, and 2) through the assignment of MPD detectives and an analyst to the CGIC to help improve information flow and general coordination among involved personnel. As a window into the effectiveness of these efforts, we fielded three surveys between December 2018 and July 2019 to measure detectives’ perceptions about the utility of NIBIN and CGIC products. *Survey responses and participant feedback suggest that detectives view CGIC and NIBIN positively and find it useful in their investigations.*

The CGIC, along with the USAO and DFS, offered three trainings for detectives about how to use NIBIN information in investigations and warrants. Participants in the training were selected based on their location in the pilot site (all detectives assigned to 7D), and their likelihood of using NIBIN and CGIC information in their work (detectives assigned to the Homicide Branch in MPD’s Investigative



Services Bureau and detectives assigned to other police districts who work primarily on shooting investigations).

The first training was provided to 7D detectives who work on shooting cases, and was conducted in October 2017. Two additional rounds of training were provided in April 2018 and December 2018. The training audience for both of these later sessions was expanded to include all 7D detectives, detectives assigned to the Homicide Branch, and detectives assigned to the other police districts who primarily handle shooting investigations.

The survey was designed to measure detectives' knowledge of the CGIC and NIBIN after the training they received and to collect detectives' feedback on the utility, clarity, and timeliness of CGIC and NIBIN products. We fielded the survey in three waves, at four-month intervals, as shown in Table 5 below.

Table 5: Timing and Population Sampled for Survey of Detective Perceptions of CGIC/NIBIN

Survey Wave	Time Period Conducted	Detectives Surveyed	Number of Completed Responses/Number Surveyed
Wave 1	December 2018	<ul style="list-style-type: none"> <li>Homicide Branch detectives and district detectives (including 7D) assigned to shooting investigations who <i>attended the Dec 2018 training session</i>.</li> </ul>	31/37
Wave 2	March 2019	<ul style="list-style-type: none"> <li>Wave 1 survey recipients</li> <li>All Homicide Branch detectives</li> <li>All district detectives assigned to shooting investigations</li> </ul>	66/70
Wave 3	July 2019	<ul style="list-style-type: none"> <li>Wave 1 survey recipients</li> <li>Wave 2 survey recipients</li> </ul>	51/70

The population sampled changed after the first wave — we surveyed *only* those detectives who attended the December 2018 training in Wave 1, while in Waves 2 and 3 we surveyed the Wave 1 survey recipients as well as all Homicide Branch detectives and detectives assigned to other police districts who work primarily on shooting investigations.<sup>38</sup> We do not track individual respondents over time (e.g., how did Detective X respond in Waves 1, 2, and 3) and instead present the topline results from each wave as a window into detectives' perceptions. With data collected at multiple time points, we also look for any indication of shifts over time in the overall distribution of responses (e.g., are

<sup>38</sup> Wave 1 respondents received the survey three times, while Wave 2 respondents received the survey two times. For Wave 1, recipients included a mix of detectives assigned to the Homicide Branch as well as those detectives assigned to District Detective Units who investigate shooting cases, all of whom attended the December 2018 training. For waves 2 and 3, we expanded the survey to include all Homicide Branch detectives and district detectives who work shooting cases, regardless of whether they attended the December 2018 training.



detectives' perceptions noticeably different once they have some time to use these products in their work, between waves 2 and 3?).

Based on a descriptive analysis of the surveys, it appears that detectives find the information provided by the CGIC to be timely and relatively useful to their investigations, particularly with developing new leads. Notably, the majority of survey respondents report their perception that CGIC products have improved over the preceding year (in waves 2 and 3). Detectives also report using CGIC and NIBIN information in their affidavits for search and arrest warrants.

### Detectives' Exposure to and Use of NIBIN Information

The detectives who took these surveys were relatively familiar with NIBIN at the outset, with over 75% of these detectives having worked a case in the past two years with a NIBIN lead or hit

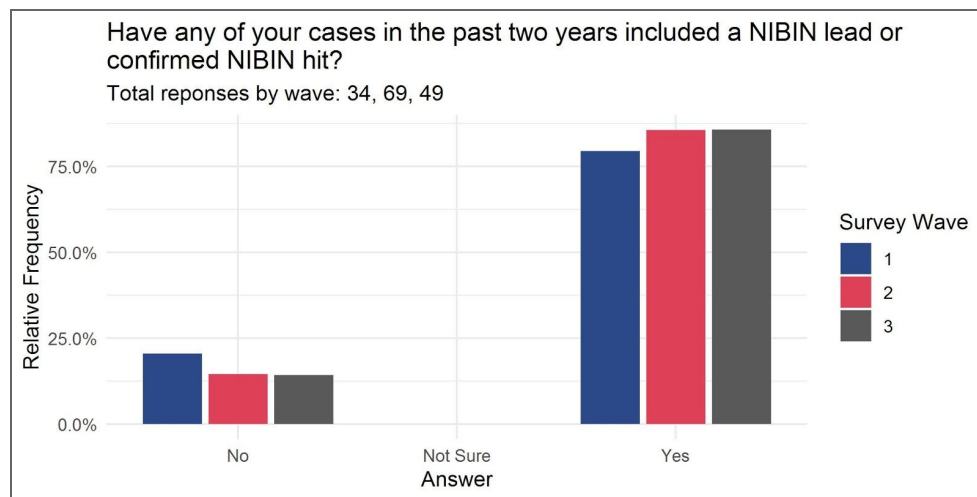


Figure 10: Survey responses by wave: “Have any of your cases in the past two years included a NIBIN lead or confirmed NIBIN hit?”

The detectives also indicated that they worked cases involving NIBIN leads with some frequency. The later two waves, which included more detectives who work homicides, reported they have cases involving NIBIN more frequently than the original survey sample.

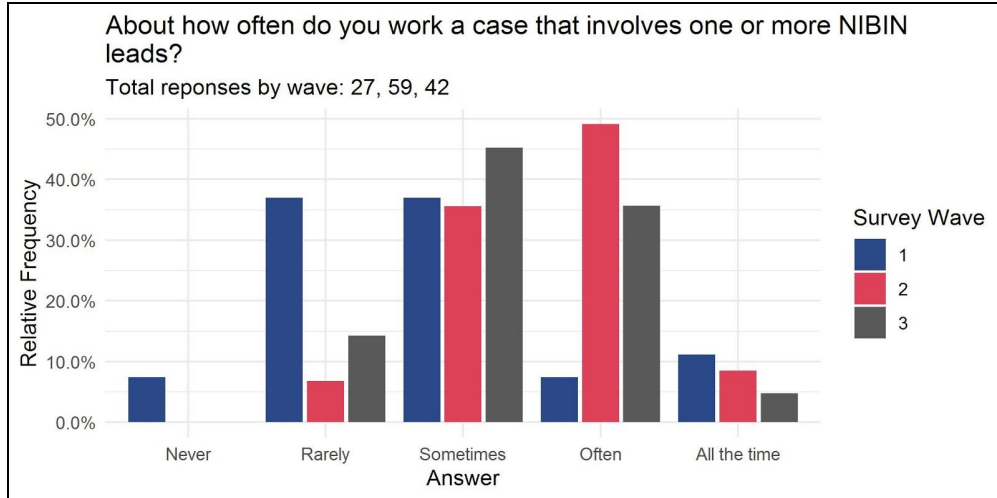


Figure 11: Survey responses by wave: “About how often do you work a case that involves one or more NIBIN leads?”

In each successive wave, an increasing proportion of respondents reported using NIBIN in affidavits and warrants, with 65% reporting doing so in Wave 3.

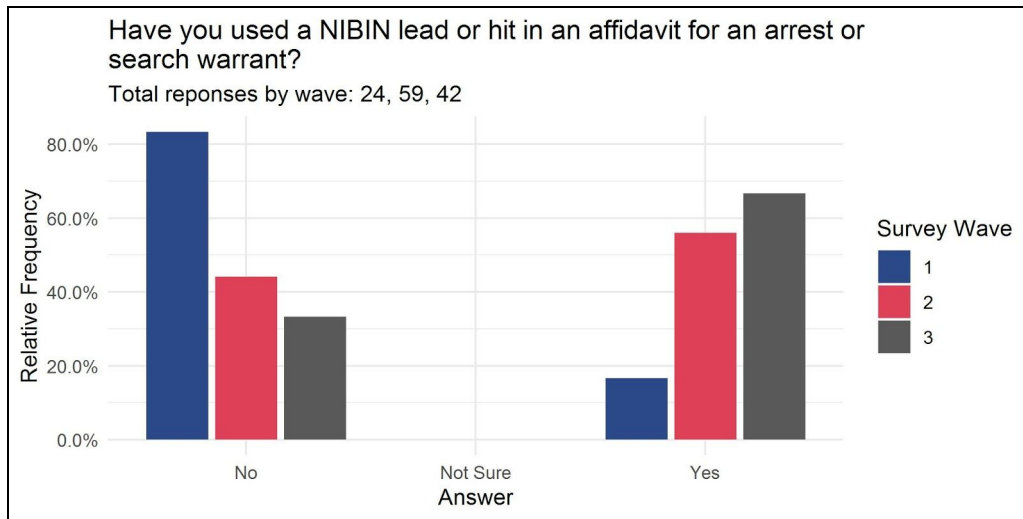


Figure 12: Survey responses by wave: “Have you used a NIBIN lead or hit in an affidavit for an arrest or a search warrant?”

*Detectives’ Perceptions of Utility of NIBIN*

The next three questions pertain to how useful detectives perceive NIBIN to be in different parts of investigations:

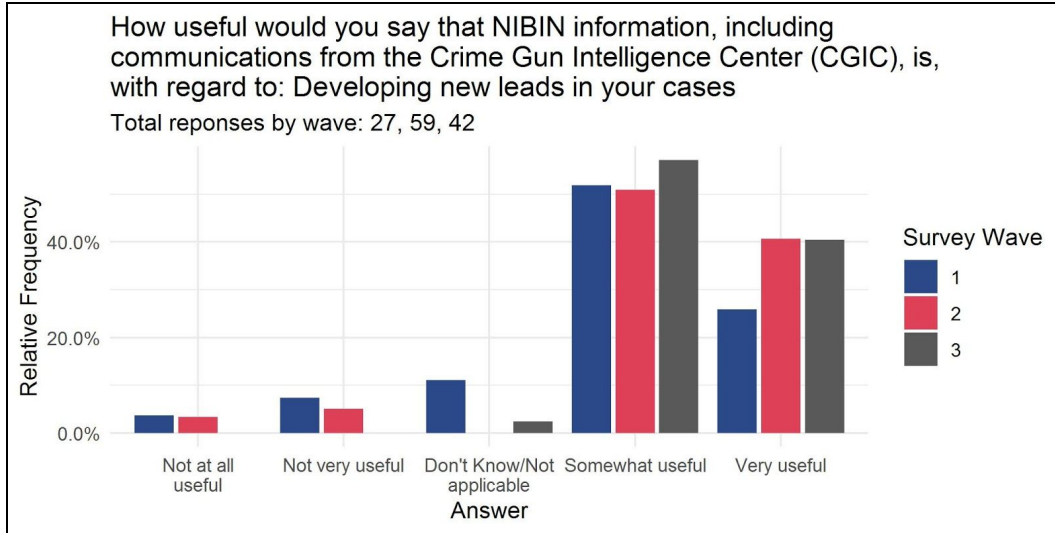


Figure 13: Survey responses by wave: “How useful would you say that NIBIN information, including communications from the Crime Gun Intelligence Center (CGIC), is, with regard to developing new leads in your cases?”

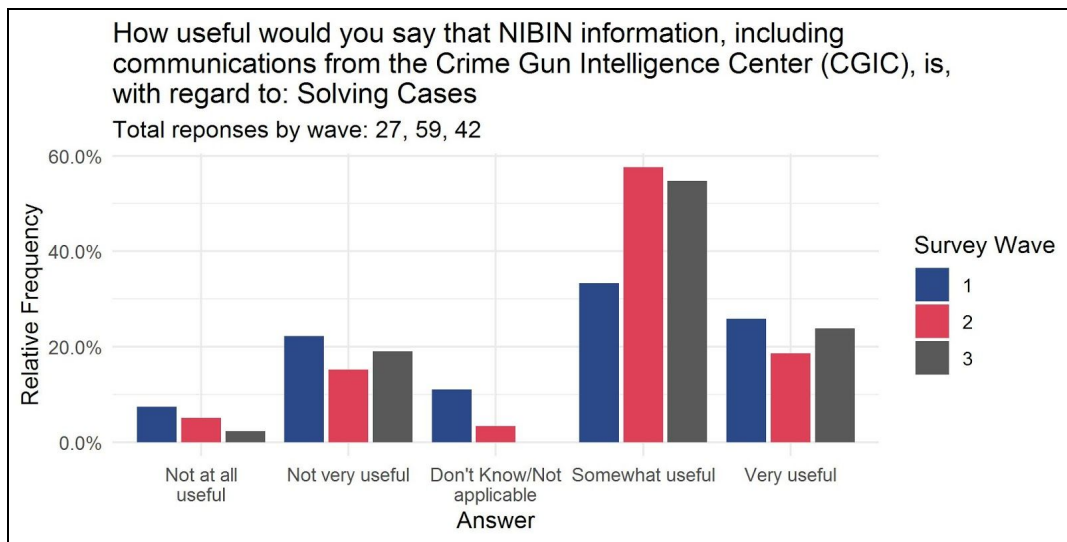


Figure 14: Survey responses by wave: “How useful would you say that NIBIN information, including communications from the Crime Gun Intelligence Center (CGIC), is, with regard to solving crimes?”



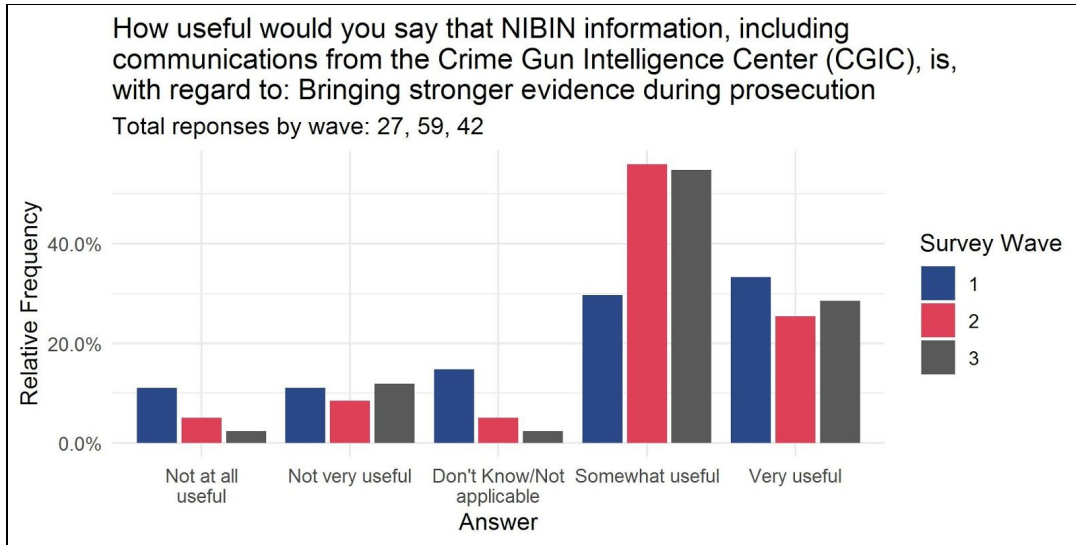


Figure 15: Survey responses by wave: “How useful would you say that NIBIN information, including communications from the Crime Gun Intelligence Center (CGIC), is, with regard to bringing stronger evidence during prosecution?”

Detectives found NIBIN to be most useful for developing leads in their cases, and slightly less useful for solving cases and bringing stronger evidence during prosecution. We heard similar assessments anecdotally from detectives, who noted that NIBIN alone will not close a case, but it can open new lines of investigation.

*Detectives’ Perceptions of Timeliness and Value of CGIC Products*

Finally, detectives found that NIBN leads were distributed quickly and reported that the value of products produced by the CGIC had improved over the past year. Notably, between the second and third waves of the survey, we observe a clear shift from tepid agreement with the statement that CGIC products have improved over the past year, to strong agreement with that statement: in wave 2, almost 60% of respondents indicated that they “somewhat agree,” with about 35% reporting strong agreement; in wave 3, those numbers reverse.

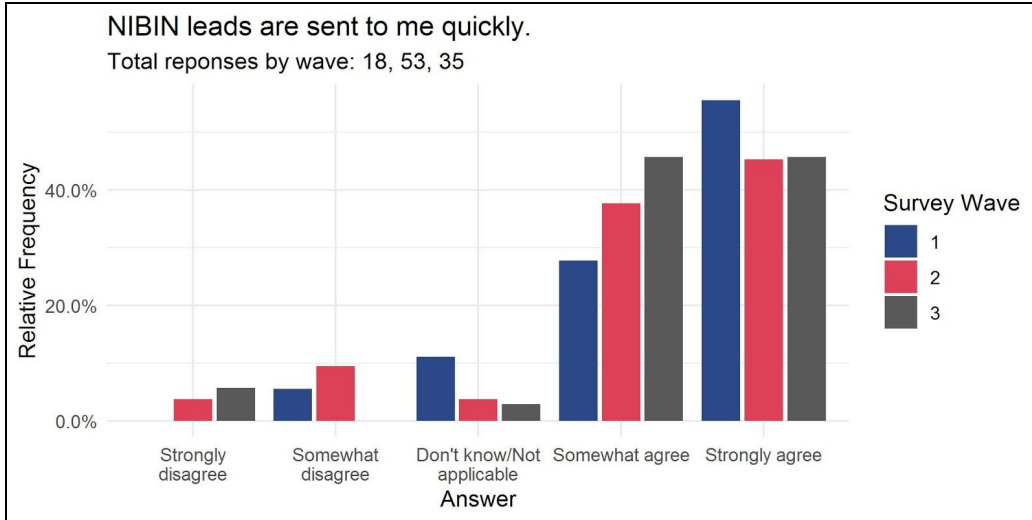


Figure 16: Survey responses by wave: “NIBIN leads are sent to me quickly.”

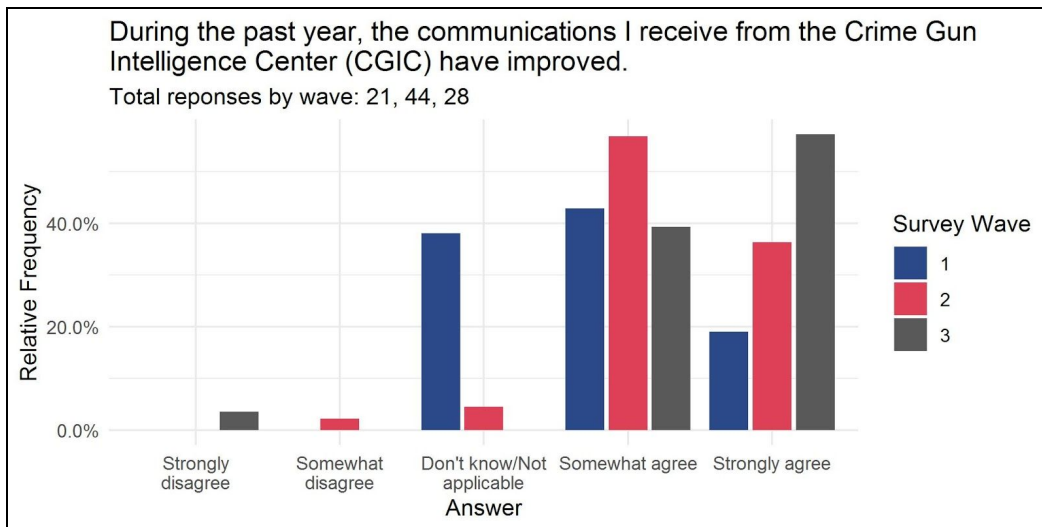


Figure 17: Survey responses by wave: “During the past year, the communications I receive from the Crime Gun Intelligence Center (CGIC) have improved.”



## Quasi-Experimental Analyses

Overall, we find that the implementation of CGIC 2.0 had no effect on violent crime outcomes as measured during the study period. Though we did observe changes in some treated PSAs in 7D, as shown below in the results from our synthetic control analyses, the PSA-level differences were mixed. We do not observe a meaningful effect of the CGIC 2.0 when we examine these effects across 7D, as shown in the difference-in-differences analyses.

For each outcome, we first present findings at the PSA-level, generated using the synthetic control method, and then at the district level, generated using the difference-in-differences approach.

### 1. Have violent crime rates changed significantly in treated PSAs?

Using MPD's crime data, we calculate two versions of the violent crime rate:<sup>39</sup> 1) the rate of violent crimes, which includes all incidents with an offense category of robbery, assault with a dangerous weapon, sex abuse, or homicide; and 2) the rate of incidents in which a gun was explicitly reported to be used in the course of the event, or gun crime rate.<sup>40</sup>

We do not observe a meaningful effect of CGIC 2.0 on the rate of violent crimes. The figure below plots the difference in the true violent crime rate for each treated PSA and the crime rate for the constructed synthetic control.<sup>41</sup> A visual inspection of this graph suggests that, for the most part, there is no clear trend in the line plotted for each PSA; instead, we see the daily differences in the violent crime rate shifting back and forth between positive and negative values throughout the study period. Over the course of the study period, the difference between the treated PSA and its synthetic counterpart averages out to a very small effect, indistinguishable from zero.

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<sup>39</sup> We also set out to compare *events*, i.e., CCNs, at which a violent crime occurred and individual violent crimes. However, only 6 of the over 50,000 CCNs we received from MPD had more than one crime attached to them. Thus, we did not distinguish between these in this analysis.

<sup>40</sup> This appears in the "DCR Weapon" column of the data.

<sup>41</sup> Specifically, in each of these plots, the difference shown is the outcome for the treated PSA minus the outcome for the synthetic control.



Gap in Real vs Predicted Violent Crime Rates

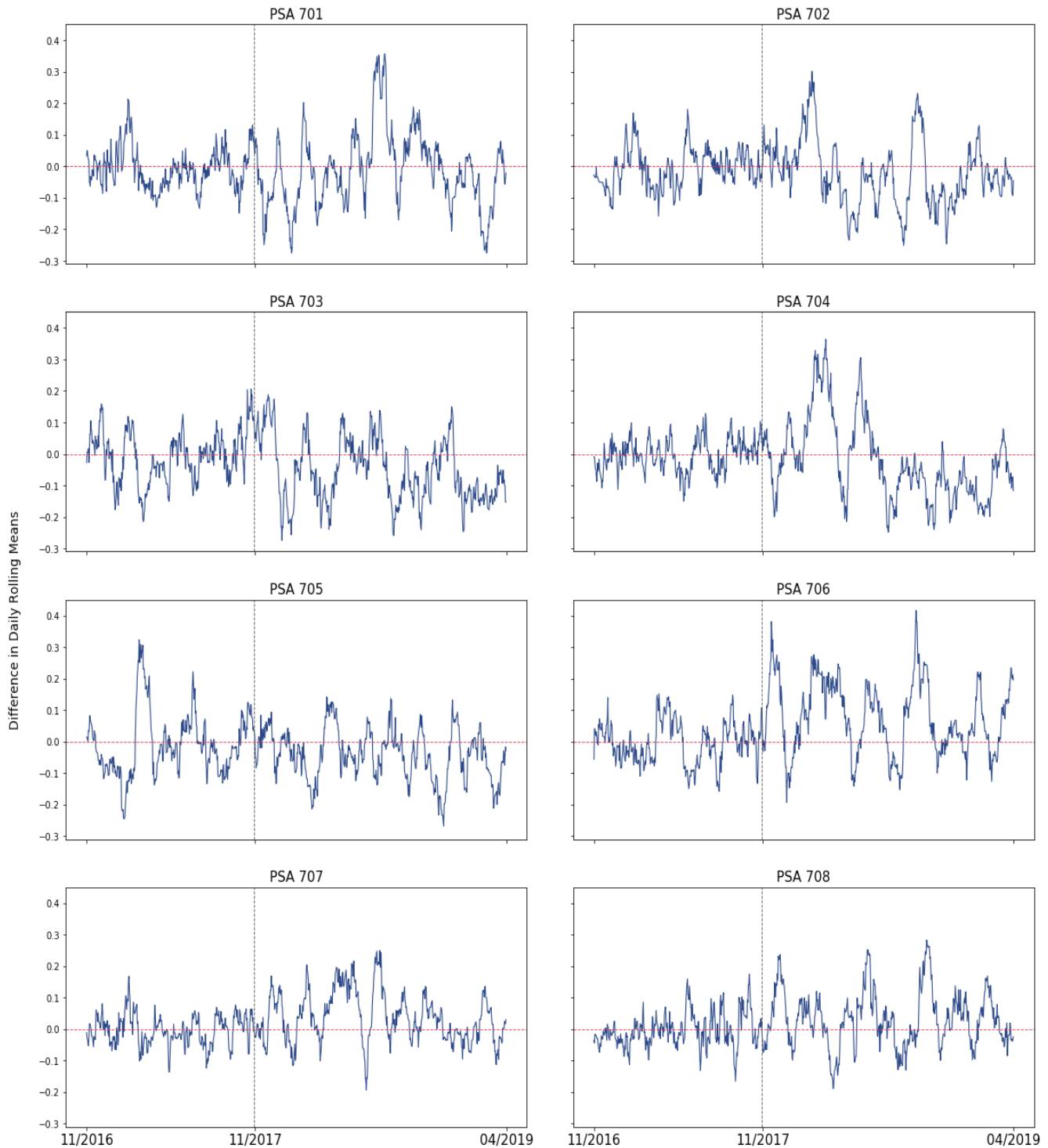


Figure 18: Difference in daily rolling means of violent crime rates between the real PSAs within 7D and the synthetic PSAs within 7D from November 1, 2016 to April 30, 2019. The dashed vertical line represents the start of the intervention period. The horizontal dashed line represents zero. Differences above zero indicate that actual crime rates were higher than predicted, and differences below zero indicate that actual crime rates were lower than predicted.



This interpretation is confirmed through the permutation placebo test shown in Figure 19 below. If the CGIC 2.0 intervention had an effect on violent crime in the treated PSAs, we would expect to see the plotted lines for those 7D PSAs (blue) to *deviate clearly* from the placebo PSAs (red) in the post-treatment period. Instead, we see that, while the synthetic control method appears to generate reasonably good matches between the real 7D PSAs and their synthetic counterparts — with some exceptions, the plotted lines are clustered closely together — the lines continue to track closely together in the post-treatment period.<sup>42</sup>

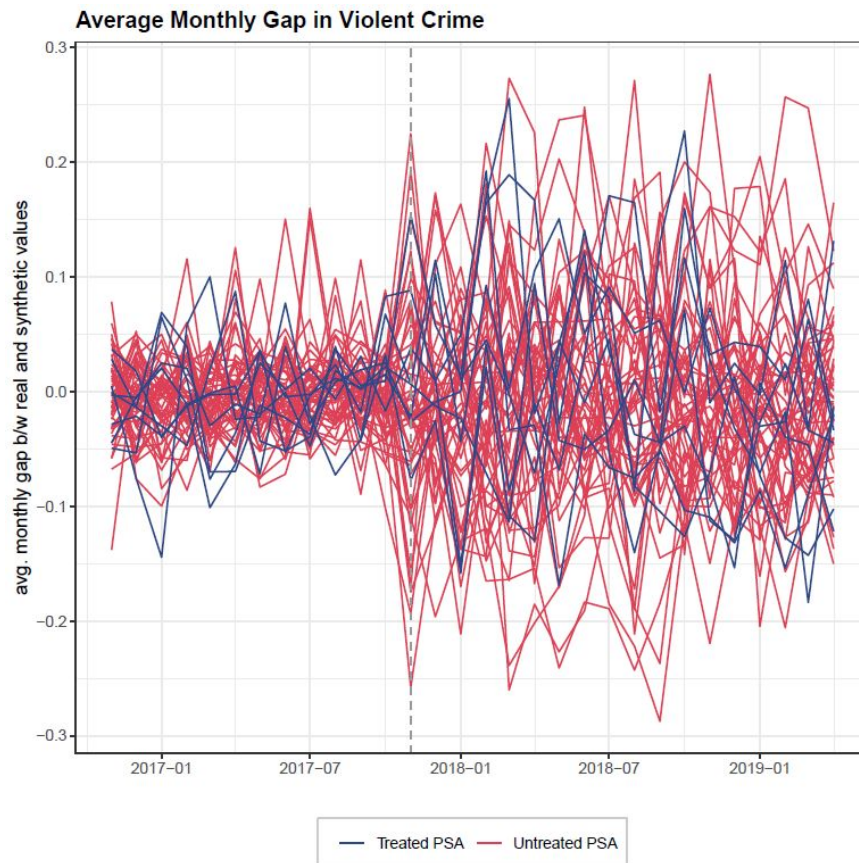


Figure 19: Average monthly gaps in rolling means for the PSAs within 7D (in blue) and placebo gaps for the non-treated PSAs (in red) for violent crime rates. Since the blue lines are not clearly differentiated from the red lines, we cannot say that CGIC 2.0 had a detectable effect on violent crime in the treated PSAs.

Turning to Figure 20 below, the difference, or lack thereof, between treated and synthetic PSAs is shown more clearly. This figure plots the *mean squared prediction error (MSPE)*, defined as the average of the squared discrepancies between violent crime rates in 7D PSAs and their synthetic matches. More specifically, we plot the ratio of the MSPE for the post-treatment period to the pre-treatment MSPE. If the implementation of CGIC 2.0 had an effect, we would expect to see the 7D PSAs as outliers on the plot, with a much higher ratio of post-treatment MSPE to pre-treatment MSPE

<sup>42</sup> The mean squared prediction error (MSPE) plotted in Figure 19 increases noticeably for all units in the post-treatment period. This is largely due to the increased error that comes with predicting out of sample.



— we would expect to see them towards the bottom right corner of the chart. Instead, we see the 7D PSAs with a wide range of Post/Pre MSPEs ratio values.

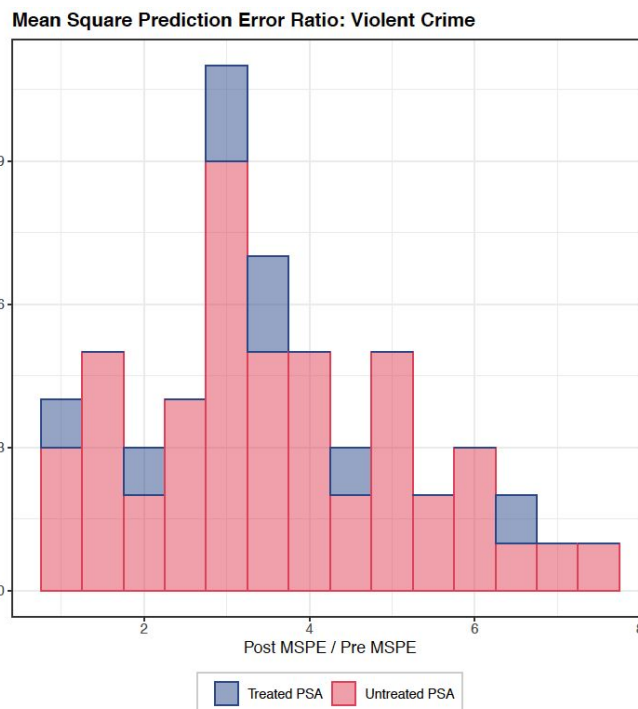


Figure 20: The ratio of the post-treatment MSPE to pre-treatment MSPE. If CGIC 2.0 had an effect, we should expect to see the treated PSAs within 7D with a higher ratio (i.e. blue bars clustered to the right), however, we do not observe this.

The consistency of these three measures — the synthetic control plots shown previously in Figure 18, the placebo test shown in Figure 19, and the Post/Pre MSPE plotted in Figure 20 — reinforce our findings that the CGIC 2.0 had no measurable effect at the PSA level on the violent crime rate.

Similarly, when we apply the difference-in-differences method to assess treatment effects across 7D, we find no discernible effect of CGIC 2.0 on this outcome. The table below depicts our best estimates of the daily rate of violent crime incidents by quarter (90-day period), beginning one year prior to the implementation of the CGIC 2.0 intervention and concluding in April 2019, along with the confidence interval for that estimate.<sup>43,44,45</sup> For example, our best estimate of the effect of CGIC 2.0 in the fourth quarter after implementation — at the one year mark — is a small reduction in violent crime, with 0.5 fewer violent crime incidents per day in 7D. However, our data is consistent with the real effect ranging anywhere from 1.72 fewer violent crime incidents per day to 0.73 *more* incidents per day in 7D. As the range of estimates includes 0, we interpret this as a null result — we do not measure an effect of CGIC 2.0 on the violent crime rate. Further, examining the estimates over time, we do not observe a notable

<sup>43</sup> The “estimates” listed for all pre-treatment quarters are not estimates, but rather the true difference in violent crime rates between 7D and the other six police districts.

<sup>44</sup> Post-Treatment Q0 is the quarter in which treatment began.

<sup>45</sup> Post-Treatment Q6 only includes the last 6 days of the study period.





difference between the pre-treatment and post-treatment periods, reinforcing our interpretation that CGIC 2.0 had no measurable effect on violent crime rates during the study period.

Table 6: Difference-in-differences estimates for violent crime rates in 7D

Violent Crime	Estimate	Lower Bound	Upper Bound
Pre-Treatment Q4	-0.06	-1.42	1.30
Pre-Treatment Q3	-0.51	-1.79	0.76
Pre-Treatment Q2	-0.32	-1.79	1.16
Pre-Treatment Q1	-0.09	-1.34	1.16
Post-Treatment Q0	-0.09	-1.37	1.20
Post-Treatment Q1	-0.07	-1.45	1.30
Post-Treatment Q2	-0.22	-1.46	1.02
Post-Treatment Q3	-0.35	-1.55	0.86
Post-Treatment Q4	-0.50	-1.72	0.73
Post-Treatment Q5	-0.57	-1.87	0.72
Post-Treatment Q6	-1.21	-2.61	0.20

Turning to our second measure of violent crime rates — the rate of incidents in which a gun was explicitly reported to be used in the course of the event, we find similar results. *The CGIC 2.0 implementation does not appear to have had a detectable effect on gun crime rates as measured during the study period.*



Gap in Real vs Predicted Gun Crime Rates

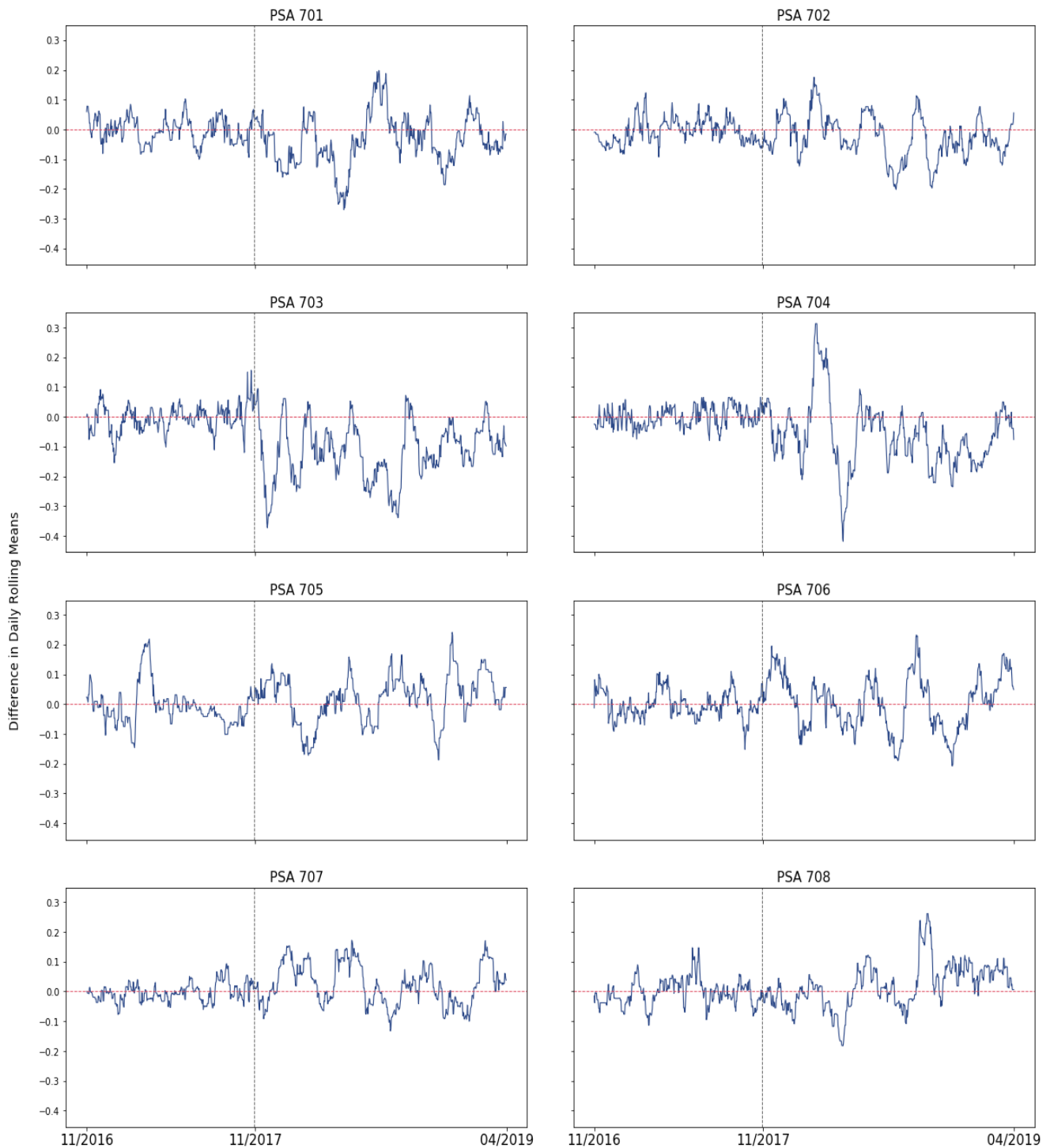


Figure 21: Difference in daily rolling means of gun crime rates between the real 7D PSAs and the synthetic 7D PSAs from November 1, 2016 to April 30, 2019. The dashed vertical line represents the start of the intervention period. The horizontal dashed line represents zero. Differences above zero indicate that actual gun crime rates were higher than predicted, and differences below zero indicate that the actual gun crime rates were lower than predicted.





Again, the placebo test plot and plot of post/pre MSPE ratios for each PSA in Figure 22 below confirm this interpretation: we do not find any clear deviation between real and synthetic PSAs. Similarly, we can see from the MSPE plot that none of the treated PSAs are outliers, which is what we would expect if the CGIC 2.0 had an effect. Instead, the treated PSAs have a wide range of Post/Pre MSPE ratio values.

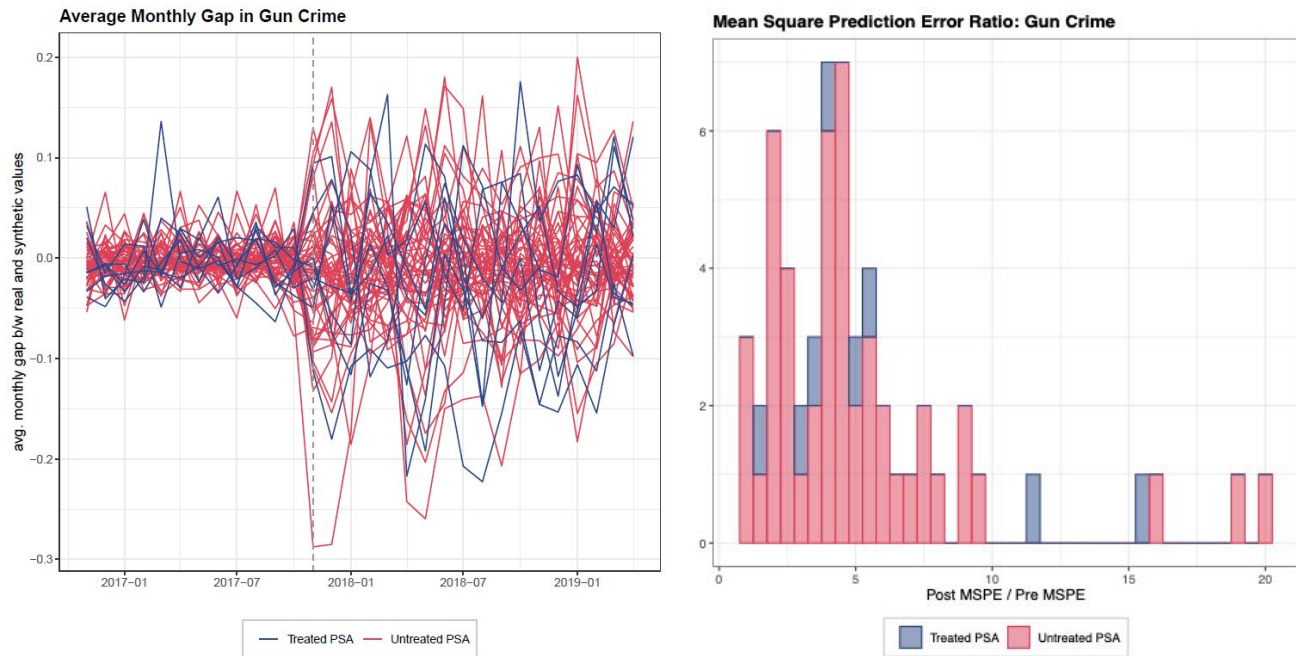


Figure 22: Average monthly gaps in rolling means for the PSAs within 7D (in blue) and placebo gaps for the non-treated PSAs (in red) to the left, and the ratio of the post-treatment MSPE to pre-treatment MSPE to the right, for gun crime rates. For the plot on the left, we see that the blue lines are not clearly differentiated from the red lines, so we cannot conclude that CGIC 2.0 had a detectable effect on gun crime in the treated PSAs. For the plot on the right, we should expect to see the treated 7D PSAs with a higher ratio (i.e. blue bars clustered to the right) if CGIC 2.0 had an effect; we do not observe this.

Examining the difference-in-differences results, shown in Table 7 below, we similarly find no discernible effect of CGIC 2.0 on this outcome. Our best estimate of the effect of CGIC 2.0 in the fourth quarter after implementation — at the one year mark — is a small reduction in gun crime, with about one less incident per day in 7D. However, our data is consistent with the real effect ranging anywhere from 2.58 fewer violent crime incidents per day to 0.09 more incidents per day in 7D. As the range of estimates again includes 0, we interpret this as a null result — we do not measure an effect of CGIC 2.0 on the gun crime rate. In examining the estimates over time, we do not observe a substantial difference between the pre-treatment and post-treatment periods, reinforcing our interpretation that CGIC 2.0 had no measurable effect on gun crime rates during the study period.



Table 7: Difference-in-differences estimates for gun crime rates in 7D

Gun Crime	Estimate	Lower Bound	Upper Bound
Pre-Treatment Q4	-1.03	-2.41	0.34
Pre-Treatment Q3	-1.21	-2.53	0.12
Pre-Treatment Q2	-1.10	-2.56	0.36
Pre-Treatment Q1	-0.89	-2.33	0.55
Post-Treatment Q0	-1.02	-2.40	0.36
Post-Treatment Q1	-1.02	-2.46	0.41
Post-Treatment Q2	-1.07	-2.36	0.22
Post-Treatment Q3	-1.07	-2.32	0.18
Post-Treatment Q4	-1.24	-2.58	0.09
Post-Treatment Q5	-1.11	-2.40	0.18
Post-Treatment Q6	-1.29	-2.76	0.18

## 2. Have ShotSpotter alerts changed significantly in 7D?

Using MPD's ShotSpotter data, we compare the rate of alerts per coverage area in each 7D PSA to a synthetic control constructed from 37 PSAs with ShotSpotter coverage.<sup>46</sup> Comparing monthly ShotSpotter alert rates in each of the 8 PSAs in 7D during the study period, *we do not find a discernible effect of CGIC 2.0 on the rate of ShotSpotter alerts.*

Figure 23 below displays the difference in daily rolling means for ShotSpotter alerts for the real and the synthetic 7D for the study period of interest; Figure 24 shows the results of the placebo test and the post-treatment MSPE/pre-treatment MSPE ratio for each PSA for this outcome. Both figures point to the same conclusion: for most PSAs, we again do not discern any effect of CGIC 2.0 on the rate of alerts. For PSAs 706 and 708, however, there appears to be a more substantive difference between real and predicted ShotSpotter alerts: in PSA 706, the rate of ShotSpotter alerts was lower than predicted, while in PSA 708, we observe a higher rate of alerts. The same two treated PSAs are outliers in the placebo test and post/pre MSPE ratio plots. Though the effects do appear to be meaningful, that they move in opposite directions is suggestive of the confounding effect of some other unobserved factor. It is not clear that the changes we measure in these two PSAs are due to a causal effect of the CGIC intervention.

<sup>46</sup> None of the PSAs contained within the Second Police District were included as part of the donor pool as MPD does not have any ShotSpotter coverage in 2D. After cleaning (see Appendix D for further details) there were no ShotSpotter events in PSAs 101, 102, and 401 during the pre-intervention period, so they were also not included in the donor pool.



Gap in Real vs Predicted ShotSpotter Alerts

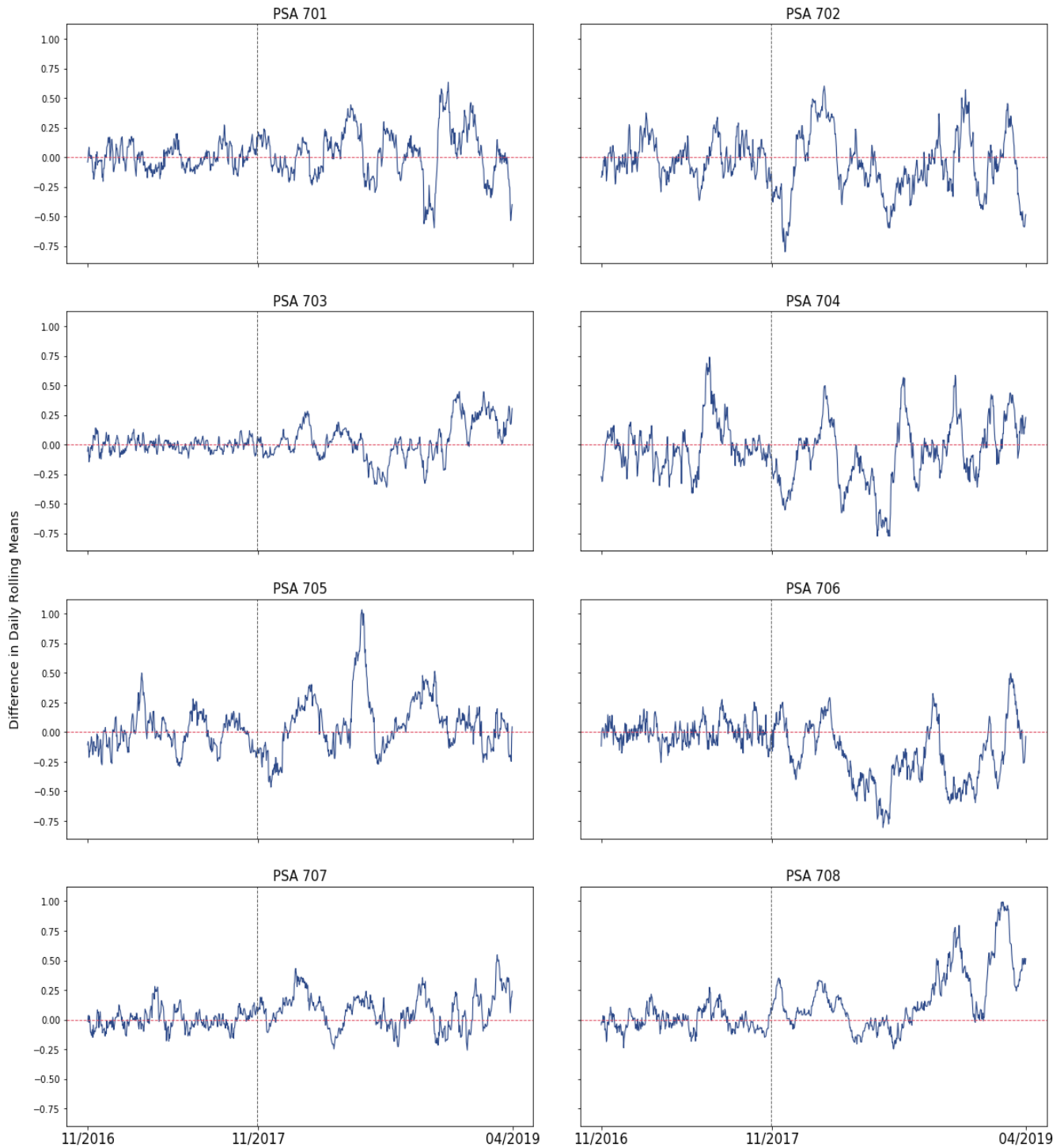


Figure 23: Difference in daily rolling means of ShotSpotter alert rates between real 7D PSAs and synthetic 7D PSAs from November 1, 2016 to April 30, 2019. The dashed vertical line represents the start of the intervention period. The horizontal dashed line represents zero. Differences above zero indicate that actual ShotSpotter rates were higher than predicted, and differences below zero indicate that the actual ShotSpotter rates were lower than predicted.



Figure 24: Average monthly gaps in rolling means for the PSAs within 7D (in blue) and placebo gaps for the non-treated PSAs (in red) to the left, and the ratio of the post-treatment MSPE to pre-treatment MSPE to the right, for ShotSpotter alert rates. For the plot on the left, we see that the blue lines are not clearly differentiated from the red lines, so we cannot conclude that CGIC 2.0 had a detectable effect on ShotSpotter alerts in the treated PSAs. For the plot on the right, we should expect to see the treated PSAs within 7D with a higher ratio (i.e. blue bars clustered to the right) if CGIC 2.0 had an effect. While two of the blue bars cluster closer to the right in the post/pre MSPE ratio plots, the fact that these PSAs (706 and 708) move in opposite directions in Figure 23 is suggestive of the confounding effect of some other unobserved factor.

When we apply the difference-in-differences method to assess treatment effects across 7D, we find no discernible effect of CGIC 2.0 on ShotSpotter alerts. For all estimates in the periods after the start of the intervention, the range of estimates includes 0, which we interpret as a null result — we do not measure an effect of CGIC 2.0 on ShotSpotter alert rates. This interpretation is consistent with our visual inspections of the plots in Figures 23-24 above. Though we did measure significant change in PSAs 706 and 708, as those shifts were in opposite directions, their respective effects wash out when we examine the CGIC 2.0’s effect across all of 7D.



Table 8: Difference-in-differences estimates for ShotSpotter alerts in 7D

ShotSpotter Alerts	Estimate	Lower Bound	Upper Bound
Pre-Treatment Q4	-0.06	-1.63	1.50
Pre-Treatment Q3	-0.94	-2.48	0.61
Pre-Treatment Q2	-0.28	-2.08	1.52
Pre-Treatment Q1	-0.74	-2.17	0.69
Post-Treatment Q0	-1.47	-2.99	0.04
Post-Treatment Q1	-1.11	-2.73	0.51
Post-Treatment Q2	-0.89	-2.96	1.18
Post-Treatment Q3	-0.68	-2.02	0.67
Post-Treatment Q4	0.73	-1.27	2.74
Post-Treatment Q5	0.68	-0.79	2.15
Post-Treatment Q6	-0.25	-2.32	1.83

### 3. Have calls for service for the sounds of gunshots changed significantly in 7D?

We measure the rate of calls for service for sounds of gunshots using data from the Office of Unified Communications (OUC). We focus our analysis on events that were called into OUC — that is, we *exclude* ShotSpotter events and events that were self-initiated by officers.

*Overall, we do not observe a meaningful effect of CGIC 2.0 on the rate of calls for service for the sounds of gunshots in the real 7D.* Figure 25 below plots the differences in the true calls for service rates for each treated PSA and the calls for service rates for the constructed synthetic control. A visual inspection of these graphs suggests that, with the exception of PSA 701, there is no clear trend in the line plotted for each PSA, with the daily differences in the calls for service rate shifting back and forth between positive and negative values throughout the study period. PSA 701 did see higher calls for service rates, explained in part by an increase in criminal activity in PSA 701 during our study period.



Gap in Real vs Predicted Calls for Service for the Sounds of Gunshots

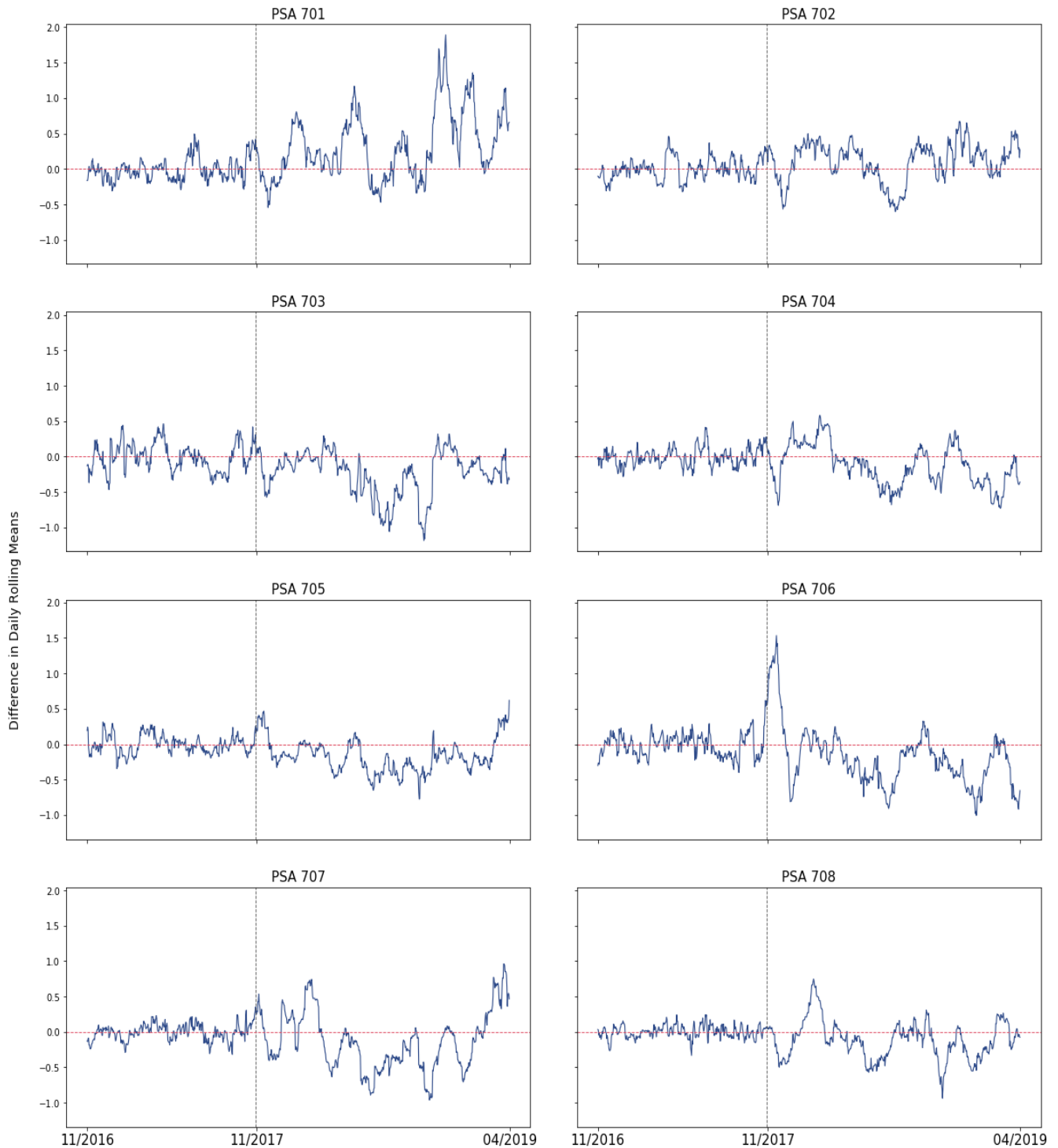


Figure 25: Difference in daily rolling means for the calls for service rates for the sounds of gunshots between the real 7D PSAs and synthetic 7D PSAs from November 1, 2016 to April 30, 2019. The dashed vertical line represents the start of the intervention period. The horizontal dashed line represents zero. Differences above zero indicate that actual calls for service rates were higher than predicted, and differences below zero indicate that the actual calls for service rates were lower than predicted.





This slight increase in the calls for service rates for the sounds of gunshots for PSA 701, however, is not very meaningful. In the placebo tests plotted below in Figure 26, we can see that the monthly difference in rolling means for calls for service rates do not deviate significantly from the placebo PSAs. Similarly, in the MSPE plots, none of the treated PSAs stand out as outliers. This leads us to believe that CGIC 2.0 had no measurable effect at the PSA level on the rate of calls for service for the sounds of gunshots.

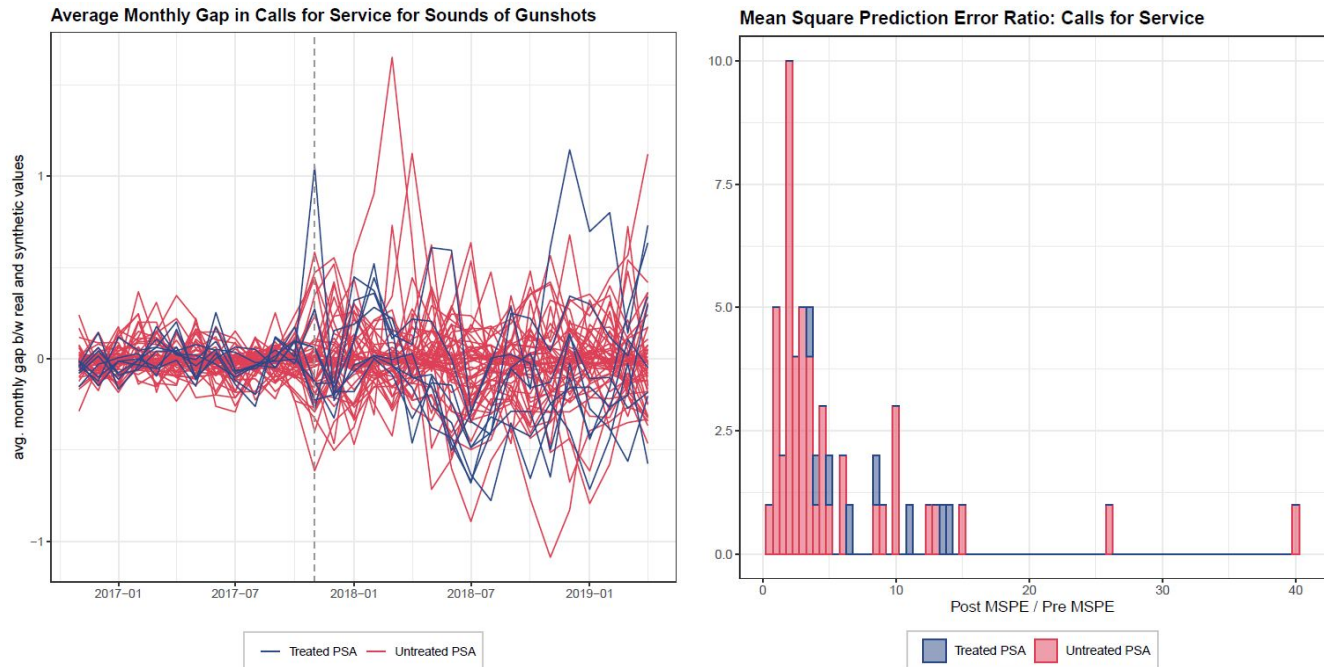


Figure 26: Average monthly gaps in rolling means for the PSAs within 7D (in blue) and placebo gaps for the non-treated PSAs (in red) to the left, and the ratio of the post-treatment MSPE to pre-treatment MSPE to the right, for calls for service rates. For the plot on the left, we see that the blue lines are not clearly differentiated from the red lines, so we cannot conclude that CGIC 2.0 had a detectable effect on calls for service rates in the treated PSAs. For the plot on the right, we should expect to see the treated PSAs within 7D with a higher ratio (i.e. blue bars clustered to the right) if CGIC 2.0 had an effect; instead we observe the blue bars distributed across the plot.

When we apply the difference-in-differences method to assess treatment effects across 7D, we find no discernible effect of CGIC 2.0 on the rate of calls for service for the sounds of gunshots. Similar to the results for our other outcomes, the range of our estimates encompass 0, which we interpret as a null result — we do not measure an effect of CGIC 2.0 on the rate of calls for service.



Table 9: Difference-in-differences estimates for the rate of calls for service for the sounds of gunshots in 7D

Calls for Service	Estimate	Lower Bound	Upper Bound
Pre-Treatment Q4	0.64	-2.45	3.72
Pre-Treatment Q3	0.87	-2.24	3.98
Pre-Treatment Q2	1.69	-1.31	4.70
Pre-Treatment Q1	1.69	-1.20	4.59
Post-Treatment Q0	0.91	-1.93	3.76
Post-Treatment Q1	0.45	-2.60	3.50
Post-Treatment Q2	0.48	-2.28	3.23
Post-Treatment Q3	0.71	-2.17	3.59
Post-Treatment Q4	1.29	-1.67	4.25
Post-Treatment Q5	1.11	-1.68	3.91
Post-Treatment Q6	1.14	-2.74	5.03

#### 4. Have arrests for gun-related crimes changed significantly in 7D?

We use MPD's arrest data to calculate the rate of daily gun-related arrests aggregated by month. We use three different definitions of "gun-related arrests" to measure this outcome. First, we considered the broadest category of gun-related arrests, which included both charges categorized as a weapons violations in which a gun was involved,<sup>47</sup> and violent crimes (these include assault with a dangerous weapon, homicide, robbery, and sex abuse) in which a gun was used.<sup>48</sup> Next, we looked at each of these separately — gun-related arrests defined as charges for weapons violations that were firearm-related, and gun-related arrests defined as a violent crime where a gun was used.

*We did not observe a meaningful effect of CGIC 2.0 on any of the three definitions of arrests for gun-related crimes.* The results for each definition are presented in detail below.

#### **Broadest category of gun-related arrests**

*We do not measure an effect of CGIC 2.0 on the rate of arrests for the broadest definition of arrests for gun crimes.* Figure 27 below displays the difference in daily rolling means for arrests for the broadest definition of gun-crimes for the real and the synthetic 7D for the study period of interest. Similar to the other outcomes, visual inspection of these graphs suggests that there is no clear trend in the line plotted for each PSA. Daily differences in the arrests shift back and forth between positive and negative values throughout the study period, which essentially net out to a very small effect, indistinguishable from zero. The arrests in the real 704 was slightly lower than predicted, driven by fewer arrests than expected in December 2018. However, we do not measure any treatment effects of the CGIC 2.0 when examining the results at the police district level (see Table 10 below).

<sup>47</sup> Some examples of what these charges can include are: carrying a pistol without a license, unlawful discharge of a firearm, altering the serial number of a firearm, interstate transportation of a firearm, among others.

<sup>48</sup> Our definition of "used" here means that a gun was involved in the commission of the crime, either by using the gun or threatening with the gun.





Gap in Real vs Predicted Broadest Definition of Arrests for Gun Crimes

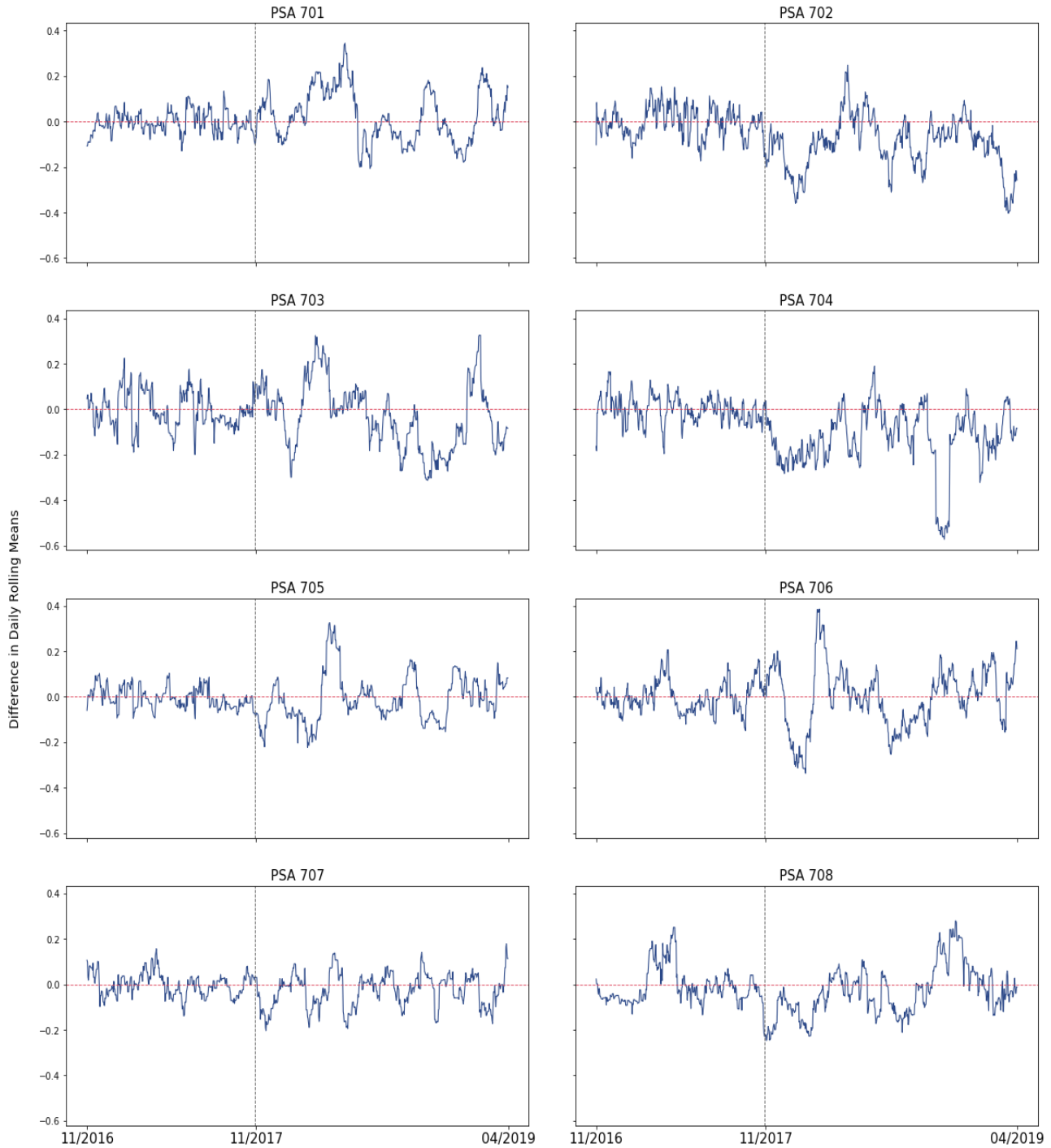


Figure 27: Difference in daily rolling means for the broadest definition of arrests between the real 7D PSAs and synthetic 7D PSAs from November 1, 2016 to April 30, 2019. The dashed vertical line represents the start of the intervention period. The horizontal dashed line represents zero. Differences above zero indicate that actual arrest rates were higher than predicted, and differences below zero indicate that actual arrest rates were lower than predicted.



Figure 28 shows the results of the placebo test and the post-treatment MSPE/pre-treatment MSPE ratio for each PSA for this outcome. These figures point to the same conclusion: for most PSAs, we again do not discern a clear effect of CGIC 2.0 on the rate of this broad definition of arrests for gun crimes. In the placebo test, however, we can see that large difference between the number of arrests in the synthetic 704 and the real 704 in the fall of 2018.

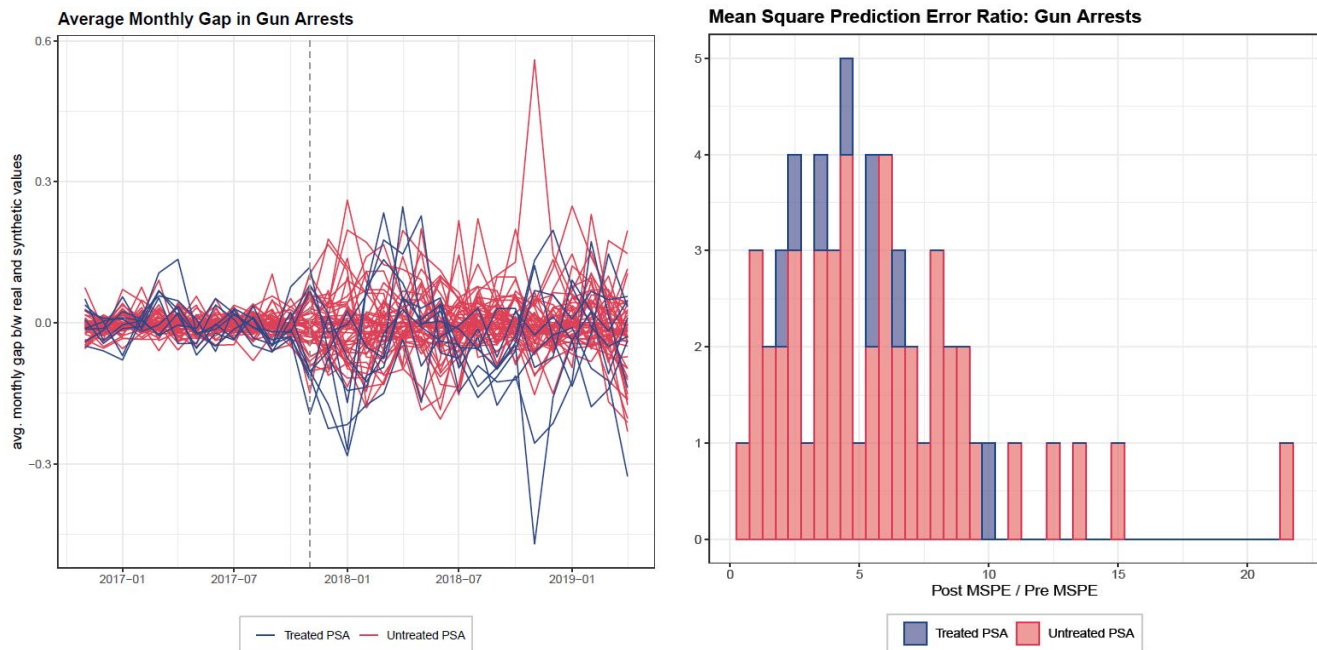


Figure 28: Average monthly gaps in rolling means for the PSAs within 7D (in blue) and placebo gaps for the non-treated PSAs (in red) to the left, and the ratio of the post-treatment MSPE to pre-treatment MSPE to the right, for arrests for the broadest definition of crimes. For the plot on the left, we see that the blue lines are not clearly differentiated from the red lines, so we cannot conclude that CGIC 2.0 had a detectable effect on arrest rates in the treated PSAs. For the plot on the right, we should expect to see the treated PSAs within 7D with a higher ratio (i.e. blue bars clustered to the right) if CGIC 2.0 had an effect; instead we observe the blue bars distributed across the plot.

When we apply the difference-in-differences method to assess treatment effects across 7D, we find no discernible effect of CGIC 2.0 on this broad definition of arrests. Similar to the results for our other outcomes, the range of our estimates encompass 0, which we interpret as a null result — we do not measure an effect of CGIC 2.0 on this broad definition of arrests. We do not observe a notable difference between the pre-treatment and post-treatment periods, reinforcing our interpretation that CGIC 2.0 had no measurable effect on this broad definition of arrest rates during the study period.



Table 10: Difference-in-differences estimates for arrests for the broadest definition of gun crime in 7D

Arrests for the Broadest Definition of Gun Crime	Estimate	Lower Bound	Upper Bound
Pre-Treatment Q4	-0.56	-2.21	1.09
Pre-Treatment Q3	-0.26	-2.19	1.66
Pre-Treatment Q2	-0.30	-2.21	1.61
Pre-Treatment Q1	-0.64	-2.51	1.23
Post-Treatment Q0	-0.83	-2.70	1.05
Post-Treatment Q1	-0.21	-2.06	1.64
Post-Treatment Q2	-0.74	-2.55	1.06
Post-Treatment Q3	-0.73	-2.50	1.04
Post-Treatment Q4	-0.78	-2.66	1.10
Post-Treatment Q5	-0.44	-2.22	1.34
Post-Treatment Q6	-0.21	-2.55	2.13

### Arrests for Gun-Related Weapons Violations

*We do not measure an effect of CGIC 2.0 on the rate of arrests for gun-related weapons violations.* Figure 29 below displays the difference in daily rolling means for arrests for gun-related weapons violations for the real and the synthetic 7D for the study period of interest. Visual inspection of these graphs suggest that for PSAs 701 through 704, arrests were slightly lower than predicted, but for PSAs 705 through 708, there that there is no clear trend in the line plotted for each PSA. When we run placebo tests, however, we do not see a distinguishable treatment effect.



Gap in Real vs Predicted Arrests for Gun-Related Weapons Violations

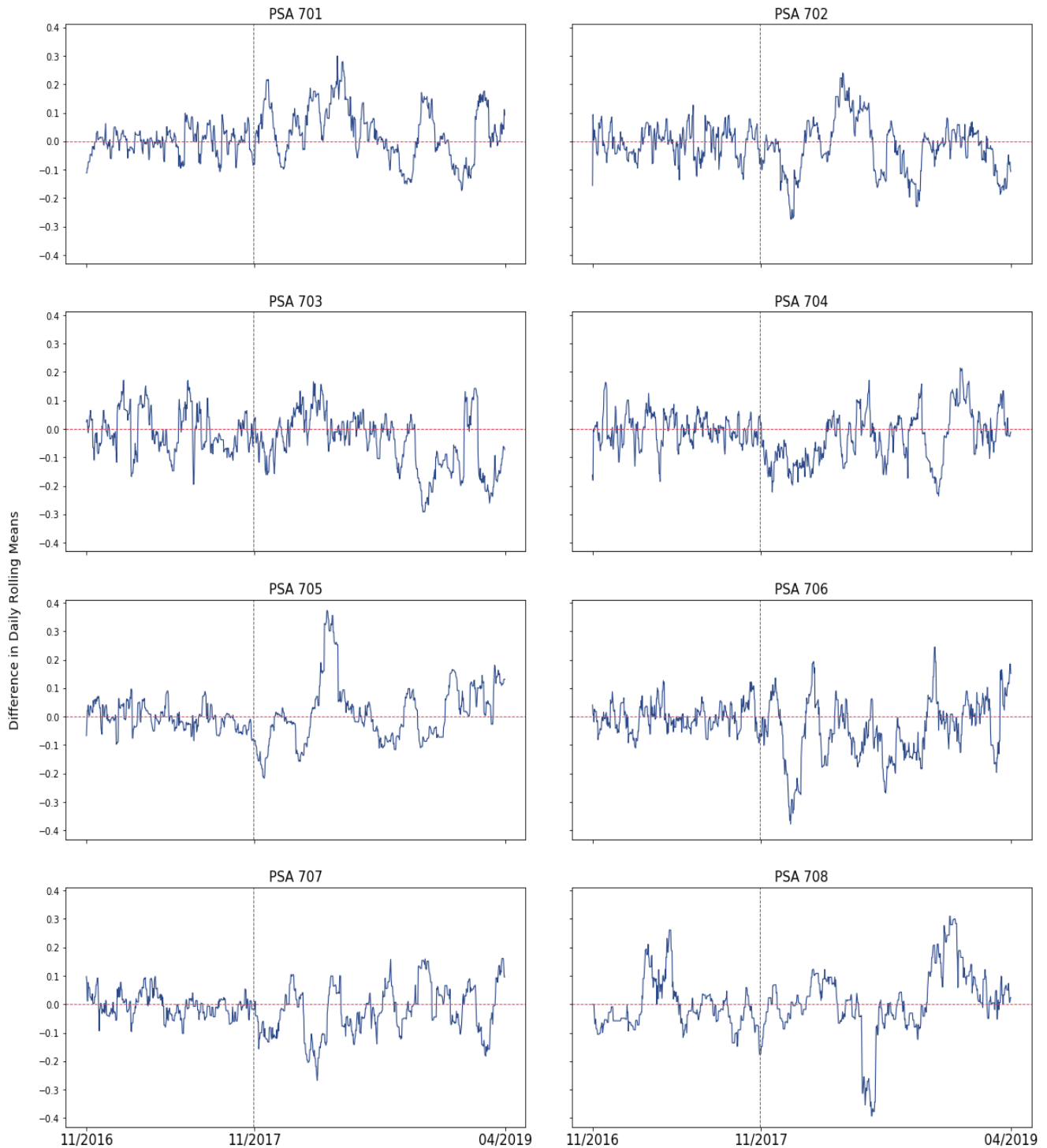


Figure 29: Difference in daily rolling means for arrests for gun-related weapons violations between the real 7D PSAs and synthetic 7D PSAs from November 1, 2016 to April 30, 2019. The dashed vertical line represents the start of the intervention period. The horizontal dashed line represents zero. Differences above zero indicate that actual arrest rates were higher than predicted, and differences below zero indicate that actual arrest rates were lower than predicted.



When we look at the results from the placebo test, shown in Figure 30 below, we can see that the plotted lines for the treated 7D PSAs (blue) do not deviate clearly from the placebo PSAs (red) in the post-treatment period. Similarly, the MSPE plot confirms that none of the 7D PSAs are outliers. This reinforces our finding that the CGIC 2.0 had no measurable effect at the PSA level for arrests for gun-related weapons violations.

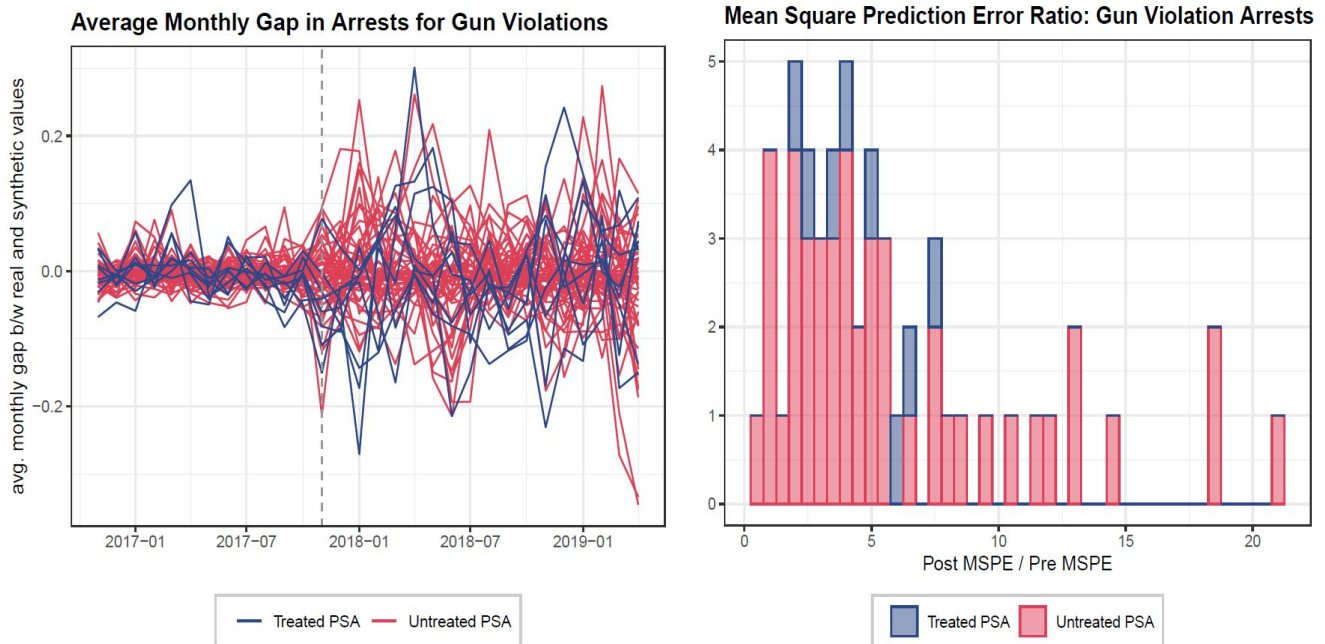


Figure 30: Average monthly gaps in rolling means for the PSAs within 7D (in blue) and placebo gaps for the non-treated PSAs (in red) to the left, and the ratio of the post-treatment MSPE to pre-treatment MSPE to the right, for arrests for gun-related weapons violations. For the plot on the left, we see that the blue lines are not clearly differentiated from the red lines, so we cannot conclude that CGIC 2.0 had a detectable effect on arrest rates in the treated PSAs. For the plot on the right, we should expect to see the treated 7D PSAs with a higher ratio (i.e. blue bars clustered to the right) if CGIC 2.0 had an effect; instead we observe the blue bars closer to the left.

Examining the results from our difference-in-differences analyses, seen in Table 11 below, all of our estimates for the periods after the start of the intervention encompass 0, which we interpret as a null result.



Table 11: Difference-in-differences estimates for arrests for gun-related weapon violations in 7D

Arrests for Gun-Related Weapon Violations	Estimate	Lower Bound	Upper Bound
Pre-Treatment Q4	-0.76	-2.38	0.86
Pre-Treatment Q3	-0.40	-2.21	1.41
Pre-Treatment Q2	-0.49	-2.38	1.39
Pre-Treatment Q1	-0.81	-2.61	1.00
Post-Treatment Q0	-0.87	-2.76	1.01
Post-Treatment Q1	-0.44	-2.24	1.35
Post-Treatment Q2	-0.79	-2.59	1.02
Post-Treatment Q3	-0.83	-2.58	0.93
Post-Treatment Q4	-0.67	-2.51	1.17
Post-Treatment Q5	-0.50	-2.23	1.22
Post-Treatment Q6	-0.62	-2.77	1.53

### Arrests for Violent Gun Crimes

We do not measure an effect of CGIC 2.0 on the rate of arrests for violent crimes in which a gun was used. Figure 31 below displays the difference in daily rolling means for arrests for violent gun crimes for the real and the synthetic 7D PSAs for the study period of interest. A visual inspection of these graphs suggest that there is no clear trend in the line plotted for each PSA; instead, we see the daily differences in the arrest rate shifting back and forth between positive and negative values throughout the study period.



Gap in Real vs Predicted Arrests for Violent Gun Crimes

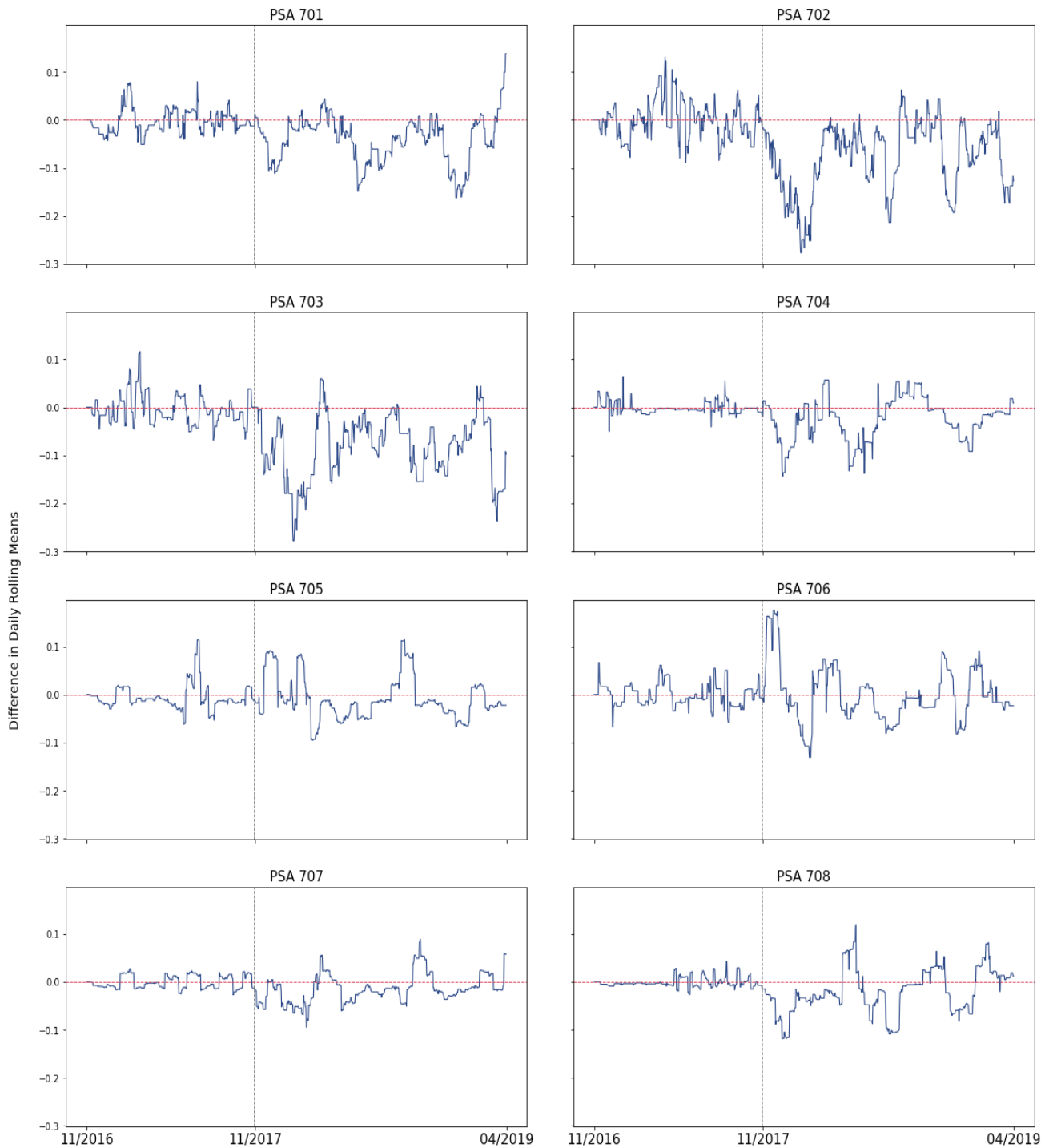


Figure 31: Difference in daily rolling means for arrests for violent gun crimes between the real 7D PSAs and synthetic 7D PSAs from November 1, 2016 to April 30, 2019. The dashed vertical line represents the start of the intervention period. The horizontal dashed line represents zero. Differences above zero indicate that actual arrest rates were higher than predicted, and differences below zero indicate that actual arrest rates were lower than predicted.





Similarly, when we examine the results from the placebo test, shown in Figure 32 below, we can see that the plotted lines for the treated 7D PSAs (blue) do not deviate clearly from the placebo PSAs (red) in the post-treatment period. The MSPE plot in confirms this as well -- none of the 7D PSAs are outliers. This reinforces our finding that the CGIC 2.0 had no measurable effect at the PSA level on arrests for violent crimes in which a gun was used.

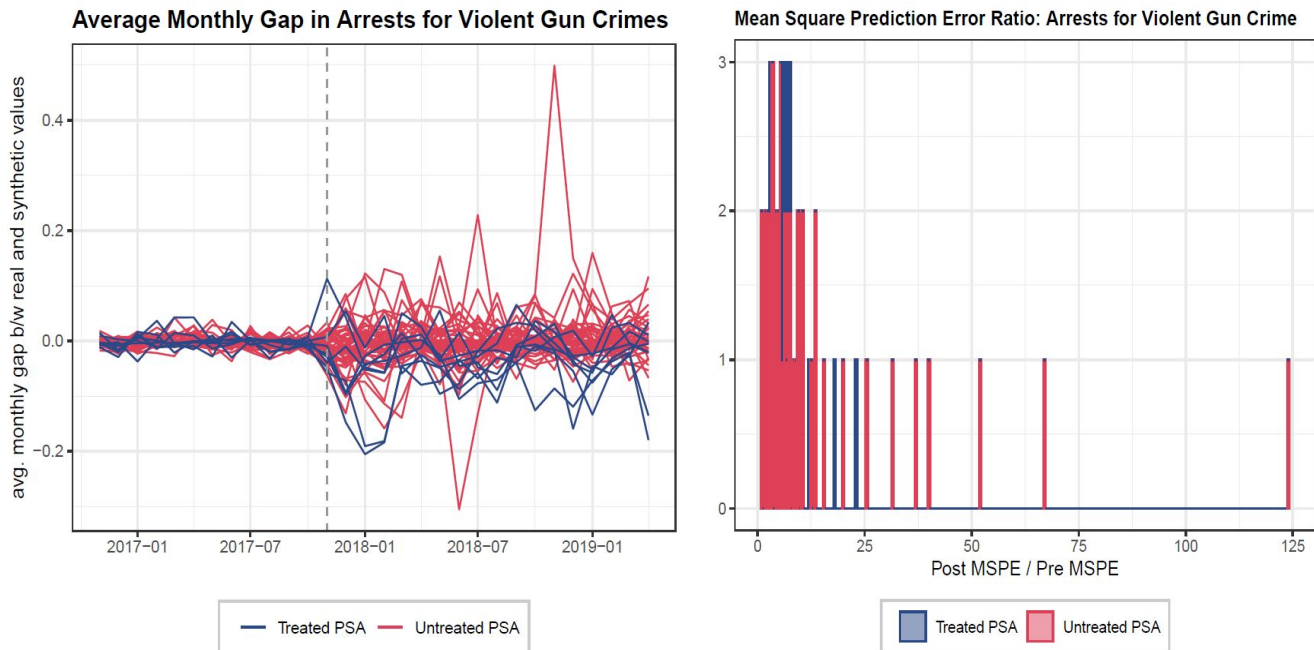


Figure 32: Average monthly gaps in rolling means for the PSAs within 7D (in blue) and placebo gaps for the non-treated PSAs (in red) to the left, and the ratio of the post-treatment MSPE to pre-treatment MSPE to the right, for arrests for violent gun crimes. For the plot on the left, for the most part, we see that the blue lines are not clearly differentiated from the red lines, so we cannot conclude that CGIC 2.0 had a detectable effect on arrest rates in the treated PSAs. For the plot on the right, we should expect to see the treated PSAs within 7D with a higher ratio (i.e. blue bars clustered to the right) if CGIC 2.0 had an effect; instead we observe the 7D PSAs closer to the left side of the plot.

Looking at the results of the difference-in-differences analyses, almost all of the post-treatment quarterly estimates encompass zero, indicating a null effect. We do measure a small, statistically significant *increase* in arrests for violent gun crimes in a single post-treatment quarter (in the first quarter after treatment was initiated, beginning February 2018). There are, however, a number of reasons to believe this effect may not be due to the implementation of the CGIC 2.0:

1. The change measured is very early on in the treatment period. As we know, the time elapsed from the point of a crime to arrest is often much longer than a few months, so it would be highly unlikely that CGIC 2.0 interventions had a causal effect so early on in their implementation.
2. We observe similarly small increases in arrests for violent gun crimes in the pre-treatment period, prior to the implementation of CGIC 2.0.





3. We observe this increase in arrests in only one of six quarters of the post-treatment period.

As such, we interpret the difference-in-differences results for this outcome as inconclusive. We do not discern a meaningful effect of the CGIC 2.0 intervention on arrests for violent gun crimes during the study period.

Table 12: Difference-in-difference estimates for arrests for violent gun crimes in 7D

Arrests for Violent Gun Crimes	Estimate	Lower Bound	Upper Bound
Pre-Treatment Q4	0.19	0.02	0.36
Pre-Treatment Q3	0.19	-0.04	0.42
Pre-Treatment Q2	0.23	0.09	0.36
Pre-Treatment Q1	0.18	0.05	0.30
Post-Treatment Q0	0.07	-0.09	0.22
Post-Treatment Q1	0.26	0.12	0.40
Post-Treatment Q2	0.02	-0.11	0.15
Post-Treatment Q3	0.12	-0.02	0.27
Post-Treatment Q4	-0.09	-0.24	0.06
Post-Treatment Q5	0.09	-0.02	0.20
Post-Treatment Q6	0.53	-0.29	1.34

### Exploratory Analysis: Matching ShotSpotter Alerts and Calls for Service

In addition to our analyses of the effects of CGIC 2.0, we examined the relationship between ShotSpotter alerts (generated by sensors) and calls for service for sounds of gunshots, matching them in order to understand the rates at which District residents call 9-1-1 when they hear sounds of gunshots. At this time, this matching effort offers preliminary insights into patterns and trends in the distribution of ShotSpotter alerts and calls for service. Though this analysis does not inform this assessment of the impact of the CGIC 2.0 enhancements, we note the potential value of this measure for future program evaluations.

The dashboard we built to visualize this data contains information for ShotSpotter alerts and calls for service from 2014 through 2017. We note that MPD does not have complete ShotSpotter coverage for the entire city; sensors are concentrated in areas that experience the most violence. 6D and 7D have near complete coverage, while 1D, 4D, and 5D have much less coverage as a proportion of their area. MPD does not have any ShotSpotter coverage in 2D.

In 2017, there were 4,476 ShotSpotter alerts, 1,891 of which occurred in 7D. Of the 4,476 alerts citywide, 1,574 were matched to a call for service for “Sound of Gunshots” for an overall match rate of 35%. Within individual PSAs across the District, the match rates varied from 23.6% to 73.3% for PSAs with at least 20 alerts. As shown in the table and map below, which presents a view of the dashboard for 2017, match rates are notably lower in the First, Sixth, and Seventh police districts.



Table 13: 2017 Match Rates for Shotspotter Alerts and Citizen Calls for Service, by District

2017 Match Rates for ShotSpotter Alerts and Citizen Calls for Sounds of Gunshots			
DISTRICT	Unmatched Alerts	Matched Alerts	Match Rate
1D	125	61	33%
3D	52	72	58%
4D	82	81	50%
5D	200	225	53%
6D	1099	485	31%
7D	1251	640	34%
Outside of DC	93	10	10%
<b>Total</b>	<b>2902</b>	<b>1574</b>	<b>35%</b>

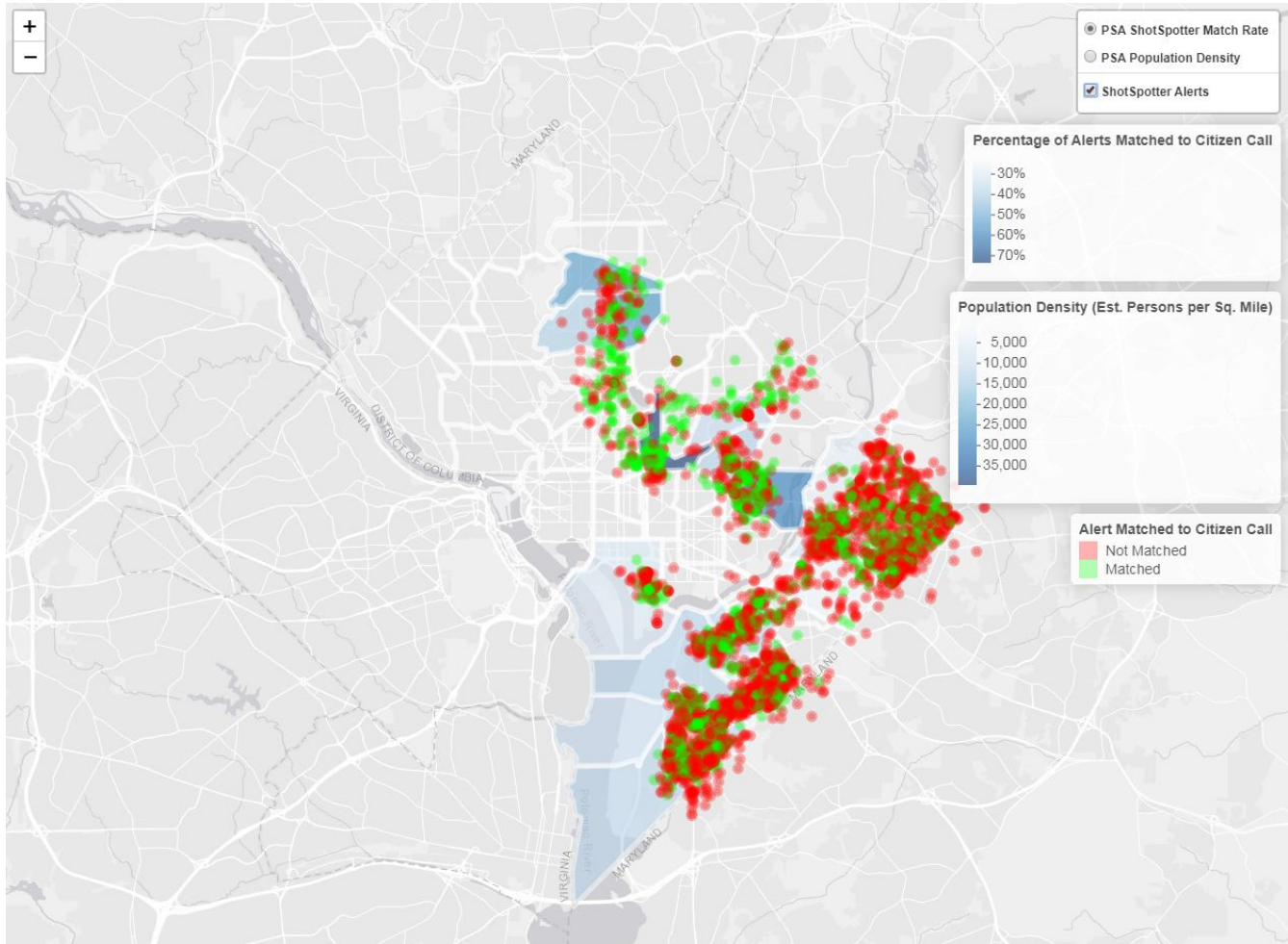


Figure 33: A screenshot of the dashboard showing match rates and ShotSpotter alerts for 2017.

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There are a number of possible explanations for differences in rates, all of which merit further investigation. To the extent that calls for service can be interpreted as a measure of trust in the police (and government institutions more broadly), the lower match rates in 1D, 6D, and 7D may signal a more complicated relationship between police and communities in these districts.<sup>49</sup> 6D and 7D also experience higher rates of gun crime, and so there may be some degree of desensitization within the resident population to the sounds of gunshots. The lower match rates may be partly due to differing population densities, as both 6D and 7D are less dense on average compared to the other districts so there may be more people who are able to hear any given gunshot in the other districts.

## Limitations

There are several limitations to our analyses, some of which were anticipated and pre-registered, and others of which were identified over the course of the study:

### 1. We are evaluating the *enhancements to the CGIC*, not just the CGIC itself.

While anecdotal evidence and results from our descriptive analyses suggest that the CGIC and NIBIN are useful to detectives and the investigative process in general, our quasi-experimental analyses only focus on the *enhancements* to the CGIC, not the CGIC itself. Over the course of the study period, these enhancements primarily affected fewer than 300 non-violent cases with cartridge casing evidence in 7D. In the absence of CGIC 2.0, these pilot items would have still been processed by DFS, but not as quickly. This component of the evaluation thus measures the effects of an important, but small, aspect of the overall CGIC effort.

Further, we are evaluating a process that is designed to provide better evidence and information leading to the *resolution* and *closure* of cases. The effect we are measuring is mediated through several intermediate steps — such as the decision to prosecute, whether an individual is out on bail while awaiting trial, court proceedings, sentencing, etc. Thus, we may not observe a change in ShotSpotter alerts or violent crime during the study period, as the individuals who might be our frequent shooters have not yet been removed from the street as they are still in the law enforcement process at the time of our evaluation.

### 2. Spillover Effects

While the CGIC 2.0 process improvements were piloted in 7D, we see that actual CGIC 2.0 implementation, and CGIC activities more broadly, are not constrained to 7D. For example, NIBIN information from a 7D case could be linked to cases in untreated areas. New trainings that were implemented as part of the process improvements were not restricted to detectives in 7D, but also offered to detectives who work in other police districts in DC. Further, ATF activities at the CGIC did not treat investigative leads from 7D differently than leads from the rest of the city. Thus, there may be

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<sup>49</sup> 1D has fewer ShotSpotter coverage areas than 6D and 7D, and relatedly, many fewer alerts than 6D and 7D; the pattern of crime in 1D is also different from 6D and 7D. Thus, the matching rates observed in this district may be due to different factors than those in 6D and 7D.



some spillover effects that affect our ability to detect an effect of the full CGIC implementation in 7D through the quasi-experimental approach applied.<sup>50</sup>

### 3. 7D is unlike any other district within Washington DC.

As noted in our pre-registered pre-analysis plan, 7D is unlike any other district within Washington, DC in many ways, but most specifically in that it has the highest rates of gun-related and violent crimes. Though there are more similarities at the PSA level between this district and others throughout the city (hence the synthetic control approach we use for our analyses), the “treated” unit is unique relative to other districts. This fact affects our analysis because the synthetic control method typically requires that the donor pool be restricted to the units that have characteristics similar to the treated unit to avoid overfitting. Because 7D is so unique compared to other districts in terms of crime rates, and the fact that we only use the outcome itself to construct our synthetic 7D (e.g., rate of ShotSpotter alerts alone to construct the synthetic control for 7D), we suspect that the other PSAs in DC are not optimal matches for 7D. As a result, we likely overfitted our data. Overfitting occurs when the “characteristics of the unit affected by the intervention or event of interest are artificially matched by combining idiosyncratic variations in a large sample of unaffected units.”<sup>51</sup> This means that while the trends in the synthetically-matched 7D appear to align closely to the trends in the real 7D during the pre-intervention period, we know that because the non-treated PSAs were likely to be subpar matches for 7D, that this model would not be generalizable to unseen data (i.e., rolling means of incidents after CGIC 2.0 was implemented).

This limitation, foreseen in the pre-analysis plan, suggests that we should be cautious about the results. Further analyses of CGIC effects might explore what additional variables — other than the outcomes themselves — might improve the synthetic controls. Those variables might include measures of changes in demographic, social, or policing variables in the pre- and post-treatment periods.

### 4. Changes within 7D during the study period

During the study period, a number of important changes took effect in 7D. The effects of these events/initiatives may confound our measurement of the effects of CGIC 2.0, particularly as they undermine the parallel trends assumption that is a condition of difference-in-difference analyses, as described in the Research Design section of this report.

- Barry Farm, a major public housing community in 7D, was demolished in early 2019 after its residents were relocated over the period of April 2018 - January 2019. Barry Farm was located in PSA 703, and was a hot spot for violent crime. While the residents were relocated all over the city, a large proportion of them were relocated to newly refurbished housing in Washington Highlands, PSA 706. This significant population change may explain some of the changes observed in PSA 703 during the study period.
- The Office of Neighborhood Safety and Engagement (ONSE) began a violence interruption program in 7D and other parts of the District in mid-2018.

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<sup>50</sup> Abadie, et al. (2015).

<sup>51</sup> Abadie, et al. (2015).



- The Office of the Attorney General (OAG) also started a violence interruption program with a presence in Washington Highlands (PSA 706) in mid-2018.
- 7D contained 3 focus areas for the 2016, 2017, and 2018 Summer Crime Initiatives (SCIs). MPD chose 6 SCI areas in each of those years and half were in 7D. The areas are chosen based on violent crime rates, with a specific interest in targeting gun violence. The SCI areas receive extra officers, resources, and attention from May through August.

## 5. Length of control period

This analysis only uses one year's worth of data from the control period to construct the synthetic control. This decision was informed by our power calculations (conducted in the pre-analysis phase), which indicated a year's worth of data was more than sufficient to detect a change. However, typical synthetic control studies suggest that a greater number of pre-intervention data is necessary to control for unobservable factors that might impact our outcomes of interest. In particular, "The applicability of the method requires a sizable number of pre-intervention periods. The reason is that the credibility of a synthetic control depends upon how well it tracks the treated unit's characteristics and outcomes over an extended period of time prior to the treatment."<sup>52</sup>

We also noted in the pre-analysis plan to this study our concerns about the ability to assess the full effects of CGIC 2.0 within an 18-month period due to the pace of law enforcement, prosecutorial, and court activities.<sup>53</sup> Because our expectation then was that the effects of the intervention might not be captured right away, this suggests that our control period needs to be longer. In addition, there were notably more homicides in 2018 (during our study period of interest) than in other recent years.<sup>54</sup> It is possible that we needed several more years of data both pre- and post- intervention to construct a synthetic 7D that more accurately and precisely captures the base rate of events.

## 6. 2019 Police Boundary Realignment

There may be reason to believe that the results from our analysis might not hold true for the entirety of the study period because MPD realigned police district boundaries towards the end of the study period, effective January 10, 2019.<sup>55</sup> This change affects the generation of our synthetic controls, as many of the PSAs in the 7D and the rest of the PSAs in the donor pool had changes to their boundaries as a result of this realignment. We ran our main analyses for the entirety of the pilot period through April 30, 2019 using the 2018 police boundaries, simply because there was a greater number of months of our study period that took place when the 2018 police boundaries were still in effect.

As a robustness check, we also ran our analyses using (1) the 2019 updated police boundaries and (2) the 2018 police boundaries, but only running the analyses up until January 10, 2019, excluding the remainder of the pilot period. We found that although there were slight variations in the daily rolling means at the PSA levels, the results reported at the District level do not change with either of these specifications.

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<sup>52</sup> Abadie, Alberto, Alexis Diamond, and Jens Hainmueller. "Comparative Politics and the Synthetic Control Method." *American Journal of Political Science*, 59.2 (2015): 495–510.

<sup>53</sup> Pre-Analysis Plan: Crime Gun Intelligence Center (CGIC) Evaluation. <https://osf.io/q8r5m/>

<sup>54</sup> Metropolitan Police Department. District Crime Data at a Glance. <https://mpdc.dc.gov/page/district-crime-data-glance>

<sup>55</sup> Metropolitan Police Department. Police Boundary Update. <https://mpdc.dc.gov/realignment2019>





## Conclusion

The findings presented here — from one of the first ever formal assessments of CGIC process improvements — offer preliminary insights on the effectiveness of this approach to improving the comprehensiveness and timeliness of NIBIN information, and more broadly, to reducing gun crime. Our descriptive analyses are suggestive of the value of CGIC and NIBIN information to advancing the investigatory process. While our quasi-experimental analyses do not find a causal effect of CGIC 2.0 *enhancements* on violent crime during the study period, there were a number of limitations associated with this component of the evaluation.

Additional feedback from CGIC partners suggests other mechanisms — not assessed here due to data limitations — through which the CGIC might help reduce violent crime outcomes. For instance, when there were high profile shooting events in the district, ATF, DFS, and MPD worked together to approve overtime and expedite the processing of casing evidence over weekends and holidays. Agency partners attribute this collective efficiency to the collaboration and connections created by CGIC 2.0.

Additionally, NIBIN information can be useful outside of just closing cases:

- NIBIN information from DC is also used by ATF in interstate firearms trafficking investigations that have led to arrests in other jurisdictions that are not recorded here.
- MPD's Patrol Command Staff also uses NIBIN to deploy officers to areas where crew violence appears to be escalating.
- Specialized units use NIBIN to target repeat offenders for other avenues of enforcement.
- NIBIN information may also be considered by judges in whether to grant the prosecution's request to hold a defendant.

Though we are unable to study these potential effects of CGIC 2.0 in this evaluation due to data and methodological limitations, we note them here as opportunities for future evaluations.

Taken together, our recommendation is to continue the CGIC 2.0 implementation and for CGIC partner agencies to track outcomes of interest through an additional 18- to 24-month period. This recommendation aligns to findings reported from the evaluation of Milwaukee, WI's CGIC program as well.<sup>56</sup> Extending the evaluation time frame would allow for further data collection, especially on law enforcement and prosecutorial processes that did not yet have final outcomes at the time this report was written. This evaluation also suggests that continuing efforts to expand detectives' use of NIBIN and CGIC products may help advance investigations, and in so doing, help reduce gun crime in Washington, DC.

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<sup>56</sup> Koper, C., Vovak, H., and B. Cowell. Evaluation of the Milwaukee Police Department's crime gun intelligence center. Washington, DC: National Police Foundation (2019).

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# 2018 ANNUAL REPORT

## Metropolitan Police Department

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**PETER NEWSHAM**  
*Chief of Police*

**WE ARE WASHINGTON**  
**DC** GOVERNMENT OF THE  
DISTRICT OF COLUMBIA  
**MURIEL BOWSER, MAYOR**

# MISSION

It is the mission of the Metropolitan Police Department to safeguard the District of Columbia and protect its residents and visitors with the highest regard for the sanctity of human life. We will strive at all times to accomplish our mission with a focus on service, integrity, and fairness by upholding our City's motto *Justitia Omnibus—Justice for All*.

# VALUE STATEMENT

- ★ Reduce crime and the fear of crime in the community.
- ★ Strive to resolve all conflicts peacefully, valuing all human life, and ensuring that any use of force is proportional to the threat faced.
- ★ Ensure that all allegations of misconduct and uses of force are investigated thoroughly and impartially.
- ★ Instill a sense of transparency in operations with regular reports and outreach on critical events and community concerns.
- ★ Sustain a culture of building and sustaining safe neighborhoods by making the relationship between police and neighborhoods paramount – tailoring policing to neighborhoods.
- ★ Continue to work with other government agencies to address the issues faced by the mentally ill in our communities.
- ★ Throughout the Department, focus on how the MPD can address youth issues.
- ★ Build on what the MPD is doing right by continuously evaluating our strengths and weaknesses and position the MPD to be viewed and respected nationally and internationally as a model for how it serves the community.
- ★ Build homeland security into the culture of the MPD and the community without creating fear.
- ★ Foster a culture of innovation and initiative by leveraging technology.
- ★ Support our employees as they work to serve the city.
- ★ Encourage teamwork and leadership at every level of the police department and throughout the community.
- ★ Emphasize that every MPD employee has the power to influence positive change – and encourage them to improve the service they provide to both the Department and community.
- ★ Fortify these values by training and educating all of our members in the critical skills of communication, service and conflict resolution.

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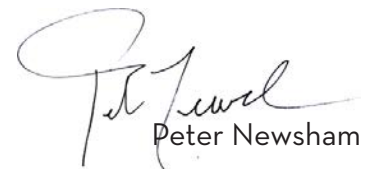
# MESSAGE FROM THE CHIEF



I am pleased to share with you the Metropolitan Police Department's 2018 Annual Report which highlights how our community policing efforts and innovative crime fighting initiatives are having an impact.

The accomplishments of this police department would not have been possible if not for the sworn and civilian members who work tirelessly to keep the people of the District of Columbia safe and secure. Their dedication and professionalism inspire me every day and I thank them and their families for all that they do.

Our Department is better equipped, better trained and better organized than we have been in many years. We stand ready, able and committed to creating a Safer Stronger DC.



Peter Newsham  
Chief of police

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2018 Annual Report

# 2018: THE YEAR IN REVIEW

In 2018, the District hosted even more large, high-profile events than usual, providing the Metropolitan Police Department (MPD) an opportunity to demonstrate how well the MPD handles these events. The March for Our Lives came to the District in the spring, highlighting the need for national attention to gun

violence issues. Soon thereafter, MPD officers were deployed as the city anxiously watched the Washington Capitals' play-off games outside of the Capital One Arena, and they shared in the city's joy during the championship parade. National attention turned to DC again as we hosted the Major League Baseball All-Star Game in July, a few days after the sold-out opening match at Audi Field, the new home of DC United. We shared the country's grief at the passing of President George H.W. Bush, as MPD members supported the state funeral. The District also played host to multiple First Amendment assemblies including the Unite the Right rally. Regardless of the type of event or the message of the participants, MPD's members worked long hours to protect the constitutional rights of the participant and ensure that the District and event participants were safe. We should all be grateful for their dedication.

Over the course of the year, MPD has continued to work closely with residents, community organizations, businesses, the Council,

the Advisory Neighborhood Commissioners, partner agencies in the District, and regional and federal partners to support public safety.

In calendar year 2018, there were 313 fewer violent crimes—which includes, sexual assault, assault with a dangerous weapon (ADW), and robbery—than in 2017. This continues a downward trend, with approximately 2,200 fewer violent crimes in 2018 than in 2015. Violent crime dropped across the city, with a reduction in six of the seven police districts. Robbery fell seven percent, sexual assault decreased eight percent, and ADWs dropped ten percent. Reported violent crime in the District is 33 percent lower than it was in 2014. During the same time frame, the District's population grew seven percent. Calls for MPD service have been steadily increasing, while MPD response time to Priority 1 calls has continued to improve.

Despite the remarkable progress we have made in reducing reported violent crime in DC, this reduction in violent crime is not comforting to crime victims or to families who have lost someone to senseless violence. The statistics illustrate progress, but any violent crime is one too many. Every violent crime impacts not only an individual, but also a family and a community.



Preventing the next violent crime and its devastating impact is, as always, a central focus. Some homicides stem from domestic disputes, some from robberies, and some from crew retaliation. In recent years, the category of petty disputes between known participants has been on the rise. The one common thread is the prevalence of illegal firearms. Nearly 80 percent of homicides were gun related, and all of the 500-plus shootings were. The fact is that when a firearm is introduced into any of these situations usually someone is going to the hospital, and in some cases someone is going to the morgue. A family, a neighborhood, a community; this city is permanently impacted.

Reviewing the data suggests that gun violence in the District has remained consistent over the past few years,

with approximately 500 victims of shootings in the District annually from 2016 through 2018. However, while the number of shootings has remained roughly the same, the percentage of fatal shootings has increased.

In 2016 and 2017, the percentages of fatal shootings ranged from 17 to 19 percent. This rose to 23 percent in 2018. That four to six percent increase is not just a number - it represents lives needlessly and senselessly lost to gun violence. The shootings appear to have been more lethal for a number of reasons, including that they were more likely



to happen during the day, at close range, and with more shots being fired. The increased lethality, together with a high number of homicides coming from incidents that happened in prior years, drove the increase in homicides in 2018.

The City continues to work to identify a strategy to address and

## EVERYDAY HEROES

**MPD OFFICERS MAKING  
A SAFER, STRONGER DC**

### First District Officers on Burglary Detail Apprehend Suspect in Two Robberies

On February 11, 2018, there were two establishment robberies in quick succession in the First District. In the first case, the 7-Eleven store located in the 400 block of 8th Street, NE, was robbed at approximately 7 am. A male suspect walked in wearing a facemask, implied he had a gun, proceeded to take money from the cash registers, then fled on foot from the location.

Officers Scott Possinger and Daniel Koch were working the First District Burglary Suppression detail, utilizing an unmarked vehicle. The officers patrolled the H Street, NE corridor, which had recently had multiple burglaries. The area is also home to an additional 7-Eleven, which the officers surmised could

be the next robbery target. While in the 900 block of 8th Street, NE, Officers Possinger and Koch saw a male subject riding a rental bicycle into the alley across from the 7-Eleven located in the 700 block of H Street, NE. They watched the subject leave the bicycle in the alley, and walk across the street to the 7-Eleven. The officers inspected the rental bicycle, and determined it was likely stolen, with its GPS and lock disabled.

At approximately 9:53 am, a radio call for a robbery at the H Street 7-Eleven was voiced over the First District Zone. The suspect began running from the establishment towards where he left the stolen bicycle, which was being watched by Officers Possinger and Koch.

As the suspect ran past the officers' unmarked cruiser, the officers engaged the suspect in a brief foot pursuit, and he was taken into custody. Other responding officers quickly confirmed that the 7-Eleven had in fact been robbed. The clothing of the suspect matched the description given in both establishment robberies. Additionally, a facemask was recovered from the suspect when he was stopped. The suspect spontaneously admitted to his involvement in the robberies.

Due to the focused patrolling by Officers Possinger and Koch in the area and their attention to detail, they apprehended a suspect responsible for two robberies.



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## 2018 Annual Report



prevent violence in the city. This includes both public health tools to create economic opportunities, treat trauma, and prevent violence through intervention and mediation, as well as more traditional criminal justice tools, focused on strengthening partnerships in the District's complex criminal justice system, enhancing response and support from other District agencies for crime victims, and continuing to develop and deploy police resources strategically. The

MPD is directly involved in a number of this work and partnerships.

The most important MPD resource—for combatting violence or serving the community in our various roles—is our

employees, both sworn and civilian. For the second year in a row, MPD has been able to increase its total sworn staffing. Over the past two fiscal years, the size of the force increased by 118 officers. Several initiatives have contributed to this. Through Mayor Bowser's Police Officer Retention Program, the Department has provided student loan forgiveness grants to almost 200 officers since

2016. In 2018, the MPD began offering a housing allowance of up to \$1,000 per month for six months to new recruits living in DC so they can get established in the District and deepen their knowledge and experience with the communities they serve.

Human resource planning goes far beyond the number of recruit officers who were hired in the past couple of years. To develop a sustainable strategy of hiring over a period of multiple years, the MPD worked with professional public relations team to create a comprehensive marketing strategy for recruitment efforts. The new advertising presents the diverse and approachable face of MPD. The campaign focuses not on police tools and gadgets, as is often seen from law enforcement, but on our values: community, teamwork, service, and leadership. The goal is to attract people who are committed to a career in public service.

## EVERYDAY HEROES

**MPD OFFICERS MAKING  
A SAFER, STRONGER DC**

### Second District Members Recognized for Coming to Aid of Unconscious Person

Officer Nathan Maring was dispatched to a residence in the Second District to respond to a report of an unconscious person. When he got there, he found a subject lying on the floor unconscious and unresponsive with agonal respirations. Officer Maring immediately initiated CPR, while advising units of the circumstances.

Officers Adam Smith, Nicholas Holman, Jeremy Brady, Carlton Smith, and Miriam Wishnick responded to assist with the scene.

Officer A. Smith and Officer Wishnick assisted the subject's spouse and DC Fire and EMS with lifesaving interventions and family notifications, while Officers Holman, Carlton Smith, and Brady assisted with traffic and pedestrian control, making sure clear passage was available to all. Officer Maring assisted DC Fire and EMS with response to George Washington University Hospital, while CPR was still in progress. Meanwhile, Officer Brady transported the subject's spouse to the hospital. Officers

Holman, Adam Smith, and Wishnick made sure the residence was properly secured. Upon arrival to the hospital, the individual's heart began to beat again on its own. Officer Maring's quick and decisive actions helped save a life.





graduating from the program have become MPD recruit officers.

Of the 76 current cadets, 58 percent are age 21 to 24, demonstrating the success of the recent expansion in eligibility. Forty-two percent are age 17 to 20, the original age group. The Cadet Program also represents an important opportunity to recruit more women to law enforcement. The demographics of MPD more closely resemble the racial and ethnic demographics of the city we serve than any other major city police department. The one exception is for gender. Currently, 22 percent of MPD's sworn officers are women. Although this is significantly higher than the national average of 13 percent, the MPD will continue to recruit strong female candidates to serve their community in law enforcement. The MPD cadets, of which 39 percent are young women, will help us to get there.

The enhanced Cadet Program is one of Mayor Bowser's important long-term investments in developing pathways to the middle class and strengthening police-community relations. Young adults who graduated from a District high school can join MPD's Cadet Program, through which they can work part-time for two years while both learning about MPD and police work and earning up to 60-credit hours at the University of the District of Columbia. In the past four years, the program has grown to 76 cadets from fewer than 20. In the past four years, 31 cadets

We know that we cannot prevent violent crime by just putting more officers on the street. The Department must continue to work to ensure officers are deployed wisely, with the appropriate tools and information to build strong relationships with the community and to prevent and investigate major crime.

A strong relationship between the community and police is absolutely essential to success and is a top priority of the MPD. Chief of Police Peter Newsham continues to personally deliver this message to the entire Department and to each class of new recruits. Police-community relationships are strengthened through an innovative training program in partnership with the University of the District of Columbia and the National Museum of African American History and Culture (NMAAHC). This program features a guided tour of the





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## 2018 Annual Report



NMAAHC, a lecture on black history and culture, and a discussion on race and policing. The program traces the history of the policing profession, particularly with respect to African Americans in the United States and in the District of Columbia. By teaching members this history, the Department hopes to equip them with a better understanding of the community's perspective, enabling them to engage more effectively and build trust with the communities we serve.

The new uniforms that MPD began wearing in November 2018 are also an important tool for community trust. For officers, these uniforms provide greater comfort and convenience. For the community, they provide information and reassurance. Over the years, different uniforms had evolved for various units of MPD. The variety of uniforms together with the dozens of police agencies in the District meant that it was sometimes hard

for the public to identify who was an MPD officer, which can be critically important for an individual. For instance, when dealing with a police officer, District residents should know if the officer is following MPD policy or federal law in regards to marijuana possession or immigration. With the new uniforms and marketing to familiarize people with them, we hope that the community can more easily identify MPD officers.

In order for MPD officers to prevent violent crime, the Department must ensure they are deployed strategically, and with appropriate information. Violent crimes are more likely to be committed

in specific areas or by repeat violent offenders. By analyzing crime trends and other data, MPD's analysts will be able to support precise, block-by-block decision making in the deployment of patrol and other resources to the areas most impacted by violence. Equally important, MPD is working to increase the effectiveness of the intelligence-gathering and information-sharing processes within MPD to identify and address neighborhood conflicts before they escalate, close criminal cases, and recover illegal firearms. By working with the officers who know their neighborhoods and the people who are involved in crime and improving information sharing so that other units can better respond, the MPD hopes to prevent and solve crimes while minimizing negative contact within the neighborhoods. This effort is not focused on increasing stops or minor arrests. On the contrary, officers will be focused on positive interactions that help to build relationships. They will also develop the information on the bad actors who are often coming into a neighborhood to prey on community members,



enabling the officers to better protect and serve the neighborhood.

Once a crime happens, the community is looking to MPD to get the offender off the street in order to prevent future violent crimes. The Department is working with criminal justice partners to improve our ability to do that. Through the Crime Gun Intelligence Center (CGIC), MPD is working with the Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF) and the District's Department of Forensic Sciences to improve data collection and use related to gun crimes. The CGIC leverages state-of-the-art imaging technology and the National Integrated Ballistic Information Network (NIBIN) to link firearm evidence between crime scenes. This investigative tool and partnership provides detectives with critical pieces of intelligence when investigating shootings.

In 2017, the Department implemented new use of force principles, policies,



and training to emphasize necessity and proportionality in response, and an explicit commitment to the sanctity of human life at all times. Since then, the Department also implemented less lethal tools, including electronic control devices, commonly called Tasers, to support the lowest level of force necessary to effectively bring an incident or person under control. In 2018, the MPD reported the fewest

number of officer-involved shootings since at least 2001. In 2018, there was a 76 percent reduction in officer-involved shootings from the average over the past decade.

## EVERYDAY HEROES

**MPD OFFICERS MAKING  
A SAFER, STRONGER DC**

### Third District Officers Come to Aid of Elderly Woman Injured in Sidewalk Fall

Officers Jesús Perez and Christopher Blake were on their mountain bikes patrolling the northern sector of the Third District when they were flagged down by a female subject whose elderly mother, a 92-year-old, had tripped and fallen head-first on the sidewalk. She was bleeding profusely from her head injury and both officers rushed over to help her. Officer Blake applied pressure to her head

wound to stop the bleeding, while Officer Blake remained on his knees applying pressure for at least a half hour or more until DCFEMS could get there. The entire time, Officer Blake kept saying comforting words in order to keep her calm. According to the woman's daughter, her mother suffered fractured bones in her face and throughout the right side of her body, and required stitches in her face, but she was

recovering from her injuries.

Based on Officer Perez and Blake's training, dedication to duty, and professionalism, these officers were able to quickly assess the situation and utilize their training and experience to assist an elderly victim who required first aid.

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2018 Annual Report

# COMMUNITY POLICING

## and Police Patrols

### YOUR POLICE DISTRICT AND POLICE SERVICE AREA (PSA)

Every resident lives in a Police Service Area (PSA). Residents should get to know their PSA team members and learn to work with them to prevent crime and disorder in their neighborhoods. Each police district has between seven and nine PSAs. There are a total of 57 PSAs in the District of Columbia.

Each police district is divided into three sectors with a sector being an informal grouping of PSAs. Each sector is led by a captain, who reports directly to his or her district commander. Sector captains are responsible for their assigned areas 24 hours a day, seven days a week. Lieutenants share responsibility for overseeing the PSAs and personnel in their sector on any given shift. Personnel in each PSA includes officers and sergeants.

## EVERYDAY HEROES

**MPD OFFICERS MAKING  
A SAFER, STRONGER DC**

### Fourth District Officers Take Measures to Comfort, Feed Children before CFSA's Arrival

On June 9, 2018, Officers Noah Duckett, Brian Tejada, and Nelson Alas were working the evening tour in PSA 408 when Officer Duckett was flagged down by a citizen who said he saw two small children—a two-year-old and a four-year-old—walking through an alley barefoot, and were seen almost crossing a busy street unsupervised. Officer Duckett went to the alley and found the two children running around the alley with no shoes and soiled clothing. Officer Duckett further observed an open door in the alley leading to a person's home. Officer Duckett called for backup and Officer Tejada and Alas responded to assist.

The house was dark inside and only lit by a small television and sunlight coming in from the open door in the alley. Officers Duckett, Tejada, and Alas entered the home in search of a parent or someone looking after the children, but did not find anyone inside the home. Officer Alas went to the unit upstairs to determine whether anyone knew the guardian of the two small chil-

dren. As they searched the home, the officers also discovered that the only bathroom sink was left running and was overflowing as well as no toilet paper in the bathroom. The stove had cold pasta noodles on top and a good amount on the floor as well. The house was covered in flies, mosquitoes, and cockroaches. The house did not have any drinking water or any additional food. The house was fairly warm and did not have air conditioning or fans cooling the home. The two-year-old child was wearing a very soiled diaper and both children's faces were filthy and covered in dried snot. Officer Duckett cleaned off their faces and stayed with the children, playing with them, while Officer Tejada and Alas tried to identify the legal guardian of the children.

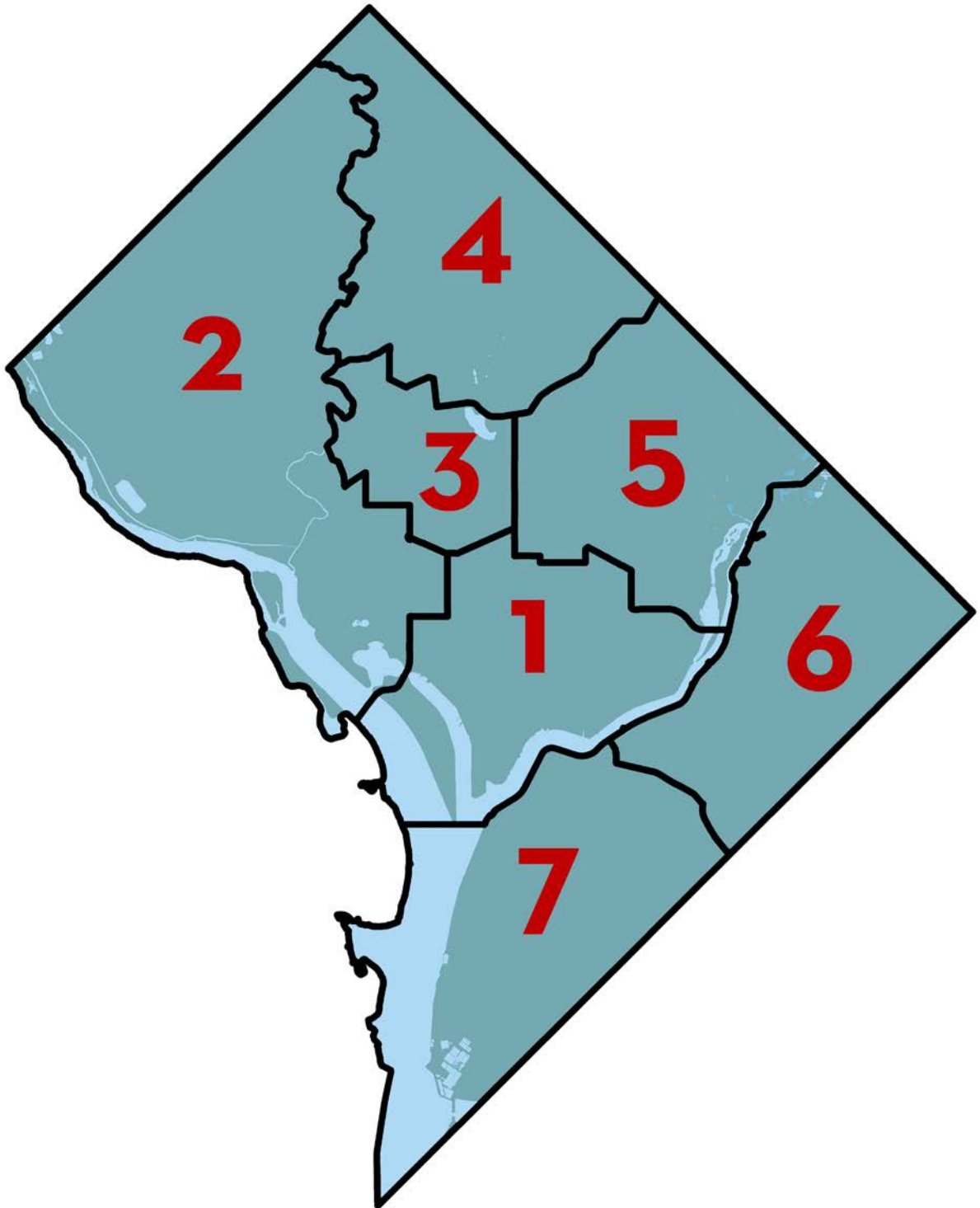
The officers contacted Child and Family Services to take custody of the children. Due to the time of day and traffic conditions, it would take approximately two hours for them to arrive and take custody of the children. Officer Tejada, with his own money, went to the store and

brought back diapers and baby wipes, as well as food and water. Officer Duckett then changed the diaper of the two-year-old child, which was heavily soiled. Officer Duckett was patient and kind with the kids throughout the process. It took a little while before the small child would trust Officer Duckett to change her diaper, but he kept trying to calm her down and eventually was able to change her diaper and changed her clothing. The children drank the water so fast that they spilled it because they couldn't drink the water fast enough. The children also ate the food quickly because they were so hungry. Officer Alas went out a second time and bought the kids some more food.

Officers Duckett, Tejada, and Alas went above and beyond for these two children. Instead of just waiting for Child and Family Services to arrive, these officers made sure the children were cleaned up and had something to eat while they waited for further assistance.



**POLICE DISTRICT AND POLICE SERVICE AREA (PSA) MAP**



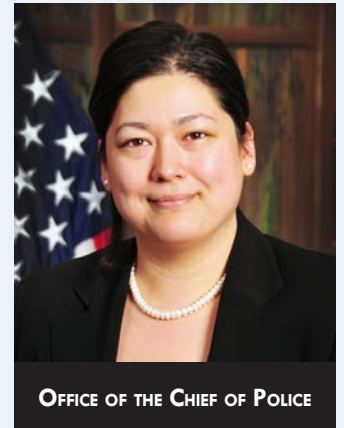
# LEADERSHIP

## in the Metropolitan Police Department



### CHIEF OF POLICE

Peter Newsham



OFFICE OF THE CHIEF OF POLICE

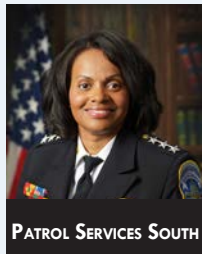
Chief Operating Officer (COO)  
Leeann Turner

## BUREAU DIRECTORS



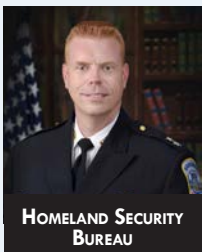
**PATROL SERVICES NORTH**

Patrol Chief  
**Lamar Greene**



**PATROL SERVICES SOUTH**

Patrol Chief  
**Chanel Dickerson**



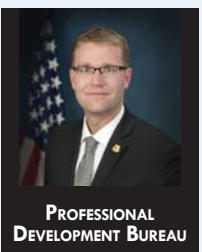
**HOMELAND SECURITY BUREAU**

Assistant Chief  
**Jeffery Carroll**



**CORPORATE SUPPORT BUREAU**

Director  
**William B. Sarvis**



**PROFESSIONAL DEVELOPMENT BUREAU**

Director  
**Marvin (Ben) Haiman**



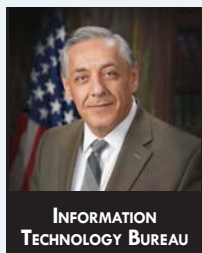
**INVESTIGATIVE SERVICES BUREAU**

Assistant Chief  
**Robert Contee**



**INTERNAL AFFAIRS BUREAU**

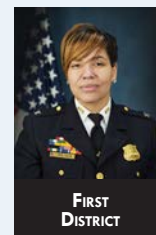
Assistant Chief  
**Wilfredo Manlapaz**  
Printed: 2/25/2020



**INFORMATION TECHNOLOGY BUREAU**

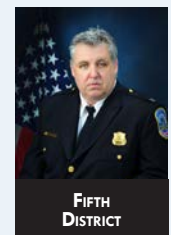
Chief Information Officer  
**Behyar Ghahramani**

## DISTRICT COMMANDERS



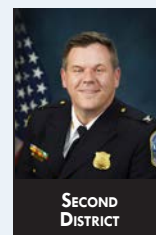
**FIRST DISTRICT**

Commander  
**Morgan Kane**



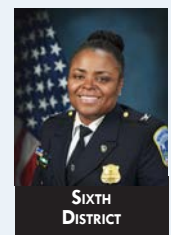
**FIFTH DISTRICT**

Commander  
**William Fitzgerald**



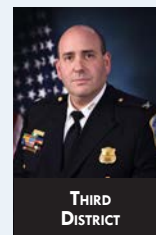
**SECOND DISTRICT**

Commander  
**Duncan Bedlion**



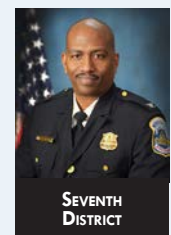
**SIXTH DISTRICT**

Commander  
**Durriyyah Habeebullah**



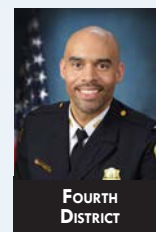
**THIRD DISTRICT**

Commander  
**Stuart Emerman**



**SEVENTH DISTRICT**

Commander  
**Andre Wright**



**FOURTH DISTRICT**

Commander  
**Randy Griffin**

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## 2018 Annual Report

## DC CODE INDEX OFFENSES VS FBI UNIFORM CRIME REPORTING OFFENSES

Like most other jurisdictions, the Metropolitan Police Department (MPD) reports crime two different ways. Primarily, the Department reports crimes that are defined in the District of Columbia Criminal Code (DC Code Index Offenses). This is according to local law and is how officers classify offenses and make arrests. The MPD also generates crime data using uniformly established guidelines that were developed by the Federal Bureau of Investigation (FBI) as the Uniform Crime Reporting System, or UCR.

The MPD relies on the DC Code Index Offense information for daily operational and deployment decisions. Residents access this same information to make informed decisions. The MPD has included DC Code Index Offenses in this Annual Report in order to provide a clear picture of crime trends as they are actually happening in the District of Columbia, and because that is how crime is reported to the MPD by residents. It is also how crime information is shared with the residents of the District of Columbia.

UCR Crime information is also included in Appendix B so that residents have access to that standardized crime data as well. To compare crime trends to other jurisdictions using UCR data, please visit the FBI website at [www.fbi.gov/ucr/ucr.htm](http://www.fbi.gov/ucr/ucr.htm).





DC CODE INDEX OFFENSE DEFINITIONS	FBI UCR PART I CRIME DEFINITIONS
The MPD relies on the DC Code Index Offenses for daily operational and deployment decisions. Offenders who are arrested in the District of Columbia are prosecuted for the offenses represented in the DC Code.	The UCR provides a consistent measure of serious crime that can be compared across time periods or regions.
<b>Homicide:</b> Killing of another person purposely, in perpetrating or attempting to perpetrate an offense punishable by imprisonment, or otherwise with malice aforethought.	<b>Murder:</b> The willful non-negligent killing of a person.
<b>Sex Assault:</b> One of many sexual acts against another person, either forcibly or without his/her permission, and/or against someone who is otherwise incapable of communicating unwillingness.	<b>Forcible Rape:</b> Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
<b>Robbery:</b> The taking from another person, or immediate actual possession of another, anything of value, by force or violence, whether against resistance or by sudden or stealthy seizure or snatching, or by putting in fear. This category includes carjackings.	<b>Robbery:</b> The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.
<b>Assault with a Dangerous Weapon (ADW):</b> Knowingly or purposely causing serious bodily injury to another person, or threatening to do so; or under circumstances manifesting extreme indifference to human life, knowingly engaging in conduct that creates a grave risk of serious bodily injury to another person, and thereby causes serious bodily injury. Weapons include, but are not limited to, firearms, knives and other objects.	<b>Aggravated Assault:</b> An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault is usually accompanied by the use of a weapon or by means likely to produce death or great bodily harm.
<b>Burglary:</b> Breaking and entering, or entering without breaking, any dwelling, bank, store, warehouse, shop, stable, or other building or any apartment or room, whether at the time occupied or not, or any steamboat, canal boat, vessel, other watercraft, railroad car, or any yard where any lumber, coal, or other goods or chattels are deposited and kept for the purpose of trade, with intent to break and carry away any part thereof or any fixture or other thing attached to or connected with the same.	<b>Burglary:</b> The unlawful entry of a structure to commit a felony or theft.
<b>Theft/Other:</b> This includes conduct previously known as larceny. The Theft/Other category excludes theft of items from a motor vehicle or the motor vehicle itself, which are captured under other categories, and excludes fraud.	<b>Larceny/Theft:</b> The unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another.
<b>Theft F/Auto:</b> Theft of items from within a vehicle, excluding motor vehicle parts and accessories.	
<b>Stolen Auto:</b> Theft of a motor vehicle (any automobile, self-propelled mobile home, motorcycle, truck, truck tractor, truck tractor with semi trailer or trailer, or bus).	<b>Motor Vehicle Theft:</b> The theft or attempted theft of a motor vehicle. "Motor vehicle" includes automobiles, trucks and buses, and other self-propelled vehicles that run on land surfaces and not rails.
<b>Arson:</b> The malicious burning or attempt to burn any dwelling, house, barn, or stable adjoining thereto, or any store, barn, or outhouse, or any shop, office, stable, store, warehouse, or any other building, or any steamboat, vessel, canal boat, or other watercraft, or any railroad car, the property, in whole or in part, of another person, or any church, meetinghouse, schoolhouse, or any of the public buildings in the District, belonging to the United States or to the District of Columbia.	<b>Arson:</b> Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

DC Code Index Offense data is available on the next two pages; FBI Uniform Crime Reporting Offense data is available in Appendix B.

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## 2018 Annual Report

### CRIME IN THE DISTRICT OF COLUMBIA (DC CODE)

#### Crime by District

Overall crime in 2018 was up two percent from the previous year; violent crime was down seven percent.

Crime	First District			Second District			Third District			Fourth District		
	2017	2018	%	2017	2018	%	2017	2018	%	2017	2018	%
Homicide	8	14	75%	1	-	-100%	4	11	175%	12	7	-42%
Sexual Abuse	35	35	0%	41	38	-7%	35	36	3%	33	29	-12%
ADW	141	113	-20%	113	125	11%	198	177	-11%	199	157	-21%
Robbery	243	251	3%	177	162	-8%	338	365	8%	307	292	-5%
<b>Violent Crime</b>	<b>427</b>	<b>413</b>	<b>-3%</b>	<b>332</b>	<b>325</b>	<b>-2%</b>	<b>575</b>	<b>589</b>	<b>2%</b>	<b>551</b>	<b>485</b>	<b>-12%</b>
Burglary	116	125	8%	232	188	-19%	214	210	-2%	197	238	21%
Motor Vehicle Theft	247	206	-17%	249	314	26%	284	336	18%	307	335	9%
Theft from Vehicle	1,554	1,580	2%	1,678	2,108	26%	2,449	2,784	14%	1,583	1,776	12%
Theft Other	2,608	2,460	-6%	3,293	3,557	8%	2,381	2,326	-2%	1,502	1,466	-2%
Arson	1	-	-100%	-	-	0%	-	1	N/C	1	2	100%
<b>Property Crime</b>	<b>4,526</b>	<b>4,371</b>	<b>-3%</b>	<b>5,452</b>	<b>6,167</b>	<b>13%</b>	<b>5,328</b>	<b>5,657</b>	<b>6%</b>	<b>3,590</b>	<b>3,817</b>	<b>6%</b>
<b>Total</b>	<b>4,953</b>	<b>4,784</b>	<b>-3%</b>	<b>5,784</b>	<b>6,492</b>	<b>12%</b>	<b>5,903</b>	<b>6,246</b>	<b>6%</b>	<b>4,141</b>	<b>4,302</b>	<b>4%</b>

#### DC Code Crime Rates (per 100,000)

Estimated Population	2017		2018	
	693,927		702,455	
	Total	Rate	Total	Rate
Homicide	116	17	160	23
Sexual Abuse	298	43	275	40
ADW	1,860	268	1,676	242
Robbery	2,180	314	2,034	293
<b>Violent Crime</b>	<b>4,454</b>	<b>642</b>	<b>4,145</b>	<b>597</b>
Burglary	1,532	221	1,423	205
Motor Vehicle Theft	2,412	348	2,401	346
Theft from Vehicle	10,289	1,483	11,648	1,679
Theft Other	14,503	2,090	14,257	2,055
Arson	5	1	5	1
<b>Property Crime</b>	<b>28,741</b>	<b>4,142</b>	<b>29,734</b>	<b>4,285</b>
<b>Total</b>	<b>33,195</b>	<b>4,784</b>	<b>33,879</b>	<b>4,882</b>

Population numbers based on the US Census Data.

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Fifth District			Sixth District			Seventh District			Citywide*		
2017	2018	%	2017	2018	%	2017	2018	%	2017	2018	%
19	25	32%	30	44	47%	41	55	34%	116	160	38%
50	34	-32%	61	55	-10%	43	48	12%	298	275	-8%
311	300	-4%	486	435	-10%	412	369	-10%	1,860	1,676	-10%
312	278	-11%	475	405	-15%	328	281	-14%	2,180	2,034	-7%
<b>692</b>	<b>637</b>	<b>-8%</b>	<b>1,052</b>	<b>939</b>	<b>-11%</b>	<b>824</b>	<b>753</b>	<b>-9%</b>	<b>4,454</b>	<b>4,145</b>	<b>-7%</b>
221	200	-10%	278	250	-10%	274	211	-23%	1,532	1,423	-7%
387	336	-13%	639	607	-5%	298	264	-11%	2,412	2,401	0%
1,457	1,666	14%	1,030	1,193	16%	537	539	0%	10,289	11,648	13%
2,080	2,087	0%	1,573	1,459	-7%	1,063	887	-17%	14,503	14,257	-2%
1	-	-100%	1	-	-100%	1	2	100%	5	5	0%
<b>4,146</b>	<b>4,289</b>	<b>3%</b>	<b>3,521</b>	<b>3,509</b>	<b>0%</b>	<b>2,173</b>	<b>1,903</b>	<b>-12%</b>	<b>28,741</b>	<b>29,734</b>	<b>3%</b>
<b>4,838</b>	<b>4,926</b>	<b>2%</b>	<b>4,573</b>	<b>4,448</b>	<b>-3%</b>	<b>2,997</b>	<b>2,656</b>	<b>-11%</b>	<b>33,195</b>	<b>33,879</b>	<b>2%</b>

These statistics reflect crime reports entered or migrated into the MPD RMS (Cobalt) as of **3/26/2019**. These numbers are based on D.C. Code offense definitions, and do NOT reflect Part I crime totals as reported to the FBI's Uniform Crime Reporting (UCR) or National Incident-Based Reporting System (NIBRS). The statistics for this report are based on the various tables from the data warehouse as of the current refresh date. This report should be considered 'Preliminary' in nature. The reports are subject to change due to subsequent determinations related to amendments in classification, unfounded cases, or changes in offense definitions.

\* Citywide totals include cases with "unmatched address"; therefore, the sum of all seven districts may be slightly lower than the citywide totals for some offense categories.

# EVERYDAY HEROES

**MPD OFFICERS MAKING  
A SAFER, STRONGER DC**

## Fifth District Officers Collaborate to Arrest Man with Gun, Drugs

Officers John Javelle, Joseph Blasting, and Roberto Amengual got information about a vehicle whose occupants were known to possess firearms and narcotics. These officers passed this information on to members of the 5D Midnight shift. On the evening of March 31, 2018, Officer Christopher Brown saw the vehicle in question exiting a neighborhood apartment complex which has been plagued

by the drug trade and violent crime. Officer Brown immediately contacted the members of the Crime Patrol Unit and voiced a direction of travel. The team responded to the area and quickly made contact with the three occupants as they attempted to exit the vehicle. The driver was stopped by Officer Amengual and was asked if he had any guns or drugs. The suspect's hesitation in responding raised

Officer Amengual's suspicions. The suspect was patted down for weapons and a handgun was recovered from the suspect's pocket. The passengers were also detained, and a search of the vehicle recovered drugs, a digital scale, and a large amount of money. Due to these members' teamwork and diligence, a dangerous repeat offender was arrested and a firearm removed from the streets.

## HOMICIDE ANALYSIS

### Homicide Clearance Rate

Over the past five years, the MPD's homicide case-closure rate has averaged 68 percent.

	2014	2015	2016	2017	2018
<b>Number of Homicides</b>	105	162	135	116	160
<b>Homicide Rate (per 100,000)</b>	16	25	20	17	23
<b>UCR Clearance Rate</b>	70%	62%	70%	70%	66%

Note: The MPD's homicide clearance rate is calculated, as it is by most police departments in the country, using the Uniform Crime Reporting (UCR) guidelines established by the FBI in the 1930s. These guidelines are the national standard for reporting several categories of crime data, including homicide clearance rates. Nearly 17,000 law enforcement agencies across the United States provide data to the FBI under its UCR program.

Under UCR guidelines, the clearance rate is calculated by dividing the total number of homicide cases closed in a calendar year by the total number of homicides that occurred in that year. The cases closed can be for homicides that occurred in the current year or in the prior years. In other words, some clearances that an agency records in a particular calendar year may pertain to offenses that occurred in previous years. The UCR program measures all of the work that an agency exhausts in closing cases.

### Victim Profile

The overwhelming majority of homicide victims continue to be black males; black females represent the second largest group.

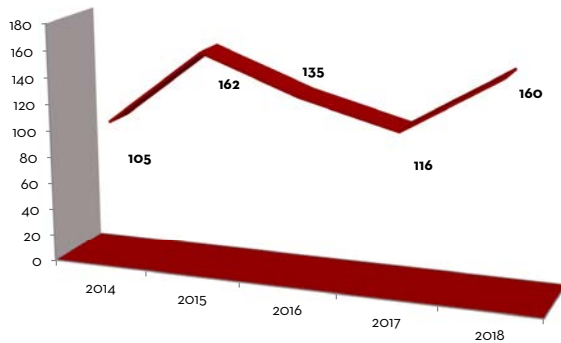
Victim	2014		2015		2016		2017		2018	
<b>Black Males</b>	82	78%	138	85%	113	84%	88	76%	133	83%
<b>Black Females</b>	16	15%	8	5%	10	7%	18	16%	17	13%
<b>Hispanic Males</b>	3	3%	6	4%	5	4%	8	7%	6	4%
<b>Hispanic Females</b>	1	1%	3	2%	0	0%	0	0%	1	1%
<b>White Males</b>	2	2%	6	4%	4	3%	1	1%	3	2%
<b>White Females</b>	0	0%	1	1%	2	1%	1	1%	0	0%
<b>Other Males</b>	1	1%	0	0%	1	1%	0	0%	0	0%
<b>Other Females</b>	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>105</b>	<b>100%</b>	<b>162</b>	<b>100%</b>	<b>135</b>	<b>100%</b>	<b>116</b>	<b>100%</b>	<b>160</b>	<b>100%</b>

Percent may not add to 100% due to rounding.

## HOMICIDE ANALYSIS

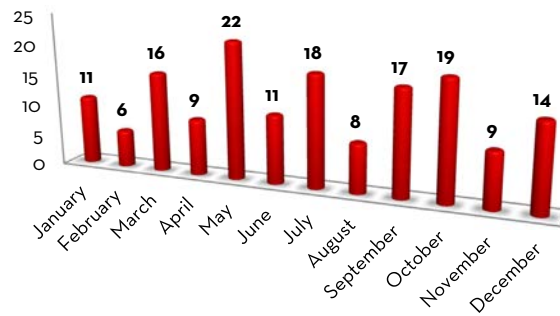
### Homicide

The total number of homicides increased 38 percent from 2017.



### Homicides by Month

In 2018, May was the deadliest month for homicides in DC.



### Juvenile Involvement

There were 13 juvenile homicide victims in 2017.

	2014	2015	2016	2017	2018
Juvenile Victims	5	8	7	7	13
Juveniles Arrested	3	4	6	5	12

The term "juvenile" used above is defined as individuals under the age of 18 years (< 17 years of age). These "juvenile" totals may include Title 16 cases where juveniles are tried as adults.

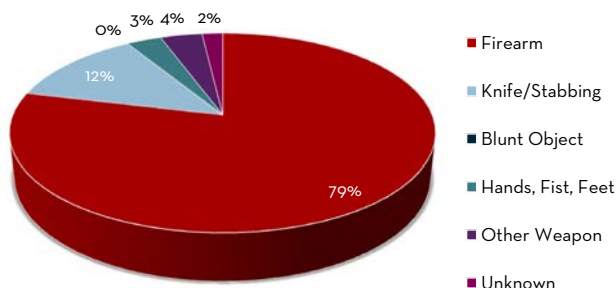
### Type of Weapon Used

Over the past five years, the majority of homicides have been committed with a firearm.

Weapon	2014	2015	2016	2017	2018
Firearm	72	123	105	89	126
Knife	17	28	17	15	20
Blunt Object	1	0	0	5	0
Hands, Fist, Feet	6	4	4	3	5
Other Weapon	7	5	5	3	6
Unknown	2	2	4	1	3
<b>Total</b>	<b>105</b>	<b>162</b>	<b>135</b>	<b>116</b>	<b>160</b>

### Weapon Distribution

Firearms remain the primary type of weapon used to commit homicides in the District of Columbia.

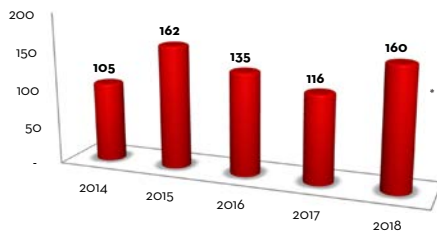


## 22 2018 Annual Report

### VIOLENT CRIMES

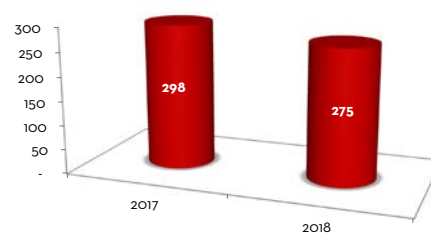
#### Homicide

Homicides increased by 38 percent from the previous year.



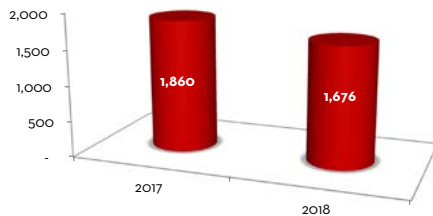
#### Sexual Assault

The number of sexual assaults decreased by eight percent from the previous year.



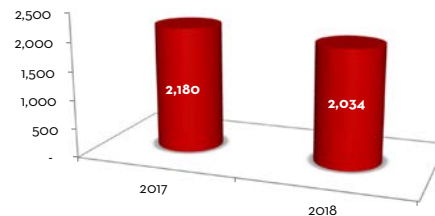
#### Assault with a Dangerous Weapon

There was a ten percent decrease in assaults compared to 2017.



#### Robbery

Robberies were down seven percent from the previous year.



## EVERYDAY HEROES

**MPD OFFICERS MAKING  
A SAFER, STRONGER DC**

### Sixth District Officer Responds to Fight, Apprehends Assailant Unassisted

On April 12, 2018, Officer Brittany Day was monitoring the Sixth District radio when the dispatcher voiced a radio run for “aggravated assault” in the 5000 block of H Street, SE.

The Sixth District dispatcher advised that there were two men fighting, and one of them had been stabbed. Officer Day immediately responded from her school check, realizing the urgency in responding to serious crimes of this nature. Officer Day observed the victim sitting on the ground complaining of pain to his back and another individual getting up off the ground a few feet away.

While Officer Day was interviewing the

complainant and rendering first aid, the individual began to walk away, swiftly. Officer Day had no knowledge at that time that this individual was the one who had committed the stabbing, due to the victim being uncooperative at the time. An unidentified female subject yelled that the individual, who was now attempting to make his exit, was responsible for stabbing the victim. Officer Day immediately attempted to stop the suspect who began to flee on foot. Officer Day gave chase, and was able to apprehend the fleeing suspect in the rear of 5026 Benning Road, NE, without any assistance.

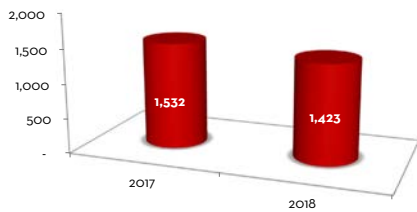
The area where the suspect ran was secluded

from public view and could have potentially been very dangerous. However, Officer Day’s tactics led to the arrest of the suspect without incident. The suspect was positively identified as the suspect in the stabbing was apprehended and positively identified as the suspect who stabbed the victim. Due to Officer Day’s diligence, she was able to apprehend a dangerous suspect and rendered first aid to a victim who was seriously injured. Her actions clearly demonstrate her attentiveness and commitment in resolving serious crimes.

## PROPERTY CRIMES

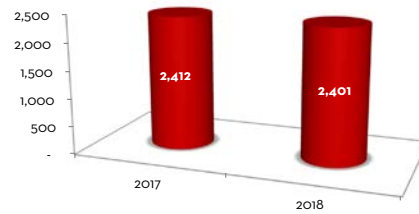
### Burglary

Compared to 2017, there was a seven percent decrease in burglaries.



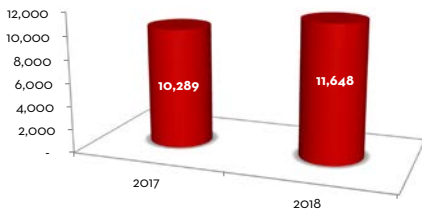
### Stolen Auto

Auto thefts decreased slightly compared to the previous year.



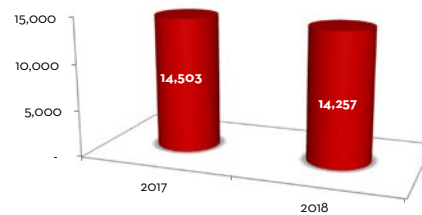
### Theft From Vehicle

Theft from vehicle incidents in 2018 increased 13 percent compared to 2017.



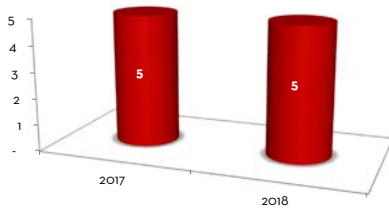
### Theft Other

Thefts decreased by two percent in 2018.



### Arson

Reported arson offenses were virtually unchanged compared to last year.



## BIAS-RELATED CRIMES

### Crimes of Hate

A hate crime is a criminal act that demonstrates an accused's prejudice based on the actual or perceived race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity or expression, family responsibility, homelessness, physical disability, matriculation, or political affiliation of a victim of the subject designated act.

### Type of Bias

Sexual Orientation accounted for 31 percent of the total offenses in 2018.

	2014	2015	2016	2017	2018
<b>Ethnicity/National Origin</b>	3	3	13	40	49
<b>Race</b>	13	19	13	47	39
<b>Religion</b>	8	5	17	11	12
<b>Sexual Orientation</b>	27	27	40	55	60
<b>Gender Identity/Expression</b>	15	10	19	13	34
<b>Disability</b>	1	0	1	1	0
<b>Political Affiliation</b>	1	2	2	10	10
<b>Homelessness</b>	2	0	1	0	1
<b>Total</b>	<b>70</b>	<b>66</b>	<b>106</b>	<b>177</b>	<b>205</b>

The figures above comply with DC Official Code § 22-3700. Because the DC statute differs from the FBI Uniform Crime Reporting definitions, and includes categories not included in the FBI definitions, these figures may be higher than those reported to the FBI. All figures are subject to change if new information is revealed during the course of an investigation or prosecution.

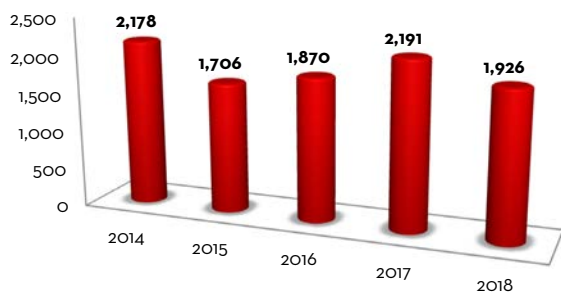
For a more comprehensive look at Hate Crimes in the District of Columbia, see "**Bias-Related Crime in the District of Columbia**" in Appendix C of this report.



## FIREARM RECOVERIES

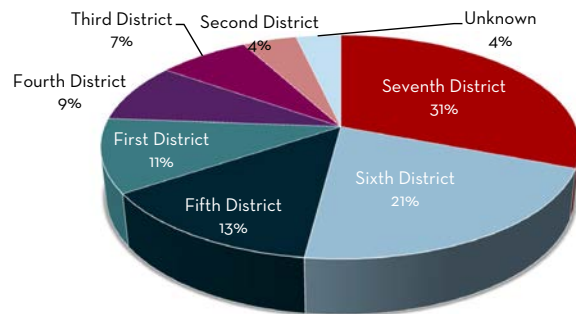
### Total Recoveries

An average of 1,974 firearms have been recovered per year over the past five years.



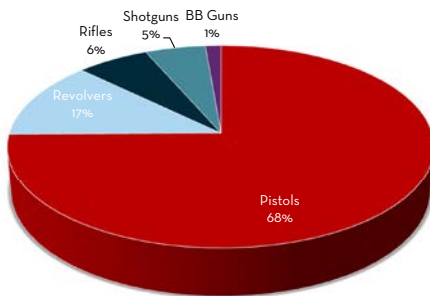
### Location of Firearms Recovered in 2018

Of the 1,926 firearms recovered by the MPD, over 50 percent were recovered in the Sixth and Seventh Districts.



### Types of Firearms Recovered in 2018

The vast majority of firearms recovered – 75 percent – were pistols.



### Firearm Recoveries Comparison by District, 2017 vs. 2018

	2017	2018
First District	217	205
Second District	93	83
Third District	185	141
Fourth District	198	165
Fifth District	324	261
Sixth District	430	407
Seventh District	660	595
Unknown	84	69
<b>Total</b>	<b>2,191</b>	<b>1,926</b>

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## 2018 Annual Report

## DC CODE ARREST TRENDS (TOP ARREST CHARGE)

## CITYWIDE—MPD ONLY

Arrest Category	2017			2018			Percent Change		
	Adult	Juvenile	Total	Adult	Juvenile	Total	Adult	Juvenile	Total
Aggravated Assault	175	18	193	135	24	159	-23%	33%	-18%
Arson	4	1	5	4	0	4	0%	-100%	-20%
Assault on a Police Officer	441	67	508	410	48	458	-7%	-28%	-10%
Assault with a Dangerous Weapon	864	90	954	785	55	840	-9%	-39%	-12%
Burglary	242	42	284	183	31	214	-24%	-26%	-25%
Damage to Property	821	110	931	741	68	809	-10%	-38%	-13%
Disorderly Conduct	761	46	807	470	12	482	-38%	-74%	-40%
Driving/Boating While Intoxicated	1,311	0	1,311	1,477	0	1,477	13%	NC	13%
Fraud and Financial Crimes	146	6	152	164	5	169	12%	-17%	11%
Gambling	94	13	107	72	12	84	-23%	-8%	-21%
Homicide	84	4	88	95	15	110	13%	275%	25%
Kidnapping	10	1	11	23	6	29	130%	NC	164%
Liquor Law Violations	882	6	888	641	3	644	-27%	-50%	-27%
Motor Vehicle Theft	45	9	54	24	12	36	-47%	33%	-33%
Narcotics	3,199	66	3,265	2,615	44	2,659	-18%	-33%	-19%
Offenses Against Family & Children	324	0	324	303	0	303	-6%	NC	-6%
Other Crimes	1,874	73	1,947	1,761	93	1,854	-6%	27%	-5%
Property Crimes	598	132	730	573	148	721	-4%	12%	-1%
Prostitution	229	2	231	554	0	554	142%	-100%	140%
Release Violations/Fugitive	4,598	617	5,215	4,225	631	4,856	-8%	2%	-7%
Robbery	382	300	682	380	314	694	-1%	5%	2%
Sex Abuse	82	4	86	53	4	57	-35%	0%	-34%
Sex Offenses	217	25	242	195	13	208	-10%	-48%	-14%
Simple Assault	6,208	522	6,730	5,910	555	6,465	-5%	6%	-4%
Theft	2,048	222	2,270	1,945	114	2,059	-5%	-49%	-9%
Theft from Auto	76	13	89	61	17	78	-20%	31%	-12%
Traffic Violations	4,474	46	4,520	4,425	57	4,482	-1%	24%	-1%
Vending Violations	107	0	107	56	0	56	-48%	NC	-48%
Weapon Violations	1,086	140	1,226	1,004	115	1,119	-8%	-18%	-9%
<b>Total</b>	<b>31,382</b>	<b>2,575</b>	<b>33,957</b>	<b>29,284</b>	<b>2,396</b>	<b>31,680</b>	<b>-7%</b>	<b>-7%</b>	<b>-7%</b>

## DC CODE ARREST TRENDS (TOP ARREST CHARGE)

### CITYWIDE—ALL AGENCIES

Arrest Category	2017			2018			Percent Change		
	Adult	Juvenile	Total	Adult	Juvenile	Total	Adult	Juvenile	Total
Aggravated Assault	189	24	213	141	33	174	-25%	38%	-18%
Arson	10	2	12	13	0	13	30%	-100%	8%
Assault on a Police Officer	552	79	631	503	62	565	-9%	-22%	-10%
Assault with a Dangerous Weapon	932	99	1,031	838	71	909	-10%	-28%	-12%
Burglary	250	44	294	190	31	221	-24%	-30%	-25%
Damage to Property	863	124	987	782	72	854	-9%	-42%	-13%
Disorderly Conduct	14,285	127	14,412	10,947	54	11,001	-23%	-57%	-24%
Driving/Boating While Intoxicated	1,589	0	1,589	1,738	0	1,738	9%	NC	9%
Fraud and Financial Crimes	189	8	197	189	6	195	0%	-25%	-1%
Gambling	95	13	108	74	12	86	-22%	-8%	-20%
Homicide	84	4	88	95	15	110	13%	275%	25%
Kidnapping	13	1	14	23	6	29	77%	500%	107%
Liquor Law Violations	2,037	6	2,043	1,329	5	1,334	-35%	-17%	-35%
Motor Vehicle Theft	45	10	55	24	12	36	-47%	20%	-35%
Narcotics	3,595	79	3,674	3,057	50	3,107	-15%	-37%	-15%
Offenses Against Family & Children	337	0	337	316	0	316	-6%	NC	-6%
Other Crimes	2,418	109	2,527	2,219	122	2,341	-8%	12%	-7%
Property Crimes	643	154	797	630	160	790	-2%	4%	-1%
Prostitution	229	2	231	554	0	554	142%	-100%	140%
Release Violations/Fugitive	5,378	697	6,075	5,068	697	5,765	-6%	0%	-5%
Robbery	418	356	774	419	374	793	0%	5%	2%
Sex Abuse	82	4	86	54	4	58	-34%	0%	-33%
Sex Offenses	236	25	261	216	14	230	-8%	-44%	-12%
Simple Assault	6,566	568	7,134	6,323	600	6,923	-4%	6%	-3%
Theft	2,106	225	2,331	2,021	114	2,135	-4%	-49%	-8%
Theft from Auto	82	13	95	68	17	85	-17%	31%	-11%
Traffic Violations	5,122	53	5,175	5,151	61	5,212	1%	15%	1%
Vending Violations	486	0	486	318	1	319	-35%	NC	-34%
Weapon Violations	1,215	156	1,371	1,128	126	1,254	-7%	-19%	-9%
<b>Total</b>	<b>50,046</b>	<b>2,982</b>	<b>53,028</b>	<b>44,428</b>	<b>2,719</b>	<b>47,147</b>	<b>-11%</b>	<b>-9%</b>	<b>-11%</b>

Source: MPD Cobalt/Data Warehouse System arrest data as of 1/9/2019.

NOTE: 1) Totals are based on top charge (if an individual is arrested on more than one arrest charge, only the most serious charge category is counted). 2) In 2018, MPD updated its arrest category ranking structure. Some arrest charges that have been counted as top charge in prior annual reports may not be classified as top charge in this report. 3) "All Agencies" data includes arrests made by MPD and other law enforcement agencies in the District of Columbia. 4) The term "juvenile" used in the data is defined as individuals under the age of 18 years. 5) Totals are subject to change due to record sealings, expungements, and data quality audits.

## TRAFFIC SAFETY

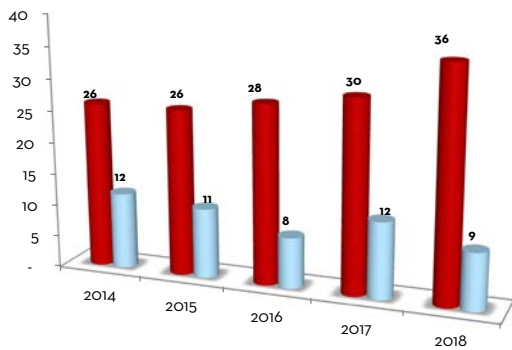
### Traffic Fatalities

*Thirty-one percent of the traffic fatalities in 2018 involved pedestrians.*

	2014	2015	2016	2017	2018
<b>Pedestrian Fatalities</b>	10	15	9	11	14
<b>Bicyclist Fatalities</b>	1	1	1	2	3
<b>Motorcycle/Motorized Bike Fatalities</b>	3	3	6	4	7
<b>Other Fatalities</b>	12	7	12	13	12
<b>Total Traffic Fatalities</b>	26	26	28	30	36

### Speed-Related Fatalities

*Speed was the primary contributing factor in a quarter of all the fatalities in 2018.*



## CALLS FOR SERVICE

### Calls for Service

Answering and dispatching both emergency and non-emergency calls is the responsibility of the Office of Unified Communications, a District agency created in October 2004. OUC provided calls for service data, which includes Priority I, II, and III calls.

*Calls for Service Methodology Change: Washington, DC's Office of Unified Communications (OUC) regularly reviews its business and reporting rules and modifies those rules when needed. As of March 2017, OUC updated its methodology for calculating MPD calls for service. Specifically, an MPD "call for service" is any call for which MPD action is initiated. Previously, an initiated MPD action was defined as OUC assigning a case number to an event. Under this new methodology, an initiated MPD action is defined as OUC assigning a unit to an event, and MPD updating a unit status. This new methodology more appropriately captures MPD's response activities and productivity as not every event is assigned a case number.*

	2014	2015	2016	2017	2018	Change 2017 v 2018
<b>Calls for Service*</b>	593,791	629,565	652,173	636,653	<b>632,267</b>	-1%
<b>Response Time**</b>	7 min 52 sec	7 min 17 sec	7 min 13 sec	6 min 41 sec	<b>6 min 52 sec</b>	3%

\*A "call for service" is any call for which MPD action is initiated.

\*\*Please note: The "response time" does NOT include MPD self-initiated calls for service (e.g., traffic stops).

### Definitions of Priority I, II and III Calls

**Priority I** calls involve circumstances where an imminent threat to the safety of persons or the potential for significant property damage exists resulting in a Code 1 response being authorized. These calls will be dispatched without delay to any available unit within the Police Service Area (PSA) or police district, including to officials and watch commanders if no other unit is available. A sergeant, lieutenant and/or the watch commander will respond to the scene of all Priority I calls.

**Priority II** calls involve circumstances that require immediate dispatch and response, but most do not involve any imminent threat to the safety of persons or the potential for significant property damage. In the event such a threat is identified in any Priority II call, a Code 1 response can be authorized and it will be handled the same as a Priority I call. The dispatching of an MPD unit to a Priority II call shall not be delayed more than 15 minutes, at which time the dispatcher will advise the watch commander and the call will be assigned to any available unit.

**Priority III** calls involve routine requests for police services that involve no imminent threat to the safety of persons or the potential for significant property damage. The dispatching of an MPD unit to a Priority III call will not be delayed more than one hour, at which time the dispatcher will advise the watch commander, and a decision will be made on how to handle the call at that time.

## PERSONNEL

### Total Personnel

The MPD has maintained an average of over 3,800 sworn members over the past five years.

	2014	2015	2016	2017	2018
<b>Sworn Personnel</b>	3,929	3,789	3,755	3,837	3,851
<b>Civilian Personnel</b>	435	519	603	658	681
<b>Total</b>	4,364	4,308	4,358	4,495	4,532

Note: Personnel data accurate as of December 31, 2017.

### Sworn Personnel, by Gender and Race

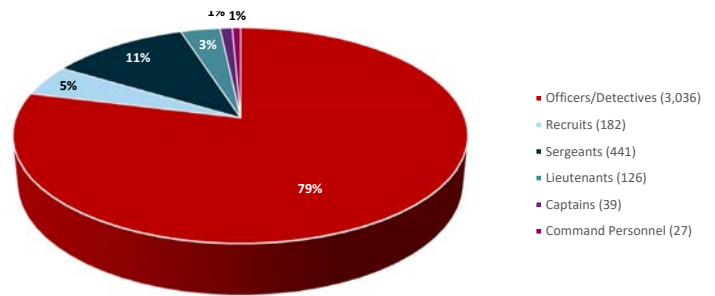
The Metropolitan Police Department remains an exceptionally diverse police force.

	2017		2018	
	Gender			
<b>Male</b>	2,995	78%	3,001	78%
<b>Female</b>	842	22%	850	22%
	Race			
<b>Black</b>	2,003	52%	1,987	52%
<b>White</b>	1,363	36%	1,343	35%
<b>Hispanic</b>	331	9%	366	10%
<b>Asian</b>	136	4%	149	4%
<b>Native American</b>	3	0%	3	0%
<b>Race Not Designated</b>	1	0%	3	0%
<b>Total</b>	<b>3,837</b>	<b>100%</b>	<b>3,851</b>	<b>100%</b>

Note: Totals may not add to 100% due to rounding.

### Sworn Personnel, by Rank

Four out of every five sworn members are officers or detectives.



Command Personnel includes Inspectors, Commanders, Assistant Chiefs, and the Chief of Police.

### Sworn Attrition vs. Hiring

The MPD lost approximately eight percent of its members to attrition, which includes voluntary separations (e.g., retirement or resignations) and involuntary separations (disability retirement, termination, and death).

	FY2014	FY2015	FY2016	FY2017	FY2018
<b>Attrition</b>	309	414	387	335	313
<b>Hiring</b>	279	281	286	419	347

## PERSONNEL

### Ranks of the Metropolitan Police Department

While every sworn member of the Department is a police officer by profession, he or she is further identified by rank. Members at any rank who have been trained to conduct investigations may be known as investigators or detectives.

- **Recruit Officer (attending the Metropolitan Police Academy)**
- **Officer/Master Patrol Officer/Senior Police Officer**
- **Sergeant**
- **Lieutenant**
- **Captain**
- **Inspector**
- **Commander**
- **Assistant Chief**
- **Patrol Chief**
- **Chief of Police**

### Awards of the Metropolitan Police Department

Members are presented with awards throughout the year at regularly scheduled Crime Briefings. In 2018, a total of 482 awards were presented to 467 Metropolitan Police Department members, 10 citizens, and five outside law enforcement agency members.

- ★ Achievement Medal
- ★ Blue Badge
- ★ Blue Shield
- ★ Chief of Police Special Award
- ★ Lifesaving Award
- ★ Medal of Merit
- ★ Medal of Valor
- ★ Meritorious Medal
- ★ Unit Citation Ribbon



## EVERYDAY HEROES

**MPD OFFICERS MAKING  
A SAFER, STRONGER DC**

### Seventh District Officer Saves Stabbing Victim, Broadcasts Lookout for Perp

Officer Samuel Fisher responded to a call for an assault in progress in the parking lot of the 7-Eleven, located at 3900 Martin Luther King, Jr., Avenue, SW. As Officer Fisher arrived on the scene, he observed a female with a laceration to her neck bleeding profusely. Officer Fisher immediately advised the dispatcher of the severity of the injury and requested DCFEMS and additional MPD units to assist. While Officer Fisher was requesting assistance, a female citizen placed a T-shirt around the neck of the victim, which was ineffective in controlling the bleeding because pressure was

not being applied to the wound. Recognizing the immediate need to control the bleeding, Officer Fisher used both of his hands to apply pressure to the wound, which substantially slowed the blood loss. Officer Fisher maintained pressure on the wound for several minutes before DCFEMS arrived and was able to keep the victim from going into shock. While Officer Fisher was maintaining pressure to the wound, a bystander witness provided him a lookout and direction of travel for the suspect. Being unable to remove his hands from the wound, Officer Fisher improvised and was able

to key up his radio mic with his chin to broadcast the suspect lookout. Other responding officers were able to stop the suspect within a short distance of the crime scene and located the knife that was used in the assault.

The suspect was apprehended and arrested for Assault with a Dangerous Weapon—Knife. Due to Officer Fisher's quick thinking, he was able to save a seriously injured victim as well as provide critical and time-sensitive information to his fellow officers in order to apprehend the perpetrator.

# CITIZEN COMPLAINTS & USE OF FORCE

## Use of Force

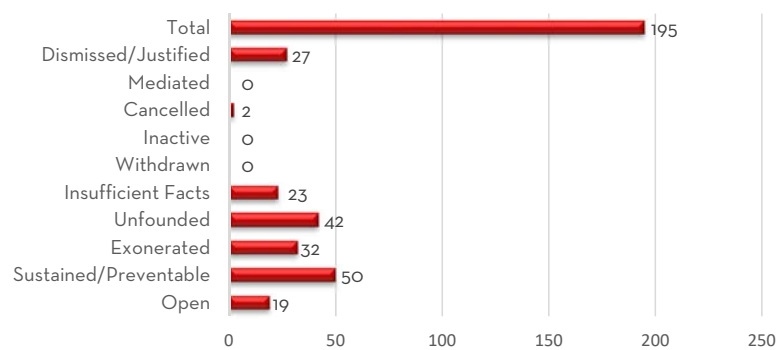
	2014	2015	2016	2017	2018
Intentional Firearms Discharges at Persons	9	15	10	10	3
Fatalities Resulting from Intentional Firearm Discharge	4	2	4	2	2
Number of Persons Injured (non-fatal) as a Result of Intentional Firearm Discharge	3	7	4	5	0
Instances of Firearm Discharges at Animals	18	8	11	7	6
Accidental/Negligent Firearm Discharges	1	3	5	0	2

## Allegations of Misconduct

Allegation Type	2018
Abuse of Authority	9
Assault	0
Bias/Discrimination	0
Conduct Unbecoming	2
Destruction of Property	0
Excessive Force/Use of Force	11
Fail to Provide ID	2
Fail to Take Police Action	0
Fail to take Police Report	42
False/Unlawful Arrest	3
Falsification of Reports	0
Harassment	44
Illegal Search	3
Improper Use of Police Vehicle	0
Language Abuse	4
Misconduct	0
Mishandling Property	2
Neglect of Duty	1
Orders and Directives	6
Poor or Lack of Police Service	61
Racial Profiling	2
Rude and Unprofessional	60
Rude, Condescending	0
Sexual Harassment	0
Sexual Misconduct	0
Theft	0
Threats/Intimidation	3
Unfair Treatment	0
Unknown	0
Untruthful Statement	0
Other	26
<b>Total</b>	<b>281</b>

## Disposition of Cases

Less than a third of the 206 complaints filed against MPD officers in 2018 were sustained.



Note: For additional Citizen Complaint data, see Appedix C.



## BUDGET FY2017-2018

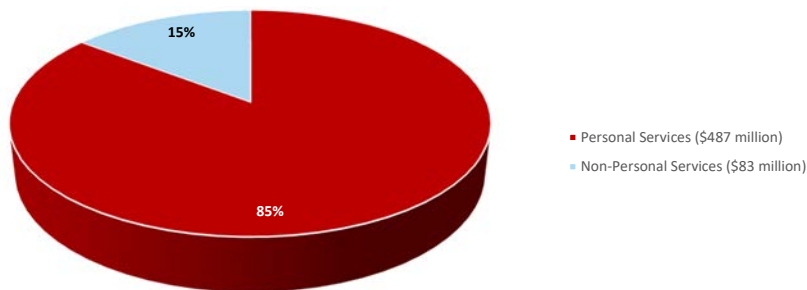
### Expenditures

Spending on both personal and non-personal services increased from FY 2017 to FY 2018. The Fiscal Year (FY) begins on October 1 of the previous calendar year.

Comptroller Source Group (CSG)	FY 2017 Gross Expenditures	FY 2018 Gross Expenditures	Amount Change FY 2017 to FY 2018	Percentage Change
Regular Pay	341,608,799	336,806,527	(4,802,272)	-1.41%
Regular Pay - Other	11,915,047	20,882,628	8,967,581	75.26%
Additional Gross Pay	21,821,872	24,819,733	2,997,861	13.74%
Fringe Benefits	60,029,742	62,495,876	2,466,134	4.11%
Overtime	41,233,463	42,012,282	778,819	1.89%
<b>Total Personal Services</b>	<b>476,608,923</b>	<b>487,017,046</b>	<b>10,408,123</b>	<b>2.18%</b>
Supplies	3,831,553	6,057,064	2,225,511	58.08%
Fixed Costs	1,623,575	335,510	(1,288,065)	-79.34%
Contracts	70,880,927	75,049,692	4,168,765	5.88%
Subsidies and Transfers	57,063	2,400	(54,663)	-95.79%
Equipment	2,010,106	1,625,325	(384,781)	-19.14%
<b>Total Non-Personal Services</b>	<b>78,403,224</b>	<b>83,069,991</b>	<b>4,666,767</b>	<b>5.95%</b>
<b>Total</b>	<b>555,012,147</b>	<b>570,087,037</b>	<b>15,074,890</b>	

### Expenditures, Personal vs. Non-Personal

Eighty-five percent of all MPD spending in FY 2018 was for personal services.



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## 2018 Annual Report

## MPD FLEET

## MPD Fleet, FY 2014 - FY 2018

The MPD maintains a varied fleet of almost 1,700 vehicles.

	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
Total Marked Cruisers	799	841	843	830	829
Total Unmarked Cruisers	426	418	390	405	406
Total Marked Other*	184	184	165	170	171
Total Unmarked Other**	50	50	35	29	26
Total Scooters (Honda-Harley)	136	140	139	134	139
Total Motorcycles (Harley Davidson FLHTPI)	49	58	67	60	61
Total Boats	17	17	17	17	17
Miscellaneous†	26	24	34	37	36
<b>Total</b>	<b>1,687</b>	<b>1,732</b>	<b>1,690</b>	<b>1,682</b>	<b>1,685</b>

## Notes:

Data accurate as of 2/22/2019

\* *Total Marked Other* includes marked transport vans, cargo, passenger, SUVs, trucks, wreckers, and command bus.

\*\* *Total Unmarked Other* includes unmarked SUVs, cargo vans, passenger vans, and trucks.

† Boat information provided by Special Operations Division (SOD) Harbor Patrol Unit.

\* *Miscellaneous* includes forklifts, generators, traffic machines, trailers, equipment.



# APPENDICES INDEX

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## APPENDIX A

### CCTV USE IN THE DISTRICT

The Metropolitan Police Department (MPD) has a Closed Circuit Television (CCTV) system to support public safety operations in the nation's capital. As authorized by District of Columbia Municipal Regulations, the CCTV system may be used to help manage public resources during major public events and demonstrations, to coordinate traffic control on an as needed basis, and to combat crime in District neighborhoods.

The primary goal of the CCTV system is to enhance the safety and security of residents, workers, and visitors in the District of Columbia, while vigorously respecting the privacy rights of individuals. CCTV for homeland security provides law enforcement with real-time, visual information during major events such as demonstrations, presidential inaugurations, and Independence Day. During periods of heightened alert, the system allows police to monitor public spaces around key installations without having to assign a large number of uniformed officers to the task. The CCTV system helps the MPD to deploy resources more efficiently and to respond to incidents more quickly and effectively, while continuing to maintain essential neighborhood patrols.

The MPD continues to utilize the neighborhood -based cameras, which can be deployed according to crime needs and neighborhood concerns, as well as the permanent cameras. Both the neighborhood -based and permanent cameras have prominent signage and their locations are listed on the Department's website. In 2018 MPD procured five additional mobile CCTV camera trailers for a total of fifteen trailer-mounted, portable CCTV systems that are rapidly deployed for special events and for use in emerging high-crime areas not currently covered by the existing neighborhood based or permanent cameras.

In 2018, MPD was tasked with providing CCTV video footage from all police district cellblocks in every DUI/DWI arrest case. This has led to a dramatic increase in the number of video requests handled on a daily basis. The requirement to provide this cellblock footage has come from the potential evidence of intoxication that may be contained in the footage. The MPD handled 1,235 requests for DUI/DWI evidence in 2018.

The MPD has various community partnerships involving sharing camera feeds with public and private entities. In October 2014, the MPD and Kastle Systems started a new citywide initiative, Capital Shield. This public/private video partnership between the MPD, Kastle Systems and local businesses allows participants to enroll their current security systems or get recommendations on new video systems. As an owner, the participant has access to video in the new camera systems. The MPD will also have access during critical incidents. Through the partnership with Kastle we are able to currently view 563 cameras from private business CCTV systems at 87 locations. Kastle will also continue to donate cameras to local businesses in exchange for participating in the program. The MPD also partners with homeowners and businesses to register their existing cameras and encourages the posting of conspicuous signs that make everyone aware of their presence. The presence of cameras alone can help prevent crime. Both of these programs can supply evidence to detectives that they otherwise would not be aware of simply by residents and businesses in DC signing up and sharing video feeds with the MPD. Participation in both of these programs is entirely voluntary and cost nothing.



Neighborhood-based cameras are in all seven police districts; the permanent cameras include public spaces around the National Mall, the US Capitol, the White House, Union Station, and other critical installations, as well as major arteries and highways that pass through the District of Columbia.

While many criminals take note of the cameras' publicized locations and rarely commit crimes in full view of the Department's CCTV, the system has provided assistance in gathering information for investigations by showing the paths and directions that both suspects and witnesses have taken following incidents. Footage from CCTVs can be used to confirm or refute a suspect's location at the time of an incident.

The MPD participates in a working group with other city agencies to discuss best practices and methods for sharing footage gathered from CCTV to benefit the entire District of Columbia. In 2018, the Department processed 2,524 internal requests for video footage from Crime Cameras.

## APPENDIX A

### CCTV USE IN THE DISTRICT

#### JOCC/CCTV Activations

The following is a list of activations of the Department's Joint Operations Command Center (JOCC) during calendar year 2017. During JOCC activations, the Closed Circuit Television (CCTV) system is also activated.

- |                                      |           |                                |                 |
|--------------------------------------|-----------|--------------------------------|-----------------|
| • 2018 March for Life .....          | 1/19/2018 | • Unite the Right 2 Rally..... | 8/12/2018       |
| • President Donald J. Trump          |           | • Halloween.....               | 10/31/2018      |
| 2018 State of the Union Address..... | 1/30/2018 | • State Funeral for            |                 |
| • March for Our Lives.....           | 3/24/2018 | President George HW Bush ..... | 12/3 -12/5/2018 |
| • Rolling Thunder.....               | 5/27/2018 | • New Year Celebration.....    | 12/31/2018      |
| • Stanley Cup Game 5.....            | 6/7/2018  |                                |                 |
| • Capitals Stanley Cup Parade.....   | 6/12/2018 |                                |                 |
| • July 4th Celebration .....         | 7/4/2018  |                                |                 |
| • 2018 MLB All Star Week .....       | 7/17/2018 |                                |                 |

#### Homeland Security (Permanent) Camera Locations

- |   |  |
|---|--|
| • 1100 block of Pennsylvania Ave, NW          | • 19th and G Streets, NW                                   |
| • 200 block of Constitution Avenue, NW        | • 19th and H Streets, NW                                   |
| • 500 block of North Capitol Street, NW       | • 20th and G Streets, NW                                   |
| • 1st and V Streets, SW                       | • 20th and H Streets, NW                                   |
| • Half and S Streets, SW                      | • 700 block of 18th Street, NW                             |
| • South Capitol Street and Potomac Avenue, SW | • 700 block of 19th Street, NW                             |
| • 300 block of Independence Avenue, SW        | • 800 block of Vermont Ave, NW                             |
| • 400 block of L'Enfant Plaza, SW             | • Department of Commerce                                   |
| • 5400 block of Norton Street, NW             | • 19th Street and Dupont Circle, NW                        |
| • 5900 block of MacArthur Boulevard, NW       | • 1st and Bryant Streets, NW                               |
| • 1300 block of Wisconsin Avenue, NW          | • 600 block of Anacostia Avenue, NE                        |
| • 3600 block of M Street, NW                  | • Benning Road and Anacostia Avenue, NE                    |
| • Wisconsin Avenue & M Street, NW             | • Kenilworth Avenue and Foote Street, NE                   |
| • 1000 block of Vermont Avenue, NW            | • 1000 block of 19th Street, North (Arlington/Rosslyn, VA) |
| • 18th and G Streets, NW                      |  |
| • 18th and H Streets, NW                      |  |



## APPENDIX A

### CCTV USE IN THE DISTRICT

#### Neighborhood Crime Camera Locations

Site	District	Site	District
100 block M Street, NW (by First Place NW).....	1	11th and M Streets, NW .....	3
12th Street and Pennsylvania Ave SE.....	1	1300 block of Columbia Road, NW .....	3
1500 block 1st Street, SW (by P St SW).....	1	1400 block of R Street, NW .....	3
15th and East Capital Streets, SE.....	1	14th and Irving Streets, NW.....	3
200 block of K Street, SW.....	1	14th Street and Columbia Road, NW.....	3
5th and K Street, NW.....	1	14th and Girard Streets, NW.....	3
7th and H Streets, NW .....	1	14th and U Streets, NW.....	3
8th and H Streets, NE.....	1	17th and Euclid Streets, NW.....	3
2nd and E Streets, NW*		18th Street and Columbia Road, NW.....	3
6th and F Streets, NW*		5th and N Streets, NW .....	3
6th and H Streets, NW*		5th and O Streets, NW.....	3
7th and G Streets, NW*		7th and O Streets, NW.....	3
7th St and F Streets, NW*		9th and T Streets, NW.....	3
6th and I Streets, NW*		Kalorama Road and Chaplain Street, NW .....	3
7th Street and Pennsylvania Avenue, NW*		North Capitol Street and New York Avenue, NW .....	3
K and North Capitol Streets, NW.....	1	Sherman Avenue and Harvard Street, NW.....	3
K Street and Potomac Avenue, SE .....	1		
		14th and Oak Streets, NW .....	4
10th and F Streets, NW* .....	2	14th Street and Parkwood Place, NW .....	4
10th and H Streets, NW* .....	2	14th and Quincy Streets, NW .....	4
12th and G Streets, NW* .....	2	1st and Kennedy Streets, NW .....	4
11th and H Streets, NW* .....	2	4th and Shepherd Streets, NW .....	4
9th and G Streets, NW*.....	2	500 block of Oglethorpe Street, NE .....	4
9th Street and New York Avenue, NW* .....	2	5th and Kennedy Streets, NW .....	4
11th and E Streets, NW* .....	2	6th and Oglethorpe Streets, NE .....	4
3273 M Street, NW** .....	2	7th and Kennedy Streets, NW .....	4
3249 M St NW** .....	2	8th and Jefferson Streets, NW .....	4
3219 M Street, NW** .....	2	Colorado Avenue and Kennedy Street, NW .....	4
3131 M Street, NW** .....	2	Georgia and New Hampshire Avenues, NW .....	4
3109 M Street, NW** .....	2	Georgia Avenue and Morton Street, NW .....	4
3067 M Street, NW** .....	2		
33rd and M Street, NW** .....	2	10th and Otis Streets, NE.....	5
3039 M Street, NW** .....	2	1200 block of Meigs Place, NE .....	5
1237 Wisconsin Avenue, NW** .....	2	14th Street and Saratoga Avenue, NE.....	5
1267 Wisconsin Avenue, NW** .....	2	15th Street and Benning Road, NE .....	5
18th Street and Connecticut Avenue, NW*** .....	2	15th and Downing Streets, NE .....	5
19th and M Streets, NW*** .....	2	1600 block of Benning Road, NE .....	5
Connecticut Avenue and K Street, NW*** .....	2	16th and Levis Streets, NE .....	5

\*Donated by the Downtown DC BID

\*\* Donated by the Georgetown BID

\*\*\* Donated by the Golden Triangle BID

## APPENDIX A

### CCTV USE IN THE DISTRICT

<b>Site</b>	<b>District</b>
1800 block of Benning Road, NE .....	5
18th and D Streets, NE .....	5
18th Place and M Street, NE .....	5
18th and Otis Streets, NE .....	5
19th and I Streets, NE .....	5
3700 block of 12th Street, NE (by Perry Street) .....	5
400 block of 16th Street, NE .....	5
4th and Bryant Streets, NE .....	5
4th and W Streets, NE.....	5
6th and L Streets, NE.....	5
Benning Road and 19th Street, NE .....	5
Bladensburg and Maryland Avenues, NE .....	5
Capitol Avenue and Central Place, NE .....	5
H and 19th Streets, NE .....	5
Holbrook and Neal Streets, NE .....	5
Lincoln Road and Randolph Place, NE .....	5
Maryland Avenue and 21st Street, NE .....	5
Maryland Avenue and Neal Street, NE .....	5
Montello Avenue and Morse Street, NE .....	5
Montello Avenue and Mt Olivet Road, NE .....	5
Montello Avenue and Queen Street, NE .....	5
Staples & Oats Streets, NE .....	5
Trinidad Avenue and Meigs Place, NE .....	5
Trinidad Avenue and Simms Place, NE .....	5
West Virginia Avenue and Mt Olivet Road, NE .....	5
West Virginia Avenue and Neal Street, NE .....	5
14th Street and Good Hope Road, SE.....	6
1500 block of Kenilworth Avenue, NE .....	6
18th and T Streets, SE .....	6
19th and Q Streets, SE .....	6
300 37th Street, SE .....	6
300 block of 50th Street, NE .....	6
3500 block of East Capitol Street, NE .....	6
3800 block of Minnesota Avenue, NE .....	6
4400 block of F Street, SE .....	6
4400 block of Quarles Street, NE .....	6
4700 block of Alabama Avenue, SE .....	6
5000 block of Benning Road, SE .....	6
5000 block of Call Place, SE .....	6
5100 block of Fitch Street, SE .....	6

<b>Site</b>	<b>District</b>
5300 block of Clay Terrace, NE .....	6
5300 block of Dix Street, NE (parking lot).....	6
5400 block of Dix Street, NE .....	6
55th and Blaine Streets, NE .....	6
60th and Dix Streets, NE .....	6
C and 50th Streets, SE .....	6
East Capitol Street and 56th Place, SE .....	6
East Capitol Street and Central Avenue, NE .....	6
East Capitol Street and Benning Road, SE .....	6
Fitch and 53rd Streets, SE .....	6
Minnesota Avenue and Ames Street, NE .....	6
Minnesota Avenue and Clay Place, NE .....	6
Minnesota Avenue and Gault Place, NE .....	6
Sheriff Road and Division Avenue, NE .....	6
1100 block of Stevens Road, SE .....	7
13th Place and Congress Street, SE .....	7
16th and W Streets, SE .....	7
21st Street and Bruce Place, SE .....	7
2300 block of Pitts Place, SE .....	7
2400 Elvans Road, SE .....	7
24th Place and Hartford Street, SE .....	7
2500 block of Pomeroy Road, SE .....	7
2600 block of Birney Place, SE .....	7
30th and Naylor Road, SE .....	7
3900 block of South Capitol Street, SE .....	7
4200 block of 6th Street, SE .....	7
4200 block of 4th Street, SE .....	7
4300 block of 4th Street, SE .....	7
4300 block of 7th Street, SE .....	7
800 block of Barnaby Street, SE .....	7
800 block of Chesapeake Street, SE .....	7
900 block of Wahler Place, SE .....	7
Ainger and Langston Place, SE .....	7
Elvans and Stanton Road, SE.....	7
MLK, Jr and Malcolm X Avenue, SE .....	7
MLK, Jr Avenue and Mellon Street, SE .....	7
MLK, Jr Avenue and Raleigh Street, SE .....	7
S. Capitol Terrace and Darrington Street, SW .....	7
Wheeler Road and Bellevue Street, SE.....	7

## APPENDIX B

### FBI UCR CITYWIDE CRIME TRENDS

Like most other jurisdictions, the Metropolitan Police Department (MPD) reports crime two different ways. Primarily, the Department reports crimes that are defined in the District of Columbia Criminal Code. This is according to local law and is how officers classify offenses and makes arrests. The MPD also generates crime data using uniformly established guidelines that were developed by the Federal Bureau of Investigation (FBI) as the Uniform Crime Reporting System, or UCR.

The MPD relies on the DC Code Index Offense information for daily operational and deployment decisions. Residents access this same information to make informed decisions. The MPD has included DC Code Index Offenses in this Annual Report in order to provide an accurate picture of crime trends as they are actually happening in the District of Columbia and because that is how crime is reported to the MPD by residents (see page 15). It is also how crime information is shared with the residents of the District of Columbia.

UCR Crime information has been included here so that residents have access to that standardized crime data. To compare crime trends to other jurisdictions using UCR data, please visit the FBI website.

#### FBI UCR PART I CRIME DEFINITIONS

The UCR provides a consistent measure of serious crime that can be compared across time periods or regions.

**Murder:** *The willful non-negligent killing of a person.*

**Forcible Rape:** *Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.*

**Robbery:** *The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.*

**Aggravated Assault:** *An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault is usually accompanied by the use of a weapon or by means likely to produce death or great bodily harm.*

**Burglary:** *The unlawful entry of a structure to commit a felony or theft.*

**Larceny/Theft:** *The unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another.*

**Motor Vehicle Theft:** *The theft or attempted theft of a motor vehicle. "Motor vehicle" includes automobiles, trucks and buses, and other self-propelled vehicles that run on land surfaces and not rails.*

**Arson:** *Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.*



## APPENDIX B

### FBI UCR CITYWIDE CRIME TRENDS

#### UCR Part I Crime Rates

The District's UCR crime rate increased slightly from 2015.

Estimated Population	2009		2010		2011		2012		2013	
	599,657		601,723		617,996		632,323		646,449	
	Total	Rate	Total	Rate	Total	Rate	Total	Rate	Total	Rate
Criminal Homicide	144	24	132	22	108	17	88	14	104	16
Rape	150	25	184	31	172	28	236	37	393	61
Robbery	3,998	667	3,914	650	3,756	608	3,725	589	3,661	566
Aggravated Assault	3,295	549	3,238	538	2,949	477	3,399	538	3,725	576
<b>Violent Crimes</b>	<b>7,587</b>	<b>1,265</b>	<b>7,468</b>	<b>1,241</b>	<b>6,985</b>	<b>1,130</b>	<b>7,448</b>	<b>1,178</b>	<b>7,883</b>	<b>1,219</b>
Burglary	3,696	616	4,224	702	3,849	623	3,519	557	3,315	513
Larceny/Theft	18,012	3,004	18,050	3,000	20,124	3,256	22,196	3,510	22,987	3,556
Motor Vehicle Theft	5,299	884	4,864	808	4,339	702	3,549	561	3,147	487
Arson	55	9	49	8	61	10	50	8	-	-
<b>Property Crimes</b>	<b>27,062</b>	<b>4,513</b>	<b>27,187</b>	<b>4,518</b>	<b>28,373</b>	<b>4,591</b>	<b>29,314</b>	<b>4,636</b>	<b>29,449</b>	<b>4,556</b>
<b>Total</b>	<b>34,649</b>	<b>5,778</b>	<b>34,655</b>	<b>5,759</b>	<b>35,358</b>	<b>5,721</b>	<b>36,762</b>	<b>5,814</b>	<b>37,332</b>	<b>5,775</b>

Estimated Population	2014		2015		2016		2017		2018	
	658,853		672,228		681,170		693,927		702,455	
	Total	Rate	Total	Rate	Total	Rate	Total	Rate	Total	Rate
Criminal Homicide	105	16	162	24	135	20	116	17	160	23
Rape	470	71	494	73	527	77	443	65	445	63
Robbery	3,232	491	3,404	506	3,149	462	2,351	345	2,157	307
Aggravated Assault	4,004	608	4,024	599	3,897	572	3,674	539	3,851	548
<b>Violent Crimes</b>	<b>7,811</b>	<b>1,186</b>	<b>8,084</b>	<b>1,203</b>	<b>7,708</b>	<b>1,132</b>	<b>6,584</b>	<b>967</b>	<b>6,613</b>	<b>941</b>
Burglary	3,463	526	2,971	442	2,360	346	1,808	265	1,786	254
Larceny/Theft	25,881	3,928	24,194	3,599	26,402	3,876	24,490	3,595	25,658	3,653
Motor Vehicle Theft	3,683	559	3,194	475	2,899	426	2,545	374	2,549	363
Arson	-	-	-	-	-	-	-	-	-	-
<b>Property Crimes</b>	<b>33,027</b>	<b>5,013</b>	<b>30,359</b>	<b>4,516</b>	<b>31,661</b>	<b>4,648</b>	<b>28,843</b>	<b>4,234</b>	<b>29,993</b>	<b>4,270</b>
<b>Total</b>	<b>40,838</b>	<b>6,198</b>	<b>38,443</b>	<b>5,719</b>	<b>39,369</b>	<b>5,780</b>	<b>35,427</b>	<b>5,201</b>	<b>36,606</b>	<b>5,211</b>

Note: Arson UCR cases are no longer reported by the MPD.

## APPENDIX C

### BIAS-RELATED CRIME IN THE DISTRICT OF COLUMBIA

The Metropolitan Police Department (MPD) is committed to working with the community to address bias-motivated crimes in our city. All individuals - whether they are members of targeted communities or those who might commit a hate crime - should know that intolerance and hate crimes have no place in our vibrant city. While the District strives to reduce crime for all residents of and visitors to the city, hate crimes can make a targeted community feel more vulnerable and fearful. In order to combat hate crimes, everyone must work together not just to address specific allegations of hate crimes but also to consistently send a message that they do not reflect DC values. This report highlights the law in the District, recent trends in hate or bias-related crimes, and efforts in the District to address them.

#### Bias-Related Crimes Law

Under the Bias-Related Crime Act of 1989 (D.C. Official Code § 22-3700 et. seq.), a bias-related, or hate, crime is a criminal act or attempted criminal act that “demonstrates an accused’s prejudice based on the actual or perceived race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity or expression, family responsibility, homelessness, physical disability, matriculation, or political affiliation of a victim.”

It is important for the community to understand what is - and is not - a hate crime. First and foremost, the incident must be a crime. Although that may seem obvious, most speech is not a hate crime, regardless of how offensive it may be. In addition, a hate crime is not really a specific crime; it is a designation that makes available to the court an enhanced penalty if prosecutors seek a bias crime enhancement. Prosecutors have the challenge of establishing, beyond a reasonable doubt, that a defendant was motivated by prejudice because of an actual or perceived difference.

In short, under the law, there is no specific hate crime but rather a crime demonstrating the bias of the offender. If a person is found guilty of a hate crime, the court may fine the offender up to 1· times the maximum fine and imprison him or her for up to 1· times the maximum term authorized for the underlying crime.

It can be difficult to establish a motive for a crime, and an offender may be motivated by more than one bias. Moreover, there may not be a bright line between two possible types of classifications. For example, an anti-Semitic crime may target Judaism as a religion, Jewishness as an ethnicity, or Israel as a national origin. Therefore, we caution that the classification as a hate crime is subject to change as an investigation proceeds - even as prosecutors continue an investigation. The category under which it is classified may also be subjective.

#### Types of Bias

Type of Bias	2014	2015	2016	2017	2018
Ethnicity/National Origin	3	3	13	40	49
Race	13	19	13	47	39
Religion	8	5	17	11	12
Sexual Orientation	27	27	40	55	60
Gender Identity / Expression	15	10	19	13	34
Disability	1	0	1	1	0
Political Affiliation	1	2	2	10	10
Homelessness	2	0	1	0	1
<b>Total</b>	<b>70</b>	<b>66</b>	<b>106</b>	<b>177</b>	<b>205</b>

## APPENDIX C

### *BIAS-RELATED CRIME IN THE DISTRICT OF COLUMBIA*

#### Addressing Bias-Related Crime

The Metropolitan Police Department is a leader in the area of combating bias-related crimes. The Department works proactively to support consistent reporting and thorough investigations. The Department's strategy to address bias-related crime includes specialized community policing, enhanced officer training, strong data reporting, and robust investigations.

Several MPD units work together to ensure any potential hate crime reported to MPD is identified and investigated. Patrol is often the first unit to identify a hate crime and must note on a police report that there are possible hate crime indicators. A supervisor and a detective come to the scene of a notification is made to the Special Liaison Branch so that they can work with the victim and the community, and to detectives to conduct a thorough investigation into both the criminal elements and the possible motive. Importantly, it is not up to a patrol officer to conclude whether a crime is motivated by bias but only to note that there may be hate crime indicators. Instead, all potential hate crimes are jointly reviewed by an MPD panel consisting of the Criminal Investigations Division, the Strategic Change Division, the Intelligence Branch, and the Special Liaison Branch (SLB), to ensure that cases are appropriately classified.

The Department recognizes that it can be difficult for victims to come forward or to report that a crime seemed to be motivated by bias, but we want to assure community members that our officers take every incident seriously and that they will be treated with dignity and compassion. If MPD is able to make an arrest, the case is presented to prosecutors, who then make their own determination on whether there is enough evidence to take the case to trial.

#### Special Liaison Branch

The Department's Special Liaison Branch (SLB) is a model for community policing in its work with historically underserved communities. The SLB works closely with the District's vibrant communities, in particular its African, Asian, Deaf and Hard of Hearing, interfaith, LGBTQ+, and Latino communities. The important work of SLB is carried out by its core members and affiliate officers. The core members are those assigned to the SLB who work on these issues full time. Affiliate officers have volunteered to receive specialized training on diverse communities, their particular issues, and how to best serve them.

The affiliates continue to work in their home district but receive coordinated support, information, and trainings through the Liaison Units. For instance, in addition to receiving a week of specialized training, affiliate members are detailed to SLB for a four week immersion detail. Together, the core members and the affiliates enhance response to these communities throughout the city, 24 hours a day, seven days a week. They also reinforce the messages of progressive training, policies, and procedures to officers throughout the Department.

A primary role of the Liaison Units is outreach to the represented communities. Although these communities have historically been underserved by law enforcement, this is not the case in the District. The Branch serves as a bridge to these members of our larger community whose diversity contributes to the vibrancy of our city. The core and affiliate officers respond to crime scenes and incidents to support members of our community. An MPD victim services specialist works with SLB to focus on crime victims in its commu-



## APPENDIX C

### BIAS-RELATED CRIME IN THE DISTRICT OF COLUMBIA

nities to support and connect them to non-police services. The SLB also works to support the community with incidents which are not necessarily criminal, such as helping to locate missing persons or with death notifications to family members. The Branch hosts and participates in meetings and presentations and provides the community with public safety materials and information that helps promote a better understanding of interacting with MPD members in criminal and casual contact situations.

MPD works to improve the reporting of bias crimes in the community by providing outreach and educational sessions on the importance of reporting crime. For example, SLB members meet monthly with LGBT community advocates focused on violence prevention, speak regularly on Latino radio, and host presentations to and discussions with students about tolerance and safety. In addition to community-building and education efforts, the SLB serves as a communication conduit between the police and the community every day. Members of SLB sometimes receive notification of potential hate crimes directly from the community.

The SLB also works to support reporting and tracking internally. In 2015, the Department implemented training for all of its members on bias-related crimes, which was delivered by an experienced core or affiliate officer of MPD's LGBT Liaison Unit. SLB members continue to provide training to all new recruits, and reminders are provided to all members at roll calls throughout the year. In 2020, SLB is providing a specialized detective training on hate crimes.



#### How Do I Report Hate Crimes?

If you have been the victim of a hate crime, know of, or have witnessed a hate crime, you can report this in several ways:

- **Call 911** for a crime in progress or one that has just happened
- Call or visit your local Metropolitan Police Department district station. For address information go to <http://mpdc.dc.gov/districts>.
- Call the Hate Crimes Voicemail at (202) 727-0500, which allows individuals in the District to provide information regarding hate crimes anonymously, if they wish. Please note that MPD may not be able to investigate the information as a crime if there is not enough information, so contact information for any follow up questions may be helpful.
- Mail or email a written statement with the complaint that contains information to support a claim that the incident constitutes a bias-related crime. Statements may be sent to:

##### **Hate Crimes Coordinator**

Homeland Security Bureau  
Metropolitan Police Department  
300 Indiana Avenue, NW, Room 3000  
Washington, DC 20001  
[hate.crimes@dc.gov](mailto:hate.crimes@dc.gov)



## APPENDIX C

### *BIAS-RELATED CRIME IN THE DISTRICT OF COLUMBIA*

#### Highlights

In 2018, the Department worked to strengthen service to and strong relationships with communities that have been historically underserved by government and police. In December 2016, Chief Newsam moved the Special Liaison Branch (SLB) from the Patrol Services Bureau to the Strategic Change Division in the Executive Office of the Chief of Police, to help reassure the community during a time of anxiety and change that MPD strongly supports everyone in our city, no matter their race, religion, sexual orientation, gender identity, or national origin. This also helped the liaison units to better coordinate across MPD bureaus.

In addition to addressing the surge in hate crimes, a key focus in 2018 was reassuring communities in distress about national immigration policy and enforcement. SLB continues to highlight the important message that MPD's commitment to them has not changed. MPD's longstanding policy is that we do not ask individuals about their immigration or residency status. MPD reinforced our policy to officers, clarifying that regardless of federal policy, our policy has not and will not change. The Department continues to publicize the message in various ways, including through flyers and videos in multiple languages. As a result of our partnerships and strong relationships with local foreign language media outlets, SLB members have ensured these messages have been shared with our immigrant communities using the media (radio, TV, print, online) and languages they use.

The members of SLB help to strengthen connections with the community by providing specialized services. In addition to supporting individuals who are victims of crime, SLB coordinates with other government agencies and law enforcement partners on



## APPENDIX C

### BIAS-RELATED CRIME IN THE DISTRICT OF COLUMBIA



developing protocols for responding to specific cases. SLB has provided technical support to university police dealing with bias-related incidents. Members have also worked with embassies and other police departments to help find missing persons. SLB also hosts or participates in community events. They connect with youth through special activities, like soccer games and school supply give-aways. They visit religious communities throughout the city for special events and holidays. They hold seminars with community leaders on crime prevention and celebrate with the community during their festivals. The Branch is also a model for other police departments in the United States and around the world in how to better serve their communities, and frequently hosts site visits in the District.

#### Bias-Related Crimes Data

Despite the work of MPD and many others in the District, the city is clearly not immune from the escalating negative discourse and intolerance around the country that has given rise to more bias-motivated crimes. Over the past few years, we have seen a nationwide increase in

hate crimes targeting individuals for where they were born, what language they speak in public, who they love, what race or ethnicity they identify with, and what religion they follow. Places that we all thought were safe spaces – schools, churches, synagogues, government buildings – have all been targets of violent hate. While the Internet has transformed our daily lives, it has also made it very easy to find receptive audiences for sharing hatred, bigotry, and extremism.

Based on crimes reported to MPD, there has been a surge of hate crimes in the District over the past three years. In 2016, 106 hate crimes were reported to MPD, representing a spike of 60 percent over 2015. The number continued to grow in 2017, with 177 reported incidents, representing a 67 percent spike. In 2018, the number increased 16 percent, with 205 incidents reported.

#### Types of Crime

Type of Offense	2014	2015	2016	2017	2018
Aggravated Assault	10	10	15	24	20
Arson	0	1	0	0	0
Cruelty to Children	0	0	0	1	0
Destruction of Property/Displaying Symbols	13	8	17	60	38
Larceny/Theft	0	1	1	0	2
Rape	1	1	0	0	2
Robbery	3	8	6	6	11
Simple Assault	31	23	41	44	75
Threats/Stalking	12	14	25	42	57
Voyeurism	0	0	1	0	0
<b>Total</b>	<b>70</b>	<b>66</b>	<b>106</b>	<b>177</b>	<b>205</b>

## APPENDIX C

### BIAS-RELATED CRIME IN THE DISTRICT OF COLUMBIA

In looking at the bias types of these hate crimes, in 2018 crimes with bias motives based on sexual orientation were the most prevalent (60 instances), as they have been for more than a decade. This is followed by ethnicity/national origin (49 instances), race (39 instances), and gender identity/expression (34 instances). The most common underlying crimes are simple assault (75 instances), threats/stalking (57 instances), destruction of property/displaying symbols (38 instances), aggravated assault (20 instances), and robbery (11 instances).

Data on hate crimes are also available on the MPD webpage ([www.mpdc.dc.gov/hate-crimes](http://www.mpdc.dc.gov/hate-crimes)). Summary data is posted monthly. In 2018, MPD began posting more detailed hate crime data, including the crime type, where and when a crime occurred, and the bias type. This open data spreadsheet includes data from 2012 through 2017, and is updated quarterly.

While we strive to create an environment where residents feel safe and supported, the reality is that the District exists within the larger context of our country. In the past few years, we have seen our national political discourse veer towards more extreme politics that encourage and reward outlandish and offensive behavior. Unfortunately, some of that behavior has found its way to our city, but we continue to do our best to combat it and remain an inclusive, vibrant city.



### Location

District	First			Second			Third			Fourth			Fifth			Sixth			Seventh			Total		
	2016	2017	2018	2016	2017	2018	2016	2017	2018	2016	2017	2018	2016	2017	2018	2016	2017	2018	2016	2017	2018	2016	2017	2018
Ethnicity/ National Origin	0	16	4	7	12	27	1	4	6	2	6	4	0	1	6	1	0	1	2	1	1	13	40	49
Race	3	7	11	2	14	15	6	11	5	1	5	1	1	5	4	0	3	2	0	2	1	13	47	39
Religion	2	0	2	10	6	5	1	2	1	2	3	3	2	0	1	0	0	0	0	0	0	17	11	12
Sexual Orientation	5	6	7	6	10	8	11	17	21	5	3	7	3	5	6	5	5	5	5	9	6	40	55	60
Gender Identity / Expression	6	0	5	0	2	5	4	3	4	1	3	2	3	2	7	3	2	6	2	1	5	19	13	34
Disability	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0
Political Affiliation	0	2	1	2	5	7	0	1	2	0	1	0	0	1	0	0	0	0	0	0	0	2	10	10
Homelessness	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
<b>Total</b>	<b>17</b>	<b>32</b>	<b>30</b>	<b>28</b>	<b>49</b>	<b>68</b>	<b>23</b>	<b>38</b>	<b>39</b>	<b>11</b>	<b>21</b>	<b>17</b>	<b>9</b>	<b>14</b>	<b>24</b>	<b>9</b>	<b>10</b>	<b>14</b>	<b>9</b>	<b>13</b>	<b>13</b>	<b>106</b>	<b>177</b>	<b>205</b>

The figures reported comply with DC Official Code § 22-3700. Because the DC statute differs from the FBI Uniform Crime Reporting definitions, and includes categories not included in the FBI definitions, these figures may be higher than those reported to the FBI. All figures are subject to change if new information is revealed during the course of an investigation or prosecution.



## APPENDIX D

### LITTERING ENFORCEMENT IN DC

In December 2008, the Council of the District of Columbia passed the Anti-Littering Amendment Act of 2008. The legislation provided new tools to support the enforcement of littering. Police officers, with round-the-clock presence on the streets of the District, can be an important part of the routine enforcement necessary to keep our city clean by deterring people from littering. In addition, in January 2011 the final legislative change that was needed to begin littering enforcement became effective.

#### General Littering

The Anti-Littering Amendment Act of 2008 amended the existing littering statute to establish an affirmative requirement that a person stopped for a non-traffic littering violation provide the officer with his or her accurate name and address for the citation. Without accurate identifying information, the government's ability to hold violators accountable for this civil offense is limited. Violators who do

not provide a valid name and address to an officer citing them for a civil non-traffic littering violation can be arrested. The criminal offense of refusing to provide an accurate name and address is adjudicated by the Superior Court of the District of Columbia, with a penalty, upon conviction, of not less than \$100 or more than \$250. The underlying littering violation is adjudicated by OAH. The fine for this littering violation is \$75.

In order to issue a ticket, an officer must personally observe the litterer intentionally or carelessly dropping rubbish, waste matter, refuse, garbage, trash, debris, dead animals or other discarded materials of every kind and description, on public space, in waterways, or on private property not under his or her control. The number of non-traffic littering tickets issued and dismissed in calendar year 2018 is provided below.

#### 2018 Notices of Violation for Non-vehicle Littering

	1D	2D	3D	4D	5D	6D	7D	Citywide
Default - Notice Sent	0	0	0	0	0	17	0	17
Default - No notice sent*	0	0	0	0	0	8	0	8
Dismissed	0	0	0	0	0	1	0	1
Found Liable	0	0	0	0	0	6	0	6
Open Cases	0	0	0	0	0	3	0	3
<b>Total Notices of Violation</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>35</b>	<b>0</b>	<b>35</b>

\*For the eight cases in default, but no notice sent, these were not answered by the recipient within the required 14 days and were in default when dismissed. Before sending a default notice, OAH reviewed the tickets and determined they could not be supported in a hearing. Seven were dismissed because there was no indication on the ticket of whether the respondent is in the military, as is required under the Servicemembers Civil Relief Act. Officers have been reminded of the need to complete this section of the ticket.



## Littering from a Vehicle

The Act also established a new violation for littering from a vehicle. It provides that “No person shall dispose or cause or allow the disposal of litter from a vehicle upon any public or private property. Litter shall include all rubbish, waste matter, refuse, garbage, trash, debris, dead animals, or other discarded materials of every kind and description.” (DC Municipal Regulations § 18-2221.6). The penalty for the offense is a \$100 fine, with any appeals adjudicated by the Department of Motor Vehicles. Since this violation is enforced and adjudicated similar to other civil traffic violations, it could be and was immediately implemented citywide. The number of tickets issued and dismissed in calendar year 2018 is provided at right.

### 2018 Tickets for Littering from a Vehicle (NOIs)

Unit	Issued	Dismissed
1st District	9	3
2nd District	4	0
3rd District	4	0
4th District	0	0
5th District	7	4
6th District	9	3
7th District	2	1
Other MPD	3	0
<b>Total</b>	<b>39</b>	<b>11</b>

## APPENDIX E

### CITIZEN COMPLAINTS

The Metropolitan Police Department (MPD) is committed to providing professional, high-quality services to all; MPD does not tolerate misconduct or wrongdoing on the part of its members. If you believe you have been subjected to, or witnessed, police misconduct of any type, MPD encourages you to report the incident to either MPD or the Office of Police Complaints (OPC). There are many convenient ways for you to file complaints, including in-person, over the telephone, or via mail, email or fax.

---

#### What is the Process Once a Complaint is Made?

A complaint may be submitted to either the Metropolitan Police Department (MPD) or the Office of Police Complaints (OPC). Complaints submitted to MPD go through the following process:

1. When MPD receives a completed complaint, it is transmitted to OPC for evaluation and determination of investigative authority.
2. If a complaint is referred to MPD by OPC, the MPD official responsible for investigating the complaint contacts you to let you know he or she is investigating the allegation. If necessary, the official will obtain additional information.
3. The complaint is investigated: any available evidence is reviewed, and witnesses and officers (against whom the complaint is filed) are interviewed. The officers are entitled to know the complainant's name, if known, and the nature of the complaint. However, MPD will not reveal the complainant's name if the complainant requests to remain anonymous.
4. Investigation is completed and one of the following conclusions is made:
  - Sustained - where the person's allegation is supported by sufficient evidence to determine that the incident occurred and the actions of the officer were improper.
  - Insufficient Facts - where there are insufficient facts to decide whether the alleged misconduct occurred.
  - Exonerated - where a preponderance of the evidence shows that the alleged conduct did occur but did not violate MPD policies, procedures, or training.
  - Unfounded - where the investigation determined no facts to support that the incident complained of actually occurred.
5. You are notified of the outcome of the investigation. If you do not agree with the outcome, you may appeal the decision in writing by sending a letter to the Chief of Police at:

Chief of Police  
Metropolitan Police Department  
300 Indiana Avenue, NW, Room 5080  
Washington, DC 20001

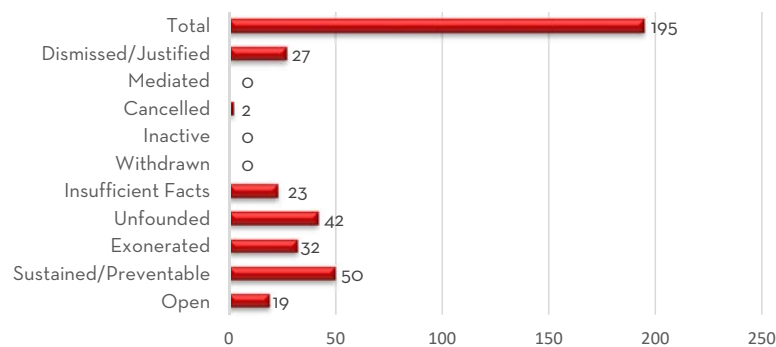
## APPENDIX E CITIZEN COMPLAINTS

### Use of Force

	2014	2015	2016	2017	2018
Intentional Firearms Discharges at Persons	9	15	10	10	3
Fatalities Resulting from Intentional Firearm Discharge	4	2	4	2	2
Number of Persons Injured (non-fatal) as a Result of Intentional Firearm Discharge	3	7	4	5	0
Instances of Firearm Discharges at Animals	18	8	11	7	6
Accidental/Negligent Firearm Discharges	1	3	5	0	2

### Disposition of Cases

Less than a third of the 195 complaints filed against MPD officers in 2018 were sustained.



### Allegations of Misconduct

Allegation Type	2018
Abuse of Authority	9
Assault	0
Bias/Discrimination	0
Conduct Unbecoming	2
Destruction of Property	0
Excessive Force/Use of Force	11
Fail to Provide ID	2
Fail to Take Police Action	0
Fail to take Police Report	42
False/Unlawful Arrest	3
Falsification of Reports	0
Harassment	44
Illegal Search	3
Improper Use of Police Vehicle	0
Language Abuse	4
Misconduct	0
Mishandling Property	2
Neglect of Duty	1
Orders and Directives	6
Poor or Lack of Police Service	61
Racial Profiling	2
Rude and Unprofessional	60
Rude, Condescending	0
Sexual Harassment	0
Sexual Misconduct	0
Theft	0
Threats/Intimidation	3
Unfair Treatment	0
Unknown	0
Untruthful Statement	0
Other	26
<b>Total</b>	<b>281</b>

## APPENDIX E CITIZEN COMPLAINTS

### Allegation of Discrimination

Discrimination Type	2018
Race	2
Racial Profiling	2
Sex	0
Sexual Orientation	1
Other	0
<b>Total</b>	<b>5</b>

### Harassment Allegation

Harassment Type	2018
Unlawful Search	0
Illegal Search	3
Bad Ticket	9
Unlawful Stop	1
Unlawful Detention	2
Landlord Tenant	0
False Arrest	2
Demeanor Tone	7
Discrimination: Sex	0
Discrimination: Race	0
Discrimination: National Origin	0
Abuse of Power	8
Other	12
<b>Total</b>	<b>44</b>

### Status of Pending Complaints

Pending Complaints	2018
Under Investigation by Chain of Command	17
Under Investigation by IAB	2
Referred to USAO	0
Under Investigation by OPC	0
<b>Total</b>	<b>19</b>

### Demographics of Officers who Received Complaints

Gender		
Male	224	74%
Female	45	15%
Unidentified	32	11%
Race		
Black	144	48%
White	91	30%
Hispanic	27	9%
Asian	7	2%
Other	0	0%
Unidentified	32	11%
<b>Total</b>	<b>301</b>	<b>100%</b>

### Officer Assignment

District	
First District	43
Second District	30
Third District	34
Fourth District	27
Fifth District	32
Sixth District	31
Seventh District	36
Other	68
<b>Total</b>	<b>301</b>

### Failure to Identify

Failure to Display Name and Badge	0
Failure to Provide Name and Badge on Request	2
Other	0
<b>Total</b>	<b>2</b>

## APPENDIX E CITIZEN COMPLAINTS

### Age of Officer

Age	
21-25	8
26-30	45
31-35	43
36-40	39
41-45	35
46-50	41
51-55	41
56-60	14
61-70	3
Unknown	32
<b>Total</b>	<b>301</b>

### Officer's Years of Service

Number of Years	
Under 3 Years	42
3-5 Years	54
6-10 Years	47
11-15 Years	45
16-20 Years	31
21-25 Years	24
26-30 Years	23
30 Years or More	3
Unknown	32
<b>Total</b>	<b>301</b>

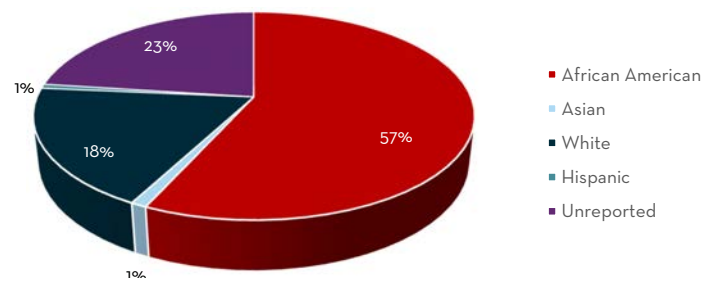
### Officers with Multiple Complaints

Two Complaints	8
Three Complaints	0
Four Complaints	0
Five Complaints	0
<b>Total</b>	<b>8</b>

### Complainants who Filed Multiple Complaints

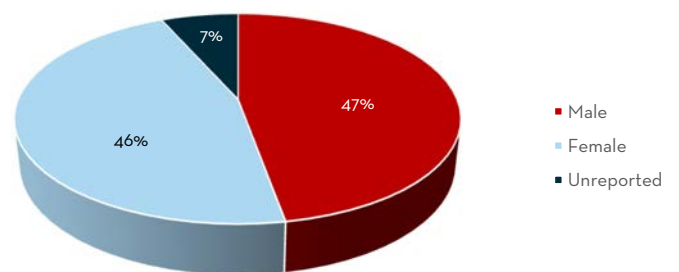
Two Complaints	4
Three Complaints	0
Four Complaints	0
<b>Total</b>	<b>4</b>

### Complainant's Race



Note: Some cases have multiple complainants.

### Complainant's Gender



Note: Some cases have multiple complainants.

## APPENDIX F

### REMEMBERING OUR FALLEN HEROES

The Metropolitan Police Department dedicates this report to the outstanding and heroic members who died in the line of duty. Their service and sacrifice are deeply appreciated and forever remembered.

#### 2000-Present

Paul Dittamo ..... October 30, 2010  
Wayne C. Pitt ..... April 11, 2007  
Gerard W. Burke ..... March 23, 2006  
James McBride ..... August 10, 2005  
Joseph Pozell ..... May 17, 2005  
Clifton Rife II ..... June 2, 2004  
John S. Ashley ..... May 30, 2004

#### 1975-1999

Thomas Hamlette, Jr. .... July 18, 1998  
Robert L. Johnson, Jr. .... April 27, 1997  
Oliver W. Smith ..... February 26, 1997  
Brian T. Gibson ..... February 5, 1997  
Anthony W. Simms ..... May 25, 1996  
Scott S. Lewis ..... October 6, 1995  
James McGee, Jr. .... February 7, 1995  
Henry J. Daly ..... November 22, 1994  
Jason E. White ..... December 30, 1993  
Ernest C. Ricks ..... May 17, 1989  
Robert Remington ..... May 19, 1987  
Kevin Welsh ..... August 4, 1986  
Joseph M. Cournoyer ..... January 29, 1985  
Raymond E. Mumford ..... March 11, 1983  
Robert K. Best ..... December 15, 1982  
Donald G. Luning ..... September 14, 1982  
Arthur P. Snyder ..... February 12, 1980  
Richard F. Giguere ..... June 6, 1979  
Alfred V. Jackson ..... June 6, 1979  
Bernis Carr, Jr. .... February 16, 1978  
Bruce W. Wilson ..... April 26, 1977  
Michael J. Acri ..... October 16, 1976

#### 1950-1974

Gail A. Cobb ..... September 20, 1974  
George D. Jones, Jr. .... March 24, 1973  
Ronnie W. Hassell ..... December 2, 1972  
Dana E. Harwood ..... September 25, 1972  
Jerry W. Morris ..... December 4, 1971  
William L. Sigmon ..... May 25, 1971  
Jerrard F. Young ..... May 21, 1971  
Glen Fisher ..... March 10, 1971  
David H. Rose ..... February 20, 1971  
Allan L. Nairn ..... November 30, 1969  
Michael J. Cody ..... July 14, 1969  
David C. Hawfield ..... July 14, 1969  
Willie C. Ivery ..... November 15, 1968  
Stephen A. Williams ..... July 2, 1968  
Eugene I. Williams ..... February 27, 1968  
Lawrence L. Dorsey ..... February 2, 1968  
Gilbert M. Silvia ..... November 25, 1967  
Russell W. Ponton ..... May 2, 1967  
Marvin L. Stocker ..... March 23, 1966  
Marcus P. Willis ..... December 27, 1965  
Martin I. Donovan ..... July 9, 1964  
Robert D. Handwerk ..... January 24, 1964  
David C. Higginbotham ..... December 7, 1963  
Elmer L. Hunter ..... March 20, 1963  
James Roche ..... June 30, 1962  
Terrell M. Dodson ..... April 17, 1960  
Donald J. Brereton ..... January 7, 1960  
Harold K. Shelton ..... May 3, 1959  
Lester G. Myers ..... November 13, 1958  
George W. Cassels ..... July 12, 1953

## APPENDIX F

### REMEMBERING OUR FALLEN HEROES

For more information on these officers, and all MPD members who have died in the line of duty, visit the MPD website at [www.mpd.dc.gov/memorial](http://www.mpd.dc.gov/memorial).

#### 1925-1950

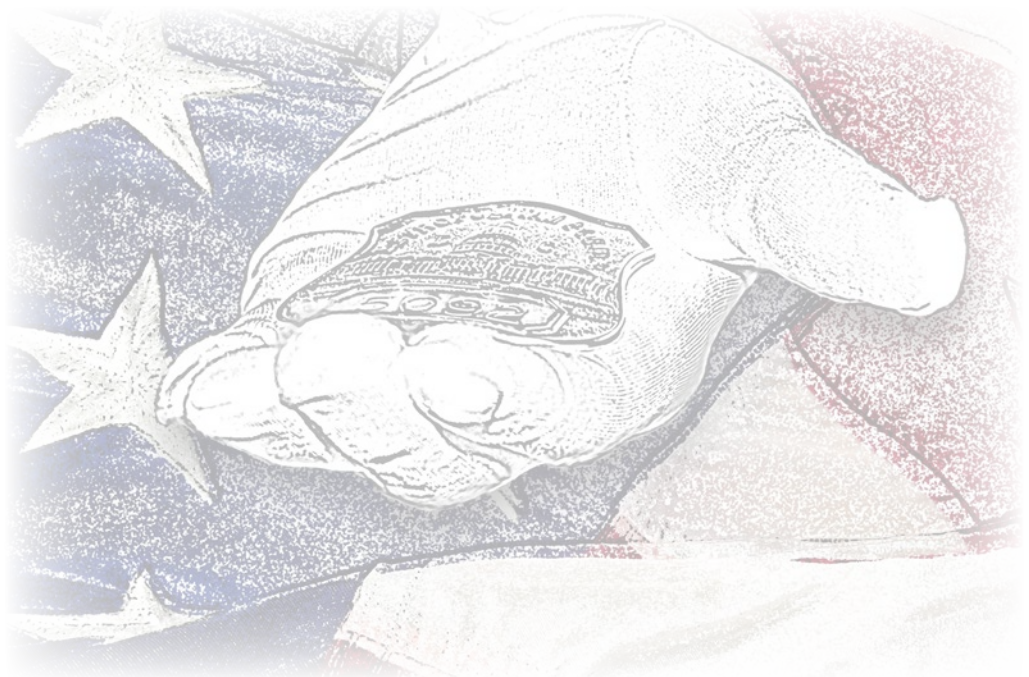
Grady A. Beacham ..... December 2, 1948  
 Mortimer P. Donoghue ... September 15, 1948  
 Hubert W. Estes ..... May 16, 1947  
 Richard H. Taylor ..... December 13, 1946  
 Harry E. Hamilton ..... November 1, 1946  
 Donald W. Downs ..... September 1, 1946  
 William J. Weston Jr. .... March 4, 1945  
 Charles R. Johnston ..... May 9, 1943  
 Irving Rosenburg ..... February 15, 1942  
 Uel M. Gaile ..... August 19, 1940  
 Charles F. Cummins ..... June 12, 1940  
 Robert W. Davis ..... January 1, 1940  
 Raymond E. Grant ..... August 14, 1939  
 Richard T. Conklin ..... June 5, 1938  
 Earnest T. Wessells ..... April 23, 1938  
 Paul W. Jones ..... March 14, 1936  
 Frank L. Nussbaum ..... February 16, 1936  
 Jessie L. Taylor ..... May 1, 1931  
 Raymond V. Sinclair ..... December 28, 1934  
 George W. Shinault ..... August 14, 1932  
 Elmer A. Swanson ..... July 6, 1932  
 Arthur H. Gelhar ..... August 8, 1931  
 Charles D. Poole ..... August 4, 1931  
 Frank J. Scoville ..... September 24, 1930  
 Frederick W. Bauer ..... June 6, 1930  
 Ross H. Kaylor ..... December 10, 1929  
 Edgar P. Alexander ..... November 16, 1929  
 Harry J. McDonald ..... July 22, 1929  
 William S. Buchanan ..... April 18, 1929  
 John F. McAuliffe ..... January 21, 1929  
 Claude O. Rupe ..... October 14, 1928  
 James G. Helm ..... February 11, 1928  
 Leo W. Busch ..... September 28, 1926  
 Earl A. Skinner ..... June 9, 1926  
 Claude C. Koontz ..... November 30, 1925

#### 1900-1924

Raymond C. Leisinger ..... August 28, 1924  
 John W. Purcell ..... October 17, 1923  
 Frederick G. Stange ..... February 28, 1923  
 Edmund P. Keleher ..... January 10, 1922  
 George C. Chinn ..... October 20, 1921  
 Samuel C. Hayden ..... February 27, 1921  
 Preston E. Bradley ..... February 21, 1921  
 Oscar A. McKimmie ..... January 17, 1920  
 James E. Armstrong ..... December 20, 1919  
 Isaac W. Halbfinger ..... July 22, 1919  
 Harry Wilson ..... July 21, 1919  
 Lester M. Kidwell ..... July 11, 1918  
 John A. Conrad ..... May 21, 1918  
 David T. Dunigan ..... May 21, 1918  
 Willie R. Gawen ..... March 2, 1915  
 William C. Farquhar ..... October 22, 1913  
 Eugene C. Smith ..... January 1, 1910  
 William H. Mathews ..... March 5, 1909  
 William E. Yetton ..... November 9, 1908  
 John J. Smith ..... July 7, 1904

#### 1800s

Junius B. Slack ..... November 27, 1891  
 Adolphus Constantine .... September 10, 1891  
 Americus N. Crippen ..... November 5, 1889  
 Frederick M. Passau ..... May 17, 1889  
 John H. Fowler ..... September 9, 1884  
 Francis M. Doyle ..... December 29, 1871





**PETER NEWSHAM**  
*Chief of Police*

**WE ARE WASHINGTON** GOVERNMENT OF THE DISTRICT OF COLUMBIA  
**DC** MURIEL BOWSER, MAYOR



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# METROPOLITAN POLICE DEPARTMENT

## WASHINGTON, DC



# STOP DATA REPORT

SEPTEMBER 2019



## Glossary

- **Consent search:** A search of a person or property based upon valid consent of the individual whose person or property is being searched. The Fourth Amendment requires that consent to a search not be coerced, by explicit or implicit means, by implied threat, or covert force.
- **Contact or field contact:** Conduct by a police officer which places the officer in face-to-face communication with an individual under circumstances in which the individual is free not to respond and to leave.
- **Probable cause:** A set of facts, circumstances, or reliable information that would lead a reasonable and prudent police officer to believe that a crime has been committed, or is about to be committed, and that a certain person committed it.
- **Probable cause search:** A warrantless search of a person or vehicle based upon probable cause that is conducted under specific circumstances. To conduct a probable cause search of a vehicle, a police officer must have probable cause to believe that contraband or physical evidence of a crime is in a moveable (i.e., operable) vehicle in a public area (e.g., public space, shopping center, parking lot). To conduct a probable cause search of a person, a police officer must have probable cause to believe that the person has contraband or physical evidence of a crime on his or her person.
- **Protective pat down:** A limited protective search for concealed weapons or dangerous instruments. A pat down, also known as a frisk, consists of patting an individual's outer clothing to determine the presence of weapons and other dangerous objects. Pursuant to the Supreme Court ruling in *Terry v. Ohio*, 392 U.S. 1 (1968), police officers have authority to conduct a limited search of a person for weapons during some stops. Reasonable suspicion for a stop does not automatically provide the basis for a pat down. For a pat down to be reasonable and constitutional under the Fourth Amendment, the preceding stop of the individual's person must be lawful and the police must have an objectively reasonable basis to believe that the individual is armed and dangerous.
- **Reasonable suspicion:** Minimal level of objective justification for making a stop. Although reasonable suspicion cannot be precisely defined, it is more than a hunch or mere speculation, but less than probable cause.
- **Records Management System:** Computer system used by MPD to collect and store required stop data as well as other law enforcement information including crimes, arrests, missing person reports, and traffic crashes.
- **Stop:** A temporary investigative detention of a person for the purpose of determining whether probable cause exists to make an arrest. A stop is a seizure of an individual's person and occurs whenever an officer uses his or her authority to compel a person to halt, remain in a certain place, or to perform an act (such as walking to a nearby location where the member can use a radio or telephone). If a person is under a reasonable impression that he or she is not free to leave the member's presence, a stop has occurred.
- **Warrant search:** A search conducted pursuant to a valid search warrant granted by a judge or magistrate based upon probable cause.

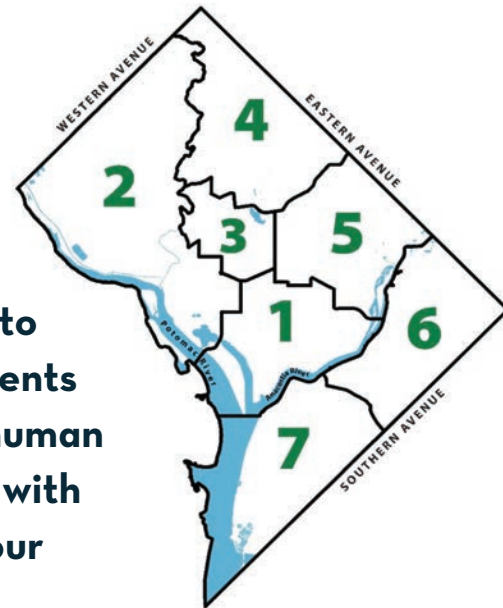


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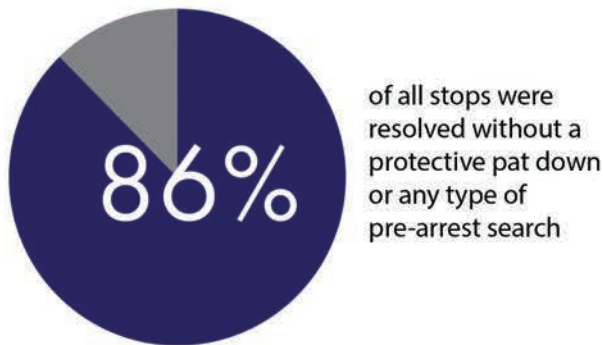
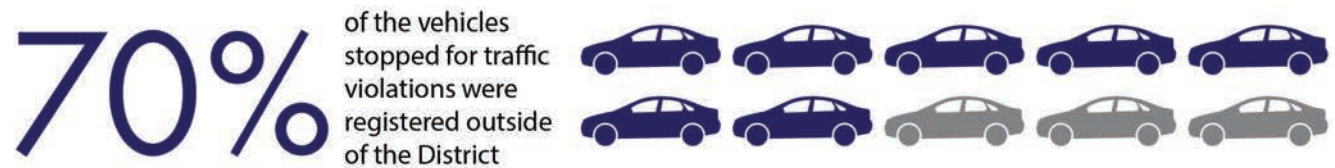
What is this report about?	5
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## Police District Boundaries in the District of Columbia

It is the mission of the Metropolitan Police Department to safeguard the District of Columbia and protect its residents and visitors with the highest regard for the sanctity of human life. We will strive at all times to accomplish our mission with a focus on service, integrity, and fairness by upholding our city's motto **Justitia Omnibus – Justice for All.**



From **July 22nd** to **August 18th**,  
MPD collected data on approximately **11,600** police stops.



MPD seized **136 guns** as a result of these stops



## What is this report about?

In July 2019, to enhance data collection as part of the [NEAR Act](#), authored by Councilmember Kenyan McDuffie, the Metropolitan Police Department (MPD) launched changes to police processes and data systems to allow the collection of more data in discrete fields and enable greater data analysis of police stops. Transparency around this information is critically important to public trust.<sup>1</sup> This report represents just the first step in sharing the data and using it to improve policing in the District. MPD is committed to ensuring that each police stop meets its high standards for fair and constitutional policing and demonstrates respect for the individual stopped.

As you review this initial data, we ask readers to recognize there are limits to what questions can be answered with just this data set. For instance, this is based on just four weeks (July 22nd - August 18th),<sup>2</sup> so it may not be a representative sample. In order to provide a snapshot of the data to the public, this report is brief, but presents the major data points from the comprehensive data set, publicly available on MPD's website.



### The stops had a purpose and legal basis.

Sixty percent of the stops were prompted by a traffic violation; 35% of non-ticket stops were based on a call for service.



### The stops included many people traveling in or through the District.

Only 30 percent of the vehicles stopped and issued tickets for traffic violations were registered in the District; 70 percent were registered in another state.

## What is a police stop?

If a person is under a reasonable impression that he or she is not free to leave an officer's presence, a stop has occurred.

Some examples of stops may include an officer:

- Stopping a car that the officer saw speeding;
- Stopping a person to investigate neighborhood package thefts;
- Stopping a person matching a suspect description from a robbery victim;
- Serving a warrant or making an arrest.

For more information or to find other terms, please see the Glossary.



### Most stops were resolved without any physical contact between the officer and the person stopped or his or her property.

Only 14 percent of stops involved a protective pat down (sometimes called a frisk) or a pre-arrest search of either a person or property.



### MPD stops play a vital role in supporting Vision Zero and making our streets safe for all users.

Sixty percent of all stops result in a ticket, and 25 percent of arrests include a charge for a criminal traffic violation.



### MPD stops can help remove guns from our neighborhoods.

Violent gun crime remains the city's most pressing public safety problem. MPD officers are able to remove a significant number of guns from DC streets as a result of these stops.



### The stops were brief.

Three out of four were resolved in about 15 minutes. Ninety percent lasted less than 30 minutes.

# What are some relevant trends in public safety in the District?

Police make stops in response to public safety demands – such as to **enforce traffic violations, investigate crime, or carry out an order from the courts.** In order to understand police stops, it is important to be aware of broader public safety trends.

## Trends in Serious Crime

(Jul 22-Aug 18, 2019 compared to 2018)

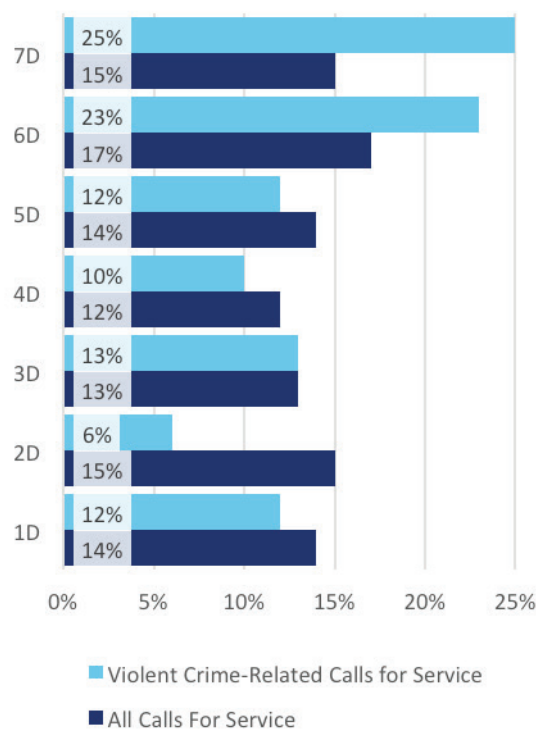
Homicide	↑	8%
Sex Abuse	↓	-30%
Assault w/ Dangerous Weapon	↓	-4%
Robbery	↑	4%
Total Violent Offenses	↓	-1%
Burglary	↓	-20%
Motor Vehicle Theft	↓	-13%
Theft From Auto	↓	-16%
Theft	↑	15%
Total Property Offenses	↓	-2%
Total	↓	-2%

For the 4-week report period, when compared to the same time in 2018), downward trends in serious crime were positive. However, robberies and homicides increased during that time. Moreover, in the first eight months of 2019, the number of victims of violent crime who were shot increased 14 percent.

Traffic fatalities are down 27 percent in 2019, but they increased 29 percent from 2016 to 2018.

## Distribution of Calls for Service between Police Districts

(Jul 22-Aug 18, 2019)



During the report period, calls for service were balanced between the police districts, but calls related to violent crime were significantly higher in the Sixth and Seventh Districts.



## What is new about this data?

In July 2019, MPD, in partnership with the Department of Motor Vehicles (DMV), implemented enhanced data collection methods to enable officers to more effectively collect a variety of information about each police stop. This includes personal demographic information, the reason for the stop, and the outcome of the stop. MPD's Records Management System (RMS) also has been modified to allow information collection on stops, protective pat downs, and pre-arrest searches in discrete fields that will support data aggregation and analysis. (For definitions of these and other terms, please refer to the glossary.)

The result of these changes is comprehensive data on all MPD stops. This report is based on four weeks of data (July 22 through August 18, 2019) and is an initial snapshot based on a limited study period. In addition to the information highlighted in this report, much of the data can be further analyzed by locations, demographics, or other variables. MPD encourages members of the public to review the data and ask us questions about information not yet covered by this report. This comprehensive data set of four weeks of police stops is available on the [MPD open data page](#). Full data for 2019 will be published in 2020 and in 6-month increments thereafter.

## Why do police stop people?

Broad public safety indicators – **traffic crashes and fatalities, crime**, and **calls for service** – are the key drivers of stops made by MPD officers. Residents, workers, and visitors in the District all deserve a safe city.

Officers  
make stops  
for many  
reasons,  
including:



Identifying an area with frequent traffic violations and conducting stops to protect all roadway users – pedestrians, bicyclists, and motorists.



Observing a crime.



Receiving a call for service for a crime and conducting a stop based on information from a witness or credible source describing a suspect.



Serving a search or arrest warrant at the direction of the courts.

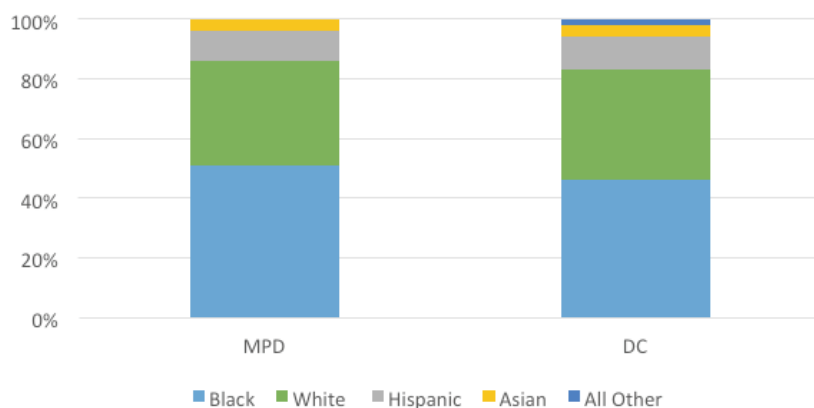
MPD officers will continue to conduct stops as we work to make DC the safest big city in the country. At the same time, MPD recognizes that police officers, with their critical role in safeguarding the city and enforcing the laws and rules of government, have a unique professional and personal responsibility to protect individual rights. MPD is committed to working to mitigate systemic and implicit bias in the exercise of this police authority.

MPD officers of all ranks are committed to promoting fair, constitutional, and unbiased policing, and each stop must meet MPD's high standards. The individual experience of each person stopped is just as important – if not more so – as the data collected. While no one wants to be stopped by police because they have committed a traffic violation or because of a police investigation, police can build trust with that person and the community by ensuring stops are procedurally just. Officers should treat each person professionally and respectfully, and provide them with clear information about the reason for the stop.

Comprehensive strategies throughout the agency – and support from community and nongovernment partners – promotes successful policing. MPD is a diverse agency that more closely resembles the demographics of the city than any other major city police department.<sup>3</sup> We strive to maintain this diversity by building and supporting a pool of young District residents who may be interested in a career with MPD through our Police Cadet Program and other initiatives. Our efforts to develop a department that meets high standards include rigorous hiring assessments of candidates, clear policy – which for two decades has prohibited biased policing, comprehensive early intervention programs – and employee performance reviews.

An exceptional training program gives MPD officers the knowledge and tools necessary to meet these high standards. We train officers on the importance of procedural justice and a proactive response if their colleagues are not policing appropriately.

Racial Demographics of MPD Officers and DC Population



## MPD has also developed innovative training programs in partnerships with:

- The **University of the District of Columbia Community College**, which facilitates a training at the **National Museum of African American History and Culture** delving into critical race theory and the historical relationship between African Americans and law enforcement; and
- The **U.S. Holocaust Museum**, which teaches officers about the role police played in the Holocaust and challenges them to reflect upon their responsibilities today.
- **Georgetown University**, which facilitates a two-year training and mentoring program for new officers to discuss, reflect on, and eventually shape the future of policing.

Nevertheless, some interactions do not meet expectations. Body-worn cameras and an independent complaint process through the [Office of Police Complaints](#) (OPC) help our efforts to hold officers accountable. Members of the public can help by reporting any interactions where they are not treated with respect or an officer does not meet standards to the OPC.

## What are the next steps?

Law enforcement agencies, the criminal justice system, academia, and public policy professionals have long examined the complex relationship between arrest rates, demographics, and socio-economic variables such as race, poverty, education, and employment. The demographic information for these stops is consistent with MPD's other publicly available data on stops and arrests: persons of color are stopped at higher rates. Seventy percent of persons stopped during the reporting period were black, while 15 percent were white. In comparison, 46 percent of the District's population is black and 37 percent is non-Hispanic white.<sup>4</sup>

Does this data demonstrate that stops reflect bias against specific groups? The community deserves an answer to this critically important question. It may be tempting to point to initial snapshot of data as evidence that stops are biased. However, while the new data collection is an important step forward in understanding stops, additional data and comprehensive analysis will be necessary to determine whether stops are biased.

There are many reasons why a simple comparison of demographics between those who live in DC and those who are stopped in DC cannot accurately answer the question of bias. Fundamentally, bias needs to be measured in comparison to the rate of behavior that should lead to a police stop. An appropriate measure has thus far eluded researchers, but that does not mean we do not continue to seek to develop one. We caution readers not to simply compare the demographics of persons stopped in DC with the demographics of the city's population.

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Racial bias could be a factor in generating such disparities, but a basic introductory research methods course in the social sciences would argue that other explanations may be contributing factors. For example, differences by race in the exposure to the police and/or the rates of committing offenses may also contribute to racial disparities in police stop decisions. It is well documented, for example, that due to historical differences in racial segregation, housing tenure, poverty, and other sociopolitical factors, minorities in the US are more likely to live in neighborhoods with higher rates of crime and disorder...Crude approximations of the population at risk for police contact are poor substitutes and can hide evidence of racial bias or lead to exaggerated estimates of racial bias.<sup>5</sup>

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## STOP DATA REPORT | SEPTEMBER 2019

Researchers have previously attempted to develop accurate measures of police stops and population demographics in the District. In 2006, Lamberth Consulting published [Data Collection and Benchmarking of the Bias Policing Project](#), an independent study of MPD traffic stops funded by the U.S. Department of Justice. In the study, researchers measured the underlying behavior of drivers by collecting data at 20 locations around the city and compared the racial and ethnic demographics of drivers to that of those stopped by MPD. They found that the proportion of black and Hispanic motorists stopped was almost exactly what would be expected based upon the race of drivers observed at the intersections. They did find, however, that black and Hispanic pedestrians were stopped at disproportionately higher rates at two intersections.

There is growing scientific literature on methodologies for discerning racial discrimination in policing. Ridgeway and MacDonald<sup>6</sup> provide a thorough review of the strengths and weakness of several benchmarks, such as population, observation, and arrest rates. Neil and Winship<sup>7</sup> question many of the same assumptions underlying the use of these tests and recommend against the use of simple benchmarks like a comparison to overall population demographics.

MPD's new methods of collecting data make more valid, accurate analyses possible in the District. MPD is pursuing both public and private options to support this sort of rigorous and independent research. The Department is partnering with The Lab @ DC to ensure that any independent researchers engaged do this in a transparent and scientifically valid manner, such as by sharing a pre-analysis plan to be reviewed by experts in the field and registering all analyses and results on the Open Science Framework.

This work would be of great interest to cities nationwide. The issue of bias in the criminal justice system - beginning with public interactions with law enforcement - is an area of intense scrutiny throughout the country. In order to continue building, and in some cases re-build, relationships between police and the communities they serve, police departments need not just data, but strong analysis to help define specific areas for improvement and implement appropriate solutions.

## What does the data tell us?

The stop data is presented in a few broad categories:



- **All Stops**



- **Ticket Stops**, which are documented in the ticket database, with tickets for traffic-related infractions issued to vehicle drivers, bicyclists, or pedestrians.



- **Non-ticket Stops**, which are generally interactions that required some documentation in MPD's Record Management System (RMS). This includes any other police interaction where the person is not immediately free to leave, such as:
  - **Arrests**; or
  - **All other stops** that involve investigative questioning, and may include protective pat downs or pre-arrest searches.



## All Stops

### Outcomes

Of the approximately **11,600 stops** conducted by MPD from July 22 to August 18, 2019, **80 percent** of the individuals received a ticket or were arrested.



- **60 percent** of the stops ended with a ticket (warning or actual) for a traffic-related vehicle, bicycle, or pedestrian violation.
- **20 percent** of the stops ended with an arrest for a crime.
- **20 percent** of the stops ended with investigative questioning, which may include a protective pat down and/or a pre-arrest search, but no arrest or ticket.

### Duration

The average duration of all stops was **less than 15 minutes**.

- **Ticket Stops:** For stops that ended in only a ticket for a traffic, bicycle, or pedestrian infraction, the average duration was less than 11 minutes.
  - Almost all of these stops – 98 percent – were resolved in less than 30 minutes.
- **Non-Ticket Stops:** Stops that involved an arrest, search, or other type of police report, took less than 21 minutes on average.
  - The vast majority of these stops – 84 percent – were resolved in less than 30 minutes.



Table 1: Average duration of stops.

	Average Duration	Proportion completed within:	
		15 minutes	30 minutes
All Stops	14.8 minutes	76%	92%
Ticket Stops	10.7 minutes	91%	98%
Non-Ticket Stops	20.7 minutes	56%	84%

Note: The proportion completed within 30 minutes includes those stops completed within 15 minutes.

## Demographics

The demographics of the persons stopped varies by stop type. It is important to note that some stops are for the purpose of arrest. For instance arrests for fugitive or release violations, which totaled 25 percent of all arrest charges, are made pursuant to a court warrant or order.



### All Stops

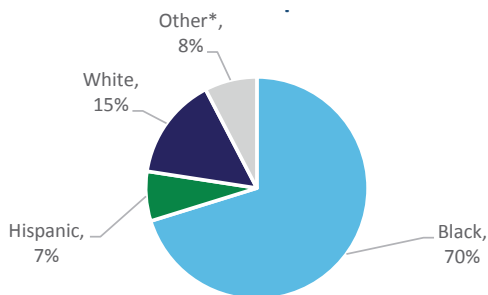


Figure 3:  
Percent of all stops by race citywide.<sup>8</sup>



### Stops Resulting in Tickets

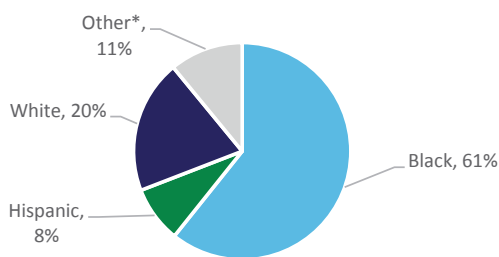


Figure 5:  
Percent of ticket stops by race citywide.



### Non-Ticket Stops

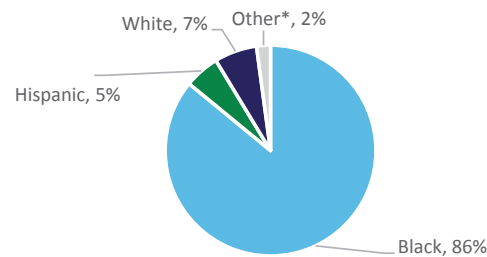
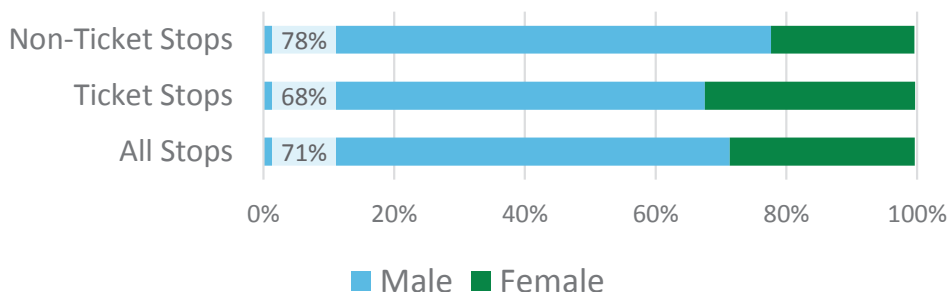


Figure 4:  
Percent of non-ticket stops by race citywide.

\*Other includes demographic data for Unknown, Multiple Races, Asian, Native Hawaiian or Other Pacific Islander, American Indian or Alaska Native.

Figure 6:

Percent of stops by gender citywide.



## Location

Enforcement activities vary by police district across the city. The Second District, which covers the largest geographic area, has the largest number of ticket stops. The Sixth District, in the eastern corner of the city, has the most arrests. However, it is important to note that the services provided within a police district may affect the stop data for that police district. For example, the highest number of non-ticket stops are recorded at the Department's Youth and Family Services Division in the Sixth District, primarily for arrests on court orders. Similarly, arrests at the Central Detention Facility - the location with the second most non-ticket stops - and stops on District waterways made by the Harbor Patrol Unit are both included in the First District.

Table 2: Number of stops based on outcome (i.e., arrest, ticket, or other) by police district.

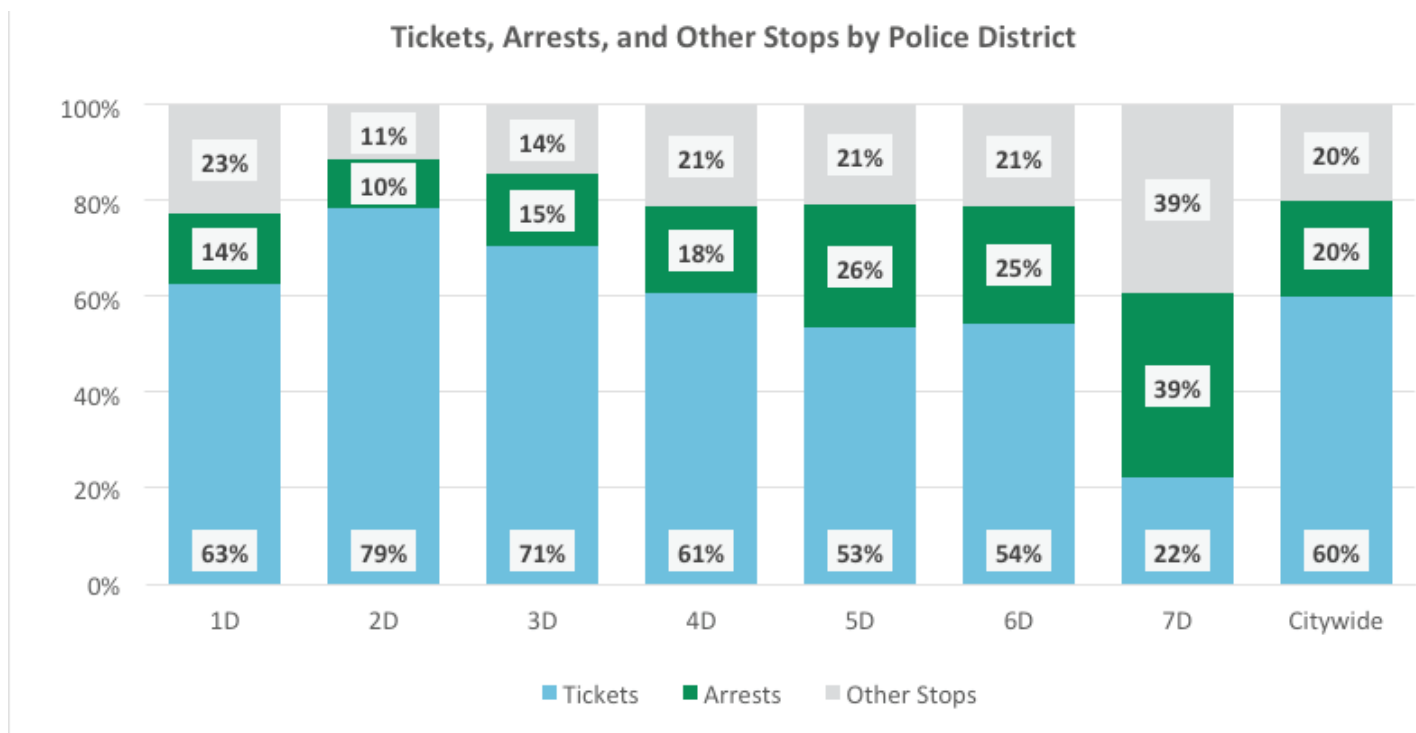
	1D	2D	3D	4D	5D	6D	7D
<b>Tickets</b>	1,195	1,603	1,288	672	768	1,126	256
<b>Arrests</b>	276	206	275	202	370	516	449
<b>Other Stops</b>	433	230	263	233	300	436	454
<b>Total - All Stops</b>	1,904*	2,039	1,826	1,107	1,438	2,078**	1,159

Note: These figures are subject to change due ongoing data quality audits and the inclusion of any delayed reports.

\* 1D includes arrests made at the Central Detention Facility and stops made on the waterways by the Harbor Patrol Unit.

\*\* 6D includes arrests made at the Youth and Family Services Division.

Figure 7: Percent of stops based on outcome (i.e., arrest, ticket, or other) by police district.



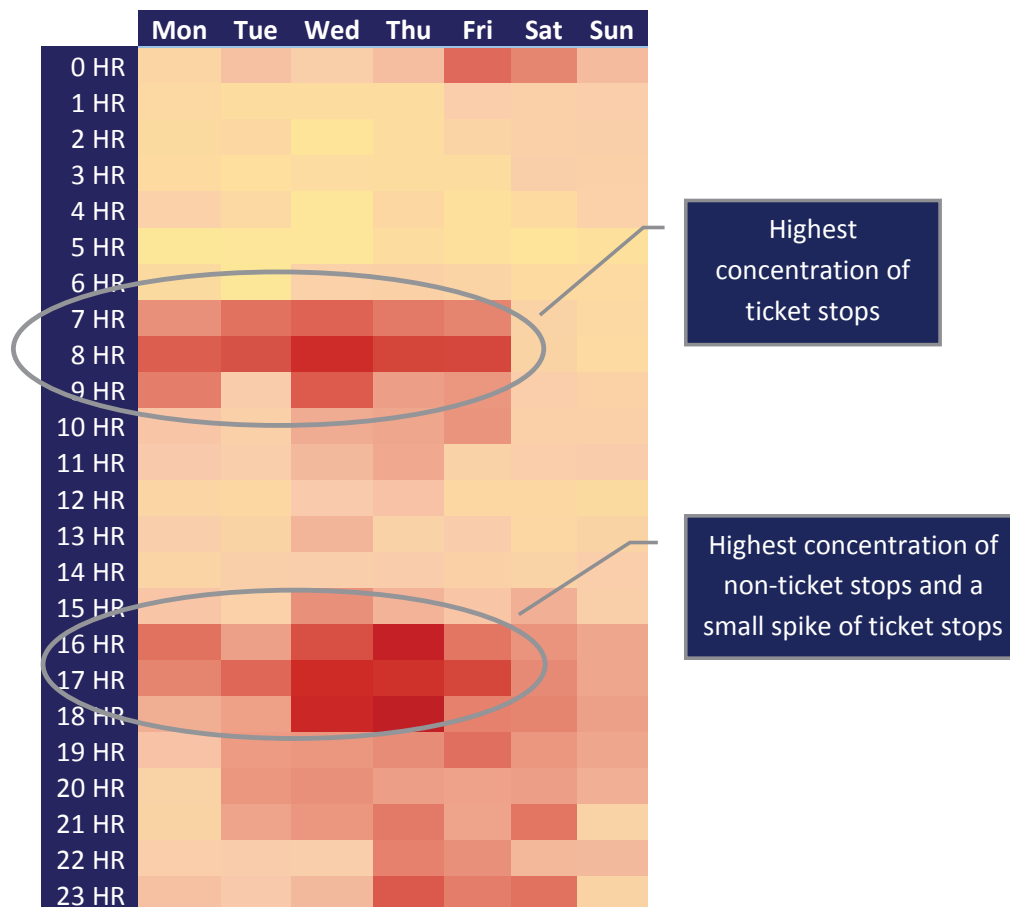


## STOP DATA REPORT | SEPTEMBER 2019

## Time and Day

The table to the right shows the time and day of week that all stops occur. Ticket stops and non-ticket stops are most concentrated at different times and days of the week, as indicated by the darker shades of red. Ticket stops peak during the weekday morning rush hour, with a smaller spike during the evening rush hour. Non-ticket stops happen most often in the late afternoon or early evening, Monday through Saturday.

Figure 8: Heat map of the time and day of all stops.



Note: Hours are numbered from 0 to 23, where 0 is equivalent to midnight and 23 to 11:00 pm.

## Protective Pat Downs and Pre-Arrest Searches

The vast majority of all stops—86 percent—were resolved without a protective pat down (PPD) or any type of pre-arrest search (consent, probable cause, or warrant search) of either a person or property.

A stop may involve a protective pat down and/or more than one kind of pre-arrest search. Of the 14 percent of stops that included any type of pre-arrest search:

- 38% included a protective pat down.
- 29% included a consent search.
- 30% included a probable cause search.
- 9% included a warrant search.

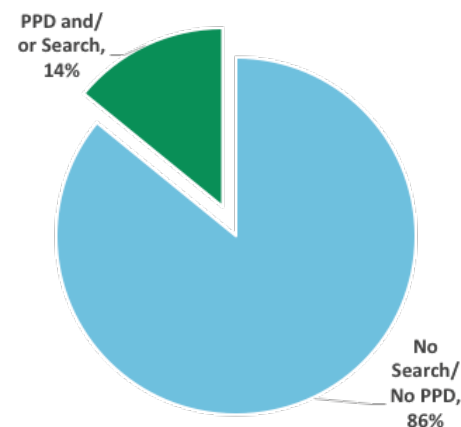


Figure 9: Percent of all stops with and without protective pat down and/or search.



The proportion of stops which included either a protective pat down and/or any type of pre-arrest search by each police district is outlined below. For example, 87 percent of all stops in the Fourth District are resolved without a protective pat down or pre-arrest search of person or property.

Table 3: Percent of all stops with and without protective pat down and/or search by police district.

	1D	2D	3D	4D	5D	6D	7D	Citywide
<b>No Search/No PPD</b>	90%	96%	92%	87%	83%	80%	65%	86%
<b>PPD and/or Search</b>	10%	4%	8%	13%	17%	20%	35%	14%

## Contraband Seized

Illegal contraband was seized in 22 percent of all stops in which a protective pat down or any type of pre-arrest search was conducted. The table below outlines the contraband types and the number of stops associated with contraband seizure. Notable takeaways include:

- Arrests were made in 78 percent of the stops in which contraband was seized.
- MPD officers seized 136 guns, including nine BB or Air Soft guns, as a result of all stops. (The total number of guns seized is based on the total number of guns seized for each Criminal Complaint Number (CCN). The figure in the table below reflects the number of stops in which the officer completing the report indicated a gun was found during the stop. The number seized is higher than the number of stops because more than one gun may be seized.

Table 4: Types of contraband seized and number of stops associated with each type.

Type of Contraband	Number of Stops Where Seized
Other Weapon	29
Drug Paraphernalia	33
Stolen Property	36
Gun	95
Other <sup>9</sup>	114
Narcotics	136

Different types of contraband may have been seized from a single stop.

## STOP DATA REPORT | SEPTEMBER 2019

In 45 percent of the stops with probable cause searches, some contraband was seized. For warrant searches, contraband was seized in 34 percent of the stops.

Table 5: Percent of stops with protective pat down or search resulting in contraband seized.

Type of search or PPD where contraband was seized	% of stops with PPD or search where contraband was seized
Protective Pat Down	13%
Consent Search	11%
Probable Cause Search	45%
Warrant Search	34%



## Ticket Stops

Although traffic fatalities are down 27 percent in 2019, they increased 29 percent from 2016 to 2018. The stop data demonstrates MPD's strong commitment to the District's critical Vision Zero goal to eliminate traffic fatalities.

- **60%** of all MPD stops ended with one or more traffic tickets being issued to a driver, bicyclist or pedestrian. (And as noted under non-ticket stops, **25%** of arrests included a traffic-related charge.)
- **Only 30%** of vehicles stopped for traffic violations were registered in the District; **70%** were registered in other states.

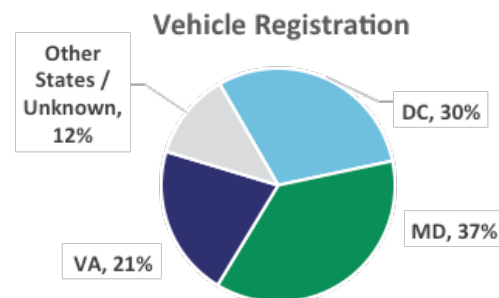


Figure 10: State of vehicle registration for all ticket stops.

# 70%

of the vehicles stopped for traffic violations were registered outside of the District



- **Seven out of 10** tickets issued by MPD were actual tickets; **three out of 10** were warnings.
- Officers conducted **nine out of 10** traffic stops after seeing a moving violation or an equipment violation. The rest were primarily in response to a call for service or a crash.
- Approximately 9,300 tickets were issued in approximately 7,000 ticket stops, for an average of **1.3 tickets** per ticket stop.<sup>10</sup>

Table 6: State of vehicle registration for ticket stops by police district.

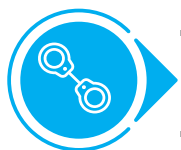
State of Vehicle Registration	1D	2D	3D	4D	5D	6D	7D	Citywide
District of Columbia	28%	27%	33%	43%	28%	29%	31%	30%
Maryland	37%	36%	34%	38%	45%	37%	31%	37%
Virginia	22%	22%	20%	9%	15%	28%	25%	21%
Other States / Unknown	13%	15%	13%	10%	12%	6%	13%	12%

Table 7: Percent of stops with ticket(s) issued by race.

Race	1D	2D	3D	4D	5D	6D	7D	Citywide
Black	64%	34%	49%	64%	68%	92%	93%	61%
Hispanic	6%	8%	10%	15%	14%	3%	2%	8%
White	18%	41%	25%	13%	12%	2%	3%	20%
Asian	3%	5%	3%	3%	1%	0%	0%	3%
Other	0%	1%	1%	1%	1%	0%	0%	1%
Unknown	9%	11%	11%	4%	5%	2%	2%	7%

Other includes demographic data for Multiple Races, Native Hawaiian or Other Pacific Islander, American Indian or Alaska Native.

Unknown includes individuals who declined to provide demographic information.



## Non-Ticket Stops

Non-ticket stops include all arrests, regardless of whether the interaction began as a stop for a vehicle, bicycle, or pedestrian violation. It also includes any other stops that did not begin as a traffic violation, but did not end in arrest.

### Arrest Charges

During the reporting period, the majority of arrests included one of four common charge types:

- **25%** of arrests included a charge of simple assault. Simple assault charges are common in domestic / intrafamily violence incidents.
- **25%** of arrests included a charge for fugitive from justice or a release violation. These reflect charges made pursuant to a warrant or court order.
- Another **25%** of arrests included a criminal traffic charge, including arrests for impaired driving, driving more than 30 miles an hour over the speed limit, leaving after colliding, and driving without a license.
- The next most frequent charge was for weapons violations; **95%** of the weapons charges were firearms related.

These figures are based on the percentage of total charges, not the total arrests. One arrest may have included more than one of these charges as well as other criminal charges. One-third of arrests during the report period included multiple criminal charges.

#### Most Frequent Arrest Charges

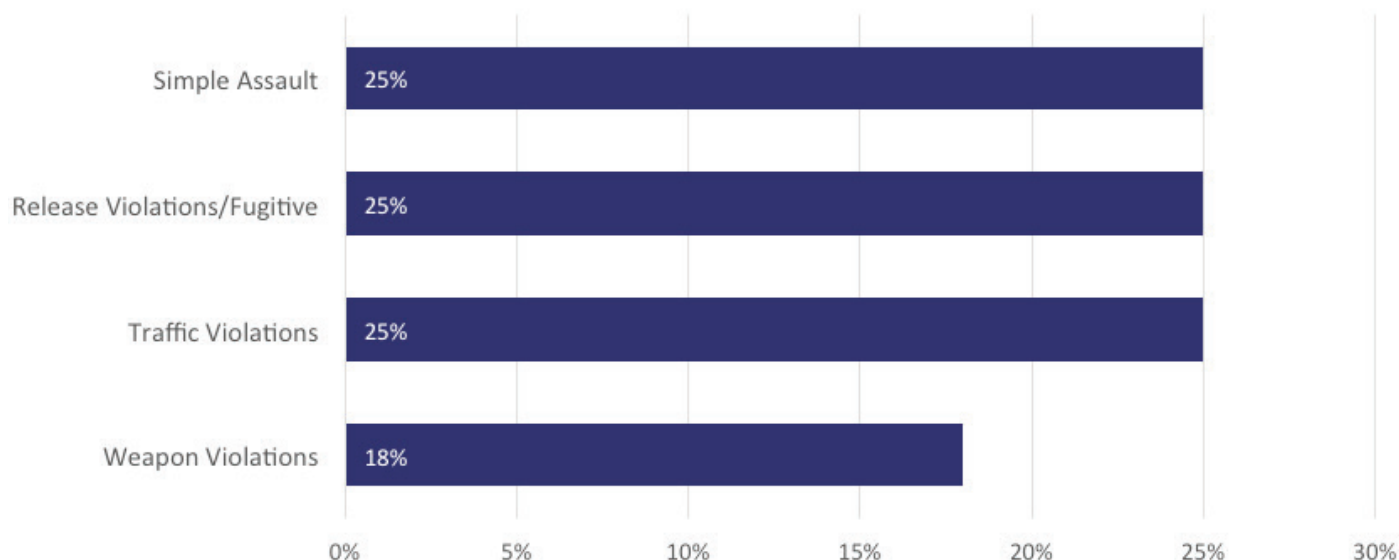


Figure 11: Most frequent arrest charges as a percent of all charges. One arrest may have multiple charges.

## Reason for the Stop

If an officer has reasonable suspicion that an individual has committed, is committing, or is about to commit any crime, the officer has the authority to stop the individual and determine whether probable cause exists to make an arrest. Officers must be able to articulate reasonable suspicion, based on the totality of the circumstances and their training and experience. Given the nature and complexity of some stops, in the MPD RMS officers may select more than one reason for non-ticket stops from the list below. For more information about the reasons for conducting a stop and the terms used below, please refer to MPD policy, [General Order 304.10: Field Contacts, Stops, and Protective Pat Downs](#).

% of non-ticket stops mentioning the following reasons for the stop:	1D	2D	3D	4D	5D	6D	7D	Citywide
Call for service	35%	51%	43%	51%	36%	26%	25%	35%
Individual's actions <sup>11</sup>	14%	16%	15%	12%	22%	17%	19%	17%
Traffic violation	6%	9%	8%	8%	10%	29%	16%	14%
Suspicion of criminal activity (self-initiated)	16%	13%	10%	11%	9%	7%	19%	12%
Be On The Lookout (BOLO)	20%	11%	13%	10%	12%	8%	7%	11%
Information obtained from law enforcement sources	6%	5%	9%	6%	12%	10%	7%	8%
Warrant/court order	10%	1%	4%	8%	7%	8%	14%	8%
Information obtained from witnesses or informants	8%	7%	7%	4%	7%	3%	4%	5%
Individual's characteristics <sup>12</sup>	2%	2%	3%	4%	7%	5%	6%	4%
Prior knowledge	7%	2%	2%	6%	4%	5%	4%	4%
Demeanor during a field contact	1%	1%	2%	1%	3%	2%	2%	2%
Response to crash	1%	1%	2%	2%	1%	1%	1%	1%
Observed a weapon	0%	0%	0%	1%	0%	1%	2%	1%

## Demographics

The racial demographics of non-ticket stops vary by police district. As noted earlier, certain police districts, including the First and Sixth Districts, contain centralized processing locations where larger numbers of arrests (primarily due to court warrants and orders) may occur.

Race	1D	2D	3D	4D	5D	6D	7D	Citywide
Black	79%	62%	80%	74%	90%	97%	98%	86%
Hispanic	4%	10%	9%	19%	4%	1%	0%	5%
White	15%	21%	8%	5%	3%	1%	1%	6%
Other*	2%	7%	3%	1%	2%	1%	1%	2%

\*Unknown, Multiple Races, Asian, Native Hawaiian or Other Pacific Islander, American Indian or Alaska Native combined correspond to 2% of total non-ticket stops.

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## Endnotes

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1. As part of its commitment to transparency and accountability, MPD makes police policies available to the public on the [MPD website](#), and has been making more data available online over the past three years. The open data sets on the [MPD website](#) include arrests, hate crimes, and police contacts and stops.
2. There is a time lag for data on some traffic stops. Some traffic tickets are still handwritten, delivered to the DMV, and then entered into data systems by DMV contractors. The current estimate is that approximately 25 percent of traffic tickets are handwritten, and most, but not all, of the handwritten tickets issued during the reporting period have already been entered into DMV's data system and included in this report.
3. As of September 3, 2019, MPD's sworn members were 51 percent black, 35 percent white, 10 percent Hispanic, 4 percent Asian, and less than 1 percent other races, compared to a city population that is 46 percent black, 37 percent non-Hispanic or Latino white, 11 percent Hispanic or Latino, 4 percent Asian, and 2 percent all other races.
4. U.S. Census Bureau, District of Columbia QuickFacts, July 1, 2018, <https://www.census.gov/quickfacts/DC>.
5. [Methods for Assessing Racially Biased Policing](#), by Greg Ridgeway and John MacDonald. NYU Press, 2010, pages 2-3.
6. Ibid.
7. [Methodological Challenges and Opportunities in Testing for Racial Discrimination in Policing](#), by Roland Neil and Christopher Winship. Annual Review of Criminology, Vol 2, 2019 Pp 73-98.
8. Racial and ethnic demographic categories are based on those used by the United States Census. Ticket stop data includes two stops in which the subject identified their gender by the non-binary designation, X.
9. Some of the items identified as "Other" range from open containers of alcohol to ammunition.
10. Officers may issue multiple tickets during traffic stops because they are required by District law to ask drivers for proof of insurance. If the driver cannot provide proof of insurance, District law requires officers to issue two separate tickets: one is a \$30 ticket for failure to show proof of insurance and the other is a \$500 ticket for the vehicle owner permitting or operating without proper insurance. These two tickets are in addition to the underlying violation(s) for which an officer stopped the vehicle. Moreover, officers may issue multiple tickets for egregious violations.
11. Individual's Actions: An individual may be fleeing from an actual or possible crime scene, hiding, discarding possible items of evidence, be in the area of a known offense soon after its commission or in an area known for the type of criminal activity on which the suspicion is based, or be in an area during a time of day during which criminal activity of the kind suspected might usually occur (e.g., a late hour when it would be unusual for individuals to be in a certain area). ([MPD General Order 304.10 Field Contacts, Stops, and Protective Pat Downs](#))
12. Individual's Characteristics: An individual may generally fit the description of an individual wanted for a known offense. The individual may seem to be suffering from a recent injury related to a known offense, fatigued from running, overly nervous, under the influence of alcohol or drugs, or other factors may exist that tie the individual to an offense. ([MPD General Order 304.10 Field Contacts, Stops, and Protective Pat Downs](#))



METROPOLITAN POLICE DEPARTMENT

**STOP DATA REPORT**

SEPTEMBER 2019





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*A Report on MPD's Use of*

# Body-Worn Cameras

January 1 - June 30, 2019



Peter Newsham  
Chief of Police

**WE ARE WASHINGTON** GOVERNMENT OF THE DISTRICT OF COLUMBIA  
**DC** MURIEL BOWSER, MAYOR

Pursuant to the *Body-Worn Camera Regulation and Reporting Requirements Act of 2015*, Title III, Subtitle A of the *Fiscal Year 2016 Budget Support Act of 2015* (Act 21-0148), the Metropolitan Police Department (MPD) is required to publish data on its Body-Worn Camera (BWC) program bi-annually. This report is provided in compliance with the Act.

## MPD Body-Worn Camera Program

The use of body-worn cameras (BWCs) benefits members of the community and the Department by improving police services, increasing accountability and transparency for individual interactions, and strengthening police-community relations. As of June 2019, more than 3,200 BWCs were deployed to full-duty officers and sergeants in public contact positions in all police districts and other specialized units, and lieutenants and captains in patrol.

The BWC program is invaluable in building trust with the community by promoting transparency and accountability. The videos are essential to reassuring communities that MPD is accountable in policing. We are committed to ensuring our presence is supportive of our vibrant communities. The cameras also support training efforts and help improve efficiency in internal investigations as there is documented evidence present to support or refute claims.

The MPD is pleased to be at the forefront of major city police departments using BWCs. Our officers have been eager to use this new technology, which has not been the case in some other police departments. The willingness of MPD officers to be early adopters of this technology demonstrates their strong commitment to safeguarding and providing the best service to our residents.

## Data

### Data Responses (January 1, 2019 – June 30, 2019)

- 1. How many hours of BWC recordings were collected?** (D.C. Official Code §5-116.33(a)(1))

There were 259,634 hours of BWC recordings collected during the reporting period.

- 2. How many times did BWCs fail while officers were on shift and what were the reasons for the failures?** (D.C. Official Code §5-116.33(a)(2))

While the exact reasons BWCs fail cannot always be determined, the below chart represents the Department's best interpretation after assessing each failure.

To reduce down time due to BWC failures, unassigned BWCs are positioned at all major deployment locations.

Reasons for Failure <sup>1</sup>	#
Battery charging Issues	11
General hardware failure	23
Physical damage	17
Lost	3
<b>Total</b>	<b>54</b>

**3. How many times were internal investigations opened for failure to turn on BWCs during interactions? (D.C. Official Code §5-116.33(a)(3))**

There were 318 internal investigations opened for failure to turn on BWCs during interactions between January 1, 2019 and June 30, 2019. This represents three-hundredths of one percent of camera activations, or less than one investigation per every 1,000 videos. The outcomes of the investigations during this reporting period are noted in the table below.

Outcomes	#
Exonerated <sup>2</sup>	35
Sustained <sup>3</sup>	256
Insufficient Facts <sup>4</sup>	1
Incident Summary Numbers Cancelled <sup>5</sup>	20
Unfounded <sup>6</sup>	4
Open Investigation <sup>7</sup>	2
<b>Total</b>	<b>318</b>

**4. How many times were BWC recordings used by MPD in internal affairs investigations? (D.C. Official Code §5-116.33(a)(4))**

There were 12,989 BWC video recordings used for internal investigations during this reporting period. Some videos may also be used in investigations addressed under question 5.

<sup>1</sup> For the purposes of this question, failure accounts for when an officer is on shift and the body-worn camera does not work, is not activated, or does not record the event because of a specific camera related issue.

<sup>2</sup> Where a preponderance of the evidence shows that the alleged conduct did occur, but did not violate MPD policies, procedures, or training. G.O. 120.23 Serious Misconduct Investigations.

<sup>3</sup> Where the person's allegation is supported by a preponderance of the evidence to determine that the incident occurred and the actions of the officer were improper. G.O. 120.23 Serious Misconduct Investigations.

<sup>4</sup> Where there are insufficient facts to decide whether the alleged misconduct occurred. G.O. 120.23 Serious Misconduct Investigations.

<sup>5</sup> Occurs when an internal investigation is initially started but then cancelled; for example, because the incident summary numbers were duplicative.

<sup>6</sup> When the investigation determined that there are no facts to support the incident complained of actually occurred. G.O. 120.23 Serious Misconduct Investigations.

<sup>7</sup> The investigation had not reached a conclusion as of June 30, 2019.

**5. How many times were BWC recordings used by MPD to investigate complaints made by an individual or group? (D.C. Official Code §5-116.33(a)(5))**

There were 1,418 BWC video recordings used by the Office of Police Complaints (OPC) to investigate external complaints during this reporting period.

Pursuant to the *Neighborhood Engagement Achieves Results Act of 2016* (D.C. Law 21-125, D.C. Official Code § 5-1104), OPC is now responsible for handling almost all external complaints.

**6. How many body-worn cameras were assigned to each police district and police unit for the reporting period? (D.C. Official Code §5-116.33(a)(6))**

As of June 30, 2019, there were 3,214 body-worn cameras assigned to the following units.

Unit	#
1D	342
2D	313
3D	330
4D	322
5D	338
6D	339
7D	353
<b>District Total</b>	<b>2,337</b>
Criminal Investigations Division	19
Joint Strategic & Tactical Analysis Command Center	25
Metropolitan Police Academy	144
Narcotics and Special Investigations Division	165
Other <sup>8</sup>	165
School Safety Division	113
Special Operations Division	172
Strategic Change Division	22
Youth and Family Services Division	52
<b>Non-District Total</b>	<b>877</b>
<b>DEPARTMENT TOTAL (as of 6/30/19)</b>	<b>3,214</b>

**7. How many Freedom of Information Act requests did MPD receive for body-worn cameras recordings during the reporting period? What was the outcome of each request, including any reasons for denial? What was the cost to the department for complying with each request, including redaction? (D.C. Official Code §5-116.33(a)(7))**

<sup>8</sup> Includes but not limited to members in the Corporate Support Bureau and members in administrative roles.

Between January 1 and June 30, 2019, MPD received 151 FOIA requests. The outcomes of each request are noted in the table below.

Disposition	#
<b>Closed</b>	<b>93</b>
Granted in full <sup>9</sup>	0
Granted in part <sup>10</sup>	23
Denied in full <sup>11</sup>	14
No responsive video found <sup>12</sup>	12
Duplicate request <sup>13</sup>	13
Referred to other agency <sup>14</sup>	2
Withdrawn <sup>15</sup>	29
<b>Open (6/30/2019)</b>	<b>58</b>
<b>Total</b>	<b>151</b>

Between January 1, 2019 and June 30, 2018, the total costs of BWC redactions associated with FOIA requests was: \$147,435.

**8. How many recordings were assigned to each body-worn camera recording category?**  
(D.C. Official Code § 5-116.33(a)(8))

The number of recordings represents the number of times a BWC video has been categorized between January 1, 2019 and June 30, 2019. One BWC video may carry multiple categories. The event type category represents MPD member interactions with the community. Administrative tracking assists with identifying and categorizing specific tasks related to police events.

Category	# of Recordings
<b>Event Type</b>	
Incident, No Arrest	602,384
All Other Misdemeanors	130,674
Contact / Stop	99,378
All Other Felonies	61,684
Traffic Stop	19,289

<sup>9</sup> There were no redactions made to the requested video footage.

<sup>10</sup> Some redactions were made to the requested video footage.

<sup>11</sup> The footage pertained to ongoing investigations, juvenile records, or the video was from inside a personal residence.

<sup>12</sup> Videos were purged in accordance with the Department's retention schedule.

<sup>13</sup> The requestor made an identical request under a different FOIA reference number that is already in process.

<sup>14</sup> Sometimes requests are referred to other agencies because the footage pertains to access to information under their purview.

<sup>15</sup> The Department's FOIA office may have requested additional information from the requester to which the requester did not respond.

Category	# of Recordings
Search or Arrest Warrant	10,969
First Amendment Assembly	1,935
Murder / Manslaughter	1,888
All Other Sexual Offenses	1,460
Death Report / Suicide	1,182
Warrantless Search	715
First and Second Degree Sexual Assault	576
Forcible Entry	286
Consent Search	197
Crime Involving a Public Official Misdemeanor	156
Found Shell Casings	135
Crime Involving a Public Official Felony	42
<b>Administrative Tracking</b>	
Video Testing	116,900
Vehicle Inspection	59,029
Pending Warrant/Papered Case/Ongoing Criminal	46,155
Court Liaison Division	29,616
Internal Investigations	12,011
Youth & Family Services Division	1,545
Office of Police Complaints	1,396
Recruit Training	928
Citizen Viewing	525
Freedom of Information Act	483
Civil Litigation	426
Redaction	229
Other Miscellaneous	166
Internal Affairs Division	166
Training	108
Pending/Supervisory Review	30



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# School Safety and Security

*in the District of Columbia*

SY 2019-2020



Prepared by Metropolitan Police Department



Peter Newsham  
Chief of Police

WE ARE WASHINGTON  
 \*\*\* GOVERNMENT OF THE DISTRICT OF COLUMBIA  
 DC MURIEL BOWSER, MAYOR

Pursuant to D.C. Official Code § 5-132.02(d)(1), the Metropolitan Police Department (MPD) is required to publish a plan to be implemented before the beginning of each school year for protecting children walking to and from District of Columbia Public Schools (DCPS) and Public Charter Schools (DCPCS) and for protecting children from gang and crew violence on, in, and around DCPS and public charter school property. This report is provided in compliance with the *School Safety and Security Contracting Procedures Act of 2004*.

## OVERVIEW OF MPD SCHOOL SECURITY & SAFETY PROGRAM

The Department's role in school safety expanded significantly in 2004 when the Council of the District of Columbia enacted the *School Safety and Security Contracting Procedures Act of 2004*, delegating the sole contracting authority for security services at DCPS facilities from DCPS to MPD. In the ensuing decade, we have continued to strengthen our partnership with the District's public schools in safeguarding District students. Now, MPD manages approximately 325 contractual security guards deployed to 116 DCPS facilities. With contractual security guards, MPD can modify deployment if necessary to address emerging issues. Additional guard hours are provided at certain sites for before- and after-care programs, sporting events, and other activities at school facilities which may or may not involve students (e.g., community groups meeting in school facilities). The school security contract, valued at more than \$22 million, is MPD's largest contract.

Managing school security at DCPS is only one of the many roles through which MPD works to safeguard students in the District. Two MPD units have primary responsibility for working together to support safe schools: the School Safety Division and the patrol districts. The School Safety Division (SSD), under the leadership of the Assistant Chief of Police of the Investigative Services Bureau, coordinates MPD resources related to school safety. These resources include the deployment of contract security guards at DCPS, and School Resource Officers working with DCPS and DC Public Charter Schools. The SSD coordinates with the Patrol Services Bureau in the Department along with government agencies and community interests in the city.

### *School Safety Division*

The goal of SSD is to work with other stakeholders to support a safe learning environment for all students. The School Resource Officers (SROs) are MPD police officers with specialized training and experience in working with youth and serving as a resource to a school and its staff. The SROs are required to meet all standard police training requirements, support prosecution of any arrests, and possibly respond to emergencies in close proximity to their assigned schools. While the SROs will make arrests when necessary, they work with schools, other District agencies, and community groups to pursue alternative methods for addressing disorder and conflict. In addition, SROs:

- Coordinate mediations and response to conflicts that have happened or may happen off school grounds;

- Coordinate MPD's Safe Passage Program to provide safe routes for youth to and from secondary schools;
- Provide mentoring and outreach programs, such as seminars, assemblies, and presentations on key topics that may impact youth safety, including bullying, drug use, social media, and gangs;
- Conduct school security assessments focused on crime prevention through environmental design, and participate in safety meetings with the school administration;
- Provide support to at-risk youth by conducting home visits to chronic truants or suspended students, and seminars to designated youth; and
- Visit and work with the schools that feed into middle and high schools.

In the 2019-2020 school year (SY19/20), SROs will be deployed in a combination of short beats and clusters. Each short beat will consist of no more than four schools with a deployment of up to four SROs. The remaining schools in each district will be in a cluster with SROs who will check in daily with these schools and provide safety support. While high schools will receive the most attention due to size and complexity of issues, SROs work with and conduct presentations to elementary and middle schools. The multi-faceted model should increase availability of the same SROs responding to schools, and improve officers' knowledge and familiarization with students and staff at high schools.

To ensure that all partners are prepared for SY19/20, SSD officials have been meeting with school leadership, including individual meetings with all new high school principals. The teams review topics such as the role of SROs, communicating with MPD, securing school property, and security assessments. This is also an important opportunity for discussing any concerns of superintendents and principals. School leaders are encouraged to include SROs in regular security meetings.

### *Patrol Districts*

In coordination with SSD, MPD's seven patrol districts take the lead in safeguarding students outside the schools, and provide support in combating truancy and ensuring the safe travel of students to and from school. Each district has two truancy officers assigned to reduce truancy during the school day. They visit areas where youth are known to hang out or follow tips from the public about "skip parties" and take these youth back to their assigned school. The districts will also strategically deploy their truancy officers to areas where information suggests that youth are committing criminal activity while being truant from school. During the 2019/20 school year, MPD picked up youth for truancy violations more than 1,500 times. Truancy officers and SROs conduct outreach to students and parents as well as conduct home visits to chronic truants.

With the start of the school year, each police district commander will adopt a school and visit the principal and students. District officers will provide visibility at various bus stops and Metro stations during after school hours and increased attention to traffic violations, including speeding in school

zones and illegally passing school buses. In addition, MPD partners with District agencies to support volunteers deploying at ten Metro stations or corridors<sup>1</sup> on the first Monday and Friday of the school year to support safe travels for the students and awareness in the community.

The Special Liaison Branch (SLB) also plays an important role in supporting students. The SLB supports historically underserved communities, including the District's African, Asian, Deaf and Hard of Hearing, Latino, LGBTQ, and religious minority communities. The SLB assists victims of crimes, including students and their families, and supports youth-oriented events in these communities.

## GANG & CREW VIOLENCE IN SCHOOLS

The presence of criminal gangs in the District is a significant concern to MPD and the community. Criminal gangs can contribute to tragic violence and other destabilizing crime, disorder, and intimidation in the city. Although some gangs use the word "crew" in their name, MPD identifies a *gang* as any group that meets the definition of a *criminal street gang* under District law:

- (1) "Criminal street gang" means an association or group of 6 or more persons that:
  - (A) Has as a condition of membership or continued membership, the committing of or actively participating in committing a crime of violence, as defined by D.C. Official Code § 23-1331(4); or
  - (B) Has as one of its purposes or frequent activities, the violation of the criminal laws of the District, or the United States, except for acts of civil disobedience. D.C. Official Code § 22-951(e).

Groups that do not meet the definition of a criminal gang are often generically referred to as neighborhood crews. Some of these groups may actually use the name of a gang, but may not be engaged in any criminal activity. Moreover, whereas adult crews are more likely to be neighborhood based, open enrollment (as compared to neighborhood-based schools) contributes to a more fluid membership. Although a school group may self-identify with a neighborhood, often only a few of the members are actually from that neighborhood. For the sake of simplicity, since the police identification of a group may differ markedly from the self-identified label, we will refer to them all as "gangs" in this report. Regardless of what they are called, gang members do attend all high schools and most middle schools in the city. That said, although adult gang participation in the District may be reflected in the schools, it is important to recognize that it is substantially different. The majority of the violence associated with gangs is committed by adults. Most gangs are not committing violence in the schools, and the overwhelming majority of youth are not involved in

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<sup>1</sup> Planned areas include the Good Hope Road SE corridor, and the following Metro Stations: Georgia Avenue, Gallery Place, Anacostia, Minnesota Avenue, Rhode Island Avenue, L'Enfant Plaza, Columbia Heights, Brookland/Catholic University, NOMA/ Gallaudet, and Congress Heights.



violent crime. Over the past year, MPD generally observed less gang conflict during the school day than in years past. There were, however, some conflicts after school, near Safe Passage routes, and in conjunction with after school sporting events. Social media continues to facilitate or drive “beefs” – including fights and assaults – among youth.

Hybrid crews/gangs continue to play a large role in violent crime throughout the city. These hybrid crews are comprised of members from all sections of the city and the surrounding jurisdictions who meet up and continue to focus their activities around robberies, carjackings, assaults, and retail/commercial thefts. Social media plays a prominent role in how these crews communicate both internally and with rival crews. The Department’s Intelligence Branch conducts gang awareness presentations to provide positive alternatives and works with school administrators to stay current with new trends involving the crews.

The Department’s gang strategy starts in elementary school with anti-bullying and anti-gang messaging. Bullying behavior is a serious issue that, absent appropriate intervention, may be an early indicator of a pattern of intimidation in later years. MPD presents anti-bullying seminars at elementary schools and coordinates interventions with parents upon the request of the school. MPD also works in partnership with other government and community groups to communicate strong and consistent anti-gang messaging and offer opportunities for positive activities to students of all ages.

Anti-gang efforts continue with older students. The SROs provide strong support to youth in addressing problems both in and out of the school. The SROs work with students daily, developing a strong rapport and learning about their communities and concerns. Consistent, positive relationships with adults are a benefit to youth in their own right, but these relationships also lead youth to share important information with SROs about developing “beefs” or feuds arising among gangs. Relevant information is then shared with the Department’s Intelligence Branch, which works closely with other government agencies and community groups to identify youth in need so that they can work to provide services and mediate conflict.

The Department also monitors open source social media sites to gain more information about on-going or emerging conflicts. Additionally, SROs may hear information each morning about incidents that occurred outside of school the night or weekend before. In these instances, the SROs are able to quickly identify the persons involved in the incident and then marshal resources and assistance to diffuse the incident and support a peaceful learning environment. The Department works closely with schools in these efforts to deter violence and to provide preventative support to youth.

Of course, a key component of violence prevention is the weapons abatement efforts used by security guards when students enter schools. In SY 18/19, there was a 27 percent reduction in the

number of incidents in which security identified students trying to enter a school with a weapon, including knives, mace/pepper spray, box cutters, stun guns, BB guns, and firearms.

The Department works continuously to identify emerging trends that could lead to issues within the schools. It hosts a daily afternoon conference call with partner agencies and contract security to discuss issues occurring in the schools. When it seems that a situation may be developing or a critical incident has occurred outside of the school that may impact students, SROs will meet with the administration and help to develop a safety strategy or provide mediation with the involved parties. In addition, MPD works with DCPS and the charter schools to identify scheduled events held at the schools that may require additional security or alternative planning due to the possibility of an incident occurring.

Unfortunately, interventions are not always successful. When violence breaks out, MPD quickly devotes resources – both operational and analytical – to prevent retaliatory violence, some of which is associated with gang violence. Intelligence analysts immediately examine key factors in shootings (e.g., location, people, and weapons) to identify relevant trends. Information about potential groups – including gangs – or locations that might be involved in retaliatory violence is quickly disseminated. MPD and partner agencies can rapidly respond with a variety of tactics, such as enhancing visible police presence, mediating conflicts, and increasing visits to high risk individuals.

Lastly, it is important to recognize that youth can also be victimized by violence as a result of bullying or other destructive relationships that are not related to gangs. For instance, domestic violence is not limited to just the individuals in relationships; it can also involve real or potential rivals, friends, or family members of youth in relationships. Thus the support and programs offered by MPD do not just focus on gang conflict and violent crime. Mediation services are available for any interpersonal conflict. Most SROs have also been trained and certified by the Department of Behavioral Health as Crisis Intervention Officers to recognize individuals facing mental health and substance use disorder issues, and deescalate incidents.

### **SAFE PASSAGE-TRAVEL TO & FROM SCHOOLS**

While addressing disorder and violence in schools is critical, it is only part of the concern. Thus MPD's overall school safety strategy includes Safe Passage Operational Plans that address crime that youth may encounter while traveling to and from school. In addition to conflicts among associates that may flare up when students leave the safety of school, students may also fall victim to the same types of stranger crimes that any individual may face, such as robbery or assault. As such, MPD works both to reduce crimes of opportunity and to deter potential targeted violence.

The Department works with other stakeholder agencies and resources to identify and support safe routes to and from school to major transportation points (e.g., Metro train and bus stops) after school dismissal. MPD coordinates with the Metro Transit Police Department and others to optimize



safety and security in these areas. MPD patrol officers on foot, Segways, or bike beats are deployed to these routes to support Safe Passages. Depending on the specifics and logistics of the school, other resources may include school administrators, school crossing guards, the Office of Neighborhood Safety and Engagement, the Department of Parks and Recreation's Roving Leaders, and private businesses along the route. These stakeholders ensure students are able to travel in these areas safely and without incident. Deployment and action plans to address hot issues are checked through daily conference calls between MPD, DCPS, DCPCS, Metro Transit, Roving Leaders, and contract security. Information is shared about incidents that may affect student safety at dismissal time, and additional resources are deployed if necessary.

The District Department of Transportation's (DDOT) School Crossing Guard program plays an important role in ensuring that elementary school students are safe as they travel to and from school. Crossing guards are posted at intersections near DCPS and charter schools to:

- Encourage youth to behave in a safe manner near traffic;
- Provide assistance if the natural traffic flow does not allow enough time for youth to safely cross a street;
- Alert motorists to the presence of pedestrian traffic; and
- Observe and report any incidents or conditions that present a potential hazard to youth.

## **EMERGENCY INCIDENTS AT SCHOOLS**

Although the probability of a major emergency incident at a school may be lower than more routine crime and disorder, the risk to life and community is significant. Therefore preparing for these high risk scenarios is a top priority for MPD. With support from the Washington Regional Threat and Analysis Center, MPD continuously monitors for threats involving schools and stands ready to coordinate the deployment of personnel and resources in and around schools. The patrol districts have Incident Management Teams (IMT) trained to respond to and manage critical incidents, and all are trained to respond to active shooter situations. The School Safety Division and IMTs are supported by the DC Emergency and Safety Alliance, which provides centralized and quick access to District school emergency response plans and facility information. MPD coordinates with partner emergency response agencies, including DDOT, the District's Homeland Security and Emergency Management Agency, and the Department of Fire and Emergency Medical Services.

## **YOUTH ENGAGEMENT**

School Resource Officers lead and participate in many initiatives to foster positive relationships with students, support a safe school environment, and encourage youth to be committed to their educational goals. These relationships with youth can also help deter them from at-risk behavior,

including gang participation and drug abuse. Youth programs reach students from all grade levels, from elementary to high school and special education opportunities.

For instance, through the Junior Cadet Program sponsored by the DC Police Foundation, MPD worked with 134 fifth grade students at five elementary schools: Hendley, Seaton, Savoy, Harriet Tubman, and Friendship Blow-Pierce. The 40-week curriculum includes lessons on safety, civics, history, the mission and responsibilities of MPD, life skills development, prevention of drug abuse and violent behavior, and academic achievement. The program also includes field trips and events throughout the year. The Junior Cadet Program is taught by SROs and community partners in the business and the nonprofit community. This program builds character, fosters positive relationships between MPD and students, and keeps young participants interested in law enforcement.

The Junior Cadet Program also serves as a gateway to future participation in the MPD Cadet Program by keeping students focused on their education and opportunities. Participants in the MPD Cadet Program are recent District high school graduates employed by MPD in civilian positions. Working 20 hours a week, the cadets rotate through a variety of assignments, helping MPD fulfill its mission, while providing cadets with valuable exposure and experience within the Department. In addition to paying the cadets for their work, MPD funds their tuition at the University of the District of Columbia. Cadets convert to career police status upon completion of their Associate Degree program and enter recruit training to become sworn officers. In 2016, Mayor Bowser introduced and the Council passed the *Law Enforcement Career Opportunity Amendment Act of 2016*, to increase the pool of qualified cadet candidates by expanding the maximum age of program participants from 21 to 24 years of age. The program provides education and a career path to District youth while establishing a pool of talented recruit officers from the District who are available to MPD in the coming years.

During the school year, SSD members also provide mentoring to students from around the city through the Youth Advisory Council (YAC). Participants have an opportunity to learn about possible career paths and build strong relationships with adult mentors while giving back to the city through community service. Youth Advisory students meet monthly with SROs to engage in panel discussions, exchange ideas, and hear from motivational speakers. This past year, 82 members of the Youth Advisory Council teamed with the Travis Manion Foundation for the "If Not Me, Then Who..." campaign. In addition, the students participated in community service projects such as MPD's annual "Shop with a Cop" program and took field trips to the . The students also participated in college tours at Howard University, Trinity College, and Catholic University.

In addition, the Junior Police Academy provides the District's Summer Youth Employment Program (SYEP) employees with an opportunity to learn more about how a police department operates. Participants learn about college, financial aid for college, and other careers in criminal justice, politics, and law. In 2016, this program provided approximately 50 youth participants exposure to

various positions within MPD, including the Homicide Unit and Recruiting Division, as well as judges at the Superior Court. Tours included the Law Enforcement Memorial, MPD Headquarters, and the Museum of Crime and Punishment. MPD also works with the Summer Youth Employment Program through Students Taking Another Route to Success (STARS). STARS is a summer enrichment camp that supports civic understanding, mentoring, life skills, and job training to approximately 100 youth each summer.

During the end of the 2018-2019 school year, SROs and MPD's Side by Side Band participated in the relaunch of the Officer Friendly program at almost all DCPS Elementary Schools. The SROs conducted classroom safety presentations while the Side by Side Band entertained the students during the closing assemblies. The Officer Friendly program will continue to this program in 2019-2020 School Year.

## **SY 2019/2020 DEPLOYMENT**

### ***Table 1: School Resource Officers Supporting DCPS and Public Charter Schools***

The SROs are deployed in short beat and cluster model, with each SRO supporting multiple schools. While high schools receive the most attention due to size and complexity of issues, SROs also provide outreach to middle schools. Roving SROs are a resource for school administrators, coordinating Safe Passages, targeted student outreach, and programs. These officers also coordinate conflict mediations and lend support and provide resource information to at-risk students.

<b>Type</b>	<b>District/ Short Beat (SB)</b>	<b>School Name</b>	<b>Grade s</b>	<b>Address</b>
DCPS	1D/SB1	Eastern SHS	9-11	1700 East Capitol St NE
DCPS	1D/SB1	Eliot - Hines MS	6-8	1830 Constitution Ave NE
Charter	1D/SB2	Digital Partners PC	6-7	709-12th St SE
Charter	1D/SB2	Friendship - Chamberlin	PK-8	1345 Potomac Ave SE
Charter	1D/SB2	Richard Wright	8-9	770 M St SE
Charter	1D/SB3	Kingsman	6-12	1375 E St NE
DCPS	1D/SB3	Stuart Hobson MS	6-8	401 E St NE
DCPS	1D/SB4	Jefferson MS	6-8	801 7th St SW
Charter	1D/SB4	Washington Global	6-8	525 School St SW
DCPS	1D/Cluster	Walker-Jones EC	PS-8	1125 New Jersey Ave NW
Charter	1D/Cluster	Basis	5-9	410 8 <sup>th</sup> St NW
Charter	1D/Cluster	Two Rivers PCS	PK-8	1227 & 1234 4 <sup>th</sup> St NW
Charter	1D/Cluster	Center City - Capitol Hill	PK-8	1503 East Capitol St SE
DCPS	2D/SB1	Wilson SHS	9-12	3950 Chesapeake St NW
DCPS	2D/SB1	Deal MS	6-8	3815 Fort Dr NW
DCPS	2D/SB2	Duke Ellington HS	9-12	3500 R St NW
DCPS	2D/SB2	Hardy MS	6-8	1819 35 <sup>th</sup> St NW
DCPS	2D/SB3	School Without Walls (SWOW) SHS	9-12	2130 G St NW
DCPS	2D/SB3	SWOW Francis EC	PK-8	2425 N St NW

Type	District/ Short Beat (SB)	School Name	Grade s	Address
DCPS	3D/SB1	Cardozo SHS	9-12	2501 Clifton St NW
DCPS	3D/SB2	Dunbar SHS DCPS	9-12	101 N St NW
DCPS	3D/SB3	Columbia Heights EC	6-12	3101 16 <sup>th</sup> St NW
Charter	3D/SB3	Meridian	PK-8	2120 13 <sup>th</sup> St NW
DCPS	3D/SB4	Benjamin Banneker SHS	9-12	800 Euclid St NW
DCPS	3D/SB4	Washington Metropolitan SHS	9-12	300 Bryant St NW
Charter	3D/SB4	Howard University	6-8	405 Howard Rd NW
Charter	3D/Cluster	KIPP-DC WILL Academy	5-8	421 P St NW
Charter	3D/Cluster	Center City - Shaw	PK-8	711 N St NW
DCPS	3D/Cluster	Oyster-Adams	PK-8	2020 19 <sup>th</sup> St NW
DCPS	3D/Cluster	Capitol Hill Montessori DCPS	PK-8	2501 11 <sup>th</sup> St NW (Swing Space)
DCPS	4D/SB1	Roosevelt SHS	9-12	4400 Iowa Ave NW
DCPS	4D/SB1	West EC DCPS	PK-8	4300 13 <sup>th</sup> St NW
DCPS	4D/SB1	McFarland MS	6	4301 13 <sup>th</sup> Street, NW
DCPS	4D/SB2	Coolidge SHS	9-12	6315 5th St NW
DCPS	4D/SB2	Whittier EC	PS-8	6315 5th St NW
DCPS	4D/SB3	Takoma EC	PS-8	7010 Piney Branch Rd NW
Charter	4D/SB3	DC International	6-12	1400 Main Drive NW
Charter	4D/SB4	Paul	6-12	5800 8th St NW
Charter	4D/SB4	Capitol City	PK-12	100 Peabody St, NW
Charter	4D/SB5	EL Haynes	9-12	4501 Kansas Ave NW
Charter	4D/SB5	EL Haynes	5-8	3600 Georgia NW
DCPS	4D/Cluster	LaSalle-Backus EC	PS-8	501 Riggs Rd NE
Charter	4D/Cluster	Washington Latin	5-12	5200 2nd St NW
Charter	4D/Cluster	Friendship Ideal Academy	PS-8	6130 North Capitol St NW
Charter	4D/Cluster	Center City - Brightwood	PK-8	6008 Georgia Ave NW
DCPS	4D/Cluster	Truesdell EC	6-8	800 Ingraham St NW
Charter	4D/Cluster	Center City –Petworth	PK-8	510 Webster St NW
DCPS	4D/Cluster	Raymond EC	PK-8	915 Spring Rd NW
DCPS	4D/Cluster	Brightwood EC	PK-8	1300 Nicholson St NW
Charter	4D/Cluster	Creative Minds Int.	3-8	3700 North Capitol St NW
DCPS	5D/SB1	McKinley SHS	6-12	151 T St NE
Charter	5D/SB2	KIPP PCS Colleague Prep	9-12	1401 Brentwood Pkwy NE
Charter	5D/SB2	KIPP DC-NE	5-8	1375 Mount Olivet NE
DCPS	5D/SB3	Luke C Moore SHS	9-12	1001 Monroe St NE
DCPS	5D/SB3	Brookland MS	6-8	1150 Michigan Avenue NE
Charter	5D/SB3	Washington Leadership	9-11	3015 4 <sup>th</sup> St NE
DCPS	5D/SB4	Browne EC	PK-8	850 26 <sup>th</sup> St NE
DCPS	5D/SB4	Phelps SHS	9-12	704 26 <sup>th</sup> St NE
Charter	5D/SB4	Friendship – Blow-Pierce	PK-4-8	725 19 <sup>th</sup> St NE
Charter	5D/Cluster	Perry Prep	PK-12	1800 Perry St NE
Charter	5D/Cluster	Friendship-Woodbridge	PK-8	2959 Carlton Ave NE
Charter	5D/Cluster	City Arts & Prep	PK-8	705 Edgewood St NE
Charter	5D/Cluster	DC Prep Edgewood	4-8	701/707 Edgewood St NE
Charter	5D/Cluster	Mary McLeod Bethune	PS-8	1404 Jackson St NE
Charter	5D/Cluster	Hope Community – Tolson	PK-8	2917 8 <sup>th</sup> St NE

Type	District/ Short Beat (SB)	School Name	Grade s	Address
Charter	5D/Cluster	Center City – Trinidad	PK-8	1217 West Virginia Ave NE
DCPS	5D/Cluster	Wheatley/Webb EC	PK-8	1299 Neal St NE
Charter	5D/Cluster	The Children’s Guild	K-8	2146 24 <sup>th</sup> Place, NE
Charter	5D/Cluster	Inspired Teaching	PK-8	200 Douglas St NE
Charter	6D/SB1	Friendship Collegiate	9-12	4095 Minnesota Ave NE
Charter	6D/SB1	Caesar Chavez HS/MS	6-12	3701 Hayes St NE
DCPS	6D/SB2	Anacostia SHS	9-12	1601 16th St SE
DCPS	6D/SB2	Kramer MS	6-8	1700 Q St SE
DCPS	6D/SB3	Woodson SHS	9-12	5500 Eads St NE
DCPS	6D/SB3	Kelly Miller MS	6-8	301 49th St NE
DCPS	6D/SB4	Ron Brown HS	9	4800 Meade St NE
Charter	6D/SB4	Integrated Design & Electronics Academy	9-12	1027 45th St NE
Charter	6D/SB5	Maya Angelou - Evans Campus	7-12	5600 East Capitol St NE
Charter	6D/SB5	DC Scholar	PK-8	5601 East Capitol St SE
Charter	6D/SB5	KIPP DC-Valor	5-8	5300 Blaine St NE
Charter	6D/SB6	SEED	6-12	4300 C St SE
DCPS	6D/SB6	Sousa MS	6-8	3650 Ely PI SE
DCPS	6D/SB7	Bard High School Early College	9,11	4440 h St SE (Davis School)
Charter	6D/SB7	KIPP-DC KEY / Promise	5-8	4801 Benning Rd SE
Charter	6D/SB 7	DC Prep- Benning Middle Campus	4-8	100 41 <sup>st</sup> St NE
DCPS	7D/SB1	Ballou SHS & Ballou Stay	9-12	3401 4th St SE
DCPS	7D/SB1	Hart MS	6-8	601 Mississippi Ave SE
Charter	7D/SB2	Kipp Somerset Prep	6-8	3301 Wheeler Rd SE
DCPS	7D/SB3	Johnson MS	6-8	1400 Bruce PI SE
Charter	7D/SB3	KIPP-DC AIM Academy	9-12	2600 Douglas Rd SE
Charter	7D/SB4	Thurgood Marshall Academy	9-12	2427 MLK Jr Ave SE
Charter	7D/SB4	Friendship Technology Preparatory	6-8	620 Milwaukee PI SE
Charter	7D/SB4	Excel Academy	PK-8	2501 Martin Luther King Ave SE
Charter	7D/SB5	National Collegiate Preparatory PCS	9-12	4600 Livingston Rd SE
Charter	7D/SB5	Achievement Academy	4-8	908 Whaler PI SE
DCPS	7D/SB6	Hendley ES	PK-5	425 Chesapeake St SE
DCPS	7D/Cluster	Leckie EC	K-8	4201 MLK Ave SW
Charter	7D/Cluster	Center City Congress Heights	PK-8	220 Highview PI SE

**Table 2: Contract Security Guard Deployment at DCPS**

The initial deployment plan for contract security guards at DCPS is included in the table below. However, it is subject to change to meet current and emerging safety needs. It is important to recognize that SROs do not serve as security guards. In addition, although we are active partners with Public Charter Schools in promoting *school safety*, MPD is not responsible for *security* matters at any PCS. The Department does not manage contract security for charter schools. Charters have the flexibility to fund their own individual programs and services, including investments in security, as they see fit with their Uniform per Student Funding Formula dollars. For instance, facility and

environmental design is an essential component of crime prevention and security. Measures such as security doors, cameras, and alarms can greatly enhance security and reduce risk in a facility.

	School	Address	Type	# Contract Guards
1	Aiton ES	533 48th Pl NE	ES	1
2	Amidon-Bowen ES	401 I St SW	ES	1
3	Anacostia HS	1601 16th St SE	HS	7
4	Ballou HS	3401 4th St SE	HS	12
5	Ballou STAY HS	3401 4th St SE	STAY	3
6	Bancroft ES	1755 Newton St NW	ES	2
7	Banneker HS	800 Euclid St NW	HS	3
8	Bard HS @ Davis	4430 H St SE	HS	3
9	Barnard ES	430 Decatur St NW	ES	2
10	Beers ES	3600 Alabama Ave SE	ES	1
11	Boone ES	2200 Minnesota Ave SE	ES	2
12	Brent ES	301 North Carolina Ave SE	ES	1
13	Brightwood EC	1300 Nicholson St NW	EC	3
14	Brookland MS	1150 Michigan Ave NE	MS	4
15	Browne EC	850 26th St NE	EC	3
16	Bruce-Monroe ES @ Park View	3560 Warder St NW	ES	1
17	Bunker Hill ES	1401 Michigan Ave NE	ES	1
18	Burroughs ES	1820 Monroe St NE	ES	1
19	Burrville ES	801 Division Ave NE	ES	2
20	C.W. Harris ES	301 53rd St SE	ES	2
21	Capitol Hill Montessori @ Logan	215 G St NW	ES	3
22	Cardozo Education Campus	1200 Clifton St NW	EC	11
23	Cleveland ES	1825 8th St NW	ES	1
24	Columbia Heights EC	3101 16th St NW	EC	10
25	Coolidge HS	6315 5th St NW	HS	6
26	Deal MS	3815 Fort Dr NW	MS	7
27	Drew ES	5600 Eads St NE	ES	1
28	Dunbar HS	101 N St NW	HS	8
29	Eastern HS	1700 East Capitol St	HS	8
30	Eaton ES @ UDC	3373 Van Ness St NW	ES	3
31	Eliot-Hine MS @Adjacent Trailers	1830 Constitution Ave NE	MS	5
32	Ellington HS	3500 R Street N.W	HS	6
33	Excel Academy	2501 MLK Ave SE	EC	2
34	Fillmore Arts Center @ Hardy	1819 35th St NW	MS	1
35	Francis-Stevens EC	2425 N St NW	EC	2
36	Garfield ES	2435 Alabama Ave SE	ES	1
37	Garrison ES	1200 S St NW	ES	1
38	H.D. Cooke ES	2525 17th St NW	ES	1
39	Hardy MS	1819 35th St NW	MS	3
40	Hart MS	601 Mississippi Ave SE	MS	5
41	Hearst ES	3950 37th St NW	ES	1
42	Height ES	1300 Allison St, NW	ES	2
43	Hendley ES	425 Chesapeake St SE	ES	2
44	Houston ES	1100 50th Pl NE	ES	2

	School	Address	Type	# Contract Guards
45	Hyde-Addison ES	3219 O ST NW	ES	2
46	Janney ES	4130 Albemarle St NW	ES	2
47	Jefferson MS	801 7th St SW	MS	4
48	Johnson MS	1400 Bruce Pl SE	MS	4
49	Kelly Miller MS	301 49th St NE	MS	5
50	Ketcham ES	1919 15th St SE	ES	1
51	Key ES	5001 Dana Pl NW	ES	1
52	Kimball ES	3375 Minnesota Ave SE	ES	1
53	King ES	3200 6th St SE	ES	1
54	Kramer MS	1700 Q St SE	MS	4
55	Lafayette ES	5701 Broad Branch Rd NW	ES	2
56	Langdon ES	1900 Evarts St NE	ES	1
57	Langley ES	101 T St NE	EC	1
58	LaSalle-Backus EC	501 Riggs Rd NE	EC	2
59	Leckie ES	4201 Martin Luther King Jr Ave SW	ES	3
60	Ludlow-Taylor ES	659 G St NE	ES	1
61	Luke C. Moore HS	1001 Monroe St NE	HS	4
62	MacFarland MS	4400 Iowa Ave. NW	MS	6
63	Malcolm X ES	1351 Alabama Ave SE	ES	1
64	Mann ES	4430 Newark St NW	ES	1
65	Marie Reed ES	2201 18 <sup>th</sup> Street N.W.	ES	2
66	Maury ES	1250 Constitution Ave NE	ES	1
67	McKinley Technology HS	151 T St NE	HS	9
68	Miner ES	601 15th St NE	ES	2
69	Moten ES	1565 Morris Rd SE	ES	2
70	Murch ES	4810 36th St NW	ES	2
71	Nalle ES	219 50th St SE	ES	1
72	Noyes ES	2725 10th St NE	ES	1
73	Oyster - Adams MS	2020 19th St NW	MS	2
74	Oyster - Oyster ES	2801 Calvert St NW	ES	1
75	Patterson ES	4399 South Capitol Ter SW	ES	2
76	Payne ES	1445 C St SE	ES	1
77	Peabody ES	425 C St NE	ES	1
78	Phelps HS	704 26th St NE	HS	4
79	Plummer ES	4601 Texas Ave SE	ES	1
80	Powell ES	1350 Upshur St NW	EC	2
81	Randle Highlands ES	1650 30th St SE	ES	1
82	Raymond EC	915 Spring Rd NW	EC	2
83	River Terrace EC	420 34 <sup>th</sup> Street, NE	Spec-ED	2
84	Ron Brown High School	4800 Meade Street, NE	HS	5
85	Roosevelt HS	4301 13th St NW	HS	9
86	Roosevelt STAY HS	4301 13th St NW	STAY	6
87	Ross ES	1730 R St NW	ES	1
88	Savoy ES	2400 Shannon Pl SE	ES	2
89	School w/out Walls HS	2130 G St NW	HS	4
90	School-Within-School @ Goding	920 F Street, NW	ES	1
91	Seaton ES	1503 10th St NW	ES	1



	School	Address	Type	# Contract Guards
92	Shepherd ES	7800 14th St NW	ES	1
93	Simon ES	401 Mississippi Ave SE	ES	1
94	Smothers ES	4400 Brooks St NE	ES	1
95	Sousa MS	3650 Ely Pl SE	MS	4
96	Stanton ES	2701 Naylor Rd SE	ES	2
97	Stoddert ES	4001 Calvert St NW	ES	2
98	Stuart- Hobson MS	410 E St NE	MS	3
99	Takoma EC	7010 Piney Branch RD	EC	2
100	Thomas ES	650 Anacostia Ave NE	ES	1
101	Thomson ES	1200 L St NW	ES	1
102	Truesdell EC	800 Ingraham St NW	EC	2
103	Tubman ES	3101 13th St NW	ES	2
104	Turner ES	3264 Stanton Rd SE	ES	2
105	Tyler ES	1001 G Street SE	ES	2
106	Van Ness ES	1150 5 <sup>th</sup> ST SE	ES	1
107	Walker-Jones EC	1125 New Jersey Ave NW	EC	4
108	Washington Metropolitan HS	300 Bryant St NW	HS	3
109	Watkins ES	420 12 <sup>th</sup> Street NE	ES	2
110	Wells, Ida B. MS	405 Sheridan ST NW	MS	3
111	West EC @ Sharpe Health	4300 13 <sup>th</sup> ST NW	EC	2
112	Wheatley EC	1299 Neal St NE	EC	4
113	Whittier EC	6201 5th St NW	EC	1
114	Wilson HS	3950 Chesapeake St NW	HS	10
115	Wilson, JO ES	660 K St NE	ES	2
116	Woodson H.D. HS	540 55th St NE	HS	8
	<b>TOTAL</b>			<b>328</b>



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## Police Investigations Concerning First Amendment Activities

### Policy

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It is the policy of the Metropolitan Police Department (MPD) that investigations involving unlawful activity conform to the guarantees of the Constitution and that care is exercised in the conduct of those investigations so as to protect constitutional rights. MPD does not conduct investigations on activities protected by the First Amendment. The Department's members may not investigate, prosecute, disrupt, interfere with, harass, or discriminate against any person engaged in First Amendment activity for the purpose of punishing, retaliating, preventing, or hindering the person from exercising his or her First Amendment rights.

MPD investigates only those matters supported by a legitimate law enforcement purpose. To prevent criminal activity conducted under the guise of First Amendment activities and criminal acts of civil disobedience threatening public safety or the security of the city, MPD must, at times, initiate investigations in advance of unlawful conduct. Such investigations occur if there is reasonable suspicion to believe that persons, groups, or organizations are planning or engaged in criminal activity and the First Amendment activities are relevant to the criminal investigation.

The Department is compliant with section 208(a) of the *Police Investigations Concerning First Amendment Activities Act of 2004*, effective April 13, 2005 (D.C. Law 15-352, D.C. Official Code §§ 5-333.01 *et seq.*), governing investigations and preliminary inquiries involving First Amendment activities. MPD practices the appropriate maintenance, dissemination, and purging of records, files, and information from such investigations and preliminary inquiries. The Department is committed to fair, unbiased, and constitutional policing.

### In Brief

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The following information is provided in compliance with the *Police Investigations Concerning First Amendment Activities Act of 2004*.

Reporting Requirements	2018
The number of investigations authorized	0
The number of authorizations for investigation sought but denied	0
The number of requests from outside agencies	0
The number of arrests, prosecutions, or other law enforcement actions taken as a result of such investigations	0
Any violations of the regulations issued pursuant to this subchapter, and the actions taken as a result of the violations, including whether any officer was disciplined	0

### Evaluation

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During calendar year 2018, MPD did not receive any information indicating that an unlawful act had been, was being, or was to be committed during a First Amendment activity. Therefore, no

Police Investigations Concerning First Amendment Activities  
Page 2

investigations were opened, nor were there any requests to open an investigation that were denied.

The MPD will continue its policy that investigations involving any criminal activity conform to the guarantees of the Constitution and that care is exercised in the conduct of those investigations so as to protect constitutional rights.

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# REPORT OF THE METROPOLITAN POLICE DEPARTMENT COMMUNITY POLICING WORKING GROUP

December 2019

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## **Mayor Muriel Bowser and Members of the Council of the District of Columbia,**

Pursuant to Title II, Subtitle A of the Neighborhood Engagement Achieves Results (NEAR) Amendment Act of 2016, effective June 30, 2016 (D.C. Law 21-0125; D.C. Official Code § 5-132.32), the Metropolitan Police Department (MPD) convened a working group to examine national best practices in community policing and make recommendations for the District of Columbia.

The working group consisting of individuals from government agencies, non-profit organizations, the private sector, academic institutions, and the general public, met several times to discuss what community policing meant, how it has been implemented and is perceived within the District, and what can be done to strengthen the relationship between MPD and the communities we serve. Robust conversations were held at these meetings and meaningful suggestions for future improvements were made.

To that end, I am pleased to present the Community Policing Working Group's report. This report contains the result of feedback collected orally and in writing and the Community Policing Working Group's recommendations for making community policing even stronger within the District.

I am thankful for the time that the Community Policing Working Group's members contributed to this report and to helping MPD better understand what we can do to improve and continue our partnerships with members of our communities. MPD is fully committed to fair, constitutional, and unbiased policing in our city and will work to implement the recommendations contained in this report as we continue our work to make the District of Columbia a safer and stronger city for everyone.

Peter Newsham  
Chief of Police





## Introduction

The Metropolitan Police Department Community Policing Working Group (“Working Group”) was first convened in the summer of 2017, pursuant to Title II, Subtitle A of the Neighborhood Engagement Achieves Results (NEAR) Amendment Act of 2016, effective June 30, 2016 (D.C. Law 21-0125; D.C. Official Code § 5-132.32). In the summer of 2019, the second Working Group convened to review progress on the recommendations made by the first Working Group and to propose additional recommendations.

The 2019 Working Group represents District communities, non-profit organizations, the private sector, academic institutions, and government agencies in the District of Columbia. Working Group members offered thoughtful suggestions on ways that police-community interactions could be strengthened and deepened.

## Defining Community Policing

The Working Group operated under the same definition of “community policing” as the 2017 Community Policing Working Group Report contained in President Barack Obama’s 21st Century Policing Task Force that was issued in May 2015 by the U.S. Department of Justice’s Office of Community Oriented Policing Services.

The 21st Century Policing Task Force report describes community policing as follows:

*Community policing emphasizes working with neighborhood residents to co-produce public safety. Law enforcement agencies should, therefore, work with community residents to identify problems and collaborate on implementing solutions that produce meaningful results for the community. Specifically, law enforcement agencies should develop and adopt policies and strategies that reinforce the importance of community engagement in managing public safety. Law enforcement agencies should also engage in multidisciplinary, community team approaches.*

## Working Group Process

The Working Group consists of a diverse group of individuals who donated their time to serve on this important team. Together, the members represented a cross-section of constituents from the city, including at least one representative of each of the seven police districts and from each of the five distinct communities served by MPD’s Special Liaison Branch – the African, Asian and Pacific Islander, Deaf and Hard of Hearing, Latino, and LGBTQ+ communities.

The Working Group met on three occasions. During the first in-person meeting in June 2019, the Working Group heard presentations from MPD members on current engagement activities. The Working Group heard from MPD’s Victim Services Branch, Youth and Family Services Division, Special Liaison Branch, Public Information Office, and Office of Volunteer Coordination. The Working Group was also updated on progress on the 17 recommendations from the 2017 Working Group. These are outlined in **Appendix B**. Working Group members then solicited feedback from their respective networks and communities, returning for a second in-person meeting in August 2019. Between the first and second meetings, members completed and distributed a questionnaire to solicit feedback regarding community perceptions of police, police-community communication, community involvement, relationships, and interactions.

While there were numerous themes discussed and varying and diverse opinions, this report attempts to capture the core themes and provide tangible and actionable recommendations for implementation. The Working Group met a final time in September 2019 to review and approve this report for transmission to the Mayor and the Council of the District of Columbia

## Working Group Discussion

Throughout the discussion of the Working Group, several core themes were raised, as highlighted below:

### Transition of Leadership and Community Meetings

*“When we ask for someone to show up for community meetings, it is a white shirt and not a patrol officer. How do we get an officer to show up? We want them to know who the block captains are.”*

The Working Group highlighted that, as upper ranking officials are promoted or transferred to new assignments within MPD, the connections built with the community are not necessarily maintained. The Working Group supported officials making

introductions to key community partners when they are moved from their assignment. Additionally, members of the Working Group highlighted the need for more patrol officers to attend community meetings and for newly assigned officers in Field Training to be introduced to community partners and leaders.

### School Resource Officers

The Working Group highlighted the important role of School Resource Officers (“SROs”), but noted that the SROs are not necessarily the officers that would respond when a 911 call for service is placed by a student. The Working Group recommended several items that leverage the relationships

*“The [school resources officers] that the students know at school are not the [officers] when they call the police.”*



developed by SROs to deepen the connections between officers assigned to patrol services and students.

## Interactions with the Deaf and Hard of Hearing Community

Interactions with the Deaf and Hard of Hearing Community was a topic of discussion among the Working Group. The Working Group recognized the value of MPD's Special Liaison Branch and the Deaf and Hard of Hearing Unit, but put forward recommendations for further strengthening understanding between MPD officers and the Deaf and Hard of Hearing community. The Working Group recognized that the District, as the home of Gallaudet University and its student body and staff, has a unique need for continued initiatives in this community.



## Training

The Working Group discussed the need for MPD to further train officers in community engagement, communication, and positive body language. Further, the Working Group discussed the need for supervisors to assist their subordinates in engaging with the community and the need for Field Training Officers to introduce new officers to the community in which they are assigned.

*"Officers use their body for protection. How do we train them to be friendly, open, and inviting with their body language?"*

## Role and Understanding of the Community

*"Officers don't realize the community feels they are 'being policed,' as if it is an action against them."*

The Working Group also highlighted the essential requirement for the community to further understand the role of MPD and its policies and procedures. Building on the successes of MPD's outreach programs, the Working Group discussed further initiatives MPD can provide the community to deepen their understanding of the operations of the Department.



## Accessibility of Information

The Working Group discussed the accessibility of information regarding incidents that occur in their communities, as well as reports and data on MPD websites. A theme of the discussion was making follow-up information more accessible to the public.



## Inter-agency Collaboration

The Working Group discussed the need for the Department and other agencies to build upon the collaboration that already exists among District government agencies. The Working Group discussed the need to raise the consciousness among District personnel of the wide array of services different agencies offer and of the need to create touchpoints between agencies to pass on relevant information with the goal of increasing the quality of service delivery.



## Working Group Recommendations

The Working Group's discussion covered many topics and many suggestions were brought by members to the group. The Working Group issued the following 18 items as recommendations to the Department:

*"Police respond to social and economic disadvantages; they don't create them."*

1. The Department should reinforce the positive work of the Deaf and Hard of Hearing Unit by hosting a Community Engagement Academy for the Deaf and Hard of Hearing Community.
2. MPD should provide the community with more insight into the Department through a video series accessible online to all. This video series should highlight training, patrol operations, and new initiatives such as the program at the National Museum of African American History and Culture.
3. MPD media releases, including the Community Policing Working Group report, should be published in a format accessible to the Deaf and Hard of Hearing community. MPD should explore utilizing a QR code linking printed material to American Sign Language (ASL) media. In addition, MPD, when possible, should utilize ASL interpreters at press briefings.
4. Develop and provide a course to new officers on "Positive Body Language" to increase the positive outcomes of officers' interactions with the public. Officers are trained how to use their body tactically; they should also be provided with tools to use their body to appear engaging and welcoming.
5. The Department should provide supervisors with training on community perceptions of police, to help them better recognize when they need to encourage officers to "ungroup" and interact with community members whether on patrol or at community events.
6. Develop and provide a course on police customer service to new officers to instill a sense of customer-oriented policing.

7. Standardize how Captains or Sector Leadership transfer information and make community introductions before leaving their assignments.
8. Ensure patrol officers are also included in Citizens Advisory Councils and Advisory Neighborhood Commission (ANC) meetings along with officials.
9. Improve the MPD website to be more community- and customer-friendly with a searchable interface. The website can then be better utilized to provide reports and updates to the public.
10. Department personnel, both sworn and civilian, should be sent to other agencies and non-governmental group to gain a deeper understanding of their work and the services they offer and to create a network of public servants who cultivate interagency collaboration.
11. Invite personnel from sister agencies and non-governmental groups to attend MPD's Community Engagement Academy, including staff from the Mayor's Office of Community Relations and Services, to further develop this above-mentioned network.
12. Provide education programs on the police department to K-12 students, hosted by patrol officers in collaboration with SROs. Students should have interactions with the officers assigned to patrol facilitated by relationships SROs have developed in schools.
13. Create a "Bring a Friend" program where SROs bring a patrol officer to their schools to introduce to students.
14. As new officers graduate from the academy, introduce them to their respective ANCs.
15. Develop a portion of officers' field training that focuses on positive community engagement.
16. MPD should explore offering ongoing resiliency training for officers to assist them with coping with trauma.
17. Officers should visit the Domestic Violence Intake Center as part of their training to understand the services offered to victims.
18. MPD should offer an engagement program such as a social media live stream where community members can participate in a question and answer session with officers.

## Appendix A - Working Group Members

First Name	Last Name	Title
Allyson	Abrams	Bishop, Empowerment Liberation Cathedral
Cathy	Alexander	Pastor, Metropolitan Community Church
Zainab	Alkebsi	Policy Counsel, National Association of the Deaf
Robert	Brannum	At-Large Member, Chief of Police's Citizens Advisory Council
Michelle	Chatman	Assistant Professor, Crime, Justice, and Security Studies, University of the District of Columbia
Marc	Dalton	Chief Clinical Officer, Department of Behavioral Health
Jose	Gutierrez	Founder, Latino Pride
Marilyn	Hamilton	Dean, University of the District of Columbia Community College
Kylie	Hogan	DC Survivors and Advocates for Empowerment (SAFE)
Dexter	Humphrey	Vice Chairman, 6th District Citizens Advisory Council
Judi	Jones	Chairperson, 4th District Citizens Advisory Council
Stephanie	Mahdi	Co-Chair, DC Anti-Violence Project
Camille	McKenzie	Chairperson, 3rd District Citizens Advisory Council
Stephanie	Mintz	Student Services Director, Briya Public Charter School
LaQuandra	Nesbitt	Director, Department of Health
Frances	Penn	Chairperson, 5th District Citizens Advisory Council
Robert	Pittman	Chairperson, 1st District Citizens Advisory Council
Brenda	Richardson	PSA 702 Outreach Committee/ Ward 8 Resident
Howard	Rosenblum	Chief Executive Officer, National Association of the Deaf
Naznin	Saifi	Executive Director, Asian Pacific American Legal Resource Center
Mary Ann	Seremeth	At-Large Member, Chief of Police's Citizen Advisory Council Professor, Gallaudet University



## MPD Staff Members

Salah	Czapary	Director, MPD Office of Volunteer Coordination
Tyria	Fields	Director, MPD Victim Services Branch
Marvin	Haiman	Executive Director, MPD Professional Development Bureau
Ramey	Kyle	Commander, MPD Youth and Family Services Division
Evelyn	Lopez	Supervisor, MPD Community Outreach Coordinators
Kelly	O'Meara	Executive Director, MPD Strategic Change Division
Brett	Parson	Lieutenant, MPD Special Liaison Branch
Dustin	Sternbeck	Director, MPD Office of Communications

## Appendix B - Status of the 2017 Working Group Recommendations

**1. Revisit the Department's communication strategy on community policing activities to ensure information is available and accessible to the public.**

MPD's Office of Communications has been fully engaged and has made substantial progress towards this Community Policing Working Group (CPWG) recommendation. Since the last report, some developments include:

- Press releases, press conferences, media interviews
- Social media posts – developed advertising to increase followership and are currently the largest DC government presence
- List serv postings in each patrol district. We are exploring new list serv products as our current system is outdated.
- Quarterly ANC newsletter
- Community meetings, educational workshops and safety/education pop-ups
- Critical Incident Response Protocol
- Public campaigns
- Internal/External partnerships
- Post event details in Mayor's public calendar

**2. Reinforce daily, positive community interaction between officers and the public.**

This CPWG recommendation has been addressed through multiple forums throughout MPD. From trainings held at the Police Academy for veteran officers, to ongoing roll call, and promotional training, there has been a concerted emphasis and focus within training reinforcing the benefits of daily positive community interactions. Additionally, some specific actions to address the CPWG's recommendations have included:

- Developed creative campaigns to humanize personnel (e.g., Beyond the Badge, 2019 Recruitment Materials, Play It Safe, Pay It Forward)
- Positive media hits
- Built out of a 12 month community outreach calendar “asset mapping” to ensure wide coverage of all districts
- Broader effort to promote all MPD programs which may be less known to member of the community (e.g., Reaching New Heights and Youth Creating Change).

**3. Enhance messaging consistency across community outreach coordinators.**

Since the issuance of the CPWG report, all seven patrol district Community Outreach Coordinators have been realigned to centrally report through the MPD Office of Communication. Two supervisory Community Outreach Coordinators have been added to the team to provide focus and structure and continuity of services across the seven districts. Additionally, some developments in line with this recommendation include:

- Regular trainings with all district outreach coordinators
- Ensure MOCRS are informed of incidents impacting communities
- Developed a robust and comprehensive outreach calendar
- Critical Incident Response Protocol
- Created a Resource Identification document – established a working document off all district contacts for community outreach (residential, business, education, religious)

**4. In consideration of the full agendas of ANC meetings, encourage community members to attend CAC meetings to address safety concerns. The CAC meetings could be rotated within the police districts to ensure residents have ample opportunity to attend based on their location. In order to make best use of time allocated to public safety issues at ANC meetings, a list of community members’ questions should be provided in advance when possible.**

Recommendation #4 was shared with the CACs.

**5. Sector Captains should hold regular meetings for members of their community.**

Sector Captains hold frequent community-based meetings, connecting and interacting with community constituents. Since the Sector concept has become more engrained within the culture of the Department, such structure allows for greater access and continuity of leadership within the Sector.

**6. MPD outreach coordinators should create and distribute a periodic newsletter or report updating ANC commissioners on the latest and upcoming MPD news and activities.**

Since the issuance of the CPWG report, the Office of Communications has taken the lead and developed content and distributed quarterly ANC newsletter. Some of the contents of the newsletter come from ANC Commissioners directly as well.

**7. The return of “Officer Friendly” could be a successful branding opportunity to unify Department-wide efforts to**

The “Officer Friendly” program was relaunched in support of a 2017 CPWG recommendation. The Side-by-Side band plays at weekly appearances, interacting and engaging members of the community. The Youth and Family Services Division and our School Resource Officers play a meaningful role

***engage youth and adults in the community.***

***8. Provide crime prevention tips and training to ensure members of the public can avoid becoming victims of crimes of opportunity.***

engaging with young men and women across DC. MPD is further expanding our Officer Friendly program beyond the elementary school setting and into our Rec Centers, summer camps, and Boys and Girls Clubs.

- MPD has engaged in multiple activities that drive towards this objective. Specifically, the Department:
- Hosts community pop-ups to educate residents and visitors on current crime trends and prevention methods
- Participates in media interviews
- Safety events and demonstrations are held frequently
- Social media posts are published
- Community meeting attendance to promote these matters
- Critical Incident Response Protocol
- Video production and dissemination
- Promotional items and campaigns (Pink ticket, Protect Your Auto, Camera Rebate Program)
- The Community Engagement Car deploys after critical incidents, such as a homicide, to interact with residents and visitors. Recruit Officers from the Academy similarly deploy.

***9. Hire a member of the deaf and hard of hearing community to serve as an outreach specialist and support services to the community.***

While this 2017 CPWG Report recommendation has not yet been implemented, in addition to the Deaf and Hard of Hearing Unit (DHHU) core officers, MPD currently has 12 officers who are certified as DHHU affiliates. These officers provide meaningful support to members of the DHHU community. MPD worked with the Citizen Advisory Councils (CAC) to include a member of the DHH community to join the group to ensure that the DHH community can provide continuous feedback.

***10. When releasing official videos for the public, include American Sign Language (ASL) in the video, in addition to closed captioning, to ensure accessibility.***

The Department has broadened its use of ASL interpreters during larger events (e.g., Annual Awards Ceremony and Mayoral events/press conferences).

***11. While there are significant costs associated with an on-call interpreter system, the Working Group encourages MPD to give consideration to such a concept while evaluating the existing contract.***

MPD issued a contract for ASL services to help improve the availability and quality of interpretation services. MPD worked with the assistance of subject matter experts in the community to develop the statement of work. In addition, MPD frequently deploys the Video Remote Interpreting (VRI) system as well as leverages the Language Line. Additional training was conducted for officers during 2018 on Language Access.

***12. Provide ASL classes to officers.***

Elective courses were held on ASL for sworn and civilian members through MPD's Professional Development Institute.

***13. Assign a permanent member to create an African Liaison Unit, rather than a rotation of affiliate members.***

MPD has expanded the reach of the Special Liaison branch without establishing new liaison units. As MPD strives to ensure that it is able to meet needs throughout the city, MPD will provide training for affiliate members and ensure that they are able to respond to victims of crime and participate in outreach activities. MPD has approximately 20 African Affairs affiliate officers. MPD

continues to partner with the Mayor's Office of African Affairs, including through the now annual soccer game to bring the African community and police together and provide a soccer skills event for youth.

**14. Implement a mentoring program where senior Departmental officials share their perspective and positive community interaction with younger officials and officers, helping to further transfer knowledge and experiences to newer members of the Department.**

The Department has implemented the Police for Tomorrow program in partnership with Georgetown University Law Center. Cohort 1 of the program was held in 2018 and Cohort 2 is ongoing. Each officer and/or civilian employee within the program is paired with a knowledgeable ranking command member mentor. These individual mentors serve as guides to the new members as they learn more about the profession. For the senior members, it provides a positive way to connect and share their experience. This program has been well received and the Department has recently applied for grant funding to expand this to mid-level managers.

**15. Develop a training course for officers at crime scenes to improve interactions with community members. This training should be scenario-based and teach officers how to provide community members with information that does not compromise the investigation, but could allow the community to understand what occurred and possibly provide useful information. One option would be to designate an identifiable communications officer at each large crime scene.**

The Department has implemented the 2017 CPWG's recommendation on this matter by developing a robust block of instruction which is delivered to each recruit class as well as all current officers as a part of the 2019 Professional Development Training. This training focuses on teaching officers what they can and should say on crime scenes and encourages them to appropriately communicate within their respective role to members of the community.

**16. Continue training on implicit bias and cultural competency for officers so they are aware of how their actions impact the communities they serve.**

Beginning in January 2018, the MPDC began taking all sworn and civilian members of the Department through the National Museum of African American History and Culture (NMAAHC) on a guided 10-hour program, led by two professors from the University of the District of Columbia. This model program educates officers on the long and complex history of interactions between law enforcement and members of the black community. The program also includes a tour of the NMAAHC and robust discussions.

**17. Provide public speaking training for newer officers and other MPD personnel so they can effectively present information at community meetings.**

As a result of the 2017 CPWG recommendation, this was added to promotional trainings for new officials.



**Metropolitan Police Department  
300 Indiana Ave NW, Suite 1034**

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2019 APR 23 PM 12:39  
OFFICE OF THE  
SECRETARY

**MURIEL BOWSER**

MAYOR APR 23 2019

The Honorable Phil Mendelson  
Chairman  
Council of the District of Columbia  
John A. Wilson Building  
1350 Pennsylvania Avenue, N.W., Room 504  
Washington, DC 20004

Dear Chairman Mendelson:

Pursuant to the Neighborhood Engagement Achieves Results Amendment Act of 2016 (D.C. Law 21-125, D.C. Official Code § 5-132.31(e)), the Metropolitan Police Department (MPD) is required to publish data on the number and type of referrals for service and outcomes of the referrals for joint efforts with the Department of Behavioral Health (DBH) and the Department of Human Services (DHS). This report is provided in compliance with this Act, covering the period from May 2018 through December 2018.

The early information from the program shows its promise, in particular in increasing connectivity to behavioral health services for some of our residents in greatest need. The Pre-Arrest Diversion Program is also linking participants to housing and other supportive services, such as enrollment in economic benefit programs and education and employment supports. The program is helping to mitigate chronic issues of those with behavioral health needs and substance use disorders, without expensive and unproductive arrests for low level crimes. This enables MPD to focus on more serious crimes.

I hope that you find this information useful as we work together to support residents facing chronic behavioral health issues. Please contact Peter Newsham, Chief of Police, at 202-727-4218 or [peter.newsham@dc.gov](mailto:peter.newsham@dc.gov) to discuss any questions you have regarding this report.

Sincerely,

A handwritten signature in black ink that reads "Muriel Bowser".

Muriel Bowser

cc: Kevin Donahue, Deputy City Administrator and Deputy Mayor for Public Safety and Justice



# Pre-Arrest Diversion

*Connecting Police Community Contacts with District Services*

**Overview of the 2018 Pilot Period**  
April 2019





Pursuant to the *Neighborhood Engagement Achieves Results Amendment Act of 2016*, effective June 30, 2016 (D.C. Law 21-125, D.C. Official Code § 5-132.31(e)), the Metropolitan Police Department (MPD) is required to publish data on the number and type of referrals for service and outcomes of the referrals for joint efforts with the Department of Behavioral Health (DBH) and the Department of Human Services (DHS). This report is provided in compliance with this Act.

### PROGRAM OVERVIEW

Year after year, MPD interacts with hundreds of individuals facing chronic mental illness and substance use disorders in Washington, DC. Many encounters do not result in arrest; others result in arrest for low-level offenses, with a low probability of prosecution. Too often, people end up back on the street, no closer to services or meaningful engagement with society.

This cycle falls short on many levels. It falls short for individuals experiencing behavioral health challenges because they are not getting needed treatment. It falls short for police officers who cannot solve the issues for either the individual or the community. It falls short for members of the public, for whom legitimate quality-of-life complaints – public intoxication and drug use, urination and socially inappropriate behavior – are not addressed. And, it falls short for the taxpayer with such an expensive and inefficient approach.

The Pre-Arrest Diversion Program (PAD), a pilot partnership between DBH, DHS, and MPD, is working to find more effective means of supporting individuals in our community by:

- Increasing connectivity to behavioral health services;
- Improving housing stability;
- Increasing access to other supportive services such as enrollment in economic benefit programs and education and employment supports;
- Reducing arrests of those with behavioral health needs and substance use disorders;
- Addressing the underlying conditions that may contribute to criminal behavior; and
- Freeing up law enforcement to focus on the prevention of violent crime.

### CLIENT PERSPECTIVE

“In April 2018, my illness convinced me I should leave my [apartment], move to...an empty [building] and sleep on their steps. In July 2018 I was introduced to the PAD program...I was only willing to accept assistance with obtaining new forms of identification.

“The staff of the PAD program consistently visited me...In November 2018, because of their diligence in building a relationship with me, I became willing to accept their help in improving the quality of my life.

“It is Feb. 2019 and I have embraced the goals the PAD program had for me. It has truly improved the quality of my daily living and brought hope and a sense of normalcy back into my life that I have not recognized since 2010.

“The PAD program is out in the community every day, looking for their clients, making sure they set eyes on us, engaging us and ensuring we are alright. Without [that], I would not be moving back into an [apartment], seeing [a doctor] and taking my meds, getting to my other medical [appointments] and planning on re-entering the workforce.”

— J., in her own words

### OFFICER PERSPECTIVE

**G.** took me aside away from his friends at a known drug spot. "Officer, I am desperate to get some help. Please, help me." **G.** shared how he had completed six months of a difficult recovery program, and was not sure he could stay sober around the shelter. This was the same area where he used to buy, sell, and use drugs. After he completed his recovery, they dropped him off right back where his troubles started.

As an officer, I didn't see how I could assist him: no crime, no involuntary commitment called for, and no crisis for mobile crisis response. And yet, **G.** looked to me, to the uniform and badge I wear, and trusted me enough as an MPD member to put the next months of his life in my hands. My instincts told me that he might end up dealing or overdosing within days.

I called the Diversion Program Line. Jackie said she would be right out to meet with him. The team was able to provide safe housing and vocational assistance. Now, **G.** is training as a chef. When he walks through the old neighborhood, everyone tells him how happy and healthy he looks, and they beg for his gourmet dinner samplers.

### PROGRAM DEVELOPMENT & STRUCTURE

The structure of the Diversion Program pilot was developed by an interagency program team looking at national trends in behavioral health and policing collaborations and adapting them to take advantage of the many resources already available within the District of Columbia. During the development of the program and since its launch, the team conducted planning meetings, stakeholder engagements, informational sessions, and other outreach with community members, client advocates, service providers, and other stakeholders.

While MPD and DHS rely on existing police officers and other staff to support the program, DBH was designated to hire the primary program staff. Funded by a budget of \$970,000 in Fiscal Year 2018, this included a Program Director/Licensed Clinical Social Worker (LICSW), four staff level LCSWs, and four certified peer specialists who have lived experience similar to the target clients. The program was fully staffed in September.

Pilot service areas were identified in the Gallery Place areas of the First Police District and the Starburst area of the Fifth Police District. The selected areas had the highest concentrations of arrests for the low level offenses that were potentially correlated with unmet behavioral health or social service needs, such as disorderly conduct, drug possession, prostitution, and low level theft, such as shoplifting. The goal of the pilot period was to refine program processes, gather participants' demographic data, develop coordinated connections to better meet program participants' behavioral health and support services needs, and provide an efficient means for MPD patrol officers to connect certain individuals with appropriate services.

In the summer of 2018, 69 MPD officers in the target areas participated in training designed to familiarize them with program goals and opportunities and processes for referrals. In addition each new class of MPD's Crisis Intervention Officers is briefed on the program and encouraged to contact an MPD supervisor if they encounter someone that may be eligible. Diversion Program staff have also participated in roll calls and police ride-alongs, and frequently communicate with MPD partners.

## PROGRAM PROCESS

The Diversion Program has developed multiple entry points for services in order to maximize engagement rather than limit participation due to administrative barriers. All participants must have indicators of chronic behavioral health or substance use disorder issues. Committing a low level crime or experiencing homelessness does not—on its own—meet the eligibility criteria. Regardless of the point of entry, all participation is voluntary, with no penalty for declining to participate. The primary ways that a potential program participant may be engaged include:

- *Arrest-Based Referral:* If an individual commits an eligible offense, an MPD officer offers diversion instead of arrest. If the individual declines to participate, the arrest will proceed.
- *Social Contact Referral:* If an individual is known by MPD to have a criminal history and behavioral health challenges, an officer should not have to wait to witness the individual committing a crime to make a referral. Therefore an officer can engage the individual to encourage participation in the program.
- *Officer Outreach Request:* If an individual is known to MPD to have ongoing behavioral health concerns that present risks to the community but is not at a crisis level, an officer may request DBH intervention. Diversion staff will engage and provide assistance as needed to help support the individual.
- *MPD Consult Requests:* If an individual is identified as needing behavioral health support, MPD contacts PAD for assistance, intervention, or evaluation. Some individuals are only seen for a single episode while others require ongoing assistance to manage unmet needs which contributed to their contact with MPD.
- *Conventional Outreach:* If the Diversion team is in the community conducting routine engagements and education and someone requests assistance or linkage, Diversion team will provide connection to the requested resource or appropriate level of care but does not engage in ongoing services.

## ENGAGEMENTS AND SERVICES

### CLIENT PERSPECTIVE

**P.** was referred to the Diversion Program as a social contact. At that time, she had five active criminal charges, as well as a long history of criminal justice involvement and noncompliance with legal requirements and treatment. She was street homeless because she was banned from all shelters due to violent conflicts. She could not access her core service agency after being barred from the building. She was also facing incarceration due to non-compliance.

Since enrollment in the program, **P.** has been compliant with her treatment program, including medications and therapy. She is also in compliance with the court, and her case may be dismissed. She remained in a shelter for two months and is moving into a shared apartment. She has no new criminal charges, and wants to return to work. As she told the Diversion team, "I never knew I could do this good!"

Upon entering the program, Diversion staff conduct an assessment of each participant and collaborate with them to create plan tailored to individual needs. Program staff provide ongoing outreach, referrals and resources to participants and assess them for vulnerability and service needs throughout the program. As of December 31, 2018, the program had 82 enrolled participants.

The Diversion Program serves an especially vulnerable population, even in comparison to other law enforcement assisted diversion programs in urban areas.

- 95 percent of participants diagnosed with Severe Mental Illness
- 95 percent of participants had unstable housing (defined as chronically homeless, homeless, or at risk of homelessness)
- 60 percent of participants lacked vital documents
- 46 percent of participants diagnosed with co-occurring disorders

Two thirds of participants were reconnected with treatment or linked to a higher level of care. Many participants had been disenrolled from community-based providers because of an inability to utilize office-based services or the provider's inability to locate or engage them in the community.

More than 75 percent of consumers are experiencing street or shelter homelessness at the time of enrollment. In several instances, consumers actually had access to housing resources, however due to behavioral health issues had not been able to fully access or use these resources.

As of December 31, 2018, 26 clients were moved or approved to move into housing, including:

- Four participants moved into subsidized rentals units with the Housing Choice voucher or Local Rent Subsidy Program
- 10 participants placed in transitional housing
- Three participants connected to work bed programs
- Five participants returned to existing housing
- Four participants returned to family homes

The Diversion team helped 39 participants secure vital documents, opening doors to other services.

Lastly, the program team engaged with an additional 229 individuals who were identified by MPD officers during joint outreach or requested consults as needing assistance. These individuals were often unable or unwilling to complete the formal enrollment process, but accepted team engagement. These individuals were provided with referrals, resources, and interventions based on the verbalized or identified needs of the individual. Some examples of services include:

- Nine individuals transported to receive emergency psychiatric observation and diagnosis
- 17 individuals connected to treatment
- 11 individuals connected to medication
- Five Assertive Community Treatment (ACT) level individuals (needing the highest level of community based services in order to remain stable in the community) reconnected to services

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# METROPOLITAN POLICE DEPARTMENT

## CIVIL ASSET FORFEITURE REPORT

**P**ursuant to Section 112 of the Civil Asset Forfeiture Amendment Act of 2014, effective June 16, 2015 (D.C. law 20-278; D.C. Official Code § 41-312), the Metropolitan Police Department (MPD) provides this report with regard to civil asset forfeitures for Fiscal Year 2018 (FY 2018).

### OVERVIEW

The Department regularly investigates cases that may include property subject to seizure and civil forfeiture. The Department has the responsibility of handling, accounting for, and disposing of seized property in accordance with applicable laws and regulations.

The Department's policy is to handle all seized property coming into its custody in a manner that is lawful, timely, and maintains the property's integrity. Property seized can include currency, weapons, vehicles, and other forms of personal and real property.

The procedures for seizure, processing, and disposition of property are outlined in MPD's written directives,<sup>1</sup> which are attached.

### DATA

Please note that whereas MPD is providing responses on the number of property seizures, the Office of the Attorney General's (OAG) FY 2018 Civil Asset Forfeiture Report will provide the corresponding number of property forfeitures. In addition, please refer to the OAG report for responses to the requirements in D. C. Official Code §§ 41-312(4) – (9).

The MPD data in this report is based on the actual recovery date of the property seized.

#### **1. The number of seizures and the number of forfeitures, by type of property seized (D.C. Official Code § 41-312(1))**

The table below lists the total number of each individual property type seized rather than each police event. In some cases, a police event may involve the seizure of more than one type of property. For information regarding the number of forfeitures, please refer to the OAG's FY 2018 Civil Asset Forfeiture Report.

---

<sup>1</sup> GO-601.01 Recording, Handling, and Disposition of Property Coming into the Custody of the Department; GO-601.03 Handling and Accounting for Seized and Forfeited Property; and SO-00-17 Procedures for Handling Seized Monies.

**Seizures:**

<b>Property Type</b>	<b>FY 2018</b>
Money (US Currency)	200
Vehicle	9
<b>Total</b>	<b>209</b>

**2. The total quantity of each type of property seized and each type of property forfeited (D.C. Official Code § 41-312(2))**

In addition to total vehicle seizures, the table below lists the total dollar value of all U.S. money seized for FY 2018. For information regarding the number of forfeitures, please refer to the OAG's FY 2018 Civil Asset Forfeiture Report.

**Seizures:**

<b>Property Type</b>	<b>FY 2018</b>
Money (US Currency)	\$ 729,239.94
Vehicles	9

**3. The number of seizures and the number of forfeitures by type of asserted violation of District law that gave rise to the seizure or forfeiture. (D.C. Official Code § 41-312(3))**

The table below provides the total number of seizures by property type for each asserted violation. For information regarding the number of forfeitures, please refer to the OAG's FY 2018 Civil Asset Forfeiture Report.

<b>Category</b>	<b>FY2018</b>
<b>Drug Offenses (§ 48-905.02)</b>	<b>183</b>
Money	178
Vehicle	5
<b>Firearms Offenses (§ 7-2507.06a)</b>	<b>12</b>
Money	8
Vehicle	4
<b>Gambling (§ 22-1705)</b>	<b>1</b>
Money	1
<b>Prostitution (§ 22-2723)</b>	<b>13</b>
Money	13
<b>Total</b>	<b>209</b>



**4. The number of libels of information that were filed under The number of libels of information that were filed under § 41-307, by outcome (D.C. Official Code § 41-312(4))**

Please refer to the OAG's FY 2018 Civil Asset Forfeiture Report.

**5. The number of times the District exercised its authority pursuant to § 41-305(c) and determined the property to be forfeitable and the number of times the District determined the property was not forfeitable (D.C. Official Code § 41-312(5))**

Please refer to the OAG's FY 2018 Civil Asset Forfeiture Report.

**6. The number of seizures where the District either did not file a libel of information pursuant to § 41-307 or withdrew a libel of information, excluding seizures where the District had the authority to determine forfeitures pursuant to § 41-305(c) (D.C. Official Code § 41-312(6))**

Please refer to the OAG's FY 2018 Civil Asset Forfeiture Report.

**7. The number of settlements reached between the District and an owner, pursuant to § 41-306(d) (D.C. Official Code § 41-312(7))**

Please refer to the OAG's FY 2018 Civil Asset Forfeiture Report.

**8. Amount of currency received from forfeiture listed separately according to the provision of the District of Columbia law that gave rise to the forfeiture (D.C. Official Code § 41-312(8))**

Please refer to the OAG's FY 2018 Civil Asset Forfeiture Report.

**9. Gross and net proceeds received from forfeiture, listed separately according to the provision of District law giving rise to the forfeiture (D.C. Official Code § 41-312(9))**

Please refer to the OAG's FY 2018 Civil Asset Forfeiture Report.

**10. By type of property, the number of seized items determined to be returnable for which the District does not have on file a receipt of return as required by D.C. Official Code § 41-309(b) (D.C. Official Code § 41-312(10))**

The table below lists the number of items pending release as of March 8, 2019. This means the Department has received a PD 81-C (Property Release Form) for these cases from the United States Attorney's Office and the OAG. The OAG has notified the claimant that the property is available for release, but the claimant has not yet claimed the property.

<b>Property Type (pending release)</b>	<b>FY 2018</b>
Money	4

Property Type (pending release)	FY 2018
Vehicles	0

- 11. The total quantity of each type of property seized for forfeiture that the District treated as abandoned under D.C. Official Code §§ 5-119.01 through 5-119.10 and §§ 5-119.12 through 5-119.19, and § 5-119.11 (D.C. Official Code § 41-312(11))**

There were no properties seized for forfeiture that the District treated as abandoned.

3 of 4



**Spring 2020**  
**Performance Hearing**  
**Letter Attachments**

**Hearing with CM Charles**  
**Allen 3/5/20**



**COLLECTIVE BARGAINING AGREEMENT**  
**BETWEEN**  
**THE DISTRICT OF COLUMBIA GOVERNMENT**  
**METROPOLITAN POLICE DEPARTMENT**  
**AND THE**  
**D.C. POLICE UNION**  
**(FRATERNAL ORDER OF POLICE/**  
**METROPOLITAN POLICE DEPARTMENT (FOP/MPD) LABOR COMMITTEE)**  
**(COMPENSATION UNIT 3)**

**EFFECTIVE**  
**October 1, 2017 through September 30, 2020**

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## **ARTICLE 1 PREAMBLE**

### **Section 1**

This Collective Bargaining Agreement (this Agreement) is entered into between the Metropolitan Police Department (the Department or the Employer), and the D.C. Police Union (Fraternal Order of Police/Metropolitan Police Department (FOP/MPD) Labor Committee or the Union.

### **Section 2**

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

### **Section 3**

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

### **Section 4**

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

## **ARTICLE 2 RECOGNITION**

### **Section 1**

The Employer recognizes the D.C. Police Union (Fraternal Order of Police/Metropolitan Police Department (FOP/MPD) Labor Committee as the exclusive representative of a unit consisting of the following employees of the Metropolitan Police Department:

### **Section 2**

All police privates, including investigators and desk sergeants, detectives, and police sergeants employed in the uniformed and plainclothes forces of the Metropolitan Police Department, unless assigned to the Internal Affairs Division, excluding management executives, confidential employees, supervisors, and employees engaged in personnel work in other than a purely clerical capacity.

### **ARTICLE 3 PROBATIONARY OFFICERS**

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

### **ARTICLE 4 MANAGEMENT RIGHTS**

#### **Section 1**

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

#### **Section 2**

Such management rights shall not be subject to the negotiated grievance procedure or arbitration. The Union recognizes that the following rights, when exercised in accordance with applicable laws, rules and regulations, which in no way are wholly inclusive, belong to the Department:

1. To direct employees of the Department;
2. To determine the mission, budget, organization, number of employees, number, type and grade of employees assigned, the work project, tour of duty, methods and processes by which such work is performed, technology needed, internal security practices, or relocation of facilities;
3. To relieve employees of duties because of lack of work or other legitimate reasons;
4. To hire, promote, transfer, assign and retain employees in positions within the Department;
5. To suspend, demote, discharge, grant or deny step increases and take other disciplinary actions against employees for cause;
6. To take any action necessary to carry out the mission of the Department in an emergency situation, and to alter, rearrange, change, extend, limit or curtail its operations or any part thereof;
7. To determine the qualifications of employees for appointment, promotion, step increases, and to set standards of performance, appearance and conduct; and,



8. To formulate, change or modify Department rules, regulations and procedures, except that no rule, regulation or procedure shall be formulated, changed or modified in a manner contrary to the provisions of this Agreement.

## **ARTICLE 5 NO STRIKE CLAUSE**

### **Section 1**

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

### **Section 2**

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

### **Section 3**

The Department shall discipline, as deemed appropriate, any employee who engages in a strike. Any disciplinary action taken by the Department against striking employees shall not be construed as a violation by the Department of any provisions of this Agreement.

### **Section 4**

In the event of a strike as prohibited by this Article, the Employer agrees that there shall be no liability on the part of the FOP/MPD Labor Committee provided that upon notification, in writing, by the Employer of said strike, the FOP/MPD Labor Committee meets the following conditions:

1. Within no more than eight (8) hours after receipt of written notification by the Employer of any strike, the FOP/MPD Labor Committee shall publicly disavow the action by posting a notice on each Union space on Departmental bulletin boards and issuing a press release to the media stating the strike is unauthorized and unsupported by the Union;
2. The FOP/MPD Labor Committee shall in good faith promptly direct (in writing, verbally, or both) the employees in the bargaining unit to return to work notwithstanding the existence of any strike and use every reasonable effort in cooperation with the Employer to terminate the strike; and,
3. The Union's failure to comply with the above conditions, in the event of a strike in which members of the bargaining unit participate, shall be grounds for the Employer to terminate this contract.

## **ARTICLE 6 UNION MEMBERSHIP**

### **Section 1**

Any employee may join or refrain from joining the Union without interference, coercion, restraint, discrimination or reprisal from the Department or the Union. An individual's right or status as an employee will not be affected because of membership or non-membership in the Union.

### **Section 2**

This Agreement does not preclude any employee from bringing matters of personal concern to the attention of the Union or management officials without fear of reprisal or intimidation.

## **ARTICLE 7 DUES CHECKOFF**

### **Section 1**

The Employer agrees to withhold the payment of dues to the Union from the wages of every Union member who authorizes dues deductions.

### **Section 2**

Membership in the Union shall not be a condition of employment in the Metropolitan Police Department.

### **Section 3**

The Employer will be held harmless against any and all claims, demands, suits or any other liability arising out of its good faith actions to implement this article..

## **ARTICLE 8 UNION/EMPLOYEE RESPONSIBILITIES**

### **Section 1**

Neither the Union nor any employee in the bargaining unit shall conduct Union business or carry on Union activities (soliciting members, distributing literature, attending Union meetings, etc.) during employee working time or on the Department's premises, except as provided for in Article 11. Distribution of literature or other contacts pertaining to Union business will be conducted during non-work time of both the Union representatives and members being contacted. There is to be no interference by members in a non-duty status with other employees' performance of official duty during working hours.

### **Section 2**

The Union agrees that an employee who requests Union representation shall be represented at each stage of the grievance procedure by no more than one Union/employee representative. Provided, the Union may include a single Union/employee representative as an observer at grievance meetings, investigative interviews, commander's resolution conferences, or other

representational functions for training purposes and that in exercising this right, the Union agrees to limit doing so as is only reasonably necessary to train Union/employee representatives.

### **Section 3**

The Union, in recognition of its responsibility, agrees to train its Chief Stewards and Stewards in the scope of their duties and in the manner in which such duties are to be accomplished.

### **Section 4**

The Union shall provide management with a current list of all Chief Stewards and Stewards and keep management informed in writing of any changes in union representatives.

## **ARTICLE 9 RIGHTS OF EMPLOYEES/UNION REPRESENTATIVES**

### **Section 1**

Union employee representatives shall be selected in any manner determined by the Union from among actively employed members. The Union shall be entitled to designate not to exceed fifteen (15) Chief Stewards and not to exceed sixty-nine (69) Stewards. Members of the Union's Executive Board shall be assigned to work the same tour of duty on which the Department's Executive Staff (i.e., Assistant Chief, Commander and Inspector) work the majority of their basic tours to facilitate their interaction with Departmental officials and to carry out their representational duties. Such members shall not exceed fifteen (15). The Union shall identify to the Employer the names of the members of the Union's Executive Board.

### **Section 2**

1. The Employer shall not discriminate against any employee because of his membership or non-membership in the Union. The Employer shall not restrain or coerce any employee in the exercise of any rights granted under this Agreement, or discriminate against or take reprisals against any employee for exercising any rights granted under this Agreement.
2. The Employer recognizes that it may not transfer, change or terminate a detail or assignment of a unit member in reprisal for exercising a right under this Agreement. This section does not modify or diminish management's rights to take personnel actions under applicable regulations, Department orders, and other relevant articles in this agreement. When a claim is made that the Employer's action has violated this Section, the Employer, upon request, shall provide a non-discriminatory reason(s) for such action.
3. At the Union's option, a grievance alleging a violation of this section may be filed directly with the appropriate Assistant Chief and then at Step 2 (with the Chief of Police) under Article 19 of this Agreement.

### **Section 3**

Official time, i.e. time within a member's scheduled working hours, shall be provided in accordance with this article to investigate, process and present grievances. The use of all official time will be recorded on the Official Time Form (Exhibit A).

**Section 4**

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

1. Employees shall be granted official time as authorized (up to one hour per grievance as needed) upon individual request within their regularly scheduled working hours to report grievances to their union representatives and to present grievances to management.
2. Union Stewards shall be granted up to one hour of official time within their regularly scheduled working hours per grievance to investigate, receive and present each grievance in accordance with the provisions of the negotiated grievance procedure.
3. Chief Stewards shall be entitled up to two (2) hours of official time within their regularly scheduled working hours per grievance in order to reduce the grievance to writing and to present the grievance in accordance with their responsibilities under the negotiated grievance procedure.
4. The designated Union representatives shall be granted official time within their regularly scheduled working hours as needed to attend meetings of Boards provided for in this Agreement to which they are appointed and to attend conferences with management.
5. The Labor Committee Chairman shall be entitled to use up to forty (40) hours each week for the purpose of carrying out his representational responsibilities under this Agreement and applicable law. The Labor Committee Chairman shall respond to inquiries by the Department's Labor Relations Representative regarding the type and number of representational activities engaged in for a particular period; such inquiries to be reasonable in number and nature.
6. The Labor Committee Chairman and one (1) Committee Official, as permanently designated by the Chairman, shall be assigned to work the same tour of duty on which the Department's Executive Staff (i.e., Assistant Chief, Commander and Inspector) work the majority of their basic tours of duty to facilitate their interaction with Departmental officials and to carry out their representational duties for the term of this Agreement.
7. In the event a member of the Executive Board must fulfill the duties of a Steward or Chief Steward under this Article, he/she shall be entitled to the same amount of official time as would have been provided to the Steward or Chief Steward to fulfill their responsibilities under this Article. This substitution will only be permitted in the absence or illness of a steward assigned to a representational matter.
8. The Employer shall provide up to forty (40) hours of official time each week for one (1) Bargaining Unit member as permanently designated by the Chairman, to receive, investigate, prepare for and represent members in any meetings, conferences, or similar events of a member required to appear before or on behalf of the Office of Police Complaints.

**Section 5**

The Employer agrees that permission for an employee to advise his/her Union of his/her grievance or for the Union representative to hear the employee's grievance will not be unreasonably delayed; however, the Union recognizes that workload and scheduling considerations will not always allow for release of employees from their assignments, nor shall the presentation or receipt of grievances interfere with the performance and reporting requirements of employees.

**Section 6**

1. The following procedure shall be utilized by employees and designated Union representatives and officials requesting official time for the purposes described in Section 4.
2. When it is necessary for contacts to be made between employees and Union representatives in connection with the prosecution of a grievance, the member who desires the meeting shall request authorization from his/her Lieutenant, or above, to be relieved from duty for this purpose. The Lieutenant, or above, shall be informed of the purpose of the request, the employee's destination, if he is leaving the immediate work area, the amount of time needed and the employee he/she desires to contact. On return, the employee must report to the Lieutenant, or above, and initial the Official Time Form completed by the Lieutenant.

**Section 7**

This article does not preclude employees from selecting an individual other than a Union representative to represent the employee in a grievance, except that no rival organization may represent an employee in the negotiated grievance procedure, and provided also that if other than a Union representative is used, a representative of the exclusive organization must be given an opportunity to be present at the resolution of the grievance. The grant of official time detailed in Section 4 applies only to a FOP/MPD Union representative.

**Section 8**

Any persons filing a grievance or representing an employee in a grievance subject to the provisions of this Agreement shall be assured freedom from restraint, coercion, or reprisal. However, notwithstanding the general nature of labor relations activities, the parties shall maintain a business like decorum that supports conflict resolution and shall refrain from harassment and the use of scurrilous or disrespectful language.

**Section 9**

Five (5) members of the Union's negotiating team shall initially be entitled to official time that coincides with their scheduled tour of duty to prepare for negotiation of a successor collective bargaining agreement. The determination of the number of active employees on the Union's negotiating team during collective bargaining shall be the subject of negotiations during Ground Rules bargaining for any successor collective bargaining agreement.

**Section 10**

All members of the bargaining unit, with no exceptions, must satisfy all required training.

**OFFICIAL TIME REPORT**

Agency, Division, Branch \_\_\_\_\_ Date - Week Ending: \_\_\_\_\_

Employee Name \_\_\_\_\_ Union Title \_\_\_\_\_ Union \_\_\_\_\_

Name of Supervisor Submitting Report \_\_\_\_\_

Date	Actual Time		Total Time Used	Activity (1-9) identify All that Apply	Employee Initials	Supv. Initials
	From : am/pm	To: am/pm				

10

This form shall be administered in accordance with the Collective Bargaining Agreement, including representational functions of official time (Activity). [See Activity List on Reverse Side]. The union representative completes this form and the immediate supervisor will initial the last column. This form is not a time sheet and shall only be used to record the use of official time. Send original to the Labor and Employee Relations Unit, with a copy to the supervisor and a copy to the union representative.

**REPRESENTATIONAL FUNCTIONS OF OFFICIAL TIME (Activity):**

1	Investigation, receipt, preparation and presentation of grievances and safety issues
2	Labor-Management and safety committee meetings
3	Representation in OPC, arbitration, PERB, OEA, OHR and other applicable jurisdictional body
4	Attending meetings with Agency, Mayor, Council of the District of Columbia, Congress or other official body
6	Attending negotiation meetings as designated member of team or acting as alternate for absent member
7	Consulting with Agency or its representatives, other Union representatives, or employees, concerning enforcement of Agreement
8	To attend training or other activities to further the interests of improving the Labor-Management relationship
9	Travel to any of the activities listed above

## **ARTICLE 10 RELEASE OF INFORMATION**

### **Section 1**

The Parties shall make available to each other's duly designated representatives, upon reasonable request, any information, statistics and records relevant to negotiations or necessary for proper administration of the terms of this Agreement.

### **Section 2**

The Parties agree that they will furnish sufficient information as to the relevancy of their request to negotiations or enforcement of the Agreement.

### **Section 3**

The Parties agree to pay the cost incurred in the compilation of information they request, if applicable.

### **Section 4**

1. The Employer agrees to furnish the Union one (1) copy of all future amendments and revisions to Executive Orders, Standard Operating Procedures, Departmental General Orders, Circulars and Special Orders coded for unit personnel and a copy of the revised District Personnel Manual, inclusive of all amendments once finalized and printed.
2. The Union will provide the Employer's Director of Labor and Employee Relations Unit a copy of its Constitution and By-laws at the signing of this Agreement. Changes to these documents will be immediately forwarded to the Director.
3. The Parties agree to work together to develop improved procedures for notifying all members of the changes to Executive Orders, Standard Operating Procedures, Departmental General Orders, Circulars and Special Orders. The Union will identify three representatives to work with Organizational Development, Corporate Communications and the Chief Information Office to develop, recommend, and monitor the improved procedures.

### **Section 5**

1. Press releases or announcements issued by the Union will be signed, or handled as appropriate, by the Labor Committee Chairman or in his absence the Vice Chairman. Should these officers be absent, the Acting Chairman will sign or handle press releases or announcements as appropriate. The Acting Chairman will be the Secretary, the Treasurer or the Executive Steward.
2. The Chairman, Vice Chairman or Acting Chairman, upon being notified that a press release or announcement has been issued on Union letterhead paper signed by someone other than those authorized above or purported to represent the official position of the Labor Committee will, within no later than 24 hours from notification, disavow the issuance or information provided in the press conference.



## **ARTICLE 11 USE OF DEPARTMENT FACILITIES**

### **Section 1 - Union Meetings**

Union representatives may request the use of facilities occupied by the Metropolitan Police Department for Union meetings during-non-working hours. Requests for the use of space must be made to the respective Commanding Officer. The Union agrees that reasonable care will be exercised in using the space provided and that the area will be left in a clean and orderly condition.

### **Section 2 - Bulletin Boards**

The Department agrees to furnish suitable space on Departmental bulletin boards for display of Union materials. All notices posted by the Union shall be signed by a Union official. The contents of the material must be related to the activities of the labor organization concerned, and may not contain personal attacks. A copy of each notice shall be sent to the Chief of Police or the Chief's designee. If material is posted that management believes violates this section the Commanding Officer will notify the Chief Steward. The Chief Steward will remove the material if he agrees there is an improper posting. The Chairman and the Chief of Police or the Chief's designee will resolve any disputes regarding improper posting. The Chief of Police shall notify the Union of the identity of the designee on January 1<sup>st</sup> of each year.

### **Section 3 - Office Space**

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

### **Section 4**

With specific approval by the Commanding Officer, the Union may utilize Departmental mailboxes, teletype, and electronic mail.

## **ARTICLE 12 DISCIPLINE**

### **Section 1**

The parties have agreed to form a Joint Labor-Management Committee ("Committee"), with no more than five (5) members per side, to discuss possible revisions to Article 12 (Discipline) of the parties' existing Collective Bargaining Agreement. Each side shall designate one (1) member as its committee chairperson who shall have the authority to formally make and agree to proposals. Upon agreement by the Committee's committee chairpersons, or, absent such agreement, the conclusion of the process set forth herein, the revised article shall be incorporated into the parties' Collective Bargaining Agreement.

**Section 2**

The current Article 12, as set forth in the parties' existing collective Bargaining Agreement, shall remain in full force and effect during the Committee's deliberations and shall be incorporated into any successor Collective Bargaining Agreement until such time as the Committee reaches agreement on any revisions to Article 12 or the process described herein is completed.

**Section 3**

The Committee shall have six (6) months to complete its negotiations; however, this deadline may be extended by mutual agreement of the committee chairs.

**Section 4**

If the Committee has not reached agreement on any revisions to Article 12 at the conclusion of this period, the parties shall proceed to mediation before a mediator selected by the FMCS for a period of 30 days, and this period of time may be extended by mutual agreement of the Committee Chairs.

**Section 5**

If the Committee fails to reach agreement by the conclusion of mediation, the parties shall proceed to impasse arbitration before a three-person panel, and this panel shall be appointed in the following manner: The Committee Chairs shall each appoint an arbitrator of its choice to the panel, and the third panel member shall be selected by mutual agreement of the Committee Chairs or by alternating the striking of names from a seven (7) person list provided by FMCS. In issuing its award at the conclusion of the arbitration, the arbitration panel shall be required to select one of the parties' final offers regarding Article 12 in its entirety.

The current language of Article 12 is listed below:

**Section 1**

1. (a) The parties agree that discipline is a management right that has not been abridged except as specifically outlined in this article.  
  
(b.) Discipline may be imposed only for cause, as authorized in D.C. Official Code § 1-616.51.
2. Any employee who is engaged in either investigating or proposing corrective or adverse action on behalf of management shall maintain the appropriate confidentiality of an investigation.

**Section 2**

1. Corrective Action-A PD 750, a letter of prejudice, and an official reprimand.
2. Adverse Action-any fine, suspension, removal from service, or any reduction in rank or pay of an employee who is not serving a probationary period.

**Section 3**

An employee against whom corrective action is taken has the right to contest the action through Step 2 of the Grievance Procedure, beginning at the appropriate step and such action will not be subject to further appeal nor arbitration.

**Section 4**

The Chief of Police or his/her designee shall take adverse action after providing the employee with written notification of the charges and proposed action and after providing the employee with fifteen (15) business days to submit a written response to the charges. In the event the Department proposes termination, the employee shall have twenty-one (21) business days to submit his/her response. In his/her response, the employee shall also indicate whether he/she desires a Departmental hearing.

**Section 5**

If the employee elects to have a Departmental hearing, he/she shall be entitled to be represented by an attorney licensed to practice in the District of Columbia or by a Union representative.

**Section 6**

The employee shall be given a written decision and the reasons therefore no later than fifty-five (55) business days after the date the employee is notified in writing of the charges or the date the employee elects to have a departmental hearing, where applicable, except that:

- (a) When an employee requests and is granted a postponement or continuance of a scheduled hearing, the fifty-five (55) business day time limit shall be extended by the length of the delay or continuance, as well as the number of days consumed by the hearing;
- (b) When the employee requests and is granted an extension of the time allotted for answering the notice of proposed action, the fifty-five (55) business day time limit shall be extended by the length of the extension of time; and
- (c) When an employee or management requests a 30-business day automatic extension, the fifty (55) business day time limit shall be extended by that 30-business day extension of time.

**Section 7**

The employee shall be given fifteen (15) business days advance notice in writing prior to the taking of adverse action. Upon receipt of this notice, the employee may within ten (10) business days, appeal the action to the Chief of Police. The Chief of Police shall respond to the employee's appeal within fifteen (15) business days. In cases in which a timely appeal is filed, the adverse action shall not be taken until the Chief of Police has replied to the appeal. The reply of the Chief of Police will be the final agency action on the adverse action.

**Section 8**

Upon receipt of the decision of the Chief of Police on Adverse Actions, the employee may appeal to arbitration as provided in Article 19. Employees must use the negotiated grievance

procedure (NGP) for a suspension of less than ten (10) days. In cases where a Departmental hearing has been held, any further appeal shall be based solely on the record established in the Departmental hearing. In such case, the appellate tribunal has the authority to review the evidentiary ruling of the Departmental Hearing Panel, and may take into consideration any documentary evidence which was improperly excluded from consideration by the Departmental Hearing Panel.

### **Section 9**

The appeals allowed by Section 8 of this Article shall not serve to delay the effective date of the decision by the department.

### **Section 10**

If the Employer suspends an officer without pay during the resolution of a criminal indictment and the criminal indictment is dropped or in any way resolved, then the Employer agrees to return the officer to a pay status or issue notification of the charges and proposed action within thirty (30) business days of the date the indictment was either dropped or resolved. Likewise, if the Employer suspends an officer without pay after the officer has been convicted of criminal charges, the Employer agrees to either return the officer to a pay status or issue notification of the charges and proposed action within thirty (30) business days of the date it removed the officer from the pay status.

### **Section 11**

Disciplinary action will not preclude an employee from participating in the promotional process. Notwithstanding the foregoing, if, after the eligibility list is formed, a final disciplinary penalty of a suspension of twenty (20) days or greater is imposed, the member need not be promoted from that list. In addition, notwithstanding the foregoing, if after the eligibility list is formed an adverse action is proposed, the promotion may be held in abeyance pending a final disposition. If the disposition is favorable to the member, or the penalty is less than a suspension of twenty (20) days, he/she shall be promoted forthwith with back pay retroactive to the date when the member would otherwise have been promoted.

### **Section 12**

An employee shall be given administrative leave of up to: ten (10) hours to prepare for his/her defense against any proposed discharge or suspension of more than thirty (30) days; four (4) hours to prepare his/her defense against any proposed fine or suspension of ten (10) days through thirty (30) days; and, two (2) hours to prepare his/her defense against any proposed fine or suspension of less than ten (10) days. If the employee requests the assistance of a Union employee representative, the representative shall be granted official time within his/her regularly scheduled hours up to the same amount of time as the employee he/she is representing.

### **Section 13**

A District or Division Commander shall attempt to resolve a disciplinary matter after a conference with an affected employee and his Union Representative (unless representation is voluntarily waived by the employee) without resorting to the steps outlined elsewhere in this Article. If Discipline is recommended by an Administrative Board or by a Commander or Director other than the one to whom the employee is permanently assigned, the Conference shall

be held with the Department Disciplinary Review Officer (DDRO). The employee, once notified and prior to the conference, may during the day-work tour review the investigative report of the incident that resulted in the proposal that is the subject of the conference. The following conditions apply to the conference:

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

#### **Section 14**

When a member is placed in a non-contact status pending investigation of the use of deadly force, the member may remain in non-contact until the Department's investigation is completed and submitted to the U.S. Attorney's Office for presentment to a Grand Jury. If the Department's in-house review of this investigation determines at this stage that the use of deadly force appears to be justified and reveals no other areas of concern, upon a positive recommendation from the Police and Fire Clinic regarding the Officer's physical and mental health, the Department will restore the member to a full duty status.

The Department's decision whether or not to return a member to full duty status will not be subject to the contractual grievance procedure or any other appeal. After the Department has made the decision to return an officer to a full duty status and additional information is received that would dictate a different course of action, the Department reserves the right to place that member in a non-contact status.

The decision to place an officer in a duty status at any time does not preclude the Department from conducting an administrative investigation which may result in Adverse Action. When the Department determines to place an officer in non-contact status, the member shall not automatically be forbidden to carry his/her authorized weapon, except in the following circumstances.

1. The member is indicted by a Grand Jury;
2. The member has been found guilty by trial board and recommended for termination;

3. The Board of surgeons recommends that the member's authorization to carry a weapon be revoked on account of mental illness and/or an emotional or psychological condition or because a physical disability makes the member's use of a weapon hazardous; and,
4. Suspensions, except for those imposed for alleged activities carrying no demonstrated or potential threat to public safety, and disciplinary suspensions.

In all other circumstances, it shall be the Department's policy to permit an officer or sergeant to continue to carry the authorized weapon for self-protection, if he/she so requests, stating that he/she has good reason to fear injury to his/her person or property. Permission need not be granted by the Chief of Police or his/her agent reasonably determines, based upon the particular facts and circumstances of the case, that the permission should be denied for reason of public safety or welfare.

## **ARTICLE 13 INVESTIGATORY QUESTIONING**

### **Section 1**

The efficiency of the service of the Department, including internal security practices and the obligation of members to respond to questioning shall be governed by existing Departmental policies and procedures unless abridged by this Agreement.

### **Section 2 -Types of Questioning:**

(a) Administrative Interview – Formal official questioning conducted by the Department to question an employee about an administrative matter.

(b) Criminal Interview - Formal official questioning conducted by the Department to question an employee about a criminal matter, where the member has not been identified as a target.

(c) Interrogation - Formal official questioning conducted by the Department of a member who has been, or may be, identified as a target of a criminal investigation.

### **Section 3**

1. Where (1) an employee can reasonably expect discipline to result from an investigatory interview, or (2) the employee is the target of an administrative investigation conducted by the Employer, at the request of the employee, questioning shall be delayed for no longer than two (2) hours in order to give the employee an opportunity to consult with a Union representative. The two-hour limit will be strictly adhered to unless management agrees that the issue is sufficiently complex and therefore requires additional time for preparation. Where management agrees that additional time should be granted such additional time will not exceed four (4) hours. The Department shall not intentionally mislead a member or Union representative as to the purpose of the questioning.

2. A member's Union representative may be present at all administrative interview sessions under this Article, but may not answer questions on behalf of the employee. The Department reserves the right to refuse a particular Union representative for good cause, and the member to be interviewed shall then name an alternate representative.

3. In no event may a Union representative be present during any criminal interview or interrogation.

#### **Section 4**

1. Prior to commencement of any interview or interrogation, members shall be informed of the type of investigation being conducted (criminal or administrative).

2. Prior to the commencement of any administrative interview, criminal interview or interrogation, a member shall be informed of:

(a) Whether the member is a target of the investigation, if known at that time.

(b) The name(s) of the complainant(s) if known, unless this information would jeopardize the investigation.

(c) The name of the Departmental official conducting the interview. No Department official who has reason to believe that he/she may become a subject of the investigation will conduct interviews related to the investigation. If a member raises an objection, they are entitled to note the objection without any repercussion. Such an objection shall not delay the interview or interrogation.

(d) The names of persons present.

(e) The name of the official authorizing the Reverse-Garrity warnings (if applicable).

(f) The subject officer shall be provided a written copy of the Reverse-Garrity warning signed by the official that delivers the warning.

(g) Management's failure to abide by any of the procedures listed in paragraphs a-f will not be a bar to the processing of a case or the imposition of corrective or adverse action, including termination. This does not preclude the Union from including such failure in the defense of a subject member.

#### **Section 5**

The questioning will take place at a reasonable time, unless the exigencies of the situation require otherwise in the judgment of the official in charge of the investigation.

#### **Section 6**

Interview and interrogation sessions will not consume unreasonable periods of time, without periodic rest periods to allow for meals and personal necessities.

**Section 7**

During interviews, members shall not be subjected to scurrilous language.

**Section 8**

If the matter under investigation involves a violation of criminal law, at the point the investigation focuses upon the member being questioned as a principal, the member shall be advised of his/her rights under the rules of criminal procedure.

**Section 9**

1. All portions of the administrative interview shall be recorded on a PD 119, or through written questions and answers, or by recording. For any recording, the interviewer shall make proper notations as to when rest breaks and off-the-record discussion began and ended.

2. Before a member is interviewed regarding information provided by the member in any previous interview, the member, along with his or her union representative, shall be afforded a reasonable opportunity to review, upon request, at a District facility, any PD 119, written questions and answers, or recording provided by the member in any previous interview regarding the same matter, and any PD 843 (if created) summarizing the member's previous interview, regarding the same matter.

**Section 10**

When a member is informed that he/she is a target of an investigation, the member will, upon request, be advised if that case is on-going until that case is finally resolved or the member is served with administrative or criminal charges. Within fifteen (15) business days of the close of an investigation, the Department will notify the target of the investigation of the date and disposition of the investigation, except that if the misconduct is sustained as to the member, the notification shall be delayed until the commencement of the disciplinary action against the member or the 91<sup>st</sup> business day. The Chairman of the Fraternal Order of Police Labor Committee shall also receive such notice.

**Section 11**

No photo of a member under investigation shall be made available to the media prior to a conviction for a criminal offense or prior to a final decision by the Chief of Police in the adverse action process.

**ARTICLE 14  
TRANSFERS****Section 1**

Employee(s) may be transferred from one Division or District to another Division or District for the efficiency of the service of the Department. The employee(s) shall be informed in writing by an official of the Department of the reason for his/her transfer, unless the transfer was initiated at the request of the employee. The reason given will entail an explanation which will elaborate on why the transfer is for the efficiency of the service. Such elaboration will not be the basis of a grievance by the transferred employee or any other employee affected unless it conflicts with Section 3 of this Article.



**Section 2**

Where possible, an employee will be given five (5) days advance notice of his/her transfer. The Department agrees that prior to the transfer of any Union official or representative, the Union shall be given a reasonable advance notice of such transfer (not less than seven (7) days) in order to provide the Union time to designate a Union officer or representative in lieu of the transferred member.

**Section 3**

Transfers or reassignments will not be used in lieu of discipline but may form part of a disciplinary action as provided under Article 12, Section 13 - Discipline, and except the Chief of Police or the acting Chief of Police may transfer a member in a review of an appeal of adverse action in lieu of any other penalty imposed. This decision by the Chief constitutes final agency adverse action which may be further contested outside the agency as provided in other applicable articles of this agreement.

**ARTICLE 15  
LEAVE****Section 1 Funeral Leave**

Employees shall be entitled to use three (3) days, of their accrued annual leave or leave without pay (their regular scheduled day of work before the funeral, the day of and the day following the funeral) in the event of the death of a member of their immediate family. For the purpose of this article, immediate family shall mean an employee's spouse, child, parent, brother, sister, spouse's parent, brother, or sister, child's spouse, grandchild or grandparent.

**Section 2 Leave for Conventions and Union Functions**

Employee representatives, not to exceed four (4), desirous of attending conferences, luncheons or conventions of the Fraternal Order of Police shall be entitled to use their accrued annual leave or leave without pay, in accordance with the Department's established leave policy and procedures.

**Section 3 Leave for Membership Meetings**

The Department agrees to maintain a liberal leave and compensatory time policy for the employee representatives who are desirous of attending the membership meetings of the FOP/MPD Labor Committee.

**Section 4**

There will be no interference with outside employment when sick leave is taken for medical and dental appointments.

**Section 5**

Employees shall be charged sick leave for time spent while on duty seeking diagnosis and/or treatment for non-duty related illnesses or injuries.

**Section 6**

The parties agree to the following timelines concerning certification of performance of duty injuries:

1. The department shall determine whether a member's injury or illness was sustained by the member in the performance of duty within 30 calendar days of a claim being reported to a supervisor.
2. If the department fails to meet the 30-day deadline, there shall be a rebuttable presumption that the member's injury or illness was sustained in the performance of duty. Until the presumption is rebutted by a finding by the department that the injury or illness was not sustained in the performance of duty, the department shall be responsible for all treatment costs and disability compensation pay (i.e., the department shall carry the member in a "POD" status).
3. The member shall receive a written decision on an appeal of a non-"POD" ruling within 120 calendar days of the filing date. Members shall provide all requested documentation within ten (10) business days of the request. Any documentation requested but not provided within ten (10) business days by the member will not be considered, will not be included as part of the record, and may not be raised in any subsequent appeal, except in the discretion of the Chief of Police or designee. Any delay or stay of proceedings that occurs at the request of, or as a result of the member, shall not count towards the 120 days.
4. If the department fails to meet the 120-day deadline, there shall be a rebuttable presumption that the member's injury or illness was sustained in the performance of duty. Until the presumption is rebutted by a finding by the department that the injury or illness was not sustained in the performance of duty, the department shall be responsible for all treatment costs and disability compensation (i.e., the department shall carry the member in a "POD" status).
5. The parties agree that non-performance of duty decisions shall not be subject to grievance or arbitration. Notwithstanding any other provision of law, rule, regulation, or this agreement, the only issues that may be grieved and arbitrated under this section are whether management failed to place a member in "POD" status at the expiration of the 30-day or 120-day periods referenced in paragraphs 2 and 4. The parties agree that the workers compensation program for members is set by law and is not subject to appeal under this agreement.

**ARTICLE 16  
EMPLOYEE RECORDS**

**Section 1 - Medical Files**

An employee or his/her representative designated in writing may review his/her medical file in accordance with established Police and Fire Clinic policy and District regulations governing disclosure of such information.

**Section 2 - Official Personnel Folders**

1. The Official Personnel Folder of an employee shall be disclosed to him/her or to his/her representative, designated in writing, in the presence of a representative of the Department, in accordance with District regulations concerning the release of such information.
2. The contents of Official Personnel Folders shall be maintained as prescribed by governing District regulations.

**Section 3**

The Department, upon written request of an employee, will remove from the Personnel Folder investigative reports which, upon completion of the investigation are classified "exonerated" and/or "unfounded." Complaints against employees that are pending Department review, or that have been classified as "exonerated" and/or "unfounded" shall not be used to support a current allegation of wrongdoing or proposed penalty against an employee.

**ARTICLE 17  
JOINT SAFETY COMMITTEE****Section 1**

The Department and the Union agree to establish a standing Joint Safety Committee which shall meet every three (3) months, or more often at the request of either party, to review safety conditions; to discuss matters of mutual interest and benefit pertaining to safety; and to make recommendations for improvement of safety conditions to the Chief of Police.

**Section 2**

The Joint Safety Committee shall consist of not more than three (3) individuals appointed by the Department, including the Agency's Risk Management official who shall serve on the Joint Safety Committee as one of the Agency's representatives, and three (3) individuals appointed by the Union, who shall be selected annually to serve on the Committee for a period of one (1) year. The Union shall notify the Chief of Police in writing of the names and work locations of their appointees and the names and work locations of a designated alternate for each standing member.

**Section 3**

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

**Section 4**

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

**Section 5**

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

**Section 6**

Disputes arising under this article shall not be subject to the negotiated Grievance Procedure.

## **ARTICLE 18 UNION REPRESENTATIVES ON BOARDS**

The Union shall be entitled to have one voting member sit on the Uniform and Equipment Board and one permanent, non-voting, member to sit on the Use of Force Review Board and the Crash Review Board. These members will be selected by the Union from its membership. Membership on a Board is not a full-time assignment but merely allows the member identified to attend Board meetings involving their members. If the union-identified member on a Board violates a confidentiality agreement relative to the work of the Board, such member will be removed from the Board, in the sole discretion of management, and the removal will not be subject to grievance or appeal. The Union will then be entitled to nominate a replacement member for the Board subject to the approval of the Chief of Police or his designee. The Union shall notify the Chief of Police in writing within thirty (30) days from the effective date of this Agreement of the name and work location of the individual selected by the Union to serve on the Board and the name and work location of an alternate to serve in the absence of the standing member.

## **ARTICLE 19 GRIEVANCE PROCEDURE**

**A. PURPOSE**

The purpose of this Grievance Procedure is to establish an effective mechanism for the fair, expeditious and orderly adjustment of grievances. Only an allegation that there has been a violation, misapplication or misinterpretation of the terms of this Agreement shall constitute a grievance under the provisions of this Grievance Procedure. Grievances not alleging violations of the contract may be grieved in accordance with the internal agency grievance procedure as set forth in Chapter 16 of the DC Personnel Regulations.

**B. PRESENTATION OF GRIEVANCES****Section 1**

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

1. If a grievance involves all the employees in the bargaining unit, the grievance may be filed by the Union as a class grievance directly at Step 2 of the Grievance Procedure. It is understood that grievances filed by the union as class grievances will be processed only if the issue raised by the grievance is the same to all employees involved.
2. If a grievance involves a group of five (5) or more employees, the grievance may be filed on behalf of the group by the Union Chairman at the lowest level capable of resolving the grievance. The grievance shall identify and be signed by at least five members of the group and be signed by the Union Chairman and shall be in accordance with the same time limits and other requirements as if it were an individual grievance.

### **Section 2**

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

### **Section 3**

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

### **Section 4**

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

## **C. PROCEDURAL STEPS**

The parties agree that whenever a due date set forth below falls on a weekend or holiday, the due date shall be extended until the next business day. Business days are Monday through Friday, not including weekends or regular District government holidays.

### **Informal Step**

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

## **Step 1**

### **Section 1**

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

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

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

### **Section 2**

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

- (a) An affirmation or denial of the allegations made by the employee;
- (b) An analysis of the alleged violation of the Agreement;
- (c) The remedy or adjustment, if any, to be made; and,
- (d) Signature of the appropriate management representative.

## **Step 2**

1. If the grievance is not resolved at Step 1, the employee shall submit a written grievance to the Chief of Police within seven (7) business days following receipt of the Commanding Officer's response. The written grievance filed at this step need not be signed by the employee. The Chief of Police, or his/her alternate, shall respond in writing to the grievance within seven (7) business days of its receipt.

2. Class grievance shall be submitted by the Union in writing at this step of the grievance procedure as provided for in part B, Section 1.1 of this article and shall contain the following:

(a) A statement of the specific provision(s) of the Agreement alleged to have been violated;

(b) The manner in which the provision is purported to have been violated;

(c) The date or dates on which the alleged violation occurred;

(d) The specific remedy or adjustment sought;

(e) A statement that the grievance involves all employees in the bargaining unit and that the issue or issues raised by the grievance are the same as to all employees involved;

(f) Signature of the Chairman of the FOP/MPD Labor Committee; and,

(g) The required information must be furnished in sufficient detail to identify and clarify the matter at issue which forms the basis for the grievance. If the grievance does not contain the required information, the Chairman of the FOP/MPD Labor Committee shall be notified and granted five (5) business days from receipt of the notification to resubmit the grievance. Failure to resubmit the grievance as required within the five (5) business day period shall void the grievance. The Chief of Police or his/her alternate, shall respond in writing to the class grievance within twenty one (21) business days of its receipt.

## **D. GENERAL**

### **Section 1**

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

### **Section 2**

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

**Section 3**

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

**Section 4**

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

**Section 5**

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

**Section 6**

The presentation and discussion of grievances provided for in this Article shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons, including witnesses, to attend. No witnesses shall be heard unless their relevancy to the case has been established. Such witnesses shall be present only for the time necessary for them to present personal testimony. When the presentation and discussion of grievances or hearing as provided for in this procedure are held during the normal working hours of the participants, all employees who are entitled to be present shall be excused with pay for that purpose.

**Section 7**

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

**E. ARBITRATION****Section 1**

The parties agree that arbitration is the method of resolving grievances which have not been satisfactorily resolved pursuant to the Grievance Procedure and is the agreed to method of appealing any fine, suspension, removal from service, or any reduction of rank or pay of any employee who is not serving a probationary period.

**Section 2**

Within fifteen (15) business days of the decision of the Chief of Police on an adverse action or grievance, the Union, on behalf of an employee or employees, may advise the Chief of Police in writing, signed by the aggrieved employee, of its demand for arbitration or request to utilize the Grievance Mediation procedure. The parties agree to meet at least once in a last attempt at conciliation. Should conciliation fail to settle the dispute, the parties will attempt to agree on a



statement of the issue for submission to arbitration/mediation. If the parties are unable to agree on a joint statement of the issue the arbitrator/mediator shall be free to determine the issue.

### **Section 3**

If the Department believes the issue is not arbitrable and the Union disagrees or if agreement cannot be reached on a joint stipulation of the issue, each party shall submit its own statement of the issue to arbitration and the arbitrator will rule on arbitrability as a threshold issue before proceeding to a hearing on the merits. The arbitrator shall be selected by the parties from a panel or panels submitted by the Federal Mediation and Conciliation Service in accordance with that Service's procedures.

### **Section 4**

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

### **Section 5**

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

### **Section 6**

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

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

Arbitrator invoices will be paid promptly. However, if the award is ultimately overturned and the losing party changes, the losing party shall reimburse the other party.

### **Section 7**

In lieu of the arbitration procedures in this article, the parties may by mutual agreement, refer a particular grievance to expedited arbitration. The parties shall meet and select an arbitrator from the list of approved arbitrators. The hearing shall be conducted as soon as possible and shall be informal in nature. There shall be no briefs, no official transcript, no formal Rules of Evidence and the arbitrator shall issue a decision within five (5) days after the close of the hearing. The decision is binding on the parties.

## **ARTICLE 20 SPECIAL ASSIGNMENTS**

Special Assignment vacancies shall be posted and shall be filled in accordance with applicable Department orders. However, the Department shall have the authority to assign members to the Executive Protection Unit and the Internal Affairs Division as the Chief of Police or his/her designee deems appropriate. The decision by the Chief or his/her designee will not be considered a violation of this Article. The Union agrees that it will not initiate any grievances as a result of the Department's decision not to advertise special assignment positions associated with the Executive Protection Unit and the Internal Affairs Division.

## **ARTICLE 21 FUNERAL EXPENSES**

The Department will process all paperwork for a member who dies in the line of duty and will defray funeral expenses the Department determines to be reasonable.

## **ARTICLE 22 VOLUNTARY CHANGES IN SHIFTS AND DAYS OFF**

Subject to management approval, employees will be allowed to exchange shifts and/or days off provided:

1. The change does not result in overtime or violation of the basic work week;

2. The change is between employees in the same classification and Police District; and,
3. The exchange is limited to five (5) times per calendar year.

## **ARTICLE 23 TARDINESS**

### **Section 1**

The parties agree that members of the unit shall be punctual in reporting for all duty assignments.

### **Section 2**

Each instance of tardiness shall be recorded in members' personnel folders regardless of any reason for reporting after the time due. These reports shall be removed from the personnel folder one year from the date of the tardiness.

### **Section 3**

In each instance of tardiness the member shall be charged hour for hour leave without pay. The minimum charge of leave without pay shall be one (1) hour during which time the member shall not be required to assume his assignment.

### **Section 4**

Disciplinary action will be taken against any member who reports late more than six (6) times within a one (1) year period or who is absent without leave for more than four (4) hours.

### **Section 5**

Those instances wherein a member is on duty and is late or fails to appear for an assignment shall be considered derelictions of duty and as such, discipline may be administered as provided for in Article 12 of the Agreement.

### **Section 6**

The Department's current call-in leave procedure shall remain in effect.

## **ARTICLE 24 SCHEDULING**

### **Section 1**

Each member of the Bargaining Unit will be assigned days off and tours of duty that are either fixed or rotated on a known regular schedule, subject to the exceptions authorized by D. C. Official Code §1-612.01. Schedules shall be emailed to members or posted in a fixed and known location. Notice of any changes to their days off or tours of duty shall be made fourteen (14) days in advance. If notice is not given of changes fourteen (14) days in advance the member shall be paid, at his or her option, an additional half-time pay or compensatory time off for all hours worked outside the member's originally scheduled tour of duty. The notice requirement is waived for those members assigned to the Executive Protection Unit.

**Section 2**

The Chief or his/her designee may suspend Section 1 on a Department-wide basis or in an operational unit for a declared emergency, for crime, or for an unanticipated event.

**Section 3**

Changes in scheduled days off will not be used for discipline except as provided in Article 12, Section 13 of this Agreement.

**Section 4**

Shift changes during a scheduled period made voluntarily at the request of an officer and upon approval of the Employer shall not require additional compensation.

**ARTICLE 25  
SENIORITY****Section 1**

Where objective considerations are equal, seniority shall be used as the tie breaker in assigning days off, vacations, and special assignments as defined in the applicable General Order.

"Objective considerations" include, but are not limited to such matters as: ability; skill; and qualifications for an assignment; and, suitability and availability of other qualified members of the bargaining unit in the case of days off-and vacations.

**Section 2**

Seniority is defined as time in grade for Sergeants and Detectives Grade 1. For those receiving technician's pay, Detective Sergeant's pay and special duty/skill premium pay, seniority is defined as time in the position meriting technician's pay, Detective Sergeant's pay, and special duty/skill premium pay. In the event two or more members have the same time in grade or in position, the tie breakers shall be applied in the following order:

1. Continuous service to the Department;
2. Rank on promotion/selection list; and
3. Last four digits of employee's social security number with the lower number prevailing.

**Section 3**

This Article also does not prohibit a Commander from establishing a schedule that allows the partnering of experienced officers with less experienced officers on any tour of duty.

## **ARTICLE 26 TEMPORARY DETAILS AND ACTING PAY**

### **Section 1**

When the Department temporarily details a member and when the member returns to his/her original unit, the member shall be reassigned to his/her original position, if it still exists, or a comparable assignment if the original position no longer exists, and days off.

### **Section 2**

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

### **Section 3**

Management shall take measures to ensure that an employee assigned or detailed to a higher graded position is not arbitrarily removed from the detail and then reinstated to the detail in order to avoid acting pay in accordance with Section 2 above.

### **Section 4**

Details or assignments to a higher graded position shall not be used as a pre-selection device for permanently filling the position. The permanent filling of the position shall be made in accordance with existing selection procedures.

### **Section 5**

A report will be submitted twice a year, on January 1 and June 1, respectively, to the Union identifying by name and assignment those bargaining unit employees detailed to special assignment positions as designated by General Order 201.4.

### **Section 6**

Nothing in this Article will preclude the Department and the Union from mutually agreeing to waive these provisions for unusual circumstances.

### **Section 7**

Upon selection of an employee for a detail to a higher graded position, the selecting official shall issue a written justification to the record for the selection. The justification shall not be subject to an appeal or grievance.

## **ARTICLE 27 PERFORMANCE EVALUATION**

The existing General Order 201.20, Performance Rating Plan, shall remain in effect unless the Department provides the Union with notice of any proposed change(s).

**ARTICLE 28  
POLYGRAPH EXAMINATIONS**

Refusal to take a polygraph examination will not be a basis for disciplinary action.

**ARTICLE 29  
BLOOD DONATION**

Unit members approved to donate blood during work time will be allowed up to five (5) hours administrative leave. Managers shall have complete discretion to grant or deny a member's request for administrative leave to donate blood.

**ARTICLE 30  
OVERTIME/COMPENSATORY TIME**

**Section 1**

Except as provided in Section 2 of this Article, entitlement to and computation of overtime shall be determined in accordance with, and shall not exceed, the overtime provisions of section 7 of the Fair Labor Standards Act of 1938 (FLSA) as amended, 29 U.S.C. § 207.

**Section 2**

Scheduled leave shall count towards a member's 171-hour threshold established by the FLSA. Scheduled leave is only annual, restored, District of Columbia compensatory, or FLSA leave that is submitted to the member's lieutenant at least forty-eight (48) hours in advance of the shift the leave would commence. Any other type of leave shall not constitute scheduled leave.

**Section 3**

Leave requests not affirmatively approved shall be deemed denied. Notwithstanding any other provision of law, rule, regulation, or this agreement, a member's failure to submit a leave request at least forty-eight (48) hours in advance of the shift the leave would commence shall not be the subject of grievance, arbitration, or litigation.

**ARTICLE 31  
DENTAL INSURANCE**

1. Effective the first full pay period of calendar year 2019, the Employer shall provide coverage under the Dental plan in effect for District employees. The Employer will pay the same premiums paid for other unionized District employees covered by the District Plans. Benefit levels of the District Plans shall not be reduced during the term of this agreement except by mutual agreement of the Employer, the Union and the insurance carriers.

2. Employees, at their election, may sign up for coverage through the District's benefit plans starting with the 2019 Open Enrollment Period, with coverage commencing the first full pay period of 2019.

## **ARTICLE 32 OPTICAL INSURANCE**

1. Effective the first full pay period of calendar year 2019, the Employer shall provide coverage under the Vision plan in effect for District employees. The Employer will pay the same premiums paid for other unionized District employees covered by the District Plans. Benefit levels of the District Plans shall not be reduced during the term of this agreement except by mutual agreement of the Employer, the Union and the insurance carriers.
2. Employees, at their election, may sign up for coverage through the District's benefit plans starting with the 2019 Open Enrollment Period, with coverage commencing the first full pay period of 2019.

## **ARTICLE 33 PREPAID LEGAL PLAN**

### **Section 1**

As of Fiscal Year 2004, the Employer agrees to increase the current contribution of \$19.39 by the CPI-W for the Washington Metropolitan Area published by the Bureau of Labor Statistics, United States Department of Labor, for the preceding year. The Employer agrees to increase the contribution on October 1 of each successive year of the agreement by the same percentage as the CPI-W for the Washington Metropolitan Area published by the Bureau of Labor Statistics, United States Department of Labor, for the preceding year.

### **Section 2**

The Plan shall be contracted for by the labor organization 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 FOP upon request for each year of the contract, and that the benefit provider shall bear all administrative costs.

### **Section 3**

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

**Section 4**

The provisions of this Article shall become effective upon the date of Council approval of this Agreement (or passage of sixty (60) days after submission to the Council without action being taken thereon).

**Section 5**

To be selected for a contract 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.

**ARTICLE 34  
HEALTH**

The City shall continue to pay the maximum amount allowable contribution of health premiums pursuant to Federal law for both single and family coverage.

**ARTICLE 35  
WAGES****Section 1: Fiscal Year 2018**

The basic salaries for all members of the bargaining unit who achieve Satisfactory or above performance, as defined by the applicable General Order, shall be increased by 3.0%, effective the first full pay period on or after October 1, 2017.

**Section 2: Fiscal Year 2019**

The basic salaries for all members of the bargaining unit who achieve Satisfactory or above performance, as defined by the applicable General Order, shall be increased by 2.0%, effective the first full pay period on or after October 1, 2018.

**Section 3: Fiscal Year 2020**

The basic salaries for all members of the bargaining unit who achieve Satisfactory or above performance, as defined by the applicable General Order, shall be increased by 3.5%, effective the first full pay period on or after October 1, 2019.

**Section 4**

The existing salary/step schedule shall continue.



## **ARTICLE 36 RETENTION DIFFERENTIALS**

### **Section 1**

Each bargaining unit member in active service on or after the effective date of this Article who has completed, or completes, 20 years of service under the Police Service salary schedule shall receive, per annum, a five percent (5%) base retention differential (BRD) computed on his/her rate of pay prescribed in the Police Salary schedule. A bargaining unit member is entitled to receive the BRD only as long as he/she is in active service. The BRD shall be considered basic pay for the purposes of retirement, life insurance and other forms of premium pay. The BRD shall be paid in the same manner as basic pay and shall be subject to the same withholding and deductions as basic pay.

### **Section 2**

The Employer shall pay each and every member of the bargaining unit at the completion of his/her probationary period a four and two tenths percent (4.2%) retention allowance computed on his/her adjusted rate of pay prescribed in the Police Service salary schedule. The retention allowance shall be considered basic pay for the purposes of retirement, life insurance and other forms of premium pay. The retention allowance shall be paid in the same manner as basic pay and shall be subject to the same withholding and deductions as basic pay.

## **ARTICLE 37 SHIFT DIFFERENTIAL**

All employees covered by this agreement are entitled to pay at their scheduled rate plus a differential of 3% for regularly scheduled non overtime work when the majority of their work hours occur between 3 p.m. and midnight; 4% of their scheduled rate if the majority of their work hours occur between 11 p.m. and 8 a.m.

## **ARTICLE 38 TECH PAY AND OTHER CURRENT SPECIAL DUTY AND SKILL PREMIUMS**

Effective the first pay period on or after October 1, 2003, Tech Pay will be \$1,500 per year; Special duty and skill premium pay shall be \$3,000.

## **ARTICLE 39 UNIFORM AND CLOTHING ALLOWANCE**

### **Section 1**

The clothing allowance for Officers and Detectives assigned to plain clothes shall be \$900.00 per year, payable in two payments no later than April 15 and October 15 of each year. The clothing allowance for casual clothes Officers shall be \$450.00 per year, also payable twice yearly in April and October.

**Section 2**

Eligibility shall be based solely on the unit or position to which the member is assigned or detailed.

**ARTICLE 40  
DISTRIBUTION OF AGREEMENT****Section 1**

The Department shall print and make available 1500 copies of this Agreement within 90 business days of approval of the Agreement by the Council of the District of Columbia. Each copy shall contain an alphabetical index. It shall also contain as an addendum to the contract, an unofficial complete pay schedule for both ranks in the bargaining unit. If the Employer has not produced the agreed upon printed copies of the Agreement within 90 business days of approval of the Agreement by the Council, the Union, after notifying management of its intent, may produce the printed copies unless management demonstrates that the reproduction of the Agreement is imminent. In the event that all of the copies are distributed, the Department agrees to subsequent printings in 500 copy increments. It is agreed that the cost of the initial printing of this Agreement, and any subsequent printings, shall be shared equally by the parties.

**Section 2**

The Union Chairman or his/her designee shall be given an opportunity to meet with all new employees in the unit for one hour during the orientation session. The Department agrees to furnish copies of this Agreement to all new employees.

**ARTICLE 41  
ADMINISTRATIVE LEAVE FOR OFF DUTY JOB RELATED ACTIVITIES****Section 1**

Administrative leave is an excused absence with full pay and benefits that is not charged to annual leave, sick leave, or leave without pay.

**Section 2**

Administrative leave will be granted to employees participating in events related to his or her duties as a police officer, provided approval for such participation is granted in advance in accordance with Departmental orders.

**Section 3**

In accordance with District Personnel Manual Instruction No. 11B-21, Item 3, Section (d) (2), dated March 12, 1997, and Special Order, Subject: Overtime Compensation, dated March 28, 1997, administrative leave will no longer be non-worked, as it will prevent a member from reaching the 171 hour threshold during the 28 day FLSA cycle.

**ARTICLE 42  
CHARITABLE CONTRIBUTIONS**

The parties recognize that charitable contributions are purely voluntary in nature.

**ARTICLE 43  
PHYSICAL FITNESS**

The union recognizes the Department's right to establish physical fitness standards applicable to new applicants. With respect to current employees of the bargaining unit, the parties agree to work together to develop physical fitness standards for all members of the Department. When the standards are developed, the parties will negotiate the impact and effects of such standards.

**ARTICLE 44  
EMPLOYEE ASSISTANCE PROGRAM**

**Section 1**

The Employee Assistance Program in place when this Agreement was negotiated shall remain in effect throughout its term.

**Section 2**

As of Fiscal Year 2013, the Employer agrees to increase the monthly contribution by the aggregated CPI-W between FY 2009 and 2012 per employee, per month and to increase the contribution on October 1 of each successive year of the agreement by the same percentage as the CPI-W for the Washington Metropolitan Area published by the Bureau of Labor Statistics, United States Department of Labor, for the preceding year. There will be no retroactive payments for the fiscal years between 2009 and 2012, inclusive.

**Section 3**

Upon expiration of the existing contract, the Plan shall be contracted by the labor organization 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 shall 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 FOP upon request for each year of the contract, and that the benefit provider shall bear all administrative costs.

**Section 4**

The parties shall meet to develop procedures to implement these benefit programs which shall be binding upon the benefit provider. All members of the bargaining unit shall be enrolled.

**Section 5**

The provisions of this Article shall become effective upon the date of Council approval of this Agreement (or passage of sixty (60) days after submission to the Council without action being taken thereon).

**Section 6**

To be selected for a contract, 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.

**ARTICLE 45  
CATASTROPHIC ILLNESS/INJURY DONATION PROGRAM**

**Section 1**

The joint labor management Committee consists of three (3) members from each party whose purpose is to establish guidelines, rules and operating procedures for this Program. The Committee is also responsible for the ongoing operation of the Program and is empowered to make revisions in the guidelines/procedures and decisions regarding the granting or denial of leave donations for both donors and recipients.

**Section 2**

It is further agreed that where there is no majority decision within the Committee on any matter, such issue shall be submitted to the Chief of Police or his/her designee for final ruling. It is further agreed that decisions, interpretations, and applications of this Section rendered by the Committee or the Chief of Police or his/her designee are final and binding and not subject to any grievance or appeal in any forum. The parties agree that the Committee shall be bound by the following conceptual principles in developing implementing rules and procedures:

- (a) Potential recipients of the Program will only be considered provided medical documentation is produced supporting a claim of catastrophic illness or injury;
- (b) Recipients must have exhausted all sick leave, annual leave, compensatory leave and any advanced leave that may be advanced by the Department;
- (c) A recipient shall keep any unused portion of donated leave in his/her sick leave balance provided that such unused portion will not be used for calculating any additional retirement annuity;
- (d) Compensatory Time Leave, FLSA Leave, Restored Leave, or annual leave may be donated for this Program;
- (e) The leave identified in "d" above must be donated in four (4) hour increments;

(f) Once donated, the leave is forfeited by the donor and is transferred to the recipient only as sick leave;

(g) This program will only be utilized on an individual case-by-case basis.

#### **ARTICLE 46 BACK PAY**

The Employer shall issue to members their back pay checks within sixty (60) days from the date of the final determination that they are entitled to reimbursement. In the event the FOP arbitrates a claim of failure to comply with this Article, an arbitrator may, if appropriate, order interest.

#### **ARTICLE 47 SAVINGS CLAUSE**

Should any part hereof or any provisions herein contained be rendered or declared invalid by reason of any existing or subsequently enacted legislation or by decree of a court of competent jurisdiction such invalidation of such part or portion of this Agreement shall not invalidate the remaining portions hereof and they shall remain in full force and effect.

#### **ARTICLE 48 DURATION AND FINALITY OF AGREEMENT**

##### **Section 1**

This Agreement shall remain in full force and effect until September 30, 2020, subject to the provisions of Section 1715 of the Act. If disapproved because certain provisions are asserted to be contrary to applicable law, the parties shall meet within thirty (30) days to negotiate a legally constituted replacement provision or the offensive provision shall be deleted.

##### **Section 2**

The parties acknowledge that this contract represents the complete Agreement arrived at as a result of negotiations during which both had the unlimited right and opportunity to make demands and proposals with respect to any negotiable subject or matter. The Department and the FOP/MPD Labor Committee agree to waive the right to negotiate with respect to any subject or matter referred to or covered or not specifically referred to or covered in this Agreement for the duration of this contract.

##### **Section 3**

In the event that a state of civil emergency is declared by the Mayor (civil disorders, natural disasters, etc.) the provisions of this Agreement may be suspended by the Mayor during the time of emergency.

##### **Section 4**

This Agreement shall remain in effect until September 30, 2020, after approval as provided in Section 1715 of the Act, and will be automatically renewed for one (1) year periods thereafter unless either party gives to the other party written notice of intention to terminate or modify the

Agreement one hundred and fifty (150) days prior to its anniversary date. In the event that either party requests modification of any Article or part of any Articles or the inclusion of additional provisions, only the related Articles or part of the Articles shall be affected and the unrelated Articles and/or parts of Articles shall continue in full force and effect.

#### **Section 5**

All terms and conditions of employment not covered by the terms of this Agreement shall continue to be subject to the Employer's direction and control. However, when a Departmental order or regulation directly impacts on the conditions of employment of unit members, such impact shall be a proper subject of negotiation.

#### **Section 6**

Any and all agreements with the Employer shall be reduced to writing and signed by both parties; provided, however, that the Agreement shall not be binding upon the Labor Committee unless and until a majority of the dues paying members in good standing present and voting at a special meeting-called solely for such purpose, shall ratify such Agreement by secret ballot vote. Every agreement entered into by the Labor Committee shall contain language setting forth the above requirement for bargaining unit ratification.

SIGNATURE PAGE 1

SIGNATURE PAGE 2



**APPROVAL**

This collective bargaining agreement between the Government of the District Of Columbia Metropolitan Police Department and the D. C. Police Union - Fraternal Order of Police/MPD Labor Committee, dated \_\_\_\_\_, 2018 has been reviewed in accordance with Sections 1-617.15 and 1-617.17 of the District of Columbia Official Code and is hereby approved on this \_\_\_\_ day of \_\_\_\_\_, 2018.

\_\_\_\_\_  
Muriel Bowser, Mayor

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**COMPENSATION COLLECTIVE BARGAINING  
AGREEMENT**

**BETWEEN**

**THE DISTRICT OF COLUMBIA GOVERNMENT**

**AND**

**COMPENSATION UNITS 1 AND 2**

**EFFECTIVE October 1, 2017 through September 30, 2021**

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## **PREAMBLE**

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

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

## **ARTICLE 1: WAGES**

### **SECTION A: FISCAL YEAR 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:**

1. 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%.

2. 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:

<b>Optional Plan</b>	<b>Additional Coverage</b>	<b>Premium Amount</b>
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 4<sup>th</sup> 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 11<sup>th</sup> of each year;
- (j) Thanksgiving Day, the 4<sup>th</sup> Thursday in November of each year;
- (k) Christmas Day, December 25<sup>th</sup> of each year; and
- (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 employee are released as a result of an administrative closings 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 25<sup>th</sup> day of February 2018, and as witness the parties hereto have set their signature.


**Compensation Units One and Two Collective Bargaining Agreement**


On this 26<sup>th</sup> day of February, 2018, as witness the parties hereto have set their signature.

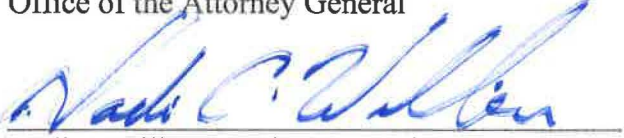
**FOR THE DISTRICT OF COLUMBIA GOVERNMENT**


  
Repunzelle Bullock, Interim Director  
Office of Labor Relations and Collective  
Bargaining

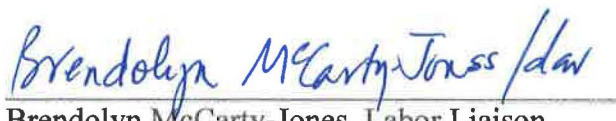
  
Kathryn Naylor, Supervisory Attorney Advisor  
Office of Labor Relations and Collective

  
Eugene A. Adams, Director  
Office of Administrative Hearings  
Office


  
Karl Racine, Attorney General  
Office of the Attorney General


  
Nadine Wilburn, Chief Counsel/Senior Advisor  
Office of the Attorney General

  
Tanya Royster, MD, Director  
Department of Behavioral Health

  
Brendolyn McCarty-Jones, Labor Liaison  
Department of Behavioral Health

**FOR THE UNIONS**

  
Andrew Washington, Executive Director  
AFSCME, District Council 20


  
Eric Bunn, Sr. National Vice President  
AFGE, District 14

  
Lee Blackmon, National Representative  
NAGE, District of Columbia Regional

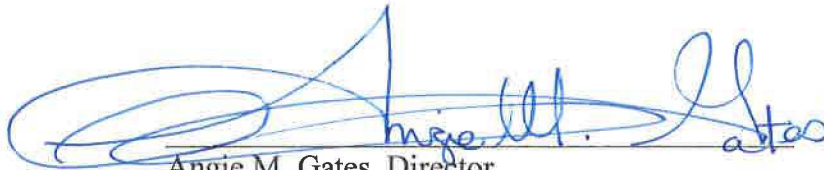
  
Steve Anderson, President  
AFGE, Local 1403

  
Wayne L. Enoch, President  
AFSCME, Local 2401

  
Beth McBride, President  
AFGE, Local 383

  
Carroll Ward, President  
AFGE, Local 2978






Angie M. Gates, Director  
D.C. Office of Cable Television, Film, Music and  
Entertainment

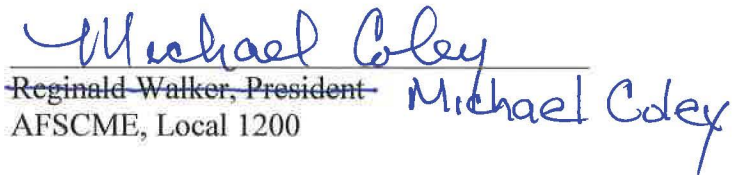


Barry Carey, President  
AFSCME, Local 2091

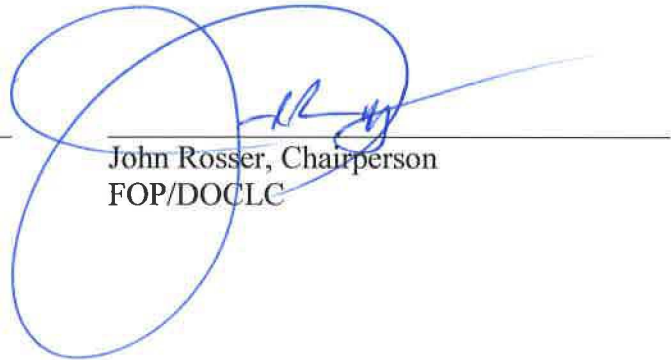
Dr. Steven Johnson, Labor Liaison  
D.C. Office of Cable Television, Film,  
Music and Entertainment

  
Wanda Shelton Martin, Area Director  
1199 NUHHCE

Roger A. Mitchell, Jr. MD, Chief Medical  
Examiner  
Office of the Chief Medical Examiner

  
~~Reginald Walker, President~~  
AFSCME, Local 1200  
Beverly Fields, Labor Liaison  
Office of the Chief Medical Examiner  
Miranda Gillis, President  
AFGE, Local 2725


Barney Krucoff, Interim Chief Technology  
Officer  
Office of the Chief Technology Officer



John Rosser, Chairperson  
FOP/DOCLC

Pamela Brown, Esq., General Counsel  
Office of the Chief Technology Officer

Keith Washington, President  
AFSCME, Local 2092

  
Brenda Donald, Director  
Child and Family Services Agency  
Lisa Blackwell, Executive President  
AFGE, Local 1000



Nina McIntosh-Jones, Labor Liaison  
Child and Family Services Agency

Christal Williams

Melinda M. Bolling, Director  
Department of Consumer and  
Regulatory Affairs



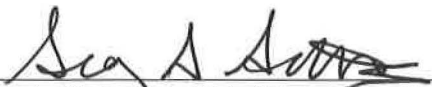
Aretha Lyles, President  
AFGE, Local 3721



Gina Walton, President  
AFGE, Local 1975

Don Tatum, Labor Liaison  
Department of Consumer and  
Regulatory Affairs

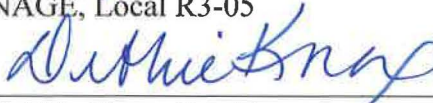
Lisa Wallace, Vice President  
1199 SEIU/UHWE



George A. Schutter, Chief Procurement Officer  
Office of Contracting and Procurement

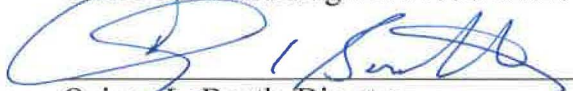


Harvey Cannon, President  
NAGE, Local R3-05

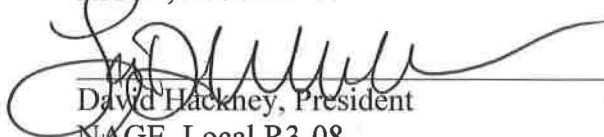


Debbie Knox, President  
NAGE, Local R3-07

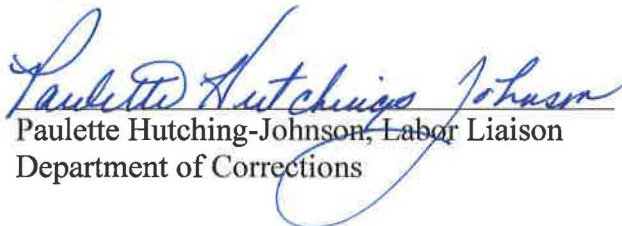
Gina Toppin, Labor Liaison  
Office of Contracting and Procurement



Quincy L. Booth, Director  
Department of Corrections



David Hackney, President  
NAGE, Local R3-08



Paulette Hutchings-Johnson, Labor Liaison  
Department of Corrections



LaToya McDowney, President  
NAGE, Local R3-09

Andrew Reese, Director  
Department on Disability Services



Barbara Milton, President  
AFGE, Local 631



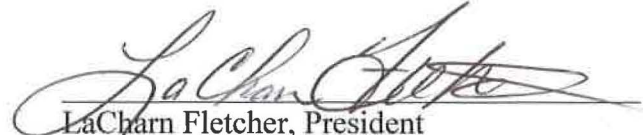


Jessica Gray, Labor Liaison  
Department on Disability Services



Barbara Jones, President  
AFGE, Local 2741

Odie Donald II, Director  
D.C. Department of Employment  
Services



LaCharn Fletcher, President  
FOP/DC Protective Services-PDLC

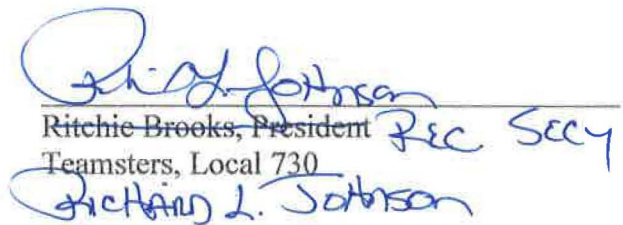
Van Freeman, Deputy Chief of Staff  
D.C. Department of Employment  
Services

Thomas Ratliff, President  
Teamsters, Local 639

Tommy Wells, Director  
Department of Energy and the  
Environment

Michael Flood, President  
AFSCME, Local 2921

Talisha Pitt, Labor Liaison  
Department of Energy and the  
Environment

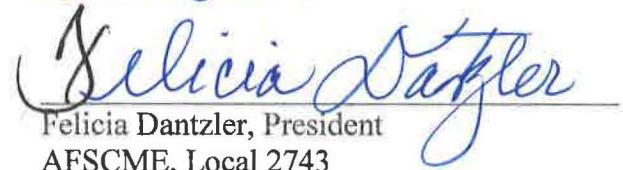


Ritchie Brooks, President  
Teamsters, Local 730

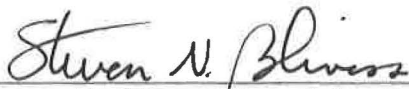
Richard L. Johnson, Rec Secy



Gregory Dean, Chief  
Fire and Emergency Medical Services  
Department



Felicia Dantzler, President  
AFSCME, Local 2743



Steven N. Blivess, Esq., Labor Liaison  
Fire and Emergency Medical Services  
Department

Corey Upchurch, President  
AFSCME, Local 1959

*Ernest Chrappah*

Ernest Chrappah, Chairman  
D.C. Department of For-Hire Vehicles

*Debra Walker*

Debra Walker, President  
AFSCME, Local 709

*Tonya Ricks*

Tonya Ricks, Labor Liaison  
D.C. Department of For-Hire Vehicles

*Andre Phillips*  
~~Andre Phillips~~, Chairperson *ANDRE Phillips*  
FOP/DYRSLC

Jenifer Smith, PhD, Director  
Department of Forensic Sciences

*Robert Hollingsworth*  
Robert Hollingsworth, President  
AFSCME, Local 2776

Rasheed Raj, General Counsel  
Department of Forensic Sciences

*Antoinette White-Richardson*  
Antoinette White-Richardson, President  
AFSCME, Local 1808

Greer Johnson Gillis, Director  
Department of General Services

*Darrin Roach*  
Darrin Roach, President  
AFSCME, Local 877

*Brittney A. Wright*

Brittney A. Wright, Labor Liaison  
Department of General Services

*LaVerne D. Gooding-Jones*  
LaVerne Gooding-Jones, President  
AFSCME, Local 2087

*LaQuandra S. Nesbitt*  
LaQuandra S. Nesbitt, MD, MPH, Director  
Department of Health

Larry Doggett, Business Manager  
Public Service Employees, Local 572

*Kathleen C. Ognibene*  
Kathleen Ognibene, Labor Liaison  
Department of Health

Perlsha Gales, President  
Alliance of Independent Workers Union

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Christopher Rodriguez, Director  
Homeland Security and Emergency  
Management Agency

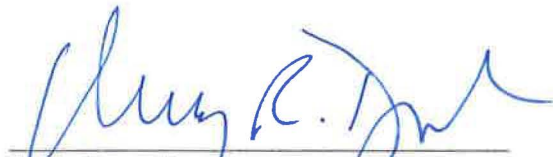



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George Barksdale, President  
AFGE, Local 3444

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Anthony Crispino, Labor Liaison  
Homeland Security and Emergency  
Management Agency

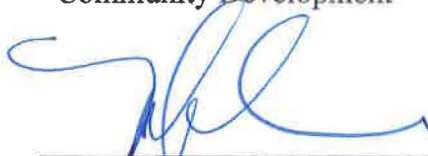



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Pelly Donaldson, Director  
Department of Housing and  
Community Development

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Drew Hubbard, Labor Liaison  
Department of Housing and  
Community Development




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Monica Palacio, Director  
D.C. Office of Human Rights




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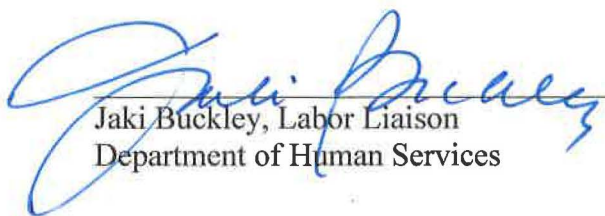
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Ayanna Lee, Labor Liaison  
D.C. Office of Human Rights




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Laura Zeilinger, Director  
Department of Human Services

  
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Jaki Buckley, Labor Liaison  
Department of Human Services

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\_\_\_\_\_  
Stephen C. Taylor, Commissioner  
Department of Insurance, Securities  
And Banking

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Katrice Purdie, Labor Liaison  
Department of Insurance, Securities  
And Banking

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Lucinda Babers, Director  
Department of Motor Vehicles

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Odessa Nance, Labor Liaison  
Department of Motor Vehicles

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Peter Newsham, Chief  
D.C. Metropolitan Police Department

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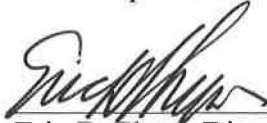
\_\_\_\_\_  
Mark Viehmeyer, Labor Liaison  
D.C. Metropolitan Police Department

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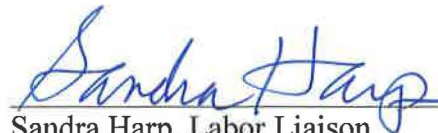


\_\_\_\_\_  
Keith A. Anderson, Director  
D.C. Department of Parks and Recreation

\_\_\_\_\_  
Kwelli Sneed, MBA, CPM, Labor Liaison  
D. C. Department of Parks and Recreation



\_\_\_\_\_  
Eric D. Shaw, Director  
D.C. Office of Planning



\_\_\_\_\_  
Sandra Harp, Labor Liaison  
D.C. Office of Planning

\_\_\_\_\_  
Antwan Wilson, Chancellor  
D.C. Public Schools

\_\_\_\_\_  
Kaitlyn Girard, Director  
Labor Management and Employee Relations  
D.C. Public Schools



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For Christopher Shorter, Director  
Department of Public Works



\_\_\_\_\_  
Gail Heath, Labor Liaison  
Department of Public Works



Jed Ross, Chief Risk Officer  
Office of Risk Management



~~Eric Glover, Esq.~~, Labor Liaison  
Office of Risk Management

MARCOY  
CARLOS



Hanseul Kang, Superintendent  
Office of the State Superintendent  
Of Education



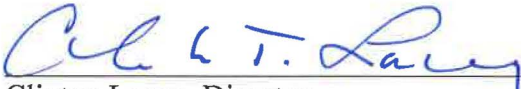
Quiyana Hall, Labor Liaison  
Office of the State Superintendent  
Of Education


Jeff Marootian, Director  
District Department of Transportation

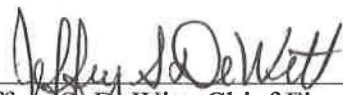
Nana Bailey, Labor Liaison  
District Department of Transportation

Karima Holmes, Director  
Office of Unified Communications


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Yvonne McManus, Labor Liaison  
Office of Unified Communications

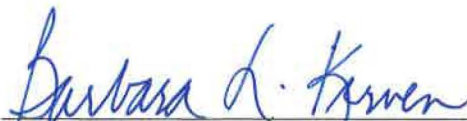
  
\_\_\_\_\_  
Clinton Lacey, Director  
Department of Youth Rehabilitation Services

  
\_\_\_\_\_  
Trey Stanback, Labor Liaison  
Department of Youth Rehabilitation Services

  
\_\_\_\_\_  
Jeffrey S. DeWitt, Chief Financial Officer  
Office of the Chief Financial Officer

  
\_\_\_\_\_  
LaSharn Moreland, ~~Labor Liaison~~ *EXECUTIVE DIRECTOR, HUMAN RESOURCES*  
Office of the Chief Financial Officer

  
\_\_\_\_\_  
Richard Reyes-Gavilan, Executive Director  
D.C. Public Libraries

  
\_\_\_\_\_  
Barbara Kirven, Labor Liaison  
D.C. Public Libraries

\_\_\_\_\_  
Veronica Ahern, Executive Director  
D.C. Public Service Commission

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Richard Beverly, General Counsel  
D.C. Public Service Commission

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Ronald Mason, Jr., J.D., President  
University of the District of Columbia

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Patricia Cornwell Johnson, Vice President  
Human Resources  
University of the District of Columbia

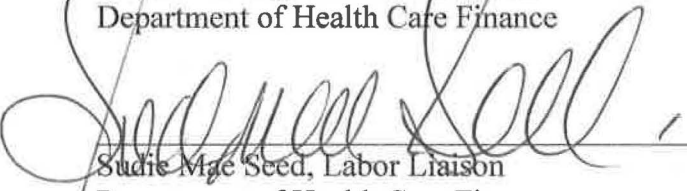
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Wayne Turnage, M.P.A., Director  
Department of Health Care Finance

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Stodie Mae Seed, Labor Liaison  
Department of Health Care Finance

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**APPROVAL**

This collective bargaining agreement between the District of Columbia and Compensation Units 1 and 2, dated Jan 23, 2018, has been reviewed in accordance with Section 1-617.15 of the District of Columbia Official Code and is hereby approved on this 24<sup>th</sup> day of February, 2018.



Muriel Bowser  
Mayor

# APPENDIX 1

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**



**COUNCIL OF THE DISTRICT OF COLUMBIA**  
 THE JOHN A. WILSON BUILDING  
 1350 PENNSYLVANIA AVENUE, N.W.  
 WASHINGTON, D.C. 20004

February 23, 2018

The Honorable Muriel E. Bowser  
 Mayor of the District of Columbia  
 1350 Pennsylvania Avenue, N.W., 3rd Floor  
 Washington, D.C. 20004

Dear Mayor Bowser:

This is to inform you of the status of a proposed resolution transmitted to the Council in accordance with D.C. Official Code § 1-617.17(j). The below proposed resolution has been deemed approved by virtue of the Council having taken no action to disapprove it.

<u>Proposed Resolution</u>	<u>Title</u>	<u>Date of Approval</u>
PR 22-738	Compensation Collective Bargaining Agreement between the District of Columbia Government and Compensation Units 1 and 2, FY 2018 - FY 2021, Approval Resolution of 2018	February 23, 2018

If you have any questions please contact me at 202-724-8032.

Sincerely,

Phil Mendelson  
 Chairman of the Council

cc: Committee on Labor and Workforce Development



**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	\$ 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
12	\$ 78,364	\$ 80,797	\$ 83,230	\$ 85,663	\$ 88,096	\$ 90,529	\$ 92,962	\$ 95,395	\$ 97,828	\$ 100,261	\$ 2,433
13	\$ 90,288	\$ 93,183	\$ 96,078	\$ 98,973	\$ 101,868	\$ 104,763	\$ 107,658	\$ 110,553	\$ 113,448	\$ 116,343	\$ 2,895
14	\$ 106,715	\$ 110,133	\$ 113,551	\$ 116,969	\$ 120,387	\$ 123,805	\$ 127,223	\$ 130,641	\$ 134,059	\$ 137,477	\$ 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:** DS0078  
 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	\$ 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	\$ 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	\$ 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	\$ 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	\$ 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	\$ 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	\$ 81,652	2,035

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Question 33

2018-2021 Compensation Units 1 & 2 CBA

Attachment 2 of 6

**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:**

	Steps										Between Steps
Grade	1	2	3	4	5	6	7	8	9	10	
2	\$ 28,676	\$ 29,679	\$ 30,682	\$ 31,685	\$ 32,688	\$ 33,691	\$ 34,694	\$ 35,697	\$ 36,700	\$ 37,703	\$ 1,003
3	\$ 31,251	\$ 32,335	\$ 33,419	\$ 34,503	\$ 35,587	\$ 36,671	\$ 37,755	\$ 38,839	\$ 39,923	\$ 41,007	\$ 1,084
4	\$ 32,776	\$ 33,889	\$ 35,002	\$ 36,115	\$ 37,228	\$ 38,341	\$ 39,454	\$ 40,567	\$ 41,680	\$ 42,793	\$ 1,113
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

# District of Columbia Government Salary Schedule: Comp Unit 1 & 2



Printed: 2/19/2020

Question 33

**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  
**Pay Plan/Schedule:** CS      0390 Telecommunications Equipment Operator  
**Peoplesoft Schedule:** DS0067      1802 Cellblock Technician (Cellblock Only)  
 X04      1811 Criminal Investigator  
    2151 Dispatcher (OUC Only)

**% Increase:** 3.0%

**Resolution Number:**

**Date of Resolution:**

Grade	1	2	3	4	Step 5	6	7	8	9	10	Between Steps
4	\$ 38,024	\$ 39,080	\$ 40,136	\$ 41,192	\$ 42,248	\$ 43,304	\$ 44,360	\$ 45,416	\$ 46,472	\$ 47,528	\$ 1,056
5	\$ 43,731	\$ 44,912	\$ 46,093	\$ 47,274	\$ 48,455	\$ 49,636	\$ 50,817	\$ 51,998	\$ 53,179	\$ 54,360	\$ 1,181
6	\$ 46,094	\$ 47,413	\$ 48,732	\$ 50,051	\$ 51,370	\$ 52,689	\$ 54,008	\$ 55,327	\$ 56,646	\$ 57,965	\$ 1,319
7	\$ 49,751	\$ 51,216	\$ 52,681	\$ 54,146	\$ 55,611	\$ 57,076	\$ 58,541	\$ 60,006	\$ 61,471	\$ 62,936	\$ 1,465
8	\$ 51,851	\$ 53,477	\$ 55,103	\$ 56,729	\$ 58,355	\$ 59,981	\$ 61,607	\$ 63,233	\$ 64,859	\$ 66,485	\$ 1,626
9	\$ 55,496	\$ 57,289	\$ 59,082	\$ 60,875	\$ 62,668	\$ 64,461	\$ 66,254	\$ 68,047	\$ 69,840	\$ 71,633	\$ 1,793
10	\$ 61,116	\$ 63,091	\$ 65,066	\$ 67,041	\$ 69,016	\$ 70,991	\$ 72,966	\$ 74,941	\$ 76,916	\$ 78,891	\$ 1,975
11	\$ 65,004	\$ 67,166	\$ 69,328	\$ 71,490	\$ 73,652	\$ 75,814	\$ 77,976	\$ 80,138	\$ 82,300	\$ 84,462	\$ 2,162
12	\$ 77,891	\$ 80,488	\$ 83,085	\$ 85,682	\$ 88,279	\$ 90,876	\$ 93,473	\$ 96,070	\$ 98,667	\$ 101,264	\$ 2,597
13	\$ 92,619	\$ 95,708	\$ 98,797	\$ 101,886	\$ 104,975	\$ 108,064	\$ 111,153	\$ 114,242	\$ 117,331	\$ 120,420	\$ 3,089
14	\$ 109,467	\$ 113,112	\$ 116,757	\$ 120,402	\$ 124,047	\$ 127,692	\$ 131,337	\$ 134,982	\$ 138,627	\$ 142,272	\$ 3,645

2018-2021 Compensation Units 1 & 2 CBA

Attachment 2 of 6

# 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/Nonunion:** Union      **Affected CBU/Service Code(s):** A22

**Pay Plan/Schedule:** CS      **Series:** 0185 Social Worker  
**Peoplesoft Schedule:** DS0080      0186 Social Worker (Associate)  
 X05

**% Increase:** 3.0%

**Resolution Number:**

**Date of Resolution:**

Grade	Steps										Between Steps	
	1	2	3	4	5	6	7	8	9	10		
5	\$ 51,851	\$ 53,213	\$ 54,575	\$ 55,937	\$ 57,299	\$ 58,661	\$ 60,023	\$ 61,385	\$ 62,747	\$ 64,109	\$	1,362
7	\$ 56,226	\$ 57,740	\$ 59,254	\$ 60,768	\$ 62,282	\$ 63,796	\$ 65,310	\$ 66,824	\$ 68,338	\$ 69,852	\$	1,514
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	\$ 89,691	\$ 92,389	\$ 95,087	\$ 97,785	\$ 100,483	\$ 103,181	\$ 105,879	\$ 108,577	\$ 111,275	\$	2,698

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2018-2021 Compensation Units 1 & 2 CBA

Attachment 2 of 6



# District of Columbia Government Salary Schedule: Comp Unit 1 & 2



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Question 33

**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	1	2	3	4	Step 5	6	7	8	9	10	Between Steps
5	\$ 40,980	\$ 42,093	\$ 43,206	\$ 44,319	\$ 45,432	\$ 46,545	\$ 47,658	\$ 48,771	\$ 49,884	\$ 50,997	\$ 1,113
6	\$ 45,422	\$ 46,655	\$ 47,888	\$ 49,121	\$ 50,354	\$ 51,587	\$ 52,820	\$ 54,053	\$ 55,286	\$ 56,519	\$ 1,233
7	\$ 48,842	\$ 50,223	\$ 51,604	\$ 52,985	\$ 54,366	\$ 55,747	\$ 57,128	\$ 58,509	\$ 59,890	\$ 61,271	\$ 1,381
8	\$ 53,878	\$ 55,399	\$ 56,920	\$ 58,441	\$ 59,962	\$ 61,483	\$ 63,004	\$ 64,525	\$ 66,046	\$ 67,567	\$ 1,521
9	\$ 59,283	\$ 60,966	\$ 62,649	\$ 64,332	\$ 66,015	\$ 67,698	\$ 69,381	\$ 71,064	\$ 72,747	\$ 74,430	\$ 1,683
10	\$ 65,076	\$ 66,920	\$ 68,764	\$ 70,608	\$ 72,452	\$ 74,296	\$ 76,140	\$ 77,984	\$ 79,828	\$ 81,672	\$ 1,844
11	\$ 71,483	\$ 73,515	\$ 75,547	\$ 77,579	\$ 79,611	\$ 81,643	\$ 83,675	\$ 85,707	\$ 87,739	\$ 89,771	\$ 2,032
12	\$ 85,661	\$ 88,095	\$ 90,529	\$ 92,963	\$ 95,397	\$ 97,831	\$ 100,265	\$ 102,699	\$ 105,133	\$ 107,567	\$ 2,434

2018-2021 Compensation Units 1 & 2 CBA

Attachment 2 of 6

# 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/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:** 3.0%

**Resolution Number:**

**Date of Resolution:**

	Grade	1	2	3	4	Step 5	6	7	8	9	10	Between Steps
	02	\$ 16.10	\$ 16.66	\$ 17.22	\$ 17.78	\$ 18.34	\$ 18.90	\$ 19.46	\$ 20.02	\$ 20.58	\$ 21.14	\$ 0.56
	02L	\$ 17.56	\$ 18.17	\$ 18.78	\$ 19.39	\$ 20.00	\$ 20.61	\$ 21.22	\$ 21.83	\$ 22.44	\$ 23.05	\$ 0.61
	03	\$ 17.37	\$ 17.96	\$ 18.55	\$ 19.14	\$ 19.73	\$ 20.32	\$ 20.91	\$ 21.50	\$ 22.09	\$ 22.68	\$ 0.59
	03L	\$ 18.98	\$ 19.64	\$ 20.30	\$ 20.96	\$ 21.62	\$ 22.28	\$ 22.94	\$ 23.60	\$ 24.26	\$ 24.92	\$ 0.66
	04	\$ 18.60	\$ 19.24	\$ 19.88	\$ 20.52	\$ 21.16	\$ 21.80	\$ 22.44	\$ 23.08	\$ 23.72	\$ 24.36	\$ 0.64
	04L	\$ 20.34	\$ 21.05	\$ 21.76	\$ 22.47	\$ 23.18	\$ 23.89	\$ 24.60	\$ 25.31	\$ 26.02	\$ 26.73	\$ 0.71
	05	\$ 19.85	\$ 20.53	\$ 21.21	\$ 21.89	\$ 22.57	\$ 23.25	\$ 23.93	\$ 24.61	\$ 25.29	\$ 25.97	\$ 0.68
	05L	\$ 21.62	\$ 22.38	\$ 23.14	\$ 23.90	\$ 24.66	\$ 25.42	\$ 26.18	\$ 26.94	\$ 27.70	\$ 28.46	\$ 0.76
	06	\$ 21.03	\$ 21.76	\$ 22.49	\$ 23.22	\$ 23.95	\$ 24.68	\$ 25.41	\$ 26.14	\$ 26.87	\$ 27.60	\$ 0.73
	06L	\$ 23.09	\$ 23.88	\$ 24.67	\$ 25.46	\$ 26.25	\$ 27.04	\$ 27.83	\$ 28.62	\$ 29.41	\$ 30.20	\$ 0.79
	07	\$ 22.42	\$ 23.19	\$ 23.96	\$ 24.73	\$ 25.50	\$ 26.27	\$ 27.04	\$ 27.81	\$ 28.58	\$ 29.35	\$ 0.77
	07L	\$ 24.49	\$ 25.34	\$ 26.19	\$ 27.04	\$ 27.89	\$ 28.74	\$ 29.59	\$ 30.44	\$ 31.29	\$ 32.14	\$ 0.85
	08	\$ 23.69	\$ 24.50	\$ 25.31	\$ 26.12	\$ 26.93	\$ 27.74	\$ 28.55	\$ 29.36	\$ 30.17	\$ 30.98	\$ 0.81
	08L	\$ 25.89	\$ 26.81	\$ 27.73	\$ 28.65	\$ 29.57	\$ 30.49	\$ 31.41	\$ 32.33	\$ 33.25	\$ 34.17	\$ 0.92
	09	\$ 24.85	\$ 25.71	\$ 26.57	\$ 27.43	\$ 28.29	\$ 29.15	\$ 30.01	\$ 30.87	\$ 31.73	\$ 32.59	\$ 0.86
	09L	\$ 27.26	\$ 28.20	\$ 29.14	\$ 30.08	\$ 31.02	\$ 31.96	\$ 32.90	\$ 33.84	\$ 34.78	\$ 35.72	\$ 0.94
	10	\$ 26.11	\$ 27.02	\$ 27.93	\$ 28.84	\$ 29.75	\$ 30.66	\$ 31.57	\$ 32.48	\$ 33.39	\$ 34.30	\$ 0.91
	10L	\$ 28.66	\$ 29.65	\$ 30.64	\$ 31.63	\$ 32.62	\$ 33.61	\$ 34.60	\$ 35.59	\$ 36.58	\$ 37.57	\$ 0.99
	11	\$ 27.38	\$ 28.34	\$ 29.30	\$ 30.26	\$ 31.22	\$ 32.18	\$ 33.14	\$ 34.10	\$ 35.06	\$ 36.02	\$ 0.96
	11L	\$ 30.05	\$ 31.09	\$ 32.13	\$ 33.17	\$ 34.21	\$ 35.25	\$ 36.29	\$ 37.33	\$ 38.37	\$ 39.41	\$ 1.04
	12	\$ 28.66	\$ 29.65	\$ 30.64	\$ 31.63	\$ 32.62	\$ 33.61	\$ 34.60	\$ 35.59	\$ 36.58	\$ 37.57	\$ 0.99
	12L	\$ 31.40	\$ 32.48	\$ 33.56	\$ 34.64	\$ 35.72	\$ 36.80	\$ 37.88	\$ 38.96	\$ 40.04	\$ 41.12	\$ 1.08
	13	\$ 29.86	\$ 30.90	\$ 31.94	\$ 32.98	\$ 34.02	\$ 35.06	\$ 36.10	\$ 37.14	\$ 38.18	\$ 39.22	\$ 1.04
	13L	\$ 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  
**Peoplesoft Schedule:** DS0070      0083 Special Police Officer  
 X10      0699 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 \$	43,218 \$	44,328 \$	45,438 \$	46,548 \$	47,658 \$	48,768 \$	49,878 \$	50,988 \$	52,098 \$	53,208 \$	1,110
6 \$	46,643 \$	47,880 \$	49,117 \$	50,354 \$	51,591 \$	52,828 \$	54,065 \$	55,302 \$	56,539 \$	57,776 \$	1,237
7 \$	49,695 \$	51,096 \$	52,497 \$	53,898 \$	55,299 \$	56,700 \$	58,101 \$	59,502 \$	60,903 \$	62,304 \$	1,401
8 \$	54,790 \$	56,341 \$	57,892 \$	59,443 \$	60,994 \$	62,545 \$	64,096 \$	65,647 \$	67,198 \$	68,749 \$	1,551
9 \$	60,310 \$	62,022 \$	63,734 \$	65,446 \$	67,158 \$	68,870 \$	70,582 \$	72,294 \$	74,006 \$	75,718 \$	1,712
10 \$	66,179 \$	68,061 \$	69,943 \$	71,825 \$	73,707 \$	75,589 \$	77,471 \$	79,353 \$	81,235 \$	83,117 \$	1,882

Printed: 2/19/2020

Question 33

2018-2021 Compensation Units 1 & 2 CBA

Attachment 2 of 6

**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 \$	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
12 \$	79,930 \$	82,412 \$	84,894 \$	87,376 \$	89,858 \$	92,340 \$	94,822 \$	97,304 \$	99,786 \$	102,268 \$	2,482
13 \$	92,093 \$	95,046 \$	97,999 \$	100,952 \$	103,905 \$	106,858 \$	109,811 \$	112,764 \$	115,717 \$	118,670 \$	2,953
14 \$	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 \$	50,299 \$	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
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

Printed: 2/19/2020

Question 33

2018-2021 Compensation Units 1 & 2 CBA

Attachment 2 of 6

# 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



Printed: 2/19/2020

Question 33

**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  
**Pay Plan/Schedule:** CS      1802 Cellblock Technician (Cellblock Only)  
**Peoplesoft Schedule:** DS0067      1811 Criminal Investigator  
 X04      2151 Dispatcher (OUC Only)

**% Increase:** 2.0%

**Resolution Number:**

**Date of Resolution:**

Grade	Step										Between Steps
	1	2	3	4	5	6	7	8	9	10	
4	\$ 38,785	\$ 39,862	\$ 40,939	\$ 42,016	\$ 43,093	\$ 44,170	\$ 45,247	\$ 46,324	\$ 47,401	\$ 48,478	\$ 1,077
5	\$ 44,604	\$ 45,809	\$ 47,014	\$ 48,219	\$ 49,424	\$ 50,629	\$ 51,834	\$ 53,039	\$ 54,244	\$ 55,449	\$ 1,205
6	\$ 47,017	\$ 48,362	\$ 49,707	\$ 51,052	\$ 52,397	\$ 53,742	\$ 55,087	\$ 56,432	\$ 57,777	\$ 59,122	\$ 1,345
7	\$ 50,747	\$ 52,241	\$ 53,735	\$ 55,229	\$ 56,723	\$ 58,217	\$ 59,711	\$ 61,205	\$ 62,699	\$ 64,193	\$ 1,494
8	\$ 52,890	\$ 54,548	\$ 56,206	\$ 57,864	\$ 59,522	\$ 61,180	\$ 62,838	\$ 64,496	\$ 66,154	\$ 67,812	\$ 1,658
9	\$ 56,609	\$ 58,437	\$ 60,265	\$ 62,093	\$ 63,921	\$ 65,749	\$ 67,577	\$ 69,405	\$ 71,233	\$ 73,061	\$ 1,828
10	\$ 62,340	\$ 64,354	\$ 66,368	\$ 68,382	\$ 70,396	\$ 72,410	\$ 74,424	\$ 76,438	\$ 78,452	\$ 80,466	\$ 2,014
11	\$ 66,305	\$ 68,510	\$ 70,715	\$ 72,920	\$ 75,125	\$ 77,330	\$ 79,535	\$ 81,740	\$ 83,945	\$ 86,150	\$ 2,205
12	\$ 79,449	\$ 82,098	\$ 84,747	\$ 87,396	\$ 90,045	\$ 92,694	\$ 95,343	\$ 97,992	\$ 100,641	\$ 103,290	\$ 2,649
13	\$ 94,471	\$ 97,622	\$ 100,773	\$ 103,924	\$ 107,075	\$ 110,226	\$ 113,377	\$ 116,528	\$ 119,679	\$ 122,830	\$ 3,151
14	\$ 111,656	\$ 115,374	\$ 119,092	\$ 122,810	\$ 126,528	\$ 130,246	\$ 133,964	\$ 137,682	\$ 141,400	\$ 145,118	\$ 3,718

2018-2021 Compensation Units 1 & 2 CBA

Attachment 2 of 6

# 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 (Associate)  
 X05

**% Increase:** 2.0%

**Resolution Number:**

**Date of Resolution:**

Grade	Steps										Between Steps
	1	2	3	4	5	6	7	8	9	10	
5	\$ 52,889	\$ 54,278	\$ 55,667	\$ 57,056	\$ 58,445	\$ 59,834	\$ 61,223	\$ 62,612	\$ 64,001	\$ 65,390	\$ 1,389
7	\$ 57,348	\$ 58,893	\$ 60,438	\$ 61,983	\$ 63,528	\$ 65,073	\$ 66,618	\$ 68,163	\$ 69,708	\$ 71,253	\$ 1,545
9	\$ 62,184	\$ 63,901	\$ 65,618	\$ 67,335	\$ 69,052	\$ 70,769	\$ 72,486	\$ 74,203	\$ 75,920	\$ 77,637	\$ 1,717
11	\$ 70,827	\$ 72,903	\$ 74,979	\$ 77,055	\$ 79,131	\$ 81,207	\$ 83,283	\$ 85,359	\$ 87,435	\$ 89,511	\$ 2,076
12	\$ 79,930	\$ 82,412	\$ 84,894	\$ 87,376	\$ 89,858	\$ 92,340	\$ 94,822	\$ 97,304	\$ 99,786	\$ 102,268	\$ 2,482
13	\$ 88,733	\$ 91,485	\$ 94,237	\$ 96,989	\$ 99,741	\$ 102,493	\$ 105,245	\$ 107,997	\$ 110,749	\$ 113,501	\$ 2,752



# District of Columbia Government Salary Schedule: Comp Unit 1 & 2



Printed: 2/19/2020

Question 33

<b>Fiscal Year:</b>	<b>2019</b>	<b>Service Code Definition:</b>	<b>Health Care Occupations</b>
<b>Effective Date:</b>	<b>October 14, 2018</b>	<b>Service Codes:</b>	<b>A15, A39</b>
<b>Union/Nonunion:</b>	<b>Union</b>	<b>Job Series:</b>	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
<b>Pay Plan/Schedule:</b>	<b>CS</b>		
<b>Peoplesoft Schedule:</b>	<b>DS0069 X06</b>		
<b>% Increase:</b>	<b>2.0%</b>		
<b>Resolution Number:</b>			
<b>Date of Resolution:</b>			

Grade	1	2	3	4	Step 5	6	7	8	9	10	Between Steps
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

2018-2021 Compensation Units 1 & 2 CBA

Attachment 2 of 6

# 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 **L- Leader**

**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:**

		Step										Between Steps
Grade		1	2	3	4	5	6	7	8	9	10	
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/Nonunion:** Union      **Affected CBU/Service Code(s):** A01. A03. A20. A21

**Pay Plan/Schedule:** CS      **Series:** 0007 Correctional Officer  
**Peoplesoft Schedule:** DS0070      0083 Special Police Officer  
 X10      0699 EMT/Paramedic

**% Increase:** 2.0%

**Resolution Number:**

**Date of Resolution:**

Grade	1	2	3	4	Steps		6	7	8	9	10	Between Steps
5	\$ 44,083	\$ 45,215	\$ 46,347	\$ 47,479	\$ 48,611	\$ 49,743	\$ 50,875	\$ 52,007	\$ 53,139	\$ 54,271	\$ 55,403	1,132
6	\$ 47,575	\$ 48,837	\$ 50,099	\$ 51,361	\$ 52,623	\$ 53,885	\$ 55,147	\$ 56,409	\$ 57,671	\$ 58,933	\$ 60,195	1,262
7	\$ 50,689	\$ 52,118	\$ 53,547	\$ 54,976	\$ 56,405	\$ 57,834	\$ 59,263	\$ 60,692	\$ 62,121	\$ 63,550	\$ 64,979	1,429
8	\$ 55,886	\$ 57,468	\$ 59,050	\$ 60,632	\$ 62,214	\$ 63,796	\$ 65,378	\$ 66,960	\$ 68,542	\$ 70,124	\$ 71,706	1,582
9	\$ 61,517	\$ 63,263	\$ 65,009	\$ 66,755	\$ 68,501	\$ 70,247	\$ 71,993	\$ 73,739	\$ 75,485	\$ 77,231	\$ 78,977	1,746
10	\$ 67,505	\$ 69,424	\$ 71,343	\$ 73,262	\$ 75,181	\$ 77,100	\$ 79,019	\$ 80,938	\$ 82,857	\$ 84,776	\$ 86,695	1,919

Printed: 2/19/2020

Question 33

2018-2021 Compensation Units 1 & 2 CBA

Attachment 2 of 6

**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	Steps										Between Steps
	1	2	3	4	5	6	7	8	9	10	
9 \$	55,230 \$	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 \$	97,899 \$	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

# District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)



**Fiscal Year:** 2020      **Service Code Definition:** Technical and Paraprofessional

**Effective Date:** October 13, 2019      **Series:**

**Union/Nonunion:** Union      **Affected CBU/Service Code(s):**

**Pay Plan/Schedule:** CS  
**Peoplesoft Schedule:** DS0078  
 X02

**% Increase:** 3.0%

**Resolution Number:**

**Date of Resolution:**

Grade	Steps										Between Steps	
	1	2	3	4	5	6	7	8	9	10		
5	\$ 37,237	\$ 38,534	\$ 39,831	\$ 41,128	\$ 42,425	\$ 43,722	\$ 45,019	\$ 46,316	\$ 47,613	\$ 48,910	\$	1,297
6	\$ 41,259	\$ 42,697	\$ 44,135	\$ 45,573	\$ 47,011	\$ 48,449	\$ 49,887	\$ 51,325	\$ 52,763	\$ 54,201	\$	1,438
7	\$ 45,718	\$ 47,307	\$ 48,896	\$ 50,485	\$ 52,074	\$ 53,663	\$ 55,252	\$ 56,841	\$ 58,430	\$ 60,019	\$	1,589
8	\$ 50,207	\$ 51,807	\$ 53,407	\$ 55,007	\$ 56,607	\$ 58,207	\$ 59,807	\$ 61,407	\$ 63,007	\$ 64,607	\$	1,600
9	\$ 55,230	\$ 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

Printed: 2/19/2020

Question 33

2018-2021 Compensation Units 1 & 2 CBA

Attachment 2 of 6

# District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)



**Fiscal Year:** 2020 **Service Code Definition:** Clerical and Administrative Support

**Effective Date:** October 13, 2019 **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	\$ 30,130	\$ 31,183	\$ 32,236	\$ 33,289	\$ 34,342	\$ 35,395	\$ 36,448	\$ 37,501	\$ 38,554	\$ 39,607	\$ 1,053
3	\$ 32,832	\$ 33,971	\$ 35,110	\$ 36,249	\$ 37,388	\$ 38,527	\$ 39,666	\$ 40,805	\$ 41,944	\$ 43,083	\$ 1,139
4	\$ 34,432	\$ 35,602	\$ 36,772	\$ 37,942	\$ 39,112	\$ 40,282	\$ 41,452	\$ 42,622	\$ 43,792	\$ 44,962	\$ 1,170
5	\$ 37,237	\$ 38,534	\$ 39,831	\$ 41,128	\$ 42,425	\$ 43,722	\$ 45,019	\$ 46,316	\$ 47,613	\$ 48,910	\$ 1,297
6	\$ 41,259	\$ 42,697	\$ 44,135	\$ 45,573	\$ 47,011	\$ 48,449	\$ 49,887	\$ 51,325	\$ 52,763	\$ 54,201	\$ 1,438
7	\$ 45,718	\$ 47,307	\$ 48,896	\$ 50,485	\$ 52,074	\$ 53,663	\$ 55,252	\$ 56,841	\$ 58,430	\$ 60,019	\$ 1,589
8	\$ 50,207	\$ 51,807	\$ 53,407	\$ 55,007	\$ 56,607	\$ 58,207	\$ 59,807	\$ 61,407	\$ 63,007	\$ 64,607	\$ 1,600
9	\$ 55,230	\$ 56,994	\$ 58,758	\$ 60,522	\$ 62,286	\$ 64,050	\$ 65,814	\$ 67,578	\$ 69,342	\$ 71,106	\$ 1,764

# District of Columbia Government Salary Schedule: Comp Unit 1 & 2



Printed: 2/19/2020

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**Fiscal Year:** 2020      **Service Code Definition:** Corrections and Other Occupation Groups

**Effective Date:** October 13, 2019

**Union/Nonunion:** Union      **Job Series:** 0006 Correctional Program Specialist  
 0081 Fire Protection Specialist  
 0101 Correctional Treatment Specialist  
**Pay Plan/Schedule:** CS      0390 Telecommunications Equipment Operator  
**Peoplesoft Schedule:** DS0067      1802 Cellblock Technician (Cellblock Only)  
 X04      1811 Criminal Investigator  
 2151 Dispatcher (OUC Only)

**% Increase:** 3.0%

**Resolution Number:**

**Date of Resolution:**

Grade	1	2	3	4	Step 5	6	7	8	9	10	Between Steps
4	\$ 39,946	\$ 41,056	\$ 42,166	\$ 43,276	\$ 44,386	\$ 45,496	\$ 46,606	\$ 47,716	\$ 48,826	\$ 49,936	\$ 1,110
5	\$ 45,943	\$ 47,184	\$ 48,425	\$ 49,666	\$ 50,907	\$ 52,148	\$ 53,389	\$ 54,630	\$ 55,871	\$ 57,112	\$ 1,241
6	\$ 48,429	\$ 49,814	\$ 51,199	\$ 52,584	\$ 53,969	\$ 55,354	\$ 56,739	\$ 58,124	\$ 59,509	\$ 60,894	\$ 1,385
7	\$ 52,269	\$ 53,808	\$ 55,347	\$ 56,886	\$ 58,425	\$ 59,964	\$ 61,503	\$ 63,042	\$ 64,581	\$ 66,120	\$ 1,539
8	\$ 54,476	\$ 56,184	\$ 57,892	\$ 59,600	\$ 61,308	\$ 63,016	\$ 64,724	\$ 66,432	\$ 68,140	\$ 69,848	\$ 1,708
9	\$ 58,307	\$ 60,190	\$ 62,073	\$ 63,956	\$ 65,839	\$ 67,722	\$ 69,605	\$ 71,488	\$ 73,371	\$ 75,254	\$ 1,883
10	\$ 64,208	\$ 66,283	\$ 68,358	\$ 70,433	\$ 72,508	\$ 74,583	\$ 76,658	\$ 78,733	\$ 80,808	\$ 82,883	\$ 2,075
11	\$ 68,295	\$ 70,566	\$ 72,837	\$ 75,108	\$ 77,379	\$ 79,650	\$ 81,921	\$ 84,192	\$ 86,463	\$ 88,734	\$ 2,271
12	\$ 81,834	\$ 84,562	\$ 87,290	\$ 90,018	\$ 92,746	\$ 95,474	\$ 98,202	\$ 100,930	\$ 103,658	\$ 106,386	\$ 2,728
13	\$ 97,307	\$ 100,552	\$ 103,797	\$ 107,042	\$ 110,287	\$ 113,532	\$ 116,777	\$ 120,022	\$ 123,267	\$ 126,512	\$ 3,245
14	\$ 115,004	\$ 118,834	\$ 122,664	\$ 126,494	\$ 130,324	\$ 134,154	\$ 137,984	\$ 141,814	\$ 145,644	\$ 149,474	\$ 3,830

2018-2021 Compensation Units 1 & 2 CBA

Attachment 2 of 6

# District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)



**Fiscal Year:** 2020      **Service Code Definition:** Social Worker & Student Trainee

**Effective Date:** October 13, 2019

**Union/Nonunion:** Union      **Affected CBU/Service Code(s):** A22

**Pay Plan/Schedule:** CS      **Series:** 0185 Social Worker  
**Peoplesoft Schedule:** DS0080      0186 Social Worker (Associate)  
 X05

**% Increase:** 3.0%

**Resolution Number:**

**Date of Resolution:**

Grade	Steps										Between Steps
	1	2	3	4	5	6	7	8	9	10	
5	\$ 54,478	\$ 55,908	\$ 57,338	\$ 58,768	\$ 60,198	\$ 61,628	\$ 63,058	\$ 64,488	\$ 65,918	\$ 67,348	\$ 1,430
7	\$ 59,066	\$ 60,658	\$ 62,250	\$ 63,842	\$ 65,434	\$ 67,026	\$ 68,618	\$ 70,210	\$ 71,802	\$ 73,394	\$ 1,592
9	\$ 64,048	\$ 65,817	\$ 67,586	\$ 69,355	\$ 71,124	\$ 72,893	\$ 74,662	\$ 76,431	\$ 78,200	\$ 79,969	\$ 1,769
11	\$ 72,953	\$ 75,091	\$ 77,229	\$ 79,367	\$ 81,505	\$ 83,643	\$ 85,781	\$ 87,919	\$ 90,057	\$ 92,195	\$ 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	\$ 91,397	\$ 94,231	\$ 97,065	\$ 99,899	\$ 102,733	\$ 105,567	\$ 108,401	\$ 111,235	\$ 114,069	\$ 116,903	\$ 2,834



# District of Columbia Government Salary Schedule: Comp Unit 1 & 2



Printed: 2/19/2020

Question 33

<b>Fiscal Year:</b>	<b>2020</b>	<b>Service Code Definition:</b>	<b>Health Care Occupations</b>
<b>Effective Date:</b>	<b>October 13, 2019</b>	<b>Service Codes:</b>	<b>A15, A39</b>
<b>Union/Nonunion:</b>	<b>Union</b>	<b>Job Series:</b>	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
<b>Pay Plan/Schedule:</b>	<b>CS</b>		
<b>Peoplesoft Schedule:</b>	<b>DS0069 X06</b>		
<b>% Increase:</b>	<b>3.0%</b>		
<b>Resolution Number:</b>			
<b>Date of Resolution:</b>			

Grade	1	2	3	4	Step 5	6	7	8	9	10	Between Steps
5 \$	43,051	\$ 44,221	\$ 45,391	\$ 46,561	\$ 47,731	\$ 48,901	\$ 50,071	\$ 51,241	\$ 52,411	\$ 53,581	\$ 1,170
6 \$	47,718	\$ 49,014	\$ 50,310	\$ 51,606	\$ 52,902	\$ 54,198	\$ 55,494	\$ 56,790	\$ 58,086	\$ 59,382	\$ 1,296
7 \$	51,313	\$ 52,764	\$ 54,215	\$ 55,666	\$ 57,117	\$ 58,568	\$ 60,019	\$ 61,470	\$ 62,921	\$ 64,372	\$ 1,451
8 \$	56,604	\$ 58,202	\$ 59,800	\$ 61,398	\$ 62,996	\$ 64,594	\$ 66,192	\$ 67,790	\$ 69,388	\$ 70,986	\$ 1,598
9 \$	62,287	\$ 64,054	\$ 65,821	\$ 67,588	\$ 69,355	\$ 71,122	\$ 72,889	\$ 74,656	\$ 76,423	\$ 78,190	\$ 1,767
10 \$	68,370	\$ 70,307	\$ 72,244	\$ 74,181	\$ 76,118	\$ 78,055	\$ 79,992	\$ 81,929	\$ 83,866	\$ 85,803	\$ 1,937
11 \$	75,103	\$ 77,237	\$ 79,371	\$ 81,505	\$ 83,639	\$ 85,773	\$ 87,907	\$ 90,041	\$ 92,175	\$ 94,309	\$ 2,134
12 \$	89,996	\$ 92,553	\$ 95,110	\$ 97,667	\$ 100,224	\$ 102,781	\$ 105,338	\$ 107,895	\$ 110,452	\$ 113,009	\$ 2,557

2018-2021 Compensation Units 1 & 2 CBA

Attachment 2 of 6

# District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)



**Fiscal Year:** 2020      **Service Code Definition:** Maintenance, Trades, & Labor

**Effective Date:** October 13, 2019      **L- Leader**

**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:** 3.0%

**Resolution Number:**

**Date of Resolution:**

Grade	1	2	3	4	Step 5	6	7	8	9	10	Between Steps
02	\$ 16.91	\$ 17.50	\$ 18.09	\$ 18.68	\$ 19.27	\$ 19.86	\$ 20.45	\$ 21.04	\$ 21.63	\$ 22.22	\$ 0.59
02L	\$ 18.45	\$ 19.09	\$ 19.73	\$ 20.37	\$ 21.01	\$ 21.65	\$ 22.29	\$ 22.93	\$ 23.57	\$ 24.21	\$ 0.64
03	\$ 18.28	\$ 18.89	\$ 19.50	\$ 20.11	\$ 20.72	\$ 21.33	\$ 21.94	\$ 22.55	\$ 23.16	\$ 23.77	\$ 0.61
03L	\$ 19.95	\$ 20.64	\$ 21.33	\$ 22.02	\$ 22.71	\$ 23.40	\$ 24.09	\$ 24.78	\$ 25.47	\$ 26.16	\$ 0.69
04	\$ 19.55	\$ 20.22	\$ 20.89	\$ 21.56	\$ 22.23	\$ 22.90	\$ 23.57	\$ 24.24	\$ 24.91	\$ 25.58	\$ 0.67
04L	\$ 21.39	\$ 22.13	\$ 22.87	\$ 23.61	\$ 24.35	\$ 25.09	\$ 25.83	\$ 26.57	\$ 27.31	\$ 28.05	\$ 0.74
05	\$ 20.87	\$ 21.58	\$ 22.29	\$ 23.00	\$ 23.71	\$ 24.42	\$ 25.13	\$ 25.84	\$ 26.55	\$ 27.26	\$ 0.71
05L	\$ 22.74	\$ 23.53	\$ 24.32	\$ 25.11	\$ 25.90	\$ 26.69	\$ 27.48	\$ 28.27	\$ 29.06	\$ 29.85	\$ 0.79
06	\$ 22.08	\$ 22.85	\$ 23.62	\$ 24.39	\$ 25.16	\$ 25.93	\$ 26.70	\$ 27.47	\$ 28.24	\$ 29.01	\$ 0.77
06L	\$ 24.26	\$ 25.09	\$ 25.92	\$ 26.75	\$ 27.58	\$ 28.41	\$ 29.24	\$ 30.07	\$ 30.90	\$ 31.73	\$ 0.83
07	\$ 23.55	\$ 24.36	\$ 25.17	\$ 25.98	\$ 26.79	\$ 27.60	\$ 28.41	\$ 29.22	\$ 30.03	\$ 30.84	\$ 0.81
07L	\$ 25.74	\$ 26.63	\$ 27.52	\$ 28.41	\$ 29.30	\$ 30.19	\$ 31.08	\$ 31.97	\$ 32.86	\$ 33.75	\$ 0.89
08	\$ 24.89	\$ 25.74	\$ 26.59	\$ 27.44	\$ 28.29	\$ 29.14	\$ 29.99	\$ 30.84	\$ 31.69	\$ 32.54	\$ 0.85
08L	\$ 27.22	\$ 28.18	\$ 29.14	\$ 30.10	\$ 31.06	\$ 32.02	\$ 32.98	\$ 33.94	\$ 34.90	\$ 35.86	\$ 0.96
09	\$ 26.09	\$ 27.00	\$ 27.91	\$ 28.82	\$ 29.73	\$ 30.64	\$ 31.55	\$ 32.46	\$ 33.37	\$ 34.28	\$ 0.91
09L	\$ 28.63	\$ 29.62	\$ 30.61	\$ 31.60	\$ 32.59	\$ 33.58	\$ 34.57	\$ 35.56	\$ 36.55	\$ 37.54	\$ 0.99
10	\$ 27.42	\$ 28.38	\$ 29.34	\$ 30.30	\$ 31.26	\$ 32.22	\$ 33.18	\$ 34.14	\$ 35.10	\$ 36.06	\$ 0.96
10L	\$ 30.11	\$ 31.15	\$ 32.19	\$ 33.23	\$ 34.27	\$ 35.31	\$ 36.35	\$ 37.39	\$ 38.43	\$ 39.47	\$ 1.04
11	\$ 28.80	\$ 29.80	\$ 30.80	\$ 31.80	\$ 32.80	\$ 33.80	\$ 34.80	\$ 35.80	\$ 36.80	\$ 37.80	\$ 1.00
11L	\$ 31.54	\$ 32.64	\$ 33.74	\$ 34.84	\$ 35.94	\$ 37.04	\$ 38.14	\$ 39.24	\$ 40.34	\$ 41.44	\$ 1.10
12	\$ 30.11	\$ 31.15	\$ 32.19	\$ 33.23	\$ 34.27	\$ 35.31	\$ 36.35	\$ 37.39	\$ 38.43	\$ 39.47	\$ 1.04
12L	\$ 33.00	\$ 34.13	\$ 35.26	\$ 36.39	\$ 37.52	\$ 38.65	\$ 39.78	\$ 40.91	\$ 42.04	\$ 43.17	\$ 1.13
13	\$ 31.38	\$ 32.47	\$ 33.56	\$ 34.65	\$ 35.74	\$ 36.83	\$ 37.92	\$ 39.01	\$ 40.10	\$ 41.19	\$ 1.09
13L	\$ 34.26	\$ 35.51	\$ 36.76	\$ 38.01	\$ 39.25	\$ 40.50	\$ 41.75	\$ 43.00	\$ 44.25	\$ 45.50	\$ 1.25

# District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)



**Fiscal Year:** 2020 **Service Code Definition:** Correctional Officers & EMS  
**Effective Date:** October 13, 2019  
**Union/Nonunion:** Union **Affected CBU/Service Code(s):** A01. A03. A20. A21  
**Pay Plan/Schedule:** CS **Series:** 0007 Correctional Officer  
**Peoplesoft Schedule:** DS0070 0083 Special Police Officer  
 X10 0699 EMT/Paramedic  
**% Increase:** 3.0%

**Resolution Number:**

**Date of Resolution:**

Grade	1	2	3	4	5	Steps	6	7	8	9	10	Between Steps
5	\$ 45,405	\$ 46,571	\$ 47,737	\$ 48,903	\$ 50,069		\$ 51,235	\$ 52,401	\$ 53,567	\$ 54,733	\$ 55,899	\$ 1,166
6	\$ 49,002	\$ 50,302	\$ 51,602	\$ 52,902	\$ 54,202		\$ 55,502	\$ 56,802	\$ 58,102	\$ 59,402	\$ 60,702	\$ 1,300
7	\$ 52,209	\$ 53,681	\$ 55,153	\$ 56,625	\$ 58,097		\$ 59,569	\$ 61,041	\$ 62,513	\$ 63,985	\$ 65,457	\$ 1,472
8	\$ 57,564	\$ 59,193	\$ 60,822	\$ 62,451	\$ 64,080		\$ 65,709	\$ 67,338	\$ 68,967	\$ 70,596	\$ 72,225	\$ 1,629
9	\$ 63,364	\$ 65,162	\$ 66,960	\$ 68,758	\$ 70,556		\$ 72,354	\$ 74,152	\$ 75,950	\$ 77,748	\$ 79,546	\$ 1,798
10	\$ 69,532	\$ 71,508	\$ 73,484	\$ 75,460	\$ 77,436		\$ 79,412	\$ 81,388	\$ 83,364	\$ 85,340	\$ 87,316	\$ 1,976

**District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)**



**Fiscal Year:** 2021      **Service Code Definition:** Professional and Scientific

**Effective Date:** October 11, 2020      **Series:**

**Union/Nonunion:** Union      **Affected CBU/Service Code(s):**

**Pay Plan/Schedule:** CS

**Peoplesoft Schedule:** DS0077  
X01

**% Increase:** 3.5%

**Resolution Number:**

**Date of Resolution:**

Grade	Steps										Between Steps
	1	2	3	4	5	6	7	8	9	10	
9 \$	57,162 \$	58,988 \$	60,814 \$	62,640 \$	64,466 \$	66,292 \$	68,118 \$	69,944 \$	71,770 \$	73,596 \$	1,826
10 \$	62,707 \$	64,718 \$	66,729 \$	68,740 \$	70,751 \$	72,762 \$	74,773 \$	76,784 \$	78,795 \$	80,806 \$	2,011
11 \$	68,870 \$	71,083 \$	73,296 \$	75,509 \$	77,722 \$	79,935 \$	82,148 \$	84,361 \$	86,574 \$	88,787 \$	2,213
12 \$	85,209 \$	87,855 \$	90,501 \$	93,147 \$	95,793 \$	98,439 \$	101,085 \$	103,731 \$	106,377 \$	109,023 \$	2,646
13 \$	98,176 \$	101,324 \$	104,472 \$	107,620 \$	110,768 \$	113,916 \$	117,064 \$	120,212 \$	123,360 \$	126,508 \$	3,148
14 \$	116,034 \$	119,752 \$	123,470 \$	127,188 \$	130,906 \$	134,624 \$	138,342 \$	142,060 \$	145,778 \$	149,496 \$	3,718

# District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)



**Fiscal Year:** 2021      **Service Code Definition:** Technical and Paraprofessional

**Effective Date:** October 11, 2020      **Series:**

**Union/Nonunion:** Union      **Affected CBU/Service Code(s):**

**Pay Plan/Schedule:** CS  
**Peoplesoft Schedule:** DS0078  
 X02

**% Increase:** 3.5%

**Resolution Number:**

**Date of Resolution:**

Grade	Steps										Between Steps
	1	2	3	4	5	6	7	8	9	10	
5 \$	38,538 \$	39,881 \$	41,224 \$	42,567 \$	43,910 \$	45,253 \$	46,596 \$	47,939 \$	49,282 \$	50,625 \$	1,343
6 \$	42,704 \$	44,192 \$	45,680 \$	47,168 \$	48,656 \$	50,144 \$	51,632 \$	53,120 \$	54,608 \$	56,096 \$	1,488
7 \$	47,317 \$	48,962 \$	50,607 \$	52,252 \$	53,897 \$	55,542 \$	57,187 \$	58,832 \$	60,477 \$	62,122 \$	1,645
8 \$	51,964 \$	53,620 \$	55,276 \$	56,932 \$	58,588 \$	60,244 \$	61,900 \$	63,556 \$	65,212 \$	66,868 \$	1,656
9 \$	57,162 \$	58,988 \$	60,814 \$	62,640 \$	64,466 \$	66,292 \$	68,118 \$	69,944 \$	71,770 \$	73,596 \$	1,826
10 \$	62,707 \$	64,718 \$	66,729 \$	68,740 \$	70,751 \$	72,762 \$	74,773 \$	76,784 \$	78,795 \$	80,806 \$	2,011
11 \$	68,870 \$	71,083 \$	73,296 \$	75,509 \$	77,722 \$	79,935 \$	82,148 \$	84,361 \$	86,574 \$	88,787 \$	2,213

Printed: 2/19/2020

Question 33

2018-2021 Compensation Units 1 & 2 CBA

Attachment 2 of 6

# District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)



**Fiscal Year:** 2021 **Service Code Definition:** Clerical and Administrative Support

**Effective Date:** October 11, 2020 **Series:**

**Union/Nonunion:** Union **Affected CBU/Service Code(s):**

**Pay Plan/Schedule:** CS  
**Peoplesoft Schedule:** DS0079  
 X03

**% Increase:** 3.5%

**Resolution Number:**

**Date of Resolution:**

Grade	Steps										Between Steps
	1	2	3	4	5	6	7	8	9	10	
2	\$ 31,184	\$ 32,274	\$ 33,364	\$ 34,454	\$ 35,544	\$ 36,634	\$ 37,724	\$ 38,814	\$ 39,904	\$ 40,994	\$ 1,090
3	\$ 33,981	\$ 35,160	\$ 36,339	\$ 37,518	\$ 38,697	\$ 39,876	\$ 41,055	\$ 42,234	\$ 43,413	\$ 44,592	\$ 1,179
4	\$ 35,637	\$ 36,848	\$ 38,059	\$ 39,270	\$ 40,481	\$ 41,692	\$ 42,903	\$ 44,114	\$ 45,325	\$ 46,536	\$ 1,211
5	\$ 38,538	\$ 39,881	\$ 41,224	\$ 42,567	\$ 43,910	\$ 45,253	\$ 46,596	\$ 47,939	\$ 49,282	\$ 50,625	\$ 1,343
6	\$ 42,704	\$ 44,192	\$ 45,680	\$ 47,168	\$ 48,656	\$ 50,144	\$ 51,632	\$ 53,120	\$ 54,608	\$ 56,096	\$ 1,488
7	\$ 47,317	\$ 48,962	\$ 50,607	\$ 52,252	\$ 53,897	\$ 55,542	\$ 57,187	\$ 58,832	\$ 60,477	\$ 62,122	\$ 1,645
8	\$ 51,964	\$ 53,620	\$ 55,276	\$ 56,932	\$ 58,588	\$ 60,244	\$ 61,900	\$ 63,556	\$ 65,212	\$ 66,868	\$ 1,656
9	\$ 57,162	\$ 58,988	\$ 60,814	\$ 62,640	\$ 64,466	\$ 66,292	\$ 68,118	\$ 69,944	\$ 71,770	\$ 73,596	\$ 1,826

# District of Columbia Government Salary Schedule: Comp Unit 1 & 2



Printed: 2/19/2020

Question 33

**Fiscal Year:** 2021 **Service Code Definition:** Corrections and Other Occupation Groups

**Effective Date:** October 11, 2020

**Union/Nonunion:** Union **Job Series:** 0006 Correctional Program Specialist  
 0081 Fire Protection Specialist  
 0101 Correctional Treatment Specialist  
 0390 Telecommunications Equipment Operator  
**Pay Plan/Schedule:** CS 1802 Cellblock Technician (Cellblock Only)  
**Peoplesoft Schedule:** DS0067 1811 Criminal Investigator  
 X04 2151 Dispatcher (OUC Only)

**% Increase:** 3.5%

**Resolution Number:**

**Date of Resolution:**

Grade	1	2	3	4	Step 5	6	7	8	9	10	Between Steps
4	\$ 41,344	\$ 42,493	\$ 43,642	\$ 44,791	\$ 45,940	\$ 47,089	\$ 48,238	\$ 49,387	\$ 50,536	\$ 51,685	\$ 1,149
5	\$ 47,549	\$ 48,834	\$ 50,119	\$ 51,404	\$ 52,689	\$ 53,974	\$ 55,259	\$ 56,544	\$ 57,829	\$ 59,114	\$ 1,285
6	\$ 50,119	\$ 51,554	\$ 52,989	\$ 54,424	\$ 55,858	\$ 57,293	\$ 58,728	\$ 60,163	\$ 61,598	\$ 63,033	\$ 1,435
7	\$ 54,098	\$ 55,691	\$ 57,284	\$ 58,877	\$ 60,470	\$ 62,063	\$ 63,656	\$ 65,249	\$ 66,842	\$ 68,435	\$ 1,593
8	\$ 56,382	\$ 58,150	\$ 59,918	\$ 61,686	\$ 63,454	\$ 65,222	\$ 66,990	\$ 68,758	\$ 70,526	\$ 72,294	\$ 1,768
9	\$ 60,347	\$ 62,296	\$ 64,245	\$ 66,194	\$ 68,143	\$ 70,092	\$ 72,041	\$ 73,990	\$ 75,939	\$ 77,888	\$ 1,949
10	\$ 66,454	\$ 68,602	\$ 70,750	\$ 72,898	\$ 75,046	\$ 77,194	\$ 79,342	\$ 81,490	\$ 83,638	\$ 85,786	\$ 2,148
11	\$ 70,687	\$ 73,037	\$ 75,387	\$ 77,737	\$ 80,087	\$ 82,437	\$ 84,787	\$ 87,137	\$ 89,487	\$ 91,837	\$ 2,350
12	\$ 84,700	\$ 87,523	\$ 90,346	\$ 93,169	\$ 95,992	\$ 98,815	\$ 101,638	\$ 104,461	\$ 107,284	\$ 110,107	\$ 2,823
13	\$ 100,711	\$ 104,070	\$ 107,429	\$ 110,788	\$ 114,147	\$ 117,506	\$ 120,865	\$ 124,224	\$ 127,583	\$ 130,942	\$ 3,359
14	\$ 119,029	\$ 122,993	\$ 126,957	\$ 130,921	\$ 134,885	\$ 138,849	\$ 142,813	\$ 146,777	\$ 150,741	\$ 154,705	\$ 3,964

2018-2021 Compensation Units 1 & 2 CBA

Attachment 2 of 6

# District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)



**Fiscal Year:** 2021      **Service Code Definition:** Social Worker & Student Trainee

**Effective Date:** October 11, 2020

**Union/Nonunion:** Union      **Affected CBU/Service Code(s):** A22

**Pay Plan/Schedule:** CS      **Series:** 0185 Social Worker  
**Peoplesoft Schedule:** DS0080      0186 Social Worker (Associate)  
 X05

**% Increase:** 3.5%

**Resolution Number:**

**Date of Resolution:**

Grade	Steps										Between Steps
	1	2	3	4	5	6	7	8	9	10	
5	\$ 56,385	\$ 57,865	\$ 59,345	\$ 60,825	\$ 62,305	\$ 63,785	\$ 65,265	\$ 66,745	\$ 68,225	\$ 69,705	\$ 1,480
7	\$ 61,132	\$ 62,780	\$ 64,428	\$ 66,076	\$ 67,724	\$ 69,372	\$ 71,020	\$ 72,668	\$ 74,316	\$ 75,964	\$ 1,648
9	\$ 66,289	\$ 68,120	\$ 69,951	\$ 71,782	\$ 73,613	\$ 75,444	\$ 77,275	\$ 79,106	\$ 80,937	\$ 82,768	\$ 1,831
11	\$ 75,506	\$ 77,719	\$ 79,932	\$ 82,145	\$ 84,358	\$ 86,571	\$ 88,784	\$ 90,997	\$ 93,210	\$ 95,423	\$ 2,213
12	\$ 85,209	\$ 87,855	\$ 90,501	\$ 93,147	\$ 95,793	\$ 98,439	\$ 101,085	\$ 103,731	\$ 106,377	\$ 109,023	\$ 2,646
13	\$ 94,593	\$ 97,527	\$ 100,461	\$ 103,395	\$ 106,329	\$ 109,263	\$ 112,197	\$ 115,131	\$ 118,065	\$ 120,999	\$ 2,934

Printed: 2/19/2020

Question 33

2018-2021 Compensation Units 1 & 2 CBA

Attachment 2 of 6



# District of Columbia Government Salary Schedule: Comp Unit 1 & 2



Printed: 2/19/2020

Question 33

<b>Fiscal Year:</b>	<b>2021</b>	<b>Service Code Definition:</b>	<b>Health Care Occupations</b>
<b>Effective Date:</b>	<b>October 11, 2020</b>	<b>Service Codes:</b>	<b>A15, A39</b>
<b>Union/Nonunion:</b>	<b>Union</b>	<b>Job Series:</b>	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
<b>Pay Plan/Schedule:</b>	<b>CS</b>		
<b>Peoplesoft Schedule:</b>	<b>DS0069 X06</b>		
<b>% Increase:</b>	<b>3.5%</b>		
<b>Resolution Number:</b>			
<b>Date of Resolution:</b>			

Grade	1	2	3	4	Step 5	6	7	8	9	10	Between Steps
5 \$	44,558 \$	45,769 \$	46,980 \$	48,191 \$	49,402 \$	50,613 \$	51,824 \$	53,035 \$	54,246 \$	55,457 \$	1,211 \$
6 \$	49,386 \$	50,728 \$	52,070 \$	53,412 \$	54,754 \$	56,096 \$	57,438 \$	58,780 \$	60,122 \$	61,464 \$	1,342 \$
7 \$	53,108 \$	54,610 \$	56,112 \$	57,614 \$	59,116 \$	60,618 \$	62,120 \$	63,622 \$	65,124 \$	66,626 \$	1,502 \$
8 \$	58,585 \$	60,239 \$	61,893 \$	63,547 \$	65,201 \$	66,855 \$	68,509 \$	70,163 \$	71,817 \$	73,471 \$	1,654 \$
9 \$	64,470 \$	66,298 \$	68,126 \$	69,954 \$	71,782 \$	73,610 \$	75,438 \$	77,266 \$	79,094 \$	80,922 \$	1,828 \$
10 \$	70,762 \$	72,767 \$	74,772 \$	76,777 \$	78,782 \$	80,787 \$	82,792 \$	84,797 \$	86,802 \$	88,807 \$	2,005 \$
11 \$	77,734 \$	79,942 \$	82,150 \$	84,358 \$	86,566 \$	88,774 \$	90,982 \$	93,190 \$	95,398 \$	97,606 \$	2,208 \$
12 \$	93,144 \$	95,791 \$	98,438 \$	101,085 \$	103,732 \$	106,379 \$	109,026 \$	111,673 \$	114,320 \$	116,967 \$	2,647 \$

2018-2021 Compensation Units 1 & 2 CBA

Attachment 2 of 6

# District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)



**Fiscal Year:** 2021 **Service Code Definition:** Maintenance, Trades, & Labor

**Effective Date:** October 11, 2020 **L- Leader**

**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:** 3.5%

**Resolution Number:**

**Date of Resolution:**

Grade	1	2	3	4	Step 5	6	7	8	9	10	Between Steps
02	\$ 17.50	\$ 18.11	\$ 18.72	\$ 19.33	\$ 19.94	\$ 20.55	\$ 21.16	\$ 21.77	\$ 22.38	\$ 22.99	\$ 0.61
02L	\$ 19.07	\$ 19.74	\$ 20.41	\$ 21.08	\$ 21.75	\$ 22.42	\$ 23.09	\$ 23.76	\$ 24.43	\$ 25.10	\$ 0.67
03	\$ 18.89	\$ 19.53	\$ 20.17	\$ 20.81	\$ 21.45	\$ 22.09	\$ 22.73	\$ 23.37	\$ 24.01	\$ 24.65	\$ 0.64
03L	\$ 20.66	\$ 21.37	\$ 22.08	\$ 22.79	\$ 23.50	\$ 24.21	\$ 24.92	\$ 25.63	\$ 26.34	\$ 27.05	\$ 0.71
04	\$ 20.21	\$ 20.91	\$ 21.61	\$ 22.31	\$ 23.01	\$ 23.71	\$ 24.41	\$ 25.11	\$ 25.81	\$ 26.51	\$ 0.70
04L	\$ 22.16	\$ 22.92	\$ 23.68	\$ 24.44	\$ 25.20	\$ 25.96	\$ 26.72	\$ 27.48	\$ 28.24	\$ 29.00	\$ 0.76
05	\$ 21.62	\$ 22.35	\$ 23.08	\$ 23.81	\$ 24.54	\$ 25.27	\$ 26.00	\$ 26.73	\$ 27.46	\$ 28.19	\$ 0.73
05L	\$ 23.53	\$ 24.35	\$ 25.17	\$ 25.99	\$ 26.81	\$ 27.63	\$ 28.45	\$ 29.27	\$ 30.09	\$ 30.91	\$ 0.82
06	\$ 22.84	\$ 23.64	\$ 24.44	\$ 25.24	\$ 26.04	\$ 26.84	\$ 27.64	\$ 28.44	\$ 29.24	\$ 30.04	\$ 0.80
06L	\$ 25.11	\$ 25.97	\$ 26.83	\$ 27.69	\$ 28.55	\$ 29.41	\$ 30.27	\$ 31.13	\$ 31.99	\$ 32.85	\$ 0.86
07	\$ 24.37	\$ 25.21	\$ 26.05	\$ 26.89	\$ 27.73	\$ 28.57	\$ 29.41	\$ 30.25	\$ 31.09	\$ 31.93	\$ 0.84
07L	\$ 26.61	\$ 27.54	\$ 28.47	\$ 29.40	\$ 30.33	\$ 31.26	\$ 32.19	\$ 33.12	\$ 34.05	\$ 34.98	\$ 0.93
08	\$ 25.76	\$ 26.64	\$ 27.52	\$ 28.40	\$ 29.28	\$ 30.16	\$ 31.04	\$ 31.92	\$ 32.80	\$ 33.68	\$ 0.88
08L	\$ 28.15	\$ 29.15	\$ 30.15	\$ 31.15	\$ 32.15	\$ 33.15	\$ 34.15	\$ 35.15	\$ 36.15	\$ 37.15	\$ 1.00
09	\$ 27.01	\$ 27.95	\$ 28.89	\$ 29.83	\$ 30.77	\$ 31.71	\$ 32.65	\$ 33.59	\$ 34.53	\$ 35.47	\$ 0.94
09L	\$ 29.65	\$ 30.67	\$ 31.69	\$ 32.71	\$ 33.73	\$ 34.75	\$ 35.77	\$ 36.79	\$ 37.81	\$ 38.83	\$ 1.02
10	\$ 28.39	\$ 29.38	\$ 30.37	\$ 31.36	\$ 32.35	\$ 33.34	\$ 34.33	\$ 35.32	\$ 36.31	\$ 37.30	\$ 0.99
10L	\$ 31.15	\$ 32.23	\$ 33.31	\$ 34.39	\$ 35.47	\$ 36.55	\$ 37.63	\$ 38.71	\$ 39.79	\$ 40.87	\$ 1.08
11	\$ 29.79	\$ 30.83	\$ 31.87	\$ 32.91	\$ 33.95	\$ 34.99	\$ 36.03	\$ 37.07	\$ 38.11	\$ 39.15	\$ 1.04
11L	\$ 32.64	\$ 33.78	\$ 34.92	\$ 36.06	\$ 37.20	\$ 38.34	\$ 39.48	\$ 40.62	\$ 41.76	\$ 42.90	\$ 1.14
12	\$ 31.15	\$ 32.23	\$ 33.31	\$ 34.39	\$ 35.47	\$ 36.55	\$ 37.63	\$ 38.71	\$ 39.79	\$ 40.87	\$ 1.08
12L	\$ 34.15	\$ 35.32	\$ 36.49	\$ 37.66	\$ 38.83	\$ 40.00	\$ 41.17	\$ 42.34	\$ 43.51	\$ 44.68	\$ 1.17
13	\$ 32.47	\$ 33.60	\$ 34.73	\$ 35.86	\$ 36.99	\$ 38.12	\$ 39.25	\$ 40.38	\$ 41.51	\$ 42.64	\$ 1.13
13L	\$ 35.50	\$ 36.78	\$ 38.06	\$ 39.34	\$ 40.62	\$ 41.90	\$ 43.18	\$ 44.46	\$ 45.74	\$ 47.02	\$ 1.28

# District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)



**Fiscal Year:** 2021 **Service Code Definition:** Correctional Officers & EMS

**Effective Date:** October 11, 2020

**Union/Nonunion:** Union **Affected CBU/Service Code(s):** A01. A03. A20. A21

**Pay Plan/Schedule:** CS **Series:** 0007 Correctional Officer  
**Peoplesoft Schedule:** DS0070 0083 Special Police Officer  
 X10 0699 EMT/Paramedic

**% Increase:** 3.5%

**Resolution Number:**

**Date of Resolution:**

Grade	Steps										Between Steps
	1	2	3	4	5	6	7	8	9	10	
5 \$	46,997 \$	48,203 \$	49,409 \$	50,615 \$	51,821 \$	53,027 \$	54,233 \$	55,439 \$	56,645 \$	57,851 \$	1,206
6 \$	50,719 \$	52,064 \$	53,409 \$	54,754 \$	56,099 \$	57,444 \$	58,789 \$	60,134 \$	61,479 \$	62,824 \$	1,345
7 \$	54,038 \$	55,561 \$	57,084 \$	58,607 \$	60,130 \$	61,653 \$	63,176 \$	64,699 \$	66,222 \$	67,745 \$	1,523
8 \$	59,579 \$	61,265 \$	62,951 \$	64,637 \$	66,323 \$	68,009 \$	69,695 \$	71,381 \$	73,067 \$	74,753 \$	1,686
9 \$	65,585 \$	67,445 \$	69,305 \$	71,165 \$	73,025 \$	74,885 \$	76,745 \$	78,605 \$	80,465 \$	82,325 \$	1,860
10 \$	71,966 \$	74,011 \$	76,056 \$	78,101 \$	80,146 \$	82,191 \$	84,236 \$	86,281 \$	88,326 \$	90,371 \$	2,045

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# LABOR AGREEMENT

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*between the*

Metropolitan Police Department

*and the*

National Association of  
Government Employees (NAGE)

Local R3-05

**Effective March 8, 2007 – September 30, 2010**

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## **ARTICLE 1 PREAMBLE**

### **Section 1**

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

### **Section 2**

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

### **Section 3**

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

### **Section 4**

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

## **ARTICLE 2 RECOGNITION**

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

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

**ARTICLE 3  
WAGES AND OTHER BENEFITS**

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

**ARTICLE 4  
NO STRIKE CLAUSE**

**Section 1**

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

**Section 2**

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

**Section 3**

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

**Section 4**

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

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



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

### **Section 5**

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

## **ARTICLE 5 MANAGEMENT RIGHTS**

### **Section 1**

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

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

### **Section 2**

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

**Section 3**

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

**Section 4**

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

**ARTICLE 6  
RIGHTS OF EMPLOYEE REPRESENTATION**

**Section 1**

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

**Section 2**

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

**Section 3**

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

**Section 4**

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

**Section 5**

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

**Section 6**

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

**Section 7**

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

**Section 8**

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

**Section 9**

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

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

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

### **Section 10**

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

### **Section 11**

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

## **ARTICLE 7 PROBATIONARY EMPLOYEES**

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

## **ARTICLE 8 DUES**

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

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

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

## **ARTICLE 9 UNION SECURITY**

### **Section 1**

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

### **Section 2**

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

### **Section 3**

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

### **Section 4**

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

### **Section 5**

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

## **ARTICLE 10 LABOR-MANAGEMENT COOPERATION**

### **Section 1**

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

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

## **Section 2**

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

## **Section 3**

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

# **ARTICLE 11 NON-DISCRIMINATION AND AFFIRMATIVE ACTION**

## **Section 1 - Non-discrimination**

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

## **Section 2 - Affirmative Action**

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

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

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

## **ARTICLE 12 USE OF FACILITIES**

### **Section 1**

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

### **Section 2**

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

**Section 3**

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

**Section 4**

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

**ARTICLE 13  
CONTRACTING OUT****Section 1**

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

**Section 2**

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

**ARTICLE 14  
EMPLOYEE LISTS**

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



## **ARTICLE 15 VACANCY ANNOUNCEMENTS**

### **Section 1**

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

### **Section 2**

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

### **Section 3**

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

### **Section 4**

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

## **ARTICLE 16 JOB DESCRIPTIONS**

### **Section 1**

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

**Section 2**

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

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

**Section 3**

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

**ARTICLE 17  
REDUCTION IN FORCE****Section 1**

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

**Section 2**

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

**ARTICLE 18  
SCHEDULING****Section 1 – Work Schedule**

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

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

## **Section 2 – Changes In Work Schedule**

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

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

## **Section 3 - Rest Periods**

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

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

## **Section 4**

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

# **ARTICLE 19 LEAVE**

## **Section 1 – Annual Leave**

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

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

the date(s) the leave is requested.

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

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

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

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

## **Section 2 – Sick Leave**

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

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

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

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

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

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

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

### **Section 3 - Family and Medical Leave**

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

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

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

### **Section 4 – Leave of Absences**

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

**Section 5 – Leave for Blood Donation**

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

**ARTICLE 20  
TRAINING****Section 1 – Basic Training**

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

**Section 2 – Reassignments and New Assignments**

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

**Section 3 – Continued Training Opportunities**

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

**Section 4 – Career Training and Development**

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

**Section 5 – Funding**

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

## **ARTICLE 21 SAFETY AND HEALTH**

### **Section 1**

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

### **Section 2**

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

### **Section 3**

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

### **Section 4**

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

### **Section 5**

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

### **Section 6**

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

**Section 7**

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

**Section 8**

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

**Section 9**

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

**Section 10**

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

**ARTICLE 22  
PERSONNEL FILES****Section 1**

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

**Section 2**

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



**Section 3**

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

**Section 4**

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

**Section 5**

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

**Section 6**

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

**Section 7**

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

**ARTICLE 23  
DISTRIBUTION OF CONTRACT**

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

**ARTICLE 24  
DISCIPLINE**

**Section 1**

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

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

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

## **Section 2**

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

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

## **Section 3**

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

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

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

**Section 4**

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

**Section 5**

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

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

**Section 6**

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

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

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

**Section 7**

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

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

**Section 8**

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

**Section 9**

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

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

**ARTICLE 25  
GRIEVANCE PROCEDURE**

**A. PURPOSE**

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

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

## **B. PRESENTATION OF GRIEVANCES**

### **Section 1**

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

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

### **Section 2**

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

### **Section 3**

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

### **Section 4**

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

## **C. PROCEDURAL STEPS**

### **Informal Step**

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

### **Step 1**

#### **Section 1**

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

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

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

## **Section 2**

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

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

## **Step 2**

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

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

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

#### **D. GENERAL**

##### **Section 1**

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

##### **Section 2**

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

##### **Section 3**

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

##### **Section 4**

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

##### **Section 5**

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

##### **Section 6**

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



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

### **Section 7**

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

## **E. ARBITRATION**

### **Section 1**

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

### **Section 2**

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

### **Section 3**

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

### **Section 4**

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

**Section 5**

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

**Section 6**

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

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

## **ARTICLE 26 DISTRICT PERSONNEL MANUAL**

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

## **ARTICLE 27 SAVINGS CLAUSE**

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

## **ARTICLE 28 DETAILS**

### **Section 1**

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

### **Section 2**

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

### **Section 3**

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

### **Section 4**

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

**ARTICLE 29**  
**DURATION AND FINALITY OF AGREEMENT**

**Section 1**

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

**Section 2**

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

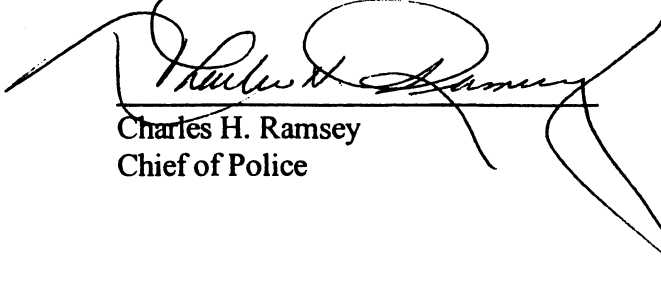
**Section 3**

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

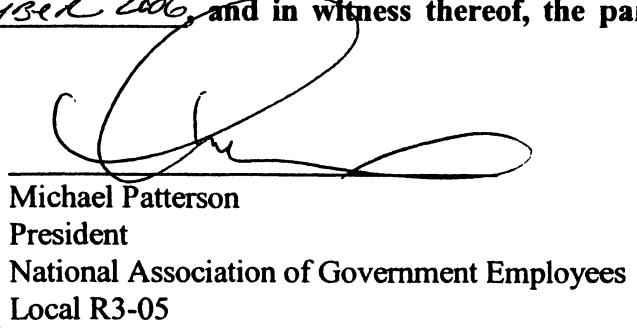
**Section 4**

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

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



Charles H. Ramsey  
Chief of Police



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

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**MASTER AGREEMENT**

**BETWEEN**

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

**AND**

**THE GOVERNMENT OF THE DISTRICT OF COLUMBIA**

**EFFECTIVE THROUGH SEPTEMBER 30, 1995**

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PREAMBLE

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

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

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

ARTICLE 1  
RECOGNITION

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

ARTICLE 2  
GOVERNING LAWS AND REGULATIONS

SECTION 1:

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

SECTION 2:

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

**ARTICLE 3**  
**UNION SECURITY AND DUES DEDUCTION**

SECTION 1:

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

SECTION 2:

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

SECTION 3:

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

SECTION 4:

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

SECTION 5:

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

SECTION 6:

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

SECTION 7:

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

ARTICLE 4  
UNION RIGHTS

SECTION 1:

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

SECTION 2:

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

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

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

### SECTION 3:

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

### SECTION 4:

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

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

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

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

SECTION 5:

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

SECTION 6:

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

SECTION 7:

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

SECTION 8:

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

SECTION 9:

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

**SECTION 10:**

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

**SECTION 11:**

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

**ARTICLE 5****LABOR-MANAGEMENT RELATIONS****SECTION 1 - CONSULTATION AND COMMUNICATION:**

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

**SECTION 2 - LABOR-MANAGEMENT RELATIONS COMMITTEE:**

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

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



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

### SECTION 3 - LEVEL MEETINGS:

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

### SECTION 4:

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

## ARTICLE 6 EMPLOYEE RIGHTS

### SECTION 1:

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

### SECTION 2:

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

### SECTION 3:

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

**SECTION 4:**

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

**SECTION 5:**

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

**SECTION 6:**

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

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

**SECTION 7:**

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

**SECTION 8:**

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

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

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

ARTICLE 7  
CLASSIFICATION AND POSITION DESCRIPTION

SECTION 1 - CLASSIFICATION:

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

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

SECTION 2 - POSITION DESCRIPTIONS:

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

SECTION 3:

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

SECTION 4:

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

SECTION 5:

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

SECTION 6:

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

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

**SECTION 7:**

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

**SECTION 8:**

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

**ARTICLE 8**  
**MERIT STAFFING**

**SECTION 1:**

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

**SECTION 2:**

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

**SECTION 3:**

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

**SECTION 4:**

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

SECTION 5:

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

SECTION 6:

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

SECTION 7:

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

SECTION 8:

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

SECTION 9:

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

SECTION 10:

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

SECTION 11:

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

SECTION 12:

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

- a. Any record of performance or supervisory evaluation not submitted by the candidate which was used in considering him or her for selection;
- b. Whether he or she was found eligible on the basis of minimum qualifications;
- c. The name of the individual selected; and
- d. His or her categorical ranking.

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

SECTION 13:

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

ARTICLE 9  
CAREER LADDER

SECTION 1:

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

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

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

#### SECTION 2:

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

#### SECTION 3:

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

#### SECTION 4:

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

### ARTICLE 10

#### DETAILS AND TEMPORARY PROMOTIONS

##### SECTION 1 - DETAILS:

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

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

#### SECTION 2 - TEMPORARY PROMOTIONS:

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

#### ARTICLE 11 SPECIALLY FUNDED POSITIONS

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



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

**ARTICLE 12**  
**TEMPORARY AND TERM EMPLOYEES**

**SECTION 1:**

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

**SECTION 2:**

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

**SECTION 3:**

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

**ARTICLE 13**  
**REASSIGNMENTS**

**SECTION 1:**

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

**SECTION 2:**

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

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

SECTION 3:

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

ARTICLE 14  
PERFORMANCE EVALUATION

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

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

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

**ARTICLE 15**  
**TRAINING AND UPWARD MOBILITY**

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

**SECTION 1 - INFORMATION:**

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

**SECTION 2:**

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

**SECTION 3 - RECORDS:**

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

**SECTION 4 - IN-HOUSE TRAINING:**

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

**SECTION 5 - MANDATORY TRAINING:**

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

SECTION 6 - OPTIONAL TRAINING:

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

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

SECTION 7:

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

SECTION 8 - LABOR REPRESENTATIVE TRAINING:

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

## ARTICLE 16

CONTRACTING OUT/PRIVATIZATIONSECTION 1:

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

SECTION 2:

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

SECTION 3:

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

SECTION 4:

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

SECTION 5:

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

ARTICLE 17  
REORGANIZATION OR REALIGNMENT

SECTION 1:

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

SECTION 2:

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

SECTION 3:

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

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

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

**SECTION 4:**

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

**SECTION 5:**

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

**ARTICLE 18**  
**REDUCTION IN FORCE (RIF) / FURLOUGHS**

**SECTION 1:**

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

**SECTION 2:**

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

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

**SECTION 3:**

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

**SECTION 4:**

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

**SECTION 5:**

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

**SECTION 6:**

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

**SECTION 7:**

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

**SECTION 8:**

Furlough days will not effect holiday pay or overtime pay.

SECTION 9:

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

SECTION 10:

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

SECTION 11:

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

ARTICLE 19  
EQUAL EMPLOYMENT OPPORTUNITY

SECTION 1:

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

SECTION 2:

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

SECTION 3:

Management agrees to promote the Affirmative Action Program ensuring that:



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

**SECTION 4:**

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

**SECTION 5:**

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

**SECTION 6:**

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

**SECTION 7:**

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

**SECTION 8:**

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

**ARTICLE 20**  
**CONSULTATION AND COUNSELING**

**SECTION 1:**

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

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

SECTION 2:

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

SECTION 3:

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

SECTION 4:

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

SECTION 5:

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

SECTION 6:

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

SECTION 7:

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

**ARTICLE 21**  
**LEAVE ADMINISTRATION**

**SECTION 1 - APPLICATION OF LEAVE:**

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

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

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

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

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

**SECTION 2 - CALL IN TIME**

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

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

**SECTION 3 - VACATION SCHEDULES:**

The Employer reserves the right to determine the number of

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

**SECTION 4 - PAID LEAVE:**

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

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

1. **Accumulation:** Annual leave will be earned as follows:  
(Based on full-time employment in a pay status)
  - a. Less than three years service - 1/2 day each pay period.
  - b. More than three years service - 3/4 day each pay period.
  - c. More than fifteen years service - 1 day each pay period.
2. Annual leave may be accrued, however no more than 30 days annual leave may be carried forward into the next leave year unless any of the following conditions are met:
  - a. to correct an Administrative error;
  - b. when annual leave was scheduled in advance but its use denied because of exigencies of the public business; or,
  - c. when the annual leave was scheduled in advance but its use was precluded because of illness or injury.

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

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

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

**B. SICK LEAVE:**

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

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

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

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

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

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

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

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

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

**C. MILITARY LEAVE:**

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

**D. COURT LEAVE:**

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

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

**E. VOTING AND REGISTRATION:**

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

**F. FUNERAL LEAVE:**

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

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

**G. OTHER (ADMINISTRATIVE LEAVE):**

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

**SECTION 5 - UNPAID LEAVE:****A. Leave Without Pay (LWOP):**

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

**B. Union Business:**

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

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

**C. TRAINING LEAVE:**

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

**D. MATERNITY/ PATERNITY LEAVE:**

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

**E. MILITARY FURLOUGH:**

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

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

**ARTICLE 22**  
**USE OF PRIVATE VEHICLES**

**SECTION 1:**

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

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

**SECTION 2:**

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

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

**SECTION 3:**

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

**SECTION 4:**

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

**SECTION 5:**

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



ARTICLE 23  
SAFETY

SECTION 1:

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

SECTION 2:

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

SECTION 3:

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

SECTION 4:

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

SECTION 5:

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

SECTION 6:

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

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

**SECTION 7:**

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

**SECTION 8:**

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

**SECTION 9:**

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

**SECTION 10:**

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

**SECTION 11:**

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

**SECTION 12:**

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

**SECTION 13:**

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

Excessive temperatures are listed her for informational

purposes:

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

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

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

#### SECTION 14:

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

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

#### SECTION 15:

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

**SECTION 16:**

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

**SECTION 17:**

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

**SECTION 18:**

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

**SECTION 19:**

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

ARTICLE 24  
CORRECTIVE AND ADVERSE ACTION

SECTION 1:

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

SECTION 2:

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

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

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

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

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

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

**ARTICLE 25**  
**HOLIDAYS**

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

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

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

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

ARTICLE 26  
IMPROVED BENEFITS

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

ARTICLE 27  
PERSONNEL ISSUES

SECTION 1:

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

SECTION 2:

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

ARTICLE 28  
SUPPLEMENTAL NEGOTIATIONS

SECTION 1:

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

SECTION 2:

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

SECTION 3:

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

**ARTICLE 29**  
**WORK ON HOLIDAYS**

**SECTION 1:**

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

**SECTION 2:**

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

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

**SECTION 3:**

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

**ARTICLE 30**  
**GRIEVANCE PROCEDURE**

**SECTION 1 - PURPOSE:**

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

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



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

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

#### SECTION 2 - SCOPE:

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

#### SECTION 3 - PRESENTATION OF GRIEVANCES:

A. This procedure is designed to enable the parties to settle grievances at the lowest possible administrative level.

B. Grievances not responded to by Management in a timely manner may be advanced to the next level by the Union.

C. Categories of Grievances:

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

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

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

**SECTION 4 - PROCEDURAL STEPS/PERSONAL AND GROUP GRIEVANCES:****A. STEP 1:**

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

**B. STEP 2:**

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

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

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

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

**C. STEP 3:**

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

**D. STEP 4:**

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

**SECTION 5 - ADVERSE ACTION GRIEVANCES:****A. STEP 1:**

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

**B. STEP 2:**

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

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

**SECTION 6 - UNION/CLASS GRIEVANCES:**

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

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

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

SECTION 7 - ARBITRATION:

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

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

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

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

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

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

4. There shall be no posthearing briefs.

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

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

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

SECTION 8 - GENERAL:

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

SECTION 9 - APPEAL AND GRIEVANCE OPTIONS:

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

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

SECTION 10 - QUESTIONS OR GRIEVABILITY:

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

ARTICLE 31  
MANAGEMENT RIGHTS

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

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

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

ARTICLE 32  
NO STRIKE OR LOCKOUT

SECTION 1:

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

SECTION 2:

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

SECTION 3:

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

SECTION 4:

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

ARTICLE 33  
SAVINGS CLAUSE

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

ARTICLE 34  
DURATION

SECTION 1:

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

SECTION 2:

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

SECTION 3:

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

SECTION 4:

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

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 1994.

FOR THE EMPLOYERFOR THE UNION

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

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

\_\_\_\_\_  
Vincent Gray, Director  
Department of Human Services  
Services

\_\_\_\_\_  
Hugh Battle, President  
AFGE Local 383



*Thomas M. Proctor*

Thomas Proctor, President  
AFGE Local 2741

Carole Hill Lowe, Director  
Department of Recreation  
and Parks

*Sandra Addison*

Sandra Addison, President  
AFGE Local 3406

Bruce Marshall, Director  
Department of Administrative  
Services

*Ralph Bell*

Ralph Bell, President  
AFGE Local 3444

Chief Fred Thomas  
Metropolitan Police Department

*Paul Hart*

Paul Hart, President  
AFGE Local 3871

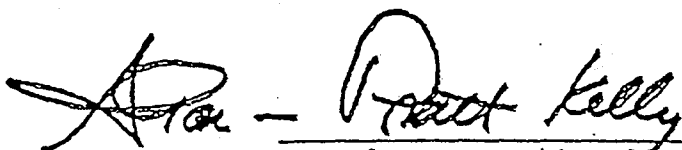
Al Dobbins, Director  
Office of Planning and  
and Energy

*Claretta Carpenter*

Claretta Carpenter, President  
AFGE Local 2737

APPROVAL

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

  
\_\_\_\_\_  
Sharon Pratt Kelly  
Mayor

## COLLECTIVE BARGAINING UNIT CODE DESCRIPTIONS

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

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

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

ARTICLE I  
BULLETIN BOARDS

SECTION A:

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

SECTION B:

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

SECTION C:

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

ARTICLE II  
EMPLOYEE COUNSELING PROGRAM

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

ARTICLE III  
PERSONNEL FILES

SECTION A:

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

SECTION B:

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

SECTION C:

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

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

ARTICLE IV  
USE OF DISTRICT GOVERNMENT FACILITIES

SECTION A:

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

SECTION B:

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

ARTICLE V  
OVERTIME ASSIGNMENTS

SECTION A:

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

SECTION B:

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

SECTION C:

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

ARTICLE VI  
HOURS OF WORK

SECTION A:

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

SECTION B:

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

SECTION C:

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



SECTION D:

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

ARTICLE VII  
APPRENTICE CAREER DEVELOPMENT PROGRAM

SECTION A:

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

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

SECTION B:

The Program Development Guidelines shall be as follows:

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

Section B above for each level consistent with Personnel regulations.

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

SECTION C:

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

SECTION D:

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

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**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.

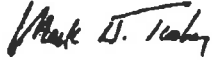
**ARTICLE 15  
INCORPORATION OF NON-COMPENSATION AGREEMENT**

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**

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

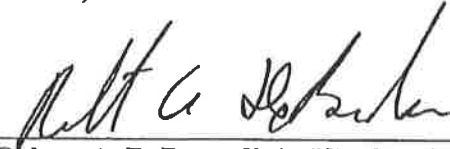


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**Mark H. Tuohey, III, Director  
Mayor's Office of Legal Counsel**

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



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

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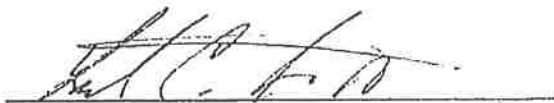
**Robert A. DeBerardinis, Vice President  
AFGE, Local 1403**




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**

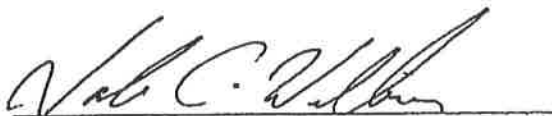
**FOR THE AMERICAN FEDERATION  
OF GOVERNMENT EMPLOYEES  
LOCAL 1403**


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

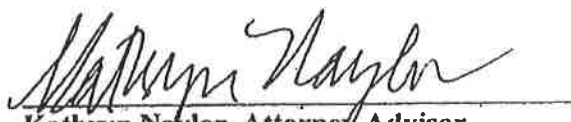
  
Olga L. Clegg, Vice President  
AFGE, Local 1403

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

  
Anne Hollander  
AFGE, Local 1403

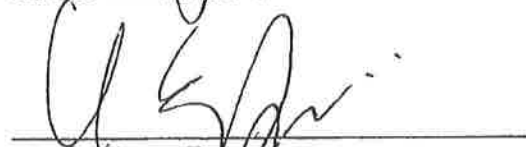
  
Nadine Wilburn, Chief  
Personnel, Labor & Employment Division  
Office of the Attorney General

  
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

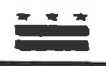
  
Asha Bryant, Attorney Advisor  
Office of Labor Relations & Collective  
Bargaining

**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):** 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 \$	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 \$	90,985 \$	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):** 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 \$	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 \$	Varies

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**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.).

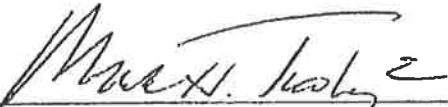
### **Section 2 – Finality**

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.

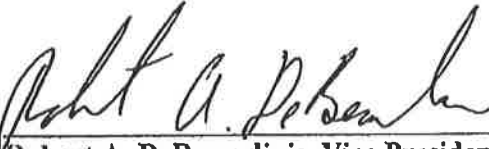
**FOR THE DISTRICT OF COLUMBIA  
GOVERNMENT**

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

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

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


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

  
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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**

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


  
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**Olga I. Clegg, Vice President  
AFGE, Local 1403**

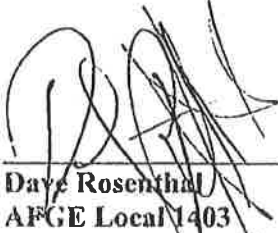
  
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**Ronald R. Ross, Deputy Director  
Mayor's Office of Legal Counsel**

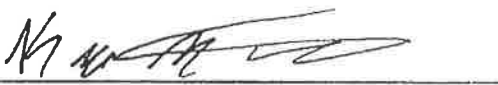
  
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**Anne Hollander  
AFGE, Local 1403**


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


  
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**Beth-Sherri Akyereko  
AFGE, Local 1403**

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

  
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**Dave Rosenthal  
AFGE Local 1403**

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

  
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**Marie-Claire Brown  
AFGE Local 1403**

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



4 of 4



**Spring 2020  
Performance Hearing  
Letter Attachments**

**Hearing with CM Charles  
Allen 3/5/20**





**\*\*\* Electronic Invoicing Purchase Order. Please use <https://vendorportal.dc.gov> to register and submit invoices. \*\*\***

# Order No : PO617995 -MPD FY20- BPA for Redaction Services

Issued on Tue, 10 Dec, 2019

**Supplier**

QUETEL CORPORATION  
 14100 Sullyfield Circle  
 Suite 700  
 Chantilly, VA 20151  
 Phone: 703.318.6836  
 Fax: 703.822.5424  
 Contact

**Ship To**

Metropolitan Police  
 Department  
 300 Indiana Ave. NW Rm 4057  
 Washington, DC 20001  
 United States

**Bill To:**

Please use <https://vendorportal.dc.gov> to register and submit invoices.

Item	Description	Part Number	Unit	Qty	Need By	Unit Price	Extended Amount
1	FY20 blanket purchase agreement (BPA) ...		each	100,000	Wed, 30 Sep, 2020	\$1.00 USD	\$100,000.00 USD
FY20 blanket purchase agreement (BPA) redaction services not to exceed \$100,000.00 on an as-needed basis.							
<b>Total</b>							\$100,000.00 USD

## Comments

- COMMENT by **aribasystem** on 12/10/2019  
 The Contractor shall submit payment requests in electronic format through the DC Vendor Portal [vendorportal.dc.gov](https://vendorportal.dc.gov) by selecting the applicable purchase order number which is listed on the Contractors profile. INVOICES FOR QUANTITIES OR AMOUNTS GREATER THAN WHAT IS STATED ON THE PURCHASE ORDER WILL BE REJECTED. FAILURE TO FOLLOW THESE INSTRUCTIONS MAY RESULT IN DELAYS IN PAYMENT. (aribasystem, Tue, 10 Dec, 2019)
- COMMENT by **aribasystem** on 12/10/2019  
 FOB is Destination unless specified otherwise (aribasystem, Tue, 10 Dec, 2019)
- COMMENT by **aribasystem** on 12/10/2019  
 \*\*\*\*GOVERNMENT OF THE DISTRICT OF COLUMBIA STANDARD CONTRACT PROVISIONS FOR USE WITH THE DISTRICT OF COLUMBIA GOVERNMENT SUPPLY AND SERVICES CONTRACTS (July 2010) ARE HEREBY INCORPORATED BY REFERENCE. WWW.OCP.DC.GOV\*\*\*\*\* (aribasystem, Tue, 10 Dec, 2019)



**GOVERNMENT OF THE DISTRICT OF COLUMBIA**  
**Blanket Purchase Agreement**  
**With**  
**QueTel Corporation**

OFFICE OF CONTRACTING AND PROCUREMENT (OCP) hereby issues a Blanket Purchase Agreement (BPA) No: DCMP-2020-141813 for QueTel Corporation. This BPA is issued in accordance with District of Columbia procurement regulations contained in Title 27 DCMR Section 1802 and is subject to the terms and conditions contained herein.

**1. Minimum Requirement**

The District of Columbia, Office of Contracting and Procurement (OCP), on behalf of Metropolitan Police Department for redaction service on an as needed basis. See Statement of Work (SOW) as **Attachment A**.

**2. Pricing**

See attached price list

**3. Period of Performance**

The period of performance shall end one year from the date that the agreement is signed by the contracting officer.

**3.1 Option to Extend the Term of the Contract**

N/A

**4. Limitation of this Agreement**

This BPA is not a contract, does not obligate any funds, and does not state or imply any agreement by the District to place future contracts or orders with the CONTRACTOR. Total orders **shall not exceed \$100,000** expiration of this agreement will expire September 30, 2020.

**5. District's Obligation**

The District is obligated only to the extent that authorized purchases are actually made under with this BPA. The District is not obligated to order any products, goods, commodities or services as a result of this BPA.

**6. Ordering Procedures**

The Contracting Officer (CO) hereby authorizes the Contract Administrator (CA) to place orders against this BPA. The orders will be in the form of a PASS generated purchase order.

Ordering of goods and/or services against this BPA must correspond to an approved purchase order and may be placed in writing, by fax or by email by the CO or CA and shall be accompanied by a purchase order number.

Only the goods and/or services awarded to the Contractor by way of this BPA can be ordered against it.

**7. Payment**

The District will pay the CONTRACTOR for satisfactory delivery of the good(s)/service(s) in accordance with the attached price schedule, **Attachment B**.

The CONTRACTOR warrants that the prices for the good(s)/service(s) shall be as low as or lower than prices charged to the supplier's most favored customer from comparable quantities under similar terms and conditions.

**8. Contracting Officer**

A Contracting Officer is the only District official authorized to contractually bind the District, the Contracting Officer for this BPA is as follows:

Yvonne Howerton  
Office of Contracting and Procurement  
441 4<sup>th</sup> Street, NW, Suite 330 North  
Washington, DC 20001

**9. Contract Administrator (CA)**

The CA will determine when goods and/or services are needed, then notify the CONTRACTOR of the delivery to be performed. Also, the CA shall verify invoices and certify payment of the invoices.

The CA for this BPA is as follows:

Name: Patricia Cambel  
Agency: Metropolitan Police Department  
Address: 300 Indiana Ave., NW  
Washington DC 20001  
Email: patricia.cambel@dc.gov

The Contracts Administrator (CA) is responsible for general administration of the BPA including:

- a. Records of orders placed;
- b. Total dollar value of orders;
- c. Records of invoices received;
- d. Approved day-to-day operations of the BPA; and
- e. Advising the Contracting Officer as to the CONTRACTOR's compliance or noncompliance with the terms and conditions of the BPA.

#### **10. Invoicing**

All deliveries or shipments under the agreement shall be accomplished by delivery tickets or sales slips which contain the following minimum information.

- a. Name of Supplier;
- b. BPA Number;
- c. Purchase Order Number;
- d. Date of Purchase;
- e. Itemized list of supplies or services furnished;
- f. Quantity, unit price, and extension of each item, less applicable discounts; and
- g. Date of delivery or shipment

#### **11. General Terms and Conditions**

The terms and conditions included in this BPA shall apply to all purchases made pursuant to BPA No: 141813. In the event of an inconsistency between the provisions of this BPA and the Supplier's invoice, the provisions of this BPA will take precedence.



**Acceptance of Agreement**

Company Name: QueTel Corporation

Address: 14100 Sullyfield Circle, Suite 700


Chantilly, VA 20151

Telephone Number: 703-318-6834

Email Address: JRC@Quetel.com

Name of Signer: James R. Cleaveland

Title of Signer: President

  
Signature of Contractor

December 10, 2019  
Date

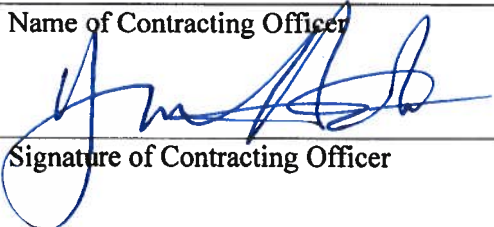
**To be completed by the District of Columbia:**

BPA Ceiling: **\$100,000.00**

BPA Effective Date: Date of Award

BPA Expiration Date: September 30, 2020

Yvonne Howerton  
Name of Contracting Officer

  
Signature of Contracting Officer

12/10/19  
Date

## FY20 Video/Audio Redaction Services

## STATEMENT OF WORK METROPOLITAN POLICE DPARTMENT

### C.1 SCOPE:

The Metropolitan Police Department (MPD) is seeking the services of multiple redaction contractors who can apply their knowledge of and expertise in, the local freedom of information act, regulations, and rules (FOIA) to make redactions to body-worn camera (BWC) video in accordance with the exemptions under FOIA.

### C.2 APPLICABLE DOCUMENTS

The following documents are applicable to this procurement and are hereby incorporated by this reference:

Docume nt No.	Document Type	Title	Date
1.	D.C. Law	Freedom of Information Act (FOIA) of 1976, D.C. Official Code § 2-531 et seq.	N/A
2.	D.C. Rules and Regulations	Chapter 4 of Title 1 of the District of Columbia Municipal Regulations, DCMR § 1-400 et seq.; Chapter 39 of Title 24 of the District of Columbia Municipal Regulations, DCMR § 24- 3900 et seq.	N/A
3.	CJIS Policy 5.5	Criminal Justice Information Services (CJIS) Security Policy	6/1/2016
4.	MPD General Order	General Order SPT 302.13 Body Worn Camera	3/11/2016
5.	D.C. Law	Driver's Privacy Protection Act of 2016, D.C. Official Code § 50-1401.01b	N/A

### C.3 DEFINITIONS

These terms when used in this RFP have the following meanings:

- C.3.1 BATCH** is the group of BWC videos which are provided to the Contractor for review and redaction. A batch may or may not comprise the entire group of BWC videos which are necessary to fulfill a single FOIA request.
- C.3.2 BODY-WORN CAMERA (BWC)** is a camera that can be mounted on an officer's uniform in various locations depending on his or her comfort level and best practices and that records video and audio when activated.
- C.3.3 BWC VIDEO** is the video and audio recording made by a BWC when it is activated.
- C.3.4 EVIDENCE.COM** is the Internet-accessible electronic system maintained by Taser International, Inc., which manufactures the BWCs deployed by MPD, and utilized for the storage of BWC video. Evidence.com has metadata associated with each BWC video, including a Title, one or more Categories, and one or more Tags.
- C.3.5 FOIA** is the Freedom of Information Act of 1976, D.C. Official Code § 2-531 *et seq.*, and its implementing rules and regulations.



## FY20 Video/Audio Redaction Services

**C.3.6 FOIA REQUEST** is a request for records, including BWC video, made pursuant to FOIA.

**C.3.7 FOIA OFFICE** is the unit within MPD which processes FOIA requests, including requests for BWC video.

**C.3.8 DRIVER'S PRIVACY PROTECTION ACT OF 2016** is D.C. Official Code § 50-1401.01b *et seq* and its implementing rules and regulations

#### **C.4 BACKGROUND**

Legislation governing BWC FOIA requests was enacted on December 30, 2015. As FOIA requests are submitted for BWC footage, redactions need to occur to protect the privacy of those in the video.

On average, MPD receives approximately 10 requests for video each month with each video averaging 23 minutes.

#### **C.5 REQUIREMENTS**

##### **C.5.1 GENERAL REQUIREMENTS:**

C.5.1.1 The Contractor shall sign a nondisclosure agreement prohibiting the disclosure of any BWC videos received from MPD. The nondisclosure agreement shall contain provisions regarding the retention of videos by the Contractor.

C.5.1.2 The Contractor shall be CJIS compliant. The FBI CJIS Security Policy may be found at: <https://www.fbi.gov/about-us/cjis/cjis-security-policy-resource-center>.

C.5.1.3 The Contractor shall show proof of CJIS compliance by generating a list of written results of all audits, inspections, and assessment findings related to compliance with CJIS Security Policy.

C.5.1.4 Background checks, including fingerprinting, are required of all staff that will have access to BWC videos.

C.5.1.5 The Contractor shall have the legal expertise to interpret and apply FOIA.

C5.1.6 The Contractor shall have the legal expertise to interpret and apply the District of Columbia Driver's Privacy Protection Act of 2016

## FY20 Video/Audio Redaction Services

**C.5.2 REDACTION AND TECHNICAL REQUIREMENTS:**

- C.5.2.1 The Contractor shall keep a chain of custody record that reflects all internal transfers of BWC videos as well as receipt into and transfer out of the Contractor's control. In addition, the Contractor shall be willing to testify in court as to the chain of custody of the BWC videos.
- C.5.2.2 The Contractor shall use its expertise to identify and redact content within BWC videos in accordance with FOIA, the DPPA, and the policy and practice of MPD. The Contractor shall identify each individual, number, or other image or audio that needs redaction and the exemption(s) that apply to it and cite the applicable exemption(s) under FOIA. The Contractor shall describe how this requirement will be met, e.g., legal representation on staff.
- C.5.2.3 The Contractor shall produce redacted videos in the MP4 format, which is the format in which the videos are maintained on Evidence.com.
- C.5.2.4 Redaction shall include the blurring or masking of visual elements of the BWC video as well as bleeping portions of audio. The sufficiency of redactions shall be in the sole discretion of MPD.
- C.5.2.5 MPD may provide text which the Contractor shall prepend to all BWC videos to provide a warning of potential graphic, violent, profane, or disturbing content.

**C.5.3 REDACTION PROCESS REQUIREMENTS:**

- C.5.3.1 Upon determining the nature (e.g. first-party request, traffic crash report, etc.), number, and approximate length in minutes of BWC videos for FOIA requests in a proposed batch, a member of the FOIA Office will seek from the Contractor a commitment that the Contractor has the capacity and capability to successfully complete the necessary redactions to the proposed batch of BWC videos..
- C.5.3.2 "Successfully complete the necessary redactions" means applying all of the needed redactions to the BWC videos in the proposed batch (1) according to the level of quality as dictated by the FOIA Office in its sole discretion and (2) within the time period provided by the Contractor as approved by the FOIA Office for the batch, which shall not exceed 20 business days.
- C.5.3.3 If the Contractor commits to successfully completing the necessary redactions to a proposed batch of BWC videos, MPD will authorize the Contractor to access the batch in Evidence.com.
- C.5.3.4 The Contractor shall be provided an Evidence.com account and shall use that to download the batch.

## FY20 Video/Audio Redaction Services

- C.5.3.5 Upon review of each batch, the Contractor shall provide a quote for the cost of redaction and a delivery date for the redaction of the batch. The Contractor shall perform the redaction work if the FOIA Office authorizes it to perform such work in accordance with the quote and delivery date.
- C.5.3.6 As soon as the Contractor is aware, the Contractor shall inform MPD if the quote for the batch or the delivery date for the last video in a batch changes.
- C.5.3.7 Upon finishing a redaction for a video, the Contractor shall:
- (1) Log in to Evidence.com and upload the video;
  - (2) Annotate the video metadata based on the original video:
    - (a.) Identical Title, prepended with “REDACTED v.X – “where X is the iteration of redacted video per the review/rework cycle
    - (b.) Add “FOIA” as a Category;
    - (c.) Add the FOIA Request number as a Tag
    - (d.) Add “Do Not Use” to title of any redacted video that was returned to contractor for corrections: and
  - (3) Provide a list of audio and visual redactions, with time codes and the applicable exemption(s) under FOIA, as a separate Word document.
- C.5.3.8 The FOIA Office will review the video and the list for accuracy and sufficiency. If the video does not pass review, the FOIA Office will notify the Contractor and provide details of the required changes for rework of the video. The FOIA Office will also notify the Contractor if any changes for the list are needed.
- C.5.3.9 Upon notification of required rework, the Contractor shall make the necessary changes, including updating the list of redactions, and shall log in to Evidence.com and upload the reworked video. The Contractor shall also provide the updated list to the FOIA Office.
- C.5.3.10 This process of review and rework will continue until the redaction of the video is deemed correct by the FOIA Office.
- C.5.4 NOTICE:**
- C.5.4.1 The Contractor shall provide a weekly status report to the FOIA Office for each batch of videos which it is processing.
- C.5.4.2 The Contractor shall provide a redaction report detailing where each blur and/or audio redaction takes place within the BWC video it processed.
- C.5.4.3 The Contractor shall include in its redactions report a summary of what each blur and/or audio redaction was.
- C.5.4.4 There shall not be a charge for additional time if the initial redactions by the Contractor are not sufficient and a video requires re-work.

## FY20 Video/Audio Redaction Services

C.5.4.5 There shall not be a charge if the FOIA Office does not authorize the Contractor to perform the proposed redaction work pursuant to section C.5.1.3-C.5.3.2.

**C.5.5 PENALTIES:**

C.5.5.1 The Contractor shall have 20 business days to successfully complete the redactions on each BWC video it accepts in a batch.

C.5.5.2 The Contractor shall be assessed a penalty fee of 5% of total costs for each BWC video for which it completes redactions in 21-35 business days.

C.5.5.3 The Contractor shall be assessed a penalty fee of 10% of total costs for each BWC video for which it completes redactions in 36-50 business days.

C.5.5.4 The Contractor shall be assessed a penalty fee of 15% of total costs for each BWC video for which it completes redactions in 51-60 business days.

C.5.5.5 The Contractor shall not receive any compensation and return all BWC videos for which it did not complete redactions after 61 days.

**C.6 PERFORMANCE AND DELIVERABLES**

**C.6.1 DELIVERABLES:**

The Contractor shall perform the activities required to successfully complete the District's requirements and submit each deliverable to the Contract Administrator (CA) identified in section G.9 in accordance with the following:

<b>CLIN</b>	<b>Deliverable</b>	<b>Quantity</b>	<b>Format/Method of Delivery</b>	<b>Due Date</b>
001	Redacted Videos as referenced in C.5.2.3, C.5.2.4	As authorized	Upload to evidence.com, with separate written notification by email	Per delivery date provided by Contractor and accepted by FOIA Office, not to exceed 20 business days
002	List of Redactions, with time codes and applicable statutory exemptions as referenced in section C.5.3.8	As authorized	Written notification by email	Per delivery date provided by Contractor and accepted by FOIA Office, not to exceed 20 business days
003	Weekly Status Report as referenced in	1	Written notification by email	Weekly

### FY20 Video/Audio Redaction Services

	section C.5.4.1			
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FY20 Video/Audio Redaction Services

**ATTACHMENT B  
PRICE SCHEDULE**

Please provide pricing for the following:

<b>Contract Line Item No. (CLIN)</b>	<b>Item Description</b>	<b>Price Per minute of video</b>	<b>Estimated Quantity</b>	<b>Maximum Total Price (Unit price x Maximum quantity)</b>
<b>CLIN 0001</b>	Video and Audio Redaction services, as set forth in section C.5.	\$ _____ <b>per minute of video</b>		\$ _____



**QueTel Corporation**  
**14100 Sullyfield Circle**  
**Suite 700**  
**Chantilly, VA 20151**

December 4, 2019

## **C.5 REQUIREMENTS**

### **C.5.1 GENERAL REQUIREMENTS:**

C.5.1.1 The Contractor shall sign a nondisclosure agreement prohibiting the disclosure of any BWC videos received from MPD. The nondisclosure agreement shall contain provisions regarding the retention of videos by the Contractor.  
**QueTel concurs.**

C.5.1.2 The Contractor shall be CJIS compliant. The FBI CJIS Security Policy may be found at: <https://www.fbi.gov/about-us/cjis/cjis-security-policy-resource-center>.  
**QueTel concurs.**

C.5.1.3 The Contractor shall show proof of CJIS compliance by generating a list of written results of all audits, inspections, and assessment findings related to compliance with CJIS Security Policy.  
**QueTel concurs.**

C.5.1.4 Background checks, including fingerprinting, are required of all staff that will have access to BWC videos.  
**QueTel concurs.**

C.5.1.5 The Contractor shall have the legal expertise to interpret and apply FOIA.  
**QueTel concurs.**

C.5.1.6 The Contractor shall have the legal expertise to interpret and apply the District of Columbia Driver's Privacy Protection Act of 2016.  
**QueTel concurs.**

### **C.5.2 REDACTION AND TECHNICAL REQUIREMENTS:**

C.5.2.1 The Contractor shall keep a chain of custody record that reflects all internal transfers of BWC videos as well as receipt into and transfer out of the Contractor's control. In

addition, the Contractor shall be willing to testify in court as to the chain of custody of the BWC videos.

**QueTel concurs.**

- C.5.2.2 The Contractor shall use its expertise to identify and redact content within BWC videos in accordance with FOIA, the DPPA, and the policy and practice of MPD. The Contractor shall identify each individual, number, or other image or audio that needs redaction and the exemption(s) that apply to it and cite the applicable exemption(s) under FOIA. The Contractor shall describe how this requirement will be met, e.g., legal representation on staff.

**QueTel has consulted with its attorney at Cameron/McEvoy on this matter and believe with their advice we understand the FOIA and DPPA requirements and the policy and practice of MPD.**

- C.5.2.3 The Contractor shall produce redacted videos in the MP4 format, which is the format in which the videos are maintained on Evidence.com.

**QueTel concurs.**

- C.5.2.4 Redaction shall include the blurring or masking of visual elements of the BWC video as well as bleeping portions of audio. The sufficiency of redactions shall be in the sole discretion of MPD.

**QueTel concurs.**

- C.5.2.5 MPD may provide text which the Contractor shall prepend to all BWC videos to provide a warning of potential graphic, violent, profane, or disturbing content.

**QueTel concurs.**

### **C.5.3 REDACTION PROCESS REQUIREMENTS:**

- C.5.3.1 Upon determining the nature (e.g. first-party request, traffic crash report, etc.), number, and approximate length in minutes of BWC videos for FOIA requests in a proposed batch, a member of the FOIA Office will seek from the Contractor a commitment that the Contractor has the capacity and capability to successfully complete the necessary redactions to the proposed batch of BWC videos.

**QueTel concurs.**

- C.5.3.2 “Successfully complete the necessary redactions” means applying all of the needed redactions to the BWC videos in the proposed batch (1) according to the level of quality as dictated by the FOIA Office in its sole discretion and (2) within the time period provided by the Contractor as approved by the FOIA Office for the batch, which shall not exceed 20 business days.

**QueTel concurs.**

- C.5.3.3 If the Contractor commits to successfully completing the necessary redactions to a proposed batch of BWC videos, MPD will authorize the Contractor to access the batch in Evidence.com.



**QueTel concurs.**

C.5.3.4 The Contractor shall be provided an Evidence.com account and shall use that to download the batch.

**QueTel concurs.**

C.5.3.5 Upon review of each batch, the Contractor shall provide a quote for the cost of redaction and a delivery date for the redaction of the batch. The Contractor shall perform the redaction work if the FOIA Office authorizes it to perform such work in accordance with the quote and delivery date.

**QueTel concurs.**

C.5.3.6 As soon as the Contractor is aware, the Contractor shall inform MPD if the quote for the batch or the delivery date for the last video in a batch changes.

**QueTel concurs.**

C.5.3.7 Upon finishing a redaction for a video, the Contractor shall:

- (1) Log in to Evidence.com and upload the video;
- (2) Annotate the video metadata based on the original video:
  - (a.) Identical Title, prepended with "REDACTED v.X – "where X is the iteration of redacted video per the review/rework cycle
  - (b.) Add "FOIA" as a Category;
  - (c.) Add the FOIA Request number as a Tag
  - (d.) Add "Do Not Use" to title of any redacted video that was returned to contractor for corrections: and
- (3) Provide a list of audio and visual redactions, with time codes and the applicable exemption(s) under FOIA, as a separate Word document.

**QueTel concurs.**

C.5.3.8 The FOIA Office will review the video and the list for accuracy and sufficiency. If the video does not pass review, the FOIA Office will notify the Contractor and provide details of the required changes for rework of the video. The FOIA Office will also notify the Contractor if any changes for the list are needed.

**QueTel concurs.**

C.5.3.9 Upon notification of required rework, the Contractor shall make the necessary changes, including updating the list of redactions, and shall log in to Evidence.com and upload the reworked video. The Contractor shall also provide the updated list to the FOIA Office.

**QueTel concurs.**

C.5.3.10 This process of review and rework will continue until the redaction of the video is deemed correct by the FOIA Office.

**QueTel concurs.**

**C.5.4 NOTICE:**

C.5.4.1 The Contractor shall provide a weekly status report to the FOIA Office for each batch of videos which it is processing.

**QueTel concurs.**

C.5.4.2 The Contractor shall provide a redaction report detailing where each blur and/or audio redaction takes place within the BWC video it processed.

**QueTel concurs.**

C.5.4.3 The Contractor shall include in its redactions report a summary of what each blur and/or audio redaction was.

**QueTel concurs.**

C.5.4.4 There shall not be a charge for additional time if the initial redactions by the Contractor are not sufficient and a video requires re-work.

**QueTel concurs.**

C.5.4.5 There shall not be a charge if the FOIA Office does not authorize the Contractor to perform the proposed redaction work pursuant to section C.5.1.3-C.5.3.2.

**QueTel concurs.**

**C.5.5 PENALTIES:**

C.5.5.1 The Contractor shall have 20 business days to successfully complete the redactions on each BWC video it accepts in a batch.

**QueTel concurs.**

C.5.5.2 The Contractor shall be assessed a penalty fee of 5% of total costs for each BWC video for which it completes redactions in 21-35 business days.

**QueTel concurs.**

C.5.5.3 The Contractor shall be assessed a penalty fee of 10% of total costs for each BWC video for which it completes redactions in 36-50 business days.

**QueTel concurs.**

C.5.5.4 The Contractor shall be assessed a penalty fee of 15% of total costs for each BWC video for which it completes redactions in 51-60 business days.

**QueTel concurs.**

C.5.5.5 The Contractor shall not receive any compensation and return all BWC videos for which it did not complete redactions after 61 days.

**QueTel concurs.**

## C.6 PERFORMANCE AND DELIVERABLES

### C.6.1 DELIVERABLES:

The Contractor shall perform the activities required to successfully complete the District's requirements and submit each deliverable to the Contract Administrator (CA) identified in section G.9 in accordance with the following:

<b>CLIN</b>	<b>Deliverable</b>	<b>Quantity</b>	<b>Format/Method of Delivery</b>	<b>Due Date</b>
001	Redacted Videos as referenced in C.5.2.3, C.5.2.4	As authorized	Upload to evidence.com, with separate written notification by email	Per delivery date provided by Contractor and accepted by FOIA Office, not to exceed 20 business days
002	List of Redactions, with time codes and applicable statutory exemptions as referenced in section C.5.3.8	As authorized	Written notification by email	Per delivery date provided by Contractor and accepted by FOIA Office, not to exceed 20 business days
003	Weekly Status Report as referenced in section C.5.4.1	1	Written notification by email	Weekly

## ATTACHMENT B PRICE SCHEDULE

Please provide pricing for the following:

<b>Contract Line Item No. (CLIN)</b>	<b>Item Description</b>	<b>Price Per minute of video</b>	<b>Estimated Quantity</b>	<b>Maximum Total Price (Unit price x Maximum quantity)</b>
<b>CLIN 0001</b>	Video and Audio Redaction services, as set forth in section C.5.	<b>\$24.00 per minute of video</b>	<b>100</b>	<b>\$2,400.00</b>

**QueTel has carried out the simple multiplication that is indicated. However, if based on our experience, we assume that each video is average of 20 minutes and we multiply 100 videos times 20 minutes there would be 2,000 minutes of video time. Then, when we multiply that number by \$24.00 per minute of video time, we estimate a total price of \$48,000. (\$24.00 x 100 x 20 = \$48,000)**

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**\*\*\* Electronic Invoicing Purchase Order. Please use <https://vendorportal.dc.gov> to register and submit invoices. \*\*\***

## Order No : PO620124 -MPD FY20- BPA for Redaction Services (New BPA)

Issued on Wed, 22 Jan, 2020

### Supplier

QUETEL CORPORATION  
14100 Sullyfield Circle  
Suite 700  
Chantilly, VA 20151  
Phone: 703.318.6836  
Fax: 703.822.5424  
Contact

### Ship To

Metropolitan Police  
Department  
300 Indiana Ave. NW Rm 4057  
Washington, DC 20001  
United States

### Bill To:

Please use <https://vendorportal.dc.gov> to register and submit invoices.

Item	Description	Part Number	Unit	Qty	Need By	Unit Price	Extended Amount
1	FY20 blanket purchase agreement (BPA) ...		each	100,000	Wed, 30 Sep, 2020	\$1.00 USD	\$100,000.00 USD
FY20 blanket purchase agreement (BPA) redaction services not to exceed \$100,000.00 on an as-needed basis.							
<b>Total</b>							\$100,000.00 USD

## Comments

- COMMENT by **aribasystem** on 01/22/2020  
The Contractor shall submit payment requests in electronic format through the DC Vendor Portal [vendorportal.dc.gov](https://vendorportal.dc.gov) by selecting the applicable purchase order number which is listed on the Contractors profile. INVOICES FOR QUANTITIES OR AMOUNTS GREATER THAN WHAT IS STATED ON THE PURCHASE ORDER WILL BE REJECTED. FAILURE TO FOLLOW THESE INSTRUCTIONS MAY RESULT IN DELAYS IN PAYMENT. (aribasystem, Wed, 22 Jan, 2020)
- COMMENT by **aribasystem** on 01/22/2020  
FOB is Destination unless specified otherwise (aribasystem, Wed, 22 Jan, 2020)
- COMMENT by **aribasystem** on 01/22/2020  
\*\*\*\*GOVERNMENT OF THE DISTRICT OF COLUMBIA STANDARD CONTRACT PROVISIONS FOR USE WITH THE DISTRICT OF COLUMBIA GOVERNMENT SUPPLY AND SERVICES CONTRACTS (July 2010) ARE HEREBY INCORPORATED BY REFERENCE. WWW.OCP.DC.GOV\*\*\*\* (aribasystem, Wed, 22 Jan, 2020)



**GOVERNMENT OF THE DISTRICT OF COLUMBIA**  
**Blanket Purchase Agreement**  
**With**  
**QueTel Corporation**

OFFICE OF CONTRACTING AND PROCUREMENT (OCP) hereby issues a Blanket Purchase Agreement (BPA) No: DCMP-2020-145462 for QueTel Corporation. This BPA is issued in accordance with District of Columbia procurement regulations contained in Title 27 DCMR Section 1802 and is subject to the terms and conditions contained herein.

**1. Minimum Requirement**

The District of Columbia, Office of Contracting and Procurement (OCP), on behalf of Metropolitan Police Department for redaction service on an as needed basis. See Statement of Work (SOW) as **Attachment A**.

**2. Pricing**

Please see attached price schedule

**3. Period of Performance**

The period of performance shall end one year from the date that the agreement is signed by the contracting officer.

**3.1 Option to Extend the Term of the Contract**

N/A

**4. Limitation of this Agreement**

This BPA is not a contract, does not obligate any funds, and does not state or imply any agreement by the District to place future contracts or orders with the CONTRACTOR. Total orders **shall not exceed \$100,000** expiration of this agreement will expire September 30, 2020.



**5. District's Obligation**

The District is obligated only to the extent that authorized purchases are actually made under with this BPA. The District is not obligated to order any products, goods, commodities or services as a result of this BPA.

**6. Ordering Procedures**

The Contracting Officer (CO) hereby authorizes the Contract Administrator (CA) to place orders against this BPA. The orders will be in the form of a PASS generated purchase order.

Ordering of goods and/or services against this BPA must correspond to an approved purchase order and may be placed in writing, by fax or by email by the CO or CA and shall be accompanied by a purchase order number.

Only the goods and/or services awarded to the Contractor by way of this BPA can be ordered against it.

**7. Payment**

The District will pay the CONTRACTOR for satisfactory delivery of the good(s)/service(s) in accordance with the attached price schedule, **Attachment B**.

The CONTRACTOR warrants that the prices for the good(s)/service(s) shall be as low as or lower than prices charged to the supplier's most favored customer from comparable quantities under similar terms and conditions.

**8. Contracting Officer**

A Contracting Officer is the only District official authorized to contractually bind the District, the Contracting Officer for this BPA is as follows:

Yvonne Howerton  
Office of Contracting and Procurement  
441 4<sup>th</sup> Street, NW, Suite 340 North  
Washington, DC 20001

**9. Contract Administrator (CA)**

The CA will determine when goods and/or services are needed, then notify the CONTRACTOR of the delivery to be performed. Also, the CA shall verify invoices and certify payment of the invoices.

The CA for this BPA is as follows:

Name: Patricia Cambel  
Agency: Metropolitan Police Department  
Address: 300 Indiana Av, NW  
Washington, DC 20001  
Email: patricia.cambel@dc.gov

The Contracts Administrator (CA) is responsible for general administration of the BPA including:

- a. Records of orders placed;
- b. Total dollar value of orders;
- c. Records of invoices received;
- d. Approved day-to-day operations of the BPA; and
- e. Advising the Contracting Officer as to the CONTRACTOR's compliance or noncompliance with the terms and conditions of the BPA.

#### **10. Invoicing**

All deliveries or shipments under the agreement shall be accomplished by delivery tickets or sales slips which contain the following minimum information.

- a. Name of Supplier;
- b. BPA Number;
- c. Purchase Order Number;
- d. Date of Purchase;
- e. Itemized list of supplies or services furnished;
- f. Quantity, unit price, and extension of each item, less applicable discounts; and
- g. Date of delivery or shipment

#### **11. General Terms and Conditions**

The terms and conditions included in this BPA shall apply to all purchases made pursuant to BPA No:145462. In the event of an inconsistency between the provisions of this BPA and the Supplier's invoice, the provisions of this BPA will take precedence.



**Acceptance of Agreement**

Company Name: QueTel Corporation

Address: 14100 Sullyfield Circle, Suite 700

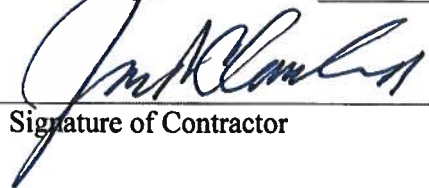
Chantilly, VA 20151

Telephone Number: 703-318-6834

Email Address: JRC@quetel.com

Name of Signer: James R. Cleaveland

Title of Signer: President

  
\_\_\_\_\_  
Signature of Contractor

January 22, 2020  
Date

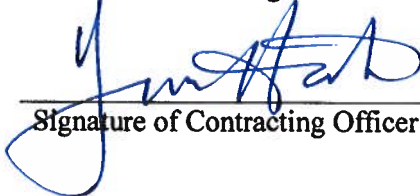
**To be completed by the District of Columbia:**

BPA Ceiling: **\$100,000.00**

BPA Effective Date: Date of Award

BPA Expiration Date: September 30, 2020

Yvonne Howerton  
Name of Contracting Officer

  
\_\_\_\_\_  
Signature of Contracting Officer

01/22/2020  
Date

## FY20 Video/Audio Redaction Services

## STATEMENT OF WORK METROPOLITAN POLICE DPARTMENT

### C.1 SCOPE:

The Metropolitan Police Department (MPD) is seeking the services of multiple redaction contractors who can apply their knowledge of and expertise in, the local freedom of information act, regulations, and rules (FOIA) to make redactions to body-worn camera (BWC) video in accordance with the exemptions under FOIA.

### C.2 APPLICABLE DOCUMENTS

The following documents are applicable to this procurement and are hereby incorporated by this reference:

Docume nt No.	Document Type	Title	Date
1.	D.C. Law	Freedom of Information Act (FOIA) of 1976, D.C. Official Code § 2-531 et seq.	N/A
2.	D.C. Rules and Regulations	Chapter 4 of Title 1 of the District of Columbia Municipal Regulations, DCMR § 1-400 et seq.; Chapter 39 of Title 24 of the District of Columbia Municipal Regulations, DCMR § 24- 3900 et seq.	N/A
3.	CJIS Policy 5.5	Criminal Justice Information Services (CJIS) Security Policy	6/1/2016
4.	MPD General Order	General Order SPT 302.13 Body Worn Camera	3/11/2016
5.	D.C. Law	Driver's Privacy Protection Act of 2016, D.C. Official Code § 50-1401.01b	N/A

### C.3 DEFINITIONS

These terms when used in this RFP have the following meanings:

- C.3.1 BATCH** is the group of BWC videos which are provided to the Contractor for review and redaction. A batch may or may not comprise the entire group of BWC videos which are necessary to fulfill a single FOIA request.
- C.3.2 BODY-WORN CAMERA (BWC)** is a camera that can be mounted on an officer's uniform in various locations depending on his or her comfort level and best practices and that records video and audio when activated.
- C.3.3 BWC VIDEO** is the video and audio recording made by a BWC when it is activated.
- C.3.4 EVIDENCE.COM** is the Internet-accessible electronic system maintained by Taser International, Inc., which manufactures the BWCs deployed by MPD, and utilized for the storage of BWC video. Evidence.com has metadata associated with each BWC video, including a Title, one or more Categories, and one or more Tags.
- C.3.5 FOIA** is the Freedom of Information Act of 1976, D.C. Official Code § 2-531 *et seq.*, and its implementing rules and regulations.

## FY20 Video/Audio Redaction Services

**C.3.6 FOIA REQUEST** is a request for records, including BWC video, made pursuant to FOIA.

**C.3.7 FOIA OFFICE** is the unit within MPD which processes FOIA requests, including requests for BWC video.

**C.3.8 DRIVER'S PRIVACY PROTECTION ACT OF 2016** is D.C. Official Code § 50-1401.01b *et seq* and its implementing rules and regulations

#### **C.4 BACKGROUND**

Legislation governing BWC FOIA requests was enacted on December 30, 2015. As FOIA requests are submitted for BWC footage, redactions need to occur to protect the privacy of those in the video.

On average, MPD receives approximately 10 requests for video each month with each video averaging 23 minutes.

#### **C.5 REQUIREMENTS**

##### **C.5.1 GENERAL REQUIREMENTS:**

C.5.1.1 The Contractor shall sign a nondisclosure agreement prohibiting the disclosure of any BWC videos received from MPD. The nondisclosure agreement shall contain provisions regarding the retention of videos by the Contractor.

C.5.1.2 The Contractor shall be CJIS compliant. The FBI CJIS Security Policy may be found at: <https://www.fbi.gov/about-us/cjis/cjis-security-policy-resource-center>.

C.5.1.3 The Contractor shall show proof of CJIS compliance by generating a list of written results of all audits, inspections, and assessment findings related to compliance with CJIS Security Policy.

C.5.1.4 Background checks, including fingerprinting, are required of all staff that will have access to BWC videos.

C.5.1.5 The Contractor shall have the legal expertise to interpret and apply FOIA.

C5.1.6 The Contractor shall have the legal expertise to interpret and apply the District of Columbia Driver's Privacy Protection Act of 2016

## FY20 Video/Audio Redaction Services

**C.5.2 REDACTION AND TECHNICAL REQUIREMENTS:**

- C.5.2.1 The Contractor shall keep a chain of custody record that reflects all internal transfers of BWC videos as well as receipt into and transfer out of the Contractor's control. In addition, the Contractor shall be willing to testify in court as to the chain of custody of the BWC videos.
- C.5.2.2 The Contractor shall use its expertise to identify and redact content within BWC videos in accordance with FOIA, the DPPA, and the policy and practice of MPD. The Contractor shall identify each individual, number, or other image or audio that needs redaction and the exemption(s) that apply to it and cite the applicable exemption(s) under FOIA. The Contractor shall describe how this requirement will be met, e.g., legal representation on staff.
- C.5.2.3 The Contractor shall produce redacted videos in the MP4 format, which is the format in which the videos are maintained on Evidence.com.
- C.5.2.4 Redaction shall include the blurring or masking of visual elements of the BWC video as well as bleeping portions of audio. The sufficiency of redactions shall be in the sole discretion of MPD.
- C.5.2.5 MPD may provide text which the Contractor shall prepend to all BWC videos to provide a warning of potential graphic, violent, profane, or disturbing content.

**C.5.3 REDACTION PROCESS REQUIREMENTS:**

- C.5.3.1 Upon determining the nature (e.g. first-party request, traffic crash report, etc.), number, and approximate length in minutes of BWC videos for FOIA requests in a proposed batch, a member of the FOIA Office will seek from the Contractor a commitment that the Contractor has the capacity and capability to successfully complete the necessary redactions to the proposed batch of BWC videos..
- C.5.3.2 "Successfully complete the necessary redactions" means applying all of the needed redactions to the BWC videos in the proposed batch (1) according to the level of quality as dictated by the FOIA Office in its sole discretion and (2) within the time period provided by the Contractor as approved by the FOIA Office for the batch, which shall not exceed 20 business days.
- C.5.3.3 If the Contractor commits to successfully completing the necessary redactions to a proposed batch of BWC videos, MPD will authorize the Contractor to access the batch in Evidence.com.
- C.5.3.4 The Contractor shall be provided an Evidence.com account and shall use that to download the batch.

## FY20 Video/Audio Redaction Services

- C.5.3.5 Upon review of each batch, the Contractor shall provide a quote for the cost of redaction and a delivery date for the redaction of the batch. The Contractor shall perform the redaction work if the FOIA Office authorizes it to perform such work in accordance with the quote and delivery date.
- C.5.3.6 As soon as the Contractor is aware, the Contractor shall inform MPD if the quote for the batch or the delivery date for the last video in a batch changes.
- C.5.3.7 Upon finishing a redaction for a video, the Contractor shall:
- (1) Log in to Evidence.com and upload the video;
  - (2) Annotate the video metadata based on the original video:
    - (a.) Identical Title, prepended with “REDACTED v.X – “where X is the iteration of redacted video per the review/rework cycle
    - (b.) Add “FOIA” as a Category;
    - (c.) Add the FOIA Request number as a Tag
    - (d.) Add “Do Not Use” to title of any redacted video that was returned to contractor for corrections: and
  - (3) Provide a list of audio and visual redactions, with time codes and the applicable exemption(s) under FOIA, as a separate Word document.
- C.5.3.8 The FOIA Office will review the video and the list for accuracy and sufficiency. If the video does not pass review, the FOIA Office will notify the Contractor and provide details of the required changes for rework of the video. The FOIA Office will also notify the Contractor if any changes for the list are needed.
- C.5.3.9 Upon notification of required rework, the Contractor shall make the necessary changes, including updating the list of redactions, and shall log in to Evidence.com and upload the reworked video. The Contractor shall also provide the updated list to the FOIA Office.
- C.5.3.10 This process of review and rework will continue until the redaction of the video is deemed correct by the FOIA Office.
- C.5.4 NOTICE:**
- C.5.4.1 The Contractor shall provide a weekly status report to the FOIA Office for each batch of videos which it is processing.
- C.5.4.2 The Contractor shall provide a redaction report detailing where each blur and/or audio redaction takes place within the BWC video it processed.
- C.5.4.3 The Contractor shall include in its redactions report a summary of what each blur and/or audio redaction was.
- C.5.4.4 There shall not be a charge for additional time if the initial redactions by the Contractor are not sufficient and a video requires re-work.

## FY20 Video/Audio Redaction Services

C.5.4.5 There shall not be a charge if the FOIA Office does not authorize the Contractor to perform the proposed redaction work pursuant to section C.5.1.3-C.5.3.2.

**C.5.5 PENALTIES:**

C.5.5.1 The Contractor shall have 20 business days to successfully complete the redactions on each BWC video it accepts in a batch.

C.5.5.2 The Contractor shall be assessed a penalty fee of 5% of total costs for each BWC video for which it completes redactions in 21-35 business days.

C.5.5.3 The Contractor shall be assessed a penalty fee of 10% of total costs for each BWC video for which it completes redactions in 36-50 business days.

C.5.5.4 The Contractor shall be assessed a penalty fee of 15% of total costs for each BWC video for which it completes redactions in 51-60 business days.

C.5.5.5 The Contractor shall not receive any compensation and return all BWC videos for which it did not complete redactions after 61 days.

**C.6 PERFORMANCE AND DELIVERABLES**

**C.6.1 DELIVERABLES:**

The Contractor shall perform the activities required to successfully complete the District's requirements and submit each deliverable to the Contract Administrator (CA) identified in section G.9 in accordance with the following:

<b>CLIN</b>	<b>Deliverable</b>	<b>Quantity</b>	<b>Format/Method of Delivery</b>	<b>Due Date</b>
001	Redacted Videos as referenced in C.5.2.3, C.5.2.4	As authorized	Upload to evidence.com, with separate written notification by email	Per delivery date provided by Contractor and accepted by FOIA Office, not to exceed 20 business days
002	List of Redactions, with time codes and applicable statutory exemptions as referenced in section C.5.3.8	As authorized	Written notification by email	Per delivery date provided by Contractor and accepted by FOIA Office, not to exceed 20 business days
003	Weekly Status Report as referenced in	1	Written notification by email	Weekly



FY20 Video/Audio Redaction Services

	section C.5.4.1			
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## FY20 Video/Audio Redaction Services

## ATTACHMENT B PRICE SCHEDULE

Please provide pricing for the following:

<b>Contract Line Item No. (CLIN)</b>	<b>Item Description</b>	<b>Price Per minute of video</b>	<b>Estimated Quantity</b>	<b>Maximum Total Price (Unit price x Maximum quantity)</b>
<b>CLIN 0001</b>	Video and Audio Redaction services, as set forth in section C.5.	\$ _____ <b>per minute of video</b>		\$ _____



**QueTel Corporation**  
**14100 Sullyfield Circle**  
**Suite 700**  
**Chantilly, VA 20151**

January 20, 2020

## **C.5 REQUIREMENTS**

### **C.5.1 GENERAL REQUIREMENTS:**

C.5.1.1 The Contractor shall sign a nondisclosure agreement prohibiting the disclosure of any BWC videos received from MPD. The nondisclosure agreement shall contain provisions regarding the retention of videos by the Contractor.

**QueTel concurs.**

C.5.1.2 The Contractor shall be CJIS compliant. The FBI CJIS Security Policy may be found at: <https://www.fbi.gov/about-us/cjis/cjis-security-policy-resource-center>.

**QueTel concurs.**

C.5.1.3 The Contractor shall show proof of CJIS compliance by generating a list of written results of all audits, inspections, and assessment findings related to compliance with CJIS Security Policy.

**QueTel concurs.**

C.5.1.4 Background checks, including fingerprinting, are required of all staff that will have access to BWC videos.

**QueTel concurs.**

C.5.1.5 The Contractor shall have the legal expertise to interpret and apply FOIA.

**QueTel concurs.**

C.5.1.6 The Contractor shall have the legal expertise to interpret and apply the District of Columbia Driver's Privacy Protection Act of 2016.

**QueTel concurs.**

### **C.5.2 REDACTION AND TECHNICAL REQUIREMENTS:**

C.5.2.1 The Contractor shall keep a chain of custody record that reflects all internal transfers of BWC videos as well as receipt into and transfer out of the Contractor's control. In

addition, the Contractor shall be willing to testify in court as to the chain of custody of the BWC videos.

**QueTel concurs.**

- C.5.2.2 The Contractor shall use its expertise to identify and redact content within BWC videos in accordance with FOIA, the DPPA, and the policy and practice of MPD. The Contractor shall identify each individual, number, or other image or audio that needs redaction and the exemption(s) that apply to it and cite the applicable exemption(s) under FOIA. The Contractor shall describe how this requirement will be met, e.g., legal representation on staff.

**QueTel has consulted with its attorney at Cameron/McEvoy on this matter and believe with their advice we understand the FOIA and DPPA requirements and the policy and practice of MPD.**

- C.5.2.3 The Contractor shall produce redacted videos in the MP4 format, which is the format in which the videos are maintained on Evidence.com.

**QueTel concurs.**

- C.5.2.4 Redaction shall include the blurring or masking of visual elements of the BWC video as well as bleeping portions of audio. The sufficiency of redactions shall be in the sole discretion of MPD.

**QueTel concurs.**

- C.5.2.5 MPD may provide text which the Contractor shall prepend to all BWC videos to provide a warning of potential graphic, violent, profane, or disturbing content.

**QueTel concurs.**

### **C.5.3 REDACTION PROCESS REQUIREMENTS:**

- C.5.3.1 Upon determining the nature (e.g. first-party request, traffic crash report, etc.), number, and approximate length in minutes of BWC videos for FOIA requests in a proposed batch, a member of the FOIA Office will seek from the Contractor a commitment that the Contractor has the capacity and capability to successfully complete the necessary redactions to the proposed batch of BWC videos.

**QueTel concurs.**

- C.5.3.2 “Successfully complete the necessary redactions” means applying all of the needed redactions to the BWC videos in the proposed batch (1) according to the level of quality as dictated by the FOIA Office in its sole discretion and (2) within the time period provided by the Contractor as approved by the FOIA Office for the batch, which shall not exceed 20 business days.

**QueTel concurs.**

C.5.3.3 If the Contractor commits to successfully completing the necessary redactions to a proposed batch of BWC videos, MPD will authorize the Contractor to access the batch in Evidence.com.

**QueTel concurs.**

C.5.3.4 The Contractor shall be provided an Evidence.com account and shall use that to download the batch.

**QueTel concurs.**

C.5.3.5 Upon review of each batch, the Contractor shall provide a quote for the cost of redaction and a delivery date for the redaction of the batch. The Contractor shall perform the redaction work if the FOIA Office authorizes it to perform such work in accordance with the quote and delivery date.

**QueTel concurs.**

C.5.3.6 As soon as the Contractor is aware, the Contractor shall inform MPD if the quote for the batch or the delivery date for the last video in a batch changes.

**QueTel concurs.**

C.5.3.7 Upon finishing a redaction for a video, the Contractor shall:

- (1) Log in to Evidence.com and upload the video;
- (2) Annotate the video metadata based on the original video:
  - (a.) Identical Title, prepended with “REDACTED v.X – “where X is the iteration of redacted video per the review/rework cycle
  - (b.) Add “FOIA” as a Category;
  - (c.) Add the FOIA Request number as a Tag
  - (d.) Add “Do Not Use” to title of any redacted video that was returned to contractor for corrections: and
- (3) Provide a list of audio and visual redactions, with time codes and the applicable exemption(s) under FOIA, as a separate Word document.

**QueTel concurs.**

C.5.3.8 The FOIA Office will review the video and the list for accuracy and sufficiency. If the video does not pass review, the FOIA Office will notify the Contractor and provide details of the required changes for rework of the video. The FOIA Office will also notify the Contractor if any changes for the list are needed.

**QueTel concurs.**

C.5.3.9 Upon notification of required rework, the Contractor shall make the necessary changes, including updating the list of redactions, and shall log in to Evidence.com and upload the reworked video. The Contractor shall also provide the updated list to the FOIA Office.

**QueTel concurs.**

C.5.3.10 This process of review and rework will continue until the redaction of the video is deemed correct by the FOIA Office.

**QueTel concurs.**

**C.5.4 NOTICE:**

C.5.4.1 The Contractor shall provide a weekly status report to the FOIA Office for each batch of videos which it is processing.

**QueTel concurs.**

C.5.4.2 The Contractor shall provide a redaction report detailing where each blur and/or audio redaction takes place within the BWC video it processed.

**QueTel concurs.**

C.5.4.3 The Contractor shall include in its redactions report a summary of what each blur and/or audio redaction was.

**QueTel concurs.**

C.5.4.4 There shall not be a charge for additional time if the initial redactions by the Contractor are not sufficient and a video requires re-work.

**QueTel concurs.**

C.5.4.5 There shall not be a charge if the FOIA Office does not authorize the Contractor to perform the proposed redaction work pursuant to section C.5.1.3-C.5.3.2.

**QueTel concurs.**

**C.5.5 PENALTIES:**

C.5.5.1 The Contractor shall have 20 business days to successfully complete the redactions on each BWC video it accepts in a batch.

**QueTel concurs.**

C.5.5.2 The Contractor shall be assessed a penalty fee of 5% of total costs for each BWC video for which it completes redactions in 21-35 business days.

**QueTel concurs.**

C.5.5.3 The Contractor shall be assessed a penalty fee of 10% of total costs for each BWC video for which it completes redactions in 36-50 business days.

**QueTel concurs.**

C.5.5.4 The Contractor shall be assessed a penalty fee of 15% of total costs for each BWC video for which it completes redactions in 51-60 business days.

**QueTel concurs.**

C.5.5.5 The Contractor shall not receive any compensation and return all BWC videos for which it did not complete redactions after 61 days.

**QueTel concurs.**

## C.6 PERFORMANCE AND DELIVERABLES

### C.6.1 DELIVERABLES:

The Contractor shall perform the activities required to successfully complete the District's requirements and submit each deliverable to the Contract Administrator (CA) identified in section G.9 in accordance with the following:

<b>CLIN</b>	<b>Deliverable</b>	<b>Quantity</b>	<b>Format/Method of Delivery</b>	<b>Due Date</b>
001	Redacted Videos as referenced in C.5.2.3, C.5.2.4	As authorized	Upload to evidence.com, with separate written notification by email	Per delivery date provided by Contractor and accepted by FOIA Office, not to exceed 20 business days
002	List of Redactions, with time codes and applicable statutory exemptions as referenced in section C.5.3.8	As authorized	Written notification by email	Per delivery date provided by Contractor and accepted by FOIA Office, not to exceed 20 business days
003	Weekly Status Report as referenced in section C.5.4.1	1	Written notification by email	Weekly

## ATTACHMENT B PRICE SCHEDULE

Please provide pricing for the following:

Contract Line Item No. (CLIN)	Item Description	Price Per minute of video	Estimated Quantity	Maximum Total Price (Unit price x Maximum quantity)
<b>CLIN 0001</b>	Video and Audio Redaction services, as set forth in section C.5.	<b>\$24.00 per minute of video</b>	<b>100</b>	<b>\$2,400.00</b>

**QueTel has carried out the simple multiplication that is indicated. However, if based on our experience, we assume that each video is average of 20 minutes and we multiply 100 videos times 20 minutes there would be 2,000 minutes of video time. Then, when we multiply that number by \$24.00 per minute of video time, we estimate a total price of \$48,000. (\$24.00 x 100 x 20 = \$48,000)**



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**\*\*\* Electronic Invoicing Purchase Order. Please use <https://vendorportal.dc.gov> to register and submit invoices. \*\*\***

## Order No : PO612536-V2 -MPD FY20- Redaction Services

Issued on Thu, 24 Oct, 2019

**Supplier**

QUETEL CORPORATION  
 14100 Sullyfield Circle  
 Suite 700  
 Chantilly, VA 20151  
 Phone: 703.318.6836  
 Fax: 703.822.5424  
 Contact

**Ship To**

Metropolitan Police  
 Department  
 300 Indiana Ave. NW Rm 4057  
 Washington, DC 20001  
 United States

**Bill To:**

Please use <https://vendorportal.dc.gov> to register and submit invoices.

Item	Action	Description	Part Number	Unit	Qty	Need By	Unit Price	Extended Amount
1	Modified	<b>FY20 redaction services not to exceed ...</b>		each	75,880	Tue, 01 Oct, 2019	\$1.00 USD	\$75,880.00 USD
FY20 redaction services not to exceed \$100,000.00 on an as-needed basis through July 24, 2020								
<b>Total</b>							\$75,880.00 USD	

## Changes

- ERP Order TimeCreated changed from Thu, 3 Oct, 2019 to Thu, 24 Oct, 2019
- Line Item 1, Quantity changed from 100,000 to 75,880
- Line Item 1, Accounting, Accounting 1, EffectiveDateString changed from 10/03/2019 to 10/01/2019
- Line Item 1, Description, Contract Number changed from DCMP-FY19-123196 to N/A
- ERP Order Comments changed from The Contractor shall submit payment requests in electronic format through the DC Vendor Portal [vendorportal.dc.gov](https://vendorportal.dc.gov) by selecting the applicable purchase order number which is listed on the Contractors profile. INVOICES FOR QUANTITIES OR AMOUNTS GREATER THA to (no value)
- ERP Order Comments changed from FOB is Destination unless specified otherwise to (no value)
- ERP Order Comments changed from \*\*\*\*GOVERNMENT OF THE DISTRICT OF COLUMBIA STANDARD CONTRACT PROVISIONS FOR USE WITH THE DISTRICT OF COLUMBIA GOVERNMENT SUPPLY AND SERVICES CONTRACTS (July 2010) ARE HEREBY INCORPORATED BY REFERENCE. WWW.OCP.DC.GOV\*\*\*\*\* to (no value)
- ERP Order Total ordered changed from \$100,000.00 USD to \$75,880.00 USD
- Line Item 1, Accounting, Accounting 1, Unpaid Balance changed from \$88,672.00 USD to (no value)

## Comments

- COMMENT by **aribasystem** on *10/24/2019*  
The Contractor shall submit payment requests in electronic format through the DC Vendor Portal vendorportal.dc.gov by selecting the applicable purchase order number which is listed on the Contractors profile.INVOICES FOR QUANTITIES OR AMOUNTS GREATER THAN WHAT IS STATED ON THE PURCHASE ORDER WILL BE REJECTED.FAILURE TO FOLLOW THESE INSTRUCTIONS MAY RESULT IN DELAYS IN PAYMENT. (aribasystem, Thu, 24 Oct, 2019)
- COMMENT by **aribasystem** on *10/24/2019*  
FOB is Destination unless specified otherwise (aribasystem, Thu, 24 Oct, 2019)
- COMMENT by **aribasystem** on *10/24/2019*  
\*\*\*\*GOVERNMENT OF THE DISTRICT OF COLUMBIA STANDARD CONTRACT PROVISIONS FOR USE WITH THE DISTRICT OF COLUMBIA GOVERNMENT SUPPLY AND SERVICES CONTRACTS (July 2010) ARE HEREBY INCORPORATED BY REFERENCE. WWW.OCP.DC.GOV\*\*\*\*\* (aribasystem, Thu, 24 Oct, 2019)



## GOVERNMENT OF THE DISTRICT OF COLUMBIA

### Blanket Purchase Agreement With Contractor: QueTel Corporation

OFFICE OF CONTRACTING AND PROCUREMENT (OCP) hereby issues a Blanket Purchase Agreement (BPA) No: **DCMP-FY19-123196** between the District of Columbia and QueTel Corporation. This BPA is issued in accordance with the District of Columbia procurement regulations contained in Title 27 DCMR Sections 1802 and is subject to the terms and conditions contained herein.

#### 1. MINIMUM REQUIREMENT:

The Government of the District of Columbia's Office of Contracting and Procurement (OCP), on behalf of the Metropolitan Police Department (MPD) is seeking the service of a redaction contractor who can apply their knowledge of and expertise in the local freedom of information act, regulations, and rules (FOIA) to make redactions to body-worn camera (BWC) video in accordance with the exemptions under FOIA.

#### 2. PRICING:

Contract Line Item No. (CLIN)	Item Description	Price Per Unit (minute)	Estimated Quantity (The amount of videos redacted in a 12 month period)	Total Estimated Price (price per unit x estimated quantity)
CLIN 0001	BWC video redaction services, as set forth in section C.5.	\$24.00 per minute of video processing time	100	\$2,400.00

The base period prices charged to the District for the above goods or services including delivery charges provided by the CONTRACTOR under this BPA shall be as low as or lower than those charged to the suppliers most favored customer for comparable quantities under similar terms and conditions, in addition to any discounts for prompt payment.

#### 3. PERIOD OF PERFORMANCE:

The period of performance for this BPA shall be for one calendar year from the date that the Contracting Officer signs the agreement.

#### 4. LIMITATION OF THIS AGREEMENT:

This BPA is not a contract, does not obligate any funds, and does not state or imply any agreement by the District to place future contracts or orders with the CONTRACTOR. Total orders shall not exceed **One Hundred Thousand Dollars (\$100,000.00)** during any one (1) year period of performance unless authorized by the Contracting Officer.

**QueTel Corporation**  
**BPA No: DCMP-FY19-123196**

**5. DISTRICT'S OBLIGATION:**

The District is obligated only to the extent that authorized purchases are ordered under this BPA. The District is obligated only to the extent of authorized purchases actually made in accordance with this BPA. Authorized purchases are defined as purchases involving an executed task order or purchase order.

The District is not obligated to order any products, goods, commodities or services as a result of this BPA.

**6. ORDERING PROCEDURES:**

The Contracting Officer (CO) hereby authorizes the Contract Administrator (CA) to place orders against this BPA. The orders will be in the form of a PASS generated purchase order.

Ordering of goods and/or services against this BPA must correspond to an approved purchase order and may be placed in writing, by fax or by email by the CO or CA and shall be accompanied by a purchase order number.

Only the goods and/or services awarded to the Contractor by way of this BPA can be ordered against it.

**7. PAYMENT:**

The District will pay the CONTRACTOR for satisfactory delivery of the good(s)/service(s) in accordance with the price schedule in Section 2. Pricing.

The CONTRACTOR warrants that the prices for the good(s)/service(s) shall be as low as or lower than prices charged to the supplier's most favored customer from comparable quantities under similar terms and conditions.

**8. CONTRACTING OFFICER:**

A Contracting Officer is the only District official authorized to contractually bind the District, the Contracting Officer for this BPA is as follows:

Yvonne Howerton, Senior Contracting Officer  
Office of Contracting and Procurement  
441 4th Street, NW, Suite 700 South  
Washington, DC 20001  
(202) 724-4946  
Email: [Yvonne.Howerton@dc.gov](mailto:Yvonne.Howerton@dc.gov)

**9. CONTRACT ADMINISTRATOR (CA):**

The Contract Administrator (CA) is responsible for general administration of the BPA including:

- a) Records of orders placed;
- b) Total dollar value of orders;
- c) Records of invoices received;
- d) Approved day to day operations of the BPA; and
- e) Advising the Contracting Officer as to the CONTRACTOR's compliance or noncompliance

**QueTel Corporation**  
**BPA No: DCMP-FY19-123196**

with the terms and conditions of the BPA.

The CA will determine when goods and/or services are needed, then notify the CONTRACTOR of the delivery to be performed. Also, the CA shall verify invoices and certify payment of the invoices.

The CA for this BPA is as follows:

Ms. Vendette Parker  
Metropolitan Police Department  
300 Indiana Avenue, NW, Room 4057  
Washington, DC 20001  
Email: [Vendette.Parker@dc.gov](mailto:Vendette.Parker@dc.gov)

**10. INVOICING:**

All deliveries or shipments under the agreement shall be accomplished by delivery tickets or sales slips which contain the following minimum information.

- a) Name of Contractor;
- b) BPA Number;
- c) Purchase Order Number;
- d) Date of Purchase Order;
- e) Delivery Ticket Number;
- f) Itemized list of supplies or services provided;
- g) Quantity, unit price, and extension of each item, less applicable discounts; and
- h) Date of the Delivery

The Vendor invoices should be submitted with appropriate supporting documentation.

**11. GENERAL TERMS AND CONDITIONS:**

The terms and conditions included in this BPA shall apply to all purchases made pursuant to BPA No: **DCMP-FY19-123196**. In the event of an inconsistency between the provisions of this BPA and the Supplier's invoice, the provisions of this BPA will take precedence.

**QueTel Corporation**  
**BPA No: DCMP-FY19-123196**



**ACCEPTANCE OF AGREEMENT**

**For BPA No: DCMP-FY19-123196**

Company Name: QueTel Corporation

Address: 14100 Sullyfield Circle, Suite 700  
Chantilly, VA 20151

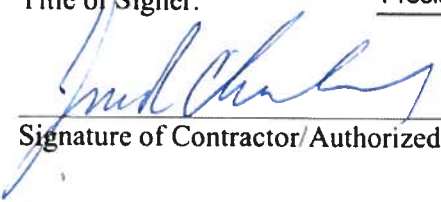
Telephone Number: 703-318-6834 Fax Number: 703-822-5424

Contact Person: James R. Cleaveland

Email: JRC@quetel.com

Name of Signer: James R. Cleaveland

Title of Signer: President

 July 25, 2019  
Signature of Contractor/Authorized Representative Date

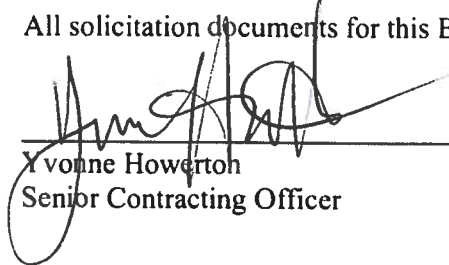
**To Be Completed By The District of Columbia:**

**BPA Amount:** Not to Exceed \$100,000.00

**BPA Effective Date:** July 25, 2019

**BPA Expiration Date:** July 24, 2020

All solicitation documents for this BPA are incorporated by reference

 07/25/19  
Yvonne Howerton Date  
Senior Contracting Officer



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Fiscal Year	Event Date	Conduct	Violation	Discipline	Current License Status
2019	10/25/2018	Unjustified Use of Force (Firearm / no injury)	Policy Violation	10 Days Suspension (Did Not Return for Reinstatement)	Revoked
2019	11/5/2018	Improper Storage of Firearm (Stolen)	Policy Violation	10 Days Suspension / 40 hour Firearms Retraining	Active
2019	11/9/2018	Unjustified Use of Force (Firearm / no injury)	Policy Violation	Suspended 10 Days / 40 hour Firearms Remedial Training	Active
2019	11/13/2018	Negligent Discharge of Firearm (No Injury)	Negligent Discharge Firearm	10 Days Suspension / 40 hour Firearms Retraining	Active
2019	11/21/2018	Lost Firearm	Policy Violation	10 Days Suspension / 40 hour Firearms Retraining	Active
2019	11/23/2018	Negligent Discharge of Firearm (No Injury)	Negligent Discharge Firearm	10 Days Suspension (Did Not Return for Reinstatement)	Revoked
2019	11/26/2018	Unjustified Use of Force (OC Spray)	Policy Violation	10 Days Suspension	Active
2019	12/15/2018	Unjustified Use of Force (ASP and OC Spray)	Policy Violation	60 Days Suspension / Use of Force Remedial Training	Active
2019	12/21/2018	Negligent Discharge of Firearm (No Injury)	Negligent Discharge Firearm	10 Days Suspension / 40 hour Firearms Retraining	Active
2019	1/2/2019	Weapons Violation	Felony Arrest / Pending Court Disposition	Revoked	Revoked
2019	1/2/2019	Assault	Misdemeanor Arrest / Pending Court Disposition	Revoked	Revoked
2019	1/8/2019	Assault	Misdemeanor Arrest / Nolled	5 Days Suspension	Active
2019	1/11/2019	Conduct Unbecoming	Conduct Unbecoming	10 Days Suspension	Active
2019	1/22/2019	Threats/Poss. Bb Gun	Misdemeanor Arrest / Nolled	5 Days Suspension	Active
2019	1/30/2019	Assault	Criminal Conviction	Revoked	Revoked
2019	1/30/2019	Soliciting Prostitution	Misdemeanor Arrest / Nolled	5 Days Suspension (Did Not Return for Reinstatement)	Revoked
2019	1/30/2019	Disorderly Affray	Misdemeanor Arrest / Pending Court Disposition	Revoked	Revoked
2019	1/30/2019	Assault	Misdemeanor Arrest / Nolled	5 Days Suspension	Active
2019	1/31/2019	Destruction Of Property	Misdemeanor Arrest / Nolled	5 Days Suspension (Did Not Return for Reinstatement)	Revoked
2019	2/11/2019	Carrying A Pistol Without A License (Cpwl)	Acquitted	5 Days Suspension (Did Not Return for Reinstatement)	Revoked
2019	2/14/2019	Traffic / Dui	Traffic Arrest / Pending Court Disposition	Revoked	Revoked
2019	2/14/2019	Possession With Intent To Distribute -Marijuana	Traffic Arrest / Pending Court Disposition	Revoked	Revoked
2019	2/15/2019	Possession Of Marijuana	Traffic Arrest / Pending Court Disposition	5 Days Suspension (Did Not Return for Reinstatement)	Revoked
2019	2/15/2019	Traffic / Dui	Traffic Arrest / Pending Court Disposition	5 Days Suspension	Active

Fiscal Year	Event Date	Conduct	Violation	Discipline	Current License Status
2019	2/15/2019	Traffic / Dui	Traffic Arrest / Pending Court Disposition	5 Days Suspension	Active
2019	2/17/2019	Public Intox/Weapons Violation	Traffic Arrest / Pending Court Disposition	Revoked	Revoked
2019	2/19/2019	Domestic Violence	Traffic Arrest / Pending Court Disposition	5 Days Suspension	Active
2019	2/21/2019	Illegal Dumping	Misdemeanor Arrest / Nolled	5 Days Suspension	Active
2019	2/25/2019	Negligent Discharge of Firearm (No Injury)	Negligent Discharge Firearm	10 Days Suspension / 40 hour Firearms Retraining	Active
2019	2/25/2019	Firearms Violation	Misdemeanor Arrest / Nolled	5 Days Suspension	Active
2019	2/27/2019	Assault	Misdemeanor Arrest / Pending Court Disposition	Revoked	Revoked
2019	2/28/2019	Unregistered Firearm	Criminal Conviction	5 Days Suspension	Revoked
2019	3/6/2019	Deviation From Post	Policy Violation	Remedial Training	Active
2019	3/12/2019	Deviation From Post	Policy Violation	Revoked	Revoked
2019	3/12/2019	Assault (Arrest #1)	Misdemeanor Arrest / Nolled	5 Days Suspension	Active
2019	3/12/2019	Carrying A Pistol Without A License (Cpwl)	Criminal Conviction	Revoked	Revoked
2019	3/14/2019	Assault	Misdemeanor Arrest / Nolled	5 Days Suspension	Active
2019	3/14/2019	Public Intoxication	Misdemeanor Arrest / Nolled	5 Days Suspension	Active
2019	3/18/2019	Soliciting Prostitution	Misdemeanor Arrest / Nolled	5 Days Suspension	Active
2019	3/19/2019	Possession Of Open Container Of Alcohol	Misdemeanor Arrest / Nolled	5 Days Suspension	Active
2019	3/21/2019	Assault	Misdemeanor Arrest / Nolled	5 Days Suspension	Active
2019	3/28/2019	Firearms Violation	Misdemeanor Arrest / Nolled	5 Days Suspension	Active
2019	3/28/2019	Assault	Misdemeanor Arrest / Nolled	5 Days Suspension	Active
2019	3/28/2019	Traffic / Dui	Traffic Arrest	5 Days Suspension	Active
2019	4/1/2019	Traffic Arrest	Traffic Arrest	5 Days Suspension	Active
2019	4/1/2019	Traffic / Dui	Traffic Arrest / Pending Court Disposition	Revoked	Revoked
2019	4/2/2019	Traffic / Dui	Traffic Arrest / Pending Court Disposition	Revoked	Revoked
2019	4/8/2019	Carrying A Pistol Without A License (Cpwl)	Misdemeanor Arrest / Nolled	5 Days Suspension (Did Not Return for Reinstatement)	Revoked
2019	4/9/2019	Positive Drug Screen	Positive Drug Screen	Revoked	Revoked
2019	4/23/2019	Traffic / Dui	Traffic Arrest / Pending Court Disposition	Revoked	Revoked
2019	4/23/2019	Large Capacity Feeding Device	Criminal Conviction	Revoked	Revoked

Fiscal Year	Event Date	Conduct	Violation	Discipline	Current License Status
2019	4/23/2019	Assault	Misdemeanor Arrest / Nolled	5 Days Suspension	Active
2019	4/24/2019	Traffic Arrest	Misdemeanor Arrest / Pending Court Disposition	5 Days Suspension (Did Not Return for Reinstatement)	Revoked
2019	4/29/2019	Traffic Arrest	Traffic Arrest	5 Days Suspension	Active
2019	4/29/2019	Traffic / Dui	Traffic Arrest	5 Days Suspension	Active
2019	4/29/2019	Disorderly Conduct	Misdemeanor Arrest / Nolled	5 Days Suspension	Active
2019	4/29/2019	Domestic Violence	Misdemeanor Arrest / Nolled	5 Days Suspension	Active
2019	5/2/2019	Traffic / Dui	Traffic Arrest	5 Days Suspension	Active
2019	5/7/2019	Theft	Misdemeanor Arrest / Nolled	5 Days Suspension	Active
2019	5/8/2019	Fail to Take Action	Policy Violation	30 Days Suspension / Remedial Training	Active
2019	5/9/2019	Fail to Supervise	Policy Violation	Revoked	Revoked
2019	5/14/2019	Domestic Violence	Misdemeanor Arrest / Nolled	5 Days Suspension (Did Not Return for Reinstatement)	Revoked
2019	5/20/2019	Traffic / Dui	Traffic Arrest	5 Days Suspension	Active
2019	5/23/2019	Forgery	Felony Arrest / Pending Court Disposition	Revoked	Revoked
2019	5/28/2019	Improper Equipment	Policy Violation	Revoked	Revoked
2019	5/28/2019	Assault	Misdemeanor Arrest / Nolled	5 Days Suspension	Active
2019	5/29/2019	Conduct Unbecoming/Disorderly in Government Building	Conduct Unbecoming	Revoked	Revoked
2019	5/30/2019	Traffic Arrest	Traffic Arrest	5 Days Suspension	Active
2019	5/30/2019	Traffic / Dui	Traffic Arrest / Pending Court Disposition	Revoked	Revoked
2019	6/8/2019	Negligent Discharge of Firearm (Injury of Another)	Negligent Discharge Firearm	Revoked	Revoked
2019	6/18/2019	Assault	Misdemeanor Arrest / Nolled	5 Days Suspension	Active
2019	6/18/2019	Traffic / Dui	Traffic Arrest	5 Days Suspension	Active
2019	6/18/2019	Traffic Arrest	Traffic Arrest	5 Days Suspension	Active
2019	6/19/2019	Traffic / Dui	Traffic Arrest / Pending Court Disposition	Revoked	Revoked
2019	6/20/2019	Assault	Misdemeanor Arrest / Nolled	5 Days Suspension	Active
2019	6/24/2019	Deviation From Post	Policy Violation	5 Days Suspension	Active
2019	6/25/2019	Violation Of Protection Order	Misdemeanor Arrest / Pending Court Disposition	Revoked	Revoked
2019	6/25/2019	Assault	Misdemeanor Arrest / Nolled	5 Days Suspension	Active
2019	6/26/2019	Assault	Misdemeanor Arrest / Pending Court Disposition	Revoked	Revoked

Fiscal Year	Event Date	Conduct	Violation	Discipline	Current License Status
2019	7/1/2019	Improper Storage of Firearm	Policy Violation	10 Days Suspension / 40 hour Firearms Retraining	Active
2019	7/1/2019	Traffic / Dui	Traffic Arrest	5 Days Suspension	Active
2019	7/3/2019	Obstruction Of Justice	Felony Arrest / Pending Court Disposition	Revoked	Revoked
2019	7/3/2019	Traffic / Dui	Traffic Arrest	5 Days Suspension (Did Not Return for Reinstatement)	Revoked
2019	7/10/2019	Traffic / Dui	Traffic Arrest	5 Days Suspension	Active
2019	7/11/2019	Traffic / Dui	Traffic Arrest / Pending Court Disposition	5 Days Suspension	Revoked
2019	7/15/2019	Negligent Discharge of Firearm (No Injury)	Negligent Discharge Firearm	10 Days Suspension / 40 hour Firearms Retraining	Active
2019	7/15/2019	Assault	Misdemeanor Arrest / Nolled	5 Days Suspension	Active
2019	7/16/2019	Unjustified Use of Force (OC Spray)	Policy Violation	10 Days Suspension / Use of Force Remedial Training	Active
2019	7/17/2019	Soliciting Prostitution	Misdemeanor Arrest / Nolled	5 Days Suspension (Did Not Return for Reinstatement)	Revoked
2019	7/18/2019	Interfering with Police Investigation	Policy Violation	Revoked	Active
2019	7/19/2019	Deviation From Post	Policy Violation	5 Days Suspension	Active
2019	7/24/2019	Interfering with Police Investigation	Policy Violation	Revoked	Revoked
2019	7/24/2019	Improper Storage of Equipment	Policy Violation	10 Days Suspension	Active
2019	7/25/2019	Refusal to Display Commission	Policy Violation	5 Days Suspension	Active
2019	7/25/2019	Interfering with Police Investigation	Policy Violation	5 Days Suspension	Active
2019	7/31/2019	Assault	Misdemeanor Arrest / Pending Court Disposition	Revoked	Revoked
2019	8/6/2019	Bench Warrant	Misdemeanor Arrest / Nolled	5 Days Suspension	Active
2019	8/15/2019	Assault	Misdemeanor Arrest / Nolled	5 Days Suspension	Active
2019	8/21/2019	Traffic / Dui (Arrest#2)	Traffic Arrest	5 Days Suspension	Active
2019	8/21/2019	Armed Robbery	Felony Arrest / Pending Court Disposition	Revoked	Revoked
2019	8/23/2019	Firearms Violation	Felony Arrest / Pending Court Disposition	Revoked	Revoked
2019	8/31/2019	Fail to Notify of Arrest	Policy Violation	Revoked	Revoked
2019	9/5/2019	Fraud	Misdemeanor Arrest / Nolled	5 Days Suspension (Did Not Return for Reinstatement)	Revoked
2019	9/6/2019	Assault On A Police Officer	Misdemeanor Arrest / Nolled	5 Days Suspension	Active
2019	9/9/2019	Assault	Misdemeanor Arrest / Nolled	5 Days Suspension	Active
2019	9/10/2019	Traffic / Dui	Traffic Arrest	5 Days Suspension	Active
2019	9/10/2019	Traffic Arrest	Traffic Arrest	5 Days Suspension	Active

Fiscal Year	Event Date	Conduct	Violation	Discipline	Current License Status
2019	9/10/2019	Assault	Misdemeanor Arrest / Pending Court Disposition	Revoked	Revoked
2019	9/10/2019	Domestic Violence	Misdemeanor Arrest / Nolled	5 Days Suspension	Active
2019	9/10/2019	Theft	Criminal Conviction	5 Days Suspension	Revoked
2019	9/10/2019	Threats	Misdemeanor Arrest / Pending Court Disposition	Revoked	Revoked
2019	9/10/2019	Child Abuse	Misdemeanor Arrest / Pending Court Disposition	Revoked	Revoked
2019	9/10/2019	Traffic / Dui	Traffic Arrest	5 Days Suspension	Active
2019	9/10/2019	Traffic / Dui	Traffic Arrest / Pending Court Disposition	Revoked	Revoked
2019	9/10/2019	Traffic / Dui	Traffic Arrest	5 Days Suspension	Active
2019	9/10/2019	Assault	Misdemeanor Arrest / Nolled	5 Days Suspension	Active
2019	9/10/2019	Robbery	Misdemeanor Arrest / Nolled	5 Days Suspension	Active
2019	9/11/2019	Traffic / No Permit	Traffic Arrest	5 Days Suspension	Active
2019	9/11/2019	Theft	Misdemeanor Arrest / Pending Court Disposition	Revoked	Revoked
2019	9/12/2019	Traffic Arrest	Traffic Arrest	5 Days Suspension	Active
2019	9/15/2019	Fail to Take Action	Policy Violation	5 Days Suspension / Remedial Training	Active
2019	9/16/2019	Assault	Misdemeanor Arrest / Pending Court Disposition	Revoked	Revoked
2019	9/17/2019	Traffic / Dui	Traffic Arrest	5 Days Suspension	Active
2019	9/18/2019	Possession Prescription Drugs	Felony Arrest / Pending Court Disposition	Revoked	Revoked
2019	9/19/2019	Carrying A Pistol Without A License (Cpwl)	Felony Arrest / Pending Court Disposition	Revoked	Revoked
2019	9/19/2019	Traffic / Dui	Traffic Arrest	5 Days Suspension (Did Not Return for Reinstatement)	Revoked
2019	9/20/2019	Soliciting Prostitution	Misdemeanor Arrest / Nolled	5 Days Suspension	Active
2019	9/21/2019	Stalking	Misdemeanor Arrest / Nolled	5 Days Suspension (Did Not Return for Reinstatement)	Revoked
2019	9/21/2019	Theft	Misdemeanor Arrest / Nolled	5 Days Suspension	Active
2019	9/21/2019	Theft	Misdemeanor Arrest / Nolled	5 Days Suspension	Active
2019	9/26/2019	Theft	Misdemeanor Arrest / Pending Court Disposition	Revoked	Revoked

Fiscal Year	Event Date	Conduct	Violation	Discipline	Current License Status
2019	9/26/2019	Carrying A Pistol Without A License (Cpwl)	Felony Arrest / Pending Court Disposition	Revoked	Revoked
2019	9/30/2019	Carrying A Pistol Without A License (Cpwl)	Misdemeanor Arrest / Nolled	5 Days Suspension	Active
2020	10/14/2019	Assault	Misdemeanor Arrest / Nolled	5 Days Suspension	Active
2020	10/16/2019	Harassment	Misdemeanor Arrest / Nolled	5 Days Suspension	Active
2020	10/16/2019	Assault	Misdemeanor Arrest / Pending Court Disposition	Revoked	Revoked
2020	10/25/2019	Assault	Misdemeanor Arrest / Nolled	5 Days Suspension (Did Not Return for Reinstatement)	Revoked
2020	10/28/2019	Traffic / No Permit	Traffic Arrest	5 Days Suspension	Active
2020	10/31/2019	Assault	Misdemeanor Arrest /STET	5 Days Suspension (Did Not Return for Reinstatement)	Revoked
2020	10/31/2019	Public Intoxication	Misdemeanor Arrest / Pending Court Disposition	Revoked	Revoked
2020	10/31/2019	Theft	Misdemeanor Arrest / Nolled	5 Days Suspension	Active
2020	10/31/2019	Assault	Misdemeanor Arrest / Nolled	5 Days Suspension	Active
2020	11/7/2019	Firearms Violation	Felony Arrest / Pending Court Disposition	Revoked	Revoked
2020	11/7/2019	Assault	Misdemeanor Arrest / Pending Court Disposition	Revoked	Revoked
2020	11/7/2019	Domestic Violence	Misdemeanor Arrest / Pending Court Disposition	Revoked	Revoked
2020	11/7/2019	Assault	Misdemeanor Arrest / Pending Court Disposition	Revoked	Revoked
2020	11/7/2019	Traffic Arrest	Traffic Arrest	5 Days Suspension	Active
2020	11/15/2019	Theft	Misdemeanor Arrest / Nolled	5 Days Suspension	Active
2020	11/20/2019	Carrying A Pistol Without A License (Cpwl)	Felony Arrest / Pending Court Disposition	Revoked	Revoked
2020	11/20/2019	Domestic Violence	Misdemeanor Arrest / Pending Court Disposition	Revoked	Revoked
2020	12/3/2019	Animal Cruelty	Misdemeanor Arrest / Pending Court Disposition	Revoked	Revoked
2020	12/3/2019	Carrying A Pistol Without A License (Cpwl)	Felony Arrest / Pending Court Disposition	Revoked	Revoked
2020	12/4/2019	Assault With A Deadly Weapon	Misdemeanor Arrest / Nolled	5 Days Suspension	Active
2020	12/5/2019	Soliciting Prostitution	Misdemeanor Arrest / Pending Court Disposition	Revoked	Revoked



<b>Fiscal Year</b>	<b>Event Date</b>	<b>Conduct</b>	<b>Violation</b>	<b>Discipline</b>	<b>Current License Status</b>
2020	12/17/2019	Traffic / Dui	Traffic Arrest / Pending Court Disposition	5 Days Suspension	Revoked
2020	12/17/2019	Domestic Violence	Misdemeanor Arrest / Nolled	5 Days Suspension	Active
2020	12/17/2019	Domestic Violence	Misdemeanor Arrest / Nolled	5 Days Suspension (Did Not Return for Reinstatement)	Revoked
2020	12/30/2019	Traffic / Dui	Traffic Arrest	5 Days Suspension (Did Not Return for Reinstatement)	Revoked

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Date	Location	# of Members Inspected	Agency Name	Results of Check	Disposition
May-19	1535 Alabama Ave SE	1	Washington Field Protective Services	Unlicensed Armed SPO Status	Warrant Declined
Jun-19	2345 14 <sup>th</sup> St NE	5	First Choice Protective Svc.	In compliance (5 members inspected)	In Compliance (All)
Jun-19	5600 Georgia Ave NW	1	USNIA	No Valid SPO License and Armed	Arrested
Jun-19	3 Dupont Circle NW	1	G4S	In compliance	In Compliance
Jun-19	6 Dupont Circle NW		Security Not on Site	Security Not on Site	Security Not on Site
Jun-19	1500 New Hampshire Ave NW	1	Secure America	License not on person	Retrieved/Advised
Jun-19	1800 Mass Ave NW		Security Not on Site	In compliance	In Compliance
Jun-19	1913 Mass Ave NW	1	Allied Universal	In compliance	In Compliance
Jun-19	1919 Connecticut Ave NW	3	Hilton	In compliance (3 members inspected)	In Compliance (All)
Jun-19	3327 Connecticut Ave NW		Security Not on Site	Security Not on Site	Security Not on Site
Jun-19	111 Michigan Ave NW	13	MedStar Health	In compliance (11 of 13 members inspected)	In Compliance (11)
				License not on person (1 of 13)	Retrieved/Advised
				Uniform Shirt not in compliance (1 of 13)	Changed Shirt/Advised
Jun-19	1525 7th St NW	1	A&D Security	Uniform/Wrong patch	Changed Shirt/Advised
Jun-19	1545 Alabama Ave SE	2	Washington Field Protective Services	In compliance (2 members inspected)	In Compliance (All)
Jun-19	1550 7th St NW	4	Masters Security	In compliance	In Compliance (All)
Jun-19	1926-B 14th St NW		Security Not on Site	Security Not on Site	Security Not on Site
Jun-19	2000 11th St NW	1	Metropolitan Protective Services	In compliance	In Compliance
Jun-19	2001 15th St NW		Security Not on Site	Security Not on Site	Security Not on Site
Jun-19	2116 18th St NW		OPS Security Group	Uniform Shirt not in compliance	Changed Shirt/Advised
Jun-19	2350 M St NW	1	MaxSent	In compliance	In Compliance
Jun-19	1000 U St NW		Security Not on Site	Security Not on Site	Security Not on Site
Jun-19	1201 1st St NE	1	Hire Police DC	In compliance	In Compliance
Jun-19	1219 28th St NW	1	American Security	License not on person	Removed from Site
Jun-19	1306 U St NW	1	Code Black	In compliance	In Compliance
Jun-19	1815 Connecticut Ave NW	1	GQ Security	License not on person	Removed from Site
Jun-19	1900 7th St NW		Security Not on Site	Security Not on Site	Security Not on Site
Jun-19	1025 Conn Ave, NW	1	Allied Universal	License not on person	Retrieved/Advised
Jun-19	1132 19th St NW		Security Not on Site	Security Not on Site	Security Not on Site
Jun-19	1717 Desales Pl NW	4	Universal Protection Security	In compliance (4 members inspected)	In Compliance (All)
Jun-19	2020 M St NW		Security Not on Site	Security Not on Site	Security Not on Site
Jun-19	2021 K St NW	1	Admiral Security	In compliance	In Compliance
Jun-19	2021 L St NW	1	Universal Protection Security	In compliance	In Compliance
Jun-19	2101 L St NW		Security Not on Site	Security Not on Site	Security Not on Site
Jun-19	1355 New York Ave NE	5	Security Assurance Management	In compliance (5 members inspected)	In Compliance (All)
Jun-19	1600 New York Ave NE	2	Capital City Protective Services	License not on person (1 of 2)	Retrieved/Advised (1)
				In compliance (1 of 2)	In Compliance (1)
Jun-19	1401 New York Ave NE	2	Noble Security	In compliance (2 members inspected)	In Compliance (All)
Jun-19	1601 Maryland Ave, NE	1	Wolf Security	In compliance	In Compliance
Jun-19	1710 17th St NE	1	Champion National Security	License not on person	Retrieved/Advised
Jun-19	2175 West Virginia Ave NE	1	Universal Protection Security	In compliance	In Compliance

Date	Location	# of Members Inspected	Agency Name	Results of Check	Disposition
Jun-19	300 Indiana Ave NW	5	Security Assurance Management	In compliance (5 members inspected)	In Compliance (All)
Jun-19	901 17th St NE	1	BlueLine Security	Uniform/Wrong patch	Changed Shirt/Advised
Jun-19	2000 14th St NW	6	Security Assurance Management	In compliance (6 members inspected)	In Compliance (All)
Jun-19	3100 14th St NW	4	United Security Inc.	License not on person (1 of 4)	Retrieved/Advised
				In compliance (4 members inspected)	In Compliance (All)
Jul-19	1403 W St NE	1	Security Assurance Management	In compliance	In Compliance
Jul-19	1701 Rhode Island Ave NE	2	USNIA	In compliance (2 members inspected)	In Compliance (All)
Jul-19	1725 15th St NE	1	Security Assurance Management	In compliance	In Compliance
Jul-19	2411 14th St NE	3	Security Assurance Management	In compliance (3 members inspected)	In Compliance (All)
Jul-19	1145 17th St NW	6	Universal Protection Security	In compliance (6 members inspected)	In Compliance (All)
Jul-19	1301 K St NW	5	Admiral Security	In compliance (5 members inspected)	In Compliance (All)
Jul-19	1345 Park Rd NW		Security Not on Site	Security Not on Site	Security Not on Site
Jul-19	1400 7th St NW		Security Not on Site	Security Not on Site	Security Not on Site
Jul-19	1600 M St NW	1	Universal Protection Security	In compliance	In Compliance
Jul-19	1717 Desales Pl NW	5	Universal Protection Security	In compliance (5 members inspected)	In Compliance (All)
Jul-19	2000 14th St NW	5	Security Assurance Management	In compliance (5 members inspected)	In Compliance (All)
Jul-19	4615 14th St NW	3	BTI Security (for WMATA)	In compliance (3 members inspected)	In Compliance (All)
Jul-19	801 Mt Vernon Pl NW	9	Washington Convention Center	In compliance (9 members inspected)	In Compliance (All)
Jul-19	1101 4th St SW	2	Security Assurance Management	In compliance (2 members inspected)	In Compliance (All)
Jul-19	1300 Eye St NW	2	Universal Protection Security	In compliance (1 of 2 members inspected)	In Compliance (1)
				License not on person (1 of 2)	Removed from Site
Jul-19	1575 Eye St NW	1	Universal Protection Security	In compliance	In Compliance
Jul-19	1667 K St NW		Security Not on Site	Security Not on Site	Security Not on Site
Jul-19	1800 G St NW	1	Universal Protection Security	In compliance	In Compliance
Jul-19	1999 K St NW	4	Universal Protection Security	In compliance (4 members inspected)	In Compliance (All)
Jul-19	2175 K St NW	1	Universal Protection Security	In compliance	In Compliance
Jul-19	1100 13th St NW	2	Allied Universal	In compliance (2 members inspected)	In Compliance (All)
Jul-19	1100 4th St SW	10	Allied Universal	In compliance (10 members inspected)	In Compliance (All)
Jul-19	1101 4th St SW	5	Allied Universal	In compliance (5 members inspected)	In Compliance (All)
Jul-19	12th & Jefferson Dr SW	11	Allied Universal	In compliance (11 members inspected)	In Compliance (All)
Jul-19	620 F St NW	3	Allied Universal	In compliance (3 members inspected)	In Compliance (All)
Jul-19	777 6th St NW	1	Allied Universal	In compliance	In Compliance
Jul-19	7th & Independence Ave SW	18	Allied Universal	In compliance (18 members inspected)	In Compliance (All)
Jul-19	400 Jefferson Dr NW	20	Universal Protection Security	In compliance (19 of 20 members inspected)	In Compliance (19)
				License not on person (1 of 20)	Retrieved/Advised (1)
Jul-19	799 Independence Ave NW	13	Universal Protection Security	In compliance (13 members inspected)	In Compliance (All)
Jul-19	1101 14th St NW	1	Universal Protection Security	In compliance	In Compliance
Jul-19	1145 17th St NW	10	Universal Protection Security	In compliance (10 members inspected)	In Compliance (All)
Jul-19	1400 7th St NW	1	Allied Universal	In compliance	In Compliance
Jul-19	2101 Wisconsin Ave NW		Security Not on Site	Security Not on Site	Security Not on Site
Jul-19	2121 Wisconsin Ave NW		Security Not on Site	Security Not on Site	Security Not on Site

Date	Location	# of Members Inspected	Agency Name	Results of Check	Disposition
Jul-19	3222 M St NW		Security Not on Site	Security Not on Site	Security Not on Site
Jul-19	500 N St NW		Security Not on Site	Security Not on Site	Security Not on Site
Jul-19	1201 1st St NE	1	Hire Police DC	In compliance	In Compliance
Jul-19	1219 28th St NW	1	AE Security	Improper Equipment/Metallic Badge	Badge Removed/Advised
Jul-19	1947 14th St NW	1	Universal Protection Security	In compliance	In Compliance
Jul-19	2015 14th St NW	1	Blueline Security	In compliance	In Compliance
Jul-19	300 Indiana Ave NW	1	Security Assurance Management	In compliance	In Compliance
Aug-19	822 Barnaby St SE	4	Pchange Security	In compliance (4 members inspected)	In Compliance (All)
Aug-19	1501 New York Ave NE	6	Hire Police DC	In compliance (6 members inspected)	In Compliance (All)
Aug-19	2015 14th St NW	1	Blueline Security	In compliance	In Compliance
Aug-19	400 E St SW		Security Not on Site	Security Not on Site	Security Not on Site
Aug-19	401 E St SW	3	Protective Services Division	In compliance (3 members inspected)	In Compliance (All)
Aug-19	1000 N St NW	4	Admiral Security	In compliance (4 members inspected)	In Compliance
Aug-19	101 Q St NW	2	Tactical Security Solutions	In compliance (2 members inspected)	In Compliance (All)
Aug-19	10th & H St NW	3	Admiral Security	In compliance (3 members inspected)	In Compliance (All)
Aug-19	800 10th St NW	2	Admiral Security	In compliance (2 members inspected)	In Compliance (All)
Aug-19	850 10th St NW	1	Admiral Security	In compliance	In Compliance
Aug-19	970 I St NW	1	Trust Security	In compliance	In Compliance
Aug-19	984 I St NW		Security Not on Site	Security Not on Site	Security Not on Site
Sep-19	4200 4 <sup>th</sup> St SE	4	Sector 9 Security Services	In compliance (4 members inspected)	In Compliance (All)
Sep-19	300 Indiana Ave NW	5	Security Assurance Management	In compliance (5 members inspected)	In Compliance (All)
Sep-19	1500 South Capitol St SE	83	Contemporary Serv. Corp	In compliance (81 of 83 members inspected) License not on person (2 of 83)	In Compliance (81) Retrieved/Advised (2)
Sep-19	1918 14th St SE	1	Capital City Protective Services	In compliance	In Compliance
Sep-19	131 Pennsylvania Ave NW	11	CCMH DC Marriott	In compliance (11 members inspected)	In Compliance (All)
<b>Campus and University Special Police Officers</b>					
Jul-19	2041 Georgia Ave NW	6	Howard University Campus Police	In compliance (6 members inspected)	In Compliance
Jul-19	2121 I St NW	13	George Washington University Police	In compliance (13 members inspected)	In Compliance
Aug-19	2121 I St NW	19	George Washington University Police	In compliance (19 members inspected)	In Compliance
Sep-19	2121 I St NW	12	George Washington University Police	In compliance (12 members inspected)	In Compliance
<b>FY19 Total</b>		<b>407</b>			
Oct-20	1905 E St SE	3	Security Assurance Management	In compliance (3 members inspected)	In Compliance (All)
Jan-20	5255 Loughborough Rd NW	7	Sibley Memorial Hospital	In compliance (7 members inspected)	In Compliance (All)
Jan-20	1500 South Capitol St SE	16	Washington Nationals BBC	In Compliance (16 members inspected)	In Compliance (All)
Jan-20	300 Indiana Ave, NW	5	Security Assurance	In compliance (5 members inspected)	In Compliance (All)
<b>FY20 Total</b>		<b>31</b>			

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# CIRCULAR



DISTRICT OF COLUMBIA

Title	<b>Firearms Safety Omnibus Act of 2018</b>
Number	<b>CIR-19-05</b>
Effective Date	<b>January 31, 2019</b>
Expiration Date	<b>January 31, 2021</b>
Related Orders:	GO-SPT-902.01 (Firearm Registration and Receipt of Abandoned or Found Weapons)

The purpose of this circular is to inform members of the “Firearms Safety Omnibus Emergency Amendment Act of 2018” signed into law on January 30, 2019.

Amendments to the law are outlined below.

## I. NEW – BUMP STOCK PROHIBITION

### **D.C. Official Code §22-4514(a)**

“No person shall within the District of Columbia possess any machine gun, sawed-off shotgun, bump stock, knuckles, or any instrument or weapon of the kind commonly known as a blackjack, slungshot, sand club, sandbag, switchblade knife, nor any instrument, attachment, or appliance for causing the firing of any firearm to be silent or intended to lessen or muffle the noise of the firing of any firearms; provided, however, that machine guns, or sawed-off shotgun, bump stock, knuckles, and blackjacks may be possessed by the members of the Army, Navy, Air Force, or Marine Corps of the United States, the National Guard, or Organized Reserves when on duty, the Post Office Department or its employees when on duty, marshals, sheriffs, prison or jail wardens, or their deputies, policemen, or other duly-appointed law enforcement officers, including any designated civilian employee of the Metropolitan Police Department, or officers or employees of the United States duly authorized to carry such weapons, banking institutions, public carriers who are engaged in the business of transporting mail, money, securities, or other valuables, wholesale dealers and retail dealers licensed under § 22-4510.”

**NEED TO KNOW:** The term “bump stock” was added twice to the above section. Bump stock means any object that, when installed in or attached to a firearm, increases the rate of fire of the firearm by using energy from the recoil of the firearm to generate a reciprocating action that facilitates repeated activation of the trigger.

## II. PENALTY INCREASE – LARGE CAPACITY AMMUNITION FEEDING DEVICE

### **D.C. Official Code §7-2507.06(a)(4)**

“A person convicted of possessing a large capacity ammunition feeding device in violation of section 601(b) shall be fined no more than the amount set forth in section 101 of the Criminal Fine Proportionality Amendment Act of 2012, effective June 11, 2013 (D.C. Law 19-317; D.C. Official Code § 22-3571.01), or incarcerated for no more than 3 years, or both.”

**NEED TO KNOW:** The fine for possessing a large capacity ammunition feeding device is increased from “incarcerated for no more than one year or fine up to \$2,500 or both” to “incarcerated for no more than three years or fined up to \$12,500 or both”.

## III. NEW – EXTREME RISK PROTECTION ORDERS

### **Firearms Safety Omnibus Amendment Act of 2018 § 1001; Not yet codified**

The Council of the District of Columbia created an extreme risk protection order (ERPO) to allow the court to order the government to seize a legal gun when there is sufficient information to indicate that a respondent poses a significant danger of causing bodily injury to him or herself or others by having possession firearms or ammunition.

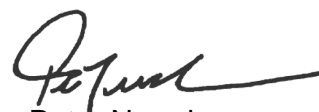
An ERPO means an order issued by a judge of the Superior Court of the District of Columbia prohibiting a respondent from having possession or control of, purchasing, or receiving any firearm, ammunition, registration certificate, license to carry a concealed pistol, or dealer’s license for one year.

A person who petitions the Superior Court of the District of Columbia for an extreme risk protection must be:

- a. Related to the respondent by blood, adoption, guardianship, marriage, domestic partnership, having a child in common, cohabitating, or maintaining a romantic, dating, or sexual relationship rendering the application of this title appropriate;
- b. A sworn member of the MPD; or
- c. A mental health professional.

**NEED TO KNOW:** Generally, ERPOs are used in cases involving firearms legally registered in the District. The Civil Protection Order Unit, located within the Domestic Violence Unit of the Criminal Investigations Division, shall be responsible for coordinating and tracking the service of ERPOs and other related documents. In the coming weeks, ERPOs will be added to WALES.

While this circular will expire on January 31, 2021, changes made to the D.C. Official Code as described in this circular will be permanent until such time as the law is amended.



Peter Newsham  
Chief of Police

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# EXECUTIVE ORDER



<b>Subject:</b>	<b>Extreme Risk Protection Orders</b>
<b>Number</b>	<b>20-006</b>
<b>Effective Date</b>	<b>February 11, 2020</b>
<b>Related To:</b>	GO-OPS-304.11 (Intrafamily Offenses) GO-SPT-902.01 (Firearms Registration and Receipt of Abandoned or Found Weapons)

## DISTRICT OF COLUMBIA

### I. PURPOSE

The purpose of this order is to provide members with information on the District of Columbia's new "Red Flag" law that allows certain individuals to petition the court for an Extreme Risk Protection Order (ERPO) which, if granted, requires the temporary removal of firearms and ammunition from potentially dangerous persons.

### II. BACKGROUND

The *Firearms Safety Omnibus Amendment Act of 2018* establishes a process for obtaining ERPOs. There are two types of ERPOs:

Ex Parte ERPO	A temporary court order that prohibits a respondent from having possession or control of, purchasing, or receiving any firearm, ammunition, registration certificate, license to carry a concealed pistol, or dealer's license. It may be issued without the respondent present or having notice of the hearing. The order may last for a period of up to 14 days at a time.
Final ERPO	A court order that prohibits a respondent from having possession or control of, purchasing, or receiving any firearm, ammunition, registration certificate, license to carry a concealed pistol, or dealer's license for one year after the date and time the ERPO is issued and may be renewed.

The following people may petition the District of Columbia Superior Court (DCSC) for an ERPO when they believe there is sufficient information to indicate that the respondent poses a significant danger of causing bodily injury to him or herself or others by having possession of firearms or ammunition:

1. Sworn members of the Metropolitan Police Department;
2. Mental health professionals, including but not limited to a person licensed to practice medicine or psychology, a licensed social worker, and a professional counselor; or
3. An individual related to the respondent by blood, adoption, guardianship, marriage, domestic partnership, having a child in common, cohabitating, or maintaining a romantic, dating, or sexual relationship.

### III. PROCEDURES

- A. Generally, ERPOs are used in cases involving firearms legally registered in the District; cases involving illegal firearms will be handled under existing enforcement procedures.
- B. If a member believes a legally registered gun owner in the District of Columbia poses a significant danger of causing bodily injury to him or herself or others, the member shall contact his or her supervisor for approval to request an ERPO.
  - 1. If a member believes the behavior of the registered gun owner does not meet the requirements for an ERPO, but meets the requirements for a suspicious activity report (SAR) as outlined in GO-HSC-802.06 (Suspicious Activity Reporting Program), the member shall complete a SAR and notify the Intelligence Branch and the Gun Registration Unit.
- C. The notified supervisor shall determine if an ERPO is suitable or if there is a more appropriate course of action (i.e., a search warrant). If the supervisor approves the request for an ERPO:
  - 1. The member shall contact the Command Information Center (CIC). The CIC shall send a notification to the Gun Recovery Unit (GRU) alerting them of the request for an ERPO.
  - 2. The GRU shall be responsible for petitioning the DCSC for the ERPO. The member requesting the ERPO shall make him or herself available to the GRU to assist in completing the ERPO petition and be prepared to go to court if necessary.
- D. In addition, members may always inform concerned individuals that they may contact the Domestic Violence Division of the DCSC at (202)-879-0157 or access the District of Columbia Courts website at <http://www.dccourts.gov/ERPO> if they believe an ERPO is appropriate.
- E. The Civil Protection Order Unit shall continue to serve as the primary point of contact with the District of Columbia Superior Court and shall be responsible for tracking ERPOs issued by the court process.
- F. If a respondent peaceably surrenders any firearms or ammunition pursuant to an ERPO, such surrender shall preclude the arrest and prosecution of the respondent for violating, with respect to the firearms or ammunition surrendered:
  - 1. Unlawful possession of ammunition ("UA") (§ 7-2506.01);
  - 2. Unlawful possession of a firearm (§ 22-4503);
  - 3. Carrying a Pistol Without a License (§ 22-4504(a)); or

4. Unlawful carrying of a rifle or shotgun (§22-4504(a-1)).

NOTE: The immunity provision does not apply to persons possessing a firearm while committing a crime of violence or dangerous crime.

- G. In cases where an arrest may be warranted during the service of an ERPO, members shall contact an official for guidance.



Peter Newsham  
Chief of Police

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# GENERAL ORDER



DISTRICT OF COLUMBIA

<b>Subject</b>		
<b>Procedures for Obtaining Pretrial Eyewitness Identification</b>		
<b>Topic</b>	<b>Series</b>	<b>Number</b>
<b>PCA</b>	<b>304</b>	<b>07</b>
<b>Effective Date</b>		
<b>April 18, 2013</b>		
<b>Replaces:</b>		
General Order 304.7 (Procedures for Obtaining Pretrial Eyewitness Identification), Effective Date June 15, 2007		

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## I. BACKGROUND

The Metropolitan Police Department (MPD) understands the critical role eyewitnesses play in our criminal justice system. Eyewitness identification is essential not only to establish probable cause for an arrest, but also to focus the investigation and obtain search warrants. Eyewitnesses may help exonerate the innocent, as well as inculcate the guilty. For these reasons, accurate and reliable eyewitness evidence is essential.

The purpose of this order is to establish procedures to promote the accuracy and reliability of eyewitness identifications.

While it is clear that current eyewitness identification procedures fully comport with federal constitutional requirements and decisions of the District of Columbia Court of Appeals, and produce accurate and reliable identifications, the adoption of this General Order may further enhance the accuracy and reliability of eyewitness identifications and thus strengthen the prosecution of cases. The issuance of this General Order shall in no way be used to imply that identifications made without these procedures, however, are inadmissible, inaccurate or unreliable.

## II. DEFINITIONS

When used in this directive, the following terms shall have the meanings designated:

1. Blind – Method of conducting a photo array where the administrator of the photo array does not know which photo is of the suspect and which are fillers.
2. Confirmation Photo – The display of a single photograph, to confirm whom the witness means, when the perpetrator is known to the witness in a context other than the commission of the offense.
3. Critical/Serious Condition Viewing – A show-up that occurs when either the suspect or the witness is in the hospital in critical or serious condition.
4. Filler – A person or photograph of a person other than the suspect who generally fits the witness's description of the perpetrator or who has the same general characteristics as the suspect (age, weight, race, complexion, distinctive features).
5. Line-up – A group of six (6) or more persons, including one (1) or more suspects, and the remainder are fillers, who are displayed in person to a witness or witnesses.
6. Modified-blind – Method of conducting a photo array where the investigator conducting a photo array, because of procedural precautions taken, is unable to discern during the identification procedure which photograph the witness is viewing.
7. Other Identification Procedure – The display of a group of persons or photographs to the witness when the witness or investigator believes that the perpetrator may belong to a certain group but there is insufficient information to identify a suspect. Other identification procedures may include, but are not limited to, viewing a yearbook; team photographs; persons entering or leaving a certain building or other location.



8. Photo Array – A group of nine (9) or more individual photographs, or a live scan array, one (1) of which depicts the suspect and the remainder are fillers.
9. Second Sighting – A sighting of the perpetrator by a witness or complainant, on his/her own, some time after the offense.
10. Sequential Identification Procedure – A photo array or line-up in which only one (1) person or one (1) photograph at a time is displayed to the witness.
11. Show-up – The display of a single suspect to a witness within a reasonable amount of time after the offense.
12. Simultaneous Identification Procedure – A photo array or line-up in which all the persons or all photographs are displayed to the witness at the same time.
13. Witness – A person who has witnessed the offense or circumstances surrounding the offense and includes the victim of the offense.

### **III. REGULATION**

For the purposes of this general order, identification procedures shall be categorized as show-ups (including critical condition viewing), second sightings, photo arrays, line-ups, confirmation photos, and other identification procedures.

### **IV. PROCEDURES**

#### **A. General Instructions for Investigators**

1. Investigating members shall use the identification procedure that is likely to produce the most reliable identification under the circumstances.
2. When multiple persons or photographs are to be displayed to the witness, no single person or photograph shall stand out.
3. Except for line-ups, whenever there is more than one (1) witness, the investigator shall separate each witness from all of the others prior to any showing and give instructions regarding the identification procedures to each witness separately. If there are exceptional circumstances where this is not possible, the reasons shall be fully documented.

4. The investigator shall obtain a description of the perpetrator at the earliest possible time during the investigation and in all cases prior to conducting an identification procedure. The witness shall also be asked about the conditions under which he/she observed the perpetrator including location, time, distance, weather, lighting, and obstructions, if any.
5. The investigator shall ask the witness whether he or she needs glasses or contact lenses to see up close or for distance. If so, the investigator shall ask whether the witness was wearing them at the time of the offense and note if the witness is wearing them at the time of the identification procedure.
6. **All identification procedures** shall be conducted with each witness individually and privately. To the extent feasible, witnesses who have already participated in the identification procedure shall be separated physically from those who have not yet participated in the identification procedure.
7. If it is not possible under the circumstances to keep witnesses apart physically, a sworn member shall be posted to ensure that the witnesses do not talk to each other regarding any identification they may make or have made.
8. Neither the investigator nor any other member shall, at any time before, during or after the identification procedure, indicate to the witness by words, sounds, or actions, directly or indirectly, which person or photograph is the suspect.
9. Neither the investigator nor any other member shall indicate to the witness by words, sounds, or actions, directly or indirectly, whether the witness has identified "the right" person or "the wrong" person. This does not prevent the investigator or another member from informing the victim at any other time that an arrest has been made and the status of the case as required by the Victims' Rights Act of 2000 and the Omnibus Juvenile Justice Act of 2004, and keeping other witnesses similarly informed.
10. In order to ascertain the witness's level of confidence, where certainty is not evident, the investigator shall ask the witness: "What do you mean by "[insert the words the witness used]," such as "I think it's him" or "Maybe Number 2." The investigator may have to probe further if the witness's response does not convey the witness's level of confidence.
11. The investigator shall document the identification procedures thoroughly and completely, including:

- a. The date, time, and location of the procedure and the names of all persons present.
  - b. The conditions including weather, lighting, distance and obstructions, if any, when the identification procedure is being conducted outside.
  - c. The procedure employed (e.g., sequential photo array, simultaneous line-up, show-up).
  - d. The name and other identifying information (e.g., date of birth, PDID or other law enforcement identification number, date of photo used) of each person or photograph displayed to each witness.
  - e. If a photo identification procedure is used, the type of photo used (e.g., PDID, DMV Photo, yearbook, sports team photo).
  - f. The name and other identifying information (e.g., address, phone number) of each witness participating in the identification procedure.
  - g. The results of the procedure, including the exact words spoken by each witness and any expression, gesture, or body language such as pointing, nodding, shaking one's head, or showing emotion during the identification procedure.
  - h. The number of times that the witness views a sequential procedure.
12. The investigator shall preserve all photographs displayed to the witness(es) and the photograph and videotape of a line-up procedure.
  13. A new array should be used for each witness. However, where the witness signs and dates or otherwise writes on a photograph and circumstances are such that the same array must be subsequently displayed to another witness, make sure that such marks are not visible.

**B. Identification Instructions given to Witness(es)**

The investigator shall advise each witness participating in a show-up, photo array, line-up, or other identification procedure as follows:

## PROCEDURES FOR OBTAINING PRETRIAL... (GO-PCA-304.07)

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1. Advise each witness not to discuss the identity or identification of the suspect with any other witness(es), either before or after the identification procedure.
2. Explain the identification procedure the investigator will use:
  - a. Show-up, including critical/serious condition viewing;
  - b. Photo array, either simultaneous or sequential;
  - c. Confirmation photo;
  - d. Line-up, either simultaneous or sequential; or
  - e. Other identification procedure.
3. Tell the witness that the perpetrator may or may not be present in the identification procedure.
4. Caution the witness that at times people (or photographs of people) may look different for many reasons (e.g., a hat, facial hair, age, or lighting of the photo). Witnesses should, therefore, try to focus on facial features.
5. Inform the witness to go at his/her own pace in viewing the photographs.
6. Instruct the witness to tell you if he/she sees the perpetrator; or anyone else in the array whom he/she recognizes.
7. Tell the witness that, if he/she selects a person or photograph, you may ask some follow up questions.
8. If you are using a sequential procedure, inform the witness that if he/she selects a photograph, you will ask him/her to view the remaining photographs or line-up participants.
9. Inform the witness that, if the witness selects a person or photograph, you will not tell the witness if he/she identified the "right" person or the "wrong" person.
10. Assure the witness that the Department will continue to investigate the offense regardless of whether the witness makes an identification or not.

11. At the conclusion of the procedure, remind the witness not to discuss the procedure or the results of the procedure with any other witness.

C. Show-ups

1. One (1) member shall be responsible for conducting and documenting any show-up identifications.
  - a. If a detective is on the scene, he or she shall remain on scene to conduct the show-up.
  - b. If there is no detective on the scene and the crime is a Part I felony that involves an unknown suspect, the member shall request a detective to respond to the scene to handle the show-up. If a detective is unavailable, the first unit on the scene shall fulfill that role.
2. In the event that a member makes a statement over the radio that suggests that the police have stopped the perpetrator and the statement is overheard by a witness, the member shall notify the detective who shall document the statements in the case file.
3. If a suspect is stopped within a reasonable amount of time of an alleged offense and within an area reasonably proximate to the scene of the crime:
  - a. If feasible, the witness(es) shall be brought to the place where the suspect(s) is being detained; or
  - b. The witness(es) and the suspect (s) shall be brought to a neutral location.
  - c. If it is necessary to bring the suspect(s) back to the scene of the crime, take measures to avoid potential contamination of the scene or exposure to the media.
4. If more than one (1) suspect is detained, each suspect shall be shown to each witness separately outside the hearing of other persons.
5. Ensure that the suspect is presented in the least suggestive manner possible under the circumstances.
6. Conduct the show-up.
7. If there is more than one (1) witness, the investigator shall determine whether, under the circumstances, a different identification procedure

shall be used for the remaining witnesses if one (1) or more of them make an identification.

8. As appropriate, arrest or release the suspect and provide all information to the reporting member for documentation in the original paperwork [e.g., PD Form 251 (Incident-Based Event Report), PD Form 252 (Supplement Report), PD Form 76 (Stop and Contact Report)].
9. Provide a list of all persons involved in the show-up procedure for documentation in the narrative, including the names and other identifying information of all persons who were stopped and released. Document the information required in Part IV.A.11 of this order (e.g., PD Form 251, PD Form 252, PD Form 76).

D. Critical/Serious Condition Viewing

1. If a suspect is admitted to a hospital in critical or serious condition and the hospital permits it, the witness(es) may be taken to the hospital for a show-up identification within a reasonable amount of time after the offense. Similarly, if a witness is admitted to a hospital in critical or serious condition, and the hospital permits it, the suspect may be taken to the hospital for a show-up identification within a reasonable amount of time after the offense.
2. The same procedures outlined for conducting and documenting show-up identifications outlined in Part IV.C.4-7 of this order shall be followed.

E. Second Sightings

1. As a general rule, a second sighting occurs when a witness on his/her own sees the perpetrator of a crime some time after the commission of the crime and notifies the police.
  - a. Members are allowed a reasonable amount of time from the time of this second sighting in which to attempt to locate the suspect.
  - b. If the suspect is not in the witness's line of sight when stopped, members may transport the witness to the suspect's location for a show-up identification. (If it is not feasible to transport the witness to the suspect, the suspect may be transported to the witness.)
  - c. Members shall conduct and document show-up identifications as outlined in Part IV.C.4-7 of this order.
  - d. Spontaneous Identifications

If a witness is driving around with a member and spots the perpetrator, the member shall request another unit to stop the subject. The member shall record exactly what the witness stated (e.g., "There he is right there, the one with the red hat"). The member shall also note if there were any other persons near the suspect when spotted by the witness.

2. When necessary, members shall initiate a flash look-out as a part of the second sighting identification procedure.

F. Photo Arrays

1. There are two (2) methods of conducting photo arrays: simultaneous and sequential. The investigator may elect which method to use.
2. Investigators shall conduct simultaneous and sequential photo arrays using a blind or modified-blind method unless it is not practicable to do so.
3. When preparing a photo array the investigator shall follow the following protocols:
  - a. Except in extraordinary circumstances (e.g., brothers), a photo array may not include more than one (1) person suspected of committing a particular crime or series of crimes.
  - b. Select eight (8) or more fillers who have the same general characteristics as the suspect (age, weight, race, complexion, distinctive features). The suspect's photograph shall not stand out from the others.
  - c. Avoid using fillers who so closely resemble the suspect, that a person familiar with the suspect might find it difficult to distinguish the suspect from the fillers. Uniformity of features is not required.
  - d. When a new suspect is identified and it is necessary to display a second or subsequent photo array to the same witness(es), do not use any filler whose photograph was included in an earlier array.
  - e. Ensure the suspect is positioned randomly in each array.
  - f. If a blind or modified blind procedure is not practicable, document the reasons why.

- g. If a modified-blind procedure is being used, have another member shuffle the order in which the photographs will be displayed (either simultaneously or sequentially) and give the array to the investigator in a folder or envelope so that the investigator does not know in which position the suspect appears. The array should be shuffled separately for each witness, if practicable.
- h. At the conclusion of the procedure:
  - (1) Complete the PD Form 122-A (Identification Instruction Viewing Sheet).
  - (2) Ask the witness to circle the photograph he/she has chosen, if any, in a simultaneous array and sign and date the back of it. Ask the witness to sign and date the back of photograph he/she has chosen, if any, in a sequential array. In both circumstances, the member shall also write the witness's exact words on the back of the photograph.
  - (3) Preserve the array or record the information regarding the array including the PDID numbers and dates the photographs were taken, and the order in which the photographs were displayed.

#### 4. Simultaneous Photo Arrays

- a. When conducting a ***blind simultaneous photo array***, the administrator shall:
  - (1) Give the instructions to the witness detailed in Part IV.B of this order.
  - (2) Explain how the procedure works and answer any questions the witness may have.
  - (3) Present the witness with the live scan array or other array.
- b. When conducting a modified-blind, simultaneous photo array, the investigator shall:
  - (1) Give the instructions to the witness detailed in Part IV.B of this order.



- (2) Explain how the procedure works and answer any questions the witness may have.
  - (3) Hand the folder that contains the photographs that were shuffled by someone else to the witness.
  - (4) Stand behind and to the right or left of the witness so that he/she cannot tell which photograph the witness is looking at. Any other method by which the investigator cannot tell which photograph the witness is looking at also is acceptable.
5. Sequential Photo Arrays
- a. When conducting a **blind, sequential photo array**, the administrator shall:
    - (1) Give the instructions to the witness detailed in Part IV.B of this order.
    - (2) Explain how the procedure works and answer any questions the witness may have.
    - (3) Give/display the photographs to the witness and instruct him/her to view them one (1) at a time, turning over each photograph before the next one (1) is viewed. Any other system that displays photographs one (1) at a time is also acceptable.
    - (4) If the witness identifies a photograph as that of the perpetrator before viewing all of the photographs, the administrator shall instruct the witness to continue through the remainder of the photographs or shall display the remaining photographs to the witness.
    - (5) If the witness proceeds through the array, and asks to review the array again, the array may be reviewed again in its entirety, as many times as the witness asks to do so.
  - b. When conducting a modified-blind, sequential photo array, the investigator shall:
    - (1) Have another member scramble/shuffle the photographs and record the new order before returning the array/folder back to the investigator.

- (2) Have the other member place the photographs in a stack in a folder/envelope.
- (3) Give the instructions to the witness detailed in Part IV.B of this order.
- (4) Explain how the procedure works and answer any questions the witness may have.
- (5) Hand the folder/envelope to the witness.
- (6) Ask the witness to remove the photographs from the folder/envelope and look at them one (1) at a time in a manner that will not permit the investigator to see it, and either move each photograph to the back of the stack or turn it over when he/she has finished looking at it.

#### G. Confirmation Photographs

1. A confirmation photograph can be used when the perpetrator is known to the witness in a context other than the commission of the crime.
2. The investigator shall ascertain and record how long and under what circumstances the witness has known or is acquainted with the perpetrator. If the investigator is satisfied that the witness is sufficiently familiar with the perpetrator, he or she may proceed with a confirmation photograph.
3. The investigator shall obtain a photograph of the person named/described/identified by the witness as the perpetrator and present it to the witness to confirm that this is the person to whom he/she referred.
  - a. The photo may be any photograph of the person named/described/identified as the perpetrator including, but not limited to, a snapshot, family photo, Department of Motor Vehicle (DMV) photo, school yearbook photo, work photo, government photo, police photo or passport photo.
  - b. Efforts shall be made to obtain a recent photograph of the perpetrator. To the extent practicable, a photograph shall be displayed in a way that does not reveal the name of the person depicted.

## H. Other Identification Procedures

Depending on the circumstances of a case other identification methods may be used to identify a perpetrator.

1. If the perpetrator was wearing a team jacket, it would be appropriate to show the witness a photograph of the team to see if the perpetrator is seen in the photograph.
2. When information is provided that the perpetrator attends a particular school, it would be appropriate to show the witness a yearbook from that school.
3. If there is reason to believe the perpetrator is employed or attends school at a particular place, the investigator and witness may observe persons entering and leaving that work place or school.

## I. Line-up Procedures

1. The papering member is responsible for requesting a line-up order to be presented to a judge for signature. If witnesses to multiple offenses are to view the line-up, the papering member must provide information to the U.S. Attorney's Office (USAO) or the Office of the Attorney General (OAG) pertaining to each separate offense, including the lead charge, date, time, location, and names of the witnesses.
  - a. Special line-ups - Special line-ups are used when the defendant has one (1) or more physical characteristics that are so unusual that extra attention may be required to find line-up fillers. See Attachment B of this order.
  - b. Regular line-ups - Regular line-ups are used when the description of the defendant is general and generic enough that several defendants can stand in the same line-up without drawing undue attention to any one (1) of them. Regular line-ups may have several suspects accused of committing different offenses but, except in extraordinary circumstances (e.g., brothers), shall not have more than one (1) person accused of committing a particular crime or series of crimes in it. See Attachment B of this order.
2. Obtaining fillers - It is necessary for officials of the Department to assist each other by providing members to stand in line-ups as fillers. Officers who fit the same general description as the suspect (age, height, weight, race, complexion, distinctive features) will be required to stand as fillers so that a fair and impartial line-up can be constructed.

Selection to stand as a filler in a line-up is a duty assignment and shall be responded to as such. See Attachment B of this order.

- a. The line-up administrator may use other sources of fillers, including but not limited to the USAO, the OAG, and the Court Services and Offender Supervision Agency.
- b. If it is necessary to display a second or subsequent line-up to the same witness(es), the line-up administrator shall not use any filler who was used in an earlier line-up.

#### J. Composing Line-ups

In composing a line-up, the line-up administrator shall abide by the following protocols:

1. Except in unusual circumstances (e.g., brothers), a line-up shall not include more than one (1) person suspected of committing a particular crime or series of crimes, but may include persons suspected of committing totally separate crimes or series of crimes.
2. Five (5) fillers who fit the general description of the suspect (age, weight, race, complexion, distinguishing features) shall be used, unless more than one (1) suspect will stand in the line, in which case eight (8) fillers shall be used. The suspect (s) shall not stand out from the others.
3. A unique or unusual characteristic (e.g., a scar or tattoo) of a suspect shall be concealed or replicated if possible. Replicated characteristics do not have to be identical, but shall resemble that of the suspect's characteristic.
4. Fillers shall not be used who so closely resemble the suspect that a person familiar with the suspect might find it difficult to distinguish the suspect from the fillers.
5. Position the suspect(s) randomly in each line-up.
6. When showing a different suspect to a witness, do not use any filler who was shown to the witness in an earlier photo array or line-up.

#### K. Conducting the Line-up

1. There are two methods of conducting line-ups: simultaneous or sequential. The line-up administrator may elect which method to use.

2. In conducting a simultaneous line-up procedure, the line-up administrator shall:
  - a. Give the instructions to the witness detailed in Part IV.B of this order.
  - b. Explain that the entire line will be shown to the witness at one time.
  - c. Inform the witness that he/she can ask the persons in the line to do or say something.
  - d. Explain how this procedure will work and answer any questions the witness may have.
  - e. Display the line to the witness(es).
  - f. If the witness requests that one person do or say something, tell all persons in the line-up to do or say the same thing.
3. In conducting a sequential line-up procedure, the line-up administrator shall:
  - a. Give the instructions to the witness detailed in Part IV.B of this order.
  - b. Explain that the people in the line-up will be shown to the witness one at a time and that everyone in the line-up will be shown to the witness.
  - c. Inform the witness that he/she can ask the persons in the line-up to do or say something, and they all will be asked to do or say the same thing.
  - d. Explain how this procedure will work and answer any questions the witness may have.
  - e. Display the persons to the witness one (1) at a time.
  - f. If and when the witness identifies a person as the perpetrator, remind the witness that the remaining persons will be displayed to the witness.

**NOTE:** If the witness views all of the persons in the line-up and asks to review the line again, the line may be presented again in its entirety, as many times as the witness asks to see it.

- g. If the witness requests that one person do or say something, tell all the remaining persons in a sequential line-up to do or say the same thing.

L. Notifying Witnesses of Line-ups

The papering member shall:

1. Notify the victim/witness of the date and time to attend the line-up.
2. Inform witnesses **not** to arrive at MPD Headquarters earlier than the scheduled time. See Attachment B of this order.
3. Inform a witness who sees the suspect or any filler when he or she is arriving that he/she will not be allowed to view the line-up.

M. Interviewing Witnesses at Line-ups

1. The defense is **not** permitted to interview the victim/witnesses while on Department property before, during, or after the line-up.
2. Witnesses who want to speak with defense members shall not be stopped from doing so. However, the witness may be informed that he/she is not required to speak to anyone, either from the defense or prosecution.
3. No information about the victim's/witness's identity shall be provided to the defense.
4. Defense investigators will not be allowed to view the line-up proceedings without a written court order.

N. Legal Counsel Responsibilities for Line-ups

1. The USAO or the OAG is responsible for:
  - a. Preparing an order for a judge's signature for a defendant to appear in a line-up.
    - (1) The line-up order shall instruct the defendant not to change his appearance before the line-up.
    - (2) When the defendant is in custody, the order shall direct the United States Marshals Service to bring the suspect

to MPD Headquarters and return him/her to the Department of Corrections.

- b. Ensuring that the defense counsel and the defendant are served with the order.
- c. Having a representative present during a court-ordered line-up.

NOTE: The line-up will commence whether an Assistant United States Attorney or an Assistant Attorney General is present or not.

2. Presence of Counsel during Line-ups

- a. The United States Supreme Court has ruled that a line-up is a critical part of a criminal prosecution and that the defendant has the right to have his/her attorney present during the line-up.
- b. The USAO/OAG will notify the defense attorney of the date, time and location of the line-up at the time of presentment. If the defense attorney or his designee is not present for a line-up, another defense attorney present in the line-up room shall be asked to act as stand-in counsel.
- c. If no such defense attorney is present, the line-up administrator shall call the Defender Services Office (DSO) to request that stand-in counsel be sent over immediately.
- d. If the DSO Office is not able to do so, the line-up administrator shall contact the Chambers of the Chief Judge of the Superior Court for assistance.
- e. A line-up **shall not** be conducted unless a defense attorney is present.

O. Major Violators Section Line-up Responsibilities

1. The Section Administrator, Major Violators Section shall:
  - a. Ensure members conduct line-ups in a fair and impartial way.
  - b. Provide adequate staffing to cover line-ups.
  - c. Maintain order throughout proceedings.

- d. Respond to the United States Attorney's Office and the Office of the Attorney General, Court Papering, each work day to pick up all pending Court Ordered Line-up SC-1 Forms (U.S. Department of Justice Line-up Sheet).
  - e. Submit a teletype message regarding line-up fillers, on the same day the request was received, with authorization from the Assistant Chief of Police, Investigative Services Bureau, providing the date, time and physical description of officers (fillers) needed for the line-up.
  - f. Ensure that line-ups are set properly; the date, time and line-up information on the letter board is correct; an armed, full-duty member is positioned and assigned to secure the defendant; and that order is maintained.
2. Members assigned to the Major Violators Section shall:
- a. Conduct all court -ordered line-ups in a fair and impartial way.
  - b. Verify the accuracy of the offense time, date and location and victim/witness names, when presented.
  - c. Prepare a jacket for each line-up with a PD Form 122 (Court-Ordered Line-ups) for each victim/witness that will attend the line-up, and take all measures to safeguard the victim/witness information.
  - d. Notify the Watch Commander, Criminal Investigations Division (CID), of all line-ups, and if needed the Watch Commander, CID, shall notify the Field Commander if additional personnel are needed.
  - e. Ensure that the line-up room is ready, the witness sheets are properly prepared, and the audio/video equipment is in working order. Filler officers and the suspect, if on release, shall be greeted on the C-Street side of the 4th floor and escorted to the line-up waiting room.
  - f. Make certain all line-ups are video-recorded.
- P. District Commander Line-up Responsibilities
- District commanders shall query their units and notify the Major Violators Section of the names of the members available to be detailed as fillers or notification that no fillers are available.



**V. CROSS REFERENCES**

- A GO-SPT-302.02 (Radio Broadcasts and Flash Look-Outs)
- B. General Order 302.04 (Transmitting of Telecommunications Messages)
- C. General Order 304.01 (Operation and Management of Criminal Investigations)
- D. GO-OPS- 304.10 (Confidential Sources, Confidential Informants, and Cooperating Witnesses)

**VI. ATTACHMENTS**

- 1. Attachment A: PD Form 122-A (Photograph Identification Viewing Sheet)
- 2. Attachment B: (List of Line-up Reporting Times and Location)



Cathy L. Lanier  
Chief of Police

CLL:PAB:MOC

**PD FORM 122-A**

**METROPOLITAN POLICE DEPARTMENT**  
**Criminal Investigations Division**

**PHOTOGRAPH IDENTIFICATION VIEWING INSTRUCTION SHEET**

**UNIT** \_\_\_\_\_ **ADMINISTRATOR** \_\_\_\_\_

In a moment, you will be shown some photographs. The group of photographs may or may not contain a photograph of the person who committed the crime of which you are the victim/witness. Sometimes a person looks different in a photograph than in real life because, for example, the perpetrator was wearing a hat at the time, or his/her hairstyle, facial hair, weight or age have changed. Keep in mind that how a photograph was taken or developed may make a person's complexion look lighter or darker than it looks in real life. So pay attention to facial features.

Take as much or as little time as you need to look at each photograph. Do not assume that I know who the perpetrator is. Let me know if you see the person who committed the crime. If you pick out one of the photographs, I may ask you some follow-up questions. I cannot tell you whether you picked the "right" person or the "wrong" person. The Metropolitan Police Department will continue to investigate this crime whether or not you pick someone from the group of photographs. Tell me too if you see anyone else you recognize.

[For sequential photo arrays only: I am going to show the photographs to you one at a time. Our regulations require that you look at all of the photographs in this array. So if you select one of the photographs before you get to the end, I will still ask you to look at the rest.]

Please do not to discuss this procedure or any photograph you selected (or did not select) with [the victim or] any other witness to this crime.

Do you have any questions before we begin?

**PHOTO ARRAY (SHOWN IN THE FOLLOWING PDID # ORDER, IF APPLICABLE)**

- |                |                |
|----------------|----------------|
| 1. PDID# _____ | 6. PDID# _____ |
| 2. PDID# _____ | 7. PDID# _____ |
| 3. PDID# _____ | 8. PDID# _____ |
| 4. PDID# _____ | 9. PDID# _____ |
| 5. PDID# _____ |                |

**PD FORM 122-A**

DATE OF VIEWING: \_\_\_\_\_

TIME OF VIEWING:        START        \_\_\_\_\_

                                  END        \_\_\_\_\_

LOCATION OF VIEWING: \_\_\_\_\_

VIEWER'S NAME:         \_\_\_\_\_

VIEWER'S ADDRESS:     \_\_\_\_\_

OTHER PERSON(S) PRESENT: \_\_\_\_\_

**STATEMENT MADE BY VIEWER:**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**EXPRESSIONS, GESTURES, BODY LANGUAGE, IF ANY, USED BY VIEWER:**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Photo identified by viewer \_\_\_\_\_

Signature of viewer \_\_\_\_\_

Witnessed by \_\_\_\_\_

(Print Name and CAD Number)

CCN: \_\_\_\_\_

# Line-up Reporting Times and Location

## I. Special Line-ups:

- Special line-ups are scheduled on Tuesdays, Wednesdays, and Thursdays at 1300 hours.
- Victims/Witnesses for a special line-up are to respond to MPD headquarters at 1245 hours.

## II. Regular Line-ups:

- Regular line-ups are scheduled on Tuesday and Wednesday evenings at 1800 hours.
- Victims/witnesses for a regular line-up are to respond to MPD headquarters at 1745 hours.

## III. Officers and Other Persons Serving as Fillers:

- In a special line-up shall report to MPD headquarters at 1200 hours.
- In a regular line-up shall report to MPD headquarters at 1700 hours.
- To avoid being seen by witnesses, enter MPD headquarters on the C Street, NW side of the building and use the elevator bank directly in front of that entrance to the 4th floor where they will be met by a member of the Major Violators Section and taken to the line-up room.

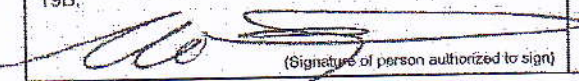
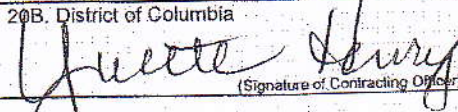
## IV. Notifying Witnesses:

Instruct witnesses to enter MPD Headquarters on the Indiana Avenue, NW, side of the building and use the elevator bank directly in front of that entrance.

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<b>AWARD/CONTRACT</b>				1. Reserved for later use		Page of Pages 1   60	
2. Contract Number <b>CW52393</b>		3. Effective Date <b>July 9, 2017</b>		4. Requisition/Purchase Request/Project No.			
5. Issued By: Office of Contracting and Procurement 441 4 <sup>th</sup> Street, NW, Suite 700 South Washington, D.C. 20001		Code <input type="checkbox"/> YH		6. Administered by (If other than line 5) Metropolitan Police Department School Safety Division, Contract and Compliance Unit 5002 Hayes Street, N.E. Washington, DC 20019			
7. Name and Address of Contractor (No. street, city, county, state and Zip Code) Security Assurance Management Inc. 910 17 <sup>th</sup> Street, N.W., Suite 220 Washington, DC 20006				8. Delivery <input type="checkbox"/> FOB Origin <input checked="" type="checkbox"/> Other (See Schedule Section F)		9. Discount for prompt payment	
				10. Submit invoices to the Address shown in (2 copies unless otherwise specified) - N/A		Item See G.1	
Duns No. <b>82-642-7957</b>		FEIN <b>52-1850187</b>		12. Payment will be made by		Code	
11. Ship to/Mark For N/A		Code		Metropolitan Police Department Chief Financial Officer Accounts Payable 300 Indiana Avenue, N.W., Room 4106 Washington, DC 20001			
13. Remit Address: SAME AS Section 7				14. Accounting and Appropriation Data ENCUMBRANCE CODE:			
15A. Item	15B. Supplies/Services		15C. Est. Qty	15D. Unit	15E. Unit Price	15F. Amount	
0001	Security Guard I Services		478,514.25	\$35.22	1	\$16,853,271.88	
0002	Security Guard II Services		65,407.45	\$48.04	1	\$3,142,173.89	
Total Estimated Contract Amount						\$10,995,445.77	
16. Table of Contents							
(X)	Section	Description	Page	(X)	Section	Description	Page
PART I - THE SCHEDULE				PART II - CONTRACT CLAUSES			
X	A	Contract Form	1		I	Contract Clauses	49
X	B	Supplies or Services & Cost/Price	3	PART III - LIST OF DOCUMENTS, EXHIBITS AND OTHER ATTACHMENTS			
X	C	Services	6		J	List of Attachments	58
X	D	Packing and Marking	27	PART IV - REPRESENTATIONS AND INSTRUCTIONS			
X	E	Inspection and Acceptance	28		K	Representations, Certifications and Other Statements of Offerors	60
X	F	Deliveries or Performance	29		L	Instructions, conditions & notices to Offerors	N/A
X	G	Contract Administration Data	32		M	Evaluation factors for award	N/A
X	H	Special Contract Requirements	37				
Contracting Officer will complete item 17 or 18 as applicable							
17. <input checked="" type="checkbox"/> CONTRACTOR'S NEGOTIATED AGREEMENT (Contractor is required to sign this document and return (1) copy to issuing office.) Contractor agrees to furnish and deliver all items, perform all the services set forth or otherwise identified above and on any continuation sheets, for the consideration stated herein. The rights and obligations of the parties to this Agreement shall be subject to and governed by the following documents: (a) this award/contract, (b) the solicitation, if any, and (c) such provisions, representations, certifications, and specifications, as are attached or incorporated by reference herein. (Attachments are listed herein.)				18. <input checked="" type="checkbox"/> AWARD Your offer on Solicitation Number <u>DOC 298568</u> including the additions or changes made by which additions or changes are set forth in full above, is hereby accepted as to the items listed above and on any continuation sheets. This award consummates the contract which consists of the following documents: (a) the Government's solicitation and your offer, and (b) this award/contract. No further contractual document is necessary.			
19A. Name and Title of Signer (Type or print) <b>Russell A. Stephens/President</b>				20A. Name of Contracting Officer			
19B.  (Signature of person authorized to sign)		19C. Date Signed <b>06/14/17</b>		20B. District of Columbia  (Signature of Contracting Officer)		20C. Date Signed <b>7/6/17</b>	



Security Services for DCPS  
CW52393

## **SECTION B: CONTRACT TYPE, SUPPLIES OR SERVICES AND PRICE/COST**

### **B.1 INTRODUCTION**

The Government of the District of Columbia (District), Office of Contracting and Procurement (OCP), on behalf of the Metropolitan Police Department (MPD) and the District of Columbia Public Schools (DCPS), is seeking a highly skilled and technically proficient security Contractor to provide security services and qualified personnel to protect persons and property at DCPS in accordance with Attachment J.10 of this document

### **B.2 CONTRACT TYPE**

The District contemplates awarding a requirements type contract with fixed hourly rates in accordance with 27 DCMR Chapter 24. The fixed hourly rates shall constitute the entire payment to the Contractor and the Contractor shall perform without any additional compensation.

#### **B.2.1 REQUIREMENTS CONTRACT**

The District will purchase its requirements of the articles or services included herein from the Contractor. The estimated quantities stated herein reflect the best estimates available. The estimate shall not be construed as a representation that the estimated quantity will be required or ordered, or that conditions affecting requirements will be stable. The estimated quantities shall not be construed to limit the quantities which may be ordered from the Contractor by the District or to relieve the Contractor of its obligation to fill all such orders.

- a) Delivery or performance shall be made only as authorized in accordance with the Post Orders provided weekly by the Contract Administrator. The District may issue orders requiring delivery to multiple destinations or performance at multiple locations. If the District urgently requires delivery before the earliest date that delivery may be specified under this contract, and if the Contractor shall not accept an order providing for the accelerated delivery, the District may acquire the urgently required goods or services from another source.
- b) There is no limit on the number of orders that may be issued. The District may issue orders requiring delivery to multiple destinations or performance at multiple locations.
- c) Any post order issued during the effective period of this contract and not completed within that period shall be completed by the Contractor within the time specified in the order. The contract shall govern the Contractor's and District's rights and obligations with respect to that order to the same extent as if the order were completed during the contract's effective period; provided that the Contractor shall not be required to make any deliveries under this contract after the contract and/or option expiration.



Security Services for DCPS  
CW52393

### B.3 PRICE SCHEDULE

#### B.3.1 BASE YEAR

CLIN	DESCRIPTION OF SERVICES	ESTIMATED LABOR HOURS	LABOR HOURLY RATE*	ESTIMATED AMOUNT
0001	Security Guard Services (Guard I) in accordance with the requirements in Section C.5.1 thru C.5.6.	478,514.25	<u>\$35.22</u>	<u>\$16,853,271.88</u>
0002	Security Guard Services (Guard II) in accordance with the requirements in Section C.5.1 thru C.5.26.	65,407.45	<u>\$48.04</u>	<u>\$ 3,142,173.89</u>
<b>Total Estimated Amount for Guard Services for the Base Year</b>				<b>\$19,995,445.77</b>

\* The fixed hourly rates shall be fully loaded and include wages, benefits, overhead, general and administrative expenses and profit.

#### B.3.2 OPTION YEAR ONE (1)

CLIN	DESCRIPTION OF SERVICES	ESTIMATED LABOR HOURS	LABOR HOURLY RATE*	ESTIMATED AMOUNT
1001	Security Guard Services (Guard I) in accordance with the requirements in Section C.5.1 thru C.5.26	478,514.25	<u>\$36.27</u>	<u>\$17,335,711.84</u>
1002	Security Guard Services (Guard II) in accordance with the requirements in Section C.5.1 thru C.5.26	65,407.45	<u>\$49.48</u>	<u>\$ 3,236,360.62</u>
<b>Total Estimated Amount for Guard Services for the Option Year One (1)</b>				<b>\$20,592,072.46</b>

\* The fixed hourly rates shall be fully loaded and include wages, benefits, overhead, general and administrative expenses and profit.

Security Services for DCPS  
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### B.3.3 OPTION YEAR TWO (2)

CLIN	DESCRIPTION OF SERVICES	ESTIMATED LABOR HOURS	LABOR HOURLY RATE*	ESTIMATED AMOUNT
2001	Security Guard Services (Guard I) in accordance with the requirements in Sections C.5.1 thru C.5.26	478,514.25	<u>\$37.35</u>	<u>\$17,872,507.23</u>
2002	Security Guard Services (Guard II) in accordance with the requirements in Sections C.5.1 thru C.5.26	65,407.45	<u>\$50.96</u>	<u>\$ 3,333,163.65</u>
<b>Total Estimated Amount for Guard Services for the Option Year Two (2)</b>				<b>\$21,205,670.88</b>

\* The fixed hourly rates shall be fully loaded and include wages, benefits, overhead, general and administrative expenses and profit.

### B.3.4 OPTION YEAR THREE (3)

CLIN	DESCRIPTION OF SERVICES	ESTIMATED LABOR HOURS	HOURLY LABOR RATE	ESTIMATED AMOUNT
3001	Security Guard Services (Guard I) in accordance with the requirements in Sections C.5.1 thru C.5.26	478,514.25	<u>\$38.47</u>	<u>\$18,408,443.19</u>
3002	Security Guard Services (Guard II) in accordance with the requirements in Sections C.5.1 thru C.5.26	65,407.45	<u>\$52.48</u>	<u>\$ 3,432,582.97</u>
<b>Total Estimated Amount for Guard Services for the Option Year Three (3)</b>				<b>\$21,841,026.16</b>

\* The fixed hourly rates shall be fully loaded and include wages, benefits, overhead, general and administrative expenses and profit.

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**B.3.5 OPTION YEAR FOUR (4)**

CLIN	DESCRIPTION OF SERVICES	ESTIMATED LABOR HOURS	HOURLY LABOR RATE	AMOUNT
4001	Security Guard Services (Guard I) in accordance with the requirements in Section C.5.1 thru C.5.26	478,514.25	<u>\$39.62</u>	<u>\$18,958,734.58</u>
4002	Special Police Officer (SPO) (Guard II, Unarmed) in accordance with the requirements in Section C.5.1 thru C.5.26	65,407.45	<u>\$54.05</u>	<u>\$ 3,535,272.67</u>
<b>Total Estimated Amount for Guard Services for the Option Year Four (4)</b>				<b>\$22,494,007.25</b>

\* The fixed hourly rates shall be fully loaded and include wages, benefits, overhead, general and administrative expenses and profit.

**B.4** An Offeror responding to this solicitation which is required to subcontract shall be required to submit with its proposal, any subcontracting plan required by law. Proposals responding to this RFP may be rejected if the Offeror fails to submit a subcontracting plan that is required by law. For contracts in excess of \$250,000, at least 35% of the dollar volume of the contract shall be subcontracted in accordance with section H.9.

A Subcontracting Plan form is available at <http://ocp.dc.gov>, click on "Required Solicitation Documents".

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## SECTION C: SPECIFICATIONS/WORK STATEMENT

### C.1 SCOPE:

The District of Columbia Government (District), Office of Contracting and Procurement (OCP), on behalf of the Metropolitan Police Department (MPD) and the District of Columbia Public Schools (DCPS) requires a Contractor to provide security services to approximately 125 schools in the DCPS system. The Contractor shall provide school security services to promote safety and protect DCPS students, employees and property as detailed in the requirements of this document.

### C.2 APPLICABLE DOCUMENTS

The following documents are applicable to this procurement and are hereby incorporated by this reference:

#	TYPE	TITLE	DATE/ VERSION
1	D.C. Municipal Regulations	District of Columbia Municipal Regulations, Title 6A, Chapter 11 and Title 17 Chapters 20 and 21 Available at: <a href="http://os.dc.gov/os/cwp/view,a.1207,q.639817.asp">http://os.dc.gov/os/cwp/view,a.1207,q.639817.asp</a>	June 2007
2	D.C. Law	Council of the District of Columbia, "Enhanced Professional Security Amendment Act of 2008" Available at: <a href="http://www.dccouncil.us/images/00001/20080122101252.pdf">http://www.dccouncil.us/images/00001/20080122101252.pdf</a>	Most Recent
3	D.C. Municipal Regulations	Special Police Officer's Commission DC Police Department – Security Officer's Management Branch (SOMB), which utilizes District of Columbia Municipal Regulations, Title 6A, Chapter 11  Available at: <a href="http://os.dc.gov/os/cwp/view,a.1207,q.639817.asp">http://os.dc.gov/os/cwp/view,a.1207,q.639817.asp</a>	Most Recent
4	D. C. Municipal Regulations establishing requirements for personnel with working children	DC Law 15-353, "Child and Youth, Safety and Health Omnibus Amendment Act of 2004, as amended Available at: Office of Documents and Administrative Issuance; 441 4 <sup>th</sup> Street, NW, Room 520, Washington, DC 20001	Most Recent
5	D.C. Municipal Regulations	District of Columbia Municipal Regulations, Title 5, Chapter 2503 Available at: <a href="http://os.dc.gov/os/frames.asp?doc=/os/lib/os/info/odai/title_5/25.pdf">http://os.dc.gov/os/frames.asp?doc=/os/lib/os/info/odai/title_5/25.pdf</a>	Most Recent

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**C.3 DEFINITIONS**

These terms when used in this RFP have the following meanings:

- C.3.1 After Care School Hours:** The hours from 3:30 p.m. to 7:00 p.m., Monday through Friday, at each school where aftercare services are provided.
- C.3.2 Before School Hours:** The hours from 6:30 a.m. to 8:00 a.m., Monday through Friday, at each school where before school services are provided.
- C.3.3 Contract Administrator (CA):** The designated MPD representative responsible for ensuring that the work of the contractor conforms to the requirements of the contract and for advising the Contracting Officer (CO) accordingly.
- C.3.4 Director School Security:** The individual in charge of the school security functions within DCPS.
- C.3.5 Emergency occurrences:** Serious disruptions erupting in or around the school, including, but not limited to, flood or other severe weather conditions, epidemic, riot, equipment failure, or other exigent situations.
- C.3.6 Extended School Year:** Additional days that designated schools operate beyond the traditional number of school days as stipulated in the J.10
- C.3.7 Fixed Post:** One specific location (post) in the school buildings to which an officer is assigned.
- C.3.8 Incident Report:** A written report, prepared by security personnel documenting all incidents occurring in their respective schools.
- C.3.9 Incident Response:** Actions a security officer in response to incidents occurring within and around schools such as fights and injuries.
- C.3.10 Open Post:** An instance in which a request for security services is not provided during the hours and dates requested in accordance to the contract requirements.
- C.3.11 On-site Security:** Security services performed on District of Columbia Public Schools property.
- C.3.12 Post Orders:** Written documents that describe the security functions to be performed at each post on each shift at each facility.
- C.3.13 Regular Schools Hours:** The hours from 7:30 a.m. to 4:30 p.m., Monday through Friday, for all schools.

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- C.3.14 Roving Patrols:** Officers walking within and around a school campus checking for disorder and any suspicious activity, package or weapon.
- C.3.15 Security Officers (SO),** also known as **Guard I:** An unarmed security guard licensed by MPD, with at least two (2) years of experience, who is charged with preventing and responding to threats or crimes against students, staff and property.
- C.3.16 Security Orders:** The written policies and procedures that govern school security operations and are provided by the MPD or by the Contractor and approved by MPD. These include, but are not limited to, citywide procedures and specific guidelines for each facility.
- C.3.17 Special Activity:** Any organization function in DCPS facilities, such as athletic events, Parent Teachers Association (PTA) meetings, student groups, community/nonprofit associations meetings, ANC meetings, town hall meetings, church and religious organizations events, elections.
- C.3.18 Special Police Officers (SPO),** also known as **Guard II:** Unarmed, commissioned police officers authorized to make arrests whenever the law requires that such action be taken. SO's perform a variety of duties in the prevention of and response to threats or crimes against students, staff and property.
- C.3.19 Temporarily Assigned Staff (TAS):** Security officers assigned to cover will call posts and fill posts vacated by absent employees.
- C.3.20 Will Call Posts:** Posts that are covered, in case of an emergency, on an as needed basis as requested by the CA to the Contractor. Will Call Posts are those locations that are:
- (1) not included in Attachment J.10; and
  - (2) require the Contractor to fill the post with less than four (4) hours' notice; and
  - (3) will not exceed 12 hours in duration.

**C.4 BACKGROUND**

- C.4.1** The *School Safety and Security Contracting Procedures Act of 2004* mandates the responsibility for security services within District of Columbia Public Schools (DCPS) to be under the authority of the Metropolitan Police Department.
- C.4.2** District of Columbia Public Schools are open 42 of 52 weeks of the year. Students attend school 183 days of the year, teachers 192 days. Additionally, schools are used for before-school breakfast programs, after-school programs, community meetings, summer school, and extracurricular activities. The security services described herein will serve all schools as listed in Attachment J.10.
- C.4.3** For school year 2017-2018, the number of DCPS operated schools will be less than 130. Approximately 50,000 students attend DCPS, including an estimated 27,500 elementary school students, 5,500 middle school students, nearly 13,000 senior high students, and 3,500 other students (i.e., special education schools, STAY programs, and educational centers).

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**C.5 GENERAL REQUIREMENTS**

- C.5.1** The Contractor shall conduct its operations in such a manner as to demonstrate the highest standards of employee professionalism, competency, conduct, cleanliness, appearance, and integrity.
- C.5.2** The Contractor shall prepare specialized reports and other special project documents as required by the CA.
- C.5.3** The Contractor shall assist with enforcing the DCPS standards for student discipline (DC Municipal Regulations Title 5 Chapter 25), order maintenance, reduction of criminal activities and the enhancement of the safety climate at schools.
- C.5.4** Provide Temporary Assigned Personnel (TAS) as described in Sections C.5.10 and C.5.11.3.
- C.5.5** The Contractor shall make bi-lingual or multilingual capabilities in Spanish, Vietnamese, French, Amharic, Chinese, and other languages a plus factor in recruiting and selection. Recruited staff should reflect the city's diverse population.
- C.5.6** The Contractor shall not enter into any agreement to provide security services in any DCPS facility outside of this contract.
- C.5.7** The District reserves the right to provide the Contractor with 2 (two) days advance notice if the hours, days and/or sites change. The security services described herein will serve all schools as listed in Attachment J10.

**C.5.8 CONTRACTOR'S TASKS**

- C.5.8.1** The Contractor shall provide trained labor, management, supervision, training, and supplies necessary to protect the District Government-owned and leased facilities listed in Attachment J.10, as well as persons working at or visiting those locations, in compliance with all District laws and regulations, including those governing security officers, Special Police Officers, contracting, and working with youth and children.
- C.5.8.2** The District will assign a Contract Administrator (CA) to monitor the Contractor's performance. The Contractor shall receive from the CA or designated Points of Contact at each facility-specific Post Orders upon initial assignment of its employees and whenever amended. In addition to the security services called for under the terms of this document, Post Orders shall be used by contract employees as the required procedures to address specific security concerns at particular Facilities. The Contractor shall review and accept and implement all modifications, amendments and revised to Post Orders from the CA to change shift duties, start and stop times, and post locations provided the change is within the contract scope and has no impact on the contract price. Such changes shall not require modification of the contract.
- C.5.8.3** In general, the Contractor shall:

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- A. Prevent and report safety and security risks, by observing, patrolling, and searching for damage, pilferage, removal, misuse, larceny, theft, or any other improper or unlawful threats to, or disposition of, District or personal property, to the CA and DCPS;
- B. Discover and detain persons attempting to gain unauthorized access to, or having unlawfully entered a property or secured areas; this includes monitoring building intrusion detection systems, conducting roving patrols and any other related duties as determined by the CA;
- C. Control entry and egress access by screening and searching persons and packages coming into District Government schools and buildings to ensure that no unauthorized or illegal property is brought into or removed from such locations;
- D. Provide protection and security services, which may include providing escort services, to all visitors within DPS properties;
- E. Assure that all Contractor personnel shall be in full uniform and ready to begin work promptly at the start of the work shift and remain on the job in full uniform at their posts until the end of the full tour of duty;
- F. Respond as necessary to support other life safety duties as identified in post orders;
- G. Report immediately to the CA and DCPS all potentially hazardous conditions and items in need of repair, such as inoperative lights, locks, security hardware, broken or slippery floor surfaces, and blocked emergency routes or exits; and
- H. Provide assistance as directed by the CA or DCPS in any other emergency incident or situation.

**C.5.9 STAFFING AND POST ASSIGNMENTS**

- C.5.9.1** The Contractor will assign qualified personnel as needed to manage the contract and supervise the guards in order to ensure the provision of high quality services.
- C.5.9.2** The Contractor shall provide manpower to cover fixed posts in accordance with Attachment J.10, and shall conduct roving patrols in accordance with post orders at each school.
- C.5.9.3** The Contractor shall provide manpower to cover all posts and duty hours as outlined in Attachment J.10, Special Activities and Will Call Posts. Any post duty hours, or portions thereof not covered in accordance with Attachment J.10, Special Activities and Will Call Posts will be deemed an Open Post.
- C.5.9.4** No employee of the Contractor shall provide more than twelve (12) hours of service on one (1) or more posts in a twenty-four (24) hour period unless the work periods are separated by an eight (8) hour non-duty period. This limitation may be waived by the CA in situations he or she deems to constitute an emergency, e.g., severe weather, civil disturbance, or other



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unusual events. The Contractor shall obtain written confirmation of a waiver from the CA for each instance.

- C.5.9.5** The Contractor shall ensure that schools with students whose primary language of communication is not English are staffed with personnel who are conversant in the primary language(s) of said students.
- C.5.9.6** While assigned to a post, the duties of the Contractor's employees shall include, but are not limited to, serving at a fixed post, roving patrols, escorting persons within DCPS property, screening persons, packages, and other items both electronically and physically, if necessary, and helping visitors by answering questions and providing directions and taking appropriate action to ensure the safety of the students, school administration, and visitors. The Contractor shall ensure Post Orders are adhered to at all time. Any deviation from the Post Orders requires a written confirmation of permission from the CA.
- C.5.9.7** The Contractor shall not assign employees who:
- A. Do not meet the minimum qualifications as outlined below in **Section C.5.15**.
  - B. Have not received the minimum training specified in **Section C.5.17**.
  - C. Have not received orientation as specified in **Sections C.5.17.5.2 and C.5.25.1(b)**.
  - D. Have not received their valid commissions or certifications, proper uniforms, or the equipment required to perform as defined in the contract.
- C.5.9.8** All of the Contractor's employees shall report for duty on time, in full uniform, with required licenses and certifications. Any employee violating this section shall be removed from its post until such time as the employee is in compliance with the terms of this clause. The post shall be considered open from the scheduled beginning time of tour of duty until it is properly covered. The Contractor shall immediately provide post coverage upon removal of any employee. The Contractor shall be liable for liquidated damages in accordance with **Section H.14**.
- A. The Contractor shall ensure that security personnel properly record activities in the Activity Log Book located at each post. Log entries shall include, but are not limited to, name, arrival on duty and departure times, and date and time observing any criminal offense, accidents, injuries to persons, damage to property, complaints, or unusual incidents. In the event that the District implements an automated or electronic system to replace the Log Book, the Contractor's employees shall utilize this new process. The Contractor shall immediately provide post coverage upon the removal of any employee. The Contractor shall be liable for liquidated damages for open post in accordance with **Section H.14**.
  - B. Security personnel shall respond to any incidents that threaten the safety and security of DCPS students, employees, visitors, and operations expeditiously. All incidents shall be documented and transmitted in accordance to instructions provided by the CA to DCPS no later than the end of the tour of duty, or by 10:00am the next business day if the incident occurs after regular school hours.

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- C. Security personnel shall transmit in accordance to instructions provided by the CA all incident reports to the DCPS to have the incident entered into the DCPS database.
  - D. The Contractor shall ensure that all incident reports and other documents are written clearly, legibly, and accurately. Any report returned for corrections, changes, or signatures must be resubmitted by close of business the same day.
  - E. The Contractor shall collect all original reports and documents in an organized manner, store them in accordance with established procedures provided by the CA, and turn them over to the CA monthly or more frequently upon request. All records shall be readily available to MPD and DCPS during the performance of the contract.
  - F. The Contractor shall ensure that personnel can operate, monitor, and respond to state-of-the-art technology to include Closed Circuit Television (CCTV), X-ray machines, walk-through and hand-held metal detectors, and egress door alarm systems.
  - I. In order to cover for employees who are late reporting for work or who cannot report due to sickness or personal emergency, the Contractor shall provide a number of employees greater than that required for full staffing of all assigned work locations, and hold these in reserve in a designated location within the District of Columbia. Initially, this over supply shall be set at Ten (10) percent of the total number of guards. This percentage may be adjusted in consultation with the CA, as necessary, during the term of the contract. A lapse in coverage will result in the Contractor being liable for liquidated damages.
- C.5.9.9** If during a site inspection, it is determined by the CA or the CA's representative that a Contractor's employee assigned to a post does not meet the requirements, as outlined in District of Columbia Municipal Regulations, Title 6A, **Section C.5.15** of this contract, or the Post Orders, or if a post is otherwise not covered or vacant, the post will be considered open (vacant). The CA will issue a written notification to the Contractor and liquidated damages will be assessed in accordance with **Section H.14**.
- C.5.9.10** The Contractor shall ensure that relief guards relieve other security employees at their assigned posts for breaks. Each security employee shall receive a break of one half-hour (1/2 hour) each day. The relief guard shall have the same qualifications as the guard being temporarily replaced, and shall take full and complete charge of the duties from the employee he or she relieves, including all Post Orders, the Activity Log Book, and any equipment maintained at the post.
- C.5.9.11** If there is a need to change a permanently assigned guard the change will be made within the school without disruption of guards permanently assigned to other school locations.
- C.5.9.12** Contractor personnel shall not bring onto or depart from DCPS property with weapons or ammunition without specific written authorization from the MPD Director of School Safety.

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**C.5.10**      **WILL CALL POSTS**

**C.5.10.1**      All other requests beyond Will Call Posts for security services within the scope of the contract made by the CA will be considered changes to the contract and will be billed at the hourly rate in the contract. When security services are required at Will Call Posts, the Contractor shall have all required employees in place within four (4) hours of notice. These posts shall be covered by the Contractor on an as needed basis with short notice to the Contractor. Payment for services shall begin when an employee reports for duty at a Will Call Post.

**C.5.11**      **MANAGEMENT SUPERVISION**

**C.5.11.1**      The Contractor shall provide a Management Plan which includes its post coverage and notification process for staffing deployment to ensure compliance with **Section C.5.9** of this solicitation. Also, the Contractor shall include a retention plan as a part of its management plan. The Management Plan shall become a performance requirement of the contract upon review and acceptance by the District.

**C.5.11.2**      All deployment schedules shall be provided to the CA monthly, and immediately upon posting any changes. The MPD reserves the right to ask for changes in the work schedules at any time with reasonable lead-time (48 hours) for the requested modifications.

**C.5.11.3**      The Contractor shall provide to the CA and DCPS on a daily basis certification that all posts are filled by 0830 hours. The Contractor shall provide an Accountability Report of all open posts no later than 0830 hours, for regular school hours. The Contractor shall manage the open posts to ensure that all open posts are covered by Temporary Assigned Staff (TAS) or a Supervisor at the rate of the assigned guard. The Accountability Report will identify which posts were open, for how long, and what steps were taken to fill the post and the status as of 0830 hours.

**C.5.11.4**      The Contractor shall maintain Post Orders and Security Orders, including all updates and information required to be inserted in the orders. The Contractor shall update the orders when necessary and provide copies for use by all Contractor employees within two (2) business days of any changes.

**C.5.11.5**      At each fixed post, the Contractor shall furnish and maintain the Post Orders and Security Orders in a separate loose-leaf binder. The binder will contain only duty instructions pertinent to that specific post. The security orders shall not be removed from the property or be reproduced or copied in any manner without the prior written consent of MPD. Upon receipt of written approval of MPD, the Contractor shall post proposed changes in the security orders and the updates thereof.

**C.5.11.6**      The Contractor shall provide testimony and information for hearings and litigations as needed.

**C.5.11.7**      The Contractor shall prepare the post orders in coordination with the school principal, or designee, for each school and submit to the CA and DCPS, for approval within the

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timeframe specified by the CA. The Contractor shall be given a copy of the current post orders for each school as a part of the transition.

- C.5.11.8** Upon final approval as defined in **Sections C.3.11 and C.5.11.7**, the Contractor shall distribute and abide by the approved orders. Except for emergencies, no deviations from post orders shall be made. The post orders shall define the basic work to be performed at each post including the exact hours of duty, the time and location of movements of roving patrol posts, and detailed specific responsibilities for each fixed post.
- C.5.11.9** The Contractor shall provide TAS as needed. The CA will provide twenty-four (24) hours notice of the requirement for increased staffing. However, as few as four (4) hours (or less) notice may be provided in exigent circumstances.
- C.5.11.10** The Contractor shall provide TAS personnel for special security needs to include, but not limited to, special events, school sporting events, PTA meetings and other before or after-hours events, or to augment existing staff during periods of heightened security.
- C.5.11.11** The Contractor shall ensure that all management personnel fully understand contract compliance requirements and adhere to said requirements.

**C.5.12** **INVESTIGATIONS**

- C.5.12.1** The Contractor shall assist and cooperate in investigations of administrative misconduct, criminal offenses, accidents, injuries to persons, damages to property and complaints within the perimeters for that particular facility as defined in the post orders. The District will examine the site of any accident or incident immediately following its occurrence to determine the cause of such accident or incident, the degree of personal injuries, the damage to Government-owned property, and other pertinent information. In order to accomplish this, the District will have the authority to question any persons having knowledge relative to or present when such accident or incident occurred, including employees and agents of the Contractor. The employees of the Contractor shall not withhold any information from MPD officers or DCPS during any investigation.
- C.5.12.2** The Contractor shall ensure that in the event of a conflict between the security orders and the post orders, the security orders shall take precedence.

**C.5.13** **CONTRACTOR'S EMPLOYEES APPEARANCE**

- C.5.13.1** The Contractor's employees shall perform all contract functions in full uniform until the end of their full tour of duty.
- C.5.13.2** The Contractor's personnel shall adhere to the approved grooming standards. Therefore, the Contractor shall establish and implement a dress code and grooming standards for guards and all other staff assigned to the contract. The proposed dress code and grooming standards shall be submitted with the proposal. A suggested uniform and equipment should include items such as: shirts, trousers, ties, blazers, name tag, gloves, jacket, socks, shoes, handcuffs, flashlights, badges, caps, coats, raincoats, rain boots,

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belts and other items as deemed necessary by the Contractor. MPD shall have the right to approve the uniform.

**C.5.13.3** The Contractor shall furnish and maintain properly fitted uniforms and equipment in accordance with uniform and equipment approval received by Contractor from the SOMB and CA. Any disagreement regarding application of the standards relating to uniforms and equipment shall be referred to the CA.

**C.5.14** **QUALITY CONTROL PLAN (QCP)**

**C.5.14.1** The Contractor shall submit a detailed Quality Control Plan along with the proposal. The Quality Control Plan shall include, but not be limited to the following areas:

- A. Identification of Quality Control Monitor(s) assigned and evidence of their qualifications.
- B. A description of the type, level, and frequency of inspections performed by Contractor Quality Control Monitors. Inspections shall be conducted as frequently as necessary to ensure effective performance by the Contractor. While the Contractor may perform more inspections than are required in the Quality Control Plan, in no event shall the Contractor perform fewer inspections than required by that Plan. Quality Control Inspection Checklists shall include, at a minimum, inspections of: equipment; uniforms and appearance; attendance and sign in/out procedures; knowledge of and adherence to Post Orders; knowledge and adherence to screening equipment operating procedures; possession of training certifications; and overall contract performance.

**C.5.14.2** Under no circumstances shall individuals appointed as Quality Control Monitors serve as uniformed employees working under this contract.

**C.5.14.3** The Contractor shall prepare Quality Control Inspection Reports and submit them to the CA monthly or upon request. The reports shall include details of any problems or deficiencies noted during an inspection and shall inform the CA of all actions taken, or planned, to resolve the problems. The CA may request more frequent updates on corrective actions needed to resolve problems.

**C.5.14.4** If the Contractor's performance indicates that additional quality control measures are needed, the Contractor and CA shall meet with the Contracting Officer to discuss the Contractor's performance, Quality Control Plan, Management Plan and any other areas of concern regarding the contract. Through the Contracting Officer, the CA may request that the Contractor take additional steps to improve both the overall performance of the Contractor and adherence to the Quality Control and Management Plans.

**C.5.15** **CONTRACTOR EMPLOYEE QUALIFICATIONS**

**C.5.15.1** The Contractor's personnel shall have demonstrated a stable employment history; possess superior references; have the ability to successfully perform under duress; excel

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in oral and written communication skills in the English language; speak articulately; efficiently comply with verbal or written directives; deal diplomatically and compassionately with the public; work with minimum supervision; and have demonstrated the ability to follow directives consistently.

- C.5.15.2** The Contractor shall be responsible for maintaining satisfactory standards of employee competency, appearance, and integrity, and shall be responsible for taking action to ensure that contract employees maintain such standards. All Contractor employees shall be citizens of the United States of America, or authorized to work herein.
- C.5.15.3** The Contractor shall ensure that all employees assigned to the contract are in good general physical and mental health without physical or mental defects or abnormalities that would interfere with the full performance of their duties. The work under this contract requires frequent and prolonged walking, standing, and occasionally running. The security personnel may also have to subdue violent or potentially violent individuals. Physical and mental stamina is a basic requirement under this contract. Evidence of physical and mental fitness shall be determined by passing a physical examination, including an illicit drug screening exam administered by a licensed physician during the Metropolitan Police Department Security Officer Management Branch's (SOMB) certification/commissioning process. The certification is currently performed by SOMB upon initial request for a commission and annually thereafter (Subject to change by MPD Licensing Regulations). The SOMB is located at 2000 14<sup>th</sup> Street, NW, Washington, DC, 20007.
- C.5.15.4** The Contractor shall ensure that its security employees have passed a Tuberculosis (TB) test administered by a licensed physician.
- C.5.15.5** No individual assigned to this contract shall have been convicted of any offense that would cause the revocation or non-renewal of the individual's SO license or SPO commission. The Contractor shall immediately and permanently remove any such individual from the contract and notify the CA. In addition, the Contractor and employees must immediately notify the CA and SOMB of any arrests for offenses that might lead the revocation of an SPO commission, SO license, or certification of compliance with DC Law 15-353, "Child and Youth, Safety and Health Omnibus Amendment Act of 2004," as amended. Failure to comply may be cause for the exercise of contract remedies, including termination of the contract.
- C.5.15.6** The Contractor shall conduct a pre-employment drug screening and a random drug-screening program for the duration of the contract for all employees who have contact with children. This includes employees filling all positions under the contract except the Administrative Staff. The Contractor shall maintain the results in the employees' personnel file in accordance with the requirements of the Health Insurance Portability and Accountability Act (HIPAA).
- C.5.15.7** The Contractor will ensure that all employees are fit for duty. If it is deemed the guard does not meet the fitness standards the Contractor upon request from MPD will provide documentation certifying the guard's fitness.

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- C.5.15.8** To be eligible to perform under this contract, the Contractor's security employees shall possess the following:
- C.5.15.9** All Guards I and II shall possess a high school education or GED and have two (2) years experience demonstrating:
- 1) the ability to communicate successfully with the general public and to read, write and speak the English language fluently;
  - 2) the ability to read, understand, and apply printed rules, detailed orders, instructions, and training materials;
  - 3) the ability to maintain poise and self-control under duress; and
  - 4) the ability to construct and write clear, concise, accurate and detailed reports in English.
  - 5) the ability, skill and knowledge to operate, monitor and respond to State-of-the-art technology to include Closed Circuit Television (CCTV), X-Ray Machines, Walk-through and Hand-Held Metal Detectors and Egress Door Alarm Systems.
  - 6) the ability, skill and knowledge to utilize the equipment listed in five above to detect contraband, weapons and any other illegal, destructive or incendiary device, whether on the person or secreted within packages, bags, cases or other containers that are carried, possessed or under the control of persons entering the Facility to which assigned.
  - 7) Be in compliance with DC Law 15-353, "Child and Youth, Safety and Health Omnibus Amendment Act of 2004," as amended.
  - 8) 8) Employees classified as Guard 1, Security Officer (SO) shall be licensed by MPD and shall be responsible for preventing and responding to threats or crimes against students, staff and are not authorized to carry firearms. Guard I are authorized to search and detain but not arrest. The security officer position in this contract is the same as the Guard 1 position in the labor determinations by the U. S. Department of Labor.
  - 9) Employees classified as Guard II must be commissioned and are prohibited from carrying a firearm; are authorized to make arrests whenever the law required that such action to be take and performs a variety of duties in the prevention of and response to threats or crimes against students, staff and property; and that the Security Police Officer (SPO) position is the same as the Guard II position in the labor determinations by the Department of Labor.
- C.5.15.10** Special Police Officers shall meet the qualifications above and, in addition, the qualifications stipulated in the most recent version of the District of Columbia Municipal

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Regulations, Title 6A and the *Enhanced Professional Security Amendment Act of 2006* and maintain a current Commission:

- C.5.15.11 Security Officers (SO) also known as Guard I shall search and detain , but they do not carry a firearm nor do they have authority to arrest. An SO performs a variety of duties in the prevention of and response to threats or crime against students, staff and property. The Security Officer position is the same as the Guard I position in labor determinations by the Department of Labor.

**C.5.16 CHILD AND YOUTH HEALTH AND SAFETY ACT REQUIREMENTS**

**C.5.16.1 Requirements for Drug and Alcohol Testing**

- 1) The Contractor shall either hire an independent Contractor to manage the random selection and recordkeeping pertaining to the drug and alcohol testing program, or shall utilize drug testing program management software approved by the MPD.
- 2) As specified in Section 2036 of the Child and Youth Health and Safety Act, the Contractor shall implement the policies and procedures outlined in Sections 2032-2035.

**C.5.16.2 Requirements for Criminal Background Checks**

- 1) The Contractor shall agree to comply with Title II of the Child and Youth, Safety and Health Omnibus Amendment Act of 2004, effective April 13, 2005 (D.C. Law 15-353; D.C. Official Code 4-1501.10 et. seq.) (2006 Supp.), as amended by Title II of the Omnibus Public Safety Amendment Act of 2006, effective April 24, 2007 (D.C. Law 16-306; 54 DCR 6577) and its implementing regulations at Chapter 5 of 27 DCMR, as they may be amended.
- 2) Any Contractor employee that has contact with DCPS students is required to comply with requirements of the Child and Youth Health and Safety Act.

**C.5.17 TRAINING**

- C.5.17.1 The Contractor shall be responsible for training all employees performing under this contract. Neither the time expended for training, nor payment for attending required training, shall be billable as a separate cost item to the District. Lesson plans and outlines for each block of instruction shall be submitted for review and approval by the CA and SOMB.

- C.5.17.2 The Contractor shall ensure that all employees performing on this contract have completed the Basic Training Curriculum listed below prior to assignment. The Contractor shall submit training completion rosters to the CA before the assignment of personnel. New employees hired by the Contractor shall not report to duty until this training has been completed. The CA will review the Contractor's roster of eligible employees submitted by the Contractor for approval. The Government reserves the right to periodically inspect



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training sessions. The CA or a member of the CA's staff, other MPD staff and DCPS staff are authorized to inspect the training sessions.

**C.5.17.3** The Contractor shall be responsible for training its employees who shall perform under this contract. Each employee shall receive at a minimum 45 hours of basic training and 40 hours of supplemental training. Special Police Officers, or Guard IIs, shall receive an additional 9 hours of basic training. Supervisors shall receive 16 hours of additional supervisory training. Lesson plans and outlines for each block of training in the basic and the supervisory training shall be submitted with the proposal. For the supplemental 40 hours of training, the Contractor shall submit with the proposal a plan for obtaining this training, including potential sources for the supplemental training.

**C.5.17.4. Basic Training Curriculum**

**C.5.17.4.1** The Contractor shall submit within three (3) days after being requested by the Contracting Officer lesson plans and outlines for each block of training in the Basic Training. The Contractor shall ensure that all personnel assigned to this contract have completed the basic SO and SPO training curriculum, as defined by SOMB that includes, but are not limited to, the following courses:

Basic Training	Hours	
	Guard I & Guard II	Additional Guard II Training
Conduct & Appearance (Uniform, Equipment, & Grooming) On-Duty	1	
Observation, Description, & Report Writing	3	
Alarm & Video Monitoring	1	
Patrol Techniques	1	
Magnetometer, X-Ray Machine & Screening	2	
Drugs	1	
Arrest Procedures		4
Search, Seizure, & Detention	1	1
Use of Force	2	2
DC Code Criminal & Civil Law	4	2
Court Preparation & Procedures	0.5	
Sexual Harassment	1	
School Security Orders	2	
Emergency Response: Violence, Bomb Threats, Terrorism, & Natural Disasters	2	
Civil Disobedience	0.5	
Conflict De-escalation/Resolution	3	
Customer Service / Public Relations	2	
First Aid / CPR	16	
DCPS Regulations & Policy, & the Role of School Security	2	
<b>TOTAL</b>	<b>45</b>	<b>9</b>

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### **C.5.17.5 SUPPLEMENTAL TRAINING**

**C.5.17.5.1** In addition to the prerequisites set forth in Basic Training in accordance with **Section C.5.17.4** and Supervisory Training in accordance with **Section C.5.17.3** required for designated supervisory personnel, the Contractor shall provide to each employee under the contract a minimum of 40 hours of annual training in issues related to school security. The 40 hours will include the topics listed below, which includes topics from basic training that should be reviewed annually. The CA may identify other issues for supplemental training throughout the duration of the contract. For the supplemental 40 hours of training, the Contractor shall submit within three (3) days after being requested by the Contracting Officer a plan for obtaining this training, including potential sources for this training. The Contractor shall submit a copy of the supplemental training and schedule to the CA 90 days prior to implementing training.

At a minimum, the Contractor's training shall encompass the following curriculum:

- a) Availability of Social Services for Youth
- b) Child Development
- c) DC Laws & Regulations
- d) DCPS Regulations & Policy, & the Role of School Security
- e) Diversity Training
- f) Effective Communication
- g) Emergency Response: Violence, Bomb Threats, Terrorism, & Natural Disasters
- h) Ethics
- i) School Security Orders
- j) Sexual Harassment
- k) Special Education
- l) Substance Abuse in Youth
- m) Use of Metal Detectors, CCTV, Radios & Other Equipment
- n) Visitor Control.

**C.5.17.5.2** Before the Contractor's employees can be allowed to provide services at a particular site under the contract, the Contractor's employees shall complete a minimum of a two (2) hour on-site orientation. The orientation shall consist of familiarizing the Contractor's employees with the physical layout of the location by walking the employees around the location and showing them entrances, exits, fire doors, stairwells, mechanical rooms, etc. The orientation shall also cover the information in the post orders. The orientation shall be conducted with DCPS. The Contractor shall submit a building orientation report, by site, to the CA after employees successfully complete the orientation.

**C.5.17.5.3** The Contractor shall maintain professional training and all certifications, licenses and permits in the employee personnel file and shall make these documents available to the CA if requested.

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**C.5.17.6 Instructor Certification**

Instructors who are certified to teach the specific subject or topic required shall administer all formal training required herein. Certification to instruct the specific subject shall be in accordance to D.C. Municipal Regulations Title 6A and in the form of a certificate issued by an accredited institution of learning (school, college or university), the District of Columbia, Federal, or other state or county government. Such certifications offered shall be current by date and shall be submitted to the CA within ten days after contract award.

**C.5.17.7 Training Certification and Testing**

- C.5.17.7.1** Contractor is required to certify that all employees on the contract have had the Basic Training prior to assignment to this contract. In addition, the Contractor shall provide at their own expense, an 8-hour refresher course that includes Conduct on Duty, Alarm and Video Monitoring, Patrol Techniques, Magnetometer operation, X-Ray Machine and Screening, and Use of Force, for all employees before assignment to this contract. A short presentation by MPD and/or DCPS may be included in this one-day training.
- C.5.17.7.2** At least two weeks prior to the performance of services under the contract, the Contractor is required to test all employees on the content of the lesson plans for Basic Training and their ability to apply this knowledge. The test shall be developed and administered by an independent consultant (to be selected jointly by the Contractor and the MPD) at the expense of the Contractor. The test shall be approved by the MPD, which also may proctor the administration of the test to ensure the integrity of the testing process.
- C.5.17.7.3** With regard to training and testing during contract performance, the Contractor shall develop a training matrix to ensure that: 1) coverage is adequate at all schools; and 2) high-risk schools are fully covered. The Contractor shall utilize to the maximum extent possible teacher in-service days or other days when school is not in session for security officer training.
- C.5.18 PERSONNEL**
- C.5.18.1** The Contractor shall be solely responsible for compensating its employees, including the payment of all applicable wages, taxes, insurance, and worker's compensation. The Contractor shall be solely responsible for and shall indemnify the District for any loss or damage to District property if the loss or damage is caused by the Contractor or any of its employees.
- C.5.18.2** The Contractor shall staff the contract providing personnel meeting the requirements set forth in Section C, and shall efficiently schedule a combination of full-time positions with a minimum of part-time positions to ensure that full security coverage is provided in accordance with the requirements of the contract. The Contractor must provide a daily accountability report to the MPD/DCPS by 0830 hours for regular hours, and update as required for any staggered hour.

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- C.5.18.3** The Contractor shall maintain its own personnel and benefit policies for its employees.
- C.5.18.4** The District of Columbia shall provide no compensation beyond the negotiated rate. There is no provision for an "overtime" rate of pay that exceeds the negotiated rate. The cost for supervisors and other key personnel as described in Section H.15 shall be included in the negotiated rate for an SO and SPO.
- C.5.18.5** The Contractor shall ensure that a contract guard is not assigned to school which the guard has a family member employed or attending the school.
- C.5.18.6** The Contractor shall ensure that a contract guard is not providing any outside employment, or volunteer services at the school location where the guard is assigned.
- C.5.18.7** The Contractor shall ensure that all complaints and investigations on contract guards will be conducted by managers that are above the rank of field manager.
- C.5.19** **EQUIPMENT AND MATERIALS**
- C.5.19.1** All property and equipment furnished by the District under this contract shall remain the property of the District government. During the term of the contract, the Contractor shall comply in accordance with terms of 27 DCMR Section 4100, et.seq. Upon contract expiration or termination, the Contractor shall account for all DC-furnished property. Any property or equipment furnished to fulfill contract requirements which is lost or damaged resulting from improper use or negligence by the Contractor's employees, shall be repaired or replaced by the Contractor at its own risk and expense. The Contractor shall complete a DCPS Physical Security Inventory Verification Form at the beginning and end of each school year (August and June) for submission to the CA.
- C.5.19.2** The Contractor shall provide all vehicles to facilitate monitoring of personnel at school sites. The Contractor shall be responsible for all costs related to these vehicles. Fuel as utilized by the DC Government will be provided for the DCPS Contract and only for the Contract at no cost to the Contractor. (Types of fuel are: diesel, natural gas, unleaded fuel.). The Contractor shall submit a monthly Fuel Usage Report to the CA which includes the vehicle tag number, date, and daily mileage usage.
- C.5.19.3** The Contractor shall provide all communications equipment with the exception of two-way radios which will be provided and maintained by DCPS.
- C.5.19.4** The Contractor shall not purchase any equipment without written approval from the Office of Contracting and Procurement. All equipment purchased by the District for use by the Contractor for the performance of contract requirements is the property of the District and will be returned to the District at the termination of the contract.

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**C.5.20 CONTRACTOR'S OFFICES AND FACILITIES**

**C.5.20.1** The Contractor shall staff its administrative office from 0700 hours to 1800 hours, Monday through Friday. Additionally, during non-business hours when after school activities are scheduled and require Will Call security coverage, the Contractor will provide an on-call list of personnel including a telephone number for each person for emergency situations upon request from the Contract Administrator.

**C.5.21 REMOVAL OF CONTRACTOR'S EMPLOYEES**

**C.5.21.1** The Contractor shall require its contract employees to comply with any directives issued by the CA. The Contractor shall be responsible for maintaining satisfactory standards of employees' competency, conduct, appearance, and integrity; and shall be responsible for taking such disciplinary action with respect to the employees as deemed necessary.

**C.5.21.2** At any time, the CA, at his or her sole discretion, may require the Contractor to immediately remove any employee from the contract. Replacement personnel shall be provided immediately.

**C.5.22 MEETINGS**

**C.5.22.1** All meetings with OCP/MPD/DCPS shall be attended by at least one (1) of the Contractor's personnel with authority to address and remedy matters regarding administrative and performance-related issues. The contracting officer may attend meetings to address contractual issues. DCPS may also attend meetings to address issues involving their operations and facilities. The Contractor shall not miss any meetings without prior approval of the CA. The CA shall notify the Contractor of the date and time of these mandatory meetings.

**C.5.23 REPORTS, FILES, AND RECORDS**

**C.5.23.1** The Contractor shall maintain personnel files for all employees furnished under the contract. Medical records shall be maintained in a separate file in accordance with HIPAA regulations (H.16). The personnel files shall contain all documentation required in Section C to validate the establishment of qualifications, licensing and training of the Contractor's employees for employment on this contract.

**C. 5.23.2** Contractor's Maintenance of Each Employee's Personnel Files – Format and Content

1. The personnel file jacket shall contain, but not be limited to, the following records:
  - a) Copy of current criminal history record;
  - b) Current security officer license for Guard I and SPO license for Guard II and other employees specified in the contract;

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- c) Copy of U.S. Passport or other picture identification indicating U.S. Citizenship;
- d) Copy of high school diploma or GED;
- e) Copy of valid driver's license (for those employees who are required to drive a vehicle under the contract);
- f) Copy of driving record for the past three years (for those employees who are required to drive a vehicle under the contract), documenting no driver's license suspension or conviction for a criminal traffic offense within the past three (3) years;
- g) Copy of training and testing records indicating that employee completed and passed all training requirements and tests;
- h) Copy of first aid/CPR certificate;
- i) Copy of company disciplinary records, if any; and
- j) Name and contact information for an emergency contact.

2. The medical file shall include, but not be limited to, the following items:

- a) Copy of pre-employment physical examination;
- b) Copies of all drug testing program reports, including results of pre-employment drug screening, random drug screening, and reasonable suspicion screening; and
- c) Copy of a psychological screening, if any, attesting to the employee being free of any judgment of incompetence.
- d) Copy of results of Tuberculosis (TB) tine test

**C.5.23.3** The Contractor shall continuously maintain the files and allow MPD to inspect the files without notice at any time.

**C.5.23.4** MPD shall schedule an independent inspection of personnel files 30 business days after contract award and at other intervals, as determined by the CA. The inspection shall verify that the personnel records contain all documentation required to validate the qualifications of the Contractor's employees for employment on this contract.

**C.5.24** **TRANSITION PLAN IMPLEMENTATION**

**C.5.24.1** The Contractor shall provide the CA with an initial inventory of all equipment owned by the Contractor within 30 days after contract award.

**C.5.24.2** The Contractor shall provide to the CA with a list of all equipment supplied by the District (indicate ownership in the inventory report) within 30 days of award of contract. During the contract term, the Contractor shall notify the CA if any additional equipment is needed to fulfill contractual requirements. The CA will only authorize reimbursement for equipment approved for purchase.

**C.5.24.3** The Contractor shall have an entrance transition plan that shall be submitted along with the proposal for evaluation. The Contractor, MPD and DCPS shall then discuss the implementation of the plan prior to contract award. The final entrance transition plan shall be delivered within 10 business days after contract award.

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**C.5.24.4** Contractor shall have an exit Transition Plan that details its operational steps to successfully transition between an incumbent and the new Contractor. The exit transition plan shall be submitted along with the proposal for evaluation purposes.

**C.5.25** **ENTRANCE TRANSITION**

**C.5.25.1** At a minimum the entrance transition plan shall include the following:

- a. The Contractor shall provide a seamless continuity of services. The Contractor shall coordinate with the incumbent Contractor and ensure that transition does not disrupt day-to-day security operations.
- b. The Contractor shall provide employees with an orientation detailing Contractor benefits, applications, release forms and other pertinent matters relating to school security.
- c. The Contractor shall conduct background checks as specified in **Section C.5.16.2**.
- d. The Contractor shall verify that all employee licenses, training certifications, and physical examinations required in **Section C.5** or by the District are valid and current. All outstanding requirements shall be completed during the transition period. No Contractor employee shall be permitted to assume duties until these requirements have been demonstrated in accordance with **Sections C.5.15 thru C.5.17**.
- e. The Contractor shall conduct drug screening, as specified in **Section C.5.16.1**.
- f. The Contractor shall issue uniforms prior to the first day of performance.
- g. The Contractor shall recruit new security personnel to meet contract requirements, and schedule interviews with prospective employees accordingly.
- h. The Contractor shall provide an Entrance Transition Plan.

**C.5.26** **EXIT TRANSITION**

At a minimum the exit transition plan shall include the following:

- a. Ensure the transition does not disrupt day-to-day school security operations.
- b. Exercise its best efforts and fully cooperate to effect an orderly and efficient transition.
- c. The Contractor shall transfer all data to the District or another Contractor, at the District's option, in a format to be determined by the District.

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**C.5.27 BID BOND (Attachment J.14)**

**C.5.27.1** The Contractor shall submit along with the proposal a Bid Bond in an amount equal \$100,000.00 base year bid price. The Bid Bond shall remain in effect until notification of contract award by the contracting officer and provided as referenced in **Sections H.15.1 and H.15.3** of this document.

**C.5.28 PERFORMANCE BOND (Attachment J.15)**

**C.5.28.1** The Contractor shall provide to the Contracting Officer within 10 days of contract award, a Performance Bond in an amount no less than \$1,000,000.00 payable by the terms of the contract and provided as referenced in **Sections H.15.2 and H.15.3** of this document.



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**SECTION D: PACKAGING AND MARKING**

**Not Applicable**

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## **SECTION E: INSPECTION AND ACCEPTANCE**

- E.1** The inspection and acceptance requirements for the resultant contract shall be governed by clause number six (6), Inspection of Services, of the Government of the District of Columbia's Standard Contract Provisions for use with Supplies and Services Contracts, dated July 2010. Sections E.2, through E.2.2 are in addition to the requirements of Section 6 of the Standard Contract Provisions.
- E.2** **MPD Inspection and Acceptance Additional Requirements for DCPS Security**
- E.2.1** The Contractor is responsible for the day-to-day inspection and monitoring of all Contractor work performed to ensure compliance with the contract requirements and the Contractor's quality control plan (Section C. 5.14.) submitted with the bid and approved by the CA. The results of all inspections conducted by the Contractor shall be documented in the Security Post Inspection Report to be given to the CA on the last workday of each month. MPD shall conduct random inspections to ensure contract compliance.
- E.2.2** The Contractor shall submit a weekly Corrective Action Report to the CA outlining the steps and procedures taken to correct all issues identified in the Security Post Inspection Report.

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**SECTION F: PERIOD OF PERFORMANCE AND DELIVERABLES**

**F.1 TERM OF CONTRACT**

The term of the contract shall be for a period of one year from date of award specified on the cover page one (1) of the contract.

**F.2 OPTION TO EXTEND THE TERM OF THE CONTRACT**

**F.2.1** The District may extend the term of this contract for four (4), one-year option periods, or successive fractions thereof, by written notice to the Contractor before the expiration of the contract; provided that the District will give the Contractor a preliminary written notice of its intent to extend at least thirty (30) days before the contract expires. The preliminary notice does not commit the District to an extension. The exercise of the option is subject to the availability of funds at the time of the exercise of the option. The Contractor may waive the thirty (30) day preliminary notice requirement by providing a written waiver to the Contracting Officer prior to the expiration of the contract.

**F.2.2** If the District exercises the option, the extended contract shall be considered to include this option provision.

**F.2.3** The price for the option period shall be as specified in the contract.

**F.2.4** The total duration of this contract, including the exercise of any options under this clause, shall not exceed five (5) years.

**F.3 DELIVERABLES**

The Contractor shall perform the activities required to successfully complete the District's requirements and submit each deliverable to the Contract Administrator (CA) identified in section G.9 in accordance with the following:

CLIN	Deliverable	Relevant Section	Due Date
0001	Subcontracting Plan	B.4.1; H.9.2	Submit along with the proposal.
0002	Dress Code and Grooming Standards	C.5.13.2	Submit as requested by email
0003	Incident Reports	C.5.9.8.D	Submit to DCPS by close of business daily or the 10:00am the next business day by email unless otherwise instructed by the (CA)

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0004	Deployment Schedule	C.5.11.2	Submit to the CA the last work day of the month and immediately upon any changes thereto by email and a hard copy by the 5 <sup>th</sup> of the next month
0005	Daily Accountability Report	C.5.11.3	Submit daily by 0830 hours to MPD and DCPS email
0006	Post Orders	C.5.11.4	Submit to the CA within time frame specified; hard copy
0007	Management Plan	C.5.11.1	Submit with the proposal
0008	Quality Control Plan (QCP)	C.5.14.1	Submit with the proposal
0009	Quality Control Inspection Report	C.5.14.3 and E.2.1	Submit to the CA the last work day of the month and immediately upon request by hard copy by the 5 <sup>th</sup> of the next month.
0010	Notification of revocation of non-renewal of an employee's commission or license	C.5.15.5	Immediately upon Contractor's knowledge of same by email .
0011	Notification of employee arrests for offenses that may lead to revocation of commission or license	C.5.15.5	Immediately upon Contractor's knowledge of same by email.
0012	Training Lesson Plans and Outlines for all blocks of Basic Training	C.5.17.1	Submit as requested by CA by email and hard copy is required.
0013	Basic training completion rosters for all employees	C.5.17.2	Prior to assignment of personnel by emails required
0014	Plans for Supplemental Training	C.5.17.5	Submit with the proposal
0015	Supplemental Training schedule	C.5.17.5	Submit to CA 90 days prior to implementation by email and hard copy.
0016	Building Orientation Report	C.5.17.5.2	Submit to the CA on the 5 <sup>th</sup> of the next month or upon request as a hard copy.
0017	Training Instructor Certification to Instruct	C.5.17.6	Submit to the CA within 10 days of contract award/hard copy.
0018	Employee Retention Plan	C.5.11.1	Submit with the proposal
0019	DCPS Physical Security Inventory Verification Form	C.5.19.1	August and June and as directed by the CA

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0020	Fuel Usage	C.5.19.2	Submit to the CA the 5th of the next month via hardcopy
0021	On-call List of Personnel	C.5.20.1	As requested by the CA
0022	Initial inventory of equipment	C.5.24.1	Submit to the CA and Contract Officer within 30 days of contract award
0023	Entrance Transition Plans	C.5.25	Submit in the proposal
0024	Exit Transition Plans	C.5.26	Submit in the proposal
0026	Subcontracting Compliance Report	H.9.3 and H.9.4	Submit to CO by 21st of each month following contract execution via email
0027	Commission/Certification Report	H.12.1	Submit monthly to CA email by the end of the month and hard copy by the 5 <sup>th</sup> of the next month.
0028	Presentation of Uniforms	H.12.3	Submit to the CA 7 working days prior to contract start date
0029	Uniform Issuance Policy	H.12.3	Submit to CA within 15 days prior to contract start date.
0030	Certificate of Insurance	I.8	Submit to the Contracting Officer within 10 days after request via email and hardcopy.
0032	Bid Bond	C.5.27, H.15.1 and H.15.3	Submit with the proposal
0033	Performance Bond	C.5.28 , H.15.2 and H.15.3	Submit to the Contracting Officer Within 10 days after contract award email and hard copy

**F.3.1** The Contractor shall submit to the District, as a deliverable, the report described in section H.5.5 that is required by the 51% District Residents New Hires Requirements and First Source Employment Agreement. If the Contractor does not submit the report as part of the deliverables, final payment to the Contractor shall not be paid pursuant to section G.3.2.

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## **SECTION G: CONTRACT ADMINISTRATION**

### **G.1 INVOICE PAYMENT**

- G.1.1** The District will make payments to the Contractor, upon the submission of proper invoices, at the prices stipulated in this contract, for supplies delivered and accepted or services performed and accepted, less any discounts, allowances or adjustments provided for in this contract.
- G.1.2** The District will pay the Contractor on or before the 30<sup>th</sup> day after receiving a proper invoice from the Contractor.

### **G.2 INVOICE SUBMITTAL**

- G.2.1** The Contractor shall submit proper invoices on a monthly basis or as otherwise specified in Section G.4. Invoices shall be prepared in duplicate and submitted to the agency Chief Financial Officer with concurrent copies to the CA specified in Section G.9 below. The address of the CFO and the CA are:

Metropolitan Police Department  
Chief Financial Officer  
Accounts Payable  
Division for the Public Safety and Justice Cluster  
300 Indiana Avenue, NW - Room 4106  
Washington, DC 20001  
(202) 727-5298

and

Metropolitan Police Department  
School Safety Division  
Contract and Compliance Unit  
5002 Hayes Street, NE  
(202) 576-6650  
Attn: Janice Sullivan

- G.2.2** To constitute a proper invoice, the Contractor shall submit the following information on the invoice:
- G.2.2.1** Contractor's name, federal tax ID and invoice date (date invoices as of the date of mailing or transmittal);
- G.2.2.2** Contract number and invoice number;
- G.2.2.3** Description, price, quantity and the date(s) that the supplies or services were delivered or performed;
- G.2.2.4** Other supporting documentation or information, as required by the Contracting Officer;
- G.2.2.5** Name, title, telephone number and complete mailing address of the responsible official to whom payment is to be sent;

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- G.2.2.6 Name, title, phone number of person preparing the invoice;
- G.2.2.7 Name, title, phone number and mailing address of person (if different from the person identified in G.2.2.6 above) to be notified in the event of a defective invoice; and
- G.2.2.8 Authorized signature.

### **G.3 FIRST SOURCE AGREEMENT REQUEST FOR FINAL PAYMENT**

- G.3.1 For contracts subject to the 51% District Residents New Hires Requirements and First Source Employment Agreement requirements, final request for payment must be accompanied by the report or a waiver of compliance discussed in section H.5.5.
- G.3.2 No final payment shall be made to the Contractor until the agency CFO has received the Contracting Officer's final determination or approval of waiver of the Contractor's compliance with 51% District Residents New Hires Requirements and First Source Employment Agreement requirements.

### **G.4 PAYMENT**

- G.4.1 The District will pay the full amount due the Contractor after:
  - a) Completion and acceptance of all work; and
  - b) Presentation of a certifiable executed invoice.

### **G.5 ASSIGNMENT OF CONTRACT PAYMENTS**

- G.5.1 In accordance with 27 DCMR 3250, the Contractor may assign to a bank, trust company, or other financing institution funds due or to become due as a result of the performance of this contract.
- G.5.2 Any assignment shall cover all unpaid amounts payable under this contract, and shall not be made to more than one party.
- G.5.3 Notwithstanding an assignment of contract payments, the Contractor, not the assignee, is required to prepare invoices. Where such an assignment has been made, the original copy of the invoice must refer to the assignment and must show that payment of the invoice is to be made directly to the assignee as follows:

"Pursuant to the instrument of assignment dated \_\_\_\_\_, make payment of this invoice to (name and address of assignee)."

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## **G.6 THE QUICK PAYMENT CLAUSE**

### **G.6.1 Interest Penalties to Contractors**

**G.6.1.1** The District will pay interest penalties on amounts due to the Contractor under the Quick Payment Act, D.C. Official Code §2-221.01 *et seq.*, for the period beginning on the day after the required payment date and ending on the date on which payment of the amount is made. Interest shall be calculated at the rate of 1% per month. No interest penalty shall be paid if payment for the completed delivery of the item of property or service is made on or before:

- a) the 3<sup>rd</sup> day after the required payment date for meat or a meat product;
- b) the 5<sup>th</sup> day after the required payment date for an agricultural commodity; or
- c) the 15<sup>th</sup> day after the required payment date for any other item.

**G.6.1.2** Any amount of an interest penalty which remains unpaid at the end of any 30-day period shall be added to the principal amount of the debt and thereafter interest penalties shall accrue on the added amount.

### **G.6.2 Payments to Subcontractors**

**G.6.2.1** The Contractor must take one of the following actions within seven (7) days of receipt of any amount paid to the Contractor by the District for work performed by any subcontractor under this contract:

- a) Pay the subcontractor for the proportionate share of the total payment received from the District that is attributable to the subcontractor for work performed under the contract; or
- b) Notify the District and the subcontractor, in writing, of the Contractor's intention to withhold all or part of the subcontractor's payment and state the reason for the nonpayment.

**G.6.2.2** The Contractor must pay any subcontractor or supplier interest penalties on amounts due to the subcontractor or supplier beginning on the day after the payment is due and ending on the date on which the payment is made. Interest shall be calculated at the rate of 1% per month. No interest penalty shall be paid on the following if payment for the completed delivery of the item of property or service is made on or before:

- a) the 3<sup>rd</sup> day after the required payment date for meat or a meat product;
- b) the 5<sup>th</sup> day after the required payment date for an agricultural commodity; or
- c) the 15<sup>th</sup> day after the required payment date for any other item.

**G.6.2.3** Any amount of an interest penalty which remains unpaid by the Contractor at the end of any 30-day period shall be added to the principal amount of the debt to the subcontractor and thereafter interest penalties shall accrue on the added amount.

**G.6.2.4** A dispute between the Contractor and subcontractor relating to the amounts or entitlement of a subcontractor to a payment or a late payment interest penalty under the Quick Payment Act does



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not constitute a dispute to which the District of Columbia is a party. The District of Columbia may not be interpleaded in any judicial or administrative proceeding involving such a dispute.

**G.6.3 Subcontract requirements**

**G.6.3.1** The Contractor shall include in each subcontract under this contract a provision requiring the subcontractor to include in its contract with any lower-tier subcontractor or supplier the payment and interest clauses required under paragraphs (1) and (2) of D.C. Official Code §2-221.02(d).

**G.7 CONTRACTING OFFICER (CO)**

Contracts will be entered into and signed on behalf of the District only by contracting officers. The contact information for the Contracting Officer is:

Yvette Henry  
Contracting Officer  
Office of Contracting and Procurement  
District of Columbia Government  
441 4<sup>th</sup> Street, N.W., Suite 700 South  
Washington, D. C. 20001  
(202) 724-4792

**G.8 AUTHORIZED CHANGES BY THE CONTRACTING OFFICER**

**G.8.1** The CO is the only person authorized to approve changes in any of the requirements of this contract.

**G.8.2** The Contractor shall not comply with any order, directive or request that changes or modifies the requirements of this contract, unless issued in writing and signed by the CO.

**G.8.3** In the event the Contractor effects any change at the instruction or request of any person other than the CO, the change will be considered to have been made without authority and no adjustment will be made in the contract price to cover any cost increase incurred as a result thereof.

**G.9 CONTRACT ADMINISTRATOR (CA)**

**G.9.1** The CA is responsible for general administration of the contract and advising the CO as to the Contractor's compliance or noncompliance with the contract. The CA has the responsibility of ensuring the work conforms to the requirements of the contract and such other responsibilities and authorities as may be specified in the contract. These include:

**G.9.1.1** Keep the CO fully informed of any technical or contractual difficulties encountered during the performance period and advising the CO of any potential problem areas under the contract;

**G.9.1.2** Coordinate site entry for Contractor personnel, if applicable;

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- G.9.1.3** Review invoices for completed work and recommending approval by the CO if the Contractor's costs are consistent with the negotiated amounts and progress is satisfactory and commensurate with the rate of expenditure;
- G.9.1.4** Review and approving invoices for deliverables to ensure receipt of goods and services. This includes the timely processing of invoices and vouchers in accordance with the District's payment provisions; and
- G.9.1.5** Maintain a file that includes all contract correspondence, modifications, records of inspections (site, data, equipment) and invoice or vouchers.
- G.9.2** The address and telephone number of the CA is:

Janice Sullivan  
Metropolitan Police Department  
Contract and Compliance Unit  
5002 Hayes Street, NE  
Washington, DC 20019  
(202) 576-6650

- G.9.3** The CA shall NOT have the authority to:

1. Award, agree to, or sign any contract, delivery order or task order. Only the CO shall make contractual agreements, commitments or modifications;
2. Grant deviations from or waive any of the terms and conditions of the contract;
3. Increase the dollar limit of the contract or authorize work beyond the dollar limit of the contract;
4. Authorize the expenditure of funds by the Contractor;
5. Change the period of performance; or
6. Authorize the use of District property, except as specified under the contract.

- G.9.4** The Contractor will be fully responsible for any changes not authorized in advance, in writing, by the CO; may be denied compensation or other relief for any additional work performed that is not so authorized; and may also be required, at no additional cost to the District, to take all corrective action necessitated by reason of the unauthorized changes.

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## **SECTION H: SPECIAL CONTRACT REQUIREMENTS**

### **H.1 HIRING OF DISTRICT RESIDENTS AS APPRENTICES AND TRAINEES**

**H.1.1** For all new employment resulting from this contract or subcontracts hereto, as defined in Mayor's Order 83-265 and implementing instructions, the Contractor shall use its best efforts to comply with the following basic goal and objectives for utilization of bona fide residents of the District of Columbia in each project's labor force:

**H.1.1.1** At least fifty-one (51) percent of apprentices and trainees employed shall be residents of the District of Columbia registered in programs approved by the District of Columbia Apprenticeship Council.

**H.1.2** The Contractor shall negotiate an Employment Agreement with the Department of Employment Services ("DOES") for jobs created as a result of this contract. The DOES shall be the Contractor's first source of referral for qualified apprentices and trainees in the implementation of employment goals contained in this clause.

### **H.2 DEPARTMENT OF LABOR WAGE DETERMINATIONS**

The Contractor shall be bound by the Wage Determination No. : **CBA-2016-8716, Revision No.: 0, dated May 9, 2016**, issued by the U.S. Department of Labor in accordance with the Service Contract Act, 41 U.S.C. §351 *et seq.*, and incorporated herein as Section J.2. The Contractor shall be bound by the wage rates for the term of the contract subject to revision as stated herein and in accordance with Section 24 of the SCP. If an option is exercised, the Contractor shall be bound by the applicable wage rates at the time of the option. If the option is exercised and the CO obtains a revised wage determination, the revised wage determination is applicable for the option periods and the Contractor may be entitled to an equitable adjustment.

### **H.3 PREGNANT WORKERS FAIRNESS**

**H.3.1** The Contractor shall comply with the Protecting Pregnant Workers Fairness Act of 2016, D.C. Official Code § 32-1231.01 *et seq.* (PPWF Act).

**H.3.2** The Contractor shall not:

(a) Refuse to make reasonable accommodations to the known limitations related to pregnancy, childbirth, related medical conditions, or breastfeeding for an employee, unless the Contractor can demonstrate that the accommodation would impose an undue hardship;

(b) Take an adverse action against an employee who requests or uses a reasonable accommodation in regard to the employee's conditions or privileges of employment, including failing to reinstate the employee when the need for reasonable accommodations ceases to the employee's original job or to an equivalent position with equivalent:

(1) Pay;

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- (2) Accumulated seniority and retirement;
  - (3) Benefits; and
  - (4) Other applicable service credits;
- (c) Deny employment opportunities to an employee, or a job applicant, if the denial is based on the need of the employer to make reasonable accommodations to the known limitations related to pregnancy, childbirth, related medical conditions, or breastfeeding;
- (d) Require an employee affected by pregnancy, childbirth, related medical conditions, or breastfeeding to accept an accommodation that the employee chooses not to accept if the employee does not have a known limitation related to pregnancy, childbirth, related medical conditions, or breastfeeding or the accommodation is not necessary for the employee to perform her duties;
- (e) Require an employee to take leave if a reasonable accommodation can be provided; or
- (f) Take adverse action against an employee who has been absent from work as a result of a pregnancy-related condition, including a pre-birth complication.
- H.3.3** The Contractor shall post and maintain in a conspicuous place a notice of rights in both English and Spanish and provide written notice of an employee's right to a needed reasonable accommodation related to pregnancy, childbirth, related medical conditions, or breastfeeding pursuant to this chapter to:
- (a) New employees at the commencement of employment;
  - (b) Existing employees; and
  - (c) An employee who notifies the employer of her pregnancy, or other condition covered by this chapter, within 10 days of the notification.
- H.3.4** The Contractor shall provide an accurate written translation of the notice of rights to any non-English or non-Spanish speaking employee.
- H.3.5** Violations of the PPWF Act shall be subject to civil penalties as described in the Act.
- H.4 UNEMPLOYED ANTI-DISCRIMINATION**
- H.4.1** The Contractor shall comply with the Unemployed Anti-Discrimination Act of 2012, D.C. Official Code § 32-1361 *et seq.*
- H.4.2** The Contractor shall not:

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- (a) Fail or refuse to consider for employment, or fail or refuse to hire, an individual as an employee because of the individual's status as unemployed; or
- (b) Publish, in print, on the Internet, or in any other medium, an advertisement or announcement for any vacancy in a job for employment that includes:
  - (1) Any provision stating or indicating that an individual's status as unemployed disqualifies the individual for the job; or
  - (2) Any provision stating or indicating that an employment agency will not consider or hire an individual for employment based on that individual's status as unemployed.

**H.4.3** Violations of the Unemployed Anti-Discrimination Act shall be subject to civil penalties as described in the Act.

**H.5 51% DISTRICT RESIDENTS NEW HIRES REQUIREMENTS AND FIRST SOURCE EMPLOYMENT AGREEMENT**

Delete Article 35, 51% District Residents New Hires Requirements and First Source Employment Agreement, of the Standard Contract Provisions dated July 2010 for use with District of Columbia Government Supplies and Services Contracts and substitute the following Section **H.5 51% DISTRICT RESIDENTS NEW HIRES REQUIREMENTS AND FIRST SOURCE EMPLOYMENT AGREEMENT** in its place:

**H.5 51% DISTRICT RESIDENTS NEW HIRES REQUIREMENTS AND FIRST SOURCE EMPLOYMENT AGREEMENT**

- H.5.1** For contracts for services in the amount of \$300,000 or more, the Contractor shall comply with the First Source Employment Agreement Act of 1984, as amended, D.C. Official Code § 2-219.01 et seq. (First Source Act).
- H.5.2** The Contractor shall enter into and maintain during the term of the contract, a First Source Employment Agreement (Employment Agreement) with the District of Columbia Department of Employment Service's (DOES), in which the Contractor shall agree that:
  - (a) The first source for finding employees to fill all jobs created in order to perform the contract shall be the First Source Register; and
  - (b) The first source for finding employees to fill any vacancy occurring in all jobs covered by the Employment Agreement shall be the First Source Register.
- H.5.3** The Contractor shall not begin performance of the contract until its Employment Agreement has been accepted by DOES. Once approved, the Employment Agreement shall not be amended except with the approval of DOES.
- H.5.4** The Contractor agrees that at least 51% of the new employees hired to perform the contract shall be District residents.
- H.5.5** The Contractor's hiring and reporting requirements under the First Source Act and any rules promulgated thereunder shall continue for the term of the contract.

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**H.5.6** The CO may impose penalties, including monetary fines of 5% of the total amount of the direct and indirect labor costs of the contract, for a willful breach of the Employment Agreement, failure to submit the required hiring compliance reports, or deliberate submission of falsified data.

**H.5.7** If the Contractor does not receive a good faith waiver, the CO may also impose an additional penalty equal to 1/8 of 1% of the total amount of the direct and indirect labor costs of the contract for each percentage by which the Contractor fails to meet its hiring requirements.

**H.5.8** Any contractor which violates, more than once within a 10-year timeframe, the hiring or reporting requirements of the First Source Act shall be referred for debarment for not more than five (5) years.

**H.5.9** The contractor may appeal any decision of the CO pursuant to this clause to the D.C. Contract Appeals Board as provided in **clause 14, Disputes**.

**H.5.10** The provisions of the First Source Act do not apply to nonprofit organizations which employ 50 employees or less.

**H.6** RESERVED

**H.7** RESERVED

**H.8** RESERVED

## **H.9 SUBCONTRACTING REQUIREMENTS**

### **H.9.1 Mandatory Subcontracting Requirements**

**H.9.1.1** Unless the Director of the Department of Small and Local Business Development (DSLBD) has approved a waiver in writing, for all contracts in excess of \$250,000, at least 35% of the dollar volume of the contract shall be subcontracted to qualified small business enterprises (SBEs).

**H.9.1.2** If there are insufficient SBEs to completely fulfill the requirement of paragraph H.9.1.1, then the subcontracting may be satisfied by subcontracting 35% of the dollar volume to any qualified certified business enterprises (CBEs); provided, however, that all reasonable efforts shall be made to ensure that SBEs are significant participants in the overall subcontracting work.

**H.9.1.3** A prime contractor that is certified by DSLBD as a small, local or disadvantaged business enterprise shall not be required to comply with the provisions of sections H.9.1.1 and H.9.1.2.

**H.9.1.4** Except as provided in H.9.1.5 and H.9.1.7, a prime contractor that is a CBE and has been granted a proposal preference pursuant to D.C. Official Code § 2-218.43, or is selected through a set-aside program, shall perform at least 35% of the contracting effort with its own

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organization and resources and, if it subcontracts, 35% of the subcontracting effort shall be with CBEs. A CBE prime contractor that performs less than 35% of the contracting effort shall be subject to enforcement actions under D.C. Official Code § 2-218.63.

- H.9.1.5** A prime contractor that is a certified joint venture and has been granted a proposal preference pursuant to D.C. Official Code § 2-218.43, or is selected through a set-aside program, shall perform at least 50% of the contracting effort with its own organization and resources and, if it subcontracts, 35% of the subcontracting effort shall be with CBEs. A certified joint venture prime contractor that performs less than 50% of the contracting effort shall be subject to enforcement actions under D.C. Official Code § 2-218.63.
- H.9.1.6** Each CBE utilized to meet these subcontracting requirements shall perform at least 35% of its contracting effort with its own organization and resources.
- H.9.1.7** A prime contractor that is a CBE and has been granted a proposal preference pursuant to D.C. Official Code § 2-218.43, or is selected through a set-aside program, shall perform at least 50% of the on-site work with its own organization and resources if the contract is \$1 million or less.

**H.9.2 Subcontracting Plan**

If the prime contractor is required by law to subcontract under this contract, it must subcontract at least 35% of the dollar volume of this contract in accordance with the provisions of section H.9.1 of this clause. The plan shall be submitted as part of the proposal and may only be amended after award with the prior written approval of the CO and Director of DSLBD. Any reduction in the dollar volume of the subcontracted portion resulting from an amendment of the plan after award shall inure to the benefit of the District.

Each subcontracting plan shall include the following:

- (1) The name and address of each subcontractor;
- (2) A current certification number of the small or certified business enterprise;
- (3) The scope of work to be performed by each subcontractor; and
- (4) The price that the prime contractor will pay each subcontractor.

**H.9.3 Copies of Subcontracts**

Within twenty-one (21) days of the date of award, the Contractor shall provide fully executed copies of all subcontracts identified in the subcontracting plan to the CO, CA, District of Columbia Auditor and the Director of DSLBD.

**H.9.4 Subcontracting Plan Compliance Reporting**

- H.9.4.1** If the Contractor has a subcontracting plan required by law for this contract, the Contractor shall submit a quarterly report to the CO, CA, District of Columbia Auditor and the Director of DSLBD. The quarterly report shall include the following information for each subcontract identified in the subcontracting plan:

- (A) The price that the prime contractor will pay each subcontractor under the subcontract;

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- (B) A description of the goods procured or the services subcontracted for;
- (C) The amount paid by the prime contractor under the subcontract; and
- (D) A copy of the fully executed subcontract, if it was not provided with an earlier quarterly report.

**H.9.4.2** If the fully executed subcontract is not provided with the quarterly report, the prime contractor will not receive credit toward its subcontracting requirements for that subcontract.

**H.9.5 Annual Meetings**

Upon at least 30-days written notice provided by DSLBD, the Contractor shall meet annually with the CO, CA, District of Columbia Auditor and the Director of DSLBD to provide an update on its subcontracting plan.

**H.9.6 Notices**

The Contractor shall provide written notice to the DSLBD and the District of Columbia Auditor upon commencement of the contract and when the contract is completed.

**H.9.7 Enforcement and Penalties for Breach of Subcontracting Plan**

**H.9.7.1** A contractor shall be deemed to have breached a subcontracting plan required by law, if the contractor (i) fails to submit subcontracting plan monitoring or compliance reports or other required subcontracting information in a reasonably timely manner; (ii) submits a monitoring or compliance report or other required subcontracting information containing a materially false statement; or (iii) fails to meet its subcontracting requirements.

**H.9.7.2** A contractor that is found to have breached its subcontracting plan for utilization of CBEs in the performance of a contract shall be subject to the imposition of penalties, including monetary fines in accordance with D.C. Official Code § 2-218.63.

**H.9.7.3** If the CO determines the Contractor's failure to be a material breach of the contract, the CO shall have cause to terminate the contract under the default provisions in **clause 8 of the SCP, Default.**

**H.10 CRIMINAL BACKGROUND AND TRAFFIC RECORDS CHECKS FOR CONTRACTORS THAT PROVIDE DIRECT SERVICES TO CHILDREN OR YOUTH**

**H. 10.1** A Contractor that provides services as a covered child or youth services provider, as defined in section 202(3) of the Child and Youth, Safety and Health Omnibus Amendment Act of 2004, effective April 13, 2005 (D.C. Law 15-353; D.C. Official Code § 4-1501.01 *et seq.*), as amended (in this section, the "Act"), shall obtain criminal history records to investigate persons applying for employment, in either a compensated or an unsupervised volunteer position, as well as its current employees and unsupervised volunteers. The Contractor shall request criminal background checks for the following positions:

Security Guards I and II  
Senior Level Managers,



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Project Manager  
Assistant Project Manager  
Field Supervisors

**H. 10.2** The Contractor shall also obtain traffic records to investigate persons applying for employment, as well as current employees and volunteers, when that person will be required to drive a motor vehicle to transport children in the course of performing his or her duties. The Contractor shall request traffic records for the following positions:

– Security Guards I and II  
Senior Level Managers,  
Project Manager  
Assistant Project Manager  
Field Supervisors

**H.10.3** The Contractor shall inform all applicants requiring a criminal background check that a criminal background check must be conducted on the applicant before the applicant may be offered a compensated position or an unsupervised volunteer position.

**H.10.4** The Contractor shall inform all applicants requiring a traffic records check that a traffic records check must be conducted on the applicant before the applicant may be offered a compensated position or a volunteer position.

**H.10.5** The Contractor shall obtain from each applicant, employee and unsupervised volunteer:

- (A) a written authorization which authorizes the District to conduct a criminal background check;
- (B) a written confirmation stating that the Contractor has informed him or her that the District is authorized to conduct a criminal background check;
- (C) a signed affirmation stating whether or not they have been convicted of a crime, pleaded nolo contendere, are on probation before judgment or placement of a case upon a stet docket, or have been found not guilty by reason of insanity, for any sexual offenses or intra-family offenses in the District or their equivalent in any other state or territory, or for any of the following felony offenses or their equivalent in any other state or territory:
  - (i) Murder, attempted murder, manslaughter, or arson;
  - (ii) Assault, assault with a dangerous weapon, mayhem, malicious disfigurement, or threats to do bodily harm;
  - (iii) Burglary;
  - (iv) Robbery;
  - (v) Kidnapping;
  - (vi) Illegal use or possession of a firearm;
  - (vii) Sexual offenses, including indecent exposure; promoting, procuring, compelling, soliciting, or engaging in prostitution; corrupting minors (sexual relations with children); molesting; voyeurism; committing sex acts in public; incest; rape; sexual assault; sexual battery; or sexual abuse; but excluding sodomy between consenting adults;

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- (viii) Child abuse or cruelty to children; or
  - (ix) Unlawful distribution of or possession with intent to distribute a controlled substance;
- (D) a written acknowledgement stating that the Contractor has notified them that they are entitled to receive a copy of the criminal background check and to challenge the accuracy and completeness of the report; and
- (E) a written acknowledgement stating that the Contractor has notified them that they may be denied employment or a volunteer position, or may be terminated as an employee or volunteer based on the results of the criminal background check.
- H.10.6** The Contractor shall inform each applicant, employee and unsupervised volunteer that a false statement may subject them to criminal penalties.
- H.10.7** Prior to requesting a criminal background check, the Contractor shall provide each applicant, employee, or unsupervised volunteer with a form or forms to be utilized for the following purposes:
- (A) To authorize the Metropolitan Police Department (MPD), or designee, to conduct the criminal background check and confirm that the applicant, employee, or unsupervised volunteer has been informed that the Contractor is authorized and required to conduct a criminal background check;
  - (B) To affirm whether or not the applicant, employee, or unsupervised volunteer has been convicted of a crime, has pleaded nolo contendere, is on probation before judgment or placement of a case upon a stet docket, or has been found not guilty by reason of insanity for any sexual offenses or intra-family offenses in the District or their equivalent in any other state or territory of the United States, or for any of the felony offenses described in paragraph H.X.5(C);
  - (C) To acknowledge that the applicant, employee, or unsupervised volunteer has been notified of his or her right to obtain a copy of the criminal background check report and to challenge the accuracy and completeness of the report;
  - (D) To acknowledge that the applicant may be denied employment, assignment to, or an unsupervised volunteer position for which a criminal background check is required based on the outcome of the criminal background check; and
  - (E) To inform the applicant or employee that a false statement on the form or forms may subject them to criminal penalties pursuant to D.C. Official Code § 22-2405.
- H.10.8** The Contractor shall direct the applicant or employee to complete the form or forms and notify the applicant or employee when and where to report to be fingerprinted.
- H.10.9** Unless otherwise provided herein, the Contractor shall request criminal background checks from the Chief, MPD (or designee), who shall be responsible for conducting criminal background checks, including fingerprinting.

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- H.10.10** The Contractor shall request traffic record checks from the Director, Department of Motor Vehicles (DMV) (or designee), who shall be responsible for conducting traffic record checks.
- H.10.11** The Contractor shall provide copies of all criminal background and traffic check reports to the CA within one business day of receipt.
- H.10.12** The Contractor shall pay for the costs for the criminal background and traffic record checks, pursuant to the requirements set forth by the MPD and DMV. The District shall not make any separate payment for the cost of criminal background and traffic record checks.
- H.10.13** The Contractor may make an offer of appointment to, or assign a current employee or applicant to, a compensated position contingent upon receipt from the CO of the CA's decision after his or her assessment of the criminal background or traffic record check.
- H.10.14** The Contractor may not make an offer of appointment to an unsupervised volunteer whose position brings him or her into direct contact with children until it receives from the contracting officer the CA's decision after his or her assessment of the criminal background or traffic record check.
- H.10.15** The Contractor shall not employ or permit to serve as an unsupervised volunteer an applicant or employee who has been convicted of, has pleaded nolo contendere to, is on probation before judgment or placement of a case on the stet docket because of, or has been found not guilty by reason of insanity for any sexual offenses involving a minor.
- H.10.16** Unless otherwise specified herein, the Contractor shall conduct periodic criminal background checks upon the exercise of each option year of this contract for current employees and unsupervised volunteers in the positions listed in sections H.10.1 and H.10.2.
- H.10.17** An employee or unsupervised volunteer may be subject to administrative action including, but not limited to, reassignment or termination at the discretion of the COTR after his or her assessment of a criminal background or traffic record check.
- H.10.18** The COTR shall be solely responsible for assessing the information obtained from each criminal background and traffic records check report to determine whether a final offer may be made to each applicant or employee. The CA shall inform the CO of its decision, and the CO shall inform the Contractor whether an offer may be made to each applicant.
- H.10.19** If any application is denied because the CA determines that the applicant presents a present danger to children or youth, the Contractor shall notify the applicant of such determination and inform the applicant in writing that she or he may appeal the denial to the Commission on Human Rights within thirty (30) days of the determination.
- H.10.20** Criminal background and traffic record check reports obtained under this section shall be confidential and are for the exclusive use of making employment-related determinations.

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The Contractor shall not release or otherwise disclose the reports to any person, except as directed by the CO.

**H.11 DISTRICT RESPONSIBILITIES**

**H.11.1** The Government will furnish the following supplies, materials and Equipment:

- (a) Electrical and mechanical equipment where installed, such as alarm and surveillance systems, hand wand metal detectors, X-Ray systems, and portable radios (hand-held).
- (b) Repair and maintenance of equipment in paragraph a above.
- (c) An "Officers Instruction Manual" and "Activity Log Book" shall be furnished by the CA and shall be maintained by the Contractor on site at the central control point and shall contain complete duty instructions for all posts involved, including instructions for emergency procedures and Occupancy Emergency/Evacuation Procedures, General Orders and specific Post Orders for each facility. A separate loose-leaf binder titled "Special Orders Log" shall be furnished by the CA and maintained by the Contractor at each post and shall contain only those items of special duty instructions pertinent to that specific post. The "Officers Instruction Manual", "Activity Log Book", and "Special Orders Log" shall not be removed from the Government property, or reproduced or copied in any manner unless properly authorized, in writing by the CA.
- (d) Telephones deemed necessary by the Government for the conduct of official Government business under this contract.
- (e) Guard office, locker space, locker and office equipment (as deemed necessary by the Government).
- (f) All administrative forms prescribed for use by the Contractor's employees.

**H.11.2.** The District will assign a principal CA to monitor the Contractor's performance. The CA or designated Points of Contact at each location will provide citywide security order and facility-specific Post Orders to the Contractor upon initial assignment of its employees and whenever amended. In addition to the security services called for under the terms of this document, Post Orders shall be used by contract employees as the required procedures to address specific security concerns at particular Facilities. The CA may modify, amend, or revise the Post Orders to change shift duties, start and stop times, and post locations provided the change is within the contract scope and has no impact on the contract price. Such changes shall not require modification of the contract.

**H.12 CONTRACTOR RESPONSIBILITIES**

**H.12.1 Commission/Certification Report** – The Contractor shall provide a report of the current license status of each contract employee monthly to CA. The report shall include the name, date of expiration and commission/guard license number. This list

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shall also include any personnel no longer working for the Contractor during the reporting period.

**H.12.2** **Contractor Employee Identification Cards.** - MPD and SOMB shall issue Security Guard Identification Cards and SPO Commissions, for each employee of the Contractor. No contract employee shall work under this contract without the appropriate identification.

**H.12.3** **Uniforms** All uniforms shall comply with the standards used for SPO's and guards as stipulated by the MPD, SOMB. Presentation of intended uniforms shall be made to the CA within seven (7) working days prior to contract start date. The Contractor shall also provide the CA with its Uniform Issuing Policy within 15 days prior to contract start date that will stipulate the number of uniforms issued per employee. The policy shall also include the Contractor's process for replacing old, worn or unserviceable uniforms.

**H.12.4** **Protecting Pregnant Workers Fairness Act of 2014** – The Contractor shall be in full compliance with this law and maintain document to support its action.

**H.13** **ADDITIONAL GUARDS AND LOCATIONS**

**H.13.1** The District Government reserves the right to change the provisions of the J.10 schedule (or decrease guards and locations) as the requirements change under the contract. The request for additional security coverage shall be provided in writing with at least forty-eight (48) hours' notice to the Contractor. The Contractor shall provide the appropriate security personnel within forty-eight (48) hours unless otherwise directed by MPD. This coverage shall be billable at the contract rates in Section B of the contract.

**H.14** **LIQUIDATED DAMAGES**

The Contractor is on notice that the security services provided pursuant to the terms of this contract are critical in nature and the Metropolitan Police Department (MPD) will apply liquidated damages as follows:

**H.14.1** MPD/DCPS will conduct random checks of Contractor's use of the District's detection devices, such as X-Ray machines, magnetometer, hand held device, etc. An MPD/DCPS employee will attempt to bring in one of the weapons listed in H.14.2 into a building that contains detection devices.

**H.14.2** The Contractor shall detect all weapons on the MPD/DCPS employee, including but not limited to the following: A knife or sharp instrument with a blade that is six (6) inches or more in length, any handgun (whether operable or not), or any rifle or shotgun (whether operable or not) that is on a person (concealed or not) or inside a person's bag.

**H.14.3** If the Contractor's employee(s) fails to detect a weapon, the Contractor shall be responsible to the District for three hundred seventy-five and 00/100 dollars (\$375.00) for each incident.

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**H.14.4** If the Contractor fails to detect a weapon, the District may cancel and terminate this contract pursuant to the District of Columbia Standard Contract Provisions, Section 8, referenced in this contract in Section I, Contract Clause I.1.

**H.14.5** If the Contractor fails to cover a post for any period of time as required by the contract, the Contractor shall pay \$59.00 per hour for any fraction thereof.

**H.15** **BOND REQUIREMENTS**

**H.15.1** The Contractor shall provide a bid bond in the amount of \$100,000.00 along with the proposal and maintain the bid bond until notification of contract award.

**H.15.2** The Contractor upon entering into a contract with the District shall obtain a performance bond in the amount of \$1 million. The Contractor shall submit the performance bond to the Contracting Officer within 10 days of contract award.

**H.15.3** Contractor shall obtain the bid bond and performance bond from a surety in accordance with 27 DCMR Chapter 2708. The bond shall be in the form of a certified check or irrevocable letter of credit issued by an insured financial institution in the equivalent amount of the security; or the United States government securities that are signed to the District which pledge full faith and credit of the United States.

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## **SECTION I: CONTRACT CLAUSES**

### **I.1 APPLICABILITY OF STANDARD CONTRACT PROVISIONS**

The Standard Contract Provisions for use with District of Columbia Government Supplies and Services Contracts dated July 2010 ("SCP") are incorporated as part of the contract. To obtain a copy of the SCP go to [www.ocp.dc.gov](http://www.ocp.dc.gov), click on OCP Policies under the heading "Information", then click on "Standard Contract Provisions – Supplies and Services Contracts".

### **I.2 CONTRACTS THAT CROSS FISCAL YEARS**

Continuation of this contract beyond the current fiscal year is contingent upon future fiscal appropriations.

### **I.3 CONFIDENTIALITY OF INFORMATION**

The Contractor shall keep all information relating to any employee or customer of the District in absolute confidence and shall not use the information in connection with any other matters; nor shall it disclose any such information to any other person, firm or corporation, in accordance with the District and federal laws governing the confidentiality of records.

### **I.4 TIME**

Time, if stated in a number of days, will include Saturdays, Sundays, and holidays, unless otherwise stated herein.

### **I.5 RIGHTS IN DATA**

Delete Article 42, Rights in Data, of the Standard Contract Provisions dated July 2010 for use with District of Columbia Government Supplies and Services Contracts and substitute the following Article 42, Rights in Data) in its place:

#### **A. Definitions**

1. "**Products**" - A deliverable under any contract that may include commodities, services and/or technology furnished by or through Contractor, including existing and custom Products, such as, but not limited to: a) recorded information, regardless of form or the media on which it may be recorded; b) document research; c) experimental, developmental, or engineering work; d) licensed software; e) components of the hardware environment; f) printed materials (including but not limited to training manuals, system and user documentation, reports, drawings); g) third party software; h) modifications, customizations, custom programs, program listings, programming tools, data, modules, components; and i) any intellectual property embodied therein, whether in tangible or intangible form, including but not limited to utilities, interfaces, templates, subroutines, algorithms, formulas, source code, and object code.

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2. "Existing Products" - Tangible Products and intangible licensed Products that exist prior to the commencement of work under the contract. Existing Products must be identified on the Product prior to commencement of work or else will be presumed to be Custom Products.
3. "Custom Products" - Products, preliminary, final or otherwise, which are created or developed by Contractor, its subcontractors, partners, employees, resellers or agents for the District under the contract.
4. "District" - The District of Columbia and its agencies.

**B. Title to Project Deliverables**

The Contractor acknowledges that it is commissioned by the District to perform services detailed in the contract. The District shall have ownership and rights for the duration set forth in the contract to use, copy, modify, distribute, or adapt Products as follows:

1. Existing Products: Title to all Existing Licensed Product(s), whether or not embedded in, delivered or operating in conjunction with hardware or Custom Products, shall: (1) remain with Contractor or third party proprietary owner, who retains all rights, title and interest (including patent, trademark or copyrights). Effective upon payment, the District is granted an irrevocable, non-exclusive, worldwide, paid-up license to use, execute, reproduce, display, perform, adapt (unless Contractor advises the District as part of Contractor's proposal that adaptation will violate existing agreements or statutes and Contractor demonstrates such to the District's satisfaction) and distribute Existing Product to District users up to the license capacity stated in the contract with all license rights necessary to fully effect the general business purpose(s) of the project or work plan or contract; and (2) be licensed in the name of the District. The District agrees to reproduce the copyright notice and any other legend of ownership on any copies authorized under this paragraph.
2. Custom Products: Effective upon Product creation, Contractor hereby conveys, assigns, and transfers to the District the sole and exclusive rights, title and interest in Custom Product(s), whether preliminary, final or otherwise, including all patent, trademark and copyrights. Contractor hereby agrees to take all necessary and appropriate steps to ensure that the Custom Products are protected against unauthorized copying, reproduction and marketing by or through Contractor.

**C. Transfers or Assignments of Existing or Custom Products by the District**

The District may transfer or assign Existing or Custom Products and the licenses thereunder to another District agency. Nothing herein shall preclude the Contractor from otherwise using the related or underlying general knowledge, skills, ideas, concepts, techniques and experience developed under a project or work plan in the course of Contractor's business.

**D. Subcontractor Rights**

Whenever any data, including computer software, are to be obtained from a subcontractor under the contract, the Contractor shall use this clause, **Rights in Data**, in the subcontract, without alteration, and no other clause shall be used to enlarge or diminish the District's or the



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Contractor's rights in that subcontractor data or computer software which is required for the District.

**E. Source Code Escrow**

1. For all computer software furnished to the District with the rights specified in section B.2, the Contractor shall furnish to the District, a copy of the source code with such rights of the scope as specified in section B.2 of this clause. For all computer software furnished to the District with the restricted rights specified in section B.1 of this clause, the District, if the Contractor either directly or through a successor or affiliate shall cease to provide the maintenance or warranty services provided the District under the contract or any paid-up maintenance agreement, or if the Contractor should be declared insolvent by a court of competent jurisdiction, shall have the right to obtain, for its own and sole use only, a single copy of the current version of the source code supplied under the contract, and a single copy of the documentation associated therewith, upon payment to the person in control of the source code the reasonable cost of making each copy.

2. If the Contractor or Product manufacturer/developer of software furnished to the District with the rights specified in section B.1 of this clause offers the source code or source code escrow to any other commercial customers, the Contractor shall either: (1) provide the District with the source code for the Product; (2) place the source code in a third party escrow arrangement with a designated escrow agent who shall be named and identified to the District, and who shall be directed to release the deposited source code in accordance with a standard escrow arrangement acceptable to the District; or (3) will certify to the District that the Product manufacturer/developer has named the District as a named beneficiary of an established escrow arrangement with its designated escrow agent who shall be named and identified to the District, and who shall be directed to release the deposited source code in accordance with the terms of escrow.

3. The Contractor shall update the source code, as well as any corrections or enhancements to the source code, for each new release of the Product in the same manner as provided above, and certify such updating of escrow to the District in writing.

**F. Indemnification and Limitation of Liability**

The Contractor shall indemnify and save and hold harmless the District, its officers, agents and employees acting within the scope of their official duties against any liability, including costs and expenses, (i) for violation of proprietary rights, copyrights, or rights of privacy, arising out of the publication, translation, reproduction, delivery, performance, use or disposition of any data furnished under this contract, or (ii) based upon any data furnished under this contract, or based upon libelous or other unlawful matter contained in such data.

**I.6 OTHER CONTRACTORS**

The Contractor shall not commit or permit any act that will interfere with the performance of work by another District contractor or by any District employee.

**I.7 SUBCONTRACTS**

The Contractor hereunder shall not subcontract any of the Contractor's work or services to any subcontractor without the prior written consent of the CO. Any work or service so

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subcontracted shall be performed pursuant to a subcontract agreement, which the District will have the right to review and approve prior to its execution by the Contractor. Any such subcontract shall specify that the Contractor and the subcontractor shall be subject to every provision of this contract. Notwithstanding any such subcontract approved by the District, the Contractor shall remain liable to the District for all Contractor's work and services required hereunder.

## I.8 INSURANCE

A. **GENERAL REQUIREMENTS.** The Contractor shall procure and maintain, during the entire period of performance under this contract, the types of insurance specified below. The Contractor shall have its insurance broker or insurance company submit a Certificate of Insurance to the CO giving evidence of the required coverage prior to commencing performance under this contract. In no event shall any work be performed until the required Certificates of Insurance signed by an authorized representative of the insurer(s) have been provided to, and accepted by, the CO. All insurance shall be written with financially responsible companies authorized to do business in the District of Columbia or in the jurisdiction where the work is to be performed and have an A.M. Best Company rating of A-VIII or higher. The Contractor shall require all of its subcontractors to carry the same insurance required herein. The Contractor shall ensure that all policies provide that the CO shall be given thirty (30) days prior written notice in the event the stated limit in the declarations page of the policy is reduced via endorsement or the policy is canceled prior to the expiration date shown on the certificate. The Contractor shall provide the CO with ten (10) days prior written notice in the event of non-payment of premium.

1. Commercial General Liability Insurance. The Contractor shall provide evidence satisfactory to the CO with respect to the services performed that it carries \$1,000,000 per occurrence limits; \$2,000,000 aggregate; Bodily Injury and Property Damage including, but not limited to: premises-operations; broad form property damage; Products and Completed Operations; Personal and Advertising Injury; contractual liability and independent contractors. The policy coverage shall include the District of Columbia as an additional insured, shall be primary and non-contributory with any other insurance maintained by the District of Columbia, and shall contain a waiver of subrogation. The Contractor shall maintain Completed Operations coverage for five (5) years following final acceptance of the work performed under this contract.
2. Automobile Liability Insurance. The Contractor shall provide automobile liability insurance to cover all owned, hired or non-owned motor vehicles used in conjunction with the performance of this contract. The policy shall provide a \$1,000,000 per occurrence combined single limit for bodily injury and property damage.
3. Workers' Compensation Insurance. The Contractor shall provide Workers' Compensation insurance in accordance with the statutory mandates of the District of Columbia or the jurisdiction in which the contract is performed.

Employer's Liability Insurance. The Contractor shall provide employer's liability insurance as follows: \$1 million per accident for injury; \$1 million per employee for disease; and \$1 million for policy disease limit.

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4. Umbrella or Excess Liability Insurance. The Contractor shall provide umbrella or excess liability (which is excess over employer's liability, general liability, and automobile liability) insurance as follows: \$5 million per occurrence, including the District of Columbia as additional insured.
5. Professional Liability Insurance (Errors & Omissions). The Contractor shall provide Professional Liability Insurance (Errors and Omissions) to cover liability resulting from any error or omission in the performance of professional services under this Contract. The policy shall provide limits of \$2 million per occurrence for each wrongful act and \$2 million annual aggregate.

The Contractor shall maintain this insurance for five (5) years following the District's final acceptance of the work performed under this contract.

6. Crime Insurance (3<sup>rd</sup> Party Indemnity). The Contractor shall provide a 3<sup>rd</sup> Party Crime policy to cover the dishonest acts of Contractor's employees which result in a loss to the District. The policy shall provide a limit of \$1 million per occurrence. This coverage shall be endorsed to name the District of Columbia as joint-loss payee, as their interests may appear.
7. Sexual/Physical Abuse & Molestation. The Contractor shall provide evidence satisfactory to the Contracting Officer with respect to the services performed that it carries \$1,000,000 per occurrence limits; \$2,000,000 aggregate. The policy coverage shall include the District of Columbia as an additional insured. This insurance requirement will be considered met if the general liability insurance includes sexual abuse and molestation coverage for the required amounts.
8. Environmental Liability Insurance. The Contractor shall provide a policy to cover costs associated with bodily injury, property damage and remediation expenses associated with pollution incidents including, but not limited to, mold, asbestos or lead removal. The policy shall provide a minimum of \$1 million in coverage per incident and \$1 million aggregate.
9. Employment Practices Liability. The Contractor shall provide evidence satisfactory to the Contracting Officer with respect to the operations performed to cover the defense of employment related claims which the District of Columbia would be named as a co-defendant in claims arising from: Discrimination, Sexual Harassment, Wrongful Termination, or Workplace Torts. Policy shall include the Client Company Endorsement for Temporary Help Firms and the Independent Contractors Endorsement. The policy shall provide limits of \$2 million for each wrongful act and \$2 million annual aggregate for each wrongful act. The Contractor shall maintain this insurance for five (5) years following the District's final acceptance of the work performed under this contract.

B. DURATION. The Contractor shall carry all required insurance until all contract work is accepted by the District, and shall carry the required General Liability; any required Professional Liability; and any required Employment Practices Liability insurance for five (5) years following final acceptance of the work performed under this contract.

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- C. **LIABILITY.** These are the required minimum insurance requirements established by the District of Columbia. **HOWEVER, THE REQUIRED MINIMUM INSURANCE REQUIREMENTS PROVIDED ABOVE WILL NOT IN ANY WAY LIMIT THE CONTRACTOR'S LIABILITY UNDER THIS CONTRACT.**
- D. **CONTRACTOR'S PROPERTY.** Contractor and subcontractors are solely responsible for any loss or damage to their personal property, including but not limited to tools and equipment, scaffolding and temporary structures, rented machinery, or owned and leased equipment. A waiver of subrogation shall apply in favor of the District of Columbia.
- E. **MEASURE OF PAYMENT.** The District shall not make any separate measure or payment for the cost of insurance and bonds. The Contractor shall include all of the costs of insurance and bonds in the contract price.
- F. **NOTIFICATION.** The Contractor shall immediately provide the CO with written notice in the event that its insurance coverage has or will be substantially changed, canceled or not renewed, and provide an updated certificate of insurance to the CO.
- G. **CERTIFICATES OF INSURANCE.** The Contractor shall submit certificates of insurance giving evidence of the required coverage as specified in this section prior to commencing work. Evidence of insurance shall be submitted to:
- Yvette Henry, Contracting Officer  
Office of Contracting and Procurement  
District of Columbia Government  
441 4<sup>th</sup> Street, N.W., Suite 700 South  
Washington, D.C. 20001
- H. **DISCLOSURE OF INFORMATION.** The Contractor agrees that the District may disclose the name and contact information of its insurers to any third party which presents a claim against the District for any damages or claims resulting from or arising out of work performed by the Contractor, its agents, employees, servants or subcontractors in the performance of this contract.

### **I.9 EQUAL EMPLOYMENT OPPORTUNITY**

In accordance with the District of Columbia Administrative Issuance System, Mayor's Order 85-85 dated June 10, 1985, the forms for completion of the Equal Employment Opportunity Information Report are incorporated herein as Section J.3. An award cannot be made to any Offeror who has not satisfied the equal employment requirements.

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#### **I.10 ORDER OF PRECEDENCE**

The contract awarded as a result of this RFP will contain the following clause:

##### **ORDER OF PRECEDENCE**

A conflict in language shall be resolved by giving precedence to the document in the highest order of priority that contains language addressing the issue in question. The following documents are incorporated into the contract by reference and made a part of the contract in the following order of precedence:

- (1) An applicable Court Order, if any
- (2) Contract document
- (3) Standard Contract Provisions
- (4) Contract attachments other than the Standard Contract Provisions
- (5) RFP, as amended
- (6) BAFOs (in order of most recent to earliest)
- (7) Proposal

#### **I.11 DISPUTES**

Delete Article 14, Disputes, of the Standard Contract Provisions for use with District of Columbia Government Supplies and Services Contracts and substitute the following Article 14, Disputes) in its place:

##### **I.11.1 Disputes**

All disputes arising under or relating to the contract shall be resolved as provided herein.

- (a) **Claims by the Contractor against the District:** Claim, as used in paragraph (a) of this clause, means a written assertion by the Contractor seeking, as a matter of right, the payment of money in a sum certain, the adjustment or interpretation of contract terms, or other relief arising under or relating to the contract. A claim arising under a contract, unlike a claim relating to that contract, is a claim that can be resolved under a contract clause that provides for the relief sought by the claimant

- (1) All claims by a Contractor against the District arising under or relating to a contract shall be in writing and shall be submitted to the CO for a decision. The Contractor's claim shall contain at least the following:
  - (i) A description of the claim and the amount in dispute;
  - (ii) Data or other information in support of the claim;
  - (iii) A brief description of the Contractor's efforts to resolve the dispute prior to filing the claim; and
  - (iii) The Contractor's request for relief or other action by the CO.

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- (2) The CO may meet with the Contractor in a further attempt to resolve the claim by agreement.
- (3) The CO shall issue a decision on any claim within 120 calendar days after receipt of the claim. Whenever possible, the CO shall take into account factors such as the size and complexity of the claim and the adequacy of the information in support of the claim provided by the Contractor.
- (4) The CO's written decision shall do the following:
  - (i) Provide a description of the claim or dispute;
  - (ii) Refer to the pertinent contract terms;
  - (iii) State the factual areas of agreement and disagreement;
  - (iv) State the reasons for the decision, including any specific findings of fact, although specific findings of fact are not required and, if made, shall not be binding in any subsequent proceeding;
  - (v) If all or any part of the claim is determined to be valid, determine the amount of monetary settlement, the contract adjustment to be made, or other relief to be granted;
  - (vi) Indicate that the written document is the CO's final decision; and
  - (vii) Inform the Contractor of the right to seek further redress by appealing the decision to the Contract Appeals Board.
- (5) Failure by the CO to issue a decision on a contract claim within 120 days of receipt of the claim will be deemed to be a denial of the claim, and will authorize the commencement of an appeal to the Contract Appeals Board as provided by D.C. Official Code § 2-360.04.
- (6) If a contractor is unable to support any part of its claim and it is determined that the inability is attributable to a material misrepresentation of fact or fraud on the part of the Contractor, the Contractor shall be liable to the District for an amount equal to the unsupported part of the claim in addition to all costs to the District attributable to the cost of reviewing that part of the Contractor's claim. Liability under this paragraph (a)(6) shall be determined within six (6) years of the commission of the misrepresentation of fact or fraud.
- (7) Pending final decision of an appeal, action, or final settlement, the Contractor shall proceed diligently with performance of the contract in accordance with the decision of the CO.
- (b) **Claims by the District against the Contractor:** Claim as used in paragraph (b) of this clause, means a written demand or written assertion by the District seeking, as a matter of right, the payment of money in a sum certain, the adjustment of contract terms, or other relief arising under or relating to the contract. A claim arising under a contract, unlike a claim relating to that contract, is a claim that can be resolved under a contract clause that provides for the relief sought by the claimant.

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- (1) The CO shall decide all claims by the District against a contractor arising under or relating to a contract.
  - (2) The CO shall send written notice of the claim to the contractor. The CO's written decision shall do the following:
    - (i) Provide a description of the claim or dispute;
    - (ii) Refer to the pertinent contract terms;
    - (iii) State the factual areas of agreement and disagreement;
    - (iv) State the reasons for the decision, including any specific findings of fact, although specific findings of fact are not required and, if made, shall not be binding in any subsequent proceeding;
    - (v) If all or any part of the claim is determined to be valid, determine the amount of monetary settlement, the contract adjustment to be made, or other relief to be granted;
    - (vi) Indicate that the written document is the CO's final decision; and
    - (vii) Inform the Contractor of the right to seek further redress by appealing the decision to the Contract Appeals Board.
  - (3) The CO shall support the decision by reasons and shall inform the Contractor of its rights as provided herein.
  - (4) Before or after issuing the decision, the CO may meet with the Contractor to attempt to resolve the claim by agreement.
  - (5) The authority contained in this paragraph (b) shall not apply to a claim or dispute for penalties or forfeitures prescribed by statute or regulation which another District agency is specifically authorized to administer, settle or determine.
  - (6) This paragraph shall not authorize the CO to settle, compromise, pay, or otherwise adjust any claim involving fraud.
- (c) Decisions of the CO shall be final and not subject to review unless the Contractor timely commences an administrative appeal for review of the decision, by filing a complaint with the Contract Appeals Board, as authorized by D.C. Official Code § 2-360.04.
  - (d) Pending final decision of an appeal, action, or final settlement, the Contractor shall proceed diligently with performance of the contract in accordance with the decision of the CO.

## **L.12 COST AND PRICING DATA**

Delete Article 25, Cost and Pricing Data, of the Standard Contract Provisions dated July 2010 for use with District of Columbia Government Supplies and Services Contracts.

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## SECTION J: ATTACHMENTS

The following list of attachments is incorporated into the solicitation by reference.

Attachment Number	Document
J.1	Government of the District of Columbia Standard Contract Provisions for Use with the Supplies and Services Contracts (July 2010) available at <a href="http://www.ocp.dc.gov">www.ocp.dc.gov</a> click on "Solicitation Attachments"
J.2	U.S. Department of Labor Wage Determination: CBA-2016-8716, Revision No.: 0, dated May 9, 2016 (Attached to this document.).
J.3	Office of Local Business Development Equal Employment Opportunity Information Report and Mayor's Order 85-85. available at <a href="http://www.ocp.dc.gov">www.ocp.dc.gov</a> click on "Solicitation Attachments"
J.4	Department of Employment Services First Source Employment Agreement available at <a href="http://www.ocp.dc.gov">www.ocp.dc.gov</a> click on "Solicitation Attachments"
J.5	Way to Work Amendment Act of 2006 - Living Wage Notice available at <a href="http://www.ocp.dc.gov">www.ocp.dc.gov</a>
J.6	Way to Work Amendment Act of 2006 - Living Wage Fact Sheet available at <a href="http://www.ocp.dc.gov">www.ocp.dc.gov</a> click on "Solicitation Attachments"
J.7	Tax Certification Affidavit available at <a href="http://www.ocp.dc.gov">www.ocp.dc.gov</a> click on "Solicitation Attachments"
J.8	Cost/Price Certification and Data Package available at <a href="http://www.ocp.dc.gov">www.ocp.dc.gov</a> click on "Solicitation Attachments"
J.9	Bidder/Offeror Certification Form available at <a href="http://www.ocp.dc.gov">www.ocp.dc.gov</a> click on "Solicitation Attachments"
J.10	List of School Locations and Duty Hours (Number and Types of Guards Assigned at each School)
J.11	Current Combined Bargaining Agreement for Security Guards
J.12	DC Code 4-1500 et. seq. Criminal Background Checks for Services Involving Children as of May 2011
J.13	Subcontracting Plan Form available at <a href="http://www.ocp.dc.gov">www.ocp.dc.gov</a> click on "Solicitation Attachments" (must be completed and returned with the proposal)
J.14	Bid Bond Form (Must be completed and returned with a bond along with the proposal)
J.15	Performance Bond Form (Submit within 10 days upon contract award)



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Attachment Number	Document
J.16	Past Performance Evaluation Form (Submit 3 along with the proposal)

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## Metropolitan Police Department Investigative Services Bureau School Safety Division



5002 Hayes Street, N.E, Washington D.C., 20019 (202) 576-3408

### Short Beat/Cluster Deployment

*School Year 2019-2020*

#### Management/ Supervision

Commander Mike Coligan	Commanding Officer
Lieutenant Anthony Guice	First & Seventh Districts
Lieutenant Tasha Bryant	Fifth & Sixth Districts
Lieutenant Latoyia Heath	Second, Third and Fourth Districts
Sergeant Sonja Flipping	Outreach Programs
Sergeant Yvonne Tidline	Administrative Operations
Sergeant Charles Foster (SPO)	First District
Sergeant Toussaint Wallace	First District
Sergeant Locita Dixon	Second District
Sergeant Theodore Dyson	Third District
Sergeant (Pending Backfill)	Third District
Sergeant Quinnie Stephens	Fourth District
Sergeant Kai Gainey	Fourth District
Sergeant Thomas Fontz (SPO)	Fifth District
Sergeant Joseph Perren	Fifth District
Sergeant Charles Woodard (SPO)	Sixth District
Sergeant Demetrica Carter (SPO)	Sixth District
Sergeant Adrian Treadwell	Seventh District
Sergeant J. Jamison-Logan (SPO)	Seventh District

**First District**

*Short Beat 1*

<p><b>Eastern SHS DCPS (9-12)</b> 1700 East Capitol St. NE – 754 students</p> <p><b>Eliot -Hines MS DCPS In Portables (6-8)-</b> 1830 Constitution Ave. NE – 251 students</p>	<p>2-3 SROs</p>
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*Short Beat 2*

<p><b>Richard Wright PCS (8-12)</b> 770 M Street SE – 300 students</p> <p><b>Friendship ~ Chamberlain PCS (PK-8)</b> 1345 Potomac Avenue SE -700 students</p> <p><b>Digital Pioneers PCS (6-7)</b> 709-12<sup>th</sup> Street NE- 259 students</p>	<p>2 SROs</p>
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*Short Beat 3*

<p><b>Kingsman Academy PCS (6-12)</b> 1375 E Street NE – 249 students</p> <p><b>Stuart-Hobson MS DCPS (6-8)-78</b> 410 E St. NE -483 students</p>	<p>2 SROs</p>
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*Short Beat 4*

<p><b>Jefferson MS DCPS (6-8)</b> 801 7<sup>th</sup> St. SW – 349 students</p> <p><b>Washington Global PCS (6-8)-63</b> 525 School Street SW – 196 students</p>	<p>2 SROs</p>
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*Cluster/Roving SROs*

<p><b>Walker-Jones EC DCPS (PK-8)</b> 1125 New Jersey Avenue NW – 435 students</p> <p><b>Basis PCS (5-12)</b> 410 8th Street NW- 596 students</p> <p><b>Two Rivers PCS (PK-8)</b> 1227 4th Street NE – 528 students</p> <p><b>Center City ~ Capitol Hill PCS (PK-8)</b> 1503 East Capitol St SE – 260 students</p>	<p>Remaining SROs</p> <ul style="list-style-type: none"> <li>• Check in at each school</li> <li>• Calls for service at schools</li> <li>• Back Fill Short Beat</li> <li>• Outreach</li> </ul>
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Total Schools -     **13**  
 DCPS -                 **5**  
 PCS-                   **8**  
 High Schools         **4**  
 Middle Schools       **9**

**Second District**

*Short Beat 1*

<p><b>Wilson SHS DCPS (9-12)</b> 3950 Chesapeake St. NW – 1,864 students</p>	2-3 SROs
<p><b>Deal MS DCPS (6-8)</b> 3815 Fort Dr. NW – 1,530 students</p>	

*Short Beat 2*

<p><b>Duke Ellington SHS DCPS (9-12)</b> 3500 R St. NW – 572 students</p>	1-2 SRO
<p><b>Hardy MS DCPS (6-8)-62</b> 1819 35<sup>th</sup> St NW – 482 students</p>	

*Short Beat 3*

<p><b>SWOW SHS DCPS (9-12)</b> 2130 G St. NW – 601 students</p>	1-2 SROs
<p><b>SWOW Francis EC DCPS (PK-8)</b> 2425 N Street NW – 495 students</p>	

Total Schools -       **6**  
 DCPS -                   **6**  
 PCS-                     **0**  
 High Schools           **3**  
 Middle Schools         **3**

### Third District

#### Short Beat 1

<b>Cardozo SHS DCPS (6-12)</b> 1200 Clifton St. NW -757 students	2-3 SROs
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#### Short Beat 2

<b>Dunbar SHS DCPS (9-12)</b> 101 N Street, NW -730 students	2 SROs
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#### Short Beat 3

<b>Columbia Heights EC DCPS (6-12)</b> 3101 16th St. NW – 1,372 students  <b>Meridian PCS (7-8)</b> 3029 14th Street NW – 636 students	2-3 SROs
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#### Short Beat 4

<b>Banneker SHS DCPS (9-12)</b> 800 Euclid St. NW -505 students  <b>Washington Metropolitan DCPS (9-12)</b> 300 Bryant Street NW – 136 students  <b>Howard University PCS (6-8)</b> 405 Howard Road NW – 278 students	2 SROs
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#### Cluster/Roving SROs

<b>KIPP DC-WILL PCS (5-8)</b> 421 P Street NW – 321 students  <b>Center City- Shaw PCS (PK-8)</b> 711 N Street NW – 236 students  <b>Oyster-Adams DCPS (PK-8)</b> 2020 19 <sup>th</sup> St NW – 712 students  <b>Capitol Hill Montessori DCPS (Pk-8)</b> 2501 11 <sup>th</sup> St NW (Swing Space) 378 students	Remaining SROs  <ul style="list-style-type: none"> <li>• Check in at each school</li> <li>• Calls for service at schools</li> <li>• Back Fill Short Beat</li> <li>• Outreach</li> </ul>
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Total Schools - 11  
 DCPS - 7  
 PCS- 4  
 High Schools 5  
 Middle Schools 6

## Fourth District

### Short Beat 1

<p><b>Roosevelt SHS DCPS (9-12)</b> – 681 students  <b>&amp; Roosevelt STAY</b> – 631 students          4301 13th St NW –</p> <p><b>West EC DCPS (PK-8)</b> -338 students          4300 13<sup>th</sup> St NW (Swing Space-Sharpe School)</p> <p><b>MacFarland Middle School DCPS (6-8)</b>          4400 Iowa Ave, NW – 513 students</p>	<p>2 SROs</p>
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### Short Beat 2

<p><b>Coolidge SHS DCPS (9-12)</b>          6315 5th St. NW – 400 students</p> <p><b>Ida B. Wells MS (6<sup>th</sup>)</b>          405 Sheridan St NW- 150 students</p> <p><b>Whittier EC DCPS (PK-8)-</b>          6201 5th St. NW – 341 students</p>	<p>2 SROs</p>
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### Short Beat 3

<p><b>Takoma EC DCPS (PK-8)-44</b>          7010 Piney Branch Rd. NW – 500 students</p> <p><b>DC International PCS (6-12)</b>          1400 Main Drive NW – 804 students</p>	<p>2 SROs</p>
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### Short Beat 4

<p><b>Paul PCS (6-12)</b>          5800 8th Street NW – 708 students</p> <p><b>Capitol City PCS (PK-12)</b>          100 Peabody St NW- 993 students</p>	<p>2 SROs</p>
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**4D Con't**

*Cluster/Roving SROs*

<p><b>EL Haynes PCS (9-12)</b> 4501 Kansas Avenue NW – 430 students</p> <p><b>EL Haynes PCS (5-8)</b> 3600 Georgia Avenue NW – 353 students</p> <p><b>LaSalle EC DCPS (PK-8)</b> 501 Riggs Road NE-362 students</p> <p><b>Washington Latin PCS (5-12)</b> 5200 2<sup>nd</sup> St NW – 367 students</p> <p><b>Friendship Ideal Academy PCS (PK-8)</b> 6130 North Capitol Street NW – 279 students</p> <p><b>Center City Brightwood PCS (PK-8)</b> 6008 Georgia Avenue NW -263 students</p> <p><b>Truesdell EC DCPS (PK-8)</b> 800 Ingraham St. NW -568 students</p> <p><b>Center City Charter- Pet PCS (PK-8)</b> 510 Webster St NW – 252 students</p> <p><b>Raymond EC DCPS (Pk-8)</b> 915 Spring Rd NW- 495 students</p> <p><b>Brightwood EC DCPS (Pk-8)</b> 1300 Nicholson St NW- 675 students</p> <p><b>Creative Minds Int. PCS (3-8)</b> 3700 N. Capitol St NW – 441 students</p>	<p>Remaining SROs</p> <ul style="list-style-type: none"> <li>• Check in at each school</li> <li>• Calls for service at schools</li> <li>• Back Fill Short Beat</li> <li>• Outreach</li> </ul>
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Total Schools -       **20**  
 DCPS -                    **10**  
 PCS-                       **10**  
 High Schools            **7**  
 Middle Schools         **13**



**Fifth District***Short Beat 1*

<b>McKinley SHS DCPS (6-12)</b> 151 T St. NE- 897 students	2 SROs
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*Short Beat 2*

<b>KIPP PCS Colleague Prep (9-12)</b> 1401 Brentwood Pkwy NE -713 students	2 SROs
<b>KIPP DC-NE PCS (5-8)</b> 1375 Mt. Olivet NE – 410 students	

*Short Beat 3*

<b>Luke C Moore SHS DCPS (9-12)</b> 1001 Monroe St. NE -269 students	2 SROs
<b>Brookland MS DCPS (6-8)</b> 1150 Michigan Avenue, NE -311 students	
<b>Washington Leadership PCS (9-11)</b> 3015 4 <sup>th</sup> Street NE -204 students	

*Short Beat 4*

<b>Browne EC DCPS (PK-8)</b> 850 26th St. NE – 405 students	2 SROs
<b>Phelps SHS DCPS (9-12)-48</b> 704 26th St. NE – 269 students	
<b>Friendship~Blow-Pierce PCS (PK-8)</b> 725 19 <sup>TH</sup> Street NE – 629 students	

**5D Con't**

*Cluster/ Roving SROs*

<p><b>Perry Prep PCS (PK-8)</b> 1800 Perry Street NE – 351 students</p> <p><b>Friendship-Woodridge PCS (PK-8)</b> 2959 Carlton Avenue NE -297 students</p> <p><b>DC Prep Edgewood PCS (4-8)</b> 701 Edgewood Street NE- 332 students</p> <p><b>Mary McLeod Bethune PCS (PK-8)</b> 1404 Jackson Street NE – 457 students</p> <p><b>Hope Community-Tolson PCS (PK- 8)</b> 2917 8th Street NE- 467 students</p> <p><b>Monument Academy PCS (5-8)</b> 500 19<sup>th</sup> St NE-140 students</p> <p><b>Center City ~ Trinidad PCS (PK-8)</b> 1217 West Virginia Avenue NE -202 students</p> <p><b>Wheatley/Webb EC DCPS (PK-8)</b> 1299 Neal St. NE -329 students</p> <p><b>The Children’s Guild DC PCS (K-8)</b> 2146 24th Place, NE 375 students</p> <p><b>Inspired Teaching PCS (Pk-8)</b> 200 Douglas St NE – 446 students</p>	<p style="text-align: center;">Remaining SROs</p> <ul style="list-style-type: none"> <li>• Check in at each school</li> <li>• Calls for service at schools</li> <li>• Back Fill Short Beat</li> <li>• Outreach</li> </ul>
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Total Schools - 19  
 DCPS - 6  
 PCS- 13  
 High Schools 5  
 Middle Schools 14

**Sixth District****Short Beat 1**

<b>Friendship Collegiate PCS (9-12)</b> 4095 Minnesota Avenue NE -684 students	2-3 SROs
<b>Caesar Chavez HS PCS (9-12)</b> 3701 Hayes St. NE- 367 students	

**Short Beat 2**

<b>Anacostia SHS DCPS (9-12)</b> 1601 16 <sup>th</sup> St. SE -266 students	2-3 SROs
<b>Kramer MS DCPS (6-8)</b> 1700 Q St. SE -224 students	

**Short Beat 3**

<b>Woodson SHS DCPS (9-12)</b> 540 55 <sup>th</sup> Street NE- 400 students	2-3 SROs
<b>Kelly Miller MS DCPS (6-8)</b> 301 49th St. NE -548 students	

**Short Beat 4**

<b>Ron Brown High School DCPS (9-12)</b> 4800 Mead St. NE. – 322 students	2 SROs
<b>Integrated Design and Electronics Academy PCS (9-12)</b> 1027 45th Street NE – 305 students	

**Short Beat 5**

<b>Maya Angelou PCS ~ Evans Campus (9-12) &amp; Adult Education Program</b> 5600 East Capitol Street NE – 306 students	2 SROs
<b>DC Scholar PCS (PK-8)-49</b> 5601 E. Capitol St SE- 515 students	
<b>KIPP DC-Valor PCS (5-8)</b> 5300 Blaine St. NE -307 students	

**Short Beat 6**

<b>SEED PCS (6-12)</b> 4300 C Street SE -363 students	2 SROs
<b>Sousa MS DCPS(6-8)-61</b> 3650 Ely Pl. SE -248 students	

**6D Con't**

*Short Beat 7*

<p><b>Bard High School Early College DCPS</b> 4430 H ST SE (Davis School)-165 students</p>	<p>2 SROs</p>
<p><b>KIPP-DC Key / Promise PCS (5-8)-</b> 4801 Benning Road SE- 338 students</p>	
<p><b>DC Prep- Benning Middle Campus PCS</b> (4-8) 100 41st St. NE 335 students</p>	

Total Schools -       **16**  
 DCPS -                   7  
 PCS-                     9  
 High Schools           9  
 Middle Schools         7

## Seventh District

### Short Beat 1

<b>Ballou SHS DCPS (9-12)- 568 students &amp; Ballou Stay- 478students</b> 3401 4th St. SE  <b>Hart MS DCPS (6-8)</b> 601 Mississippi Ave. SE- 353 students	2-3 SROs
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### Short Beat 2

<b>KIPP Somerset Prep PCS (6-12)</b> 3301 Wheeler Road SE– 375 students	2 SROs
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### Short Beat 3

<b>Johnson MS DCPS (6-8)</b> 1400 Bruce Pl. SE – 295 students  <b>KIPP-DC AIM Academy (PK-8)</b> 2600 Douglas Road SE – 378 students	2 SROs
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### Short Beat 4

<b>Thurgood Marshall Academy PCS (9-12)</b> 2427 Martin Luther King Jr. Ave SE – 383 Students  <b>Friendship Tech Prep PCS (6-12)-45</b> 2705 Martin Luther King Jr. Ave -253 students  <b>Excell Academy PCS (Pk-8)</b> 2501 Martin Luther King Ave SE 642 students	2-3 SROs
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### Short Beat 5

<b>National Collegiate Prep PCS (9 -12)</b> 4600 Livingston Road SE -276 students  <b>Achievement Prep PCS (4-8)</b> 908 Whaler Pl SE – 486 students	2 SROs
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### Short Beat 6

<b>Hendley ES (PK-5)</b> 425 Chesapeake St, SE- 339 students	1 SROs
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**7D Con't**

*Cluster/ Roving SROs*

<p><b>Leckie – EC DCPS (PK-8)</b> 4201 MLK. Jr. Ave. SW- 519 students</p> <p><b>Center City Congress Heights PCS (K-8)</b> 220 Highview Place SE – 256 students</p>	<p style="text-align: center;">Remaining SROs</p> <ul style="list-style-type: none"> <li>• Check in at each school</li> <li>• Calls for service at schools</li> <li>• Back Fill Short Beat</li> <li>• Outreach</li> </ul>
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Total Schools -       **13**  
 DCPS -                    5  
 PCS-                       8  
 High Schools            5  
 Middle Schools         7

**School Totals**

**Total -                    98**  
 DCPS -                    46  
 PCS-                       52  
 High Schools            38  
 Middle Schools         60

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School Year	Offense	School	Race/Gender	Age
2018-2019	8/22-Possession of BB Gun (1 arrest)	HD Woodson SHS:	BM	16
2018-2019	8/29- Simple Assault	Eastern SHS	BF	15
2018-2019	8/29- Second Sighting Simple Assault	Jefferson MS	BF	36
2018-2019	9/5-Simple Assault Arrest	Kelly Miller MS	BM	13
2018-2019	9/5-Simple Assault (2 Arrests)	Ballou SHS	BM	16/17
2018-2019	9/10-Simple Assault Second Sighting	Eastern SHS	BF	16
2018-2019	9/13-Threats 1 Arrest	Idea PCS	BM	16
2018-2019	9/14-ADW Knife (1 arrest)	Somerset PCS	BM	14
2018-2019	9/18-Robbery Force & Violence(4 arrest)	Eastern SHS	BM	15/14/15/15
2018-2019	9/18-Unregistered Ammunition (1Arrest)	Eastern SHS	BF	17
2018-2019	9/18-CPWOL (gun) (1arrest)	MacFarland	BM	19
2018-2019	9/18-A.W.I.R (4 arrest)	HD Woodson	BM	17/16/17/16
2018-2019	9/18-Simple Assault DV (1arrest)	Johnson MS	BM	13
2018-2019	9/19-Simple Assault (2 arrest):	Cardozo SHS	BF	15/15
2018-2019	9/19-Robbery Arrest (3 arrest)	Ron Brown	BM	16/17/16
2018-2019	9/25 –Simple Assault (2 arrest)	Cesar Chavez	BF	17/17
2018-2019	9/26-PWID Methamphetamine (1 arrest)	Coolidge SHS	BM	14
2018-2019	9/26-Poss. Of BB Gun (1 arrest)	Aiton ES	BF	9
2018-2019	9/26-CPWOL GUN (1 arrest)	Ballou SHS	BM	16
2018-2019	9/27-Theft II (1 arrest)	Cesar Chavez Hayes St	BM	16
2018-2019	9/28-Simple Assault (1 arrest):	IDEA PCS	BM	15
2018-2019	9/28-Inciting Incident (2 arrests)	Somerset Prep	BM	16/16
2018-2019	10/2-D/O Incommoding (1arrest)	Ballou Stay	BM	17
2018-2019	10/3-Simple assault 2 <sup>nd</sup> sighting (2 arrests)	Richard Wright PCS	BF	14/16
2018-2019	10/5-Simple Assault (1arrest)	Ballou SHS	BM	15
2018-2019	10/5-Simple Assault (1arrest)	Somerset PCS:	BF	40/17
2018-2019	10/9-Simple Assault (1 arrest)	National Collegiate	BM	17
2018-2019	10/10-Theft II (1 arrest):	Wilson SHS	WM	18
2018-2019	10/10-Simple Assault (2 arrest) During Cardozo Safe Passage,	Cardozo	BM/WF	16/16
2018-2019	10/10-Threats to do Bodily Harm/Hate Crime (1 arrest)	Johnson Middle School	BM	14
2018-2019	10/12-Simple Assault (1 arrest)	Cardozo SHS	HM	20
2018-2019	10/15-Arrest/Threats to Do Bodily Harm	Ballou SHS:	BM	17
2018-2019	10/16-A.P.O:	Kingsman PCS	BF	16
2018-2019	10/17-ADW/Simple Assault (3 arrests)	Washington Met	BF	16/15/16
2018-2019	10/17-Simple Assault (1arrest)	Ballou SHS	BM	17

School Year	Offense	School	Race/Gender	Age
2018-2019	10/18-Simple Assault (1arrest)	Johnson MS	BF	12
2018-2019	10/22-Simple Assault (1 arrest)	Cesar Chavez PCS	BF	16
2018-2019	10/22-Simple Assault (3 arrests):	IDEA PCS	BF	16/16/16
2018-2019	10/23-Simple Assault (3 arrests)	Kingsman PCS:.	BF	15/16/16
2018-2019	10/23- Assault (1arrest)	Kramer MS		
2018-2019	10/29-Assault on a Teacher (1 arrest)	Monumental Academy	BF	13
2018-2019	10/29-Simple Assault (2 arrest)	Ballou SHS	BF	15/14
2018-2019	10/30-Simple Assault (1arrest)	Eastern SHS	BF	15
2018-2019	11/1-Unlawful Entry Simple Assault (1 arrest)	Dunbar SHS	BM	15
2018-2019	11/1-CPWOL GUN (1 arrest)	Friendship PCS:	BM	15
2018-2019	11/7-Robbery force & Violence (4 arrests)	Eastern SHS	BM	15/17/15/15
2018-2019	11/7-SA/DOM VI (1 arrest)	Ballou SHS	BF	15
2018-2019	11/7-DO Affray (2arrests)	Thurgood Marshall PCS	BF	14/14
2018-2019	11/13-Simple Assault DV (2 arrest)	Eastern SHS	BF/BM	16/16
2018-2019	11/13-Simple Assault (12 <sup>th</sup> St)	Cesar Chavez	BM	15
2018-2019	11/13-Simple Assault (2 arrests)	Cesar Chavez (Hayes St)	BF/BM	17/17
2018-2019	11/13- Simple Assault (1 arrest)	Hart MS	BF	41
2018-2019	11/19-Simple Assault (1arrest)	Ballou SHS	BF	14
2018-2019	11/20-Simple Assault: (2 arrest)	Ballou SHS	BF	14/15
2018-2019	11/27-Simple Assault (1arrest:	Eliot Hine MS;	BM	14
2018-2019	11/28-Feloy Threats (1 arrest)	Eastern SHS:	BM	15
2018-2019	11/28-Arson (1 arrest)	Kingsman PCS:	BF	17
2018-2019	11/28-Threats (1arrest):	Ludlow-Taylor ES	BF	23
2018-2019	11/28-False Report of Mass Destruction (1 arrest)	Maya Angelou PCS	BM	17
2018-2019	11/30- Assault on Teacher	Maya Angelou	BM	15
2018-2019	12/3-Arrest ADW Gun (1 arrest)	Kramer MS	BM	14
2018-2019	12/4-Simple Assault (DV) (1arrest)	Casear Chavez (770 Kenyon St NW):	HM	13
2018-2019	12/4-Possible Spill Over/Simple Assault (2 arrests)	Friendship Tech Prep PCS	BF	17/17
2018-2019	12/6 –Threats Second Sighting (1arrest)	Eastern SHS	BF	15
2018-2019	12/6-AWIR Arrest	Roosevelt SHS	BM	15
2018-2019	12/6-Simple Assault (1arrest)	Anacostia SHS	BF	14
2018-2019	12/10-Simple Assault (1arrest)	Richard Wright	BF	16
2018-2019	12/10- (1arrest):	Somerset PCS	BM	13
2018-2019	12/11-APO/Threats/Use of Force (1 arrest)	Democracy Prep PCS:	BM	14
2018-2019	12/13-Robbery Arrest (1arrest)	KIPP PCS(1405 Brentwood Pwky NE ):	BM	16

School Year	Offense	School	Race/Gender	Age
2018-2019	12/13-Destruction of Property (1 arrest)	Johnson MS:	BM	12
2018-2019	12/17-Unlawful Entry (6 arrests)	Ketcham ES:	4BF/2BM	14/12/11/6/7/9
2018-2019	12/18-Simple Assault (2 arrests)	Kingsman PCS:	BF	17/17
2018-2019	12/21-Threats 1 arrest	Ketcham ES	BF	
2018-2019	1/4-Simple Assault (1 arrest)	Thurgood Marshall	BM	16
2018-2019	1/9-Simple Assault (1arrest)	HD Woodson SHS	BF	16
2018-2019	1/10-Robbery Arrest	Cesar Chavez	BM	13
2018-2019	1/11- Simple Assault Arrest	Anacostia SHS:	BF	14
2018-2019	1/15-Simple Assault Domestic Arrest	Eastern SHS:	BF	14
2018-2019	1/15-Simple Assault Arrest	Kelly Miller MS:	BM	14
2018-2019	1/17-Threats/Arrest Warrant	Simon ES	BF	29
2018-2019	1/18-Theft/Laptop (2 arrests)	Somerset PCS:	BM	14/18
2018-2019	1/22-ADW Knife):	EL Haynes(KansasAve)	HM	17
2018-2019	1/23-CPWOL (Gun),PWID Marijuana, RSP,UR	Maya Angelou Adult	BM	17
2018-2019	1/24-D/V Simple Assault (1 arrest)	Ballou SHS	BF	18
2018-2019	1/24-Destruction of Property/ Assault Allegations (1 arrest)	Ballou SHS	BF	18
2018-2019	1/28-Simple Assault (2 arrest)	Anacostia SHS	BF	17/17
2018-2019	1/29-Simple Assault (1 arrest)	Ballou SHS	BF	15
2018-2019	1/30-Affray (2 arrest)	Ballou SHS	BM	14/15
2018-2019	2/5-Simple Assault (2 arrests)	Cardozo SHS	BF	16/17
2018-2019	2/5-Destruction of Property (1 arrest)	Coolidge SHS	BM	17
2018-2019	2/6-Simple Assault (2 arrests)	Cardozo SHS	HM	15/17
2018-2019	2/6-Destruction of Property (2 arrests)	Maya Angelou PCS	BF	18/16
2018-2019	2/7-Simple Assault (1 arrest)	Eastern SHS	BM	16
2018-2019	2/7-Simple Assault (1 arrest)	Ballou SHS	BM	15
2018-2019	2/8-Simple Assault (2 arrests)	Ballou SHS	BM	16/16
2018-2019	2/11-ADW Stool (1 arrest)	Washington Met. SHS	BF	14
2018-2019	2/11-CO / FTA Theft (1 arrest)	Roosevelt STAY	BM	18
2018-2019	2/12-ADW Stun Gun (1 arrest)	Kingsman PCS	BF	16
2018-2019	2/12- CO Simple Assault (1 arrest)	H. D. Woodson SHS	BM	16
2018-2019	2/13-Fugitive from Justice (1 arrest)	Washington Met SHS	BM	15
2018-2019	2/13-Threats (1 arrest)	Cardozo SHS	BF	16
2018-2019	2/13-AWIR (1 arrest)	Sousa MS	BM	14
2018-2019	2/13-FTA	Ballou SHS	BM	16
2018-2019	2/14-Domestic Violence CO	Coolidge SHS	BF	16

School Year	Offense	School	Race/Gender	Age
2018-2019	2/14-Absconder CO	Coolidge SHS	BF	15
2018-2019	2/15- Simple Assault (6 arrests)	Somerset Prep PCS	BF	15/12/14/15/14/34
2018-2019	2/25-Robbery	Cardozo SHS	HM	15
2018-2019	2/25-Simple Assault DV	McKinley SHS	BF	17
2018-2019	2/25-CPWL/Unregistered Ammo	Maya Angelou PCS	BM	17
2018-2019	2/25-Simple Assault CO	Johnson MS	BF	13
2018-2019	2/26-Simple Assault	Eastern SHS	BF	16
2018-2019	2/26-FTA CO	Cardozo MS	HM	14
2018-2019	2/26-D/O Affray (2 arrests)	4000 Minnesota Ave NE	BF	16/16
2018-2019	2/26-Simple Assault	Johnson MS	BF	13
2018-2019	2/26-Simple Assault	Cesar Chavez	BM	17
2018-2019	2/27-Simple Assault	Ballou SHS	BM	15
2018-2019	2/28-Simple Assault	Cardozo MS	BM	14
2018-2019	2/28-Simple Assault	Maya Angelou PCS	BF	17
2018-2019	2/28-Simple Assault	Ballou SHS	BF	18
2018-2019	3/4-Fugitive from Justice	Kingsman PCS	BM	16
2018-2019	3/4-Simple Assault CO	Washington Met MS	BM	15
2018-2019	3/4-Simple Assault DV	Ballou SHS	BM	17
2018-2019	3/6-Robbery CO	Somerset PCS	BM	15
2018-2019	3/7-APO (M) & PPW	Somerset PCS	BF	17
2018-2019	3/11-Robbery CO	LaSalle Backus EC	BM	14
2018-2019	3/13-Simple Assault	Eastern SHS	BM	16
2018-2019	3/13-Simple Assault (2 arrests)	Cardozo SHS	BF	16/17
2018-2019	3/13-Threats (2 arrests)	Phelps SHS	BM	16/13
2018-2019	3/13-APO (M)	Phelps SHS	BM	14
2018-2019	3/13-Simple Assault	Ballou SHS	BF	16
2018-2019	3/13-Simple Assault	Ballou SHS	BM	16
2018-2019	3/14-Simple Assault	Ballou SHS	BM	16
2018-2019	3/15-D/O Affray (2 arrests)	IDEA PCS Safe Passage	BF	15/15
2018-2019	3/19-CPWL	KIPP College Prep PCS	BM	17
2018-2019	3/19-D/O Affray (3 arrests)	Dunbar SHS	BF	15/15/16
2018-2019	3/19-Simple Assault / TPO Violation	Johnson MS	BF	14
2018-2019	3/20-D/O Affray (4 arrests)	Kramer MS	BF	13/14/15/13
2018-2019	3/20-Simple Assault	Ballou SHS	BF	16
2018-2019	3/20-Simple Assault	Ballou SHS	BM	15

School Year	Offense	School	Race/Gender	Age
2018-2019	3/21-Simple Assault (2 arrests)	Eastern SHS	BM	16/16
2018-2019	3/21- Simple Assault	Maya Angelou PCS	BF	14
2018-2019	3/21-Simple Assault	Thurgood Marshall PCS	BF	14
2018-2019	3/27-Simple Assault	Ceasar Chavez PCS	BM	16
2018-2019	3/28-Simple Assault DV (3 arrests)	Washington Leadership	BF	19/16/16
2018-2019	3/29-Simple Assault	Stuart Hobson MS	BF	14
2018-2019	3/29-Simple Assault CO	Turgood Marshall PCS	BF	16
2018-2019	4/2-Simple Assault DV (2 arrests)	Phelps SHS	BF	16/17
2018-2019	4/3-Destruction of Property (F) CO	Eastern SHS	BM	17
2018-2019	4/3-Simple Assault DV (2 arrests)	Ballou	BF	17
2018-2019			BM	
2018-2019				17
2018-2019	4/10-Simple Assault	KIPP College Prep	BM	15
2018-2019	4/10-Simple Assault (2 arrests)	Ballou SHS	BF	15/16
2018-2019	4/11-Destruction of Property	Eastern SHS	BM	17
2018-2019	4/11-Simple Assault	Ballou SHS	BM	15
2018-2019	4/12-Simple Assault (3 arrests)	Washington Leadership	BM	14/15/16
2018-2019	4/12-Simple Assault	Chavez PCS	BM	17
2018-2019	4/24-Destruction of Property (F)	Maya Angelou PCS	BF	14
2018-2019	4/25-ADW Gun CO	Eastern SHS	BM	15
2018-2019	4/30-Felony Threats	Jefferson MS	BM	14
2018-2019	4/30-Simple Assault (2 arrests)	Cardozo MS	BM	14/13
2018-2019	4/30-Simple Assault (2 arrests)	Democracy Prep PCS	BF	12/Adult
2018-2019	5/1-Simple Assault	Sousa MS	BM	13
2018-2019	5/3-Simple Assault DV	Hart MS	BF	Adult
2018-2019	5/6-Robbery Snatch CO	Raymond EC	BM	14
2018-2019	5/6-Robbery Snatch CO	MacFarland MS	BM	12
2018-2019	5/6-Simple Assault	Ballou SHS	BM	16
2018-2019	5/8-ADW Laptop	Washington Met PCS	BM	16
2018-2019	5/8-Felony Threats/APO (2 arrests)	Children's Guild	BM	15/16
2018-2019	5/10-Simple Assault DV	Maya Angelou PCS	BM	Adult
2018-2019	5/14-Simple Assault DV	Woodson SHS	BM	17
2018-2019	5/14-Simple Assault	Woodson SHS	BM	16
2018-2019	5/22-Robbery (2 arrests)	Woodson SHS	BM	15/15
2018-2019	5/23-Simple Assault	Luke C Moore SHS	BF	17

School Year	Offense	School	Race/Gender	Age
2018-2019	5/23-Simple Assault	Chavez PCS	BM	13
2018-2019	5/28-CPWL	Marshall PCS Safe Passage	BM	18
2018-2019	6/5-Simple Assault DV	Dunbar	BF	16
2018-2019	6/11-Simple Assault	Kelly Miller MS	BM	14
2018-2019	6/13-Robbery Snatch	Cardozo EC	BM	13
2019-2020	8/26 Simple Assault	CHEC	BM	17
2019-2020	8/27 Simple Assault-Second Sighting	Dunbar SHS	BF	17
2019-2020	9/9 Simple Assault	Ballou SHS	BF	17
2019-2020	9/10 APO-Aggravated Assault-Simple Assault	Paul PCS	HM	16
2019-2020	9/10 APO-Aggravated Assault-Simple Assault	Paul PCS	BM	16
2019-2020	9/12 Inciting Fight	Idea PCS	BM	17
2019-2020	9/12 Simple Assault	Idea PCS	BF	15
2019-2020	9/12 Disorderly Affray	Idea PCS	BF	17
2019-2020	9/16 Simple Assault	Roosevelt SHS	BM	17
2019-2020	9/17 PPW BB Gun	New Beginnings	BM	16
2019-2020	9/19 Simple Assault	Eastern SHS	BF	16
2019-2020	9/19 Simple Assault	Johnson MS	BM	14
2019-2020	9/24 Simple Assault	Dunbar SHS	BF	17
2019-2020	9/24 Simple Assault	Dunbar SHS	BF	17
2019-2020	9/26 APO	Paul PCS	BM	16
2019-2020	9/26 Robbery Force and Violence	Eastern SHS	BM	15
2019-2020	9/27 Simple Assault	Eastern SHS	BM	15
2019-2020	10/1 Simple Assault	Cardozo SHS	BF	15
2019-2020	10/2 Robbery Force and Violence	Richard Wright PCS	BF	17
2019-2020	10/2 Robbery Force and Violence	Richard Wright PCS	BF	16
2019-2020	10/2 Robbery Force and Violence	Richard Wright PCS	BF	19
2019-2020	10/2 Robbery Force and Violence	Richard Wright PCS	BM	14
2019-2020	10/2 Destruction of Property	Caesar Chavez PCS	BM	18
2019-2020	10/7 Absconder	Eastern SHS	BM	15
2019-2020	10/9 PPW BB Gun	Johnson MS	BM	13
2019-2020	10/10 Attempt Robbery Knife	Eliot Hine MS	BM	14
2019-2020	10/10 Disorderly	HD Woodson SHS	BM	18
2019-2020	10/10 Simple Assault	HD Woodson SHS	BM	16
2019-2020	10/17 Simple Assault	Kelly Miller MS	BM	14
2019-2020	10/18 Simple Assault	Kelly Miller MS	BM	14

School Year	Offense	School	Race/Gender	Age
2019-2020	10/18 Simple Assault DV	Ballou SHS	BM	16
2019-2020	10/23 Simple Assault	Eastern SHS	BM	16
2019-2020	10/24 AWIR	Eastern SHS	BM	14
2019-2020	10/28 CPWL	Luke C Moore SHS	HM	17
2019-2020	10/30 Threats to do Bodily Harm	Eastern SHS	BF	16
2019-2020	10/31 Threats to Do Bodily Harm	Luke C Moore SHS	BF	18
2019-2020	11/12 Felony Threats	Eastern SHS	BM	14
2019-2020	11/13 Felony Threats	Eastern SHS	BM	15
2019-2020	11/14 Threats to Do Bodily Harm	Eastern SHS	BM	15
2019-2020	11/18 Robbery Force and Violence	Cardozo SHS	BM	17
2019-2020	11/18 Robbery Snatch	Ballou SHS	BM	17
2019-2020	11/19 CPWL	Cardozo SHS	BM	17
2019-2020	12/2 Simple Assault	Kramer MS	BM	15
2019-2020	12/3 ADW BB Gun	Eastern SHS	BM	14
2019-2020	12/3 Threats	Eastern SHS	BM	14
2019-2020	12/9 Simple Assault	Cardozo SHS	WM	13
2019-2020	12/9 Threats to Do Bodily Harm DV	Ballou STAY	BF	16
2019-2020	12/20 APO	Kingsman PCS	BF	15
2019-2020	1/8 Simple Assault	Eastern SHS	BF	16
2019-2020	1/9 Simple Assault/Theft II	Cardozo SHS	BF	16
2019-2020	1/9 Simple Assault/Theft II	Cardozo SHS	BM	17
2019-2020	1/13 Simple Assault	Eastern SHS	BF	16
2019-2020	1/13 PPWB	Eastern SHS	BM	18
2019-2020	1/13 Simple Assault-Second Sighting	Cardozo SHS	HM	17
2019-2020	1/14 Simple Assault	Randle Highlands ES	BF	Adult
2019-2020	1/15 Simple Assault/Dest. Of Property	Kelly Miller MS	BM	15
2019-2020	1/21 Absconder	Brookland MS	BF	12
2019-2020	1/22 Simple Assault DV	Eastern SHS	BF	16
2019-2020	1/23 Simple Assault DV/Dest. Of Prop	Youth Build Academy	BM	18
2019-2020	1/23 Simple Assault	Coolidge SHS	BM	16

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# GENERAL ORDER



**DISTRICT OF COLUMBIA**

<b>Subject</b> <b>Interacting with Juveniles</b>		
<b>Topic</b>	<b>Series</b>	<b>Number</b>
<b>OPS</b>	<b>305</b>	<b>01</b>
<b>Effective Date</b> <b>January 28, 2020</b>		
<b>Replaces:</b> GO-OPS-305.01 (Handling Juveniles), Effective Date December 10, 1990		
<b>Related to:</b> GO-OPS-304.03 (Missing Person Reports) GO-SPT-309.06 (Child Abuse and Neglect)		
<b>Rescinds:</b> Listed in Part IV. Rescission		

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## I. PURPOSE

It is the policy of the Metropolitan Police Department (MPD) to protect and serve the residents of the District of Columbia. This includes juveniles, regardless of whether they are crime suspects, victims, or witnesses. MPD members shall make every effort to protect and secure the health and welfare of juveniles by investigating truancy, neglect or abuse, delinquency and absconding from homes and institutions, and any other incident that may properly come within the scope of police authority. MPD officers shall engage in developmentally appropriate communication when interacting with juveniles, deescalate situations whenever possible, and avoid making arrests based primarily upon the juvenile's response to the stop itself. Whenever possible, members shall

consider alternatives to formal arrest while considering the safety of the community, MPD members, and the juvenile involved in the incident. In all instances, members shall protect the constitutional rights of juveniles. The purpose of this order is to provide procedures specific to handling matters involving juveniles as a supplement to the investigative and reporting requirements already imposed by law and written directives. To the extent that provisions in this general order conflict with existing directives, the provisions set forth in this general order shall prevail.

## II. PROCEDURES

### A. General

1. Members shall consider several principal factors when interacting with juveniles. These factors include age, behavior, prior criminal involvement, nature of committed offenses, and seriousness of any subject complaints. When there is conflicting evidence as to whether or not a subject is a juvenile, members shall assume the subject is a juvenile until the member can reasonably verify the subject's actual age.
2. Whenever a question arises as to the proper course of action to take in the handling of a juvenile matter, members shall contact a Youth and Family Services Division (YFSD) official.
3. If a juvenile has committed a status offense and it is in the best interest of the juvenile or the public in general, members shall return the juvenile to his or her parents with a warning or diversion referral.
4. Juvenile offenders taken into custody may be eligible for diversion. YFSD Juvenile Processing Center (JPC) personnel shall make diversion decisions in accordance with the established criteria provided by law, as outlined in this order.
5. The arrest of a juvenile shall be limited to cases where members make all reasonable efforts to divert the juvenile from entry into the juvenile justice system, while recognizing that certain crimes require taking juveniles into immediate custody. When possible, and in cases where there are no immediate public safety concerns, members shall prepare an affidavit for an arrest warrant or custody order in lieu of an on-scene arrest.
6. Members shall notify YFSD during incidents involving or suspected of involving juveniles who are criminally neglected, in immediate danger, battered, abandoned, physically or sexually abused, considered a critical missing person, involved in human trafficking or child pornography, and persons in need of supervision (PINS). Members shall also notify YFSD any time that a follow up investigation may be required.
7. Members shall consider whether a juvenile is in danger of harm or the victim of a crime. Members shall adhere to the procedures set forth in GO-OPS-304.11 (Intrafamily Offenses) and GO-SPT-309.05 (Child Abuse and Neglect) when responding to domestic violence, child abuse, or child neglect calls for service.

8. Members shall pay particular attention to juveniles with an apparent need of medical attention or under the influence of intoxicants to determine whether to request emergency medical services. If a juvenile ingested alcohol or drugs or needs any other medical treatment, members shall ensure transport of the juvenile to a medical facility for evaluation prior to processing.

9. Parental Notification

When practical, members shall contact the juvenile’s parent or guardian to inform them of the juvenile’s status and offer them the opportunity to respond to the juvenile’s location.

B. Curfew Violations

1. Curfew enforcement applies to juveniles aged 16 and younger who remain in any public place or on the premises of an establishment within the District during the months of July and August from 0001 hours until 0600 hours and during all other months on any Sunday through Thursday from 2300 hours until 0600 hours the following day and from 0001 hours until 0600 hours on any Friday or Saturday.

2. Juveniles are exempt from curfew when:

Curfew Exemptions	
Accompanied by a parent or legal guardian	Involved in an emergency
Engaged in or in transit to lawful employment, without any detour or stop	In a motor vehicle, train, or bus involved in interstate travel
On a sidewalk that abuts the juvenile’s or a next-door neighbor’s residence, provided the neighbor does not complain to MPD about the juvenile’s presence	Attending an official school, religious, or other recreational activity sponsored by the District or other entity that takes responsibility for the juvenile
On an errand at the direction of a parent or legal guardian, without any detour or stop	Exercising First Amendment rights protected by the United States Constitution

3. Members enforcing a curfew violation shall initiate a stop in order to determine if the individual is a curfew violator. Members shall conduct a WALES check to determine if the juvenile is the subject of an outstanding custody order or missing person report.

4. Members shall release juveniles who are not in violation of curfew, provided there are no other valid reasons to detain them. If the juvenile is in violation of curfew, the member shall first attempt to release the juvenile to his or her parent or guardian.

a. Members shall transport violators aged 12 and under directly to the district station with notification to the Child and Family Services Agency (CFSA).

- b. Members may transport juveniles aged 13 and older home unless circumstances indicate a lack of parental care and a need for close supervision. In these cases, members may transport juveniles to CFSA and report the unsafe conditions to YFSD.
  - c. Members shall request permission from the watch commander prior to transporting the juvenile to a location in another district.
  - d. In the event that the juvenile lives outside the District of Columbia, members shall transport the juvenile to the district station and contact his or her parent or guardian for pick up. If no parent or guardian is able to pick the juvenile up, members may request permission from the watch commander to transport the juvenile home if the juvenile resides within the DC metro area.
5. Members shall document curfew stops using the PD Form 379-C (Juvenile Incident Report). Members shall submit the PD Form 379-C to the District commander who shall forward a weekly report of the number of curfew violators and copies of all completed PD Forms 379-C to the YFSD commander.
  6. YFSD shall take follow up action in all juvenile curfew cases, including telephone or mail contact with parents or guardians. YFSD shall conduct further investigation or make referrals to CFSA or the DC Superior Court Family Division, as appropriate.

#### C. Truancy Violations

1. Truancy enforcement applies to students of compulsory school age (five through 17 years of age), who are absent from school on public space without the permission of their parent or guardian, or legal custodian. Truancy enforcement takes place from 0930 hours to 1400 hours during the school day, to include lunch periods when students are required to remain on campus.
2. Members enforcing a truancy violation shall:
  - a. Initiate a stop in order to determine if the individual is truant. Members conducting truancy enforcement may ask students to present their student identification card to verify the student's identity and school enrollment.
  - b. Request an official document authorizing the juvenile's absence from school or verification that the juvenile is traveling from one school to another by the indication on their student identification card. If the juvenile claims suspension from a DC public school, the member shall attempt to verify the suspension through school documents or by contacting the school.
  - c. Conduct a WALES check to determine if the juvenile is the subject of an outstanding custody order or missing person report.

3. Juveniles not truant shall be released provided there are no other valid reasons to detain them. Members shall handle juveniles determined to be truant according to the following procedures:
    - a. Members shall transport juveniles enrolled in a school in the District directly to the school. If the school is outside of the initiating member's district, the member shall request permission from the watch commander prior to transporting the violator to a school in another district. Members shall attempt to confirm that the school is in session prior to transport.
    - b. Members shall release juveniles enrolled in schools outside of the District, if there are no other reasons to detain the juvenile. Members shall not transport juveniles to their school or release them to other law enforcement agencies to return them to school.
  4. Members shall document truancy stops using the PD Form 379-C. Members shall submit the PD Form 379-C to the District commander who shall forward copies to the YFSD commander.
  5. The YFSD commander shall ensure maintenance of a master file of all identified truants and provide a monthly report to DC Public Schools to identify habitual truancy offenders. The YFSD commander shall ensure that YFSD members participate in the DC Public Schools truancy hearings.
- D. Underage Drinking and Alcoholic Beverage Control (ABC) Violations
1. No person shall falsely represent himself or herself, or possess or present as proof of age an identification document that is in any way fraudulent, to procure alcoholic beverages.
  2. In instances where members discover intoxicated persons under the age of 18, the reporting member shall request immediate medical assistance, have the juvenile transported to the nearest hospital and contact the juvenile's parent or guardian. If unable to reach the parent or guardian, members shall notify CFSA and request response to the hospital to take custody of the juvenile until a parent or guardian arrives at the hospital.
  3. Members made aware of a licensed establishment that fails to request proof of age when an individual appears to be under the age of 21 shall prepare an incident report using the classification "ABC Violation or Incident" and submit the incident report to the ABC Board via email at [abcdocs@dc.gov](mailto:abcdocs@dc.gov).
- E. Traffic Infractions
1. Members shall issue notices of infraction (NOIs) or written warnings to all 16 and 17-year-old juveniles charged with traffic violations. If a member arrests a juvenile for traffic charges only, JPC shall process the juvenile.

Members shall prepare the appropriate arrest packages for the United States Attorney's Office (USAO) or the Office of the Attorney General (OAG) if the offense falls under the papering elimination program (PEP), book the juvenile with adult arrest numbers, and place him or her on the adult lockup list.

2. Members shall refrain from issuing an NOI to juveniles under the age of 16 charged with a minor traffic violation. Members shall notify the juvenile's parent or guardian and prepare a PD Form 379-C for submission to an official prior to the end of his or her shift.
3. JPC shall process juveniles charged with a traffic offense in addition to a non-traffic offense.

F. Handcuffing, Searching, and Transporting Juveniles

Members shall handcuff, search, and transport juveniles in accordance with GO-PCA-502.01 (Transportation and Searches of Prisoners) pursuant to the following requirements.

1. Members shall handcuff juveniles according to the following requirements:
  - a. Members shall not handcuff curfew violators and truants unless the juvenile presents a danger to themselves or others.
  - b. Members shall not handcuff juveniles aged 12 and under unless the juvenile presents a danger to themselves or others.
  - c. Members shall consider the severity of the offense and circumstances of the interaction when determining whether to handcuff juveniles aged 13 through 17.
2. Members shall transport juveniles in a transport-equipped patrol car.
  - a. Members shall not transport male and female juveniles in the same compartment of a transport vehicle.
  - b. Members shall not transport juveniles with adult prisoners.
  - c. Members shall not transport juveniles in a wagon unless exigent circumstances exist. In such cases, members shall request the approval of an official.
3. Members transporting at risk juveniles shall respond to the U.S. Marshal's cellblock inside the courthouse and request a member of the DYRS At-Risk Unit take custody of the juvenile.

G. Juvenile Diversion

1. Juvenile diversion is an alternative to arrest and prosecution in which JPC members release juveniles to their parents or guardians in cases of minor

violations or isolated offenses. JPC members shall process juvenile offenders and determine whether offenders meet the below criteria.

2. The following juveniles arrested for misdemeanor DC Code offenses may be eligible for diversion:

<b>Eligibility Criteria</b>
• Juvenile has no prior arrests (including misdemeanor assault on a police officer)
• Juvenile has not been prosecuted for a delinquent act within the past two years
• Juvenile has not been arrested two or more times for the same offense in the last two years
• Juvenile has not been arrested three or more times for any offense in the last two years

3. The following DC Code offenses and offender criteria cause a juvenile to be ineligible for juvenile diversion:

<b>Ineligible Offenses and Criteria</b>
• Felony arrests
• Possession of a prohibited weapon
• Misdemeanor child abuse
• Misdemeanor child sex abuse
• Juvenile is an absconder from a secure placement
• Juvenile has an open custody order for failure to appear at any court proceeding
• Juvenile resides more than 25 miles outside of the District of Columbia
• Juvenile is a fugitive from another jurisdiction

4. In the arrest of two or more juveniles at the same time, when one or more juveniles satisfy the eligibility criteria, eligible juveniles may participate in the program even if others involved are ineligible.
5. In unusual instances where the circumstances surrounding the case do not warrant court referral, JPC members may divert the case even if the juvenile does not meet the diversion criteria, if the YFSD watch commander provides approval.
6. JPC members shall notify the diverted juvenile's parent or guardian and allow the parent or guardian reasonable time to pick up the juvenile. If a parent or guardian is unable to respond to YFSD, JPC members shall not divert the juvenile.
7. Members processing diversions shall prepare a juvenile arrest report outside of RMS to prevent the generation of arrest numbers. Members shall write "DIVERSION" on the heading of the arrest report and document the results of inquiries into a juvenile's background and actions taken to notify the juvenile's parent or guardian. Members shall submit the arrest report to a JPC member and an official of the district in which the crime occurred for approval.

H. Arrests

1. Members who intend to arrest juveniles whom they have probable cause to believe have committed a crime shall first obtain a custody order from the Superior Court Juvenile Section unless the arrest is made in a public place, on public space, or under exigent or emergency circumstances.
2. Prior to arresting juveniles aged 12 and under, members shall contact the YFSD watch commander and be guided by his or her decision.
3. When a member arrests a juvenile, he or she shall immediately notify the parent or guardian. YFSD shall notify diverted juvenile’s parent or guardian. If, for any reason, the member transports the juvenile anywhere other than JPC, the member shall notify JPC with the juvenile’s location.
4. When a member takes a juvenile into custody for a criminal offense, the arresting member shall prepare an arrest report using “Juvenile Processing (JU)” as the “Arrest Processing Organization”, select the “Defendant is a Juvenile” checkbox on the arrest card, and process the case in the same manner as an adult defendant.
5. When a juvenile has been taken into custody and later released without charge, members shall document the release in a PD Form 379-C, except in the case of a juvenile 16 or 17 years of age who was charged as an adult. In these cases, the member shall act in accordance with GO-PCA-502.05 (Use of the Detention Journal).
6. Whenever a juvenile is not released to his or her parent or guardian and the case is referred to court, the JPC member shall make a preliminary determination as to whether or not the child is at-risk. A child is considered at-risk when one of the following conditions exist:

<b>At-Risk Factors</b>	
The juvenile is aged 12 and under, unusually small in size or stature, or is physically disabled.	The juvenile reports a serious contagious disease or other medical condition, is visibly pregnant, or reports that she is six or more months pregnant.
The juvenile or their parent or guardian indicates that, because of their actual or perceived sexual orientation or gender identity or expression, the juvenile might feel vulnerable or unsafe.	The juvenile or their parent or guardian indicates that the juvenile may be at risk due to suicidal thoughts or wishes.

I. Custody Orders

1. Members aware of a custody order in the possession of the Department are authorized to make an arrest for any offense without the custody order in his or her immediate possession. MPD members shall not participate in the service of custody orders with members from other law enforcement agencies unless the member receives prior approval.



## 2. Obtaining a Custody Order

- a. Members who intend to arrest a juvenile shall apply for a custody order using arrest warrant criteria pursuant to GO-PCA-702.01 (Arrest Warrants).
- b. Prior to presenting an affidavit custody order request to the OAG Juvenile Section and DC Superior Court judge, members shall obtain a photo and background information (if available) and query WALES and the National Criminal Information Center (NCIC). If the subject is wanted by another jurisdiction, members shall coordinate the course of action to be taken with the Absconder Branch.
- c. Members shall present the completed custody order application and supporting documents to a lieutenant or above for approval. Upon approval of a custody order, the member processing the case shall obtain a copy of the juvenile's existing record and provide all supporting documents to the OAG Juvenile Section. Members shall ensure that victims and civilian witnesses accompany them to the Juvenile Section for an interview.
- d. When the application is approved by the court, members shall deliver the approved custody order to the Juvenile and Neglect Branch Clerk's Office of the DC Superior Court and obtain a copy of the custody order to be placed on file in the detective's office at his or her organizational element.
- e. During non-business hours, members shall obtain custody orders by contacting the Command Information Center (CIC), who shall contact the on-call emergency judge.
- f. When it is determined that a respondent is wanted on a previously issued, but current outstanding custody order, members shall make an arrest on the existing custody order and any additional charges shall be added to that order at the time of arrest. Felony and misdemeanor custody orders expire one year from the date of issuance.
- g. When a judge denies the custody order, members shall document the reasons for denial in the report.

## 3. Custody Order Service

- a. Members shall direct custody orders forwarded to this Department from other jurisdictions to the Juvenile and Neglect Branch of the DC Superior Court Clerk's Office.
- b. The Court Liaison Division (CLD) shall assign all custody orders referred to the Department for service from the courts to the

Absconder Branch. The Absconder Branch shall disseminate the custody orders to the districts.

- c. Members shall complete service of custody orders within 15 days from the date of assignment. Upon receiving a custody order assignment, members shall make all necessary visits to further the possibility of service. When service cannot be made, the reasons for non-service shall be noted.
- d. Members shall not serve custody orders for minor infractions of the law at late or unusual hours unless specifically stated in the custody order. In the event that a member encounters a subject wanted on a custody order at a late or unusual hour, the member shall serve the custody order.
- e. Members shall not serve custody orders within the various court buildings unless prior approval has been obtained from a CLD official or an assistant attorney general.
- f. When a member makes an arrest on an outstanding custody order, the member shall include the circumstances surrounding service of the criminal custody order in the report.
- g. When a member makes an arrest on an outstanding custody order and the arresting member is not the originator of the custody order, the originating member shall complete the necessary reports and for process the case in court.
- h. When a juvenile is arrested for an offense, and further investigation reveals that he or she has an outstanding custody order, the arresting officer shall prepare the necessary reports and contact the watch commander of the originating unit, who shall have the originating member, if available, or another member of his or her command, respond to process the custody order in its entirety.
- i. When an arrest is made by a member of another law enforcement agency acting on the basis of a custody order generated by MPD, it shall be the responsibility of the originating member, or an alternate member selected by the watch commander in charge of the unit, to ensure that the necessary information is captured in the report and the respondent is processed according to this order.
- j. When a member becomes aware that a suspect has fled DC on an outstanding custody order, or when another jurisdiction notifies the Department that a wanted person has been apprehended, the member shall contact the YFSD Absconders Branch for assistance or, in the absence of a member from that unit, the YFSD watch commander.

#### 4. Review and Disposition of Custody Orders

- a. Whenever a custody order is outstanding after 60 days, the member handling the case shall contact the OAG Juvenile Section to request a review of the custody order to determine whether it shall remain in force or be withdrawn. Members shall contact OAG again in six months and upon the expiration date of the custody order.
- b. Prior to responding to OAG, the member handling the case shall ensure that the report is updated to indicate all efforts made to apprehend the named suspect and information regarding the availability and willingness of a complainant or witness.
- c. The member shall note in the report whether OAG determined to permit the custody order to remain in force or whether OAG will request that it be withdrawn.

#### J. Processing and Housing

1. Members shall ensure that juveniles who are not diverted are referred to the DC Superior Court Family Division and charged with a criminal offense, processed through JPC, photographed, and fingerprinted.
2. Members shall ensure that juveniles in the custody of the Department are processed in the most reasonable time required for the collection of information to positively identify and process the juvenile in custody. In all circumstances, members shall abide by the "Lively" four-hour time period. In the event that "Lively" time requirements are not met, members shall provide justification to the watch commander who shall investigate and document the contributing factors that led to the violation.
3. Members shall house juvenile arrestees at the Department of Youth Rehabilitation Services (DYRS), unless approval is obtained from a DC Superior Court Family Division judge or the CFSA director or the juvenile has been previously charged as an adult by the court.
4. When a juvenile is released, the JPC member shall secure a signature from a parent, guardian, or custodian of the juvenile on a PD Form 694 (Notice to Appear at Family Division, Superior Court).
5. Whenever possible, juvenile prisoners shall be placed in an isolated one-person cell. The juvenile shall **not** be placed within sight and sound of adult prisoners.
6. Members shall ensure that juveniles charged as PINS are not housed with delinquent youths when in MPD custody.

#### K. Suicidal Tendencies

1. JPC members receiving juvenile arrestees shall ascertain from the arresting member whether the juvenile has displayed suicidal tendencies and conduct a Washington Area Law Enforcement System (WALEs)

query to determine the presence of suicidal tendency information or warnings.

2. If the juvenile demonstrates suicidal tendencies or behaviors, JPC shall ensure that the juvenile is transported to Children's National Medical Center. When doubt exists regarding the mental state of the individual in custody, the member shall handle the juvenile as if he or she is suicidal.
3. Whenever the juvenile is transferred to the custody of another person, the transferring member shall ensure that the receiving member is fully and immediately apprised of the juvenile's suicidal tendencies.
4. Members shall immediately notify the watch commander of the element where the juvenile is being detained, in the event the juvenile attempts to commit suicide while in police custody.

L. Hospitalization of Juvenile Arrestees

1. Members shall act in accordance with GO-PCA-502.07 (Medical Treatment and Hospitalization of Prisoners).
2. Members shall ensure that juveniles who have been admitted to a hospital have the opportunity to speak with counsel when requested. If the defense counsel wishes to visit with the juvenile in the hospital, the watch commander of the guard detail shall be immediately notified for authorization. During defense counsel visits, the guarding member shall stay out of earshot so he or she cannot hear the conversation, but shall maintain visual contact with the juvenile to prevent escape.
3. A JPC member shall notify CLD of the hospitalization. The papering member shall ensure that USAO or OAG is notified of the juvenile's status.
4. The guarding member shall **not** give access to the parent or guardian of the juvenile while he or she is hospitalized. A parent or guardian may speak to the juvenile by telephone after the attorney-client communication. The watch commander or YFSD commander shall be notified for authorization. Exceptions may be made by the watch commander or YFSD commander for a parent or guardian to have access to the juvenile at the hospital in exigent circumstances after security considerations have been made and authorization for the parent or guardian to enter the hospital room has been granted.
5. Custodial interrogations and interviews of hospitalized juveniles shall be conducted by a detective. Members who are not detectives shall request YFSD detectives to conduct the interviews and interrogations.

M. Incidents Involving New Beginnings Youth Development Center

1. When notified of an incident at the New Beginnings Youth Development Center, members shall notify an official immediately. The notified official

shall ensure the Fifth District watch commander and the CIC watch commander are notified immediately.

2. The Fifth District watch commander shall ensure that MPD responds to the New Beginnings Youth Development Center for all reported deaths, criminal assaults requiring medical treatment, and escapes. The responding member shall complete a report.
3. The CIC watch commander shall ensure that the incident is included in the morning CIC report and that notifications are made to the field commander, Investigative Services Bureau assistant chief, Patrol Services North and South assistant chiefs, School Safety Division commander, Fifth District commander, Criminal Investigations Division commander, and YFSD commander.

N. Absconders, Escapees, and Placement Violations

1. Members receiving reports of absconders from delinquent detention facilities shall immediately notify YFSD by telephone and transmit a lookout.
2. Youth who are 21 years of age and under who have violated their placement at a group home or other court ordered placement facility shall not be classified as a missing person. Runaways from non-delinquent facilities are considered placement violations. In these cases, members shall adhere to the provisions set forth in GO-OPS-304.03 (Missing Persons Reports).
3. Members apprehending juveniles wanted in other jurisdictions as fugitives, runaways, or absconders shall contact YFSD for assistance in ascertaining whether the juvenile comes under the provisions of the Interstate Compact Act on Juveniles.

O. Court Procedures

1. DC Superior Court Juvenile Rule 106 specifies the following juvenile cases must be referred to a Family Division judge for a detention decision:

<b>DC Superior Court Juvenile Rule 106 Cases</b>	
Escape from court-ordered secure custody	Homicide, attempted homicide, and assault with intent to kill
Forcible rape, attempted forcible rape, and assault with intent to commit forcible rape	Armed robbery, attempted armed robbery, assault with intent to commit armed robbery, and burglary one

2. YFSD shall refer juvenile cases involving an alleged delinquent act to the DC Superior Court Family Division when the offense would amount to a serious misdemeanor or felony if committed by an adult. These offenses include, but are not limited to:

<b>DC Superior Court Family Division Offenses</b>	
Weapons offense involving a firearm	Offense which results in significant bodily injury
Simple possession of a schedule I-IV controlled substance (e.g., heroin, mescaline, peyote, codeine, morphine, hashish, methadone, PCP, and cocaine)	All cases of distribution or possession with intent to distribute a controlled substance (including cannabis)
Commercialized sex offense (e.g., soliciting for prostitution, soliciting for lewd and immoral purposes, and violation of the obscenity statute)	DC Official Code violation occurring in or on DC Public School System grounds committed by a juvenile who is not an enrolled student

3. YFSD shall refer a juvenile to the Superior Court Family Division, when the juvenile:

<b>DC Superior Court Family Division Factors</b>	
Has been presented to the Family Division for an alleged delinquent act within the last two years	Has failed casework by a non-authoritative social service agency in the past
Is currently on probation	Has a long-term pattern of being a habitual runaway from a juvenile home
Has had two or more arrests for the same offense within a two-year period and a third arrest for the same offense would trigger a court referral	Has had three or more arrests for any violation of the DC Official Code within a two-year period and a fourth arrest would trigger a court referral

4. In lock-up cases, the arresting member shall appear in the DC Superior Court Family Division in accordance with GO-PCA-701.01 (Courts and Hearings). In other than lock-up cases, members shall appear in court as specifically directed on the PD Form 694 (Notice to Appear at Family Division of the Superior Court/Youth Services Hearing).

P. Juveniles Charged Under D.C. Official Code Title 16

1. When applying for arrest warrants for juveniles who are 16 and 17 years of age, who may be charged as adults under D.C. Official Code §16-2301, members shall:
  - a. Complete an Affidavit and Request for Custody Order and present the affidavit to a DC Superior Court Grand Jury Intake Section assistant U.S. attorney for approval prior to presenting the affidavit to a judge, in accordance with GO-PCA-702.01 (Arrest Warrants). If approved, the juvenile will be charged as an adult in the warrant.
  - b. If the assistant U.S. attorney declines to approve the arrest warrant or the judge does not issue the warrant, immediately respond to an OAG Juvenile Section assistant attorney general for approval of the custody order using the affidavit as the custody order application. In this instance, the juvenile will not be charged as an adult.
2. In all cases where a 16 or 17 year-old is detained for a criminal offense, and a records check reveals that the juvenile has been previously charged

by the court as an adult for any criminal offense, and the charge is still pending disposition, or the juvenile has been found guilty of the adult charge, or found not guilty by reason of insanity, members shall handle the present and any subsequent arrest in the same manner as an adult arrest, regardless of the new criminal charge.

- a. Members shall prepare all the necessary reports as in an adult case and process the juvenile in the same manner as an adult, including detention and transportation.
  - b. Members shall book the juvenile with adult arrest numbers and place him or her on the adult lockup list.
  - c. The arresting member shall report on the next court day, with all necessary witnesses, to the USAO to paper the case. Such cases will be handled in their entirety in the Adult Branch of the Superior or District Court, as appropriate.
3. In all cases where a 16 or 17-year-old is arrested for homicide, forcible rape, robbery while armed, burglary one, or assault with the intent to commit any of these offenses, members shall adhere to the following procedures:
- a. The arresting member's district or element shall transport and process the arrested person as a juvenile. The arresting member shall report on the next court day, with all necessary witnesses, to the USAO to paper the case. If the assistant U.S. attorney to whom the case is presented determines that the juvenile is to be charged as an adult, the member shall return to his or her element and re-process the juvenile as an adult and transport the juvenile to central cellblock (CCB) where he or she will be detained as an adult.
  - b. If the assistant U.S. attorney decides not to prosecute the defendant as an adult, the arresting member shall immediately report to the OAG Juvenile Section for processing as a juvenile case.

**Q. Minors in the Custody of Arrested or Hospitalized Persons**

1. Members shall ensure that the needs of minors who have not committed a crime but are in the care or custody of an adult who has been arrested or hospitalized are met, regardless of whether the adult's arrest occurred at the person's home or elsewhere.
2. Members shall remand custody of a minor to another parent or legal guardian, or to CFSA if none are present, when the member has reasonable grounds to believe that the minor is in immediate danger. Minors may be in immediate danger when the minor's parent or guardian has been arrested or hospitalized, and there is no other parent or legal guardian to take custody of the minor.

3. Members shall attempt to determine if a parent or legal guardian is available to take custody of, and responsibility for, the minor.
  - a. If the parent or legal guardian is available, members shall verify the identity of the individual and conduct a WALES check of the minor and any parent or guardian taking custody of the minor.
  - b. Only an on-scene CFSA representative shall determine whether the minor will be released to someone other than a parent or legal guardian.
  - c. Members shall not transport minors residing in another jurisdiction to a location outside of the District. Members shall notify the local law enforcement authorities of the involved jurisdiction and provide them with the CFSA contact information and the circumstances of the event.
4. If the member is unable to locate a parent or legal guardian to take custody of the minor, the member shall complete an incident report containing a description of the physical and emotional condition of the minor and the circumstances surrounding the incident in which the minor was left unattended.
5. In all cases, members shall remand custody of the minor to CFSA if the member is unable to identify the minor, when the minor’s parent or guardian was arrested for charges related to the abuse of the minor or if the minor is left unattended at the home or other location. Members shall ensure that the RMS report details a description of the minor’s physical and emotional appearance, the circumstances that necessitated intervention on behalf of the minor, CFSA notification and response, results of the WALES check, name of the person taking custody of the minor, and names of all MPD members and officials who were notified and responded to the scene.

R. OAG Juvenile Hotline

1. The OAG Juvenile Hotline [(202) 788-2084] is available 24 hours a day, seven days a week, to provide guidance on the following subjects, as needed:

<b>OAG Juvenile Hotline</b>
• Juvenile custody orders or warrants
• Arrest or the sufficiency of evidence pertaining to any charge against a juvenile (including school-related incidents)
• Length of detention when delays before papering or presentment occur

2. The hotline is not intended to assist with statistics, policy questions, case updates, juvenile detention status, or GPS tracking information.



## S. Juvenile Records

1. DC Official Code § 16-2333 restricts the inspection and disclosure of police juvenile records to certain persons, including teachers, principals, and school security personnel.
2. Members may share juvenile arrest reports and juvenile crime-related data with law enforcement officers from outside agencies for law enforcement purposes only. Members receiving requests for identifying information of juveniles previously arrested by MPD may offer a copy of a previous arrest report as a means to disseminate the information or provide the requested information itself.

## IV. DEFINITIONS


When used in this directive, the following terms shall have the meanings designated.

	Term	Description
1.	Juvenile	Person who is under 18 years of age, unless emancipated by a court.
2.	Minor	Juvenile under 17 years of age, excluding judicially emancipated minors and married minors.

## V. RESCISSION

### Rescinds:

EO-17-030 [Clarification Concerning Juvenile Persons in Need of Supervision (PINS)], Effective Date October 27, 2017  
 EO-17-033 (Juvenile Diversion), Effective Date December 1, 2017  
 EO-18-006 (Handling Juveniles), Effective Date March 29, 2018  
 EO-18-011 (Processing Juveniles Arrested for Adult Traffic Charges), Effective Date July 30, 2018  
 GO-PCA-702.02 (Juvenile Custody Orders), Effective Date September 21, 1981  
 GO-PER-305.02 [Truancy Awareness and Prevention Program (TAPP)], Effective Date November 18, 1994  
 SO-94-15 (Underage Drinking Emergency Amendment Act of 1994), Effective Date June 10, 1994  
 SO-99-14 (Juvenile Curfew Act of 1995), Effective Date September 7, 1999  
 SO-99-14A (Supplement to Juvenile Curfew Act of 1995), Effective Date September 22, 1999  
 SO-00-06 [Supplement to S.O. 99-14 (Juvenile Curfew Act of 1995)], Effective Date February 18, 2000  
 SO-05-12 (Care of Minors in the Custody of Arrested/Hospitalized Persons), Effective Date March 2, 2006  
 SO-08-01 (Use of Truancy/Curfew Vans), Effective Date February 29, 2008  
 SO-12-08 (Required Notifications Regarding Incidents at the New Beginnings Youth Development Center), Effective Date March 12, 2012  
 TT-04-012-07 (Processing of Juvenile Arrestees), Issue Date April 5, 2003  
 TT-02-013-05 (PD 360 Juvenile Processing), Issue Date February 4, 2005  
 TT-04-011-07 (Hospitalized Juveniles Opportunity to Speak with Counsel and Parental Visitation), Issue Date April 5, 2007  
 TT-04-013-07 (Interview/Interrogation of Hospitalized Children), Issue Date April 5, 2007  
 TT-12-31-07 (OAG Juvenile Papering), Issue Date December 11, 2007  
 TT-02-037-08 (Transportation of Juveniles in Need to Mental Health Services), Issue Date February 11, 2008  
 TT-09-042-08 (Juvenile Papering), Issue Date September 10, 2008  
 TT-04-010-09 (Processing of Juveniles for Title 16 and Adult Traffic Charges), Issue Date March 30, 2009  
 TT-05-048-10 (Summer Curfew Initiative 2010), Issue Date May 18, 2010  
 TT-09-064-10 (Assisting the Department of Youth Rehabilitative Services), Issued Date September 15, 2010  
 TT-01-052-11 (Handling of Juvenile Arrested as Escapee from Group Homes), Issued Date January 24, 2011  
 TT-06-073-14 (Summer Curfew Initiative 2014), Issue Date June 23, 2014  
 TT-08-055-14 (Closing of Curfew Centers), Issue Date August 15, 2014



Peter Newsham  
Chief of Police

PN:KDO:MOC:SMM

<i>Amendment #</i>	<i>Page #</i>	<i>Description of Change</i>	<i>Effective Date of Change</i>	<i>Name and Title of Authorizing Member</i>
1	3	Revise Part II.B.1.to state "...juveniles aged 16 and younger..."	1/28/2020	Maureen O'Connell, Director, Policy and Standards Branch

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# GENERAL ORDER



DISTRICT OF COLUMBIA

<b>Subject</b> <b>Procedures for Obtaining Pretrial Eyewitness Identification</b>		
<b>Topic</b>	<b>Series</b>	<b>Number</b>
<b>PCA</b>	<b>304</b>	<b>07</b>
<b>Effective Date</b> <b>April 18, 2013</b>		
<b>Replaces:</b> General Order 304.7 (Procedures for Obtaining Pretrial Eyewitness Identification), Effective Date June 15, 2007		

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## I. BACKGROUND

The Metropolitan Police Department (MPD) understands the critical role eyewitnesses play in our criminal justice system. Eyewitness identification is essential not only to establish probable cause for an arrest, but also to focus the investigation and obtain search warrants. Eyewitnesses may help exonerate the innocent, as well as inculcate the guilty. For these reasons, accurate and reliable eyewitness evidence is essential.

The purpose of this order is to establish procedures to promote the accuracy and reliability of eyewitness identifications.

While it is clear that current eyewitness identification procedures fully comport with federal constitutional requirements and decisions of the District of Columbia Court of Appeals, and produce accurate and reliable identifications, the adoption of this General Order may further enhance the accuracy and reliability of eyewitness identifications and thus strengthen the prosecution of cases. The issuance of this General Order shall in no way be used to imply that identifications made without these procedures, however, are inadmissible, inaccurate or unreliable.

## II. DEFINITIONS

When used in this directive, the following terms shall have the meanings designated:

1. Blind – Method of conducting a photo array where the administrator of the photo array does not know which photo is of the suspect and which are fillers.
2. Confirmation Photo – The display of a single photograph, to confirm whom the witness means, when the perpetrator is known to the witness in a context other than the commission of the offense.
3. Critical/Serious Condition Viewing – A show-up that occurs when either the suspect or the witness is in the hospital in critical or serious condition.
4. Filler – A person or photograph of a person other than the suspect who generally fits the witness's description of the perpetrator or who has the same general characteristics as the suspect (age, weight, race, complexion, distinctive features).
5. Line-up – A group of six (6) or more persons, including one (1) or more suspects, and the remainder are fillers, who are displayed in person to a witness or witnesses.
6. Modified-blind – Method of conducting a photo array where the investigator conducting a photo array, because of procedural precautions taken, is unable to discern during the identification procedure which photograph the witness is viewing.
7. Other Identification Procedure – The display of a group of persons or photographs to the witness when the witness or investigator believes that the perpetrator may belong to a certain group but there is insufficient information to identify a suspect. Other identification procedures may include, but are not limited to, viewing a yearbook; team photographs; persons entering or leaving a certain building or other location.

8. Photo Array – A group of nine (9) or more individual photographs, or a live scan array, one (1) of which depicts the suspect and the remainder are fillers.
9. Second Sighting – A sighting of the perpetrator by a witness or complainant, on his/her own, some time after the offense.
10. Sequential Identification Procedure – A photo array or line-up in which only one (1) person or one (1) photograph at a time is displayed to the witness.
11. Show-up – The display of a single suspect to a witness within a reasonable amount of time after the offense.
12. Simultaneous Identification Procedure – A photo array or line-up in which all the persons or all photographs are displayed to the witness at the same time.
13. Witness – A person who has witnessed the offense or circumstances surrounding the offense and includes the victim of the offense.

### **III. REGULATION**

For the purposes of this general order, identification procedures shall be categorized as show-ups (including critical condition viewing), second sightings, photo arrays, line-ups, confirmation photos, and other identification procedures.

### **IV. PROCEDURES**

#### **A. General Instructions for Investigators**

1. Investigating members shall use the identification procedure that is likely to produce the most reliable identification under the circumstances.
2. When multiple persons or photographs are to be displayed to the witness, no single person or photograph shall stand out.
3. Except for line-ups, whenever there is more than one (1) witness, the investigator shall separate each witness from all of the others prior to any showing and give instructions regarding the identification procedures to each witness separately. If there are exceptional circumstances where this is not possible, the reasons shall be fully documented.

4. The investigator shall obtain a description of the perpetrator at the earliest possible time during the investigation and in all cases prior to conducting an identification procedure. The witness shall also be asked about the conditions under which he/she observed the perpetrator including location, time, distance, weather, lighting, and obstructions, if any.
5. The investigator shall ask the witness whether he or she needs glasses or contact lenses to see up close or for distance. If so, the investigator shall ask whether the witness was wearing them at the time of the offense and note if the witness is wearing them at the time of the identification procedure.
6. **All identification procedures** shall be conducted with each witness individually and privately. To the extent feasible, witnesses who have already participated in the identification procedure shall be separated physically from those who have not yet participated in the identification procedure.
7. If it is not possible under the circumstances to keep witnesses apart physically, a sworn member shall be posted to ensure that the witnesses do not talk to each other regarding any identification they may make or have made.
8. Neither the investigator nor any other member shall, at any time before, during or after the identification procedure, indicate to the witness by words, sounds, or actions, directly or indirectly, which person or photograph is the suspect.
9. Neither the investigator nor any other member shall indicate to the witness by words, sounds, or actions, directly or indirectly, whether the witness has identified "the right" person or "the wrong" person. This does not prevent the investigator or another member from informing the victim at any other time that an arrest has been made and the status of the case as required by the Victims' Rights Act of 2000 and the Omnibus Juvenile Justice Act of 2004, and keeping other witnesses similarly informed.
10. In order to ascertain the witness's level of confidence, where certainty is not evident, the investigator shall ask the witness: "What do you mean by "[insert the words the witness used]," such as "I think it's him" or "Maybe Number 2." The investigator may have to probe further if the witness's response does not convey the witness's level of confidence.
11. The investigator shall document the identification procedures thoroughly and completely, including:



- a. The date, time, and location of the procedure and the names of all persons present.
  - b. The conditions including weather, lighting, distance and obstructions, if any, when the identification procedure is being conducted outside.
  - c. The procedure employed (e.g., sequential photo array, simultaneous line-up, show-up).
  - d. The name and other identifying information (e.g., date of birth, PDID or other law enforcement identification number, date of photo used) of each person or photograph displayed to each witness.
  - e. If a photo identification procedure is used, the type of photo used (e.g., PDID, DMV Photo, yearbook, sports team photo).
  - f. The name and other identifying information (e.g., address, phone number) of each witness participating in the identification procedure.
  - g. The results of the procedure, including the exact words spoken by each witness and any expression, gesture, or body language such as pointing, nodding, shaking one's head, or showing emotion during the identification procedure.
  - h. The number of times that the witness views a sequential procedure.
12. The investigator shall preserve all photographs displayed to the witness(es) and the photograph and videotape of a line-up procedure.
  13. A new array should be used for each witness. However, where the witness signs and dates or otherwise writes on a photograph and circumstances are such that the same array must be subsequently displayed to another witness, make sure that such marks are not visible.

**B. Identification Instructions given to Witness(es)**

The investigator shall advise each witness participating in a show-up, photo array, line-up, or other identification procedure as follows:

## PROCEDURES FOR OBTAINING PRETRIAL... (GO-PCA-304.07)

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1. Advise each witness not to discuss the identity or identification of the suspect with any other witness(es), either before or after the identification procedure.
2. Explain the identification procedure the investigator will use:
  - a. Show-up, including critical/serious condition viewing;
  - b. Photo array, either simultaneous or sequential;
  - c. Confirmation photo;
  - d. Line-up, either simultaneous or sequential; or
  - e. Other identification procedure.
3. Tell the witness that the perpetrator may or may not be present in the identification procedure.
4. Caution the witness that at times people (or photographs of people) may look different for many reasons (e.g., a hat, facial hair, age, or lighting of the photo). Witnesses should, therefore, try to focus on facial features.
5. Inform the witness to go at his/her own pace in viewing the photographs.
6. Instruct the witness to tell you if he/she sees the perpetrator; or anyone else in the array whom he/she recognizes.
7. Tell the witness that, if he/she selects a person or photograph, you may ask some follow up questions.
8. If you are using a sequential procedure, inform the witness that if he/she selects a photograph, you will ask him/her to view the remaining photographs or line-up participants.
9. Inform the witness that, if the witness selects a person or photograph, you will not tell the witness if he/she identified the "right" person or the "wrong" person.
10. Assure the witness that the Department will continue to investigate the offense regardless of whether the witness makes an identification or not.

11. At the conclusion of the procedure, remind the witness not to discuss the procedure or the results of the procedure with any other witness.

C. Show-ups

1. One (1) member shall be responsible for conducting and documenting any show-up identifications.
  - a. If a detective is on the scene, he or she shall remain on scene to conduct the show-up.
  - b. If there is no detective on the scene and the crime is a Part I felony that involves an unknown suspect, the member shall request a detective to respond to the scene to handle the show-up. If a detective is unavailable, the first unit on the scene shall fulfill that role.
2. In the event that a member makes a statement over the radio that suggests that the police have stopped the perpetrator and the statement is overheard by a witness, the member shall notify the detective who shall document the statements in the case file.
3. If a suspect is stopped within a reasonable amount of time of an alleged offense and within an area reasonably proximate to the scene of the crime:
  - a. If feasible, the witness(es) shall be brought to the place where the suspect(s) is being detained; or
  - b. The witness(es) and the suspect (s) shall be brought to a neutral location.
  - c. If it is necessary to bring the suspect(s) back to the scene of the crime, take measures to avoid potential contamination of the scene or exposure to the media.
4. If more than one (1) suspect is detained, each suspect shall be shown to each witness separately outside the hearing of other persons.
5. Ensure that the suspect is presented in the least suggestive manner possible under the circumstances.
6. Conduct the show-up.
7. If there is more than one (1) witness, the investigator shall determine whether, under the circumstances, a different identification procedure

shall be used for the remaining witnesses if one (1) or more of them make an identification.

8. As appropriate, arrest or release the suspect and provide all information to the reporting member for documentation in the original paperwork [e.g., PD Form 251 (Incident-Based Event Report), PD Form 252 (Supplement Report), PD Form 76 (Stop and Contact Report)].
9. Provide a list of all persons involved in the show-up procedure for documentation in the narrative, including the names and other identifying information of all persons who were stopped and released. Document the information required in Part IV.A.11 of this order (e.g., PD Form 251, PD Form 252, PD Form 76).

#### D. Critical/Serious Condition Viewing

1. If a suspect is admitted to a hospital in critical or serious condition and the hospital permits it, the witness(es) may be taken to the hospital for a show-up identification within a reasonable amount of time after the offense. Similarly, if a witness is admitted to a hospital in critical or serious condition, and the hospital permits it, the suspect may be taken to the hospital for a show-up identification within a reasonable amount of time after the offense.
2. The same procedures outlined for conducting and documenting show-up identifications outlined in Part IV.C.4-7 of this order shall be followed.

#### E. Second Sightings

1. As a general rule, a second sighting occurs when a witness on his/her own sees the perpetrator of a crime some time after the commission of the crime and notifies the police.
  - a. Members are allowed a reasonable amount of time from the time of this second sighting in which to attempt to locate the suspect.
  - b. If the suspect is not in the witness's line of sight when stopped, members may transport the witness to the suspect's location for a show-up identification. (If it is not feasible to transport the witness to the suspect, the suspect may be transported to the witness.)
  - c. Members shall conduct and document show-up identifications as outlined in Part IV.C.4-7 of this order.
  - d. Spontaneous Identifications

If a witness is driving around with a member and spots the perpetrator, the member shall request another unit to stop the subject. The member shall record exactly what the witness stated (e.g., "There he is right there, the one with the red hat"). The member shall also note if there were any other persons near the suspect when spotted by the witness.

2. When necessary, members shall initiate a flash look-out as a part of the second sighting identification procedure.

F. Photo Arrays

1. There are two (2) methods of conducting photo arrays: simultaneous and sequential. The investigator may elect which method to use.
2. Investigators shall conduct simultaneous and sequential photo arrays using a blind or modified-blind method unless it is not practicable to do so.
3. When preparing a photo array the investigator shall follow the following protocols:
  - a. Except in extraordinary circumstances (e.g., brothers), a photo array may not include more than one (1) person suspected of committing a particular crime or series of crimes.
  - b. Select eight (8) or more fillers who have the same general characteristics as the suspect (age, weight, race, complexion, distinctive features). The suspect's photograph shall not stand out from the others.
  - c. Avoid using fillers who so closely resemble the suspect, that a person familiar with the suspect might find it difficult to distinguish the suspect from the fillers. Uniformity of features is not required.
  - d. When a new suspect is identified and it is necessary to display a second or subsequent photo array to the same witness(es), do not use any filler whose photograph was included in an earlier array.
  - e. Ensure the suspect is positioned randomly in each array.
  - f. If a blind or modified blind procedure is not practicable, document the reasons why.

- g. If a modified-blind procedure is being used, have another member shuffle the order in which the photographs will be displayed (either simultaneously or sequentially) and give the array to the investigator in a folder or envelope so that the investigator does not know in which position the suspect appears. The array should be shuffled separately for each witness, if practicable.
- h. At the conclusion of the procedure:
  - (1) Complete the PD Form 122-A (Identification Instruction Viewing Sheet).
  - (2) Ask the witness to circle the photograph he/she has chosen, if any, in a simultaneous array and sign and date the back of it. Ask the witness to sign and date the back of photograph he/she has chosen, if any, in a sequential array. In both circumstances, the member shall also write the witness's exact words on the back of the photograph.
  - (3) Preserve the array or record the information regarding the array including the PDID numbers and dates the photographs were taken, and the order in which the photographs were displayed.

#### 4. Simultaneous Photo Arrays

- a. When conducting a **blind simultaneous photo array**, the administrator shall:
  - (1) Give the instructions to the witness detailed in Part IV.B of this order.
  - (2) Explain how the procedure works and answer any questions the witness may have.
  - (3) Present the witness with the live scan array or other array.
- b. When conducting a modified-blind, simultaneous photo array, the investigator shall:
  - (1) Give the instructions to the witness detailed in Part IV.B of this order.

- (2) Explain how the procedure works and answer any questions the witness may have.
  - (3) Hand the folder that contains the photographs that were shuffled by someone else to the witness.
  - (4) Stand behind and to the right or left of the witness so that he/she cannot tell which photograph the witness is looking at. Any other method by which the investigator cannot tell which photograph the witness is looking at also is acceptable.
5. Sequential Photo Arrays
- a. When conducting a **blind, sequential photo array**, the administrator shall:
    - (1) Give the instructions to the witness detailed in Part IV.B of this order.
    - (2) Explain how the procedure works and answer any questions the witness may have.
    - (3) Give/display the photographs to the witness and instruct him/her to view them one (1) at a time, turning over each photograph before the next one (1) is viewed. Any other system that displays photographs one (1) at a time is also acceptable.
    - (4) If the witness identifies a photograph as that of the perpetrator before viewing all of the photographs, the administrator shall instruct the witness to continue through the remainder of the photographs or shall display the remaining photographs to the witness.
    - (5) If the witness proceeds through the array, and asks to review the array again, the array may be reviewed again in its entirety, as many times as the witness asks to do so.
  - b. When conducting a modified-blind, sequential photo array, the investigator shall:
    - (1) Have another member scramble/shuffle the photographs and record the new order before returning the array/folder back to the investigator.

- (2) Have the other member place the photographs in a stack in a folder/envelope.
- (3) Give the instructions to the witness detailed in Part IV.B of this order.
- (4) Explain how the procedure works and answer any questions the witness may have.
- (5) Hand the folder/envelope to the witness.
- (6) Ask the witness to remove the photographs from the folder/envelope and look at them one (1) at a time in a manner that will not permit the investigator to see it, and either move each photograph to the back of the stack or turn it over when he/she has finished looking at it.

#### G. Confirmation Photographs

1. A confirmation photograph can be used when the perpetrator is known to the witness in a context other than the commission of the crime.
2. The investigator shall ascertain and record how long and under what circumstances the witness has known or is acquainted with the perpetrator. If the investigator is satisfied that the witness is sufficiently familiar with the perpetrator, he or she may proceed with a confirmation photograph.
3. The investigator shall obtain a photograph of the person named/described/identified by the witness as the perpetrator and present it to the witness to confirm that this is the person to whom he/she referred.
  - a. The photo may be any photograph of the person named/described/identified as the perpetrator including, but not limited to, a snapshot, family photo, Department of Motor Vehicle (DMV) photo, school yearbook photo, work photo, government photo, police photo or passport photo.
  - b. Efforts shall be made to obtain a recent photograph of the perpetrator. To the extent practicable, a photograph shall be displayed in a way that does not reveal the name of the person depicted.



## H. Other Identification Procedures

Depending on the circumstances of a case other identification methods may be used to identify a perpetrator.

1. If the perpetrator was wearing a team jacket, it would be appropriate to show the witness a photograph of the team to see if the perpetrator is seen in the photograph.
2. When information is provided that the perpetrator attends a particular school, it would be appropriate to show the witness a yearbook from that school.
3. If there is reason to believe the perpetrator is employed or attends school at a particular place, the investigator and witness may observe persons entering and leaving that work place or school.

## I. Line-up Procedures

1. The papering member is responsible for requesting a line-up order to be presented to a judge for signature. If witnesses to multiple offenses are to view the line-up, the papering member must provide information to the U.S. Attorney's Office (USAO) or the Office of the Attorney General (OAG) pertaining to each separate offense, including the lead charge, date, time, location, and names of the witnesses.
  - a. Special line-ups - Special line-ups are used when the defendant has one (1) or more physical characteristics that are so unusual that extra attention may be required to find line-up fillers. See Attachment B of this order.
  - b. Regular line-ups - Regular line-ups are used when the description of the defendant is general and generic enough that several defendants can stand in the same line-up without drawing undue attention to any one (1) of them. Regular line-ups may have several suspects accused of committing different offenses but, except in extraordinary circumstances (e.g., brothers), shall not have more than one (1) person accused of committing a particular crime or series of crimes in it. See Attachment B of this order.
2. Obtaining fillers - It is necessary for officials of the Department to assist each other by providing members to stand in line-ups as fillers. Officers who fit the same general description as the suspect (age, height, weight, race, complexion, distinctive features) will be required to stand as fillers so that a fair and impartial line-up can be constructed.

Selection to stand as a filler in a line-up is a duty assignment and shall be responded to as such. See Attachment B of this order.

- a. The line-up administrator may use other sources of fillers, including but not limited to the USAO, the OAG, and the Court Services and Offender Supervision Agency.
- b. If it is necessary to display a second or subsequent line-up to the same witness(es), the line-up administrator shall not use any filler who was used in an earlier line-up.

#### J. Composing Line-ups

In composing a line-up, the line-up administrator shall abide by the following protocols:

1. Except in unusual circumstances (e.g., brothers), a line-up shall not include more than one (1) person suspected of committing a particular crime or series of crimes, but may include persons suspected of committing totally separate crimes or series of crimes.
2. Five (5) fillers who fit the general description of the suspect (age, weight, race, complexion, distinguishing features) shall be used, unless more than one (1) suspect will stand in the line, in which case eight (8) fillers shall be used. The suspect (s) shall not stand out from the others.
3. A unique or unusual characteristic (e.g., a scar or tattoo) of a suspect shall be concealed or replicated if possible. Replicated characteristics do not have to be identical, but shall resemble that of the suspect's characteristic.
4. Fillers shall not be used who so closely resemble the suspect that a person familiar with the suspect might find it difficult to distinguish the suspect from the fillers.
5. Position the suspect(s) randomly in each line-up.
6. When showing a different suspect to a witness, do not use any filler who was shown to the witness in an earlier photo array or line-up.

#### K. Conducting the Line-up

1. There are two methods of conducting line-ups: simultaneous or sequential. The line-up administrator may elect which method to use.

2. In conducting a simultaneous line-up procedure, the line-up administrator shall:
  - a. Give the instructions to the witness detailed in Part IV.B of this order.
  - b. Explain that the entire line will be shown to the witness at one time.
  - c. Inform the witness that he/she can ask the persons in the line to do or say something.
  - d. Explain how this procedure will work and answer any questions the witness may have.
  - e. Display the line to the witness(es).
  - f. If the witness requests that one person do or say something, tell all persons in the line-up to do or say the same thing.
  
3. In conducting a sequential line-up procedure, the line-up administrator shall:
  - a. Give the instructions to the witness detailed in Part IV.B of this order.
  - b. Explain that the people in the line-up will be shown to the witness one at a time and that everyone in the line-up will be shown to the witness.
  - c. Inform the witness that he/she can ask the persons in the line-up to do or say something, and they all will be asked to do or say the same thing.
  - d. Explain how this procedure will work and answer any questions the witness may have.
  - e. Display the persons to the witness one (1) at a time.
  - f. If and when the witness identifies a person as the perpetrator, remind the witness that the remaining persons will be displayed to the witness.

**NOTE:** If the witness views all of the persons in the line-up and asks to review the line again, the line may be presented again in its entirety, as many times as the witness asks to see it.

- g. If the witness requests that one person do or say something, tell all the remaining persons in a sequential line-up to do or say the same thing.

L. Notifying Witnesses of Line-ups

The papering member shall:

1. Notify the victim/witness of the date and time to attend the line-up.
2. Inform witnesses **not** to arrive at MPD Headquarters earlier than the scheduled time. See Attachment B of this order.
3. Inform a witness who sees the suspect or any filler when he or she is arriving that he/she will not be allowed to view the line-up.

M. Interviewing Witnesses at Line-ups

1. The defense is **not** permitted to interview the victim/witnesses while on Department property before, during, or after the line-up.
2. Witnesses who want to speak with defense members shall not be stopped from doing so. However, the witness may be informed that he/she is not required to speak to anyone, either from the defense or prosecution.
3. No information about the victim's/witness's identity shall be provided to the defense.
4. Defense investigators will not be allowed to view the line-up proceedings without a written court order.

N. Legal Counsel Responsibilities for Line-ups

1. The USAO or the OAG is responsible for:
  - a. Preparing an order for a judge's signature for a defendant to appear in a line-up.
    - (1) The line-up order shall instruct the defendant not to change his appearance before the line-up.
    - (2) When the defendant is in custody, the order shall direct the United States Marshals Service to bring the suspect

to MPD Headquarters and return him/her to the Department of Corrections.

- b. Ensuring that the defense counsel and the defendant are served with the order.
- c. Having a representative present during a court-ordered line-up.

NOTE: The line-up will commence whether an Assistant United States Attorney or an Assistant Attorney General is present or not.

2. Presence of Counsel during Line-ups

- a. The United States Supreme Court has ruled that a line-up is a critical part of a criminal prosecution and that the defendant has the right to have his/her attorney present during the line-up.
- b. The USAO/OAG will notify the defense attorney of the date, time and location of the line-up at the time of presentment. If the defense attorney or his designee is not present for a line-up, another defense attorney present in the line-up room shall be asked to act as stand-in counsel.
- c. If no such defense attorney is present, the line-up administrator shall call the Defender Services Office (DSO) to request that stand-in counsel be sent over immediately.
- d. If the DSO Office is not able to do so, the line-up administrator shall contact the Chambers of the Chief Judge of the Superior Court for assistance.
- e. A line-up **shall not** be conducted unless a defense attorney is present.

O. Major Violators Section Line-up Responsibilities

1. The Section Administrator, Major Violators Section shall:
  - a. Ensure members conduct line-ups in a fair and impartial way.
  - b. Provide adequate staffing to cover line-ups.
  - c. Maintain order throughout proceedings.

- d. Respond to the United States Attorney's Office and the Office of the Attorney General, Court Papering, each work day to pick up all pending Court Ordered Line-up SC-1 Forms (U.S. Department of Justice Line-up Sheet).
  - e. Submit a teletype message regarding line-up fillers, on the same day the request was received, with authorization from the Assistant Chief of Police, Investigative Services Bureau, providing the date, time and physical description of officers (fillers) needed for the line-up.
  - f. Ensure that line-ups are set properly; the date, time and line-up information on the letter board is correct; an armed, full-duty member is positioned and assigned to secure the defendant; and that order is maintained.
2. Members assigned to the Major Violators Section shall:
- a. Conduct all court -ordered line-ups in a fair and impartial way.
  - b. Verify the accuracy of the offense time, date and location and victim/witness names, when presented.
  - c. Prepare a jacket for each line-up with a PD Form 122 (Court-Ordered Line-ups) for each victim/witness that will attend the line-up, and take all measures to safeguard the victim/witness information.
  - d. Notify the Watch Commander, Criminal Investigations Division (CID), of all line-ups, and if needed the Watch Commander, CID, shall notify the Field Commander if additional personnel are needed.
  - e. Ensure that the line-up room is ready, the witness sheets are properly prepared, and the audio/video equipment is in working order. Filler officers and the suspect, if on release, shall be greeted on the C-Street side of the 4th floor and escorted to the line-up waiting room.
  - f. Make certain all line-ups are video-recorded.
- P. District Commander Line-up Responsibilities
- District commanders shall query their units and notify the Major Violators Section of the names of the members available to be detailed as fillers or notification that no fillers are available.

**V. CROSS REFERENCES**

- A GO-SPT-302.02 (Radio Broadcasts and Flash Look-Outs)
- B. General Order 302.04 (Transmitting of Telecommunications Messages)
- C. General Order 304.01 (Operation and Management of Criminal Investigations)
- D. GO-OPS- 304.10 (Confidential Sources, Confidential Informants, and Cooperating Witnesses)

**VI. ATTACHMENTS**

- 1. Attachment A: PD Form 122-A (Photograph Identification Viewing Sheet)
- 2. Attachment B: (List of Line-up Reporting Times and Location)



Cathy L. Lanier  
Chief of Police

CLL:PAB:MOC

PD FORM 122-A

METROPOLITAN POLICE DEPARTMENT
Criminal Investigations Division

PHOTOGRAPH IDENTIFICATION VIEWING INSTRUCTION SHEET

UNIT \_\_\_\_\_ ADMINISTRATOR \_\_\_\_\_

In a moment, you will be shown some photographs. The group of photographs may or may not contain a photograph of the person who committed the crime of which you are the victim/witness. Sometimes a person looks different in a photograph than in real life because, for example, the perpetrator was wearing a hat at the time, or his/her hairstyle, facial hair, weight or age have changed. Keep in mind that how a photograph was taken or developed may make a person's complexion look lighter or darker than it looks in real life. So pay attention to facial features.

Take as much or as little time as you need to look at each photograph. Do not assume that I know who the perpetrator is. Let me know if you see the person who committed the crime. If you pick out one of the photographs, I may ask you some follow-up questions. I cannot tell you whether you picked the "right" person or the "wrong" person. The Metropolitan Police Department will continue to investigate this crime whether or not you pick someone from the group of photographs. Tell me too if you see anyone else you recognize.

[For sequential photo arrays only: I am going to show the photographs to you one at a time. Our regulations require that you look at all of the photographs in this array. So if you select one of the photographs before you get to the end, I will still ask you to look at the rest.]

Please do not to discuss this procedure or any photograph you selected (or did not select) with [the victim or] any other witness to this crime.

Do you have any questions before we begin?

PHOTO ARRAY (SHOWN IN THE FOLLOWING PDID # ORDER, IF APPLICABLE)

- 1. PDID# \_\_\_\_\_ 6. PDID# \_\_\_\_\_
2. PDID# \_\_\_\_\_ 7. PDID# \_\_\_\_\_
3. PDID# \_\_\_\_\_ 8. PDID# \_\_\_\_\_
4. PDID# \_\_\_\_\_ 9. PDID# \_\_\_\_\_
5. PDID# \_\_\_\_\_



**PD FORM 122-A**

DATE OF VIEWING: \_\_\_\_\_

TIME OF VIEWING:       START       \_\_\_\_\_

  END       \_\_\_\_\_

LOCATION OF VIEWING: \_\_\_\_\_

VIEWER'S NAME:       \_\_\_\_\_

VIEWER'S ADDRESS:    \_\_\_\_\_

OTHER PERSON(S) PRESENT: \_\_\_\_\_

STATEMENT MADE BY VIEWER:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

EXPRESSIONS, GESTURES, BODY LANGUAGE, IF ANY, USED BY VIEWER:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Photo identified by viewer \_\_\_\_\_

Signature of viewer \_\_\_\_\_

Witnessed by \_\_\_\_\_  
(Print Name and CAD Number)

CCN: \_\_\_\_\_

# Line-up Reporting Times and Location

## I. Special Line-ups:

- Special line-ups are scheduled on Tuesdays, Wednesdays, and Thursdays at 1300 hours.
- Victims/Witnesses for a special line-up are to respond to MPD headquarters at 1245 hours.

## II. Regular Line-ups:

- Regular line-ups are scheduled on Tuesday and Wednesday evenings at 1800 hours.
- Victims/witnesses for a regular line-up are to respond to MPD headquarters at 1745 hours.

## III. Officers and Other Persons Serving as Fillers:

- In a special line-up shall report to MPD headquarters at 1200 hours.
- In a regular line-up shall report to MPD headquarters at 1700 hours.
- To avoid being seen by witnesses, enter MPD headquarters on the C Street, NW side of the building and use the elevator bank directly in front of that entrance to the 4th floor where they will be met by a member of the Major Violators Section and taken to the line-up room.

## IV. Notifying Witnesses:

Instruct witnesses to enter MPD Headquarters on the Indiana Avenue, NW, side of the building and use the elevator bank directly in front of that entrance.

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# Metropolitan Police Academy



## 6.3 Domestic Violence Offenses

### Scenario Based Training Recruit Instructional Aid

Version 2, December 2018

### 6.3.1 Define Domestic Violence

Domestic violence is defined by the National Coalition Against Domestic Violence as the intimidation, physical assault, battery, sexual assault, and/or other abusive behavior as part of a systematic pattern of power and control perpetrated by one intimate partner against another. It includes physical violence, sexual violence, psychological violence, and emotional abuse. The frequency and severity of domestic violence can vary dramatically; however, the one constant component of domestic violence is one partner's consistent efforts to maintain power and control over the other.

Domestic violence affects individuals in every community, regardless of age, economic status, sexual orientation, gender, race, religion, or nationality. It is often accompanied by emotionally abusive and controlling behavior that is only a fraction of a systematic pattern of dominance and control.

Domestic violence can result in physical injury, psychological trauma, and in severe cases, even death. The devastating physical, emotional, and psychological consequences of domestic violence can cross generations and last a lifetime for not just married couples, but anyone involved in an intimate relationship, dating, or living together. Furthermore, it not only affects those involved, but friends, family, co-workers, witnesses, and the community as a whole. Exposure to domestic violence in children often leads to social and physical problems, as well as an increased risk of becoming a victim or abuser in the future.

The following statistics were reported in the CDC's National Intimate Partner and Sexual Violence Survey:

- 1 in 3 women and 1 in 4 men have been victims of some form of physical violence by an intimate partner within their lifetime.
- 1 in 5 women and 1 in 7 men have been victims of severe physical violence by an intimate partner in their lifetime.
- 1 in 7 women and 1 in 18 men have been stalked by an intimate partner during their lifetime to the point in which they felt very fearful or believed that they or someone close to them would be harmed or killed.
- On a typical day, there are more than 20,000 phone calls placed to domestic violence hotlines nationwide.
- 1 in 5 women and 1 in 71 men in the United States have been raped in their lifetime.

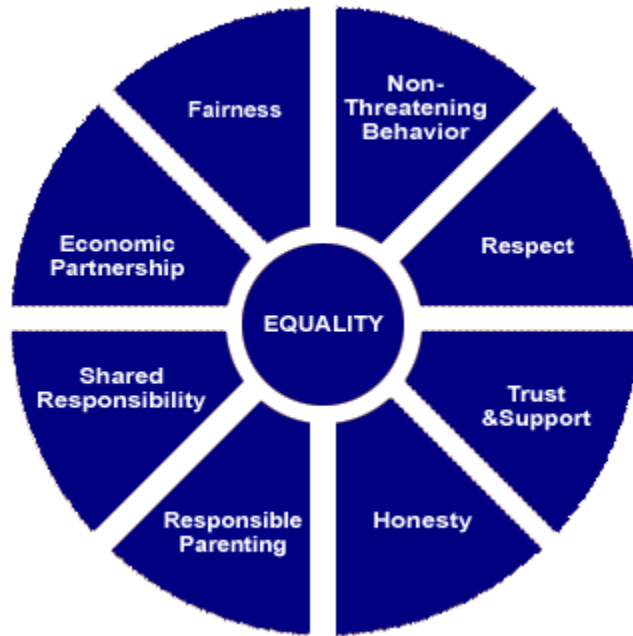
Although police officers encounter physical assaults most often, domestic violence includes various other forms of abuse:

1. **Physical Abuse:**  
Hitting, slapping, shoving, grabbing, pinching, biting, hair pulling, etc. are all examples of physical abuse and constitute an unlawful assault. This also includes denying a partner medical care or forcing alcohol or drugs upon him or her.
2. **Sexual Abuse:**  
Coercing or attempting to coerce any sexual contact or behavior without consent. Sexual abuse includes, but is not limited to, marital rape, attacks targeting one's sexual organs, forcing one to have sex through assault, or treating one in a sexually demeaning manner.
3. **Emotional Abuse:**  
Undermining an individual's sense of self-worth and/or self-esteem is considered emotional abuse. This includes persistent criticism, disrespectful treatment, diminishing one's abilities, name calling, or purposefully damaging one's reputation and/or relationship with one's children and family members.
4. **Economic Abuse:**  
Making or attempting to make an individual financially dependent by maintaining control over financial resources, withholding one's access to money, or forbidding one's access to education or employment.
5. **Psychological Abuse:**  
Elements of psychological abuse include causing fear by intimidation, threatening physical harm to one's self, or one's partner, children, family, or friends, destruction of pets or property, and forcing isolation from family, friends, school, or work. Psychological abuse comes in many forms, and is often present in cases involving other forms of abuse.

### **6.3.2 Explain the dynamics of Domestic Violence**

Today, more than ever, there is a high level of awareness of the issues surrounding domestic violence. Though much still needs to be done, resources for victims and training for law enforcement have significantly improved in recent years.

Historically, domestic violence was always seen as males abusing female partners. The truth, however, is that domestic violence has no bias against race, gender, or status. It affects people across all spectrums of society. Males, though often reluctant to reveal it due to feelings of shame or embarrassment, do become victims of domestic violence. Domestic violence, in all cases involves the two major elements of **power and control**.



**Power and Control:**

Abusers normally find ways in which to control their victims, and seek to maintain power in the relationship. This often includes coercion, threats, and intimidation. Threats by the abuser to leave or commit suicide often deter victims from filing charges, seeking help, or finding a solution.

Power is often established by provoking fear in a victim through violence or other actions. These tactics used to establish power and control are both violent and non-violent. Officers must be cognizant of these tactics while investigating intra family and domestic violence situations:





- **Intimidation:**  
Intimidation tactics are used to instill fear in the victim. This can be done through body language, actions, threats, gestures, destroying property, abusing pets and displaying weapons.
- **Emotional Abuse:**  
Emotional abuse is the practice of continued and ongoing actions that cause the victim to feel bad, guilty, or worthless. This involves putting down one's partner through insults, demeaning or derogatory comments, name calling, humiliation, causing him/her to feel that he or she is crazy, and generally playing mind games with the victim. These actions serve to convince the victim that no one will accept their word over that of the abuser.
- **Isolation:**  
Isolation involves controlling and limiting what the victim does, who the victim sees and associates with, what the victim reads, where the victim goes, and limiting the victim's outside involvement, often delaying employment or education. The abuser will often not allow the victim to communicate with family members.
- **Minimizing and Directing Blame:**  
Abusers will often minimize their actions by making light of the abuse and not taking the victim's concerns or troubles seriously. The abuser often denies that his or her actions are abusive or even happened, and often shifts blame and responsibility back to the victim. Abusers will tell their victim that their behavior, actions, or inactions cause the abuse. Abusers often use children to make the victim feel guilty by having them relay messages to the victim during periods of separation. As a result, the children's visitation time is used as another opportunity to harass and abuse the victim. Furthermore, children are used by abusers to maintain power and control by making threats to the victim of taking the children away if the victim seeks help or police services.
- **Male Privilege:**  
Male abusers often use perceived "male privilege" to define their role in a relationship, and their abusive behavior. Using these roles, abusers act as though they are to make all of the family's decisions, treat the victim as a lesser individual or even a servant, and assume the position of "man of the house" or "master of his castle". These abusers also attempt to manipulate police officers by playing on male officer's sympathies and gender understanding to defend his actions. It is important for officers to remain objective and recognize attempts at using male privilege to influence the officer's perception of the incident. The officer's responsibility is not to pick sides, but to determine what exactly happened, whether a crime has occurred, and the primary aggressor.
- **Economic Abuse:**  
Economic abuse comes in many forms which prevent victims from acquiring or keeping employment and ultimately earning their own money, and potential for independence and self-reliance. These actions force victims to rely upon the abuser for money and other basic needs. Abusers in some cases give the victim an allowance, take or deny money from a victim as punishment, and limit the victim's access to money and assets which are ordinarily shared property of the couple or family. In these cases, the abuser has complete control over all

financial interest of the family, including the filing of taxes, mortgage, rentals etc. and only uses the victim when necessary to sign requisite legal forms without explanation.

- **Coercion:**  
Abusers use coercion and threats to hurt the victim and maintain power and control. These often involve threatening to commit suicide, threatening to leave, threatening to take children, threatening to report the victim for known crimes or issues such as welfare, tax, or immigration issues. Anything an abuser can use against a victim will be used as leverage to prevent the victim from filing charges, protection orders, or seeking help.

### 6.3.3 Diagram the Cycle of Violence

Studies have shown that abusive relationships tend to follow a consistent pattern. Most victims do not seek help after the first case of violence. Most calls for police service occur after numerous cycles of violence. These patterns are used to maintain control over victims, and reoccur like a cycle of behaviors and actions. After interviewing 1500 victims of domestic violence, psychologist Lenore Walker developed a social cycle theory for abusive relationships called the Cycle of Violence.

The cycle of violence is divided into three stages. These stages are cyclical; however, the starting time and time frame of each phase is not easily predictable. It is difficult for police officers to determine which phase an abusive relationship is in, as they are not involved the way victims and family members are; however victims typically seek help in the **tension building phase** as violence increases, or during the **acute battering phase** after a burst of violence.

It is important for police officers to understand the cycle of violence and each of the phases in order to better interpret situations in the field. The cycle consists of the 3 following phases:



**1. Tension Building:**

The first phase of the cycle of violence involves tension building as a result of the abuser's inability to control the victim through power and control techniques. During this phase the abuser becomes increasingly frustrated. As a result, the abuser initiates arguments with the victim over trivial issues, quickly becomes jealous, and has a tendency to become extremely angry. The abuser often shouts, calls names, and makes verbal threats. During this phase the threats escalate into shoving, pushing, and restraining the victim against his or her will. As tension builds, these incidents become more frequent and more violent. This stage lasts until the first instance of extreme violence.

**2. Acute Battering (Violence):**

The second phase of the cycle of violence occurs when the tension building has reached its threshold and physical violence begins. The severity of violence varies in each case, and depends on how many times the people involved have been through the cycle of violence. The first explosion of violence might be a single slap to the face. The second incident may include throwing the victim to the ground or punching the victim repeatedly. In later cycles, the violence increases and may involve weapons.

The level of injury suffered by the victim will increase accordingly. The violence during this stage may last just a few moments, or for a few days. After becoming accustomed to the cycle of violence, victims often provoke the acute battering phase in an effort to get it over with. For example, a victim may use methods such as refusing to cook dinner, or refusing to sleep with the abuser in an effort to end the cycle. Victims do so because they cannot stand to live with the terror, anger, and anxiety of waiting for the imminent violence. Victims want to reach a climax in the violence as soon as possible at which time the cycle transitions to the calmer third phase of the cycle.

**3. Honeymoon:**

The third phase of the cycle of violence is known as the hearts and flowers, honeymoon, or kindness and contrite loving behavior phase. Following a severe battering incident, most abusers enter this phase of the cycle immediately, or shortly thereafter. Abusers become apologetic and beg for forgiveness. Abusers promise that the violence will never happen again and promise to reform. During this phase, the abuser will court their partner and attempt to become again the person they initially fell in love with. Many abusers honestly believe that they will reform their behavior during this phase. Victims often want to believe the abuser, however, without outside intervention, the cycle will eventually repeat itself and transition back into the tension building phase.

**6.3.4 Identify the dynamics of ending an abusive relationship**

Ending or removing oneself from an abusive relationship is far more difficult than most people expect. Furthermore, police officers often struggle with frustration with victims of domestic violence and their inability to leave the relationship. Although many victims do eventually leave, some remain in the relationship even after police intervention. The control that abusers develop over victims, and obstacles that must be dealt with prior to leaving often leave victims with limited options.

The fear of leaving an abusive relationship is also a significant factor. The more abusive the relationship, the greater the threat of danger is to the victim if he or she attempts to leave. This danger (i.e., physical violence) also applies to police officers who are forced to intervene and become involved in the situations. Obstacles preventing victims from leaving often involve the following factors:

- Economic dependence
- Child care issues
- Fear of losing children
- Religious beliefs
- A perception that it is the victim's role to take the abuse
- Unemployment
- Language barriers
- No family or social network
- Victims feeling ashamed by the situation, or by the behavior of his/her partner
- Failures of the criminal justice system

**Failures of the Criminal Justice system:** When police officers respond to incidents involving domestic violence, numerous outcomes are possible depending upon the circumstances present in each case. If no action is taken, victims often feel penalized for seeking help, and abusers often feel even more empowered. This often leads to worsening violence during future cycles of violence and discourages victims from seeking help in the future. There are other entities (i.e., court services, prosecution) that are critical links in the criminal justice system.

#### Slide Ten

Another factor which often prevents victims from leaving abusive relationships is a psychological condition developed over the course of the abusive relationship. The most common condition is a form of post-traumatic stress known as "**Battered Woman's Syndrome**" or more recently, "**Battered Person's Syndrome**". Although both men and women are victims of domestic violence, this condition was initially used as a defense in cases involving female victims who murdered their abuser when left with no other solution.

This condition develops when a victim believes escape is impossible due to the extreme level of fear brought about by the cycles of violence. This is a recognized psychological condition found in persons who have been the victim of consistent or severe domestic violence. To be classified as a battered person, one must have been through at least two cycles of violence. Battered person's syndrome includes four stages:

#### 1. Denial:

Stage one occurs when the battered person denies that a problem exists, both to themselves and to others. Most victims will make excuses for their partner's behavior, and generally believe that it will not continue.

**2. Guilt:**

Stage two occurs when the victim recognizes or acknowledges that a problem exists in the relationship. The victim understands that that he or she is a victim of abuse and that the potential for future violence exists.

During this stage, victims take the blame and responsibility for violence they receive, and question their own character, still attempting to live up to the expectations and requirements of their abuser.

**3. Enlightenment:**

Stage three occurs when the victim begins to understand that they do not deserve to be abused. Victims come to understand that the violence and abusive behavior is not justified, and that the abuser has a serious problem. However, the victim, during this stage, still has hope that the relationship will improve, and remains with the abuser in hopes of saving the relationship.

**4. Responsibility:**

Stage four occurs when the victim recognizes that the abusers problem cannot be fixed by the victim. During this stage, victims come to understand that nothing they do or say will help the abuser or the relationship. Only then do victims begin making necessary decisions to leave their abusers and seek help.

### **6.3.5 Illustrate the legal requirements for law enforcement regarding Domestic Violence**

Due to the seriousness of domestic violence, and the challenges involved in detecting and preventing it, several acts have been passed which affect the way in which police officers and the court systems handle such situations.

These laws will often define the way domestic violence incidents are handled by police officers and limit the discretion officers normally have in their decision making and problem solving processes.

**1. Violence Against Women Act of 1994:**

Congress approved and President Clinton signed the Violence Against Women Act which included a number of new federal statutes regarding domestic violence. Most importantly, it created federal penalties for abusers who cross state lines to continue abuse, and required that all states enforce stay-away or protection orders issued by other states. Additionally, it created a federal offense for those subjected to stay away/protection orders to receive or possess a firearm.

**2. D.C. Prevention Against Domestic Violence Amendment Act of 1990:**

Washington DC City Council passed this act which created an exception for officers in making warrantless arrests based upon probable cause for all intra-family offenses. It went on to define intra-family offenses, and ended the practice of using dispute resolution or mediation in handling intra-family offense calls for service.

**Intra-family Offenses:** Interpersonal, intimate partner, or intra-family violence. Any act punishable as a criminal offense which is committed or threatened to be committed by an offender upon a person to whom the offender is related to by:

- Blood;
- Adoption;
- Legal custody;
- Domestic partnership; or
- With whom the offender has a child in common;
- With whom the offender shares or has shared a mutual residence; or
- Who is or was married to, in a domestic partnership with, divorced or separated from, or in a romantic or sexual relationship with another person who is or was married to, in a domestic partnership with, divorced or separated from, or in a romantic, dating or sexual relationship with the offender.

As a result of this act, when such intra-family relationships exist between the offender and victim, officers in Washington D.C. shall make an arrest on the scene based upon probable cause rather than obtaining an arrest warrant. This act was reinforced by the following law which requires officers to make an arrest on the scene of such offenses.

**3. Washington D.C. Mandatory Arrest Law – DC Code § 16-1031**

- (a) A law enforcement officer **shall** arrest a person if the law enforcement officer has probable cause to believe that the person:
- Committed an intra-family offense that resulted in physical injury, including physical pain or illness, regardless of whether or not the intra-family offense was committed in the presence of the law enforcement officer; or
  - Committed an intra-family offense that caused or was intended to cause reasonable fear of imminent serious physical injury or death.
- (b) The law enforcement officer shall present the person arrested under this section to the United States Attorney for charging.

This law requires officers to make an arrest for intra-family (domestic violence) offenses when probable cause exists. Furthermore, in section (b), it requires that the person arrested be presented to the United States Attorney for charging. As such, those arrested for domestic violence or any intra-family offense, are not eligible to be released on citation or bond. They must appear before a judge in person, at which time a determination will be made about charging, releasing, and/or holding the arrestee.

**4. Mandatory Arrests and Liability:**

Failure to make an arrest in a domestic violence case requiring such action can result in officer liability. Liability is defined by Black's Law Dictionary as "the state of being legally obligated or

accountable; legal responsibility to another or to society, enforceable by civil remedy or criminal punishment". Police officers do have a responsibility to society and others, and can be found liable by the courts. If found liable, they are said to have failed to carry out certain aspects of their job, responsibilities, and duties. When this occurs, police officers face civil, criminal, and or administrative sanctions. Police supervisors have the added burden of being liable for failing to train, direct, supervise, hire, retrain, assign, and entrust; also for participating in an act or misconduct and for ratifying the misconduct of subordinates.

Police liabilities arise from different sources ranging from civil, criminal, and administrative sanctions. Civil liabilities result in monetary damages. Criminal liabilities can lead to imprisonment, fines, or other forms of criminal sanctions. Administrative liabilities result in dismissal, demotion, transfer, reprimand, or other forms of sanctions authorized by agency policies, guidelines, and collective bargaining agreements.

As a police officer you may be liable under any of these types of liability in one singular act (or omission) if all of the elements are present. The provision against double jeopardy of the Fifth Amendment does not apply. As such, a police officer can be sued civilly, and charged criminally for the same incident.

Targets of liability include individual officers, supervisors, and the government agency or police department. Individual officers are obvious targets because they are the individuals who normally committed the violation. If the injury caused by an officer can be linked or traced to any failure on the part of a supervisor to do his or her duties, they too can be held liable.

**DC Code § 16-1033, Civil Liability:**

A law enforcement officer shall **not** be civilly liable solely because he or she makes an arrest in good faith and without malice pursuant to this subchapter.

**Good Faith:**

This concept refers to a state of mind consisting of honesty in one's belief or purpose, and faithfulness to one's duty or obligation.

**DC Code § 16-1045, Immunity:**

The District of Columbia and its officers and employees, a law enforcement officer, prosecuting attorney, clerk of the court, or any state or local government official acting in an official capacity, are immune from civil and criminal liability for conduct arising out of the registration or enforcement of a foreign protection order or the detention or arrest of an alleged violator of a foreign protection order if the conduct was done in good faith in an effort to comply with this subchapter.

This statute provides a degree of protection for police officers and other when enforcing domestic violence offenses in good faith.

### **6.3.6 Outline interagency cooperation between Metropolitan Police Department and other city agencies regarding Domestic Violence**

Law enforcement intervention is one of many resources and options for victims of domestic violence. Additionally, law enforcement can generally only arrest the abuser, which is not always considered the best solution for victims of domestic violence or abusive relationships. As such, MPD advises victims about community services which offer different types of support and resources for victims of domestic violence.

Although making an arrest for an intra-family offense may bring closure to the officer's case, it is often only the first step of a victim's effort to leave an abusive relationship. Furthermore, cleared cases do not necessarily mean that the situation is resolved or that a permanent solution has been reached. As such, numerous resources exist for victims at this stage, which can assist in making arrangements for housing, child-care, pet-care, transportation, advocates, communication devices and other needs of a victim which may otherwise deter him or her from ending the relationship.

MPD has a close partnership with other agencies and victim advocates in an effort to effectively end existing cases of domestic violence and to prevent future cases, including:

#### **OCAP – On Call Advocacy Program:**

The On Call Advocacy Program is operated by SAFE (Survivors and Advocates For Empowerment). SAFE advocates consist of staff and volunteers who assist and support victims of domestic violence, and provide them with resources, and assistance as needed to protect them from further abuse. They are also available to MPD members at all hours (24/7) when needing assistance in handling a domestic violence situation.

The immediate crisis intervention resources offered by OCAP assists in finding shelter for a victim, creating a safety plan, providing resource referrals, providing legal information, and providing education about the cycle of violence. OCAP also assists in offering Crime Victim's Compensation Program applications and hotel placement until shelter resources become available.

Transportation services are available for the victim and family members, as well as supplies for child care. Each victim is assigned to a SAFE advocate which assists them throughout the court proceeding and guides them through the process of obtaining a Temporary Protection Order from the abuser. When needed, a 911 cell phone is also provided to the victim.

Officers are required to offer OCAP services when handling domestic violence and intra-family situations. When doing so, officers can contact OCAP directly, or provide the victim with contact information to OCAP. Officers should not guarantee the victim any specific service or assistance, and should instead allow OCAP to conduct an interview, evaluate the situation, and make arrangements with the victim.

#### **SAFE Ride-Along Program:**

To further expand the services available to victims of domestic violence, SAFE and MPD have created the "SAFE Ride-Along Program" which will bring SAFE advocates to the scenes of intrafamily calls for service. SAFE and MPD have agreed to a recurring schedule that will bring the SAFE advocates or MPD Domestic Violence Liaison Volunteers to the Police Districts for ride-alongs with MPD members for up to eight (8)



hours. This initiative offers direct and immediate in-person support services to domestic violence victims.

**Domestic Violence Assessment Tool (DVAT):**

When communicating with victims, OCAP response line advocates use the domestic violence assessment tool outlined in Special Order 12-14. DVAT consists of 11 questions asked to the victim, some of which are weighed more heavily by the tool than others, which indicates the level of risk to each victim. These questions were developed based upon research of factors that may indicate the highest risk of serious assaults or homicide of domestic violence victims. The questions are:

- Has he/she ever used a weapon against you or threatened you with a weapon?
- Has he/she threatened to kill you?
- Do you think he/she might try to kill you?
- Does he/she have a gun or can he/she get one easily?
- Is he/she violently or constantly jealous or does he/she control most of your daily activities?
- Have you left him/her or separated after living together or being married?
- Is he/she unemployed?
- Has he/she tried to kill himself?
- Do you have a child that he/she knows is not his/hers?
- Does he/she follow or spy on you or leave threatening messages?

**My Sister's Place:**

My Sister's Place is a partner advocacy group for domestic violence victims in Washington DC. Their primary function is to provide victims with confidential emergency temporary housing after an act or threat of violence, and transition, when necessary, to permanent housing. They also provide support programs, counseling, education, and advocacy to domestic violence survivors.

**Washington Humane Society:**

The Washington Humane Society is an MPD partner which offers resources and a safe-haven for household pets. In domestic violence cases where a victim is concerned about the care of a pet, or preventing abuse of a pet in his or her absence, the Humane Society can be contacted for assistance. Additional guidance is available in Circular 14-08 (Help for Domestic Violence Victims with Pets).

### 6.3.7 Describe a Domestic Violence Investigation

Although officers may come across or be flagged down for domestic violence offenses while on patrol, officers will most often receive a radio run through the dispatcher for these events. They will typically be classified and dispatched as a domestic violence assault, or a family disturbance.

“Domestic Violence” and “Intra-Family” are not distinct offenses, and are often used interchangeably to describe the nature of the offense or incident taking place. Both can be applied to numerous offenses defined in D.C. Code, such as Simple Assault, Felony Threats, Assault with a Dangerous Weapon, etc.

For example, a Simple Assault between a husband and wife would be classified as Simple Assault Domestic Violence. Intra-Family refers to a domestic relationship, but is not used in classifying the offense. Intra-Family distinguishes incidents and offenses from non-domestic/non-family offenses and

incidents. For example, cases involving intra-family relationships are assigned to domestic violence detectives, and are handled by the Family Court section of DC Superior Court rather than the general section.

### **Intra-family Offense**

When responding to a call for service in which a domestic violence **offense** has occurred, dispute resolution and mediation practices are not to be used, in lieu of arrest. Officers must conduct a thorough preliminary investigation, and make every effort to interview the complainant/victim at the scene of the alleged offense.

### **Preliminary Investigation:**

Upon arrival at the scene of an intra-family related call for service, members shall conduct the initial investigation. In addition to obtaining the basic information required for completing requisite reports, perform the following tasks:

- Determine the location and condition of the victim;
- Provide aid to the injured and request an ambulance, if needed;
- Determine whether the suspect is still on scene;
- Secure the scene;
- Locate and ensure the welfare of any children, or others, at the scene;
- Separate the victim, the suspect, and the witnesses;
- Remove the victim and any witnesses from the suspect's line of sight and hearing, and never leave victims or witnesses alone with the suspect;
- Advise all victims, witnesses, and suspects that it is protocol to interview them each separately;
- Recover and seize all related items of evidence; and
- Distinguish the primary aggressor in the offense if possible.

### **Victim Interviews:**

It is important to receive a statement from victims of domestic violence in order to conduct a thorough investigation. However, victims are often not comfortable answering questions, especially if the abuser is present. The intimidation and control of an abuser may cause a victim to refuse questioning or remain silent. For this reason, all parties should be separated. When possible, they should not be within the line of sight of one another, and be far enough from one another that neither can overhear what is being said.

It is imperative that officers keep in mind the seriousness of domestic violence incidents. Although they may be routine for the patrol officer, these incidents are traumatizing and life-changing events for victims. Be patient and compassionate when interviewing victims, allowing them to explain what happened rather than initially asking too many questions. Keep in mind that victims may also be extremely angry or distressed. Set the tone for the interview, and assure the victim that you are concerned for his or her safety.

When questioning a victim after receiving their initial statement:

- Do not be judgmental
- Ask specific questions about the crime scene and abuser
- Acknowledge the victim's fear, anxiety, anger, or ambivalence about the offense

- Express empathy with and be considerate of the victim's feelings
- Ask about abuse and look for physical signs of abuse such as injuries, swelling, bruising, and signs of previous injuries such as scars, spongy scalp, signs of strangulation, etc. Photos should be taken of all injuries.

**Witness Interviews:**

All witnesses should be interviewed during the preliminary investigation. Witnesses can include anyone who observed the offense, or has knowledge of past abuse including children residing in the home, or present at the time of the offense, family members, friends, neighbors, strangers who may have observed the offense, and employees or co-workers who have knowledge of past abuse, etc.

Children are often present when domestic violence occurs, and are a valuable source of information. While conducting the preliminary investigation, always interview children who were present about the current incident or offense, and previous cases of abuse that they may have observed. Remember that children are often traumatized by the nature of these incidents. Be compassionate, build rapport, and interview them separately from other parties involved.

In cases where children have been exposed to domestic violence, officers should contact Child and Family Services (CFSA). Exposure to domestic violence in the home may impact a child's safety and well-being. Exposure is an inclusive term which goes beyond merely witnessing, and can include watching or hearing the violence, direct involvement (e.g., trying to intervene), or experiencing the buildup of tension to the violence or experiencing the aftermath of an assault (e.g., seeing injuries or observing maternal depression). CFSA provides a variety of services related to the care of children including emergency temporary housing.

**Evidence Collection:**

Evidence includes anything that is used to establish probable cause that a crime occurred, or that abuse has been taking place. All evidence should be documented and/or seized, processed, or photographed by a crime scene technician. Items of evidence in domestic violence cases includes injuries, blood, broken or destroyed property, torn clothing, weapons, journals, letters, notes, emails, text messages, and phone records.

When conducting the preliminary investigation, officers should determine and document the following information concerning whether:

- The victim has called the police on previous occasions (reviewing reports/confirming with dispatcher);
- There has been prior intra-family related offense arrests of either party (reviewing Cobalt records);
- The suspect has harmed the victim on previous occasions;
- The victim received medical treatment or was hospitalized because of a prior intra-family offense; and
- The victim has obtained a CPO, TPO, or foreign protection order against the suspect.

**Determining Probable Cause:**

All calls for intra-family and domestic violence incidents require a preliminary investigation to determine what happened, and whether an offense occurred. Officers use the same techniques as always in classifying the offenses and weighing the evidence, statements, and circumstances to determine whether probable cause exists. There are however, common indicators unique to intra-family offenses of which officers must be aware. The following indicators can be used to assist officers in their investigations and determining whether an offense has occurred and if probable cause exists to make an arrest:

- The existence, nature, and extent of visible injuries;
- Evidence of non-visible injuries (complaints of pain, etc.);
- The victim's need for medical treatment;
- Furniture and property in disarray;
- The presence of weapons;
- Threats made in the officer's or a credible witness' presence;
- The demeanor of the victim, suspect, or witness;
- The existence of a TPO, CPO, or Foreign Protection Order; and
- A prior history of violence, including but not limited to intra-family offenses, previous reports for intra-family incidents, and prior protection orders against the suspect;
- Handwritten notes or journals kept by the victim documenting abuse;
- Electronic messages (text, phone, email) saved by the victim.

Remember that domestic violence occurs in a variety of ways among all genders, races, economic levels, religions, and sexual orientations. As such, officers must approach each case objectively and ensure that these laws are being enforced fairly. The following aspects of a domestic violence scene should **never** influence your decision to make a lawful arrest, or hinder your standards for developing probable cause:

- The marital status of the involved parties;
- The race or ethnicity of the involved parties;
- The sexual orientation of the involved parties;
- The cohabitation of the victim and the suspect;
- The potential financial or employment consequences of an arrest;
- The failure of the victim to report prior complaints;
- Verbal assurances by the suspect, or the victim, that violence will cease;
- The location of the incident;
- Speculation that the victim may not proceed with the prosecution or that the case may not result in a conviction;
- Evidence that the suspect, or the victim has been abusing alcohol or drugs (Intoxication and impairment can affect the reliability of the person being interviewed, but should not be a sole determining factor);
- Any claims that the victim provoked the violence by making the suspect angry in some way;
- The existence of a lease which the victim or suspect is not listed on;
- A statement from the victim that the victim does not want the suspect arrested; or
- The fact that the suspect or victim is a law enforcement officer or public official.

After conducting the preliminary investigation, and interviewing all victims, witnesses and suspects, if the member conducting the investigation determines that probable cause exists to believe that the

suspect has committed an intra-family offense or violated a TPO, CPO, Foreign Protection Order and the suspect is present or can be located, the member shall make an arrest for the offense.

If after conducting the investigation, probable cause exists to believe that the suspect has committed an intra-family offense, but is not present, the member shall obtain a description of the suspect and shall diligently canvass the area in order to locate the suspect.

If after conducting the investigation, probable cause exists to believe that the suspect committed an intra-family offense, but is not present or able to be located, an event report shall be completed to initiate an investigation conducted by domestic violence detectives.

**For example,** you and your partner receive a radio run for an unknown emergency in which the caller hung up after screaming into the phone for police. You and numerous officers respond directly to the scene and find a woman (Carol) in the front yard with a torn shirt and the house phone in her hand. She is crying, screaming, and cursing at a man (James) who is calmly sitting on the front steps leading to the residence. Carol has swelling and discoloration around her left eye, and is bleeding from the lip. A request for DC Fire and EMS is made at which time you assure her that help is on the way. Meanwhile, 2 of your partners take James inside the house to conduct an interview in a separate location from Carol.

Carol says that he beats her regularly and has been arrested for it in the past. A check reveals that James has been arrested for domestic violence, and that she has had a protection order against him in the past. She states that they have had an on and off romantic relationship for 5 years, and that although they live together, she tried to kick him out tonight which led to an assault. She reports that he threatened to put her head through the wall, and then punched her in the face numerous times while preventing her escape by holding her shirt which is how it was torn. After the assault she fled from the house and called 911 from the front yard.

James reports that nothing happened, and denies being involved in any type of altercation. He has a few scratches on his forearms which are apparently fresh and still bleeding. He maintains a very calm demeanor and reports that Carol has mental health issues and lies to police regularly in an effort to get him arrested. He says he received the scratches at work earlier that day. He shows you his hands and says "Go ahead and arrest me. I know that's what you're going to do. You always believe her anyway, but that doesn't change anything". A chair inside the house has been knocked over, and a glass lamp has been shattered. When asked, James says that Carol did that herself in anger. Carol says it all happened while she struggled to get away from him.

A neighbor comes out and asks Carol if she is okay. Carol responds that she is. An officer interviews the neighbor who discreetly reports being aware of their abusive relationship for years, calling 911 in the past, and observing James beat her on numerous occasions. She states that she has called domestic violence advocates for Carol before which helped, but Carol has been unable to permanently separate from James.

In this case, based on the evidence, injuries, statements, and past abuse, it would be determined that an assault did take place and that James was the primary aggressor. As such, based upon probable cause, James would be arrested on the scene for Felony Assault Domestic Violence. Additionally, Carol should be issued a Domestic Violence Brochure, offered OCAP, and instructed on what further steps can be taken to proceed with the case and obtaining a protection order.

**Intra-Family Incidents – Family Disturbance:**

If the preliminary investigation does not establish probable cause that an intra-family offense occurred, the member shall:

- Complete an incident report documenting what did happen using the classification of **“Family Disturbance”**
- Complete and provide the victim with a PF 378A Victim resources Domestic Violence Brochure;
- Offer OCAP services to the parties involved in the family disturbance;
- Warn the parties that future threats, abuse, or destruction of property does constitute an offense and may result in arrest;
- Inform the victim/complainant that he or she is entitled to receive a free copy of the incident report from a police station or from the Public Documents Section in person with proof of identification;
- Include the type of intra-family relationship between the parties involved in the incident report.

Radio assignments will often be dispatched as a Family Disturbance. These cases normally involve intra-family disputes or arguments which have not developed into violence or criminal acts. Although no offense has occurred, it is important to remember that you may be entering into a stage of the cycle of violence. As such, just like domestic violence calls in which no probable cause exists to believe an offense occurred, the incident is documented with an event report with the classification of **Family Disturbance**.

**Loud Argument:**

Officers will often receive radio calls for service placed by a neighbor or uninvolved witness for a loud argument taking place. These are often found to be intra-family related, and should be handled in the same manner. A preliminary investigation should be conducted, and if probable cause that an offense occurred does not exist, an event report documenting the argument and police response should be completed and classified as a **Family Disturbance**.

**For example**, you receive a radio assignment for a family disturbance at a residence in your PSA. You meet your assisting unit out front and approach the home. Once inside, you determine that it is a husband and wife disputing over financial concerns. You separate the couple and conduct interviews about what occurred. You also interview a 12 year old daughter about the incident. All parties report that they were involved in an argument that became loud, but that neither party became violent. There are no visible injuries, and all parties report that the police have never intervened at the home before, and that their arguments have never resulted in violence.

In this case, officers should complete a report for Family Disturbance to document the incident without making any arrests. He or she should complete a PD378A, offer OCAP services, and advise all parties that future violence or threats may lead to an arrest. This should all be documented in the incident report.

**Assist with Clothing:**

A common radio assignment related to intra-family incidents is dispatched as an Assist with Clothing call. This is when someone requests police assistance in retrieving their personal property from a shared residence. This is often done to avoid a confrontation, or in an attempt to ensure access to the property at the time of separation.

**Service of a TPO or CPO:**

Officers will often receive radio calls for service to assist in serving these protection orders. When a protection order is issued, it must be served – that is, formally delivered to the other party to make them aware of the order’s existence. Since this would often involve the victim having to confront their abuser, individuals who obtain protection orders from the courts often request police assistance in serving the orders to the other party involved to avoid confrontation and have a police officer witness the serving of the order. Police officers facilitate the serving of these orders to ensure compliance with the order and to prevent conflict. Remember to read the order and confirm the identity of those involved prior to enforcing and serving the order.

**1. Reciprocal Complaints (Criss-Cross):**

When investigating domestic violence offenses, officers must attempt to determine which party was the primary aggressor in order to prevent the arrest of a victim acting in self-defense. In many cases this is apparent and obvious based upon statements, injuries, and evidence; however it will not always be easy to determine. Reciprocal Complaints refers to cases in which both parties committed a domestic violence offense, and both must be arrested as a result of the investigation. This is commonly referred to as a “criss-cross” arrest situation.

When you determine that one party was the primary aggressor, and the other party is the victim, only the primary aggressor is to be arrested even if the victim used force or violence in defending him/herself. When officers are unable to make this determination, request a detective or MPD official respond to assist in making the determination.

Ensure that the following steps have been completed as part of your preliminary investigation prior to determining whether a criss-cross arrest situation exists:

**1. Obtain a history of the relationship and any pattern of abuse**

- Assaults
- Previous complaints
- Calls for service
- Neighbor statements
- Children statements

Some victims will be able to produce documentation of past abuse, MPD central complaint numbers for previous reports or arrests, and advocates who may have knowledge of previous abuse. Officers equipped with mobile tablets or computers can also research the address and parties involved to see previous incidents involving each. Additional information from children, witnesses and neighbors may assist in obtaining a history of the relationship and pattern of abuse.

**2. Evaluate the history (if applicable) of violence**

- Arrests
- Reports

- Frequency
- Type/nature
- Protection orders

In much the same way as patterns of abuse, officers can use different techniques to determine a history of violence in the relationship which may indicate one party consistently being the aggressor, victim, etc. Additionally, officers can check previous reports, the nature of the reports, and the frequency of documented violence to assist in determining a pattern. Victims may also provide documentation of previous protection orders.

3. Evaluate injuries received by all parties

- Severity of injuries to each
- Consider the size and strength of each
- Analyze injuries for signs of offensive or defensive marks/injuries

Injuries are a valuable tool in distinguishing aggressors from victims. Defensive wounds, marks, and injuries should all be documented and questioned. Defensive wounds are often present on the hands and arms from shielding one's head or body from an assault. They often consist of bruises, lacerations and abrasions depending on the type of weapon used. Victims on the ground often receive similar defensive injuries to the legs and feet while using them to protect his or her body.

4. Evaluate any threats that have been made

- Who has made the threats
- Severity of threats
- Capacity of person making threats

It is important to ask all parties involved, and all non-involved witnesses, children etc. about any threatening statements that were made. Victims can often provide documentation of threats made through text and email which were saved or photographed, and in some cases threats will be made in your presence. These threats can help to indicate which party is or has been the primary aggressor.

When the member, detective or supervisory official determines that both parties have committed an intra-family offense, and neither was acting in self-defense, both parties shall be placed under arrest.

All reports completed in a criss-cross arrest situation will also be reviewed by the patrol district watch commander.

**For example,** you respond to a domestic violence assault in progress. The dispatcher reports that a female caller named Ms. Rose is witnessing an assault between her 23 year old son and her boyfriend inside their apartment. Upon arrival you find and separate all three parties. The son and boyfriend both have minor face and hand injuries, and report being assaulted by one another. Both claim to have acted in self-defense. The caller reports that they were arguing over the son's behavior, which lead to both



making threats of violence. At some point they were face to face screaming at which time they began to fight. Both physically assaulted the other, before wrestling on the ground and splitting up when Ms. Rose called 911. You have sufficient information to believe an assault occurred, and that both parties committed an unlawful assault. Furthermore, there is no evidence to indicate that either party was the aggressor. You notify an official of the situation and report that it may be a reciprocal complaint.

A Sergeant responds to the scene, conducts an investigation, and confirms that both the boyfriend and the son committed a reciprocal assault. As such, both shall be arrested for Simple Assault Domestic violence.

### **6.3.8 Identify forms related to Domestic Violence investigations**

All domestic violence offenses and incidents will be documented with a formal police report. These reports should include a detailed description of the event, all parties involved, injuries, police and medical services provided, pattern and history of abuse, and the type of intra-family relationship that exists to include the type of relationship, length of relationship, etc.

In addition to completing an event report, officers shall complete and issue a PD 378A Domestic Violence Victim Resource Brochure to all victims. This form contains extensive information and resources for victims to choose from as they consider.

A space is provided on the form for the reporting officer to write his or her name, badge number, the date of the report, and the central complaint numbers corresponding to the event report. With this information, victims are able to contact numerous resources, obtain protection orders, find housing, child care, and advocates, and continue the process of leaving an abusive relationship after the police intervention ends, and/or the abuser is arrested.

Officers should always have copies of this form in their possession while on patrol.

In addition to the PD 378A, officers should offer OCAP services and explain the process for obtaining a Temporary Protection Order. Both of these services are on the PD 378A and should be shown to the victim. Document in your event report that all three of these were offered to the victim.

### **6.3.9 Differentiate Civil Protection Orders from Temporary Protection Orders**

In an effort to prevent intra-family incidents and domestic violence, Washington D.C. courts have two types of protection orders which contain specific sanctions against a person or partner. These orders are intended to protect victims, and can result in arrest if violated. MPD enforces these protection orders on a regular basis. Simply put, these are written orders issued by a judge, which require another person to do, or refrain from doing certain things. In 2013 over 5,000 petitions for civil protection orders were filed at the domestic violence intake center which is described in the PD 378A.

The two types of protection orders issued in Washington DC are Temporary (TPO) and Civil (CPO). The person requesting the order is referred to as the **Petitioner**. This is usually the victim of domestic violence. The person whom the petitioner is filing the order against is referred to as the **Respondent**.

**Temporary Protection Order (TPO):**

TPO's can be applied for at the domestic violence intake center. Any person, regardless of police intervention or a pending criminal case involving domestic violence, who feels that they are in immediate intra-family danger, may petition for a TPO. This involves making a sworn statement under oath about the abuse.

That same day, the petitioner will see a judge who will ask questions about the situation and sanctions that the petitioner requests be included in the order. If the judge believes that the petitioner is in danger, a TPO is issued that same day. The petitioner will be issued a court date on which he or she must return to present their case for a CPO. TPOs last **14 days**. They must be served to the respondent which MPD members often assist in doing. Once served, they become active, and any violation of the order is a criminal offense. The TPO served to the respondent includes an order to appear in court on the same day as the petitioner.

**Civil Protection Order (CPO):**

After receiving a TPO, petitioners must prepare their case and attend a hearing. They are allowed to use evidence and witnesses. These often include text messages, emails, voicemails, police reports, phone records, family members, neighbors, friends, and co-workers. A CPO may be issued by the Judge based upon the case presented in this court hearing.

This process can occur simultaneously with a criminal case, and could continue regardless of the outcome of any criminal case. If the judge concludes that the respondent has assaulted, threatened, stalked or destroyed property of the petitioner, a CPO will be issued. Likewise, if a guilty verdict is received in any criminal case, the CPO is automatically issued. CPOs are much the same as TPOs, but they last **1 year**. The petitioner can apply to have the order renewed as it approaches the 1 year expiration date.

Violating any part of a CPO is also a criminal offense, which MPD members enforce. Petitioners often carry the order with them at all times to present to police officers upon any violation by the respondent. Petitioners are not required to carry the order however, and a criminal check (10-29) of the alleged respondent through a dispatcher or mobile device will provide proof of a valid TPO or CPO.

**Foreign Protection Orders:**

Any valid form of a protection order or restraining order, issued by another state or jurisdiction is considered valid in Washington D.C. Orders from another state are referred to as Foreign Protection Orders. MPD enforces foreign protection orders in the same manner as TPOs and CPOs. Remember to read the orders carefully as they are not always the same as CPOs and TPOs issued in Washington DC.

**Enforcement:**

In addition to domestic violence offenses, MPD member shall make mandatory arrests in cases involving violations of protection orders originating in Washington DC (CPO/TPO) or elsewhere (Foreign Protection Order) when probable cause exists to believe that a violation occurred. The narrative portion of reports documenting these violations should include the following:

- The date the order was issued
- The issuing Judge's name
- The related protection order remedies and sanctions that were violated
- The way in which the order was violated

- The way in which the respondent and petitioner were identified.

**DC Code § 16-1041:** All persons found to be in violation of a TPO, CPO, or Foreign Protection Order shall be charged with Violation of a TPO or CPO, which is punishable by imprisonment for **not more than 180 days**.

**For Example,** you receive a radio assignment for a family disturbance. The call notes state that a man (Mark) and a woman (Jean) are disputing over custody of a child in common. Your investigation reveals that no assault occurred, and that they were only arguing. A WALES check of both parties reveals that a valid Civil Protection Order is on file from Maryland requiring that Mark has no contact with Jean. When asked, Jean confirms that she obtained a protection order after a previous assault at their previous address. As such, Mark would be placed under arrest for violation of a Foreign Protection Order. Jean would be issued a PD 378A and offered OCAP services.

### **6.3.10 Appreciate the special officer safety considerations involved in Domestic Violence calls for service**

Victims and suspects involved in domestic disturbance situations are often in a highly emotional state due to the nature of the relationship. This has the potential to pose serious dangers to officers intervening in such situations.

The FBI's annual report on law enforcement officers assaulted and killed has confirmed that that **no assignment poses more uncertainty and potential hazard to an officer's safety than a domestic disturbance call**. In 2008 and 2009, 32% (over 18,000 cases) of all assaults on police officers occurred while investigating a domestic disturbance call. Furthermore, many of these calls are to a victim/suspect's private residence which poses a uniquely different type of danger. In an unfamiliar residence, suspects have the upper hand, and may have weapons easily accessible which officers cannot detect. It is imperative to use situational awareness while inside of others' homes.

On April 4, 2009, two Pittsburg Police Officers responded to a domestic disturbance call at a private residence. The caller was requesting assistance in having her adult son removed from the home after an argument. After entering the house, both officers were immediately shot by the son in an ambush style assault. An off duty officer heard the officer's calls for assistance and responded. He too was shot upon arrival. All three died from their injuries, and numerous others were injured in an attempt to secure the scene. Over 600 shots were fired during the four hour barricade situation. At some point during the stand-off, the suspect was shot in the leg, and later surrendered. He is currently awaiting death by lethal injection for the three murder convictions. This case clearly demonstrates the dangers involved when entering an unfamiliar residence. Officers must always practice situational awareness and ensure that scene safety is a priority while conducting the investigation.

In 2013, the Metropolitan Police Department received 32,794 calls for domestic violence incidents – One call every 16 minutes. As a result of this high frequency of calls, handling these situations can mistakenly be considered "routine". All of these calls must be treated with extreme caution due to the dangers they pose, while also effectively providing police service. The following are situational awareness and safety techniques that should be used by officers in the field when responding to and investigating calls for domestic violence offenses:

- Dispatchers will continue receiving information about the scene from the caller while you respond. Be sure to receive these notes either over the radio or on a mobile tablet or computer prior to entering the scene. The information provided can contain crucial information about weapons that may be present, and threats that may be made to intervening first responders. This information can save your life.
- Additionally, information is usually provided about whether the suspect is still present on the scene and a lookout for the suspect and victim. The potential for violence, likelihood of someone being under the influence, and the presence of weapons can be forecasted prior to your arrival which significantly increases your level of safety. However, you need to keep in mind that sometimes the information received by the dispatcher is not accurate, and you need to constantly assess whether what you are observing correlates to the information you have received.
- Do not park directly in front of the address of the call. This applies to all assignments. Park a safe distance away to avoid any potential ambush. This gives you a chance to observe the location and detect threats before they are upon you. This also gives you a safe place to briefly discuss the situation with your partner and share any previous knowledge of the location or involved parties prior to entering the situation, and to call for additional back-up before entering if it appears as though you will need it based upon what you see and hear from outside the location.

The same principle applies for knocking on the door. Do not stand directly in front of it. Chances are, the suspect inside knows that it is the police. Doors, windows, and staircases are not bulletproof, and make for a vulnerable place to be. Stand to the side, blade your body, and announce your presence, all the while remaining observant and listening to what is happening inside.

- If no one answers at the door, make a request through the dispatcher for a call back. The dispatcher will make a return call to the complainant or person who placed the 911 call. If someone is communicating through the door, but refusing to open it for you, use persuasion techniques as well as the call back request. Making a forced entry into the home is only authorized under certain conditions which necessitate such an entry. If exigent circumstances exist to necessitate this type of entry, officers may do so.
- Separating the parties involved is an important step in the investigation. If you need more officers to facilitate this step, request them through the dispatcher. Victims may be coerced by their abuser to report that no offense took place, or that everything is fine. Furthermore, the 911 call may have been made secretly by the victim who is afraid to seek help. In order to obtain an accurate account of what occurred, separate all parties involved so as to avoid any victim being afraid to communicate with you.
- Constantly be on the lookout for other people who may be present on the scene, or in the residence. Although the call may involve 2 people in a domestic relationship, more may be present, and all may have valuable information about the offense. Also be on the lookout for weapons, and objects that can easily be used as weapons. Avoid conducting these interviews in kitchens and garages where knives and blunt objects are commonly stored. Monitor the movements of everyone involved as they access different areas of the house. In many cases,

especially more emotional scenes, or scenes where numerous people are involved, it may be best to ask everyone to step into the front or backyard so as to maintain a secure scene.

- The use of handcuffs is justified, and significantly helps to maintain control of the scene when any involved person poses a threat to you or any other witness, victim, etc. Handcuffing an involved person does not mean that they are under arrest. Use them to establish control of scenes that pose a threat, and advise the persons involved that they are not under arrest, but handcuffed solely for safety purposes. Maintain communication and a line of sight with your partners, and remain vigilant while conducting your investigation and practicing situational awareness.

The use of handcuffs, and the act of effecting an arrest on a domestic violence scene can be extremely dangerous. Family members and even victims often become agitated or assaultive after seeing this take place, due to the emotional state that they are in. Maintain the separation of parties during the arrest, and remain observant of everyone who is present in order to safely effect the arrest. Some suspects will request to be handcuffed away from their children or family members. When feasible and safe to do so, accommodate this request so as to limit the likelihood of violence.

### **6.3.11 Classify the elements of offenses commonly encountered in Domestic Violence**

The most common offenses encountered in domestic violence situations are assault and threat related offenses which you have already learned. In addition to them, the following offenses are commonly encountered during domestic violence and abusive relationships:

#### **Stalking – DC Code § 22-3133:**

It is unlawful for a person to purposefully engage in a course of conduct directed at a specific individual:

1. **With the intent to cause** that individual to:
  - A. Fear for his or her safety or the safety of another person;
  - B. Feel seriously alarmed, disturbed, or frightened; or
  - C. Suffer emotional distress;
2. That the person **knows he/she would cause** that individual reasonably to:
  - A. Fear for his or her safety or the safety of another person;
  - B. Feel seriously alarmed, disturbed, or frightened; or
  - C. Suffer emotional distress;
3. That the person **should have known he/she would cause** a reasonable person in the individual's circumstances to:
  - A. Fear for his or her safety or the safety of another person;

- B. Feel seriously alarmed, disturbed, or frightened; or
- C. Suffer emotional distress.

Stalking is generally a **Misdemeanor** punishable by a term of imprisonment for **not more than 1 year**. Stalking can be a **Felony** punishable by a term of imprisonment of **up to 10 years**, when at the time of the offense, the suspect:

- Was subject to a court, parole, or supervised release order prohibiting contact with the victim;
- Has one or more prior convictions in any jurisdiction of stalking any person within the previous 10 years;
- Was 4 years older than the victim and the victim was under the age of 18; or
- Caused more than \$2,500 in financial injury.

Stalking has a close connection to Domestic Violence. This type of behavior often involves people in an intra-family relationship, but such a relationship does not have to be present to charge the offense. This offense involves severe intrusions into a person's personal privacy and autonomy, and has a long-lasting impact on the victim's quality of life and safety.

These actions often become increasingly violent over time. As a result, this statute not only includes a pattern of following or monitoring the victim, but includes a wide variety of actions that meet the elements, regardless of the means. Stalking does not apply to constitutionally protected activities such as 1<sup>st</sup> Amendment protests.

#### **Jurisdiction of Stalking:**

Due to the nature of the offense, actions which constitute the crime can cross state lines and occur in a number of different places. As such, DC Code has defined the jurisdiction for this offense, and when it is considered to have occurred in Washington DC.

1. An offense shall be deemed to be committed in the District of Columbia if the conduct on at least one occasion was initiated in the District of Columbia or had an effect on the specific individual in the District of Columbia.
2. A communication shall be deemed to be committed in the District of Columbia if it is made or received in the District of Columbia or, if the specific individual lives in the District of Columbia, it can be electronically accessed in the District of Columbia.

Essentially, if any part of the offense occurred in the District of Columbia, MPD can report and enforce this statute, even if other aspects of the case occur elsewhere.

The following terms are defined to be used in the context of this statute:

#### **Course of Conduct:**

To directly or indirectly, or through one or more third parties, in person or by any means, **on 2 or more occasions**, to:

- Follow, monitor, place under surveillance, threaten, or communicate to or about another individual;

- Interfere with, damage, take, or unlawfully enter a person's real or personal property, or threaten or attempt to do so; or
- Use another individual's personal identifying information.

**Any Device:**

Electronically, mechanical, digital or any other equipment including: a camera, computer, spy-ware, microphone, audio or video recording devices, GPS systems, electronic monitoring systems, listening devices, night vision goggles, and binoculars.

**Any Means:**

This includes the use of a telephone, mail, delivery service, email, websites, or other methods of communication.

**Communicating:**

Using oral or written language, photographs, pictures, signs, symbols, gestures, or other acts or objects that are intended to convey a message.

**Financial Injury:**

The monetary costs, debts, or obligations incurred as a result of the stalking by the specific individual, member of the specific individual's household, a person whose safety is threatened by the stalking, or a person who is financially responsible for the specific individual – this includes:

- The cost of replacing or repairing any property that was taken or damaged;
- The cost of clearing the specific individual's name or his/her credit, criminal, or other official record;
- Medical bills incurred;
- Relocation expenses;
- Lost employment wages;
- Attorney's fees.

**Personal Identifying Information:**

- Name, address, telephone number, date of birth, or mother's maiden name;
- Driver's license number;
- Savings, checking, or other financial account number;
- Social security number, or tax identification number;
- Passport, or passport number;
- Citizenship status, visa, or alien registration card or number;
- Birth certificate or a facsimile of a birth certificate;
- Credit or debit card number
- Credit history/rating;
- Personal signature;
- Passwords, access codes, digital signature, electronic address, electronic identification number, routing information, or telecommunication identifying information.
- Biometric data such as fingerprints, voice prints, retina or iris images, or other unique physical representation;
- Place of employment, employment history, or employee identification number; and

- Any other information that can be used to access a person's financial resources, medical information, identity, or obtain property.

**For example**, in June, Melinda broke up with her boyfriend of three years and moved into a new apartment. After an uneventful month in her new apartment, her ex-boyfriend (Marcus) began showing up outside her place of employment a few days each week around the same time she leaves work because he did not know where she had moved to. After a few days, she confronted him, and advised him that he has no business there, and asks him to stop showing up. Melinda no longer sees Marcus after work, but finds notes on the windshield of her car from him each day and receives phone calls at the office from him each day which she ignores.

Melinda finally answers one phone call, to warn Marcus that she is extremely disturbed by his behavior, and that she intends to report him to the police if it continues. Marcus begins calling with even greater frequency, which Melinda's secretary documents through caller ID. Melinda also begins saving the notes left on her car which have become increasingly threatening in nature. One day, after leaving work and removing another threatening note from her windshield, Melinda drove home and discovered Marcus sitting on the steps leading to her front door. Afraid for her safety, Melinda called 911 and waited for police before entering the apartment or making her presence known to Marcus.

Due to the repeated actions of Marcus, which demonstrated a course of conduct which he knew, or should have known, would put her in fear for her safety and cause emotional distress, he has committed the offense of Stalking. With Melinda's description of the course of conduct, the documented calls, and numerous threatening notes saved by Melinda, probable cause would exist to arrest Marcus for Stalking. And, because of the intra-family relationship which exists, along with Melinda's fear of imminent injury, he would be mandatorily arrested on the scene without obtaining an arrest warrant.

#### **Parental Kidnapping – DC Code §16-1021-1022:**

Due to the nature of intra-family incidents, and the common issues that arise during these incidents concerning the custody of children, D.C. Code has established this statute to prevent and criminalize certain actions resulting from the conflict over child custody.

This statute makes it illegal for any parent, or person acting on directions from the parent, to intentionally conceal a child from the child's other parent. Furthermore, it is illegal for any relative, or person acting on directions from a relative, who knows that another person is the lawful custodian of a child, to:

1. Abduct, take, carry away a child with the intent to prevent a lawful custodian exercising rights to custody of the child;
2. Abduct, take, carry away a child from a person with whom the relative has joint custody pursuant to an order, judgment, or decree of any court, with the intent to prevent a lawful custodian from exercising rights to custody of a child;
3. Having obtained actual physical control of a child for a limited period of time in the exercise of the right to visit with or to be visited by the child or the right of limited custody of the child, pursuant to and order, judgment, or decree from any court, which grants custody of the child to



another or jointly with the relative, with intent to harbor, secrete, detain, or conceal the child or to deprive a lawful custodian of the physical custody of the child, keep the child for more than 48 hours after a lawful custodian demands that the child be returned or makes all reasonable efforts to communicate a demand for the child's return;

4. Having custody of a child pursuant to an order, judgment or decree of any court, which grants another person limited rights to custody of the child or the right to visit with or be visited by the child, conceal, harbor, secrete, or detain the child with intent to deprive the other person of the right of limited custody or visitation;
5. Conceal, harbor, secrete, or detain the child knowing that physical custody of the child was obtained or retained by another in violation of this subsection with the intent to prevent a lawful custodian from exercising rights to custody of the child;
6. Act as an aider and abettor, conspirator, or accessory to any of the actions forbidden by this section;
7. After being served with process in an action affecting the family but prior to the issuance of a temporary or final order determining custody rights to a child, take or entice the child outside of the District of Columbia for the purpose of depriving a lawful custodian of physical custody of the child;
8. After issuance of a temporary or final order specifying joint custody rights, take or entice a child from the other joint custodian in violation of the custody order.

Parental Kidnapping is a felony which is punishable by a term of imprisonment of **1 year** if the child is out of the custody of the lawful custodian for more than 30 days, or **6 months** if the child is out of the custody of the lawful custodian for less than 30 days.

In the context of this statute, the following terms are defined by D.C. Code:

**Lawful Custodian:**

This is a person who is authorized to have custody by an order of the Superior Court of the District of Columbia or a court of competent jurisdiction of any state, or a person designated by the lawful custodian temporarily to care for the child.

**Child:**

Any person under the age of 16.

**For example,** George and Leanne are divorced. They have an 8 year old child together. Due to George's history of and conviction for domestic violence offenses, custody of the child was granted to Leanne through a court order. George is allowed to visit twice per week at a scheduled time. During a recent visit, George requested permission to take the child overnight to celebrate the child's birthday and see a movie. Leanne agreed under the condition that he gets the child to school on time the following morning.

Leanne receives a call the following morning from the child's school reporting his absence. Leanne calls George who says that it is only fair that he receives custody of the child regardless of the court order, refuses to return the child, and turns off his phone. Unable to contact George, or her child, Leanne calls

911. George has committed Parental kidnapping. After confirming Leanne's court ordered custody of the child, George can be arrested, and the child can be returned.

**Destruction of Property:**

Although this can occur during a domestic violence event or family disturbance, remember that one cannot be arrested for destroying property that he or she owns, or property that the couple collectively owns.

**For example,** if during an argument between a husband and wife, the husband throws a ceramic lamp at a wall smashing the lamp and leaving damage to the wall, an offense may or may not have occurred. If the husband owns the house and the lamp, or they both own the house and its contents together, no offense has occurred. If, however, the husband and wife are separated, and this event takes place inside the wife's house during a visit, the husband would have committed a Destruction of Property.

**6.3.12 Complete an event report and arrest/prosecution report for an intra-family offense**

**(Practical Exercise)**

**6.3.13 Complete an event report for a Family Disturbance**

**(Practical Exercise)**

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# SPECIAL ORDER



DISTRICT OF COLUMBIA

Subject	<b>AMBER Alert</b>
Number	<b>SO-11-11</b>
Effective Date	<b>June 7, 2011</b>
Related to:	GO-OPS-304.03 (Missing Persons Report) GO-OPS-309.05 (Handling Kidnapping/Extortion Cases)

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## I. BACKGROUND

The Metropolitan Police Department (MPD) is the principle law enforcement agency in the District of Columbia and acts as the lead agency in the coordination and activation of the D.C. AMBER Alert Plan. The D.C. AMBER Alert Plan was developed by the District Department of Transportation in 2005 with the cooperation of the MPD and the D.C. Emergency Management Agency Broadcasters Association. Through the D.C. AMBER Alert Plan, MPD is able to collaborate with local broadcast stations in serious juvenile abduction investigations for the swift and safe return of the missing juvenile.

## II. DEFINITIONS

For the purpose of this order, the following terms shall have the meanings designated:

1. Abducted – Circumstances in which a juvenile is reported to be involuntarily missing from the person(s) having care-taking responsibilities for the juvenile, and:
  - a. An eyewitness has stated that the juvenile was taken by person(s) for whom there is a physical description, a vehicle description (if involved), and a direction of travel from the point last seen; or
  - b. Lacking an eyewitness, articulable evidence exists that the juvenile's disappearance was not voluntary.
2. AMBER Alert (America's Missing: Broadcast Emergency Response Plan) – Early notification tracking system used by law enforcement to alert the general public, via television and radio, when a juvenile has been kidnapped, and authorities have reason to believe that the juvenile is in physical danger.

## AMBER ALERT (SO-11-11)

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3. AMBER Coordinator – MPD member trained by the National Center for Missing and Exploited Children who may authorize and terminate an AMBER Alert.

**III. REGULATIONS**

A. The AMBER Alert shall only be activated when **all** of the following criteria are met:

1. The abducted juvenile is seventeen (17) years of age or younger, and it is believed that the juvenile has been abducted.

NOTE: Particular consideration must be given when juveniles between the ages of fifteen (15) and seventeen (17) are reported missing as to their own behavior or mental capacity that may have in some way contributed to the criminal activity. A juvenile under fourteen (14) years of age cannot legally give consent for any action, and, therefore, that age group should be considered more at risk.

NOTE: Child abduction by a non-custodial parent is not a case that would routinely meet the DC AMBER Plan criteria, unless there is a reasonable suspicion that the parent intends to physically harm the child.

2. It is believed that the abducted juvenile is in imminent danger or serious bodily harm or death.
3. An investigation has taken place that verified the abduction (i.e., eyewitness account) or eliminated alternative explanations.
4. There is sufficient information about the juvenile, abductor and/or suspect to disseminate to the public that could assist in locating the juvenile, suspect, and/or suspect's vehicle.
5. The abductor and/or juvenile are likely to still be in the broadcast area.
6. The incident report number is provided to the MPD AMBER Coordinator.

NOTE: The MPD AMBER Coordinator may be contacted through the Command Information Center (CIC).

7. The juvenile must be entered in WALES/NCIC.

B. The AMBER Alert Plan **shall not** be activated in cases of:

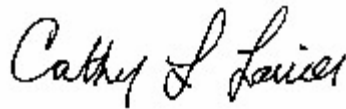
1. Parental kidnapping where there is no obvious danger to the juvenile; or
2. Runaways.

**IV. PROCEDURES**

- A. When responding to a call that a juvenile has been abducted, and the responding member believes the criteria have been met to activate the AMBER Alert Plan, the responding member shall immediately notify his/her Watch Commander.
- B. The Watch Commander shall notify the Watch Commander, CIC, as soon as possible, but in no case later than two (2) hours after the juvenile is reported missing.
- C. The Watch Commander, CIC, shall immediately notify MPD's AMBER Coordinator; the appropriate District Commander; the Commanding Official, Youth Investigations Division (YID); and the Field Commander.
- D. The MPD AMBER Coordinator shall make the final determination to authorize the activation of the AMBER Alert.
- E. If the AMBER Alert activation is authorized, the AMBER Coordinator shall ensure compliance with the District of Columbia AMBER Alert Plan.
- F. The AMBER Coordinator shall authorize the cancellation of AMBER alerts.
- G. If all of the criteria for activation of the AMBER Alert are not met, members may request that a BOLO be issued for the missing juvenile.
- H. If all of the criteria for activation of the AMBER Alert are not met but media notification may be beneficial:
  - 1. Members shall immediately notify the CIC who shall notify the MPD Public Information Office (PIO).
  - 2. PIO shall contact electronic media outlets and network (wire) services and request immediate broadcast of descriptive information.

**V. CROSS REFERENCES**

District of Columbia AMBER Alert Plan, May 2005.



Cathy L. Lanier  
Chief of Police

CLL:PAB:MOC